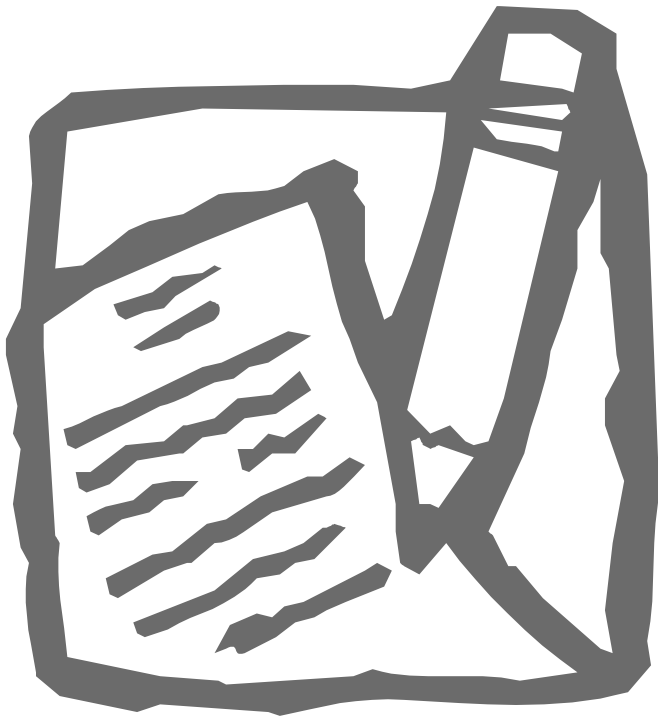
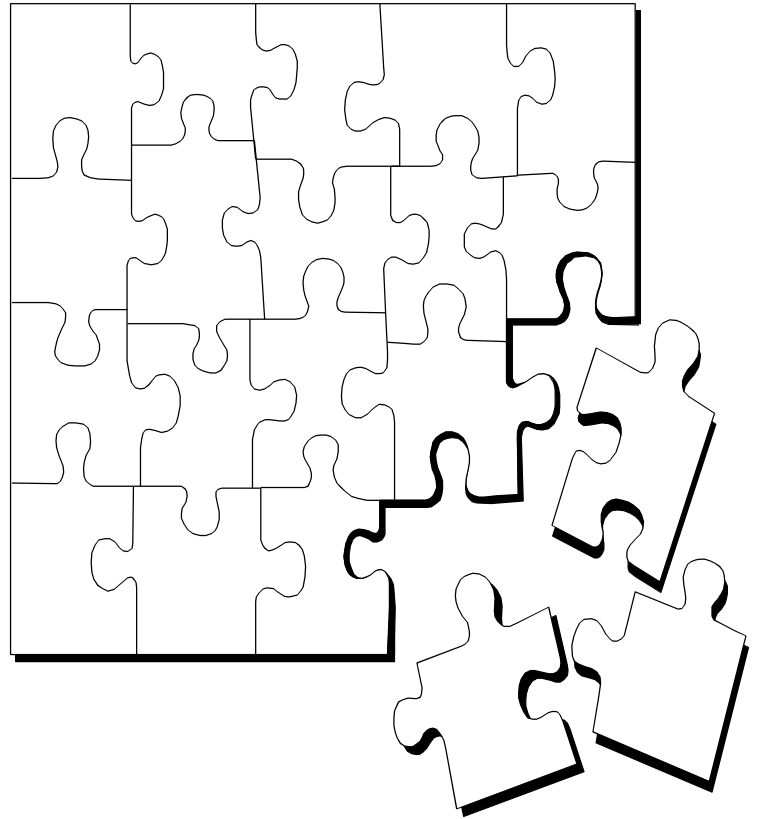


CHURCH ASSESSMENT TOOL

Why take time for a church assessment? Because churches, like people, need an occasional check-up. A picture of how things are now can be of help to church leaders in solving the puzzle of what direction they should take in the future.

To answer the questions will take 30 - 40 minutes. We need every part of the church to respond in order to get a clear picture. If you are a less active participant you may think, "My responses don't matter." Your responses are particularly important. If you are an "every-time-the-door-is-open" person, you may think, "They already know where I stand." Perhaps they do. The computer organizing the answers does not.



The answers will be handled anonymously. No one will see your responses who knows they are yours.

So please return the completed assessment at your earliest convenience. If your church leaders designed additional questions unique to your situation, they are included.

Thanks!

I. YOUR PERSONAL VIEWS AND BELIEFS

In this section of the assessment, we are interested in your views and beliefs in a variety of areas. You will find statements about how you see things in your church community and statements about your spiritual beliefs. Other items deal with the work of your Pastor. Still others seek your views about Christian education.

In each case, YOUR impressions, feelings, and opinions are important for church planning. In some cases, you may feel that your opinions are not well informed. Please go ahead and give your impression as it is now, even though you realize it could change by talking with others. Use the "Don't Know" response only in those rare cases where you have no impression at all.

For those statements that begin, "Our Pastor...", think of the head of staff. A summary of these items will be given only to your Pastor to use in planning future growth and development.

In the blank by each of the following statements, write the number from the following scale which best expresses your view:

| | | | | | | |
|----------------------|----------|---------------------|------------------|----------|-------------------|---------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Strongly Disagree | Disagree | Tend to Disagree | Tend to Agree | Agree | Strongly Agree | Don't Know |

- _____ 1. My spiritual experiences often impact the way I look at life.
- _____ 2. Our Pastor presides over worship with care, engaging the people in a meaningful way.
- _____ 3. There is a disturbing amount of conflict in our congregation.
- _____ 4. Our members understand that they have a spiritual responsibility for life-long learning and formation.
- _____ 5. My spirituality is really the basis of my whole approach to life.
- _____ 6. It seems to me that we are just going through the motions of church activity. There isn't much excitement about it among our members.
- _____ 7. Problems between groups in this congregation are usually resolved through mutual effort.
- _____ 8. Our members welcome changes in worship.
- _____ 9. I experience the presence of God in my life.
- _____ 10. The whole spirit in our congregation makes people want to get as involved as possible.
- _____ 11. When conversing with a person, our Pastor listens for feelings, as well as words, and treats feelings as important.
- _____ 12. Our church welcomes and is enriched by persons from many different walks of life.

| | | | | | | |
|----------------------|----------|---------------------|------------------|-------|-------------------|---------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Strongly Disagree | Disagree | Tend to Disagree | Tend to Agree | Agree | Strongly Agree | Don't Know |

- ___ 13. The leaders of our church show a genuine concern to know what people are thinking when decisions need to be made.
- ___ 14. Among most of our members there is a healthy tolerance of differing opinions and beliefs.
- ___ 15. Our church provides opportunities for education and formation in a variety of ways so that I can find one that fits my complex lifestyle.
- ___ 16. Our church tends to stay very close to established ways of doing things.
- ___ 17. Our church does a good job helping each member understand that he or she is called to ministry.
- ___ 18. Our Pastor has ensured the development of a plan to care for members with special needs.
- ___ 19. Being part of this church community has given new meaning to my life.
- ___ 20. Our Pastor articulates a clear vision for our church and keeps it before the people in a compelling way.
- ___ 21. Our church provides high quality education that is appropriate to every age and stage of life.
- ___ 22. Our church prepares our members for ministry by helping them discern their gifts.
- ___ 23. The same small group of people seems to make most of the important decisions in our church.
- ___ 24. Converting persons to Christ must be the first step in creating a better society.
- ___ 25. Our Pastor makes things happen.
- ___ 26. A friendly atmosphere prevails among the members of our church.
- ___ 27. Our Pastor helps us accomplish our mission by bringing out the best in everyone.
- ___ 28. We are willing to adapt our worship to the needs and circumstances of the people we want to reach in our local community.
- ___ 29. In preaching, our Pastor engages people with a message that enriches their lives in the world.
- ___ 30. Our congregation is committed to abide by the unchanging, historic faith as handed down through the centuries.
- ___ 31. Scripture is the literal Word of God without error, not only in matters of faith, but also in historical, geographical, and other secular matters.
- ___ 32. Our church changes its program from time to time to meet the changing needs of members.

| | | | | | | |
|----------------------|----------|---------------------|------------------|-------|-------------------|---------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Strongly Disagree | Disagree | Tend to Disagree | Tend to Agree | Agree | Strongly Agree | Don't Know |

- ___ 33. I sense an atmosphere of genuine care and concern among our members in time of personal need.
- ___ 34. In important decisions in our church, adequate opportunity for consideration of different approaches is usually provided.
- ___ 35. In our congregation the laity work with the Pastor in planning and leading worship services.
- ___ 36. There is frequently a small group of members that opposes what the majority want to do.
- ___ 37. I work to connect my faith to all the other aspects of my life.
- ___ 38. Members in our church have been prepared to welcome guests personally in worship services.
- ___ 39. Our Pastor preaches with integrity.
- ___ 40. The music at our church is outstanding in quality and appropriate in style to our congregation.
- ___ 41. On the whole, I am satisfied with how things are in our congregation.
- ___ 42. Persons who serve as leaders in our church are representative of the membership.
- ___ 43. Our church provides opportunities for members to engage in active ministry within the church and to the world.
- ___ 44. Although my faith is important to me, I feel there are other things more pressing in my life right now.
- ___ 45. The main purpose of Christian education is to help people know what is in the Bible.
- ___ 46. The worship services at our church are exceptional in both quality and spiritual content.
- ___ 47. Our Pastor communicates with people in a way that keeps us informed and connected.
- ___ 48. Our church does a good job supporting persons in ministry by reminding them that they are making a difference.
- ___ 49. Our Pastor is present in times of crisis.

II. PRIORITIES AMONG GOALS

In this section of the assessment possible goals are listed for your church in the coming year. The leaders of the church are interested in knowing where you believe *additional* energy needs to be applied to expand or improve our ministries. If you believe that some ministries require *additional* energy because they are important and need to be expanded or improved, then you would give these a higher score. If you believe that other ministries require little or no *additional* energy because they are already being performed at an appropriate level of quality, then you would give these a lower score. Using the scale below respond to the questions that follow:

| 1 | 2 | 3 | 4 | 5 | 6 |
|----------------------|--------------------------|----------------------------|-------------------------------|------------------------|------------|
| No additional energy | Little additional energy | Moderate additional energy | Substantial additional energy | High additional energy | Don't know |

- _____ 50. Deepen our sense of connection to God and one another through stronger worship services.
- _____ 51. Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc).
- _____ 52. Develop the spiritual generosity of the people to support financially the ministry of the church.
- _____ 53. Enlarge or improve the physical facilities of the church to expand or enhance our ministries.
- _____ 54. Strengthen the process by which members are called and equipped for ministry and leadership.
- _____ 55. Strengthen the pastoral response of the church in serving people with special needs.
- _____ 56. Change or improve the music of the church to deepen our worship experience.
- _____ 57. Make necessary changes to attract families with children and youth to our church.
- _____ 58. Provide more opportunities for Christian education and spiritual formation at every age and stage of life.
- _____ 59. Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
- _____ 60. Expand the international mission of the church with both financial resources and personal involvement.
- _____ 61. Adapt the opportunities provided by the church making them more accessible given the pace and schedule of my life. (i.e. online education, early morning classes, lunch discussions)
- _____ 62. Work as an advocate for social and institutional change so that society might better reflect the values of the kingdom of God.
- _____ 63. Strengthen the management and support of persons in various ministries so that they are able to do what they do best in work that is meaningful and celebrated.
- _____ 64. Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.
- _____ 65. Develop ministries that work toward healing those broken by life circumstances.
- _____ 66. Expand outreach ministries that provide direct services to those living on the margins of society. (i.e. homeless, immigrant, transient persons)

III. PARTICIPATION IN CHURCH LIFE

The following section of the assessment will give a picture of your participation in the church. In the blank by each of the following statements, write the number from the scale below the question that is most accurate:

_____ 67. On the average, about how many times did you attend regularly scheduled church worship during the past 12 months?

| | | | | | | |
|----------|----------------------|----------------------------|-----------------------------|-----------------------------|-----------------------------|---------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| None | About 1 - 4 Times | About 1 Time a Month | About 2 Times a Month | About 3 Times a Month | All But About 4 Weeks | Every Week |

_____ 68. Whether in this church or a former one, how does your present attendance in the preceding item compare with three years ago?

| | | | | | | |
|--|--------------------------|------------------|-------------------|------------------|-----------------------------------|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| About a Third as Much or Less | About Half as Much | Somewhat Less | About the Same | Somewhat More | About Twice As Often Now | Three Times as Often Now or More |

_____ 69. Please indicate the degree of your participation during the past year in church activities other than worship such as choir, education, study group, committee or Board, service or recreation group, etc. Count the total of all such activities.

- | | |
|---|---|
| 1. I did not attend any of these activities. | 5. I attended about 1 time a week. |
| 2. I attended about 1 time every other month. | 6. I attended about 2 times a week. |
| 3. I attended about 1 time each month. | 7. I attended more than 2 times a week. |
| 4. I attended about 2 or 3 times a month. | |

_____ 70. In relation to the activities of the preceding question, please indicate your agreement/disagreement with the statement, "On the whole, participation in church activities is very meaningful to me."

| | | | | | | |
|----------------------|----------|---------------------|------------------|----------|-------------------|---------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Strongly Disagree | Disagree | Tend to Disagree | Tend to Agree | Agree | Strongly Agree | Don't Know |

_____ 71. How often do you find time for your own individual spiritual growth?

| | | | | | | |
|-----------------|----------------------------|----------------------------|-----------------------------|-------------------------------|-----------------------------|-----------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Almost Never | About Every Other Month | About 1 Time a Month | About 2 Times a Month | About 1 Time Every Week | About Every Other Day | Regularly Each Day |

_____ 72. How long have you been attending this church?

| | | | | | | |
|-----------------------|----------------|----------------|-----------------|------------------|------------------|------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Less Than One Year | 1 - 2 Years | 3 - 4 Years | 5 - 10 Years | 11 - 15 Years | 16 - 20 Years | Over 20 Years |

_____ 73. Approximately how much do you contribute INDIVIDUALLY to your church per year? If you are married and you and your spouse contribute jointly, use the number beside one-half of that annual contribution.

- | | |
|--|---|
| 1. Under \$104 (less than \$2 per week) | 5. \$1041 - \$2600 (\$20 - \$50 per week) |
| 2. \$104 - \$208 (\$2 - \$4 per week) | 6. \$2601 - \$3900 (\$50 - \$75 per week) |
| 3. \$209 - \$520 (\$4 - \$10 per week) | 7. \$3901 - \$10400 (\$75 - \$200 per week) |
| 4. \$521 - \$1040 (\$10 - \$20 per week) | 8. \$10401+ (more than \$200 per week) |

IV . INDIVIDUAL DATA

The following six questions ask for information about you as an individual. Answers are important to provide a profile of the church's membership and to see if different groups tend to answer other questions differently. Write the number in the blank that is most accurate.

_____ 74. What is your gender? 1. Female 2. Male

_____ 75. What is your ethnic background?

- | | | | | | |
|-------|-----------|--------|--------|-------|-------|
| 1 | 2 | 3 | 4 | 5 | 6 |
| Black | Caucasian | Native | Latino | Asian | Other |

_____ 76. What is your age range?

- | | | | | | | |
|----------|---------|---------|---------|---------|---------|-------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Below 19 | 19 - 24 | 25 - 34 | 35 - 44 | 45 - 54 | 55 - 64 | 65 or older |

_____ 77. What is your highest level of education?

- | | | | | | | |
|--------------------------|---------------------|-------------------------|---|---------------------|-------------------------------|--------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Less Than High School | Some High School | High School Graduate | Some College or Vocational Training | College Graduate | Some Post Graduate Work | Graduate Degree |

_____ 78. About how far is your residence from the church building?

- | | | | | | | |
|---------------------|-----------------|----------------|----------------|----------------|------------------|------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 4 Blocks or Less | 5 - 8 Blocks | 1 - 2 Miles | 3 - 4 Miles | 5 - 9 Miles | 10 - 15 Miles | Over 15 Miles |

V. HOUSEHOLD DATA

If you live alone, or if you are the only member of your household completing the assessment, please complete the following items. If two or more members of the household complete the assessment, only ONE of you should respond to this part. Remember that responses are confidential. In each case “household” means persons living at your address who you consider to be in a family relationship. Include college students if their legal residence continues to be at your household.

Please use the scale below to answer the questions that follow:

| | | | | | | |
|----------|----------|----------|----------|----------|----------|-------------|
| 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| None | One | Two | Three | Four | Five | Six or More |

- ____ 79. How many persons are in your household? Please include yourself in the count.
- ____ 80. How many children age 0 - 5 are in your household?
- ____ 81. How many children age 6 - 12 are in your household?
- ____ 82. How many youth age 13 - 18 are in your household? Include yourself if you are in this age group.
- ____ 83. How many young adults age 19 - 24 are in your household? Include yourself if you are in this age group.
- ____ 84. How many adults age 25 or older are in your household? Again, include yourself, if you are in this group.
- ____ 85. What is your household annual income range? If there is more than one wage earner or income from other sources, add all such sources for an approximate total. If you do not know the income range, enter your best estimate.
 - 1. Below \$20,000
 - 2. \$20,000 – \$34,999
 - 3. \$35,000 – \$49,999
 - 4. \$50,000 – \$69,999
 - 5. \$ 70,000 – \$ 99,999
 - 6. \$100,000 – \$149,999
 - 7. \$150,000 -- \$299,999
 - 8. \$300,000 or more

IF YOUR CHURCH ADDED QUESTIONS, PLEASE RESPOND TO THEM NOW.

THANKS AGAIN FOR YOUR HELP!

Please fold your Church Assessment Tool(s), place it in the envelope provided, seal, and return promptly to the church.

Bring it with you, mail, or call the number in your cover letter to have someone pick it up.