

# Governing Body Assessment Tool

## Instructions

As we prepare to search for the next [Senior Leader] of our [Governing Body], our leaders want to know what you think about our work together. We are interested in your honest views and beliefs in a variety of areas. In this instrument, you will find statements about how you see things related to our [Governing Body]. We also want to know what you believe should receive more energy in the future. Finally, we need to know some things about you and you will find questions designed to help us understand you better.

This survey is to be filled out by active and retired clergy, boards, and members of working groups within our [Governing Body]. Please do not discuss the questions with one another prior to completing the questionnaire.

In each case, YOUR impressions, feelings, and opinions are important for [Governing Body] planning. In some cases, you may feel that your opinions are not well informed. Please go ahead and give your impression as it is now, even though you realize it could change by talking with others. Use the "Don't Know" response only in those rare cases where you have no impression at all.

### I. Your Perspectives

In the blank by each of the following statements, write the number from the scale that best expresses your view:

1	2	3	4	5	6	7
Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree	Don't Know

- \_\_\_ 1. The [Governing Body] makes available policies and procedures that are helpful in the day to day operation of a church.
- \_\_\_ 2. I experience a high level of collegiality as members of the [Governing Body] work together.
- \_\_\_ 3. The leaders of our [Governing Body] show a genuine concern to know what people are thinking when decisions need to be made.
- \_\_\_ 4. The [Governing Body] has done a good job of developing a shared vision that unites us.
- \_\_\_ 5. The members of the [Governing Body] exhibit a genuine hospitality toward one another and new persons entering our [Governing Body] community.
- \_\_\_ 6. There is frequently a small group of members that opposes what the majority want to do.
- \_\_\_ 7. Members have discovered that involvement in the work of the [Governing Body] can be a source of energy and spiritual renewal.
- \_\_\_ 8. Problems between groups in this [Governing Body] are usually resolved through mutual effort.
- \_\_\_ 9. The [Governing Body] is effective in recognizing trends in the larger society and in helping us adapt in order to deal with those changes.
- \_\_\_ 10. Most important decisions about what the [Governing Body] should do are really made by the same, small group of people.
- \_\_\_ 11. In important decisions in our [Governing Body], adequate opportunity for consideration of different approaches is usually provided.

- | 1<br>Strongly<br>Disagree | 2<br>Disagree | 3<br>Tend to<br>Disagree   | 4<br>Tend to<br>Agree | 5<br>Agree | 6<br>Strongly<br>Agree | 7<br>Don't<br>Know |  |
|---------------------------|---------------|--|-----------------------|------------|------------------------|--------------------|--|
| ___                       | 12.           | As a [Governing Body] we do a good job communicating with one another in a way that keeps us aware and engaged.  |                       |            |                        |                    |  |
| ___                       | 13.           | Our [Governing Body] does a good job helping each member understand that he or she has an important role to play.  |                       |            |                        |                    |  |
| ___                       | 14.           | Our [Governing Body] does a good job supporting persons who are serving in various [Governing Body] ministries.  |                       |            |                        |                    |  |
| ___                       | 15.           | A positive spirit exists between the leaders of my congregation and the [Governing Body].  |                       |            |                        |                    |  |
| ___                       | 16.           | In this [Governing Body] it seems to me that we are just going through the motions. There isn't much excitement about it among our members.                      |                       |            |                        |                    |  |
| ___                       | 17.           | The [Governing Body] has been successful in helping congregations like mine become more vital and effective.   |                       |            |                        |                    |  |
| ___                       | 18.           | Some leaders in my congregation have unresolved issues with the [Governing Body] that get in the way of our working together.                                    |                       |            |                        |                    |  |
| ___                       | 19.           | I find [Governing Body] meetings to be a good use of my time and energy.   |                       |            |                        |                    |  |
| ___                       | 20.           | On the whole, I am satisfied with how things are in our [Governing Body].  |                       |            |                        |                    |  |
| ___                       | 21.           | Among most of the members of our [Governing Body] there is a healthy tolerance of differing opinions and beliefs.  |                       |            |                        |                    |  |
| ___                       | 22.           | I trust the [Governing Body] to provide strong and competent support to my congregation during challenging times such as changes in clergy or other transitions. |                       |            |                        |                    |  |
| ___                       | 23.           | The [Governing Body] has been a valuable resource in helping my congregation cultivate the financial giving of our people.                                       |                       |            |                        |                    |  |
| ___                       | 24.           | Because of my involvement in the [Denomination], I feel clearer about God's purpose for my life than I did three years ago.                                      |                       |            |                        |                    |  |
| ___                       | 25.           | Our [Governing Body] helps members become engaged by finding roles for people that fit their gifts.  |                       |            |                        |                    |  |
| ___                       | 26.           | Our [Governing Body] tends to stay very close to established ways of doing things.   |                       |            |                        |                    |  |
| ___                       | 27.           | There is a disturbing amount of conflict in our [Governing Body].  |                       |            |                        |                    |  |
| ___                       | 28.           | Our [Governing Body] provides adequate opportunities for members to engage in work that is meaningful.   |                       |            |                        |                    |  |
| ___                       | 29.           | Persons who serve as leaders in our [Governing Body] are generally representative of the members.  |                       |            |                        |                    |  |
| ___                       | 30.           | The whole spirit in our [Governing Body] makes people want to get as involved as possible.   |                       |            |                        |                    |  |

