

4C MINISTRY INSTITUTE

LEADERSHIP CULTURE DATA REPORT

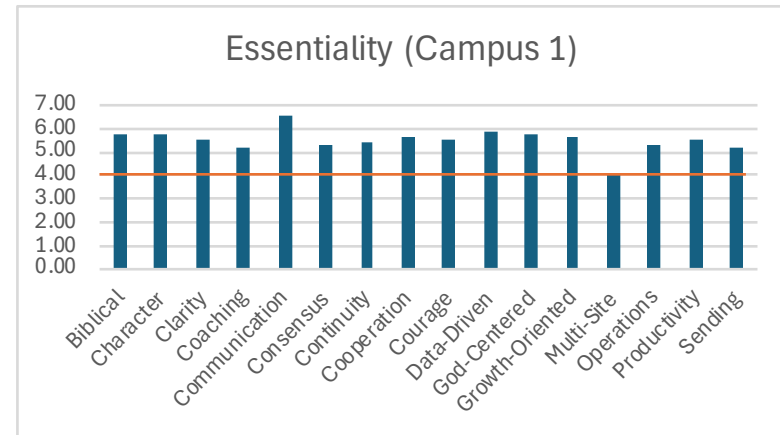
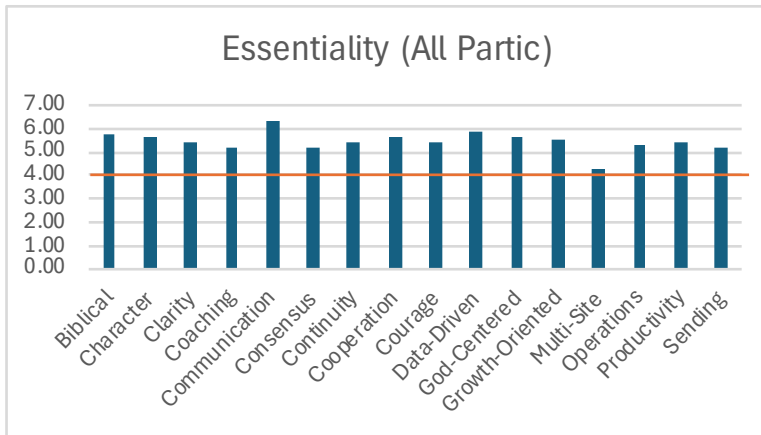
Campus 1

ESSENTIALITY QUESTIONS

QUESTION: "I believe that [FACTOR] is essential."

How did ALL PARTICIPANTS answer these questions?

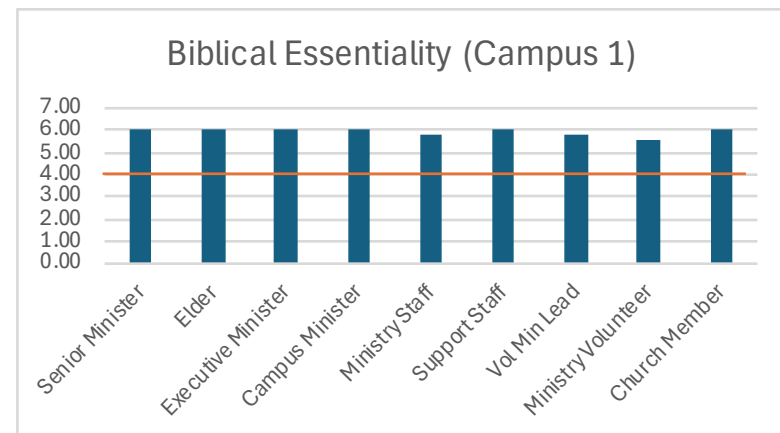
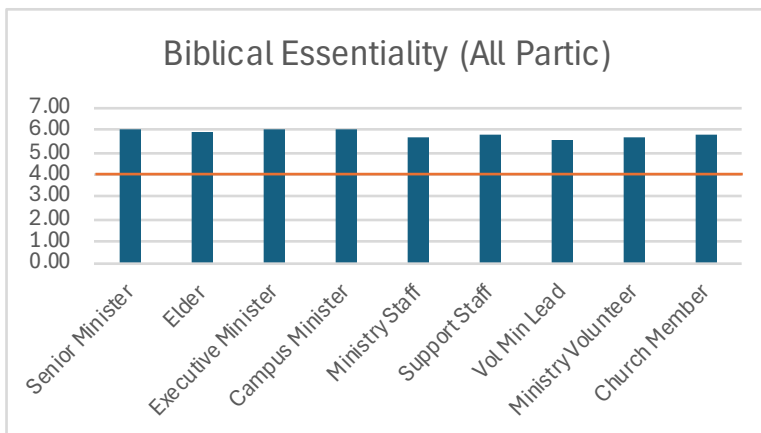
How did participants from MY CAMPUS answer these questions?



QUESTION: I believe that it is essential for the success of the church that it emphasizes and teaches biblical truth.

How did ALL PARTICIPANTS answer these questions?

How did participants from MY CAMPUS answer these questions?

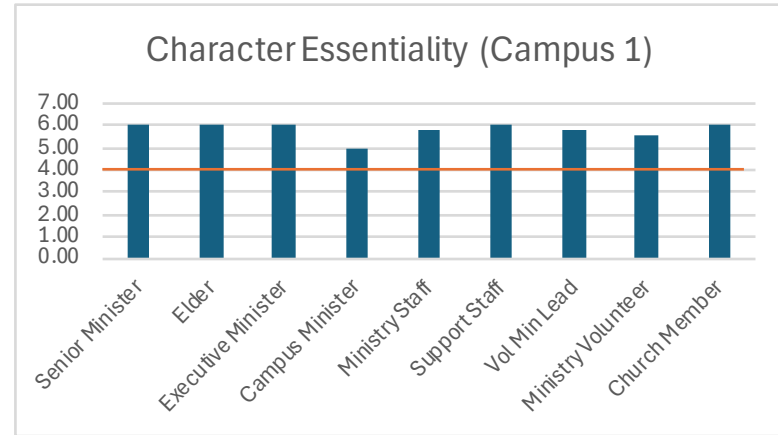
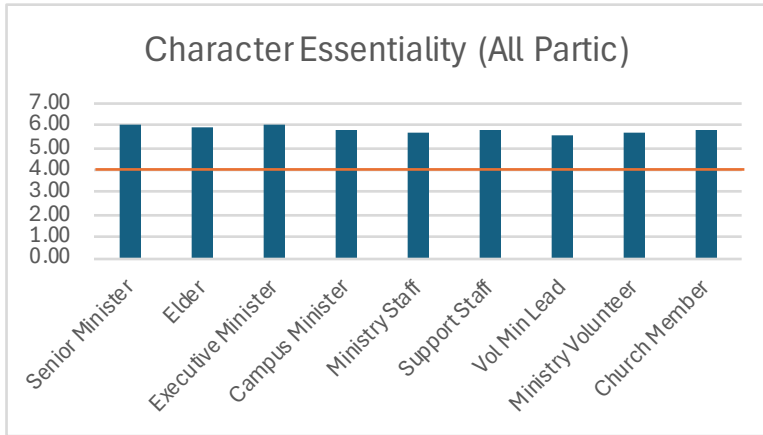


ESSENTIALITY QUESTIONS (cont.)

QUESTION: I believe that it is essential for the success of the church that the ELDERS and MINISTRY STAFF live an "above reproach" lifestyle.

How did ALL PARTICIPANTS answer these questions?

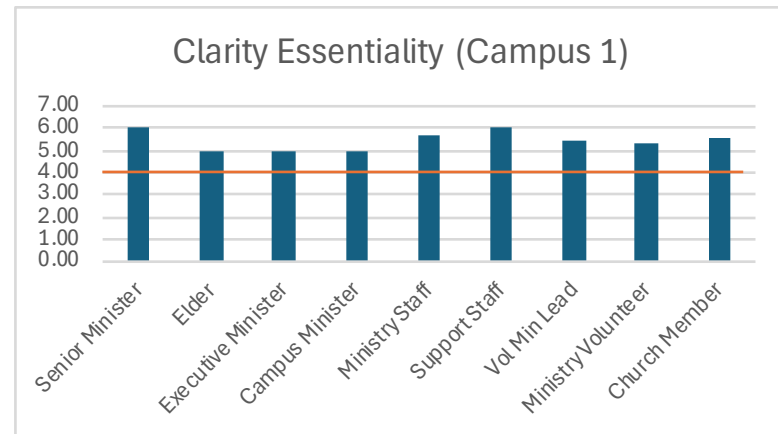
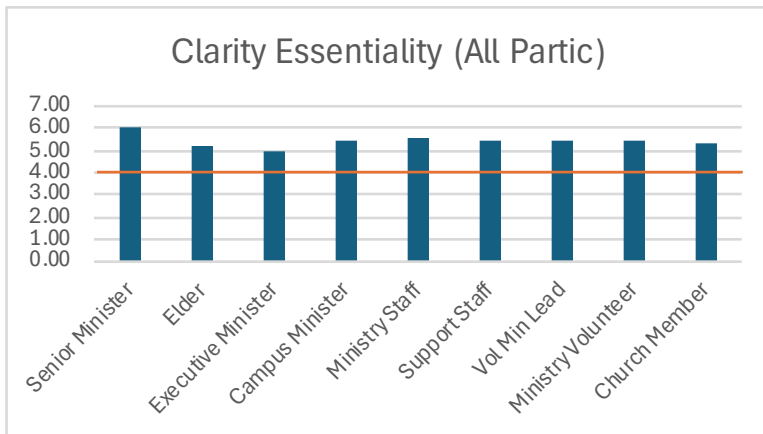
How did participants from MY CAMPUS answer these questions?



QUESTION: I believe that it is essential for the success of the church that ELDERS and MINISTRY STAFF MEMBERS are able to recite the vision statement and mission statement.

How did ALL PARTICIPANTS answer these questions?

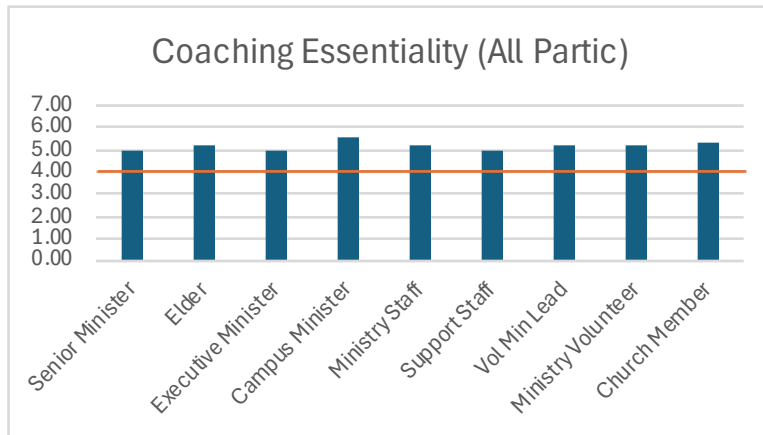
How did participants from MY CAMPUS answer these questions?



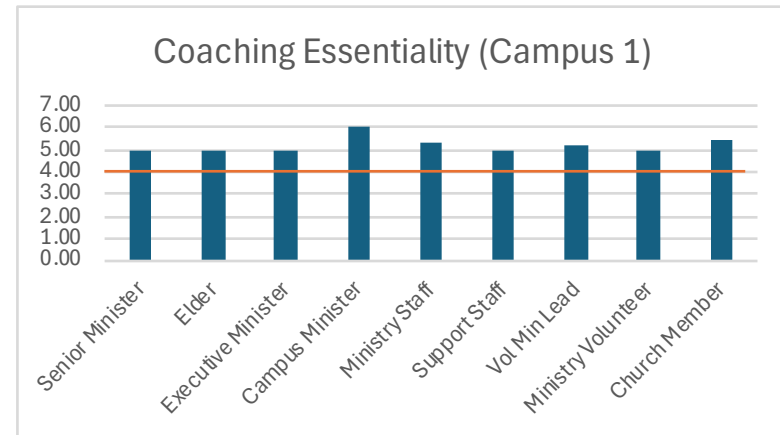
ESSENTIALITY QUESTIONS (cont.)

QUESTION: I believe that it is essential for the success of the church that every leader has a coach/mentor and is serving as a coach/mentor.

How did ALL PARTICIPANTS answer these questions?

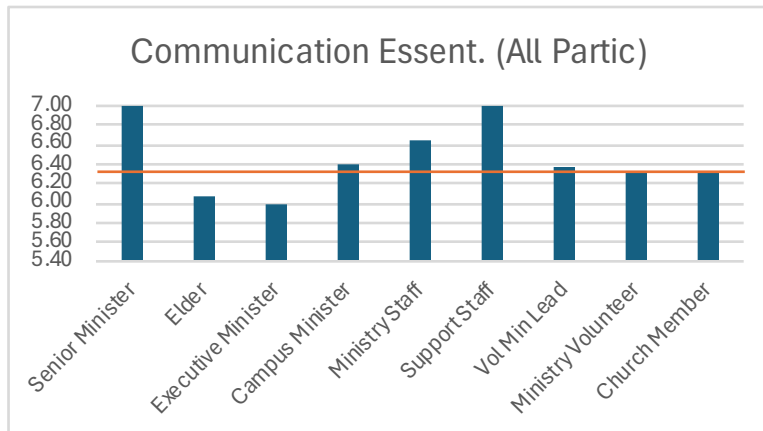


How did participants from MY CAMPUS answer these questions?

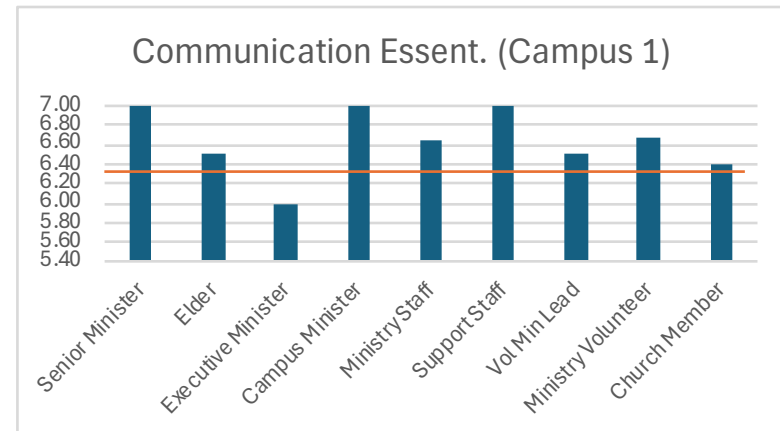


QUESTION: I believe that it is essential for the success of the church that it consistently communicates important initiatives, decisions, and operational realities.

How did ALL PARTICIPANTS answer these questions?



How did participants from MY CAMPUS answer these questions?

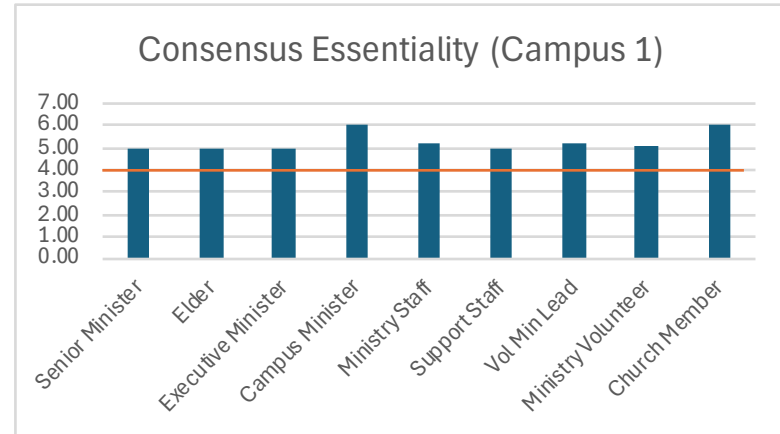
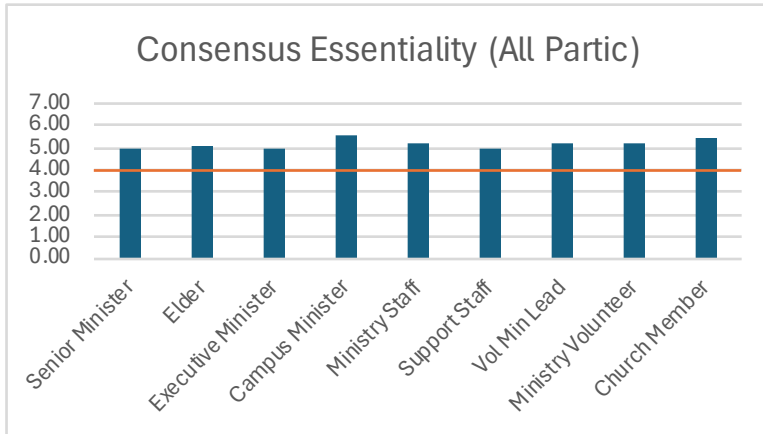


ESSENTIALITY QUESTIONS (cont.)

QUESTION: I believe that it is essential for the success of the church that the ELDERS and MINISTRY STAFF MEMBERS publicly and privately support decisions even when they are not unanimous.

How did ALL PARTICIPANTS answer these questions?

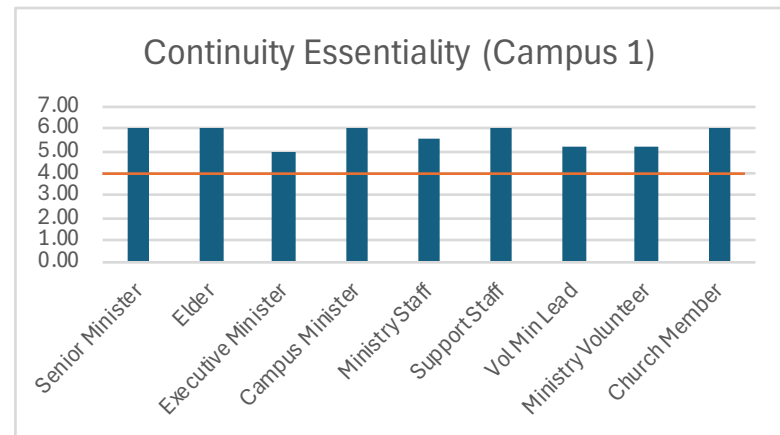
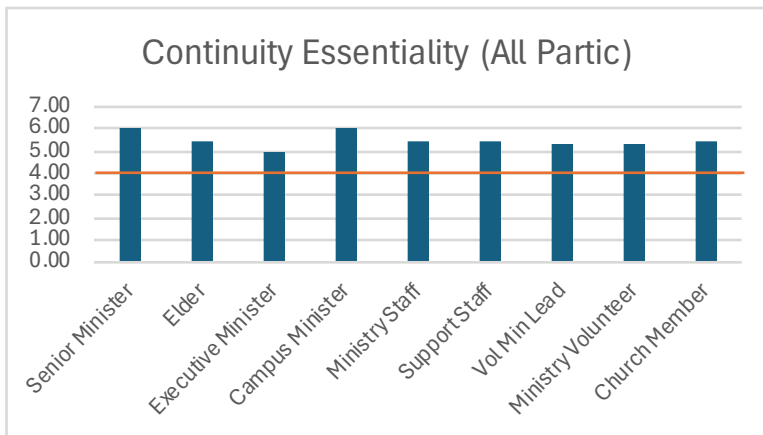
How did participants from MY CAMPUS answer these questions?



QUESTION: I believe that it is essential for the success of the church that it maintains a healthy culture marked by humility, sustainability, and generosity.

How did ALL PARTICIPANTS answer these questions?

How did participants from MY CAMPUS answer these questions?

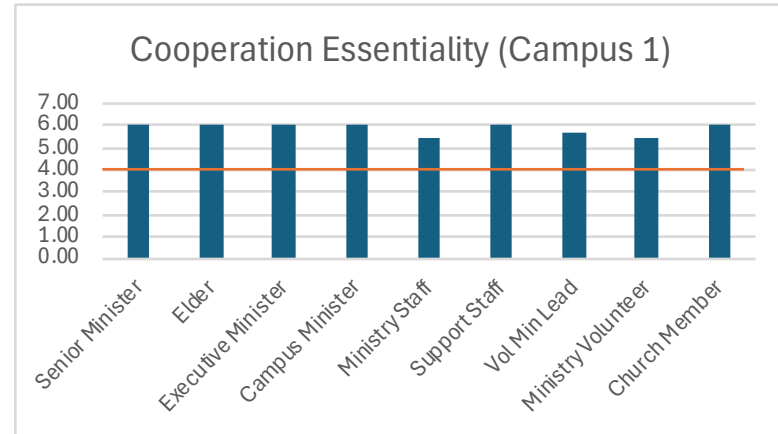
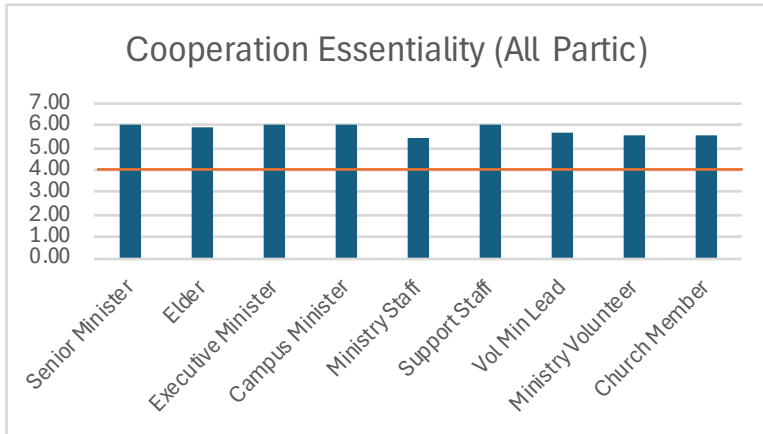


ESSENTIALITY QUESTIONS (cont.)

QUESTION: I believe that it is essential for the success of the church that every ELDER and MINISTRY STAFF MEMBER is highly invested in the church's mission.

How did ALL PARTICIPANTS answer these questions?

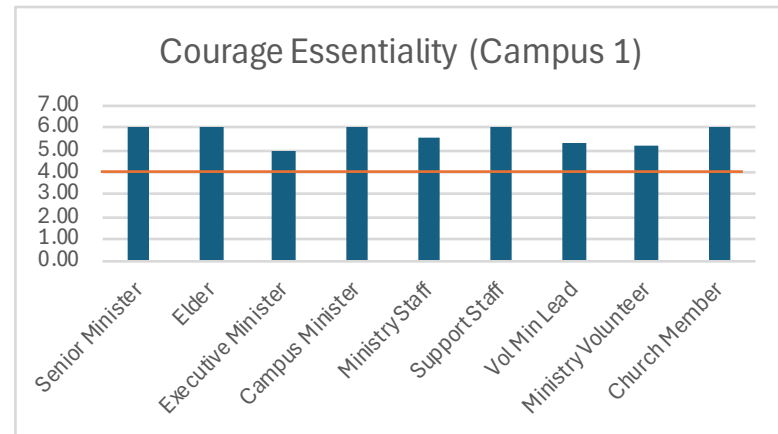
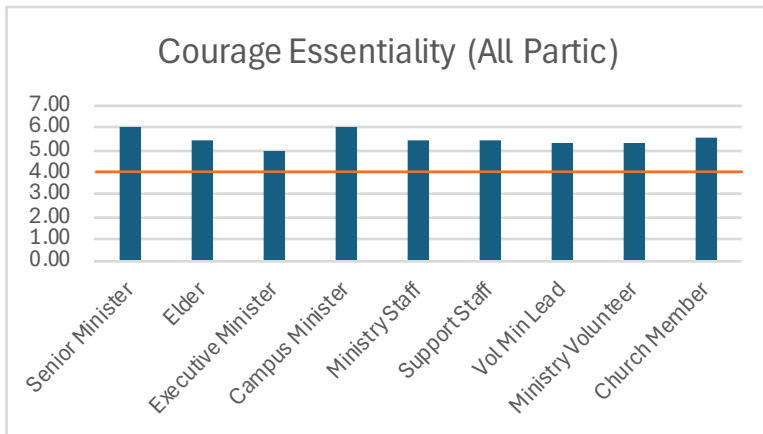
How did participants from MY CAMPUS answer these questions?



QUESTION: I believe that it is essential for the success of the church that ELDERS, MINISTRY STAFF MEMBERS, and THE CONGREGATION are willing to take bold action in pursuit of the mission.

How did ALL PARTICIPANTS answer these questions?

How did participants from MY CAMPUS answer these questions?

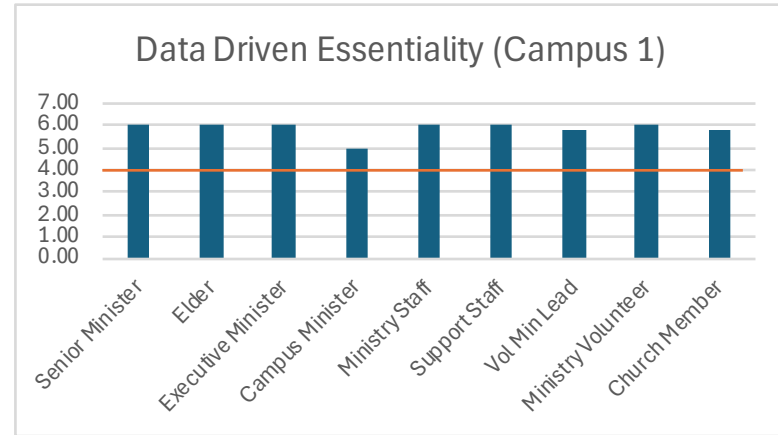
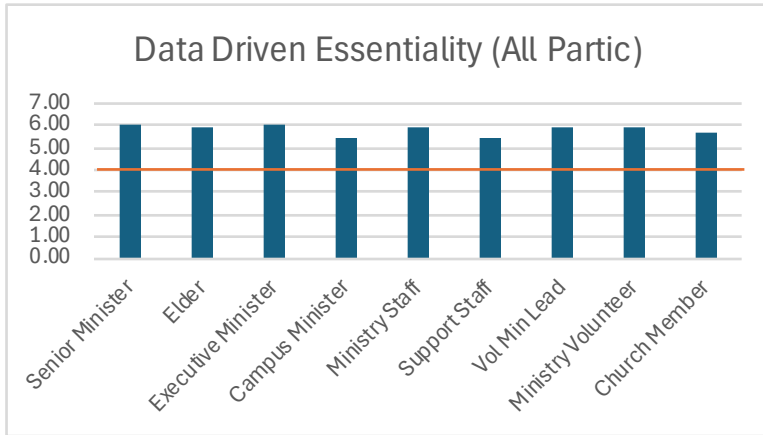


ESSENTIALITY QUESTIONS (cont.)

QUESTION: I believe that it is essential for the success of the church that decisions are driven by strategic and accurate data.

How did ALL PARTICIPANTS answer these questions?

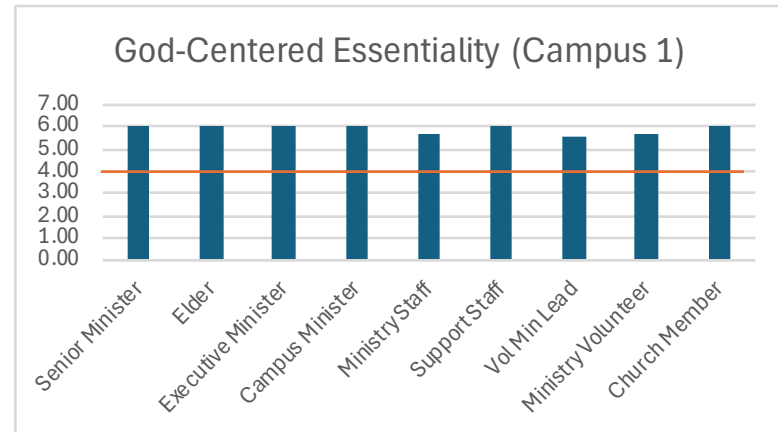
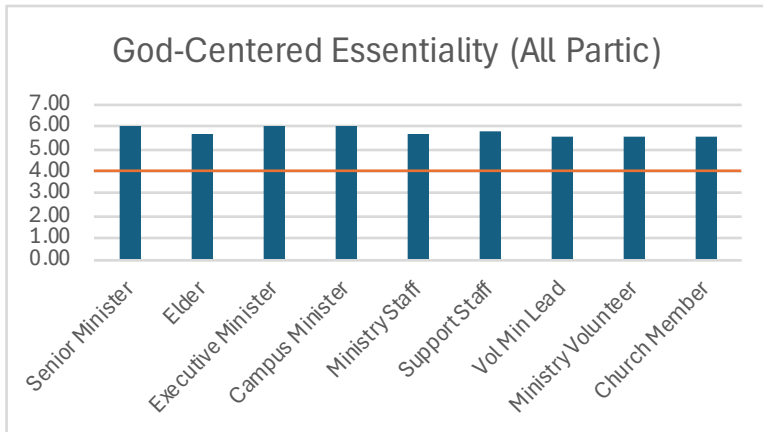
How did participants from MY CAMPUS answer these questions?



