

Appendix I.

Ministry Assessment Preamble

This is an assessment tool I created in 2007 for Cell Group leaders to help them identify areas of growth and development needed in their Cell Groups.

I have made slight adjustments to the wording of the questions so we can use it to also assess the general health of our youth or young adults ministries.

I include the original introduction. If you intend to use an assessment like this *with a group of your leaders*, reading out this introduction will help guide the tone of the feedback toward 'constructive and affirming criticism' rather than just criticism.

At the end of it you will be able to give yourself a score which will reflect the health of your ministry.

At the end of it you will also be able to identify the areas of your ministry in which you could seek to 'improve' in as a leader.

This would also help you focus in on the parts of this book that might be of greatest help to you (for this book contains chapters on leadership, worship, fellowship, discipleship, ministry, evangelism, and more...)

Enjoy :-)

Dave Mann

Introduction to the Ministry Assessment Tool

Christian Congregation and Cell Group are called to be a communities of faith, living out the five purposes of God's Church.

These are summarised for us in our Church's Mission Statement
(Or alternatively summarised well in Matthew 28:18-20 and Matthew 22:37-39).

*"A God loved missional community which
Worships passionately
Evangelises faithfully
Disciples intentionally and
Serves selflessly,
Sent out to with the world for Christ"*

Today you are going to do an assessment of your Ministry / CG

1. What we do not want is...

...for this to turn into a criticism session. No Ministry or Cell Group is perfect, and your leaders are giving a lot to your Cell or Ministry, so please be wise with attitudes and comments.

2. What we do want is...

...to have an honest yet humble assessment together, so we can understand how we are going in our Cell Groups / Ministry. The core leadership team is thus

(A) Encouraged by compliments

(B) Empowered to consider how to address any areas of particular weakness in the coming 6 months, so you can care for each other and grow and serve well together.

Ultimately be reminded that

"It's about giving, not getting."

While none of us has the right or ability to control others...

... we can all control our own actions

Are we truly loving and caring toward others in our Cell?

Do we seek to always encourage and build others up in our Cell / Ministry?

Do we seek to meet needs in the Cell willingly, and without needing recognition from others for what we've done?

These are the things that ultimately will build a strong Cell / Christian community

John 13:34-35

"A new command I give you: Love one another. As I have loved you, so you must love one another. By this all men will know that you are my disciples, if you love one another."

Ministry Assessment (1 hour)

I. Fellowship

(Care of members)

- a. How would you assess the general emotional or relational health of the group?
0 – 1 – 2 – 3 – 4 – 5
- b. Is your community life together appreciated as significant?
0 – 1 – 2 – 3 – 4 – 5
- c. Do people feel cared for?
0 – 1 – 2 – 3 – 4 – 5
- d. Are there tensions / conflicts?
0 – 1 – 2 – 3 – 4 – 5
- e. How much do you feel people enjoy fellowship together after official gathering times?
0 – 1 – 2 – 3 – 4 – 5
- f. How much do you think members connect / support each other during the week?
0 – 1 – 2 – 3 – 4 – 5
- g. How important is prayer in your ministry / Cell Group?
0 – 1 – 2 – 3 – 4 – 5
- h. Do members get to share their needs and pray for each other regularly?
0 – 1 – 2 – 3 – 4 – 5

SCORE _____ / 40

Possible discussion:

Which is your greatest area of weakness and strength when it comes to fellowship?

Assess recent losses (the past 6 months) in old members (those who stopped attending).
Why did they leave?

How have you explained these losses? Were the losses unavoidable?

What is your responsibility to these people now? Is any action needed?

II. Discipleship

(Growth through personal devotions and CG discussions)

a. Are members' devotional lives strong?

0 – 1 – 2 – 3 – 4 – 5

b. Are your devotional lives encouraged through their involvement?

0 – 1 – 2 – 3 – 4 – 5

c. For a ministry, does the message's content hold the interest of the members?

0 – 1 – 2 – 3 – 4 – 5

d. Is the content generally good?

0 – 1 – 2 – 3 – 4 – 5

e. For Cell Groups, does the study / discussion hold the interest of the members?

0 – 1 – 2 – 3 – 4 – 5

f. Is the content generally good?

0 – 1 – 2 – 3 – 4 – 5

g. Do members participate readily?

0 – 1 – 2 – 3 – 4 – 5

h. Do members share openly?

