



## Introducing the LEAD Congregational Assessment

The LEAD Congregational Assessment is a 20-question online tool that uses four Growth Indicators to help your congregation find its place on the LEAD Leadership Landscape. These Growth Indicators represent behaviors that are stronger among congregations that are Growing than those that are Stalled or Out of Breath.

### What is the LEAD Leadership Landscape?

LEAD has discovered that congregations generally find themselves in one of four quadrants: Growing, Becoming, Out of Breath or Stalled. Each of these quadrants has different characteristics that describe congregational and leadership behavior. These behaviors are related to a congregation's faith practices, its willingness to innovate, its connection to its neighborhood, and its understanding of purpose. Knowing where your congregation lies on the Leadership Landscape helps leaders as they make a plan to grow.

### What are the Four Growth Indicators?

There are many things leaders can do to help their congregations grow. LEAD has identified four behaviors that make a bigger difference than others.

These four behaviors are:

- **Listening** to God in scripture and prayer, in the congregation, and in the neighborhood to join God in mission.
- **Focusing** to develop a clear purpose and values as the congregation aligns for mission.
- **Exploring** faith and theology, decision-making systems, and generosity to carry out mission.
- **Connecting** through relationships to deepen faith in people of all ages, to welcome new people, and to communicate the faith to people outside the church.

### Why take the LEAD Assessment?

The LEAD Assessment provides information about your congregation's behavior on each of the four Growth Indicators and identifies where you are on the Leadership Landscape. Typically congregations discover that they are stronger in one or more of the behaviors. By building on these strengths and working to develop new behaviors, congregations can grow as they join God in mission.

### How do we take the LEAD Assessment?

1. The pastor or council president completes an online Assessment Overview providing information about your congregation and community.
2. Invite EVERYONE who is part of your worshipping community to take the 20-question online LEAD Assessment. It requires 15 minutes or less.

### What kind of results will we receive?

A LEAD team member will meet with you online for 30 minutes to walk through your written report with:

- demographic information about those that took the assessment
- a score for each of the four Growth Indicators
- a composite score identifying your congregation's place on the LEAD Leadership Landscape

This is an opportunity to identify your next steps for moving forward, joining in God's mission.

# LEAD CONGREGATIONAL ASSESSMENT

Thank you for participating in this survey. At LEAD, we believe that every individual and every faith community has the capacity to grow. **Your honest answers will help your congregation identify both strengths and opportunities for growth.**

## PART 1: ABOUT YOU

Name—First and Last (*optional*)

Email (*optional*)

Your Age (check the appropriate box)

12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Are you Hispanic or Latino?

Yes	No
<input type="checkbox"/>	<input type="checkbox"/>

Your Race (check all that apply)

White	Black, African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Some other race (please specify)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Congregation Name

Congregation City & State

<input type="text"/>	<input type="text"/>
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Your Primary Role (choose one)

Staff	Member of Council / Board / Session, etc.	Committee/ ministry team leader	Church member	Visitor	Other (please specify)

Are you a church professional?

Yes	No

How often do you attend worship?

Every week	2-3 times per month	Once a month	On holidays and special occasions

**PART 2: ABOUT YOUR CONGREGATION**

Read each statement and check the ONE BOX that you think best describes your congregation **at this point in time**. In each case, choose the one that you think comes closest to describing your congregation.

1. Our congregation's priority is to: (choose only one)

support fairness and justice for all both locally and globally.	serve our neighborhood.	care for our members.	uphold our traditions and maintain our property.

2. The most meaningful way our congregation serves the community is: (choose only one)

by actively listening to local needs to identify and solve problems.	by gathering volunteers to do service projects.	by opening our building for others in the neighborhood to use.	by financially supporting established programs.

3. Currently, when responding to an identified need in the neighborhood: (choose only one)

we prefer to focus on our members and look to others to solve the problem.	we are too busy with congregational responsibilities to take action.	we see the problem but don't know how to respond.	members of our congregation meet regularly with community leaders to proactively partner on issues they identify.

4. If our congregation disappeared tomorrow: (choose only one)

I'm not sure anyone would notice.	active members would be impacted.	future opportunities would be lost.	it would be a crisis for our neighborhood.

5. When our congregation puts a team together: (choose only one)

we build a team with people from a wide variety of backgrounds who challenge each other's perspectives.	we invite and actively encourage people to participate.	we turn to the people we can trust and who we have worked with in the past.	we create a committee to explore our options.

6. The purpose of our congregation: (choose only one)

was established years ago and has not been reviewed recently.	is important but hard to put into words.	is something we are working to define.	extends into the neighborhood, guides important decisions, and sets priorities.

7. Our values: (choose only one)

reflect our beliefs, are clear in our practices, and help us look beyond ourselves.	are being formed through intentional reflection and discussion.	are unclear and disconnected.	are in line with our history and tradition.

8. The worship experience in our congregation: (choose only one)

frustrates me.	is not why I come to worship.	inspires me.	challenges me to grow deeper in my faith.

9. My experience of God in the congregation: (choose only one)

is less than I would hope.	gets me through the week.	invites me to explore spirituality more deeply.	encourages me to learn more and deepen my daily faith practices.

10. When it comes to sharing my faith: (choose only one)

I am comfortable sharing my story and God's story with others.	I recognize I have a faith story but lack the language and confidence to share it.	I'm uncomfortable talking about it with others.	I choose not to share it with others.

11. The culture of our congregation: (choose only one)

encourages me to ask hard questions about social and theological issues.	invites me to wonder about faith and life.	doesn't challenge my way of thinking.	aligns with my way of thinking.

12. People in our congregation: (choose only one)

feel like nothing is going to change; things are just the way they are.	feel like they need approval by committees, council and / or staff before offering new experiences.	feel open to exploring new opportunities but aren't quite sure how to make that happen.	feel empowered to create new ministries aligned with the core values of the church.

13. When we consider funding a new project: (choose only one)

we question whether it is necessary and refer it to council.	our first concern is the impact on the budget.	we look for ways to raise funds to make it happen.	we challenge people in their faith, inspiring generosity.

14. When it comes to finding leaders for ministry: (choose only one)

we have a system for training and supporting people.	we encourage new leadership.	we struggle to find new people.	we rely on our established leaders.

15. When it comes to conflict, our congregation: (choose only one)

manages disagreement in a healthy way; it is part of growth.	is learning to have hard conversations about difficult topics.	chooses not to address the issue and tries to avoid upsetting people.	has a tradition of internal arguing and taking sides.

16. Within our congregation: (choose only one)

we encourage and offer cross-generational opportunities.	we are interested in helping the generations get to know each other.	people in other generations don't really know or understand each other.	only a few generations are represented.

17. Faith formation in our congregation: (choose only one)

provides a safe space for all ages to share faith questions and doubts without judgment.	provides children and youth with a variety of learning opportunities.	struggles to maintain the existing programs.	is a low priority.

18. Parents with children and babies are: (choose only one)

unlikely to be at church.	not given any special attention.	welcome at church.	important and included in the worshiping community.

19. When it comes to welcoming visitors: (choose only one)

we have a strategy for hospitality throughout our ministry.	we greet them warmly and try to meet their needs	we have ushers and greeters who see this as their role.	we don't have a specific plan in place.

20. In response to the changes in our world and growing awareness of diversity in race, sexual orientation, socioeconomic status, and more, our congregation: (choose only one)

values this diversity and embraces both the strengths and the challenges that differing worldviews bring.	is learning to welcome this diversity and exploring relationships with people different from ourselves.	is not sure how to deal with this diversity and uncertain about engaging with people different from ourselves.	is uncomfortable with diversity and would prefer to have a single worldview represented at church.

Would you like to become a LEAD Partner (it's free)? *LEAD Partners receive access to 40+ 10 Minute Toolbox videos for leaders, Season Resources, and new free resources as they are released.*

Yes	No

Thank you for taking the time to complete this survey. Your responses will be combined with others from your congregation into a report that can serve as a first step toward helping your congregation grow. Blessings on your ministry.

Together in Christ,  
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