

TOOL

Church Health Self-Assessment Tool

A comprehensive diagnostic tool for pastors and leadership teams to assess congregational vitality across 8 key dimensions -- with scoring guides, interpretation frameworks, and 90-day action planning

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Equipping pastors and leaders to serve with excellence, integrity, and lasting Kingdom impact.

The Eight Dimensions of Church Health

Church health is multidimensional. A congregation can be numerically growing while relationally thin, doctrinally sound while missionally stagnant, programmatically impressive while spiritually depleted. This assessment tool examines eight interconnected dimensions of congregational health to provide a comprehensive picture of where a congregation is thriving and where it needs focused pastoral and organizational attention.

The Eight Dimensions of Church Health

Dimension 1 -- Theological Clarity: Does the congregation have a clear, shared, consistently articulated understanding of the Gospel, the nature of Scripture, the mission of the church, and the core doctrines of the Christian faith? Not as a statement of faith on a website, but as a lived theological formation that shapes daily life. Dimension 2 -- Spiritual Vitality: Is there genuine transformation happening? Are people being converted, sanctified, healed, restored, and formed into Christlikeness? Is there a culture of prayer, spiritual hunger, and expectation of God's active presence? Dimension 3 -- Relational Health: Is the congregation a genuinely loving community? Are there deep, honest, mutually accountable relationships? Is conflict addressed redemptively? Are the lonely, the marginalized, and the struggling genuinely integrated into community life? Dimension 4 -- Leadership Integrity: Is the leadership team spiritually healthy, relationally trustworthy, doctrinally sound, organizationally competent, and mutually accountable? Is there a clear, transparent governance structure? Are finances managed with integrity?

Practical Application Framework

Dimension 5 -- Discipleship Depth: Are people growing to maturity? Is there a clear discipleship pathway that moves people from first attendance to significant service? Is biblical literacy increasing? Are the spiritual disciplines practiced across the congregation? Dimension 6 -- Missional Engagement: Is the congregation actively engaged in the community? Are people being evangelized? Are the poor being served? Is the congregation known and respected in its neighborhood for its actual impact? Dimension 7 -- Multiplication Culture: Is the congregation developing leaders and launching new ministries? Is the next generation of leadership being developed? Is the congregation oriented toward its own multiplication or its own perpetuation? Dimension 8 -- Organizational Health: Are the structures, systems, and processes of the congregation functioning well? Are decisions made wisely and implemented effectively? Is communication clear? Is there adequate financial and administrative infrastructure to support the mission?

Rate each dimension on a 1-10 scale, with specific behavioral anchors for each score. Identify your top three strengths (scores of 8-10) and your three most significant gaps (scores of 1-5). Develop 90-day specific, measurable action plans for each gap area. Review every six months. The most important use of this tool is not the scores themselves but the conversations the scoring process generates among the leadership team.

How to Get the Most From This Resource

This resource is designed to be worked, not just read. The difference between reading a planning template and actually planning, between reading an assessment tool and actually assessing, is the difference between information and transformation. Block specific time in your calendar this week to work through this resource. Bring your leadership team into the process where appropriate. Share what you discover with your accountability partner or spiritual director. Act on what you find.

KEY PRINCIPLE

The best ministry resources are the ones that produce changed behavior, not just increased knowledge. Decide before you finish this document what one specific change you will make as a result of engaging it.

Reflection Questions

1. What is the most important thing this resource is revealing about your current practice? What does honest engagement with it require of you?
2. What one change, if made consistently for 90 days, would produce the greatest improvement in the area this resource addresses?
3. Who in your leadership team or accountability network needs to engage with this material alongside you?
4. What structures of accountability will you put in place to ensure that the commitments you make here are actually kept?

Pastoral excellence is not a gift reserved for the extraordinarily talented. It is the fruit of ordinary faithfulness -- the steady, unsensational work of showing up, preparing well, praying hard, and trusting God with what only he can do. Do the work. Trust the God. Watch what grows.

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Equipping leaders. Empowering ministry. Transforming lives.

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