




Church Categories
Congregational Vitality Pathways



	The Healthy Missional Church	The Stable Church	The Critical Moment Church	The At-Risk Church
<p>What do we see?</p> 	<p>People consistently...</p> <ul style="list-style-type: none"> • coming to Christ • integrating scripture into life and ministry • engaging God in worship • serving and using their gifts • rallying around a compelling vision • giving generously and sacrificially • believing in the leaders and the leaders believing in the people 	<p>People moderately...</p> <ul style="list-style-type: none"> • coming to Christ • integrating scripture into life and ministry • engaging God in worship • serving and using their gifts • rallying around a compelling vision • giving generously and sacrificially • believing in the leaders and the leaders moderately believing in the people 	<p>People inconsistently...</p> <ul style="list-style-type: none"> • coming to Christ • integrating scripture into life and ministry • engaging God in worship • growing in Christ • serving with their gifts • helping hurting people • working through conflict constructively 	<p>People rarely or never...</p> <ul style="list-style-type: none"> • coming to Christ • integrating scripture into life and ministry • engaging in worship • serving with their gifts • loving and caring for each other • working through conflict constructively • embracing evaluation as normal and natural
<p>What do we feel?</p> 	<ul style="list-style-type: none"> • Anticipation • Gratitude • Accomplishment • Enthusiasm and energy 	<ul style="list-style-type: none"> • Safe and comfortable for most • Low level of frustration for others • Self-sufficient • All in order organizationally 	<ul style="list-style-type: none"> • Anxious • Inadequate • Fearful • Confused 	<ul style="list-style-type: none"> • Anger • Blame • Sullen • Grief and loss • Betrayed • Denial • Poor Congregational self-esteem
<p>What do we hear?</p> 	<ul style="list-style-type: none"> • We sense the presence of God here. • We are glad to be a part of something special. • We are making a difference in this community and beyond • We will do whatever it takes. 	<ul style="list-style-type: none"> • We're doing fine • Who wouldn't like our church? • We're a "warm-and-friendly" church • Don't mess-up the building! 	<ul style="list-style-type: none"> • We are on a trajectory that we do not feel good about. • Why are people leaving? • Something is wrong • When we look in the mirror we are not what we used to be • This is our moment of truth 	<ul style="list-style-type: none"> • Why even bother? • No one is going to take my church away from me. • If we only had _____(fill in whatever) we would grow again. • All we have to do is hang on and God will help us. • God would never let our beloved church die

VIM Rating

Congregational Vitality Pathways



VIM stands for **Vision, Intention and Means**. VIM is measured in terms of high, medium and low. *The VIM score is a result of deduction and discernment, not statistical analysis.*

Vision is the picture of a preferable future – Does the church have a clear and compelling picture that is communicated with clarity, urgency and passion so that people are inspired to reach their Kingdom potential through Christ?

Intention is the commitment to do whatever it takes to move forward and become a healthy missional church – Does the church knowingly and willingly count the cost and pay the price to connect and embrace a post modern/post Christian culture with the gospel and serve them?

Means are the available resources to accomplish the vision and follow through on the church’s intentions – Does the church have sufficient ministry muscle... like stamina, children, youth, finances, buildings, leadership, volunteers, vibrant worship, gender diversity, good location?

High, Medium, Low: In giving a church a high, medium or low rating, we understand this is currently based on your best knowledge and understanding of the church’s leadership, congregation and ministry. Please use the following rating guidelines for each area of the church’s VIM:

High indicates that in this area of VIM, there is a church and leadership culture that is consistent and has good forward momentum. They are a good example of the healthy missional church in this area.

Medium indicates that in this area of VIM, the church is taking steps within the congregation and leadership structures to be more consistent and get greater momentum toward being a healthy missional church. Right now, it is not “natural” and more needs to be identified and put in place.

Low indicates that in this area of VIM, the church and leadership culture is experiencing confusion and/or a lack of unity. For whatever reasons, there is little or no forward momentum.

VIM Interpretation

The VIM rating tends to match up with the church category. For example, Stable and Critical Moment churches tend to have variable VIM ratings. While Healthy Mission and At-Risk churches tend to be high and low respectively.

Healthy Missional Church

- High Vision
- High Intention
- Medium to High Means

Stable Church

- Medium to high Vision
- Low to medium Intention
- Medium to high Means

Critical Moment Church

- Low to medium Vision
- Medium to high Intention
- Low to medium Means

At-Risk Church

- Low Vision
- Low Intention
- Low Means

Over...