



COLLEGE MINISTRY ASSESSMENT TOOL

College Ministry Assessment Tool

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This is a tool designed to help a church-based or campus-based college ministry assess where they are at and where they need to go. It is meant to be a broad overview (not a play-by-play, step-by-step roadmap) because methods need to be adaptable to the local context. Each ministry will have different challenges and culture.

How to Use This Tool

Clarifying Questions

Each key area of the college ministry uses a clarifying question to help judge where the ministry is currently at. These questions are found along the first column on page 2. For example: In the key area of evangelism the clarifying question is: **“What does our evangelistic culture look like?”**

Multiplication Levels

Along the row of each Clarifying Question there are value descriptors: 1) Unhealthy, 2) Gathered, 3) Growing, 4) Reproducing, and 5) Multiplying. The goal for all of us is to be a Level 5 Multiplying Ministry in that area or at least be heading in that direction. In each row, there is a short description of an identifier of your ministry if it is at that level in a key area. For example: Level 3-Growing ministry in Evangelism would answer the clarifying question, **“Only a few are sharing their faith with a few, sporadic salvations each year.”**

This is a self-assessment, not a test.

This is more of an art than a science. Ministry doesn't fit neatly into a chart or an infographic. There will be areas where your ministry is weak and areas where your ministry is strong. There will be semesters when you will be growing and semesters when you are rebuilding. **This tool is meant for you to see where your weaknesses are and give you something to aim at.**

On the pages following the chart on page 2, we've provided more in-depth descriptions and questions for each key area to help you navigate your next steps.

Clarifying Question	Level 1 Unhealthy	Level 2 Gathered	Level 3 Growing	Level 4 Reproducing	Level 5 Multiplying
Evangelism: What is our evangelistic culture?	non-Christians are rare and rarely do students share their faith	only a few are sharing their faith and are the exception	only a few are sharing their faith with a few, sporadic salvations each year	many students are sharing their faith & students are coming to Christ regularly	students are coming to Christ regularly and leading others to Christ (generational conversions)
Disciple Making What does disciple-making look like in our ministry?	event-based	staff to students (1 generation)	staff are discipling students who are discipling students (2 generations)	3 generations of disciple-making present in multiple streams	4 generations of students discipling students present in various streams
Missions Mobilization: How are students involved in cross-cultural missions?	no opportunities and no student involvement	sporadic opportunities with sporadic student participation	regular, intentional opportunities with consistent student participation	regular sending year around with missions constantly being in front of students	sending all year with long-term relationships with strategic partners
Leadership: What does our student leadership look like?	none	group of faithful regulars	identifiable group of recognized leaders	student leaders who are developing other student leaders	student leaders who are leading teams of other student leaders
Partnership: How do churches and ministries see our ministry on campus?	removed	recognized	reliable	respected	a resource
Graduates: What is the mindset of our ministry's graduates?	no graduates or graduates feel no connection to ministry after leaving	few graduates leave with a sense of being "sent" to their vocation, graduates don't give back	some graduates leave with a sense of "sent," some are giving back to the ministry	half of the graduates leave with a sense of "sent" and are giving back to the ministry	more than half of the graduates leave feeling equipped and sent and are giving back
Staff Development: How are we developing & sending staff?	single staff or volunteer with no plan to develop more new staff	small ministry team with no plan to develop or recruit staff	starting to develop student staff or recent grads as short-term staff	developing long-term staff who could one day lead their own ministry	developed pathway from student to staff to be sent, to lead, or start a new ministry

EVANGELISM

What is our evangelistic culture?

The end goal for a multiplying ministry is to have multiple generations of students sharing the gospel. A staff or student leader shares the gospel, a student comes to Christ, and then that student shares the gospel with another student who, in turn, accepts Christ. Multiplying ministries see multiple generational conversions where many students in your ministry can point to the student who led them to Christ and the person who led that student to Christ.

1-Unhealthy

Has a "Huddled Culture" where non-Christians are rare and rarely do students come to Christ.

2- Gathered

Has a "Witness Culture" where a few are sharing their faith, a few non-Christians are involved, and students are coming to Christ sporadically, but these are all the exception, not the norm.

3-Growing

Has a "Witness Culture" where a few are sharing their faith more regularly, several non-Christians are involved, and students are coming to Christ sporadically, but not a monthly rhythm.

4-Reproducing

Has a "Conversion Culture" with students coming to Christ monthly and non-Christians involved regularly.

5-Multiplying

Has a "Conversion Culture" with students coming to Christ regularly and seeing new believers leading their peers to Christ. There are generational salvations.

Assess & Apply

What level would you put your ministry?

Why are you there? What's keeping you from moving forward? Student buy-in? Opportunity? Training? Something else?

What would need to happen for every single student in your ministry to be sharing the gospel on a regular basis with their peers? What would that do to your ministry culture?

DISCIPLE-MAKING

What does disciple-making look like in our ministry?

Each ministry has their own way of developing “Christlikeness” in their students. This assessment isn’t about the method; it's about the result. In the Great Commission, Jesus commands us to go and make disciples. One indicator of a mature Christian is a willingness and ability to disciple another. We think the best way to evaluate a ministry’s disciple-making is by how many generations of disciples are present and how many people are making disciples.

1-Unhealthy

Event-based. All spiritual formation and investment in students is done through a service or event. There is no personalization or intentional investment in individuals.

2- Gathered

Staff to student. Staff are the only ones teaching, training, or discipling students. There is only one generation present.

3-Growing

Student to student. Students are equipped and beginning to disciple other students either through small groups or one-on-one. There are two generations present.

4-Reproducing

Students are discipling students who are discipling students. There are three generations of disciples or discipleship groups happening in several students across the ministry.

5-Multiplying

Four generations of discipleship relationships are present across the ministry through several different students.

Assess & Apply

What level would you put your ministry in making disciples who make disciples?

What is your biggest obstacle in making disciples who make disciples in your ministry?

Who are the students in your ministry that are ready to begin discipling other students? What do they need to be ready/able to do that well?

MISSIONS MOBILIZATION

How are students involved in cross-cultural missions?

Multiplying ministries don't just multiply new believers and disciples, but they are actively sending students short-term or long-term cross-culturally. Every generation and every ministry has to be able to answer the question, "How are we living out Acts 1:8?" How are we bearing witness to our Jerusalem, Judea, Samaria, and ends of the earth? A Level 5 Multiplying ministry is engaged with sending students consistently and regularly to people who haven't heard the gospel and living out the 5 Habits of the World Christian Lifestyle: Praying, Sending, Going, Welcoming, and Mobilizing.

1-Unhealthy

There is none or very limited talk of missions mobilization and unreached people groups.

2- Gathered

There are sporadic missions opportunities or involvement, but it is not strategic or a part of the regular rhythm of the ministry.

3-Growing

There are regular, intentional opportunities with consistent student participation and student buy-in through praying, sending, and going.

4-Reproducing

There is a regular sending pattern all year long. Missions is in front of students throughout the semester and a strategy emerging for long-term engagement in places.

5-Multiplying

A reproducing ministry with the majority of students practicing the 5 Habits of the World Christian Lifestyle. There are long-term partnerships in place where students have the opportunity to go to and serve with after graduation.

Assess & Apply

What level would you put your ministry in missions mobilization?

What's keeping you from moving forward? Student buy-in? Opportunity? Training? Something else?

Do you have any partners you can serve with cross-culturally? What are some connections you need in order to develop your missions mobilization?

LEADERSHIP

What does student leadership look like in our ministry?

One of the simplest ways to multiply yourself and your ministry is to develop student leaders. Strong student leaders will help multiply the gospel and disciples across your campus. A multiplying ministry will have generations of student leaders leading other leaders and students. An unhealthy ministry will depend solely on the staff or adult volunteers for ministry to happen.

1-Unhealthy

Students are not serving in leadership or given any significant responsibilities

2- Gathered

There is a regular consistent group of students who are considered the “faithful” ones who are there to help up, but there isn’t a formal leadership structure in place.

3-Growing

There is an identifiable group of leaders who serve and lead parts of the ministry.

4-Reproducing

A few key student leaders are helping you develop other younger leaders in the ministry. Students ready for leadership will not just be disciples of staff, but also of former student leaders.

5-Multiplying

There are leaders in your ministry who have significant responsibilities and are leading teams of leaders who are investing in students.

Assess & Apply

How would you rate your leadership development?

What are the 1-2 strengths or weaknesses in your leadership process right now?

What is something you can implement in the next semester to help your ministry move forward in developing student leaders?

PARTNERSHIP

How do churches and ministries see our ministry on campus?

It is going to take more than your church or ministry to reach your campus. Collegiate leaders tend to fall into two opposite extremes: ignore and avoid working with other churches and ministries, or spend all their time with other ministries and not effectively on campus. An unhealthy ministry or church will be unknown to the other groups on campus either because of size, effectiveness, or a “lone wolf” mentality. A multiplying ministry will do effective ministry on campus but will be a team player and resource for other ministries. The easiest way to determine your ministry’s partnership is by how other ministries see you.

1-Unhealthy

You’re Removed. Other Christian groups would say, “*What college ministry is that?*” You’re so secluded even the other Christians don’t know you’re there.

2- Gathered

You’re Recognized. “*Yes, I know about that ministry.*” There is a recognition that you do ministry on campus. They may not know much about you or what you do, but you’re known.

3-Growing

You’re Reliable. “*Yes, I’m ok with students going to that ministry.*” You’ve shown you’re trying to reach campus and make disciples, you’re nice and respectable to other groups and not a heretic.

4-Reproducing

You’re Respected. “*That church or ministry does good work.*” You’re seen as a respected partner on campus among fellow ministries. You work well with others and have a working strategy.

5-Multiplying

You’re a Resource. “*They are a great partner in ministry. They’ve helped us as we’ve grown as a ministry.*” You are doing ministry and developing leaders, and other ministries are benefitting from your intentionality and processes.

Assess & Apply

What level would you put your ministry?

Why are you there? What’s keeping you from moving forward? In this area particularly sometimes it just takes time to develop relationships and trust on campus.

What is something you can implement next semester to help develop your partnerships on campus or in the community to see the Kingdom move forward in your context?

GRADUATES & ALUMNI

What is the mindset of our ministry's graduates?

You can either send your graduates or lose them. Very few students come into your ministry with the maturity to know they can use their vocation intentionally to share the gospel and make disciples. A healthy, multiplying ministry is consistently recruiting graduates to view their secular career as a mission field as well as to give back to see the ministry that impacted them impact the next generation of college students.

1-Unhealthy

Graduates and alumni feel no connection with the church or ministry after they graduate.

2- Gathered

Very few graduates leave with a sense of being "sent" as missionaries in their context. It is rare for any to give back to the church or ministry through prayer, giving, or volunteering.

3-Growing

Some graduates leave with a sense of being "sent" as missionaries in their context. Alumni are giving back prayerfully, logistically, and/or financially, but it is less than half of recent graduates.

4-Reproducing

About half of your graduates leave with a sense of being "sent" as missionaries in their context. About half of your recent alumni are giving back prayerfully, logistically, and/or financially.

5-Multiplying

The majority of your graduates see themselves as commissioned missionaries to their field/career. They are active members in partnering with the ministry as prayer partners, financial partners, and/or advocates of the ministry.

Assess & Apply

Do you have a continued relationship with your graduates?

How do most of your graduates view your ministry after they leave? Do you have a database of them? How could you reconnect with them?

Do you have training for your graduating seniors to help them begin to think “post-college”? What are some key topics that need to be included for them to live *sent*?

STAFF DEVELOPMENT

What is our staff makeup and how are we developing and sending staff?

Did you know you're the only one who can recruit and train harvest workers in the most strategic ministry field: the university campus? No one else is doing it! Recruit your graduates, train your young staff and interns, and then send them to do the same on another campus or at another church! This may be the hardest key area in a multiplying ministry because it will test your commitment to multiplying ministry. How well are you recruiting, developing, and raising up others to serve in college ministry and missions? Send your best and keep the rest!

1-Unhealthy

Single staff or volunteer from outside the campus culture. The ministry has no plan to add or develop more new staff.

2- Gathered

Small ministry team of staff, interns, and volunteers, but no plan to develop recent grads or student staff.

3-Growing

You're starting to develop your own recent grads to stay and give back a year by serving as residents/interns. There is a pathway developing for staff recruiting, development, and training.

4-Reproducing

You're beginning to develop your own long-term staff who can lead their own ministry and are starting to have graduates ready to serve in ministry, so you begin to send to other churches and campuses to staff.

5-Multiplying

Regularly developing and sending staff and staff teams to start new work in new places. There is a clear pathway for a recent graduate to serve, be developed, and be sent to a new place.

Assess & Apply

Where is your ministry in your staff development process?

What are your biggest 1-2 roadblocks into developing and sending staff?

Are your staff ready to step into leading their own ministry after serving with you? Why or Why Not?

Are there ministries and churches (locally or globally) who need more staff? How can you encourage and develop your staff to serve with them?

Additional Resources

Here are some online resources, articles, and tools that can help you develop your ministry into a multiplying ministry.

Evangelism

Three Habits for Everyday Evangelism

viastudents.org/students/resources/3-habits-everyday-evangelism

Share Jesus using Gospel Appointments

viastudents.org/students/resources/share-jesus-using-gospel-appointments

Disciple Making

The Basics

viastudents.org/students/resources/the-basics-discipleship-tools

Missions Mobilization

Becoming a World Christian

viastudents.org/students/resources/becoming-world-christian

Seven Standards in Excellence in Short-Term Mission

viastudents.org/articles/seven-standards-of-excellence-in-short-term-mission

Leadership

A Winning Student Leadership Team

viastudents.org/articles/how-to-have-a-winning-student-leadership-team

Develop a Leadership Pathway

viastudents.org/articles/developing-a-leadership-pathway

Partnership

Good to Great in College Ministry

viastudents.org/articles/good-to-great-in-college-ministry

Graduates

Sending Your Students Well

viastudents.org/articles/are-you-developing-and-sending-your-students-well

Staff Development

Staff Recruiting Goals and Process

viastudents.org/students/resources/staff-recruiting-goals-process

Don't Blow It With Your Interns

viastudents.org/articles/dont-blow-it-with-your-interns