



NCO
DISTRICT
CHURCH HEALTH ASSESSMENT

SPIRITUAL HEALTH

Place the corresponding number of points per answer Total each column at the bottom of the section	VERY GOOD x3 pts	GOOD x2 pts	AVERAGE x1 pt	POOR 0 pts
LEADERSHIP				
Each leader (board and staff) can quote the church's mission statement				
Our leadership lives out the church's mission in their daily lives				
Our leadership consistently encourages congregants to be missional and holds them accountable to mission				
Our mission statement provides clarity for administrative decisions				
I am personally living in faith and striving to lead in faith				
DISCIPLESHIP				
We have consistent evangelism training to assist congregants in sharing their faith				
Our people personally make disciples				
We have an avenue for people to report how they are being missional in their world (Touch Points)				
We have a discipleship process that leads people to holiness of heart, head, and hand				
Our people are growing spiritually in their faith				
OUTWARD FOCUS				
We make decisions to ensure our community is reached				
We would rather reach the lost than worry about tradition or preference				
We celebrate when people find Christ and grow in their faith				
COLUMN TOTALS				
Spiritual Health Overall Total <small>Add the total of all columns together</small>				
<i>Provide Comments:</i> What area of Spiritual Health needs the most work in your church?				
How are the board and pastor addressing these needs?				

A Spiritually Healthy Church Will...

-Have new converts annually

-Have congregants that engage the world, make disciples, and pursue holiness



PHYSICAL HEALTH

Place the corresponding number of points per answer Total each column at the bottom of the section	VERY GOOD x3 pts	GOOD x2 pts	AVERAGE x1 pt	POOR 0 pts
FINANCIAL				
We maintain proper financial records with financial accountability				
Our congregants are regularly challenged/encouraged to tithe				
We have or are working toward cash reserves				
Our obligations are up-to-date (mortgage/utilities/other bills)				
We provide proper mission support for local/district/global endeavors				
BUILDING				
Our building is neat and orderly				
Our building represents us well in our community				
We have a plan to address appearance and maintenance issues				
Our building is well marked for visitors				
We have a security plan in place (children through adults) to ensure the safety of all that attend				
COMMUNITY CONNECTION				
Our community regularly uses our facility for events				
We consistently look for ways to connect the community with our people and location				
Our community speaks well of our church				
COLUMN TOTALS				
Physical Health Overall Total Add the total of all columns together				
<i>Provide Comments:</i> What area of Physical Health needs the most work in your church? How are the board and pastor addressing these needs?				

A Physically Healthy Church Will...
 -Have a good reputation in their local community and larger faith community
 -Have congregants that embrace their responsibility to financially support the mission of the church



EMOTIONAL HEALTH

Place the corresponding number of points per answer Total each column at the bottom of the section	VERY GOOD x3 pts	GOOD x2 pts	AVERAGE x1 pt	POOR 0 pts
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FELLOWSHIP

There is a great sense of unity in our congregation				
We have relevant and vibrant worship when we gather together				
We have small groups that meet regularly, and we encourage small group participation regularly				
We have a vibrant prayer ministry				
We regularly welcome visitors				
We have a strategy for assimilating people into our church				

CONGREGATION/LEADERSHIP

There is a sense of teamwork amongst our board and pastor				
We feel free to express our opinions in board meetings				
There is bilateral love (pastor to congregation and congregation to pastor)				

AGREED PURPOSE

We know who we are as a church (DNA)				
We know where we are going and have plans to get there				
Our church has a published mission statement				
Our mission statement is regularly communicated				

COLUMN TOTALS

Emotional Health Overall Total Add the total of all columns together				
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<p><i>Provide Comments:</i></p> <p>What area of Emotional Health needs the most work in your church?</p> <p>How are the board and pastor addressing these needs?</p>				
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An Emotionally Healthy Church Will...
-Have an attitude of worship when gathered (minors stay minor)
-Have congregants who know their purpose



Church Health Totals

Place scores from each section below and total the results.

Spiritual Health Score	Physical Health Score	Emotional Health Score	Total:

Score Definitions:

20 and below – Close to Death...Need Immediate Life Support

Life support administered by a professional is needed with ability to make quick painful change. Immediate intervention is required or death is imminent.

21-38 – Unhealthy...Go directly to the Emergency Room

Immediate treatment is needed and it will be painful. Health is possible if there is a strong commitment to monitor progress over time.

39-70 – Need Medication...Seek Second Opinion

Some ministries may need to be let go for newer opportunities. New concepts and adaptations are needed to make progress on your health goals.

71-95 – Good Health...Schedule Lab Work

Evaluation is the key. Assess your current state to ensure continued good health. Make minor adjustments to tweak your good health and to keep you moving forward.

96-117 – Excellent Health...Annual Check Up

You are in excellent shape. Keep at it. Remember that consistent focus is what got you here, so perform self-assessments often.



