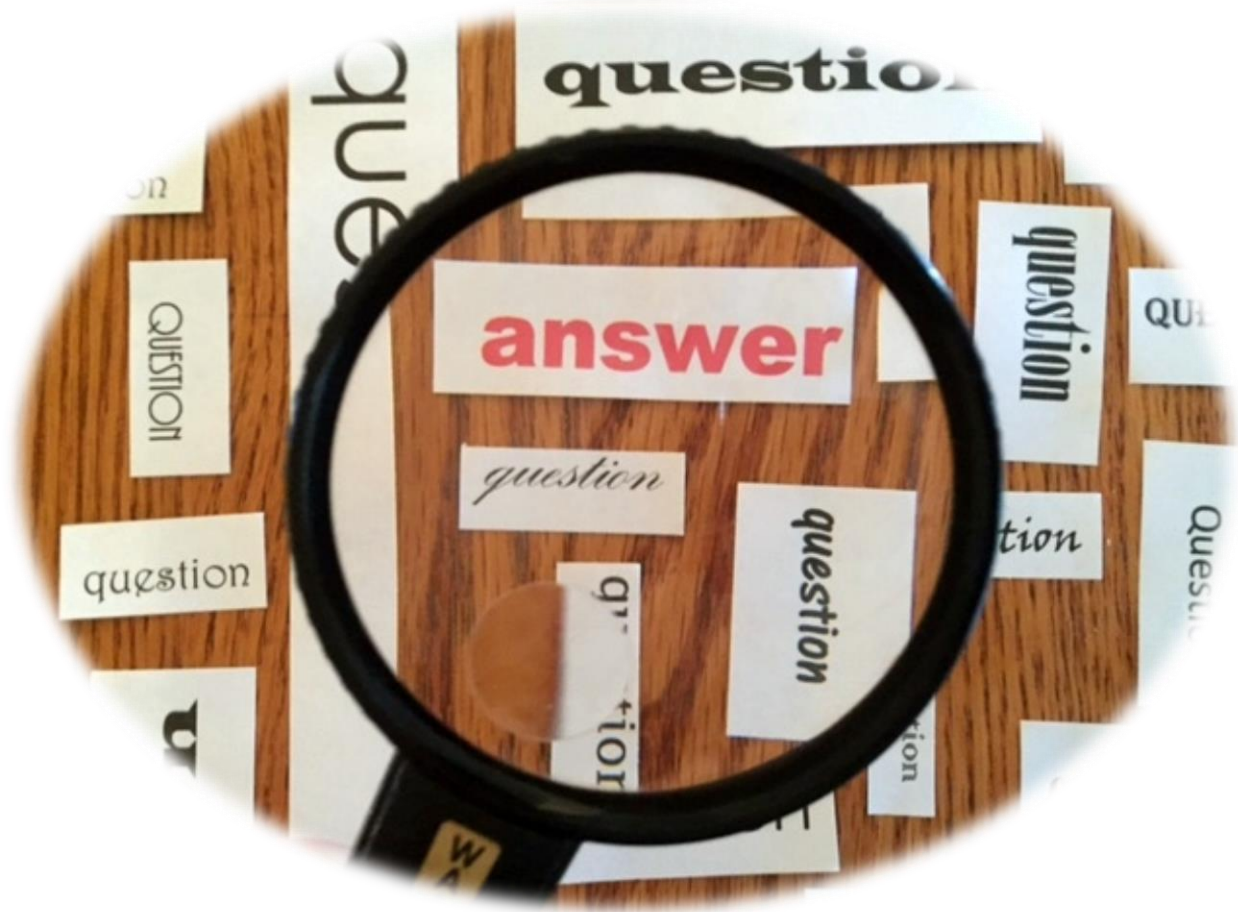


CHURCH SYSTEMS EVALUATION TOOL

For use with the
Increasing Church Capacity Guidebook



Dr. Steve Smith



For a complete overview of the 18 systems and how they relate and interconnect, please read

Increasing Church Capacity Primer: Learn to Think in Systems by Dr. Steve Smith.

It will help you in preparation for using the evaluation questions if you rate the eighteen systems on a scale of 1-5 (1 being unhealthy and 5 being highly productive) according to your personal viewpoint about how well each system is functioning in your church. After you finish each set of evaluation questions, fill in your church's actual score and compare your answer to what you discovered.

Vision	1	2	3	4	5	Actual Score _____
Leadership	1	2	3	4	5	Actual Score _____
Decision Making	1	2	3	4	5	Actual Score _____
Evangelizing	1	2	3	4	5	Actual Score _____
Discipling	1	2	3	4	5	Actual Score _____
Gathering	1	2	3	4	5	Actual Score _____
Connection	1	2	3	4	5	Actual Score _____
Leadership Training	1	2	3	4	5	Actual Score _____
Financial	1	2	3	4	5	Actual Score _____
Facilities	1	2	3	4	5	Actual Score _____
Shepherding	1	2	3	4	5	Actual Score _____
Spiritual Life	1	2	3	4	5	Actual Score _____
Teaching	1	2	3	4	5	Actual Score _____
Communication	1	2	3	4	5	Actual Score _____
Community Relations	1	2	3	4	5	Actual Score _____
Small Groups	1	2	3	4	5	Actual Score _____
Ministries	1	2	3	4	5	Actual Score _____
Missions	1	2	3	4	5	Actual Score _____

I encourage you to use this evaluation to your advantage by not fudging the numbers in the survey. It will not serve you or your church to indicate your systems are healthier than they really are. Take the time to count well. Understand that any system that scores below 3.0 is stressed or even counterproductive for the church. As you examine these particular systems, know that a lot of aspects of the system may be functioning fine, but missing significant components.

A Systems Coach can help you to understand the significance of your evaluation results. Additional materials and training videos are available at www.ChurchEquippers.com

Systems Evaluation Tool

For use with *The Increasing Church Capacity Guidebook:
Designing & Linking the 18 Systems*
By Dr. Steve Smith

1 . VISION SYSTEM SURVEY QUESTIONS

Necessary Outcome: *We are united and moving forward towards accomplishing a common godly purpose.*

Written Vision

- 1 ____ The church has no clarifying vision statement that defines the reason God has us in this community.
- 2 ____ A survey of the congregation indicates that less than 10% can recite the vision statement.
- 3 ____ A survey of the congregation indicates at least 25% know the vision of the church.
- 4 ____ A survey of the congregation indicates more than 50 % know the vision of the church.
- 5 ____ A survey of the congregation indicates more than 75% know the vision of the church.

