

\_\_\_\_\_ Congregational                      \_\_\_\_\_ Leadership

COMPOSITE SCORING INSTRUCTIONS: Record the number of responses marked in each COLUMN. Chart the results to show a composite picture of where the group tends to see the church on the life-cycle.

**LIFE-CYCLE OF CHURCHES**

INITIAL STRUCTURING (Birth)	FORMAL ORGANIZATION (Growth)	MAXIMUM EFFICIENCY (Maturity)	INSTITUTIONALIZATION (Aging)	DISINTEGRATION (Dying)
<b>ROW 1: Commitment to Mission and Purpose</b>				
<input type="checkbox"/> Positive supportive attitude <input type="checkbox"/> Uncertainty of future demands <input type="checkbox"/> visionary leader with high commitment level	<input type="checkbox"/> Strong sense of mission and purpose among every member <input type="checkbox"/> High level of goal "ownership"	<input type="checkbox"/> High visibility and understanding of purpose and mission <input type="checkbox"/> Common purpose throughout ministries of the church	<input type="checkbox"/> Lowering of members' understanding of purpose <input type="checkbox"/> New members do not sense church's purpose	<input type="checkbox"/> Purpose is lost <input type="checkbox"/> Mission not understood
<b>ROW 2: Involvement of Membership</b>				
<input type="checkbox"/> Mutual dependency requires everyone to be involved, or leave <input type="checkbox"/> All members willing to work	<input type="checkbox"/> High percentage of individuals' time and identity committed to the church <input type="checkbox"/> Volunteers easily found	<input type="checkbox"/> New members quickly find a place to become involved <input type="checkbox"/> High level of enthusiasm among membership for participation	<input type="checkbox"/> Members assume there are enough others to do the job <input type="checkbox"/> More paid staff to "enhance" ministries	<input type="checkbox"/> Programs eliminated for lack of participation <input type="checkbox"/> Difficult to find volunteers
<b>ROW 3: Programs, Structures, and Organizations</b>				
<input type="checkbox"/> Minimal organization <input type="checkbox"/> Spontaneity in decision making	<input type="checkbox"/> Function of ministry determines form <input type="checkbox"/> Structure created in response to needs <input type="checkbox"/> Traditions begin to form	<input type="checkbox"/> New programs created to respond to new needs <input type="checkbox"/> Delegation begins <input type="checkbox"/> New roles and responsibilities created	<input type="checkbox"/> Few, if any, new programs added <input type="checkbox"/> Forms of ministries begin to determine function <input type="checkbox"/> Structure creates needs rather than responds to to needs	<input type="checkbox"/> Programs deleted for lack of funds <input type="checkbox"/> Primary goal is preservation/survival
<b>ROW 4: Attitude toward Change</b>				
<input type="checkbox"/> Members are receptive <input type="checkbox"/> Quickly accomplished <input type="checkbox"/> Ownership is unanimous	<input type="checkbox"/> Changes easily adopted and integrated <input type="checkbox"/> Suggested from all levels of membership	<input type="checkbox"/> New proposals given serious consideration <input type="checkbox"/> Church leaders responsible for initiating and implementing	<input type="checkbox"/> Few changes proposed <input type="checkbox"/> Few changes considered that radically depart from status quo	<input type="checkbox"/> "We've never done it that way before" <input type="checkbox"/> Rationalizations often made for why it can't be done
<b>ROW 5: Morale and Self-Esteem</b>				
<input type="checkbox"/> Morale is high <input type="checkbox"/> Self-esteem is in the process of being formulated	<input type="checkbox"/> Morale is higher <input type="checkbox"/> Self-esteem easily affected by circumstances and short -term successes/failures	<input type="checkbox"/> Morale is highest <input type="checkbox"/> Self-esteem at its highest level <input type="checkbox"/> Confidence is contagious that goals can be reached	<input type="checkbox"/> Morale polarizes into groups of high and low <input type="checkbox"/> Self-esteem develops uncertainties	<input type="checkbox"/> Few have high morale <input type="checkbox"/> Frustration and/or despair by leaders in not knowing how to stop decline <input type="checkbox"/> Self-esteem lowers
TOTAL MARKED IN THIS COLUMN	TOTAL MARKED IN THIS COLUMN	TOTAL MARKED IN THIS COLUMN	TOTAL MARKED IN THIS COLUMN	TOTAL MARKED IN THIS COLUMN