



Recruit and develop transformational leaders who make disciples of Jesus Christ and grow vital mission congregations for the transformation of the world.

Congregational Appraisal

This report is completed by the Church Council between May 1 and June 30.

Purpose/Mission of A United Methodist Congregation

Make new disciples and deepen the faith of all disciples to be loyal to Christ through their prayers, presence, and participation in the church, and to engage in ministries of witness, mercy, and justice in the world.
(Based on the membership vows of The United Methodist Church)

A congregation builds up the body of Christ to serve in the world.

Congregations fulfill this purpose as they become vital mission congregations. This requires pastoral and congregational leaders to work together to provide a clear vision and direction as well as focused attention and action to leading the church in the five vital ministries.

For this appraisal, “congregation” can best be defined as a church's members and non-members who gather regularly for worship. “Leaders” refers to the elected leaders and non-elected leaders who lead ministries like small groups, Sunday school, mission teams, etc.

The following appraisal is to be completed at least once a year by the church council between May 1 and June 30. Your appraisal will be part of the charge/church conference report.

Suggestions for the Chairperson to Complete the Report

1. Download and save the report to print and give a copy to each committee member or as an electronic download to email to each committee member.
2. Ask each committee member to complete and return the report by a certain date.
3. The chairperson reviews everyone's responses and completes one draft based on those responses.
4. The chairperson convenes the group and shares the draft of the report.
5. The committee meets to finalize the report.
6. The chairperson or a designee inputs the data into the website.

If you need assistance completing this document, visit the conference website for more resources. If you do not find the needed response to your question, type in your question. Your questions will help others in completing the appraisal.

As you complete the report, there will be areas you are proud of and areas where you are challenged. The Superintending Team are here to support you in building on your strengths and addressing your challenges. If you would like a Superintending Team member to assist you in growing or addressing ministry challenges, contact Megan McKay at MMckay@gnjumc.org.

General Information

Notify your church administrator or pastor of any vacant or incorrect lines.

Year: 2023

Church Information

Church # (GNJ Only):

GCFA #:

Church Name:

Year Founded:

Month Founded:

Conference: Greater NJ or Eastern Pennsylvania

District:

Phone Number:

Email:

Website:

Street Address:

Town/City:

State:

Zip Code:

If address changed, new address:

This clergy section below will auto-populate in Arena.

Appointed Clergy

Pastor:

Email:

Associate Pastor 1:

Email:

Associate Pastor 2:

Email:

Associate Pastor 3:

Email:

Associate Pastor 4:

Email:

Other Clergy Whose Charge Conference Is with The Congregation

Clergy:

Church Council Officers and Members

Chairperson:

Email:

Vice Chairperson:

Email:

Secretary:

Email:

Member 1:

Email:

Member 2:

Email:

Member 3:

Email:

Member 4:

Email:

Member 5:

Email:

Member 6:

Email:

Member 7:

Email:

Member 8:

Email:

Member 9:

Email:

CONGREGATIONAL TRENDS AND GOALS

Your congregation’s 5 Year Trends will auto-populate the following chart in Arena from your statistical report. You do not need to fill in this chart. The data is drawn from your statistical reports except the last line – conflict. The Church Council is to assess the level of conflict within the congregation and place its response on the appropriate line. Goals and conflict rating are to be inputted by the Church Council.

While we have had many eyes and revisions on creating this table, we understand that as with any significant project, there may be mistakes in the numbers below.

****For EPA Churches**:** Please note we are still working to migrate church financial information into Arena. The following fields will be incomplete in the table below: % of budget given to mission, Congregational Vitality Markers, Total Missions Giving, % Connectional Ministries Paid, % Billings Paid, and Mission Sustainability Rating. We expect for this information to be complete by **May 19th**. Thank you for your patience and grace.