QUESTION: I believe that it is essential for the success of the church that ELDERS AND MINISTRY STAFF MEMBERS emphasize prayer and reliance of God.

How did ALL PARTICIPANTS answer these questions?

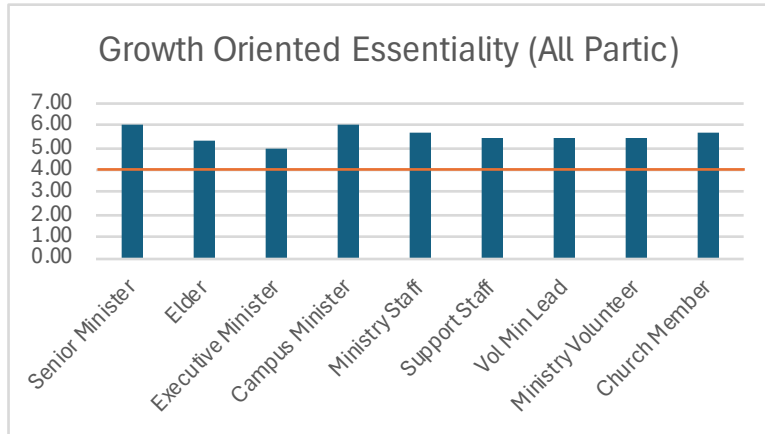
How did participants from MY CAMPUS answer these questions?



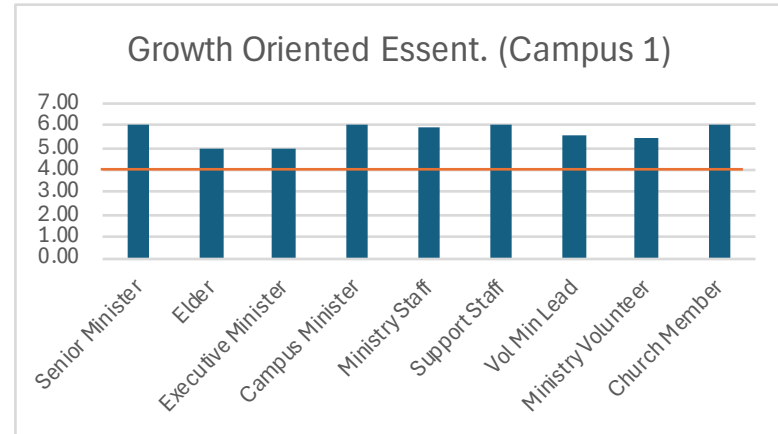
ESSENTIALITY QUESTIONS (cont.)

QUESTION: I believe that it is essential for the success of the church that there is a consistent emphasis on the pursuit of personal and congregational growth.

How did ALL PARTICIPANTS answer these questions?

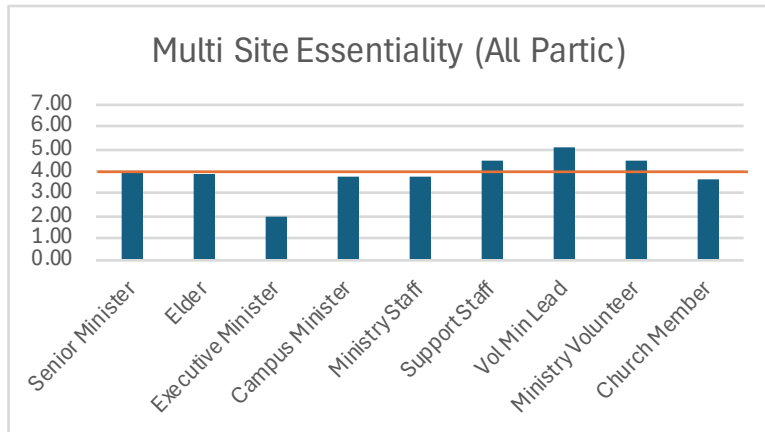


How did participants from MY CAMPUS answer these questions?

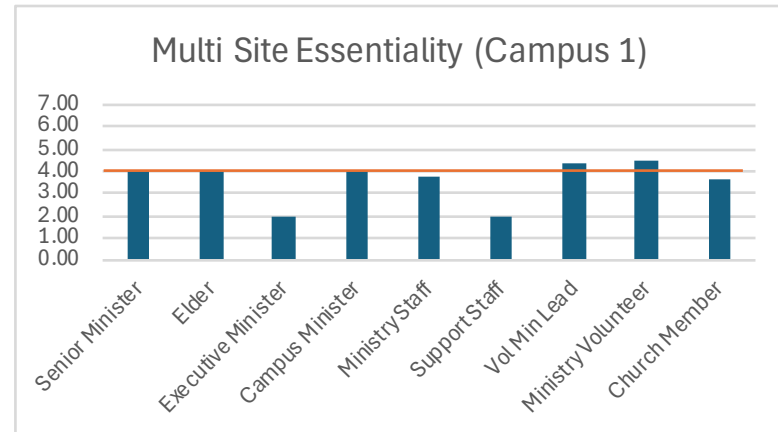


QUESTION: I believe that it is essential for the success of the church that it has more than one campus.

How did ALL PARTICIPANTS answer these questions?



How did participants from MY CAMPUS answer these questions?

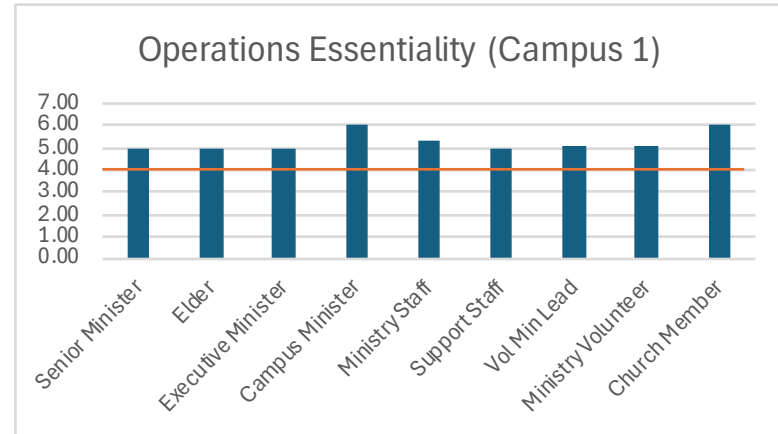
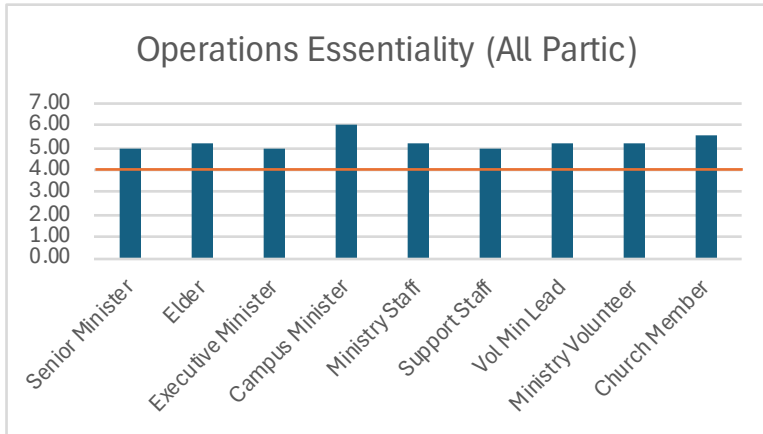


ESSENTIALITY QUESTIONS (cont.)

QUESTION: I believe that it is essential for the success of the church that there is effective management of the facilities, personnel, and finances.

How did ALL PARTICIPANTS answer these questions?

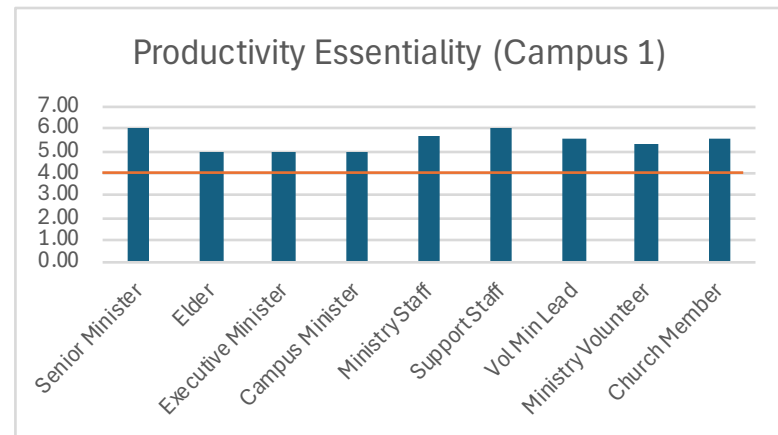
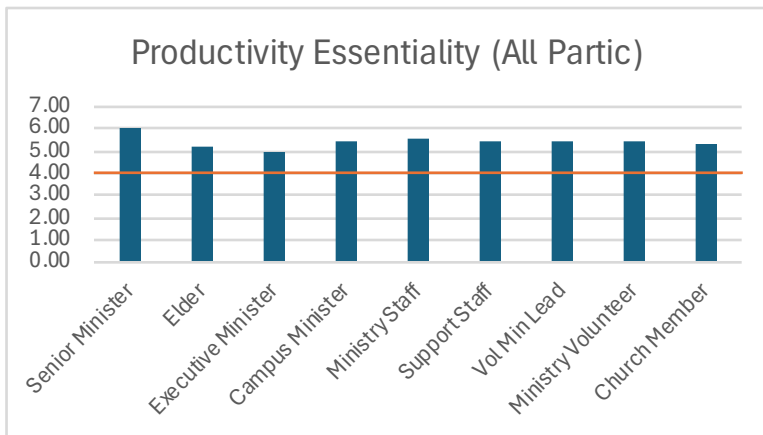
How did participants from MY CAMPUS answer these questions?



QUESTION: I believe that it is essential for the success of the church that MINISTRY STAFF MEMBERS always works their full number of contracted hours, regardless of how efficiently they work.

How did ALL PARTICIPANTS answer these questions?

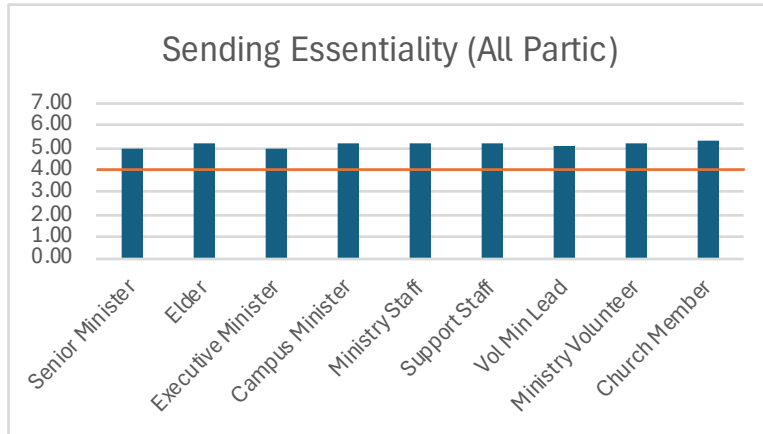
How did participants from MY CAMPUS answer these questions?



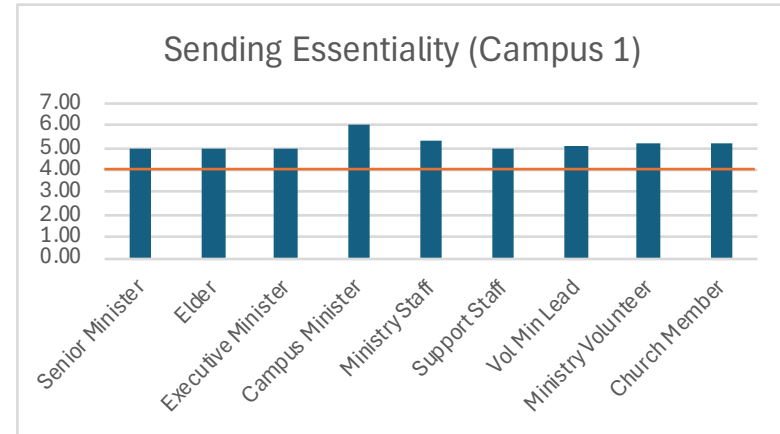
ESSENTIALITY QUESTIONS (cont.)

QUESTION: I believe that it is essential for the success of the church that it regularly recruits and sends people into full-time vocational ministry.

How did ALL PARTICIPANTS answer these questions?



How did participants from MY CAMPUS answer these questions?



ESSENTIALITY, VARIANCE, AND DIFFERENCE BY FACTOR

What are the perspectives of ALL PARTICIPANTS?

Variance/Difference (All Part)	Essentiality	Factor Avg	Variance	Avg High	Avg Low	Difference
Biblical	5.71	5.54	0.17	6.00	4.67	1.33
Character	5.69	5.59	0.10	6.00	5.00	1.00
Clarity	5.42	5.16	0.26	5.75	4.25	1.50
Coaching	5.23	5.48	-0.25	6.00	5.00	1.00
Communication	6.38	5.14	1.24	6.33	3.33	3.00
Consensus	5.24	5.37	-0.13	6.00	5.00	1.00
Continuity	5.40	4.54	0.87	5.00	4.00	1.00
Cooperation	5.64	5.58	0.05	6.00	5.00	1.00
Courage	5.41	5.44	-0.03	6.00	4.00	2.00
Data-Driven	5.86	5.36	0.50	6.00	3.80	2.20
God-Centered	5.63	5.47	0.16	6.00	4.71	1.29
Growth-Oriented	5.57	4.72	0.84	6.20	3.20	3.00
Multi-Site	4.25	5.49	-1.24	6.00	4.67	1.33
Operations	5.30	5.36	-0.06	6.00	5.00	1.00
Productivity	5.42	5.44	-0.02	6.00	3.40	2.60
Sending	5.21	4.53	0.68	6.00	1.00	5.00

COLUMN DEFINITIONS:

- Essentiality:** The average of the scores for the questions, "I believe it is essential that [Factor]."
- Factor Avg:** The average of the scores for ALL QUESTIONS related to the respective Factor.
- Variance:** The difference between the Essentiality score and the Factor Avg score.
- Avg High:** The average of the highest score given for EACH OF THE QUESTIONS related the respective Factor.
- Avg Low:** The average of the lowest score given for EACH OF THE QUESTIONS related the respective Factor.
- Difference:** The difference between the Avg. High score and the Avg. Low score.

What are the perspectives of participants from MY CAMPUS?

Variance/Difference	Essentiality	Factor Avg	Variance	Avg High	Avg Low	Difference
Biblical	5.79	5.60	0.18	6.00	5.00	1.00
Character	5.77	5.70	0.07	6.00	5.00	1.00
Clarity	5.49	5.14	0.35	5.75	4.50	1.25
Coaching	5.17	5.56	-0.39	6.00	5.00	1.00
Communication	6.60	5.11	1.48	6.33	3.33	3.00
Consensus	5.26	5.43	-0.18	6.00	5.00	1.00
Continuity	5.47	5.47	0.00	6.00	5.00	1.00
Cooperation	5.62	5.53	0.09	6.00	5.00	1.00
Courage	5.49	5.41	0.08	6.00	4.00	2.00
Data-Driven	5.91	5.32	0.59	6.00	4.00	2.00
God-Centered	5.74	5.49	0.26	6.00	4.86	1.14
Growth-Oriented	5.66	4.74	0.92	6.20	3.20	3.00
Multi-Site	4.06	5.57	-1.51	6.00	5.00	1.00
Operations	5.26	5.37	-0.12	6.00	5.00	1.00
Productivity	5.51	5.51	0.00	6.00	3.80	2.20
Sending	5.21	4.41	0.80	6.00	1.00	5.00

KEEP IN MIND AS YOU REVIEW THIS REPORT:

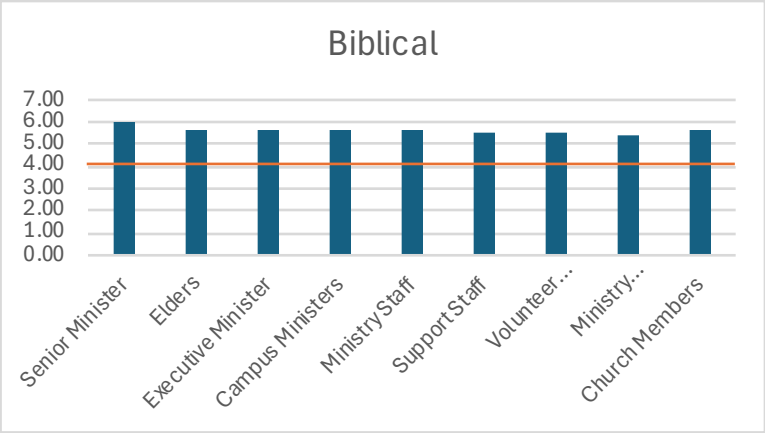
- This assessment measures *perceptions* of reality.
- The green, yellow, and red colors are subjective guidelines.
- 4.00 is neutral, so 4.01 or higher reflects a positive perception.
- A positive number associated with Variance means that participant perceptions of the ministry's excellence is **NEGATIVE** as compared to the assigned level of importance.
- A higher the number in the Difference column, the higher the degree of **MISALIGNMENT** in your participants' attitudes, values, or perception of reality regarding the respective Factor.
- Cells that contain an error (i.e., #Calc!, #DIV/0!, etc.) indicate that there was no data gathered that matches the field's criteria.



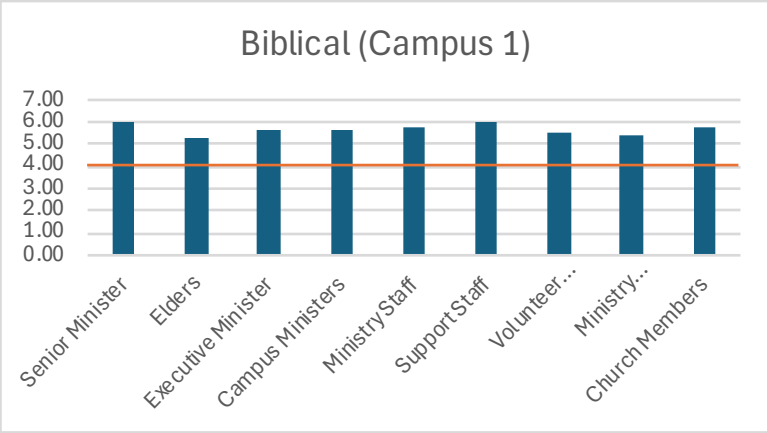
AVERAGE SCORES BY FACTOR

BIBLICAL

How did ALL PARTICIPANTS rate this Factor?

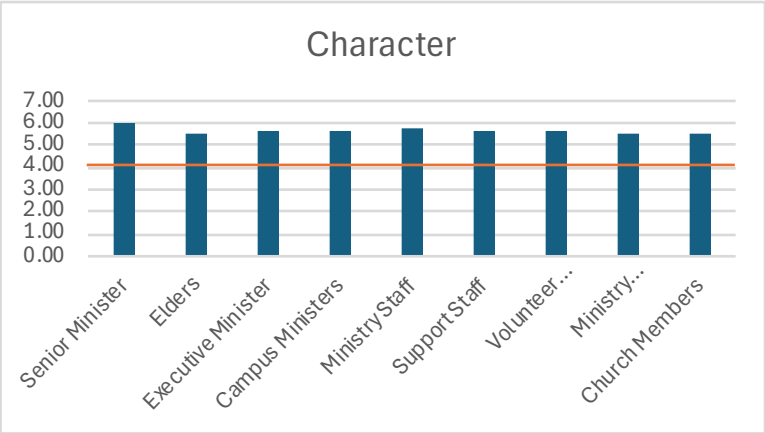


How did participants from MY CAMPUS rate this Factor?

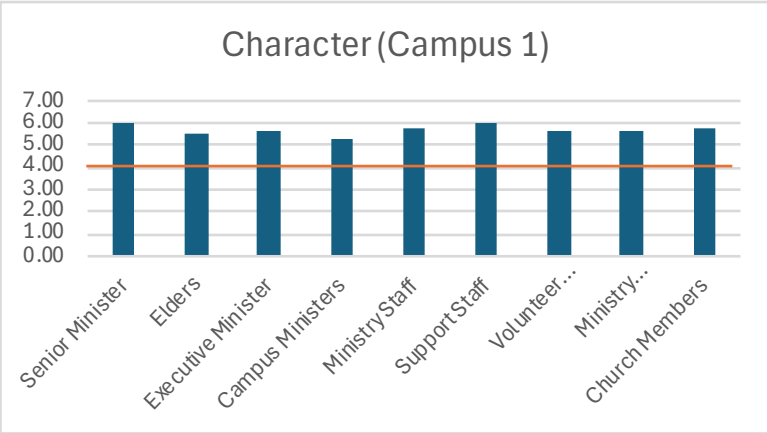


CHARACTER

How did ALL PARTICIPANTS rate this Factor?



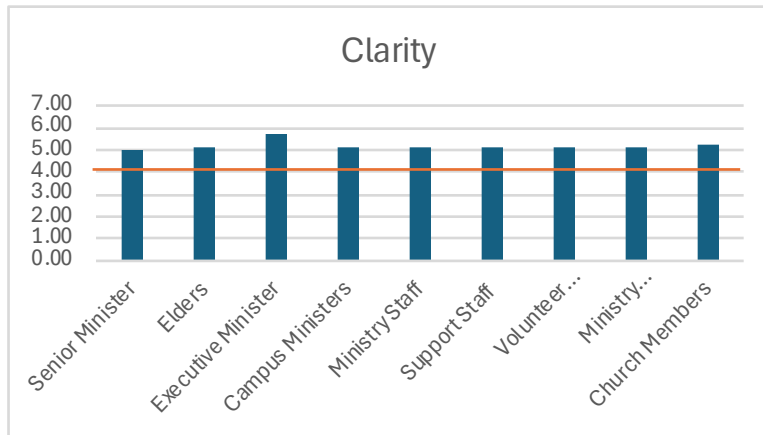
How did participants from MY CAMPUS rate this Factor?



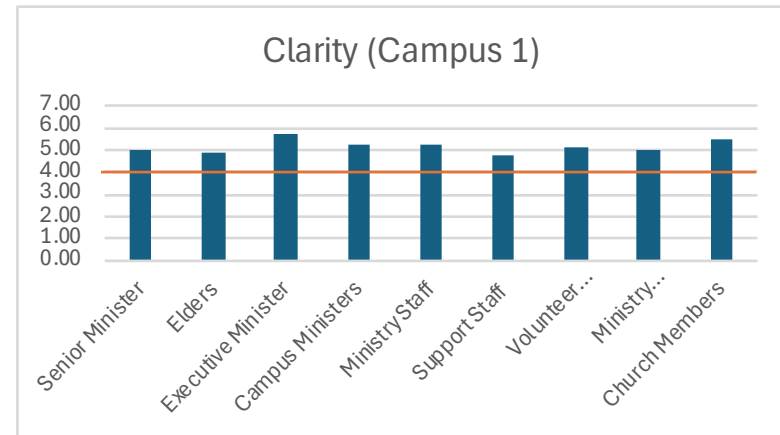
AVERAGE SCORES BY FACTOR (cont.)

CLARITY

How did ALL PARTICIPANTS rate this Factor?

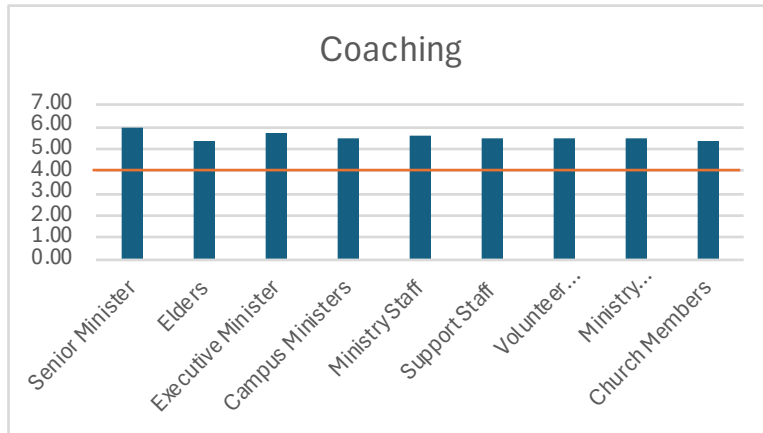


How did participants from MY CAMPUS rate this Factor?

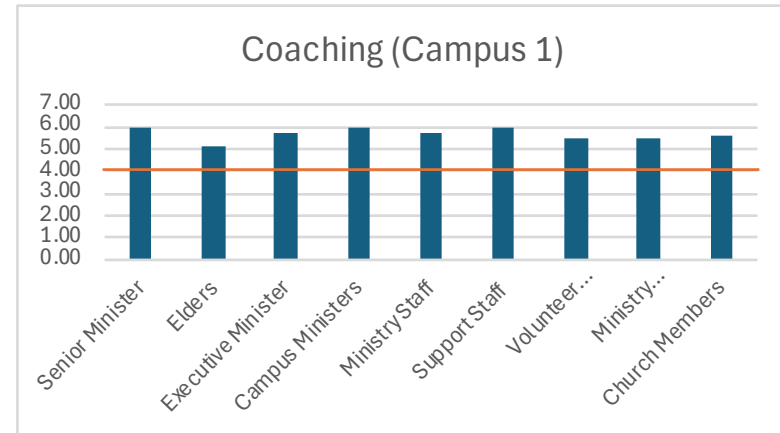


COACHING

How did ALL PARTICIPANTS rate this Factor?



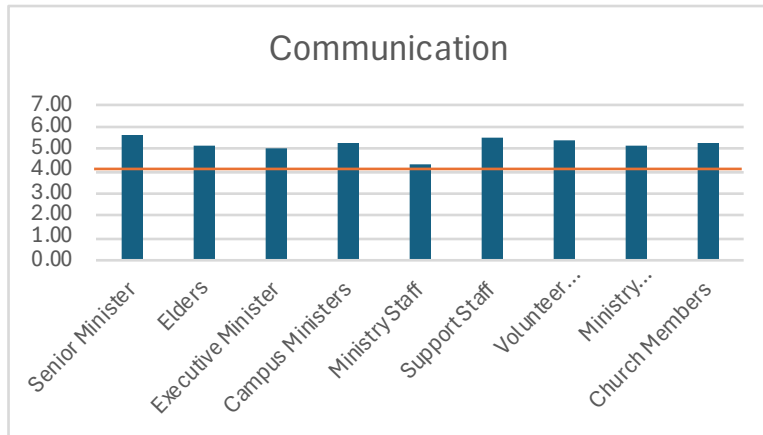
How did participants from MY CAMPUS rate this Factor?



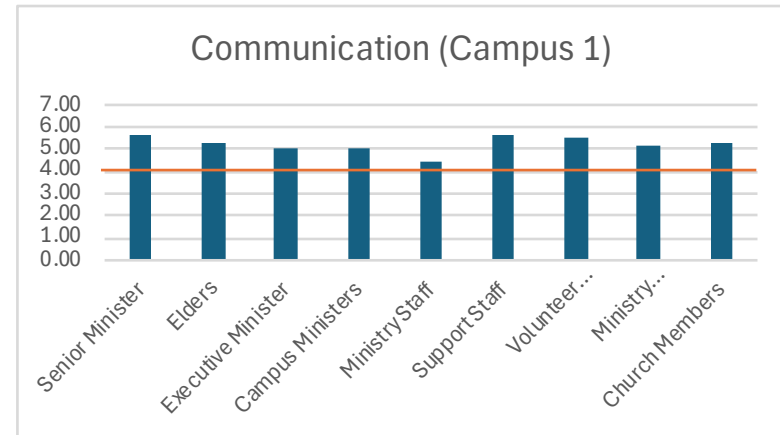
AVERAGE SCORES BY FACTOR (cont.)

COMMUNICATION

How did ALL PARTICIPANTS rate this Factor?

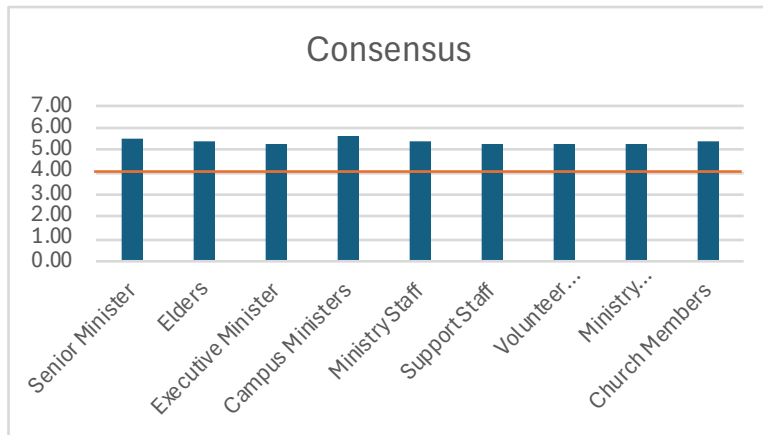


How did participants from MY CAMPUS rate this Factor?

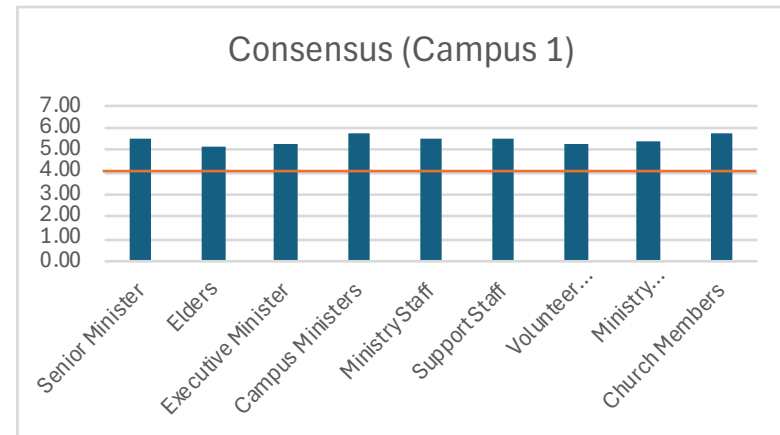


CONSENSUS

How did ALL PARTICIPANTS rate this Factor?



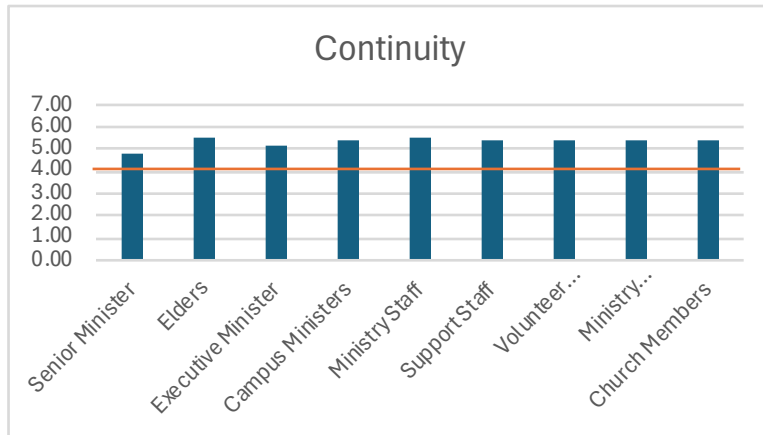
How did participants from MY CAMPUS rate this Factor?



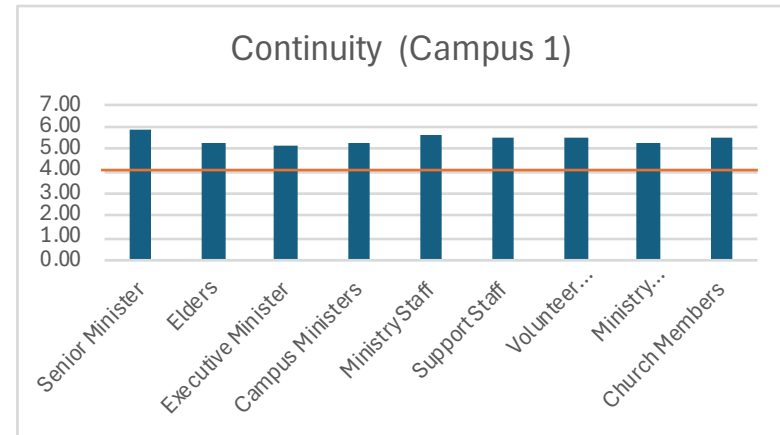
AVERAGE SCORES BY FACTOR (cont.)

CONTINUITY

How did ALL PARTICIPANTS rate this Factor?

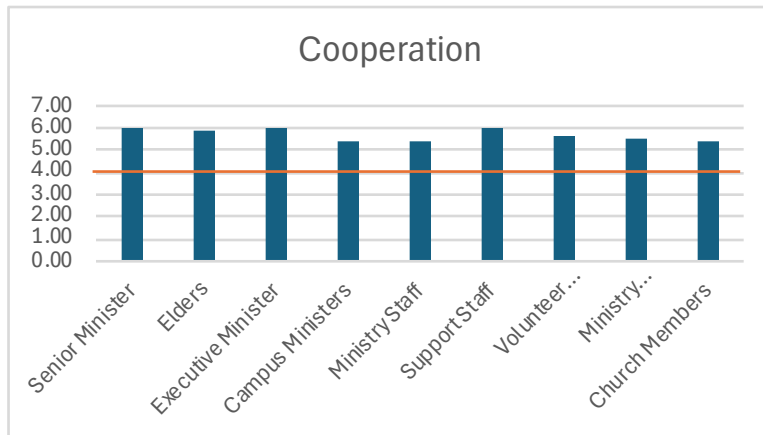


How did participants from MY CAMPUS rate this Factor?

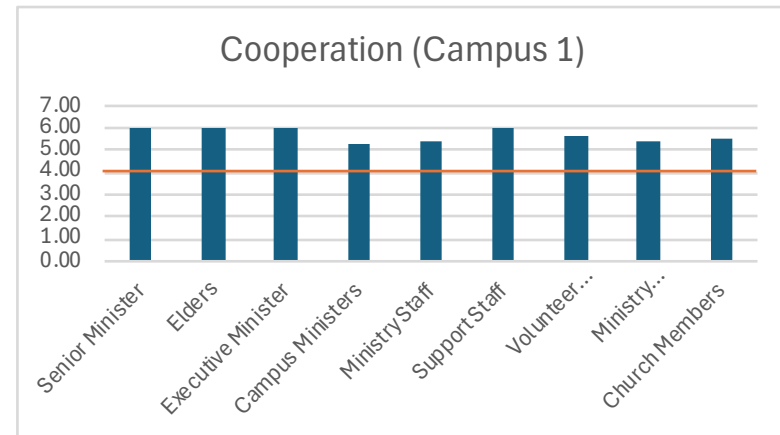


COOPERATION

How did ALL PARTICIPANTS rate this Factor?



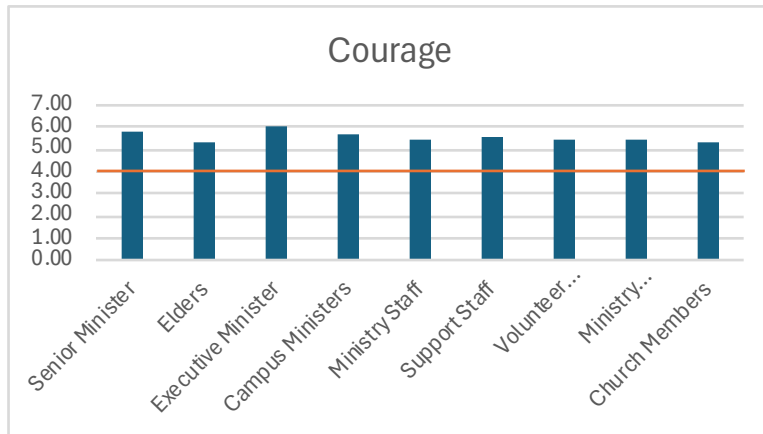
How did participants from MY CAMPUS rate this Factor?



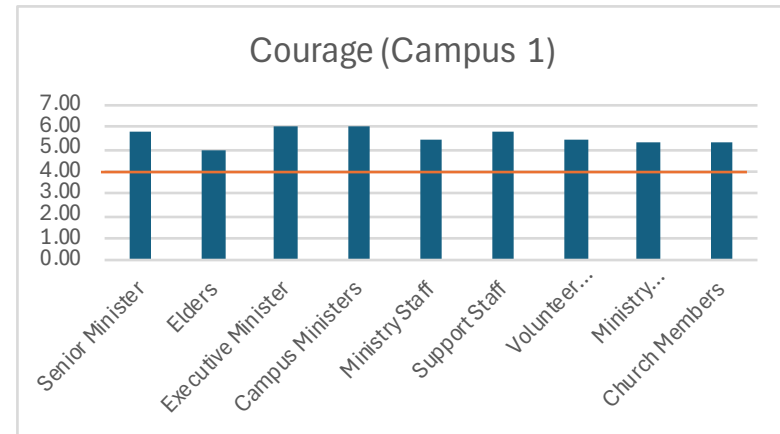
AVERAGE SCORES BY FACTOR (cont.)

COURAGE

How did ALL PARTICIPANTS rate this Factor?

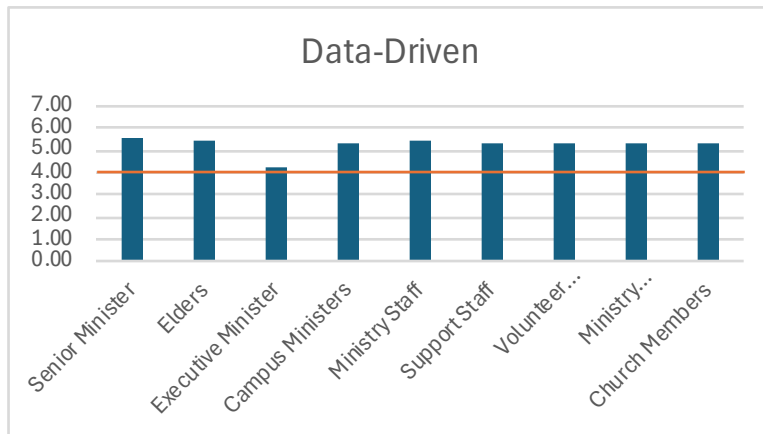


How did participants from MY CAMPUS rate this Factor?

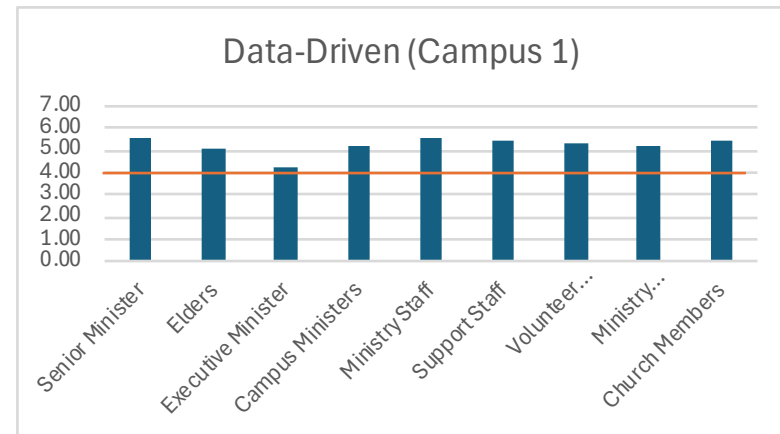


DATA-DRIVEN

How did ALL PARTICIPANTS rate this Factor?



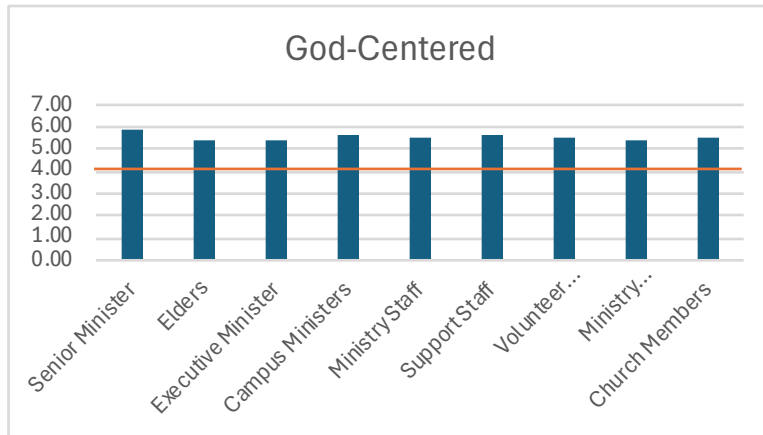
How did participants from MY CAMPUS rate this Factor?



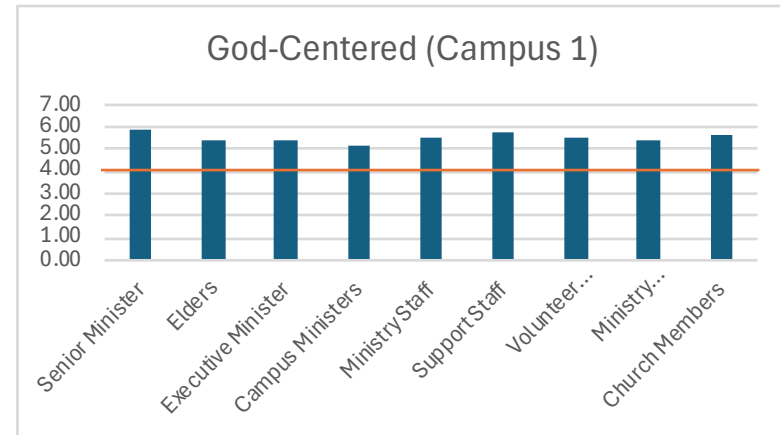
AVERAGE SCORES BY FACTOR (cont.)

GOD-CENTERED

How did ALL PARTICIPANTS rate this Factor?

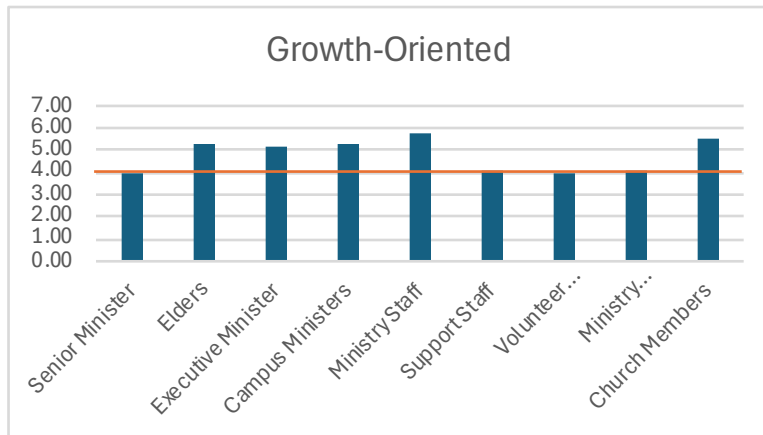


How did participants from MY CAMPUS rate this Factor?

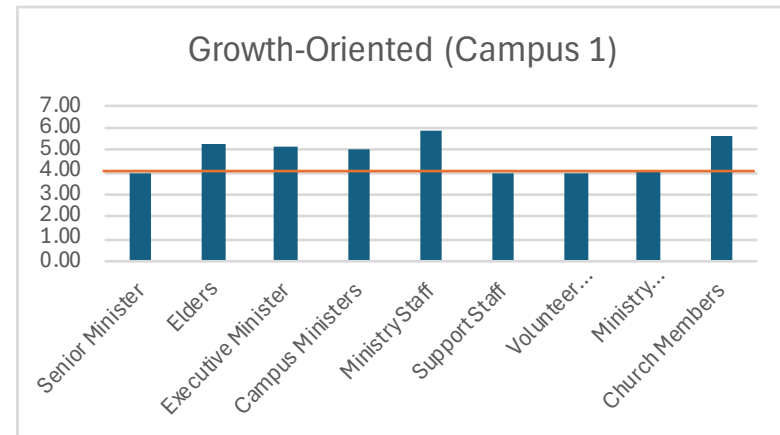


GROWTH-ORIENTED

How did ALL PARTICIPANTS rate this Factor?



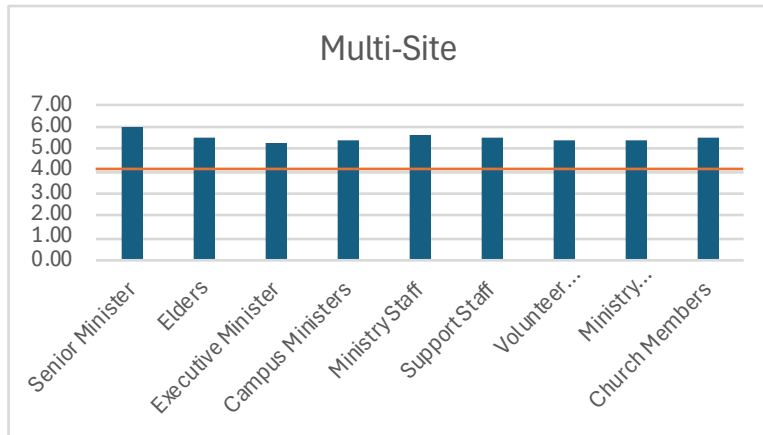
How did participants from MY CAMPUS rate this Factor?



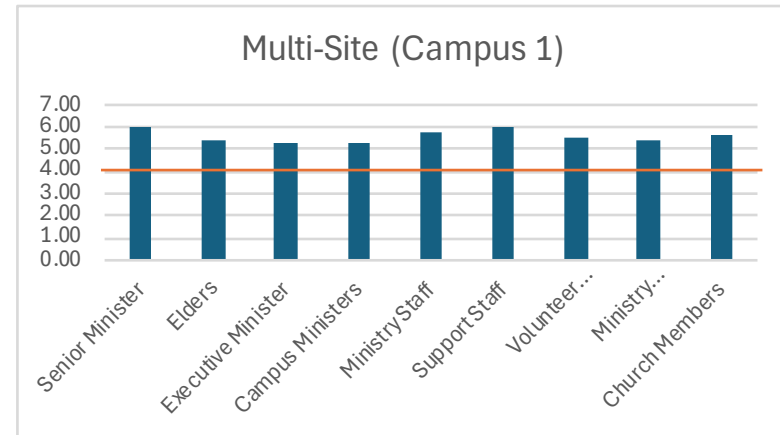
AVERAGE SCORES BY FACTOR (cont.)

MULTI-SITE

How did ALL PARTICIPANTS rate this Factor?

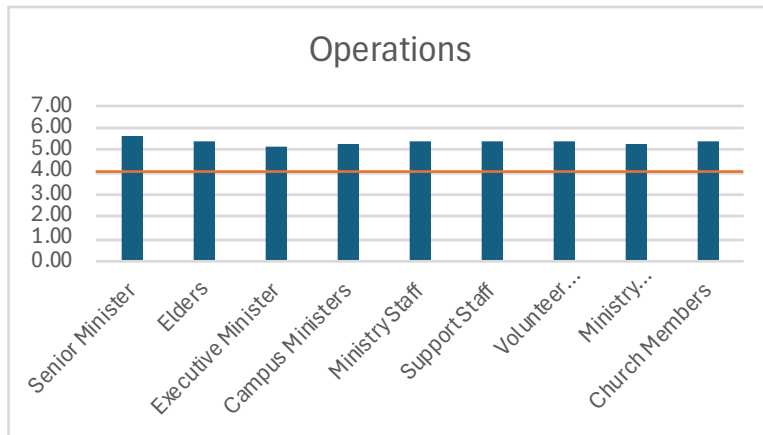


How did participants from MY CAMPUS rate this Factor?

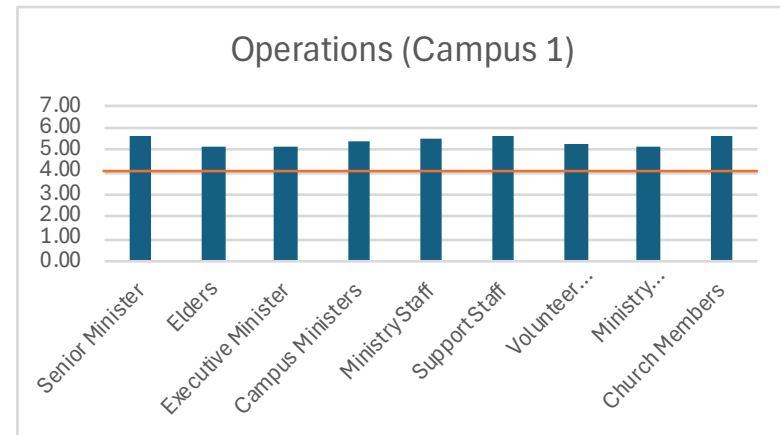


OPERATIONS

How did ALL PARTICIPANTS rate this Factor?



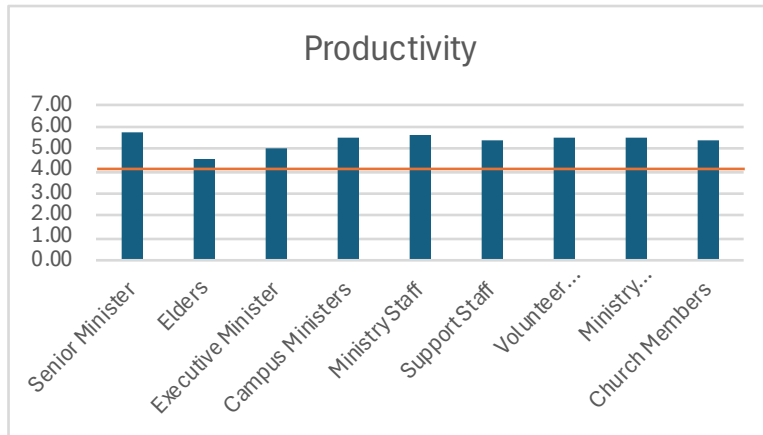
How did participants from MY CAMPUS rate this Factor?



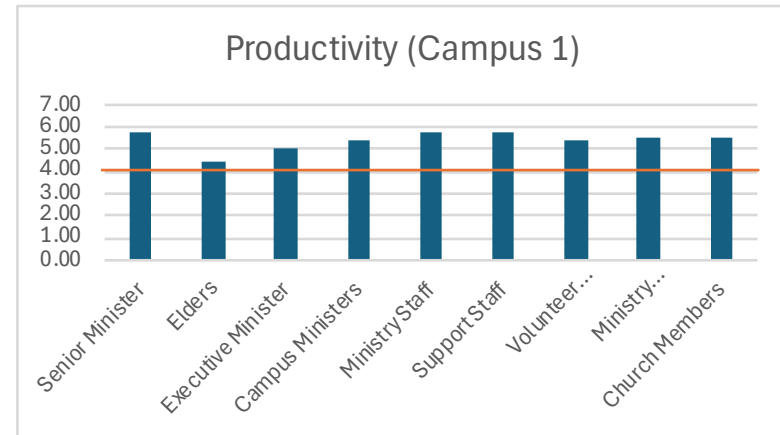
AVERAGE SCORES BY FACTOR (cont.)

PRODUCTIVITY

How did ALL PARTICIPANTS rate this Factor?

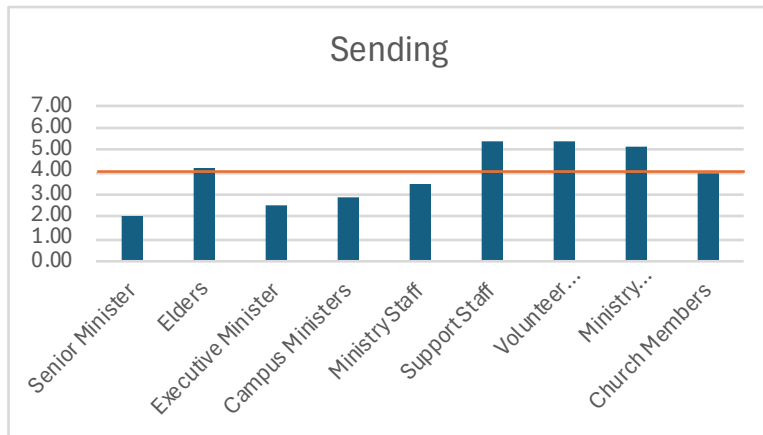


How did participants from MY CAMPUS rate this Factor?

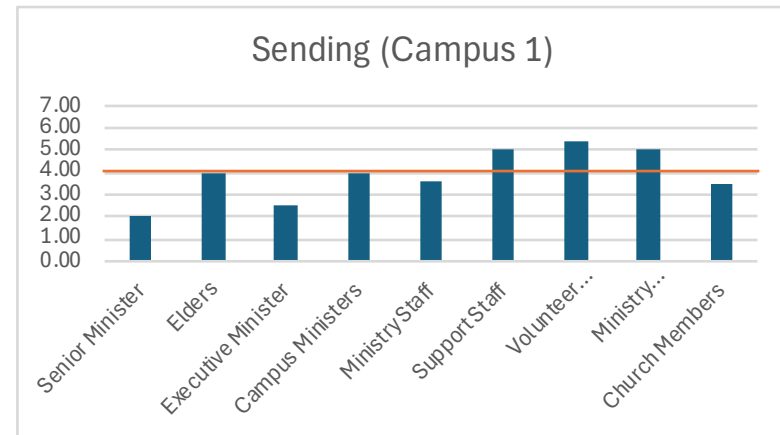


SENDING

How did ALL PARTICIPANTS rate this Factor?



How did participants from MY CAMPUS rate this Factor?



What are the perspectives of ALL PARTICIPANTS related to each Factor?

All Participants	Senior Minister	Elder	Executive Minister	Campus Minister	Ministry Staff	Support Staff	Vol Min Lead	Volunteer	Church Member
Biblical	6.00	5.62	5.67	5.67	5.62	5.50	5.47	5.46	5.59
Character	6.00	5.56	5.67	5.60	5.72	5.67	5.59	5.55	5.55
Clarity	5.00	5.13	5.75	5.15	5.16	5.06	5.16	5.14	5.22
Coaching	6.00	5.36	5.67	5.47	5.61	5.50	5.45	5.51	5.37
Communication	5.67	5.18	5.00	5.27	4.35	5.50	5.41	5.21	5.29
Consensus	5.50	5.35	5.25	5.60	5.43	5.31	5.34	5.33	5.42
Continuity	4.83	5.49	5.20	5.40	5.51	5.45	5.46	5.41	5.41
Cooperation	6.00	5.92	6.00	5.40	5.43	6.00	5.67	5.56	5.43
Courage	5.75	5.38	6.00	5.65	5.48	5.56	5.44	5.43	5.35
Data-Driven	5.60	5.42	4.20	5.32	5.46	5.30	5.35	5.32	5.36
God-Centered	5.86	5.46	5.43	5.60	5.50	5.68	5.47	5.42	5.49
Growth-Oriented	4.00	5.34	5.20	5.24	5.72	4.05	3.99	4.07	5.53
Multi-Site	6.00	5.49	5.33	5.37	5.65	5.58	5.44	5.45	5.49
Operations	5.60	5.42	5.20	5.28	5.42	5.40	5.35	5.30	5.39
Productivity	5.80	4.51	5.00	5.48	5.67	5.35	5.53	5.55	5.44
Sending	2.00	4.15	2.50	2.90	3.48	5.38	5.36	5.17	3.94

What are the perspectives of participants from MY CAMPUS related to each Factor?

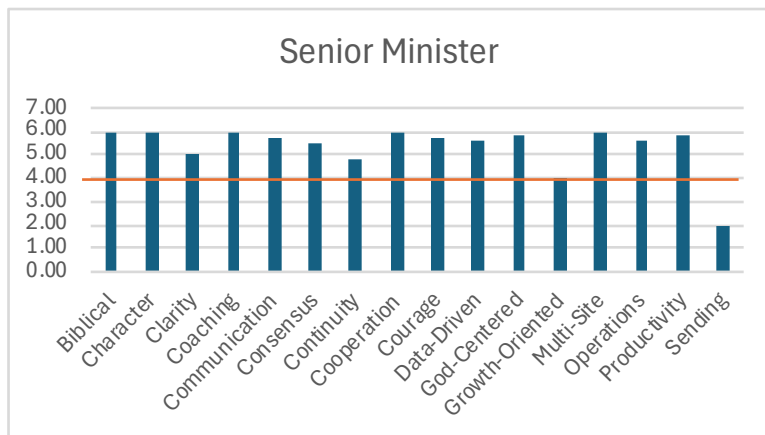
Campus 1	Senior Minister	Elder	Executive Minister	Campus Minister	Ministry Staff	Support Staff	Vol Min Lead	Volunteer	Church Member
Biblical	6.00	5.33	5.67	5.67	5.79	6.00	5.50	5.44	5.80
Character	6.00	5.50	5.67	5.33	5.82	6.00	5.63	5.62	5.80
Clarity	5.00	4.88	5.75	5.25	5.18	4.75	5.13	5.03	5.45
Coaching	6.00	5.17	5.67	6.00	5.70	6.00	5.47	5.47	5.60
Communication	5.67	5.33	5.00	5.00	4.45	5.67	5.50	5.18	5.33
Consensus	5.50	5.13	5.25	5.75	5.52	5.50	5.30	5.35	5.80
Continuity	5.83	5.25	5.17	5.33	5.61	5.50	5.55	5.32	5.53
Cooperation	6.00	6.00	6.00	5.33	5.45	6.00	5.63	5.40	5.47
Courage	5.75	5.00	6.00	6.00	5.48	5.75	5.43	5.30	5.35
Data-Driven	5.60	5.10	4.20	5.20	5.53	5.40	5.32	5.24	5.40
God-Centered	5.86	5.36	5.43	5.14	5.55	5.71	5.53	5.36	5.66
Growth-Oriented	4.00	5.30	5.20	5.00	5.85	4.00	3.98	4.12	5.60
Multi-Site	6.00	5.42	5.33	5.33	5.82	6.00	5.47	5.44	5.60
Operations	5.60	5.20	5.20	5.40	5.51	5.60	5.34	5.21	5.64
Productivity	5.80	4.50	5.00	5.40	5.75	5.80	5.42	5.55	5.48
Sending	2.00	4.00	2.50	4.00	3.59	5.00	5.35	5.03	3.50



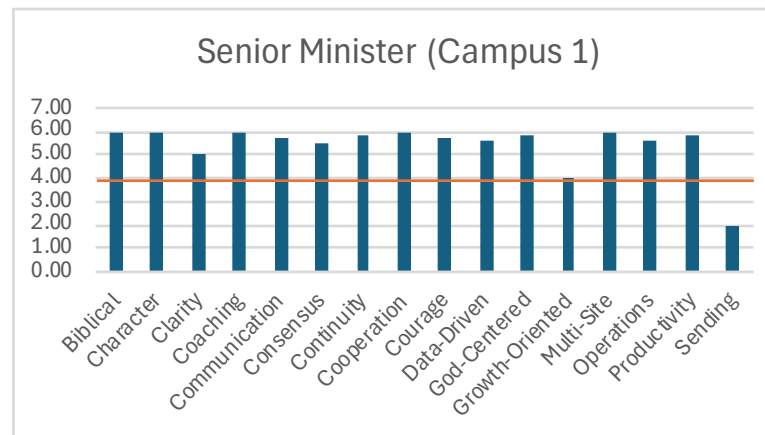
AVERAGE FACTOR SCORES BY ROLE

SENIOR MINISTER(S)

How did ALL SENIOR MINISTERS rate each Factor?

