

CONGREGATIONAL UNITY

CULTURE SCOREBOARD

“Endeavouring to keep the unity of the Spirit in the bond of peace.” — Ephesians 4:3

Congregation: _____

Date: _____

Completed by:

☐ Pastor/Leadership Team

TOTAL SCORE: _____ /50

☐ Congregation Member

**Answer according to what normally happens in the congregation—
not what should happen, what we wish would happen, or one isolated incident.**

1 = Rarely true 2 = Inconsistent 3 = Sometimes 4 = Usually 5 = Established habit

#	AREA	EVALUATION STATEMENT	SCORE
1	Teaching	Biblical unity, forgiveness, and reconciliation are taught regularly—before conflict arises.	___ /5
2	Leadership	Leaders model humility, mutual honor, direct communication, and quick forgiveness.	___ /5
3	Walking in the Spirit	When tension arises, leaders and members respond with the fruit of the Spirit rather than anger, defensiveness, suspicion, or retaliation.	___ /5
4	Lag Time	When someone sees a concern that could harm unity, it is addressed promptly and directly with the appropriate person rather than delayed, discussed elsewhere, or ignored.	___ /5
5	Gossip	Gossip is lovingly stopped, and people are directed to speak with the person involved.	___ /5
6	Difficult Conversations	Members feel safe addressing concerns biblically, humbly, truthfully, early, and in love.	___ /5
7	Healthy Disagreement	Members can disagree about preferences and nonessential matters without forming camps, withdrawing from relationships, questioning motives, or becoming disrespectful.	___ /5
8	Reconciliation	Restored relationships are encouraged and appropriately celebrated.	___ /5
9	Early Correction	Leaders address repeated suspicion, offense, gossip, and divisive behavior before they spread.	___ /5
10	Prayer	Unity is regularly included in congregational, leadership, small-group, and personal prayer.	___ /5

ANONYMOUS CLOSING QUESTION

What is one thing our congregation could do to strengthen unity?

Please do not write your name. Responses are anonymous.

INTERPRET AND ACT (For Pastor/Leadership Team Use)

1. Interpret the Total Score

SCORE	ASSESSMENT	MEANING
41–50	ESTABLISHED CULTURE	Unity is becoming a normal, visible, and protected congregational habit.
31–40	HEALTHY FOUNDATION	Good practices are present, but several habits still need intentional strengthening.
21–30	VULNERABLE CULTURE	Unresolved offenses, silence, gossip, or delayed correction could easily weaken unity.
10–20	URGENT ATTENTION	The leadership should address the culture intentionally, prayerfully, and promptly.

2. Lag-Time Diagnostic

For Item 4, consider the congregation's usual response when a legitimate concern is observed—not an emergency and not a private preference.

1	Concerns are often ignored or remain unaddressed indefinitely.
2	People commonly wait several weeks, complain elsewhere, or gather allies first.
3	Concerns are usually addressed within about one week.
4	Concerns are normally addressed within two or three days.
5	Concerns are addressed promptly—often within twenty-four hours when appropriate—with the right person and in the right spirit.

3. Where Do I start?

The two lowest scores are usually more valuable than the total score.

Our two lowest areas:	1. _____ 2. _____
Evidence we observed:	_____
One specific action:	_____
Person responsible:	_____ Review date: _____
How we will pray:	_____

A culture of unity will not happen by accident. It must be taught, modeled, protected, and practiced until it becomes the normal instinct of the church.

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