



CHAT

CHURCH HEALTH ASSESSMENT TOOL

A Ministry of Leadership Transformations, Inc.



START A *Conversation*



OUR SAVIOR'S LUTHERAN CHURCH SURVEY REPORT

Generated On: June 18, 2022

Section I: [Executive Summary](#)

Section II: [Additional Comments](#)

Section III: [Suggested Next Steps](#)

Appendix: [Detailed Survey Findings](#) (Separate Report)
[Including Custom Questions](#)



**LEADERSHIP
TRANSFORMATIONS INC.**

FORMATION | DISCERNMENT | RENEWAL

www.LeadershipTransformations.org

Toll Free: (877) TEAMLTI

New England Office

PO BOX 338

Lexington, MA 02420

Colorado Springs Office

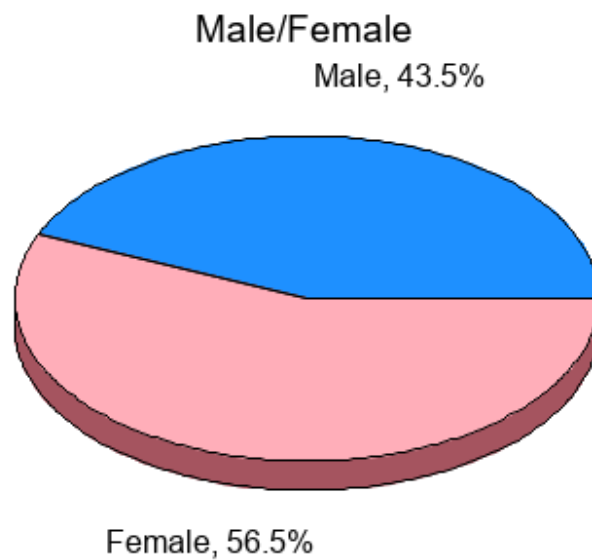
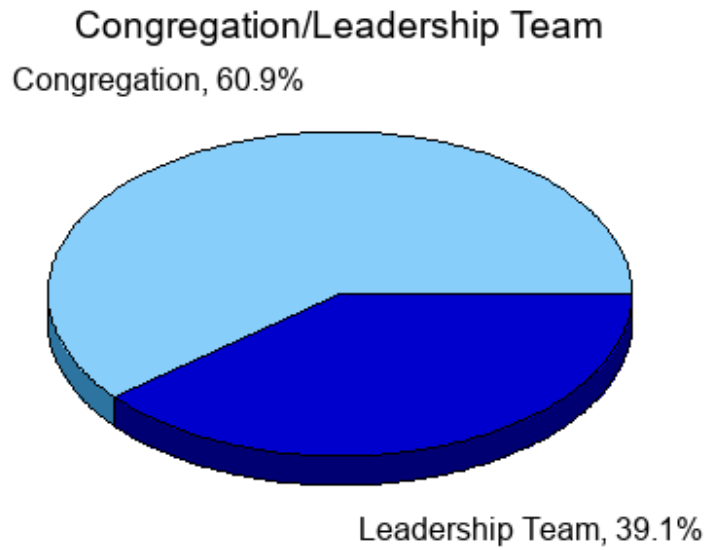
PO BOX 64530

