



Mission Alignment Reflection

Baltimore-Washington Conference of The United Methodist Church

Reflect honestly. Discern faithfully. Act with focus.

A spiritual leadership practice for congregations seeking deeper alignment and holy momentum.

Mission Alignment Reflection Pre-Survey

Thank you for taking time to complete this pre-survey in preparation for your congregation's Mission Alignment Reflection gathering.

Your responses will help surface patterns, strengths, and areas for growth so that the leadership gathering can focus more fully on prayerful discernment and focused action.

Please respond honestly and thoughtfully based on your perception of the congregation as a whole.

As you complete the survey:

- Focus on patterns rather than isolated examples
- Resist the urge to score too high or too low
- Remember that honest reflection is more valuable than perfect scores

This is not a test or report card, but a tool for discernment and alignment.

Most participants complete the survey in approximately 15 minutes.

Part I: Deepen Discipleship

Rate the degree to which our congregation:

Average Score _____

*Witnesses to Jesus
Christ publicly*

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

*Engages in acts
of justice*

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

*Encourages practices
of devotion*

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

*Congregational
Discipleship Plan*

- ☐ We have a CDP
- ☐ We are developing one
- ☐ We do not have one

*Engages in acts
of compassion*

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

*Participates in
meaningful worship*

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

*Provides a clear pathway
for forming disciples*

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

*Would we like support to
develop a Congregational
Discipleship Plan?*

☐ Yes ☐ No



Part II: See & Value All the People

Rate the degree to which our congregation:

Average Score _____

Intentionally builds relationships beyond our congregation.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We grow in cultural humility and work to interrupt bias

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We build relationships across differences present in our community, including age, race, ethnicity, culture, ability, economic background, immigration experience, and nationality

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We create spaces where new people can belong and be known

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We seek to understand the realities and hopes of people in the surrounding community

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

People outside our church would describe us as welcoming and relational

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

Part III: Live and Love Like Jesus

Rate the degree to which our congregation:

Average Score _____

We demonstrate Christlike love in our relationships

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We respond to suffering with compassion

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We encourage visible everyday faith

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We join God and others to repair systems that harm or exclude

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

Our leadership reflects humility and integrity

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We respond to injustice in ways that reflect the heart of Jesus

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always



Commitment to Racial Justice

Our congregation affirms racial justice as a Christian commitment

☐ Yes ☐ No

We provide regular opportunities for learning and dialogue related to race, culture, and justice

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We pursue justice in ways that honor dignity and relationships

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

Our congregation seeks to reflect the sacred worth and full humanity of all people

☐ Yes ☐ No

We effectively engage conflict related to race or othering

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

Our images, symbols, and communications reflect the diversity of God's people

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We build relationships across racial and cultural differences

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We examine and address bias within our congregation

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We step beyond our comfort zones to build relationships across difference

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

To support informed and prayerful discernment, please review:

- Most recent annual budget
- Trustees report (including property use and condition)
- Most recent Asset Report (if available)

These resources help illuminate how your congregation stewards people, property, finances, and partnerships for mission.



Part IV: Multiply Impact

Vital churches listen to their communities and faithfully steward the people, property, relationships, and resources entrusted to them for the flourishing of their neighbors.

Rate the degree to which our congregation:

Average Score _____

We serve as a life-changing resource in our community

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We cultivate new disciple-making leaders

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We use property and networks strategically for mission

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

If our church disappeared, the community would notice

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

Part V: Organizational Health

Leadership Focus Allocation (total 100%)

Aligning to vision and purpose _____ %

Building relationships with new people _____ %

Strengthening current relationships _____ %

Maintaining programs and operations _____ %

Rate the degree to which our congregation:

Average Score _____

We can meet financial obligations without chronic stress

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We resolve conflict in healthy ways

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We have leadership capacity for future ministry

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

Optional Reflection

What is our congregation's greatest strength?

Where is growth most needed?



Mission Alignment Reflection Participant Guide

For Congregational Leadership Gatherings

Purpose

The United Methodist Church calls us to form disciples of Jesus Christ who, *empowered by the Holy Spirit, love boldly, serve joyfully, and lead courageously* in local communities and worldwide connections.

This annual Alignment & Action Review helps congregations reflect, discern, and commit to concrete steps that increase vitality.

A 100% Vital church intentionally:

- Forms and sends disciples of Jesus Christ.
- Reflects and honors the full image of God in its community.
- Engages beyond its walls to meet tangible needs through meaningful mission with people and partners.
- Fully stewards its people, property, and resources to advance justice and the flourishing of its neighbors and community.
- Cultivates healthy relationships, courageous leadership, and aligned systems that sustain and expand its witness.

A Word About the Process

This annual Alignment & Action Review is completed by the leadership body responsible for vision and mission and submitted to the conference by the end of June so that we might make visible our shared witness and pray with you more specifically regarding your goals.

