



**A JESUS CENTERED COMMUNITY.  
LOVING GOD. LIVING SENT.**

# FIRST BAPTIST CHURCH OF SEBRING

## Ministry & Program Evaluation Tool

“New Wine for Fresh Wineskins”

Mark 2:21–22

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### PURPOSE OF THIS EVALUATION

The goal of the ministries of First Baptist Church of Sebring is to create **clear, effective environments** where people grow in Christ and the Kingdom of God advances. We pursue these ministries so that we grow together and grow more like Christ.

This evaluation exists to help us steward our people, time, energy, and finances faithfully. Its purpose is not to criticize ministry, but to ensure that our ministries remain aligned with God’s mission and continue to bear lasting Kingdom fruit.

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### A SHARED STARTING POINT (Mark 2:21–22)

“No one sews a piece of unshrunk cloth on an old garment. If he does, the patch tears away from it, the new from the old, and a worse tear is made. And no one puts new wine into old wineskins. If he does, the wine will burst the skins, and the wine is destroyed, and so are the skins. But new wine is for fresh wineskins.”

Jesus reminds us that new life requires appropriate structures. Programs are not sacred; **fruit is**. Faithful ministry requires both conviction and courage.

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### SHARED TRUTHS AS WE BEGIN TOGETHER

- Our systems are valuable, but not eternal.  
*(Example: FBS nursery policies are good, but they will not be used in Heaven.)*
- Updating and changing programs is healthy.
- People are the church, not programs.
- Whenever we sacrifice fruit to sustain a program, it is time to reevaluate.
- A program that must be propped up by other programs must be reevaluated.
- Reduced impact over time requires honest evaluation.
- Faithfulness sometimes requires stopping good things in order to do better things.

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### AN ILLUSTRATIVE EXAMPLE

Imagine Tuesday night guest visitation begins declining in participation.

We respond by offering free meals. Participation declines further.

We hire a staff member to focus on it. Results continue to diminish.

At some point, stewardship demands a hard question:

**Is paying a salary and providing meals the best use of our resources if only a few people participate and little fruit remains?**

Because Scripture does not mandate a specific program, and because increasing our effort will not increase effectiveness, wisdom may call us to pursue a different, more fruitful approach.



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## THE ESSENTIAL QUESTION

Does this program clearly and measurably move people toward *Loving God and Living Sent* in the best way possible?

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### VISION:

First Baptist Church of Sebring, a Jesus-centered community.  
Loving God, Living Sent.

### VALUES:

#### We Live Like Christ.

*We follow Jesus daily. We train minds, shape hearts, and multiply lives that reflect Christ.*

#### We Live Connected.

*We are better together. We share life, carry burdens, and cheer each other on in love and truth.*

#### We Live Generously.

*We lead by lifting others. Every gift is used. Every need is noticed. Every act of love expresses worship.*

#### We Live On Mission.

*We advance the Gospel. We live sent, every member, every place, every opportunity.*

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## SECTION 1: PROGRAM SNAPSHOT

Program Name: \_\_\_\_\_

Ministry Area: \_\_\_\_\_

Primary Leader: \_\_\_\_\_

Annual Budget (if applicable): \_\_\_\_\_

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## QUICK SCORECARD

(1 = Low | 5 = High)

Circle one number per row.

<b>Alignment with Vision &amp; Values.</b>	1	2	3	4	5
<b>Spiritual Fruit Observed</b>	1	2	3	4	5
<b>Missional Impact</b>	1	2	3	4	5
<b>Leader Sustainability</b>	1	2	3	4	5
<b>Stewardship of Resources</b>	1	2	3	4	5

### Overall Assessment (check one):

- Strong and growing
- Stable but needs adjustment
- Declining and needs redesign
- Ready to sunset



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## **SECTION 2: THE NEW WINESKIN TEST** *(Mark 2:21-22)*

### **1. FLEXIBLE**

Healthy wineskins can stretch as God brings growth and change.

**What would need to change in this program for it to be more effective?**

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**Are we willing to make those changes?**  Yes  Maybe  No

If "No," explain why:

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### **2. FUNCTIONAL**

A program is a tool. A tool must do what it is designed to do.

**What is this program intended to produce?**

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**If this program were healthy, what would success look like 12 months from now?**

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**How does this program help First Baptist Sebring:  
Love God?**

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**Live Sent?**

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### **3. FILLED (SPIRITUAL VITALITY)**

Wineskins are only useful when they are filled. Programs should reflect the presence and work of God, evidenced in changed lives, not merely good experiences.

**Where have you seen God at work through this program this year?** (Share at least one specific example.)

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Consistently  Occasionally  Rarely

### **4. FLOWING (MISSIONAL FRUIT)**

Wineskins are meant to pour out.

**Which ONE value does this program serve exceptionally well?** (Check one.)

- We Live Like Christ  We Live Generously  
 We Live Connected  We Live on Mission

**Briefly explain why:**

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## **SECTION 3: FRUIT & STEWARDSHIP**

### **Intended Wins**

What fruit do we hope this program produces?

**Spiritual:**

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**Relational:**

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**Missional:**

### **Actual Fruit This Past Year**

**Salvations:** \_\_\_\_\_

**New Members:** \_\_\_\_\_

**Leaders Developed:** \_\_\_\_\_

**People Mobilized to Serve:** \_\_\_\_\_

If fruit has been limited, the primary reason appears to be:

- Program design
- Leadership structure
- Participation level
- External factors

Explain:

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## **SECTION 4: STRATEGIC ADJUSTMENT**

What should we **CONTINUE**?

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What should we **ADJUST**?

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What should we **END**?

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What should we **BEGIN**?

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If this program were ended or significantly reduced, how should we **honor and celebrate** what it has contributed to the life of our church?

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## SECTION 5: PRIORITY & FUTURE FIT

If First Baptist Sebring were required to reduce resourcing by 50% and focus on only 3–5 ministries:

- This program would be paused
- This program would be protected
- This program would be expanded

**Why?**

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## Story of Impact

Share a story from this year that captures the heart and purpose of this ministry.

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### Reflection:

Is this story one of many or a rare exception?

- One of many
- Rare exception

Would this have happened without FBS involvement?

- Yes
- No

Is this best done by FBS, or should we support another ministry that can do it better?

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## SECTION 6: FINAL DISCERNMENT & ACTION

After prayerful evaluation, we recommend:

- Multiply** (increase investment and leadership)
- Maintain** (continue with minor refinements)
- Modify** (significant changes required within 6–12 months)
- Sunset** (develop a clear ending and transition plan)

**Primary Reason (one paragraph):**

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### Next 90-Day Action Steps

*(Maximum of three)*

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

**Responsible Owner:** \_\_\_\_\_

**Date for Re-Evaluation:** \_\_\_\_\_

## FINAL WORD

Faithful stewardship requires clarity, courage, and trust in God’s leading. Our aim is not to preserve programs, but to participate joyfully in what God is doing now and to prepare fresh wineskins for the future He is bringing.