

## INTERVIEW ON CONGREGATIONAL HEALTH

Thank you for taking the time to participate in this assessment to talk about congregational health in your community. This is a tool to assist our Diocese and our congregations in exploring congregational health much like an “annual physical” is for each of us. This is a Calling to participate in discernment, through prayer, pondering, and conversation.

Thank you for taking the time to participate in this assessment around congregational health in your community. Through prayer, pondering and conversation together we can work toward the goals of this project:

- Build and Strengthen Relationships
- Share Ministries
- Discover Best Practices

We ask that your priest and senior warden complete the assessment questionnaire below as preparation for our conversation, providing a ranking score for each topic and individual questions within a topic. We are not looking for just a “yes or no” to these questions, but “how well” you engage in these ministries because engagement is a critical factor to understanding congregational health. We are suggesting a 5-point scale for your ranking: “5” being very engaged and “1” being not very engaged. This ranking is to help you and our Diocese better understand the “health” of your congregation and strategize around future efforts to deepen your engagement and thus deepen your “health”.

We will be in touch with you to set up a convenient time to have this conversation via Zoom with your priest and senior warden. We anticipate this Zoom conversation will take no more than 45 minutes of your time. The participants representing our Diocesan office will be

\_\_\_\_\_, a member of our Diocesan Council, and The Reverend \_\_\_\_\_, one of the clergy in our Diocese and also a member of Diocesan Council.

Please complete the questionnaire below, providing a numerical ranking regarding the depth of your engagement to each question and an average ranking to each topic:

### **Engage in local and global mission: 5 4 3 2 1**

- Do you have local ministries housed in your building, either tenants paying rent or not, or ministries “run by” your congregation and its members? **5 4 3 2 1**
  - Please give examples of these ministries
- Do you support any global ministries? **5 4 3 2 1**
  - If so, what are they?

- Do you periodically explore with your congregation and your community neighbors the effectiveness of your ministries either held out of your building or sponsored by your congregation and how those ministries impact parish life and those in the community? **5 4 3 2 1**
  - If so, please give some examples?
- Do you also seek opportunities to be in partnership with other congregations in local and global ministries? **5 4 3 2 1**
  - If so, please give some examples?

**Offer lifelong faith formation to all: 5 4 3 2 1**

- Do you offer spiritual formation opportunities for individuals and the congregation including around scripture, faith traditions, and other topics? **5 4 3 2 1**
  - If so, please give some examples?
- Do you provide intentional efforts to connect the spiritual formation opportunities to ministries both within and without the congregation? **5 4 3 2 1**
  - If so, please give examples?
- Do you encourage and support new behaviors in spiritual practices by members of all ages? **5 4 3 2 1**
  - If so, please give examples?

**Equip effective leaders: 5 4 3 2 1**

- Do you maintain terms for leadership positions? **5 4 3 2 1**
  - If so, please give some examples?
- Do you have a team whose sole responsibility is to provide support and equip leadership in the present and future? **5 4 3 2 1**
  - If so, please give some examples of how you provide this support?
- When was the last time that you implemented a “new leadership” idea and how successful or unsuccessful was it? **5 4 3 2 1**
  - What did you learn from that experience?
- Do you have a list of best practices, which you strive for? **5 4 3 2 1**
  - If so, do you periodically update and evaluate your accomplishments around that list with the Vestry? How?

**Deepen stewardship: 5 4 3 2 1**

- Do you help members connect their financial support of your congregation and ministry with their own faith journey? **5 4 3 2 1**
  - Is this grounded in time, talent, and treasure? How?

- Do you provide ways and means to encourage and form ways to share the story of God's blessings in one's individual and community life? **5 4 3 2 1**
  - Is it abundance focused or is it labored down by other concerns?
- Is this process integrated in life-long learning for all ages? **5 4 3 2 1**
  - If so, how?
  - **Communicate clearly and effectively: 5 4 3 2 1**
- Do you provide internal and external communication? **5 4 3 2 1**
  - Please give examples?
- Does this include social media? **5 4 3 2 1**
  - If so, which ones?
- Do you practice communication as a "team" effort? **5 4 3 2 1**
  - If so, please share an example?
- Do you consistently explore how to deepen your welcome message to all: members, your partners in ministry, and your community neighbors? **5 4 3 2 1**
  - If so, please give examples?
- Do you periodically facilitate a conversation to explore with your neighbors how they view your church? **5 4 3 2 1**
  - If so, please explain?

**Share meaningful liturgy: 5 4 3 2 1**

- Does your liturgy reflect the worship and music needs of your entire congregation: **5 4 3 2 1**
  - If so, how?
  - When did you last have a conversation about it?
- Does your congregation offer liturgical styles for worship and music outside of those in the Book of Common Prayer and our Hymnal? **5 4 3 2 1**
  - If so, please give some examples?
- Is your church's worship lively and welcoming to people outside the congregation, inclusive and inviting full participation of all? **5 4 3 2 1**
  - If so, please give some examples?
- Does your congregation offer opportunities to gather for prayer outside of the Sunday Liturgy? **5 4 3 2 1**
  - If so, what are they?

**Is there a topic and/or question, which has not been raised?**

As you explore these topics and questions, do not let them become a burden to your discernment. Focus on what resonates with you and how you have come to understand the health of your ministry and mission. Remember most importantly that this is all about being on a journey and use these questions to help you inventory where you are and draw from them some particulars on how you might perhaps renew some efforts, cease

some efforts, and embrace new efforts. In the end your journey is to embody more deeply the Body of Christ in the community where you live and worship. Let that be your ultimate goal! Thank you!