Colorado Springs, CO 80962

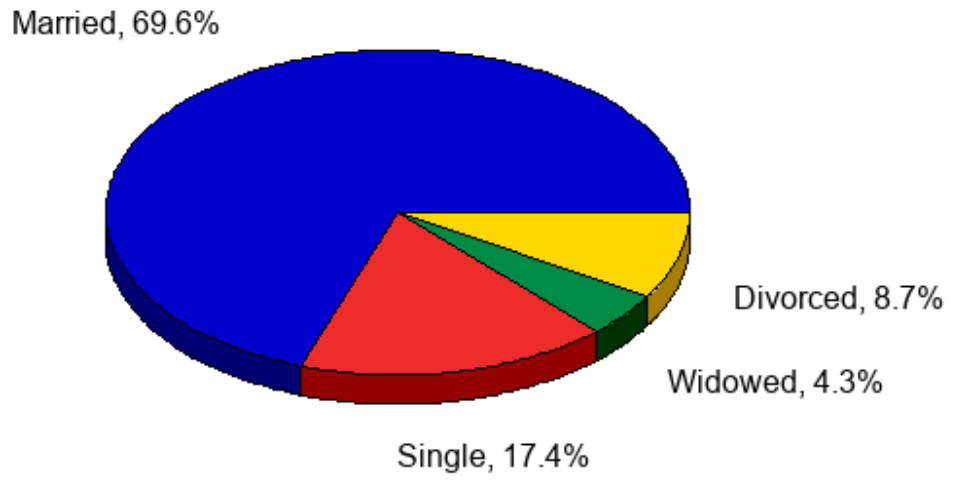
Section I: EXECUTIVE SUMMARY

This section will give you a quick overview of the data findings in visual form. Below you'll find graphs of the assessment participants displayed in various categories.

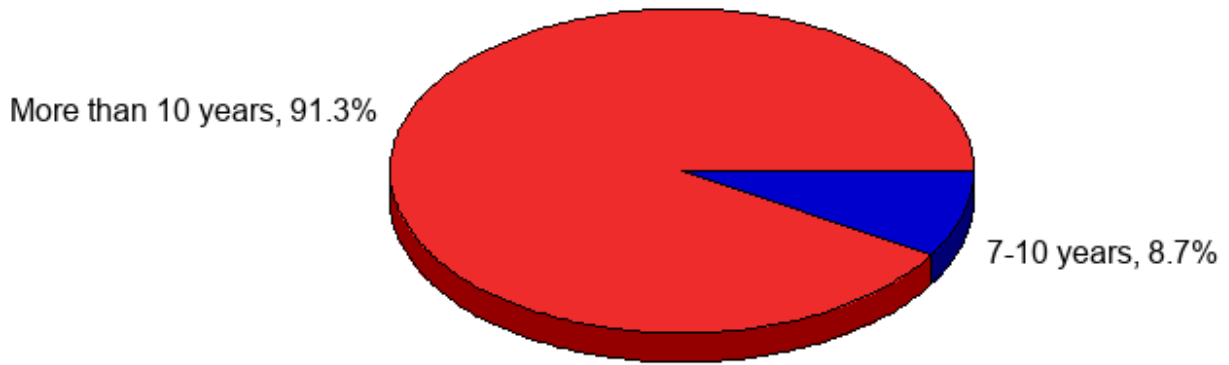
PARTICIPANT DEMOGRAPHICS

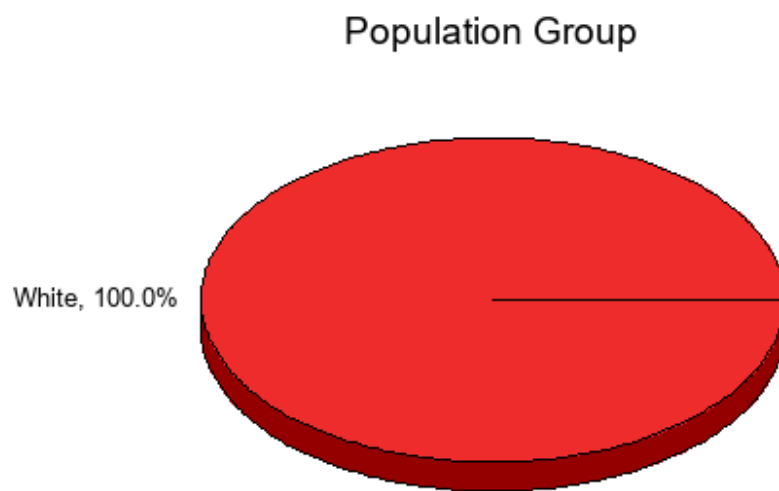
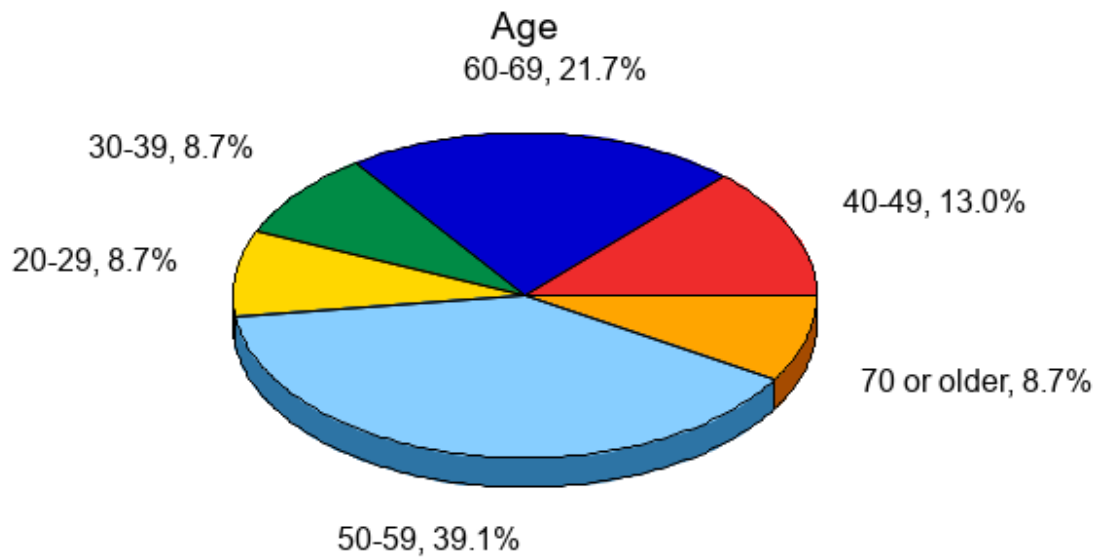


