

DIAGNOSTIC TOOL

# TAKE YOUR CHURCH'S PULSE.®

INSTRUCTIONS AND QUESTIONNAIRE FOR FACILITATOR



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# TIMELINE | A tool to help you understand the past and have a vision for the future.

Before analyzing the results of the Take Your Church's Pulse questionnaires, it is helpful to create a timeline of your church's history. Gather your congregation's leaders together and review the history of your congregation so you can see where you are at the present. Understanding the past will also help you envision what God wants you to be and do in the future. To create the timeline, we recommend putting some large sheets of paper on the walls or using a chalkboard or whiteboard. Put a long horizontal line on the paper and follow these steps:

1. **Individually.** Ask all the participants to write down on a small sheet of paper what they believe are the most important moments in the congregation's history. Have people think about the beginnings, the transitions of leadership, successes, conflicts that left a mark on the congregation, etc. Include also events in the community or country that were significant.
2. **Form groups of 4-7 people and share your lists in the groups.** Share your individual lists, talking about the importance of each event or person in the history of the congregation. As a group, put each important people or events on a sheet of paper (8 ½ x 11 sheet). These will be hung on the large timeline on the wall in step 3.
3. **Gather the whole group together.** Put an X on the timeline on the wall to signify the start of the church. Invite people to talk about the founding of the church using the questions below. (For things far in the past, you'll need to find older people who can help you remember how the church started!)

Ask these questions about the founding of the church:

- a. What was the spirit and purpose of the church at its start?
- b. Who were the key people who started the church?
- c. What marks did the founders of the church leave on its ministry?
- d. What were the strengths and weaknesses of that time?

Put the important events and people identified by the groups on the timeline in the correct place. If different groups mention the same things, put the papers on top of each other on the same part of the timeline. Examples of items for the timeline:

Changes of pastor	Times of growth or decrease
Changes in location or construction	Key people, etc.
Changes in name or council	Changes in the community or country
Changes in leadership	Divisions, debates, conflicts, controversies, etc.

Answer the following questions for each event:

- a. What was the importance of this event for the congregation?
- b. What marks did that event leave on the ministry of the church.
- c. What were the strong points and weak points of that time?

After you have placed the events on the timeline, put a "P" to indicate the present and use these questions to describe what the church is like in the present.

Answer these questions:

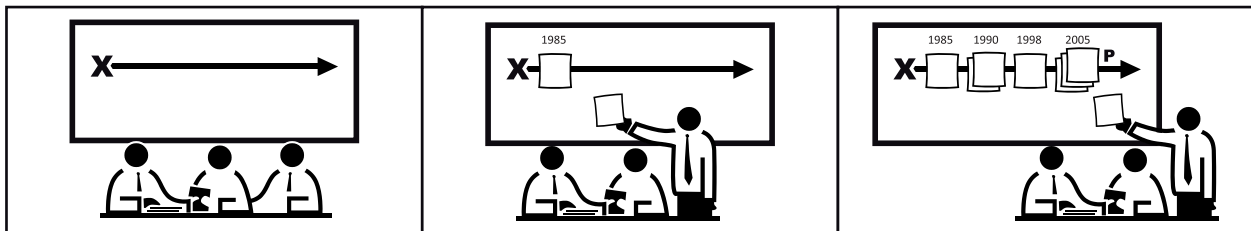
- a. How has the past influenced who we are today?
- b. What aspects of the past do we want to celebrate and continue?
- c. What aspects of the past require healing and reconciliation?
- d. What aspects of the past do we want to leave behind and change?

Celebrate the good aspects of your congregation's history and God's faithfulness to the church. Pay attention to the good parts as much as to the painful parts of the church's past. Both are important.

Spend time in prayer: thank God for what He has done in and through your congregation in the past; confess sins that you have become aware of in the congregation's life; ask God to bless the evaluation process (Take Your Church's Pulse Questionnaires) so you can work toward an even better future for His glory. You can pray in small groups first and then as a whole group.

Finish this process by answering these questions. Be sure to record your answers so they can be used in the strategic planning process that follows the Take Your Church's Pulse evaluation process.

- a. When we look toward the future, what do we see? What do you think God wants us to be or do?
- b. What obstacles do we have?
- c. What institutional factors (of the church) should we take into consideration?
- d. What contextual factors (of the community) should we take into consideration?
- e. What advantages and resources do we have?