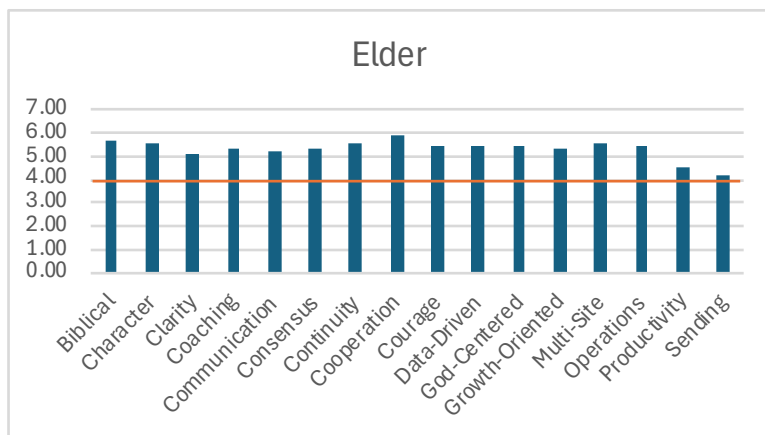


How did SENIOR MINISTERS from MY CAMPUS rate each Factor?

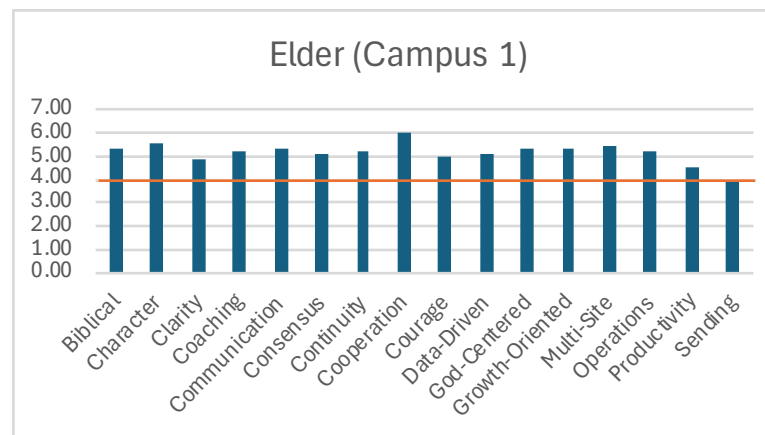


ELDER(S)

How did ALL ELDERS rate each Factor?



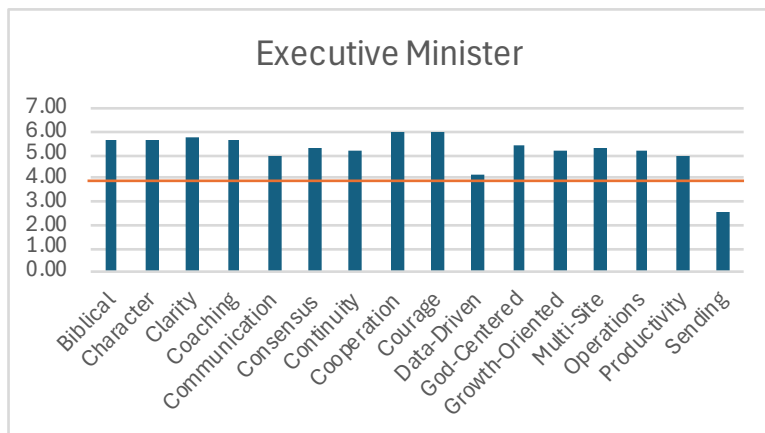
How did ELDERS from MY CAMPUS rate each Factor?



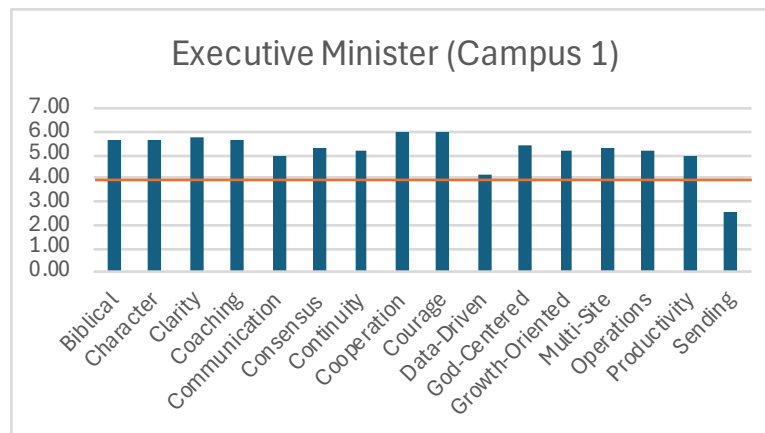
AVERAGE FACTOR SCORES BY ROLE (cont.)

EXECUTIVE MINISTER(S)

How did ALL EXECUTIVE MINISTERS rate each Factor?

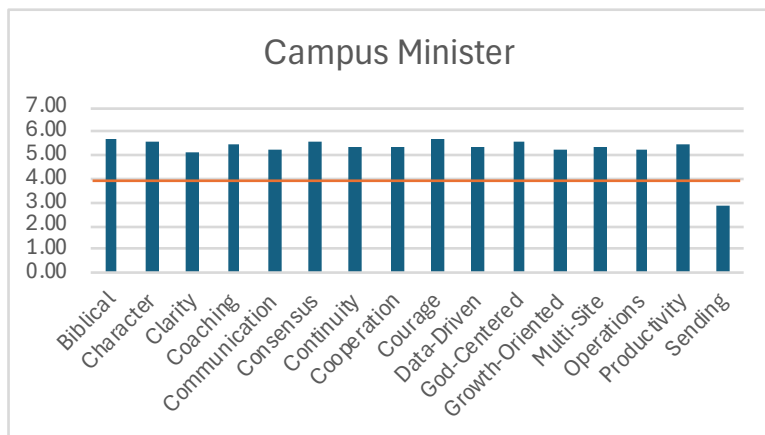


How Did EXECUTIVE MINISTERS from MY CAMPUS rate each Factor?

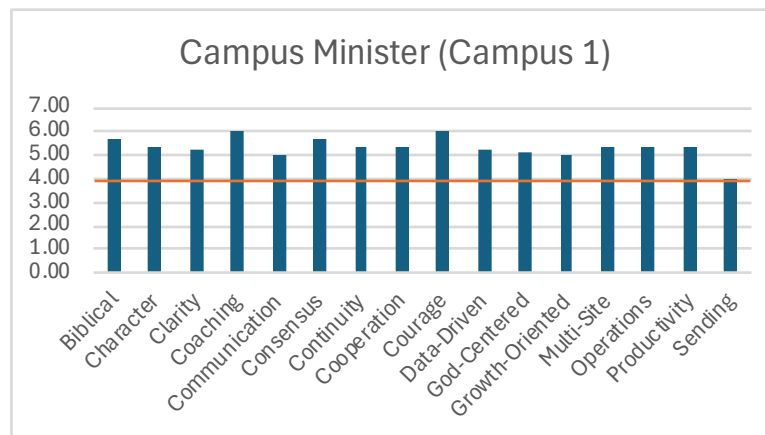


CAMPUS MINISTER(S)

How did ALL CAMPUS MINISTERS rate each Factor?



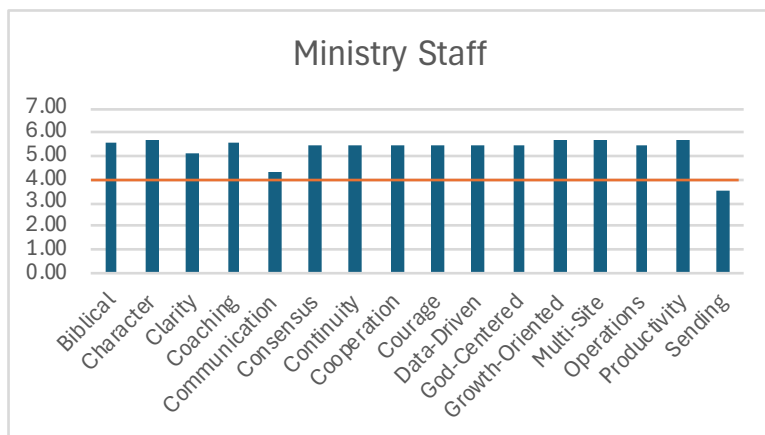
How did CAMPUS MINISTERS from MY CAMPUS rate each Factor?



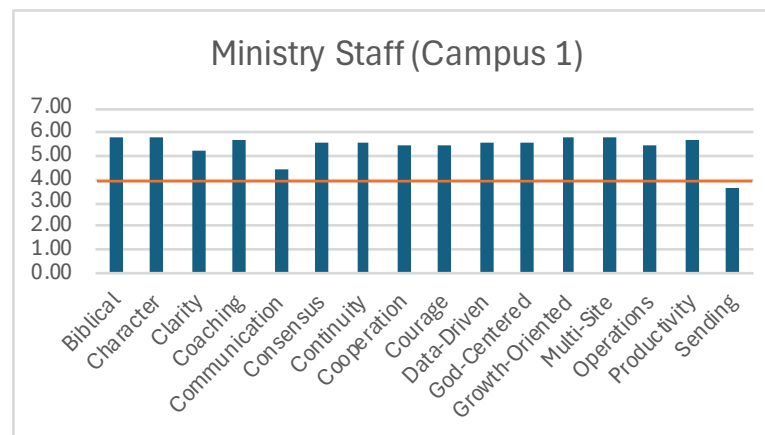
AVERAGE FACTOR SCORES BY ROLE (cont.)

MINISTRY STAFF

How did ALL MINISTRY STAFF (not SM, EM, or CM) rate each Factor?

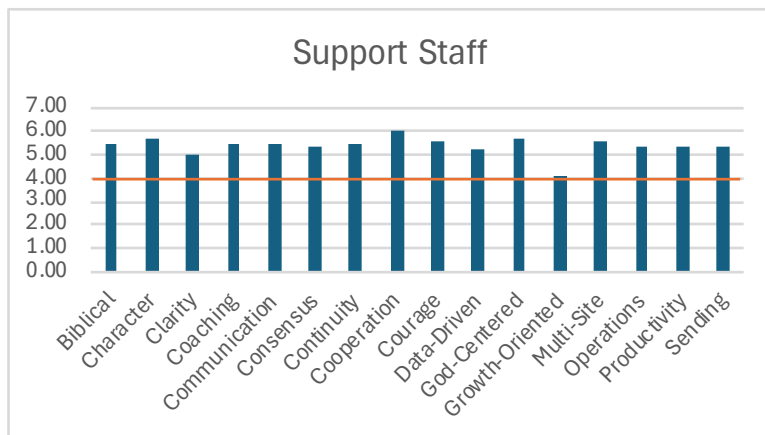


How did MINISTRY STAFF (not SM, EM, or CM) from MY CAMPUS rate each Factor?

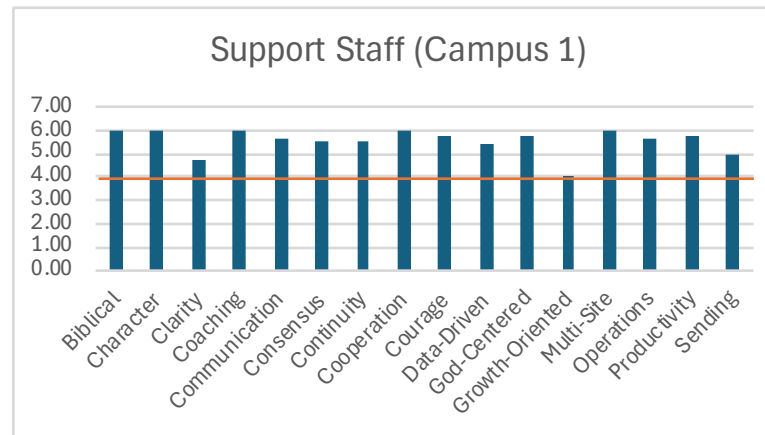


SUPPORT STAFF

How did ALL SUPPORT STAFF rate each Factor?



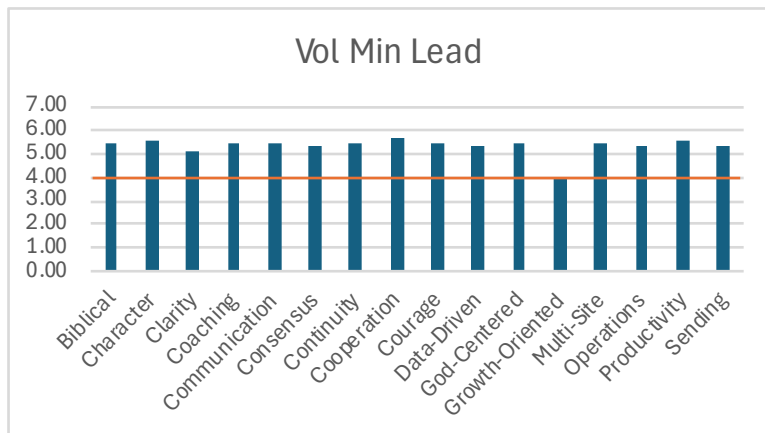
How did SUPPORT STAFF from MY CAMPUS rate each Factor?



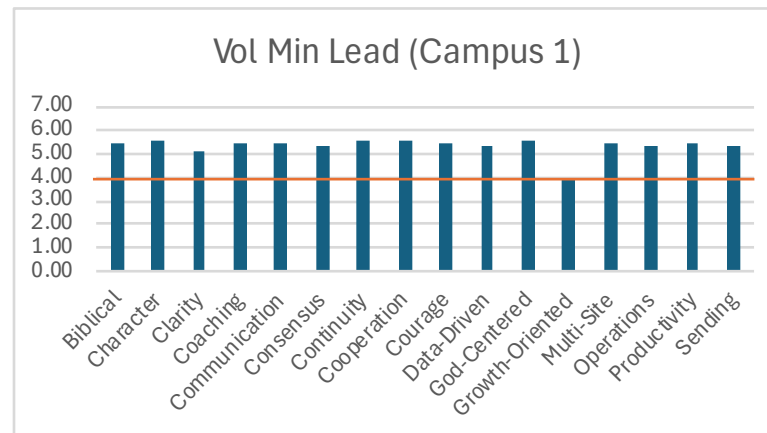
AVERAGE FACTOR SCORES BY ROLE (cont.)

MINISTRY STAFF

How did ALL VOLUNTEER MINISTRY LEADERS rate each Factor?

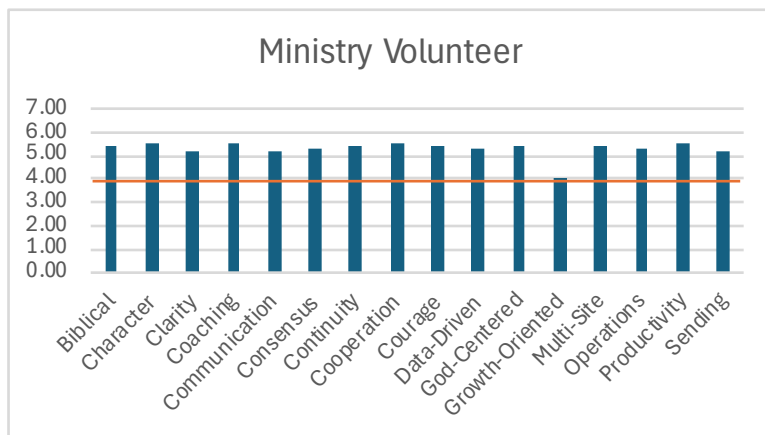


How did VOLUNTEER MINISTRY LEADERS from MY CAMPUS rate each Factor?

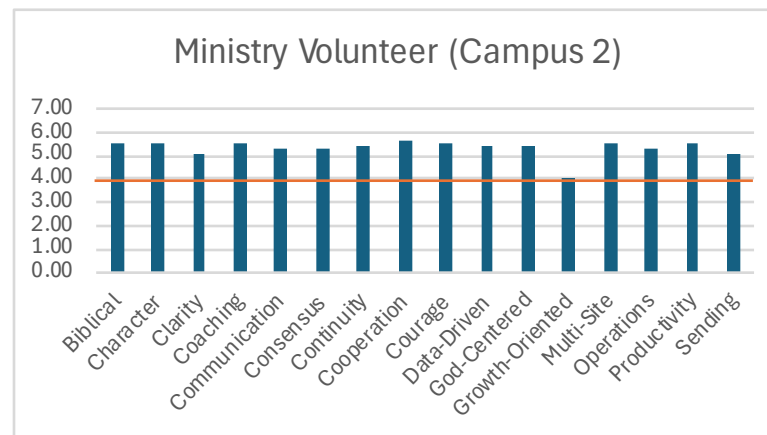


VOLUNTEERS

How did ALL VOLUNTEERS rate each Factor?



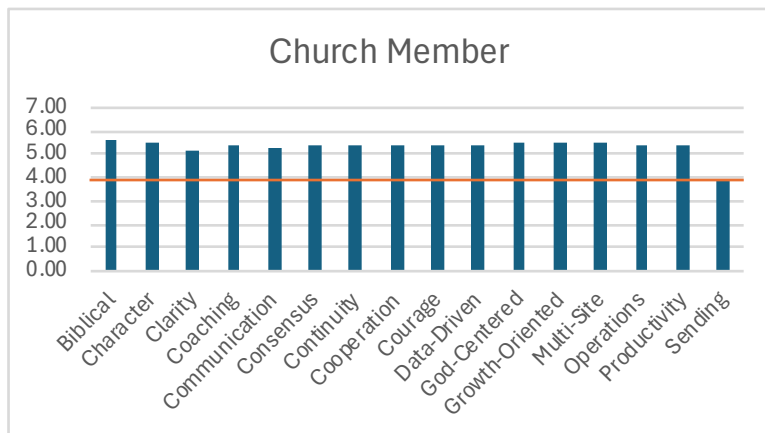
How did VOLUNTEERS from MY CAMPUS rate each Factor?



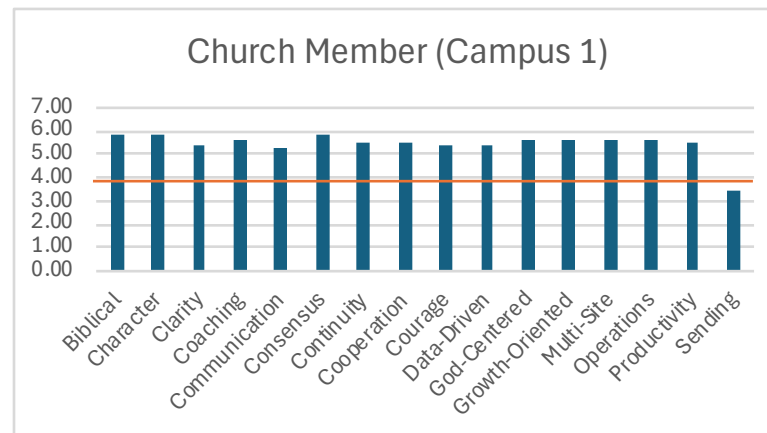
AVERAGE FACTOR SCORES BY ROLE (cont.)

MINISTRY STAFF

How did ALL CHURCH MEMBERS rate each Factor?



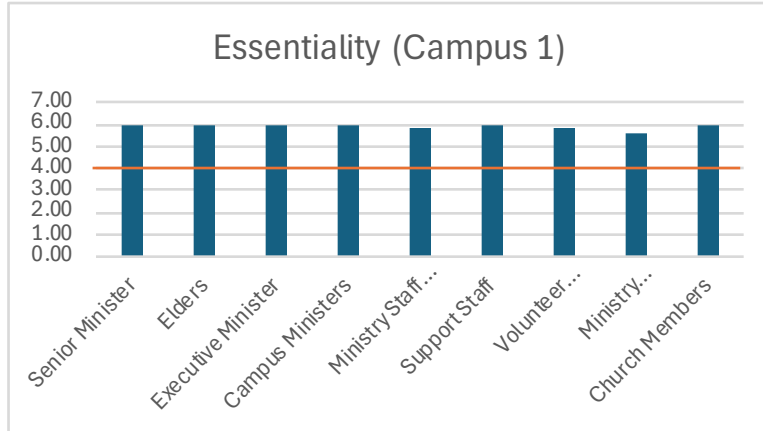
How did CHURCH MEMBERS from MY CAMPUS rate each Factor?



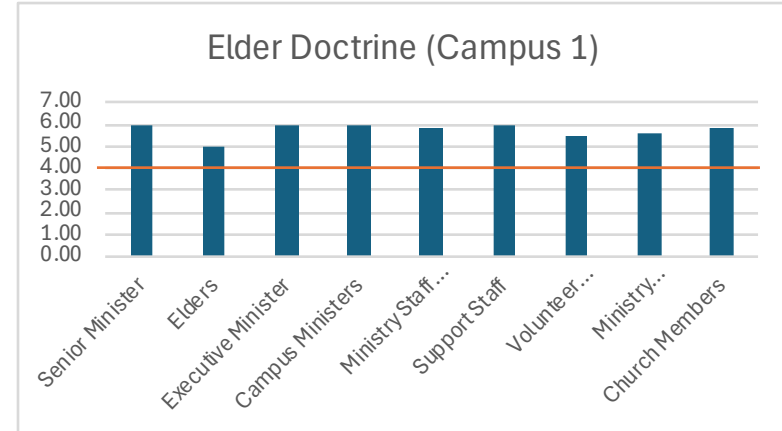
INDIVIDUAL QUESTION SCORES BY ROLE

BIBLICAL

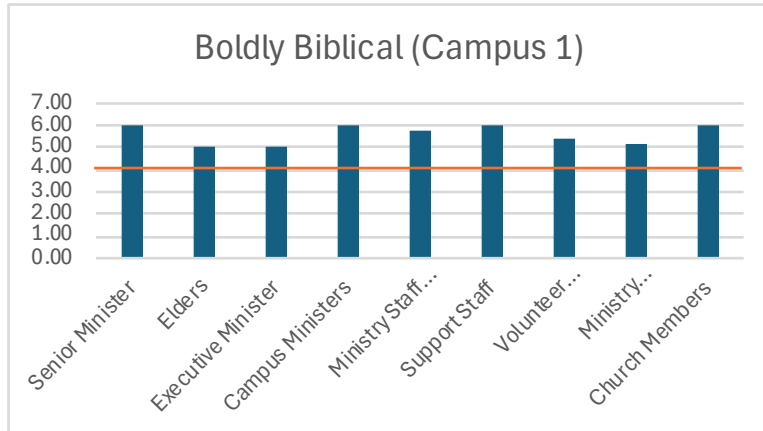
QUESTION:I believe that it is essential for the success of the church that it emphasizes and teaches biblical truth.



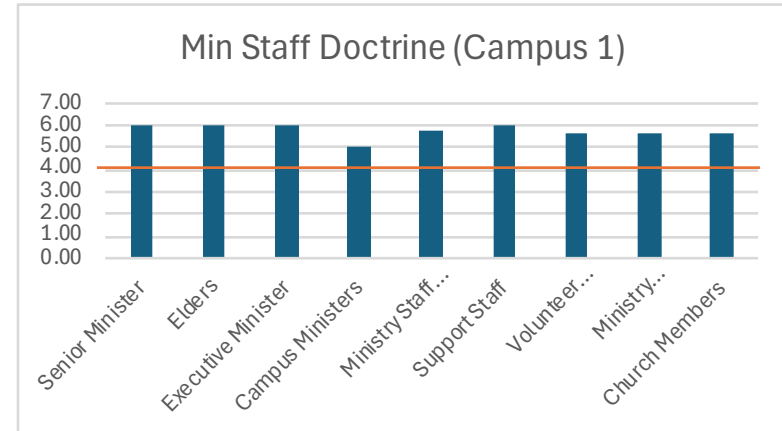
QUESTION: I believe that every ELDER is 100% aligned with the church's essential doctrines.



QUESTION:I believe that the church consistently and boldly teaches and preaches biblical truth.



QUESTION: I believe that every MINISTRY STAFF MEMBER is 100% bought into our essential doctrines document.



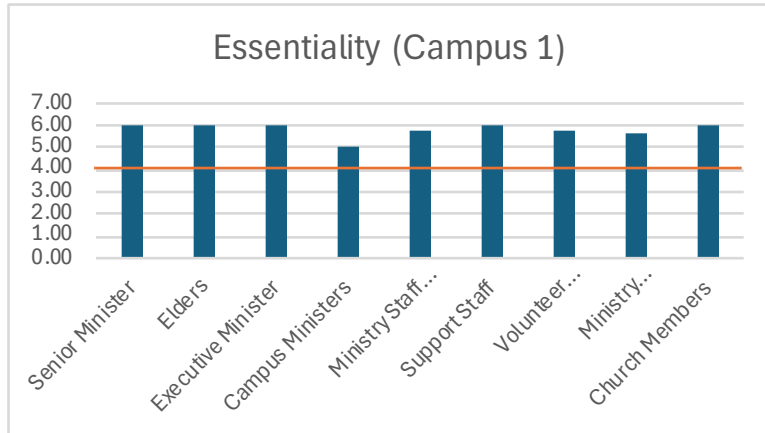
Biblical (Campus 1)	Senior Minister	Elder	Executive Minister	Campus Minister	Ministry Staff	Support Staff	Vol Min Lead	Volunteer	Member	Alignment
Essentiality	6.00	6.00	6.00	6.00	5.82	6.00	5.80	5.60	6.00	0.40
Elder Doctrine	6.00	5.00	6.00	6.00	5.82	6.00	5.40	5.53	5.80	1.00
Boldly Biblical	6.00	5.00	5.00	6.00	5.82	6.00	5.40	5.20	6.00	1.00
Min Staff Doctrine	6.00	6.00	6.00	5.00	5.73	6.00	5.70	5.60	5.60	1.00



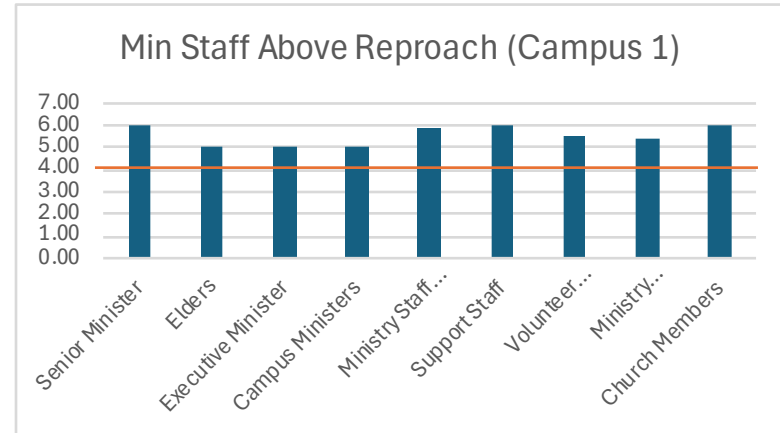
INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

CHARACTER

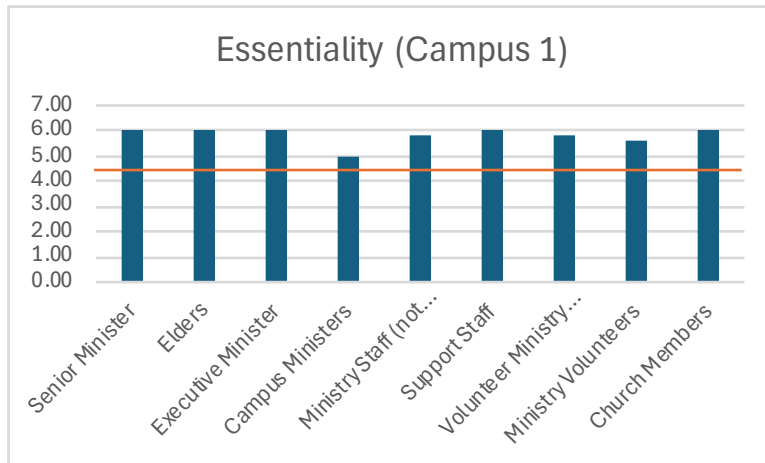
QUESTION: I believe that it is essential for the success of the church that the ELDERS and MINISTRY STAFF MEMBERS live an "above reproach" lifestyle.



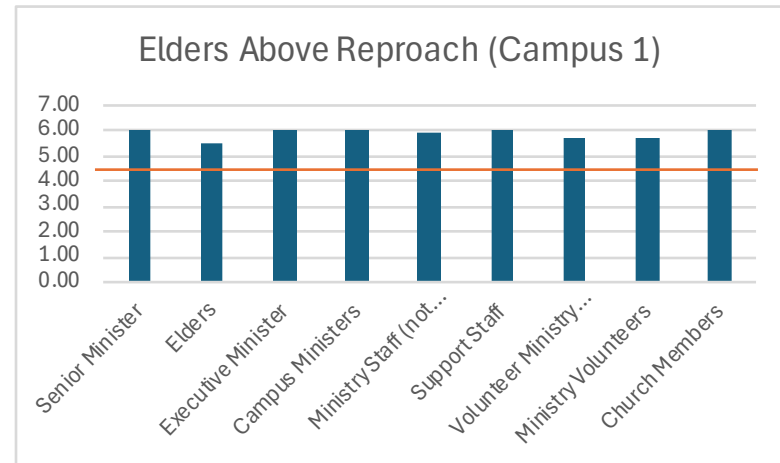
QUESTION: I believe that every MINISTRY STAFF MEMBER consistently strives to live and lead in ways that are "above reproach."



QUESTION: I believe that the vast majority of church members consistently strives to live and lead in ways that are "above reproach."



QUESTION: I believe that every ELDER consistently strives to live and lead in ways that are "above reproach"



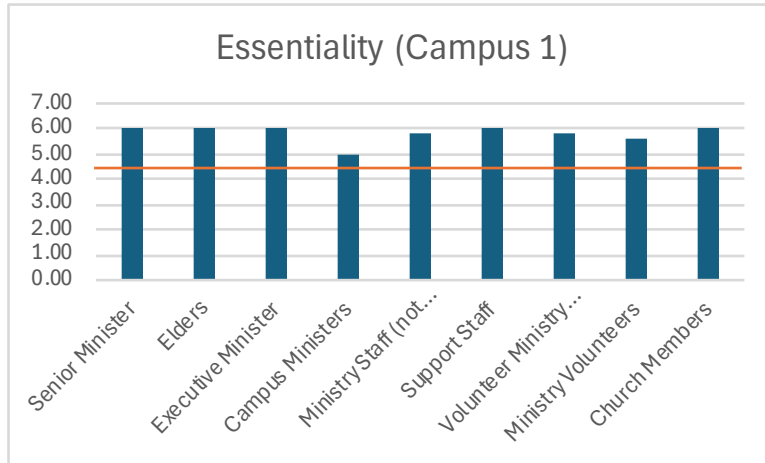
Character (Campus 1)	Senior Minister	Elder	Executive Minister	Campus Minister	Ministry Staff	Support Staff	Vol Min Lead	Volunteer	Member	Alignment
Essentiality	6.00	6.00	6.00	5.00	5.82	6.00	5.80	5.60	6.00	1.00
Min Staff Above Reproach	6.00	5.00	5.00	5.00	5.91	6.00	5.50	5.47	6.00	1.00
Members Above Reproach	6.00	6.00	6.00	5.00	5.64	6.00	5.70	5.73	5.40	1.00
Elders Above Reproach	6.00	5.50	6.00	6.00	5.91	6.00	5.70	5.67	6.00	0.50



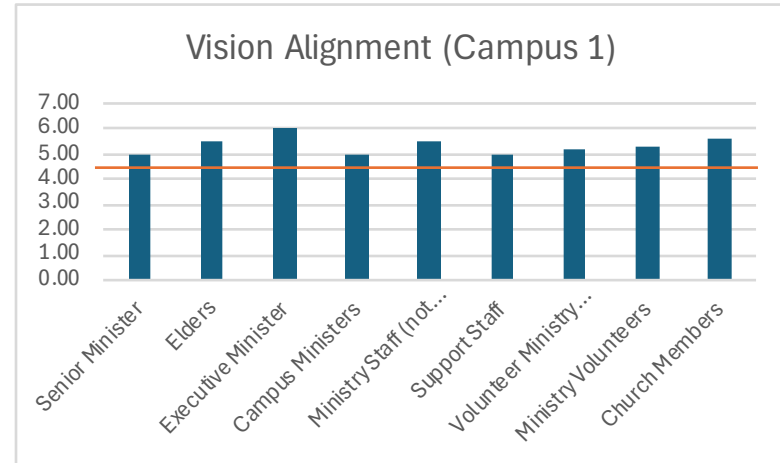
INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

CLARITY

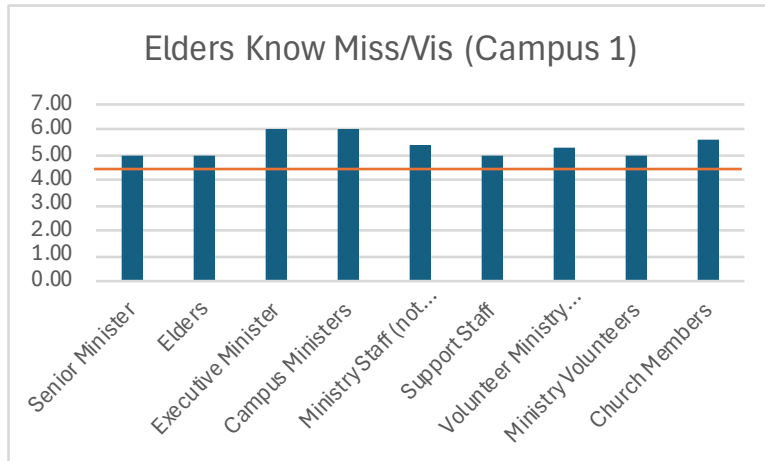
QUESTION: I believe that it is essential for the success of the church that ELDERS and MINISTRY STAFF MEMBERS are able to recite the vision statement and mission statement.



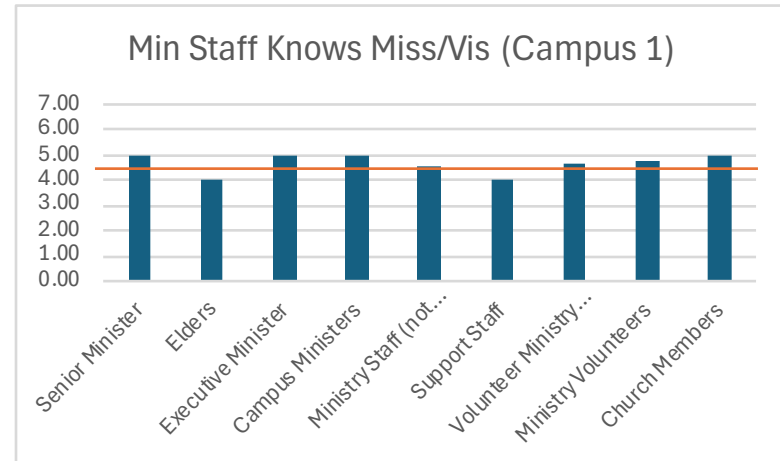
QUESTION: I believe that every ELDER and MINISTRY STAFF MEMBER agree on what ministries and strategies are most important to help the church achieve its vision.



QUESTION: I believe that every ELDER knows and can accurately recite the vision statement, mission statement, and core values.



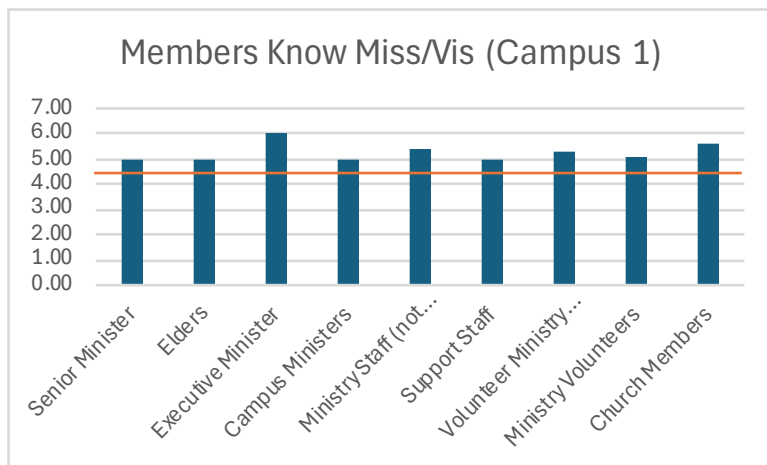
QUESTION: I believe that every MINISTRY STAFF MEMBER knows and can accurately recite the vision statement, mission statement, and core values.



INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

CLARITY (cont.)

QUESTION: I believe that the vast majority of church members can recite the vision statement, mission statement, and core values.



Clarity (Campus 1)	Senior Minister	Elder	Executive Minister	Campus Minister	Ministry Staff	Support Staff	Vol Min Lead	Volunteer	Member	Alignment
Essentiality	6.00	5.00	5.00	5.00	5.73	6.00	5.50	5.33	5.60	1.00
Vision Alignment	5.00	5.50	6.00	5.00	5.45	5.00	5.20	5.33	5.60	1.00
Elders Know Miss/Vis	5.00	5.00	6.00	6.00	5.36	5.00	5.30	5.00	5.60	1.00
Min Staff Knows Miss/Vis	5.00	4.00	5.00	5.00	4.55	4.00	4.70	4.73	5.00	1.00
Members Know Miss/Vis	5.00	5.00	6.00	5.00	5.36	5.00	5.30	5.07	5.60	1.00

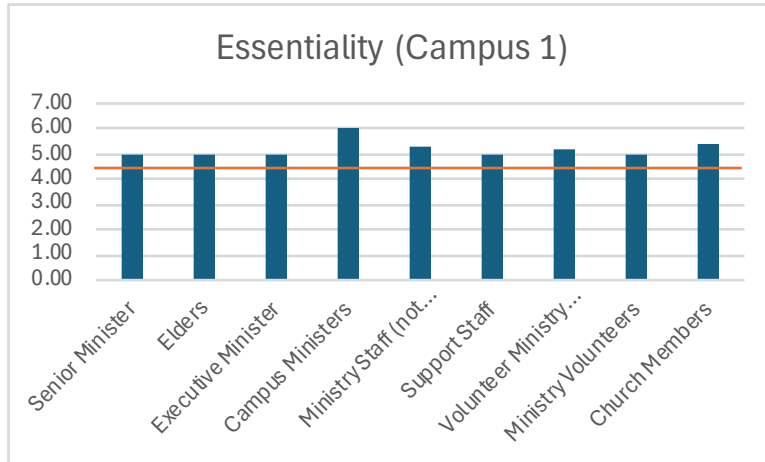
Alignment: The difference between the highest and lowest rating in the respective row.



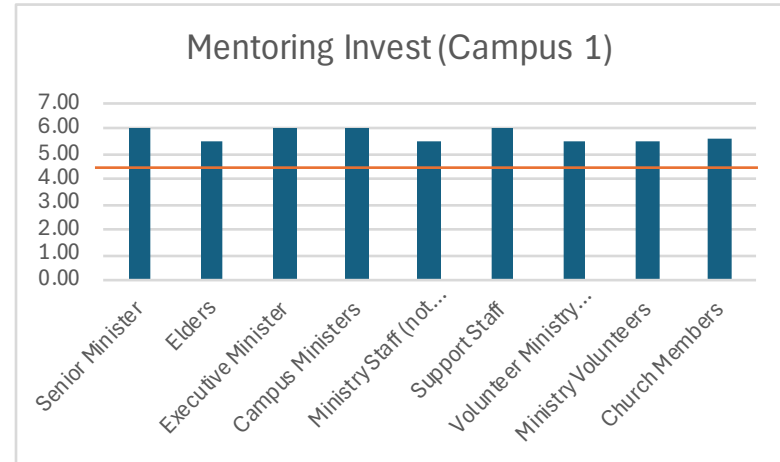
INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

COACHING

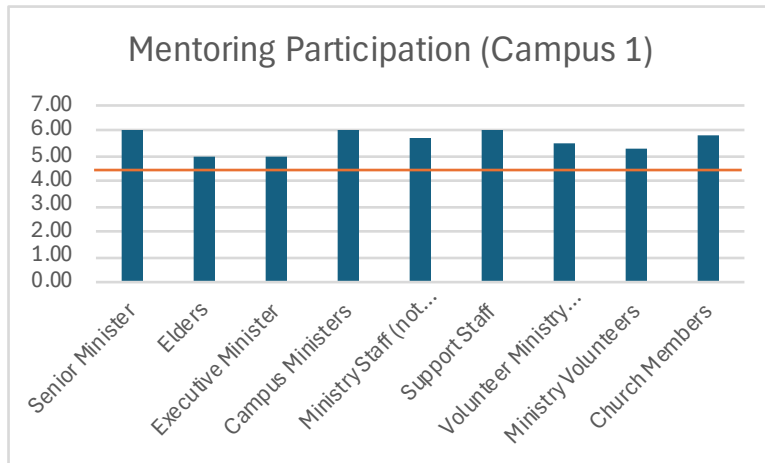
QUESTION: I believe that it is essential for the success of the church that every leader has a coach/mentor and that they are also serving as a coach/mentor.



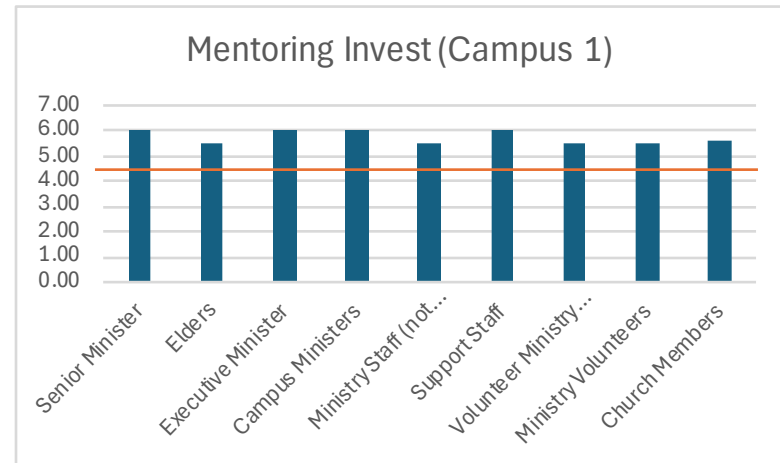
QUESTION: I believe that the church provides encouragement and resources for every MINISTRY STAFF MEMBER to receive structured and regular mentoring/coaching.



QUESTION: I believe that every ELDER and MINISTRY STAFF MEMBER is engaged in mentoring/coaching church members.



QUESTION: I personally have a coach/mentor who I meet with regularly about my spiritual journey, my church leadership, and/or my personal life.



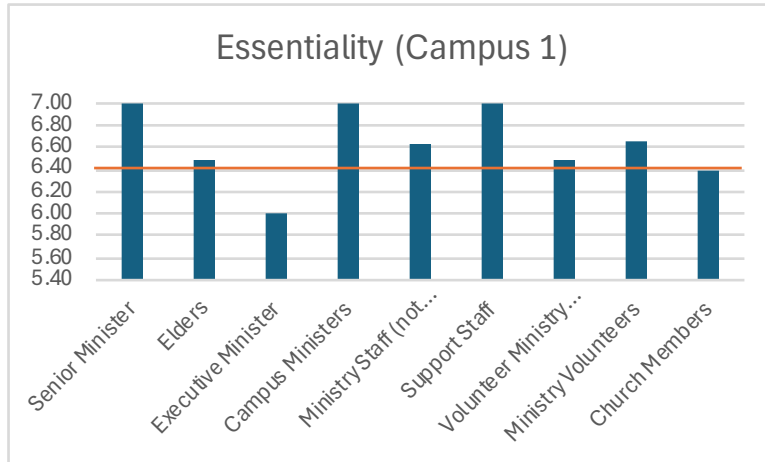
Coaching (Campus 1)	Senior Minister	Elder	Executive Minister	Campus Minister	Ministry Staff	Support Staff	Vol Min Lead	Volunteer	Member	Alignment
Essentiality	5.00	5.00	5.00	6.00	5.27	5.00	5.20	5.00	5.40	1.00
Mentoring Invest	6.00	5.50	6.00	6.00	5.55	6.00	5.50	5.53	5.60	0.50
Mentoring Participation	6.00	5.00	5.00	6.00	5.73	6.00	5.50	5.33	5.80	1.00
Coaching Participation	6.00	5.00	6.00	6.00	5.82	6.00	5.40	5.53	5.40	1.00



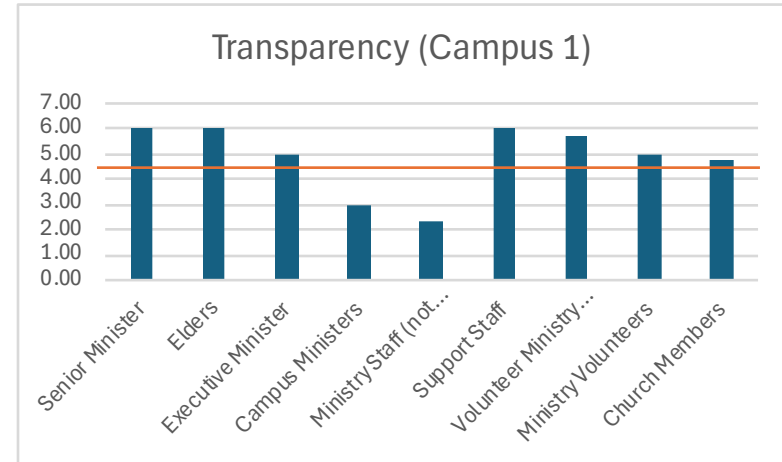
INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

COMMUNICATION

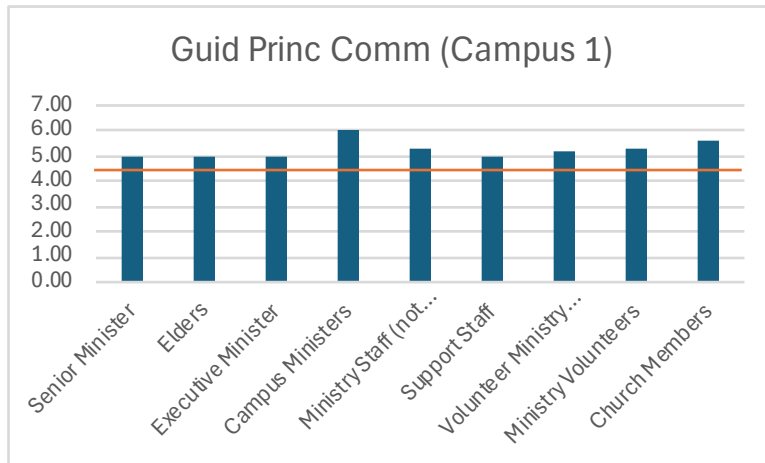
QUESTION: I believe that it is essential for the success of the church that it consistently communicates important initiatives, decisions, and operational realities.



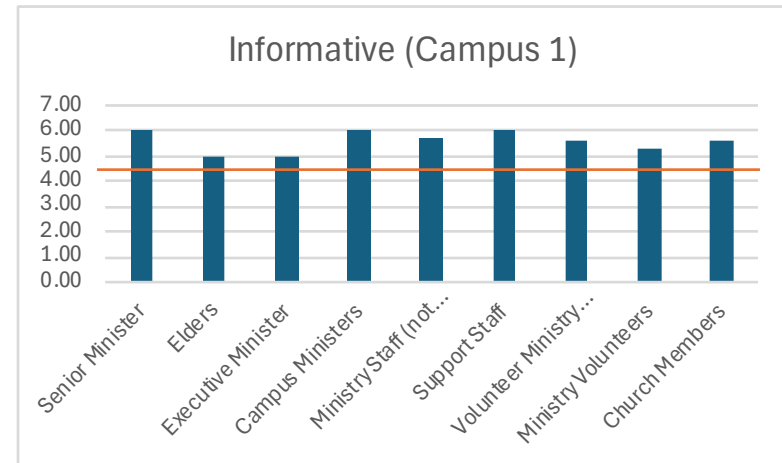
QUESTION: I believe that the church is transparent about its finances, policies, processes, and decisions.



QUESTION: I believe that the church clearly and effectively communicates its mission, vision, and values to the congregation.



QUESTION: I believe that the church does a good job of communicating important information to the congregation.



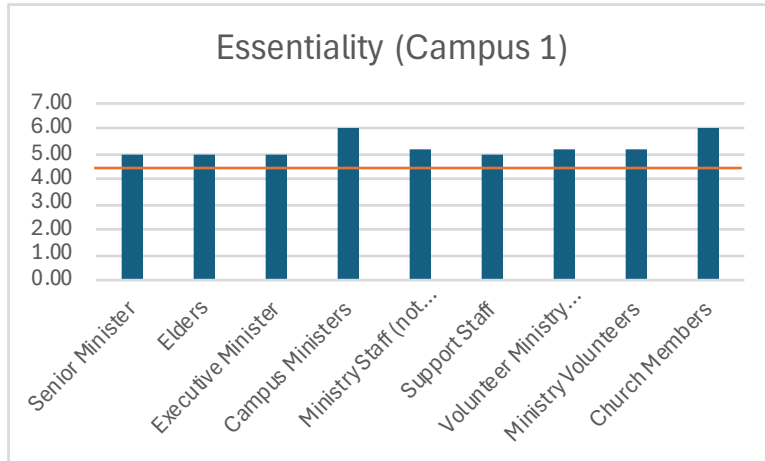
Communication (Campus 1)	Senior Minister	Elder	Executive Minister	Campus Minister	Ministry Staff	Support Staff	Vol Min Lead	Volunteer	Member	Alignment
Essentiality	7.00	6.50	6.00	7.00	6.64	7.00	6.50	6.67	6.40	1.00
Transparency	6.00	6.00	5.00	3.00	2.36	6.00	5.70	5.00	4.80	3.64
Guid Princ Comm	5.00	5.00	5.00	6.00	5.27	5.00	5.20	5.27	5.60	1.00
Informative	6.00	5.00	5.00	6.00	5.73	6.00	5.60	5.27	5.60	1.00



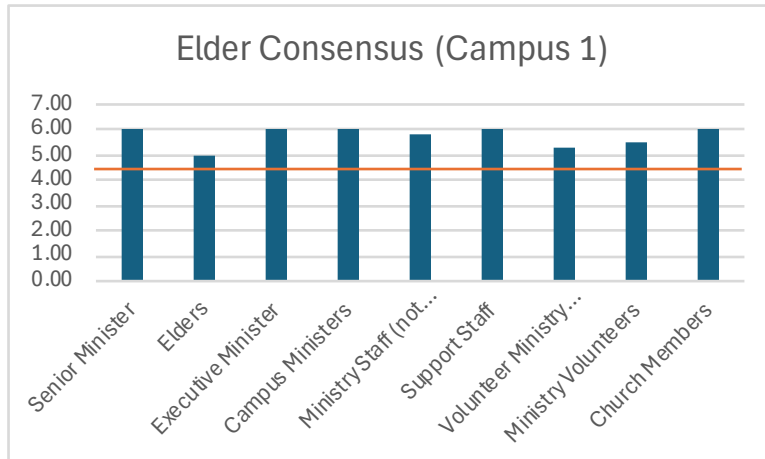
INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

CONSENSUS

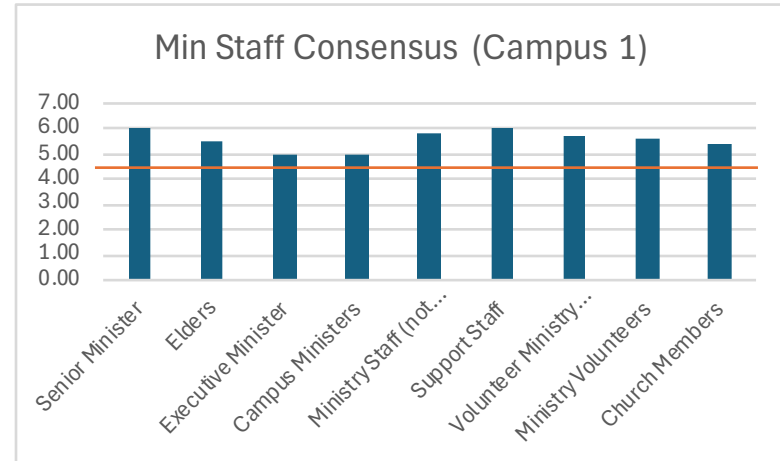
QUESTION: I believe that it is essential for the success of the church that the ELDERS and MINISTRY STAFF MEMBERS publicly and privately support decisions even when they are not unanimous.



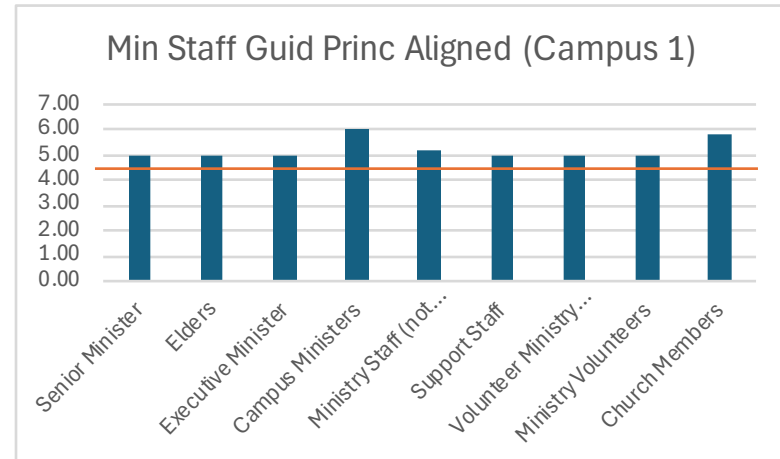
QUESTION: I believe that every ELDER publicly and privately supports decisions even if the decision wasn't unanimous.



QUESTION: I believe that every MINISTRY STAFF MEMBER publicly and privately supports decisions even if the decision wasn't unanimous.



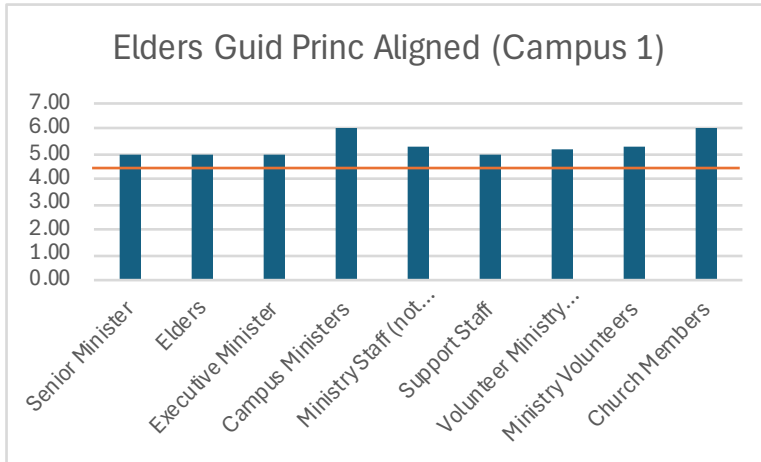
QUESTION: I believe that EVERY MINISTRY STAFF MEMBER is 100% bought into the church's mission, vision, and core values.



INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

CONSENSUS (cont.)

QUESTION: I believe that every ELDER is 100% bought into the church's mission, vision, and core values.



Consensus (Campus 1)	Senior Minister	Elder	Executive Minister	Campus Minister	Ministry Staff	Support Staff	Vol Min Lead	Volunteer	Member	Alignment
Essentiality	5.00	5.00	5.00	6.00	5.18	5.00	5.20	5.13	6.00	1.00
Min Staff Consensus	6.00	5.50	5.00	5.00	5.82	6.00	5.70	5.60	5.40	1.00
Elder Consensus	6.00	5.00	6.00	6.00	5.82	6.00	5.30	5.53	6.00	1.00
Min Staff Guid Princ Aligned	5.00	5.00	5.00	6.00	5.18	5.00	5.00	5.00	5.80	1.00
Elders Guid Princ Aligned	5.00	5.00	5.00	6.00	5.27	5.00	5.20	5.27	6.00	1.00

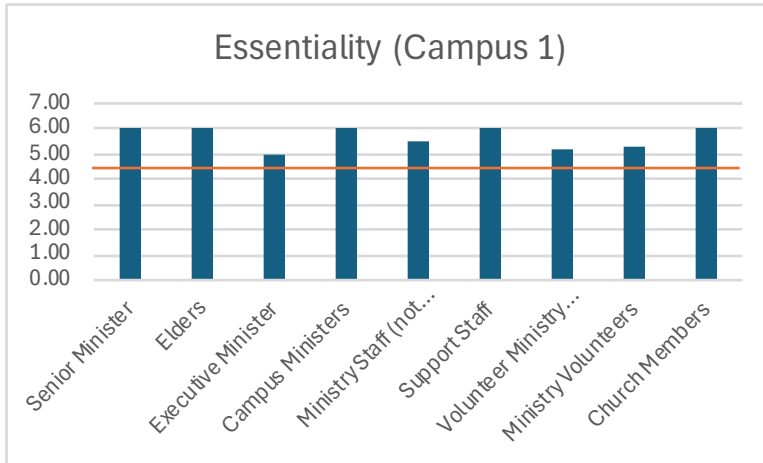
Alignment: The difference between the highest and lowest rating in the respective row.



INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

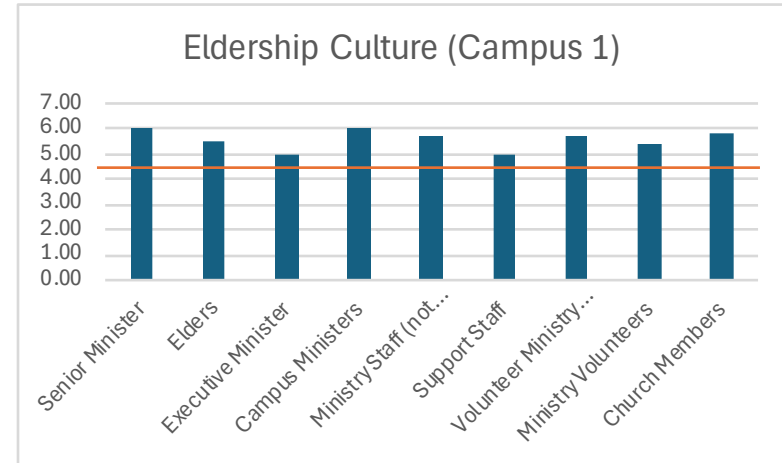
CONTINUITY

QUESTION: I believe that it is essential for the success of the church that it maintains a healthy culture marked by humility, sustainability, and generosity.

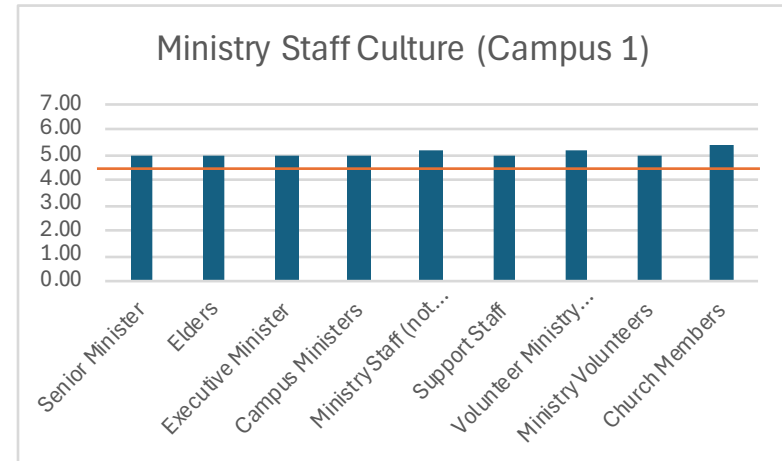
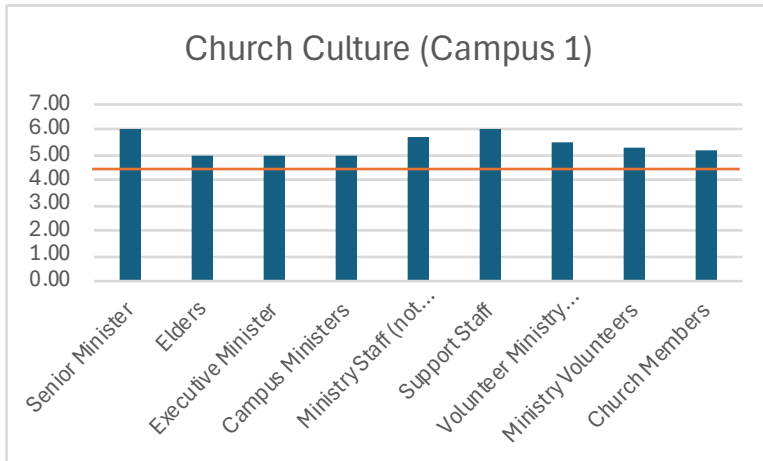


QUESTION: I believe that the church as a whole has a very healthy culture.

QUESTION: I believe that the ELDERS have a very healthy culture.



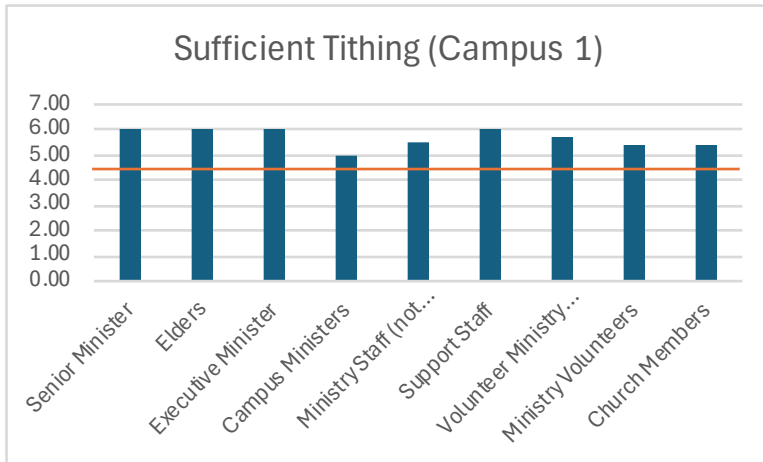
QUESTION: I believe that the MINISTRY STAFF has a very healthy culture.



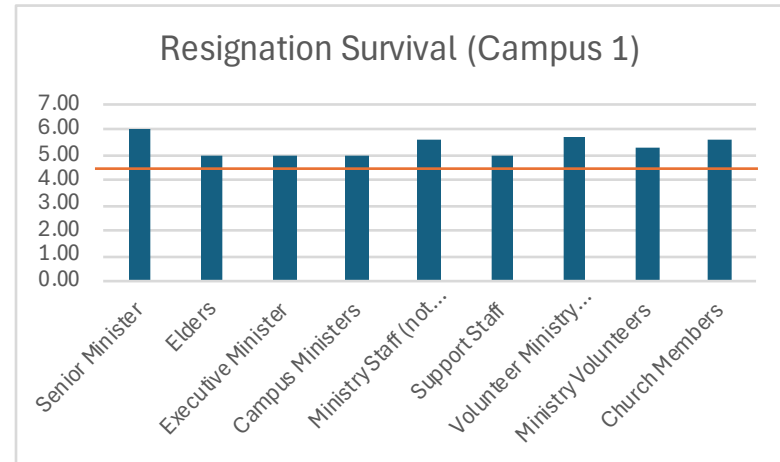
INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

CONTINUITY (cont.)

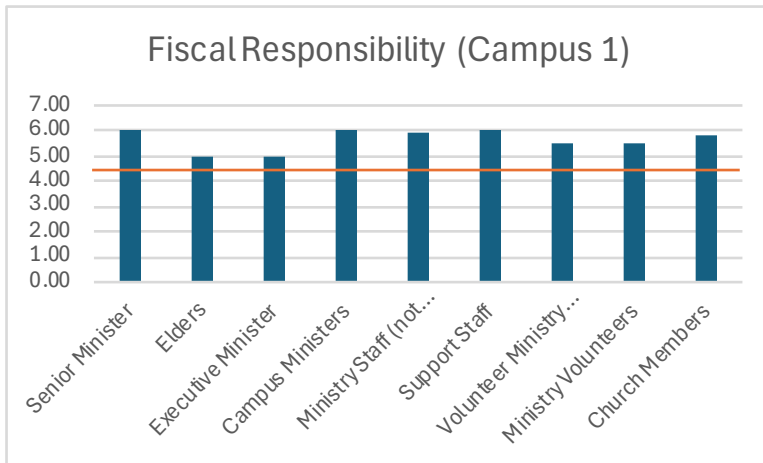
QUESTION: I believe that the church consistently receives sufficient tithes and offerings to fund a growth-oriented budget.



QUESTION: I believe that the health, culture, and success of the church could carry on without disruption if the Senior Minister or other key leader resigned/retired.



QUESTION: I believe that the church is financially responsible.



INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

CONTINUITY (cont.)

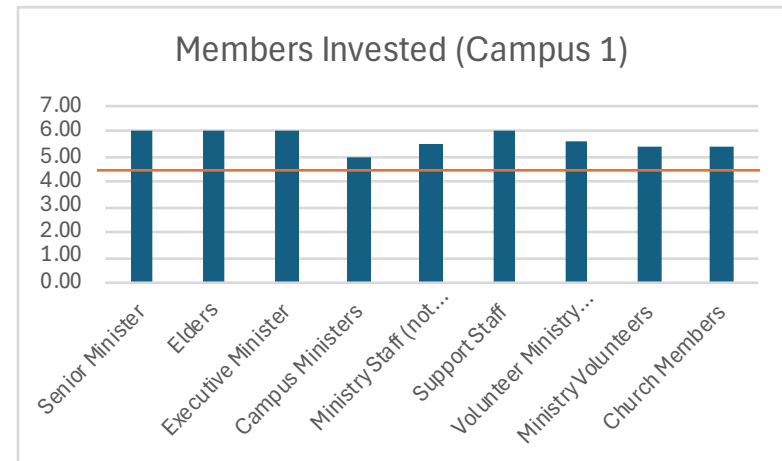
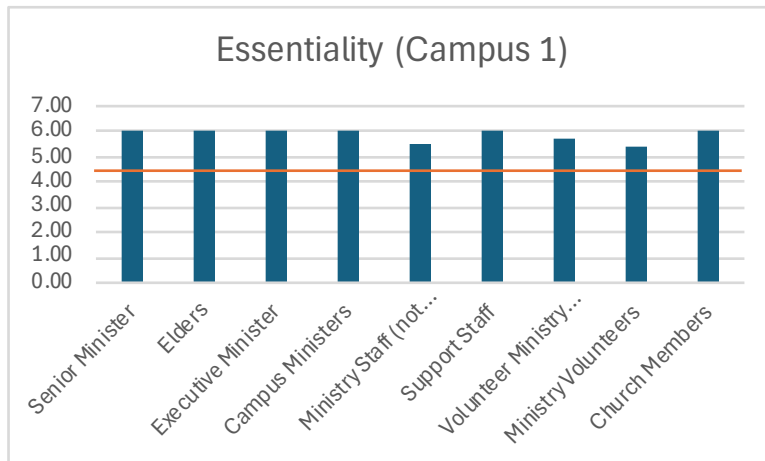
Continuity (Campus 1)	Senior Minister	Elder	Executive Minister	Campus Minister	Ministry Staff	Support Staff	Vol Min Lead	Volunteer	Member	Alignment
Essentiality	6.00	6.00	5.00	6.00	5.55	6.00	5.20	5.27	6.00	1.00
Eldership Culture	6.00	5.50	5.00	6.00	5.73	5.00	5.70	5.40	5.80	1.00
Church Culture	6.00	5.00	5.00	5.00	5.73	6.00	5.50	5.33	5.20	1.00
Ministry Staff Culture	5.00	5.00	5.00	5.00	5.18	5.00	5.20	5.00	5.40	0.40
Sufficient Tithing	6.00	6.00	6.00	5.00	5.45	6.00	5.70	5.40	5.40	1.00
Resignation Survival	6.00	5.00	5.00	5.00	5.64	5.00	5.70	5.33	5.60	1.00
Fiscal Responsibility	6.00	5.00	5.00	6.00	5.91	6.00	5.50	5.47	5.80	1.00

Alignment: The difference between the highest and lowest rating in the respective row.

COOPERATION

QUESTION: I believe that it is essential for the success of the church that every ELDER and MINISTRY STAFF MEMBER is highly invested in the church's mission.

QUESTION: I believe that EVERY CHURCH MEMBER is highly invested--evidenced by their contributions in time, energy, talents, and treasure.

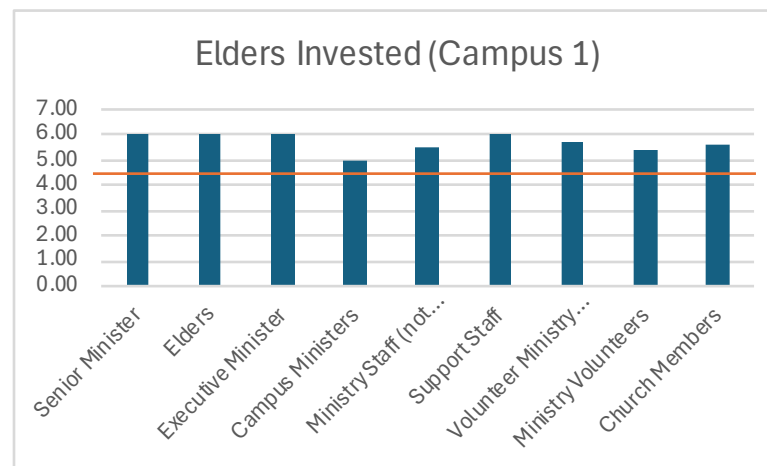
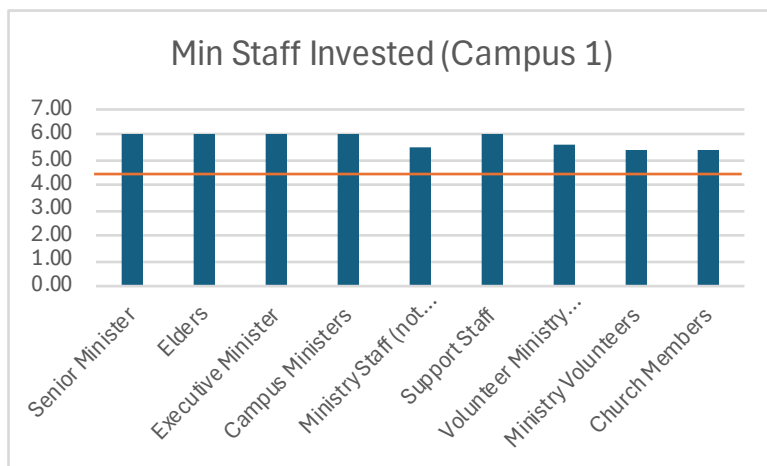


INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

COOPERATION (cont.)

QUESTION: I believe that every MINISTRY STAFF MEMBER is highly invested--evidenced by their contributions in time, energy, talents, and treasure.

QUESTION: I believe that every ELDER is highly invested-- as evidenced by their contributions in time, energy, talents, and treasure.



Cooperation (Campus 1)	Senior Minister	Elder	Executive Minister	Campus Minister	Ministry Staff	Support Staff	Vol Min Lead	Volunteer	Member	Alignment
Essentiality	6.00	6.00	6.00	6.00	5.45	6.00	5.70	5.40	6.00	0.60
Members Invested	6.00	6.00	6.00	5.00	5.45	6.00	5.60	5.40	5.40	1.00
Min Staff Invested	6.00	6.00	6.00	6.00	5.45	6.00	5.60	5.40	5.40	0.60
Elders Invested	6.00	6.00	6.00	5.00	5.45	6.00	5.70	5.40	5.60	1.00

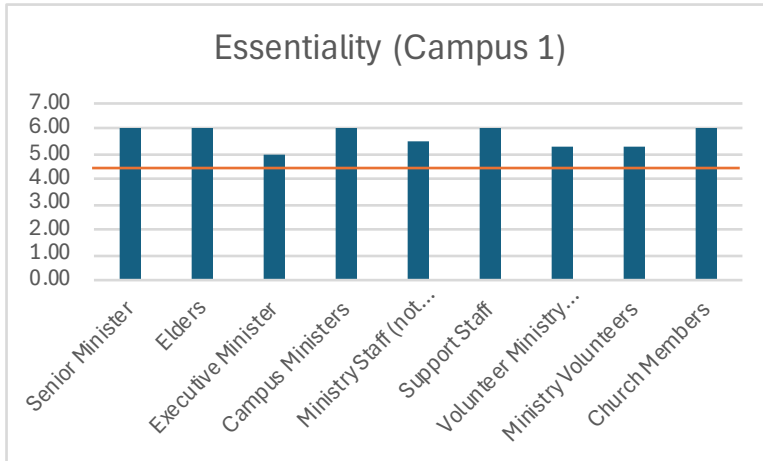
Alignment: The difference between the highest and lowest rating in the respective row.



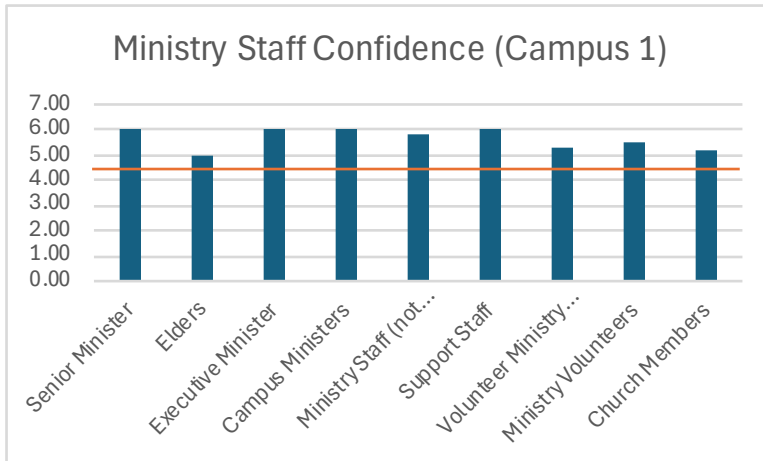
INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

COURAGE

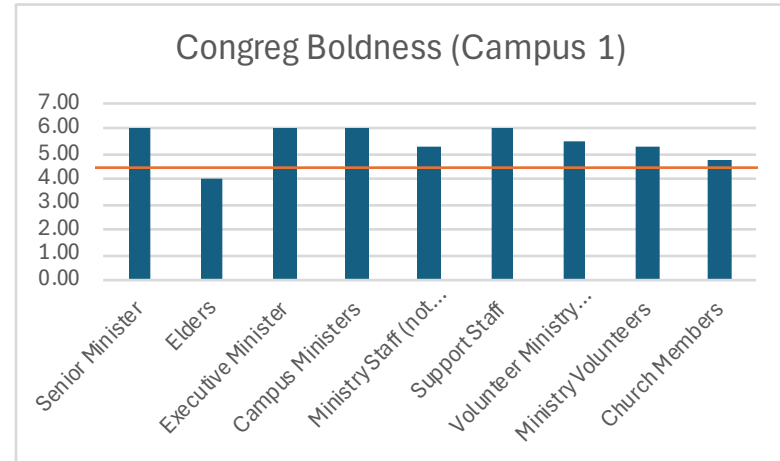
QUESTION: I believe that it is essential for the success of the church that **ELDERS, MINISTRY STAFF MEMBERS, and THE CONGREGATION** are willing to take bold action in pursuit of the mission.



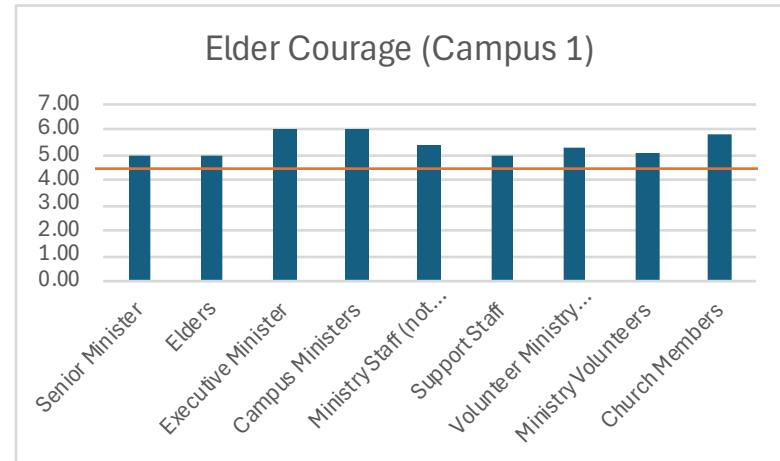
QUESTION: I believe that every **MINISTRY STAFF MEMBER** has sufficient confidence and resolve to make decisions, even when they may be perceived as difficult or unpopular.



QUESTION: I believe that the church as a whole consistently exhibits boldness and resolve as it strives to live out the mission.



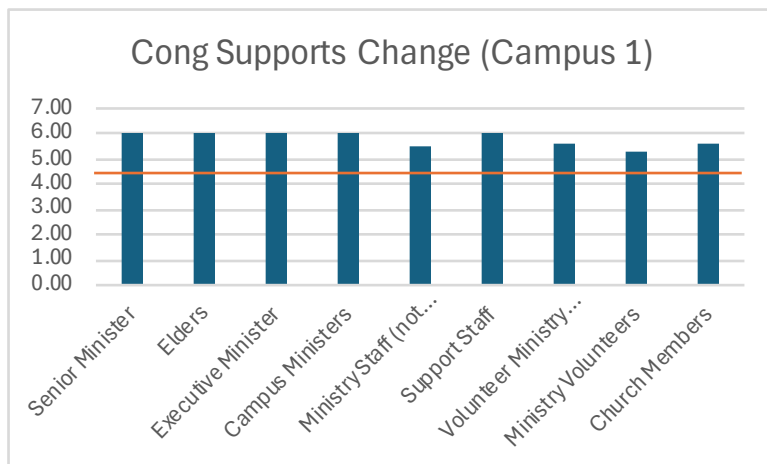
QUESTION: I believe that every **ELDER** has sufficient confidence and resolve to make decisions, even when they may be perceived as difficult or unpopular.



INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

COURAGE (cont.)

QUESTION: I believe that the church as a whole consistently supports change in an effort to live out the mission.



Courage (Campus 1)	Senior Minister	Elder	Executive Minister	Campus Minister	Ministry Staff	Support Staff	Vol Min Lead	Volunteer	Member	Alignment
Essentiality	6.00	6.00	5.00	6.00	5.55	6.00	5.30	5.27	6.00	1.00
Congreg Boldness	6.00	4.00	6.00	6.00	5.27	6.00	5.50	5.27	4.80	2.00
Ministry Staff Confidence	6.00	5.00	6.00	6.00	5.82	6.00	5.30	5.53	5.20	1.00
Elder Courage	5.00	5.00	6.00	6.00	5.36	5.00	5.30	5.07	5.80	1.00
Cong Supports Change	6.00	6.00	6.00	6.00	5.45	6.00	5.60	5.33	5.60	0.67

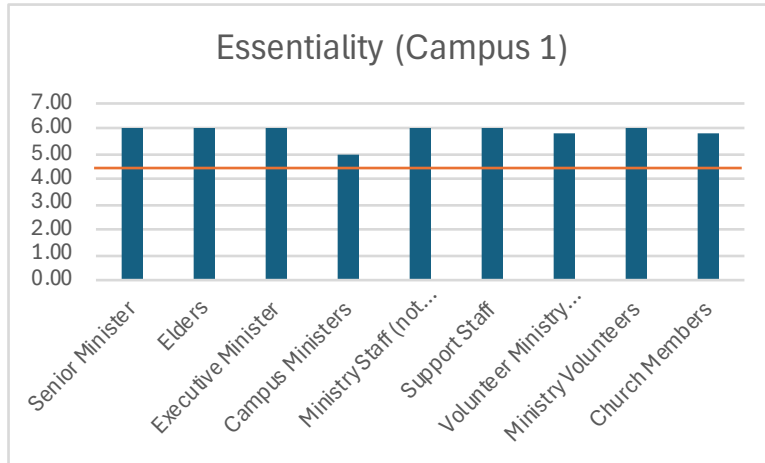
Alignment: The difference between the highest and lowest rating in the respective row.



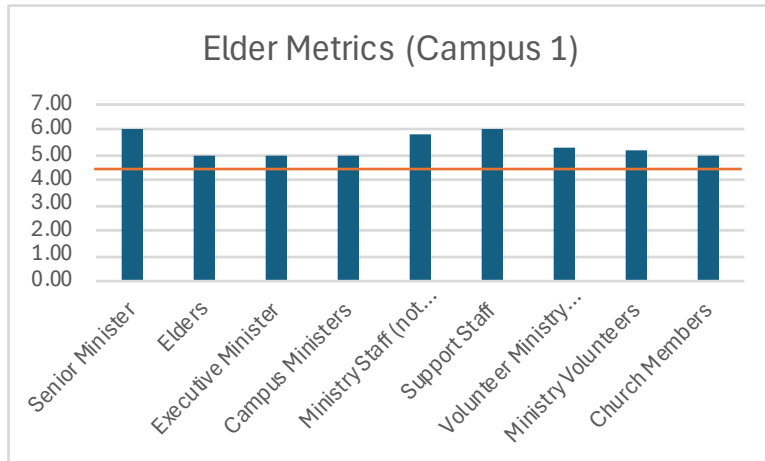
INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

DATA-DRIVEN

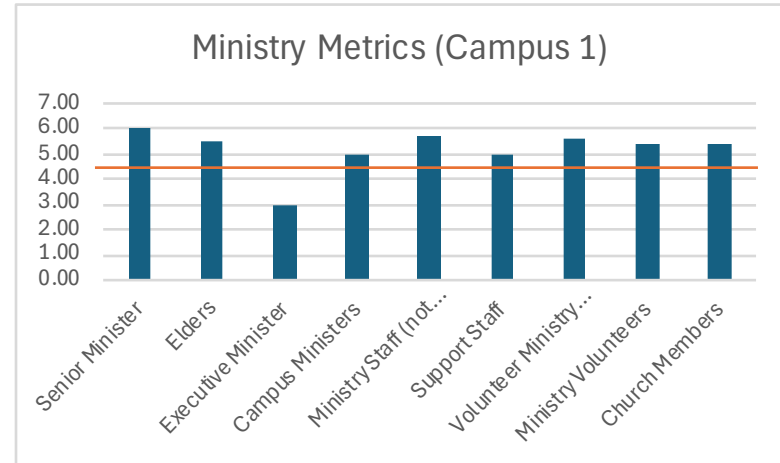
QUESTION: I believe that it is essential for the success of the church that decisions are driven by strategic and accurate data.



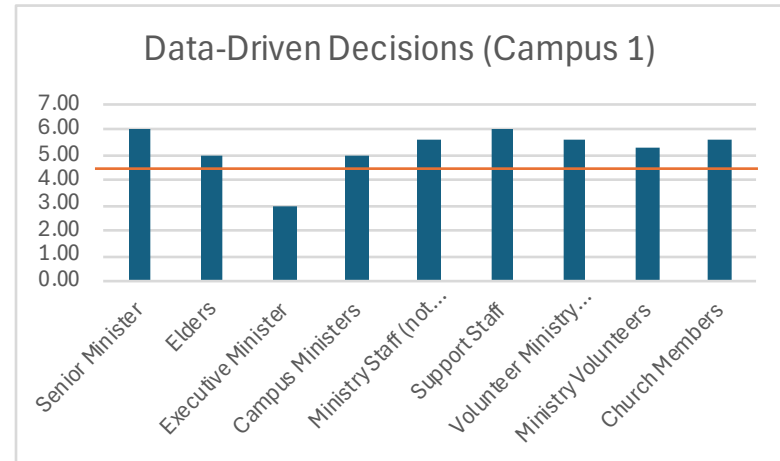
QUESTION: I believe that the ELDERS have established clear metrics (e.g., specific benchmarks that identify progress) for all of the church's global outcomes.



QUESTION: I believe that every MINISTRY STAFF MEMBER has established clear metrics (e.g., specific benchmarks that identify progress and success) for all of his/her individual ministry's key outcomes.



QUESTION: I believe that the ELDERS and MINISTRY STAFF MEMBERS consistently use data to make improvements and influence decision making.