Written Strategy

- 1 ____ The church has no written strategy for implementing our vision.
- 2 ____ The church has a written strategy for implementing this vision, but less than 25% of our ministries are aligned with our vision.
- 3 ____ The church has a written strategy for implementing this vision, but less than 50% of our ministries are aligned with our vision.
- 4 ____ The church has a written strategy for implementing this vision and 50-75% of our ministries align with our vision.
- 5 ____ The church has a written strategy for implementing this vision and more than 75% of our ministries align with our vision.

Ministry Evaluation

- 1 ____ The church does not practice a yearly ministry evaluation process to make sure that our ministries are aligned with the vision.
- 3 ____ The church practices a ministry evaluation process every other year to make sure that our ministries are aligned with the vision.
- 5 ____ The church practices a yearly ministry evaluation process to make sure that our ministries are aligned with the vision.

Evaluation Markers

- 1 ____ The church has no way to evaluate our ministries against strategy.
- 2 ____ The church is hitting less than 25% of our evaluation markers.

- 3 ____ The church is hitting at least 25-50% of our yearly evaluation markers.
- 4 ____ The church is hitting at least 50-75% of our yearly evaluation markers
- 5 ____ The church is hitting at least 75-90% of our yearly evaluation markers

Celebration

- 1 ____ The church does not have any focused celebration over achieving our vision strategy.
- 2 ____ The church has at least one planned celebration time a year over achieving our vision strategy.
- 3 ____ The church has three to five celebration times a year over achieving some aspect of our vision strategy.
- 4 ____ The church has a monthly celebration over achieving some aspect of our vision strategy.
- 5 ____ The church has a weekly celebration over achieving some aspect of our vision strategy.

Growth

- 1 ____ The church has experienced less than 5% growth for each of the last three years.
- 2 ____ The church has experienced 5% growth for one year out of the last three years.
- 3 ____ The church has experienced 5% growth for each of the last three years.
- 4 ____ The church has experienced 10% growth for one year out of the last three years.
- 5 ____ The church has experienced 10%+ growth for each of the last three years.

Total _____ divided by 6 = _____

2. LEADERSHIP SYSTEM SURVEY QUESTIONS

Necessary Outcome: *A growing group of spirit-filled, wise people are guiding all aspects of our mission.*

Leaders

- 1 ____ The leadership of our church consists of the pastor and other leaders totaling less than 5% of the attenders who pretty much have to run every ministry.
- 2 ____ Our trained leadership to attender ratio is 1 to 20 or 5%.
- 3 ____ Our trained leadership to attender ratio is 1 to 10 or 10%.
- 4 ____ In addition to having a 10% trained leadership to attender ratio, The church has a leader of leaders to leaders ratio of 1 to 10 or 10%.
- 5 ____ In addition to having a trained leadership to attender ratio better than 10%, The church has a minimum leader of leaders to leaders ratio of 1 to 5 or 20%+.

Alignment

- 1 ____ The church has at least two top leaders who are not in agreement with the vision and direction of the church.

- 2 ____ The church has at least one top leader who is not in agreement with the vision and direction of the church.
- 3 ____ All our top leaders agree about a common vision for our church, but the church has more than two people leading at the next level who are not in agreement with the vision and direction of the church.
- 4 ____ All our top leaders agree about a common vision for our church, but the church has a person leading at the next level who is not in agreement with the vision and direction of the church.
- 5 ____ All leaders at every level are in agreement about a common vision for our church.

Responsibilities

- 1 ____ The church has no written leadership job descriptions for any leader outside the pastor and our governing board.
- 3 ____ The church has written leadership job descriptions for all leaders of 10 and 50 positions.
- 5 ____ The church has written leadership job descriptions for all leaders of 10, 50, and 100 positions.

Training

- 1 ____ The church has no process for developing new leaders.
- 2 ____ The church offers some classes in leadership.
- 3 ____ At least ten classroom sessions a year are offered to those interested in leadership.
- 4 ____ Besides classes, the church has initiated a mentoring process by which leaders are training someone to learn to lead on the job.
- 5 ____ Besides classes and mentoring, the church offers 1-2 courses in advanced leadership and biblical/theological training for leaders a year.

Ministry Growth

- 1 ____ The church has either had to stop ministries in the last 24 months or not start crucial ministries as defined by our vision strategy for lack of qualified leaders.
- 2 ____ The church has been able to launch 1-2 new ministries this year using people who are already involved in another ministry or were part of a ministry that ended.
- 3 ____ The church has been able to launch 3-5 new ministries or cover the loss of critical leaders due to having extra leaders this year.
- 4 ____ The church has been able to launch more than 6 new ministries to cover the loss of critical leaders due to having extra leaders this year.
- 5 ____ The church has been able to launch more than 6 new ministries this year plus supply numerous leaders for our daughter church.

Service

- 1 ____ Each leader in our church gives 1-3 hours of service beyond attending the weekly gathering.
- 3 ____ Each leader of 10 in our church gives 1-3 hours of service and each leader of 50 gives 3-5 hours of service beyond attending the weekly gathering.
- 5 ____ Each leader of 50 gives 5-10 hours of service and each leader of 100 gives 10+ hours of service beyond attending the weekly gathering.

Bonus

+2 ____ All of the leaders have a written copy of the church's expectations and goals for the next year.

Total ____ divided by 6 = ____

3. DECISION MAKING SYSTEM SURVEY QUESTIONS

Necessary Outcome: *The congregation feels that all decisions made are appropriate, clear and are implemented with proper authority.*

Timing

1 ____ The majority of the financial and ministry decisions take more than one month to be made.

3 ____ The majority of the financial and ministry decisions take three to four weeks to be made.

5 ____ All decisions are made within the week unless there is a crisis.

Decision Participants

1 ____ All ministry financial decisions (major and daily) are handled by the pastor.

3 ____ All ministry financial decisions (major and daily) are handled through the leadership team.

5 ____ Daily ministry and financial decisions are made by a ministry leader of 50, who are accountable to the top leadership team.

Congregational Knowledge of Process

0 ____ Only the top leaders know the church's decision making policy.

1 ____ It is required that all leaders know the decision making policy.

3 ____ Understanding the decision making policy is part of the membership training, therefore at least 25% of our attenders having knowledge of the process.

5 ____ Understanding the decision making policy is part of the membership training, therefore more than 50% of our attenders having knowledge of the process.

Accountability

1 ____ The church leadership has no outside authority to consult for accountability.

