



SURFACE TO SOUL

Live Well | Lead Well | Coach Well

Evaluative Coaching Questions

GENERAL QUESTIONS

- What was the purpose of what we are assessing?
- Is our evaluation plan logical, realistic, and practical?
- What questions are we seeking to answer?
- What information will we need and how will we get it?
- Why would I come to this event?
- What value might I receive by attending this event?
- What will I be missing if I don't come to the event?
- What programs thrive without extraordinary promotion and encouragement?
- What programs struggle no matter what we do?
- What can we learn from the first group as we begin new programs?
- Concerning this event, what worked? What didn't? What else should we have done?
- Why do we do this program/event?
- What is the emerging trend or need to which we should begin giving attention to in the coming year?
- Which programs/ministries should we direct our resources toward to result in a new level of excellence?

QUALITATIVE QUESTIONS

- What ministry or program was most successful this year? Why?
- What's the top thing that draws people to our church?
- What makes them stay or leave once they've visited?
- What ministry or program has lost its impact and needs to end or else be reinvented?
- What did we, as a church, do well this year related to worship? What do we need to improve?
- What did we do well in the area of discipling and equipping people to grow spiritually?
- What new opportunities did we provide for fellowship? What do we need to increase or do better?
- What three things could we do to improve the way we work together as a staff or a leadership team?
- What three things could we do to improve the way we work with our committees and teams?
- What are some ways we could improve how we work with individuals/organizations beyond our church?
- When it comes to your area of ministry, what's one goal you'd like to accomplish in the coming year?
- What can other staff members or team members do to help you reach that goal?

QUANTITATIVE QUESTIONS

- What trends, based on attendance, are we seeing in people engagement?
- What was the average worship attendance at key services during the past year?
- Are there any trends to note over the past five years?
- What about membership numbers? Are there gains or losses? What trends are we seeing the past five years?
- What are the final figures on tithes and offerings? Are there any long-terms trends we should notice?
- How many giving units are there?
- What percentage of giving units are honored?
- How many people pay their pledge online



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