



MUSKINGUM VALLEY PRESBYTERY

Journeying with Jesus to touch the World!

Consultation Guide

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 a visionary leader with a high commitment level. There is a strong sense of mission and purpose among every member. Purpose and mission are highly visible and understood
- There is a positive supportive attitude. Goal "ownership" is at a high level. A common purpose is seen throughout ministries of the church.
- Members' understanding of church's purpose is not growing Purpose is lost.
- New members do not sense church's purpose. Mission is not understood.

Category 2: Involvement of Membership

- Mutual dependency requires everyone to be involved, or leave. High percentage of individuals' time and identity is committed to the church.
- All members are willing to work. Volunteers are easily found. There is a high level of enthusiasm among membership for participation.
- Members assume there are enough others to do the job. Programs have been eliminated due to lack of participation.
- Need more paid staff to "enhance" ministries. It is difficult to find volunteers.

Category 3: Programs, Structures, and Organizations

- There is minimal organization. The function of the ministry determines the form/structure it takes.
- There is spontaneity in decision making. The structure is created in response to needs of the church.
- Traditions begin to form. New roles and responsibilities are created.
- New programs are created to respond to new needs. Few, if any, new programs are added.
- Delegation begins to create organization/structure. The forms of ministries begin to determine the function of the church.
- New roles and responsibilities are created. Structure creates needs rather than responds to needs.
- Programs are deleted for lack of funds. The primary goal is preservation/survival.

Category 4: Attitude toward Change

- Members are receptive Changes are easily adopted and integrated. New proposals are given serious consideration.
- Ownership is unanimous. Changes are suggested from all levels of membership. Church leaders are responsible for initiating and implementing new ideas.
- Changes are quickly accomplished. Few changes are proposed. We've never done this idea/proposal that way before.
- Few changes are considered that radically depart from status quo. Rationalizations are often made for why changes can't be accomplished.

Category 5: Morale and Self-Esteem

- Morale is high. Morale is higher. Morale is highest. Morale polarizes into groups of high and low.
- The formation of good self-esteem is in the process. Self-esteem is easily affected by circumstances and short term successes/failures. Self-esteem develops uncertainties.
- There is frustration and/or despair by leaders in not knowing how to stop the decline. Self-esteem lowers.
- Confidence that goals can be reached is contagious. Self-esteem lowers.



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Scoring: Record the number of responses to each descriptor from all participants. Total the number of responses in each column. Create a bar chart using the column totals and column headings.

Start Up	Development	Maturity	Decline	Disintegration
- Uncertainty of future demands a visionary leader with a high commitment level.	- There is a strong sense of mission and purpose among every member.	- Purpose and mission are highly visible and understood	- Members' understanding of church's purpose is not growing	- Purpose is lost.
- There is a positive supportive attitude.	- Goal "ownership" is at a high level.	- A common purpose is seen throughout ministries of the church.	- New members do not sense church's purpose.	- Mission is not understood.
- Mutual dependency requires everyone to be involved, or leave.	- High percentage of individuals' time and identity is committed to the church.	- New members quickly find a place to become involved.	- Members assume there are enough others to do the job.	- Programs have been eliminated due to lack of participation.
- All members are willing to work.	- Volunteers are easily found.	- There is a high level of enthusiasm among membership for participation.	- Need more paid staff to "enhance" ministries.	- It is difficult to find volunteers.
- There is minimal organization.	- The function of the ministry determines the form/structure it takes.	- New programs are created to respond to new needs.	- Few, if any, new programs are added.	- Programs are deleted for lack of funds.
- There is spontaneity in decision making.	- The structure is created in response to needs of the church.	- Delegation begins to create organization/structure.	- The forms of ministries begin to determine the function of the church.	- The primary goal is preservation/survival.
- Traditions begin to form.	- Traditions begin to form.	- New roles and responsibilities are created.	- Structure creates needs rather than responds to needs.	-
- Members are receptive	- Changes are easily adopted and integrated.	- New proposals are given serious consideration.	- Few changes are proposed.	- We've never done this idea/proposal that way before.
- Ownership is unanimous.	- Changes are suggested from all levels of membership.	- Church leaders are responsible for initiating and implementing new ideas.	- Few changes are considered that radically depart from status quo.	- Rationalizations are often made for why changes can't be accomplished.
- Changes are quickly accomplished.	-	-	-	-
- Morale is high.	- Morale is higher.	- Morale is highest.	- Morale polarizes into groups of high and low.	- Few have high morale.
- The formation of good self-esteem is in the process.	- Self-esteem is easily affected by circumstances and short term successes/failures.	- Self-esteem is at its highest.	- Self-esteem develops uncertainties.	- There is frustration and/or despair by leaders in not knowing how to stop the decline.
-	- Confidence that goals can be reached is contagious.	-	-	- Self-esteem lowers.
= Column Total	= Column Total	= Column Total	= Column Total	= Column Total