Marital Status



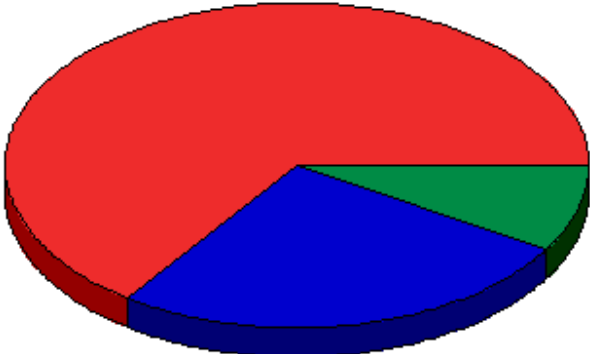
Years at our Church





Education

College/Univ. graduate, 65.2%



Masters or Doctorate, 8.7%

High school diploma, 26.1%

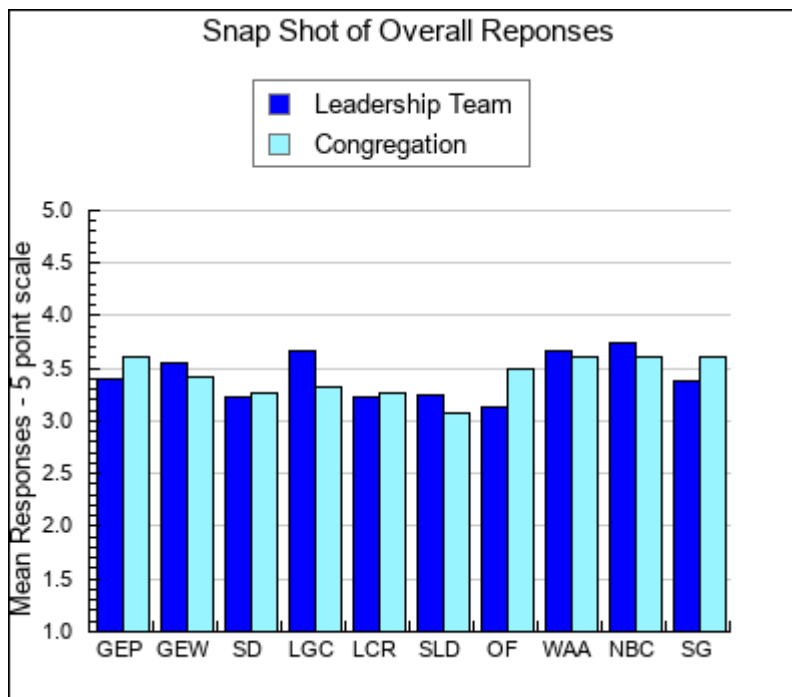
SUMMARY OF THE COLLECTED DATA

Congregation and Leadership Team responses are compared side by side.

The following graph shows the mean responses to the question, "Overall, how effective are we at living out [this characteristic] in our church?" which was asked at the end of each characteristic section.