3 ____ The church leadership has identified and is accountable in some way to an outside authority.

5 ____ The church leadership has a written policy about its accountability to an outside authority.

Policies

1 ____ The church has no written policy manual.

3 ____ Policies are being written down as needed.

5 ____ There is a comprehensive policy manual that guides the leaders.

Bonus

+1 ____ The decision making process has freed the pastor to participate in broader ministry to other people and organizations outside the church.

Total ____ divided by 5 = ____

4 . EVANGELIZING SYSTEM SURVEY QUESTIONS

Necessary Outcome: *Disciples are regularly witnessing to others, resulting in consistent conversion growth in the church.*

Training Participation

1 ____ Except for a few individuals, no one has been trained in evangelism nor is a training class offered.

2 ____ A training class in evangelism is offered at least once a year, with 10% of the congregation having been through the training.

3 ____ 25% of the congregation has been through the church's training process on evangelism.

4 ____ 50% of the congregation has been through the church's training process on evangelism.

5 ____ More than 75% of the congregation has been through the church's training process on evangelism.

Conversion Growth

1 ____ Aside from baptizing children of members, yearly conversion growth is less than 1 person baptized per 50 members per year.

2 ____ Yearly conversion growth is 1 person baptized per 50 members.

3 ____ Yearly conversion growth is 1 person baptized per 30 members.

4 ____ Yearly conversion growth is 1 person baptized per 20 members.

5 ____ Yearly conversion growth is more than 1 person baptized per 10 members.

Retention (those who do not move from the community)

1 ____ The church has retained less than 25% of new believers over the last five years.

2 ____ The church has retained between 25-49% of new believers over the last five years.

3 ____ The church has retained between 50-74% of new believers over the last five years.

4 ____ The church has retained between 75-98% of new believers over the last five years.

5 ____ The church has retained more than 90% of new believers over the last five years.

Discipleship

- 1 ____ The church has no process for moving new believers from baptism to discipleship.
- 2 ____ Up to 25% of the new believers have entered our discipleship process.
- 3 ____ Up to 50% of the new believers have entered our discipleship process.
- 4 ____ Up to 75% of the new believers have entered our discipleship process.
- 5 ____ Up to 90% or more of the new believers have entered our discipleship process.

Leader

- 1 ____ Either the pastor or his wife coordinates this system or no one is assigned to oversee it.
- 2 ____ An untrained volunteer oversees this system.
- 3 ____ A trained leader over volunteers oversees this system.
- 4 ____ A dedicated leader leads other leaders and a team in overseeing this system.
- 5 ____ A dedicated leader mentoring his or her replacement and a team oversees this system.

Total _____ divided by 5 = _____

5. DISCIPLING SYSTEM SURVEY QUESTIONS

Necessary Outcome: *Disciples are pursuing God, conforming to the likeness of Jesus and growing into co-workers in the Kingdom.*

Process

- 1 ____ The church has no defined process of discipling new believers.
- 2 ____ The church has a 3-6 month discipling process developed for new believers.
- 3 ____ The church has a 9-15 month discipling process developed for new believers.
- 4 ____ The church has a 18-24 month discipling process developed for new believers.
- 5 ____ The church has implemented a discipling process for teens and children.

Content

- 1 ____ There are no designated courses that new disciples are expected to take.
- 2 ____ Disciples are offered Christian life courses and Bible classes.
- 3 ____ Disciples are expected to take entry level biblical and theological knowledge courses.
- 4 ____ Disciples are expected to take entry level spiritual transformation foundations training as well as the biblical and theological knowledge courses.
- 5 ____ Entry level and advanced spiritual transformation and biblical knowledge/world view training is offered.

New Believer Participation

- 1 ____ Over the last five years, less than 25% of new believers received some kind of discipling.
- 2 ____ Over the last five years, 25-49% of new believers have entered into this process.
- 3 ____ Over the last five years, 50-74% of new believers have entered into this process.
- 4 ____ Over the last five years, 75-89% of new believers have entered into this process.
- 5 ____ Over the last five years, more than 90% of new believers have entered into this process.

Mature Believer Participation

- 1 ____ The pastor and his wife engage in discipling new believers.
- 2 ____ The pastor and a few leaders of the church engage in discipling new believers.
- 3 ____ 10% of the members have been trained and are engaged in discipling new believers.
- 4 ____ 30% of the members have been trained and are engaged in discipling new believers.
- 5 ____ 50% of the members have been trained and are engaged in discipling new believers.

Leader

- 1 ____ Either the pastor or his wife coordinates this system or no one is assigned to oversee it.
- 2 ____ An untrained volunteer oversees this system.
- 3 ____ A trained leader over volunteers oversees this system.
- 4 ____ A dedicated leader leads other leaders and a team in overseeing this system.
- 5 ____ A dedicated leader mentoring his or her replacement and a team oversees this system.

Total _____ divided by 5 = _____

6. GATHERING SYSTEM SURVEY QUESTIONS

Necessary Outcome: *Disciples come together with an expectation that they are in God's presence and are growing in love, community and passion.*

Participation of Those Who Are Part of the Congregation

- 1 ____ Less than 50% attend the church's gatherings at least 3 out of 4 times a month.
- 2 ____ 50% attend the church's gathering at least 3 out of 4 times a month.
- 3 ____ 60% attend the church's gathering at least 3 out of 4 times a month.
- 4 ____ 70% attend the church's gathering at least 3 out of 4 times a month.
- 5 ____ 80% attend the church's gathering at least 3 out of 4 times a month.

Worship

- 1 ____ The church uses video worship music or has a volunteer musician to lead the worship.
- 2 ____ The church has a lone trained worship leader who leads the worship.
- 3 ____ The church has a consistent team working with a trained worship leader to lead the worship.
- 4 ____ The church has 2 worship teams to lead the worship.
- 5 ____ The church has 3 or more worship teams to lead the worship.

Visitors

- 1 ____ The church averages less than 1 visitor per 100 attenders a month.
- 2 ____ The church averages 5-10 visitors per 100 attenders a month.
- 3 ____ The church averages 3-5 visitors per 100 attenders a week.
- 4 ____ The church averages 6-10 visitors per 100 attenders a week.
- 5 ____ The church averages more than 11 visitors per 100 attenders a week.

Invitation

- 1 ____ Attenders rarely invite people to visit our gathering.
- 2 ____ 25% of our visitors are invited by members.
- 3 ____ 50% of our visitors are invited by members.
- 4 ____ 60% of our visitors are invited by members.
- 5 ____ 75% of our visitors are invited by members.

Flow to Growth Systems

- 1 ____ Less than 10% of the gathering attenders also participate in one or more of our growth systems (small group, ministries, missions).
- 2 ____ Up to 25% of the gathering attenders also participate in one or more of our growth systems (small group, ministries, missions).
- 3 ____ Up to 50% of the gathering attenders also participate in one or more of our growth systems (small group, ministries, missions).
- 4 ____ Up to 70% of the gathering attenders also participate in one or more of our growth systems (small group, ministries, missions).
- 5 ____ Up to 80% of the gathering attenders also participate in one or more of our growth systems (small group, ministries, missions).

Leader

- 1 ____ The pastor or his wife plans the gathering
- 3 ____ The pastor and the worship leader plan the gathering.

5 _____ A team plans the gathering in coordination with the pastor.

Total _____ divided by 6 = _____

7. CONNECTION SYSTEM SURVEY QUESTIONS

Necessary Outcome: *New people regularly unite in the community life of the congregation.*

Visitor Flow

- 1 _____ The church averages less than 5 visitors a month.
- 2 _____ The church averages 5-10 visitors a month.
- 3 _____ The church averages 3-5 visitors a week.
- 4 _____ The church averages 6-14 visitors a week.
- 5 _____ The church averages more than 15 visitors a week.

Visitor Repeats

- 1 _____ Less than 10% of our visitors return for a second visit.
- 2 _____ 10% of our visitors return for a second visit.
- 3 _____ 20% of our visitors return for a second visit.
- 4 _____ 25% of our visitors return for a second visit.
- 5 _____ 30% or more of our visitors return for a second visit.

Visitor Retention

- 1 _____ Of those who return, only 10% remain with the congregation after 12 months.
- 2 _____ Of those who return, 15% remain with the congregation after 12 months.
- 3 _____ Of those who return, 20% remain with the congregation after 12 months.
- 4 _____ Of those who return, 30% remain with the congregation after 12 months.
- 5 _____ Of those who return, 40%+ remain with the congregation after 12 months.

Attendance Increase

- 1 _____ Our average gathering attendance over the last three years is flat or has declined.
- 2 _____ Our average gathering attendance over the last three years has increased less than 5%.
- 3 _____ Our average gathering attendance over the last three years has increased 10%.
- 4 _____ Our average gathering attendance over the last three years has increased 10% yearly.

5 ____ Our average gathering attendance over the last three years has increased 20%+ yearly.

Leader

1 ____ Either the pastor or his wife coordinates this system or no one is assigned to oversee it.

2 ____ An untrained volunteer oversees this system.

3 ____ A trained leader over volunteers oversees this system.

4 ____ A dedicated leader leads other leaders and a team in overseeing this system.

5 ____ A dedicated leader mentoring his or her replacement and a team oversees this system.

Total ____ divided by 5 = ____

8. LEADERSHIP TRAINING SYSTEM SURVEY QUESTIONS

Necessary Outcome: *Future leaders are continually being identified and prepared to lead.*

Process

1 ____ The church has no defined leadership training process.

2 ____ The church has classes in leadership training.

3 ____ The church has a mentoring system or a monthly gathering for leaders as well as leadership training classes.

4 ____ The church has a monthly gathering of leaders and a mentoring system as well as leadership training classes.

5 ____ In addition to a monthly gathering, mentoring and basic leadership classes, the church offers advanced classes in leadership.

Where Leaders Come From

1 ____ 90% of our new leaders come from members who transferred into the church from another church.

2 ____ 20% of our new leaders are people who came to faith through this church.

3 ____ 30% of our new leaders are people who came to faith through this church.

4 ____ 40% of our new leaders are people who came to faith through this church.

5 ____ 50% of our new leaders are people who came to faith through this church.

Total New Leaders Per Year

1 ____ The church rarely develops and deploys new leaders.

2 ____ The church develops less than 1% of attenders as new leaders every year,

3 ____ The church develops up to 3% of attenders as new leaders every year,

4 ____ The church develops up to 7% of attenders as new leaders every year, which has allowed us to expand our growth systems (small groups, ministries, missions) into new areas.

5 ____ The church develops 10% of attenders as new leaders every year, which allows us to send out leaders to help start a new congregation.

Age of New Leaders

- 1 ____ More than 60% of new leaders are older than 45.
- 2 ____ More than 50% of new leaders are older than 45.
- 3 ____ 60% of new leaders are under 45 years old.
- 4 ____ 40% of new leaders are under 35 years old.
- 5 ____ 40% of new leaders are under 25 years old, 10% being in their teens.

Leader

- 1 ____ No one is assigned to oversee leadership training.
- 2 ____ A volunteer oversees this system.
- 3 ____ A trained leader oversees this system.
- 4 ____ The pastor oversees this system.
- 5 ____ The pastor and his staff oversees this system.

Total _____ divided by 5 = _____

9. FINANCIAL SYSTEM SURVEY QUESTIONS

Necessary Outcome: *All of the church's income is handled with integrity and used appropriately for the advancement of the Kingdom.*

Team

- 1 ____ All finances are handled by the pastor plus 1-2 other people.
- 2 ____ The church has a team or 2-4 people who oversee the finances, one of whom is the pastor.
- 3 ____ The church has a financial team that reports to the pastor through a designated leader.
- 4 ____ The church has a CFO in place who has an experienced team with a written policy manual that guides the church.
- 5 ____ The church has a CFO with a team, but outsources bookkeeping.

Stability in Giving

- 0 ____ The church does not track giving by the attenders.
- 1 ____ 25% of the regular attenders give something each month.
- 2 ____ 50% of the regular attenders give something each month.

- 3 ____ 75% of the regular attenders and 10% of the non-regular attenders give something each month, plus there are 1-2 extravagant givers who will respond to any special need of the church.
- 4 ____ 90%+ of the regular attenders and 25% non-regulars give something each month.
- 5 ____ 90%+ of the regular attenders and 40% of the non-regular attenders give something each month.

Support of Missions

- 1 ____ There is no money in the church budget to support national and international mission agencies, although individuals do designate money for missions.
- 2 ____ Less than 10% of the church budget is used to support national and international mission agencies.
- 3 ____ 10% of the church budget is used to support national and international mission agencies.
- 4 ____ 15% of the church's budget is for national and international missions, plus money is being set aside for starting a daughter church.
- 5 ____ A new church has been launched and money is being set aside for another daughter church.

Emergency Funds

- 1 ____ The church experiences financial difficulties at least 4 out of 12 months.
- 2 ____ The church has experienced financial difficulties at least 2 out of 12 months.
- 3 ____ The church has met all its financial obligations without a shortfall for the last 12 months.
- 4 ____ The leaders have developed an all-church stewardship approach that has increased giving by 10% over the previous year, allowing the church to create an emergency fund capable of covering 1-2 months of the church's budget.
- 5 ____ The leaders have developed an all-church stewardship approach that has increased giving by 20%+ over the previous year, allowing the church to create an emergency fund capable of covering 3 months of the church's budget, as well as increase the mission giving in the budget by 10%.

Stewardship Training

- 1 ____ There is no financial/stewardship training process for the attenders.
- 2 ____ 10% of the attenders have been through stewardship training.
- 3 ____ 25% of the attenders have been through stewardship training.
- 4 ____ 50% of the attenders have been through stewardship training and this training is offered to all new attenders as part of their discipleship process.
- 5 ____ 75% of the attenders have been through stewardship training and this training is expected of all new attenders as part of their discipleship process.

Pastoral Support

- 1 ____ Currently the church is able to pay the pastor less than 50% of a living wage.
- 2 ____ The pastor is paid at least 75% of a living wage.
- 3 ____ The pastor is paid a living wage.
- 4 ____ The church now is able to hire additional staff full-time.

5 ____ The church now is able to hire additional staff as needed.

Bonus

+1 ____ In addition, there are 5-10 extravagant givers who will respond to any special need of the church.

+2 ____ In addition, there are 11+ extravagant givers who will respond to any special need of the church.

Total ____ divided by 6 = ____

10. FACILITIES SYSTEM SURVEY QUESTIONS

Necessary Outcome: *Maximized use of the church's facilities so that they are used for the Kingdom all week long.*

Costs

1 ____ The cost of the building and additional rental space plus maintenance equals 50%+ of the budget.

2 ____ The cost of the building and additional rental space plus maintenance equals 40% of the budget.

3 ____ The cost of the building and additional rental space plus maintenance equals 35% of the budget.

4 ____ The cost of the building and additional rental space plus maintenance equals 30% of the budget.

5 ____ The cost of the building and additional rental space plus maintenance equals 25% of the budget.

Visibility

1 ____ No sign is allowed for the church to show its presence.

2 ____ Signage is limited to the outside door/wall of the building where we meet, but the church does put out signs on Sundays.

3 ____ The church signage is visible near the road, but lacks clear directional signs inside the building for visitors.

4 ____ The church has both signage near the road and clear directional signs within the building for visitors.

5 ____ The church maintains signage near the road and also off property so that people can know where our building is. Besides directional signs in the building, the church provides a site map for new people.

Usage

1 ____ The church has no comprehensive plan for maximizing building usage.

2 ____ The church has no comprehensive plan for maximizing building use, but it does share its space with another church.

3 ____ The church has a plan to utilize the building three days out of the week for ministry, community or income, but it does share its space with another church.

4 ____ The church has a plan to utilize the building five days out of the week for ministry, community or income, but it does share its space with another church.

5 ____ The church has a plan to utilize the building seven days a week for ministry, community or income, plus it shares its space with more than one other church.

Parking to Attendees Ratio

- 1 ____ The church has parking space for 1 to 5+ car/seats ratio.
- 2 ____ The church has parking space for 1 to 4 car/seats ratio.
- 3 ____ The church has parking space for 1 to 3 car/seats ratio.
- 4 ____ The church has parking space for 1 to 2 car/seats ratio.
- 5 ____ The church has parking space for 1 to 1.5 car/seats ratio.

Attendees to Seating Ratio

- 1 ____ The facility has too much space for the congregation (seating roped off, with the congregation filling less than 50% of the chairs), making the people feel like the room is empty.
- 2 ____ The facilities have been at or above 80% full for over a year with no firm plan for starting another service or renting more space.
- 3 ____ The facilities have been 80% full for six months, but the leaders are currently planning to start another service or rent more space.
- 4 ____ The church has one service that is 80% full, but the leaders run another service(s) which runs under 80%. There is no plan for what to do next.
- 5 ____ The service(s) has reached 70% full and the leaders already have a plan to either start another service or rent more space

Leader

- 1 ____ Either the pastor or his wife coordinates this system or no one is assigned to oversee it.
- 2 ____ An untrained volunteer oversees this system.
- 3 ____ A trained leader over volunteers oversees this system.
- 4 ____ A dedicated leader leads other leaders and a team of regular volunteers in overseeing this system.
- 5 ____ A dedicated leader mentoring his or her replacement and a team of both volunteers and professionals oversees this system.

Total _____ divided by 6 = _____

11. SHEPHERDING SYSTEM SURVEY QUESTIONS

Necessary Outcome: *Disciples know they are personally cared for and are consistently growing in their faith.*

Training

- 1 ____ The church provides no training process for those who serve as spiritual shepherds.
- 2 ____ The church provides basic training to spiritual shepherds, but has no assignment pathway to connect them with specific attenders.

- 3 ____ The church provides basic training to spiritual shepherds and assigns them to specific attenders to oversee.
- 4 ____ The church provides basic training to spiritual shepherds and assigns them to a specific ministry to care for the people who are part of that ministry.
- 5 ____ The church provides both training and mentoring for spiritual shepherds to prepare them for their work and assigns them to a specific ministry.

Proportion of Shepherds to Attenders

- 1 ____ One shepherd for over 40 people
- 2 ____ One shepherd for up to 40 people
- 3 ____ One shepherd for up to 30 people
- 4 ____ One shepherd for up to 20 people
- 5 ____ One shepherd for up to 15 people

Pathway to Discipleship

- 1 ____ Shepherds are not expected to provide any specific discipling guidance.
- 3 ____ Shepherds provide one-on-one discipling for people under their care.
- 5 ____ Shepherds guide people under their care through the church's discipling process.

Leader

- 1 ____ Either the pastor or his wife coordinates this system or no one is assigned to oversee it.
- 2 ____ An untrained volunteer oversees this system.
- 3 ____ A trained leader over volunteers oversees this system.
- 4 ____ A dedicated leader leads other leaders and a team in overseeing this system.
- 5 ____ A dedicated leader mentoring his or her replacement and a team oversees this system.

Bonus

- +1 ____ New people are assigned to a shepherd or shepherding ministry within the first month.

Total _____ divided by 4 = _____

12. SPIRITUAL LIFE SYSTEM SURVEY QUESTIONS

Necessary Outcome: *Disciples demonstrate passion for God and His Kingdom.*

Practiced Regularly

- 1 ____ The church regularly practices worship and Bible study.

