



Evangelical Lutheran Church in America

God's work. Our hands.

Congregational Assessment Matrix

**Developed by the Rev. Dr. Jack M. Horner,
Director for Evangelical Mission,
Metropolitan New York Synod, ELCA**



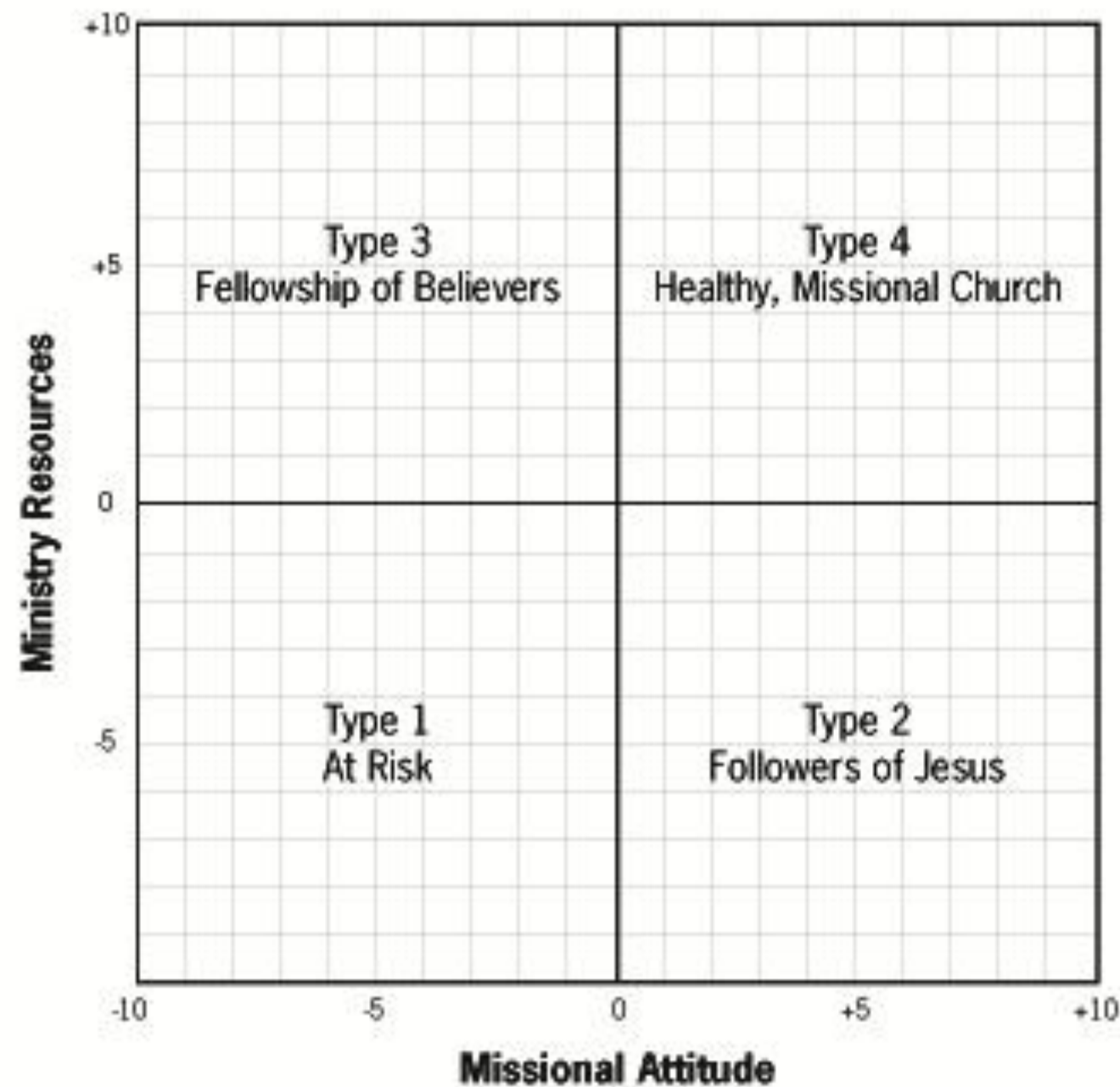
Purpose

The purpose of the Congregational Assessment Matrix is to help leaders self-evaluate a congregation's ministry resources and missional attitude to assess congregation type and determine future courses of action.

**Matrix worksheet available at*
www.mnys.org/assets/1/7/Matrix.pdf



Congregational Assessment Matrix



Ministry Resources + = -

Capable, Spiritually-healthy, Leadership

Are leaders capable and
committed to spiritual growth?



Ministry Resources + = -

Adequate Volunteers

Are there enough volunteers
to maintain and grow the ministry?



Ministry Resources + = -

Membership Trends

Is the congregation growing
in committed participants?



Ministry Resources + = -

Stewardship and Giving Trends

Does the congregation exhibit
generosity toward ministry?



