



Society for
CHURCH
CONSULTING

**LEVEL I:
INTRODUCTION TO
CHURCH HEALTH
& CONSULTING**

Level I Part I Overview

Part I is introductory:

- 1. Changes in American culture**
- 2. The State of the American church**
- 3. Definition of church consulting**
- 4. Healthy Church Model**
- 5. Guiding a church toward evangelism**
- 6. Principles for making disciples**

Level I Part I Overview cont.

Primary areas we will cover (cont.):

7. Leading a church through change

8. Handling church conflict

9. Getting started with prayer!

10. Consulting code of ethics

Level I Part 2 Overview

Part 2 will introduce specific processes in church consultation:

- 1. Church consultation process**
- 2. Conducting interviews**
- 3. Winning strategies**
- 4. The Church Health Survey™**

Part One

Introductory Issues in Church Consultation

I. Changes in American Culture

1. Uncertainty of Truth
2. Uncertainty of Security
3. Uncertainty of Community
4. Uncertainty of Social Structures
5. Uncertainty of Morality
6. Uncertainty of Doctrine
7. Uncertainty of Change

Changes in American Culture cont.

- **Globalization and urbanization have impacted culture and worldview.**
- **For some, the changes in society alter the content of religion and the ways in which religion interacts with society and the people in that society.**

Changes in American Culture cont.

- **We must focus upon the supra-cultural and not simply ride the wave of cultural shift.**
- **We must be missionaries of Jesus and not victims of trends**
- **Globalization creates new values such as syncretism, pluralism and pragmatism**
- **Postmodernity and the mosaic pluralisms**

Changes in American Culture cont.

Example: modernity vs post modernity

(The Art of Personal Evangelism – Will McRaney Jr.)

- **Modernity was built on scientific discovery, reason, autonomous individualism and humanism**

Changes in American Culture cont.

- **Rational thought was the ultimate way to truth**
 - **Faith is illogical and must be rejected**
 - **All problems are solvable**
 - **Science will save the world**
 - **Man will progress**
 - **Scientific knowledge is absolute**

Changes in American Culture cont.

- **Autonomous individualism led to a selfish narcissism**
- **Modernity left man void and empty – man needs the spiritual**

Changes in American Culture cont.

- **J.I. Packer, “Postmodernism is a throw away word that means everything and nothing.”**
- **It was a reaction to need that arose out of the recognition that something was wrong with modernity.**

Changes in American Culture cont.

- **Post modernity highlights experience, subjective knowledge, community and preference**
 - **It is a moving target, attitude.**

Changes in American Culture cont.

- All truth, even scientific truth is biased and socially constructed.
- Truth is relative and dependent upon culture
- Autonomous individualism moves to community
- Ewart – now post-post modern, pre-Christian since 9/11 – peer communities of truth - fear

Changes in American Culture

cont.

- **Modernism = construction – give things meaning**
- **Postmodernism = deconstruction – questioning meaning**

Changes in American Culture cont.

- **Postmodernism does not reject absolute truth or universal morals. It rejects the idea that any one individual has the ability or right to determine absolute truth for another person.**

Changes in American Culture cont.

- **Problem – leaves people spiritually void.**
- **People are trying to reconstruct their broken lives with experience as the final arbiter of truth.**

Changes in American Culture cont.

- **What is real is more important than what is true**
- **People are farther away from understanding biblical truth because of pluralism and lack of knowledge and experience.**

Changes in American Culture cont.

- **Our response is not to become modern or postmodern in our thinking but to become biblical in our worldview – we must understand our culture not become it.**
 - **Syncretism – absorbing too much**
 - **Sectarianism – rejecting everything**

Changes in American Culture cont.

- **We must not hold too firmly to our forms of ministry.**
- **We must be missional.**
- **We must move the starting line**

2. The State of the American Church

- Statistical research becomes dated very quickly. Provides a snapshot and can indicate trends.**
- If we were to take an honest snapshot of the church of America, we would see...**

State of the American Church cont

41-43% of Americans say they attend church on a given weekend

State of the American Church cont

Analysis of the real numbers, however, reveal that only about 17.5% of Americans actually attend church on any given weekend.

(The American Church in Crisis – David Olson)

State of the American Church cont

Over 85% of our churches are non-growing...

Only 6% are growing faster than their community population rates.

State of the American Church cont

- In the past decade, the U.S. population has increased by around 9% while the U.S. church population has decreased by 9.5%**

State of the American Church cont

- **No state has maintained a level of church growth that has kept up with population growth**
- **In fact, not a single county in the United States can report more people attending church than ten years ago.**

State of the American Church cont

- The Census Bureau shows a 50 percent increase in churches from 1900-2000 while the population more than quadrupled.**

State of the American Church cont

- **Those who claim no religious affiliation has doubled since 1990. Not necessarily atheists, just unconnected.**
- **Non-believers are the third highest group after Catholics and Baptists.**
- **1 in 5 are religiously unaffiliated.**
- **1 in 4 for 20-somethings.**

State of the American Church cont

- **Lowest number claiming Christianity in U.S. history. 4th largest unsaved nation.**
- **The U.S. was the largest missionary sending nation in 2010 but it was also the largest missionary receiving nation that year.**

State of the American Church cont

**Over 90% of our active church members
will never share their faith**

**The active evangelistic labor force of the
American church is simply too small to
impact our culture!**

State of the American Church cont

One study by Thom Rainer showed that pastors from the most effective evangelistic churches will spend five hours per week in personal evangelism.

