

Revitalization Pastor Survey

This survey was developed by observations, interviews, and collaboration to identify some traits of men whom God is using to turn churches toward revitalization. The survey is meant to be a tool that may help a pastor discover areas of ministry in which he can improve, making himself a vessel even more useful to God in His work with churches.

(2 Timothy 2:20-21)

Instructions: Read the statement at the beginning of each page and check each item that is true for you personally or for the church in which you serve. After you have checked all applicable statements, count the number that you checked and record it in the box in the bottom, right-hand cover of each page. Do this for statements 1 – 10.

1. Revitalization Pastors Lean into Conflict:

Recently I have... (Check all that apply)

- Helped the church see current reality even though it was painful
- Prayed for wisdom to deal boldly with difficult people
- Recognized conflict as a necessary and healthy part of a growth/revitalization process
- Remained focused on growth goals in spite of opposition
- Personally confronted a disruptive person and/or a church bully
- Sought reconciliation with a church member offended by me, or by whom I was offended
- Led the church to take action regarding a divisive church member
- Preached about gossip, division, or conflict
- Read a book that led to action in dealing with conflict
- Dealt directly with conflict instead of bringing the conflict to the pulpit

My biggest challenge in this area is _____

2. Revitalization Pastors are Willing to Take Risks:

Recently I have... (Check all that apply)

- Tried something new that the church had not done before
- Started something new with no guarantee that it would be successful
- Recognized and confronted personal fear as an expected part of spiritual warfare
- Studied ways to implement change in the church
- Focused more on the entire body than the actions and thoughts of a few
- Heard from God on a new direction for a ministry in our church
- Researched and learned about some new ways of doing ministry and took action
- Spent time with a pastor who is better in an area of ministry than I am for the purpose of learning from him
- Made a change in the order of the worship service
- Challenged and changed one of the traditions of our church

My biggest challenge in this area is _____



3. Revitalization Pastors Work Hard on Church Relationships:

Recently I have... (Check all that apply)

- Scheduled time weekly to strengthen relationships with existing members through personal visits
- Initiated conversations with people I did not know
- Shared a meal with church members outside of the church setting
- Greeted guests on Sunday morning
- Sought to reconcile members who were divided on an issue
- Set a goal of spending ten hours per week away from the office doing ministry
- Shared my vision for the church with a core member of the church
- Recognized the early adopters in the church and solicited their support for my vision
- Spent time with those who have potential to do damage and cause conflict
- My family and I open our home several times a year to host fellowship events for different groups

My biggest challenge in this area is _____



4. Revitalization Pastors Take the Lead in Evangelism:

Recently I have... (Check all that apply)

- Shared the gospel with a lost person in the last week
- Taught evangelism training to equip people to share
- Took someone with me to conduct a personal evangelistic visit
- Prayed for lost people regularly by name
- Shared personal evangelism stories (failures and successes) during the sermon
- Challenged staff members to share personal evangelism reports during weekly meetings
- Asked our church to budget more dollars for evangelism
- Held a big day event for the purpose of bringing new people into our church services
- Followed up with the guests who visited our church services
- Set personal goals and led the church to set goals for baptisms

My biggest challenge in this area is _____



5. Revitalization Pastors Lead with a Vision:

Recently I have... (Check all that apply)

- Spent time in prayer seeking God’s guidance for the church’s future
- Developed a statement explaining the church’s vision
- Shared the church vision with a guest
- Established a group of ten selected leaders to serve on a Vision Team
- Led with the vision that church ministries are aligned and going in the same direction
- Communicated the vision to the congregation repeatedly on Sunday mornings
- Generated buy in to the vision by sharing it with various groups in the church
- Set specific goals for the vision
- Shared my sense of God’s vision with a few key members for the purpose of clarification and feedback
- Shared the vision with the staff, or key groups and asked them to get on board

My biggest challenge in this area is _____



6. Revitalization Pastors Demonstrate Dependence on God:

Recently I have... (Check all that apply)

- Spent daily time with God in bible reading and prayer
- Recognized and confessed personal sins
- Engaged in an accountability relationship with a brother in Christ
- Planned a personal retreat away from the daily demands of ministry
- Spent time fasting in obedience to the Holy Spirit's leadership
- Cried out to God in complete dependence on Him for the success of the church
- Prayed publicly and privately for God's anointing on my life and preaching as a pastor
- Led the church to give glory to God when we have experienced any significant win as a congregation
- Led the church to engage in corporate prayer over recent major needs or issues impacting the church
- Stepped out in faith into a particular direction God was leading me as a pastor

My biggest challenge in this area is _____



7. Revitalization Pastors are Lifetime Learners:

Recently I have... (Check all that apply)

- Listened to a sermon other than my own
- Met with other pastors and learned best practices
- Attended a conference/seminar devoted to Church Revitalization
- Applied a recently acquired church growth principle to grow a group
- Personally benefited from constructive criticism
- Took advantage of growth opportunities offered by the state convention
- Met with a consultant/coach to discuss the process of church revitalization
- Sought out the counsel/insights of godly lay leaders in the church
- Learned a new ministry skill and put it to work in the church
- Read a ministry related book and implemented some of what I learned

My biggest challenge in this area is _____



8. Revitalization Pastors Develop Leaders and Laborers in the Church:

Recently I have... (Check all that apply)

- Helped another person move from very little involvement to greater involvement in a ministry
- Challenged/Equipped our deacons to serve effectively
- Delegated ministry responsibilities to a trusted person
- Shared significant ministry responsibilities with a growing Christian
- Led Bible study classes to implement a “mentor” approach to teaching
- Involved other potential leaders in hospital, funeral home, and other personal visits
- Personally mentored a group of men in our congregation
- Took someone along with me on a ministry assignment for the purpose of training them
- Led the church to begin a leadership development strategy
- I personally mentor a group of men.

My biggest challenge in this area is _____



9. Revitalization Pastors Lead the Church to Celebrate Wins:

Recently I have... (Check all that apply)

- Thanked a church volunteer for their faithful service
- Asked for testimonies in a recent service regarding where people saw God at work
- Focused on a positive thing that occurred in the life of the church
- Began staff or deacons meeting by verbally acknowledging an answer to congregational prayer
- Prayed with thankfulness in a public prayer citing what God had done through a person or group in the church
- Wrote an article for the church newsletter that celebrated God's activity
- Took the time to write a personal note to a leader who went the "extra mile" in faithful service
- Took staff members to lunch and shared genuine reports of how their ministries make a kingdom difference
- Found ways to celebrate the activity of God's grace (changed lives)
- Recognized publicly how God has blessed the church with new members, volunteers or meeting the budget

My biggest challenge in this area is _____



10. Revitalization Pastors Lead the Church to Implement Change:

Recently I have... (Check all that apply)

- Recognized a ministry that needed immediate improvement
- Developed a “next step” plan to improve a ministry
- Spent time explaining the reason behind a needed change
- Invested time with people who were slow to accept a needed change
- Sold an idea and saw people “buy in”
- Spent time with a seasoned pastor on how he discussed and implemented change
- Gathered feedback from others before implementing a major change
- Resisted moving too quickly on making a major change
- Asked early adopters to help me win over others to the needed change
- Bathed proposed change in significant prayer

My biggest challenge in this area is _____

Instructions for scoring the Revitalization Pastor Survey: Transfer the total number of items marked on each page to the boxes below.

Question 1: Revitalization Pastors Lean Into Conflict:

Question 2: Revitalization Pastors are Willing to Take Risks:

Question 3: Revitalization Pastors Work Hard on Church Relationships:

Question 4: Revitalization Pastors Take the Lead in Evangelism:

Question 5: Revitalization Pastors Lead with a Vision:

Question 6: Revitalization Pastors Demonstrate Dependence on God:

Question 7: Revitalization Pastors are Lifetime Learners:

Question 8: Revitalization Pastors Develop Leaders and Laborers in the Church:

Interpreting Results: In general, a score of 4 or less in any category indicates the need for growth in a key revitalization area. A score of 5 or 6 represents a borderline position— you are progressing in that area but need to continue to improve. A score of 7 or more demonstrates a stronger presence of that revitalization characteristic. The next few pages will help you identify resources that you can use and steps you can take to strengthen these key characteristics in your life.

NEXT STEPS

Looking at the categories with your 3 *highest* scores, record those statements below.

My 3 greatest revitalization strengths are:

- 1. _____
- 2. _____
- 3. _____

Looking at the categories with your 3 *lowest* scores, record those statements below.

The 3 areas where there is room for improvement are:

- 1. _____
- 2. _____
- 3. _____

Refer to the resource section that follows to identify steps you can take to strengthen your ministry in the areas identified above. The resources correspond to the question number in the survey. Next, take a moment to plan the actions you will take to strengthen your revitalization skills. Record your action plan here:

The steps I plan to take to personally prepare to lead my church towards revitalization are:

- 1. _____

- 2. _____

- 3. _____

Revitalization Pastor Survey

Activities to Help Leaders Grow in Each Area: On the following pages is a list of resources, activities, actions, conferences, or ministry tools which could help a pastor develop greater competency in ministry.

