

Churches have thousands of problems, but the solutions are few.

Solution #1: Listening

Members must be trained to listen to God and one another.

Solution #2: B-Team Behaviors

Members must be equipped to recognize and deal with dysfunctional behavior.

Solution #3: Trust

Members must exhibit integrity over time plus courage.

Solution #4: Renewed Minds

Members must know how to deal with their own irrational thinking.

Solution #5: Giftedness

Members must be engaged in ministries where they can do their best every day.

Solution #6: Conflict Resolution

Members are prepared to resolve conflict.

Holy Cow! Consulting can help you succeed with all six.

Five Strategic Decisions Every Healthy Church Must Make

1. We will recruit, develop, and retrain effective leaders.
2. We will be externally focused.
3. We will be tactically nimble.
4. We will engage best practices.
5. We will be relentless learners regarding the people we are trying to serve.

Visit our Website

www.holycowconsulting.com/Churches

HOLY COW!
CONSULTING

Our Consultant Team

J. Russell Crabtree
President and Senior Consultant

Equipping Ministry International
Six Solutions Partner

People Management International
Clergy Coaching and Team Building

The Magnetic Church
Church Growth Partner

Premiere Consulting
Stewardship and Development

PO Box 8422
Columbus, Ohio 43201
614-208-4090
russ@holycowconsulting.com

HOLY COW!
CONSULTING



The Church Assessment Tool[®]

**better decisions
in less time
with more confidence**

About the Church Assessment Tool[®] (CAT)

The *Church Assessment Tool*[®] helps you measure the vibrancy of a congregation, examining the quality of relationships, trajectory of attitudes, spiritual vitality, readiness for ministry, resiliency of the body, and financial capacity.

The CAT expresses through numeric symbols the stories of the church and its members, the brokenness and the poverty, the wealth and the potential. Through this accounting, we believe that wise, hopeful and inspired decisions can be made regarding investments in the soul of a congregation.

The following eight indices identify potential strengths and work areas in the life and ministry of a congregation.

Hospitality
Morale
Governance
Conflict Management
Spiritual Vitality
Readiness for Ministry
Engagement in Education
Worship and Music

In addition there is a *Clergy Profile* that gauges worship and preaching, pastoral care, and leadership. These are returned to the pastor confidentially for his or her own personal and professional development.



Daniel and the Lion's Den

©John August Swanson

www.iohnaugustswanson.com

The Numbers Tell the Story

Just like Daniel in the den of lions, we are often surprised by unexpected life changes.

The CAT is especially useful in these times of transition. It measures the climate and assesses current circumstances, deepening knowledge and insight.

We also know that a healthy congregation is like a healthy person: it has many choices in life. The CAT measures actionable items, challenges that can be met and changed. These lions can be tamed!

Identification of resources is an important part of the assessment process and being equipped for action allows us to move forward into the future wise, hopeful and inspired.

“The CAT is the best tool I know to assess a congregation's strengths, passions, gifts, needs and challenges. I would not recommend that a congregation undertake any large new initiative without conducting a CAT first.”

Vera White
Director of New Church Development, Stewardship, and Committee on Ministry
The Pittsburgh Presbytery

The Benefits

A congregational assessment serves several purposes:

- Identifies potential strengths & work areas for strategic planning.
- Clarifies the distinctive qualities with regard to theological orientation and adaptability.
- Offers an opportunity to make more informed calls during the search for a new pastor or staff.
- Surfaces potentially serious congregational needs at a point when intervention is more likely to succeed.
- Identifies congregations that have discovered models of effectiveness & best practices.

Other Assessment Instruments

Passion-Effectiveness Tool[®] (for clergy)

Church Staff Assessment Tool[®]

Presbytery Assessment Tool[®]

Presbytery Staff Assessment Tool[®]