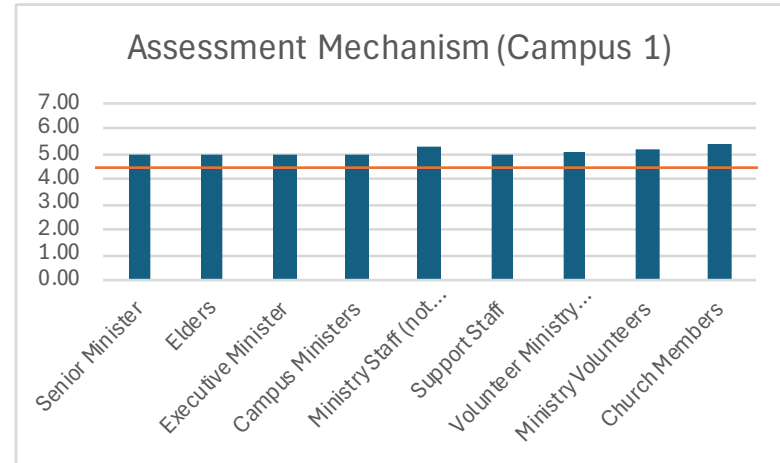
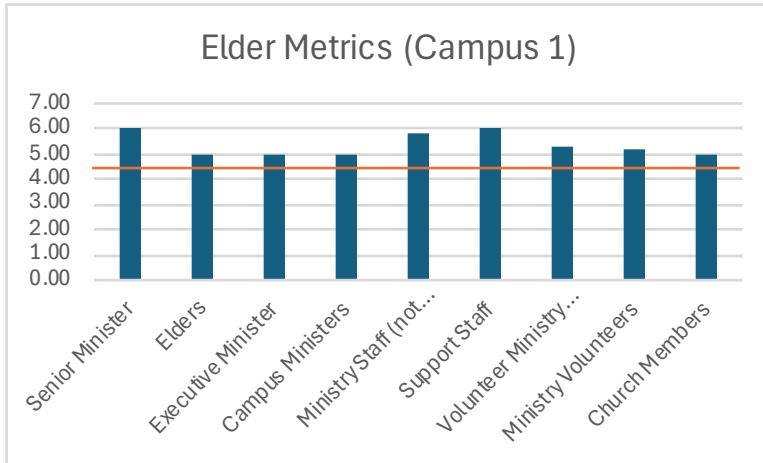


INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

DATA-DRIVEN (cont.)

QUESTION: I believe that the ELDERS and MINISTRY STAFF MEMBERS know what data must be gathered in order to accurately assess the church's health and effectiveness.

QUESTION: I believe that the church has an effective mechanism to consistently and appropriately assess progress and success.



Data (Campus 1)	Senior Minister	Elder	Executive Minister	Campus Minister	Ministry Staff	Support Staff	Vol Min Lead	Volunteer	Member	Alignment
Essentiality	6.00	6.00	6.00	5.00	6.00	6.00	5.80	6.00	5.80	1.00
Ministry Metrics	6.00	5.50	3.00	5.00	5.73	5.00	5.60	5.40	5.40	3.00
Elder Metrics	6.00	5.00	5.00	5.00	5.82	6.00	5.30	5.20	5.00	1.00
Data-Driven Decisions	6.00	5.00	3.00	5.00	5.64	6.00	5.60	5.33	5.60	3.00
Strategic Data	5.00	5.00	5.00	6.00	5.18	5.00	5.00	5.13	5.60	1.00
Assessment Mechanism	5.00	5.00	5.00	5.00	5.27	5.00	5.10	5.13	5.40	0.40

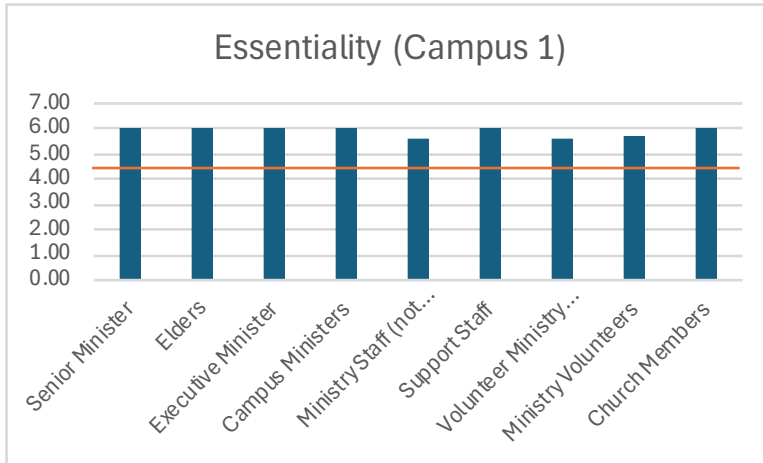
Alignment: The difference between the highest and lowest rating in the respective row.



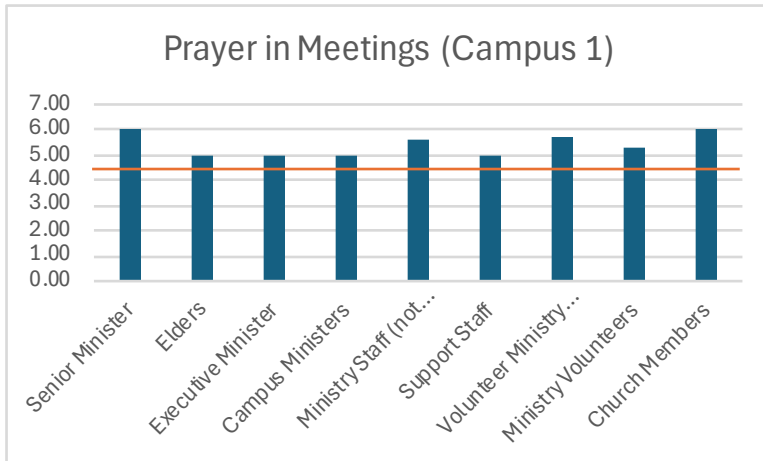
INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

GOD-CENTERED

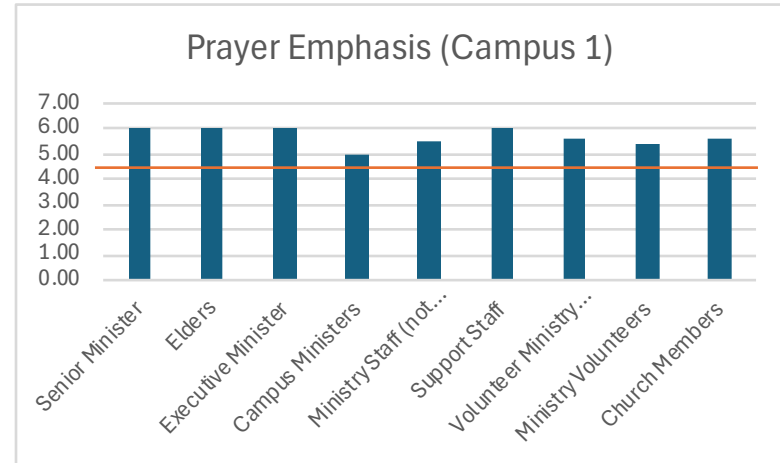
QUESTION: I believe that it is essential for the success of the church that ELDERS AND MINISTRY STAFF MEMBERS emphasize prayer and reliance of God.



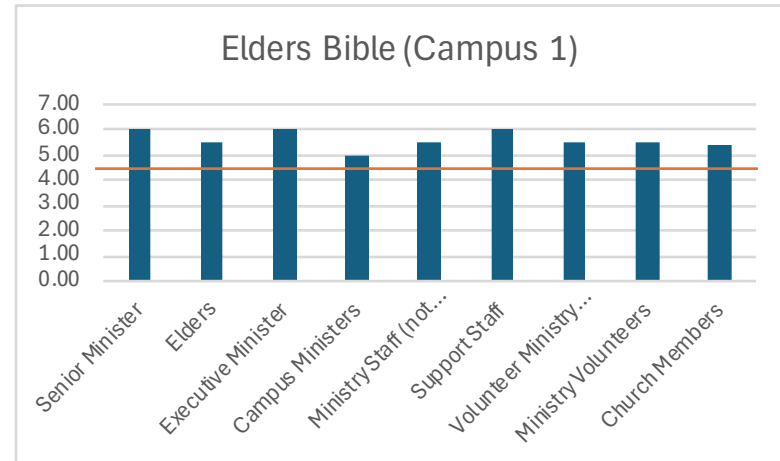
QUESTION: Most or all of our meetings include prayer as part of the agenda.



QUESTION: I believe that every ELDER and MINISTRY STAFF MEMBER emphasizes prayer as a foundational leadership activity.



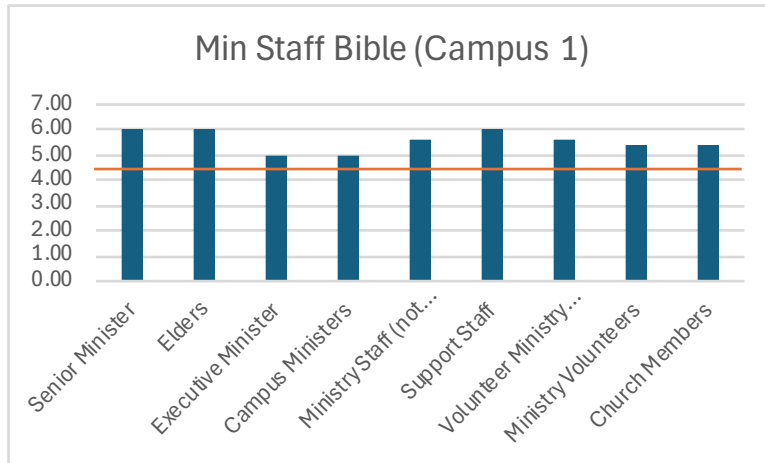
QUESTION: I believe that every ELDER spends time in the Bible every day.



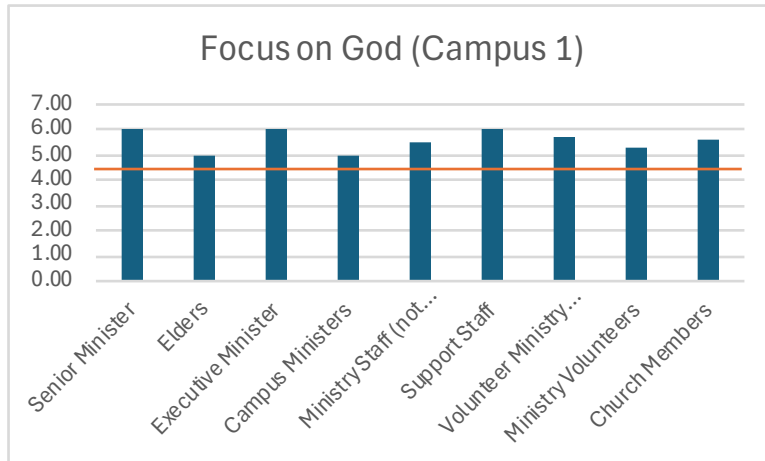
INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

GOD-CENTERED (cont.)

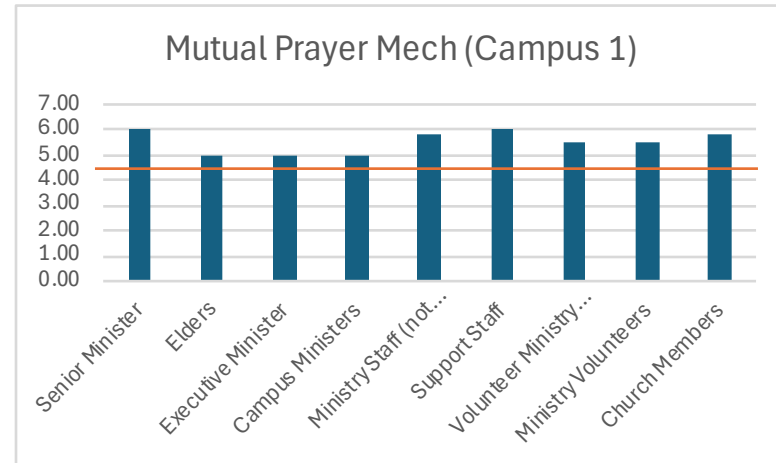
QUESTION: I believe that every MINISTRY STAFF MEMBER spends time in the Bible every day.



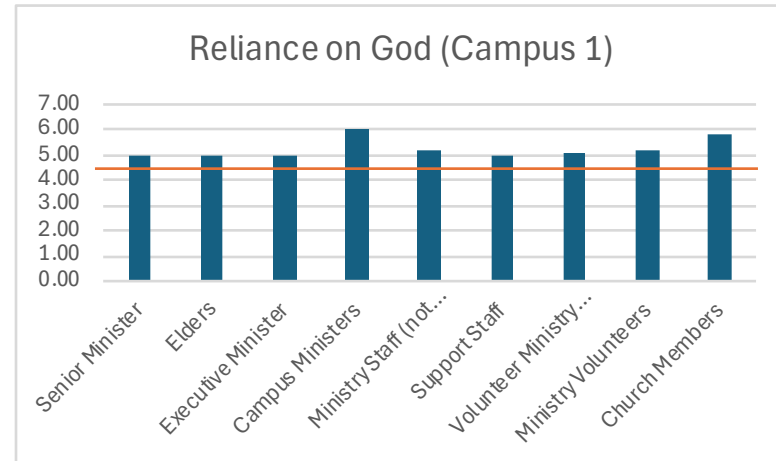
QUESTION: I believe that God is the center of every aspect of our church.



QUESTION: I believe that the ELDERS and MINISTRY STAFF MEMBERS have a structured mechanism to pray for each other, the congregation, and mission partners.



QUESTION: I believe that every ELDER and MINISTRY STAFF MEMBER emphasizes reliance on God for provision and success.



INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

GOD-CENTERED (cont.)

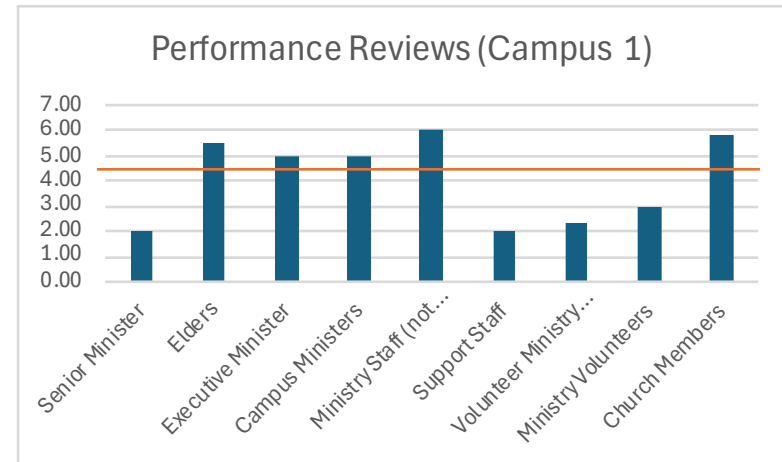
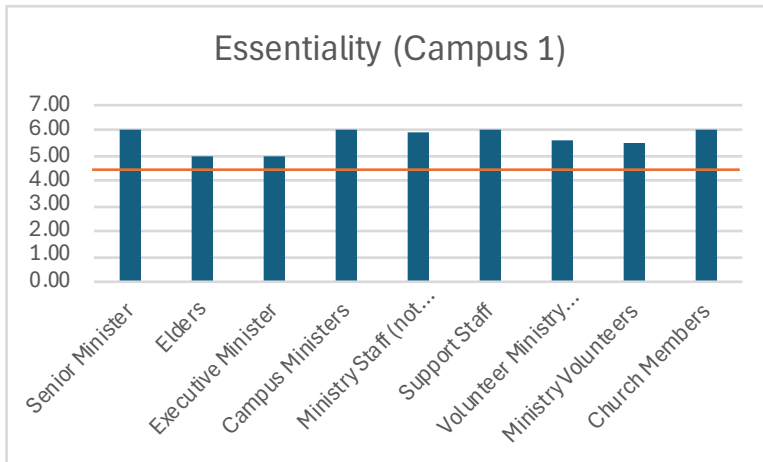
God-Center (Campus 1)	Senior Minister	Elder	Executive Minister	Campus Minister	Ministry Staff	Support Staff	Vol Min Lead	Volunteer	Member	Alignment
Essentiality	6.00	6.00	6.00	6.00	5.64	6.00	5.60	5.73	6.00	0.40
Prayer Emphasis	6.00	6.00	6.00	5.00	5.45	6.00	5.60	5.40	5.60	1.00
Prayer in Meetings	6.00	5.00	5.00	5.00	5.64	5.00	5.70	5.33	6.00	1.00
Elders Bible	6.00	5.50	6.00	5.00	5.55	6.00	5.50	5.53	5.40	1.00
Min Staff Bible	6.00	6.00	5.00	5.00	5.64	6.00	5.60	5.40	5.40	1.00
Mutual Prayer Mech	6.00	5.00	5.00	5.00	5.82	6.00	5.50	5.47	5.80	1.00
Focus on God	6.00	5.00	6.00	5.00	5.55	6.00	5.70	5.27	5.60	1.00
Reliance on God	5.00	5.00	5.00	6.00	5.18	5.00	5.10	5.13	5.80	1.00

Alignment: The difference between the highest and lowest rating in the respective row.

GROWTH-ORIENTED

QUESTION: I believe that it is essential for the success of the church that there is a consistent emphasis on the pursuit of personal and congregational growth.

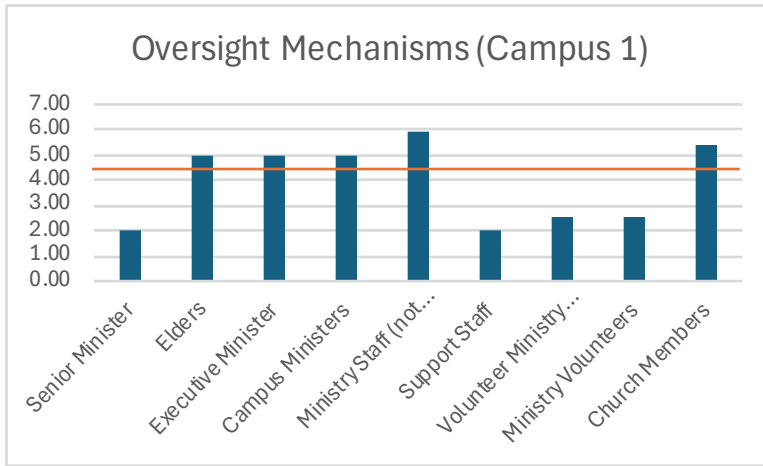
QUESTION: My church conducts regularly scheduled and structured performance reviews.



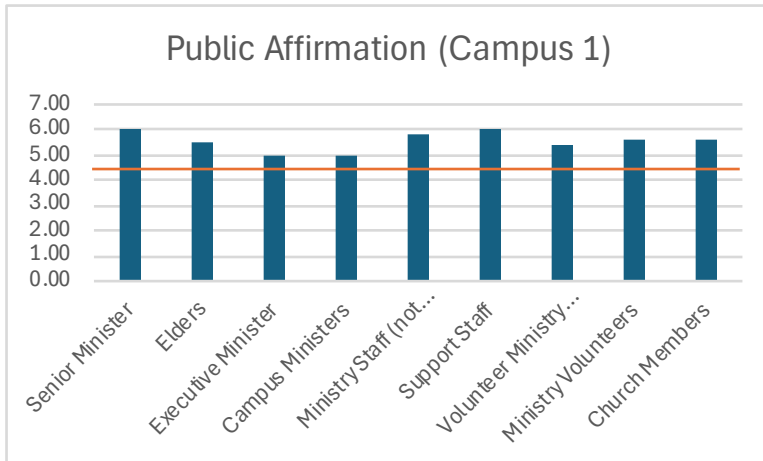
INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

GROWTH-ORIENTED (cont.)

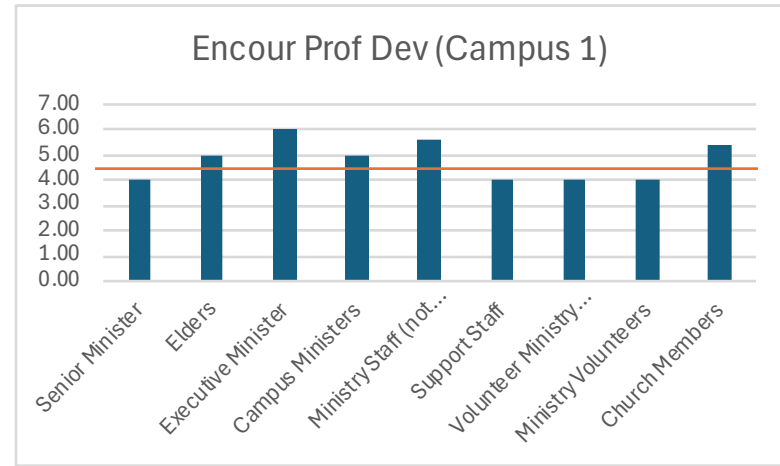
QUESTION: I believe that the church has effective mechanisms in place to provide oversight and direction in every area of ministry and operations.



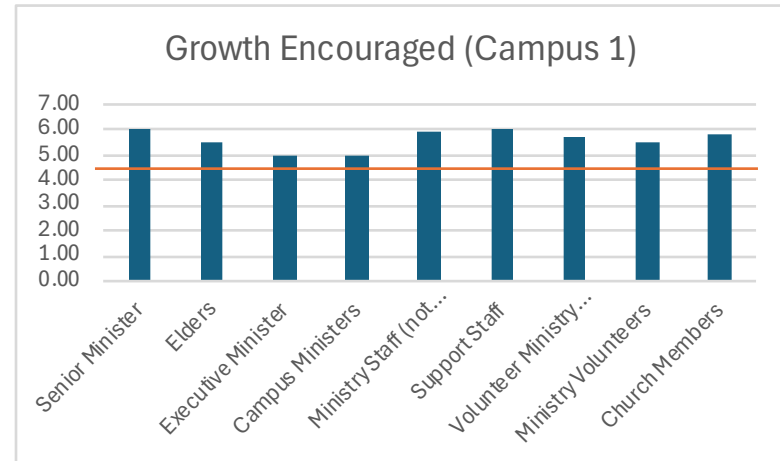
QUESTION: I believe that the church has effective mechanisms and processes in place to identify and publicly recognize success.



QUESTION: I believe that the church effectively encourages and resources MINISTRY STAFF MEMBERS to pursue continuing professional development in the form of reading, online training, personal exposure to other churches, formal courses, etc.



QUESTION: I believe that my church consistently and effectively encourages church members to pursue personal growth.



INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

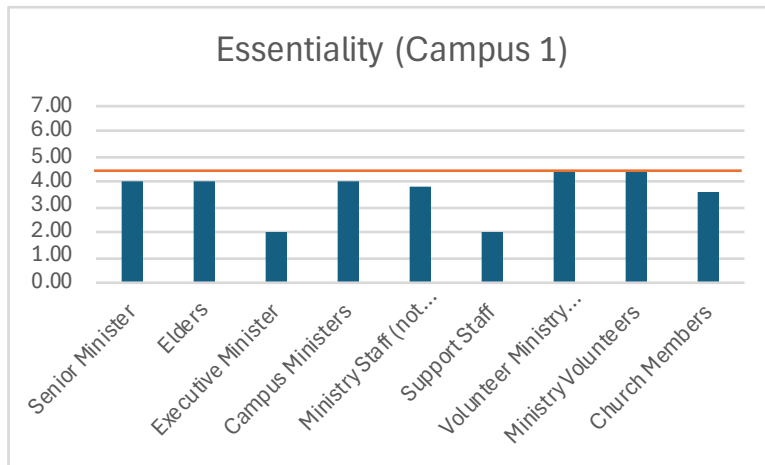
GROWTH-ORIENTED (cont.)

Growth (Campus 1)	Senior Minister	Elder	Executive Minister	Campus Minister	Ministry Staff	Support Staff	Vol Min Lead	Volunteer	Member	Alignment
Essentiality	6.00	5.00	5.00	6.00	5.91	6.00	5.60	5.47	6.00	1.00
Performance Reviews	2.00	5.50	5.00	5.00	6.00	2.00	2.30	3.00	5.80	4.00
Oversight Mechanisms	2.00	5.00	5.00	5.00	5.91	2.00	2.50	2.53	5.40	3.91
Encour Prof Dev	4.00	5.00	6.00	5.00	5.64	4.00	4.00	4.00	5.40	2.00
Public Affirmation	6.00	5.50	5.00	5.00	5.82	6.00	5.40	5.60	5.60	1.00
Growth Encouraged	6.00	5.50	5.00	5.00	5.91	6.00	5.70	5.47	5.80	1.00

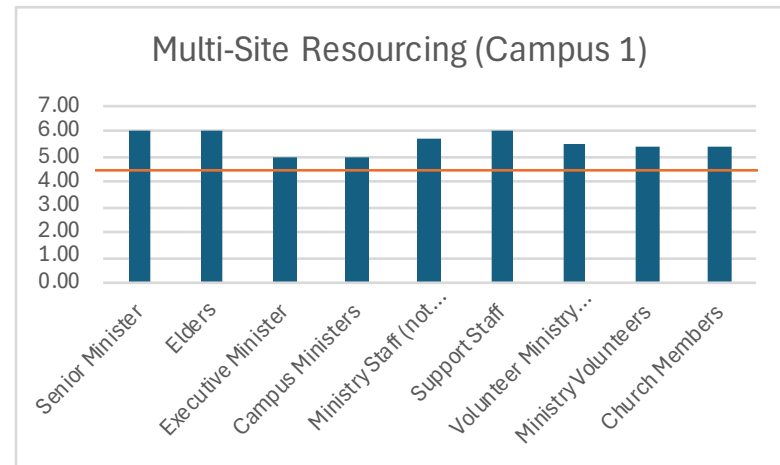
Alignment: The difference between the highest and lowest rating in the respective row.

MULTI-SITE

QUESTION: I believe that it is essential for the success of the church that it has more than one campus.



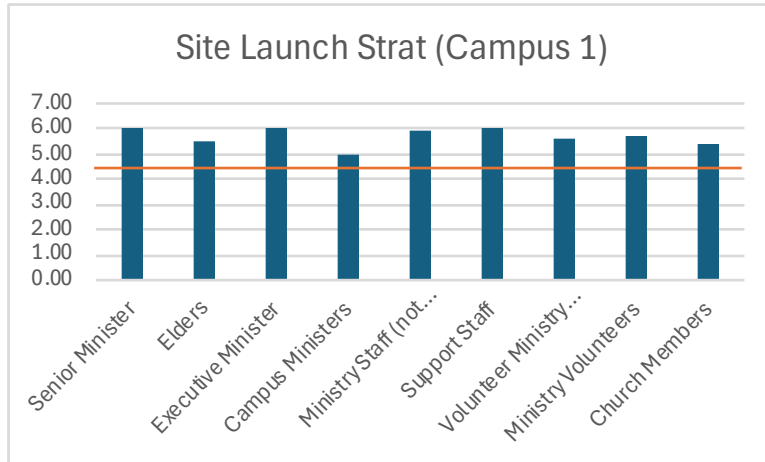
QUESTION: I believe that the multi-site campus that I attend is adequately resourced from a financial perspective.



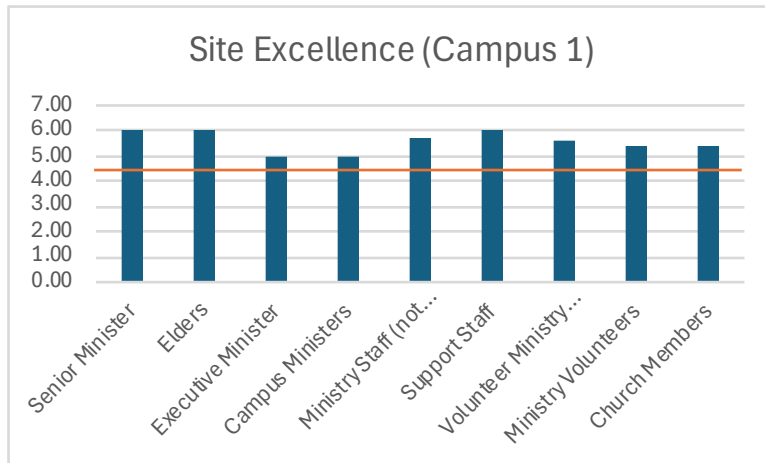
INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

MULTI-SITE (cont.)

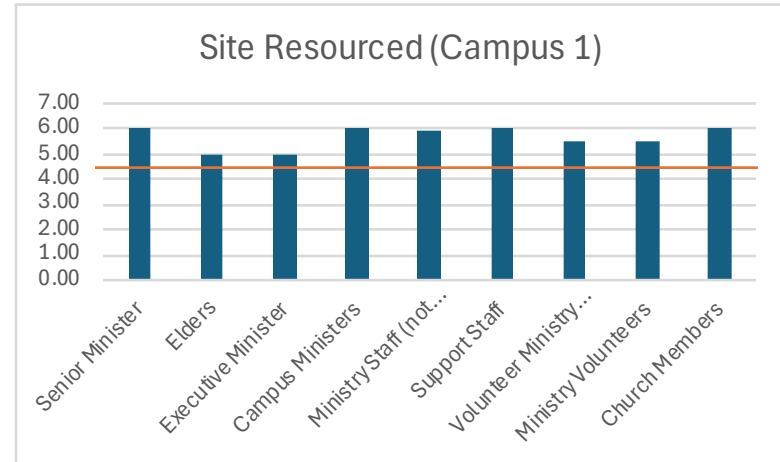
QUESTION: I believe that the church's leadership has a clear strategy for launching and managing multi-site campuses.



