

Judicatory 1

I. VISION, MISSION, AND DISCERNMENT



Highest Score:	2.70
Average Score:	2.27
Lowest Score:	2.00
Congregations:	4

Moderate Vitality

2.37/4 | 3 Respondents

I. VISION, MISSION, AND DISCERNMENT: Moderate Vitality

Well done. Your survey results show that your judicatory has made progress toward a clear identity of who you are, where you want to go, and how you want to get there. You can further strengthen this by making sure to highlight your vision, mission, and values at all major judicatory events, as well as engaging local congregations in setting goals and living out mission.

II. CONGREGATIONAL ENGAGEMENT & EMPOWERMENT



Highest Score:	2.60
Average Score:	2.30
Lowest Score:	2.00
Judicatories:	5

Moderate Vitality

2.3/4 | 2 Respondents

II. CONGREGATIONAL ENGAGEMENT & EMPOWERMENT: Moderate Vitality

Your score shows that you have a solid foundation of mutual respect between your congregations and your judicatory. The congregations which you serve are a key piece to being a more vital judicatory and are essential to living out your core mission. To further strengthen this work, consider reviewing the composition of judicatory committee membership, inviting new local leaders to share their voice and experience on these committees, and actively seeking insight for ways to improve engagement. Also ensure that individuals who work directly within the judicatory system as well as those serving in congregations have a place or person where they can offer feedback and suggestions.

III: CONTEXT AWARENESS AND INCLUSION



Highest Score:	2.40
Average Score:	2.15
Lowest Score:	2.00
Judicatories:	4

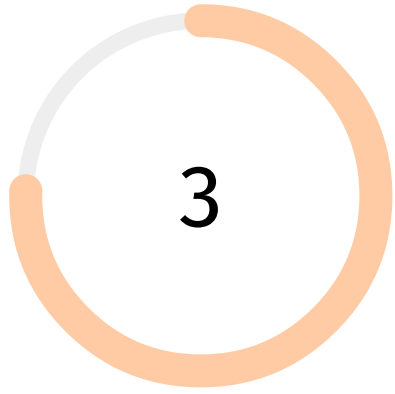
Moderate Vitality

2.4/4 | 2 Respondents

III: CONTEXT AWARENESS AND INCLUSION: Moderate Vitality

Based on your score, your judicatory is likely aware of its responsibility to engage with the people in the communities in which you serve. Your greatest opportunity moving forward is to build authentic relationships with local and regional civic leaders as well as with the clergy and lay leaders in your congregations. Empower and encourage all judicatory leaders to be ambassadors to these communities, making connections and growing relationships with people. Also ensure that your judicatory leadership regularly reviews the demographics, culture, and needs of each of your congregations.

IV: CHANGE READINESS



Highest Score:	3.60
Average Score:	2.65
Lowest Score:	2.00
Judicatories:	4

Moderate Vitality

3/4 | 2 Respondents

IV: CHANGE READINESS: Moderate Vitality

Based on your answers, chances are your judicatory has great hope for the future but still needs work in creating an environment where change is not only welcome but expected and embraced. To help become vital, ensure your leaders are practicing calm and presenting a confident presence when change is needed (or suggested). If you haven't already, start experimenting by letting some old things go and starting new, innovative initiatives. Consider whether your communications help people understand why change is being made and how they might be impacted by it. Ground all communication with grace and compassion and anticipate the pastoral response that will be needed following significant (and sometimes even minor) change.

V. DEALING WITH DIFFERENCES



Highest Score:	3.20
Average Score:	2.20
Lowest Score:	1.60
Judicatories:	4

High Vitality

3.2/4 | 2 Respondents

V. DEALING WITH DIFFERENCES: High Vitality

Congratulations! Your judicatory understands that conflict is a natural phenomenon. When conflict does arise, you have processes in place to transform it, learn from it, and move on.

VI. SPIRITUAL LIFE AND WORSHIP



Highest Score:	3.40
Average Score:	2.58
Lowest Score:	2.00
Judicatories:	4

Moderate Vitality

2.9/4 | 2 Respondents

VI. SPIRITUAL LIFE AND WORSHIP: Moderate Vitality

Based on your score, it appears you are doing a decent job engaging your judicatory in worship. In order to increase your vitality, consider ways you might engage lay people from around the judicatory in planning and leading worship, so those ministries are not just up to the clergy. Consider ways to incorporate worship as part of every judicatory event, meeting, or conference. Ensure all your meetings don't just open in prayer but consider adding scripture study or devotional time.

VII. FORMATION, EDUCATION, AND TRAINING



Highest Score:	2.70
Average Score:	2.28
Lowest Score:	2.00
Judicatories:	4

Moderate Vitality

2.7/4 | 2 Respondents

VII. FORMATION, EDUCATION, AND TRAINING: Moderate Vitality

Well done. Your judicatory has been wrestling with the question: What is our judicatory actively doing to encourage its members to grow in their spiritual lives and commitment? You most likely have a system in place to identify and encourage discernment for all orders of ministry. Strengthen your vitality in this area by ensuring that you actively promote lay leadership as an important and essential call to ministry while also identifying future clergy leaders. Also consider assessing how you do or don't support bivocational clergy and congregations. Reach out to other judicatories who you feel do a good job of this and seek advice and strategy.

VIII. OUTREACH TO CONGREGATIONS



Highest Score:	2.90
Average Score:	2.23
Lowest Score:	2.00
Judicatories:	4

Moderate Vitality

2.9/4 | 2 Respondents

VIII. OUTREACH TO CONGREGATIONS: Moderate Vitality

Good job! You're attempting to make a real difference for your congregations. Chances are, you value their input and listen to their needs. In order to increase your vitality, consider doing a listening tour with key congregations and leaders to learn more about the kinds of connections and support your congregations need. Also take inventory of which congregations collaborate and partner with each other. Are these relationships grown out of mutual interest and mission or were they imposed based on geography or financial need. Where do you see success stories that can be shared and used as an example of collaboration?

IX. LEADERSHIP & ORGANIZATION



Highest Score:	2.80
Average Score:	2.00
Lowest Score:	1.20
Judicatories:	4

Moderate Vitality

2.8/4 | 2 Respondents

IX. LEADERSHIP & ORGANIZATION : Moderate Vitality

Healthy lay/clergy teams are at the very heart of all vital judicatory, and your judicatory is in pretty good shape. Relationships are most likely strong, so it might be helpful to evaluate the process through which decisions are made and ensure lay leadership is celebrated and actively incorporated in developing and implementing the judicatory's mission and vision. If you haven't already, establish an annual leadership retreat that includes clergy, program staff, and key leadership to vision cast, troubleshoot, and reaffirm core values and norms. Consider the overall cultural health of your team dynamics, identifying ways to instill fun, humor, playfulness, and creativity in the ways you do ministry together.

X. STEWARDSHIP



Highest Score:	2.60
Average Score:	2.20
Lowest Score:	2.00
Judicatories:	4

Moderate Vitality

2.6/4 | 2 Respondents

X. STEWARDSHIP : Moderate Vitality

The good news for you is that your judicatory has done a decent job raising money to tend to its annual operating budget, and you most likely have systems in place to support struggling congregations with their own stewardship. However, there is still some significant room for improvement. Thriving judicatories practice stewardship year-round, make a constant connection between stewardship and discipleship, and practice mission-based and/or zero-based budgeting. To shift your judicatory's culture in this direction, recruit or recharge a stewardship committee to research what good stewardship entails and how you can incorporate it into what you currently do. Make sure your approach to stewardship is not just about money but rather about time, talent, caring for God's creation, and more. Don't be afraid to make bold decisions to grow deeper into God's call for you.

XI. COLLABORATIVE MINISTRY



Highest Score:	2.50
Average Score:	2.18
Lowest Score:	2.00
Judicatories:	4

Moderate Vitality

2.5/4 | 2 Respondents

XI. COLLABORATIVE MINISTRY : Moderate Vitality

Good news: Overall, your judicatory appears to be doing okay in the area of Collaborative Ministry. Better news: There are specific actions your judicatory can take to do even better. Time spent developing plans and strategies to improve mutual collaboration and accountability between the judicatory and its congregations and among its congregations would be time well spent. You might want to work to facilitate improved collaboration among between adjacent congregations, as well as among congregations of similar size, mission, goals, and programs. You might also explore ways you might better engage congregational leadership in planning and even implementing programs intended for their benefit. And since some congregations may be wary of help from judicatory leadership, it's always worth going the extra mile and wherever possible prioritizing facilitation over top-down imposition.

XII. ASSESSMENT & EVALUATION



Highest Score:	3.10
Average Score:	2.38
Lowest Score:	2.00
Judicatories:	4

High Vitality

3.1/4 | 2 Respondents

XII. ASSESSMENT & EVALUATION : High Vitality

Great news! Your judicatory has achieved a high level of vitality in the area of Assessment and Evaluation. But as you know there are always things the judicatory could do to become even stronger in this area. Look for things you can tweak and refine: Your policies and procedures for Assessment and Evaluation. The support you provide to congregations to assess and improve their vitality and sustainability. How you employ evidence-based assessment and impact evaluation. Your assessment procedures for spotting warning signs of impending clergy turnover. For "extra credit," if you are totally firing on all cylinders (or your proverbial electric car has a fully charged battery), write up a "white paper" and share it with other judicatories.