1. Resources related to Leaning into Conflict:

- a) Take a Personal Retreat: Take a time to reflect and acknowledge past mistakes, list what you could have done differently, and consider sharing with a trusted colleague in ministry
- b) Attend a “Peacemaker” Seminar
- c) Interview a fellow pastor about his experiences in handling conflict
- d) Listen to your critics and discover if there is truth in what they are saying
- e) Meet with a mentor and discuss recent conflict situations and discuss what you did well and could have done better
- f) Role-play handling conflict with a trusted colleague in ministry
- g) Read *“How to Treat a Staff Infection”* by Dr. Craig & Carolyn Williford
- h) Read *“When People Throw Stones: a Leader’s Guide to Fielding Personal Criticism”* by Blaine Allen
- i) Read *“White Water”* by Bill Elliff (this book can be purchased by emailing dbean@thesummitchurch.org)
- j) Take a personal conflict styles questionnaire to determine your primary way of dealing with conflict when it arises. Identify ways this primary style hinders the work of leading a church revitalization effort.
- k) Think through the following: How was conflict handled in your home as a child/youth? What impact do these experiences have on the way you currently deal with conflict?
- l) Study the biblical passages on conflict. What does the Bible say about how one should address conflict?
- m) Read *“The Peacemaker: A Biblical Guide to Resolving Personal Conflict”* by Ken Sande
- n) Work with your KBC Regional Consultant in a coaching relationship to grow in this area



2. Resources related to A Willingness to Take Risks:

- a) In prayer seek to identify the role spiritual warfare has played in causing you to be too cautious and not take needed risks. Identify the fear/concern behind the most recent hesitancy to step out and take a risk. I was hesitant to move forward because..." Fill in the blank with what you were believing. Example: "...because I was afraid I would fail." or "...because I was afraid no one would follow me." Ask the question, "Is God leading me to believe this or is my enemy leading me to believe this?"
- b) Prayerfully consider one new, next step the church needs to take to experience greater health. Write out a plan for sharing this next step with leaders. Discuss this plan with a mentor or seasoned pastor to get his feedback and advice.
- c) Consider this question: If you could snap your fingers and change one thing about the church (that most needed changing) what would you change? Prayerfully consider and write out a plan for implementing that change.
- d) Read the book *"How to Change the Church Without Killing It"* by Alan Nelson and Gene Appel
- e) Visit Websites of Churches on the cutting edge of ministry
- f) Review resources on leading through change
- g) Interview a pastor who has successfully implemented significant change to learn his system.
- h) Read *"The Present Future: Six Tough Questions for the Church"* by Reggie McNeal
- i) Read *"Eating the Elephant: Leading the Established Church to Growth"* by Charles Lawless & Tom Rainer
- j) Participate in an intentional pastor network that provides motivation, accountability and ideas
- k) Attend a Catalyst Conference
- l) Ask the Question: What would I do if finances were not a hindrance
- m) Work with your KBC Regional Consultant in a coaching relationship to grow in this area



3. Resources related to Working Hard on Church Relationships:

- a) Calendar time each week for meeting with leaders and time with lost people.
- b) Meet regularly in an accountability relationship with a mentor. Ask them to keep you accountable to meeting with leaders and lost people.
- c) Conduct a “Pastor’s Christmas Open House” event
- d) Read resources by Dale Carnegie or John Maxwell
- e) Open your home annually to host 3-4 events for specific church groups.
- f) Develop a list of key influencers and a strategy for building solid relationships with each of them.
- g) View yourself as the primary preserver of unity.
- h) Influence committees/teams/leadership positions by pushing for people who maintain unity.
- i) Make unity a priority in your ministry by establishing a concentric circle of beliefs. (So that the pastor will not major on minors)
- j) Utilize Lunch & Breakfast. Frequently meet with Individuals of your church over a meal.



4. Resources related to Taking the Lead in Evangelism:

- a) Commit to pray daily for an opportunity to engage in spiritual conversations and share the gospel
- b) Conduct a current reality study of church baptisms in the past five years. Discuss this baptism study with leaders/deacons. Ask “What story does this tell?” “What do we need to do about it?”
- c) Begin to build in accountability in current staff and deacons meetings by asking people to share about their witnessing conversations in the past week/month and the results.
- d) Plan at least one church wide evangelism training event for the next year.
- e) Use “*The Story*” material by Randy Frazee & Max Lucado for evangelism training
- f) Develop an evangelism strategy with the help of your KBC Regional Consultant
- g) Set annual church and personal evangelism goals.
- h) Attend the KBC RISK conference and commit to attend the breakout sessions.
- i) Interview the pastors of churches that are evangelistically effective to learn habits and best practices (your KBC consultant can help facilitate this).
- j) Plan quarterly intentional evangelism events
- k) Verbalize a culture of evangelism from the pulpit.
- l) Make Baptism a central part of your primary worship services

5. Resources related to Leading with a Vision:

- a) Spend daily time in prayer about some aspect of the church's vision.
- b) Ask church leaders to share, in their own words, what they perceive the church's vision to be.
- c) Brainstorm five ways you will share the church vision in the next year.
- d) Set a goal of sharing the church vision with one group in the church a month.
- e) Develop a clear, concise, compelling church vision statement (your KBC consultant can help you with this).
- f) Search church vision statements on the internet. Choose one that's particularly interesting and contact the pastor to learn more about how his church has pursued their vision.
- g) Read *"Church Unique: How Missional Leaders Cast Vision, Capture Culture, and Create Movement"* by Will Mancini.
- h) Read *"Developing a Vision for Ministry in the 21st Century"* by Aubrey Malphurs and Haddon Robinson.

6. Resources related to Demonstrating Dependence on God:

- a) Look at the 10 behaviors listed on Page 8. List the behaviors you left blank when you took the personal inventory. Ask God to help you commit to improving/beginning these key behaviors.
- b) Give glory to God publicly this Sunday for his role in a major recent win.
- c) Read *“The Pastor’s Justification: Applying the Work of Christ in Your Life and Ministry”* by Jared Wilson.
- d) Model a daily walk with God
- e) Emphasize the importance of God’s guidance in your church’s strategies and event planning.
- f) Pray with your leaders.

7. Resources related to Being a Lifetime Learner:

- a) Begin a monthly accountability relationship with a seasoned pastor that you respect. Ask him three questions that will help you learn from his ministry experience:
 - 1. What do you wish they had taught you in Bible College/Seminary but you had to learn in the “school of hard knocks?”
 - 2. If you had ministry to do over again what would you do differently?
 - 3. If you could condense what you have learned in your ministry experience to three life lessons, what would they be?
- b) Set a goal of reading at least one book a month this year.
- c) Write or type notes on the things that you learned from the book you are reading now.
- d) Make plans on your calendar to attend at least two training events offered by the Kentucky Baptist Convention this year.
- e) Read *“Dangerous Calling: Confronting the Unique Challenges of Pastoral Ministry”* by Paul Tripp
- f) Have Q&A with seasoned pastors
- g) Consider more formal education ... it has never been easier. Quality, accredited degrees are available online at all levels.
- h) Involve yourself in a pastors’ network (your KBC Regional Consultant can help with this).
- i) Audit a class or enroll in Bible College/Seminary
- j) Attend a strong church while you are on vacation
- k) Send members to several other congregations to observe and learn best practices. Collectively discuss findings.

8. Resources related to Developing Leaders and Laborers in the Church:

- a) Prayerfully consider who you need to invest time in to move them toward church leadership. “God, who is the Timothy you want me to invest in?”
 - b) Develop a plan that involves other leaders in this discussion: “Who in the church has ministry leadership potential?” “Who is being faithful in small things?”
 - c) As you consider next week’s ministry assignments commit to taking someone with you as you complete that assignment. Example: As you go to the hospital to make visits, invite another potential leader to join you.
 - d) Develop a discipleship training plan in your church that helps members move toward maturity and leadership.
 - e) Consider one on one mentoring.
 - f) Consider using the “*Operation Multiplication*” one on one discipling process by Billie Hanks.
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9. Resources related to Leading the Church to Celebrate Wins:

- a) Look over the behavior statements on page 11. Set a goal to implement one of these behaviors a week.
- b) Begin developing a culture of celebration by establishing a small goal, meeting it, and throwing a church-wide party to celebrate it.
- c) When you see an individual do something well or experience a “break-through,” write a note to him/her celebrating.

10. Resources related to Leading the Church to Implement Change:

- a) Read the book *“How to Change Your Church without Killing It”*. Discuss it with a mentor. Focus on the transferable principles that should be applied in your church setting.
 - b) Read *“There’s Hope for Your Church”* by Gary McIntosh. Using McIntosh’s descriptors of people in the church (and their receptivity to change) begin a list of church members and cite which group you think they are in (early adopters? innovators? late adopters?)
 - c) Compile a list of life lessons you learned the hard way when you sought to implement change and failed. What should you do differently the next time?
 - d) Think about a change that you are in the process of presenting to the church. Write out a statement declaring all of the positive reasons WHY it should happen. Commit them to memory and share them regularly as you introduce the needed change.
 - e) Read *“Leading Change”* by John Kotter
 - f) Read *“Good to Great: Why Some Companies Make the Leap . . . and Others Don’t”* by Jim Collins.
 - g) Develop a vision path for your church. Write down the steps it will take to realize your vision along with dates, goals, and assessment points (your KBC Regional Consultant can help you with this).
 - h) Remember that your best platform for leading change is the pulpit. Develop a strategic sermon plan to lead toward organizational change.
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BACK COVER:

Revitalization Pastor Survey

The Kentucky Baptist Convention: created by churches, for churches, to help churches reach Kentucky and the world for Christ

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