Ministry Resources + = -

Ability to Maintain a Budget

Can the congregation pay its bills?



Ministry Resources + = -

Ability to Maintain Clergy Compensation

Can the congregation afford
full time pastoral ministry?



Ministry Resources + = -

Endowment and Savings

Are there adequate reserves?



Ministry Resources + = -

State of Physical Plant

Is the condition of the building
an asset or detriment?



Ministry Resources + = -

Location

(near main road/subway)

Does the church have a good location
and adequate parking?



Ministry Resources + = -

Neighborhood/Community

Is the church in a strategic
neighborhood/community for mission?



Missional Attitude + = -

**A Vision for Mission
including clear goals**

Does the congregation live its mission?



Missional Attitude + = -

Worship Attendance Trends

Is worship engaging
a growing number of people?



Missional Attitude + = -

**Ability for Clergy and Laity to Work
Collaboratively and Creatively**

Is there active lay participation in ministry?



Missional Attitude + = -

Regular Engagement with the Bible in Small Groups

Is the reading and study
of the Bible a priority?



Missional Attitude + = -

A Spirit of Prayer is Present

Does prayer infuse
every level of the congregation?



Missional Attitude + = -

Engaging and Spirit-filled Worship

Is worship participatory and spirited?



Missional Attitude + = -

Reputation and Impact in the Community

**If the congregation closed
would the community notice?**



Missional Attitude + = -

Healthy Mission Support

Is the congregation generous
in its support of the wider church?



Missional Attitude + = -

Ability to Adapt and Change

Is there a willingness to change
when needed?



Missional Attitude + = -

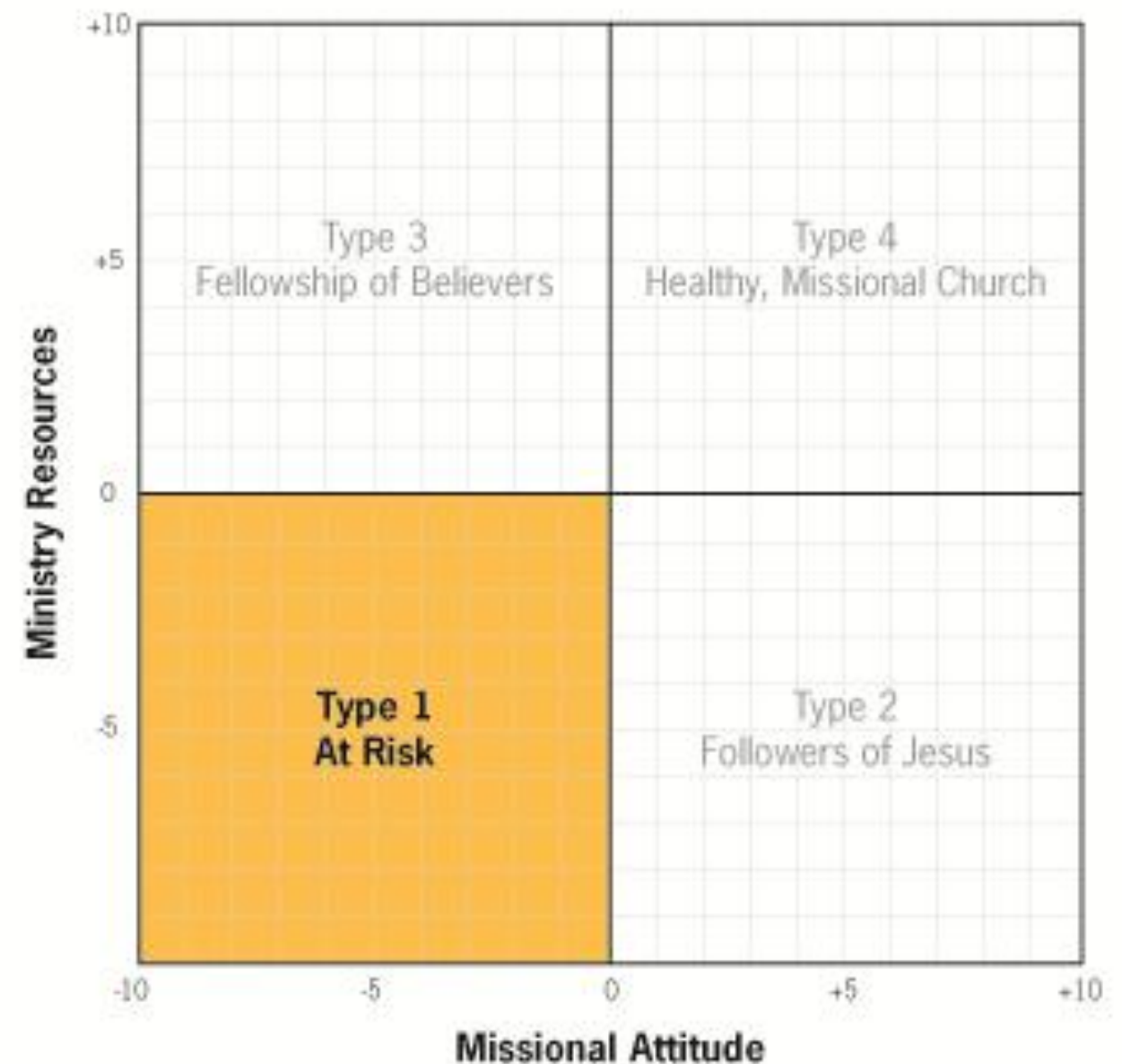
Membership Reflective of Neighborhood

Does the congregation
reflect the community?



