

Pastor Assessment

Resource: <https://www.churchrevitalizer.com/resources.html>

1. Have you worked on a professional weakness in the last six months?
2. Do you have a consistent quiet time with God each day that is meaningful?
3. Do you have anyone (outside of your spouse) who gives you constructive criticism about your job performance?
4. Do you have an accountability person you meet with consistently?
5. Do you have a ministry coach, mentor, or peer group?
6. Do you coach, mentor, or disciple anyone on a consistent basis?
7. Is your job performance evaluated by a group at least once a year?
8. Do you take all your vacation time each year?
9. Does your church help you to take time for personal retreat and refreshing regularly? When was last Sabbatical? Have you ever had one?
10. Have you served in your current ministry position more than seven years?
 - a. Adults with children
 - b. Median adults
 - c. Singles or divorcees
 - d. Adults in recovery
11. Would you say your expectancy for Sunday is generally:
 - a. High
 - b. Medium
 - c. Low
12. Do people frequently and sincerely complement you on your sermons?
13. Do people see you as unavailable, unapproachable, or difficult to talk to?
14. Is sermon preparation something you look forward to doing each week?
 - a. Mostly yes
 - b. Depends on what is going on
 - c. Mostly no
15. Have you had in-depth training in leading church revitalization?
16. Is your wife still excited about being in ministry?
17. How is your overall health?
 - a. Excellent
 - b. Good
 - c. Fair
 - d. Poor
 - e. Terrible
18. Is there a positive trend in small group attendance?
19. Have you added any small group units in the last year?
20. Did you baptize 10% of your small group attendance last year?
21. Did you baptize more than you buried last year?
22. Have you baptized anyone in the last three months?
23. Have you baptized anyone older than eighteen in the last six months?
24. Do you know exactly how many people you baptized last year, yes or no?
25. Do you know how many people you have baptized so far this year?

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26. Other than deacons and employees, do you have anyone who has served in their leadership position more than five years?
 - a. Do you have more than one person? More than five?
 - b. Are there conflict issues that are unaddressed in your church?
27. Does the church have an active Strategic or Long Range Plan?
28. Is/has your church's community changing ethnically or economically?
29. Is there unconfessed, unaddressed and/or unrepented sin in your church?
30. Has a staff member been terminated or left under duress in the last five years?
31. Have more than one staff person been terminated or left under duress in the last five years?
32. Have five or more families left your church in the last year?
33. Have more families joined your church or left your church in the last six months?
34. Do you have any missing age group(s) in your church (check all that apply):
 - a. Children
 - b. Youth
 - c. College students
 - d. Young adults
 - e. Median adults
 - f. Senior adults
35. Do you have any conflict over the style of worship in the church?
36. Do you have a group who is asking for a change in the style of worship?
37. Are your service times posted visibly on your church sign or on your building?
38. Are their signs inside your church help directing people to designated areas (worship center, nursery, restrooms, classrooms, etc.)?
39. Do you have designated greeters and are they effective?
40. Have you had any church-wide celebrations in the last year?
41. Did you have at least one local mission project in the last year?
42. Is your church digitally connected through social media?
 - a. Facebook
 - b. Twitter
 - c. Instagram
 - d. Webpage
43. Is your church's giving on a positive three-year trend?
44. Does your church look like its immediate community (ethnically, socio-economically, spiritually)?

Scoring add together positive and negative score to see how your church and you are doing. Negative scores are underwater, positive scores are above water, and high scores mean you're soaring like an eagle! How far from shore (x, how good of shape you are in) and how deep (y, how bad the church is).

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