

## Take the Church Health Quiz

Take this simple, 9-question survey to help determine if your church should evaluate its health and fitness for building God's Kingdom and sharing Christ.

- 1) Has your church's attendance plateaued or declined in the last (full) year?  Yes  No
- 2) Has there been a change in pastoral leadership in the last year?  Yes  No
- 3) Is your church contemplating a major effort in its life and ministry; e.g. building expansion, mission effort, capitol campaign, adult day care, etc?  Yes  No
- 4) Has there been a shortfall in planned giving and/or offerings to the church over the past 12 months?  Yes  No
- 5) Has there been a significant change in the mix or composition of people attending your church in terms of age, marital status, or ethnicity?  Yes  No
- 6) Have there been major changes in the community from which the church draws attendance, e.g. population, age, ethnicity, roadways or employment status?  Yes  No
- 7) Has there been a decline I any of the church's primary ministry programs, e.g. Sunday school, choir, youth, childhood education, singles, etc.  Yes  No
- 8) Do you need a better understanding of your church's health in areas that make it fruitful in building God's Kingdom and sharing Christ?  Yes  No
- 9) Does your church need a plan for building on its spiritual and ministry strengths and improving its weaknesses?  Yes  No

# Preliminary Church Health Assessment

This is a confidential assessment.

Church Name: \_\_\_\_\_

Name: \_\_\_\_\_

1. How do you perceive your leadership within your church?

Strong  Sufficient  Weak  Nonexistent

2. If you have a leadership team, how often do you meet with them?

Weekly  Monthly  Quarterly  Never

3. What style of decision making process do you have within your church?

Congregational  Pastoral  Team  Committee

Other, Explain: \_\_\_\_\_

4. Do you have a clear vision of what God wants to do in your church in the next two years?

Yes  No If Yes, Explain: \_\_\_\_\_

5. Rate the functions of your church in order (1 strongest - 6 weakest).

Worship  Evangelism  Discipleship  Ministry  Fellowship  Prayer

Other, Explain: \_\_\_\_\_

6. Who holds the power within the church?

Pastor  Deacons  Certain Individuals  Cliques

7. How unified is your church in working toward growth?

Totally  Mostly  Half  Somewhat

8. How much sacrifice (time, money, and energy) is your church willing to give to grow?

100%  85%  60%  50%  Under 49%

9. What is your average Sunday Morning Worship attendance?

300+  250  200  150  100  75  Under 50

10. What is your average weekly Sunday School and/or Small Group attendance?

300+  250  200  150  100  75  Under 50

11. How many people did you baptize last year? \_\_\_\_\_

12. In the past two years, what ministries have you tried?

Food Give Away  Clothing Give Away  Block Parties  VBS  ESL

Door To Door  Prayer Walks  Tutoring

Other, Explain: \_\_\_\_\_

13. How many classrooms do you have available in your facility? \_\_\_\_\_

14. How many other congregations/missions meet in your facility? \_\_\_\_\_

List the congregations: \_\_\_\_\_

15. Describe is your disciple making process, moving a person from salvation to spiritual maturity to significant ministry. \_\_\_\_\_

- 16. What discipleship ministries do you have within your church?**  
 Sunday Evening Training    Wednesday Night Training    New Christians  
 New Members    Leadership    Ongoing Training    Stewardship  
 Others, Explain: \_\_\_\_\_
- 17. What other ministries do you have within your church?**  
 Men's    Women's    Students    Childhood    Sports  
 Christian School    Others, Explain: \_\_\_\_\_
- 18. Do you have a weekly prayer meeting?** \_\_\_\_\_ If so, how many attend? \_\_\_\_\_
- 19. Do you have a Church Council or Leadership Team?**  
 Yes    No   If Yes, How often do you meet? \_\_\_\_\_.  
 Who is on this Council/Team? \_\_\_\_\_
- 20. Does the church have visitation:**  
 to the sick    to people in crisis    to the bereaved    to prospects  
 Others, Explain: \_\_\_\_\_
- 21. What is your follow up plan for first time visitors?**  
 Explain: \_\_\_\_\_
- 22. How would you rate the condition of the church's facilities?**  
 Excellent    Good    Could Be Better    Poor
- 23. How many parking spaces do you have?** \_\_\_\_\_
- 24. How many attendees live less than five miles from your church?** \_\_\_\_\_
- 25. How many attendees live more than five miles from your church?** \_\_\_\_\_
- 26. Do you consider your church to be a healthy growing church?** \_\_\_\_\_  
 If not, how many years has it been since it was? \_\_\_\_\_
- 27. What do you feel is needed to move your church toward greater health:**  
 Explain: \_\_\_\_\_

# APPENDIX 2

# Membership Survey



1. Gender  
 Male  Female
2. Race  
 White  Hispanic  
 African-American  Other \_\_\_\_\_
3. Birth Date  
 Before 1930  1946–1960  1976–1990  
 1931–1945  1961–1975  1991–2005
4. Occupation:  
 Clerical  Craftsman  Part-time  
 Housewife  Laborer  Unemployed  
 Farm Worker  Professional  Student  
 Sales  Service worker  Retired  
 Manager  Operative or transport  Other \_\_\_\_\_
5. Marital Status:  
 Single  Separated  Divorced  
 Married  Widowed
6. Check highest education level completed:  
 Middle School  High School  Trade/Technical School  
 Junior College  College  Post grad work/degree
7. What type of dwelling is your home?  
 Single-family housing (If so, do you rent or own? \_\_\_\_\_)  
 Apartment/condominium (2–9 units)  
 Apartment/condominium (10+ units)  
 Mobile home
8. How long have you lived at your present address? \_\_\_\_\_
9. Were you born in this state?  yes  no
10. Were you born in this city?  yes  no

11. Where would you place your household income?  
 Less than \$25,000                       \$25,000–\$50,000                       \$50,000–\$75,000  
 \$75,000–\$100,000                       \$100,000+

12. Approximately how many miles do you live from the church building? \_\_\_\_\_  
 \_\_\_\_\_

13. How long have you been a Christian?  
 Not a Christian                       Less than a year                       1–2 years  
 3–5 years                       6–9 years                       10+ years

14. How long have you been a member of this church?  
 Not a member                       Less than a year                       1–2 years  
 3–5 years                       6–9 years                       11–19 years  
 20+ years

15. What was the first contact you had with the church?  
 Friends/relatives attended                       Spouse was member  
 Parents brought you                       Radio or TV  
 Former pastor’s recommendation                       Personal visit by the pastor  
 Religious survey                       Personal visit of a member  
 Newspaper ad                       Came on my own  
 Drove by                       Special event

