

Barnabas Missions Organizational and Leadership Survey - Please answer

Organizational success is linked to having the right leadership team. The right leadership team consists of the right people possessing the mental, emotional, spiritual, and social resources that fill the current needs of the organization. So what do organizations need? Needs vary on the stage of development of the organization and the type of internal and external struggles they are facing.

On the next page we list some general needs organizations require. How would you rate **yourself, your Lead Pastor, and the church overall** on each of these characteristics?

*** 1. Vision. Focused organizations require a leader capable of identifying a mutually desirable future worth pursuing.**

	Very weak	Weak	Below average	Neutral	Above average	Strong	Very strong
How would you rate yourself on vision?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate your lead pastor on vision?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate the church overall on vision?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*** 2. Strategy. Organizations with vision need refined, achievable goals and step-by-step procedures to achieve them.**

	Very weak	Weak	Below average	Neutral	Above average	Strong	Very strong
How would you rate yourself on strategy?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate your lead pastor on strategy?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate the church overall on strategy?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*** 3. Financial Development. Non-profits and start-ups require leaders who can develop funding sources.**

	Very weak	Weak	Below average	Neutral	Above average	Strong	Very strong
How would you rate yourself on financial development?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate your lead pastor on financial development?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate the church overall on financial development?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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*** 4. Inspiration.** Over time people lose their passion and need to rediscover their original purpose and meaning in participating in their current venture.

	Very weak	Weak	Below average	Neutral	Above average	Strong	Very strong
How would you rate yourself on inspiration?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate your lead pastor on inspiration?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate the church overall on inspiration?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Very weak Weak Below average Neutral Above average Strong Very strong

*** 5. Moral Guidance.** Organizations require an examination of their core values, beliefs, and the moral compass that guides their internal and external relationships.

Very weak Weak Below average Neutral Above average Strong Very strong

How would you rate yourself on moral guidance?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate your lead pastor on moral guidance?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate the church overall on moral guidance?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*** 6. Creativity.** When old ideas fail, bold new ventures are required.

Very weak Weak Below average Neutral Above average Strong Very strong

How would you rate yourself on creativity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate your lead pastor on creativity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate the church overall on creativity?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*** 7. Community.** When people in the organization feel disconnected from one another, a community-oriented leader is needed to restore the human glue that bonds teams together.

Very weak Weak Below average Neutral Above average Strong Very strong

How would you rate yourself on community?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate your lead pastor on community?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate the church overall on community?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*** 8. Team Building.** An ideal group assembles the right people with the right talents, abilities, and styles in order to ensure that the sum of the people fill all the knowledge, skill, and style gaps in the organization.

Very weak Weak Below average Neutral Above average Strong Very strong

How would you rate yourself on team building?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate your lead pastor on team building?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate the church overall on team building?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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*** 9. Education and Expertise.** When organizations lack critical instructional knowledge, a teacher is needed to impart essential knowledge and skills.

	Very weak	Weak	Below average	Neutral	Above average	Strong	Very strong
How would you rate yourself on education and expertise?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate your lead pastor on education and expertise?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate the church overall on education and expertise?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*** 10. Management.** Managerial-type leaders are able to create and implement organizational policies and procedure.

	Very weak	Weak	Below average	Neutral	Above average	Strong	Very strong
How would you rate yourself on management?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate your lead pastor on management?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate the church overall on management?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*** 11. Connection.** When an organization's network of friends and contacts is old and inadequate, a networker is needed to establish new partnerships and bring fresh ideas and energy.

	Very weak	Weak	Below average	Neutral	Above average	Strong	Very strong
How would you rate yourself on connection?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate your lead pastor on connection?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate the church overall on connection?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*** 12. Systems Thinking.** When the individual parts of an organization appear adequate but the overall goals are not reached people are often puzzled. A broad systems thinking approach is needed in developing harmonious, synergistic relationships between people, procedures, and processes.

	Very weak	Weak	Below average	Neutral	Above average	Strong	Very strong
How would you rate yourself on systems thinking?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate your lead pastor on systems thinking?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate the church overall on systems thinking?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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*** 13. Evaluation and Feedback.** Periodically it is important to re-evaluate the vision, goals, objectives, processes, and outcomes of the organization

	Very weak	Weak	Below average	Neutral	Above average	Strong	Very strong
How would you rate yourself on evaluation and feedback?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate your lead pastor on evaluation and feedback?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate the church overall on evaluation and feedback?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*** 14. Learning.** Organizations that find themselves in repetitive patterns leading to continued failure need to learn from mistakes and grow. Organizations may also simply need to learn faster to stay ahead of competitors.

	Very weak	Weak	Below average	Neutral	Above average	Strong	Very strong
How would you rate yourself on learning?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate your lead pastor on learning?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate the church overall on learning?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*** 15. Organizational Development.** When leadership determines that an organization requires a major overhaul for continued viability, it is time to set forth a plan of re-engineering and change.

	Very weak	Weak	Below average	Neutral	Above average	Strong	Very strong
How would you rate yourself on organizational development?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate your lead pastor on organizational development?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How would you rate the church overall on organizational development?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*** 16. What do you think are the primary strengths of Our Church?**

*** 17. What do you think are the primary weaknesses of Our Church?**

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*** 18. What do you think should be done to improve Our Church?**