Type 1 - At Risk

- Survival mode
- Little or no resources
- Not well connected to community
- Little evangelical mission
- Low missional attitude



Type 1 - At Risk

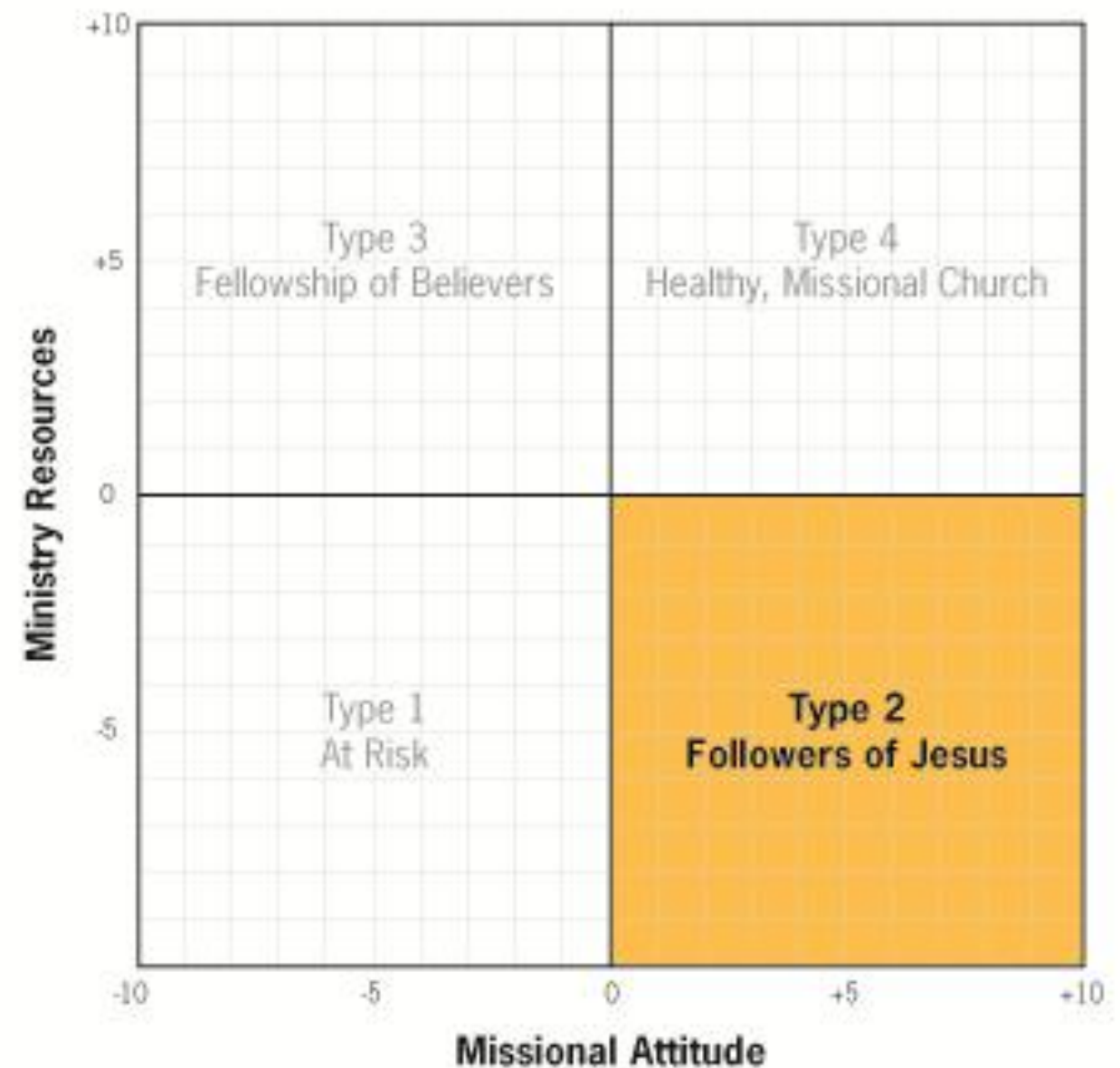
Course of Action/
Available Resources:

- Intervention
- Conversation about concern for future of the congregation.
- Discuss possibilities of merger, closure or restart, etc.



Type 2 - Followers of Jesus

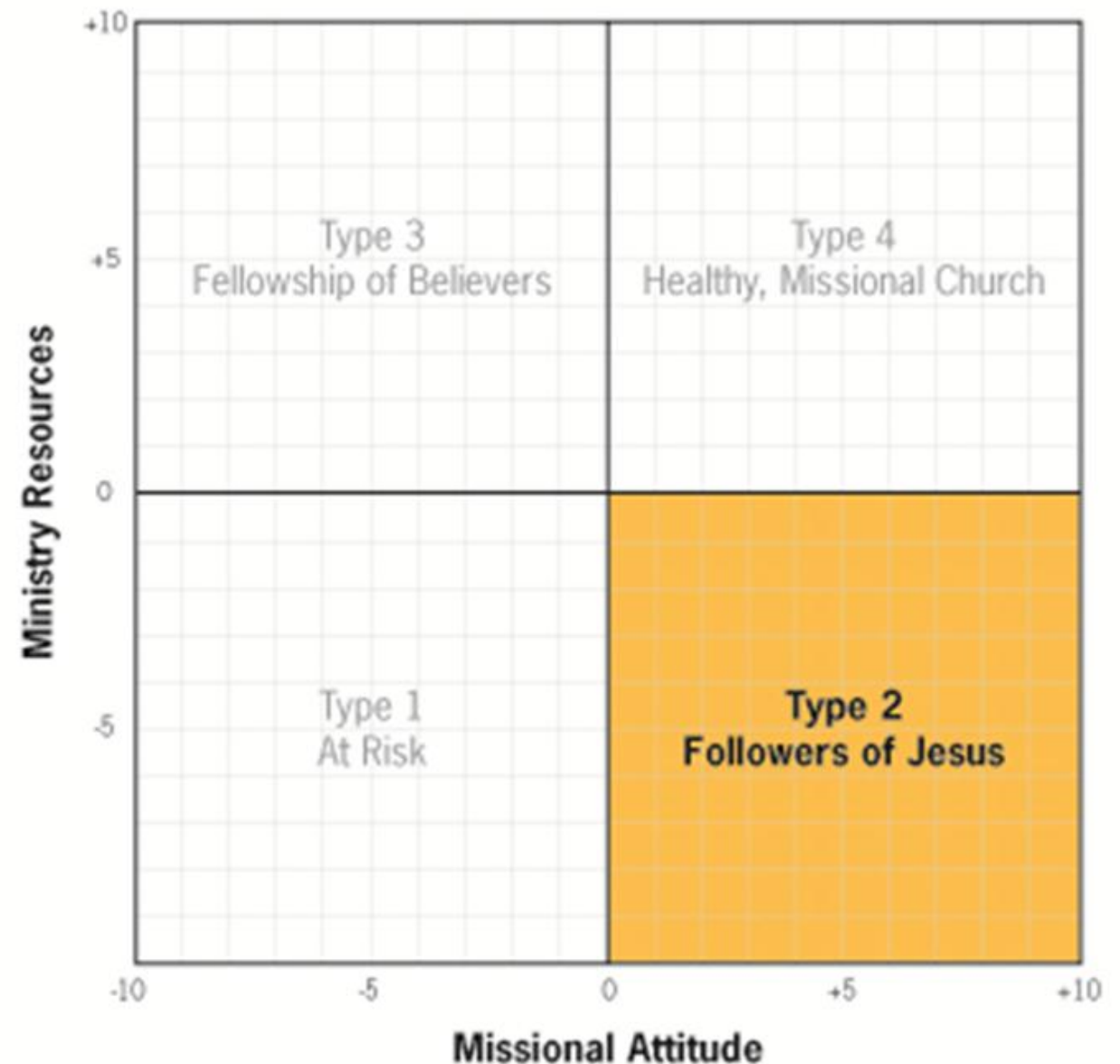
- Resources poor
- Understand the need for outreach
- Missional attitude present