	2022	2021	2020	2019	2018	Vital Y/N	2024 Goals
People in Worship (Vitality goal: growth over 3 years)							
People in Small Groups (Vitality goal: 60% of worshipers)							
People in Hands on Mission (Vitality goal: 50% of worshipers)							
New Disciples / Professions of Faith (Vitality goal: 1 new profession per 25 worshipers)							
% of Budget Given to Mission (Vitality goal: 18% or more)							

2022 2021 2020 2019 2018 Vital Y/N 2024 Goals

**Congregational Vitality
Markers: 0 = lowest and 5
= highest**

Baptisms

Children under 12

Youth 13-18

**Candidates for Ministry
(Certified, Licensed,
Ordained)**

Total Missions Giving

**Reserves, Endowments
and Trusts**

**% Connectional/Shared
Ministries Paid**

% Billings Paid

**Mission Sustainability
Rating**

**1 is the lowest
sustainability rating and a
5 is the highest. A 1 or 2
rating means your
mission and ministry are
in jeopardy.**

Conflict Level

**1 is the lowest level of
conflict and 5 is the
highest. All churches**

have some conflict. A 1 or 2 level, if managed well, is healthy. If levels 3, 4, or 5 are present please consult the website for more information.

The above chart is to help you make assessments about your ministry.

Conflict - Every congregation has some degree of conflict. Use the following descriptions as a guide and select a level of conflict present over the past year:

- **Level 1** - Problem Solving: Conversation and compromise by leaders are used to address conflicting needs from various parts of our individuals in the congregation.
- **Level 2** - Disagreement: Differing expectations and needs require negotiation and the possible use of a congregational team trained in conflict resolution, or the involvement of DS, or conference staff.
- **Level 3** - Contest Level: Win/lose, factions emerging, personal attacks, people threatening to leave or withhold giving.
- **Level 4** - Fight/Flight: People leaving, loyalty to sub-groups is more important than commitment to the church.
- **Level 5** - Intractable: No one is talking to anyone else, positions are fixed, and no one is willing to budge.

APPRAISAL

Evaluate the Congregation in Three Key Areas: 1) Mindset, 2) Focus, and 3) Ministry Progress

Select a 1, 2, 3, or 4 for each of your responses below based on the following evaluative descriptions.

1. Exceeds Expectations – The congregation exceeds what can be expected of a healthy vital congregation.
2. Meets Expectations – The congregation meets the expectations.
3. Not yet – The congregation is not meeting the expectations but has the potential to learn and grow to meet the expectations.
4. Strongly Disagree – it is unlikely the congregation will ever meet this expectation.

1. Mindset

The congregation is open to learning and change to be a vital healthy mission congregation.

1 2 3 4

The congregation perseveres to become better when difficult challenges and situations arise.

1 2 3 4

The congregation welcomes and accepts all people the same regardless of race, gender, class, age, education, culture, member, or non-member.

1 2 3 4

The congregation has a joyful, encouraging spirit (laughter, positive meetings, upbeat attitude).

1 2 3 4

The congregation is hopeful (believes there is a great future for the congregation).

1 2 3 4

When there is conflict, people can express their differences and work toward resolution, so disagreements do not divide the congregation and hurt Christ's mission.

1 2 3 4

The Congregational Leaders:

Demonstrate a servant's heart (people readily step forward to serve)

1 2 3 4

Encourage and talk optimistically about the congregation.

1 2 3 4

Attend workshops to grow skills to lead and grow the congregation's ministry in the church and community.

1 2 3 4

2. Focus

The congregation prays for one another.

1 2 3 4

The congregation wants to grow spiritually evidenced by the number of people attending Bible study.

1 2 3 4

The congregation sets S.M.A.R.T goals and has a plan to achieve the goals. (To learn about S.M.A.R.T. goals and Pathways Plans, visit the conference website.)

1 2 3 4

The congregation focuses on reaching new people in the community with the message of God's grace through Jesus Christ.

