Thriving Parish Self-Assessment Tool

Circle the answer that best applies to your parish/congregation/community, then add up your answers for each of the eight Learning Commons pillars. The results of your assessment will only be known by your parish council and anyone you choose to share it with.

Pillar 1: Worship		Yes	Some-times	No	I don't know
W1	Are the values expressed in worship lived out in your parish's life?	3	2	0	1
W2	Do you hear a "word of God" in the preaching and worship of your parish?	3	2	0	1
W3	Is worship participation easily accessible to visitors and newcomers? Is it clear what a worshiper needs to say, sing or do at any given moment?	3	2	0	1
W4	Are worship leaders adequately prepared, screened, and trained to do the various liturgical roles they hold?	3	2	0	1
W5	Does your worship express diversity that is found in the wider life of the church? (i.e. contemporary/traditional, cultural, etc.)	3	2	0	1
Worship Total					

Pillar 2: Spiritual Growth		Yes	Some-times	No	I don't know
S1	Is your parish committed to the spiritual development of all of its members, including children and youth?	3	2	0	1
S2	Do lay people participate in these ministries as leaders, learners and recipients of care?	3	2	0	1
S3	Do theological or spiritual elements impact the everyday decision-making of your parish such as how your budget is formed, or what programs you run?	3	2	0	1
S4	Are lay leaders of parish education programs adequately screened and trained according to the Screening in Faith protocols?	3	2	0	1
S5	Does your parish engage with external sources in its programming, such as using materials from the national church or collaborating with other parishes?	3	2	0	1

Pillar 3: Community		Yes	Some-times	No	I don't know
C1	Does your parish have a strong sense of identity and purpose?	3	2	0	1
C2	Is your parish actively engaged in the work of Truth & Reconciliation, anti-racism and other issues of social justice?	3	2	0	1
C3	Are new members and their needs welcomed and appreciated for who they are, without the expectation they will conform to "how we've always done things"?	3	2	0	1
C4	Is parish and inter-personal conflict addressed in respectful and transparent ways, and not left to the "parking lot meeting"?	3	2	0	1
C5	Does parish life support the creation of lifelong, intergenerational connections and friendships?	3	2	0	1
Community Total					

Pillar 4: Pastoral Care		Yes	Some-times	No	I don't know
P1	Do lay people participate in pastoral care ministries as both givers and recipients of care?	3	2	0	1
P2	Are parishioners aware that they can go to the clergy and/or pastoral care team with their needs?	3	2	0	1
P3	Are pastoral visitors carefully screened, trained and supervised according to the Screening in Faith protocols?	3	2	0	1
P4	Are there regular Pastoral Care Team meetings where team members can share concerns and needs?	3	2	0	1
P5	Is confidentiality held seriously among clergy and lay leaders?	3	2	0	1
Pastoral Care Total					

Pillar 5: Contextual Mission		Yes	Some-times	No	I don't know
CM 1	Does your parish have a sense of the needs and demographics of those within and outside its walls?	3	2	0	1
CM 2	Does your parish engage in prayerful discernment of where and how God wants you to act in your community?	3	2	0	1
CM 3	Does your parish serve those outside of the parish community?	3	2	0	1
CM 4	Does your parish collaborate with other faith, political and community groups to serve outside its walls?	3	2	0	1
CM 5	Does your parish adapt elements of its worship, programming, and outreach to meet the changing needs in each generation?	3	2	0	1
Contextual Mission Total					

Pillar 6: Leadership & Governance		Yes	Some-times	No	I don't know
L1	Does your parish have a clearly articulated vision, direction and priorities?	3	2	0	1
L2	Do clergy, lay leaders and staff cooperate and communicate effectively with one another and with the other members of your parish?	3	2	0	1
L3	Are decisions made in a transparent manner within clear lines of authority or properly constituted councils or committees?	3	2	0	1
L4	Is lay leadership actively encouraged with recruitment, clear job descriptions and training, including the Screening in Faith protocols?	3	2	0	1
L5	Does your parish have an organized filing system for important and day-to-day documents that is accessible to more than the clergy and administrator?	3	2	0	1
Leadership & Governance Total					

Pillar 7: Financial Stewardship & Management	Yes	Some-times	No	I don't know
F1	Does your parish benefit from good financial stewardship, including an annual pledging/stewardship cycle?	3	2	0	1
F2	Does your parish have sufficient financial resources to fund its operating and ministry costs without relying on external fundraising?	3	2	0	1
F3	Are parishioners aware of your parish's general financial health?	3	2	0	1
F4	Are your parish financial records kept in good order in an efficient system, such that someone other than the treasurer could access and interpret them?	3	2	0	1
F5	Are lay leaders adequately screened and trained according to the Screening in Faith protocols and canonical best practices?	3	2	0	1
Financial Stewardship & Management Total				

Pillar 8: Property Management & Maintenance	Yes	Some-times	No	I don't know
P1	Does your parish have facilities that are attractive, comfortable, and suited to its worship and work?	3	2	0	1
P2	Are buildings and equipment regularly maintained so that future resources won't be consumed by the impacts of deferred maintenance?	3	2	0	1
P3	Is your building accessible according to Accessibility for Ontarians with Disabilities Act (AODA) standards?	3	2	0	1
P4	Are parish rentals maximized and properly managed by having appropriate contracts, insurance and oversight?	3	2	0	1
P5	Is your parish properly serviced with respect to snow and ice management and safety and security systems?	3	2	0	1
Property Management & Maintenance Total				

Interpreting Your Results

Ask yourself the following questions:

- Which of the eight pillars had the highest score overall? Did you expect this?

- Which pillar had the lowest score overall? Was this expected?

- Which of the eight pillars' questions did you find most difficult to answer? Were the difficulties due to a lack of information, to a reluctance in acknowledging your current reality, or something else?

- For each of the eight pillars, if you scored:
  - Between 12 and 15
    You are doing very well in this area, and no immediate action is required. Feel free to look at the resources offered in the Learning Commons in this pillar as interest arises or time permits.
  - Between 8 and 11
    You are doing relatively well in this area. Once more urgent topics are addressed, return to the Introductory Module of this pillar to see what it might have to offer.
  - Less than 7
    Make this pillar an urgent priority for your community by beginning with its Introductory Module.