

IRVINGTON ENGAGEMENT TEAM
AREAS FOR CONGREGATIONAL ASSESSMENT

THE FOCUS: THE CONGREGATION'S SELF SUSTAINABILITY AND SELF DIRECTED DEVELOPMENT

CATEGORIES	OBSERVATIONS/NOTES
<p>Financial health: income/expense, reserves, accounts payable/receivable, debt, outside income, pension payments current? Insurance current? Is income exceeding expenses? Alan Tool checklist</p>	
<p>Physical plant: level of deferred maintenance, building serving people or people serving building. Is plant appropriate for the congregation or is it a burden? Is it meeting the needs of the congregation? Is it a welcoming space or look neglected?</p>	
<p>What are the great joys, strengths, assets of this congregation? What are the weaknesses? What are the major problems, as you see it?</p>	
<p>Vision/mission clarity: inward, outward, both Exploring/cultivating the congregation's vision What would be your view of an ideally functioning congregation be, the best case outcome?</p>	
<p>Cultural milieu: racial/ethnic, generational. How does the congregation view it self? What does it know of it self?</p>	

<p>Organizational: distribution of work, leadership—where does it rest, leadership style, staff design, decision making process, priorities (are they set), delegation of decision making/leadership/responsibilities</p>	
<p>Spiritual milieu and worship</p>	
<p>Emotional milieu Membership numbers, pastoral changes within last 4 years</p>	
<p>Participation in PCUSA (Presbytery, Synod, GA): involvement, giving, per capita</p>	
<p>What might be the greatest threats to the life of this congregation? What are the fears of this congregation?</p>	
<p>What might pastor/congregation want to know from the Presbytery Associate team? Other reality check observations and comments</p>	
<p>How does this congregation and session communicate, with each other, with the pastor, with the community outside? How would you characterize the overall communications style, the strong points, the weak points of how everyone is communicating?</p>	
<p>Activities, items, or actions the Presbytery might be able to provide as support: occasional preaching respite, brokering expertise from other congregations not previously identified, other...</p>	

PROCESS

Based on an assessment process, which is focused upon looking at the above categories, the congregational team (2-3 members of the Project Team), continuously consulting with the Project Team, will develop a 3-6-page report containing any findings, alternative recommendations and preferred recommendations.

The congregation and the pastor shall determine any actual changes. The Engagement Team is to provide a 3rd party assessment in support of the congregation and its pastor. A metaphor: the role of chiropractor not surgeon.