1 2 3 4

The congregation has a system and is organized so that gifted members of the congregation are trained and assigned to care for members who are having physical, financial, or spiritual challenges.

1 2 3 4

The congregation focuses on ministries to build up the congregation: inspiring worship, small group ministries, outreach to attract new people and a stewardship program that increases giving.

1 2 3 4

The congregation is focused outward through hands-on ministry opportunities in the community.

1 2 3 4

Ministry and administrative committees have a clear purpose and are focused on reaching ministry plans and goals.

1 2 3 4

3. Ministry Progress, Results and Fruitfulness

People are growing in their faith, as evidenced by more people in Bible study, worship, giving, serving in the community, and sharing faith with others. Review your five-year trends above.

1 2 3 4

People are volunteering regularly to serve in ministries to build up the church and to serve in the community.

1 2 3 4

People are progressing in their congregational vitality:

The number of people in worship increased.

1 2 3 4

The number of people in small groups increased.

1 2 3 4

The number of people volunteering to serve the community increased.

1 2 3 4

The number of people who joined the church, particularly those making a profession of faith, increased.

1 2 3 4

Giving to mission increased.

1 2 3 4

The number of baptisms increased.

1 2 3 4

People are contributing 100% of their connectional/shared ministries and billings, as well as addressing any deferred property maintenance.

1 2 3 4

People making the kind of progress that inspires hope in the long-term future of the congregation.

1 2 3 4

Written Evaluation

Eight Keystone Measures that are important to the health and vitality of congregations. Your responses on these eight Keystone Measures will be uploaded into the charge/church conference report. Please edit your responses.

1. Engage members and guests in inspiring worship so that worship attendance is growing, and worshipers are inspired to grow in faith and serve the world. When has your worship been most inspiring, why is your worship

growing or not growing? What will you do to deepen worship and grow attendance in the coming year? Write up to 200 words.

2. Engage members and guests in small groups so that small groups are growing in numbers and participation, and small group participants' faith is deepening, as they learn and have fellowship with one another. What are your strongest small groups and what will you do to have more small groups like these? Write up to 200 words.
3. Engage members and guests in hands-on mission in the community and the world so that the congregation is engaging in ministry with community residents, and the number of members and guests engaged in hands-on mission is growing. What community hands-on mission efforts are you most proud of, and what will you do in the coming year to create more opportunities and involvement in hands-on mission in the community and the world? Write up to 200 words.
4. Engage members and non-members in connecting with community residents, family, friends, and co-workers to share their faith and invite others to participate in worship, small groups and hands-on mission, so that participation continues to grow. What are you doing to encourage new visitors, and what more will you do in the coming year to increase the number of visitors? Write up to 200 words.
5. Engage members and non-members to give generously to the mission and ministry of the church so that the resources for mission and ministry are growing – What do you do to teach and model generosity and what will you do in the coming year to increase giving? Write up to 200 words.
6. Stewarding the resources of the church to have a sustainable mission –
 - a. If your sustainability score is a 1 or 2 in the above chart, should you begin to consider your legacy?

Yes or No
 - b. If your sustainability score is a 3, what will you do to address any issues and begin to move toward a 4. Write up to 200 words.
 - c. If your sustainability score is a 4 or 5, you are doing well. What will you do to continue to strengthen your missional sustainability? Write up to 200 words.
7. Work to end the sin of racism: What has your congregation done over the last year to help end the sin of racism, and what do you plan to do in the coming year to continue to help end the sin of racism? Write up to 200 words. You may find ideas and ministries to help end the sin of racism at the conference website.
8. Support a connectional mission around the world : Review your connectional ministries giving and your billings payment in the chart above. If you are at 100%, thank you. You are part of the Wesley Circle of giving. If you are not at 100% on both, what will you do in the coming year to increase the percentage? Write up to 200 words.

Enter the date the appraisal was completed:

Enter the name of the individual who inputted the appraisal information:

Enter their email: