

Comprehensive Church Discipleship Assessment

Identifying Gaps in Your Disciple-Making Process

Purpose Statement

This assessment helps churches evaluate whether their programs, systems, and culture actually produce disciples who look like Jesus, rather than simply church attenders. It reveals the difference between **religious activity** and **spiritual transformation**.

SECTION 1: FOUNDATIONAL ASSESSMENT

Biblical Definition Clarity

1.1 Leadership Understanding

- [] Our leadership team can clearly articulate what Jesus meant by "make disciples" (Matthew 28:19-20)
- [] We have a written definition of discipleship that our staff agrees on
- [] Our definition includes both character transformation AND mission multiplication
- [] We can distinguish between a "church member" and a "disciple of Jesus"
- [] Our discipleship definition aligns with Jesus's teachings, not just church traditions

1.2 Congregational Clarity Rate each statement (1-5 scale: 1=Strongly Disagree, 5=Strongly Agree):

- Most of our congregation could explain what it means to be a disciple _____
- People understand discipleship as more than attending services _____
- Members see discipleship as a lifelong transformation process _____

- Our people know the difference between being "saved" and being "discipled" _____
- The congregation understands their role in making other disciples _____

Assessment Gap Indicators:

- If leadership scores <4 average: **Foundational Definition Crisis**
- If congregational scores <3 average: **Teaching/Communication Gap**
- If leadership scores significantly higher than congregation:
Implementation Gap

SECTION 2: SYSTEMS EVALUATION

Programs vs. Transformation Analysis

2.1 Activity Audit List your top 10 church programs/activities:

1. _____ **Purpose:** _____ **Discipleship Outcome:** _____
2. _____ **Purpose:** _____ **Discipleship Outcome:** _____
3. _____ **Purpose:** _____ **Discipleship Outcome:** _____

[Continue for all 10]

Critical Questions for Each Program:

- Does this program have a clear discipleship objective beyond attendance?
- How do we measure spiritual growth/character change in this program?
- Do participants demonstrate increased Christlikeness after involvement?
- Does this activity equip people to make other disciples?
- Would this program exist if we removed the social/entertainment elements?

2.2 Pathway Assessment

- [] We have a clear pathway from first-time visitor to mature disciple
- [] Each step in our pathway has measurable spiritual growth indicators
- [] People can easily identify their next step in spiritual development
- [] Our pathway includes practical training in spiritual disciplines
- [] The pathway culminates in sending people out to make disciples
- [] We track people's progress through the discipleship pathway
- [] Our pathway addresses character transformation, not just knowledge acquisition

Gap Indicators:

- Programs focused on attendance/participation rather than transformation
- No clear progression from spiritual infancy to maturity
- Emphasis on consuming religious services rather than developing disciples

SECTION 3: MEASUREMENT ANALYSIS

What We Track vs. What Matters

3.1 Current Metrics Inventory What does your church currently measure?

- [] Weekend attendance
- [] Giving amounts
- [] Volunteer participation
- [] Small group attendance
- [] Event participation

- Membership numbers
- Program engagement

3.2 Missing Discipleship Metrics Do you track any of the following?

- Prayer life consistency among members
- Bible reading/study habits
- Character growth (fruit of the Spirit)
- Lifestyle alignment with Christian values
- Personal evangelism activity
- Service to others outside church programs
- Spiritual discipline development
- Discipleship relationships (mentoring others)
- Life transformation stories
- Spiritual maturity progression

3.3 Leadership Assessment Questions Rate your agreement (1-5):

- We can identify the most spiritually mature people in our church ____
- We know who is actively discipling others ____
- We can measure spiritual growth in individuals over time ____
- Our metrics help us improve discipleship effectiveness ____
- We use assessment data to adjust our programs ____

Gap Indicators:

- Measuring only external behaviors, not internal transformation
- No system for tracking individual spiritual development
- Inability to identify mature disciples vs. active volunteers

SECTION 4: CULTURAL ASSESSMENT

Church Environment and Expectations

4.1 Expectations Inventory What does your church culture actually expect/reward?

Current Culture Rewards:

- Regular attendance
- Financial giving
- Volunteer service
- Program participation
- Social involvement
- Church loyalty
- Following rules/traditions

Discipleship Culture Should Reward:

- Character growth
- Personal spiritual disciplines
- Loving others sacrificially
- Sharing faith with non-believers
- Making disciples of others
- Biblical lifestyle alignment
- Spiritual risk-taking/faith steps

4.2 Accountability Assessment

- Members have relationships where spiritual growth is discussed

- [] People feel safe sharing spiritual struggles
- [] Confession and repentance are normal practices
- [] Members challenge each other toward Christlikeness
- [] Spiritual disciplines are practiced together, not just individually
- [] There are consequences for persistent unrepentant sin
- [] Grace and truth are balanced in relationships

4.3 Disciplemaking Environment Rate your church culture (1-5):

- New believers are intentionally paired with mature disciples ____
- Members actively look for opportunities to mentor others ____
- Disciplemaking relationships are normal, not exceptional ____
- People see themselves as apprentices of Jesus ____
- Spiritual multiplication is celebrated more than attendance growth ____
- Members prioritize making disciples over personal comfort ____

Gap Indicators:

- Culture rewards attendance/service over character/disciplemaking
- Low accountability and spiritual challenge among members
- Emphasis on consuming religious services rather than being equipped to serve

SECTION 5: LEADERSHIP EVALUATION

Pastoral Priorities and Effectiveness

5.1 Leadership Time Allocation What percentage of pastoral staff time is spent on:

- Administrative tasks: ____ %

- Sermon preparation: ____%
- Direct discipleship/mentoring: ____%
- Training others to disciple: ____%
- Evangelism/mission: ____%
- Counseling/pastoral care: ____%
- Program management: ____%
- Leadership development: ____%

5.2 Leadership Disciplemaking Assessment For each pastoral leader, evaluate:

- [] Can identify specific individuals they're personally discipling
- [] Has a track record of developing other disciplemakers
- [] Models spiritual disciplines consistently
- [] Demonstrates character growth and spiritual maturity
- [] Prioritizes disciplemaking over other ministry demands
- [] Equips others rather than doing ministry themselves
- [] Has a multiplication mindset (developing replacements)

5.3 Preaching/Teaching Evaluation Our messages typically:

- [] Challenge people toward spiritual growth, not just comfort
- [] Include practical application of biblical truth
- [] Address character transformation, not just behavior modification
- [] Equip people for ministry, not just inspire them
- [] Call people to sacrifice and commitment
- [] Focus on being disciples, not just having beliefs

- [] Emphasize mission and making disciples

Gap Indicators:

- Leadership spends minimal time in direct discipllemaking
- Preaching focuses on inspiration rather than transformation
- Leaders manage programs rather than develop people

SECTION 6: MEMBER SPIRITUAL MATURITY ASSESSMENT

Actual Discipleship Outcomes

6.1 Spiritual Disciplines Survey (Anonymous congregation-wide) How often do you personally:

- Read/study the Bible: Daily____ Weekly____ Occasionally____ Rarely____
- Pray (beyond meals): Multiple times daily____ Daily____ Weekly____ Rarely____
- Fast for spiritual reasons: Monthly____ Quarterly____ Annually____ Never____
- Practice solitude/quiet time with God: Daily____ Weekly____ Rarely____ Never____
- Memorize Scripture: Actively____ Occasionally____ Rarely____ Never____
- Journal/reflect spiritually: Daily____ Weekly____ Rarely____ Never____

6.2 Character Growth Assessment Rate your growth in the past year (1=No growth, 5=Significant growth):

- Love (sacrificing for others) ____
- Joy (contentment in difficult circumstances) ____
- Peace (calm in conflicts) ____
- Patience (with difficult people) ____

- Kindness (active care for others) __
- Goodness (moral integrity) __
- Faithfulness (reliability and loyalty) __
- Gentleness (humble strength) __
- Self-control (discipline over desires) __

6.3 Mission Engagement Assessment In the past year, how often have you:

- Shared the gospel with a non-believer: Weekly__ Monthly__ Few times__ Never__
- Invited someone to church: Monthly__ Few times__ Once__ Never__
- Served someone outside the church: Weekly__ Monthly__ Few times__ Never__
- Helped meet a physical need in the community: Weekly__ Monthly__ Few times__ Never__
- Discipled/mentored another person: Actively__ Occasionally__ Briefly__ Never__

6.4 Lifestyle Transformation Assessment Rate how your life has changed since becoming part of this church:

- Financial generosity and stewardship __
- Marriage/family relationships __
- Work ethic and integrity __
- Time priorities and management __
- Entertainment and media choices __
- Response to conflict and criticism __
- Care for the poor and marginalized __
- Environmental and social responsibility __

Gap Indicators:

- Low scores on spiritual disciplines practice
- Minimal character growth reported
- Little to no evangelistic activity
- Lifestyle largely unchanged by church involvement

SECTION 7: MULTIPLICATION ASSESSMENT

Disciplemaking Effectiveness

7.1 Discipleship Relationships Inventory

- How many people in your church are currently in a discipling relationship (being discipled)? _____
- How many people are actively discipling others? _____
- What percentage of your congregation has ever discipled someone else? _____%
- How many second-generation disciples exist (disciples of disciples)?

- How many church members share their faith regularly? _____

7.2 Spiritual Reproduction Analysis In the past 3 years:

- How many people have been baptized in your church? _____
- How many were baptized as a result of member evangelism? _____
- How many new believers were effectively integrated into discipleship?

- How many members have started discipling relationships? _____
- How many have been equipped to share their faith? _____

- How many have been sent out to start new ministries/churches? _____

7.3 Long-term Member Assessment For people who have been in your church 3+ years:

- [] Most can articulate their faith story clearly
- [] Majority have led someone to Christ or actively share their faith
- [] Most are discipling or have discipled someone else
- [] They demonstrate increasing spiritual maturity over time
- [] They prioritize the church's mission over personal comfort
- [] They take spiritual risks and step out in faith
- [] They see themselves as missionaries, not just members

Gap Indicators:

- Low percentage of members in discipling relationships
- Few second-generation disciples
- Members consume rather than contribute to disciplemaking

SECTION 8: EXTERNAL IMPACT ASSESSMENT

Community Transformation

8.1 Community Engagement

- [] Non-church members know your church cares about the community
- [] Your members are known for their character in the workplace/neighborhood
- [] The church has a reputation for serving, not just preaching
- [] Local leaders seek input from your church on community issues
- [] Your members are actively involved in community improvement

- [] People are drawn to investigate Christianity because of your members' lives

8.2 Gospel Advancement

- [] Non-believers are regularly invited to church by members
- [] Gospel conversations happen naturally in members' relationships
- [] The church is known for its love, not just its beliefs
- [] New believers are being added regularly through member evangelism
- [] Your church is planting or supporting other churches
- [] Members are being sent out as missionaries

Gap Indicators:

- Little community impact or reputation
- No non-believers being reached through member relationships
- Church known more for what it's against than what it's for

COMPREHENSIVE SCORING ANALYSIS

Calculate Your Discipleship Effectiveness Score

Section Scoring:

1. Foundational Assessment: ____/25 points
2. Systems Evaluation: ____/25 points
3. Measurement Analysis: ____/25 points
4. Cultural Assessment: ____/25 points
5. Leadership Evaluation: ____/25 points
6. Member Spiritual Maturity: ____/25 points

7. Multiplication Assessment: ___/25 points

8. External Impact Assessment: ___/25 points

Total Score: ___/200 points

Interpretation Guide

180-200: Highly Effective Disciplemaking Church

- Strong discipleship culture with clear systems and outcomes
- Focus on transformation over attendance
- Multiplication and mission are central priorities

140-179: Developing Disciplemaking Church

- Good foundation but inconsistent implementation
- Some programs effective, others need alignment
- Growing culture of disciplemaking

100-139: Traditional Program-Focused Church

- Emphasis on attendance and programs over discipleship
- Limited accountability and spiritual growth tracking
- Need major systematic changes

60-99: Discipleship-Deficient Church

- Primarily focused on religious services and activities
- Little evidence of spiritual transformation or multiplication
- Requires complete disciplemaking overhaul

Below 60: Consumer-Based Church

- Members consume religious services without spiritual growth
- No disciplemaking systems or culture

- Fundamental mission realignment needed

ACTION PLANNING FRAMEWORK

Immediate Steps (Next 30 Days)

1. Leadership Team Assessment Meeting

- Review results with all ministry leaders
- Identify top 3 most critical gaps
- Commit to disciplermaking as the primary focus

2. Communication Strategy

- Plan how to share findings with congregation
- Begin teaching series on biblical discipleship
- Cast vision for transformation over attendance

Short-term Changes (Next 90 Days)

1. Program Evaluation

- Audit each ministry for discipleship effectiveness
- Eliminate or restructure programs that don't make disciples
- Launch pilot discipleship relationships

2. Leadership Development

- Train staff in personal disciplermaking
- Identify and equip potential disciplermakers in congregation
- Establish accountability for leadership's own spiritual growth

Long-term Transformation (Next 12 Months)

1. Cultural Shift

- Implement new metrics focused on spiritual growth
- Reward disciplemaking over program participation
- Create systems for tracking individual spiritual development

2. Systematic Implementation

- Launch comprehensive discipleship pathway
- Establish expectation that every member will disciple others
- Develop partnerships with other disciplemaking churches

Success Indicators to Track

- Percentage of members in active discipling relationships
- Number of people sharing their faith regularly
- Character growth testimonies and lifestyle changes
- New believers integrated through member evangelism
- Second and third-generation disciples developed
- Community impact and reputation for love/service
- Church plants or missionaries sent out

CONCLUSION

This assessment reveals whether your church is making **disciples** or merely **members**. The goal isn't to make you feel guilty about gaps, but to provide a roadmap for transformation.

Remember: Jesus didn't command us to make church attenders, volunteers, or even converts. He commanded us to make **disciples** - people who increasingly look like Him and reproduce themselves spiritually.

The health of your church isn't measured by the size of your weekend crowd, but by the depth of transformation in your people and their effectiveness in making other disciples.

"By this everyone will know that you are my disciples, if you love one another."
- John 13:35

The question isn't whether you're growing a church. The question is whether you're making disciples who make disciples who transform communities and advance God's Kingdom.

Assessment Completed By: _____ **Date:** _____ **Church:** _____

Leadership Team: _____ **Next**

Review Date: _____ **Key Accountability Partner:** _____