

## Is Urbandale United Church of Christ a Healthy Church System? An Evaluation Checklist Based on Eight Systems

Are we as a church healthy? You may use this checklist to evaluate where you think we are in regards to these eight areas of a healthy church system. You may have different criteria – and that would make interesting dialogue. The shaded area on the left, “The Relationship Factor,” is meant to be overlaid on all the other systems. Maryellen Knowles

<b><i>The Relationship Factor</i></b>	<b>AREA*</b>	<b>CHARACTERISTICS OF A HEALTHY CHURCH SYSTEM**</b>
<p style="text-align: center;"> <input type="checkbox"/> We create an atmosphere for safe, effective, open dialogue  <input type="checkbox"/> We offer a supportive community and active ministry to each other in a healthy manner  <input type="checkbox"/> We practice a loving, non-anxious presence in our relationships with each other  <input type="checkbox"/> We recognize and resolve conflicts within the context of healthy system teachings  <input type="checkbox"/> We practice inclusiveness and equality in order to welcome all people  <input type="checkbox"/> We laugh together  <input type="checkbox"/> We invite full participation as a community of pilgrims         </p>	<b>1. The Weekend Service System:</b>	<input type="checkbox"/> There is an inclusive process for planning the church services and educational offerings <input type="checkbox"/> Worship Services are inspiring, fulfilling, creative; there is a sense of energy <input type="checkbox"/> Educational offerings are available, appropriate and of vital interest for all ages <input type="checkbox"/> There is a team approach to implementing the church services; volunteers are plentiful and responsible <input type="checkbox"/> There is a process for evaluating church services and determining changes and/or additional services <input type="checkbox"/> Recommended changes are incorporated into the planning process <input type="checkbox"/> Planning, implementing and evaluation of the services is cyclical
	<b>2. The Outreach System</b>	<input type="checkbox"/> Our church’s mission and ministry is visible in the community <input type="checkbox"/> There is an effective plan for attracting people to our church <input type="checkbox"/> There is a process for welcoming visitors <input type="checkbox"/> Visitors are extravagantly welcomed by the congregation <input type="checkbox"/> There is an effective plan for visitor follow-up <input type="checkbox"/> Visitors return, are remembered and warmly greeted by multiple members <input type="checkbox"/> Attendance is growing by all ages
	<b>3. The Assimilation and Belonging System:</b>	<input type="checkbox"/> Visitors choose to become members <input type="checkbox"/> New members attend comprehensive classes before belong <input type="checkbox"/> There is an effective plan for integrating and assimilating new members <input type="checkbox"/> There are sufficient places for members to” land and belong” <input type="checkbox"/> New members are assimilated in service, stewardship and shared talent <input type="checkbox"/> Youth are invited and integrated into all aspects in the life of the church <input type="checkbox"/> There is sufficient, responsible, broad-based volunteers so over 50% of our congregation is involved

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	<p><b>5. The Stewardship System:</b></p>	<p> <input type="checkbox"/> There is a plan on how to develop extravagant givers at our church  <input type="checkbox"/> There is an attitude of financial generosity based on a vision for ministry and programs  <input type="checkbox"/> The congregation is aware of how the vision is connected to the level of giving  <input type="checkbox"/> The members include the wider mission of the community and church in their giving </p>
	<p><b>6. The Leadership System:</b></p>	<p> <input type="checkbox"/> Leadership seeks divine guidance in the work of the church  <input type="checkbox"/> Teams are active, empowered and energized  <input type="checkbox"/> Leadership is shared rather than dominated by a few people  <input type="checkbox"/> Leadership is dedicated to evaluation and goal setting of the #7, Strategic System  <input type="checkbox"/> Teams feel empowered and there is shared leadership </p>
	<p><b>7. The Strategic System:</b></p>	<p> <input type="checkbox"/> There is a conscious awareness and attention to the various systems within a church  <input type="checkbox"/> There is an evaluation system in place for programs  <input type="checkbox"/> There is an evaluation system in place for personnel  <input type="checkbox"/> The evaluation process is cyclical in nature and used in goal setting in System 6, The Leadership System </p>
	<p><b>8. The Mission/Vision System:</b></p>	<p> <input type="checkbox"/> There is a planned, inclusive process for determining the direction of our church.  <input type="checkbox"/> The congregation owns the vision and mission  <input type="checkbox"/> The church's vision, mission and congregants support youth's spiritual development  <input type="checkbox"/> People are growing in community as evidenced by attendance, participation, service and stewardship  <input type="checkbox"/> Optimal care and ministering to one other is provided  <input type="checkbox"/> Acts of charity and advocacy are practiced to promote and create a just society </p>
	<p> * These eight areas were designed by Nelson Searcy in an on-line workshop,  <a href="http://www.churchleaderinsights.com/blog/">http://www.churchleaderinsights.com/blog/</a> </p>	<p> **The check list is tailored towards our congregation from my perspective. It was created from our UCC Discernment Statement, various on-line articles on healthy church systems and my own thinking. If anyone is interested in reading more about this topic I can give a list of references. </p>