Church-size Congregational Assessment Tool

Complete each sentence by circling the response that best describes your church:

1. In orientation, our church's central organizing principle is
   a. more relational (like a family)
   b. more programmatical (like a collection of groups)
   c. more organizational (like a congregation of congregations)

2. In terms of structure, our church is
   a. more like a single cell (close, face-to-face fellowship, few families at center of church, feeling of being a large, loving family)
   b. more like a stretched cell (newcomers are welcomed through new programs and new ministries, leadership comes largely from a few original families in the church)
   c. more like multiple cells (too many people to know everyone, numerous groups and classes where people can get involved, leadership comes from several groups and classes)

3. In terms of setting direction, the leadership in our church
   a. resides in key families (from long-term members and 1-2 families)
   b. resides in committees (members and friends of key families transition into program committees)
   c. resides in select leaders (based on gifts, abilities, skills rather than family ties)

4. In terms of the pastor's role, in our church
   a. he's seen primarily in relational terms (described as loving, warm, caring, kindhearted)
   b. he's seen primarily in functional terms (described as an administrator, organizer, teacher, supervisor)
   c. he's seen in professional terms (described as leader, visionary, motivator, strategist)

5. In terms of how decisions get made, in our church
   a. often they are made by the congregation and driven by history, tradition, and custom
   b. often they are made by boards and committees and driven by changing needs and circumstances
   c. often they are made by ministry staff and select leaders and are driven by a unifying, motivating vision

6. In terms of how our ministry staff work together, in our church
   a. it is more like a duet between the pastor and people
   b. it is more like a quartet of pastor, a small staff, leaders, and congregation
   c. it is more like a complex ensemble with pastor, numerous staff, multiple support staff, numerous leaders of groups, and congregation

7. In terms of how change takes place, in our church
   a. it is bottom up (usually launched by a key family or lay leader)
   b. it is middle out (usually launched through key committees, boards, or teams of people)
   c. it is top down (usually launched by the senior pastor with assistance of key staff and other leaders)

8. In terms of patterns of growth, our church grows
   a. primarily by attraction through relationships (it exudes such warmth and love that newcomers are attracted)
   b. primarily by programs through key ministries (it has developed a few key ministries that effectively reach new people for Christ and bring them into the church)
   c. primarily by proclamation through word of mouth (it proclaims Christ through many different avenues such as from the pulpit, in the community, by person-to-person)

9. In terms of obstacles to growth, our church must overcome (check all that apply)

__small church image	__inadequate facilities	__poor assimilation
__ineffective evangelism	__inadequate staff	__increased bureaucracy
__inadequate programs	__inadequate finances	__poor communication
__downward momentum	__poor administration	__loss of vision
__ingrown fellowship	__increasing complexity	__lack of member care

10. In terms of strategies for growth, our church must (check all that apply)

__renew a sense of purpose	__develop distinct identity	__renew the vision
__begin new ministries	__add additional staff	__design assimilation plan
__cultivate evangelism	__use facilities multiple times	__streamline procedures
__celebrate victories	__offer multiple worship services	__offer need-based events
__start new groups/classes	__write long-range plan	__adjust leadership roles
__involve new people	__improve quality of ministry	__increase the number of small groups

(Adapted from Gary McIntosh, *One Size Doesn't Fit All*)

KEY:
   All "a" responses and first column issues are small church (200 and under) issues
   All "b" responses and second column issues are medium church (201-400) issues
   All "c" responses and third column issues are large church (over 401) issues