Type 2 - Followers of Jesus

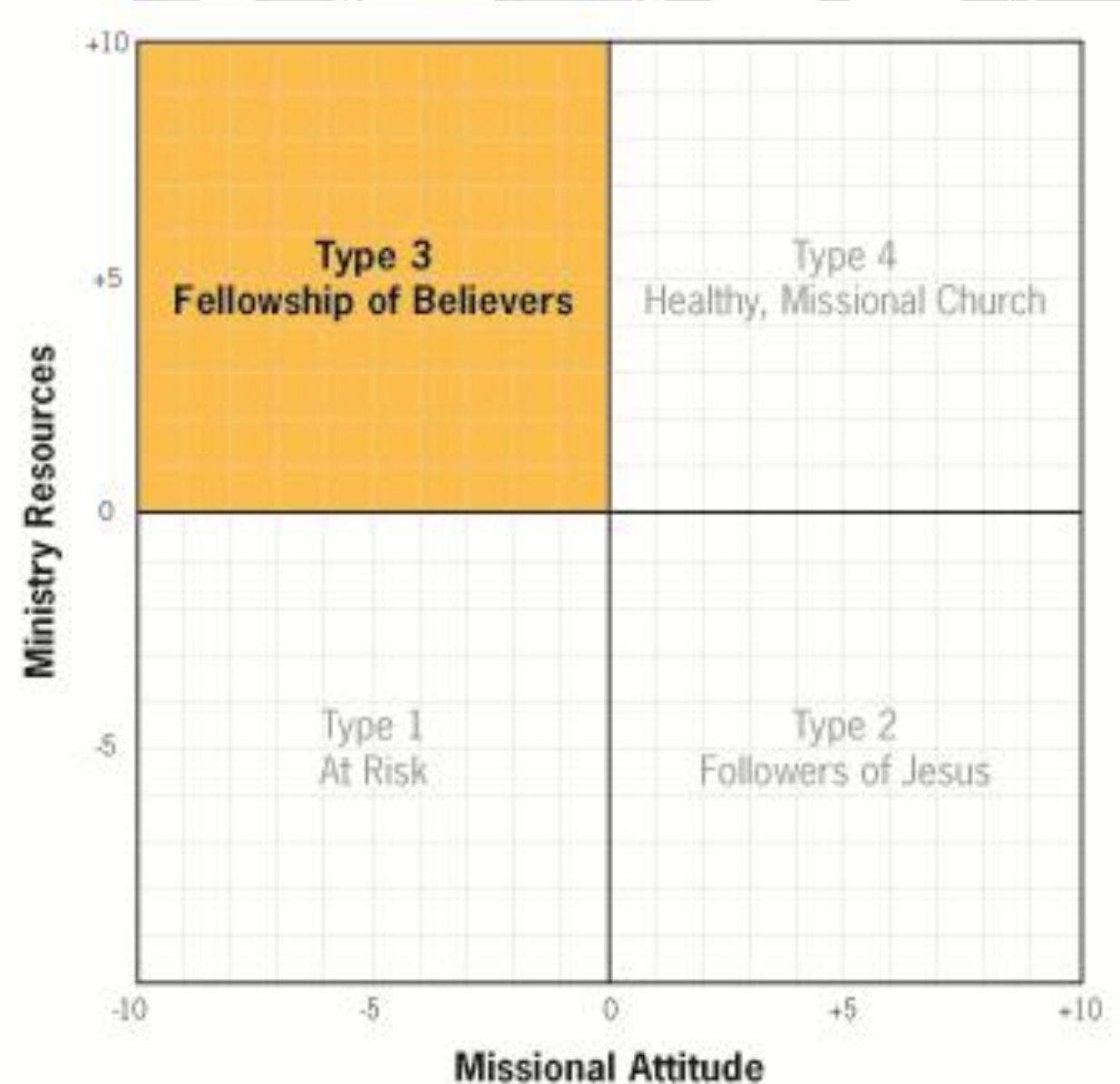
Course of Action/
Available Resources:

- Create an ongoing and active stewardship ministry.
- Develop mission partnerships with Type 3 or 4 congregations.