16. What one thing influenced you to join this church? \_\_\_\_\_  
 \_\_\_\_\_

17. In a typical four-Sunday month, how often do you attend worship services? \_\_\_\_\_  
 \_\_\_\_\_

18. Indicate with a checkmark if you are very satisfied, satisfied, dissatisfied, or very dissatisfied with the following:

|                                     | Very Satisfied           | Satisfied                | Dissatisfied             | Very Dissatisfied        |
|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Sunday Morning Worship              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Sunday School                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Music Ministry                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Discipleship Training Opportunities | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Student/Youth Ministry              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Children’s Ministry                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Preschool Ministry                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Evangelism                          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Leadership Training                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Missions Emphasis                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Comments:                           | _____                    |                          |                          |                          |

19. Have you considered leaving this church in the last five years? Why or why not?  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

20. What do you believe our church does best? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

21. What do you believe our church most needs to improve? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

22. Do you feel you are a vital part of the church family?  yes  no  
Please explain: \_\_\_\_\_  
\_\_\_\_\_

23. Do you feel you are being used according to your giftedness and passion?  
 not really  occasionally  usually  yes, I do  
Please explain: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

24. Are you a part of a small group?  
 Sunday School Class  Discipleship Group  Other: \_\_\_\_\_

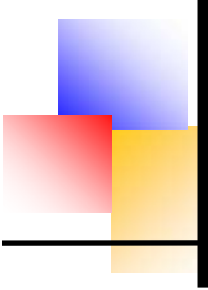
25. Do you feel the members of this church would help you in a time of trouble?  
 not really  depends  usually  absolutely  
Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

26. Are there people in this community who would not feel comfortable attending worship services in this church? Why?  
\_\_\_\_\_  
\_\_\_\_\_

27. Are you comfortable encouraging nonbelievers to attend the worship services of this church? Is there anything about this church you would not want them to know?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

28. Do you currently feel alienated from anyone in the church?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

29. What members of this church, other than the ministerial staff, have the greatest influence on major church decisions?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



# Healthy Church Group - Church Survey

A healthy church is one that is able to remain effective by maintaining balance in five areas: worship, evangelism, ministry, fellowship, and discipleship. A healthy church supports their effort with the power of prayer. How do you think your church is doing in these vital areas? Below are some questions to guide your thoughts.

**How effective is your church at:**

**EVANGELISM** ----- 1 | 2 | 3 | 4 | 5 (Circle your rating)  
Very Ineffective | Ineffective | So, So | Effective | Very Effective

Strength: \_\_\_\_\_

Weakness: \_\_\_\_\_

Idea or opportunity: \_\_\_\_\_

**DISCIPLESHIP** ----- 1 | 2 | 3 | 4 | 5 (Circle your rating)  
Very Ineffective | Ineffective | So, So | Effective | Very Effective

Strength: \_\_\_\_\_

Weakness: \_\_\_\_\_

Idea or opportunity: \_\_\_\_\_

**MINISTRY** ----- 1 | 2 | 3 | 4 | 5 (Circle your rating)  
Very Ineffective | Ineffective | So, So | Effective | Very Effective

Strength: \_\_\_\_\_

Weakness: \_\_\_\_\_

Idea or opportunity: \_\_\_\_\_

**FELLOWSHIP** ----- 1 | 2 | 3 | 4 | 5 (Circle your rating)  
Very Ineffective | Ineffective | So, So | Effective | Very Effective

Strength: \_\_\_\_\_

Weakness: \_\_\_\_\_

Idea or opportunity: \_\_\_\_\_

**WORSHIP** ----- 1 | 2 | 3 | 4 | 5 (Circle your rating)  
Very Ineffective | Ineffective | So, So | Effective | Very Effective

Strength: \_\_\_\_\_

Weakness: \_\_\_\_\_

Idea or opportunity: \_\_\_\_\_

**PRAYER** ----- 1 | 2 | 3 | 4 | 5 (Circle your rating)  
Very Ineffective | Ineffective | So, So | Effective | Very Effective

Strength: \_\_\_\_\_

Weakness: \_\_\_\_\_

Idea or opportunity: \_\_\_\_\_

Healthy Church Group CSBC

CONFIDENTIAL CHURCH HEALTH SURVEY

This survey will help our church make plans for ministry and facilities. Your response is important to shaping decisions about our future.

PLEASE ANSWER ALL QUESTIONS

Check only one response for each item

I. ABOUT YOU

- 1. What is your relationship with (NAME OF CHURCH)?
1.1 o Church Member
1.2 o Sunday School Member Only
1.3 o Non-Member but Regular Attender
1.2 o Guest
2. Are you a Christian?
2.1 o Not a Christian
2.2 o A Christian less than a year
2.3 o A Christian 1 - 5 years
2.4 o A Christian 6 - 10 years
2.5 o A Christian more than 10 years
3. How long have you attended NAME OF CHURCH?
3.1 o Less than 1 year
3.2 o 1 - 2 years
3.3 o 3 - 5 years
3.4 o 6 - 10 years
3.5 o More than 10 years
4. What was the first contact you had with NAME OF CHURCH?
4.1 o Recommendation from a friend or relative
4.2 o My spouse was already a member
4.3 o I was raised in this church
4.4 o I came on my own
4.5 o Newspaper advertisement
4.6 o Special music event / concert
4.7 o Other special event (Fall Festival, etc.)
4.8 o Other \_\_\_\_\_

5. How important was each of these reasons for you personally when you began attending (NAME OF CHURCH HERE)? Check one response for each reason that applies to you

Table with 3 columns: Reason, VERY IMPORTANT, SOMEWHAT IMPORTANT, NOT IMPORTANT. Rows include reasons like 'It's a Southern Baptist Church', 'It's near my home', 'Children's programs', etc.

continued next page



CONFIDENTIAL SURVEY

PLEASE ANSWER ALL QUESTIONS
Check only one response for each item

I. ABOUT YOU - continued

6. How far do you live from (NAME OF CHURCH HERE)?

- 6.1 o Less than 3 miles
6.2 o 3 - 5 miles
6.3 o 6 - 15 miles
6.4 o 16 - 25 miles
6.4 o Over 25 miles

7. In a typical four-Sunday month, how often do you attend each of the following activities?

- Check one response for each activity listed
Number of times per month: 0 1 2 3 4
7.1 Sunday Morning Bible Study
7.2 Sunday Morning Worship Service
7.3 Sunday Evening Service
7.4 Wednesday Evening Bible Study & Prayer Service
7.5 Wednesday Evening Activities (Youth, AWANA, etc)

8. What church positions have you held here at (NAME OF CHURCH) or elsewhere?

- Check all that apply to your church experience
8.1 o Sunday School Worker
8.2 o Small Group Leader
8.3 o Greeter / Usher
8.4 o Committee Member
8.5 o Deacon
8.6 o Church Staff Position
8.7 o Missions Worker
8.8 o Preschool Worker
8.9 o Music Ministry
8.10 o Youth Worker (Jr or Sr High)
8.11 o Other (specify):
8.12 o None

9. In what age group do you fall?

- 9.1 o Middle School (6th - 8th grade)
9.2 o High School
9.3 o 18-24 years
9.4 o 25-29 years
9.5 o 30-34 years
9.6 o 35-44 years
9.7 o 45-54 years
9.8 o 55-64 years
9.9 o 65-74 years
9.10 o 75 years or over

10. What is your gender?

- 10.1 o Male
10.2 o Female

11. What is your marital status??

- 11.1 o Single - never married
11.2 o Married
11.3 o Divorced
11.4 o Separated
11.5 o Widow / Widower continued next page

# Healthy Church Group CSBC

**PLEASE ANSWER ALL QUESTIONS**  
*Check only one response for each item*

## II. CHURCH MINISTRIES

Please help us understand your views about the ministries of *(NAME OF CHURCH.)*

12. What are your views about the **present strengths** and the **future importance** of the following ministries?

|                                    | <i>Check one for each item</i><br>STRENGTH AT PRESENT |      |      |               |  | <i>Check one for each item</i><br>IMPORTANCE IN FUTURE |          |     |               |
|------------------------------------|---|------|------|---------------|--|--|----------|-----|---------------|
| AREA OF MINISTRY                   | Strong  | O.K. | Weak | Don't<br>Know |  | Very   | Somewhat | Not | Don't<br>Know |
| <b>• WORSHIP</b>                   |   |      |      |               |  |  |          |     |               |
| 12.1 Sunday Morning Message .....  | 0   | 0    | 0    | 0             |  | 0  | 0        | 0   | 0             |
| 12.2 Sunday Morning Music.....     | 0   | 0    | 0    | 0             |  | 0  | 0        | 0   | 0             |
| 12.3 Sunday Evening Service .....  | 0   | 0    | 0    | 0             |  | 0  | 0        | 0   | 0             |
| 12.4 Saturday Evening Service..... | 0   | 0    | 0    | 0             |  | 0  | 0        | 0   | 0             |

|  | <i>Check one for each item</i><br>STRENGTH AT PRESENT |      |      |               |  | <i>Check one for each item</i><br>IMPORTANCE IN FUTURE |          |     |               |
|--|---|------|------|---------------|--|--|----------|-----|---------------|
| AREA OF MINISTRY                       | Strong  | O.K. | Weak | Don't<br>Know |  | Very   | Somewhat | Not | Don't<br>Know |
| <b>• CHRISTIAN EDUCATION</b>           |   |      |      |               |  |  |          |     |               |
| 12.5 Preschool Teaching Ministry ..... | 0   | 0    | 0    | 0             |  | 0  | 0        | 0   | 0             |
| 12.6 Children's Teaching Ministry..... | 0   | 0    | 0    | 0             |  | 0  | 0        | 0   | 0             |
| 12.7 Youth Teaching Ministry.....      | 0   | 0    | 0    | 0             |  | 0  | 0        | 0   | 0             |
| 12.8 Adult Teaching Ministry.....      | 0   | 0    | 0    | 0             |  | 0  | 0        | 0   | 0             |
| 12.9 Children's Ministry.....          | 0   | 0    | 0    | 0             |  | 0  | 0        | 0   | 0             |
| 12.10 Youth Ministry .....             | 0   | 0    | 0    | 0             |  | 0  | 0        | 0   | 0             |
| 12.11 AWANA .....                      | 0   | 0    | 0    | 0             |  | 0  | 0        | 0   | 0             |

|   | <i>Check one for each item</i><br>STRENGTH AT PRESENT |      |      |               |  | <i>Check one for each item</i><br>IMPORTANCE IN FUTURE |          |     |               |
|---|---|------|------|---------------|--|--|----------|-----|---------------|
| AREA OF MINISTRY                        | Strong  | O.K. | Weak | Don't<br>Know |  | Very   | Somewhat | Not | Don't<br>Know |
| <b>• MUSIC AND PRAISE</b>               |   |      |      |               |  |  |          |     |               |
| 12.12 Adult Music (choir & vocal) ..... | 0   | 0    | 0    | 0             |  | 0  | 0        | 0   | 0             |
| 12.13 Youth Music .....                 | 0   | 0    | 0    | 0             |  | 0  | 0        | 0   | 0             |
| 12.14 Children's Music Ministry .....   | 0   | 0    | 0    | 0             |  | 0  | 0        | 0   | 0             |
| 12.15 Special Ensembles.....            | 0   | 0    | 0    | 0             |  | 0  | 0        | 0   | 0             |
| 12.16 Instrumental Music.....           | 0   | 0    | 0    | 0             |  | 0  | 0        | 0   | 0             |
| 12.17 Concerts/Drama/Spcl Events.....   | 0   | 0    | 0    | 0             |  | 0  | 0        | 0   | 0             |

CONFIDENTIAL SURVEY

**PLEASE ANSWER ALL QUESTIONS**  
*Check only one response for each item*

**II. CHURCH MINISTRIES - continued**

12. What are your views about the **present strengths** and the **future importance** of the following ministries?

| AREA OF MINISTRY                           | <i>Check one for each item</i><br><u>STRENGTH AT PRESENT</u> |                       |                       |                       | <i>Check one for each item</i><br><u>IMPORTANCE IN FUTURE</u> |                       |                       |                       |
|--|--|-----------------------|-----------------------|-----------------------|---|-----------------------|-----------------------|-----------------------|
|  | Strong   | O.K.                  | Weak                  | Don't Know            | Very  | Somewhat              | Not                   | Don't Know            |
| <b>• DISCIPLESHIP/Spiritual Growth</b>     |  |                       |                       |                       |   |                       |                       |                       |
| 12.18 New Member's Class .....             | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12.19 Witness Training .....               | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12.20 Leadership Training .....            | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12.21 Small Group Studies .....            | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12.22 Decision Time Counselors .....       | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12.23 Discovering Spiritual Gifts .....    | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12.24 Creating Ministry Opportunities..... | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

| AREA OF MINISTRY                        | <i>Check one for each item</i><br><u>STRENGTH AT PRESENT</u> |                       |                       |                       | <i>Check one for each item</i><br><u>IMPORTANCE IN FUTURE</u> |                       |                       |                       |
|---|--|-----------------------|-----------------------|-----------------------|---|-----------------------|-----------------------|-----------------------|
|   | Strong   | O.K.                  | Weak                  | Don't Know            | Very  | Somewhat              | Not                   | Don't Know            |
| <b>• MISSIONS</b>                       |  |                       |                       |                       |   |                       |                       |                       |
| 12.23 Involvement in Local Missions ... | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12.24 State Missions Support .....      | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12.25 American Missions Support .....   | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12.26 World Missions Support .....      | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12.27 Mission Trips & Events.....       | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