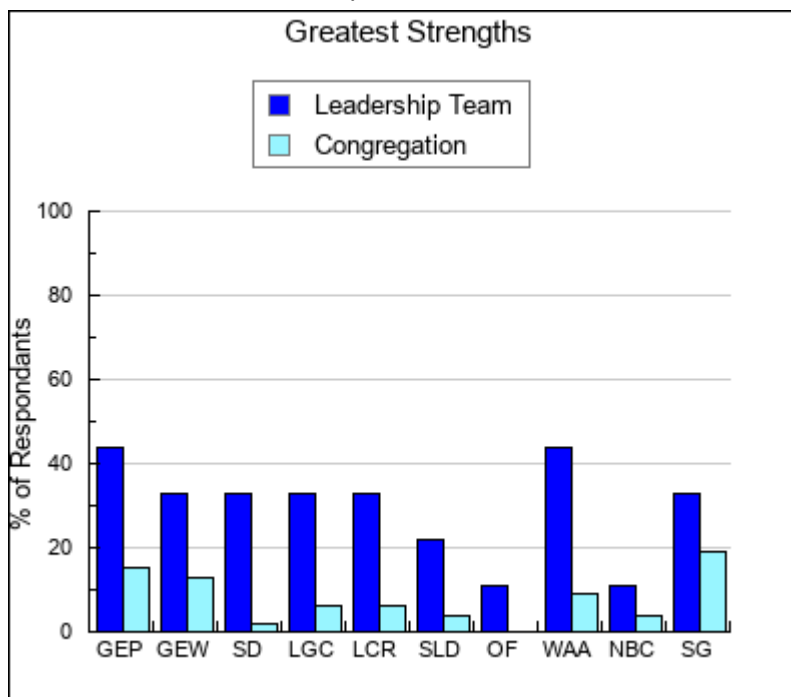
The 10 Characteristics

1. **GEP**-God's Empowering Presence
2. **GEW**-God-Exalting Worship
3. **SD**-Spiritual Disciplines
4. **LGC**-Learning & Growing in the Community
5. **LCR**-Loving & Caring Relationships
6. **SLD**-Servant-Leadership Development
7. **OF**-An Outward Focus
8. **WAA**-Wise Administration & Accountability
9. **NBC**-Networking with the Body of Christ
10. **SG**-Stewardship & Generosity



GREATEST STRENGTHS OF OUR CHURCH

Keep in mind that each participant was asked to choose *three* characteristics. The following graph shows that for each characteristic, X% of the respondents chose that trait as one of their top three selections.



The 10 Characteristics

1. **GEP**-God's Empowering Presence
2. **GEW**-God-Exalting Worship
3. **SD**-Spiritual Disciplines
4. **LGC**-Learning & Growing in the Community
5. **LCR**-Loving & Caring Relationships
6. **SLD**-Servant-Leadership Development
7. **OF**-An Outward Focus
8. **WAA**-Wise Administration & Accountability
9. **NBC**-Networking with the Body of Christ
10. **SG**-Stewardship & Generosity

Note: Pay careful attention to areas where there was a stark discrepancy between what the Congregation said and what the Leadership Team said. Discuss why you think this discrepancy exists.

The Congregation identified your church's strongest characteristics as follows (more than one trait indicates a tie in percentage response):

19% of the Congregation chose the following trait(s) as one of their "top three strengths of our church."

Stewardship & Generosity Typically, when your congregation affirms "Stewardship and Generosity" as one of your greatest strengths, they are thrilled with the ways in which the budget is raised, the resources are stewarded, and the generosity of the church is expanded (consult your detailed findings for specific ways in which this trait is affirmed). It is through this trait of a healthy church that you will see evidence of "where your treasure is, there will your heart be also." The local church that stewards the abundant love of Christ in tangible ways will experience the joy of seeing how personal and financial gifts are multiplied for the glory of God. The more this trait is taken seriously by the congregation, the more inclined will be their hearts toward the needs of the church, the community, and toward others who live in much less fortunate environments.

15% of the Congregation chose the following trait(s) as one of their "top three strengths of our church."

God's Empowering Presence Typically, when your congregation affirms "God's Empowering Presence" as one of your greatest strengths, they are sensing that the church actively seeks the direction and empowerment of the Holy Spirit for its daily life and ministry (consult your detailed findings for specific ways in which this trait is affirmed). Is there an obvious presence of God's abiding peace when you gather for worship, fellowship, and/or service to others? God's empowering presence is a fresh reminder that the people of God need to depend solely on the Spirit for every decision made, every relationship pursued, and every action lived out in His name and for His sake.

