

# Congregational Assessment Questions

The purpose of the Congregational Assessment Matrix is to self-evaluate a congregation's ministry resources and missional attitude. This assessment tool uses ten themes/questions for resource reevaluation and ten themes/questions for missional attitude. For each question, circle the plus sign (+) if this is a positive, strong attribute of your congregation. Circle the equal sign (=) if this is an average attribute of your congregation. Circle the minus sign (-) if this is a negative, weak attribute of your congregation. At the end, write the number of total plus (+), equal (=), and minus (-) signs at the bottom.

## Ministry Resources

- + = - **Capable, spiritually-healthy leadership**  
Are leaders capable and committed to spiritual growth?
- + = - **Adequate volunteers**  
Are there enough volunteers to maintain and grow the ministry?
- + = - **Membership trends**  
Is the congregation growing in committed participants?
- + = - **Stewardship and giving trends**  
Does the congregation exhibit generosity toward ministry?
- + = - **Ability to maintain budget**  
Can the congregation pay its bills?
- + = - **Ability to maintain clergy compensation**  
Can the congregation afford full-time pastoral ministry?
- + = - **Endowment and savings**  
Are there adequate reserves?
- + = - **State of physical plant**  
Is the condition of the building an asset or detriment?
- + = - **Location (near main road/subway)**  
Does the church have a good location and adequate parking?
- + = - **Neighborhood/community**  
Is the church in a strategic neighborhood/community for mission?

\_\_\_ \_\_\_ \_\_\_ Totals

Summary Number \_\_\_\_\_

## Missional Attitude

- + = - **A vision for mission including clear goals**  
Does the congregation live its mission?
- + = - **Worship attendance trends**  
Is worship engaging a growing number of people?
- + = - **Ability for clergy and laity to work collaboratively and creatively**  
Is there active lay participation in ministry?
- + = - **Regular engagement with the Bible in small groups**  
Is the reading and study of the Bible a priority?
- + = - **A spirit of prayer is present**  
Does prayer infuse every level of the congregation?
- + = - **Engaging and spirit-filled worship**  
Is worship participatory and spirited?
- + = - **Reputation and engagement in the community**  
If the congregation closed, would the community notice?
- + = - **Healthy mission support**  
Is the congregation generous in its support of the wider church?
- + = - **Ability to adapt and change**  
Is there a willingness to change when needed?
- + = - **Membership reflective of neighborhood**  
Does the congregation reflect the community?

\_\_\_ \_\_\_ \_\_\_ Totals

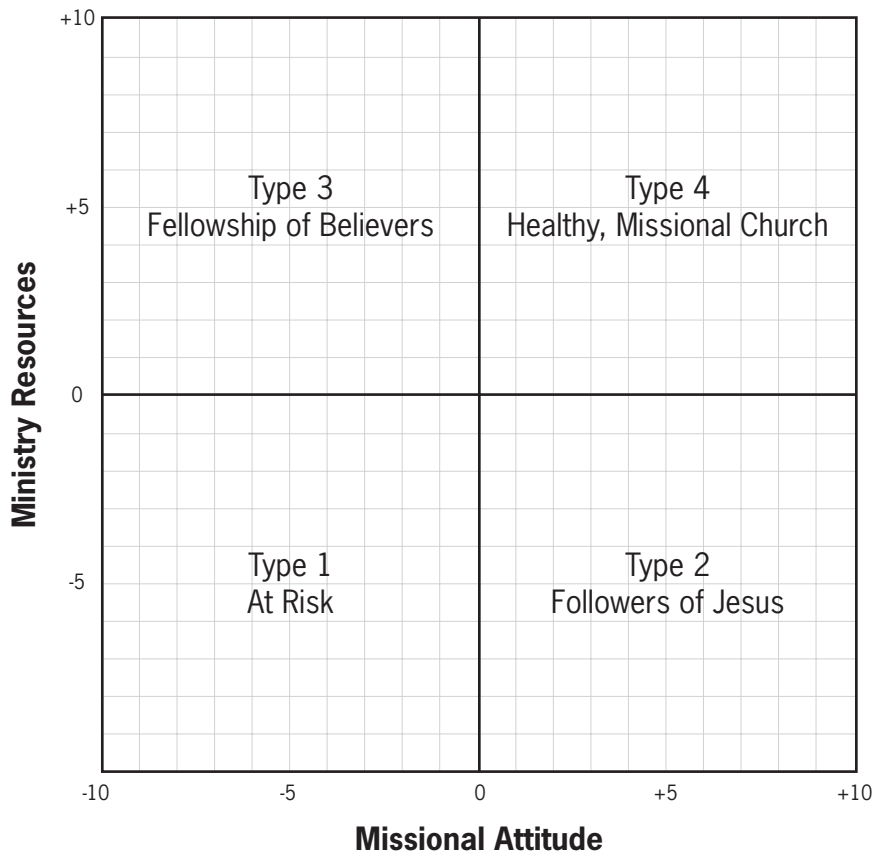
Summary Number \_\_\_\_\_

Subtract the total number of minus signs (-) from the total number of plus signs (+) to compute the Summary Number. *(The answer may be a negative number.)*

# Congregational Assessment Matrix

Using the Summary Numbers from the other side, plot where your congregation falls on the graph below. Your Ministry Resources total shows where you fall on the vertical axis and your Missional Attitude total shows where you fall on the horizontal axis.

For instance, if your Ministry Resources summary number is +4, your congregation will be further toward the positive side of the spectrum, either Type 3 or Type 4. If your Missional Attitude summary number is -1, your congregation will be on the negative side of the spectrum, in Type 3.



## Type 1: At Risk

This type of congregation has little resources to effectively carry on mission and care for its properties. It is now in survival mode and may have come to the fulfillment of its ministry carried so faithfully through the years.

**Course of Action/Available Resources:** Consult with the dean and the bishop's office to discuss the future. With its ministry completed, the congregation may discuss closing and the stewardship of its resources, or potential renewal strategies through missional partnerships such as merger, consolidation, cooperative ministry, or social ministry partnerships.

## Type 2: Followers of Jesus

This type of congregation is resource-poor, yet understands mission and outreach as being core to its life. Financial or other resources are at a minimum, yet there is a missional drive to share the gospel.

**Course of Action/Available Resources:** Create an ongoing and active stewardship ministry so the congregation can become self-supporting. Develop mission partnerships with Type 3 or 4 congregations.

## Type 3: Fellowship of Believers

This congregation has resources to guarantee making the budget. There may even be money in an endowment. They care about their building and have kept up with maintenance. Maintenance is a good description for their ministry as well. The members of the congregation like the family they are a part of. Missional outreach to the community is limited.

**Course of Action/Available Resources:** Encourage the Transformational Ministry process, discipleship, evangelism, and spiritual formation.

## Type 4: Healthy, Missional Church

This congregation has resources and wants to be a resource for other congregations. They teach generosity to their members and corporately are generous as a congregation in mission support and outreach. The leadership works hard to create a culture of mission and attentiveness to spiritual growth of the members. Seeking the Spirit's guidance for the ministry is sought at every level of the membership.

**Course of Action/Available Resources:** Seek out best practices. Encourage greater participation in synod events and activities as a teaching congregation. Encourage Natural Church Development(NCD) to continue to strengthen the congregation.

