



ALLELON
A MOVEMENT OF MISSIONAL LEADERS

THE ALLELON MISSIONAL CHURCH READINESS REPORT

AN ALLELON RESOURCE

Missional Church Readiness Report

Sample Pages

The following are selected pages from a sample report. The total length of the report is about 70 pages, but this excerpt includes examples of a few key pages to help you attain an idea of how the report works. The pages included as examples are:

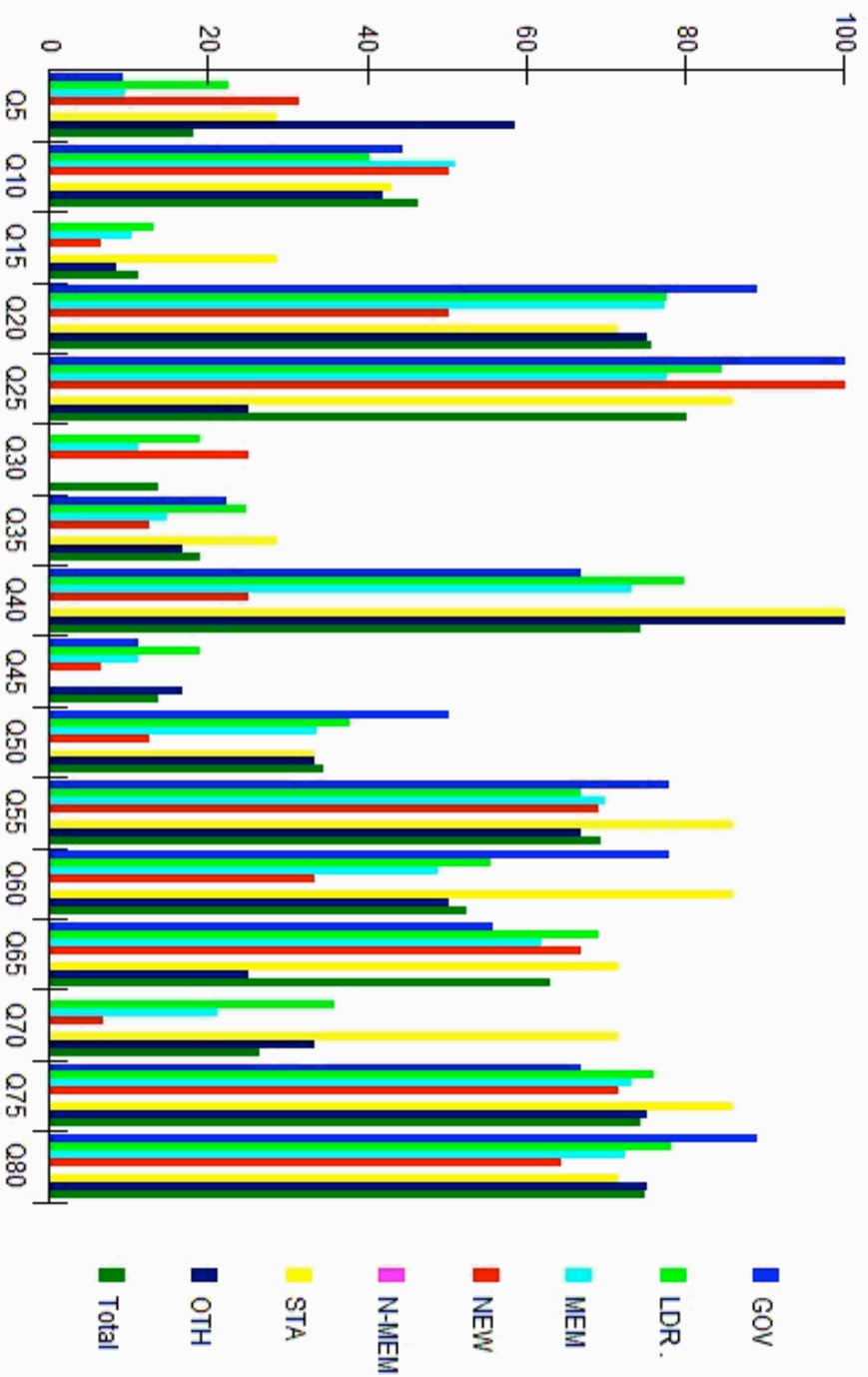
1. The Reactive View Graph
2. The Reactive View Questions
3. The Developmental View Graph
4. The Developmental View Questions
5. The Transitional View Graph
6. The Transitional View Questions
7. The Transformational View Graph
8. The Transformational View Questions
9. The Factor View-There are 16 different factors. This is a sample page for one of the 16 specific factors.
10. Comments Page-All of the specific comments made by those who completed the assessment are included

Please call or email us if you have any further questions about the Report or the Assessment Process.