- 3 ____ Besides worship and Bible Study, the church has a regularly scheduled prayer time together.
- 5 ____ Besides worship, Bible study and a regular prayer time, the church teaches intimacy with God through spiritual disciplines.

Growth of Prayer Involvement,

- 1 ____ The church has no way of measuring how many attenders are involved in prayer for the people and ministry of the church.
- 2 ____ 10% of the attenders participate in at some form of prayer time in the life of the church.
- 3 ____ 25% of the attenders participate in at some form of prayer time in the life of the church.
- 4 ____ 50% of the attenders participate in at some form of prayer time in the life of the church.
- 5 ____ 75% of the attenders participate in at some form of prayer time in the life of the church.

Counseling Load

- 1 ____ The church leaders see 1 out of 4 attenders or more sometime during the year for more than one session of counseling (couples count as two).
- 2 ____ The church leaders see 1 out of 5 attenders sometime during the year for more than one session of counseling (couples count as two).
- 3 ____ The church leaders see 1 out of 8 attenders sometime during the year for more than one session of counseling (couples count as two).
- 4 ____ The church leaders see 1 out of 10 attenders sometime during the year for more than one session of counseling (couples count as two).
- 5 ____ The church leaders see 1 out of 15 attenders or less sometime during the year for more than one session of counseling (couples count as two).

Restoration Process

- 1 ____ The church has never practiced a restoration process with people who fall into sin.
- 3 ____ The only restoration process the church has had has been done by the pastor.
- 3 ____ The restoration process in the church is led by the pastor and the leaders only.
- 4 ____ The pastor has trained a lay team to lead in the restoration process.
- 5 ____ The majority of the restoration processes are initiated by lay people in the church, either through the shepherds or through the leaders of small groups.

Leader

- 1 ____ Either the pastor or his wife coordinates this system or no one is assigned to oversee it.
- 2 ____ An untrained volunteer oversees this system.
- 3 ____ A trained leader over volunteers oversees this system.
- 4 ____ A dedicated leader leads other leaders and a team in overseeing this system.

5 ____ A dedicated leader mentoring his or her replacement and a team oversees this system.

Bonus

+1 ____ The church engages in a yearly special time/retreat of spiritual renewal through spiritual practices apart from preaching.

+1 ____ The church has a grace model of transformational training process.

+3 ____ The church has a clear grace model of transformational training process through which over 50% of the attenders have gone.

Total ____ divided by 5 = ____

13. TEACHING SYSTEM SURVEY QUESTIONS

Necessary Outcome: *Disciples are becoming measurably more knowledgeable of God and the Word.*

Purpose and Focus

1 ____ The church has no Bible/doctrinal teaching plan, allowing leaders to teach whatever they choose.

2 ____ The church follows a purchased curriculum, but has no internal Bible/doctrinal teaching plan, so the curriculum has not been evaluated to see if it meets the church's needs.

3 ____ The church has a Bible/doctrinal teaching plan and purchases curriculum that fits its needs.

4 ____ The church has a Bible/doctrinal teaching plan and has a team that creates curriculum for its needs.

5 ____ The church has a Bible/Doctrinal teaching plan that offers the equivalent of a college level certificate.

Doctrinal Alignment

1 ____ The church has no doctrinal requirement for teachers.

3 ____ The church has a doctrinal statement that teachers are expected to follow, although not all adhere to it.

5 ____ The church has a doctrinal statement that requires signed agreement from potential teachers before they can teach.

Percentage of Congregation under Teaching

1 ____ The church does not offer any classes in the area of biblical and doctrinal knowledge beyond teaching from the pulpit.

2 ____ 10% of the attenders are under teaching offered by the church.

3 ____ 25% of the attenders are under teaching offered by the church.

4 ____ 50% of the attenders are under teaching offered by the church.

5 ____ 60%+ of the attenders are under teaching offered by the church.

Leader

- 1 ____ Either the pastor or his wife coordinates this system or no one is assigned to oversee it.
- 2 ____ An untrained volunteer oversees this system.
- 3 ____ A trained leader over volunteers oversees this system.
- 4 ____ A dedicated leader leads other leaders and a team in overseeing this system.
- 5 ____ A dedicated leader mentoring his or her replacement and a team oversees this system.

Bonus

- +1 ____ The church is continually training quality teachers so that the church is able increase its teaching ministry.
- +1 ____ The church has developed a comprehensive children's Bible/doctrinal training curriculum.

Total ____ divided by 4 = ____

14 . COMMUNICATION SYSTEM SURVEY QUESTIONS

Necessary Outcome: *Disciples are increasingly supportive of the leaders because they are informed about what is going on and what decisions are being made for the church.*

Highest Communication Form

- 1 ____ Communication verbal.
- 3 ____ Communication visual.
- 5 ____ Communication interactive with a feedback loop from the congregation.

Communication Process

- 1 ____ A worship service verbal announcement system.
- 2 ____ A mailing/phoning system.
- 3 ____ An email system.
- 4 ____ A Website/Facebook system.
- 5 ____ A texting/tweeting system.

Congregational Feedback

- 1 ____ There is no feedback loop for people in the church to let the leaders know what they are thinking outside of sharing verbally their thoughts when with a leader.
- 2 ____ People are encouraged verbally by the leaders to fill out a card on their thoughts or ideas at least once a month during a service.

- 4 ____ People are encouraged verbally to give feedback to the leaders through the website or Facebook, a card or a text at least once a month.
- 3 ____ People are encouraged verbally by the leaders to give feedback through the website, Facebook, a card or through a text weekly during a service.
- 5 ____ The leaders meet monthly with groups of people from the church or send texts out to people to gather information and feedback.

Updating Communication Tools

- 1 ____ The church seldom updates its website and other visual communication tools.
- 3 ____ The website and other visual communication tools are updated monthly.
- 5 ____ The website and other visual communication tools are updated weekly.

Increased Participation in Valued Events (Significant Corporate Outreach or Worship)

- 1 ____ There has been no significant percentage of increase in attendance at valued events in the last 12 months.
- 3 ____ The church has seen an increase of participation in valued events by up to 5%.
- 3 ____ The church has seen an increase of participation in valued events by up to 10%.
- 4 ____ The church has seen an increase of participation in valued events by up to 15%.
- 5 ____ The church has seen an increase of participation in valued events by up to 30%.

