

I. VISION, MISSION, AND DISCERNMENT

Our congregation has a vision statement.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Our congregational vision describes our reason for existence (what we are here for).

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Our congregational vision describes a way of being more important to us than continued existence.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Every member of our congregation understands and can describe our vision in a few words.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Our congregation has a mission statement that describes how we achieve our vision.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Our congregation has a set of defined core values that describe how our congregation's way of life and ministry.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Every leader understands & can explain how the group(s) they lead support(s) our mission & vision.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Our vision and mission result from a congregational cycle of discernment (emergent, not imposed).

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Our vision and mission are supported by strategic goals, benchmarks, & next steps with timeframes.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Our congregation measures its progress toward realization of our vision, mission, and goal.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

The Congregational Vitality Assessment is designed to provide congregations with an assessment of their health and sustainability.



SECTION A: VITALITY

II. LAY ENGAGEMENT AND EMPOWERMENT

Our pastors and staff prioritize working to empower the laity as a primary role and daily task.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Our pastors and staff regularly delegate key decisions, projects, and tasks to lay people.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

We match people to positions based on their gifts and calling, rather than organizational need.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

We have an intentional process for discerning and engaging our people's gifts and calling.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

We make good use of small groups for discipleship and mutual accountability.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

SECTION A: VITALITY

III: CONTEXT AWARENESS AND INCLUSION

We regularly study the demographics and lifestyles of our surrounding community.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

We regularly "get outside the building" to learn about our surrounding community face-to-face.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

The diversity of our congregation fully reflects the diversity of our surrounding community.

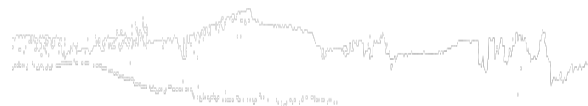
Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Our congregation is intentional in its efforts to include, engage, and track newcomers.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Our congregation intentionally works to build healthy relationships among congregants.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------



SECTION A: VITALITY

IV: CHANGE READINESS

Our congregation is excited about its future.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

We make decisions based on evaluation and strategy rather than tradition and nostalgia.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Our congregation is willing to experiment with new ways of achieving our vision and mission.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Our congregation is willing to tolerate discomfort to achieve a vision-driven or mission-driven change.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Our clergy and lay leaders demonstrate calm and remain non-anxious in the face of change.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

SECTION A: VITALITY

V: DEALING WITH DIFFERENCES

Our congregation treats conflict as a natural and inevitable part of being a community.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Our congregation responds to conflict by engaging in dialogue.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Our congregation does not avoid or ignore dealing with differences.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Our congregation does not deal with differences or conflict by dividing into factions.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Our congregation does not deal with differences or conflict by engaging in passive-aggressive behavior.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

SECTION A: VITALITY

VI. SPIRITUAL LIFE AND WORSHIP

Our worship focuses on nurturing people's faith.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Clergy and laity collaborate in planning worship services/events.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

All age groups, relationship statuses, etc. are considered in the planning of worship.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

All age groups, relationship statuses, etc. are engaged in the doing of worship.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

All meetings – including working meetings – start with a time of prayer, bible study, and/or devotion.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

SECTION A: VITALITY

VII. FORMATION, EDUCATION, AND TRAINING

We help congregants live out their faith in their daily lives.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

We help congregants discover and apply their spiritual gifts, inside and outside the congregation.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

We help congregants discover and apply their leadership gifts, inside & outside the congregation.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

We equip congregants to share their faith with others, inside and outside the congregation.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Our formation programs deal with real-life issues (e.g., child-rearing, finances, aging parents, etc.).

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Our youth and young adults are empowered to serve in leadership roles.

Disagree

Unsure

Agree

Strongly Agree

Our congregation has a teaching plan (scope & sequence) of what it wants our children and youth to know, feel, and do as a result of their formation at church.

Disagree

Unsure

Agree

Strongly Agree

Our congregation has meaningful rites of passage to help all our members feel engaged by and rooted to this community of faith.

Disagree

Unsure

Agree

Strongly Agree

We partner with parents to help them be successful in raising their child(ren) in the Christian faith.

Disagree

Unsure

Agree

Strongly Agree

The majority of our members understand the importance of daily prayer and engage in reading from Scripture daily.

Disagree

Unsure

Agree

Strongly Agree

SECTION A: VITALITY

VIII. OUTREACH

We are a positive force in our community.

Disagree

Unsure

Agree

Strongly Agree

We work for social justice and advocate for the community around us.

Disagree

Unsure

Agree

Strongly Agree

Outreach programs are based on validated community needs, rather than our assumptions.

Disagree

Unsure

Agree

Strongly Agree

Non-outreach programs (Christian formation, worship, etc.) have outreach component.

Disagree

Unsure

Agree

Strongly Agree

We seek out community partnerships/collaboration with other ministries & programs

Disagree

Unsure

Agree

Strongly Agree

IX. LEADERSHIP & ORGANIZATION

Number & employment status (PT/FT) of clergy is adequate to vision and mission.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Clergy/Lay Leadership – time spent on vision/purpose, goals, & priorities.

Little	Some	Quite a Bit	A Great Deal
--------	------	-------------	--------------

Clergy/Lay Leadership – time spent on evangelism planning.

Little	Some	Quite a Bit	A Great Deal
--------	------	-------------	--------------

Clergy/Lay Leadership – deliberations & decisions are transparent & well-communicated.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Clergy/Lay Leadership – is collaborative & team oriented.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Clergy/Lay Leadership – is faith-oriented & task-oriented.

Task-Oriented Only	Faith-Oriented Only	Task then Faith	Faith then Task
--------------------	---------------------	-----------------	-----------------

Lay Leadership – rotates regularly (every 2-3 years) to avoid burnout & allow new generations of leaders.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Lay Leadership - pool of lay leadership is growing, deepening, & increasing in inclusivity & diversity.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Organizational agility – structures and processes adapted as needed to facilitate vision and mission.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Organizational agility – number of permissions required to try something new.

4 or more	3	2	1 or fewer
-----------	---	---	------------

X. STEWARDSHIP

Stewardship is a year-round process.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Stewardship is a process of education and discernment.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Stewardship focuses on all aspects of life (not only money).

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

We are more interested about investment and risk rather than conserving what we have and playing it safe.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

Operating budget is not built on last year's budget, but rather it's in direct response to our vision/mission/strategies.

Disagree	Unsure	Agree	Strongly Agree
----------	--------	-------	----------------

SECTION B: SUSTAINABILITY

XI. INTERNAL SUSTAINABILITY

(Ability of congregation to support itself)

We have enough income from our plate/pledge to support our essential programs, leadership, people, and facilities.

Disagree

Unsure

Agree

Strongly Agree

Mission Margin - percentage of budget left over for mission after general operating expenses are paid (salaries, office supplies, bills, etc.).

0-10%

11-25%

26-50%

Greater than 50%

Endowment, if any, is only used for non-operating expense (if no endowment, select Strongly Agree.

Disagree

Unsure

Agree

Strongly Agree

We have enough people with enough energy to joyfully lead/participate in our ministries/programs.

Disagree

Unsure

Agree

Strongly Agree

Generational sustainability – Average age of congregation.

Increasing rapidly

Increasing steadily

Decreasing rapidly

Decreasing steadily

SECTION B: SUSTAINABILITY

XII. EXTERNAL SUSTAINABILITY

(Ability of the community to support the congregation)

Population Size - Increasing, Stable, or Decreasing.

Decreasing

Stable

Increasing Steadily

Increasing Rapidly

Generational Mix - Balance of significant numbers Boomers (B), GenX (X), Millennials (M), GenZ (Z).

X, M, or Z but not B

B but not X, M, or Z

B plus X, M, or Z

B plus X, M, and Z

Diversity - Increasing, Stable, or Decreasing.

Decreasing

Stable

Increasing Steadily

Increasing Rapidly

Drive to Nearest Church of Your Denomination.

5 minutes or less

5-20 minutes

10-20 minutes

More than 20 minutes

If our congregation were to close, it would make a big difference to the community.

Disagree

Unsure

Agree

Strongly Agree

Thank you for taking our survey! Your input is important to us and to the well-being of our church.

In Single-Congregation Use and Judicatory Bundle versions of the CVA Tool, users can opt to have survey results delivered via email.

Clear Session

If you would like to have someone else take the survey at your computer, you will need to clear your session first. Make sure to have your results emailed to you before you clear it!

CLEAR

Survey Results

I. VISION, MISSION, AND DISCERNMENT — Moderate Vitality

Well done. Based on your score, it appears that your congregation has made progress toward a clear identity of who you are, where you want to go, and how you want to get there. To become more vital, define core values you can effectively communicate and determine 3-5 God-sized goals with benchmarks and assigned next steps.

II. LAY ENGAGEMENT AND EMPOWERMENT — Moderate Vitality

Based on your score, your congregation appears to have done a decent job of empowering laity to live more fully into their faith commitments. In order to become more vital, consider identifying and equipping a team made up mostly of lay leaders who are charged with recruiting and equipping people to serve in ways that make their hearts sing, matching them with their passion, skill set, and talents. Create and publish a list of all the potential ways one might serve in the congregation and prepare written ministry (job) descriptions for every role, and engage your lay people in refining or even expanding that list informed by what they feel God is calling them to do. Evaluate the ways through which decisions are made with an eye toward greater involvement of lay leaders in decision making, and consider what kinds of decisions currently made by clergy and staff that might be transferred to lay leaders.

III: CONTEXT AWARENESS AND INCLUSION — Moderate Vitality

Based on your score, your congregation is likely aware of its responsibility to engage your surrounding community, but has yet to form broad and deep relationships with a sufficient number of people who live there. Broadening and deepening your relationship with your community is your greatest opportunity moving forward. In order to become more vital, ensure that your clergy and lay leaders are taking the time to be seen and known in the community. Empower and encourage all congregation members to be ambassadors to the community, making connections and growing relationships with people and community organizations. Continue being a welcoming place for all, and consider ways you might become even more diverse in ways that reflect the full diversity of your surrounding community.

Thank you for sampling the CVA!

Full survey delivers prescriptive text for all sections of the CVA.

Click [here](#) to initiate the CVA Survey for your congregation, or contact us at judicatory@cvaatool.org to discuss judicatory bundles.