Phone: 604-762-6354

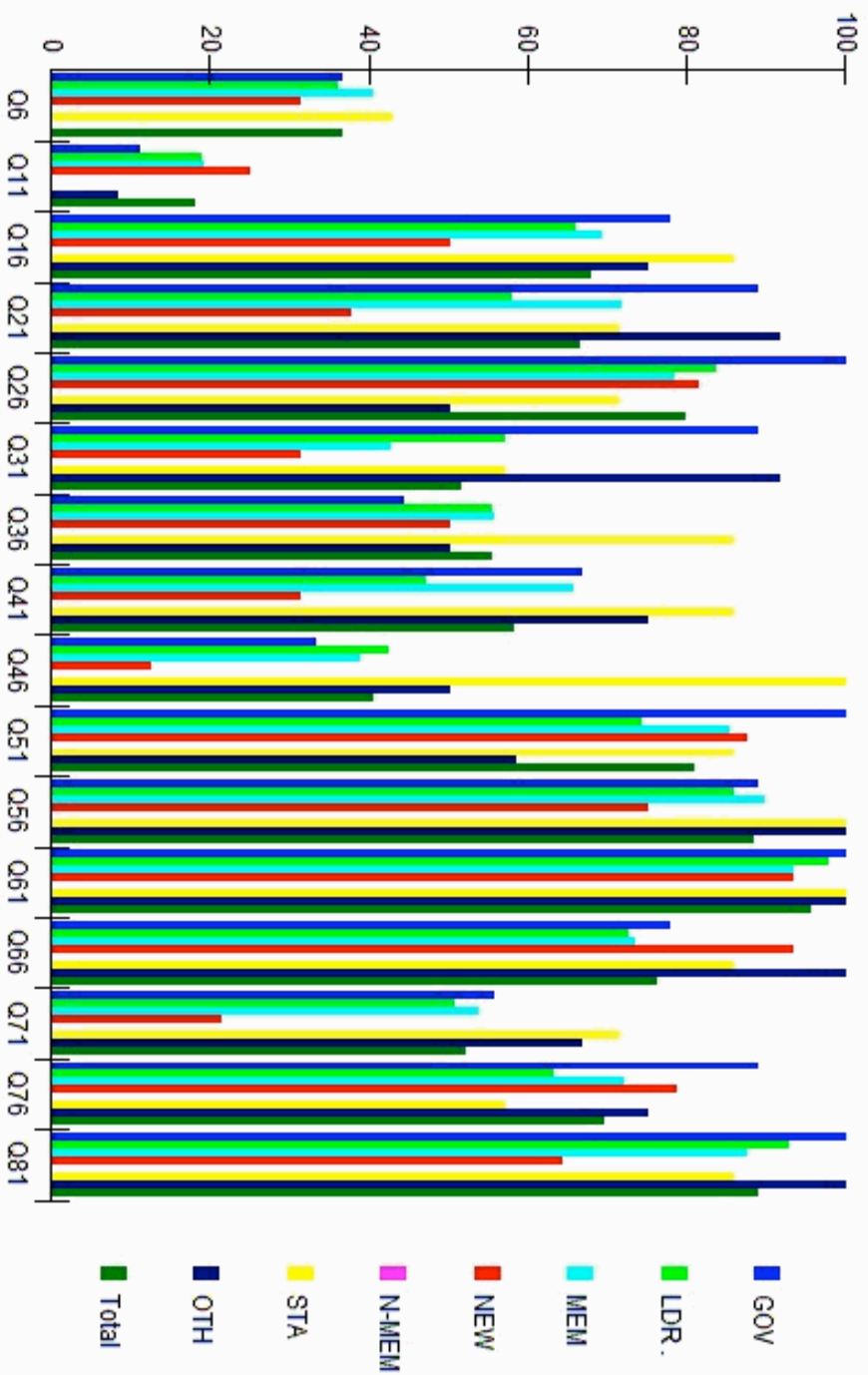
Email: office@allelon.org

The Reactive View



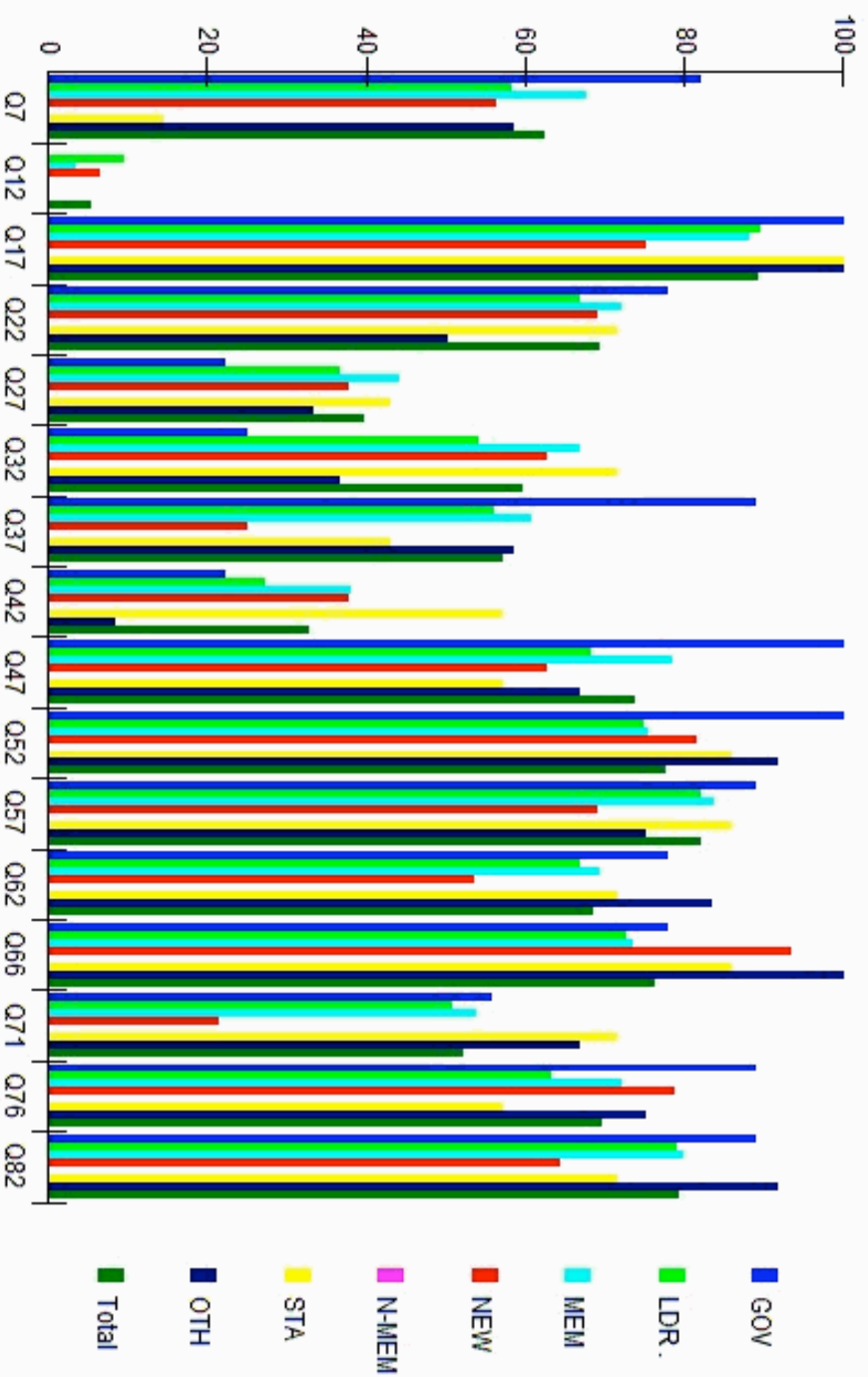
Questions	GOV (N=11)	LDR . (N=89)	MEM (N=129)	NEW (N=16)	N-MEM (N=0)	STA (N=7)	OTH (N=12)	Total (N=264)
5. Our church structure appears to be loose and disorganized, it is difficult to know who is doing what.	9.1%	22.5%	9.4%	31.3%	NA%	28.6%	58.3%	17.9%
10. Our church planning for the future appears to be based upon the preservation of the good things we have done in	44.4%	40.0%	50.8%	50.0%	NA%	42.9%	41.7%	46.2%
15. Our church leaders tend to focus upon preserving the status quo and doing things the way that we have always done	0.0%	12.9%	10.3%	6.3%	NA%	28.6%	8.3%	11.0%
20. Our church wants the ministers and other leaders to find ways of growing, but to keep our traditions and heritae	88.9%	77.4%	77.1%	50.0%	NA%	71.4%	75.0%	75.6%
25. Our church communicates to the congregation primarily through Sunday Services and	100.0%	84.5%	77.6%	100.0%	NA%	85.7%	25.0%	79.9%
30. Our church appears to go from one week to another in a haphazard way, sometimes it is hard to see a plan or reason	0.0%	18.8%	11.2%	25.0%	NA%	0.0%	0.0%	13.5%
35. Most of our programs look pretty much as they did ten years ago, not much has chang	22.2%	24.7%	14.8%	12.5%	NA%	28.6%	16.7%	18.9%
40. Our church leaders build our church finances and budgets to support existing programs and to pay for need	66.7%	79.8%	73.0%	25.0%	NA%	100.0%	100.0%	74.1%
