

## ASSESSING YOUR CURRENT CULTURE

Take some time to answer the questions below. You might want to also print out a couple of extra copies to share with your leadership team or other groups in your church/organization to get multiple points of view.

### (1) Values

- Do you have a list of stated values?
- Are they prioritized?
- Which ones are talked about most often?

### (2) Vision – What is your church's stated vision?

- Is it unique to the church, or borrowed language?
- Was it developed by a leader in seclusion, or as a shared effort?
- How it is expressed? (words, pictures, building, money?)

### (3) Mission – What is your church's stated mission?

- How well is it understood?
  - by staff?
  - by key influencers?
  - by the congregation at large?
- How deeply is the mission owned?
  - by staff?
  - by key influencers?
  - by the congregation at large?
- Who do we say is our target audience?

### (4) What do we say about ourselves?

- What do we say we do well/do poorly?
- What do we emphasize as we talk about:
  - our values
  - our vision
  - our dreams for the future
  - our traditions
  - our relationships
  - our imagery
  - our heroes (internal/external; past/present/future)

**(5) What do others say about us?**

- People in the community
- Other churches in our community
- New staff members
- New members  
*(ask a few new members what drew them to the church and what caused them to decide to stay)*
- Exit interview discussions  
*(contact people who have left the church for reasons other than geographic relocation and ask why they left; ask the same of people who resigned from ministry/volunteer positions but stayed at the church)*

**(6) What do we emphasize in our ministries?**

- Which ones do we think are most successful?
- Which ones do we think are not successful?
- Which ones get the most public mention?

**(7) What do we emphasize in our budgets?**

- What do the numbers say we emphasize?  
*(Give a rough estimate of the % of budget allocated to the major budget categories: e.g. administration; staff; ministry; mission, etc.)*

**(8) What do we emphasize in our time?**

- What does the use of staff time, program time, meeting time, etc., say we emphasize?

**(9) What do we emphasize in our personnel resources?**

- What do staff allocations emphasize?
- Where do we put our best non-paid leaders?

**(10) What do we emphasize in our motivation & evaluation?**

- How do we evaluate & reward staff?
- How do we evaluate & reward non-paid leaders?
- How do we evaluate & celebrate our church's progress?