XIII. INFRASTRUCTURE



Highest Score:	2.50
Average Score:	2.03
Lowest Score:	1.60
Judicatories:	4

Moderate Vitality

2.5/4 | 2 Respondents

XIII. INFRASTRUCTURE : Moderate Vitality

Way to go! It looks like you have a solid foundation to build upon in the area of Infrastructure, which as you not doubt know is a critically essential function that only the judicatory can perform wholistically, systematically, and strategically. Remain attentive to important infrastructure questions. Are all of your judicatory's congregations in areas of high missional opportunity? If not, and if the judicatory needs a presence at their current location, where will the judicatory find the margin to support them as a mission to that community? Keep working to improve your judiicatory's capacity to support synergistic collaboration and networking. Keep working with congregations to help them leverage their property and buildings to better serve their neighborhoods, while upholding their own unique vision and mission. Work with struggling congregations to help them discern whether they are nearing the end of their lifespan, so that they can close strategically, in a manner consistent with their vision and mission. And continue reach out to denominational or consulting help when you need it.

XIV. JUDICATORY-CONGREGATION TRUST



Highest Score:	2.80
Average Score:	2.28
Lowest Score:	2.00
Judicatories:	4

Moderate Vitality

2.8/4 | 2 Respondents

XIV. JUDICATORY-CONGREGATION TRUST : Moderate Vitality

Good news. According to your score in this area, your judicatory has made good progress toward building a strong foundation for trust between the judicatory and its congregations. Keep up the good work. You probably already know that the only way to build trust between the judicatory and its congregations is to model in its actions toward its congregations the kinds of trust it wants to happen between the judicatory and them. Keep acting like you believe your congregations and their leaders are trustworthy. Keep inviting them into judicatory decision making processes. Keep looking for ways give them agency. Keep listening to their concerns without becoming defensive). Keep demonstrating fairness, honesty, gratefulness, transparency, and accountability in all your dealing with congregations and their leaders. And last but not least, keep on keeping the promises you make.

XV. PROVIDING FOR LEADERSHIP GROWTH



Highest Score:	3.20
Average Score:	2.60
Lowest Score:	2.00
Judicatories:	4

High Vitality

3.2/4 | 2 Respondents

XV. PROVIDING FOR LEADERSHIP GROWTH : High Vitality

Great news! According to your score, providing Leadership Growth opportunities in your judicatory is one of your biggest vitality strengths. Still, there's always room for a little tweak here and bit of refinement there. Make it point to regularly examine your expectations for leadership improvement, how you are communicating them, and how you are resourcing leaders to meet your expectations. Look for ways to make it easier for leaders to access training and educational resources for leadership development.

XVI. MINISTRY DEVELOPMENT & REDEVELOPMENT



Highest Score:	3.60
Average Score:	2.50
Lowest Score:	2.00
Judicatories:	4

High Vitality

3.6/4 | 2 Respondents

XVI. MINISTRY DEVELOPMENT & REDEVELOPMENT : High Vitality

Great job! You are blessed with high vitality in this area. But just like there is no saw that doesn't need occasional sharpening, your congregational development and redevelopment plan will need refocusing and refining from time to time, as your internal and external contexts continue to change. The problem with having very successful plans and strategies is the temptation to expect that they will be successful for everyone, everywhere, for all time. Don't rest on your laurels.

XVII. SUSTAINABILITY



Highest Score:	2.80
Average Score:	2.10
Lowest Score:	1.60
Judicatories:	4

Moderate Sustainability

2.8/4 | 2 Respondents

XVII. SUSTAINABILITY: Moderate Sustainability

The good news is your judicatory isn't in dire straits, though it does have significant room for improvement. Consider how your congregation is ensuring it has the financial resources required to sustain the life-giving and relevant ways it is called to serve the neighborhoods around it. Ways of doing this might include more robust endowment management, an infrastructure to receive planned gifts, a capital reserve fund to offset the cost of facilities improvement and upkeep, in addition to an active and discerning property committee/team. If you do have an endowment, make the goal and develop a plan to draw no more than 4 percent for extraordinary maintenance expenses, and if at all possible, avoid using any endowment funds for normal operating and ministry expenses. And in addition, keep in mind that all of the strategies suggested for addressing Low Sustainability can also be effective for continuing to build on Moderate Sustainability.