

Alignment Worksheet

DIRECTIONS:

On your own, answer the questions below for each core concept. It might help to note your thoughts to the side of each question for later discussion. Once you complete the questions for each core concept, complete the assessment chart that follows.

Take your time going through each section. Thoughtfully consider how each of these might apply to your church and team. Things you discover in each section will be helpful to you aligning your church's leadership team. Once everyone on your team has completed this step, then work through each section as a team—do not rush this step as it probably will take several sessions. When completed, you will personally have a clearer picture of your church's culture and be able to provide a clear picture of who you are as a church to any pastoral candidate.

THEOLOGY: CORE BELIEFS—DOCTRINE

Check the answer(s) that best describes you or your church.

Does your church have a doctrinal statement (belief statement)?

- Yes
- No
- Unsure

Is every belief listed in your doctrinal statement?

- Non-negotiable (must accept or go elsewhere)
- Negotiable (agree to disagree)
- Some of both
- Unsure

If your doctrinal statement contains both non-negotiable and negotiable items, do your people know which are which and what the difference is?

- Yes
- No
- Unsure

How many different church backgrounds (include cults and no church background), are represented in your church body?

- More than ten
- Less than ten
- Unsure

Does a representation of a wide variety of church backgrounds pose a problem for team unity and alignment?

- Yes
- No
- Unknown

Does a weekly gathering of people for a worship service constitute a team?

- Yes
- No
- Unsure

Is it ok to require agreement in the essential core doctrine of your church to join your team? (if unwilling, they'd be asked to go somewhere else.)

- Yes
- No
- Unsure

How is your doctrinal statement made available in your congregation?

- Written form—paper and/or website
- Written and Personal Communication (personal meeting, class, etc.)
- It's not made available
- Unsure

Does everyone on your team know, understand and agree with your doctrinal statement? (How do you know?)

- Yes
- No
- Unsure

Do you believe you can accomplish all that God desires in your church and community without being aligned theologically?

- Yes
- No
- Unsure

Core Concepts	Describe Areas of Success	Describe Areas Needing Improvement
<p>Theology: Do the people of your Church understand, agree, And are committed to the core Beliefs of your church? (Leadership, members/volunteers, congregation)</p>		

PHILOSOPHY: VISION, MISSION and PROCESS

Does your church have a vision statement? (Where you're going? What's the win?)

- Yes
- No
- Unsure

If you have a vision statement, is it..... (check all that apply)

- Clear
- Unclear
- Too long
- Too short
- Known by the majority of your members
- Not known by the majority of your members
- Accepted by your general congregation
- Rejected by your general congregation
- Something most feel is obtainable
- Something most feel is unobtainable

Does your church have a mission statement?

(How you get from here to there—how will you accomplish the win)

- Yes
- No
- Unsure

If you have a mission statement, does it..... (Check all that apply)

- Help to clarify how your church will accomplish the win (vision)
- Confuse people
- Encourage people to get involved

Does your church have an intentional discipleship process to equip people for the mission?

- Yes
- No
- Unsure

If your church does have an intentional process, check all the following that apply:

- The process is clear
- The process is unclear
- Our members understand the process
- Our members do not understand the process
- The process helps us join in the mission and accomplish the win
- The process is more of a hindrance than anything else
- The process helps to equip people
- The process does little to equip people
- The process helps to get people involved
- The process helps to empower people

Do the people in your church view themselves as ministers?

- Yes
- No
- Unsure

Do the people in your church clearly understand their role?

- Yes
- No
- Unsure

The following describes how the people in our church see themselves: (check all that apply)

- Valuable
- Worthless
- A necessary part of the body
- Someone that isn't really needed
- Worthy
- No good
- Created anew in Christ
- Forever failing
- Created for a specific plan and purpose
- Unsure of their role and God's call in their life
- Player, leader, coach, pastor, shepherd, minister
- Benchwarmer, spectator, outsider

Do you have intentional ways for helping people understand the following: vision, mission, process, their role, their worth and value to God, how they can get in the game?

- Yes
- No
- Unsure

(Complete the chart below)

Core Concepts	Describe Areas of Success	Describe Areas Needing Improvement
<p>Philosophy: Do the people of your church know, understand, and are committed to your vision, mission and process? (Leadership, members/volunteers, congregation)</p>		

RELATIONSHIP: THE VEHICLE

How would the majority of people in your church define “relationship”? (Write your response below.)

Do the people in your church have a good understanding of how God values relationship and why it’s so important?

- Yes
- No
- Unsure

Do most of the people in your church desire intentional relationship?

- Yes
- No
- Unsure

We learn more about God’s love, mercy and grace...

- ... by doing life alone.
- ... in meaningful relationship with others.
- Unsure

I would describe my church as: (check all that apply)

- Warm
- Friendly
- Open/Accepting
- Committed to one another
- Value deep, intentional, personal relationships
- Unified
- Cold
- Unfriendly
- Closed/Cliquish
- Lack commitment to one another
- Relational, but lack authentic relationships
- Fractured/disunity

Overall, do you think your church models intentional relationships?

- Yes
- No
- Unsure

Is it easy for people to find and enter into intentional relationships in your church?

- Yes
- No
- Unsure

Would those who know you describe you as someone who models intentional relationships?

- Yes
- No
- Unsure

Would you describe your leadership style as modeling intentional relationship?

- Yes
- No
- Unsure

If you answered "No" to the previous question, what's the reason(s) for this?

(Write your response below.)

In regard to those you are in relationship with.....

Are you constantly assessing where they are in the discipleship process and taking an active role in helping them grow in their spiritual maturity as a disciple of Christ?

- Yes
- No
- Unsure

Could you write down the names of three people you are in relationship with and where each person is within the discipleship process, what each needs to grow as a disciple of Christ, and what you're specifically doing to help them develop and grow?

- Yes
- No
- Unsure

Which does your CHURCH value more? (Before you answer, consider if your church actually models what it says it values or just talks about it?):

- Task
- Relationship
- Unsure

What do YOU value more? (Before you answer, consider if you actually model what you say you value or do you just talk about it?):

- Task
- Relationship
- Unsure

(Complete the chart below)

Core Concepts	Describe Areas of Success	Describe Areas Needing Improvement
<p>Relationship: Do the people of your church know the importance of relationship, understand their role and value, and are committed to living our intentional relationship in every aspect of their lives and ministries? (Leadership, members/volunteers, congregation)</p>		

ORGANIZATION: STRUCTURED TO WIN

Does the structure of your church align with the win? (Vision and mission)

- Yes
- No
- Unsure

If the structure were to change to better align with the win, which of the following would need to change—allocations of: (check all that apply)

- Money
- Time
- Energy
- Focus
- Responsibilities
- Staff
- Volunteers
- Ministries
- Events
- Other: _____

Do you have a method of measuring if you are actually winning—accomplishing your vision and mission?

- Yes
- No
- Unsure

What is your method or criteria for determining how resources are allocated and spent? (Write your response below.)

Do you have some sort of filter developed to run all existing ministries and all potential ministries through to make certain that these align with the win?

- Yes
- No
- Unsure

Based on the structure of your church and what you spend your resources on, check what you're mainly about:

- The weekend service(s)
- Ministries that are mostly about busyness or hobbies
- Sunday school and other classroom environments
- Relational environments for the purpose of discipleship

(Complete the chart below)

Core Concepts	Describe Areas of Success	Describe Areas Needing Improvement
<p>Organization: Does your structure align with your beliefs, vision, mission and process?</p> <p>Are you unified in how resources are allocated?</p> <p>Do you have a common method of evaluating profit?</p>		

This piece on alignment was made available by Real Life Ministries of Post Falls, Idaho as part of their Immersion I Conference.