13% of the Congregation chose the following trait(s) as one of their "top three

strengths of our church."

God-Exalting Worship Typically, when your congregation affirms "God Exalting Worship" as one of your greatest strengths, they are celebrating the fact that the experience of gathering together for worship as the people of God is refreshing and renewing, uplifting and meaningful (consult your detailed findings for specific ways in which this trait is affirmed). Worship is a value that your congregation encourages you to consider a high priority on a weekly basis and generally appreciates the ways in which they are ushered into the presence of God. When worship is a strength, it's important to keep building on this so the people are fed by the Word of God, nurtured by prayer, and encouraged to engage the world as instruments of God's mercy, wisdom, and strength.

Out of all 70 questions, the Congregation gave the following specific questions their highest marks (more than one question indicates a tie in mean response):

1. Mean Score: 4.43 out of 5

From your perspective, how well does our church operate within the church's annual budget? (SG)

2. Mean Score: 4.30 out of 5

How well does our church develop ministry specialties that meet the needs of our community without overlapping or competing with other churches? (NBC)

How well does our church foster interdependence among other Christian churches in our community? (NBC)

3. Mean Score: 4.29 out of 5

From your perspective, how well does our church operate with financial integrity and accountability? (SG)

The Leadership Team identified your church's strongest characteristics as follows (more than one trait indicates a tie in percentage response)

44% of the Leadership Team chose the following trait(s) as one of their "top three strengths of our church."

God's Empowering Presence Typically, when your leadership team affirms "God's Empowering Presence" as one of your greatest strengths, they are noting the many ways in which the abiding presence of the Holy Spirit is sustaining your shared worship, fellowship, and witness (consult your detailed findings for specific ways in which this trait is affirmed). When leaders see the work of the Spirit alive in the local church, they are recognizing the gifts of the Spirit among the people as evidenced through the fruit of the Spirit. Leaders who understand the need to totally depend upon God for their relationships, deliberations, and decision-making will serve well the needs of the congregation and the extension of ministry will flow generously into the community and world.

Wise Administration & Accountability Typically, when your leadership team affirms "Wise Administration and Accountability" as one of your greatest strengths, there is a utilization of appropriate facilities, equipment, and systems to maximize support for the growth and development of the church's ongoing ministry (consult your detailed findings for specific ways in which this trait is affirmed). In this regard, they foster accountable ways of administering the programs of the church that leads to excellence, effectiveness, and efficiency in the day-to-day nature of ministry. To enhance this strength, leaders must consider ways to evaluate progress in line with the stated mission and vision of the church and pray, think, and plan strategically (under the guidance of God's Spirit) for the future.

33% of the Leadership Team chose the following trait(s) as one of their "top three strengths of our church."

God-Exalting Worship Typically, when your leadership team affirms "God Exalting Worship" as one of your greatest strengths, they are celebrating together the ways in which the weekly gathering of God's people is edifying, enriching, and renewing for all who attend (consult your detailed findings for specific ways in which this trait is affirmed). In this trait of a healthy church, the public worship experiences are held in high regard as the place where the church comes together to dedicate their lives to fulfilling believers' primary reason for being. As a result, each worship service is designed to create the space for the ministry of God's Spirit to be evidenced through the music, praying, Scripture reading, preaching, giving, sharing, baptism, communion, etc. - all for the glory of God.

Spiritual Disciplines Typically, when your leadership team affirms "Spiritual Disciplines" as one of your greatest strengths, they recognize the importance of teaching members of all ages the principles and practices that lead to a deeper walk of faith (consult your detailed findings for specific ways in which this trait is affirmed). In this priority, a healthy church fosters a life of prayer, devotion to Scripture, and reflective disciplines (journaling, spiritual conversations, etc.). When leaders are satisfied that this trait is receiving its due priority, their own walk with God is enhanced as they encourage others within the fellowship to pursue their personal spiritual vitality. End results include the instilling of a strong sense of integrity and growth to Christ-like maturity.

