

THE ASSOCIATION OF WELCOMING & AFFIRMING BAPTISTS PLANNER

CONGREGATIONAL ASSESSMENT WORKSHEET

This congregational self-assessment tool is designed to help you select an appropriate **Association of Welcoming & Affirming Baptists (AWAB)** curriculum from the cautious and measured to the adventuresome. These questions are not to be seen as sure-fire predictors, but they may serve as helpful guides to a congregation's overall temperament when considering controversial subjects.

Scoring is from 1 to a possible 5 points and is question specific. Each person participating in the assessment process should have a separate Worksheet. Each person should total the score on the Worksheet. See further scoring instructions at the end of this Worksheet.

There is no perfect template for engaging in a discernment process about becoming "Welcoming & Affirming" (W&A) in a congregation. Each congregational team is encouraged to adapt or develop its own curriculum. Building the most suitable process for your situation takes careful attention. Remember, as always, the building of solid relationships *across* ideological lines, and real engagement in the process by a significant percentage of active congregants, are the best predictors of probable success.

Be critical and honest when you complete this Congregational Assessment tool. It will not help you or your congregation to characterize the congregation differently than it really is.

Note: Any question which does not seem applicable should be scored with a "3."

		Score
1	<p>Does the congregation already have a mission statement which explicitly includes people of all sexual orientations and gender identities?</p> <p>1 No mission statement 2 Mission statement with no diversity mentioned 3 Mission statement embracing diversity 4 Mission statement with gay and lesbian folk included 5 Yes</p>	
2	<p>Is/are the pastor(s) in favor of explicitly welcoming and affirming people of all sexual orientations and gender identities?</p> <p>1 Vocally against 2 Privately against 3 Unknown 4 Personally, but not publicly, in favor; 5 Strongly and publicly in favor</p>	
3	<p>Are you aware of parents or family members of gay, lesbian, bisexual or transgender (GLBT) persons in the congregation?</p> <p>1 No 2 Yes, but they do not accept their children 3 Yes, and they accept their children, but are in the closet in the congregation 4 Yes, and they are out of the closet about their children 5 Yes, and they are visible advocates</p>	

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4	<p>Are you aware of GLBT persons in the congregation?</p> <p>1 No</p> <p>2 Yes, but they are in the closet</p> <p>3 Yes, and some are out of the closet in the congregation</p> <p>4 Yes, and individuals and/or couples are visible, but not active in leadership</p> <p>5 Yes, and several individuals and couples are visible and active in leadership of the congregation</p>	
5	<p>Has the congregation ever performed/participated in a covenant ceremony of same gender couples?</p> <p>1 No, it is not likely that it could ever take place here.</p> <p>2 No, it has never come up.</p> <p>3 No, but two members could have a service which was private and not at the church</p> <p>4 Yes, but the service was private and at the church. The congregation knew.</p> <p>5 Yes, and the congregation participated</p>	
6	<p>How does the congregation receive and include new people?</p> <p>1 Outsiders are not included easily in the congregation</p> <p>2 New members are encouraged to join but not actively integrated in the life of the church</p> <p>3 New members are welcomed and are actively integrated in the life of the church</p> <p>4 Visitors of all kinds are enthusiastically welcomed and encouraged to join and integrate in the life of the congregation</p> <p>5 New members are quickly invited to consider positions of leadership in the congregation</p>	
7	<p>Does the congregation welcome/affirm a diverse population?</p> <p>1 No, seeks a homogenous environment</p> <p>2 Yes, but only some types of diversity are accepted</p> <p>3 Yes, and many types of diversity are accepted</p> <p>4 Yes, and gay and lesbian folk are encouraged to attend</p> <p>5 Yes, and persons of all sexual orientations and gender identities are welcomed</p>	
8	<p>Is the congregation presently very homogeneous or quite diverse (ethnicity, class, language, age, etc)? Choose from 1 to 5, with 1 being completely homogenous and 5 being overwhelmingly diverse.</p>	
9	<p>How does the congregation handle disagreement, conflict or controversy? Choose from 1 avoids conflict to 5 face conflict head-on and keep on loving each other!</p>	

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		Score
10	Who comes up with new ideas for ministry? 1 Pastor(s) 2 Leadership team 3 Various leaders; not all are ordained or appointed to an office 4 Ideas of the general membership are valued and pursued 5 Ideas are solicited from members who think outside the everyday church box	
11	Does your congregation have a gay or lesbian pastor? 1 No 2 No, but some wonder 3 Yes, but most do not know that he/she is homosexual 4 Yes, who is celibate 5 Yes, who is in a committed relationship	
12	Is the congregation educated about and working on peace and justice issues now? 1 No, not really 2 No, but they have from time to time 3 Yes, but only a few members are involved 4 Yes, and the congregation actively supports this work 5 Yes, and the congregation actively seeks new issues for education and action	
13	What is the prevailing congregational view of scripture? 1 Literal and inspired Word of God 2 Selectively literal 3 No overall congregational view of scripture 4 Contextual with emphasis on New Testament 5 Contextual with emphasize on the Gospels	
14	Is the leadership team in favor of explicitly welcoming and affirming people of all sexual orientations and gender identities? 1. All are against 2. Most are against 3. About 50-50 split 4. Most are in favor 5. All are in favor	

