

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

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

Category 2: Involvement of Membership

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

Category 3: Programs, Structures, and Organizations

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

Category 4: Attitude toward Change

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

Category 5: Morale and Self-Esteem

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