

**MidAmerica District**

**Church Profile Weekend**

**Overview of the Weekend:**

1. A minimum of two district representatives will plan a weekend visit to the church. This visit will be coordinated between the team leader and the lead pastor or chair of the elder board.
2. A pre-visit questionnaire will be sent to the lead pastor at least two weeks prior to our visit. We request that this questionnaire be given to each pastor, elder, and governing board member as well as the church’s ministry team leaders. There are seven profile areas with separate questions for the elders (including all Pastors) and governing board members and sections for the ministry team leaders. We will ask the lead pastor to send completed forms back to the district office at least one week in advance to our visit. We will use these forms to help determine a baseline for helping with the church’s profile.
3. The church leadership team will coordinate the visit. Here is a sample itinerary for the team.
	1. Friday
		1. Tour of facilities and community.
		2. Dinner with lead pastor and bride.
		3. Two hours with elders and wives.
			1. Review the weekend’s agenda and desired outcomes.
			2. Walk through results of the elder questionnaire.
	2. Saturday
		1. One hour with all children/youth staff and key leaders. (group meeting)
		2. One hour with all adult ministry staff and key leaders. (group meeting)
		3. Four hours with various couples/individuals in the church. These people will be pre-selected by the lead pastor. These are people who can give insight into the culture and practices of the church. Will need 12 couples or individuals for these interviews. These interviews will be a series of 30-minute conversations around a set of pre-determined questions.
		4. Two hours with elders in individual interviews. Plan on 30 minutes per elder.
		5. Dinner with staff families.
	3. Sunday
		1. Attend Sunday morning events and service.
		2. Two hours with elders and pastoral staff following the Sunday service.
			1. Review team observations.
			2. Identify areas needing attention.
			3. Develop plan of action and next steps.
			4. Identify specific dates for follow-up conversations/visits.
4. The team will attend other church activities taking place during the weekend.
5. The lead pastor will be the primary point of contact, unless another elder is assigned the role. There will be six follow up coaching touch points. The district staff and the elders of the church will determine the timing of these visits.
	1. The profilers will create a one-year road map to be reviewed by elders.
	2. Within a month of the profile visit, the elders and pastoral staff will complete the Strength Deployment Inventory (SDI). District staff will come and review the results with the entire elder/pastor team. The SDI review will be conducted over the next two visits.



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**Seven Profile Marks**

**Seven Profile Marks:**

1. **Divine Expectation and Engagement**
	1. What are some practices where the church engages with God? What does this look like in the larger body of believers and in the individual?
		1. Sunday Services?
		2. Worship in context of all ministries?
	2. Is there a sense of dependence on God among the leaders and in the laity?
		1. Leadership; Ministry team leaders; Congregation…
	3. Where do you see transformation? Do you celebrate God’s transforming work?
		1. Testimonies; baptisms; transformed lives and families; new ministries; new leaders…
	4. Is there a consistent practice of prayer, listening and allowing the Spirit to lead?
	5. Is the person and work of the Spirit valued in the rhythms and outworking of the church?
		1. Is the Holy Spirit sought out in the life of the church?
	6. Is the Sunday morning worship an expression of their worship throughout the week?
2. **Healthy Interdependent Leadership**
	1. Are the leadership roles in the church understood and clear? What is the structure?
		1. Elder or governing board? Central control or delegated?
	2. Do people know who the church leaders are? What is the role of the senior pastor?
	3. Is there a healthy leadership development culture? What does this look like? Is it strategic?
	4. What is the role of the elder board? How often do the elders meet? What do their meetings look like?
	5. Is there unity among the leadership teams? Do they like one another?
	6. Is there shared leading or is the lead pastor “the guy?”
	7. Does the staff understand the value and Biblical pattern for shared leadership?
	8. Are the leaders focused on getting stuff done or on building a spiritual community?
3. **Balanced Ministry (reaching, discipling, equipping, adoring)**
	1. Does the church body demonstrate love for one another? Do they care for those in their fellowship?
	2. Is there a balance of inward service to the saints and outreach to the community?
	3. Is there a proactive engagement with the lost? Examples?
	4. Are people encouraged to share their story of God’s grace? Do people know their story?
	5. Examples of strategic spiritual formation ministries.
	6. Are leaders and key volunteers burned out? Why?
	7. How are the leaders equipping the people to live out their call to ministry?
		1. How are volunteers recruited? Are people eager to volunteer? Why or why not?
	8. What do you sense is more important: What we do or who we are? What are the church values and how are they lived out in the ministry of the church?
	9. What does discipleship look like in this church? Is it strategic? Any observed examples?
4. **Directional Clarity**
	1. Can people answer the questions: Who are we? What do we do? Where are we going?
	2. Does the leadership actively set the future? How well is this communicated?
	3. Who owns the visions, values and mission? Are these held close by the leadership or shared with and owned by the people?
	4. What is the stated vision of the church? Does their vision provide clarity to the ministry leaders about how specific ministries fit into the direction of the church?
	5. What percentage of people are actively engaged in church ministry? Why?
	6. Are the church’s values and vision reflected in how the budget is allocated?
5. **Multiplication**
	1. Is there clear evidence of multiplication? (Leaders; disciples; ministry leaders and teams)
	2. How clear is the expectation to make disciples in the church ministry areas?
	3. Are there enough lay leaders in the church to support the mission?
	4. Is there conversation and prayer around church planting?
	5. Are the pastor and elders intentional about identifying the next elder members? How does this happen?
	6. Are team leaders equipped to bring others onto their team?
	7. Is there an expectation that multiplication must happen?
6. **Clarity and Fruitful Engagement of Our Acts 1:8 Environments**
	1. Is the church a loving community? Does the world know they are disciples of Jesus by their love?
	2. Is there a clear evidence of a burden for the lost?
	3. Does the leadership in the church model this conviction of reaching the lost in their own lives?
	4. Is mission celebrated and given priority in the church and the ministry?
	5. Have the spheres of mission (Jerusalem, Judea, Samaria, Ends of Earth) been identified? Is there specific strategies for reaching into these spheres?
	6. Does the church have a healthy Missions Team? How are Alliance missions supported and celebrated?
7. **Kingdom Collaboration**
	1. Is there a healthy sense of generosity? Do people tithe? Do people know how their money is used?
	2. Is the leadership building collaborative relationships with other leaders in their community and region?
	3. Does the pastoral staff co-labor with other Alliance leaders?
	4. Is there a partnership with an Alliance International Worker or Alliance field?
	5. How well does the church support and celebrate what is happening in the district and Alliance family?



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**Church Profile Weekend Format**

**Interview Notes:**

**Friday Night Dinner with Lead pastor and bride.**

1. Relationship of elders and lead pastor?
2. Relational health of pastor and his family?
3. Excited? Burned out? Stuck?
4. What are they celebrating at this point in the ministry?
5. What would they like to change?

**Friday Night Dessert with the Elders and their wives.**

1. What is worth celebrating?
2. What is not working or brings frustration to the leadership?
3. What would you like to change if there were no restrictions/barriers?
4. What ministry are you personally excited about at this point in the life of your church?
5. Do the elders give time to prayer and listening to God’s voice? What does this look like?
6. Where is God calling this church into deeper dependence on the Holy Spirit?
7. Is there a sense of unity among the elders/staff? Is there a plurality of spiritual leadership in the church?
8. What are the stated values of the church? What are the “real” values of the church?
9. Is the vision of the church shared among the leaders?
10. How are elders trained up for ministry?
11. What are the church’s spheres of influence when it comes to the four geographies of Acts 1:8?
12. How well do you co-labor with other churches in the community/area?

**Saturday interviews with Children’s/youth/adult/small group ministry leaders.**

1. What are you celebrating in your ministry areas? Why?
2. What are the challenges you are facing in your ministry areas? Why?
3. If you could immediately change anything in your ministry area, what would it be? Why?
4. Tell us about your ministry teams?
	1. Recruiting.
	2. Training and equipping.
	3. Team dynamics.
5. What are one or two goals you have for your ministry over the next year?
6. How well are you supported by the church leaders?
	1. Financial.
	2. Training and equipping.
	3. Helping with recruiting and highlighting the ministry.
	4. If there was one thing the church leaders could do for you, it would be ………….
7. What does evangelism look like in your ministry context?
8. What does discipleship look like in your ministry context?

**Saturday interviews with 12 couples/individuals from congregation.**

1. What are you celebrating these days concerning your church?
2. What would you like to change concerning your church?
3. Do you see a culture of worship in your church? What does this look like?
4. Do you see a culture of discipleship in your church? What does that look like?
5. Are you challenged to be involved in ministry and are your gifts affirmed?
6. Would you agree that growing in Christ-likeness if highly valued in your church?
7. Do you sense purpose and direction in reaching your community for Jesus?
8. Do you sense purpose and direction in involvement in reaching the nations for Jesus?
9. If you could request one thing from your elders/pastoral staff, what would that thing be?

**Saturday interviews with church elders.**

1. Is there anything you did not share when we met with the elder team last evening that you would want to share this afternoon?
	1. Shared leadership? Work well with the pastoral staff?
	2. Unity on the leadership team?
	3. Do you sense the church moving into God’s desires for the church? (moving into your vision?)
	4. Where would Satan attack the leadership team if he wanted to cause division?
	5. Where do you see the church in five years?
		1. New ministries.
		2. Discipleship.
		3. Leadership development.
	6. How engaged is the church in the local community…burden for the lost?
	7. How engaged is this church in international mission work?
	8. Are the elders listening for the voice of the Father? How often does the elder team simply gather to pray?
	9. Do you sense a deep dependence on the ministry of the Holy Spirit as you lead this church?
	10. What does your spiritual formation look like these days? (devotion time/worship/Word/prayer…)
2. Your Pastor.
	1. What are the strengths of your lead pastor?
	2. Where is he challenged?
		1. How does the elder team compliment the lead pastor?
	3. What do you think the church’s responsibilities are towards your pastoral staff?
		1. Compensation/Sabbath/Sabbatical/Retreat and Conference…
		2. How does the church show appreciation for your pastors?
		3. How does the church affirm and encourage the pastor’s family?
	4. What do you think your lead pastor needs to give more attention to?



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**Church Profile Summary Report**

The profile team has broken the summary report into seven sections. Each section will cover areas of strength, areas needing attention, and overall thoughts.

**Seven Profile Marks**

1. **Divine Expectation and Engagement**
	1. Strengths:
	2. Areas needing Attention:
	3. Overall:
2. **Healthy Interdependent Leadership:**
	1. Strengths:
	2. Areas needing Attention:
	3. Overall:
3. **Balanced Ministry:**
	1. Strengths:
	2. Areas needing Attention:
	3. Overall:
4. **Directional Clarity:**
	1. Strengths:
	2. Areas needing Attention:
	3. Overall:
5. **Multiplication:**
	1. Strengths:
	2. Areas needing Attention:
	3. Overall:
6. **Clarity and Fruitful Engagement of our Acts 1:8 Environments:**
	1. Strengths:
	2. Areas needing Attention:
	3. Overall:
7. **Kingdom Collaboration:**
	1. Strengths:
	2. Areas needing Attention:
	3. Overall:



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**Church Profile Follow Up**

Once the Weekend Profile is completed, the district profilers will ask the leadership team to identify two objectives in each area of health. They will identify who owns the objective and set out a timeframe for working on these objectives.

* The district coach will do a monthly follow up conference call or onsite visit to provide any needed oversight or accountability to moving towards the identified objectives.
* This follow up will be with the “owner” of the objective and the lead pastor/governance authority chair.
* The district will be available for any questions and help with resources.

Based on the weekend profile, the district may desire to conduct the Strength Deployment Inventory (SDI) with the leadership team. This is an effective tool to help the team determine the motivations that influence our behaviors as we co-labor in our local church ministry setting. We have found this took very effective in other ministry team settings.

The district also recommends two other assessment tools:

CHAT

PEAK

These tools can be used to identify systemic strengths and weaknesses in the local church. Both are online assessments that assess key elements of a healthy church.