45. The prime energy in our church is directed towards maintaining the status quo and avoiding difficult situations.	11.1%	18.8%	11.2%	6.3%	NA%	0.0%	16.7%	13.5%
50. In our church, we ask the congregation to contribute more in money and time, we are always short of resources.	50.0%	37.6%	33.6%	12.5%	NA%	33.3%	33.3%	34.2%
55. The people in the congregation primarily relate to the church through the Sunday worship service.	77.8%	66.7%	69.8%	68.8%	NA%	85.7%	66.7%	69.3%
60. Our church congregation expects the ministers and other leaders to be primarily focused towards meeting the needs of everyone who attends and participates in church life.	77.8%	55.3%	48.7%	33.3%	NA%	85.7%	50.0%	52.2%
65. Our church congregation views the community that surrounds the church as the prime area of witness.	55.6%	69.0%	61.7%	66.7%	NA%	71.4%	25.0%	62.8%
70. Our church approaches growth by trying to attract new people who are similar to the people we have now.	0.0%	35.7%	20.9%	6.7%	NA%	71.4%	33.3%	26.4%
75. We have church programs or events that would interest to our neighbors and friends.	66.7%	75.9%	73.0%	71.4%	NA%	85.7%	75.0%	74.2%
80. People in the local community around the church would say that our church has some impact upon its life.	88.9%	78.0%	72.3%	64.3%	NA%	71.4%	75.0%	74.6%
Total	46.9%	49.6%	44.4%	39.0%	NA%	55.9%	43.8%	46.2%

The Developmental View



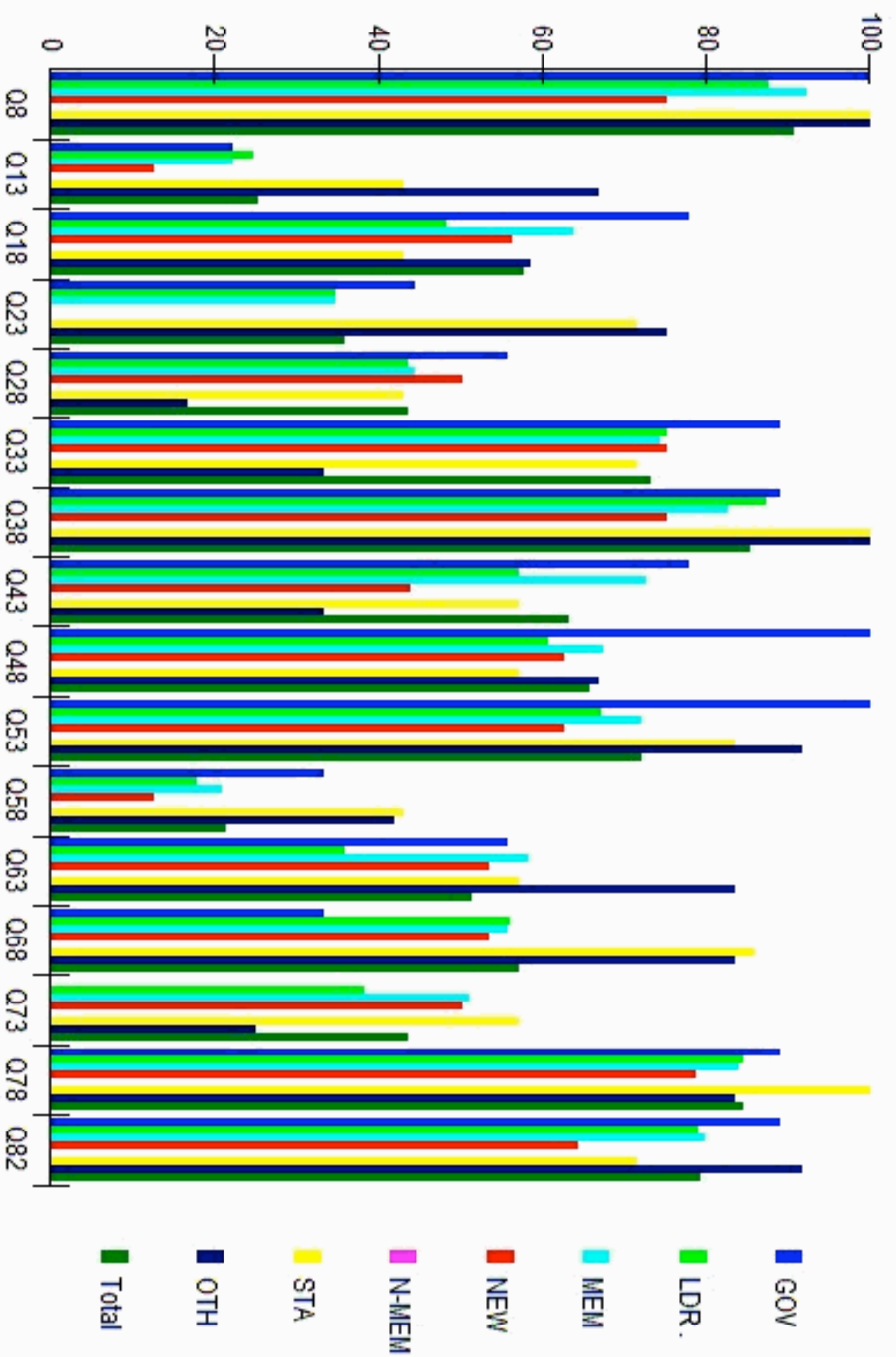
Questions	GOV (N=11)	LDR . (N=89)	MEM (N=129)	NEW (N=16)	N-MEM (N=0)	STA (N=7)	OTH (N=12)	Total (N=264)
5. Our church has a clearly defined structure that spells out what the ministers, other church leaders, and members can and cannot do.	36.4%	36.0%	40.5%	31.3%	NA%	42.9%	0.0%	36.4%
11. Our church planning for the future is focused towards making some gradual and incremental improvements to what we have done in the past.	11.1%	18.8%	19.0%	25.0%	NA%	0.0%	8.3%	18.0%
16. Our church leaders are trying to make some changes to the way we do things to keep us from getting stale.	77.8%	65.9%	69.2%	50.0%	NA%	85.7%	75.0%	67.9%
21. Our church is trying to find innovative ways for church staff to meet the changing needs of the people in our congregation.	88.9%	57.8%	71.6%	37.5%	NA%	71.4%	91.7%	66.3%
26. The primary communication in our church seems to be focused towards informing the congregation of church events, member needs, and volunteer requests.	100.0%	83.5%	78.4%	81.3%	NA%	71.4%	50.0%	79.6%
31. Our church seems to depend on a few individuals who are working hard to keep things running smoothly.	88.9%	57.1%	42.7%	31.3%	NA%	57.1%	91.7%	51.4%
