



Growing Congregations Do These Things	Stalled Congregations Do These Things
Pastor(s) and/or staff read constantly	Pastor(s) and/or staff rarely read
Attends Continuing Education beyond the Theological Conference and often has a coach or mentor stretching their own leadership capacity	Attends Theological Conference & Synod Assembly as Continuing Education
Holds staff, council and team leader retreats away from church building once or twice a year for strategic planning, goal setting, creative thinking and alignment	May hold a half-day or full-day retreat at the church
Studies books with the council engaging in lively discussions at each council meeting for as much as 50% of the meeting time	Has regular council devotions and often long council meetings, many of which are focused primarily on the building, programs and money
Has a system for managing and launching multiple teams focused on carrying out clear goals, including teams helping with worship and sermon prep	Members of council serve as representatives to ministry areas without optimal alignment between their skill sets and their responsibilities
Trains adults who work with children, youth and adults, including Christian educators, small group leaders, confirmation mentors, Bible study leaders, care teams, etc.	Rarely trains leaders or maybe trained leaders in the past
Discovers the needs in their community that fits with their vision and mission, equips the congregation to respond to these needs, often in partnership with other organizations or faith communities in the area	Has lots of serving-type ministries that are financially supported by members but engage only a few volunteers who are passionate about “their” ministry
Newsletter, website and communications are designed for people who are new to the church as well as members	Newsletter, website and communications feel like a family newsletter with insider stories, birthdays, etc.
Engages adults in Bible Study in many different ways (maybe through small groups, pastor-led groups) on various days of the week, more people joining each year	Usually has a pastor-led or layleader-led Bible Study for adults on Sunday mornings attended by the same group of people year after year
Recognizes needs in different stages of life targeting parents of small children, youth, grandparents, elders, that connect the ministry of the congregation with home, work and school	May or may not have a milestones ministry with congregational celebrations
Thinks globally about mission with a congregational commitment to a global companion, global needs, hunger, etc.	Has a few people who care deeply about global mission, but they struggle to make this a priority of the congregation
Often feels short on funding needed to carry out mission and ministry and sees this as an opportunity to grow disciples in their congregation and to stay focused on the vision	Always feels short on funding for ministry and maybe even staffing; money is a source of much anxiety which often leaves the mission of the church paralyzed
If they have more than one worship service, each service is uniquely designed and all services target unchurched people with intentional practices for visitors	Usually has multiple services that are not full and are similar; if they have an alternative service, it is seen as divisive; has focus on caring for members
Intentionally thinks like a visitor in developing welcoming programs, building space and behavioral practices	Thinks they are friendly as they focus mostly on members