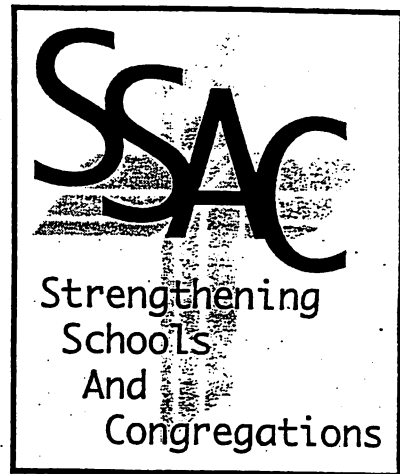


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# SAMPLE STANDARDS FOR EFFECTIVE LUTHERAN CONGREGATIONS



## Fellowship/Community

Opportunities are provided for all ages of the congregation to socialize with other members of their congregation on a regular basis.

Visitors and new members of the congregation and its school are warmly welcomed and accepted as fellow members of the body of Christ.

All congregational activities throughout the week are Gospel centered.

Congregational climate/culture is caring, encouraging, maturing, open and adaptive, and responsive to community.

Members like each other.

The congregation recognizes, address, and resolves conflict/troubles.

The congregation laughs a lot.

Members use effective conflict resolution, particularly among the staff, using Matthew 18.

Staff members exhibit a positive attitude and gracious appreciation (thanks).

The Word of God is controlling and basic to all congregational life.

## Worship

At least one worship service is held weekly.

The Gospel is proclaimed in each worship service.

Communion is offered regularly.

Worship includes confession, absolution, God's Word, prayer, and hymns.

Informal worship occurs within each group sponsored by the congregation.

God's Word is preached and taught in its truth and purity.

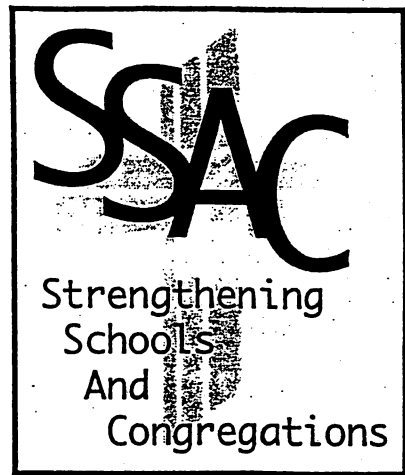
Congregational worship is Christ-centered and relevant to the worshippers.

Congregational worship is well planned and presented

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# SAMPLE STANDARDS FOR EFFECTIVE LUTHERAN CONGREGATIONS (CONT.)



## Nurture (Ed.)

Members of all ages have developmentally appropriate opportunities to learn God's Word.

Classes to acquaint non-members with God's Word and Lutheran doctrine are offered quarterly.

## Outreach / Mission

The congregation has an effective program of evangelism.

The surrounding community is made aware of the congregation's ministry through frequent news releases, advertisements, signage, and other means.

Members know the congregation's purpose and work to accomplish it.

The congregation is mission driven.

The congregation's staff and members are empowered to do the congregation's mission.

The congregation intentionally reaches out to its community with the Gospel.

## Service

Pastoral services are offered to all members, all families of children enrolled in the school, and members of the community.

Those in greatest need in the community are assisted by the congregation and its members.

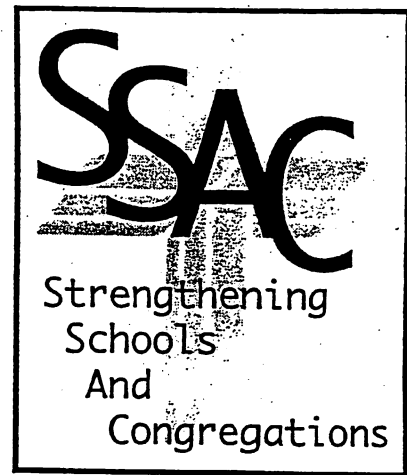
The congregation provides ministry services for the spiritual, physical, emotional, and social ???

Members of the staff visit all members of the congregation or guide members to visit each other.

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# SAMPLE STANDARDS FOR EFFECTIVE LUTHERAN CONGREGATIONS (CONT.)



## Stewardship

Congregational income is adequate to provide services to the members and the community.

Members practice good stewardship of money, time, and talents.

Biblical stewardship is practiced through tithing and special gifts.

## Leadership

The congregation has and follows its mission/purpose statement.

Pastor(s), teachers, and laity trust and support each other to accomplish their joint ministry.

Pastors and people have consistency between their words and their actions.

Clearly described job expectations exist for all persons employed by the congregation.

All staff members, including the pastor, are annually reviewed/evaluated.

A genuine risk-taking attitude for the sake of the Gospel is evident by the professional staff.

The Philosophy of leadership obvious by the staff selects, empowers, and frees people to serve according to their gifts.

Servant leadership is obvious.

Leaders are intentionally nourished and encouraged by coworkers and lay members of the congregation.

Lay members support the pastoral ministry and those in the pastoral ministry promote a ministry-minded laity.

Communication is open and honest among all members and leaders.

Members have an understanding and high respect for the pastoral office.

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