This is not a test, report card, or compliance form, but a spiritual leadership practice intended to help congregations reflect honestly, listen for the Spirit, identify patterns, and align ministry around focused, faithful action.

Before the gathering leaders and attendees are invited to review an introductory video and participate in a pre-gathering survey and review the glossary of key terms. The pre-survey is designed to surface patterns, perceptions, strengths, and areas for growth before the leadership conversation begins.

You may choose to focus on one part at a time, convene a 2.5-3 hour retreat or another structure that allows for prayerful reflection and focused discernment.

A glossary has been provided for shared understanding of key terms used throughout the process.

This Mission Alignment Reflection is not intended to replace existing tools such as Vitality Conversations, Readiness360, MissionInsite, or other assessments. Rather, it serves as a spiritual leadership practice that helps congregations interpret those insights through prayerful discernment and align their ministries around focused, faithful action.

- As you move through each section, listen for where the Spirit is inviting clarity, courage, and focused action.
- Listen for patterns, not perfect scores.
- Move prayerfully, not quickly.
- You will name only two CLEAR goals at the end.



Benefits to Congregations: Insights from Pilot Congregations

Pilot congregations that engaged this process offered the following insights into its impact:

Clarity through Honest Reflection. Congregations created space to celebrate strengths while also naming areas of drift or complacency. This led to more realistic, mission-aligned goals.

Focused Goals Increase Impact. Leaders discovered that less is more. Naming one or two meaningful goals increased clarity, engagement, and alignment with both community needs and God's call.

Shared Leadership Strengthens the Church. By engaging lay leaders and broadening participation, congregations experienced greater ownership, collaboration, and energy for ministry.

Stronger Connection Between Church and Community. The process helped churches balance internal care with outward engagement—deepening relationships within the congregation while listening and responding more intentionally to their neighbors.

Broader Voices Lead to Deeper Insight. Inviting a wider range of participants led to more honest conversations, new ideas, and stronger connections across ministries.

What Congregations Said

- "Do it—it's worth the time."
- "Expect surprises—there is more strength and opportunity than you think."
- "Repeat it—this should become a regular leadership practice."
- "Focus on who is in the room—the people shape the outcome."

Estimated Times

Welcome, Framing and Opening Prayer (15 minutes)

Part I: Deepen Discipleship (25 minutes)

Part II: See & Value All the People (20 minutes)

Part III: Live and Love Like Jesus (20 minutes)

Break (10 minutes)

Part IV: Multiply Impact (20 minutes)

Part V: Organizational Health (15 minutes)

Part VI: Commitment & CLEAR Goals (25 minutes)

Closing Prayer & Sending (5 minutes)

Facilitators are encouraged to focus on patterns rather than debating individual scores, use clarifying questions only as needed, and move the conversation forward when sufficient discernment has emerged. The estimated times are intended to help facilitators maintain pacing and protect adequate time for discernment and CLEAR goal setting at the end of the process



Part I: Deepen Discipleship

John Wesley's General Rule of Discipleship reminds us that disciples "witness to Jesus Christ and follow His teachings through acts of compassion, justice, worship, and devotion under the guidance of the Holy Spirit."

Rate each from 0 to 5:

Average Score _____

Use your best collective judgment. This is about honest perception, not precise measurement.

WITNESS to Jesus Christ

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

Acts of JUSTICE

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

Practices of DEVOTION

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

Do you need support?

☐ Yes ☐ No

If you have one:

Acts of COMPASSION

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

Participation in WORSHIP

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

Congregational

Discipleship Plan

- ☐ We have a CDP
- ☐ We are developing one
- ☐ We do not have one

If developing or none:

Would you be willing to serve as a teaching congregation?

☐ Yes ☐ No

Reflection

Describe how someone grows from new → growing → mature disciple.

Where are we most faithfully forming disciples—and where is growth most needed?

Clarifying Questions (optional)

- Do we have a clearly defined discipleship pathway, or are we relying on programs alone?
- Where do we see evidence that people are growing as disciples—not simply participating?
- If someone asked, "How do I grow in my faith here?"—what would we say?
- How are we helping people take their next step—and do they know what that step is?
- Who is not being reached or formed through our current pathway?
- How does our approach reflect Jesus' call to make disciples (Matthew 28:19–20)?

Discernment Prompt

What discipleship priority is emerging for the coming year?

[Note: Hold this emerging priority lightly as you continue the review. You will confirm and refine your goals at the end.]

Emerging Themes / Noticings



Part II: See & Value All the People

A vital church is measured by the degree to which people within and beyond its walls are known, accepted, respected, and valued as children of God.

Seeing All the People is a mindset, skill set, and heart set centered on recognition, humility, and belonging.

Rate each from 0 to 5:

Average Score _____

We intentionally build relationships with neighbors beyond our congregation.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We grow in cultural humility and interrupt bias.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We build relationships across differences present in our community, including age, race, ethnicity, culture, ability, economic background, immigration experience, and nationality.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We create spaces where new people can belong and be known.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We seek to understand the realities and hopes of our surrounding community.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

Reflection

How are we embodying Christ's love, justice, and belonging—and where are we called to deepen this in our community?

Clarifying Questions (optional)

- Where are we most faithfully engaging and valuing our neighbors?
- Where might deeper listening or humility be needed?
- Who are we not yet engaging well—and why?
- How do we communicate, verbally and nonverbally, that all people matter here?
- Who is consistently heard in our spaces—and whose voices are missing?

Emerging Themes / Noticings



Part III: Live and Love Like Jesus

Living and loving like Jesus reflects the character and mission of Christ in daily life. This dimension measures the degree to which our life together embodies compassion, courage, humility, and justice.

Rate each from 0 to 5:

Average Score _____

We demonstrate Christlike love in how we treat one another.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We respond to suffering with compassion and presence.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We encourage people to live out their faith visibly in daily life.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We join God and others to repair broken systems that oppress, marginalize, or devalue God's creation, engaging this work as a means of grace.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

Our leadership reflects humility, courage, and integrity.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We respond to injustice in ways that reflect the heart of Jesus and remove barriers to human flourishing.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

Reflection:

Where do we most clearly reflect the character of Jesus—and where might the Spirit be inviting us to grow in Christlike love?

Commitment to Racial Justice

Following Jesus calls us to confront injustice and to cultivate communities shaped by dignity, reconciliation, and belonging. This commitment is rooted in the United Methodist Constitution (15, Article VI), which calls the Church to confront and eliminate racism in all its forms, and in our baptismal vows to resist evil, injustice, and oppression wherever they appear.

The congregation affirms that racial justice is a Christian commitment we are called to embody.

☐ Yes ☐ No

The congregation seeks to reflect the full humanity and sacred worth of all people in its life and ministry.

☐ Yes ☐ No



Rate each from 0 to 5:

Average Score _____

We provide regular opportunities for learning and dialogue related to race, culture, and justice.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We pursue justice in ways that honor dignity and relationships in our community.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We effectively engage and address conflicts related to race and othering.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We use photos, images, symbols, and iconography that counter negative stereotypes and reflect the diversity of God's people.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We build relationships across racial and cultural differences.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We actively examine and address bias within our congregation.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We regularly step beyond our comfort zones to build relationships with those we may not yet know or understand.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

Reflection

In what ways are we embodying—and where are we called to deepen—racial justice, reconciliation, and belonging?

Clarifying Questions (optional)

- In what specific ways did we embody compassion, courage, or justice this year?
- How well does our congregation reflect the diversity of our community?
- Where might we be silent when our voice could reflect Christ's justice and love?
- Are there unspoken norms that center one culture over others?
- How do we balance courage and compassion when engaging difficult issues?
- What does our commitment to racial justice communicate to our community?

Emerging Themes / Noticings



Part IV: Multiply Impact

Vital churches listen to their communities and leverage their assets for abundant life.

Before completing this section, please review your congregation's most recent Budget, Trustees and Asset Report (if available). Consider how your people, property, partnerships, finances, and networks are currently being used in service of your community.

Rate each from 0 to 5:

Average Score _____

We serve as a life-changing resource in our community.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We cultivate new disciple-making leaders.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We steward our property for mission and community impact.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We build and leverage relationships and partnerships for mission.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

Reflection

If our congregation ceased to exist, how would the community be impacted? Why does it matter? How do we know?

How are we intentionally investing in and equipping others to lead, rather than relying on a small group to carry the work?

What one asset could be more boldly leveraged?

Emerging Themes / Noticings



Part V: Cultivate Organizational Health

Healthy systems sustain missional vitality.

This section helps ensure your internal systems can sustain external mission.

Leadership Focus Allocation

This is not a financial exercise. It is an estimate of where your leadership's time, energy, and attention are currently concentrated. Divide 100% across the areas below. The goal is awareness, not perfection.

Total must equal 100%.

_____% Aligning everything to vision and purpose

_____% Building relationships with new people

_____% Strengthening relationships with current participants

_____% Maintaining programs and operations

Rate each from 0 to 5:

Average Score _____

We can meet financial obligations without chronic stress.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We resolve conflict in healthy ways.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We have energy to maintain ministry

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

We have leadership capacity to sustain and expand ministry.

- ☐ 0 = None/Never
- ☐ 1 = Rarely
- ☐ 2 = Occasionally
- ☐ 3 = Often
- ☐ 4 = Consistently
- ☐ 5 = Almost Always

Assessment Rhythm

When was the last objective assessment of the congregation's health?

- ☐ This year
- ☐ Last year
- ☐ Two years ago
- ☐ Three years ago
- ☐ More than three years ago

Reflection

What is helping—or hindering—our ability to sustain and expand vital ministry?

Clarifying Question (optional)

- What must we stop doing to make space for greater vitality?

Emerging Themes / Noticings



Part VI: Commitment & Support

As you review what you have heard and noticed, listen for where the Spirit is inviting focused action. Resist the urge to name many priorities. Vitality grows through disciplined focus.

Two CLEAR Goals

Record the two CLEAR goals discerned through this prayerful review to ensure shared focus and sustained action in the coming year.

CLEAR Goal #1: Discipleship Formation

Refine and record the discipleship goal discerned earlier.

CLEAR Goal #2: Embodied Witness or Community Impact

Name one focused action that will deepen our witness or impact beyond the church. Optional Clarifying Prompts (use only if needed) It is recommended that congregations focus this goal first on any needed improvements to seeing and valuing all people (section 2) and living and loving like Jesus (section 3) before multiplying impact (section 4) so that we are able to be faithful gospel witnesses before we seek to multiply our impact.

Clarifying Questions (optional)

- Which potential goals surfaced repeatedly across multiple sections?
- Where do we sense both energy and urgency?
- What is specific enough to act on—but meaningful enough to matter?
- What are we willing to say no to in order to say yes to this?
- How will we know if we are making progress?

If you would like support from the District or Conference, please name the type of support that would be helpful here:



Glossary of Key Terms

Acts of Compassion: Personal works of mercy that respond directly to human need. Examples include feeding the hungry, visiting the sick or imprisoned, giving generously, and caring for those who suffer.

Acts of Devotion: Personal practices that keep the heart open to God's grace. These include prayer, Scripture reading, fasting, generosity, healthy living, and spiritual disciplines that deepen openness and obedience to Christ.

Acts of Justice: Communal spiritual disciplines practiced by congregations united with others working for the common good. Acts of justice address systemic inequities such as poverty, discrimination, and oppression in all forms.

Acts of Worship: Corporate works of piety practiced when Christians gather in Christ's name. These include regular participation in the sacraments, prayer, Scripture study, Christian conferencing (accountability), and communal praise.

Beloved Community: A community shaped by God's justice, reconciliation, and radical belonging, where every person is recognized as a beloved child of God and where systems that harm or exclude are actively transformed.

CLEAR Goal: A goal that is:

Concrete – clearly defined and specific

Linked – directly connected to vitality and disciple formation

Energizing – meaningful and motivating to leadership and congregation

Accountable – assigned to responsible leaders with measurable benchmarks

Results-oriented – focused on observable outcomes within a defined timeframe

Congregational Discipleship Plan (CDP): A clear and intentional process for inviting, forming, maturing, and sending world-transforming disciples of Jesus Christ. A CDP ensures disciple formation is not accidental, but purposeful and integrated across the life of the congregation.

Disciple of Jesus Christ: As United Methodists, we understand a disciple to be one who "witnesses to Jesus Christ and follows His teachings through acts of compassion, justice, worship, and devotion under the guidance of the Holy Spirit." Disciples practice works of piety and works of mercy as they grow in love of God, neighbor, and self, and as they make more disciples.

John Wesley's General Rule of Discipleship: To "witness to Jesus Christ in the world and to follow His teachings through acts of compassion, justice, worship, and devotion under the guidance of the Holy Spirit." This holistic understanding grounds the five discipleship dimensions measured in this review.

Multiply Impact: Listening and discerning with the broader community to align ministry with God's call, leveraging congregational assets—people, property, networks, and resources—for the greatest good and the flourishing of neighbors.

Organizational Health: The internal capacity of a congregation to sustain mission, including financial stability, leadership development, conflict resolution, clarity of vision, and alignment of time and resources toward disciple-making and community impact.

Racial Justice: In accordance with 15, Article V of The Book of Discipline, The United Methodist Church proclaims the value of each person as a unique child of God and commits to confronting and eliminating racism in all its forms. Racial justice involves both personal and systemic transformation and active collaboration for equity in church and society.

See & Value All the People: A vitality practice in which congregations intentionally build authentic relationships across differences, confront injustice, create belonging, and reflect the diversity of their communities in leadership, worship, and ministry.

Witness: A public act of word and/or deed that shares what one has personally experienced of Jesus Christ. Witness includes personal testimony, evangelism, invitation, and visible expressions of faith in daily life.

100% Vital Church: A 100% Vital church is a congregation that intentionally forms and sends disciples of Jesus Christ; reflects and honors the full image of God in its community; engages beyond its walls to meet tangible needs through meaningful mission with people and partners; fully stewards its people, property, and resources to advance justice and the flourishing of neighbors; and cultivates healthy relationships, courageous leadership, -and aligned systems that sustain and expand its witness.