Type 3 - Fellowship of Believers

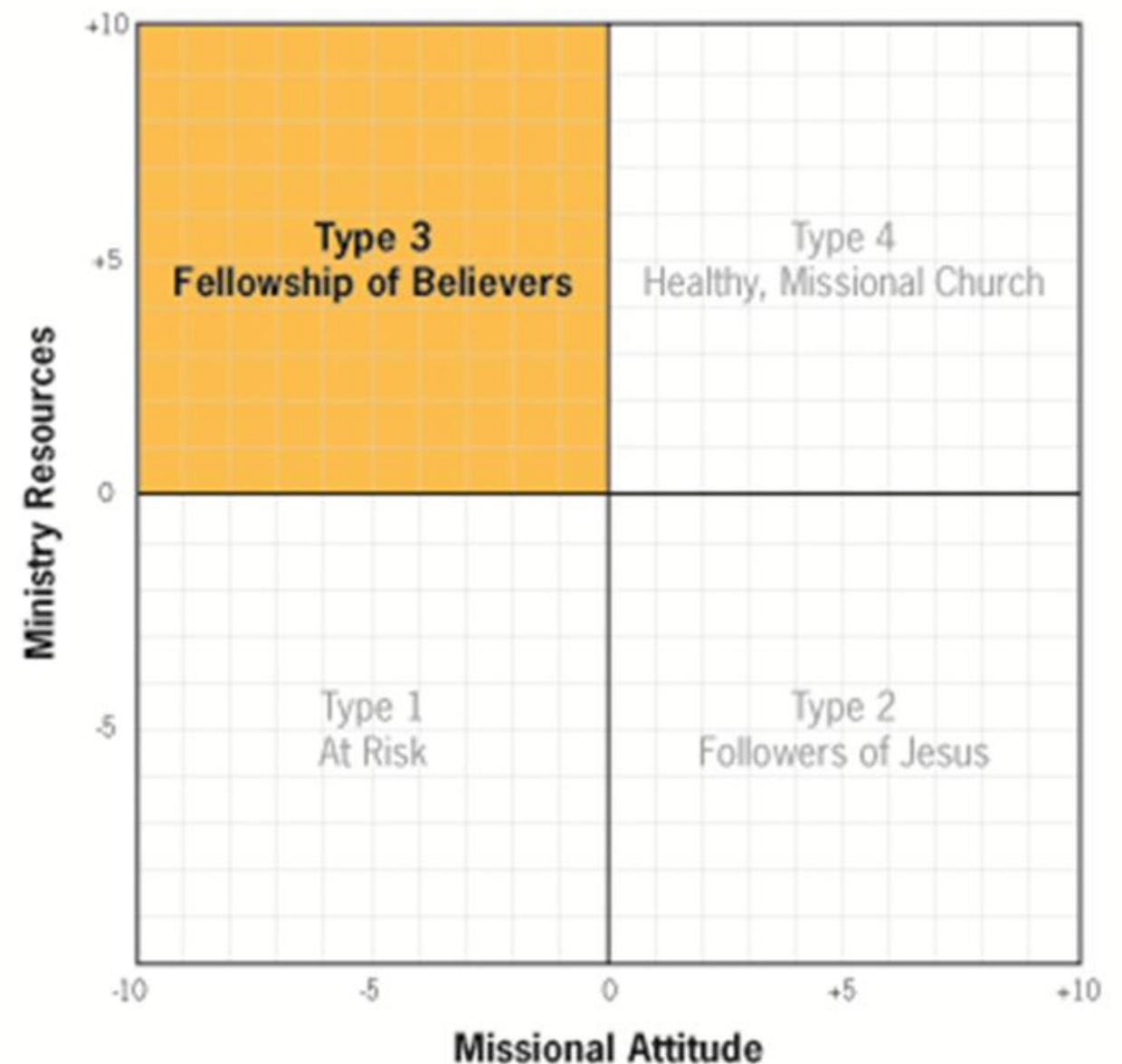
- Resources present for ministry
- “Money in the bank”
- A Family
- Maintenance



Type 3 - Fellowship of Believers

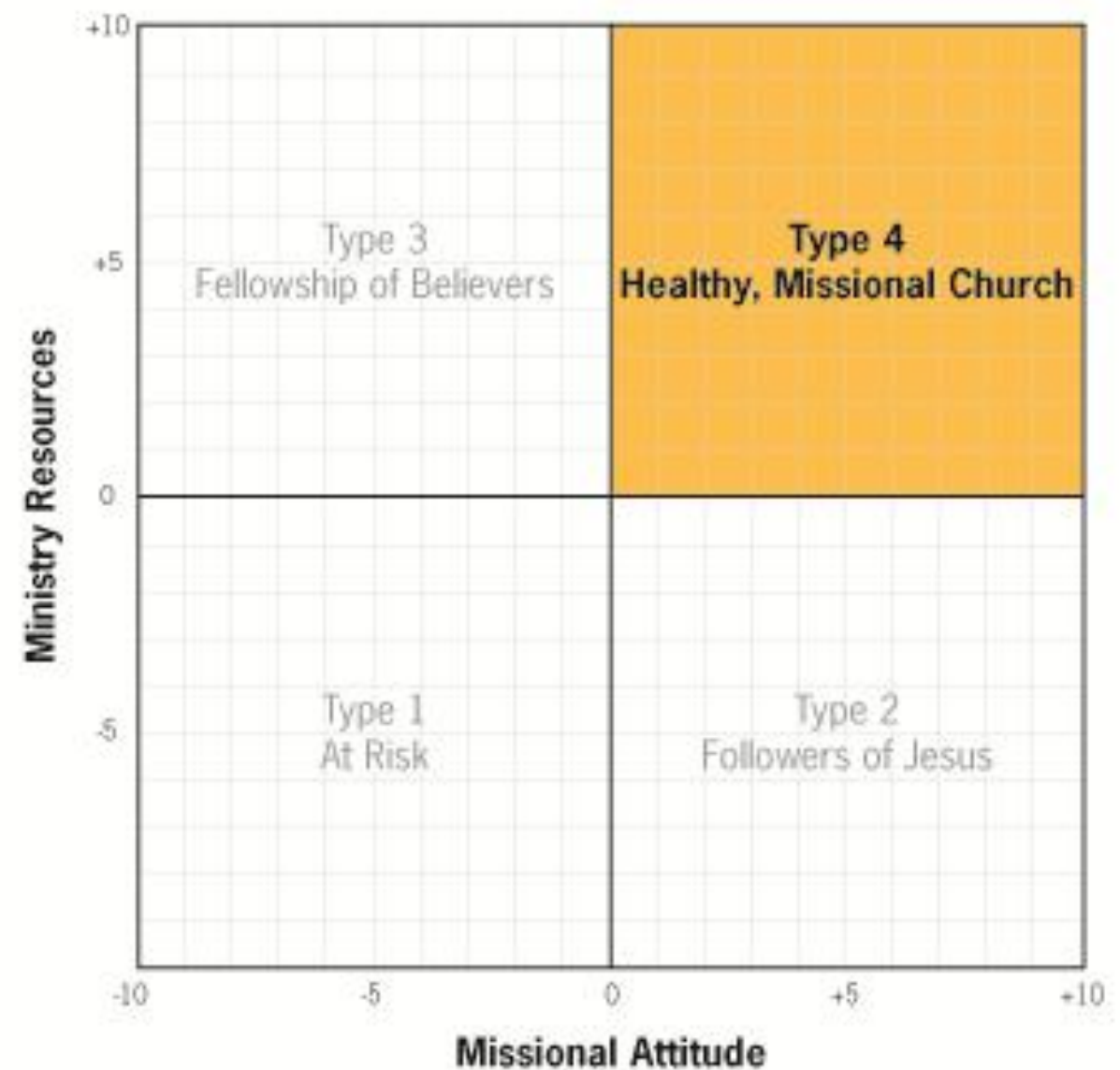
Course of Action/
Available Resources:

- Encourage Transformational Ministry process,
- Training in discipleship, evangelism and spiritual formation.



Type 4 – Healthy, Missional Church

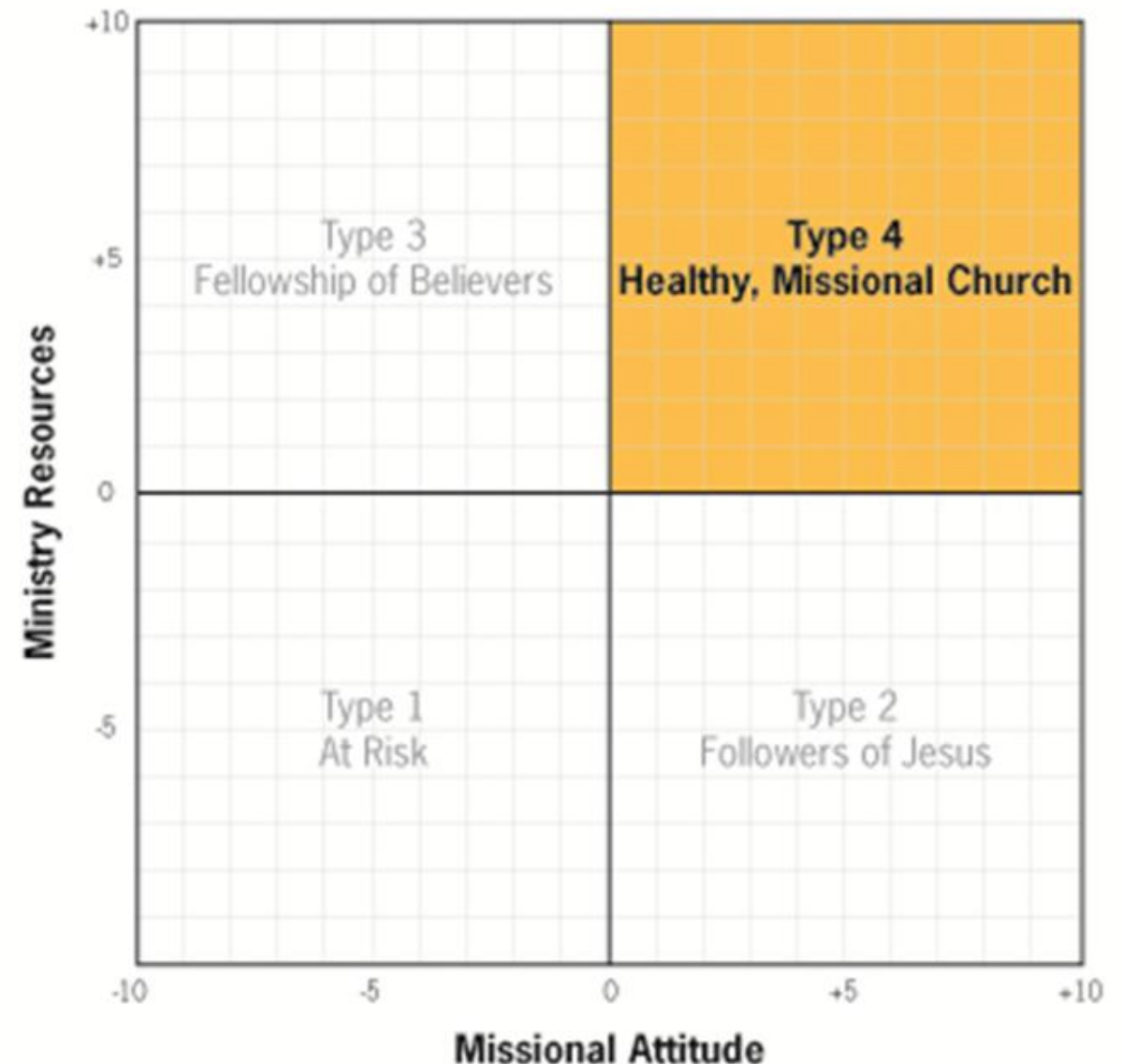
- Have resources for mission and sharing
- Teach generosity
- Share generously beyond the congregation
- Culture of mission
- Attentiveness to spiritual growth
- Spirit led