Example of the "New Jerusalem Church":

X ————— P —————>				
1985	1990	1998	2005	2008
Founding of the church by Rev. Henderson	Construction & accelerated growth	Conflict over music styles	Stability and reconciliation	Rev. Henderson dies
Urban area with much growth	Over 200 people in attendance	11 families leave with the co-pastor, Rev. Burton	Little growth in the church	
		Some important factories close Difficult economy for the church	Evaluation of the ministry	

# 1. VISION

COMPLETELY DISAGREE

COMPLETELY AGREE

1. The church leadership gathers every year to evaluate the ministry and plan for the future.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

2. Our church has a clear and defined vision for a preferred future.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

3. Our church leadership knows where it wants to take the congregation two years from now.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

4. The pastor and the leaders communicate the vision clearly to the congregation.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

5. I feel inspired by the vision of the church.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

6. I know the vision and plan of the church.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

7. I feel a sense of enthusiasm over the future of our church.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

## 2. LEADERSHIP

COMPLETELY DISAGREE

COMPLETELY AGREE

1. The leaders create opportunities for developing new leaders.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

2. There are leaders being trained and prepared for future positions of leadership.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

3. I feel that the leadership circle of the church seeks to reproduce itself and grow.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

4. I can identify at least two new leaders who have been developed in the past year.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

5. The leaders help and guide those desiring to become active in the church.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

6. The quality of our leaders in the church is very good.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

7. The leaders are decisive in the direction they want to lead the church.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

### 3. BODY MOBILIZED ACCORDING TO GIFTS

COMPLETELY DISAGREE

COMPLETELY AGREE

1. The church helps members to discover their gifts for ministry.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

2. The church leadership trains members according to their gifts to serve.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

3. The church provides clear information to those who would like to serve in their area of giftedness.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

4. I feel the church has made it possible for me to use my gifts appropriately.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

5. I've been trained to serve or lead in the congregation and community.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

6. There are ample opportunities of service and ministry for those who wish to get involved.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

7. Our ministry structure is functional for mobilizing people into ministry.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

## 4. RESOURCES

COMPLETELY DISAGREE

COMPLETELY AGREE

1. Our facilities are appropriate for carrying out our calling and ministry.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

2. Our church practices good stewardship in terms of handling the budget well.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

3. Most people give willingly of their time to serve the church and its ministry.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

4. Our church teaches regularly about stewardship and tithing.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

5. I feel personally motivated to contribute resources to the ministry of our church.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

6. The leaders keep the members sufficiently informed about the use of the church's finances.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

7. The congregation takes care of the pastor and its leaders.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_



## 5. CONNECTION BETWEEN TEXT AND CONTEXT

COMPLETELY DISAGREE

COMPLETELY AGREE

1. Leaders apply Kingdom values to the daily challenges in the community.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

2. The Word of God is the main guide for the leadership of the church.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

3. It is evident that the Word of God is used in the church's meetings and services.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

4. The Bible guides us in trying to resolve the problems in our community.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

5. Our church is aware of the needs in our social context.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

6. Our church tries hard to build relationships in the community.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

7. People see our church as a positive agent of change in our community.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

## 6. EVANGELISM

COMPLETELY DISAGREE

COMPLETELY AGREE

1. Our church has a clear plan to reach the community with the Good News of the Kingdom.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

2. Our church is active in building relationships with the unbelievers of our community.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

3. Our church trains and equips its members to give witness in the community.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

4. I've been personally trained to contribute to the evangelistic efforts of the church.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

5. I feel personally involved in the evangelistic task of our congregation.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

6. I can identify new people in our church that came in the past year as a result of my evangelistic efforts.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

7. Our church participates in world mission efforts.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

# 7. EDUCATION AND DISCIPLESHIP

COMPLETELY DISAGREE

COMPLETELY AGREE

1. The church promotes practices of education and discipleship appropriate to all ages.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

2. Our teachers are effective in discipling/teaching our members.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

3. When a new person accepts Christ, he or she is immediately disciplined by someone.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

4. As time goes on, it becomes increasingly evident the members live under the guidance of the Spirit.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

5. The church is helping me grow spiritually.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

6. I am a member of a small group that helps me grow spiritually.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

7. Our church promotes a life of prayer.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

## 8. SERVICE WITH THE COMMUNITY

COMPLETELY DISAGREE

COMPLETELY AGREE

1. Our church helps people with their physical needs.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

2. Our church helps people find work, clothing, and food as necessary.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

3. Our church provides sufficient training to its members to serve with the community with its needs.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

4. The church has referral agreements with other organizations that can lend practical services to those in need.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

5. The church provides counseling for people who need it.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

6. The people of the community know that we want to demonstrate Christ's love in practical ways.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

7. The church works together with community leaders to improve the social context.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

