



Church Morale Survey

Circle the number that is closest to your assessment of how things are in your congregation. Far left or right is most true; in the center is somewhat true.

Low Morale

High Morale

Our church feels under siege in the surrounding community

1 2 3 4 5 6 7

People trust the community to be friendly toward the church

8 9 10

People fear red ink and financial failure

1 2 3 4 5 6 7

People believe there's enough money to meet the church's needs

8 9 10

People are generally negative and pessimistic

1 2 3 4 5 6 7

People are generally positive and optimistic

8 9 10

Recalling the past, people remember loss and defeats

1 2 3 4 5 6 7

Thinking back, people recall wins and successes

8 9 10

Our people feel abused and forgotten

1 2 3 4 5 6 7

Our people feel cared about

8 9 10

We think mostly about our own church and its needs

1 2 3 4 5 6 7

We have a strong commitment to mission beyond our church

8 9 10

Our church leadership is uncaring and incompetent

1 2 3 4 5 6 7

Our leadership is caring and able

8 9 10

Our people resist new ideas and change

1 2 3 4 5 6 7

We welcome new ideas and change

8 9 10

People attend out of duty and habit

1 2 3 4 5 6 7

Our people look forward to and enjoy being present

8 9 10

We aren't very friendly to visitors

1 2 3 4 5 6 7

Visitors are warmly welcomed

8 9 10

over for more...

Worship is routine and boring	1	2	3	4	5	6	7	Worship is alive and touches us	8	9	10
We preach and practice a theology of sin and judgment	1	2	3	4	5	6	7	We preach and practice a theology of grace and love	8	9	10
Faith is defined as duty performed	1	2	3	4	5	6	7	Faith is experienced as joyful living	8	9	10
People's motives are suspect here	1	2	3	4	5	6	7	People are fully trusted here	8	9	10
Pastors look to leave soon after they arrive at our church	1	2	3	4	5	6	7	Pastors feel at home and desire to stay here	8	9	10
People give sparingly and reluctantly	1	2	3	4	5	6	7	We give generously and gladly	8	9	10
Church building looks and feels cold, drab, uncared for	1	2	3	4	5	6	7	Church building looks and feels warm and attractive	8	9	10
We avoid responsibility with excuses	1	2	3	4	5	6	7	Most volunteer and do their part	8	9	10
New people must wait their turn to become church leaders	1	2	3	4	5	6	7	New people are welcomed into leadership and power	8	9	10
Attendance is poor at worship, meetings, events	1	2	3	4	5	6	7	Most people come to everything	8	9	10
Conflict is frequent, divisive, and cancerous	1	2	3	4	5	6	7	Conflict happens occasionally, but is dealt with and resolved	8	9	10
Children or youth wish they were somewhere else	1	2	3	4	5	Children and youth feel at home and enjoy being here	6	7	8	9	10
Church work is thankless here	1	2	3	4	5	6	7	People are showered with thanks	8	9	10
Church is business-like and somber	1	2	3	4	5	6	7	Church loves to party and have fun	8	9	10

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*see next page...*

|                                      |   |   |   |   |   |   |                                 |   |    |
|--------------------------------------|---|---|---|---|---|---|---------------------------------|---|----|
| We're spiritually lifeless           |   |   |   |   |   |   | We're growing spiritually       |   |    |
| 1                                    | 2 | 3 | 4 | 5 | 6 | 7 | 8                               | 9 | 10 |
| We have a bleak vision of the future |   |   |   |   |   |   | We see the future with optimism |   |    |
| 1                                    | 2 | 3 | 4 | 5 | 6 | 7 | 8                               | 9 | 10 |

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*Score: Add numbers you circled. A score of 80 or less is a sign of serious trouble. A score around 110 means things are shaky, but can be fixed. A score of 140 or more means you have good self-esteem.*

*List the four areas that need the most strengthening:*

- 1.
- 2.
- 3.
- 4.

*List the four areas that show the greatest strength:*

- 1.
- 2.
- 3.
- 4.

*Adapted from THE INDISPENSABLE GUIDE FOR SMALLER CHURCHES, by David Ray*

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*©2005 the Rev. Jane Dwinell,  
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