Type 4 – Healthy, Missional Church

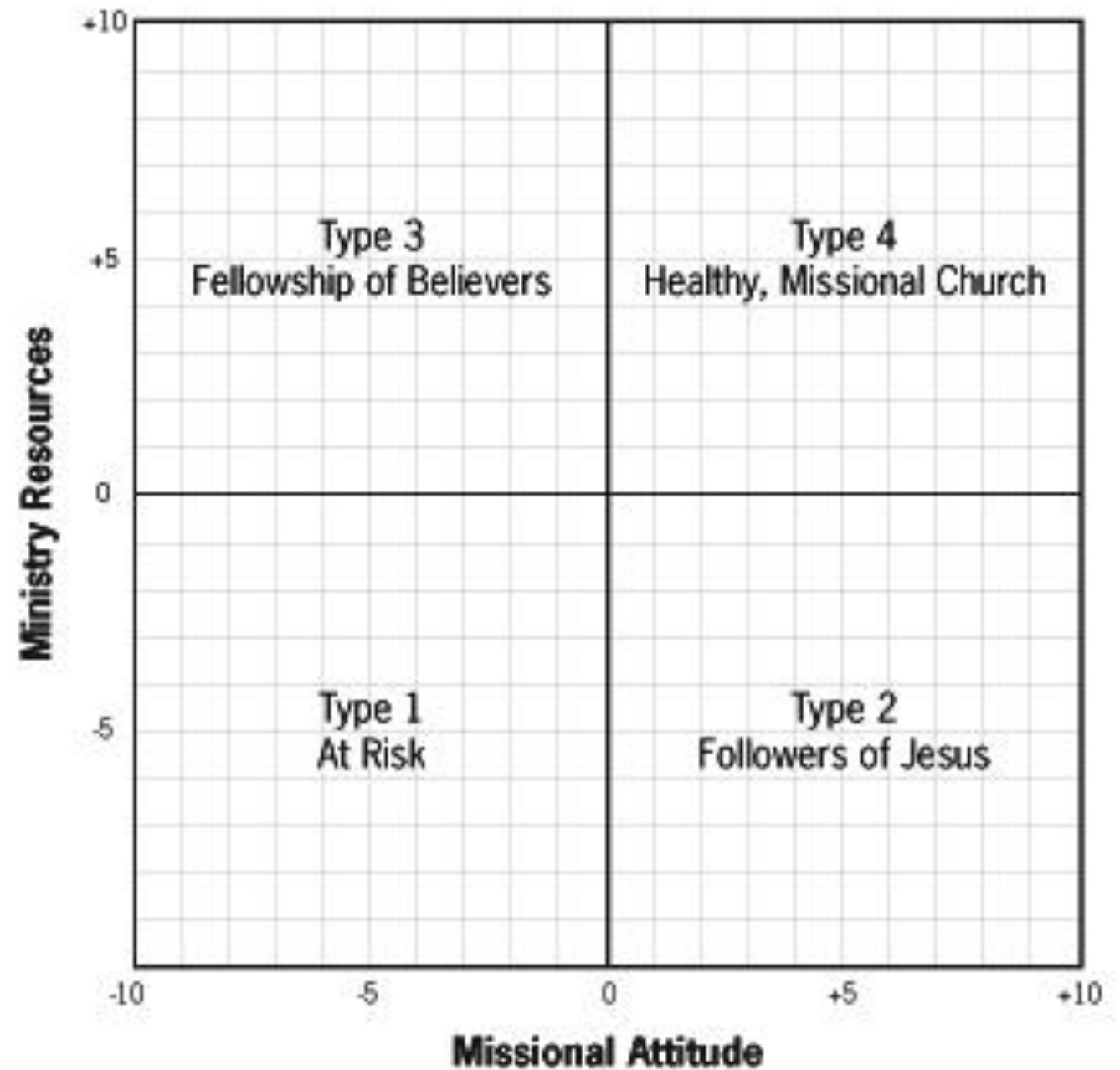
Course of Action/ Available Resources:

- 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.



Congregational Assessment Matrix

Subtract the total number of minus signs (-) from the total number of plus signs (+) to calculate the Summary numbers for Ministry Resources and Missional Attitude and plot on Matrix.



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