Learning & Growing in Community Typically, when your leadership team affirms "Learning and Growing in Community" as one of your greatest strengths, they are delighted with the options afforded the membership to come together in environments conducive to spiritual growth (consult your detailed findings for specific ways in which this trait is affirmed). This includes places such as small groups, classes for all ages, specialized training opportunities, and other gatherings where believers come together for the express purpose of deepening their faith in God and relationships with one another. It is in these settings that community is built and people are equipped to know God's will, follow Christ into places of intimacy, and deepen the fellowship of those who share a common experience of faith.

A Commitment to Loving & Caring Relationships Typically, when your leadership team affirms "Commitment to Loving, Caring Relationships" as one of your greatest strengths, they recognize the effective ways in which the church pursues a God-honoring quality of life together (consult your detailed findings for specific ways in which this trait is affirmed). When this trait is considered a strength within the fellowship of believers, there are concerted efforts to communicate with one another in ways that edify, resolve conflicts in a manner befitting Christ, and deepen relationships through joyful experiences of worship, love and service. When authenticity is modeled and affirmed, caring for one another will include forgiveness, healing, reconciliation and the bearing of each other's burdens. What a joy to behold!

Stewardship & Generosity Typically, when your leadership team affirms "Stewardship and Generosity" as one of your greatest strengths, they are celebrating how effective the members of the church serve as stewards of their God-given resources and how sacrificially they share them with others (consult your detailed findings for specific ways in which this trait is affirmed). This attitude is a tangible expression of the heart of Jesus, who taught that "from everyone who has been given much, much will be demanded" and "where your treasure is, there will your heart be also." Building on this strength will require church leaders to consider ways to teach on generosity and financial planning, family and church budgeting, and principles of financial accountability. Having this trait as a positive contributor to the health of the church will undoubtedly deepen faith, strengthen relational trust, and enliven service to others in the name of Christ.

22% of the Leadership Team chose the following trait(s) as one of their "top three strengths of our church."

Servant-Leadership Development Typically, when your leadership team affirms "Servant Leadership Development" as one of your greatest strengths, they acknowledge the result of their shared efforts of identifying and developing individuals and teams to take hold of the ministry and advance it together (consult your detailed findings for specific ways in which this trait is affirmed). Motivating and challenging potential leaders to serve within the existing framework of ministry leads to the multiplication of leadership for the future. As a strength, this trait can be built upon for years to come as lay persons are respected, honored, and mobilized to serve both inside and outside the local church. When leaders are equipped and empowered to serve, the healthy growth of the ministry is significantly enhanced.

Out of all 70 questions, the Leadership Team gave the following specific questions their highest marks (more than one question indicates a tie in mean response):

1. Mean Score: 4.44 out of 5

From your perspective, how well does our church operate with financial integrity and accountability? (SG)

2. Mean Score: 4.33 out of 5

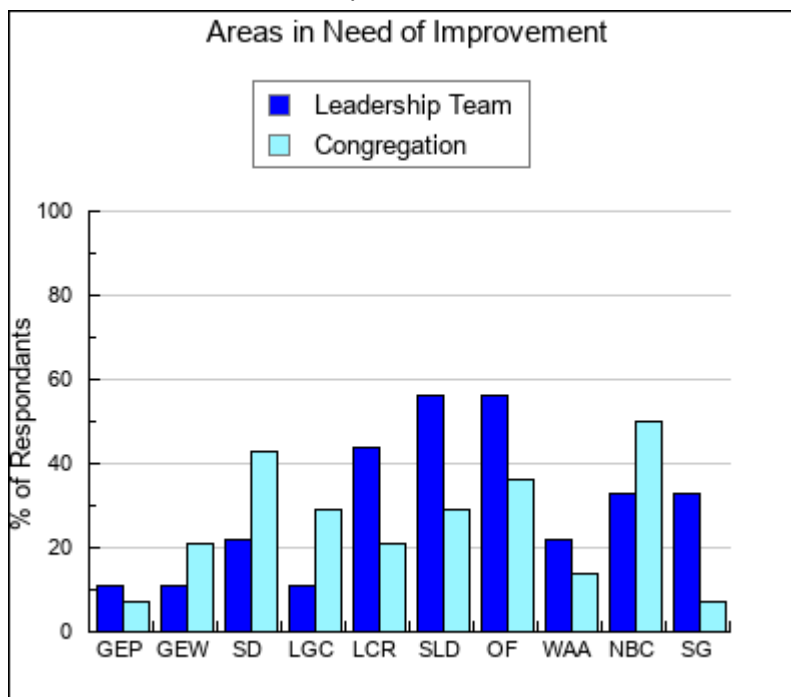
How well does our church develop ministry specialties that meet the needs of our community without overlapping or competing with other churches? (NBC)

3. Mean Score: 4.25 out of 5

When we gather to worship together, how well do we as a church emphasize biblical and relevant preaching? (GEW)

AREAS IN NEED OF IMPROVEMENT FOR OUR CHURCH

Keep in mind that each participant was asked to choose *three* characteristics. The following graph shows that for each characteristic, X% of the respondents chose that trait as one of their top three selections



The 10 Characteristics

1. **GEP**-God's Empowering Presence
2. **GEW**-God-Exalting Worship
3. **SD**-Spiritual Disciplines
4. **LGC**-Learning & Growing in the Community
5. **LCR**-Loving & Caring Relationships
6. **SLD**-Servant-Leadership Development
7. **OF**-An Outward Focus
8. **WAA**-Wise Administration & Accountability
9. **NBC**-Networking with the Body of Christ
10. **SG**-Stewardship & Generosity

Note: Pay careful attention to areas where there was a stark discrepancy between what the Congregation said and what the Leadership Team said. Discuss why you think this discrepancy exists.

The Congregation identified the characteristics most in need of improvement as follows (more than one trait indicates a tie in percentage response):

50% of the Congregation chose the following trait(s) as one of their "top three areas in need of improvement."

Networking with the Body of Christ Generally, when your congregation identifies "Networking with the Body of Christ" as a trait in need of improvement, they are voicing their fears about becoming exclusive and distant from the wider community of believers (consult your detailed findings for specific ways in which this trait is highlighted). They do not want the church to become watered down in your shared convictions about "unity" among other congregations. Instead, they are desirous of connecting with others of like mind and heart in places where Christ-centered worship, community service opportunities, church facilities and training events can all be shared in a spirit of cooperation and collective witness. Congregations with a "kingdom" mentality are richly blessed as they combine their efforts and resources for building up the body of Christ with others who share our faith commitment in Christ.

43% of the Congregation chose the following trait(s) as one of their "top three areas in need of improvement."

Spiritual Disciplines Generally, when your congregation identifies "Spiritual Disciplines" as a trait in need of improvement, the leaders should commence conversation with as many congregants as possible regarding their spiritual needs and current practices in their "prayer closets" (consult your detailed findings for specific ways in which this trait is highlighted). Teaching members how to maximize their personal time with the Lord in prayer, Scripture, and reflective disciplines will lead them into a deeper walk of faith. When this trait is ignored, people of all ages will lean more on their own strength rather than putting their trust in God. Shoring up this trait will enhance every other aspect of church life and ministry. Be sure to pay close attention to this area of spiritual development for all of your members and regular attendees.

36% of the Congregation chose the following trait(s) as one of their "top three areas in need of improvement."

An Outward Focus Generally, when your congregation identifies "Outward Focus" as a trait in need of improvement, they are expressing collectively their concern about the local church's lack of outreach (consult your detailed findings for specific ways in which this trait is highlighted). This may include reaching out evangelistically to unchurched neighbors, serving the tangible needs of people in impoverished communities, practicing hospitality to internationals living in our country, and/or supporting missionaries in other parts of the world. When this trait of a healthy church is lacking in your faith community, there are many ways to transform your shared mission toward strategic initiatives of outreach. Capture the best ideas among your members and mobilize as many as possible to engage in the Great Commission of "going and making disciples of every nation" for the sake of building up the kingdom of God.

Out of all 70 questions, the Congregation gave the following specific questions their lowest marks (more than one question indicates a tie in mean response):

1. Mean Score: 2.75 out of 5

How well does our church encourage and equip its members to practice reflection (such as journaling, prayerfully reviewing the day's events, etc.)? (SD)

2. Mean Score: 2.80 out of 5

How well does our church provide for those in need within our fellowship of believers, including the unemployed, the widowed, and single parents? (SG)

3. Mean Score: 2.85 out of 5

How well does our church serve as a place for supporting those who come with diverse ability, ethnicity, or economic status? (LCR)

The Leadership Team identified the characteristics most in need of improvement as follows (more than one trait indicates a tie in percentage response):

56% of the Leadership Team chose the following trait(s) as one of their "top three areas in need of improvement."

