

ASSESSMENT OF CHURCH CULTURE¹

1. Church Identity

a. Our church is a very personal place. Members are very close and share a large portion of their lives with one another.	
b. Our church is a very flexible organization. Members are willing to try new things and take risks.	
c. Our church is very organized. Policies and procedures govern what we typically do.	
d. Our church is very focused on results. Getting the job done and seeing the effect of our activity is important.	

Total four scores = **100%**

2. Church Leadership

a. Church leadership ² encourages our sense of family. They provide care and support for the members.	
b. Church leadership frequently leads the church to take risks, stretch themselves, and try new approaches.	
c. Church leadership promotes the smooth and efficient operation of the organization. Coordination and organization are evident.	
d. Church leadership typically demonstrates a results-oriented approach to ministry. The bottom line is important.	

Total four scores = **100%**

3. Church Personality

a. Our church's personality is marked by teamwork, consensus, and fellowship.	
b. Our church's personality is marked by freedom, risk-taking, and creativity.	
c. Our church's personality is predictability, stability, and uniformity.	
d. Our church's personality is marked by a commitment to excellence and measurable achievement.	

Total four scores = **100%**

4. Church Unity

a. Our church is held together by loyalty and mutual trust. Commitment to each other is high.	
b. Our church is held together by a commitment to creativity and new approaches. Being on the cutting edge is highly valued.	
c. Our church is held together by our structure and policies. Maintaining a smooth running organization is important.	
d. Our church is held together by an emphasis on accomplishing goals and achieving results. We relish successes and victories.	

Total four scores = **100%**

5. Church Focus

a. Our church emphasizes the care and support of the members.	
b. Our church emphasizes new approaches and ideas for ministry.	
c. Our church emphasizes permanence, stability, efficiency, and order.	
d. Our church emphasizes achievement and excellence.	

Total four scores = **100%**

¹ Adapted from *Diagnosing and Changing Organizational Culture* by Kim Cameron and Robert E. Quinn, Addison Wesley Publishing Company, Inc., 1999

² Including but not restricted to our pastor and paid staff

6. Church Success

a. Our church defines success on the basis of the membership, their development, and their level of satisfaction.	
b. Our church defines success on the basis of having new ideas and creative approaches to ministry.	
c. Our church defines success on the basis of efficiency, order, and smooth operations.	
d. Our church defines success on the basis of results and achieving measurable goals.	

Total four scores = **100%**

Using the Church Culture Assessment

1. Assign a percent value to each a., b., c., and d. question in each area: church identity, church leadership, church personality, church unity, church focus and church success. The four scores in each area must total 100%
2. Transfer each value to its appropriate box on the Church Culture Assessment Scoring Sheet. Total all of the a., b., c., and d. answers and divide by 6 for an average score.
3. Plot the average a., b., c., and d. score on its respective axis on the Church Culture Scoring Grid. Plot each average as a dot and connect the dots on each axis to form a polygon figure. Shade the figure in.
4. Notice which quadrant is most heavily shaded. This is the dominant value in your church culture.

Church Culture Scoring Sheet

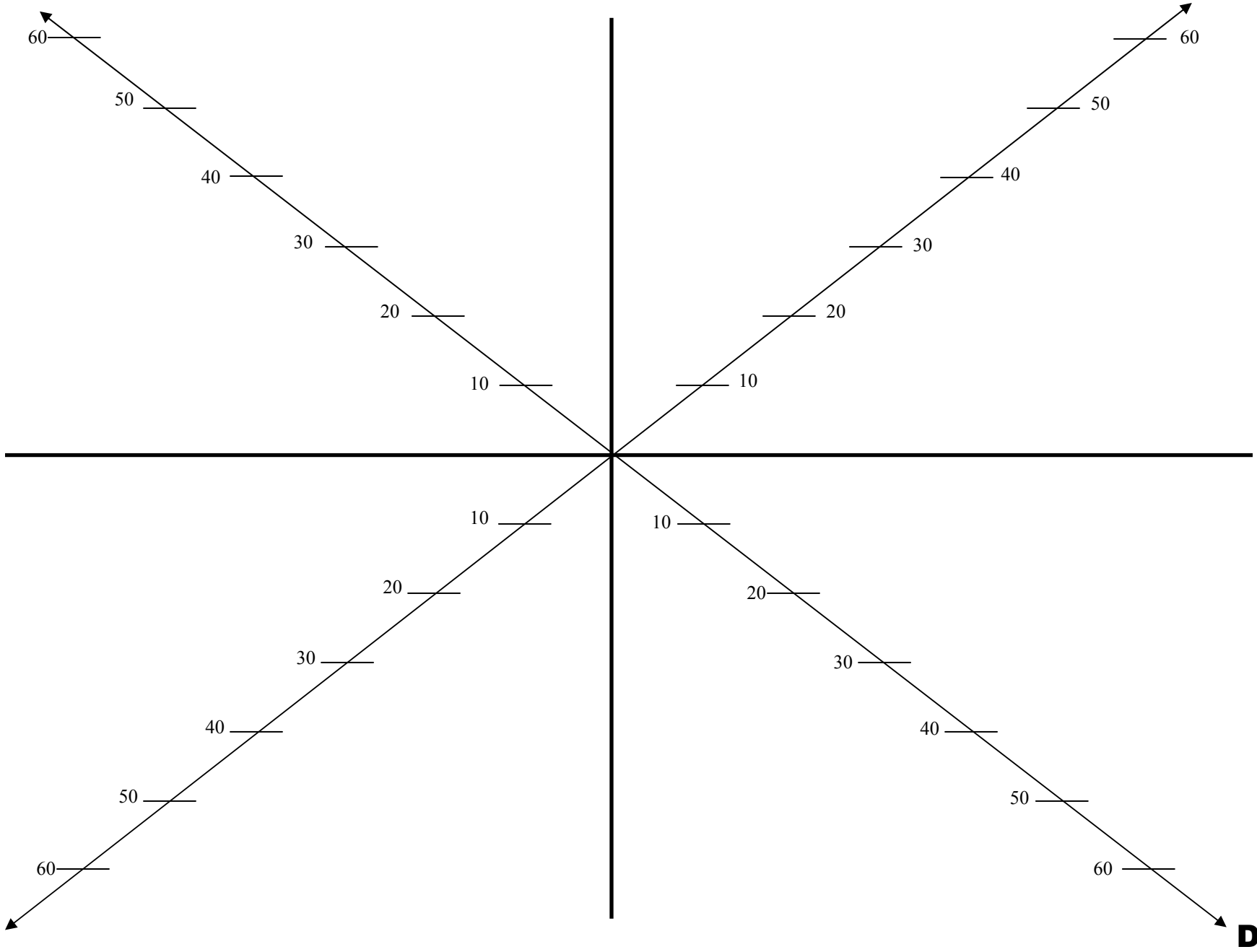
1a.		1b.		1c.		1d.	
2a.		2b.		2c.		2d.	
3a.		3b.		3c.		3d.	
4a.		4b.		4c.		4d.	
5a.		5b.		5c.		5d.	
6a.		6b.		6c.		6d.	

Total		Total		Total		Total	
Average		Average		Average		Average	
Plot this score on Axis A, Church Culture Scoring Grid		Plot this score on Axis B, Church Culture Scoring Grid		Plot this score on Axis C, Church Culture Scoring Grid		Plot this score on Axis D, Church Culture Scoring Grid	

A

Church Culture Scoring Grid

B



C

D

Church Culture

Congregational Identity, Focus, and Dominant Value

