

Potential Congregational Audit Statements

This audit intends to help you, as a congregational leadership team (we're assuming most of you are council members), discern where you are already doing well as a congregation, in terms of nurturing a culture of healthy leadership, and where you might want to spend some more time and energy. Consider your level of agreement with each of the statements below. 1=Completely Disagree; 2=Somewhat disagree; 3=Neutral or doesn't apply; 4=Somewhat agree; 5=Completely Agree.

Gratitude as a Spiritual Practice and Healthy Congregation Habit

Culture Statement	Score	Let's work on this!
We name the work of and publicly appreciate the congregation's volunteers.		
We name the work of and publicly appreciate the congregation's staff.		
Staff members routinely write thank you notes to volunteers.		
When evaluating programs or events, we start by naming what went well.		
Saying 'thank you' (separate from any type of 'ask' or appeal) is a regular part of our stewardship effort.		
We teach and practice the art of respectful conversation.		
Committee, team and staff meetings include some form of 'thank you' prayers that allow people to name their blessings aloud.		
We intentionally teach children and youth how to say thank you to God and others.		
When feedback is given to staff, whenever possible it is framed in a positive construct.		
We see the act of gratitude as a disciple's response to God's generosity.		

Resilient Pastor, Resilient Congregation

Culture Statement	Score	Let's work on this!
We understand that we play an important role in supporting pastors' and staff efforts to create and maintain healthy lifestyles.		
We foster a work culture that supports our pastor and staff in their efforts to make healthy lifestyle choices.		
We ensure that when we have a potluck meal there are at least two healthy food choices.		
We support "Sabbath" rest for our pastor and staff.		
Our council/leadership team demonstrates wellness in how we lead the congregation.		
If I have a 1:1 meeting with my pastor I will try to have a walking meeting once in a while instead of only sit-down meetings or meetings that possibly involve treats.		
We believe that we need to help our pastor and staff to be healthy so they can lead well.		
We have had crucial conversations with our pastor about his/her health and wellness.		
We have a parish nurse either on staff or in a volunteer capacity.		
We currently have a health and wellness team.		

Council As Ministry Partner

Culture Statement	Score	Let's work on this!
The church council is the primary decision making body of the church.		
The pastor(s) are members of the church council with voice and vote.		
The church council is a cooperative team of leaders.		
Each meeting of the church council includes 15-20 minutes of dwelling in the word of God and prayer.		
The executive committee, which includes the pastor(s), meets monthly.		
The executive committee prepares the agenda for the council meeting based on the goals and actionable items of the month.		
The primary purpose of the church council meetings is governance and future direction, which includes dedication to long-range planning, goal development and visioning for the future.		
We (council) conduct annual reviews with the pastor(s).		
We conduct annual reviews of the church's mission and ministry.		
Our church leaders, pastor(s), and staff work together cooperatively to meet the current and future ministry needs of our faith community.		

Setting Healthy Expectations and Boundaries

Culture Statement	Score	Let's work on this!
The mission of our congregation is clear and communicated often.		
We have a recent strategic planning process that guides our congregation.		
We have specific strategic initiatives that our leadership is working to achieve.		
Our current strategic initiatives are intricately aligned with the mission of our congregation.		
We clearly and consistently communicate the goals of our congregation and encourage congregational involvement.		
We have an annual process to set the goals for our pastors, staff, and elected leaders or boards.		
We have concrete forms of measurement in place to ensure the goals of our congregation are being met.		
Our pastor works an appropriate number of hours both inside the congregation and out in the broader community each week.		
Members know the two days off for your pastor each week.		
Our pastor honors their days off and does not do the work of the church on those days.		

See next page to create your Congregation's Action Plan

Congregation Action Plan

As a congregation leadership team, we wish to make progress on the highlighted statements above (circle or highlight those on which the team wants to work). Here are the steps we intend to take to improve our score in this area: