

**CONGREGATION'S EVALUATION**  
*An Evaluation of the Congregation's Discipleship Ministry*  
**To Be Completed by Leadership**

This evaluation is to be completed in its entirety once every three years. During the intervening years, the Administrative/Church Council is to revisit strengths, skills to be improved, and actions and continue to work on these areas for further transformation of the congregation.

Part I is to evaluate the congregation's progress in making disciples of Jesus Christ for the transformation of the world. It is to be completed by the team consisting of clergy, S/PPRC chairperson, church council chairperson and lay leader. Additional laity may also be added to insure gender, race and age inclusiveness.

The team is to share their evaluation with the S/PPRC for clarification. A synopsis of the evaluation is to be reported to the church council and the congregation by the church council chairperson so that the congregation is affirmed in their strengths and learns about the areas for growth.

Church:  
Lead Clergy:  
City/Town:

Date:  
District:  
Zip Code:

Congregation's Mission Statement:

Congregation's Vision Statement:

List the congregation's records for the last three years, starting with the most recent full year.

Number of confessions and reaffirmations of faith:	Current year:	Last year:
Average worship attendance:	Current year:	Last year:
Percent of apportionments paid:	Current year:	Last year:

List one or two additional accomplishments in mission and ministry that you feel are important:

- 1.
- 2.

**Ratings** for the following questions:

4 – Very effective

3 – Usually effective

2 – Occasionally effective

1 – Ineffective

### **1. Worship**

- a. The congregation is passionate about worshipping God as evidenced in joyful singing, laity involvement, and growing attendance.
- b. Laity is involved with clergy in creating worship resources and opportunities.
- c. The congregation has worship experiences that connect with residents in the surrounding community, and involves and appeals to children, youth and young adults.
- d. Each worship opportunity contains elements of both continuity and innovation.
- e. When the congregation gathers for worship, there is a sense of God's presence.
- f. Congregational worship engages one's mind and emotions and challenges the worshiper to serve in the world.
- g. Worshipers leave with a sense of joy and hope.
- h. Efforts have been made to increase worship attendance this year.

**Combined rating (add the 8 ratings above and divide by 8).**

List two specific strengths to build on, skills to be improved, and/or actions to be taken:

- 1.
- 2.

### **2. Nurture/Education**

- a. The congregation has ministries that connect with visitors and new worshipers and assists them in becoming involved in a small group and ministry activity.  
*Describe your congregation's ministry to receive people into the life of the congregation:*
- b. The congregation consistently develops and offers small group and study opportunities for all ages.

*How many small groups were offered this year? ( ) How many of them are new this year? ( ) Were there more people participating this year than last? ( )*

- ( ) c. There are teams of laity participating in pastoral care (prayer trees, phone calling, home visitation, hospital calls).
- ( ) d. The congregation works well across the different ages, cultures, political beliefs, theological beliefs and all other expressions of diversity.
- ( ) e. The congregation cooperates and works well with its staff and leaders.
- ( ) f. The congregation regularly shares faith stories in worship, small groups, team meetings, fellowship activities and other times when gathered.
- ( ) g. The congregation builds unity and harmony in their conversation with one another and refrains from gossip.
- ( ) h. The congregation feels that church leadership (lay and clergy) listens to their needs and concerns.
- ( ) i. At least 80% of the worshipers of the congregation are engaged in some kind of ministry.

**( ) Combined rating (add the 9 ratings above and divide by 9).**

List two specific strengths to build on, skills to be improved, and/or actions to be taken:

- 1.
- 2.

### **3. Service**

- ( ) a. The congregation regularly engages in ministry to the wider community.  
*The percentage of our worshipers that give five hours or more a month in community ministry is \_\_\_\_\_.*
- ( ) b. The congregation organizes worshipers to address social issues.  
*List several social issues, which the congregation addresses in the community or world, that involve more than just financial support. Indicate which ones were started within the last year.*
  - 1.
  - 2.
  - 3.
- ( ) c. The congregation identifies itself as a mission-oriented church.  
*Did the congregation offer a mission trip this year? ( ) List where and how many participated.*
- ( ) d. The congregation offers times where volunteers can talk about how they experience God on their outreach activities.
- ( ) e. The congregation listens to and tries to understand one another when engaging social issues.

**( ) Combined rating (add the 5 ratings above and divide by 5).**

List two specific strengths to build on, skills to be improved, and/or actions to be taken:

- 1.
- 2.

#### 4. Evangelism

- a. The congregation carries out a ministry to assist people in exploring their relationship with God and invites people to follow Jesus Christ.  
*List specific ministries of the congregation that help people to share their faith in Jesus Christ.*
  - 1.
  - 2.
  - 3.
- b. The congregation regularly invites new residents, unchurched, family members and co-workers to worship, growth and study groups, and/or community ministry projects.
- c. The congregation has received people into membership by profession or reaffirmation of faith this year.  
*List how many.*
- d. The congregation reflects the racial, economic and cultural diversity of its community.
- e. The congregation works well across the different ages, cultures, political systems, theological beliefs and all other expressions of diversity.

**Combined rating (add the 5 ratings above and divide by 5).**

List two specific strengths to build on, skills to be improved, and/or actions to be taken:

- 1.
- 2.

#### 5. Stewardship

- a. Worship includes a variety of methods for teaching a Christian perspective of sharing resources of time and money for God's purposes.
- b. Understandings of generosity are taught in a variety of places other than worship.
- c. Financial stewardship is talked about throughout the year and is understood as a part of a spiritual journey.
- d. The congregation supports local missions financially.
- e. The congregation supports global missions financially.
- f. The congregation manages financial resources well and provides monthly or bi-monthly financial reports for church leaders and members.

Did you fulfill your church tithe covenant to the RMC last year? Yes \_\_\_  
No \_\_\_  
Did you complete a church financial audit last year. Yes \_\_\_ No \_\_\_

( ) **Combined rating (add the 6 ratings above and divide by 6).**

List two specific strengths to build on, skills to be improved, and/or actions to be taken:

- 1.
- 2.

## 6. Administration

- ( ) a. The congregation understands the decisions and ministry of the church through a variety of communication resources (newsletter, web site, announcements, e-mail, etc.).  
*What is your best resource for communicating the vision, mission and accomplishments with the entire congregation and how often is the resource shared?*
- ( ) b. The congregation provides leadership in the community on key concerns.  
*List ways the congregation has provided leadership, not services, in the community.*
- 1.
  - 2.
  - 3.
- ( ) c. The congregation has a vision which sets priorities for mission and ministry.  
*What are your three top priorities?*
- 1.
  - 2.
  - 3.
- ( ) d. The congregation focuses most of its life on ministry rather than committee meetings.
- ( ) e. The congregation always prays, seeking the will of God, before making decisions that affect its mission and ministry.
- ( ) f. The congregation has an effective method for resolving conflict.  
*Describe your method(s).*
- ( ) g. The congregation has a program for identifying and training new leaders.
- ( ) h. The congregation encourages each other to identify and utilize their gifts.

( ) **Combined rating (add the 8 ratings above and divide by 8).**

List two specific strengths to build on, skills to be improved, and/or actions to be taken:

- 1.
- 2.

**Add the combined ratings for each of the six major areas and list the total here: \_\_\_\_**

- A rating of 22-24 indicates the congregation is functioning extremely well together. It has a clear sense of identity and is positioned for a very effective ministry of making disciples of Jesus Christ to transform individuals, the church, the community and the world.
- A rating of 17-21 indicates the congregation is functioning very well together. It is clear about its role and ministry.
- A rating of 12-16 indicates the congregation has a number of positive aspects to its ministry and also has opportunities for growth. There is a need to more clearly communicate and negotiate the effectiveness in ministry for the congregation. There is a need to identify actions, training, and support needed for the congregation to excel and collaborate in ministry.
- A rating of 6-11 indicates the congregation is not working as well as desired. There is a need to deal with issues relating to vision, mission and discipleship. The congregation may also have serious conflict issues, low morale, leadership concerns, a lack of commitment to reach beyond its own membership, or all of the above.

Prepared by the team of:  
(Please list titles and e-mail addresses)

Date:

*List how this information will be shared with the congregation and on what schedule.*