

Peer /Near Peer Church Assessment

Is the church you attend or lead a true Peer Church or a Near Peer Church? The following assessment can help you determine the answer to this question.

1. Yes No Do both genders hold or are eligible for the highest titles in the organization?
2. Yes No Do women preach in the main services?
3. Yes No Are there designated spaces where only men can speak or lead?
4. Yes No Are women leaders paid equally to male counterparts?
5. Yes No Is there a place for women to come to the table and give leadership influence in all areas that men are allowed in?
6. Yes No Is there gender-balanced leadership with pastoral or leadership positions?
7. Yes No Do you use gender-inclusive bibles?
8. Yes No Are women bible characters or inspirational female illustrations included in messages?
9. Yes No Is career advancement mentoring available for women?
10. Yes No Do male leaders identify qualified women in their congregation to put into leadership?
11. Yes No Are the male leaders active in pursuing qualified, female leaders?
12. Yes No Are ordained female ministers who are church members used in the church body?
13. Yes No Are Christian women leaders in the community pursued and validated for what they can offer?
14. Yes No Is there equal advancement opportunity for both genders?
15. Yes No Do the bylaws claim values that church practices reflect?
16. Yes No Are women pursued as elders and/or hold lead pastoral positions according to the bylaws?
17. Yes No Is gender-inclusive terminology used in the values and bylaws?
18. Yes No Are women included in conversations? Do they receive eye contact, introductions, equal talk time, affirmation, respect for their opinions?
19. Yes No When male leaders use sarcasm, stereotypes, and objectifying humor to marginalize and invalidate female leaders, are they corrected?
20. Yes No Do male leaders express healthy boundaries and a need for female pastors alongside male pastors?
21. Yes No Are male leaders who make inappropriate advances or have inappropriate relationships with women held accountable for their behavior and disciplined appropriately?
22. Yes No Is there a formal procedure for women to report if they are feeling disrespected, marginalized, unheard, or mistreated in the church community?
23. Yes No When women ask for help to be advanced, protected, and mentored, do they receive that help?
24. Yes No Do both genders have equal access to the stage?

25. Yes No Are women actively pursued for pastoral positions and trained for leadership positions?
26. Yes No Does the marriage curriculum or education reflect egalitarian values or complementarian, patriarchal, hierarchical values?
27. Yes No Is theology taught with gender inclusivity?
28. Yes No Are both genders represented in the Trinity?
29. Yes No If pictures or plaques are in the church honoring past members, do they represent both genders?
30. Yes No Do male leaders show integrity by promising to help privately and act as promised publicly?
31. Yes No Do leaders apologize for unfair treatment and make amends by creating equity, justice, and psychological safety for women?
32. Yes No Are there opportunities for men leaders to mentor women leaders appropriately?
33. Yes No Do women in leadership feel free to express their opinions and advocate for equitable treatment?
34. Yes No Are women leaders empowered to advocate for other women leaders and girls?
35. Yes No Are women and men held accountable for immoral or disrespectful behavior that would hurt the body?
36. Yes No Are there trainings on sexual harassment, emotional manipulation, and covert abuse or anything that prevents gender parity from thriving in the church?
37. Yes No Is there an expressed value for equity between the genders in church messages and culture?
38. Yes No Are there staff discussions on how to be more inclusive and develop gender parity in every service?
39. Yes No Are women credited publicly and privately for their ideas, solutions, and contributions?
40. Yes No Is equal talk space given to women and men in meetings?
41. Yes No When hiring staff is gender balance a consideration?
42. Yes No When there is a conflict with a woman, do you approach the woman instead of going through her husband?
43. Yes No Are women acknowledged in greeting time or social interactions, the same as men?
44. Yes No Are women thanked and appreciated for their perspectives and value expressed for their differences?
45. Yes No When women speak, are they heard, helped, and honored for what they feel and need?
46. Yes No Do women leaders get supported, or excused from leadership activities for having or caring for children?
47. Yes No Do male leaders get supported, or excused from leadership activities for wanting to decrease professional time to care for children?

48. Yes No Is there flexibility in your positions that allow women to parent, nurse, and work, and for men to parent and support their wives' careers?

49. Yes No Are roles assigned by giftedness instead of gender?

50. Yes No Are there any women pastors on staff to fill out this assessment?

Scoring:

If you answered 40-50 questions with "no" then this is a Non-Peer Church.

If you answered 15-39 of the questions with "no" then this is considered a Near Peer Church.

If you answered 14 or fewer of the questions with "no" then this is a Peer Church.