

EXERCISE

Name: _____

INSTRUCTIONS: In each category, mark exactly two statements that best describe current conditions in your church.

Category 1: Commitment to Mission and Purpose

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|--|---|---|--|---|
| <input type="checkbox"/> Uncertainty of future demands visionary leader with high commitment level | <input type="checkbox"/> Strong sense of mission and purpose among every member | <input type="checkbox"/> High visibility and understanding of purpose and mission | <input type="checkbox"/> Lowering of members' understanding of purpose | <input type="checkbox"/> Purpose is lost |
| <input type="checkbox"/> Positive supportive attitude | <input type="checkbox"/> High level of goal "ownership" | <input type="checkbox"/> Common purpose throughout ministries of the church | <input type="checkbox"/> New members do not sense church's purpose | <input type="checkbox"/> Mission not understood |

Category 2: Involvement of Membership

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|---|--|--|---|--|
| <input type="checkbox"/> Mutual dependency requires everyone to be involved, or leave | <input type="checkbox"/> High percentage of individuals' time and identity committed to the church | <input type="checkbox"/> New members quickly find a place to become involved | <input type="checkbox"/> Members assume there are enough others to do the job | <input type="checkbox"/> Programs eliminated for lack of participation |
| <input type="checkbox"/> All members willing to work | <input type="checkbox"/> Volunteers easily found | <input type="checkbox"/> High level of enthusiasm among membership for participation | <input type="checkbox"/> More paid staff to "enhance" ministries | <input type="checkbox"/> Difficult to find volunteers |

Category 3: Programs, Structures, and Organizations

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|---|---|---|--|--|
| <input type="checkbox"/> Minimal organization | <input type="checkbox"/> Function of ministry determines form | <input type="checkbox"/> New programs created to respond to new needs | <input type="checkbox"/> Few, if any, new programs added | <input type="checkbox"/> Programs deleted for lack of funds |
| <input type="checkbox"/> Spontaneity in decision making | <input type="checkbox"/> Structure created in response to needs | <input type="checkbox"/> Delegation begins | <input type="checkbox"/> Forms of ministries begin to determine function | <input type="checkbox"/> Primary goal is preservation/survival |
| | <input type="checkbox"/> Traditions begin to form | <input type="checkbox"/> New roles and responsibilities created | <input type="checkbox"/> Structure creates needs rather than responds to needs | |

Category 4: Attitude toward Change

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|---|--|---|---|---|
| <input type="checkbox"/> Members are receptive | <input type="checkbox"/> Changes easily adopted and integrated | <input type="checkbox"/> New proposals given serious consideration | <input type="checkbox"/> Few changes proposed | <input type="checkbox"/> "We've never done it that way before" |
| <input type="checkbox"/> Ownership is unanimous | <input type="checkbox"/> Suggested from all levels of membership | <input type="checkbox"/> Church leaders responsible for initiating and implementing | <input type="checkbox"/> Few changes considered that radically depart from status quo | <input type="checkbox"/> Rationalizations often made for why it can't be done |
| <input type="checkbox"/> Quickly accomplished | | | | |

Category 5: Morale and Self-Esteem

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|--|---|---|---|---|
| <input type="checkbox"/> Morale is high | <input type="checkbox"/> Morale is higher | <input type="checkbox"/> Morale is highest | <input type="checkbox"/> Morale polarizes into groups of high and low | <input type="checkbox"/> Few have high morale |
| <input type="checkbox"/> Self-esteem is in the process of being formulated | <input type="checkbox"/> Self-esteem easily affected by circumstances and short-term successes/failures | <input type="checkbox"/> Self-esteem at its highest level | <input type="checkbox"/> Self-esteem develops uncertainties | <input type="checkbox"/> Frustration and/or despair by leaders in not knowing how to stop decline |
| | | <input type="checkbox"/> Confidence is contagious that goals can be reached | | <input type="checkbox"/> Self-esteem lowers |