

Healthy Church Audit Tool

The following tool is designed to enable churches assess their health against six qualities which research has shown are fundamental to church health and growth. The tool is designed for a whole church to use perhaps as part of a healthy churches away day. The assessment tool is initially completed by individuals and then responses are collected to give an overall score for the church. The health assessment will indicate areas of church life that are strong and healthy and should be celebrated and also identify areas of the church life that need development.

1) A healthy church has inspiring worship and dynamic prayer that connects and engages

A healthy church is intentional in chosen style and tradition of worship.

The church offers worship which inspires, encourages and builds people up in faith. The worship has depth, richness and connects with people helping them encounter God. A healthy church has a deep rooted, active commitment to prayer which is demonstrated in every area of its life.

Scoring Guide

Please circle the number that best describes what *you* see is happening in your church

1 = weak and holding us back	4 = Making progress
2 = Only a few signs	5 = Evidence of much of this
3 = Some evidence of this	6 = This is a strength

1. Does our regular worship draw people of all ages into the presence of God?	1 2 3 4 5 6
2. Do we review the pattern and delivery of our worship on a regular basis to keep it fresh and transformational?	1 2 3 4 5 6
3. Is our liturgy accessible and easy to follow? Does it draw in and engage those who may never have worshipped in a church before?	1 2 3 4 5 6
4. Does our music style and choice engage with people of all ages?	1 2 3 4 5 6
5. Is our worship child friendly with appropriate safeguarding in place?	1 2 3 4 5 6
6. Is there a clear teaching programme based on scripture?	1 2 3 4 5 6
7. Does prayer play a central part in the life of the church?	1 2 3 4 5 6
8. Is the vision of the church and its mission priorities a focus for the prayer life of our church?	1 2 3 4 5 6
9. Do we challenge and equip people to make regular time for personal prayer and Bible reading?	1 2 3 4 5 6
10. Do our sermons teach about and explore the questions that people in our church are commonly asking?	1 2 3 4 5 6

2) A healthy church has clear vision that gives direction to the church's ministry and mission

A healthy church has a clear sense of purpose and direction based on seeking to find out what God wants. It has a current Mission Action Plan (or similar) which contains clear priorities that guide the church as it seeks to build God's Kingdom in its local community. The church prioritises mission, is committed to growth and focusses on doing a few things well. A healthy church is willing to self-reflect, change and adapt according to context and is committed to working towards fulfilling its vision.

Scoring Guide

Please circle the number that best describes what *you* see is happening in your church

1 = weak and holding us back	4 = Making progress
2 = Only a few signs	5 = Evidence of much of this
3 = Some evidence of this	6 = This is a strength

1. Do we have a strong desire and commitment for the growth of our church that informs the church's ministry and mission	1 2 3 4 5 6
2. Have we used the 'Five Marks of Mission' to reflect on our values and purpose for our church?	1 2 3 4 5 6
3. Have we involved our people in discerning what God wants our church to do and become – by holding prayer events and giving people the opportunity to join in at open discussion sessions?	1 2 3 4 5 6
4. Is vision communicated and is it understood and owned by members of the church?	1 2 3 4 5 6
5. Is our church intentional in setting priority goals for growth that move us towards our vision?	1 2 3 4 5 6
6. Have we ensured that we can resource our priority goals – if necessary by stopping activities that are not directly supporting our vision?	1 2 3 4 5 6
7. Are these goals SMART (Specific, Measurable, Achievable, Resourced, Time-phased)?	1 2 3 4 5 6
8. Are we prepared to welcome and embrace change if change is required to make our vision a reality?	1 2 3 4 5 6
9. Do we review progress regularly at PCC meetings?	1 2 3 4 5 6
10. Do we repeat the whole process at least every three years?	1 2 3 4 5 6

3) A healthy church has positive leadership who encourage collaborative ministry

A healthy church embraces a positive pattern of Christian leadership, promotes collaborative working and encourages all people, lay and ordained, to find opportunities to put their faith into action. A healthy church actively encourages people to use their gifts and talents in service of others. The leadership creates effective structures that envision and motivate others and facilitate innovation. The church encourages Christian vocations and encourages people to explore God's call upon their lives.

Scoring Guide

Please circle the number that best describes what *you* see is happening in your church

1 = weak and holding us back	4 = Making progress
2 = Only a few signs	5 = Evidence of much of this
3 = Some evidence of this	6 = This is a strength

1. Do our leaders inspire and motivate people to be positive about the gospel message and the future of our church, deanery, diocese and the national church?	1 2 3 4 5 6
2. Are we committed in principle and practice to growing collaborative/shared ministry and leadership?	1 2 3 4 5 6
3. Do we encourage all our people to discern their gifts (spiritual and practical) and to have confidence in using them?	1 2 3 4 5 6
4. Do we encourage, support and pray for our leadership team?	1 2 3 4 5 6
5. Are a wide range of people involved in the life of the church or do a small number do everything? Do we regularly rotate volunteer service among a large number of people?	1 2 3 4 5 6
6. Do we encourage everyone - especially new people and young people – to serve and play an active part in the life of the church?	1 2 3 4 5 6
7. Do we help our volunteers and lay leaders to get the appropriate level of training and support if they require it?	1 2 3 4 5 6
8. Are we encouraging leaders to mentor and develop gifts and skills in others?	1 2 3 4 5 6
9. Do we value and thank our volunteers?	1 2 3 4 5 6
10. Do we encourage and look for Christian vocations to lay and ordained ministry?	1 2 3 4 5 6

4) A healthy church encourages active, generous discipleship

A healthy church actively encourages people to continue to grow in their relationship with Jesus and find expression for their faith in the church and the world. The church creates opportunities for people's discipleship to be nurtured through activities such as prayer, small groups, bible study, retreats, conferences and pilgrimage. A healthy church regularly runs enquirers' courses and invites people to explore the Christian faith for themselves. It is a church that encourages people of all ages to develop a vibrant living faith expressed in the giving of their time, talents and money in the service of others.

Scoring Guide

Please circle the number that best describes what *you* see is happening in your church

1 = weak and holding us back	4 = Making progress
2 = Only a few signs	5 = Evidence of much of this
3 = Some evidence of this	6 = This is a strength

1. Can we claim that people in our church are enthusiastic about their spiritual life and that we can see spiritual growth?	1 2 3 4 5 6
2. Do we provide opportunities to explore the questions that people in our church and community are asking e.g. an Enquirers Course?	1 2 3 4 5 6
3. Is there a path to ensure that people continue to be nurtured and helped to mature in faith?	1 2 3 4 5 6
4. Do we organise a programme for small groups (e.g. home groups) where people can learn together, study the Bible and also be supported and prayed for?	1 2 3 4 5 6
5. Are we challenged and helped by our leaders and one another to live out our discipleship in our daily lives – at home, at work and in our communities and in wider society?	1 2 3 4 5 6
6. Do we celebrate and encourage those who are on a journey of faith? (e.g. are there opportunities to hear people's faith stories)	1 2 3 4 5 6
7. Do we offer one another prayerful support and encouragement (individually and/or in groups)?	1 2 3 4 5 6
8. Are people actively encouraged to use their talents and time in service of others both in church and the wider community?	1 2 3 4 5 6
9. Is teaching on stewardship and Christian giving done annually, with an opportunity for people to review their giving?	1 2 3 4 5 6
10. Do we nurture faith through encouraging people to participate in larger scale Christian conferences, celebration events, quiet days, retreats and pilgrimages?	1 2 3 4 5 6

5) A healthy church has a strong sense of warm, open community

A healthy church is a community that features relationships that are open, warm, caring and supportive. It is welcoming, hospitable and builds on-going relationships with people. The church is able to creatively manage differing views and opinions and faces the cost of change and growth. The church nurtures a sense of belonging for people of all ages and backgrounds and is open to new people joining the life of the church. The church demonstrates effective pastoral care to church members and the wider community. A healthy church actively reaches out to others and has a warm and positive relationship with the communities it serves.

Scoring Guide

Please circle the number that best describes what *you* see is happening in your church

1 = weak and holding us back	4 = Making progress
2 = Only a few signs	5 = Evidence of much of this
3 = Some evidence of this	6 = This is a strength

1. Does our welcome and hospitality help people to quickly feel comfortable and encourage them to come back? Do we have an attractive welcome pack to help people find their way around church and know what various activities are going on?	1 2 3 4 5 6
2. Are we all good at spotting new people, talking to them and helping them to feel they belong?	1 2 3 4 5 6
3. Do we build good relationships with baptism families; prepare them for baptism and stay in touch afterwards?	1 2 3 4 5 6
4. Are we welcoming towards children and young people/families and do we make them feel at home in our church?	1 2 3 4 5 6
5. Do we have worship activities specifically for all ages – e.g. “Messy Church”, “Godly Play”?	1 2 3 4 5 6
6. Are we building good links with our local schools that can connect the children and families with church?	1 2 3 4 5 6
7. Do our church members use every opportunity to invite family and friends along?	1 2 3 4 5 6
8. Do we notice if people stop coming and follow them up?	1 2 3 4 5 6
9. Is there an effective shared system of pastoral care and visiting in our church?	1 2 3 4 5 6
10. Does our PCC regularly review the way we do things on Sundays and throughout the week to discuss whether we can be more effective in any of the above areas, or do we do things because we’ve always done them that way?	1 2 3 4 5 6

6) A healthy church has an intentional outward looking focus

A healthy church seeks to reach out to the local community and to those further afield with God's love and compassion. It relates well to its local culture and context and lives out the life of Christ in the local community. The kingdom of God is expressed in the life of the church through a shared commitment to evangelism, social action and justice. Through the life of the church, God's transforming power is expressed in the lives of people and the local community.

Scoring Guide

Please circle the number that best describes what *you* see is happening in your church

1 = weak and holding us back	4 = Making progress
2 = Only a few signs	5 = Evidence of much of this
3 = Some evidence of this	6 = This is a strength

1. Are we actively committed to the wider church (e.g. deanery, diocese, national, ecumenical partners) outside our parish boundaries?	1 2 3 4 5 6
2. Does our community know we are here and do we regularly seek to find out what people (church members and others) think about our church?	1 2 3 4 5 6
3. Has our church identified local, national and international issues that the church can engage in?	1 2 3 4 5 6
4. Are there examples of where the church has made a difference to people in the community?	1 2 3 4 5 6
5. Do we make the most of major festivals, school services, civic services etc. to reach out to people with the gospel?	1 2 3 4 5 6
6. Are we considering starting a fresh expression of Church in our parish, or some other activity which reaches out to groups in our community which are as yet unreached?	1 2 3 4 5 6
7. Do we organise attractive events where people in our community can hear the gospel message and have an opportunity to ask questions and respond?	1 2 3 4 5 6
8. Are we making the most of our wedding, baptism and funeral connections?	1 2 3 4 5 6
9. Do we support Christian discipleship in the world of work, including those in our church who have leadership responsibilities outside the church?	1 2 3 4 5 6
10. Has our church been actively involved in campaigns related to social justice? E.g. human trafficking, global warming, third world development etc.	1 2 3 4 5 6