

Environment Impact Self-Assessment

How Are Kids Experiencing Our Ministry?

Kids don't experience programs the way adults do. They experience moments. Use this assessment to reflect honestly on what kids are experiencing consistently in your ministry.

How to Use This Tool

- Read each statement and rate your ministry honestly.
- This is not about perfection—it's about awareness.
- Choose **one area** to focus on first.

Rating Scale

1 = Rarely true

2 = Sometimes true

3 = Often true

4 = Consistently true

1. “Do Kids Feel Safe Here?”

Kids feel physically, emotionally, and relationally safe in our environments.

- Volunteers use calm, respectful tones—even during stress
- Expectations and routines are clear and predictable
- Correction is handled privately and gently
- Kids are not embarrassed or singled out publicly
- New or anxious kids are intentionally supported

Score (out of 20): _____

Reflection Question:

Where might stress, chaos, or inconsistency be undermining a child's sense of safety?

2. “Do Kids Feel Like They Belong Here?”

Kids experience this ministry as a place where they are known and welcomed.

- Volunteers know and use kids’ names
- Kids are acknowledged when they arrive
- Quieter or hesitant kids are intentionally included
- Consistent leaders are present week to week
- First-time kids are welcomed personally

Score (out of 20): _____

Reflection Question:

Who might be present regularly but still feel unseen?

3. “Do Kids Feel Like They Matter Here?”

Kids believe their thoughts, feelings, and questions are valued.

- Volunteers listen attentively when kids speak
- Questions are welcomed—even when we can’t answer them fully
- Kids’ emotions are acknowledged, not dismissed
- Participation is encouraged, not forced
- Kids are trusted with small responsibilities

Score (out of 20): _____

Reflection Question:

What signals might we be sending—intentionally or not—about whose voices matter most?

4. “Does God Feel Close Here?”

Kids experience faith as real, personal, and present—not just talked about.

- Prayer is modeled simply and sincerely
- Silence is allowed and respected
- Kids are invited to participate in prayer or response
- Leaders speak about God with authenticity
- Questions about God are welcomed without fear

Score (out of 20): _____

Reflection Question:

What does our environment suggest about who God is and how He relates to kids?

Overall Reflection

Strongest Area: _____

Area Needing Attention: _____

Remember: kids experience the whole environment, not individual parts.

Next Step Planning (This Is Where Change Happens)

Choose **one moment** to focus on this month:

- Arrival
- Transitions
- Group time
- Prayer/response
- Dismissal

Desired Feeling for Kids: _____

One Small Change We Will Make:

Final Reminder for Leaders

What kids experience consistently becomes what they believe intuitively.

Designing for impact doesn't require a bigger budget—
it requires clearer intention.