## 9. FELLOWSHIP

COMPLETELY DISAGREE

COMPLETELY AGREE

1. The ministry of the church helps members grow in friendly relationship with others.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

2. Visitors and new members are intentionally welcomed into the church.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

3. When someone visits our church, we follow up with them that same week.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

4. Our church has good counseling and pastoral care available for members who need emotional and relational help.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

5. There is a positive fellowship in our church.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

6. Members gather to share a meal or visit each other regularly.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

7. Conflicts in the congregation are resolved biblically.

1 2 3 4 5 6 7 8 9 10

Comment: \_\_\_\_\_

# 10. WORSHIP

COMPLETELY DISAGREE

COMPLETELY AGREE

1. The worship in our church nurtures and strengthens us for the Christian life.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

2. The music used in services helps the congregation experience the living presence of God.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

3. The messages preached are appreciated by the congregation.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

4. Our worship services attract youth.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

5. I feel comfortable inviting a friend or relative to church.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

6. Looking at the whole worship experience, I feel satisfied overall.

1      2      3      4      5      6      7      8      9      10

Comment: \_\_\_\_\_

7. In our worship services, the triune God is recognized: Father, Son, and Holy Spirit.

1      2      3      4      5      6      7      8      9      10

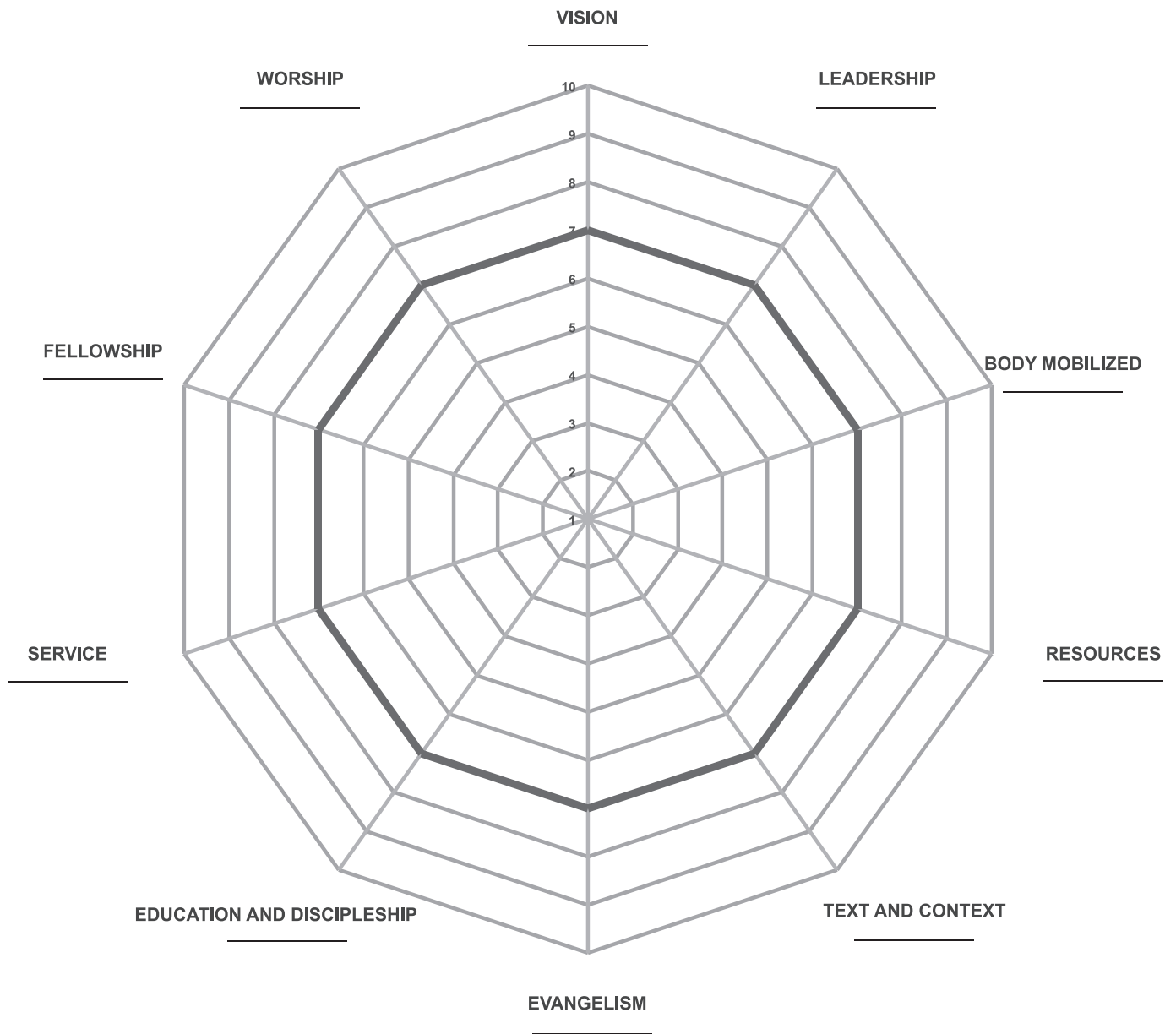
Comment: \_\_\_\_\_







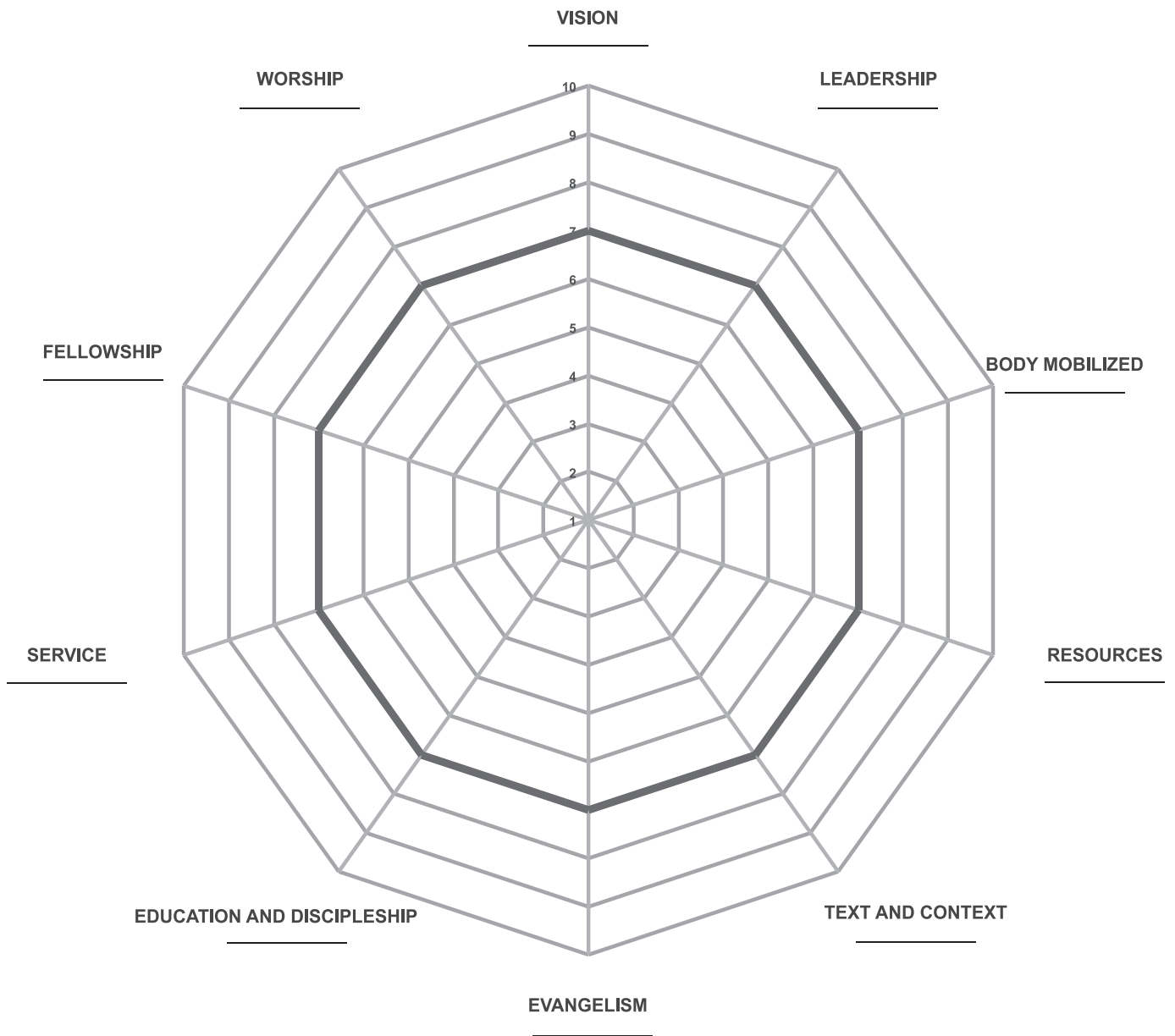
# VITAL SIGNS OF THE HEALTHY CHURCH







# VITAL SIGNS OF THE HEALTHY CHURCH



*more churches, stronger churches*