## II. ABOUT THE FUTURE

In this section of the assessment possible goals are listed for our [Governing Body] in the next three to five years. The leaders of the [Governing Body] are interested in knowing where you believe *additional* energy needs to be applied to expand or improve our work. If you believe that some ministries require *additional* energy because they are important and need to be expanded or improved, then you would give these a higher score. If you believe that other ministries require little or no *additional* energy because they are already being performed at an appropriate level of quality, then you would give these a lower score. Using the scale below respond to the questions that follow:

1	2	3	4	5	6
No additional Energy	Little additional energy	Moderate additional Energy	Substantial additional energy	High additional energy	Don't know

- \_\_\_ 31. Equip congregations to be more effective in addressing problems affecting their surrounding communities.
- \_\_\_ 32. Take a leadership role in new church development in promising regions of the [Governing Body].
- \_\_\_ 33. Work with local congregations to increase the awareness of the [Governing Body]'s mission and its unique impact upon the region that it serves.
- \_\_\_ 34. Provide on-site stewardship consultants and programs to local churches in order to substantially increase the financial resources of congregations.
- \_\_\_ 35. Improve the programmatic resources that the [Governing Body] makes available to congregations to insure that they are the most effective ways to do ministry in the church today.
- \_\_\_ 36. Streamline the [Governing Body] organizationally and administratively so that it makes better use of financial resources.
- \_\_\_ 37. Cultivate a more consistent hospitality and develop a higher level of trust within the [Governing Body].
- \_\_\_ 38. Take a leadership role in working with churches that have completed their mission in a community and need to close.
- \_\_\_ 39. [LOCAL QUESTION]
- \_\_\_ 40. Equip Pastors and other leaders in congregations with strategies that enable them to reach new members.
- \_\_\_ 41. Provide church leaders with the kinds of interpretive resources that will build more support for the work of [Governing Body] among members of the congregation.
- \_\_\_ 42. Make the [Governing Body] more responsive to requests for assistance in dealing with particular needs including pastoral transitions, capital issues, or other pressing concerns.
- \_\_\_ 43. [LOCAL QUESTION]
- \_\_\_ 44. Develop a discernment process to rethink how to be vital [DENOMINATION] churches in our specific region.
- \_\_\_ 45. Deepen our spiritual capacity as congregations to respond to life with serenity, confidence, and hope.
- \_\_\_ 46. Equip pastors and other leaders in congregations to help members become growing, vital disciples.

### III. QUALITIES OF THE NEXT [SENIOR LEADER] OF OUR [GOVERNING BODY]

Below you will find a list of six qualities for the next [Senior Leader] of our [Governing Body]. We realize that each of these qualities is desirable, but we would like to know which are more important in your thinking and which are less important. Please RANK these six items from "1" to "6" with "1" meaning most important, "2" very important, "3" important, "4" somewhat important, "5" less important, and "6" least important. Each number should only be used once.

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>Most important</b>	<b>Very important</b>	<b>Important</b>	<b>Somewhat important</b>	<b>Less important</b>	<b>Least important</b>	<b>Don't know</b>

- \_\_\_ 47. An ability to work collaboratively with other members of the [Governing Body].
- \_\_\_ 48. A willingness to surround himself/herself with people who complement his/her weaknesses.
- \_\_\_ 49. A capacity to oversee the fiscal affairs of the [Governing Body] in a way that makes the most of scarce resources.
- \_\_\_ 50. An aptitude for developing and articulating a vision.
- \_\_\_ 51. A knack for bringing out the best people.
- \_\_\_ 52. An ability to effectively encourage spiritual growth in others.

