

READINESS FOR CHANGE ASSESSMENT

(Adapted from Aubrey Malphurs' book, *Advanced Strategic Planning for Churches*)

The following statements represent characteristics that represent a culture for favorable change in churches. Use this tool with your staff and leadership team to assess your church's current readiness for change.

STEP 1: Score the following statements on a scale of 1 to 5 and record on the next page

(5 = strongly agree, 4 = agree, 3 = unclear, 2 = disagree 1 = strongly disagree)

1. **LEADERSHIP** Our pastor and official leadership team are favorable toward and directly responsible for change
2. **VISION** Our pastor and official leadership team have a single, clear vision for a significant future that looks different from the present
3. **VALUES** Our church's philosophy of ministry (core values) are clearly stated and supportive of innovation and creativity in our approach to ministry
4. **MOTIVATION** Our pastor(s), leaders and congregation have a strong sense of urgency that motivates necessary change over cherished tradition
5. **STRUCTURE** Our structure is flexible enough to facilitate change and empower ministry teams, while clearly delineating lines of authority and the role of leaders.
6. **COMMUNITY FOCUS** Our staff and leaders clearly understand the needs of our community and have a system in place for communicating with community leaders.
7. **AWARENESS** Our people know and understand our ministries and are provided with opportunities to participate as well as volunteer.
8. **PLANNING** Our staff and leader have incorporated a process for ministry planning that enables us to measure our progress and renew our ministry goals.
9. **INNOVATION** Our staff and leaders are open to new ideas and incorporate innovation and creativity in our approach to ministry.
10. **DECISION MAKING** Our process for decision-making incorporates methods for assessing our community and listening to our member's ideas, and, enables leaders to act with due diligence and speed.
11. **COMMUNICATION** Our church has a variety of means for two-way communication to occur on a regular basis; leaders and attendees have easy access to the level of information they need .

Statement #	1	2	3	4	5	6	7	8	9	10	11
Score											

STEP 2:

Chart your scores for statements 1, 2 & 3 on a whiteboard

(How many 5's on # 1? How many 1's on # 1? Repeat for other scores and statements)

Discuss divergent scores and try to assess where the difference in perception may lie.

STEP 3:

Chart your scores for the rest of the statements in a similar fashion, discussing divergent scores and perceptions.

STEP 4:

Based on your scores and shared perceptions, brainstorm a list of Positive Indicators for Change (statements that reflect a strength) and Potential Hindrances to Change (statements that reflect a potential weakness/hindrane to the change process).

<i>POSITIVE INDICATORS FOR CHANGE</i>	<i>POTENTIAL HINDRANCES TO CHANGE</i>

STEP 5:

Based on your lists, what are some steps you can take in the next 60 – 90 days to address the Potential Hindrances and create a more positive environment for change in your congregation.

<i>STEPS TO IMPROVE OUR CULTURE FOR FACILITATING CHANGE</i>
1. 2. 3. 4. 5.

STEP 6:

Make assignments and review every 30 days.

