Appendix A

Appendix B

**10 Healthy Missional Markers**

**Centrality of the Word of God (*2 Timothy 3:16)***

· We believe that the Bible is the only perfect rule for faith, doctrine and conduct.

· Our preaching and teaching in all settings reflects careful preparation, relevance, and creativity.

· Our people are equipped and growing in their ability to study and apply Biblical truth in ways that lead to a scripturally integrated life.

**Life transforming walk with Jesus (*John 3:3,30; Phil. 1:6)***

· We teach our people how to be attentive to Christ in all circumstances.

· Our people understand the radical nature of the message and mission of Jesus that continually deconstructs and reconstructs a

person’s life.

· Our people are equipped and growing in their ability to use a variety of spiritual growth resources, experiences, and settings.

**Intentional evangelism (*Matthew 28:18-20)***

· We are burdened for the spiritual condition of those who do not yet know Christ.

· We have identifiable pathways for evangelism to take place in our ministries.

· Our people are equipped and growing in their ability to build spiritual friendships and know how to share their faith as God-birthed

opportunities arise.

**Transforming communities through active compassion, mercy and justice ministries (*Micah 6:8)***

· We are burdened for the hurting people in our community and beyond.

· We have identifiable pathways for compassion, mercy and justice ministries to take place.

· Our people are equipped and growing in their ability to see and address the hurts and the causes of hurt in our community and

beyond.

**Global perspective and engagement (*Acts 1:8)***

· We raise the sights of our members beyond our congregation and community by developing a Biblical worldview and often pray for

and reference global matters.

· We have identifiable pathways to support the cause of Christ globally.

· Our people are equipped and growing in their ability to participate in the global dimensions of our ministry.

**Compelling Christian community (*Acts 2:42-47)***

· We understand that our love for one another is a powerful testimony to the deity of Jesus.

· We love each other as we are, not as we should be.

· We share life together beyond the worship service.

**Heartfelt worship (*Psalm 138:1a; John 4:23)***

· We exalt and celebrate God for who he is, what he has done, what he is doing and what he will do.

· Worship reflects careful preparation to help give voice to many dimensions of response to God such as adoration, praise, contrition,

lament, and commitment.

· People leave worship knowing something more about the heart of God and about their own hearts.

**Sacrificial and generous living and giving (*Romans 12:1-8)***

· We help people discover, develop and deploy their spiritual gifts.

· We regularly, graciously, and unapologetically teach on the importance of financial stewardship in the spiritual growth of the Christian.

· We have many examples of lifestyle choices being made on the basis of stewardship and the priority God plays in the lives of our

members.

**Culture of godly leadership (*Hebrews 13:7)***

· Our leaders at all levels serve with character, competence, and conviction.

· A spirit of collegiality pervades, with our people trusting our leaders and our leaders trusting our people.

· We continually identify and train godly leaders for all dimensions of our ministry.

**Fruitful organizational structures (*Exodus 18:13-26, Acts 6:1-7)***

· We can articulate a compelling, Christ-honoring vision for our church.

· We embrace evaluation as normal and natural and work through conflict constructively.

· Our organizational structures are designed to be efficient at making decisions while at the same time building congregational ownership for those decisions.

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Appendix C



## Macintosh HD:Users:cwj:Documents:LUTHER:CL7542:VERITAS:Pages from VIM-Questions.pdf

Appendix D

Qualitative Interview Protocol

1. You have been participating with X church for how long? What brought you here?
	1. What has kept you here?
2. Over the last couple of years/months, you have been completing a process called Veritas, what was happening here that made Veritas a logical decision?
	1. Who were the key leaders promoting Veritas?
	2. How did the congregation decide to engage in the process? And how has the congregation participated?
	3. What is your understanding of the Veritas process?
3. One of the primary tenets of Veritas is becoming a “healthy, missional church”­­; What do you understand to be a healthy, missional church?
	1. What aspects of missional were occurring at X church prior to your engagement with Veritas?
4. Describe your understanding of a “healthy, missional church”.
	1. What does a healthy, missional church do?
	2. How does a healthy, missional church worship?
	3. What are some hallmarks of a healthy, missional church?
5. What changes do you expect to see in your personal life as a result of the Veritas process?
	1. What do you hope to see happen after Veritas? (i.e. Christian education, worship, leadership structures,etc)?
6. What changes do you expect to see or have you seen in your church?
7. What were the key learnings for your church through your participation in Veritas?
	1. What were the key learnings for you professionally?
	2. What were the key learnings for you personally?
8. Is there anything I haven’t asked that you think is important that I know about Veritas?