### IV. Your Involvement

- \_\_\_ 53. The role in which I am currently serving is
 

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>Active Clergy</b>	<b>Retired Clergy</b>	<b>[Governing Body] Committee/ Commission</b>	<b>Board</b>		

- \_\_\_ 54. I have been involved in this particular congregation
 

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>Less than 1 year</b>	<b>1-2 years</b>	<b>3-5 years</b>	<b>6-10 years</b>	<b>11-20 years</b>	<b>20+ years</b>

- \_\_\_ 55. Beyond going to [Governing Body] meetings, how engaged would you say that your church has been with any phase of the [Governing Body]'s life and work in the last 12 months?

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>Not engaged</b>	<b>Little engagement</b>	<b>Moderate Engagement</b>	<b>Highly Engaged</b>	<b>Don't know</b>

\_\_\_ 56. Over the last three years how has your church's engagement with the [Governing Body] changed?

<b>1</b> <b>Less engaged</b>	<b>2</b> <b>About the same</b>	<b>3</b> <b>More Engaged</b>	<b>4</b> <b>Don't know</b>
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\_\_\_ 57. If you have served in leadership of other [Denomination] churches, how would you compare your level of satisfaction with our current [Governing Body] to other [Governing Bodies] you have worked with?

<b>1</b> <b>Less satisfied here</b>	<b>2</b> <b>About the same</b>	<b>3</b> <b>More Satisfied here</b>	<b>4</b> <b>Not Applicable</b>
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\_\_\_ 58. What would you say is your level of awareness regarding the work of the [Governing Body]?

<b>1</b> <b>Unaware</b>	<b>2</b> <b>Somewhat aware</b>	<b>3</b> <b>Moderately aware</b>	<b>4</b> <b>Very aware</b>
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## V. Information about You

\_\_\_ 59. My gender is

<b>1</b> <b>Male</b>	<b>2</b> <b>Female</b>
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\_\_\_ 60. My age is

<b>1</b> <b>Below 19</b>	<b>2</b> <b>19 – 24</b>	<b>3</b> <b>25 – 34</b>	<b>4</b> <b>35 – 44</b>	<b>5</b> <b>45 – 54</b>	<b>6</b> <b>55 – 64</b>	<b>7</b> <b>65+</b>
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## VI. Questions for Transition Planning

\_\_\_ 61. It could take a number of months to call a new [Senior Leader]. As I think about my involvement in the [Governing Body] during that time I intend to be

<b>1</b> <b>Much less involved</b>	<b>2</b> <b>Less involved</b>	<b>3</b> <b>About the same</b>	<b>4</b> <b>More involved</b>	<b>5</b> <b>Much more involved</b>	<b>6</b> <b>Don't know</b>
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\_\_\_ 62. There are a number of additional responsibilities that may arise during this transition (for example, prayer, focus groups, committee work). Please indicate your level of availability to help with additional responsibilities as they arise:

<b>1</b> <b>Much less available</b>	<b>2</b> <b>Less available</b>	<b>3</b> <b>About the same</b>	<b>4</b> <b>More available</b>	<b>5</b> <b>Much more available</b>	<b>6</b> <b>Don't know</b>
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\_\_\_ 63. There are a number of additional financial costs during a transition (for example, search costs, relocation costs, etc). Please indicate below what you believe your church's level of giving to the [Governing Body] should be during the transition.

<b>1</b> <b>Much lower giving</b>	<b>2</b> <b>Lower giving</b>	<b>3</b> <b>About the same</b>	<b>4</b> <b>Higher giving</b>	<b>5</b> <b>Much higher giving</b>	<b>6</b> <b>Don't know</b>
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In the blank by each of the following statements, write the number from the scale that best expresses your view

**1**  
Strongly  
Disagree

**2**  
Disagree

**3**  
Tend to  
Disagree

**4**  
Tend to  
Agree

**5**  
Agree

**6**  
Strongly  
Agree

**7**  
Don't  
Know

- \_\_\_ 64. I believe that the leadership at our [Governing Body] needs to be more representative of the congregation as a whole (gender, age, length of membership, points of view).
- \_\_\_ 65. I am comfortable with the timing of this transition to a new [Senior Leader]. I feel it is time for this change.
- \_\_\_ 66. In the future, I believe the [Governing Body} should continue in the same overall direction that it has taken in the recent past.
- \_\_\_ 67. I believe the next [Senior Leader] we call should have approximately the same skills and responsibilities as our most recent leader (for example, balance between worship leadership, administration, pastoral care, and leadership).

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