

Evaluation of Ministry Effectiveness



A tool used by the
Free Methodist Church of North America

Section 3 – The Local Church

Prepared by the Board of Bishops
2001

Evaluation of Ministry Effectiveness

Section III - The Local Church Evaluation

Filled out by the Society or selected representatives of the Society

The Mandate from the Book of Discipline

Book of Discipline, A/403.3.b

Each church shall undergo an evaluation of its ministry effectiveness every three years with the society participating. The superintendent or designee, with the pastor, will facilitate the evaluation.

The results will be communicated to the church, and shared with the board of ministerial education and guidance.

Book of Discipline, A/403.3 c and d

During the local church ministry effectiveness evaluation, opportunity to assess the effectiveness of conference ministries shall be provided.

All evaluation tools will be developed by the board of ministerial education and guidance in consultation with the area bishop.

Book of Discipline, A/404

We recognize the diversity in the Free Methodist Church, therefore we recognize the need of diversity in board and ministry structures to produce our Expected Outcomes.

Ministry settings vary due to size, goals, and culture. The local church is free to structure the boards listed below in such a manner as to maintain our values while accomplishing the Expected Outcomes.

- Board of Christian Education (A/404.1)
- Board of Missions (A/404.2)
- Board of Evangelism and Church Growth (A/404.3)
- Pastor's Cabinet (A/404.4)
- Membership Care Committee (A/404.5)
- Board of Stewards (A/404.6)

Book of Discipline, B/449.8, 9

Our Leadership Initiatives. Placing mission ahead of method, our pastors and churches are free to strategize and minister in ways, which fulfill our Expected Outcomes.

Our Vision for the Local Church. Every church a healthy church with Spirit-filled leadership working a plan to fulfill our Expected Outcomes.

Instructions

Since the superintendent or his/her designee and the pastor are to administer this evaluation, it is important for one or the other of these persons to get this on the calendar and plan for it well in advance.

Since it is only required every three years, it is even more important that it be a comprehensive evaluation, done with integrity. We would suggest that if there are persons in your church who are experienced in evaluation practices from either the world of education or business, you ask them to assist in the tabulation and interpretation.

Smaller churches with membership of 50 or less may wish to have every active member complete the form. Larger churches may wish to make a random selection of person to fill it out. There is nothing wrong with having all members do it, even in the larger church, but it will require a significant time commitment to tabulate them.

It is acceptable to broaden the constituency of those who fill out the form by including active attendees who are not members. We would advise though that the forms given to them be identified in some manner with an "X" in the corner. Please inform all participants that this is occurring. Why?

Since it is the members who have formally committed themselves to the mission of this congregation and who have the right to vote and thus shape the life and government of the church, we always wish to respect their commitment by giving greater weight to their evaluations. Thus, we would suggest that you tabulate the two groups separately. You may, if you wish, later combine the two scores for an overall view, but let the evaluation by the members always be the most determinative.

The scoring page is self-explanatory. Tabulate the numbers in each category and average them and mark that number with a dot in each of the ten categories. You may wish to join the dots to provide a graph, which more easily indicates your strengths and growth needs.

Once you have each form completed, you will want to add all the totals for a summary of each of the ten categories.

The results will give you an excellent indicator of the areas on which you need to work as a congregation. We would suggest that you work cooperatively at this point with the pastor so that this information informs the Expected Outcomes which he chooses to target in his Faith Goal Worksheet each year.

Local Church Evaluation
Expected Outcomes Quotient
QUESTIONNAIRE

Local Church _____ Member for how long? _____

(Circle one number for each statement - rating on a scale of 1 (low) to 4 (high)).

• **EVERY LOCAL CHURCH A WORSHIPING COMMUNITY**

1. There is a godly, faithful corps of members who "pray in the Spirit" for the church, the community and world, in private and together. 1 2 3 4
2. There is obvious love for God among the members that can be described as "loving God with all the heart, soul, mind and strength." 1 2 3 4
3. There is a high level of expectation that God will be present and that the Holy Spirit will be "convincing people of sin, righteousness and judgment to come" whenever the church gathers. 1 2 3 4
4. There is a clear, consistent reading, teaching and declaring of the Word of God accompanied by a belief in its truth and its power when the church gathers for worship and/or study. 1 2 3 4
5. There is a strong evidence of unity in the congregation which centers on the Lordship of Jesus Christ and, "in spirit and in truth," exalts His name together. 1 2 3 4
6. There is evidence of internal joy through congregational singing, praying, praising, encouraging, listening and serving. 1 2 3 4

