

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