The average pastor spends 0 hours per week in personal evangelism. This is a leadership issue not simply a lay issue

State of the American Church cont

- **The American church is becoming less and less evangelistic (even church plants)**
- **In addition, few American churches can identify a systematic process for disciple-making or way to assess it.**
- **On top of this, few have any processes in place to correct this.**

Are U.S. Churches Healthy?

FACT: The church in the US is not effectively reaching its community.

FACT: Strong pastoral leadership is essential for a resurgence of healthy churches.

FACT: Pastors are crumbling like sandcastles on the beach.

3. Definition of Church Consultation

“Church consultation is a process in which an individual or a team provides insights, recommendations and guidance to improve the overall health of a church, or to assist in a specific area of church need.”

Definition of Church Consultation cont.

Definition Breakdown:

- It is a process**
- May involve one or more people**
- Can be broad in scope**
- May be very focused**
- May utilize insiders or outsiders**

Why Church Consulting?

- **To Provide Objective Perspective**
- **To Define Context (internal and external)**
- **To Help Determine Real Needs (perception vs reality)**
- **To Provide Mediation**
- **To Recommend Processes for Solution**

4. Healthy Church Model

- A. Why the interest in “church health?”**
- B. What constitutes a “healthy church?”**
- C. The need for sound ecclesiology**

3 Factors in Church Health

- **Contextual Factors**
- **Institutional Factors**
- **Spiritual/Biblical Factors**

Church ?

- **What are we trying to consult, revitalize, grow?**
- **If we do not know, how will we know if and when we have done it?**
- **Must have a target, outcome, end goal, standard.**
- **We must understand what the Lord desires of His church**

John Hammett

“A pragmatic approach to church life, a concern to be relevant to our culture, and our desire to see our churches grow can leave us vulnerable to the danger that our churches will be shaped more by these concerns than by the design of the Lord of the church.”

(Biblical Foundations for Baptist Churches)

Defining “Church”

- **Our definitions must begin in Scripture**
- **What does the Bible reveal to us about the church?**
- **What does a biblical church look like?**

Defining “Church”

The Bible does not provide a specific definition of the church.

- **We must look at the biblical characteristics and examples of a church**
- **The New Testament identifies elements that make up a legitimate, practical, and biblical local church**
- **When is an organization a church?
When is it not a church or when might it cease to be a church?**

Defining “Church”

Aubrey Malphurs :

“A local church is an indispensable gathering of professing believers in Christ who, under leadership, are organized to pursue its mission through its functions to accomplish its purpose.”

(A New Kind of Church)

The Church: Being vs Doing

- The church is **God's organized purposeful assembly**
- The church's first concern must be to please **God**; it belongs to **Him**
- It is organized to do that – not just any group of **Christians**; it exists for certain purposes
- **Bridge to applied theology**
- **A great model by Chuck Lawless:**