| AREA OF MINISTRY                     | <i>Check one for each item</i><br><u>STRENGTH AT PRESENT</u> |                       |                       |                       | <i>Check one for each item</i><br><u>IMPORTANCE IN FUTURE</u> |                       |                       |                       |
|--------------------------------------|--|-----------------------|-----------------------|-----------------------|---|-----------------------|-----------------------|-----------------------|
|                                      | Strong   | O.K.                  | Weak                  | Don't Know            | Very  | Somewhat              | Not                   | Don't Know            |
| <b>• FELLOWSHIP &amp; RECREATION</b> |  |                       |                       |                       |   |                       |                       |                       |
| 12.28 Organized Family Events .....  | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12.29 Church League Sports Teams ... | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12.30 Small Group Fellowships .....  | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12.31 Age-Group Activities .....     | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12.9 Children's Ministry .....       | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12.10 Youth Ministry .....           | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 12.11 AWANA .....                    | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**CONFIDENTIAL SURVEY**

**PLEASE ANSWER ALL QUESTIONS**  
*Check only one response for each item*

**III. CHURCH FACILITIES** (Campus Buildings & Grounds)

We are interested in your views regarding both the quality and space capacity of present church facilities in terms of their effectiveness in supporting the church's mission, ministries and activities.

13. Rank the following facilities in your order of priority for improving them or increasing their space.

| PRIORITIES FOR IMPROVING PRESENT SPACE<br>Rank the items below 1 through 6, with 1 being the Highest priority for <b>IMPROVING</b> present space | PRIORITIES FOR INCREASING / ADDING SPACE<br>Rank the items below 1 through 6, with 1 being the highest priority for <b>INCREASING</b> present space |
|--|---|
| 13.1 <input type="checkbox"/> Worship Center   | 13.7 <input type="checkbox"/> Worship Center  |
| 13.2 <input type="checkbox"/> Adult Education  | 13.8 <input type="checkbox"/> Adult Education   |
| 13.3 <input type="checkbox"/> Youth Ministries   | 13.9 <input type="checkbox"/> Youth Ministries  |
| 13.4 <input type="checkbox"/> Children's Ministries  | 13.10 <input type="checkbox"/> Children's Ministries  |
| 13.5 <input type="checkbox"/> Preschool Ministries   | 13.11 <input type="checkbox"/> Preschool Ministries   |
| 13.6 <input type="checkbox"/> Fellowship & Recreation  | 13.12 <input type="checkbox"/> Fellowship & Recreation  |

14. Check the appropriate response for each facility listed to indicate both its overall quality / condition and its adequacy / capacity.

|                            | Check One Box for Each Item<br>PHYSICAL QUALITY & CONDITION OF SPACE |        |        |                  |            | Check One Box for Each Item<br>ADEQUACY & CAPACITY OF SPACE |            |           |            |
|----------------------------|--|--------|--------|------------------|------------|---|------------|-----------|------------|
|                            | Excellent  | Good   | Poor   | Not Satisfactory | Don't Know | Too Large   | Just Right | Too Small | Don't Know |
| 14.1 Worship Center        | .....0   | .....0 | .....0 | .....0           | .....0     | .....0  | .....0     | .....0    | .....0     |
| 14.2 Parking               | .....0   | .....0 | .....0 | .....0           | .....0     | .....0  | .....0     | .....0    | .....0     |
| 14.3 Preschool             | .....0   | .....0 | .....0 | .....0           | .....0     | .....0  | .....0     | .....0    | .....0     |
| 14.4 Playground            | .....0   | .....0 | .....0 | .....0           | .....0     | .....0  | .....0     | .....0    | .....0     |
| 14.5 Restrooms (generally) | ...0   | .....0 | .....0 | .....0           | .....0     | .....0  | .....0     | .....0    | .....0     |
| 14.6 Children's Rooms      | .....0   | .....0 | .....0 | .....0           | .....0     | .....0  | .....0     | .....0    | .....0     |
| 14.7 Adult Classrooms      | .....0   | .....0 | .....0 | .....0           | .....0     | .....0  | .....0     | .....0    | .....0     |
| 14.8 Kitchen               | .....0   | .....0 | .....0 | .....0           | .....0     | .....0  | .....0     | .....0    | .....0     |
| 14.9 Media Center/Library  | ....0  | .....0 | .....0 | .....0           | .....0     | .....0  | .....0     | .....0    | .....0     |
| 14.10 Church Offices       | .....0   | .....0 | .....0 | .....0           | .....0     | .....0  | .....0     | .....0    | .....0     |
| 14.11 Music Rehearsal      | .....0   | .....0 | .....0 | .....0           | .....0     | .....0  | .....0     | .....0    | .....0     |
| 14.12 Indoor Recreation    | .....0   | .....0 | .....0 | .....0           | .....0     | .....0  | .....0     | .....0    | .....0     |
| 14.13 Outdoor Recreation   | .....0   | .....0 | .....0 | .....0           | .....0     | .....0  | .....0     | .....0    | .....0     |

CONFIDENTIAL SURVEY

PLEASE ANSWER ALL QUESTIONS  
Check only one response for each item

IV. STEWARDSHIP

What are your views about the stewardship of church financial resources?

15. Which description below best reflects your present financial support of (NAME OF CHURCH)?

- 15.1  I tithe to (NAME OF CHURCH)
- 15.2  I am a regular giver of offerings
- 15.3  I split my tithe between the church and other ministries
- 15.4  I give an offering occasionally
- 15.5  I am an occasional contributor

V. SUMMARY

16. Which of the words below best describes how you feel about (NAME OF CHURCH) today?

- Enthusiastic
- Good
- Not-so-Good
- Awful

17. Which of the words below best describes what you feel about (NAME OF CHURCH)'s future?

- Enthusiasm
- Caution
- Anxiety
- Indifference

VI. COMMENTS (Use this space for any comments you wish to make)

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# CHURCH MINISTRY ANALYSIS

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*A Tool to Assess Your Ministry Situation*

Even the most dynamic church needs to pause and analyze how it is doing. The church that fails to regularly evaluate will fail to grow and improve, because analysis and evaluation are key to ministry growth and development.

How is your church doing?

©Aubrey Malphurs, Ph.D.

*This tool will help you to:*

- Know if you are ministering effectively
- Discover your ministry strengths
- Discover your ministry weaknesses

**BACKGROUND INFORMATION**

Directions: Please circle your response to each question. This information will be held in strict confidence.

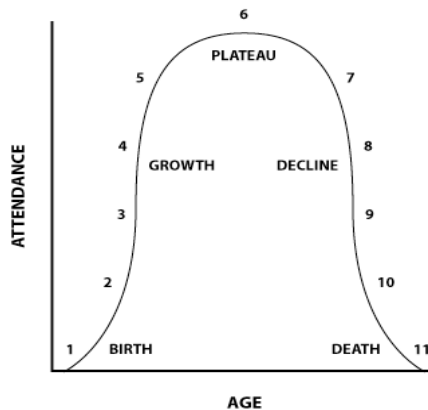
1. Your gender?  
A. Male    B. Female
  
2. Your age in years?  
A. Under 18    B. 18-24    C. 25-34    D. 35-44    E. 45-54    F. 55-64    G. 65 and over
  
3. Your current marital status?  
A. Single    B. Married    C. Divorced    D. Widowed
  
4. If you have children, how many do you have?  
A. 1    B. 2    C. 3    D. 4    E. 5 or more    F. None
  
5. Are you a member of this church?  
A. Yes    B. No
  
6. How long have you been attending this church?  
A. 1 year or less    B. 2-5 years    C. 6-10 years    D. 11-20 years    E. Over 20 years
  
7. Did you tithe regularly to this church last year?  
A. Yes    B. No
  
8. About how far do you live from this church?  
A. Less than a mile    B. 1-2 miles    C. 3-5 miles    D. 6-10 miles    E. More than 10 miles
  
9. On average, how often do you attend church?  
A. Every week    B. Every other week    C. 3 times per month    D. Once per month    E. Rarely/never
  
10. Are you in an official position of leadership within this church?  
A. Yes    B. No
  
11. Is there any additional information about you that might be helpful?

**IMPORTANT NOTE: Please return this tool by (date).**

## SECTION I—Internal Analysis

Directions: Answer all the following questions. Circle the number or multiple-choice questions and fill in the open-ended questions. A space is provided for any comments or clarifications that you wish to make.

1. Circle the number below that best represents where your church is in its life cycle.



2. Based on the church's history and statistics, *attendance* at the morning worship service is growing, plateaued, declining?

- A. Growing    B. Plateaued    C. Declining    D. Don't know

Comment:

3. Based on the church's history and statistics, *financial giving* to the church has increased, plateaued, declined?

- A. Increased    B. Plateaued    C. Declined    D. Don't know

Comment:

4. If the church's attendance is declining, how much longer can the church survive?

- A. One year    B. Two to five years    C. Five to ten years    D. More than ten years    E. Don't know

Comment:

5. What are one or two reasons why the church is where it is?



6. Identify several of the church's primary strengths (What is it doing well)?

7. Identify some of the church's primary weaknesses (What is it doing poorly or not at all)?

8. The board or boards consist mostly of leaders who are doing a good job.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

9. The board or boards do not address needed changes.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

10. The senior pastor is an excellent leader.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

11. The senior pastor performs his ministry well.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

---

Comment

12. The senior pastor relates well to people.

|      |   |   |   |   |       |            |
|------|---|---|---|---|-------|------------|
| True |   |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5 |       | 0          |

Comment:

13. The senior pastor is a good communicator.

|      |   |   |   |   |       |            |
|------|---|---|---|---|-------|------------|
| True |   |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5 |       | 0          |

Comment:

14. Other staff consists mostly of leaders who perform their ministries well.

|      |   |   |   |   |       |            |
|------|---|---|---|---|-------|------------|
| True |   |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5 |       | 0          |

Comment:

15. What is the church's average worship attendance?

A. Over 500    B. 250 to 500    C. 100 to 250    D. Less than 100    E. Less than 50    F. Don't know

Comment:

16. The majority of people in the church belong to which age group?

A. 0-10    B. 20-30    C. 30-40    D. 40-50    E. 50-60    F. 60 and above    G. Don't know

Comment:

17. What does the age of the people say about the future of the church?

- A. Good future   B. Average future   C. Poor future   D. No future   E. Don't know

Comment:

18. Are there more men or women in the church?

- A. Men            B. Women        C. Don't know

Comment:

19. What is the average level of education of the people in the church?

- A. College    B. College & high school    C. High school    D. Elementary school    E. Don't know

Comment:

20. What do the majority do for employment?

- A. White collar    B. Blue collar    C. Combination    D. Retired    E. Don't know

Comment:

21. What is the average annual household income?

- A. Less than \$25,000    B. \$25,000-\$50,000    C. \$50,000-\$75,000    D. Over \$75,000    E. Don't know

Comment:

22. What is the church's average family status?

- A. Married with children    B. Married    C. Single    D. Don't know

Comment:

23. Identify several of the church's greatest needs?

24. What do the majority of people expect from the church?

25. The church has a clear vision statement?

- |      |   |   |   |   |       |            |
|------|---|---|---|---|-------|------------|
| True |   |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5 |       | 0          |

Comment:

26. If applicable, what is the church's vision?

27. The church has a compelling mission statement.

- |      |   |   |   |   |       |            |
|------|---|---|---|---|-------|------------|
| True |   |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5 |       | 0          |

Comment:

28. If applicable, what is the church's mission?

29. The congregation knows well the church's mission and/or vision statement.

|      |   |   |   |   |       |                |
|------|---|---|---|---|-------|----------------|
| True |   |   |   |   | False | Not Applicable |
| 1    | 2 | 3 | 4 | 5 |       | 0              |

Comment:

30. The church is accomplishing well its mission and/or vision statement.

|      |   |   |   |   |       |                |
|------|---|---|---|---|-------|----------------|
| True |   |   |   |   | False | Not Applicable |
| 1    | 2 | 3 | 4 | 5 |       | 0              |

Comment:

31. Who is the church attempting to reach (who is it ministering to)?

A. Primarily Christians    B. Primarily non Christians    C. Both    D. Don't Know

Comment:

32. The church has a clear strategy for making and maturing disciples.

|      |   |   |   |   |       |            |
|------|---|---|---|---|-------|------------|
| True |   |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5 |       | 0          |

Comment:

33. The church is making and maturing disciples.

|      |   |   |   |   |       |            |
|------|---|---|---|---|-------|------------|
| True |   |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5 |       | 0          |

---

Comment:

34. The people as well as the staff are involved in the church's ministry.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

35. The church is reaching lost people from the community for Christ.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

36. The church is reaching unchurched, lost people for Christ.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

37. The church is involved in reaching the world for Christ (foreign missions).

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

38. The missions program is in conflict with efforts at local evangelism.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

39. The church desires to reach lost people.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

40. The church's worship is vibrant and inspiring.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

41. The leadership staff empowers the congregation for ministry.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

42. People are living a vibrant spirituality.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

43. People are not discovering and using their gifts for ministry in the church.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

44. The church has small groups ministries to meet people's needs for community.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

