

# Healthy Churches



An assessment tool to help pastors and leaders evaluate the health of their church.



## Introduction:

This evaluation tool has been designed by AGC pastors for AGC churches. It is based on the following understanding:

- Evaluation of church health is essential. We need to know where we are going, how to get there and how we are doing.
- Every church is different. Each church has strengths and limitations. Church health assessment tools are most effective when they allow for church individuality.
- Quantifiable data for churches is difficult to determine. Quantifiable metrics are best understood qualitatively.
- The real value of any assessment is to determine common vocabulary and to engage in meaningful discussion around the assessment.

The AGC working description of a healthy reproducing church is as follows:

*A healthy reproducing church is one that is driven by God's mission and Christ's command in the power of the Holy Spirit to love God, love others (The Great Commandment, Mark 12:29-31) and to make disciples (The Great Commission, Matthew 28:18-20) by seeking the lost, building believers and equipping workers, supported by a sustainable strategic and financial plan - resulting in Kingdom expansion through new conversion, congregations and churches for the glory of God and the sake of the world.*

Pictorially it looks something like this:



## ***A healthy Reproducing Church***



**Strategically joining in the mission of God  
in the power of the Holy Spirit with a Kingdom orientation**

## How this assessment tool works

Regarding the Great Commission and Commandment categories there are six areas of assessment:

- Seeking the Lost
- Building believers
- Equipping workers
- Loving God
- Loving the church
- Loving the world

Regarding foundational categories, there are four areas of assessment:

- Strategy
- Mission alignment (missional)
- Holy Spirit empowerment
- Kingdom orientation

**Here's how to use this tool** (*be prayerful through each step of the process*)

**Step one - Individual assessment:** As individuals on a leadership team, each member will need to take an hour to personally assess how they feel the church is doing in these 10 assessment categories.

**Step two - Bring the team together:** As the team comes together they can then discuss why they assessed the way they did. The conversation coming out of this exercise should be quite insightful. Although a number rating will be given, this number is simply used to establish some kind of understood metric and to facilitate discussion.

**Step three - Group discernment:** For each assessment area the team will need to agree on a priority goal to address.

**Step four - Identify top three focus areas:** It would be difficult for a leadership team to address 10 different concerns. Of the ten, prayerfully determine which three God would have you focus on for the next season of ministry.

**Step five - Commission strategists:** Identify leaders who are gifted at developing strategy. Have them wrestle with the three chosen focus areas and construct a plan to move the church forward in these areas.

**Step six - Team approval:** As the strategy is explained, the whole leadership team needs to develop ownership. The strategies may require budget realignment.

**Step seven - Congregational communication and call:** Present the assessment results and corresponding strategies of the leadership team to the congregation. Call the church to action.

*Annual Assessment: It would be helpful for a leadership team to review this assessment annually. That way they could see whether or not they were making forward progress.*

## Seeking the Lost

<b>Evaluation Statement</b> <i>Reflect on each statement based on your current condition as a church</i>	<b>Evaluation Rating</b> <i>1 = unhealthy, 10 = very healthy</i>
We have strategies and procedures in place to take the gospel globally.	1 2 3 4 5 6 7 8 9 10
We have strategies and procedures in place to take the gospel locally. Our outreach strategy engages our people in living and sharing Christ in their context.	1 2 3 4 5 6 7 8 9 10
Our people are regularly sharing their faith and producing fruit.	1 2 3 4 5 6 7 8 9 10
We conduct regular events designed to help believers introduce their friends to Christ. Non-believers regularly attend our outreach initiatives.	1 2 3 4 5 6 7 8 9 10
Our people are competent in sharing the gospel message in an accurate and loving way. Our people balance "telling" and "being" the good news where they live work and play.	1 2 3 4 5 6 7 8 9 10
We have a demographical/contextual understanding of our church that informs our strategies.	1 2 3 4 5 6 7 8 9 10
Our Sunday morning environment is welcoming and intentional in language and media regarding removing any obstacles that might confuse those far from God. We provide "ask anything" opportunities and safe settings where seekers can get meaningful answers to their questions. It is easy for new believers to integrate into mainstream church life.	1 2 3 4 5 6 7 8 9 10
The pastoral staff and leaders frequently tell their personal stories of how they are seeking lost people. Most of our leaders have recently led a friend to Christ.	1 2 3 4 5 6 7 8 9 10
We regularly spend time in corporate prayer for lost people.	1 2 3 4 5 6 7 8 9 10
We know how many people annually come to Christ as a result of the ministry of our people. We celebrate any conversions we are aware of in a sensitive yet encouraging way.	1 2 3 4 5 6 7 8 9 10
	<b>Total score out of 100</b> _____

**Priority Goal:** *How is God affirming us? How is God challenging us?*

**Action Required:**

## Building Believers

<b>Evaluation Statement</b> <i>Reflect on each statement based on your current condition as a church</i>	<b>Evaluation Rating</b> <i>1 = unhealthy, 10 = very healthy</i>
Our people have numerous opportunities for quality Bible teaching. We have various sizes of growth groups to help people in their faith development. Over 50% of our people belong to a Bible study group of some sort.	1 2 3 4 5 6 7 8 9 10
Our people engage in prayer both personally and corporately. We encourage our people to spend daily time with God and provide tools for them to help in that process.	1 2 3 4 5 6 7 8 9 10
Our small group and corporate services excel at bringing people into the presence of God in worship. Our church is known to be a loving and joyful community.	1 2 3 4 5 6 7 8 9 10
Our people are well connected through opportunities for fellowship. There is good integration of age groups within our church.	1 2 3 4 5 6 7 8 9 10
Discipleship programs are well attended by our people. We provide courses for new believers and for new members.	1 2 3 4 5 6 7 8 9 10
We regularly provide opportunities for people to learn about and practice spiritual disciplines.	1 2 3 4 5 6 7 8 9 10
We regularly challenge people to a life of holiness and to engage in the fruit of the spirit.	1 2 3 4 5 6 7 8 9 10
We have accountability or mentoring systems in place to help people move forward in their faith.	1 2 3 4 5 6 7 8 9 10
Our baptism rate is 10% (10 people per year per every 100 members). We keep our baptismal tank full at all times.	1 2 3 4 5 6 7 8 9 10
Our people have a firm grasp of essential doctrines and understand the importance of Biblical truth. We have an intentional process to help people increase in their Biblical literacy.	1 2 3 4 5 6 7 8 9 10
	<b>Total score out of 100</b> _____

**Priority Goal:** *How is God affirming us? How is God challenging us?*

**Action Required:**

## Equipping Workers

<b>Evaluation Statement</b> <i>Reflect on each statement based on your current condition as a church</i>	<b>Evaluation Rating</b> <i>1 = unhealthy, 10 = very healthy</i>
Our people are trained, supported and are serving well with their spiritual gifts.	1 2 3 4 5 6 7 8 9 10
Our people are trained in evangelism and bearing fruit. Our people can identify those non Christians they feel God wants them to reach out to.	1 2 3 4 5 6 7 8 9 10
Most of our believers are excited about peer to peer evangelism and discipleship. If a friend becomes a Christian our people know how to help them become rooted and established in Christ.	1 2 3 4 5 6 7 8 9 10
We have a process in place to identify and equip leaders (pastors, teachers, evangelists etc.). Our leaders are trained and mentored for effective leadership. We have an apprentice elder process to groom up and coming leaders.	1 2 3 4 5 6 7 8 9 10
We have a process in place to help leaders move from a conceptual understanding of leadership to action.	1 2 3 4 5 6 7 8 9 10
We are seldom short of workers in our ministry. We have a data base of the giftedness, passion and experience of all of our members. Our people have opportunities for ministry specific coaching. We pray corporately that God would raise up workers for the ministry.	1 2 3 4 5 6 7 8 9 10
All of our ministry areas have identified leader/worker succession plans. There is an identified process of succession planning for all of our pastoral staff.	1 2 3 4 5 6 7 8 9 10
We have a significant budget in place for equipping. Our teams regularly attend equipping type of conferences and seminars. Our top leadership has regular leadership retreats.	1 2 3 4 5 6 7 8 9 10
Our leaders have a "relational code" that keeps our team harmonized. Our volunteers are regularly motivated and encouraged by meaningful gestures and activities.	1 2 3 4 5 6 7 8 9 10
Our pastors train people and delegate well. They equip others to do the ministry. Our leaders listen well and are sensitive to the congregation.	1 2 3 4 5 6 7 8 9 10
	<b>Total score out of 100</b> _____

**Priority Goal:** *How is God affirming us? How is God challenging us?*

**Action Required:**

## Loving God

<b>Evaluation Statement</b> <i>Reflect on each statement based on your current condition as a church</i>	<b>Evaluation Rating</b> <i>1 = unhealthy, 10 = very healthy</i>
It is evident that our people are passionate about the Lord.	1 2 3 4 5 6 7 8 9 10
Our people engage in spiritual disciplines to nurture their souls.	1 2 3 4 5 6 7 8 9 10
Our people are well taught Biblically and are integrating their head knowledge into their personal walk with God.	1 2 3 4 5 6 7 8 9 10
Our worship services are known for being effective for bringing people into the presence of God. There is a spirit of joyful expectancy in our services.	1 2 3 4 5 6 7 8 9 10
Our congregational prayer times are creative and deeply meaningful.	1 2 3 4 5 6 7 8 9 10
There is a deep desire for holiness in our congregation. Our people are quick to repent of sinfulness.	1 2 3 4 5 6 7 8 9 10
People consistently leave our services feeling closer to God than when they arrived. Sunday morning church attendance is prioritized by the majority of our people.	1 2 3 4 5 6 7 8 9 10
Our worship leaders are competent and creative as they lead people into the presence of God.	1 2 3 4 5 6 7 8 9 10
Our preaching has a consistent emphasis on developing a deeper love relationship with God.	1 2 3 4 5 6 7 8 9 10
We focus on worshipping each member of the trinity in a balanced way.	1 2 3 4 5 6 7 8 9 10
	<b>Total score out of 100</b> _____

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**Action Required:**

## Loving The Church

<b>Evaluation Statement</b> <i>Reflect on each statement based on your current condition as a church</i>	<b>Evaluation Rating</b> <i>1 = unhealthy, 10 = very healthy</i>
Our people understand the need for unity but also celebrate and allow for diversity. Our small groups reflect a healthy sense of diversity.	1 2 3 4 5 6 7 8 9 10
Our people show loyalty to our body in terms of their time, talents and treasure.	1 2 3 4 5 6 7 8 9 10
Our people follow the Matthew 18 protocol and are quick to resolve differences. Truth is valued.	1 2 3 4 5 6 7 8 9 10
Our people allow others the freedom to be different, candid, and vulnerable. When someone makes a mistake or falls into sin, but has a repentant heart, our people are quick to support and encourage them.	1 2 3 4 5 6 7 8 9 10
Our church is a safe place to admit struggles. We don't shoot the wounded.	1 2 3 4 5 6 7 8 9 10
People pray for each other. There is a well used and easily accessed prayer ministry for needs in our church.	1 2 3 4 5 6 7 8 9 10
We have a clearly defined care ministry in our church. If someone is struggling or needy they know how to access help and care.	1 2 3 4 5 6 7 8 9 10
The staff and leaders are appropriately vulnerable.	1 2 3 4 5 6 7 8 9 10
We do not experience cliques in our church.	1 2 3 4 5 6 7 8 9 10
We have a process in place to integrate new-comers and to help them feel well connected to the congregation.	1 2 3 4 5 6 7 8 9 10
	<b>Total score out of 100</b> _____

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**Action Required:**



## Loving The World

<b>Evaluation Statement</b> <i>Reflect on each statement based on your current condition as a church</i>	<b>Evaluation Rating</b> <i>1 = unhealthy, 10 = very healthy</i>
Our people are very welcoming of newcomers.	1 2 3 4 5 6 7 8 9 10
Our people are well connected (friends) with people where they live, work and play.	1 2 3 4 5 6 7 8 9 10
Our people are known for their tangible acts of service for people in need. We regularly challenge people to be compassionate as Jesus was.	1 2 3 4 5 6 7 8 9 10
Our church is considered by others to be one of the community's greatest assets.	1 2 3 4 5 6 7 8 9 10
Our church consistently responds to crisis in our city, country and world.	1 2 3 4 5 6 7 8 9 10
We pray regularly for world issues and political leaders.	1 2 3 4 5 6 7 8 9 10
Our church supports various community helping agencies with human and financial resources. Our church partners with Christian compassion agencies.	1 2 3 4 5 6 7 8 9 10
Our church is part of a larger church network that provides help and care to people in our region.	1 2 3 4 5 6 7 8 9 10
A significant portion of our budget is dedicated to compassion types of ministry.	1 2 3 4 5 6 7 8 9 10
We frequently send teams of people out for short term mission projects.	1 2 3 4 5 6 7 8 9 10
	<b>Total score out of 100</b> _____

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**Action Required:**

## Strategic

<b>Evaluation Statement</b> <i>Reflect on each statement based on your current condition as a church</i>	<b>Evaluation Rating</b> <i>1 = unhealthy, 10 = very healthy</i>
Our vision and values are clear, concise and well understood by all. All of our leaders can recite our vision and values by memory. Our leaders personify our vision and values. Our lay leaders have annual performance appraisals based on their specific ministry portfolios.	1 2 3 4 5 6 7 8 9 10
Our goals and objectives are clear and measurable. Our day to day operations are effective and efficient.	1 2 3 4 5 6 7 8 9 10
Our financial plans reflect our strategies. Our church abides by CRA guidelines.	1 2 3 4 5 6 7 8 9 10
Our budget is faith stretching. Our budget reflects our value of ministry staff. Our budget demonstrates our love for the world.	1 2 3 4 5 6 7 8 9 10
Our discipleship includes training in stewardship.	1 2 3 4 5 6 7 8 9 10
Our communication systems are effective in informing our congregation of who we are and what we do.	1 2 3 4 5 6 7 8 9 10
We have a short term strategy (1 year) and a long term strategy (5 years). We regularly evaluate our ministry goals involving congregational input. Our leaders are highly engaged in the outworking of our strategies.	1 2 3 4 5 6 7 8 9 10
There is excellent alignment and understanding between all of our ministries.	1 2 3 4 5 6 7 8 9 10
Our congregation receives regular strategy updates and has a good sense of how we are doing.	1 2 3 4 5 6 7 8 9 10
Our staff has a clear mandate and have set detailed goals for their segment of the ministry. Our staff regularly reports to the board and explains how they are staying on track with their strategy. Our staff has biannual performance appraisals based on their specific ministry portfolios.	1 2 3 4 5 6 7 8 9 10
	<b>Total score out of 100</b> _____

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**Action Required:**

## Mission Driven

<b>Evaluation Statement</b> <i>Reflect on each statement based on your current condition as a church</i>	<b>Evaluation Rating</b> <i>1 = unhealthy, 10 = very healthy</i>
The mission of God is regularly reinforced through preaching and teaching. Our church understands the scope of redemption.	1 2 3 4 5 6 7 8 9 10
Our programs are mission focused not self-serving. Our church is consumed with the state and fate of the lost. We have a benevolent fund and share readily with those in need.	1 2 3 4 5 6 7 8 9 10
Our church discerns where God is actively at work and joins in. Everything we do as a church is in alignment with the mission of God.	1 2 3 4 5 6 7 8 9 10
We are a transparent church and value authenticity and appropriate vulnerability as we journey together toward knowing Christ.	1 2 3 4 5 6 7 8 9 10
We are a gracious church. As a church we excel at speaking the truth in love.	1 2 3 4 5 6 7 8 9 10
We participate in ministries of reconciliation and partner with others to promote community improvement. We seek to raise the quality of life in our community.	1 2 3 4 5 6 7 8 9 10
Our church does well at being salt and light in our community. We have our finger on the pulse of our community and adjust our ministry strategies to meet real and felt needs.	1 2 3 4 5 6 7 8 9 10
Although we value our doctrinal distinctive, we also celebrate and pray for the ministry of other churches in our community.	1 2 3 4 5 6 7 8 9 10
Our church schedule is not so demanding that our people do not have adequate time to make a difference in their neighbourhoods.	1 2 3 4 5 6 7 8 9 10
Our church knows why and how we gather and why and how we scatter. We regularly re-invent and adjust our approach to sharing the gospel based on community needs and receptivity.	1 2 3 4 5 6 7 8 9 10
	<b>Total score out of 100</b> _____

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**Action Required:**

## Holy Spirit Empowered

<b>Evaluation Statement</b> <i>Reflect on each statement based on your current condition as a church</i>	<b>Evaluation Rating</b> <i>1 = unhealthy, 10 = very healthy</i>
We collectively discern the work of the Spirit in our midst. Decisions are made with a oneness of spirit. We follow the Spirit's lead even when it requires risk.	1 2 3 4 5 6 7 8 9 10
We listen to culture and ask the Spirit what our missional distinctive ought to be.	1 2 3 4 5 6 7 8 9 10
There is an unexplainable dimension to our ministry.	1 2 3 4 5 6 7 8 9 10
We see a regular manifestation of the Holy Spirit at work in our congregation.	1 2 3 4 5 6 7 8 9 10
We have intentional teaching on the Holy Spirit and avoid extremes. We follow the revealed will of God in scripture regarding the Holy Spirit.	1 2 3 4 5 6 7 8 9 10
We see much evidence of the gifts and fruit of the Spirit at work in our congregation.	1 2 3 4 5 6 7 8 9 10
When we discern the desires of the Spirit, we move forward and do not quench what He wants to do. We are willing to get out of our comfort zones.	1 2 3 4 5 6 7 8 9 10
Our people are pursuing godliness and are quick to respond to the conviction of the Holy Spirit as it relates to sin and forgiveness.	1 2 3 4 5 6 7 8 9 10
We are open to various approaches to worship as the Spirit leads.	1 2 3 4 5 6 7 8 9 10
We work hard at dealing with conflict with honesty, immediacy and truthfulness.	1 2 3 4 5 6 7 8 9 10
	<b>Total score out of 100</b> _____