Servant-Leadership Development Generally, when your leadership team identifies "Servant Leadership Development" as a trait in need of improvement, there is a recognition that too few people are handling too much responsibility (consult your detailed findings for specific ways in which this trait is highlighted). If this is true, this will allow you the opportunity to begin fresh initiatives that will assist members in discovering their God-given gifts, provide places to utilize their gifts, train in the development of gifts, and commission members to serve God in a vast array of ministry arenas within and outside the local church. Creating an environment of servant leadership will empower and assimilate many in the active ministry of the local church.

An Outward Focus Generally, when your leadership team identifies "Outward Focus" as a trait in need of improvement, the concern is for ministries such as evangelism, social action, international missions, and the care for the poor and impoverished (consult your detailed findings for specific ways in which this trait is highlighted). If this trait is indeed a shortcoming, immediate attention must be given for establishing renewed church-wide priorities of outreach. It is here that the church communicates the truth of Jesus and demonstrates the love of Jesus to those outside the faith. Building up the Kingdom of God and expanding the work of the Church is an essential ingredient of ministry vitality. This trait is especially close to the heart of God and should be a top priority for His Church as well. Innovative, effective, and meaningful ministry in Jesus' name needs to come out of a fresh strategy for sharing the Gospel with those within our reach, in urban/rural settings, and around the globe.

44% of the Leadership Team chose the following trait(s) as one of their "top three areas in need of improvement."

A Commitment to Loving & Caring Relationships Generally, when your leadership team identifies "Commitment to Loving, Caring Relationships" as a trait in need of improvement, they are undoubtedly expressing collective concern about the quality of relationships within the church family (consult your detailed findings for specific ways in which this trait is highlighted). Often times, when this trait emerges as a shortcoming, there is need for conflict resolution. Left unattended, conflict can become cancerous to the fellowship and an impediment to any meaningful ministry to others outside the church. Since ministry is in essence all about the building and reconciliation of relationships, church leaders should become proficient in creating a loving, caring environment among members and families where grace, mercy and peace co-reside.

33% of the Leadership Team chose the following trait(s) as one of their "top three areas in need of improvement."

Networking with the Body of Christ Generally, when your leadership team identifies "Networking with the Body of Christ" as a trait in need of improvement, there is concern about how minimal is the contact of the local church with the wider body of Christ (consult your detailed findings for specific ways in which this trait is highlighted). When churches are connecting in a healthy way with other like-minded local churches, there is collaboration, sharing of resources and learning opportunities, as well as united celebrations of worship. Evidence of unity among like-minded churches will also include pastors from various churches who enjoy being together for prayer, friendship, and iron-sharpening-iron spiritual growth. Leaders acknowledge that this is not a watering down of theological conviction, nor is it acquiescing to liberal ecumenism, but instead an opportunity to be strengthened by the unity expressed in Jesus' prayer for His Church in John 17.

Stewardship & Generosity Generally, when your leadership team identifies "Stewardship and Generosity" as a trait in need of improvement, they are saying collectively that the stewardship area of church life is to be a significant priority for dialogue and education within the congregation (consult your detailed findings for specific ways in which this trait is highlighted). Jesus taught that "where your treasure is, there will your heart be also." Leaders must encourage everyone in the church to reconsider their personal stewardship in light of biblical teaching. In addition, they need to lead the way in practicing generosity toward the local church and other worthwhile ministries and missions. God loves a cheerful giver and when the church is filled with those who make joyful generosity a priority, the attitude of the people will permeate every aspect of life together.

Out of all 70 questions, the Leadership Team gave the following specific questions their lowest marks (more than one question indicates a tie in mean response):

1. Mean Score: 2.63 out of 5

How well does our church serve as a place for supporting the needs of single adults? (LCR)

2. Mean Score: 2.67 out of 5

How well does our church encourage and equip its members to practice reflection (such as journaling, prayerfully reviewing the day's events, etc.)? (SD)

How well does our church serve as a place for supporting the needs of those who come from unhealthy family situations? (LCR)

3. Mean Score: 2.75 out of 5

Do our ministry leaders receive training for their specific ministry with other leaders from other churches? (NBC)