Health Assessment Explanations:

Score: 20 and below

Close to Death...Need Immediate Life Support:

There may only be a few people left at a church in this stage. The physical health of a "close to death" church can look good, yet may still be approaching death. Often churches in this state have buildings that are paid for and bills that are paid. Yet, in some situations they may not be meeting their financial obligations and do not have the ability to pay a pastor's salary. Their outward focus has been replaced with a sense of family that loves to be together and is mostly concerned about their family history. As their focus changed, the congregation made decisions based on their own interests which led to disconnection from their community. Typically churches that are "close to death" have one or two voices that drown out any calls for real substantive change. *Although they are not dead yet, their community already assumes they are.* To save their life, there must be renewed concentration on their spiritual and emotional health or death is imminent. Physical health may also need a facelift. An outside voice is needed with the latitude to make swift change if the church is going to stay alive.

Score: 21-38

Unhealthy...Go directly to the Emergency Room:

Immediate treatment is needed, and it will be painful. There may be unpaid bills, or things that have started to slip as priorities were enacted to ensure survival instead of health. Often in this stage, decisions made to help the church survive are often the decisions contributing to the church's decay. Attention will need to be given to appearance of facility and community engagement. Typically, long standing traditions will need to be dissolved to enable the church to re-connect with its community. Often these changes will involve worship and ministries. Be prepared for long-standing members to become apprehensive and irritated at the church's new direction. Some may even threaten to leave the church. The emotional health of the church will suffer for a season as changes are made, but the spiritual health of the church will thrive as renewed outward intention pleases the heart of God. Health is possible, but the congregation must be committed to the change. Consistent check-ups will be needed and progress monitored, or there will be regression instead of progression. *Doing nothing will lead to death.*

Score: 39-70

Need Medication...Seek Second Opinion:

Be prepared to let go of long-standing ministries for newer more relevant opportunities. New concepts and adaptations will be needed to make progress on your health goals. There is the need for consistent monitoring to ensure that the changes are helping the health of the church. Often, a second opinion is needed to help the church see their true health so that the changes can be made. The struggle for church's in this state is that they believe they know what is best for their health. They feel that what they have done in the past will continue to serve them well. They may be hesitant to change but truly do want to be healthy. The task will be to continue to take the medication offered to see their health improve. As progress is made, they will need to be reminded to take their medication or they can become unhealthy. Typically, churches in this stage are aging; and if adjustments are not made to ensure an active lifestyle, they can find themselves unhealthy in a matter of just a few years. Second

opinions help the church see their need to improve. Physical health will need a boost here, and perhaps there are capital improvements that need to be made. Spiritual health is good, and there has been a discipleship plan that has served them well; however, the plan needs modern adaptations. Emotional health is strong and there is a great relationship of love between the pastor and people. An agreed mission statement is published but work needs to be done to communicate the mission to the congregation. The congregation knows that mission exists, but they aren't quite sure what it is or why it exists. *Listen and learn from others, introduce new concepts and the church can achieve its health goals.*

Score: 71-95

Healthy...Schedule Lab Work:

Your church has the right focus and the right desires to ensure the future health of your church. Continue to assess your current state to ensure good health endures. Evaluation and assessment become your greatest tools as you monitor your progress. *Because health exists, there is time for process improvement.* Give attention to tweaking ministries so that you can continue to achieve your goals. Healthy churches have people come to Christ regularly through their ministries. Attention may need to be given to expansion and new thought given to the future plans of the church. There will be a need to look for additional ways to minister and get people involved to continue the success you are having. Your spiritual health is good, and your leadership understands their responsibility to lead others to Christ. Your congregants are learning what it means to be missional in their daily lives but still need training. Worship is vibrant and alive, and minor things typically stay minor. You have visitors often. There is good harmony at meetings, and everyone genuinely loves serving God together. The church leadership will need to continue to make decisions that lead to faith so that the church health continues.

Score: 96-117

Excellent Health...Annual Check Up:

Your DNA is set, you know who you are and why you exists. Everyone who attends your church regularly knows the overall direction of your church. Your gatherings on Sundays are filled with excitement and energy as you prepare for God to do great things among you. Your small groups are not closed and they are consistently striving to find others to join them. Often, someone comes to church on Sunday and shares how God used them through the week. Congregants are dreaming new ways to minister in the community and God is birthing within them a passion to lead. You are doing well physically, and your facility is in top condition. People in the community are coming to find out what God is doing through your people. You have a great number of visitors and have developed a plan to assimilate them. You have good policies and procedures in place to ensure physical health of your finances and facilities. There is great emotional health and unity. *Care will need to be given to ensure spiritual health continues as success could lead to "event" growth instead of spiritual growth.* Give careful attention to your discipleship process and work to improve the "next steps" that your people should take in their spiritual journey!