

Healthy Church Leadership - Culture Assessment

Instructions: Rate each statement on a scale of 1–5

1 = *Strongly Disagree* | 2 = *Disagree* | 3 = *Neutral* | 4 = *Agree* | 5 = **Strongly Agree**

1. Emotional & Relational Health

- Leaders in our church feel emotionally supported and not alone in their roles.
- There are safe spaces for leaders to process discouragement, doubt, or personal struggles.
- Conflict among leaders is addressed openly and redemptively, not avoided or ignored.
- Vulnerability is modeled and welcomed in our leadership culture.
- Feedback is invited and offered constructively, without fear of retaliation.

Total:

2. Spiritual Formation & Soul Care

- Leaders are encouraged to care for their own souls, not just their roles.
- Sabbaths, retreats, or rest rhythms are honored and protected.
- We prioritize spiritual growth over performance or productivity.
- Pastors and staff have access to spiritual direction or soul care support.
- We celebrate leaders who step back for healing or rest—not just those who keep going.

Total:

3. Systems & Shared Leadership

- Responsibilities are shared across a team, not overly reliant on one person.
- We proactively prevent burnout by aligning roles with spiritual gifts and capacity.
- Volunteers and lay leaders are trained and empowered—not just used to fill gaps.
- We intentionally mentor and develop emerging leaders for the future.
- Our leadership structure allows for collaboration, not control.

Total:

4. Culture of Honor & Encouragement

- Leaders regularly receive appreciation and encouragement.
- We celebrate character development, not just ministry outcomes.
- Leaders are seen and valued beyond their public roles.
- Care is offered to both paid and volunteer leaders.
- Leaders feel seen, heard, and known by others on the team.

Total: