



THE PASTORS' ANNUAL ASSESSMENT OF LOCAL CHURCHES

JANUARY 2020

1. OBJECTIVE

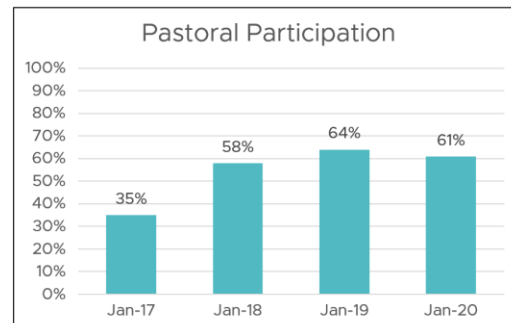
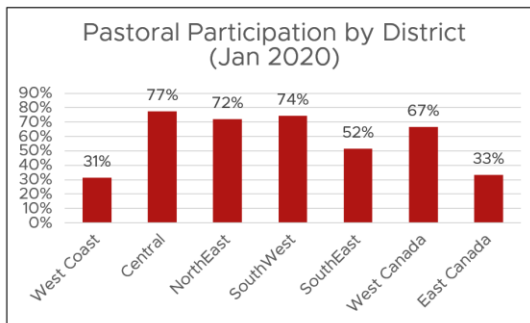
When we care about our physical health, we monitor our weight, blood pressure, and cholesterol. By doing so, we can discover and address problems before they cause us harm. Likewise, when we care about our spiritual health, we monitor our attitudes, behaviors, and beliefs. We're individually responsible for our own physical and spiritual health.

At the larger scale, we're collectively responsible for the environment we create and maintain, for it's the environment in which we live. Stagnant living conditions create harmful health issues. This is true for both our physical and our spiritual health. Healthy churches are transformative environments where God's presence transforms us and we grow in His grace and in His truth as we share His love. We care about providing a healthy spiritual environment for our families and all who come to our churches. The purpose of this assessment is to monitor that health.

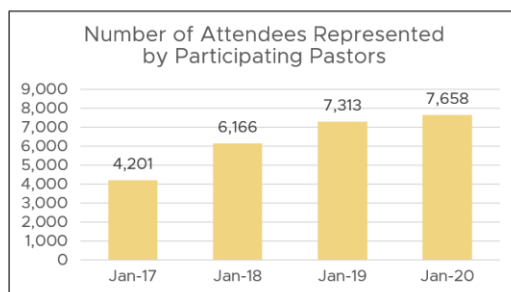
The pastors/leaders of our 244 churches are in the best position to make the health assessments for our church. As they make their assessments each year, we can see if we're allowing God's Spirit to transform us into a Vibrant 21st Century Church. If we're doing the right things, God will provide our spiritual growth as He uses us to draw others to Him. Year by year, we hope to celebrate our successes together as we grow in Christ.

2. PASTORAL PARTICIPATION

This year 150 pastors (representing 61% of our churches) participated in the assessment. This participation rate is our first metric of church health for it reflects our ability to work together as one team in the unity of God's Spirit.

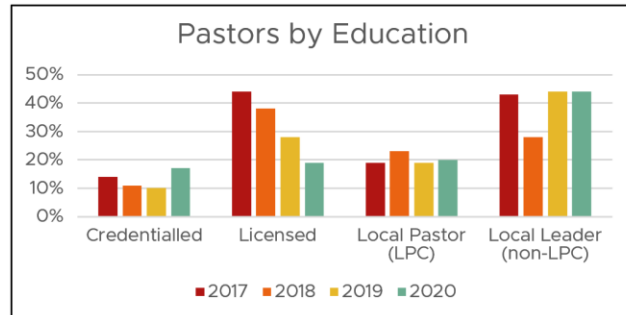
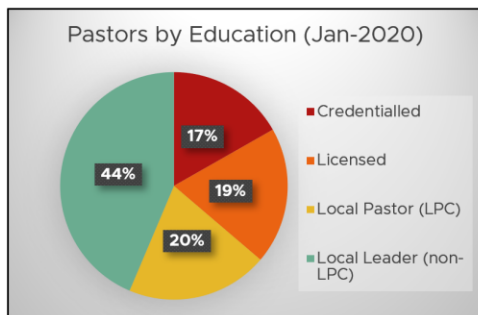


Pastoral Participation by District (Jan 2020)			
District	Pastors Participating in Assessment	Number of Churches in District	Participation Rate (Percentage)
West Coast	17	54	31%
Central	24	31	77%
NorthEast	23	32	72%
SouthWest	67	90	74%
SouthEast	16	31	52%
West Canada	2	3	67%
East Canada	1	3	33%
Total	150	244	61%



3. PASTORAL EDUCATION

The Pastors by Education metric measures the progress of our non-licensed leaders (LPC and non-LPC) in attaining their ministerial licenses. To meet the needs of our churches, the L&CC (License & Credentials Committee) has allowed non-licensed leaders to serve as local pastors and local leaders while they work on their ministerial education. Unfortunately, this temporary 'fix' has become a long term problem. Most non-licensed leaders (as well as many licensed pastors) have part-time or full-time secular jobs, making it difficult to work on an education at the same time. The poor financial condition of their churches persists because it's difficult for pastors to grow their churches toward financial stability when they lack both the time and the training to do so. Therefore, this metric measures our health as a church in solving this difficult problem.



Pastors by Education (Jan-2020)		
	Total	Percentage
Credentialed	25	17%
Licensed	29	19%
Local Pastor (LPC)	30	20%
Local Leader (non-LPC)	65	44%
Total Respondents	149	

Pastors by Education				
	2017	2018	2019	2020
Credentialed	14%	11%	10%	17%
Licensed	44%	38%	28%	19%
Local Pastor (LPC)	19%	23%	19%	20%
Local Leader (non-LPC)	43%	28%	44%	44%

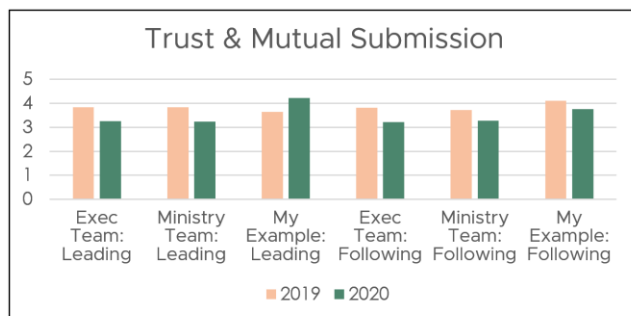
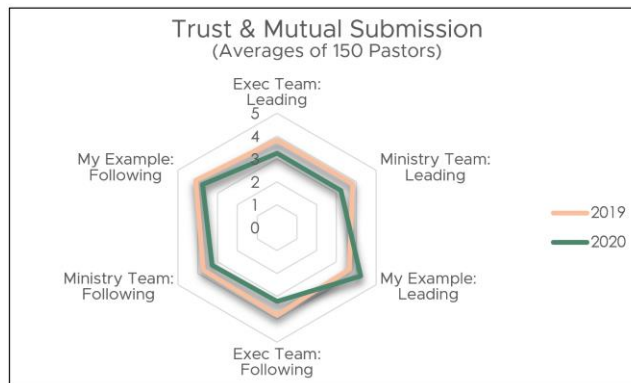
4. INTRODUCTION TO RADAR CHARTS

Radar Charts provide an effective way to identify problems at a glance. Imagine rating six different things using a scale of 1 to 5 for each one. If you rated them all at 1, you'd get a tiny ring near the center of the radar chart. If you rated them all at a 5, you'd get a large ring at the periphery of the chart. You can see both cases in the example radar chart on the left below. The chart on the right shows what happens if you rated Metric C at a 2 while keeping the other five metrics at a 5. As you can see from the example, the radar chart makes problem areas visually apparent.



5. TRUST AND MUTUAL SUBMISSION

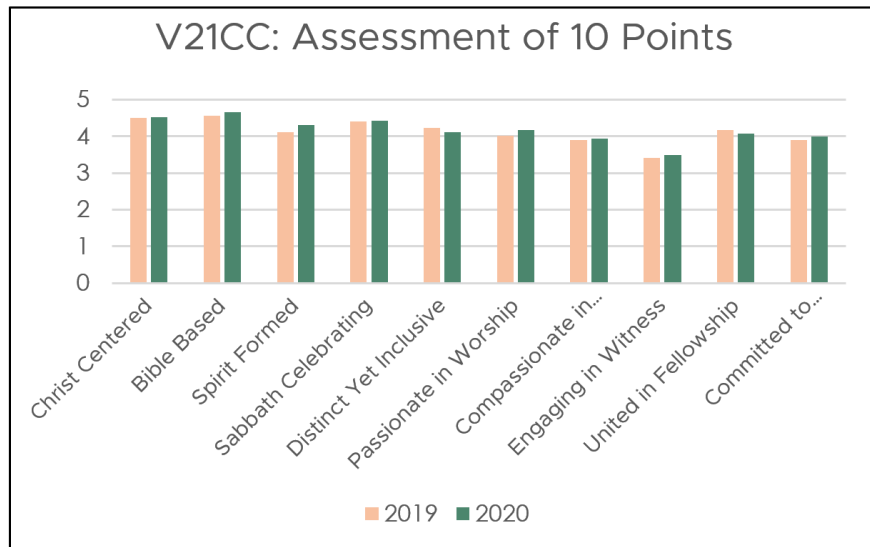
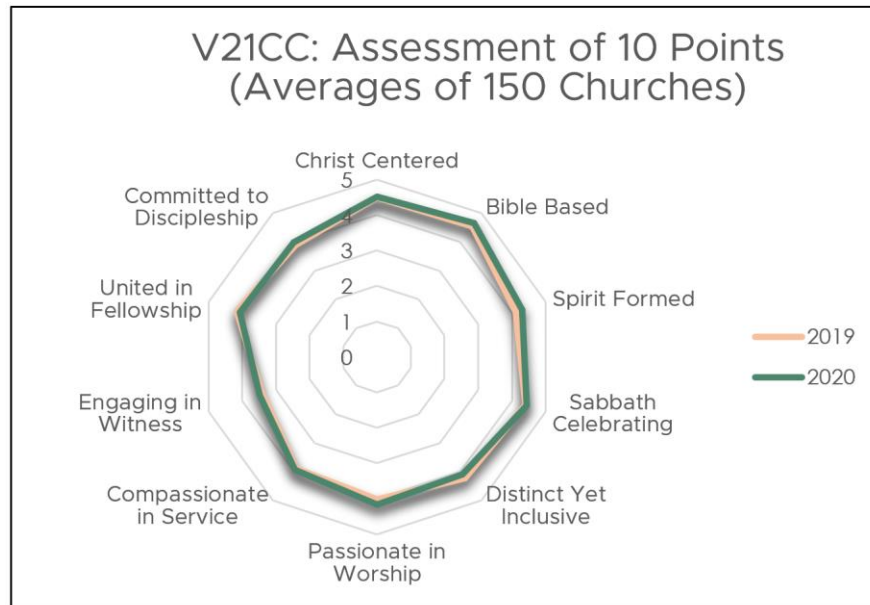
The annual assessment asked the pastors to rate the executive and ministerial teams in how well they lead in their areas of leadership and in how well they follow each other's leadership. The assessment also asked the pastors to rate themselves on their own example of being a good leader and a good follower. Here are the averaged results.



Trust and Mutual Submission				
	2019	2020	2021	2022
Exec Team: Leading	3.83	3.25		
Ministry Team: Leading	3.83	3.23		
My Example: Leading	3.65	4.22		
Exec Team: Following	3.82	3.22		
Ministry Team: Following	3.72	3.28		
My Example: Following	4.11	3.75		

6. ASSESSMENT OF CONGREGATIONS ON THE 10 VISION POINTS

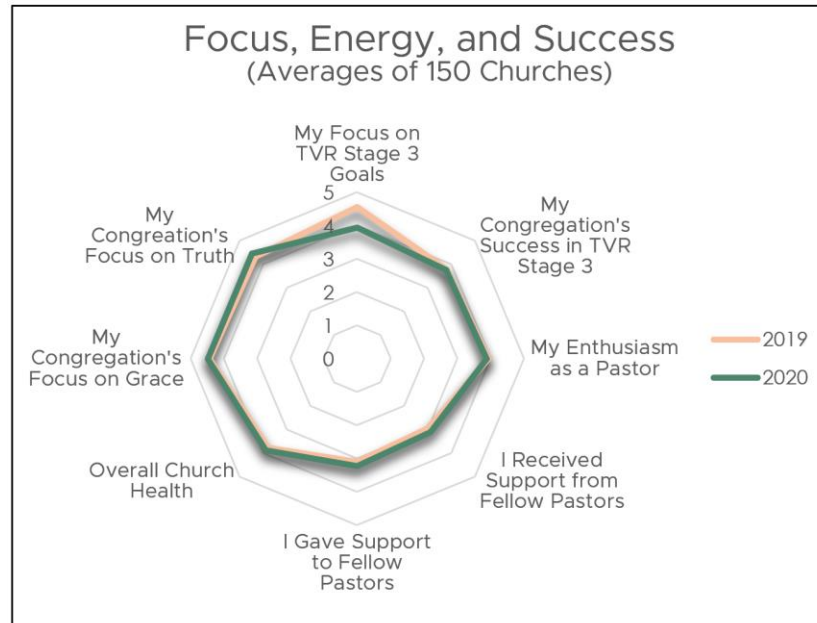
This chart shows the pastoral assessment of their congregation's achievement of the 10 points of the vision.



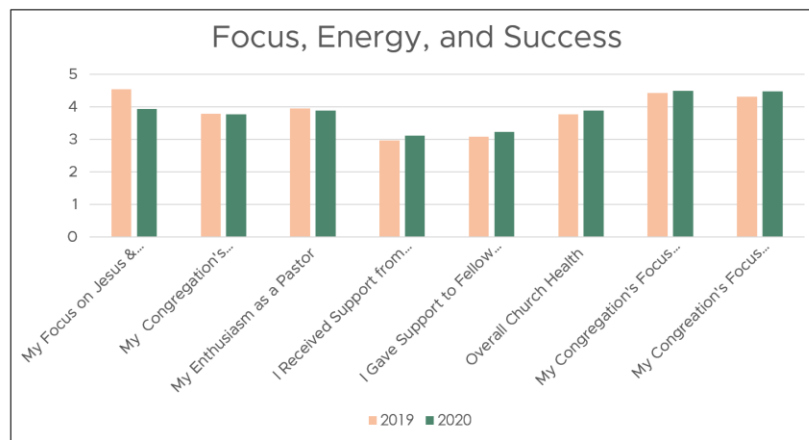
V21CC: Assessment of 10 Points				
	2019	2020	2021	2022
Christ Centered	4.50	4.51		
Bible Based	4.55	4.66		
Spirit Formed	4.11	4.31		
Sabbath Celebrating	4.40	4.43		
Distinct Yet Inclusive	4.23	4.10		
Passionate in Worship	4.01	4.16		
Compassionate in Service	3.89	3.93		
Engaging in Witness	3.40	3.48		
United in Fellowship	4.17	4.07		
Committed to Discipleship	3.90	3.99		

7. ASSESSMENT OF FOCUS, ENERGY, AND SUCCESS OF GOALS

This chart summarizes the focus of the pastor and his congregation and their success toward achieving their goals. As always, the glory belongs to God. The Holy Spirit provides the growth as we provide the surrendered hearts. This chart also includes the enthusiasm of the pastor and the mutual encouragement/support the pastors provide each other.



The two TVR Stage 3 metrics only apply to 2020. To track them from year to year, we'll restate them in a more enduring terms for the year-to-year chart below. The first metric will be 'My Focus on Jesus and Following His Plan'. The second metric will be 'My Congregation's Engagement in the Great Commission'. This is how we'll ask these two questions after we've completed the three stages of TVR in 2020. Jesus' plan, the Great Commission, is our long term plan.



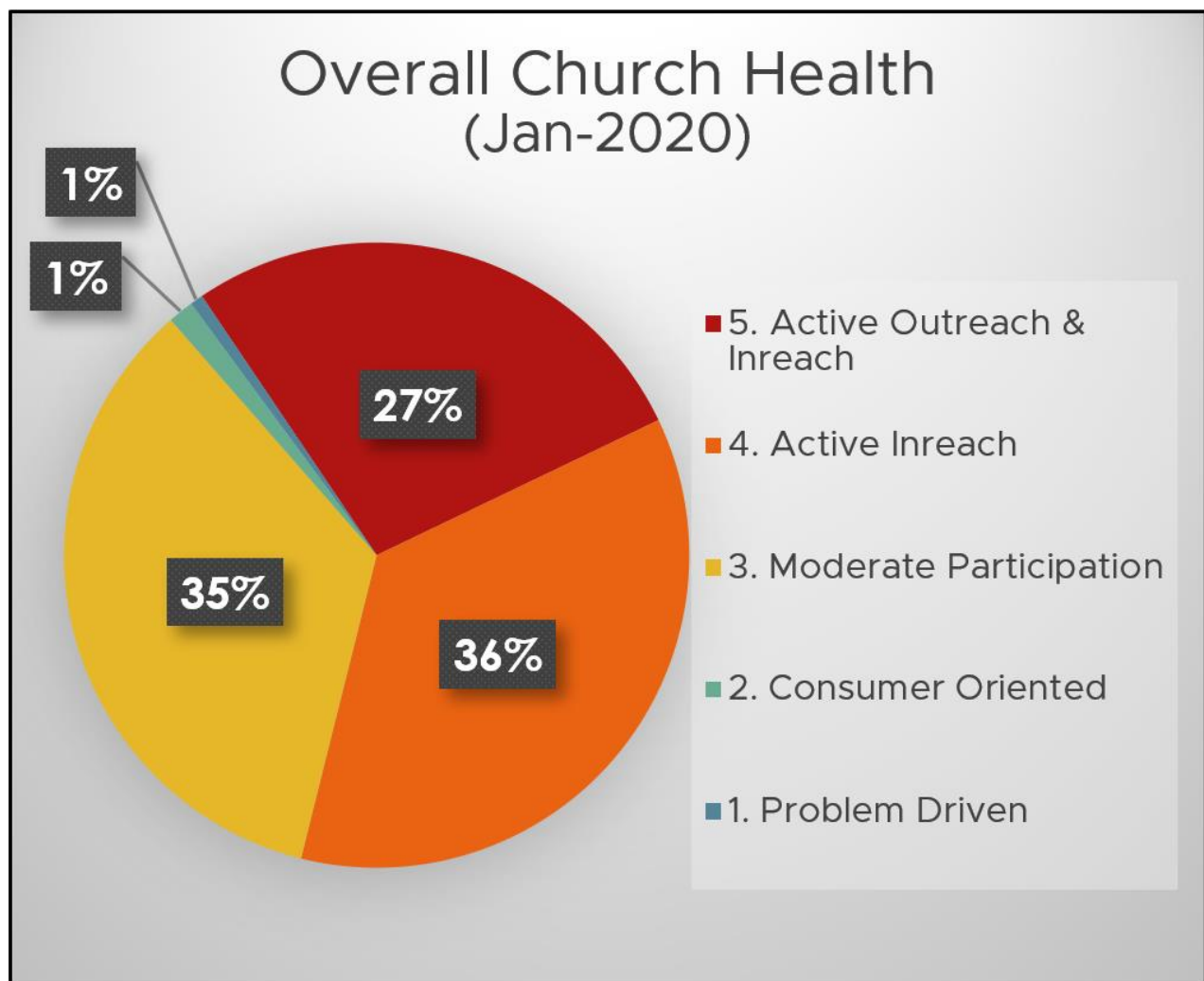
Focus, Energy and Success		2019	2020	2021	2022
Transforming Vision into Reality	My Focus on Jesus & Following His Plan	4.55	3.93		
	My Congregation's Engagement in the Great Commission	3.79	3.77		
Enthusiasm & Support	My Enthusiasm as a Pastor	3.95	3.89		
	I Received Support from Fellow Pastors	2.97	3.11		
	I Gave Support to Fellow Pastors	3.09	3.23		
Church Health	Overall Church Health	3.78	3.88		
Harmony of Grace & Truth	My Congregation's Focus on Grace	4.43	4.49		
	My Congregation's Focus on Truth	4.32	4.47		

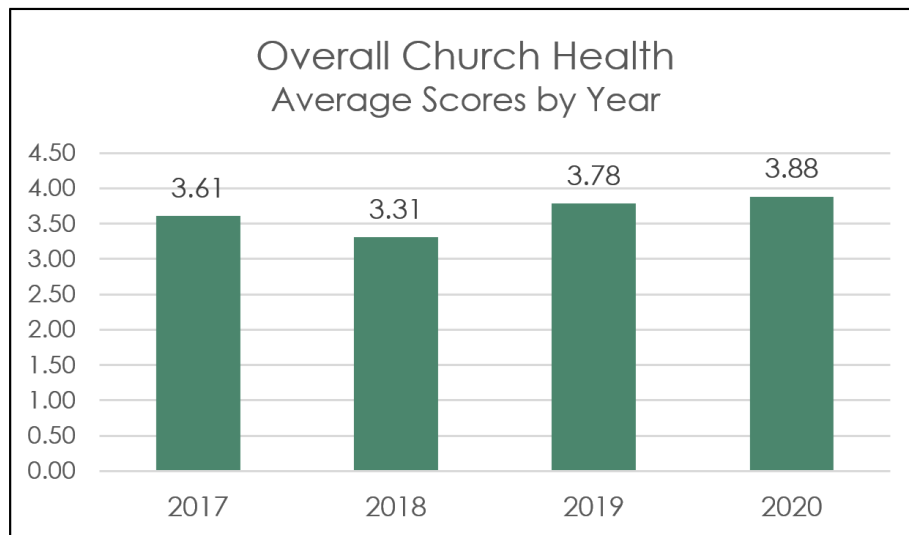
8. OVERALL CHURCH HEALTH

In the previous section, we saw the overall church health metric as a single number. In this section, we break it down into its components. Recall that in the assessment, the pastors/leaders evaluated the overall health of their local churches based on the following metrics:

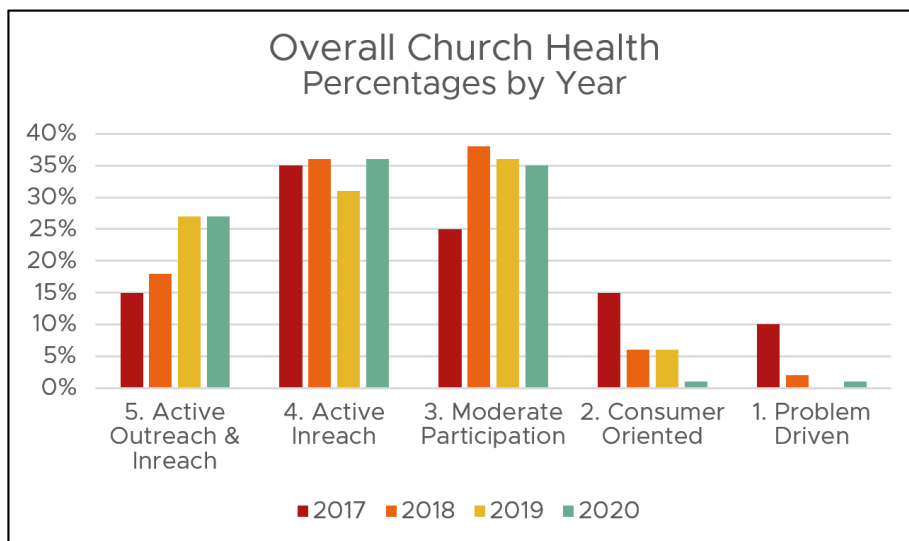
- **5. Active Outreach:** Our members are actively engaged in ministries that meet spiritual needs (and often physical needs) both inside and outside the church. We have active welcoming teams that introduce guests to other members and help them become a part of the church. We are a welcoming church filled with gratitude for Christ, and possess His grace and His truth in harmony.
- **4. Active Inreach:** Our members are engaged in vibrant youth programs, lively fellowship events, committed prayer groups, and other internal activities. We're doing well internally, but we lack active outreach programs.
- **3. Moderate Participation:** We have a sufficient pool of volunteers that maintains a routine. Our activities are mostly limited to SS classes, Bible studies, and occasional fellowship events. Our church isn't growing.
- **2. Consumer Oriented:** We have a limited pool of volunteers that serve a less committed majority.
- **1. Problem-Driven:** We struggle with recurring relationship problems.

For 2019, 150 pastors assessed their local congregations health. Here is the breakdown, in terms of the percentage of churches in each category, as rated by the pastors:





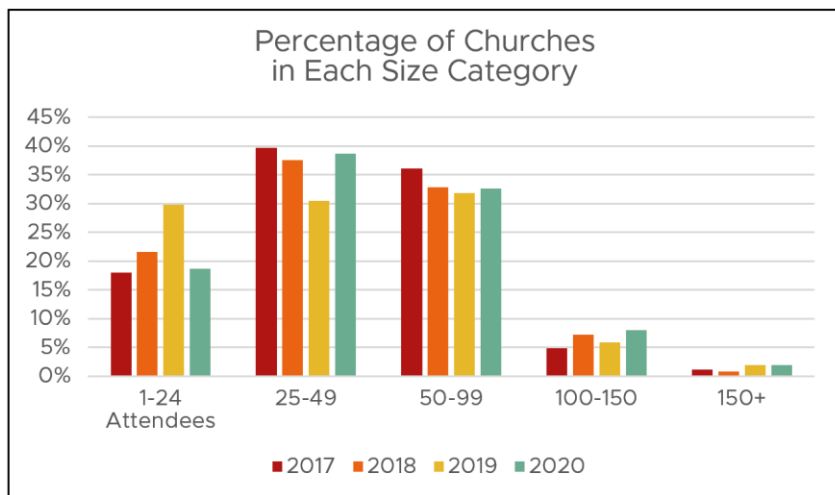
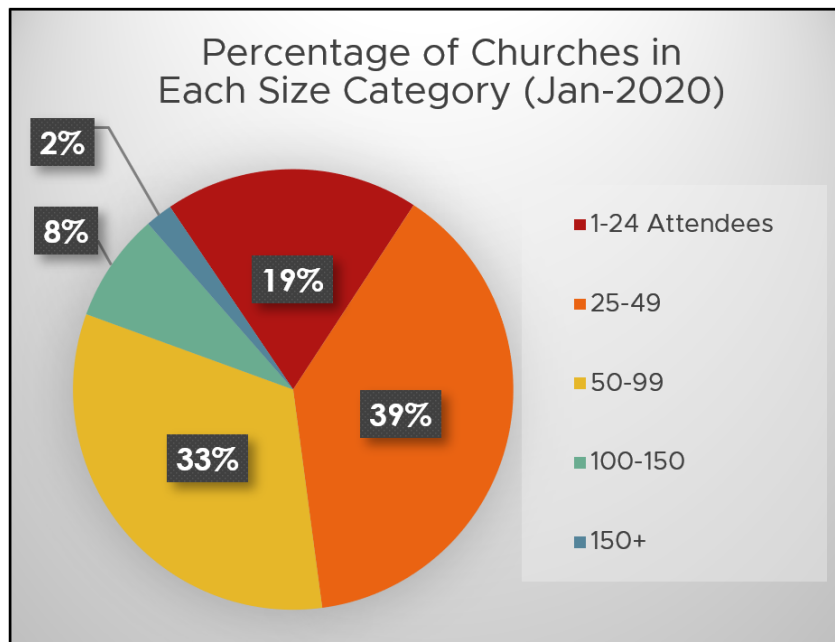
Overall Church Health (Raw Counts by Year)				
	2017	2018	2019	2020
5. Active Outreach & Inreach	15	11	42	41
4. Active Inreach	30	21	49	54
3. Moderate Participation	32	41	56	52
2. Consumer Oriented	5	7	10	2
1. Problem Driven	2	5	0	1
Total Count	84	85	157	150
Average Score	3.61	3.31	3.78	3.88



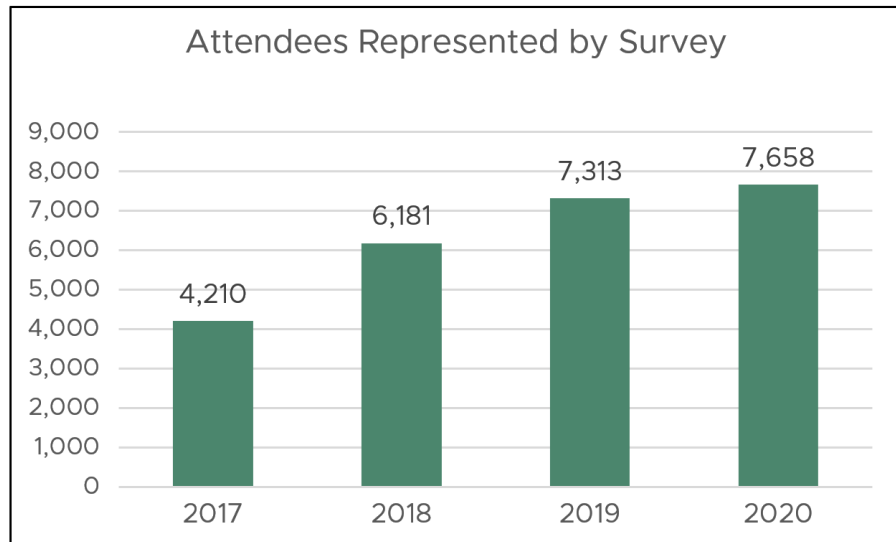
Overall Church Health (Percentages by Year)				
	2017	2018	2019	2020
5. Active Outreach & Inreach	15%	18%	27%	27%
4. Active Inreach	35%	36%	31%	36%
3. Moderate Participation	25%	38%	36%	35%
2. Consumer Oriented	15%	6%	6%	1%
1. Problem Driven	10%	2%	0%	1%

9. CHURCH GROWTH

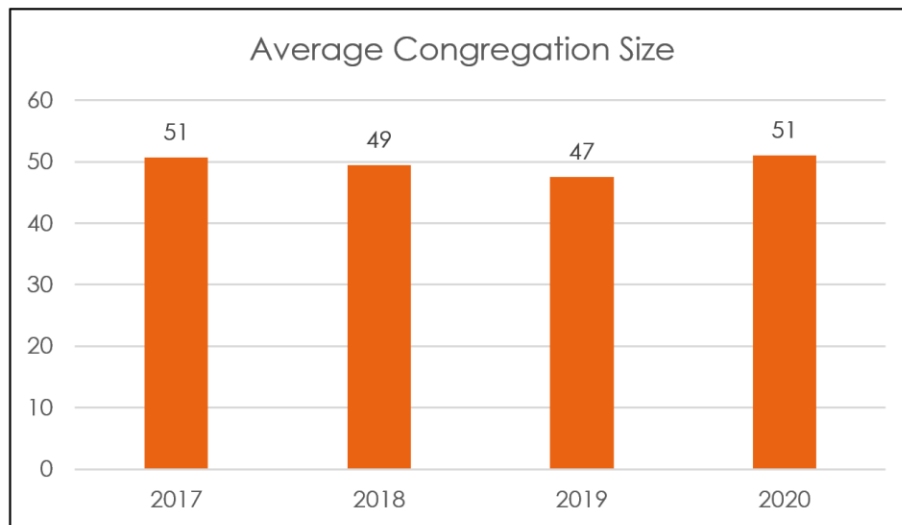
In the previous section, we measured our overall church health. This is our measure of our spiritual growth as we track it annually. We believe that our spiritual growth will lead to numerical growth as God uses us to reconcile others to Himself. From the average attendance numbers reported by the pastors, we can see the percentage of our churches in each attendance size category and the average attendance size of our congregations. Tracking of the membership growth and the growth in the number of churches will come from our membership database rather than from this pastoral assessment.



Percentage of Churches in Each Size Category				
	2017	2018	2019	2020
1-24 Attendees	18%	22%	30%	19%
25-49	40%	38%	31%	39%
50-99	36%	33%	32%	33%
100-150	5%	7%	6%	8%
150+	1%	1%	2%	2%



Attendees Represented by Survey				
	2017	2018	2019	2020
1-24 Attendees	15	27	46	28
25-49	33	47	47	58
50-99	30	41	49	49
100-150	4	9	9	12
150+	1	1	3	3



Average Congregation Size				
	2017	2018	2019	2020
Number of Churches in Survey	83	125	154	150
Total Attendee Count in Survey	4,210	6,181	7,313	7,658
Average Congregation Size	51	49	47	51

2019 Year-End Self-Assessment of CG7 Churches by the Pastors

Estimated Time Commitment: About 45 minutes



Welcome!

The purpose of this annual self-assessment is to measure our church health. We track our health from year to year to learn if we're growing or declining. If we're doing the right things, God will provide the growth. If we're not growing, we're not healthy and we need to make changes. Monitoring our health also gives us the opportunity to witness God's blessings and celebrate the spiritual and numerical growth He provides.

Our pastoral leaders lead our congregations and thus they carry the primary responsibility for the health of our churches. They are therefore in the best position to assess it. Your honest and accurate assessments each year will measure our progress toward the vision of a vibrant 21st century church (V21CC). Your individual results are kept confidential to the core executive team and to the district board of your district. This has been true in the prior surveys and will continue to be true. Only the collective results will be shared openly. Let's get started.

Pastoral Information

1. My Name:

2. My Email (or phone):

3. My District

Mark only one oval.

- ☐ Southwest - Chip Hinds, Superintendent
- ☐ Southeast - Steve Krome, Superintendent
- ☐ West Coast - Larry Zaragoza, Superintendent
- ☐ Central - Ken Lawson, Superintendent
- ☐ North East - Heber Vega, Superintendent
- ☐ Western Canada - Orville Rose, Superintendent
- ☐ Eastern Canada - Leeroy Williams, Superintendent

4. My Status

Mark only one oval.

- ☐ Credentialed
- ☐ Licensed
- ☐ Local Pastor (LPC)
- ☐ Local Leader (non-LPC)

Church Information

5. The name of my congregation is:

6. My congregation is a:

Mark only one oval.

- ☐ Mission
- ☐ Church

7. My congregation speaks (check all that apply):

Check all that apply.

- ☐ English
- ☐ Spanish
- ☐ French

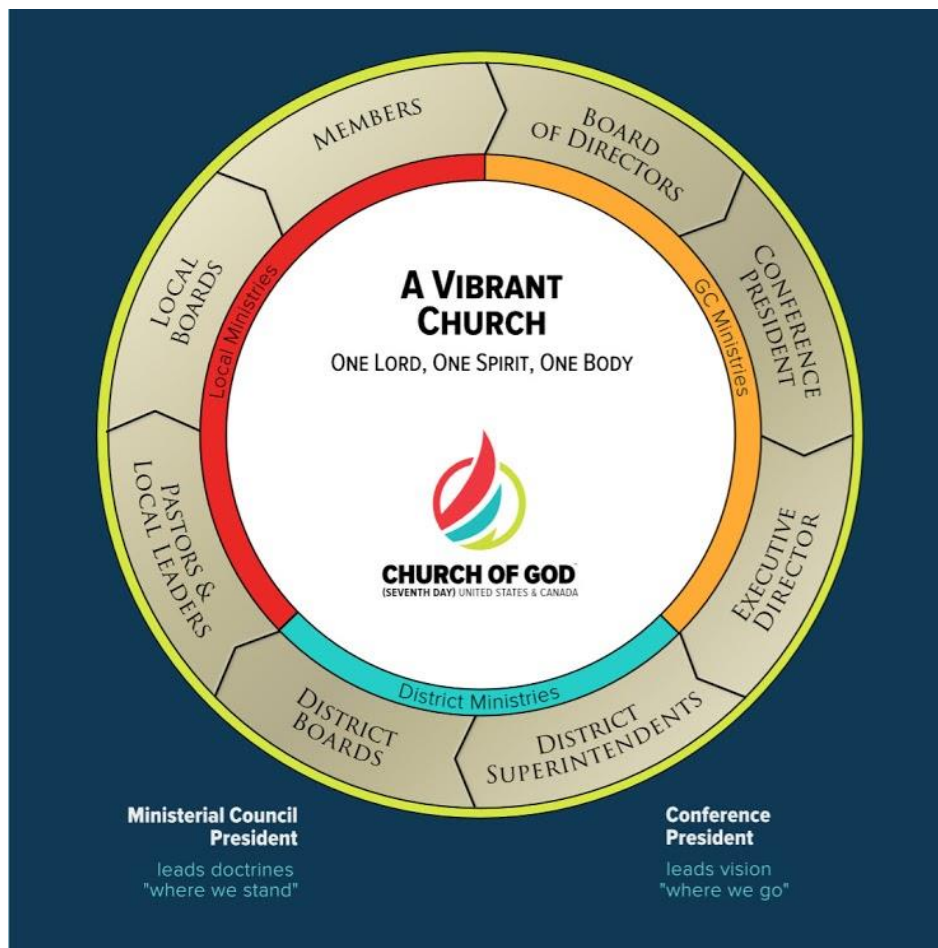
8. Our average weekly attendance for the year was: (number)

The Spiritual Environment

Imagine an organization where everyone leads and no one follows - that's absolute chaos. Therefore, all organizations 'organize'. They establish a common purpose and define roles and responsibilities for their leaders to work together toward that purpose. Consequently, all leaders find themselves in a mixed environment of predefined agendas to follow and undefined territory they must define themselves.

Leaders must be as eager to follow paths defined for them as they are to blaze new trails. Even Jesus, with all authority in heaven and on earth given to Him, did not lead without also being a faithful follower of His Father's will and plan. Our daily internal struggle is against our own independent spirit, the old nature, that doesn't want to submit to God's Spirit. Knowing that, we create a spiritually unhealthy environment when we allow leaders to lead with no requirement to also follow. On the other hand, it's also spiritually unhealthy to follow without thinking for oneself. Thus, a healthy environment provides both structure for its leaders to follow and freedom for its leaders to lead.

Our success or failure to become a V21CC depends upon our care in following as the Holy Spirit leads us. If we're not united in Spirit, we're doing something wrong. A spiritually healthy church has many members united by One Spirit. We each lead in some areas and follow in others according to our various roles and responsibilities. This mutual submission provides a healthy spiritual environment. As we respect each other in our individual roles, we serve together as one body in Christ.



In this spirit of mutual submission, our organization has two presidents: a Conference President and an NAMC President. Each is entrusted with a vital role. Through the executive team and GC staff, the Conference President leads the church in where we go - the vision. Through the NAMC body, the NAMC President leads the church in where we stand - our doctrines.

As part of his role, the Conference President has the responsibility to provide a healthy cohesive environment for the church. Toward that end, former Conference President Whaid Rose created the vision of a vibrant 21st century church during his presidency. President Loren Stacy has followed President Rose's lead with a plan to realize this vision. That plan is to focus on Jesus and follow His Plan. Neither President acted on his own authority, but under the authority of the Board of Directors, which in turn gets its authority from the members of the church. Thus, the vision and plan have the authority of the church body behind it and provide a common purpose and objective for all members in our church. It's a vision and plan we all follow, and one that preserves ample freedom for our leaders to lead.

Though the Conference President leads the church in 'where we go', the executive team (Board of Directors, Conference President, Executive Director, Superintendents, and District Boards) follows the ministerial team in 'where we stand'. Through the authority of the NAMC (which also derives its authority from the church members), the ministerial team leads the church in our doctrines. Through the unity of the Holy Spirit within us all, the executive team encourages the church to grow and change while the ministerial team consistently guides that growth toward the changeless, eternal nature of Christ. This mutual submission between our executive and ministerial leadership provides a healthy spiritual environment for us all.

Assessment of the Spiritual Environment

As a measure of our spiritual health in mutual submission and oneness of His Spirit, how would you assess the church leadership (executive and ministerial teams)? From your observations, are we being good leaders and good followers?

9. How well does the executive team lead in 'where we go'?

Mark only one oval.

	1	2	3	
Poorly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Faithfully

10. As it leads, how well does the executive team follow the ministerial team in 'where we stand'?

Mark only one oval.

	1	2	3	
Poorly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Faithfully

11. How well does the ministerial team lead in 'where we stand'?

Mark only one oval.

	1	2	3	
Poorly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Faithfully

12. As it leads, how well does the ministerial team follow the executive team in 'where we go'?

Mark only one oval.

	1	2	3	
Poorly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Faithfully

13. Comments on the Spiritual Environment

Pastoral Self-Assessment

It's worth repeating that of all the roles in the church, the pastoral leaders carry the primary responsibility for the health of our church. This means that the health of our church begins with the spiritual health of our pastors. Two hundred and seventy Church of God (Seventh Day) congregations throughout the U.S. and Canada are trusting in the leadership of their local pastors. It is vital that our pastors lead well.

However, as a pastor, you don't bear that burden alone. In addition to your local leadership team, your fellow pastors are working beside you, facing the same challenges that you face, and growing along with you in the same Spirit of unity we find in Christ. Share your ideas with your fellow pastors, ask for their help, and encourage them in their work.

Additionally, your district teams (Superintendents, Area Reps, and Ministerial Reps) are working to connect you to the vision and to each other. You also have the support of the Board of Directors, President, and Executive Director, who provide the environment in which local ministries can thrive.



A ROYAL PRIESTHOOD

THE JOY OF SACRIFICE

Ye also, as lively stones, are built up a spiritual house, an holy priesthood, to offer up spiritual sacrifices, acceptable to God by Jesus Christ. - 1 Peter 2:5

Am I a Good Follower?

We all lead by example. For your congregation, you are their primary example. If you revere God's presence in the sanctuary, so will they. If you fail to do so, many will follow your lead. Then again, maybe you feel that your congregation does their own thing and rarely follows your leadership at all. It feels more like you're following them than them following you. That's not an uncommon feeling. If that's true for you, reflect for a moment on your example to them of a good follower.

Am I showing them that I follow my leaders in their area of leadership? Am I personally promoting the Sabbath School lessons? Do I talk about the Vision of a Vibrant 21st Century church? Do I display the TVR posters in our church? Is my congregation focused on Jesus and following His plan? Do I occasionally reference the Bible Advocate, ChurchRight, and the General Conference from the pulpit? Do I connect my congregation to a common calling that transcends our local church? Do I talk about the Church of God (Seventh Day) as one body working together?

The first step in spiritual growth is learning to be a good follower. Your congregation needs your example of what that looks like. That's how they learn to follow.

14. My example as a good follower.

Mark only one oval.

	1	2	3	4	5	
I don't follow the GC in its area of leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	My congregation sees me follow my GC leaders

Am I a Good Leader?

Some leaders create followers who fail to think for themselves. This is an unhealthy environment. Such leaders are not good leaders, nor are their followers good followers. A good leader creates followers who are also leaders by sharing responsibility with them and encouraging them to face new challenges and grow. That's what Jesus did by creating disciples. It's also what He's doing now by including His children as His ambassadors in His rescue work.

Good pastoral leaders understand that we maintain our spiritual health by growing in the grace and truth of Christ as we share His love. A healthy church engages its members in ministry. As members of God's royal priesthood, our congregations need opportunities to participate in the spiritual sacrifices. The joy of sacrifice comes from feeling God's presence resonating within us as we do His good will. We grow as we help others grow. The pastoral role includes enlisting the help of its local leaders to create these ministry opportunities for everyone in the church. By sharing responsibility, the pastor encourages everyone to lead in the various opportunities created for them.

15. My example as a good leader.

Mark only one oval.

	1	2	3	4	5	
Our congregation has few active leaders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Our congregation has many active leaders and ministry opportunities

16. The focus of my sermons in 2019

Mark only one oval.

	1	2	3	4	5	
I didn't focus on the Great Commission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	I frequently focused on the Great Commission

My focus on Jesus and following His Plan

We have just finished our final year of the three year Transforming Vision into Reality (TVR) plan. During the first year, 2017, we focused on our personal identity in Christ with Jesus as our Savior. During 2018, we focused on growing in Christ's giving nature with Jesus as our Lord. In 2019, we focused on the common mission Jesus has given all of us in the Great Commission. Our oneness of purpose and spirit in Christ provides us with a collective identity as a group of Christians eager to serve and careful to obey. We become a welcoming church when we're secure in our personal identity in Christ and our collective identity as a church. How did I do during 2019?

17. My congregation's success in TVR Stage 3 goals

Mark only one oval.

	1	2	3	4	5	
Unchanged from last year	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	We're actively following Jesus' plan (the Great Commission)

18. Comments on my congregation's spiritual growth in past 3 years:

19. Was TVR helpful to you?

My Emotional Health

We know it's discouraging to work so hard and at times see little progress. Many of you work full-time secular jobs in addition to fulfilling your pastoral roles. And most of you receive little or no pay for your church work. We're grateful for you and for your work, but we're also concerned about your emotional health. We're in a spiritual war and it's easy for the rulers of darkness to pick us off one by one. If we try to fight our battles alone, discouragement can defeat us.

Even though we're busy with our individual responsibilities, it's important that we dedicate a bit of time to regularly connect with our fellow pastors and help bear each other's burdens. We need to laugh together, grieve together,

celebrate successes together, and share ideas and plans together. We all have the same mission and we owe it to each other to be team players because we're on the same team. So, the following questions concern your own emotional health and the support of your fellow pastors.

20. My enthusiasm as a pastor on an average day in 2018

Mark only one oval.

	1	2	3	4	5	
Very Discouraged	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Greatly Encouraged

21. How often have I been encouraged, counselled, and supported by my fellow pastors this year?

Mark only one oval.

