

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)

<input type="checkbox"/> small church image	<input type="checkbox"/> inadequate facilities	<input type="checkbox"/> poor assimilation
<input type="checkbox"/> ineffective evangelism	<input type="checkbox"/> inadequate staff	<input type="checkbox"/> increased bureaucracy
<input type="checkbox"/> inadequate programs	<input type="checkbox"/> inadequate finances	<input type="checkbox"/> poor communication
<input type="checkbox"/> downward momentum	<input type="checkbox"/> poor administration	<input type="checkbox"/> loss of vision
<input type="checkbox"/> ingrown fellowship	<input type="checkbox"/> increasing complexity	<input type="checkbox"/> lack of member care

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

<input type="checkbox"/> renew a sense of purpose	<input type="checkbox"/> develop distinct identity	<input type="checkbox"/> renew the vision
<input type="checkbox"/> begin new ministries	<input type="checkbox"/> add additional staff	<input type="checkbox"/> design assimilation plan
<input type="checkbox"/> cultivate evangelism	<input type="checkbox"/> use facilities multiple times	<input type="checkbox"/> streamline procedures
<input type="checkbox"/> celebrate victories	<input type="checkbox"/> offer multiple worship services	<input type="checkbox"/> offer need-based events
<input type="checkbox"/> start new groups/classes	<input type="checkbox"/> write long-range plan	<input type="checkbox"/> adjust leadership roles
<input type="checkbox"/> involve new people	<input type="checkbox"/> improve quality of ministry	<input type="checkbox"/> 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