Appendix E

**INFORMED CONSENT FORM**

Healthy, Missional Churches: An exploration of the impact of the Veritas Seminar on the congregations of the Evangelical Covenant Church

You are invited to be in a research study seeking to understand the impact of the Veritas program on the missional understanding and practice of the local congregation. You were selected as a possible participant because you or your church have participated in a Veritas seminar or have used the Veritas materials. We ask that you read this form and ask any questions you may have before agreeing to be in the study.

This study is being conducted by me as part of my Doctor of Ministry thesis project in Congregational Mission and Leadership at Luther Seminary. My advisor is Dr. Craig Van Gelder

**Background Information:**

The purpose of this study is to explore the impact of the Veritas seminar on the missional capacity and understanding of the congregations that have engaged in the Veritas process.

**Procedures:**

If you agree to be in this study, I would ask you to do one or both of the following things. Participate in a group interview, which will explore how or if your understanding of missional theology and practice changed as a result of your use of the Veritas materials or/and complete an online survey seeking to understand the same.

**Risks and Benefits of Being in the Study:**

The study has no risk associated with it. The benefits of this study are the possibility of a deeper understanding and development of the missional language of the Evangelical Covenant Church.

The direct benefits of participation are:

There are no direct benefits associated with this survey.

Indirect benefits to yourself/or the general public of participation are the possibility of a deeper understanding and development of the missional language of the Evangelical Covenant Church.

**Confidentiality:**

The records of this study will be kept confidential.  If I publish any type of report, I will not include any information that will make it possible to identify you. All data will be kept in a encrypted digital file on an external storage device; only my advisor, Dr. Van Gelder, and I will have access to the data and, if applicable, any tape or video recording.  If the research is terminated for any reason, all data and recordings will be destroyed.  While I will make every effort to ensure confidentiality, anonymity cannot be guaranteed.

If tape recordings or videotapes are made, explain who will have access, if they will be used for educational purposes, and when they will be erased. Any recordings made of the group interview will be digitally encrypted and available only to myself, and Dr. Van Gelder. These recordings will be destroyed upon completion of the project.

Indicate one of the following:

a. Raw data will be destroyed by 3/16. (Federal guidelines specify a minimum of 3 years for retention of data

b. Raw data will be retained but all identifying information removed by 3/13.

**Voluntary Nature of the Study:**

Your decision whether or not to participate will not affect your current or future relations with Luther Seminary and/ or with other cooperating institutions, the Evangelical Covenant Church and The Northwest Conference of the Evangelical Covenant Church. If you decide to participate, you are free to withdraw at any time without affecting those relationships.

**Contacts and Questions:**

The researcher conducting this study is Corey W. Johnsrud. You may ask any questions you have now. If you have questions later, you may contact me coreyj1@gmail.com.

Phone: 715.441.1613.

Advisor: Dr. Craig Van Gelder

Phone: 651-641-3456

You will be given a copy of this form to keep for your records.

**Statement of Consent:**

I have read the above information or have had it read to me. I have received answers to questions asked. I consent to participate in the study.

Signature Date

Signature of investigator Date

I consent to be audiotaped (or videotaped):

Signature Date

I consent to allow use of my direct quotations in the published thesis document.

Signature Date

Created 11/28/06

Appendix F

# Veritas Survey

## Welcome

**Welcome!**

**You are invited to participate in a study of the Veritas seminar and its impact on the missional capacity of congregations who have participated in it. I hope to learn if and how the Veritas seminar has changed the understanding of what it means to be missional and how that understanding has been incorporated into the life and practice of the participating congregation . You were selected as a possible participant in this study because your congregation was identified as one that has used the Veritas materials.

If you decide to participate, please complete the survey. Your completion of this survey is implied consent. The survey is designed to explore the impact of the Veritas seminar on participating congregations. It will take about ten minutes to complete.

No benefits accrue to you for answering the survey, but your responses will be used to gain understanding of the benefits of Veritas and the final findings will be shared with the Director of Congregational Vitality of the ECC and the Conference Directors of Vitality. Any discomfort or inconvenience to you derives only from the amount of time taken to complete the survey.

Any information that is obtained in connection with this study and that can be identified with you will remain confidential and will not be disclosed. Your decision whether or not to participate will not prejudice your future relationships with the Evangelical Covenant Church, the Northwest Conference or Luther Seminary. If you decide to participate, you are free to discontinue participation at any time without prejudice.

If you have any questions, please ask. If you have additional questions later, contact Corey Johnsrud at 715.441.1613 or coreyj1@gmail.com. Thank you for your time.