	1	2	3	4	5	
Rarely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Frequently

22. How often have I encouraged, counselled, and supported my fellow pastors this year?

Mark only one oval.

	1	2	3	4	5	
Rarely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Frequently

23. Comments on my Pastoral Leadership

Local Church Health Assessment

The 10 point Health Assessment of a V21CC

Please give your assessment of your congregation's health in each of the 10 points of the vision. Note that this is a measure of your congregation's health, not a measure of your emphasis or agreement as a pastor. As you reflect on your congregation, think about where they are spiritually in each of these categories. Each member will be in a different place, but your reflection should give you a sense of where your congregation is as a whole. During this reflection, you'll also probably want to create some notes on how to help them in each of these categories in the coming year.



Our Identity in Christ

For the first five metrics, use the following scale :

- 5 - Leading. Vibrant leaders teaching others as they continue to learn.
- 4 - Learning. Primarily students that are eager to learn but need education.
- 3 - Emerging. Christians that are beginning to grow but still lack purpose and momentum.
- 2 - Unmotivated. Primarily ambivalent or complacent about their spiritual health.
- 1 - Entrenched with incorrect belief, negative attitudes about change, and critical environment.

Christianity is founded upon the person of Jesus Christ, our resurrected Savior, Lord, and King. Is your congregation focused on Jesus and His example and commands, or is it distracted by a myriad of other priorities?

24. Christ Centered

Mark only one oval.

1	2	3	4	5
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Is your congregation growing in its Biblical literacy? Are the teachers and students in your Sabbath School classes basing their answers on scripture or on their personal opinions? Are your youth and children's classes advancing their students' Biblical knowledge?

25. Bible Based

Mark only one oval.

1	2	3	4	5
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control (Galatians 5:22-23). Are these attributes increasingly apparent in the ways members of your congregation interact with one another, guests, and others within your community? Do those who attend your gatherings feel the transformative presence of God?

26. Spirit Formed

Mark only one oval.

1	2	3	4	5
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Does your congregation celebrate Sabbath as a gift from God, an invitation to rest in Christ and worship our Creator as opposed to a commandment that must be obeyed in order to earn God's favor?

27. Sabbath Celebrating

Mark only one oval.

1	2	3	4	5
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Is your congregation secure in its personal identity in Christ and its collective identity as the Church of God (Seventh Day)? All we ask of those who come is to come wanting to be transformed by Christ's love. Is your congregation confident in its freedom to welcome those who have differing beliefs, knowing that the power of God's Spirit in us is transforming us all to be like Jesus?

28. Distinct Yet Inclusive

Mark only one oval.

1	2	3	4	5
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

His Love Received and Shared

For the last five metrics, use the following scale :

- 5 - Vibrant and Engaged
- 4 - Eager but Lacking Direction
- 3 - Beginning to Grow
- 2 - Ambivalent and Complacent
- 1 - Reluctant and Negative

Is your worship team serving itself or the needs of the congregation? Does it consist of spiritually mature members? Is your congregation actively engaged in worship? Does the worship team regularly poll the congregation for improvements to the worship service?

29. Passionate in Worship

Mark only one oval.

1	2	3	4	5
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Is your congregation eager to serve or does it primarily come to be served? Is it actively growing leaders who are engaging others to lead? Are your members learning how to serve both your church and your community? Are they developing welcoming teams and active ministries?

30. Compassionate in Service

Mark only one oval.

1	2	3	4	5
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Are the members of your congregation actively engaged in sharing Jesus within their community? Are they being a light to the world or are they hiding their light? Are they loving those in their community or isolating themselves from it?

31. Engaging in Witness

Mark only one oval.

1	2	3	4	5
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Is there a spirit of unity in your congregation? Or are there recurring relationship problems? Is there any competitiveness in leadership or do your members support and follow each other in their roles? Does your congregation actively support the events and activities of the church and work together effectively? Do they see themselves as part of the great body of the Church of God (Seventh Day) and as a part of the greater body of Christianity? Do they focus on commonalities or on differences?

32. United in Fellowship

Mark only one oval.

1	2	3	4	5
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Is your congregation committed to spiritual growth? Do your members recognize the need to participate in grace through their own spiritual sacrifices? Are they doing so? Do they see the need for obedience to the Lordship of Christ? Are they becoming more and more like Christ in their attitudes and actions? Are they growing in their leadership to develop and encourage other disciples?

33. Committed to Discipleship

Mark only one oval.

1	2	3	4	5
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

A V21CC: Overall Health Assessment

Use the following metric to assessment your congregation's overall health:

- **5. Active Inreach and Active Outreach:** Our members are actively engaged in ministries that meet spiritual needs (and often physical needs) both inside and outside the church. We have active welcoming teams that introduce guests to other members and help them become a part of the church. We are a welcoming church filled with gratitude for Christ, and possess His grace and His truth in harmony.
- **4. Active Inreach:** Our members are engaged in vibrant youth programs, lively fellowship events, committed prayer groups, and other internal activities. We're doing well internally, but we lack active outreach programs.
- **3. Moderate Participation:** We have an sufficient pool of volunteers that maintains a routine. Our activities are mostly limited to SS classes, Bible studies, and occasional fellowship events. Our church isn't growing.
- **2. Consumer Oriented:** We have a limited pool of volunteers that serve a less committed majority.
- **1. Problem-Driven:** We struggle with recurring relationship problems.

34. Which description above best describes my congregation?

Mark only one oval.

- ☐ 5. Active Inreach and Active Outreach
- ☐ 4. Active Inreach
- ☐ 3. Moderate Participation
- ☐ 2. Consumer-Oriented
- ☐ 1. Problem Driven

A Transforming Environment



The Harmony of Grace and Truth

Christian churches often suffer from their emphasis on grace at the expense of truth or truth at the expense of grace. Consequently, churches struggle with either being too permissive or being too judgmental. We can't choose between grace OR truth; we either possess both or we possess neither.

Jesus is the fullness of grace AND truth. As we focus on Christ, His love draws us in from the extremes of lawless grace and graceless law. His Spirit brings grace and truth into harmony as He transforms us into His giving, sacrificial nature. A V21CC is a church resonating with the harmony of His grace and His truth because His presence dwells in us. That's the church we want to be!

35. Our focus on repentance, grace, and forgiveness

Mark only one oval.

	1	2	3	4	5	
Little attention	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Highly emphasized

36. Our focus on truth, law in hearts, and obedience

Mark only one oval.

	1	2	3	4	5	
Little attention	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Highly emphasized

Final Comments

That's it! Thanks for your participation in the survey!

37. If you'd like to add any final comments, you can do so here.

