

Multiplication Pathway: Self-Assessment

The following is a **self-assessment set of questions** designed to help pastors identify areas where they can maximize ministry for greater multiplication and assess readiness to collaborate with others. This is only a guide and is not a complete assessment.



Instructions:

Step 1: Reflect on your church's practices and current impact in each area.

Step 2: Rate yourself honestly for each area by picking the best description of your current reality

Step 3: Identify areas of strength to leverage for collaboration and areas needing growth where external guidance might help.

Scale

1. **Needs Attention:** Requires significant improvement and guidance from external resources or voices.
2. **Some Progress:** Taking initial steps but needs more development and clarity.
3. **Developing:** Practices and systems are in place but still inconsistent or underutilized.
4. **Thriving:** Achieving results with consistent strategies and some ability to mentor others.
5. **Multiplying:** A proven, reproducible model is in place and ready to assist other churches.

Evangelism

- Needs Attention (1):** No outreach programs or personal engagement with unchurched people.
 - Some Progress (2):** Hosts occasional events but lacks follow-up or clear strategies. Gospel presentation approximately twice a year in worship services.
 - Developing (3):** Regular events connect with the community and provide an invitation to a church service. Gospel presentation happens at least quarterly in services.
 - Thriving (4):** Members engage personally with non-believers, supported by consistent outreach programs and training for congregants to share their faith outside the church body. Regular gospel presentations are given in multiple ministry contexts. Congregation identifies and intentionally prays for the lost in their lives.
 - Multipling (5):** His Kingdom is rapidly growing due to conversions and baptisms happening within the local church and community. Reproducible evangelism strategies are shared with and adopted by other churches.
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Disciple-Making

- Needs Attention (1):** No clear discipleship path; programs are sporadic.
 - Some Progress (2):** Limited small groups or mentorship opportunities.
 - Developing (3):** Regular discipleship initiatives, but participation or depth is inconsistent.
 - Thriving (4):** Life-on-life discipleship and mentoring are central to church culture. Disciples are making disciple-makers at every age level and in multiple contexts in and outside the church. Congregation initiates and intentionally prays for one another without being prompted by staff.
 - Multipling (5):** More than 70% of the church is involved in intentional disciple-making that affects well beyond the Sunday attendees of the church. Proven discipleship practices are modeled and shared with other churches.
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Leadership Development

- Needs Attention (1):** No system to identify or train leaders. Leaders are appointed based purely on need or willingness.
- Some Progress (2):** Invites individuals into leadership roles with minimal training and periodic check-ins with staff.
- Developing (3):** A leadership pipeline exists but lacks consistency or engagement. Annual leader training class provided with sporadic participation. There is no responsibility for leaders to raise up other leaders.
- Thriving (4):** Regularly equips leaders through coaching, training, and practical opportunities, which empowers a thriving leadership pipeline. New leaders are recruited and trained by other leaders, not just staff. Congregation identifies and intentionally prays for those in the congregation who are leading.
- Multipling (5):** Leaders reproduce themselves regularly. Other churches replicate these leadership development systems.

Pastors Called Into Ministry

- Needs Attention (1):** No intentional effort to call, affirm, or train those called to ministry.
 - Some Progress (2):** Students might be called into ministry at a camp or conference. Occasionally, the church leadership affirms this calling and may provide direction for an external avenue of training.
 - Developing (3):** Annually formally calls congregants into ministry (including marketplace) and missions. Mentoring and basic training are provided for those pursuing ministry, though inconsistent.
 - Thriving (4):** Church staff and leaders have regular “ICNU” conversations. Actively calls, equips, and sends pastors through comprehensive mentorship programs and releases them into their ministry callings. Congregation identifies and intentionally prays for those answering a call into pastoral ministry.
 - Multipling (5):** Pastors model commissioning systems for other churches and networks. Those being called are calling others to be workers of the harvest.
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Identifying and Sending Pioneer & Church Planters

- Needs Attention (1):** No pattern of identifying or equipping pioneers & planters.
- Some Progress (2):** Recognizes potential in others but rarely calls or equips potential planters and pioneers.
- Developing (3):** Has a strategy to identify and call planters and pioneers into the mission. Supports planters and pioneers with basic training or funding, though inconsistent.
- Thriving (4):** Actively calls, equips, and collaborates to send out planters and pioneers with robust systems. Congregation intentionally prays for church planters and new congregations being launched.
- Multipling (5):** Raises up planters, pioneers, and marketplace ministers who raise up others. Builds and shares scalable planter training and sending models across churches.