



CONGREGATIONAL ASSESSMENT TOOL

An assessment to help your church discover next
steps in revitalization.

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Lord, You're worthy of all the glory
And all the honor and all the praise
It makes me wanna shout
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When I Think About the Lord

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Provided by Center for Church Renewal
616-494-6050 | churchrenew.org

CONGREGATIONAL ASSESSMENT QUESTIONNAIRE

Directions: Circle the number for each category that is most true of the three statements

Growth/Decline

1. Over the past ten years our worship attendance has decreased by 25% or more
2. Over the past ten years our worship attendance has held steady
3. Over the past ten years our worship attendance has grown more than 15%

Membership Demographics

1. The largest age group in our church is 60+
2. The largest age group in our church is in the 45-60 range
3. The largest age group in our church is less than 45

Vision-Driven

1. Our congregation has strong disagreements about what we should be doing as a church
2. Our congregation has a vision statement but it doesn't significantly shape what we do
3. Our congregation has a clear, shared and compelling vision that shapes what we do day by day

Gospel Preaching

1. The full and complete Gospel message that calls people to faith in Jesus Christ is rarely mentioned in sermons
2. Often, but not always, the hope of salvation through faith in Jesus Christ is highlighted in sermons
3. Every week the hope-filled Gospel message is preached and people are invited into a life with Christ

Disciple-making

1. Our congregation does not actively invest in making more and better disciples
2. Our congregation invests in making more and better disciples but lacks a clear plan for doing so
3. Our congregation has a clear discipleship plan that is effectively making more and better disciples

Assimilation

1. Our congregation rarely welcomes people into fellowship from outside our denomination
2. Our congregation occasionally welcomes people from outside our denomination
3. Our congregation regularly adds people who have come from outside our denomination

Length of Membership

1. The average length of membership in our congregation is 25 or more years
2. The average length of membership in our congregation is 15-25 years
3. The average length of membership in our congregation is less than 15 years

Zealousness

1. The general consensus in our congregation is that we are burned-out and have little energy left
2. We have a few deeply invested members but are struggling to raise up new volunteers/leaders
3. We have many people eager to serve the continuously expanding ministry of our congregation

Evangelism (disconnected from faith and faith family who become connected to faith and faith family)

1. In the past ten years we have had almost no one come through evangelism
2. In the past ten years we have averaged 3-5 persons coming through evangelism each year
3. In the past ten year we have averaged 5 or more persons coming through evangelism each year

Worship Attendance

1. Our present worship attendance is fewer than 60 on a Sunday morning
2. Our present worship attendance is 60-150 on a Sunday morning
3. Our present attendance exceeds 150 on a Sunday morning

Age of Congregation

1. Our congregational history is 75 or more years
2. Our congregational history is 25-75 years
3. Our congregation history is less than 25 years

Children

1. Less than 10% of our congregation are 18 years or younger
2. 10-25% of our congregation are 18 years or younger
3. 25% or more of our congregation are 18 years or younger

Reflecting Our Neighborhood

1. Our congregation has little socio-economic & ethnic resemblance to our neighborhood
2. Our congregation has some socio-economic & ethnic resemblance to our neighborhood
3. Our congregation has strong socio-economic & ethnic resemblance to our neighborhood

Program Orientation

1. The programs of our church are built for members so non-members rarely attend
2. The programs of our church are hospitable to non-members but non-members comprise fewer than 10%
3. The programs of our church focus on welcoming non-members who, routinely, exceed 10% of participants

Community Connections

1. Our congregation is mostly insular living life within the walls of our church
2. Our congregation has a couple toe-holds in the community that help us move beyond our walls
3. Our congregation is a vibrant presence in our community loving and serving our neighbors in multiple ways

Finances

1. Our weekly offerings do not meet the needs of our operational expenses
2. Our weekly offerings meet the needs of our operational expenses
3. Our weekly offerings exceed our operational expenses

Capacity to Change

1. Our congregation resists change and generally prefers that things remain the same
2. Our congregation cautiously accepts change when a good case can be made for that change

3. Our congregation eagerly embraces change in pursuit of greater missional impact

Healthy Relationships

1. Our congregation has unhealthy relationships between members and/or the staff
2. Our congregation has healthy relationships between members and/or staff with a few relational struggles
3. Our congregation is experiencing healthy and positive relationships between members and/or the staff

Facility Use

1. Our facilities are rarely used beyond Sunday gatherings
2. A few times a week our facilities are used with at least a couple for community-oriented events
3. Our facilities are regularly used during the week, they especially serve the community

Future Orientation

1. Our congregation thinks the best of our congregational life is behind us
2. Our congregation is focused on the present moment...neither looking back nor forwards
3. Our congregation believes the best is still to come and is constantly working towards the future

Quality of Ministry

1. Most of ministry is done relatively poorly and without much passion
2. Most of our ministry is done adequately
3. Most of our ministry is done excellently and with a great deal of passion

Participation

1. Most of our programs have fewer participants than they've had previously
2. Most of our programs have about the same number of participants as they've always had
3. Most of our programs have more participants than they used to have

New Ministries

1. We rarely reexamine existing ministries to measure ministry effectiveness
2. We occasionally reexamined existing ministries and make minor adjustments to improve ministry effectiveness
3. We regularly reexamined ministries and adjust, add or subtract to embrace opportunities in a changing world

Relationships with Believers

1. Few of our members are in an intentional relationship with other Christians for spiritual growth
2. Some of our members are in an intentional relationship with other Christians for spiritual growth
3. Most of our members are in an intentional relationship with other Christians for spiritual growth

Relationships with Unbelievers

1. Few of our members are in an intentional relationship with someone not active in the Christian faith
2. Some of our members are in an intentional relationship with someone not active in the Christian faith
3. Most of our members are in an intentional relationship with someone not active in the Christian faith

Worship Services

1. Worship services feel uninspired and attract few visitors

2. Worship services are of acceptable quality and attract some visitors
3. Worship services are inspirational and attract many visitors

Completion Conversations

1. Members of the congregation regularly discuss whether we should close
2. Occasionally someone mentions that if we don't change we'll eventually have to close
3. Closing is the furthest thing from the minds of our congregation

Missional Investments

1. Less than ten percent of our budget is invested in community outreach
2. Ten to twenty percent of our budget is invested in community outreach
3. More than twenty percent of our budget is invested in community outreach

Gift Utilization

1. A small percentage of our congregation is serving in the areas of their passion and giftedness
2. Many in our congregation are serving in the areas of their passion and giftedness
3. The majority of our congregation are serving in the areas of their passion and giftedness

Ministry Ownership

1. The majority of the work in the church is being done by a minority of our members
2. The work of the church is somewhat evenly distributed among members
3. Nearly every person in our church is "all-in" offering their time, treasures and talents for Christ's work

Facility Care

1. Our facilities are in ill-repair and we lack sufficient funds to upgrade them
2. Our facilities are a bit threadbare but we are working on upgrades and have resources to do so
3. Our facilities are in excellent shape

Accessibility

1. Our facilities are not easily accessible for those with ambulatory challenges or hearing concerns
2. Our facilities have some accessibility but they are dated and hard to fully convert
3. Our facilities are fully accessible to persons with physical challenges

Leadership Culture

1. We have a weak leadership culture...few are willing to lead and permission is often withheld
2. Our leaders have average leadership skills but they often lack clarity and passion
3. We have strong godly leaders inspiring people into a deeper life in Christ and members quickly follow

Planning Process

1. We do not have a planning process leading to next step investments towards agreed upon goals
2. We occasional invest in planning for the future but this is sporadic and poorly managed
3. We have a clear process to establish annual goals with clear measurements of success.

Functional Structures

1. Our ministry mobilization methods (including structures) are cumbersome and outdated
2. Our ministry mobilization methods (including structures) are functional but do not foster future thinking
3. Our ministry mobilization methods (including structures) propel us into a God-preferred mission-focused future

SUMMARY CALCULATOR

Step 1: Add together the response from all 35 questions for the final score of _____

35-53 = Great concern for the future

54-87 = Good hope for the future but fresh renewal investments must be made

88-105 = Great vitality so live deeply into what you're doing

Step 2: Total "1's" circled ____ Total "2's" circled ____ Total "3's" circled _____

1 = If "1" is most often circled begin with a conversation about completing & blessing

2 = If "2" is most often circled begin with a conversation about renewing & reinvesting

3 = If "3" is most often circled begin with a conversation about continuing & expanding

Step 3: Circle the top three areas of concern from the list of 35 questions noted in this survey. Discuss these concerns among your leadership team to discover your next areas of investment.

"Next Steps" coaching is available through the Center for Church Renewal

Contact us at keithd@churchrenew.org or call us at 616-566-4413