45. People do not apply the Bible to their lives?

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

46. What are some of the church's key traditions?

47. Who are the church's heroes?

48. What is the average tenure of the church's pastors?

- a. Less than 2 years      b. 3-4 years      c. 5-8 years      d. 8 or more years

Comment:

49. What are the church's expectations of its people?



50. What are some primary norms (dos and don'ts) of the church?

51. The church is willing to make whatever changes are necessary to have a more effective ministry for Christ.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

52. What isn't thinkable/discussable in your church?

53. The church faces its problems.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

54. The church learns from its mistakes.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

55. The church does not condone poor behavior on the part of its people.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

---

Comment:

56. There are some people who are blocking effective ministry.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

57. What traditions are hampering effective ministry?

58. Where is the power in the church?

A. The board(s)    B. The pastor    C. Other individual(s)    D. Don't know

Comment:

59. Is the church focused inward on itself or outward on other people?

A. Inward    B. Outward    C. Don't know

Comment:

60. Is the church flexible or inflexible?

A. Flexible    B. Inflexible    C. Don't know

Comment:

61. The church is a learning organization (regularly comes up with new ideas).

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:



Comment:

68. The church usually meets its budget.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

69. What is the general status of the offering?

A. Growing   B. Declining   C. Plateaued   D. Don't know

Comment:

70. If the offering is declining, how long can the church survive?

A. 5 years or more   B. 3-5 years   C. 1-2 years   D. Less than 1 year

Comment:

---

SECTION II—External Analysis

---

Directions: Answer the following questions. Circle the multiple-choice questions and fill in the open-ended questions. A space is provided for any comments or clarifications that you wish to make.

71. What kind of community is the church located in?

- A. Urban      B. Suburban      C. Rural      D. Don't know

Comment:

72. What is age of the community?

- A. New      B. Old      C. Somewhere in between      D. Don't know

Comment:

73. Are people moving into or out of the area?

- A. Into      B. Out of      C. Static      D. Don't know

Comment:

74. Who lives in the church's community?

- A. African      B. Asian      C. Hispanic      D. Anglo      E. Mixture

Comment:

75. Chances are good that the church will reach this community for Christ.

- |      |   |   |   |   |       |            |
|------|---|---|---|---|-------|------------|
| True |   |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5 |       | 0          |

Comment:

76. Where do people in the community live?

- A. Houses      B. Apartments      C. Both

Comment:

77. What are the top three or four needs of the community?

78. What does the community value most?

79. What does the community want most out of life?

80. The community is dying.

|      |   |   |   |   |       |            |
|------|---|---|---|---|-------|------------|
| True |   |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5 |       | 0          |

Comment:

81. The crime rate is high.

|      |   |   |   |   |       |            |
|------|---|---|---|---|-------|------------|
| True |   |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5 |       | 0          |

Comment:

82. People are moving out of the area.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

83. People in the community are most interested in the church.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

84. The people in the community are similar to those in the church.

|      |   |   |   |       |            |
|------|---|---|---|-------|------------|
| True |   |   |   | False | Don't Know |
| 1    | 2 | 3 | 4 | 5     | 0          |

Comment:

85. With which of the following does the church compete:

- Church or parachurch ministries?
- Cults or religious groups in the area?
- Movies or television?
- Athletics (viewed or participative)?
- Leisure time activities?
- The marketplace (shopping malls, etc.)
- Others? Who:

86. Which of the following represent opportunities for the church to reach people:

- Unchurched people?
- Unreached people groups?
- New people moving into the community?
- Local schools (high school, trade schools, college)?
- International students?
- Armed services facilities?
- Prison/jails?
- Others? Who:

87. Please provide any ***additional comments*** that you think would be helpful in the space below and/or on the back of this page.



## SPIRITUAL GIFTS SURVEY

### DIRECTIONS

This is not a test, so there are no wrong answers. The *Spiritual Gifts Survey* consists of 80 statements. Some items reflect concrete actions; other items are descriptive traits; and still others are statements of belief.

- Select the one response you feel best characterizes yourself and place that number in the blank provided. Record your answer in the blank beside each item.
- Do not spend too much time on any one item. Remember, it is not a test. Usually your immediate response is best.
- Please give an answer for each item. Do not skip any items.
- Do not ask others how they are answering or how they think you should answer.
- Work at your own pace.

Your response choices are:

- 5—Highly characteristic of me/definitely true for me
  - 4—Most of the time this would describe me/be true for me
  - 3—Frequently characteristic of me/true for me—about 50 percent of the time
  - 2—Occasionally characteristic of me/true for me—about 25 percent of the time
  - 1—Not at all characteristic of me/definitely untrue for me
- 

- \_\_\_\_\_ 1. I have the ability to organize ideas, resources, time, and people effectively.
- \_\_\_\_\_ 2. I am willing to study and prepare for the task of teaching.
- \_\_\_\_\_ 3. I am able to relate the truths of God to specific situations.
- \_\_\_\_\_ 4. I have a God-given ability to help others grow in their faith.
- \_\_\_\_\_ 5. I possess a special ability to communicate the truth of salvation.
- \_\_\_\_\_ 6. I have the ability to make critical decisions when necessary.
- \_\_\_\_\_ 7. I am sensitive to the hurts of people.
- \_\_\_\_\_ 8. I experience joy in meeting needs through sharing possessions.
- \_\_\_\_\_ 9. I enjoy studying.
- \_\_\_\_\_ 10. I have delivered God's message of warning and judgment.
- \_\_\_\_\_ 11. I am able to sense the true motivation of persons and movements.
- \_\_\_\_\_ 12. I have a special ability to trust God in difficult situations.
- \_\_\_\_\_ 13. I have a strong desire to contribute to the establishment of new churches.
- \_\_\_\_\_ 14. I take action to meet physical and practical needs rather than merely talking about or planning to help.
- \_\_\_\_\_ 15. I enjoy entertaining guests in my home.
- \_\_\_\_\_ 16. I can adapt my guidance to fit the maturity of those working with me.
- \_\_\_\_\_ 17. I can delegate and assign meaningful work.