Healthy Church Model

BIBLICAL / THEOLOGICAL FOUNDATION

Healthy Church Model

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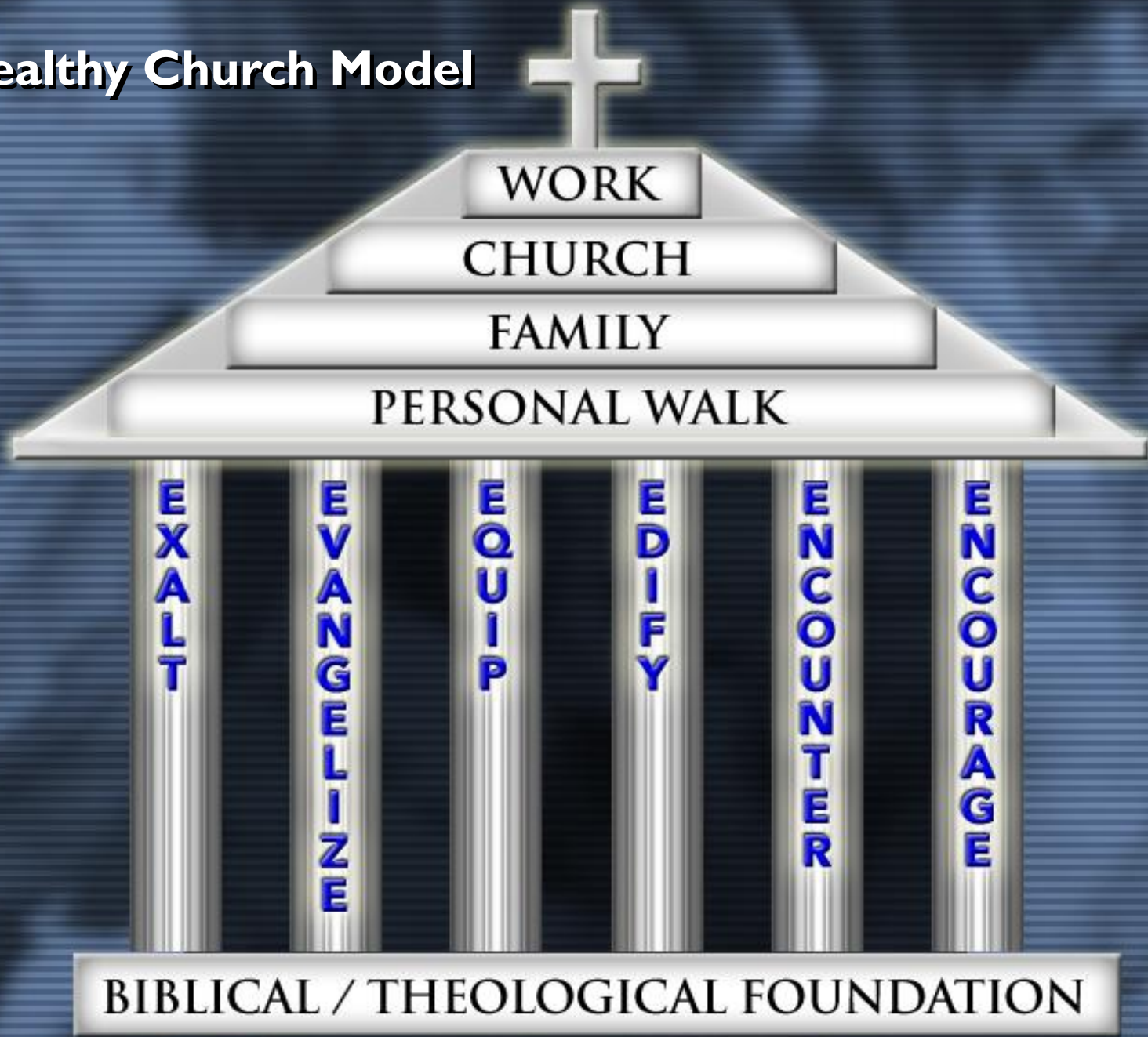
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Healthy Church Model



5. Guiding a Church toward Evangelism

- A. The facts on evangelism – seen some research already**
- B. 10 reasons why churches are not reaching the unchurched:**
 - 1. Spiritual lethargy**
 - 2. Growing inclusivism**
 - 3. The growing disbelief in hell**

Ten reasons churches are not reaching the unchurched...

- 4. Busyness**
- 5. Fear of rejection**
- 6. A desire to be tolerant**
- 7. Losing the habit of witnessing**
- 8. Lack of accountability**
- 9. Failure to invite**
- 10. We go to churches that do not reach the unchurched**

C. Unfortunate Evangelism Misconceptions

- 1. Successful ministry to the unchurched depends on following the right model.**
- 2. Dealing with attitudes of the unchurched toward the church and Christianity is a big problem.**
- 3. The best way to attract the unchurched is through large-scale events. Attractional vs lifestyle.**

C. Unfortunate Misconceptions

- 4. Most people in your church will have been unchurched before they choose yours as their home church.**
- 5. If you do a good job, most of your unchurched visitors will return.**
- 6. Ministry to the unchurched requires a large staff.**

C. Unfortunate Misconceptions

- 7. The unchurched require anonymity. When they are ready to get involved, they will tell you.**
- 8. If an unchurched person comes five or six times, he/she will stay for good.**
- 9. Once you start attracting the unchurched, the challenge is simply managing the flow of incoming people.**

5. Guiding a Church toward Evangelism (cont.)

D. Suggestions for development:

I. Hybels' formula:

$$HP + CP + CC = MI$$

HP = High potency

CP = Close proximity

CC = Clear communication

MI = Maximum impact

5. Guiding a Church toward Evangelism (cont.)

2. Start strategically – get a full plan!

3. Look at the church's methodology

2 Questions...

A. What is the method of evangelism?

B. What is the method of assimilation?

5. Guiding a Church toward Evangelism (cont.)

4. Vary the training. Many options:

- a. Evangelism Explosion**
- b. Alpha**
- c. The Story**
- d. F.A.I.T.H.**
- e. R.E.A.C.H.**
- f. Soularium**

5. Ask God to give you a passion

5. Guiding a Church toward Evangelism (cont.)

6. Be Biblical

Requires two very intentional relationships:

- 1. With God and His People**
- 2. With the World and It's People**

The Bible describes these 2:

