

## EXERCISE

Name \_\_\_\_\_

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

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### ROW 1: Commitment to Mission and Purpose

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

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### ROW 2: Involvement Of Membership

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|---|--|---|---|--|
| -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 ministries participation | -More paid staff to "enhance"                         | -Difficult to find volunteers                  |

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### ROW 3: Programs, Structures, and Organizations

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|---------------------------------|--|---|--|---|
| -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<br>-Tradition begins to form | -Delegation begins<br>-New roles and responsibilities created | -Forms of ministries begin to determine function<br>-Structure creates needs rather than responds to needs | -Primary goals is preservation/survival |

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### ROW 4: Attitude toward Change

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|------------------------|--|---|---|---|
| -Members are receptive | -Changes easily adopted and integrated   | -New proposals given serious consideration                  | -Few changes proposed   | -"We've never done it that way before"                |
| -Quickly accomplished  | -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 |

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### ROW 5: Morale and Self-Esteem

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|--|---|--|---|---|
| -Morale is high                                    | -Morale is higher   | -Moral 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<br>-Confidence is contagious that goals can be reached | -Self-esteem develops uncertainties           | -Frustration and/or despair by leaders in not knowing how to stop decline |