

TOOL # 3:
Internal Church Questionnaire for Church Leadership

Notes:

1. This questionnaire is for board members and staff. It is not intended for wide congregational use.
2. The **business language in the survey is meant as a tool to help the person think more objectively**. It is not meant to offend or to suggest that the church is a business. It is possible that if the Lord were on earth today, He might use business references to explain spiritual concepts.

PART I

Board Survey

Imagining that the church is a store seeking to serve people, attract new people and see people return regularly, please answer the following questions (Remember there are no right or wrong answers):

1. What is our church's **main** business right now?

Our main business/ministry now is:

- What **are** we doing (**not what we want to do, hope to do, or what we should do**)? In one sentence, what is our main activity?

Our main activity is:

2. Who is our church serving right now? That is, who is the end user of our ministry? Who is our primary target audience now?

- Who would most naturally “fit in and buy what we are selling now?”

Our church's primary target customer now is:

3. Who are our employees now? That is, who do we define as our staff helping us to succeed in accomplishing the vision and mission of the church?

These employees include:

- Who serves our primary customers/parishioners? That is, who are those people who lead others to do the work of the ministry that are **not** staff.

Our leadership team includes:

- Who do we see doing “the work” now? That is, who is doing ministry other than paid staff or leadership team members.

Note: Larger churches please include your database for Base Three people placed in ministry.

The people doing the work of the ministry are:

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4. What is our church's plan of operation? That is how does the church operate to succeed at what it does now?

We succeed now by:

5. How does the church go about doing what it does so that those who participate in the church are effective?

List the training activities/tools used:

6. How are decisions made?

We make decisions by:

7. How do things get done?

We get things done by:

8. How does the church look into the future (i.e., plan)?

We plan by:

9. What is our church's shared definition of success?

Our church's shared definition of success is:

PART II

HOW WE SEE OUR FUTURE

In this next section, the answers to the questions should be what we see as the “*preferred future*” of our church. Visionize what you see God doing in the future in our church. These questions will provide some guides along the way.

1. If you could trust God to accomplish the impossible, what venture of faith do you see God accomplishing in our church?

2. Identify the most prominent need of the members of our church.

3. Identify the most prominent need of our church target group.

4. Identify the most prominent need of the church's neighbourhood.

5. What are some societal trends that will affect our church?

6. What are some areas in the church that you feel dissatisfied with?

7. What is it that you have a passion for the church to do?

8. What needs or people concerns stir up our compassion?

9. What steps do you see our church taking to arrive at our preferred future for it?
