

Free Resource

The Small-Church Pastor Self-Assessment

10 Questions Every Faithful
Pastor Should Ask

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The Small-Church Pastor

Self-Assessment

Most pastors measure their ministry by the wrong scoreboard: Attendance, budget, building size, and social media reach. None of those are the metrics God uses, and none of them will matter when you stand before Him.

This assessment isn't about finding out how successful you are. It's about finding out how faithful you are. Take 10 minutes to answer honestly. What you discover may be more useful than anything your attendance numbers have ever told you.

Rate each question from 1 (rarely true) to 5 (consistently true).

A reflection prompt follows each question. Don't rush it.

SECTION 1 - THE SCOREBOARD YOU'RE USING

QUESTION 1

When I evaluate my ministry, I measure it by faithfulness to God's Word.

The scoreboard you use shapes everything. If you're measuring the wrong things, you'll pursue the wrong outcomes, and miss what God is actually building.

"Moreover, it is required of stewards that they be found faithful." - 1 Corinthians 4:2

Rarely true	1	2	3	4	5	Always true
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REFLECTION

What scoreboard have you been using? Where did you get it?

QUESTION 2

I can honestly say that comparison with larger churches do not drive my decisions or diminish my joy.

Comparison is not just a temptation, it's a spiritual problem. When you measure your church against others, you are using a standard God never gave you.

"But when they measure themselves by one another and compare themselves with one another, they are without understanding." - 2 Corinthians 10:12

Rarely true	1	2	3	4	5	Always true
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REFLECTION

Who or what are you tempted to compare yourself to? What does that comparison cost you?

SECTION 2 - THE PRIVATE LIFE BEHIND THE PULPIT

QUESTION 3

I am feeding my soul, not just fueling my sermons.

The pulpit can only rise as high as the private life behind it. A man can preach truth he has stopped living for a while, but it will show, and it will cost him.

"Keep a close watch on yourself and on the teaching. Persist in this, for by so doing you will save both yourself and your hearers." - 1 Timothy 4:16

Rarely true	1	2	3	4	5	Always true
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REFLECTION

Is your time with God feeding your soul, or just fueling your sermons?

QUESTION 4

The people closest to me would say that my ministry has not compromised my character at home.

A man can win the pulpit and lose the home. God never intended ministry to be the thing that hollows out a pastor's most important relationships.

"He must manage his own household well, with all dignity keeping his children submissive." - 1 Timothy 3:4

Rarely true	1	2	3	4	5	Always true
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REFLECTION

What would your family say about the cost of your calling on them?

SECTION 3 - THE WORK YOU'RE ACTUALLY DOING

QUESTION 5

My church has a clear, intentional pathway for moving people from first visit to committed discipleship.

Most small churches are good at gathering people. Very few are good at discipling them.

"Him we proclaim, warning everyone and teaching everyone with all wisdom, that we may present everyone mature in Christ." - Colossians 1:28

Rarely true	1	2	3	4	5	Always true
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REFLECTION

If a new believer walked through your door this Sunday, what happens next? Describe the pathway.

QUESTION 6

I am actively developing men and women to teach, shepherd, and serve.

A faithful pastor is always working himself toward more help. The goal is not a church dependent on one man.

"And what you have heard from me in the presence of many witnesses entrust to faithful men, who will be able to teach others also." - 2 Timothy 2:2

Rarely true	1	2	3	4	5	Always true
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REFLECTION

Name the people you are currently investing in for future leadership. If you can't name them, that's your answer.

SECTION 4 - CONTENTMENT AND PERSEVERANCE

QUESTION 7

I have genuinely made peace with the size and season of my church. I trust God's sovereign design for this flock.

Contentment is not the absence of ambition. It is the presence of trust.

"I have learned, in whatever state I am, to be content." - Philippians 4:11

Rarely true	1	2	3	4	5	Always true
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REFLECTION

What would it look like to be fully content with the church God has given you right now?

QUESTION 8

When ministry is hard, and when growth stalls, I stay because of my calling.

Perseverance is only meaningful when quitting is possible. The pastor who stays because he must is not the same as the pastor who stays because he is convinced God put him there.

"As for you, always be sober-minded, endure suffering, do the work of an evangelist, fulfill your ministry." - 2 Timothy 4:5

Rarely true	1	2	3	4	5	Always true
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REFLECTION

What is keeping you in ministry right now? Is it calling, or circumstance?

SECTION 5 - THE REWARD YOU'RE EXPECTING

QUESTION 9

I am doing this work primarily for an audience of One because Christ's "well done" will be worth more than any earthly recognition.

The man who learns to work for God's approval alone is freed from the exhausting performance that destroys so many ministries.

"Well done, good and faithful servant. You have been faithful over a little; I will set you over much." - Matthew 25:23

Rarely true	1	2	3	4	5	Always true
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REFLECTION

Whose approval are you actually working for? Be honest.

QUESTION 10

If my church never grew beyond its current size but remained doctrinally faithful, genuinely loving, and actively making disciples, I would consider that a successful ministry.

This is the final question because it is the most honest one. What you answer here tells you what you actually believe about success, calling, and the kingdom of God.

"It is required of stewards that they be found faithful." - 1 Corinthians 4:2

Rarely true	1	2	3	4	5	Always true
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REFLECTION

What does a successful ministry actually look like to you? Write it out.

YOUR RESULTS

Add your scores from all 10 questions. Your total falls between 10 and 50.

MY TOTAL SCORE

 / 50

The Weight Is Real

10 – 20

You are likely carrying more than you should alone, and measuring yourself by a standard God never gave you. The good news is that faithfulness is learned, not inherited. Your next step is not trying harder. It is reorienting around the right scoreboard.

21 – 35	Growing but Unsettled You know the right answers theologically, but you are still working out what they look like in practice. To be honest this is where most faithful pastors live. The questions that scored lowest are your most honest growth edges. Do not ignore them.
36 – 45	Grounded and Moving Forward You have a solid theological foundation and a genuine grip on what faithfulness looks like. The gaps that remain are worth attention. They are likely where the enemy works hardest. Keep building. Keep equipping. Do not coast.
46 – 50	Settled and Faithful You are operating from a deep, settled confidence in your calling. That is rare. The next question is not about your own health; it is about how you help other pastors find what you have found. Your experience is an asset to the men around you.

Wherever you scored, the work continues.

The Small-Church Advantage by Derek B. Thomas walks through each of these areas with pastoral depth and practical tools to help you build a church that actually makes disciples.

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“Faithful is better than famous.”