**Matthew 4:19 “...Follow Me”
(relationship 1) “and I will make
you fishers of men.” (relationship
2)**

Matthew 22:37,39 “You shall love the Lord your God with all your heart, and with all your soul and with all your mind.” (relationship 1) “You shall love your neighbor as yourself.” (relationship 2)

1 Peter 3:15 “but sanctify Christ as Lord in your hearts (relationship 1), always being ready to make a defense to everyone who asks you to give an account for the hope that is in you, yet with gentleness and reverence.” (relationship 2)

Matthew 28:18-20 “All authority has been given to Me in heaven and earth. (relationship 1) Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe (relationship 2) all that I commanded you; and lo, I am with you always, even to the end of the age.”
(relationship 1)

Our Authority

- **Our authority to go and the content with which we go, come from relationship 1.**
- **Evangelism is simply the overflow of relationship 1 in our lives.**

Two Relationships

- **The more engaged we are in relationship 1 the more engaged we will be in relationship 2**
- **We should have a very intentional relationship with the world based upon our relationship with God and the Church**

Theological Problem

- **The major problem with evangelism in the church is not a methodological issue; it is a theological one.**
- **If we truly appreciated and loved our redeeming God; we would tell others about Him**

Unchurched-Reaching Leaders

1. Tenure
2. Education
3. Passion
4. Readers
5. Preachers
6. Conservative Theology
(Thom Rainer)

6. Principles for Making Disciples

A. The mandate: to make disciples

B. The failures:

1. Reduced “making disciples” to “making converts”

2. Few models of “disciple makers”

3. Settled for “Attenders”

The Discipleship Process

Make disciples by ...



Going

Baptizing

Teaching

Salvation

Identification

Sanctification

Evangelism

Assimilation

Education

Believing

Bonding

Maturing

Finding Them

Keeping Them

Building Them

6. Making Disciples (cont.)

C. Five principles of making disciples:

- 1. Develop an intentional plan with biblical core competencies and outcome goals**
- 2. Work one on one (mentor) and/or in small groups**
- 3. Start immediately upon conversion**
- 4. Particularize the approach**
- 5. Accept a slow process**

6. Making Disciples (cont.)

D. The *Simple Church* model:

1. **Clarity** - Design a simple process
2. **Movement** - Place current programs in the process
3. **Alignment** - Unite all ministries around the process
4. **Focus** - Eliminate things outside the process

7. Leading a Church through Change



**CARL GEORGE'S
BUCKETS OF BERRIES
THEORY**



**CARL GEORGE'S
BUCKETS OF BERRIES
THEORY**

**Older
Former
Berries**



**Expects
needs met
& pastoral
presence**

**Younger
Former
Berries**



**Expects to
follow the
pastor**

**Younger
New
Berries**



**Expects
change
very soon!**

**Older
New
Berries**



**Expects to
follow if
you present
a plan**

***Tenure
of Pastor***

**CARL GEORGE'S
BUCKETS OF BERRIES
THEORY**



7. Leading a Church through Change

B. A change formula:

$$A + B + C > D$$

A = Dissatisfaction with the status quo

B = Knowledge of a better alternative

C = Knowledge of first steps

D = The cost of making the change

C. Kinds of Change

1. Turbulent Change



2. Tactical Change



7. Leading a Church through Change (cont.)

D. Ten principles of change:

- 1. Ask the right questions**
- 2. Know the process of change**
- 3. Be clear about mission – up front**
- 4. Recall & celebrate the past**
- 5. Explain the reasons for change**

7. Leading a Church through Change (cont.)

D. Ten principles of change:

6. Move at an appropriate rate

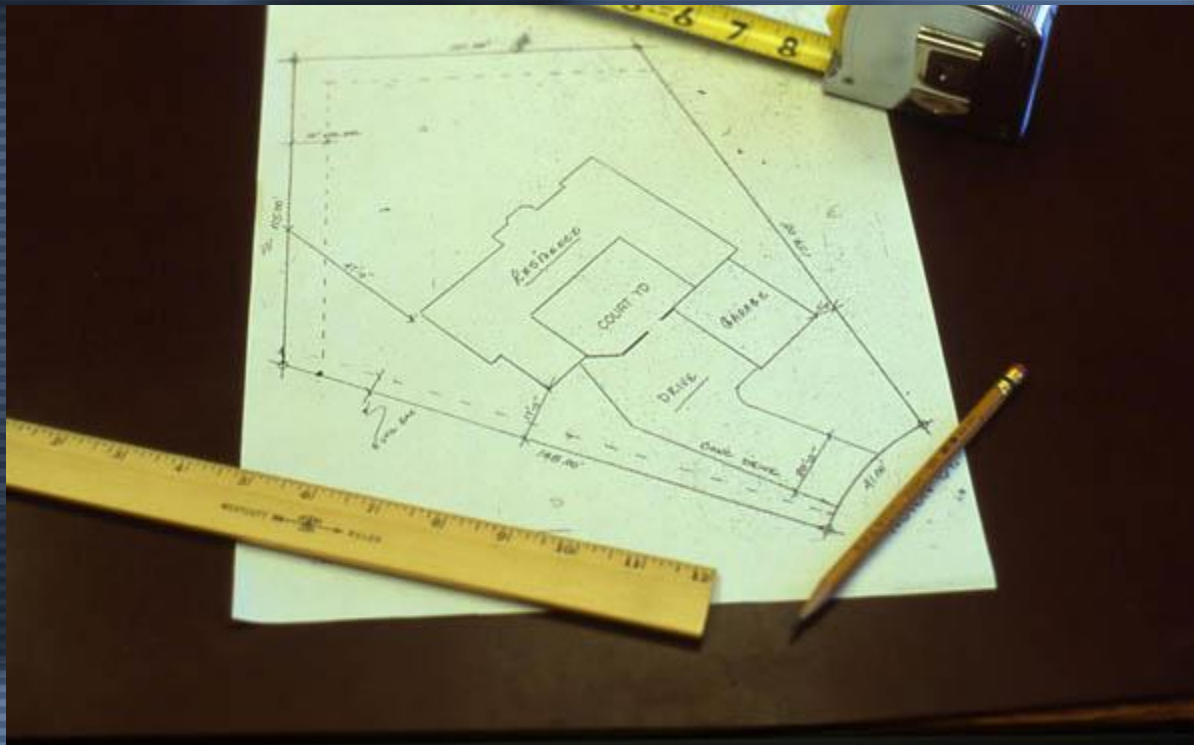
7. Determine the real source of opposition

8. Address significant opposition

9. Take what you can get for now

10. Always pray!

➤ **Constantly share the value of prudent forethought in regard to future planning and change.**



8. Handling Church Conflict

**“Conflict is inevitable, but
combat is optional.”**

- *Max Lucado*



“How good and pleasant it is when brothers live together in unity!”

Psalm 133:1

**God's Priority: Harmony and unity
found through the love of Christ.**

**Satan's Priority: Destroy the witness
and the influence of the church.**

The Problem

Since we're not in heaven, we'll find it almost impossible to consistently arrive at unity in most areas of thought and purpose **WITHOUT some kind of conflict and resistance.**

Some Causes of Conflict

- **Unmet Need – perceived or real?**
- **Misunderstood intention**
- **Unrealistic expectation**
- **Sense of devaluation**
- **Change**
- **Fear**
- **Opposites do not always attract – personalities**
- **Sin**

Conflict Responses

- **Individuals respond differently to conflict. So do congregations.**
- **Do not assume they will respond as you would – cultural, contextual, personal**

Conflict Responses

- **Some flee conflict – they will leave rather than experience conflict**
- **The conflict must be dealt with appropriately as soon as possible because others will respond to it**
- **You cannot ignore conflict and just hope it goes away**

Conflict Responses

- **Some yield to others in times of conflict**
- **They “give in the get along”**
- **Perpetuating problems**
- **Conflict doomed for repetition**

Conflict Responses

- **Some seek to win the conflict**
- **They want to win the debate**
- **It can become the goal**
- **Means can be justified for the end**

Conflict Responses

- **Even compromise can be dangerous.**
- **It can result in two sides just “giving in to get along”**
- **When the same set of circumstances arise again, the same conflict will occur again**
- **Scripts – most arguments are about the same things over and over again**
(H. Norman Wright)

Conflict Responses

- **We want to help others resolve conflict**
- **But remember as a consultant we may serve as a mediator but never as a messiah**
- **What are some steps to take?**

Resolving Conflict

- **After diagnosis: Go to God in prayer and the Word!!!**
- **Use Scripture with the church: Matthew 5 and 18**
- **Inevitably confession and repentance will probably be necessary**
 - **True repentance = replacement**

Resolving Conflict

- **Resolution often requires replacement**
- **May require replacing old structures and rules with new**
- **May require new leadership**

Resolving Conflict

- **Formation of policy, polity and process are often needed**
- **Will require agreement, accountability, and enforcement of penalty when violated to be taken seriously**
- **Must consider contextual filters and issues**

Resolving Conflict

- **Resolution may require discipline and accountability**
- **Must replace the negative with positive - serious issue**
 - **If not, doomed to repeat when same context arises**

Resolving Conflict

- **Recommendations should be principle based**
 - **“If you continue on this path...”**
- **Suggest appropriate opportunities for confession, repentance, forgiveness and reconciliation**

Resolving Conflict

- Remember that sometimes mutually agreed separation may be the only possible action they will take (Paul and Barnabas over John Mark – even godly people can disagree)

Resolving Conflict

- **In those circumstance of agreed separation the process of the separation is still crucial for the futures of both parties**
- **Scars, memories, community testimony**

Consultant's Role

Encourage the leadership of the church to guide the conflict toward greater unity rather than divisions and disunity.

Church Leadership's Primary Roles

- **Anticipate problems**
- **Learn to manage conflict**
- **Guide conflict away from disunity & toward understanding**



8 Questions That Must be Answered by the Consultant

Question 1: Is there a spiritual dimension to most conflict issues in the church?