Leader

- 1 ____ Either the pastor or his wife coordinates this system or no one is assigned to oversee it.
- 2 ____ An untrained volunteer oversees this system.
- 3 ____ A trained leader over volunteers oversees this system.
- 4 ____ A dedicated leader leads other leaders and a team in overseeing this system.
- 5 ____ A dedicated leader mentoring his or her replacement and a team oversees this system.

Bonus

- +1 ____ The church has a smart phone communication plan.
- +1 ____ The church creates its own video for communication.
- +1 ____ The pastor has a daily blog that keeps the congregation encouraged and informed.

Total _____ divided by 6 = _____

15. COMMUNITY RELATIONS SYSTEM SURVEY QUESTIONS

Necessary Outcome: *The people of our community both know we are here and benefit from our ministry to them.*

Alignment of Ministries and Community

- 1 ____ Less than 5% of our ministries are focused on people outside the church.
- 2 ____ Up to 10% of our ministries are focused on people outside the church.
- 3 ____ Up to 15% of our ministries are focused on people outside the church.
- 4 ____ Up to 25% of our ministries are focused on people outside the church.
- 5 ____ More than 25% of our ministries are focused on people outside the church.

Cooperation with Other Local Churches

- 1 ____ The pastor and leaders of the church have no involvement with other local churches.
- 2 ____ The pastor and leaders meet casually with other local church pastors and leaders periodically.
- 3 ____ The pastor and leaders meet monthly with other church local pastors and leaders.
- 4 ____ The pastor and other church leaders meet weekly with other local church pastors/leaders for prayer and worship
- 5 ____ The pastor and leaders have involved the church in collaborative ministries with other churches.

Community Leaders

- 1 ____ The pastor knows and is known by less than 5 community leaders outside the church body by name.
- 2 ____ The pastor knows and is known by more than 5 community leaders outside the church body by name.
- 3 ____ The pastor and church know and are known by more than 10 community leaders outside the church body by name.
- 5 ____ The pastor and leaders are personally asked by different community leaders to participate in community events at least three times a year.
- 5 ____ The pastor and leaders spend time with community leaders exploring how the church can help the community monthly.

Response to Community Needs

- 1 ____ The church has no plan for helping the community when needs arise.
- 2 ____ The church asks for volunteers to respond to community needs when asked.
- 3 ____ The church sends volunteers to respond to community needs without being asked whenever the church leaders become aware of a need.
- 4 ____ The church has a team trained and ready to respond to community needs.
- 5 ____ The church has multiple teams trained and ready to respond to community needs.

Community Building Usage

- 1 ____ The church building is never used by any outside group from the community.
- 2 ____ The church building is used by the community 1-2 times a year when requested.
- 3 ____ A group within the community uses the church building at least monthly upon request.
- 4 ____ Multiple groups within the community use the church building weekly upon request.
- 5 ____ The church leaders have a Seven-Day plan for community usage of the building and actively recruits groups for this purpose.

Leader

- 1 ____ Either the pastor or his wife coordinates this system or no one is assigned to oversee it.
- 2 ____ An untrained volunteer oversees this system.
- 3 ____ A trained leader over volunteers oversees this system.
- 4 ____ A dedicated leader leads other leaders and a team in overseeing this system.
- 5 ____ A dedicated leader mentoring his or her replacement and a team oversees this system.

Bonus

- +1 ____ The leaders of the church carried out a community discovery process within the last two years.

Total _____ divided by 6 = _____

16. SMALL GROUPS SYSTEM SURVEY QUESTIONS

Necessary Outcome: *All attenders become part of a small group to build up each other in the faith.*

Participation

- 1 ____ The church has sporadic groups of various kinds operating, with less than 10% of the attenders participating.
- 2 ____ The church has regular small groups of various kinds operating, with less than 35% of the attenders participating.
- 3 ____ The church has a system of small groups, with less than 35% of the attenders participating.
- 4 ____ The church has a system of small groups, with up to 60% of the attenders participating.
- 5 ____ The church has a system of small groups, with more than 80% of the attenders participating.

Oversight

- 1 ____ There is no oversight leader over the small groups.
- 2 ____ A leader is in charge of maintaining the small group system.

- 3 ____ The leader of small groups has implemented quality standards for the small groups and is regularly meeting with the leaders to train and check standards.
- 4 ____ Leaders of 50, under a leader of 100, attend in rotation each small group in order to maintain the quality of each.
- 5 ____ The church has more than one leader of 100 in place, who train and mentor the leaders of the small group system.

Training

- 1 ____ The church has no training process for small group leaders. Over 80% of the small group leaders transferred in from a previous church.
- 2 ____ The church has a basic classroom training program for new small groups leaders. 25% of new leaders came to faith in the church.
- 3 ____ The church has a basic classroom training program for new small groups leaders. 35% of new leaders came to faith in the church.
- 4 ____ The church has a basic and advanced classroom training program for new small groups leaders. 50% of new leaders came to faith in the church.
- 5 ____ The church has a basic and advanced classroom training program for new small groups leaders. 60% or more of new leaders came to faith in the church.

Leader

- 1 ____ Either the pastor or his wife coordinates this system or no one is assigned to oversee it.
- 2 ____ An untrained volunteer oversees this system.
- 3 ____ A trained leader over volunteers oversees this system.
- 4 ____ A dedicated leader leads other leaders and a team in overseeing this system.
- 5 ____ A dedicated leader mentoring his or her replacement and a team oversees this system.

Bonus

- +2 ____ The church practices on-the-job mentoring for small group apprentices.

Total _____ divided by 4 = _____

17. MINISTRIES SYSTEM SURVEY QUESTIONS

Necessary Outcome: *All attenders find a place in a healthy ministry.*

Focus

- 1 ____ Less than 5% of our ministries are focused on people outside the church.
- 2 ____ Up to 10% of our ministries are focused on people outside the church.
- 3 ____ From 11-15% of our ministries are focused on people outside the church.

4 ____ From 16-25% of our ministries are focused on people outside the church.

5 ____ More than 26% of our ministries are focused on people outside the church.

Participation

1 ____ Less than 25% of the regular attenders are connected to any ministry.

2 ____ Up to 35% of the regular attenders are connected to one of the ministries.

3 ____ Up to 50% of the regular attenders are connected to one of the ministries.

4 ____ Up to 75% of the regular attenders are connected to one of the ministries.

5 ____ Over 75% of the regular attenders are connected to one of the ministries.

Alignment

1 ____ The leaders have never evaluated how well the ministries align with the vision.

2 ____ An evaluation shows that 50% of the ministries are in alignment with the vision.

3 ____ An evaluation shows that 75% of the ministries are in alignment with the vision.

4 ____ An evaluation shows that 90% of the ministries are in alignment with the vision.

5 ____ An evaluation shows that 100% of the ministries are in alignment with the vision.

Expanding Ministries

1 ____ The church does not have enough leaders to run critical ministries, so more than half of the leaders have two or more ministry responsibilities.

2 ____ The church does not have enough leaders to run critical ministries, so more than 25% of the leaders have two or more ministry responsibilities.

3 ____ The church has enough leaders to equal its current need so that no one has to have more than one ministry responsibility.

4 ____ The church has enough leaders to allow it to start up to 4 new ministries a year

5 ____ The church has enough leaders to allow it to start more than 5 new ministries a year.

Leader

1 ____ Either the pastor or his wife coordinates this system or no one is assigned to oversee it.

2 ____ An untrained volunteer oversees this system.

3 ____ A trained leader over volunteers oversees this system.

4 ____ A dedicated leader leads other leaders and a team in overseeing this system.

5 ____ A dedicated leader mentoring his or her replacement and a team oversees this system.

Bonus

+2 _____ The church leaders do a yearly evaluation of all ministries.

Total _____ divided by 5 = _____

18. MISSIONS SYSTEM SURVEY QUESTIONS

Necessary Outcome: *The church reflects a demonstrative involvement in all phases of the Acts 1:8 mission.*

Acts 1:8 Focus (local, regional, worldwide)

- 1 _____ 100% of our mission support is invested in only one of the three Acts 1:8 areas.
- 2 _____ While our mission support is invested in two of the three Acts 1:8 areas, over 80% goes to one area.
- 3 _____ While our mission support is invested in all three Acts 1:8 areas, 90% of our mission support is invested in two of the three Acts 1:8 areas.
- 4 _____ While our mission support is invested in all three Acts 1:8 areas, over 80% goes to two areas.
- 5 _____ Our mission support is proportionally (not evenly) divided among the three Acts 1:8 areas, so that no two areas equal 75% of the missions budget.

Support Level

- 1 _____ No money is designated in the budget for missions, although individuals do give to specific missions through the church.
- 2 _____ Less than 5% of the budget is designated for missions. This does not include what individuals give to specific missions through the church.
- 3 _____ 10% of the budget is designated for missions. This does not include what individuals give to specific missions through the church.
- 4 _____ The church has a yearly missions faith giving challenge that allows us to give more than 10% to missions.
- 5 _____ The church has increased its commitment to missions to over 20% of the budget.

Personal Involvement

- 1 _____ None of our members have ever participated in a short term mission project within the last three years.
- 2 _____ Church members have participated in short term missions in the last three years with another church or agency.
- 3 _____ Church members have participated in short term missions in the last three years that was arranged by leaders in our church.
- 4 _____ Our church has a short term mission focus that church members participate in yearly.
- 5 _____ The church is training and sending missionaries out from our congregation.

Daughter Church

- 1 ____ The church has no plans for starting a daughter church in the next five years.
- 2 ____ The church leaders have a plan for starting a daughter church in the next five years, but no money has been set aside for this and/or a potential planter has not been recruited.
- 3 ____ The church leaders have a plan for starting a daughter church in the next five years, with money which has been set aside for the new church. An active search is underway to identify a potential planter.
- 4 ____ The church has started a daughter church.
- 5 ____ The church has started one or more daughter churches and is planning the next one.

Leader

- 1 ____ Either the pastor or his wife coordinates this system or no one is assigned to oversee it.
- 2 ____ An untrained volunteer oversees this system.
- 3 ____ A trained leader over volunteers oversees this system.
- 4 ____ A dedicated leader leads other leaders and a team in overseeing this system.
- 5 ____ A dedicated leader mentoring his or her replacement and a team oversees this system.

Total _____ divided by 5 = _____

Evaluation

Write the total from the eighteen sections below. Compare your church's totals to the corresponding health category.

	Totals	Unhealthy	Surviving	Stable	Significance
1. Vision	_____	2.1 or less	2.2 – 3.5	3.1 – 4.5	4.1+
2. Leadership	_____	2.1 or less	2.2 – 3.0	3.1 – 4.0	4.1+
3. Decision Making	_____	2.1 or less	2.2 – 3.0	3.1 – 4.0	4.1+
4. Evangelizing	_____	2.1 or less	2.2 – 3.0	3.1 – 4.0	4.1+
5. Discipling	_____	2.1 or less	2.2 – 3.0	3.1 – 4.0	4.1+
6. Gathering	_____	2.1 or less	2.2 – 3.0	3.1 – 4.0	4.1+
7. Connection	_____	2.1 or less	2.2 – 3.0	3.1 – 4.0	4.1+

8. Leadshp Training	_____	2.1 or less	2.2 – 3.0	3.1 – 4.0	4.1+
9. Finances	_____	2.1 or less	2.2 – 3.0	3.1 – 4.0	4.1+
10. Facilities	_____	2.1 or less	2.2 – 3.0	3.1 – 4.0	4.1+
11. Shepherding	_____	2.1 or less	2.2 – 3.0	3.1 – 4.0	4.1+
12. Spiritual Life	_____	2.1 or less	2.2 – 3.0	3.1 – 4.0	4.1+
13. Teaching	_____	2.1 or less	2.2 – 3.0	3.1 – 4.0	4.1+
14. Communication	_____	2.1 or less	2.2 – 3.0	3.1 – 4.0	4.1+
15. Comm Relations	_____	2.1 or less	2.2 – 3.0	3.1 – 4.0	4.1+`a1 qs
16. Small Groups	_____	2.1 or less	2.2 – 3.0	3.1 – 4.0	4.1+
17. Ministries	_____	2.1 or less	2.2 – 3.0	3.1 – 4.0	4.1+
18. Missions	_____	2.1 or less	2.2 – 3.0	3.1 – 4.0	4.1+

Unhealthy indicates that this system is in a bad state, causing the church to fail to make and retain more disciples.

Surviving means that the system is passable, but that it is probably undermining other systems that are dependent on it.

Stable signifies this system is an asset to your church's health. The more systems in the stable range, the more likely the church is growing.

Significance is when your church is doing this system so well that you may now be influencing other congregations who have come to learn from you.

If you find that only one or two are in the unhealthy or surviving category, rebuilding these systems will be your focus going forward. If three or more fall into these categories, your church may need serious help. We encourage you to explore our System Training process and/or contact Church Equippers for coaching.