Sincerely,
Corey Johnsrud**

**Dear friends,**

**In the Northwest Conference, we are deeply invested in the missional health and vitality of our churches. In short, we want our churches to be pursuing Jesus Christ and His priorities in the world. Therefore, Congregational Vitality is one of the 3 priority areas for our work. As a result, we are committed to resourcing our churches through workshops and personal engagement in order to strengthen and guide them toward becoming more healthy and missional. However, we are also committed to evaluating the effectiveness of the resources we provide. Thus, I was pleased when I heard that Rev. Corey Johnsrud (Zion Covenant-Ellsworth, WI) is doing evaluative work in this particular area for his DMin at Luther Seminary in St. Paul. I look forward to meeting with Corey and reviewing his findings. This can only help us to become more effective in the work to which we have been called at the Northwest Conference office.**

**Sincerely,**

**Mark R. Stromberg**

**Superintendent**

#### Our congregation has participated/interacted with the Veritas seminar.\*

[ ] Yes

[ ] No

## General Info

#### 1) How are you involved in your church? (Please select one.)\*

( ) Elected Congregational Leader (i.e. board, leadership team,etc.)

( ) Lay Leader

( ) Pastor

( ) Other:

#### 2) Gender:\*

( ) Male

( ) Female

#### 3) How long have you been involved in your current church?\*

( ) 0-2 Years

( ) 3-5 Years

( ) 6-10 Years

( ) 11-15 Years

( ) 15+ Years

#### 4) Where is your church located?\*

( ) Rural or Small Town < 2,500

( ) Small City < 25,000

( ) Midsize City < 50,000

( ) Metro Area > 50,000+ Suburb

( ) Metro Area > 50,000+ Central City

#### 5) What is the average worship attendance of your congregation?\*

[ ] Less than 50

[ ] 51-100

[ ] 101-199

[ ] 200-499

[ ] 500-999

[ ] 1000+

#### 6) Age of Church\*

[ ] Started in the last five years

[ ] Six to ten years old

[ ] Eleven to twenty years old

[ ] Twenty-one to fifty years old

[ ] Over fifty years old

[ ] Don't know

#### 7) What is your age group?\*

( ) Under 18

( ) 18-24

( ) 25-29

( ) 30-34

( ) 35-39

( ) 40-44

( ) 45-49

( ) 50-55

( ) 56-60

( ) 61-64

( ) 65-69

( ) 70 or older

#### 8) What is the highest level of education you have completed?\*

( ) Some high school

( ) High school/GED

( ) Trade or other technical school degree

( ) Some college

( ) Associate's degree

( ) Bachelor's degree

( ) Master's degree

( ) Doctorate degree

( ) Law degree

( ) Medical degree

## VERITAS

#### 9) The Veritas seminar helped our congregation be more attentive to Christ in all situations.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 10) The Veritas seminar increased our people's understanding of the radical nature of the message and mission of Jesus.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 11) The Veritas seminar encouraged our congregation to be better equipped to engage a variety of spiritual growth resources, experiences, and settings.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 12) The Veritas seminar increased our congregation's burden for those who do not yet know Christ.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 13) The Veritas seminar challenged our congregation to establish identifiable pathways for evangelism in all our ministries.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 14) The Veritas seminar increased our congregation's ability to build spiritual friendships.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 15) The Veritas seminar increased our congregation's ability to share their faith as opportunities arise.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 16) The Veritas seminar helped our congregation be more aware of hurting people in our community.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 17) The Veritas seminar helped our congregation be more aware of hurting people beyond our community.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 18) The Veritas seminar encouraged our congregation to identify ways to engage in ministries of compassion, mercy, and justice.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 19) The Veritas seminar raised our congregation's awareness of the need to be aware of issues of compassion, mercy, and justice.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 20) The Veritas seminar equipped our congregation to address issues of compassion, mercy, and justice.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 21) The Veritas seminar challenged our congregation to be committed to the importance of a global worldview.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 22) The Veritas seminar encouraged our congregation to expand our life together beyond Sunday mornings.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 23) The Veritas seminar challenged our congregation to value unconditional love for one another.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 24) The Veritas seminar led our congregation to specific action in the community with hurting people.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 25) The Veritas seminar led our congregation to specific action in the world with hurting people.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 26) The Veritas seminar increased our congregation's understanding of the importance of loving Christian community as a witness to the world.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 27) The Veritas seminar enabled our congregation to identify our current realities and challenges:\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 28) The Veritas seminar gave our congregation a common language for talking about our current reality.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 29) The Veritas experience helped our congregation be more in tune with the Spirit's presence in our church.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 30) The Veritas experience helped our congregation be more in tune with the Spirit's presence in our surrounding community.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

