



1. Church Name:
2. Church Location: Type of Community:  Urban  Suburban  Rural  Mixed
3. Age of church facility:
4. Historical significance:
5. How large is the population within 5-mile radius of your church? (Check one)
  - a.  Under 5000
  - b.  5000-15000
  - c.  5000-50000
  - d.  50,000-200,00
  - e.  200,000+
6. Church income: this year \_\_\_\_\_ last year \_\_\_\_\_ two years ago \_\_\_\_\_

**EVANGELISM:**

1. What are the various ways that your church demonstrates its commitment to evangelism?
2. What are the results of your evangelism efforts?
3. What barriers prevent congregants from sharing the Gospel?
4. How does the church follow-up with people once they give their lives to Christ?
5. What proportion of the budget is dedicated to evangelism? How is that determination made?
6. What are the strengths and weaknesses of your evangelism ministry?
7. If we were to survey your community, what would they say about your evangelism ministry?
8. What is the role of your Christian education department in your evangelism efforts?
9. How does the church evangelism ministry reflect the culture of the neighborhood, the wider community, the congregations' family and friends?
10. How does the church celebrate successful evangelism efforts?

**ACCESSIONS**

1. Does your church set annual growth goals? Why/why not? What strategies are used to meet these goals?
2. What is the growth pattern of the congregation? (Increasing? Stable? Decreasing? Sporadic?) What attributes to this pattern?
3. What percentage of your programs are in-reach? What percentage are out-reach? What are the implications of these percentages?
4. How does your church promote community (koinonia) among the congregants?
5. Are there unresolved church conflicts that hinder growth? How are these being addressed?
6. How are new members welcomed into the church?
7. Describe your discipleship program.
8. Which ministries, programs, special days focus/invite/target non-member participation?



**SPIRITUAL GROWTH**

1. What evidence is there that the members are growing spiritually? Children? Youth? Young Adults? New Middle (50 – 75)? Seniors?
2. Do you have Bible studies that target various age groups? Children? Youth? Young Adults? New Middle (50 – 75)? Seniors? If so, how do you solicit feedback to determine the appropriateness of the material presented?

3. What percentage of the membership regularly participates in Bible study? How do you account for this participation rate? How would you improve it?
4. How much time does the church devote to encouraging spiritual disciplines? Prayer? Fasting? Reading Bible and extra Biblical material? Meditation? Journal keeping?
5. How does the church determine if members have increased in their love for God, neighbor, self?
6. Over the last year has worship attendance increased/decreased/remained the same? Why?
7. Describe the process that your church uses to identify and develop members' spiritual gift(s)
8. How do the church ministries contribute to spiritual growth?
9. How do Bible study and special training events equip people for ministry beyond the church walls?
10. Describe how the church gauges members spiritual growth.

### FINANCIAL

1. Does the church have an operating budget that has been approved by the church conference? How does this budget meet the needs of the church?
2. When are members provided with an update on the budget status (expenditures, savings, projections, modifications needed)?
3. What strategies are in place to ensure that sufficient funds are raised to match the monies contained in the approved budget?
4. Is there a giving plan? How does your church use that plan to encourage members to increase their giving? (tithes, offerings, legacy)
5. What financial challenges does your church face?
6. Which age group are your best monetary contributors? What does this let the church know about its financial future?
7. What changes are needed, if any, in the way money is handled within the church?
8. What policies and procedures have been instituted to prevent financial mismanagement, to be prepared for emergencies, to maximize financial growth?
9. What percent of the budget is designated for the Pastor's compensation?

### PAST, PRESENT, FUTURE

1. If your church were to close or relocate what would be the impact on the surrounding community?
2. If someone asked your church's neighbors where the church was located how many (percentage) would know the answer? What data/information/evidence supports your answer to this question?
3. Do you have higher regular attendance now that you did 3 years ago? How do you explain this trend?
4. Which age groups are under-represented in the congregation (Children? Youth? Young Adults? New Middle (50 – 75)? Seniors?) Why are they not present?
5. What are the advantages/disadvantages of your church merging with another congregation? (building condition, declining neighborhood residents, financial needs, aging congregation)
6. What is the principle purpose and reason for your church to exist?
7. What concrete changes is your church willing to take that will promote growth in evangelism, membership, spirituality, and finances?
8. What if any issues exist surrounding title, deed, land usage? If none current what safeguards are in place to ensure none occur in the future?

9. What is the estimated value of the church property? How can this value be leveraged to create a viable future?

**EVANGELISM**

|  | 5-Excellent | 4- Good | 3-Adequate | 2-Critical | 1-Life Support |
|--|-------------|---------|------------|------------|----------------|
|  |             |         |            |            |                |
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**ACCESSIONS**

|  | 5-Excellent | 4- Good | 3-Adequate | 2-Critical | 1-Life Support |
|--|-------------|---------|------------|------------|----------------|
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**SPIRITUAL GROWTH**

|  | 5-Excellent | 4- Good | 3-Adequate | 2-Critical | 1-Life Support |
|--|-------------|---------|------------|------------|----------------|
|  |             |         |            |            |                |
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**STEWARDSHIP**

|  | 5-Excellent | 4- Good | 3-Adequate | 2-Critical | 1-Life Support |
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**CHURCH FACILITIES/ BUILDING INTEGRITY**

|  | 5-Excellent | 4- Good | 3-Adequate | 2-Critical | 1-Life Support |
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**OPENNESS TO CHANGE**

|  | 5-Excellent | 4- Good | 3-Adequate | 2-Critical | 1-Life Support |
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Mirroring gives a platform for churches to conduct a self-evaluation. Mirroring provides a snapshot of how the church meets its current mission (making disciples), whether it is in touch with its community, and its viability in the future (five, ten, fifteen, twenty years from now). It affords the opportunity to take a comprehensive look at the church's ministry structures and systems. The results offer an appraisal of the church's internal and external effectiveness.

**Pastor's Role:**

1. Become knowledgeable about the mirroring process, (rationale, questions, progression, outcomes, next steps).
2. Prayerfully appoint a member committee who will be responsible for organizing, compiling and summarizing the results of the mirroring dialogue.
3. Share with the congregation what you hope the church will accomplish through mirroring, (This is not an assessment of the pastor rather it is an assessment of the ministry of the church as a whole?).
4. Invite as many people as possible to become involved in the process including clergy, ministry leadership, and the general congregation.
5. Share the mirroring responses and findings after the dialogue. Give a summary of the information/comments and data collected.
6. Describe the path forward based upon the conclusions—include strengths, challenges and areas of growth.
7. Pray for your church throughout the mirroring process.