YES!

Question 2: Can every church anticipate conflict and resistance in anticipation of change?



Question 3: Can you identify the common causes and/or sources of the conflict or pending conflict in the church?

- **Different Personalities**
- **Different Perspectives**
- **Different Visions**
- **Different Expectations**
- **Sin in the Camp**



Question 4: Is it possible to totally resolve all conflict in a growing or changing church?

NO!

Any action or movement will generate heat and friction.

Question 5: What common leadership styles will the consultant experience in regard to conflict in the church?

- **Defensive Leaders**
- **Scared Leaders**
- **Assertive Leaders**
- **Passive Leaders**
- **Peacemaking Leaders**

Question 6: How can the consultant prevent further disunity in the church?

Focus on the core issues and spiritual implications, rather than the personalities and perspectives involved.

Question 7: What counter-productive attitudes must the consultant address when in the midst of conflict?

- **“If we ignore it, it will go away.”**
- **“We demand this conflict cease.”**
- **“It’s my way or the highway.”**
- **“We must win this battle at all costs.”**
- **“Let the battle lines be drawn!”**

Question 8: Can consultants anticipate positive and constructive benefits from conflict handled correctly?

- **Conflict can create order in the church.**
- **Conflict can become a unifying agent for the church's mission.**
- **Conflict can force church leaders to deal with unspiritual actions and attitudes in themselves and others.**
- **Conflict is a training ground for leadership.**

➤ **Remember that only positives erase negatives.**



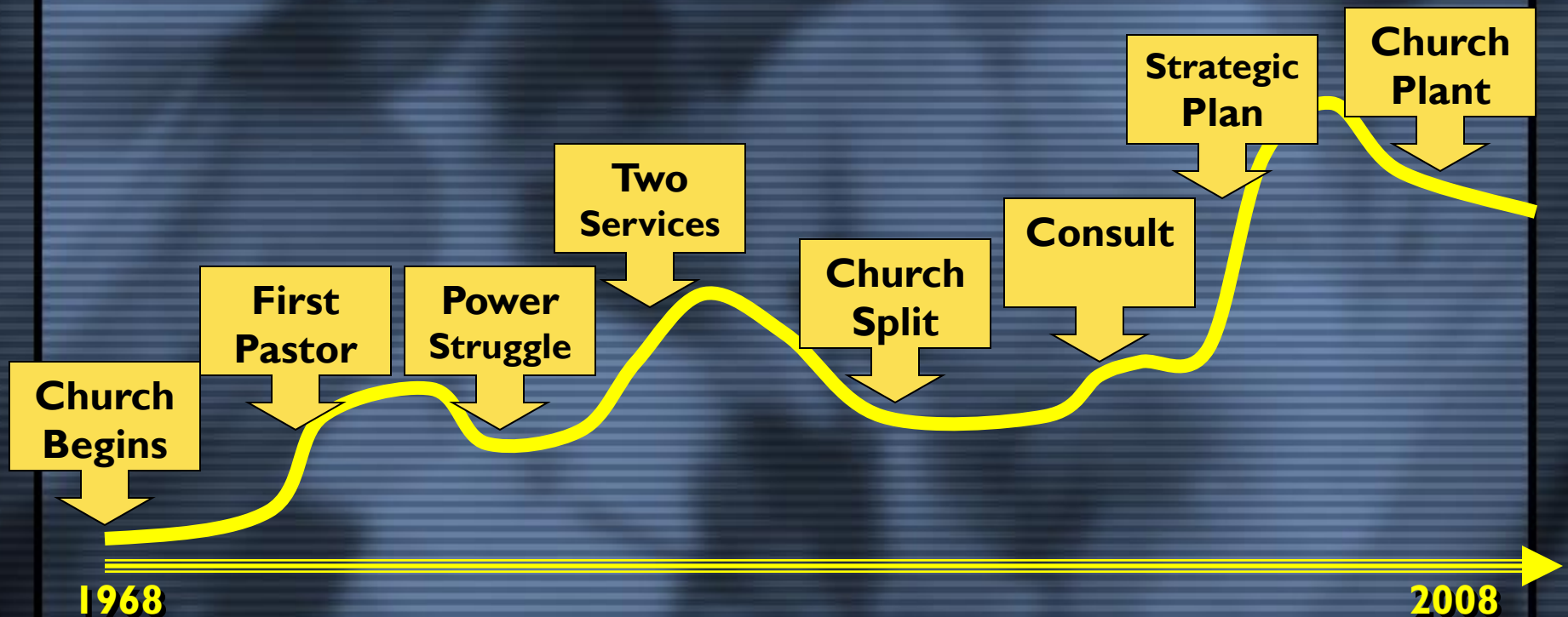
➤ **Recognize the negative;
accentuate the positive.**



➤ **Do not hesitate to stop a discussion to insist on a time of prayer.**



➤ **Do your research on the church's history, especially the history of its conflicts.**