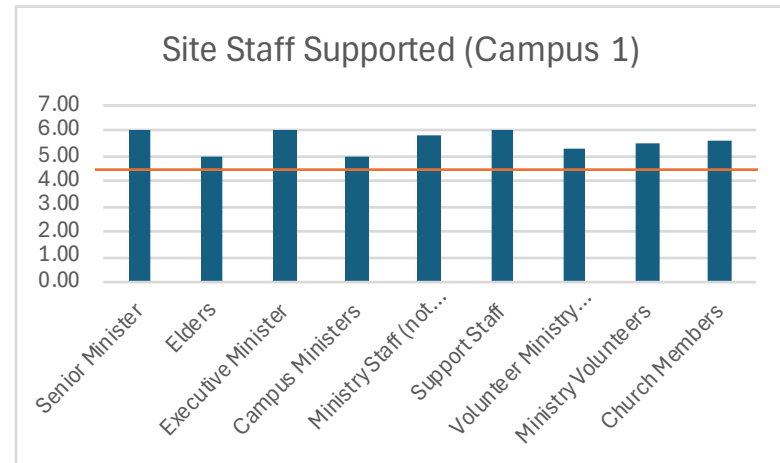
QUESTION: I believe that the level of excellence exhibited at the multi-site campus I attend is excellent.



QUESTION: I believe that the multi-site campus that I attend is adequately resourced from a ministry staffing perspective.



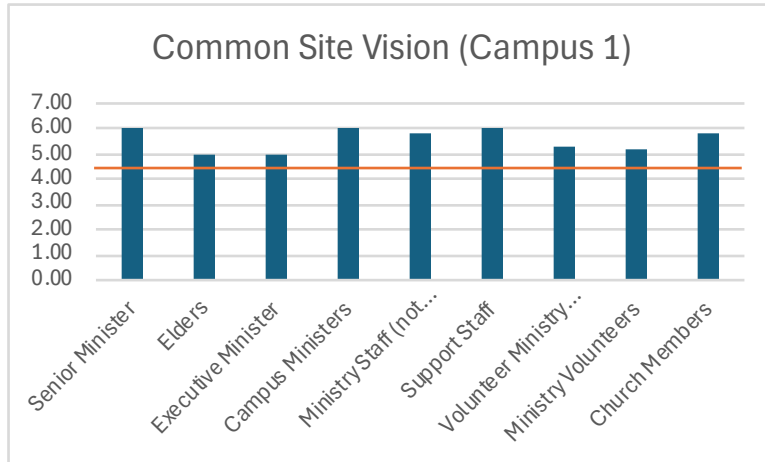
QUESTION: I believe that the Ministry Staff Members of multi-site campuses are well supported, empowered, and inter-connected.



INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

MULTI-SITE (cont.)

QUESTION: I believe that all multi-site campuses are pursuing a common vision.



Multi-Site (Campus 1)	Senior Minister	Elder	Executive Minister	Campus Minister	Ministry Staff	Support Staff	Vol Min Lead	Volunteer	Member	Alignment
Essentiality	4.00	4.00	2.00	4.00	3.82	2.00	4.40	4.47	3.60	2.47
Multi-Site Resourcing	6.00	6.00	5.00	5.00	5.73	6.00	5.50	5.40	5.40	1.00
Site Launch Strat	6.00	5.50	6.00	5.00	5.91	6.00	5.60	5.67	5.40	1.00
Site Resourced	6.00	5.00	5.00	6.00	5.91	6.00	5.50	5.47	6.00	1.00
Site Excellence	6.00	6.00	5.00	5.00	5.73	6.00	5.60	5.40	5.40	1.00
Site Staff Supported	6.00	5.00	6.00	5.00	5.82	6.00	5.30	5.53	5.60	1.00
Common Site Vision	6.00	5.00	5.00	6.00	5.82	6.00	5.30	5.20	5.80	1.00

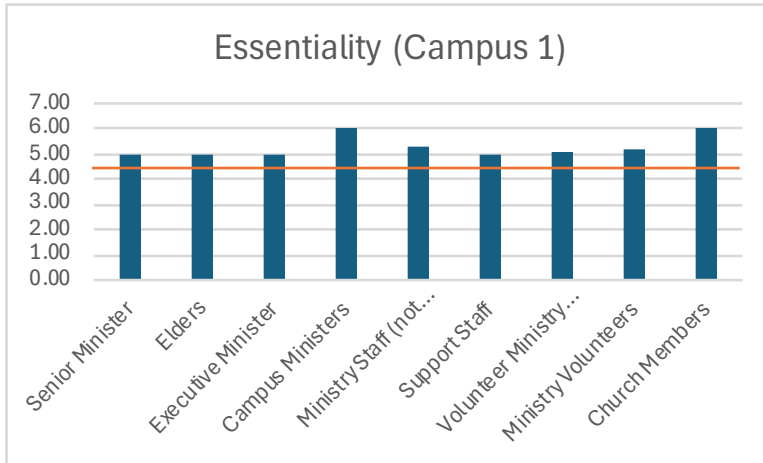
Alignment: The difference between the highest and lowest rating in the respective row.



INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

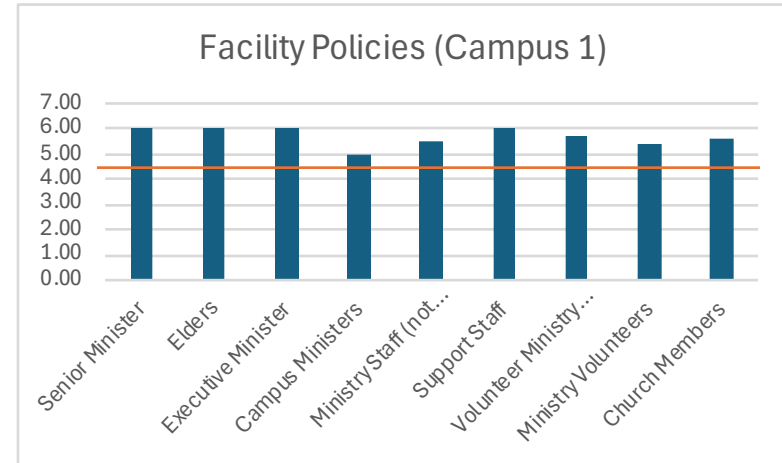
OPERATIONS

QUESTION: I believe that it is important for the success of the church that there is effective management of the facilities, personnel, and finances.

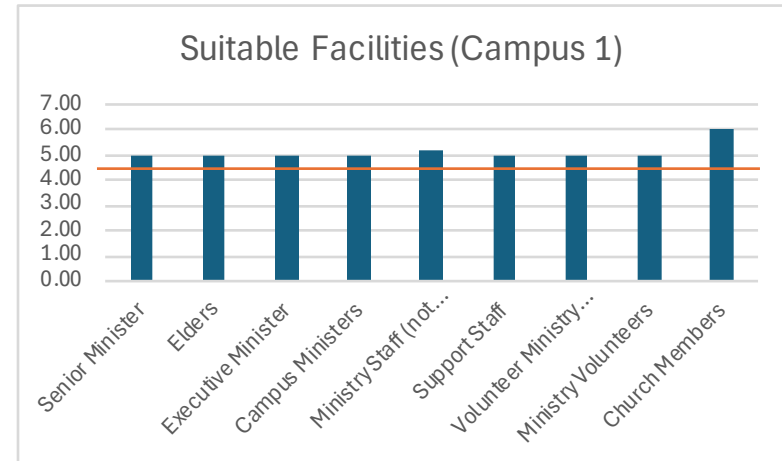
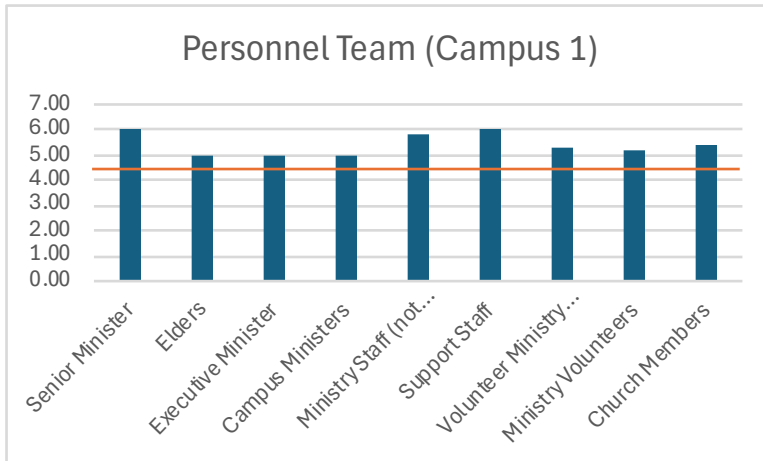


QUESTION: My church has a Personnel (HR) Team.

QUESTION: My church has policies in place related to how, when, and by whom the facilities can be used.



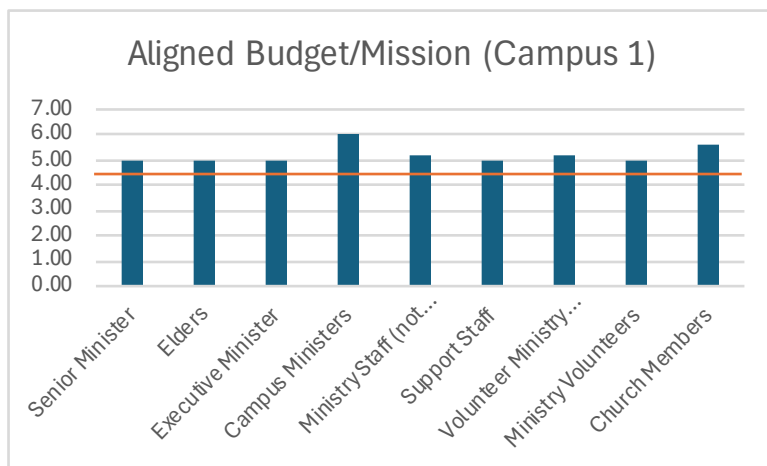
QUESTION: My church's facilities (e.g., worship space, room options, youth space, parking, kitchenette, etc.) are suitable to accomplish our primary ministries.



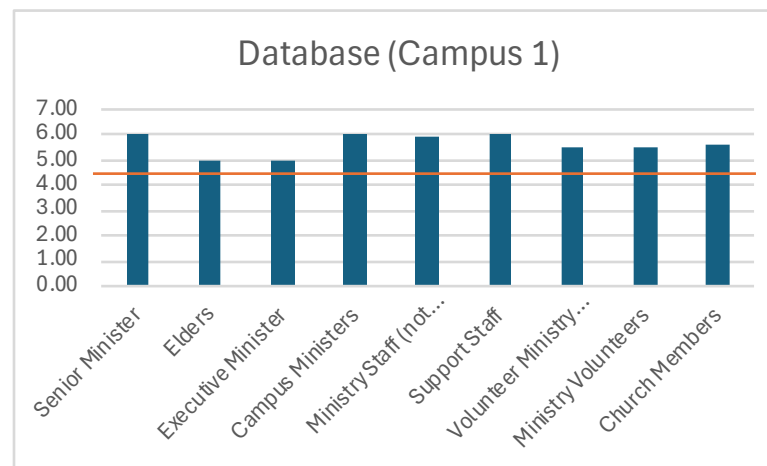
INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

OPERATIONS (cont.)

QUESTION: My church has a budget that is aligned with the strategic plan and that emphasizes the ministries and strategies that are most important to help the church achieve its vision.



QUESTION: My church's database software is sufficiently to support the mission.



Operations (Campus 1)	Senior Minister	Elder	Executive Minister	Campus Minister	Ministry Staff	Support Staff	Vol Min Lead	Volunteer	Member	Alignment
Essentiality	5.00	5.00	5.00	6.00	5.27	5.00	5.10	5.13	6.00	1.00
Facility Policies	6.00	6.00	6.00	5.00	5.45	6.00	5.70	5.40	5.60	1.00
Personnel Team	6.00	5.00	5.00	5.00	5.82	6.00	5.30	5.20	5.40	1.00
Suitable Facilities	5.00	5.00	5.00	5.00	5.18	5.00	5.00	5.00	6.00	1.00
Aligned Budget/Mission	5.00	5.00	5.00	6.00	5.18	5.00	5.20	5.00	5.60	1.00
Database	6.00	5.00	5.00	6.00	5.91	6.00	5.50	5.47	5.60	1.00

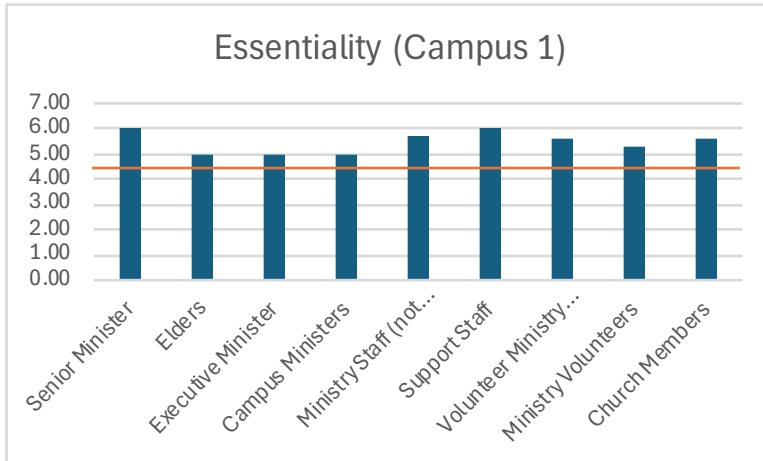
Alignment: The difference between the highest and lowest rating in the respective row.



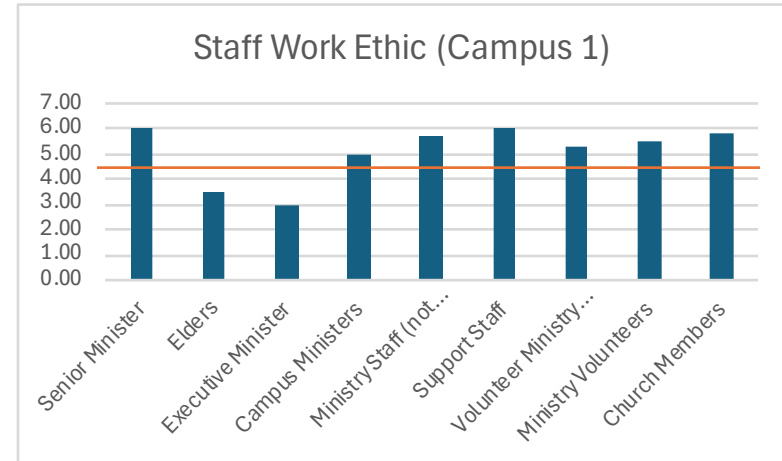
INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

PRODUCTIVITY

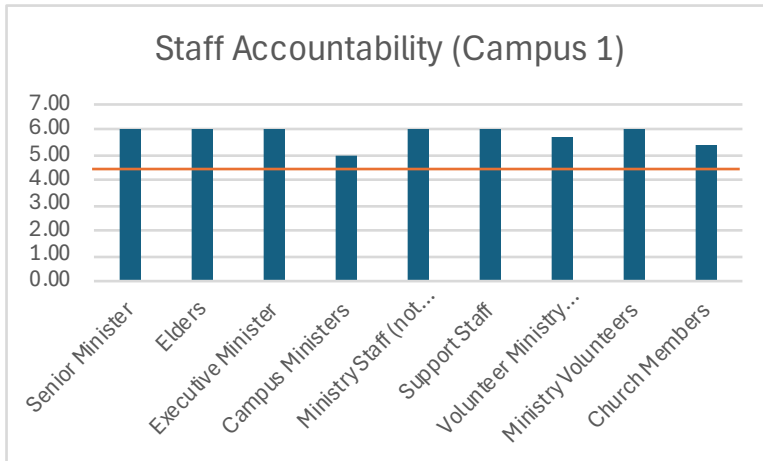
QUESTION: I believe that it is essential for the success of the church that **MINISTRY STAFF MEMBERS** always works their full number of contracted hours, regardless of how efficiently they work.



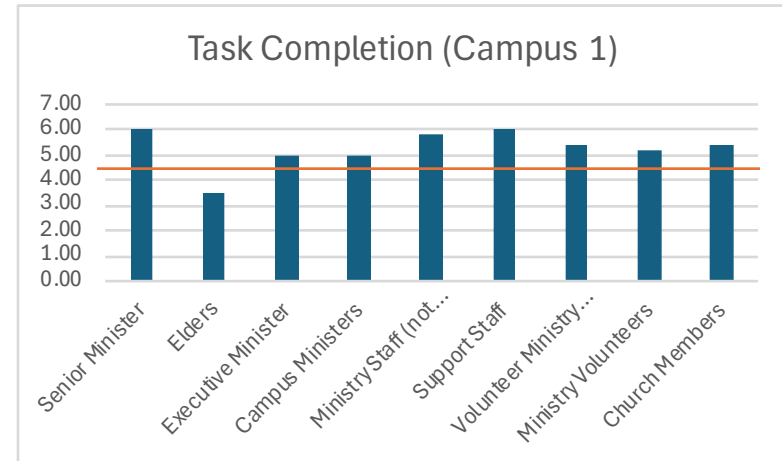
QUESTION: I believe that every **MINISTRY STAFF MEMBER** consistently works at least his/her full number of contracted hours every week.



QUESTION: I believe that the church does an effective and consistent job of holding **MINISTRY STAFF MEMBERS** accountable to expectations, standards, and commitments.



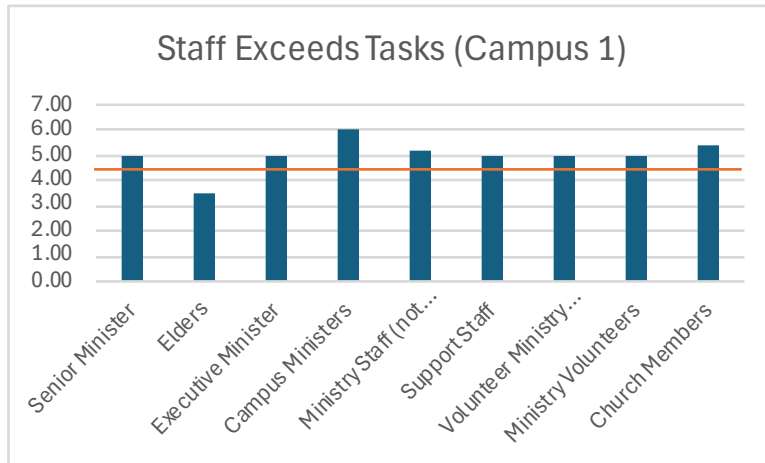
QUESTION: I believe that every **MINISTRY STAFF MEMBER** consistently accomplishes his/her primary ministry tasks every week.



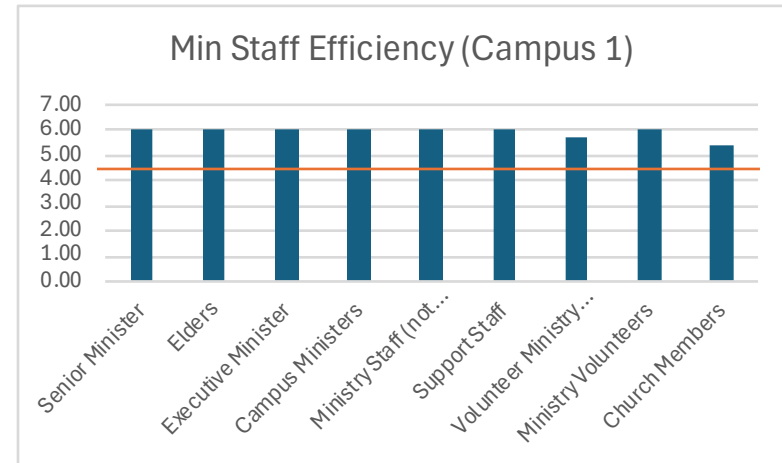
INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

PRODUCTIVITY (cont.)

QUESTION: I believe that every MINISTRY STAFF MEMBER executes strategic tasks every week that extend beyond his/her primary ministry tasks.



QUESTION: I believe that every MINISTRY STAFF MEMBER is highly efficient in his/her work.



Productivity (Campus 1)	Senior Minister	Elder	Executive Minister	Campus Minister	Ministry Staff	Support Staff	Vol Min Lead	Volunteer	Member	Alignment
Essentiality	6.00	5.00	5.00	5.00	5.73	6.00	5.60	5.33	5.60	1.00
Staff Work Ethic	6.00	3.50	3.00	5.00	5.73	6.00	5.30	5.53	5.80	3.00
Staff Accountability	6.00	6.00	6.00	5.00	6.00	6.00	5.70	6.00	5.40	1.00
Task Completion	6.00	3.50	5.00	5.00	5.82	6.00	5.40	5.20	5.40	2.50
Staff Exceeds Tasks	5.00	3.50	5.00	6.00	5.18	5.00	5.00	5.00	5.40	2.50
Min Staff Efficiency	6.00	6.00	6.00	6.00	6.00	6.00	5.70	6.00	5.40	0.60

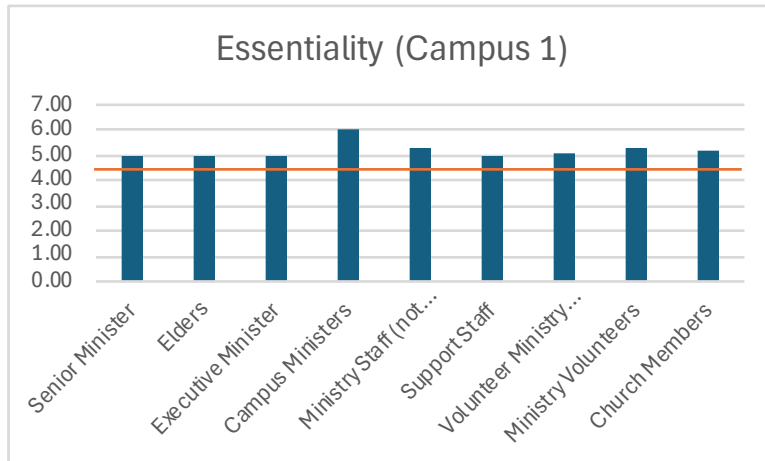
Alignment: The difference between the highest and lowest rating in the respective row.



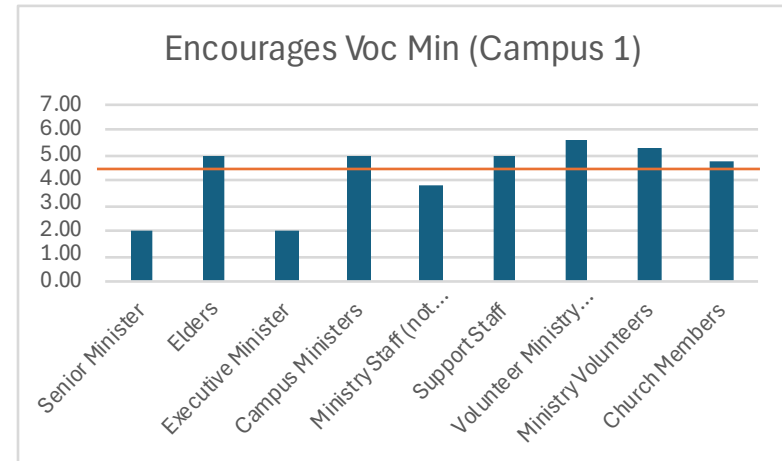
INDIVIDUAL QUESTION SCORES BY ROLE (cont.)

SENDING

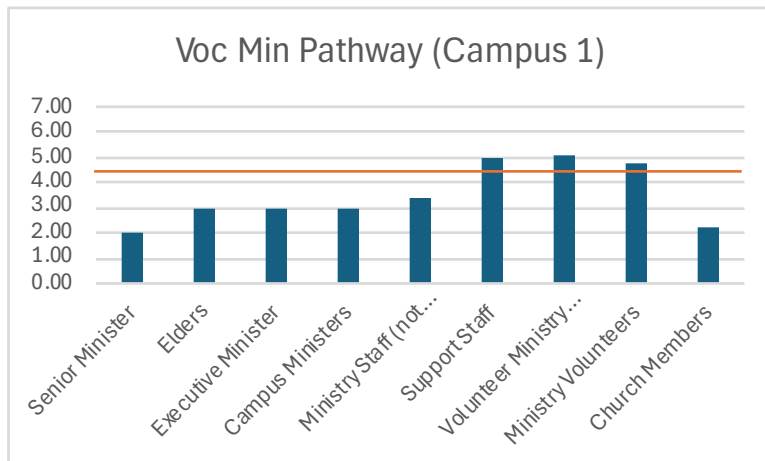
QUESTION: I believe that it is essential for the success of the church that it regularly recruits and sends people into full-time vocational ministry.



QUESTION: I believe that the church consistently encourages members to pursue full-time ministry as a vocation.



QUESTION: I believe that the church provides obvious and effective resources and pathways to help people who feel called to full-time vocational ministry.



Sending (Campus 1)	Senior Minister	Elder	Executive Minister	Campus Minister	Ministry Staff	Support Staff	Vol Min Lead	Volunteer	Member	Alignment
Essentiality	5.00	5.00	5.00	6.00	5.27	5.00	5.10	5.27	5.20	1.00
Encourages Voc Min	2.00	5.00	2.00	5.00	3.82	5.00	5.60	5.33	4.80	3.60
Voc Min Pathway	2.00	3.00	3.00	3.00	3.36	5.00	5.10	4.73	2.20	3.10



NEXT STEPS

One of the most common things that happens when an organization gathers data is, well, *nothing*. Sometimes the data reveals inconvenient truths. Sometimes it sheds a poor light on the organization and/or its leaders. Sometimes it identifies difficult or expensive problems to fix. For these and many other reasons, gathering data is the easy part. Translating data into strategic decision-making and improvement is what separates great leaders from average leaders. Don't just put this report on a shelf because it represents an opportunity to pick low hanging fruit, consolidate wins, shore up areas of weakness, build momentum, and improve alignment related to mission, vision, values, and perceptions of reality.

It is also worth noting that participation in, service to, and financial support of a church are totally voluntary--that is, people choose to participate based on their own reasons with no guarantee that they will continue to do so. So while it is certainly essential that ministries are executed with excellence and in alignment with the mission, it is equally if not more important that constituents *perceive* those things to be true *and that they perceive* that the ministry aligns with their personal values. If people don't *believe* that the ministry is excellent or that values are not aligned, they are at a significantly increased risk of disengaging. Thus, highly effective church leaders carefully manage the relationship between reality and perceived reality. They execute at a high level, they constantly emphasize the mission and goals, and they tirelessly communicate why and how the ministry is effectively living out shared values.

Take your ministry and leadership to the next level by working through the following exercises:

DATA ANALYSIS

Answer the following questions to gain clarity, pursue intellectual honesty, and identify the issues that are most important to address/leverage:

- 1) What results were you most surprised to see, and why?
- 2) What results were you most satisfied to see, and why?
- 3) What results were you most disappointed to see, and why?
- 4) What results were you most confused by, and what are your preliminary explanations?
- 5) What area(s) received an unacceptably low rating, and what do you think depressed them?
- 6) What area(s) received an extremely high rating, and what do you think elevated them?
- 7) What area(s) do you believe are the most critical to your ministry's mission?
- 8) In what areas are your constituents least aligned, and what do you think drives it?
- 9) In what areas are your constituents most aligned, and what do you think drives it?
- 10) What groups had the largest Variances, and what do you think caused them?
- 11) What topics were repeated in the open responses, and what does it mean?
- 12) What other key insights emerged from the data, and why are they important?

VALIDATION

Confirm that your insights from the data analysis questions are valid and accurate. Hone them, clarify them, and rate each one according to their importance to the mission:

- 1) Review the insights on your own.
- 2) Review the insights with your team.
- 3) Review the insights with a group of your ministry's constituents.
- 4) Review the insights with your supervisor.

EXECUTION

Identify the key insights that you will tackle and build specific and measurable goals, action steps, and a timeline:

- 1) What issue(s) can you address that would make the single greatest impact?
- 2) What issue(s) would be relatively easy to address?
- 3) What issue(s) represent the biggest threat to the success of your ministry or church?
- 4) What issue(s) cause you the most anxiety, unwanted work, and/or conflict?
- 5) What issue(s) exist only because no one has been willing to address it?
- 6) What issue(s) can you leverage to increase buy-in and confidence?
- 7) What issue(s) would be the most fun/fulfilling to work on?
- 8) What issue(s), if addressed, would unleash innovation?
- 9) What issue(s), if addressed, would multiply the number of volunteers?
- 10) What issue(s), if addressed, would free you for other important tasks?