## Our Congregation

#### 31) Our congregation values equipping our people to participate in the global dimensions of our ministries.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 32) Our congregation values excellent teaching and preaching in all areas. (i.e. pulpit, Sunday School)\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 33) Our people understand the importance of intentionality in planning for global engagement.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 34) Our congregation places a high value on spiritual growth––living a life integrated with Scripture.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 35) Our congregation affirms that the Bible is the only perfect rule for faith, doctrine, and conduct.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 36) Our congregation values worship that reflects God's character and attributes.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 37) Our congregation values worship that is well planned and gives voice to the varied experiences of life. (i.e. adoration, praise, contrition, lament, commitment)\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 38) Our congregation believes that worship should leave us with a deeper understanding of the heart of God and our own hearts.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 39) Our congregation encourages the discovery, development, and use of the spiritual gifts in our members.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 40) Our congregation intentionally encourages financial stewardship. (i.e. tithing, intentional giving, sacrificial giving)\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 41) Our congregation understands the importance of making lifestyle choices that are informed by our commitment to God.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 42) Our congregation understands the importance of a leader's character, competence, and conviction.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 43) A spirit of collegiality between leadership and congregation is vital for any congregation.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 44) Our congregation values the identification of new leaders.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 45) Our congregation values the training of new leaders.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 46) A vision statement is an important aspect of understanding a church's direction.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 47) Our congregation values evaluation of all aspects of its life together.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 48) Our congregation values the ability to navigate conflict constructively.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 49) A congregation's organizational structure promotes effective decision making.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 50) A congregation's organizational structure promotes a sense of shared ownership.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 51) In our congregation we use the Bible regularly to guide our decision making.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 52) Those who preach/teach in our congregation do so with excellence and creativity. Careful preparation is evident in the pulpit and other ministries. (i.e. small group, Sunday School, etc.)\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 53) We regularly see lives transformed by the truth of Scripture.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 54) The people of our congregation are attentive to the presence of Christ in all situations.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 55) Our people's lives demonstrate the life altering power of the message of Jesus.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 56) Our people engage in a variety of spiritual growth resources, experiences, and settings.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 57) The people of our congregation are actively involved in building relationships with those who do not yet know Christ.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 58) Our congregation has identifiable pathways for evangelism in all of our ministries.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 59) Our people regularly share their faith journey when the opportunity arises.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 60) Our congregation is actively engaged in ministries of compassion, mercy, and justice.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

## Our Congregation (Continued)

#### 61) The people of our congregation are growing in their awareness of and response to injustice the world.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 62) The people of our congregation are growing in their awareness of and response to injustice in our surrounding community.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 63) Our congregation is engaged globally.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 64) Our church has identifiable ways for people to become engaged globally.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 65) Our people are growing in their participation in global ministry.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 66) Our congregation experiences a depth of Christian community that is noticeable by those in our surrounding community.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 67) Our congregation regularly demonstrates acceptance of one another.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 68) The people of our congregation are involved in each other's lives outside of Sunday morning.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 69) Our worship gives voice to the varied experiences of life. (i.e. adoration, praise, contrition, lament, commitment.)\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 70) Our worship regularly reveals God's heart to us.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 71) Our worship regularly allows the Spirit to reveal our own hearts to us.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 72) The people of our congregation are actively developing and using their spiritual gifts in ministry.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Not Applicable

#### 73) The people of our congregation practice intentional financial stewardship.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 74) The lives of people in our congregation's are marked by intentional stewardship.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 75) The leaders of our congregation display character, competance, and conviction in their leadership and lives.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 76) Our congregation displays a high level of trust between leadership and congregation.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 77) There are new leaders being trained for leadership regularly in our congregation.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 78) The people of our congregation know and can articulate our vision statement.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 79) We regularly evaluate our ministry.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 80) We often experience healthy conflict management.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 81) Our congregation makes decisions with a sense of shared ownership.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 82) A 'healthy, missional church' is engaged in the community around them.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 83) Our congregation has a more realistic understanding of it's health as a result of the Veritas seminar.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

#### 84) Our congregation is better able to speak the truth in love as a result of the Veritas seminar.\*

( ) Strongly disagree

( ) Moderately disagree

( ) Slightly disagree

( ) Neutral

( ) Slightly agree

( ) Moderately agree

( ) Strongly agree

( ) Don't Know

### 85) Is there anything about the Veritas process at your church that has not been asked that you feel is important to share?

## Thank You!

### Thank you for taking our survey. Your response is very important to us.