9. Getting started – Prayer!

- A. Get some prayer partners**
- B. Pray about every consultation**
- C. Avoid “template” consulting**
- D. Require a prayer team**

9. Getting started – Prayer! (cont.)

E. Offer the church prayer ministry ideas

1. Prayer cards

2. Prayer chain – use social media

3. National Day of Prayer emphasis

4. Prayer retreat

5. Prayer walks

**Leaders must accept their
prayer responsibility.**

**James 4:2 – “...you do not have
because you do not ask.” –
remember context**

**Matthew 18:19-20 – “Again I say to
you, whatever you shall bind on
earth shall be bound in heaven;
and whatever you loose on earth
shall be loosed in heaven.”**

9. Getting started – Prayer! (cont.)

E. Provide church with prayer ideas (cont.)

6. Prayer room or prayer chapel

7. Concert of prayer

8. Pastor's prayer partners

9. Praying the Scriptures

10. Lighthouses of prayer

**Leaders must activate a
prayer strategy.**

Matthew 9:37-38 – “Then He said to His disciples, ‘The harvest is plentiful, but the workers are few. Therefore beseech the Lord of the harvest to send out workers in to His harvest.’”

10. Code of Ethics

- **Work under the Lordship of Jesus Christ and hold to the authority of the Bible**
- **Be honest and not knowingly misrepresent facts**
- **Divulge any potential conflicts of interest as soon as they are known**

10. Code of Ethics (cont.)

- **Only accept projects which can be completed in a professional and timely manner**
- **Safeguard any confidential information or documents**
- **Not divulge any confidential information without the consent of the church/client**

10. Code of Ethics (cont.)

- Abide by all applicable local, state and federal laws**
- Report all time worked and expenses incurred accurately and honestly**
- Meet all requirements to maintain integrity as a certified consultant**

Part Two

Overview of the Church Consultation Process

I. The Church Consultation Process

A. The consultation request

B. Initial interview:

- 1. “How are we doing?” (Comprehensive)**
- 2. Specific need (Segment)**
- 3. Size of church**
- 4. Budgetary considerations**
- 5. Who is requesting?**

I. The Church Consultation Process (cont.)

**C. The proposal – pre-determined
agreement**

D. The acceptance: verbal or written

E. The community's demographics

F. Statistical request

**G. Survey of staff/people – Church
Health Survey**

I. The Church Consultation Process (cont.)

H. On-site visit:

- 1. The interview process**
- 2. The facilities tour**
- 3. The community tour**
- 4. Observation of programs/ministries/
worship services**
- 5. Community interviews**
- 6. Initial verbal report to leadership**

I. The Church Consultation Process (cont.)

I. The written report:

- 1. Draft report**
- 2. Final report**

J. The presentation

K. Proposal for future action

L. Follow-up

2. Interviews in Church Consultation

A. Types of interviews:

- 1. The survey approach**
- 2. The group interview**
- 3. Leadership interview**
- 4. Layperson (singular) interview**
- 5. Community interviews**
- 6. Related interviews**

2. Interviews in Church Consultation (cont.)

B. Critical components (Six Cs):

- 1. Confidentiality**
- 2. Comfort with the interviewer**
- 3. Confidence in the process**
- 4. Control of the interview**
- 5. Conclusion in a timely manner**
- 6. Connecting: always take notes**

2. Interviews in Church Consultation (cont.)

C. Survey interview:

- 1. Church Health Survey™**
- 2. Focused survey**

D. Group interview:

- 1. More “think tank” than revealing**
- 2. Sometimes good with key groups**
- 3. Often a financial/time issue**

II. Interviews in Church Consultation (cont.)

E. Leadership interview (typically staff):

- 1. What is your role?**
- 2. What is your passion?**
- 3. What are strengths of the church?**
- 4. What are challenges of the church?**
- 5. 30 to 45 minutes**
- 6. Other questions**

II. Interviews in Church Consultation (cont.)

F. Layperson interview:

- 1. How long at church?**
- 2. Note age**
- 3. Current roles/ministries?**
- 4. Greatest strengths of church?**
- 5. Greatest challenges of church?**
- 6. What motivated you to join this church?**

II. Interviews in Church Consultation (cont.)

F. Layperson interview (cont.):

7. Why are people joining today?

8. Why would someone leave today?

9. What is the most memorable moment since you've been here?

10. Directed issues

11. Anything else you'd like to say?

II. Interviews in Church Consultation (cont.)

G. Community interview:

- 1. Store clerks, hotel workers, etc.**
- 2. Where is the church located?**
- 3. What do you know about the church?**

H. Related party interview:

- 1. Other church pastors and ministers**
- 2. Denominational/associational/district/ diocesan workers**

3. Winning Strategies of Church Consultants

- 1. Prayer**
- 2. Paying the price**
- 3. A servant attitude**
- 4. Seeking mentorship**
- 5. Seeking training**