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15	<p>Does the congregation use inclusive language in worship?</p> <p>1 Not at all 2 Seldom 3 Occasionally 4 Frequently 5 All the time</p>	
16	<p>Relationships within the congregation:</p> <p>1 Isolated individuals and families 2 Small groups of close friends (cliques) 3 Friendly within affinity groups (i.e. age, gender, class, race, language, education, orientation) 4 Friendly across affinity group lines 5 A community of faith embracing relationships across affinity and ideological lines</p>	
17	<p>Assess the political temperament of the congregation.</p> <p>Score from 1 completely conservative to 5 completely liberal</p>	
18	<p>Has your congregation participated in classes about sexuality and sexual orientation and ministry?</p> <p>1 No, the subject is taboo 2 Yes, and we'll never do it again 3 Yes, but only a few participated 4 Yes, and we had a good turn-out 5 Yes, there was lots of interest and we plan to extend our studies of sexuality</p>	
19	<p>What percentage of adults who attend worship typically take part in an adult forum or other adult education opportunities?</p> <p>1 5% to 10% or less 2 10% to 20% 3 20% to 30% 4 30% to 50% 5 More than 50%</p>	
20	<p>Is your congregation involved in community outreach or project(s)?</p> <p>1. No 2. Yes, we contribute goods and/or funds 3. Yes, many individual members are involved in community project(s) 4. Yes, the congregation has taken part in community project(s) established by other organizations 5. Yes, the congregation has initiated and sponsored community project(s)</p>	

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21	<p>Does your congregation have a female pastor?</p> <ol style="list-style-type: none"> 1. No, and we never considered one 2. No, but we would consider calling one 3. Not at present, but we did in the past 4. Yes, part of a mixed staff in which the senior pastor is male 5. Yes, solo or senior pastor is female 	
22	<p>Does your town/city/state have a non-discrimination policy for people of all sexual orientations and gender identities?</p> <ol style="list-style-type: none"> 1 No, and it has never come up 2 No, it came up and never made it to a vote, the membership gave no opinion 3 No, it was brought to a vote and defeated, the membership had mixed views 4 Yes, it was brought to a vote and passed, the membership had mixed views 5 Yes, it was brought to a vote and passed, the membership largely supported the measure 	
23	<p>Do your ministers use examples including people of all sexual orientations and gender identities in sermons?</p> <ol style="list-style-type: none"> 1 No, never 2 Maybe once or twice but it caused a problem in the congregation 3 Yes, without comment from the congregation 4 Regularly, without comment from the congregation 5 Often, with positive comment from the congregation 	
24	<p>AWAB is an organization made up of persons of all sexual orientations and gender identities who are affiliated with Baptist congregations. Has your congregation been informed about AWAB?</p> <ol style="list-style-type: none"> 1 No, have not heard a thing 2 Yes, and they are solidly against it 3 Yes, it has been mentioned but most do not know about it 4 Yes, and the congregation is generally supportive 5 Yes, we have congregational members who are active in AWAB and we benefit from their presence and leadership. If given an opportunity we'd be interested in knowing more about <i>The Association of Welcoming & Affirming Baptists..</i> 	
25	<p>Size/type of church?</p> <ol style="list-style-type: none"> 1 Traditional church, with average worship attendance over 150 2 Traditional church with average worship attendance 75 to 150 3 Traditional church with average worship attendance less than 75 4 Contemporary Christian Church 5 Cell Church with groups of less than 50 	

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	Score
SCORING: Use the Congregational Assessment Scorecard, or enter totals below.	
Add score of all questions, enter total Score:	
Group Scoring Instructions: In your planning group, average your scores by adding the total of all Worksheets and dividing by the number of Worksheets.	
Enter totals from all Worksheets:	
<p>What does the average score mean? For average scores of 25 to 75, we suggest the Cautious Circle Congregation curriculum; for 76-100, the Temperate Terrace Congregation curriculum; for 101 and up, the Adventurous Avenue Congregation curriculum.</p> <p><i>You are encouraged to discuss your feelings, reactions, and thoughts about any question above. The best use of this Assessment Worksheet is as a springboard for discussion and development of your own insights.</i></p>	