



Pastor Survey *Transforming Churches Network*

Your Name: _____

Church Name and City/State: _____

Instructions: This tool is designed to help you evaluate you and your church’s readiness for transformational change. We want your honest opinions. Your answers will be kept completely confidential.

Rate your level of agreement or disagreement with each statement using the rating scale shown below. In the box next to each statement, write in the number that reflects how you feel. A rating of 1 means you “strongly disagree” with the statement. A rating of 10 means you “strongly agree” with the statement.

USE THIS RATING SCALE:

| | | | | | | | | | | |
|-----------------------------------|----------|----------|----------|----------|----------------|----------|----------|----------|-----------|--------------------------------|
| Strongly Disagree ↓ | | | | | Neutral | | | | | Strongly Agree ↓ |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |

1. RECOGNIZING NEED FOR CHANGE

- a. We need change in this church, even if it means changing some of our traditions.
- b. This church will not survive, if it does not change.
- c. We have been trying to make some big changes in this church in recent years.
- d. The most influential people in this church will strongly support efforts to change.

2. PRESENCE OF INTERNAL CONFLICTS

- a. There is very little pain and frustration in the current atmosphere of our church.
- b. There is hardly any unresolved conflict among members in our church.
- c. Within our own church family people are more likely to help each other than to hurt each other.

(_____ Page 1 Total)

USE THIS RATING SCALE:

| | | | | | | | | | | |
|-----------------------------------|----------|----------|----------|----------|----------------|----------|----------|----------|-----------|--------------------------------|
| Strongly Disagree ↓ | | | | | Neutral | | | | | Strongly Agree ↓ |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |

3. NEED FOR EXTERNAL FOCUS

- a. There is an urgent need to radically change our church's focus toward reaching people who don't know Christ.
- b. Reaching those who do not know Christ must be a primary reason that this church exists.
- c. I want to see members of the congregation working diligently to meet the needs of the unchurched in our community.

4. VISION CASTING

- a. I want to change the focus of the congregation off of themselves, to a vision of reaching those outside the church with the love of Christ.
- b. I am willing to cast a vision to help the entire church focus on unreached people in the community.
- c. I want to help this congregation embrace the idea that a primary reason this church exists is to reach those who need to know Christ.
- d. I am willing to invest my life in learning how to cast vision and create urgency for my congregation

(_____ Page 2 Total)

USE THIS RATING SCALE:

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|-----------------------------------|----------|----------|----------|----------|----------------|----------|----------|----------|-----------|--------------------------------|
| Strongly Disagree ↓ | | | | | Neutral | | | | | Strongly Agree ↓ |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |

5. EMBRACING THE LEADERSHIP ROLE

- a. I realize that change is painful and that some leaders and members may resist. I am willing to push through the pain to lead this church to a new focus on outreach.
- b. I am willing to learn how to lead this church to become effective in sharing the Gospel with the unchurched, no matter what it takes.
- c. I am planning to stay in the leadership role of this church for at least 5 more years.
- d. I am willing to do whatever it takes to lead this church to be effective in ministering to the unchurched community, no matter how difficult or uncomfortable it may be for me.

6. PERSONAL COMMITMENT TO CHANGE

- a. I am committed to take the actions necessary to see our attendance grow by 5% in the next 24 months.
- b. I will work toward the longer term goal of at least 5% attendance growth per year.
- c. To meet the needs of unreached people in the community, I am willing to help create new ministries in our church
- d. I am willing to work diligently to understand the needs of the unchurched in our community.
- e. I would like to learn how to become an effective missionary to our community.

(_____ Page 3 Total)

USE THIS RATING SCALE:

| | | | | | | | | | | |
|-----------------------------------|----------|----------|----------|----------|----------------|----------|----------|----------|-----------|--------------------------------|
| Strongly Disagree ↓ | | | | | Neutral | | | | | Strongly Agree ↓ |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |

7. OPENNESS TO PASTORAL ROLE CHANGES

- a. I am willing to change the focus of my ministry from being the lead caretaker of the existing congregation to the lead missionary to lost people in the community.
- b. I am willing to change the use of my time to be in the community connecting with the unchurched to understand their needs.
- c. I believe I need to get out of my comfort zone as one who maintains the church and takes care of the flock, to become one who spends large blocks of time with the unchurched.
- d. I am willing to significantly change the way I use my time on a daily basis to focus on reaching the community for Christ.
- e. I am open to the idea of spending 1 day a week outside this church to build relationships and meet needs in the community.
- f. I am open to my role changing from one who performs ministry to one who equips the congregation to minister.

8. ACCOUNTABILITY

- a. I am willing to have a coach hold me accountable for the way I use my time.
- b. To learn how to improve the use of my time, I am willing to track my activities each day in 30 minute increments for the next 2 months.
- c. I am willing to be held accountable for how effectively I cast vision and create urgency.
- d. If we do not achieve the 5% growth goal in the next 24 months, and 5% growth annually thereafter, I will put my name out for another call.

(_____ Page 4 Total)

(_____ Final Total = Page 1 Total _____ + Page 2 Total _____ + Page 3 Total _____ + Page 4 Total _____)