



## **SPIRITUAL GROWTH ASSESSMENTS**

### **What is the Spiritual Growth Assessment?**

The JUMPSTART SPIRITUAL GROWTH ASSESSMENT is a shepherding tool designed to facilitate the tracking of participants' spiritual development in alignment with core principles of the Christian faith. This assessment corresponds directly with the five categories outlined in the Purpose Driven Life book:

- CONNECT – Formed for God’s Family
- GROW – Created to become like Christ
- SERVE – Shaped for serving God
- SHARE – Made for a Mission
- WORSHIP – Planned for God’s pleasure

Each assessment serves as an opportunity to:

- Encourage the participant
- Offer constructive feedback
- Cultivate relationships within the Christian community
- Help individuals recognize God’s presence in their lives

**“Speaking the truth in love, we will grow to become... like Christ.” (Ephesians 4:15)**

### **Spiritual Assessments Are Not About Performance**

The Spiritual Assessment does not evaluate a person's spiritual achievements, worth to God, or eligibility for Salvation—only God knows the heart. This tool is for self-reflection or outside observation, measuring visible actions that indicate spiritual direction.

The Spiritual Growth Assessment is not:

- An acceptance report card for the Transition Program
- A leader's spiritual judgment
- A formula for Salvation or exemplary Christianity

The Assessment helps participants recognize:

- Spiritual growth patterns
- Areas needing support
- Forming or breaking habits
- Relationship strengths and weaknesses
- Development of spiritual disciplines

**“Man looks at outward appearance, but the Lord looks at the heart.” (1 Sam 16:7)**

## **The Heart Behind the Assessment**

As a JUMPSTART Leader, Accountability Partner, or Volunteer, you play a vital role in supporting others on their spiritual journey, walking alongside them as they develop in their faith. In this leadership position, you are called to care for those entrusted to you, carrying out your responsibilities with both humility and love.

With this perspective, it's important to remember that the Spiritual Growth Assessment serves as a resource for leaders by:

- Gaining insight into each individual's walk of faith
- Recognizing and highlighting where God is at work in their lives
- Offering scriptural advice for growth in identified areas
- Encouraging them in living a life devoted to Christ

**“Care for the flock that God has entrusted to you... not lording it over them but being examples to the flock.” (1 Peter 5:2-3)**

## **Spiritual Assessments Carry Real-Life Consequences**

The Spiritual Assessment is among the most significant responsibilities of the Leader. As a Table Leader, you are entrusted to guide individuals whom God values, serving as a mentor during pivotal moments in their lives. Your words, conduct, and decisions substantially impact and shape their spiritual journey. It is essential to always model exemplary leadership.

When conducting assessments, it is crucial to demonstrate:

- Prayerfulness
- Gentleness
- Kindness
- Consistency
- Discernment
- Humility

The distinction between a yellow folder and a green folder can affect a participant's acceptance into Restoration Village, as well as their future eligibility for Leadership roles in JUMPSTART classes.

**“To whom much is given, much will be required.” (Luke 12:48)**

## **Completing a Spiritual Assessment**

Each question within the assessment is evaluated using a numerical scale from 1 to 5. The appropriate value should be determined by consulting the ASSESSMENT REFERENCE TABLE. Review the relevant question, locate the corresponding category in the table, and select the score that most accurately reflects the individual's observed behaviors and habits.

The numeric values are defined as follows:

- 1 – Rarely Demonstrates (no supporting evidence or presence of contrary evidence)
- 2 – Occasionally Demonstrates (acts only when prompted, not independently)
- 3 – Shows Developing Habits (makes attempts and is persistent despite setbacks)
- 4 – Consistently Demonstrates Behavior (makes informed choices and decisions)
- 5 – Models Behavior / Inspires Others (exceeds expectations and motivates peers)

Selected scores should:

- Reflect observable and verifiable behavior
- Rely on first-hand observations from direct interactions
- Consider input from a Table Leader or Accountability Partner when appropriate
- Avoid assumptions or subjective feelings
- Be based on current behavior, not future potential

It is essential to provide an honest and objective assessment. Accurate evaluations ensure that the assessment remains a valuable tool for the individual's development.

## How to Score the Spiritual Assessment

To calculate the score for each section, add the numerical values of the five questions within that section and divide the total by five. For example:  $1+3+4+2+3 = 13$ ; then,  $13/5 = 2.6$ . Record this final number in the "TOTAL" space at the bottom of the section. Repeat this process for all 5 sections, CONNECT, GROW, SERVE, SHARE, and WORSHIP. Once complete, turn to the ASSESSMENT TRACKER page and color in the appropriate number of bars corresponding to the score for each category. The tracker is intended to visually display individual progress for each category throughout the 40-week period.

After scoring all five sections, add together the section totals to determine the TOTAL ASSESSMENT SCORE, which should be entered in the space at the bottom of the page.

## Scoring the Final Assessment

The final assessment score determines the folder color at graduation and should indicate each participant's progress since starting the class. Use the TOTAL ASSESSMENT SCORE when grading.

Please refer to the folder color using the reference chart below.

Well Done	Score – 21 to 25	Folder Color – BLUE	Transitional Program Eligible – YES
Very Good	Score - 16 to 20	Folder Color – GREEN	Transitional Program Eligible - YES
Getting Going	Score – 11 to 15	Folder Color – YELLOW	Transitional Program Eligible – NO
Getting Started	Score - 5 to 10	Folder Color – RED	Transitional Program Eligible – NO
Just Beginning	Score – 1 to 5	Folder Color – RED	Transitional Program Eligible - NO

Regardless of the outcome, all participants are encouraged to retake the course to further their development. This ongoing participation fosters continued engagement within the faith community and supports advancement toward JUMPSTART leadership roles. Participants who receive a YELLOW or RED folder are given an additional opportunity to enroll in the class, enabling them to build on their knowledge and attain the qualifications necessary for eligibility in the Transitional Program.

## **The Assessment Conversation**

After finishing the assessment, the Table Leader will arrange a meeting to review the results with the individual. The goal of this discussion is to support fellow Christians and identify where spiritual growth can be encouraged.

The leader should point out that living by faith as a Christ-centered person will look different depending on life's changing situations and seasons. God may place us in specific circumstances—with relationships, finances, or work experiences—to help us develop in certain areas. Because everyone is unique, some challenges may be harder for one person than another, and assessment results will likely shift over time. Progress in one area might cause temporary setbacks in another, and our personalities and talents mean that some aspects come naturally while others require extra effort. Spiritual growth involves applying Jesus's teachings to every part of our lives.

A mutually beneficial conversation should include:

- Humility, kindness, patience, and love
- Prayer for discernment and a positive discussion
- Active listening with the intent to understand
- Sharing clear observations and actionable examples
- Acknowledging the person's strengths and achievements
- Providing clear and actionable steps for growth