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TOOLS OF THE TRADE

CHURCH-WIDE ASSESSMENT

One very important tool for the Intentional Interim Pastor is a “Church-wide Assessment.” Here is the approach in a nutshell:

- A team of pastors and lay people from within the district of the church being assessed is assembled and trained by the Intentional Interim Pastor.
- A special “Assessment Weekend” is planned—according to the size of the church, it may begin on Thursday or Friday.
- Interviews conducted by the Assessment Team members are scheduled for 30 minutes each with any and all congregants who are will to participate
- Key questions (see below) are specifically designed to get at the heart of key issues that may be holding the church back from experiencing its full potential
- Special forums are held with leaders and young people
- The assessment team compiles a report based on the responses to the interviews and the forums
- The assessment team leader preaches on the Sunday of the Assessment Weekend, and after the morning service presents the report to the congregation following a light lunch
- The Intentional Interim Pastor then guides the congregation through the process of interpreting the report and recommending changes that may need to be made to enable the fellowship to function more efficiently
- Sample questions used during the church-wide assessment—

CHURCH-WIDE ASSESSMENT

Interview Worksheet

Introductory Questions

- 1. Can you tell us something of your personal spiritual history, as well as how you came to have a relationship with this church?**
- 2. What has your role been in this church?**
- 3. Who do you look up to spiritually in this church, and why? Who do**

you consider to be your spiritual mentor?

Main Interview Questions

1. Would you invite me to this church? If so, what would you tell me about the church to encourage me to do so? (*Strengths*)
2. What are the unique qualities of this church's mission and ministry? (*Values*)
3. In your view, which ministries of the church are not going well? What would improve those situations? (*Priorities*)
4. What has been your greatest disappointment with the church? (*Weaknesses*)
5. What issues are absolutely essential for this assessment to address? (*Key Issues*)

FOR THE INTERVIEWER

Characterize the mood and tone of the interviewee. (Circle appropriate adjectives.)

Intense, Agitated, Angry

Sad, Depressed, Devastated

Introspective, Remorseful, Repentant

Objective, Balanced, Reconciled

Issues Requiring Reconciliation:

Matters for further investigation and follow up: