



# Collective Church Assessment Guide

## Purpose

This guide helps your church community work together to honestly assess where you are now and track your progress toward revitalization. Through six weekly sessions, you'll move from individual reflection to collective action, creating a shared vision for your church's future.

## How It Works: From Individual to Collective

### The Three-Step Process (Every Week)

1. **Individual Reflection** (5-10 minutes)
  - Complete workbook exercises privately
  - Be completely honest in your personal assessment
2. **Table Group Discussion** (15-20 minutes)
  - Share insights with your small group (4-6 people)
  - Work toward a group consensus on your church's condition
  - Agree on a collective score for that week's theme
3. **Church-Wide Tracking** (5 minutes)
  - Table groups report their collective score
  - Scores are recorded on the central display board
  - Watch your church's progress unfold visually over six weeks

## Week 1: The Valley of Dry Bones

**Theme:** "Where are we now?"

### Individual Work:

- Complete the Church Vitality Assessment on page 3
- Circle indicators honestly: Incline, Recline, or Decline
- Calculate your personal score

### Group Discussion:

- Share individual assessments (scores optional)
- Identify common patterns and observations
- Discuss: What's our church's current spiritual vitality?

### Collective Score:

- Agree on one category: **Incline**, **Recline**, or **Decline**
  - Convert to numerical score (1-10):
    - Decline = 1-3
    - Recline = 4-7
    - Incline = 8-10
  - Record group score under "**Spiritual Vitality**" on tracking sheet
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## Week 2: The Prophetic Vision

**Theme:** "Can you see a future?"

### Individual Work:

- Complete "Future I SEE" exercises (pages 7-10)
- Work through vision sketching and implementation planning

### Group Discussion:

- Share individual visions and dreams
- Identify common themes and recurring ideas
- Focus on achieving Clarity, Communication, and Conviction about our future

**Collective Score:**

- Rate your group's **"Vision Clarity"** from 1-10
    - 1 = Very unclear, no shared vision
    - 10 = Crystal clear, widely shared vision
  - Record score under **"Vision Casting"** on tracking sheet
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**Week 3: Speaking to the Bones**

**Theme:** "Who are we called to be?"

**Individual Work:**

- Reflect on personal and church authenticity (pages 14-18)
- Work through "What makes our church unique" exercises

**Group Discussion:**

- Share stories and experiences that reveal your church's DNA
- Listen for patterns, themes, and repeated words
- Collaboratively create "Our Church's DNA Statement"

**Collective Score:**

- Rate **"Identity Clarity & Acceptance"** from 1-10
    - 1 = Unclear identity, resistance to authenticity
    - 10 = Crystal clear DNA embraced by all
  - Record score under **"Being Authentic"** on tracking sheet
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**Week 4: The Rattling of Bones**

**Theme:** "How do we renew our strength and passion?"

**Individual Work:**

- Complete Partnership Assessment (pages 20-23)
- Rate statements 1-10 and calculate personal score
- Reflect on current state and support needs

**Group Discussion:**

- Share insights from partnership assessment (scores optional)
- Discuss strengths and challenges in church partnership
- Identify 1-2 areas needing strengthened mutual care

**Collective Score:**

- Agree on "**Strong Partnership**" score from 1-10
  - Use group consensus or average of individual scores
  - Record score under "**Strong Partnership**" on tracking sheet
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**Week 5: The Breath of Life**

**Theme:** "What ignites our ministry potential?"

**Individual Work:**

- Work through "Don't Bury Your Potential" exercise (pages 26-27)
- Complete Ministry Identification Assessment
- Reflect on individual gifts and calling

**Group Discussion:**

- Discuss three steps: "See Beyond Bones," "Speak Life," "Create Ruah Environment"
- Share observations about dormant gifts in your church
- Identify ways to actively awaken ministry potential

**Collective Score:**

- Rate "**Potential Activation Readiness**" from 1-10
  - 1 = Little focus on activating gifts
  - 10 = Actively mobilizing strengths, fostering "Ruah Environment"
- Record score under "**Igniting Potential**" on tracking sheet

## Week 6: Rising Up

**Theme:** "What steps do we take now?"

### Individual Work:

- Reflect on personal insights and commitments (page 15)
- Consider the "Four-Point Battle Plan"
- Complete action planning exercises

### Group Discussion:

- Focus on "What Steps Do We Take NOW?"
- Collectively create your church's action plan
- Commit to concrete steps: STAND UP, STEP OUT, SPEAK OUT, STRETCH OUT

### Collective Score:

- Rate "**Action Plan Commitment & Readiness**" from 1-10
    - 1 = Good intentions, no concrete steps
    - 10 = Clear actionable plan with strong commitment
  - Record score under "**Action Planning**" on tracking sheet
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## Creating Your Church's Progress Display

### The Visual Tracking Board

Create a large, visible display using the template from page 32 of the workbook:

### Six Categories to Track:

1. Spiritual Vitality
2. Vision Casting
3. Being Authentic
4. Strong Partnership
5. Igniting Potential
6. Action Planning

## Recording Scores

- After each session, average table group scores or discuss until consensus
- Record one church-wide score (1-10) for each theme
- Use the visual scoring system: shade boxes to show progress
- Display prominently where everyone can see your journey

## Using Your Progress

- **Week 1-3:** Focus on honest assessment and vision creation
  - **Week 4-6:** Emphasize partnership, potential, and action planning
  - **Ongoing:** Review scores regularly to maintain momentum
  - **Future:** Repeat assessment every 6-12 months to track long-term growth
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## Facilitator Tips

### For Table Group Leaders:

- **Encourage honesty** - This only works with authentic assessment
- **Listen actively** - Look for patterns in what people share
- **Guide toward consensus** - Help groups find common ground
- **Keep time** - Respect the process and other groups
- **Stay positive** - Frame challenges as growth opportunities

### For Overall Coordination:

- **Set the tone** - Model vulnerability and honesty
- **Celebrate progress** - Acknowledge even small improvements
- **Address resistance** - Help people see this as growth, not judgment
- **Follow through** - Use these scores to guide actual church decisions
- **Communicate vision** - Connect assessment to your church's mission

## **Table Group Leadership Strategy**

### **The "Nehemiah Leadership Model"**

Just as Nehemiah dealt with internal and external opposition while rebuilding, your table leaders need specific strategies for maintaining focus and momentum.

### **Handling the "Sanballats and Tobiahs" (Resistant Voices)**

#### **Type 1: The Chronic Critic**

- *Behavior:* Dominates discussion with complaints and "remember when" negativity
- *Strategy:*
  - Acknowledge concerns briefly: "I hear that you're concerned about..."
  - Redirect: "Let's focus on what God might be calling us toward"
  - Use time limits: "We have 5 minutes left for this section"
  - Private conversation: Pull them aside during break if needed

#### **Type 2: The Defensive Deflector**

- *Behavior:* Refuses honest assessment, insists "everything is fine"
- *Strategy:*
  - Ask gentle questions: "What would make our church even stronger?"
  - Use Biblical examples: "Even David had valleys before victories"
  - Focus on potential: "What excites you about our church's future?"

#### **Type 3: The Meeting Hijacker**

- *Behavior:* Turns discussion toward personal grievances or off-topic issues
- *Strategy:*
  - Gentle interruption: "That's important. Can we address that separately after our session?"
  - Redirect to workbook: "Let's focus on question 2 in our workbook"
  - Time boundaries: "We want to make sure everyone gets to share"

#### **Type 4: The Comparison Competitor**

- *Behavior:* Constantly compares your church to other churches
- *Strategy:*
  - Redirect to uniqueness: "What makes our church special?"
  - Focus inward: "God has a unique plan for our congregation"
  - Celebrate identity: "Let's discover our church's DNA"

## Table Leader Conversation Toolkit

**Opening Each Week:** "Before we start, let's remember we're here because we love this church and want to see God do something amazing. Let's approach this with hope and honesty."

### **Redirecting Negative Conversations:**

- "I appreciate your heart for the church. How can we be part of the solution?"
- "That's a valid concern. What would you like to see instead?"
- "Let's focus on what we can influence and control."

### **Encouraging Participation:**

- "What stood out to you in your individual reflection?"
- "I'd love to hear from someone who hasn't shared yet."
- "What's one thing that gives you hope about our church?"

### **Moving Toward Consensus:**

- "I'm hearing several themes. Let's see where we have common ground."
- "It sounds like most of us feel we're in the [category] range. Does that resonate?"
- "Let's think about this as a group. Where do we honestly see ourselves?"

## Weekly Implementation Structure

### **Pre-Session (15 minutes before start)**

- **Table leaders arrive early** for last-minute coordination
- **Quick leadership huddle** to address any concerns from previous week
- **Room setup** with materials at each table
- **Prayer with leadership team** for wisdom and unity



## **Remember: This Is About Growth, Not Judgment**

Your scores aren't grades - they're GPS coordinates showing where you are so you can plot where you're going. Low scores aren't failures; they're opportunities. High scores aren't finish lines; they're launching pads.

The goal is creating a church where:

- Everyone feels heard and valued
- Progress is visible and celebrated
- Challenges are faced together
- God's vision becomes shared reality
- Dry bones become a mighty army

**"So I prophesied as he commanded me, and breath entered them; they came to life and stood up on their feet—a vast army." (Ezekiel 37:10)**