- \_\_\_\_\_ 18. I have an ability and desire to teach.
- \_\_\_\_\_ 19. I am usually able to analyze a situation correctly.
- \_\_\_\_\_ 20. I have a natural tendency to encourage others.
- \_\_\_\_\_ 21. I am willing to take the initiative in helping other Christians grow in their faith.
- \_\_\_\_\_ 22. I have an acute awareness of the emotions of other people, such as loneliness, pain, fear, and anger.
- \_\_\_\_\_ 23. I am a cheerful giver.
- \_\_\_\_\_ 24. I spend time digging into facts.
- \_\_\_\_\_ 25. I feel that I have a message from God to deliver to others.
- \_\_\_\_\_ 26. I can recognize when a person is genuine/honest.
- \_\_\_\_\_ 27. I am a person of vision (a clear mental portrait of a preferable future given by God). I am able to communicate vision in such a way that others commit to making the vision a reality.
- \_\_\_\_\_ 28. I am willing to yield to God's will rather than question and waver.
- \_\_\_\_\_ 29. I would like to be more active in getting the gospel to people in other lands.
- \_\_\_\_\_ 30. It makes me happy to do things for people in need.
- \_\_\_\_\_ 31. I am successful in getting a group to do its work joyfully.
- \_\_\_\_\_ 32. I am able to make strangers feel at ease.
- \_\_\_\_\_ 33. I have the ability to plan learning approaches.
- \_\_\_\_\_ 34. I can identify those who need encouragement.
- \_\_\_\_\_ 35. I have trained Christians to be more obedient disciples of Christ.
- \_\_\_\_\_ 36. I am willing to do whatever it takes to see others come to Christ.
- \_\_\_\_\_ 37. I am attracted to people who are hurting.
- \_\_\_\_\_ 38. I am a generous giver.
- \_\_\_\_\_ 39. I am able to discover new truths.
- \_\_\_\_\_ 40. I have spiritual insights from Scripture concerning issues and people that compel me to speak out.
- \_\_\_\_\_ 41. I can sense when a person is acting in accord with God's will.
- \_\_\_\_\_ 42. I can trust in God even when things look dark.
- \_\_\_\_\_ 43. I can determine where God wants a group to go and help it get there.
- \_\_\_\_\_ 44. I have a strong desire to take the gospel to places where it has never been heard.
- \_\_\_\_\_ 45. I enjoy reaching out to new people in my church and community.
- \_\_\_\_\_ 46. I am sensitive to the needs of people.
- \_\_\_\_\_ 47. I have been able to make effective and efficient plans for accomplishing the goals of a group.

- \_\_\_\_\_ 48. I often am consulted when fellow Christians are struggling to make difficult decisions.
- \_\_\_\_\_ 49. I think about how I can comfort and encourage others in my congregation.
- \_\_\_\_\_ 50. I am able to give spiritual direction to others.
- \_\_\_\_\_ 51. I am able to present the gospel to lost persons in such a way that they accept the Lord and His salvation.
- \_\_\_\_\_ 52. I possess an unusual capacity to understand the feelings of those in distress.
- \_\_\_\_\_ 53. I have a strong sense of stewardship based on the recognition that God owns all things.
- \_\_\_\_\_ 54. I have delivered to other persons messages that have come directly from God.
- \_\_\_\_\_ 55. I can sense when a person is acting under God's leadership.
- \_\_\_\_\_ 56. I try to be in God's will continually and be available for His use.
- \_\_\_\_\_ 57. I feel that I should take the gospel to people who have different beliefs from me.
- \_\_\_\_\_ 58. I have an acute awareness of the physical needs of others.
- \_\_\_\_\_ 59. I am skilled in setting forth positive and precise steps of action.
- \_\_\_\_\_ 60. I like to meet visitors at church and make them feel welcome.
- \_\_\_\_\_ 61. I explain Scripture in such a way that others understand it.
- \_\_\_\_\_ 62. I can usually see spiritual solutions to problems.
- \_\_\_\_\_ 63. I welcome opportunities to help people who need comfort, consolation, encouragement, and counseling.
- \_\_\_\_\_ 64. I feel at ease in sharing Christ with nonbelievers.
- \_\_\_\_\_ 65. I can influence others to perform to their highest God-given potential.
- \_\_\_\_\_ 66. I recognize the signs of stress and distress in others.
- \_\_\_\_\_ 67. I desire to give generously and unpretentiously to worthwhile projects and ministries.
- \_\_\_\_\_ 68. I can organize facts into meaningful relationships.
- \_\_\_\_\_ 69. God gives me messages to deliver to His people.
- \_\_\_\_\_ 70. I am able to sense whether people are being honest when they tell of their religious experiences.
- \_\_\_\_\_ 71. I enjoy presenting the gospel to persons of other cultures and backgrounds.
- \_\_\_\_\_ 72. I enjoy doing little things that help people.
- \_\_\_\_\_ 73. I can give a clear, uncomplicated presentation.
- \_\_\_\_\_ 74. I have been able to apply biblical truth to the specific needs of my church.
- \_\_\_\_\_ 75. God has used me to encourage others to live Christlike lives.
- \_\_\_\_\_ 76. I have sensed the need to help other people become more effective in their ministries.

- \_\_\_\_\_ 77. I like to talk about Jesus to those who do not know Him.
- \_\_\_\_\_ 78. I have the ability to make strangers feel comfortable in my home.
- \_\_\_\_\_ 79. I have a wide range of study resources and know how to secure information.
- \_\_\_\_\_ 80. I feel assured that a situation will change for the glory of God even when the situation seem impossible.

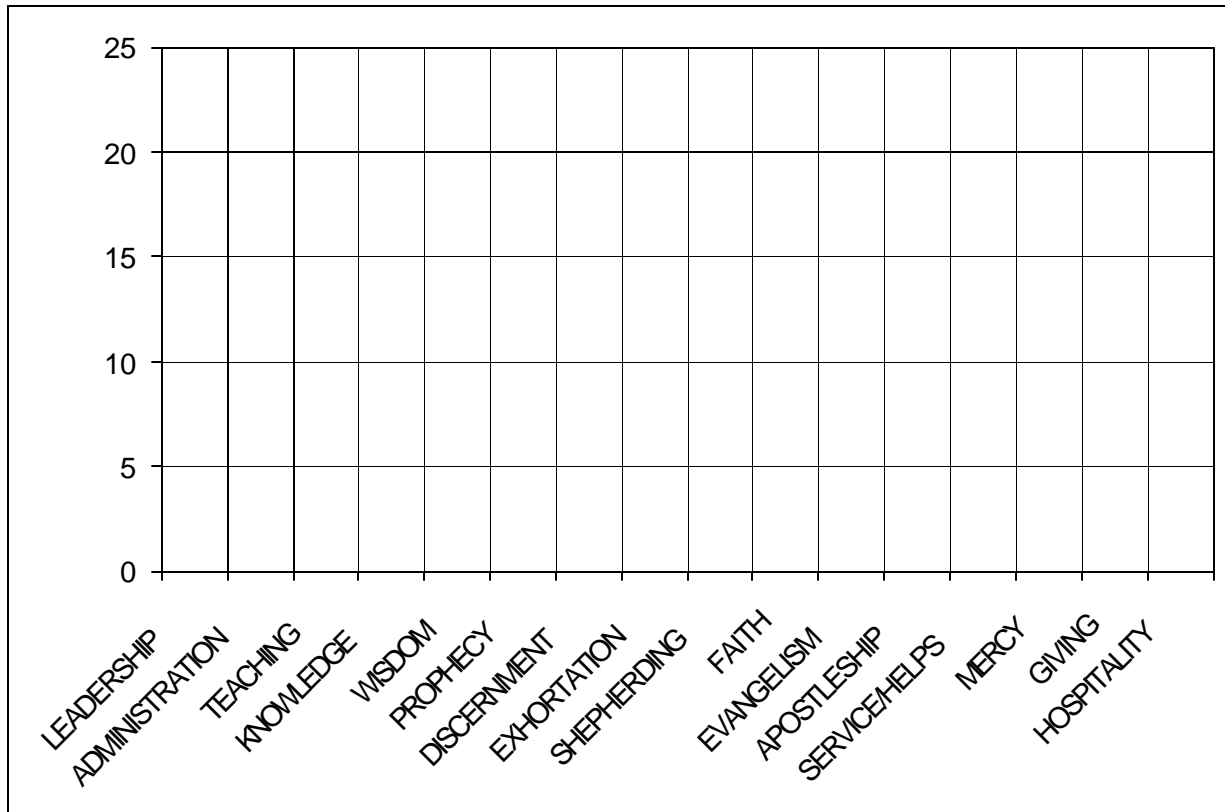
## SCORING YOUR SURVEY

Follow these directions to figure your score for each spiritual gift.

- Place in each box your numerical response (1-5) to the item number which is indicated below the box.
- For each gift, add the numbers in the boxes and put the total in the TOTAL box.

|                       |         |   |         |   |         |   |         |   |         |   |              |
|-----------------------|---------|---|---------|---|---------|---|---------|---|---------|---|--------------|
| <b>LEADERSHIP</b>     | _____   | + | _____   | + | _____   | + | _____   | + | _____   | = | _____        |
|                       | Item 6  |   | Item 16 |   | Item 27 |   | Item 43 |   | Item 65 |   | <b>TOTAL</b> |
| <b>ADMINISTRATION</b> | _____   | + | _____   | + | _____   | + | _____   | + | _____   | = | _____        |
|                       | Item 1  |   | Item 17 |   | Item 31 |   | Item 47 |   | Item 59 |   | <b>TOTAL</b> |
| <b>TEACHING</b>       | _____   | + | _____   | + | _____   | + | _____   | + | _____   | = | _____        |
|                       | Item 2  |   | Item 18 |   | Item 33 |   | Item 61 |   | Item 73 |   | <b>TOTAL</b> |
| <b>KNOWLEDGE</b>      | _____   | + | _____   | + | _____   | + | _____   | + | _____   | = | _____        |
|                       | Item 9  |   | Item 24 |   | Item 39 |   | Item 68 |   | Item 79 |   | <b>TOTAL</b> |
| <b>WISDOM</b>         | _____   | + | _____   | + | _____   | + | _____   | + | _____   | = | _____        |
|                       | Item 3  |   | Item 19 |   | Item 48 |   | Item 62 |   | Item 74 |   | <b>TOTAL</b> |
| <b>PROPHECY</b>       | _____   | + | _____   | + | _____   | + | _____   | + | _____   | = | _____        |
|                       | Item 10 |   | Item 25 |   | Item 40 |   | Item 54 |   | Item 69 |   | <b>TOTAL</b> |
| <b>DISCERNMENT</b>    | _____   | + | _____   | + | _____   | + | _____   | + | _____   | = | _____        |
|                       | Item 11 |   | Item 26 |   | Item 41 |   | Item 55 |   | Item 70 |   | <b>TOTAL</b> |
| <b>EXHORTATION</b>    | _____   | + | _____   | + | _____   | + | _____   | + | _____   | = | _____        |
|                       | Item 20 |   | Item 34 |   | Item 49 |   | Item 63 |   | Item 75 |   | <b>TOTAL</b> |
| <b>SHEPHERDING</b>    | _____   | + | _____   | + | _____   | + | _____   | + | _____   | = | _____        |
|                       | Item 4  |   | Item 21 |   | Item 35 |   | Item 50 |   | Item 76 |   | <b>TOTAL</b> |
| <b>FAITH</b>          | _____   | + | _____   | + | _____   | + | _____   | + | _____   | = | _____        |
|                       | Item 12 |   | Item 28 |   | Item 42 |   | Item 56 |   | Item 80 |   | <b>TOTAL</b> |
| <b>EVANGELISM</b>     | _____   | + | _____   | + | _____   | + | _____   | + | _____   | = | _____        |
|                       | Item 5  |   | Item 36 |   | Item 51 |   | Item 64 |   | Item 77 |   | <b>TOTAL</b> |
| <b>APOSTLESHIP</b>    | _____   | + | _____   | + | _____   | + | _____   | + | _____   | = | _____        |
|                       | Item 13 |   | Item 29 |   | Item 44 |   | Item 57 |   | Item 71 |   | <b>TOTAL</b> |
| <b>SERVICE/HELPS</b>  | _____   | + | _____   | + | _____   | + | _____   | + | _____   | = | _____        |
|                       | Item 14 |   | Item 30 |   | Item 46 |   | Item 58 |   | Item 72 |   | <b>TOTAL</b> |
| <b>MERCY</b>          | _____   | + | _____   | + | _____   | + | _____   | + | _____   | = | _____        |
|                       | Item 7  |   | Item 22 |   | Item 37 |   | Item 52 |   | Item 66 |   | <b>TOTAL</b> |
| <b>GIVING</b>         | _____   | + | _____   | + | _____   | + | _____   | + | _____   | = | _____        |
|                       | Item 8  |   | Item 23 |   | Item 38 |   | Item 53 |   | Item 67 |   | <b>TOTAL</b> |
| <b>HOSPITALITY</b>    | _____   | + | _____   | + | _____   | + | _____   | + | _____   | = | _____        |
|                       | Item 15 |   | Item 32 |   | Item 45 |   | Item 60 |   | Item 78 |   | <b>TOTAL</b> |

**GRAPHING YOUR PROFILE**



1. For each gift place a mark across the bar at the point that corresponds to your TOTAL for that gift.
2. For each gift shade the bar below the mark that you have drawn.
3. The resultant graph gives a picture of your gifts. Gifts for which the bars are tall are the ones in which you appear to be strongest. Gifts for which the bars are very short are the ones in which you appear not to be strong.

***Now that you have completed the survey, thoughtfully answer the following questions.***

The gifts I have begun to discover in my life are:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

- After prayer and worship, I am beginning to sense that God wants me to use my spiritual gifts to serve Christ's body by \_\_\_\_\_.
- I am not sure yet how God wants me to use my gifts to serve others. But I am committed to prayer and worship, seeking wisdom and opportunities to use the gifts I have received from God.

Ask God to help you know how He has gifted you for service and how you can begin to use this gift in ministry to others.