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**Action Required:**

## Kingdom Orientation

<b>Evaluation Statement</b> <i>Reflect on each statement based on your current condition as a church</i>	<b>Evaluation Rating</b> <i>1 = unhealthy, 10 = very healthy</i>
We are concerned about building the Kingdom, not just our church.	1 2 3 4 5 6 7 8 9 10
We support other churches in our association and community. We have partnerships with other ministry and mission agencies. We are intentional and wise in how we partner with other ministries and agencies.	1 2 3 4 5 6 7 8 9 10
Congregational or church planting is a priority for us.	1 2 3 4 5 6 7 8 9 10
We identify and resource ministries in our community that we as a church cannot do ourselves.	1 2 3 4 5 6 7 8 9 10
Our teaching and preaching have a kingdom orientation.	1 2 3 4 5 6 7 8 9 10
Our congregation likes to get out of our comfort zone.	1 2 3 4 5 6 7 8 9 10
We are involved in a local and global expression of ministry. Our people are well informed as to what God is doing in the world.	1 2 3 4 5 6 7 8 9 10
Our people know how to be in the world but not of the world. We encourage our people to be involved in other ministry and churches.	1 2 3 4 5 6 7 8 9 10
Our expression of the gospel connects personal salvation with kingdom living. Our people understand that they are sent as God's ambassadors in this world. We have an "everyone a minister" orientation.	1 2 3 4 5 6 7 8 9 10
Our leaders and people know that "church" is not the end goal but rather the expansion of God's kingdom.	1 2 3 4 5 6 7 8 9 10
	<b>Total score out of 100</b> _____

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**Action Required:**

## Application

Although this assessment is designed primarily to promote meaningful discussion, some churches might be interested in calculating their collective score in each category, and then assessing an overall grade. In that there are 10 categories with 10 questions in each category the calculation should be quite simple to do.

The advantage of doing this is for the church to get some kind of bench mark against which to measure the next time the leaders go through this assessment.

## Average of collective scores

Assessment Category	Collective Score
Seeking the Lost	
Building believers	
Equipping workers	
Loving God	
Loving the church	
Loving the world	
Strategy	
Mission alignment (missional)	
Holy Spirit empowerment	
Kingdom orientation	
	Total (grade)

*\*Again, please keep in mind that the real value of any assessment tool is to generate meaningful discussion, not to determine a grade or score.*

## Review of how to use this tool

Here's what you have already accomplished...

**Step one - Individual assessment:** As individuals on a leadership team, each member will need to take an hour to personally assess how they feel the church is doing in these 10 assessment categories.

**Step two - Bring the team together:** As the team comes together they can then discuss why they assessed the way they did. The conversation coming out of this exercise should be quite insightful. Although a number rating will be given, this number is simply used to establish some kind of understood metric and to facilitate discussion.

## Now, let's make it practical!

**Step three - Group discernment:** For each assessment category the team will need to agree on a priority goal to address.

Assessment Category	Priority Goal
Seeking the Lost	
Building believers	
Equipping workers	
Loving God	
Loving the church	
Loving the world	
Strategy	
Mission alignment (missional)	
Holy Spirit empowerment	
Kingdom orientation	

**Step four - Identify top three focus areas:** It would be difficult for a leadership team to address 10 different concerns. Of the ten, prayerfully determine which three God would have you focus on for the next season of ministry.

Top Three Focus Areas

**Step five - Commission strategists:** Identify leaders who are gifted at developing strategy. Have them wrestle with the three chosen focus areas and construct a plan to move the church forward in these areas.

Top Three Focus Areas	Who will develop a strategy for this area?

**Step six - Team approval:** As the strategy is explained, the whole leadership team needs to develop ownership. The strategies may require budget realignment.

**Step seven - Congregational communication and call:** Present the assessment results and corresponding strategies of the leadership team to the congregation. Call the church to action.

*A healthy reproducing church is one that is driven by God's mission and Christ's command in the power of the Holy Spirit to love God, love others (The Great Commandment, Mark 12:29-31) and to make disciples (The Great Commission, Matthew 28:18-20) by seeking the lost, building believers and equipping workers, supported by a sustainable strategic and financial plan - resulting in Kingdom expansion through new conversion, congregations and churches for the glory of God and the sake of the world.*



## A healthy Reproducing Church



**Strategically joining in the mission of God  
in the power of the Holy Spirit with a Kingdom orientation**