• **Every local church an enfolding congregation producing disciplined, growing, holy people.**

7. There is ease among our people in welcoming new people as evidenced by our speaking with them, inviting them to our homes, introducing them to others, and accepting them without judgment. 1 2 3 4
8. There is ease among newcomers as evidenced by their returning to the groups or services of the congregation and by their increasing interest in God and His church. 1 2 3 4
9. There is a regular disciple making ministry in the church which is producing a growing Christ-likeness among the members. 1 2 3 4
10. There is a growing Christ-likeness which can be seen in improved congregational attitude, surrender to God, and ministry to people. 1 2 3 4

Local Church Evaluation cont.

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11. There is a deepening holiness among the members which is evidenced by godly courage, behavioral purity, integrity and character in the church and community. 1 2 3 4

12. There is a measurable increase in the number of members who are tithing and giving offerings to expand the influence of the church in its mission. 1 2 3 4

• **EVERY LOCAL CHURCH A REPRODUCING CONGREGATION.**

13. There is an intentional plan and obvious mindset in the church to reproduce ourselves, classes, cells, services and congregations. 1 2 3 4

14. There is clear reproduction occurring in our congregation in at least three of the above categories. 1 2 3 4

15. There is regular conversation, teaching, preaching, planning and praying that we will become more and more a reproducing church. 1 2 3 4

16. There is an intentional process that trains, equips, assigns and coaches new leaders from among the members of the church. 1 2 3 4

• **EVERY LOCAL CHURCH REGULARLY REACHING THE LOST FOR CHRIST.**

17. There is considerable exercise of prayer for specific people who have not yet given themselves to Christ. 1 2 3 4

18. There is regular invitation given to the unsaved in classes, cells, homes, services, neighborhoods, places of work, etc. 1 2 3 4

19. There is intentional development of friendships with the unsaved by our members for the express purpose of introducing the Savior. 1 2 3 4

20. There is intentional and appropriate celebration in the cell, class, or congregation when a person comes to saving faith in Jesus. 1 2 3 4

21. There is clear and regular evidence among us that lost people are coming to faith in Christ and that their lives have been and are being changed into His likeness. 1 2 3 4

• **EVERY LOCAL CHURCH ENGAGED IN OUR WORLD MISSIONARY MOVEMENT.**

22. There is a regular emphasis in our church on the scope, purpose,

Local Church Evaluation cont.

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| quality and expression of the world missionary movement of the Free Methodist Church. | 1 | 2 | 3 | 4 |
| 23. There is extensive "praying in the Spirit" for missionaries, indigenous leaders, and mission fields around the world. | 1 | 2 | 3 | 4 |
| 24. There is active participation from our membership in going to various mission fields to serve and assist in the expansion of God's Kingdom. | 1 | 2 | 3 | 4 |
| 25. There is regular teaching and preaching among all ages in our church which informs and promotes individual and group engagement in the church's missionary ministries. | 1 | 2 | 3 | 4 |
| 26. There is enthusiastic, consistent and sacrificial giving toward the worldwide expansion of the Free Methodist missions movement. | 1 | 2 | 3 | 4 |
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• EVERY LOCAL CHURCH MINISTERING TO THE POOR AND DISENFRANCHISED. | | | | |
| 27. There is an informed intelligence in our church regarding the social, physical, mental and spiritual needs among the poor and disenfranchised of our community. | 1 | 2 | 3 | 4 |
| 28. There is regular prayer, discussion, teaching, preaching and planning in our church as to ways we may best address the needs of the poor and disenfranchised. | 1 | 2 | 3 | 4 |
| 29. There is an intentional plan which engages the children, youth and adults of our church in assisting, encouraging and ministering to the downtrodden. | 1 | 2 | 3 | 4 |
| 30. There are poor and disenfranchised people among us in cells, classes and services who have been fully enfolded into the life and fellowship of the church family. | 1 | 2 | 3 | 4 |
| 31. There are varying ethnic groups, families and individuals in our church who are fully integrated into the life, ministry and leadership of the church. | 1 | 2 | 3 | 4 |
| 32. There is evidence among us that every need is being met through the various ministries of the body of Christ. | 1 | 2 | 3 | 4 |
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• Every local church bringing structures into the service of its mission. | | | | |
| 33. There is a clear, written, understood and regularly communicated mission statement for our church. | 1 | 2 | 3 | 4 |

34. There has been a formation of committees, boards, programs, groups and services so that every one of them exists to fulfill the mission of the church. 1 2 3 4

35. There has been a complete elimination of all committees, boards, groups and services which do not contribute directly to fulfilling the mission of the church. 1 2 3 4

36. There is clear evidence that all our boards, committees, groups and ministries spend their energy, time and resources to accomplish our church mission. 1 2 3 4

● **EVERY LOCAL CHURCH CHARACTERIZED BY EXTRAORDINARY INTERCESSORY PRAYER**

37. There are regularly scheduled times and places for groups in the church to gather and pray for the accomplishment of the mission of the church. 1 2 3 4

38. There is written/printed/verbalized communication of the specific prayer needs throughout the fabric of the life of the church constituency. 1 2 3 4

39. When needs arise in the church, the first, natural, almost instinctive response of pastor and people is to say: "We need to pray about it and let God guide us." 1 2 3 4

40. Denominational concerns, FM Missions concerns and church planting and revitalization efforts are shared, prayed over with positive results celebrated. 1 2 3 4

41. Fasting as a spiritual discipline is taught and modeled by church leadership in non-pharisaic manners so as to commend the practice to all maturing believers. 1 2 3 4

● **Leadership Initiatives -- Pastors and churches are free to strategize and minister in ways which produce the desired outcomes.**

42. There is clear emphasis in our church that the pastor(s) has primary responsibility for leadership and the members have primary responsibility for ministry. 1 2 3 4

43. There is regular evidence among us that the leadership (clergy and lay) of our church is creative, adaptive, relevant, effective and biblical. 1 2 3 4

44. There is consistent development of and empowerment of people to minister in gift-appropriate and effective ways in the church and in the community. 1 2 3 4

45. There is a high level of trust in and among the leaders of our church. 1 2 3 4
46. There is a growing and competent movement from our leadership toward improving the accomplishment of our desired outcomes. 1 2 3 4
47. There is clear evidence that the clergy and lay leadership in our church are ministering within the framework of our non-negotiables. 1 2 3 4
- **EVERY LOCAL CHURCH IS CHARACTERIZED BY QUALITY CARE FOR PASTOR AND PROPERTY.**
48. Our church regularly reviews the pastor's salary and benefits and keeps pace with his/her needs, as well as inflation. 1 2 3 4
49. Our church pays the pastor according to persons of similar skill, education and stature in the community. 1 2 3 4
50. Our church provides adequate vacation and other 'down time, so as to keep the pastor renewed and 'whole.' 1 2 3 4
51. Our Board of Trustees makes an annual inspection of the parsonage (where provided), to care for necessary maintenance, as well as freshening of paint, carpet, drapes, etc. 1 2 3 4
52. All our church buildings are well kept, freshly painted with lighting, flooring and heating or cooling systems such that it is inviting to newcomers. 1 2 3 4
53. The interior of the church is kept clean and neat, and is appealing to the eye. 1 2 3 4
54. Our church has persons who care for it regularly, mowing, raking, watering and trimming the lawns, shrubs and flowers on all church properties. 1 2 3 4
55. The parking lot is adequate, and kept in good repair. 1 2 3 4
56. Our church signs are kept in excellent repair, painted, lighted and located where they are easily seen. 1 2 3 4
57. Our church has highway and street signs guiding visitors to our building. 1 2 3 4
58. Bottom line: the average person driving by will see an attractive church that has "curbside appeal." 1 2 3 4
59. Our congregation observes an annual time to show appreciation to our pastor and/or pastoral family. 1 2 3 4

SCORING THE EXPECTED OUTCOMES QUOTIENT

What is your church's EOQ?

Local Church _____ Pastor _____

- ▶ Have many people complete the questions.
- ▶ Record their scores and average them.
- ▶ Place the results on the chart.
- ▶ Begin planning for measurable improvement.

	Worshiping Community (W.C.)	Disciplined-Growing-Holy People (D.G.H.)	Reproducing Congregation (R.C.)	Reaching Lost (R.L.)	Missionary Movement (M.M.)	Poor and Disenfranchised (P.D.)	Structures into Mission (S.M.)	Intercessory Prayer (I.P.)	Leadership Initiative (L.I.)	Quality Care (Q.C.)	
4											HEALTHY CONGREGATION 3 - 4
3											
2											UNHEALTHY CONGREGATION Below 2
1											

Goals should be established which relate specifically to improving in the areas of greatest need. Engage areas of strength to address areas of weakness. Continue this process over time with the goal to become a healthy church. Healthy churches reproduce.