0 – 1 – 2 – 3 – 4 – 5

i. Are your home grown preachers getting better at preaching?

0 – 1 – 2 – 3 – 4 – 5

f. Are the discussion leaders getting better at leading?

0 – 1 – 2 – 3 – 4 – 5

k. Are discussions more interactive (i.e. 2-way) (circle 5 if this true) or monologue (1-way) from the leader (circle 0 if this is true)?

0 – 1 – 2 – 3 – 4 – 5

l. Do members encourage the discussion leaders?

0 – 1 – 2 – 3 – 4 – 5

SCORE / 60

Possible discussion:

How could you as a CG or ministry encourage your members' devotional lives?

Are there any suggested topics that could be looked at in the coming 6 months?

IIIa. Ministry

(Imitating the attitudes and actions of Christ)

a. Do members exhibit servant attitudes, willingly going out of their way to serve and help others?

0 – 1 – 2 – 3 – 4 – 5

b. Are your members generally involved in serving in a ministry somewhere?

0 – 1 – 2 – 3 – 4 – 5

c. Are your members involved in serving others in their community or work places?

0 – 1 – 2 – 3 – 4 – 5

IIIb. Leadership

d. Are your members strong in serving others *together*?

0 – 1 – 2 – 3 – 4 – 5

e. Do you feel your leaders (Pastors, or CGL and ACGL) are bringing clear direction to the ministry / Cell?

0 – 1 – 2 – 3 – 4 – 5

f. Do you think your leadership team's outlook would be considered more pessimistic (circle 0 if this is true) or optimistic (circle 5 if this is true) at this time?

0 – 1 – 2 – 3 – 4 – 5

SCORE / 25

Optional Questions for senior leaders:

[In case you are doing this with a larger group of leaders, the next few questions would be best discussed *only* by your few core leaders to avoid inviting any unhealthy criticism of your top leaders. Negative words spoken can be hard to 'undo'].

g. How involved and released do your leaders (both senior and general) feel in their role of serving in the ministry / Cell?

0 – 1 – 2 – 3 – 4 – 5

h. Do core team leaders / members feel they are encouraged and growing through their involvement?

0 – 1 – 2 – 3 – 4 – 5

i. How open (circle 5 if this is true) is the atmosphere at your leaders' meeting? How free (circle 5 if this is true) is communication?

0 – 1 – 2 – 3 – 4 – 5

j. Are leaders in true unity together (circle 5 if this is true), or are their outstanding issues causing resentment among the leaders (circle 0 if this is true)?

0 – 1 – 2 – 3 – 4 – 5]

OPTIONAL QUESTIONS / 20

Possible discussion (all):

Ask 'why?' after question (e) above

After question (i), how could openness in communication be improved?

Is there a current need in your ministry / CG through which a member could be released to help out?

Could any leaders / members grow more through the opportunity of trying out a different role for a season?

To do: Members, encourage your leaders!!! This is your responsibility before God.

IV. Outreach

(Your encouraging of each other and working together to reach your 'Jeruselems')

a. Are your members actively witnessing?

0 – 1 – 2 – 3 – 4 – 5

b. Do you have new comers visiting your gatherings regularly?

0 – 1 – 2 – 3 – 4 – 5

c. How good are you at welcoming new comers? How welcoming is the environment?

0 – 1 – 2 – 3 – 4 – 5

d. How involved and committed are your members to partnering with other believers in their campus' / work places oso as to reaching out to those there?

0 – 1 – 2 – 3 – 4 – 5

e. Do you feel your group is strong (circle 5 if this is true) or weak (circle 0 if this is true) in outreach?

0 – 1 – 2 – 3 – 4 – 5

SCORE / 25

Possible discussion:

Has there been a change in attitude toward outreach during the past few months amongst members or leaders? What is it?

FINAL SCORE / 150

(Or /170 if including the optional questions)

V. Overall Summary:

Where do you feel your group is at overall? Is it more optimistic (circle 5 if this is true) or pessimistic (circle 0 if this is true)?

0 – 1 – 2 – 3 – 4 – 5

Possible discussion:

What do you think is the greatest overall weakness (noting your score)?

What do you think is the greatest overall strength (noting your score)?

In what 3 ways could you try to grow in the coming 6 months?

In what areas might you benefit most from, seeking to really understand and apply the lessons of this book?