

## Assessment of Classis

*Through observation and conversations with classis leaders, the Classis Renewal Ministry Team has named a list of ten characteristics of a healthy or renewed classis. Using the self-assessment tool with a classis leadership team can help you evaluate how many and to what degree your classis exhibits these marks.*

*For further information on how to use the self-assessment to set goals for your classis, contact [eguillaumekoene@crcna.org](mailto:eguillaumekoene@crcna.org).*

### 1. Step One: Introduction

- Assessment is the first step of setting direction, you need to know where are you starting from.
- Study the process of moving from mission to ministry/diagram (see: Appendix A)

### 2. Step Two: Assessment Tool

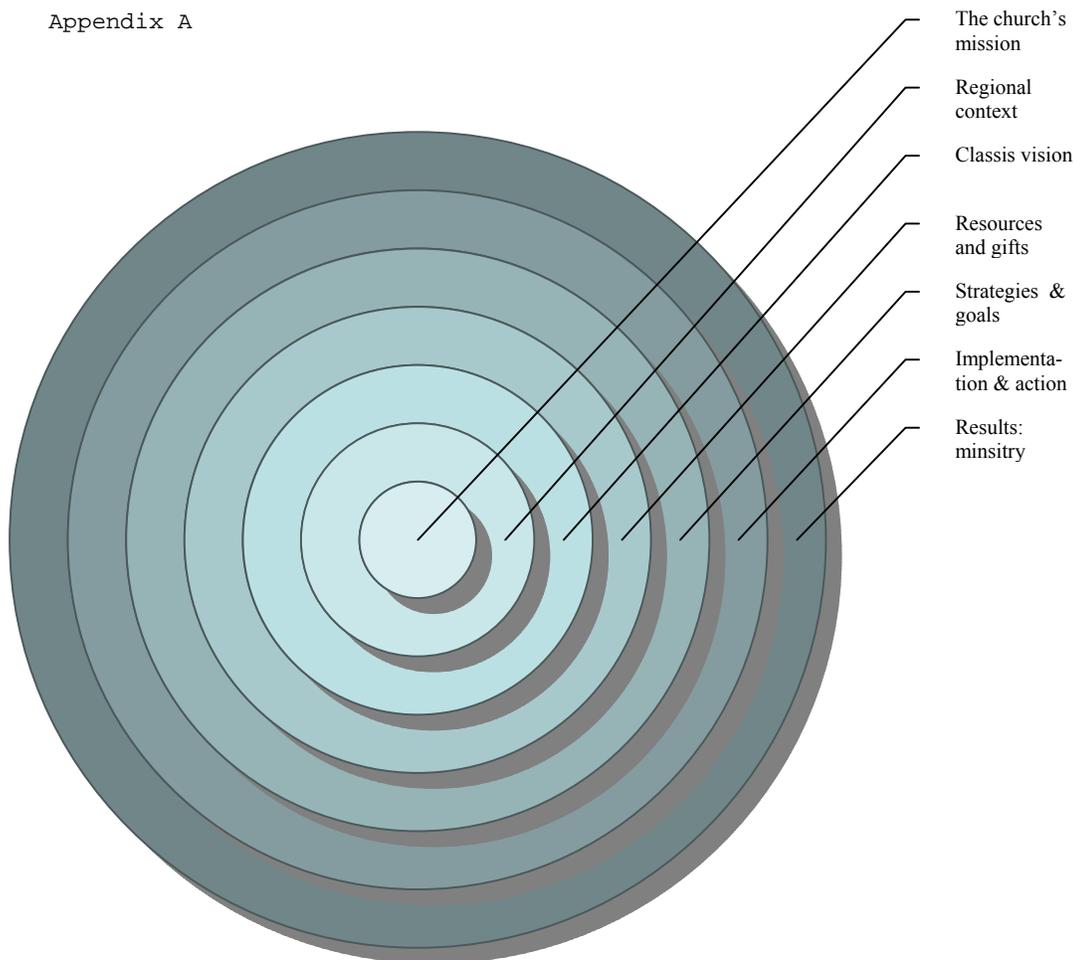
- Review directions for scoring and define “classis” (see Appendix B)
- Different ways of scoring: (use one or multiple ways of scoring and compare)
  - Score individually
  - Score in pairs
  - Score in larger groups (3-4)
  - Score in large group with consensus

### 3. Step Three: Review Results

- Explain the 10 benchmarks (see Appendix C)
- Compare and confirm health.
  - What are your benchmarks of health?
  - Where do you need to build capacity?

### 4. Step Four: Developing Plans

- Based on your reflections from Step Three pick one to two ways you plan to help your classis grow in the next two years.
- In small groups/teams of two assign a goal to brainstorm
- In a large group share results and assign tasks
- A helpful, simple planning tool that you can use is “GROW” (see Appendix D)



### Steps in Moving From Mission to Ministry in a Classis (from heart to hands)

*Church's mission:* sent to the world with the gospel of Jesus Christ

*Regional context:* the diverse and specific context in which the churches of this classis are to carry out Christ's mission

*Vision:* the mission of the church as it could be realized in this region; naming the places God is already at work in the classis

*Resources:* inventory of the gifts, passions, and assets unique to the churches of this classis which God has already placed within it

*Goals and strategies:* finding the best ways to connect the mission and vision through the resources to the region (Effective classical governance is a strategy that serves mission)

*Implementation and action:* putting the strategies to work in order to meet the goals; prioritizing the work of classis

*Ministry Results:* empowerment, outreach, leadership development, sustainable community change, growth

## Classis Initial Self Assessment

*Rate your classis on a scale of 1-5 on each of the following statements.*

*An answer as low as 1 would mean that your classis is not reflective of the statement;*

*an answer as high as 5 would mean that your classis is highly reflective of the statement.*

*To what extent you agree or disagree with each statement will determine the point value you give to it.*

1. \_\_\_\_\_ Our classis has a strong, clear, and passionate sense of our identity involving mission and purpose (who we are), our core values (what we believe or highly value), our vision (where we are headed), and our spiritual strategic journey as a classis (how we are getting there).
  
2. \_\_\_\_\_ Our classis is a regional partnership of vibrant, growing churches that attract people to faith (evangelism), help people mature through intentional spiritual growth (discipleship), and meet the needs of its neighborhoods (service). Our churches offer Christ-centered worship and are outposts of prayer. Our classis reports increasing growth through evangelism.
  
3. \_\_\_\_\_ Our classis engages and supports outstanding programs, ministries, and outreach endeavors throughout our geographic area to a diverse range of target groups. Our work is growing in number and quality. These ministries meet real, identified spiritual, social, emotional, and physical needs of people.
  
4. \_\_\_\_\_ Our classis has excellent, flexible governing systems that empower the future direction of our classis and its churches. Decision-making is open and responsive to all our congregations. Finances are healthy and adequate for needs. Capacity building for ministry is enabled through the visionary leadership of a classical ministry committee which represents the diversity of classis.
  
5. \_\_\_\_\_ Our classis meetings are effectively structured and organized around our classical priorities in order to carry out our mission and vision as well as our church order responsibilities. Classis meetings are noted for their collegiality and teamwork.
  
6. \_\_\_\_\_ Classis meetings celebrate ministry and provide times of mutual learning, encouragement and sharing. Worship and prayer are key elements of every classis meetings utilizing a variety of forms and styles.
  
7. \_\_\_\_\_ Our deacons provide dedicated and informed leadership to our classis through a classical diaconal conference/committee or through formal participation in classis meetings as delegates and members of the classis' ministry committees.

8. \_\_\_\_\_ Our classis eagerly participates in the call to plant new churches and ministries within its geographic area by identifying parenting congregations, promoting the opportunity and need for new churches, and by supporting new churches and church planters with financial and other resources. Our classis has a regional new church development plan and has committed to described numerical goals for new church starts in our region.
  
9. \_\_\_\_\_ Our classis wholeheartedly commits to the support of all its ministries with prayer and regularly calls its congregations to a comprehensive and consistent prayer life. A classical prayer facilitator encourages and supports a classical prayer life through training for our classical leaders, vibrant and effective prayer opportunities at classis meetings, and through the sharing of joys and concerns between churches of classis and classis ministries. Every congregation in our classis has a designated prayer coordinator or leader.
  
10. \_\_\_\_\_ Our classis effectively facilitates its work in promoting, developing and maintaining its ministries through the office of a classically funded staff person. This individual helps our churches develop new ministries based on their gifts and the community's needs, raises up and provides training for developing leadership for ministry from among our churches, and assists local congregations in strengthening existing outreach activities. Their work is always guided by the mission and vision of our classis.

\_\_\_\_\_ **Total number of points**

Total points can be interpreted as a picture of where the classis is in terms of readiness for the next steps in its spiritual strategic journey. An accurate score is more important than a perfect score.

Items scored at 4-5 are assets of the classis that should be celebrated and successes to be shared.

***0-10 points: no awareness or vision for classis as a delivery system for ministry  
a crockpot classis***

***11-20 points: sees what classis could be but doesn't know how to make the  
changes needed to engage in renewal  
a classis on low heat***

***21-30 points: engaged or ready to engage in renewal; has positive energy and  
hope for its future ministry  
it's in the oven and baking***

***31-40 points: building capacity for ministry; looking for better ways to be  
classis  
the wok is hot and it's time to stir fry***

***41-50 points: a classis that "gets it" and is ready to soar  
Let's nuke it in the microwave***

## 10 Benchmarks of Healthy Classes

Growth through evangelism: based on yearbook reporting of growth through evangelism in established churches or new church development

Diaconal involvement: deacons participate in active diaconal conferences and/or serve as an additional delegate to classis meetings

Paid staff: the classis funds a part-time to full-time position at the classical level for youth, deacons, or ministry development

Vision statement: the classis has created and approved a vision statement for its ministry and has a process for its review and on-going revision

Prayer coordinator: the classis has a designated classical prayer coordinator who participates in CRCNA's prayer leadership network

CMC: the classis has a classical ministries committee or its equivalent which coordinates the ministries of the classis

Enhanced agenda: the classis has adopted an agenda for its meetings that includes mutual sharing, fellowship, and worship and engages in effective governance

NCDs in the last 5 years: Commitment to and engagement in new church development is indicated by the number or lack of church plants in the last 5 years

Leadership development: the classis identifies, trains, and supports its ministry leaders through a variety of venues

Strategic Plan: the classis has and regularly reviews and updates a strategic plan.

**Let's "GROW" our plan**

There is a fairly simple planning tool that you can use. It is captured in the word **GROW**.

**G: Goal; R: Reality; O: Options; W: Will**

Use this as a guide for the two areas you have identified.

	Action Plan #1	Action Plan #2
<p><b>Goal:</b>                      What is the goal you are working toward?   <i>What are you trying to accomplish?</i></p>		
<p><b>Reality:</b>                      What is the reality of the situation today?   <i>What have you been able to accomplish?</i></p>		
<p><b>Options:</b>                      What options do you have to help you achieve that goal?   <i>Brainstorm 3-4 options; choose the best 2.</i></p>		
<p><b>Will</b>                      What will you do?</p>		