III. 9 Winning Strategies of Church Consultants (cont.)

6. Honest networking

7. Strong work ethic

8. Developing a collegial group

9. A faith outlook

4. Church Health Survey

A. When churches seek to discern their health:

- 1. Plateaued or declining attendance**
- 2. Pastoral leadership has changed**
- 3. New program or ministry planned**
- 4. Composition of attendees has changed**
- 5. Community around the church changes**
- 6. Planning to build on strengths and improve weaknesses**

4. Church Health Survey (cont.)

B. Developed by Thom S. Rainer

C. Used in over 2,000 congregations

D. A *perception* survey - but perception can quickly become reality

4. Church Health Survey (cont.)

E. Utilizes a health scale:

88.00 to 100.00

Very Healthy

75.00 to 87.99

Healthy

69.00 to 74.99

Marginally Healthy

63.00 to 68.99

Marginally Unhealthy

50.00 to 62.99

Unhealthy

38.00 to 49.99

Very Unhealthy

00.00 to 37.99

Extremely Unhealthy

4. Church Health Survey (cont.)

F. Measures seven areas:

- 1. Worship**
- 2. Ministry**
- 3. Evangelism**
- 4. Discipleship**
- 5. Fellowship**
- 6. Prayer**
- 7. Beliefs**

4. Church Health Survey (cont.)

G. Depends on a minimum of 30 surveys or 15% of worship attendance, whichever is greater.

The Survey Process

- A. Open to all members**
- B. Must get the minimum**
- C. Attempt to get diverse representation by age, tenure, and gender**
- D. Form a Church Health Task Force (CHTF)**
- E. Designate a leader (such as pastor)**

The Process of Taking the Survey (cont.)

- F. Allow respondents 72 hours to take and return surveys and Scantron sheets**
- G. Return surveys and Scantron sheets to The Lawless Group**
- H. Results within ten days**

The Consultant's Role

- A. Explain the process**
- B. Work with the CHTF and leader**
- C. Explain the high/low approach**
- D. Find areas to improve in high/low**

The Consultant's Role (cont.)

- E. Know well the questions and where they fit**
- F. Develop 6-, 12- and 18-month strategies**
- G. Re-test in 12-18 months**
- H. Be prepared for questions**

The Consultant's Checklist

Stage 1 – Prepare the Church

Stage 2 – Do the Survey

Stage 3 – Analyze the Results

Stage 4 – Develop a Strategic Plan

Stage 5 – Monitor Progress

Stage 6 – Evaluation

Understanding the High/Low Concept

A. The different sections of the CHS report:

1. Explanation
2. Results analysis
3. Summary page
4. Summary by function
5. Scoring by function
6. Detail of responses by function

Understanding the High/Low Concept (cont.)

B. The selection of high/low:

1. The “strongest strength”

2. The “weakest weakness”

Church Health Survey Pricing

- **Basic package – 45 questionnaires, answer forms and 40-page report**
- **\$245**
- **Order from The Lawless Group**
www.thelawlessgroup.com

Join the Society Now! 😊

- **\$70 discount on all CHS orders**
- **10% off levels 1-5 & 20% off DVD training**
50% off for student members
- ***Free Church Health Encyclopedia***
- **Discount on Percept Reports 10-25%**
- **Discount on Annual Conference 25%**
- **Subscription to the Society's e-newsletter**
- **Annual dues of \$139**

Certification

- **Receive free Society membership and all the benefits previously mentioned**
- **Free listing in our consultant directory**
- **Frameable certificate & Code of Ethics**
- **Use of Society logo**
- **Certification awarded after completing Level 5 instruction**
- **Certification fee - \$189 (Renewal fee - \$99)**

Further Training

Level 2: Comprehensive Consultation

First Steps / First Components

- **10 Facts About the Church**
- **Comprehensive Consultation Areas**
- **Growth Barriers**
- **Congregational Analysis**
- **Community Analysis**
- **Church Budgets**
- **Church Finances**
- **Borrowing Issues**
- **Churches with Endowments**

Further Training

Level 3: Advanced Issues in Church Consultation

- **CSI: Critical Spiritual Investigation**
- **Mission Drift**
- **Church Leadership**
- **Strategic Planning**
- **Statistical & Data Analysis**
- **Sunday School & Small Groups**

Further Training

Level 4: Best Practices in Church Consultation

- **Assimilation Issues**
- **Practical Consulting Issues**
 - **Writing a Consultation Proposal**
 - **Acquiring Clients**
 - **Building a Resource File**
 - **Writing Consultation Reports**
 - **Church Consultation Fees**
 - **Presenting Consultation Findings**

Further Training

Level 5: Consultation Project & Certification

The final level of training requires a full consultation process with a local church, including the writing of a report. You'll work one-on-one with a Society instructor.

Church Consultation Next Steps to Consider

- **Purchase Church Health Survey™**
- **Levels 2-4 Training**
- **Level 5 Training – Comprehensive Consultation**
- **Certification**