36. Our church leaders seem to spend a lot of time and energy trying to get people in the congregation involved in our church programs. We are constantly asking for more help.	44.4%	55.3%	55.7%	50.0%	NA%	85.7%	50.0%	55.3%
41. Our church leaders build our church finances and budgets to fund improvements to our programs and resources.	66.7%	47.1%	65.5%	31.3%	NA%	85.7%	75.0%	58.0%
46. The prime energy in our church appears to be focused towards making some small and incremental improvements to what we have done in the past.	33.3%	42.4%	38.8%	12.5%	NA%	100.0%	50.0%	40.4%
51. In our church, the Minister and other leaders tell us when the church needs more money and volunteers, and the congregation usually responds.	100.0%	74.1%	85.3%	87.5%	NA%	85.7%	58.3%	80.8%
56. Our church encourages the people in the congregation to take an active role in the life of the church.	88.9%	85.9%	89.7%	75.0%	NA%	100.0%	100.0%	88.2%
51. Some of the congregation get involved in ministering to the needs of others in the church who are in physical or spiritual distress.	100.0%	97.6%	93.2%	93.3%	NA%	100.0%	100.0%	95.5%
56. Our church congregation gets involved in the life of a number of our local communities.	77.8%	72.6%	73.3%	93.3%	NA%	85.7%	100.0%	76.1%
71. Our church approaches growth by trying to attract new people who bring some differences to the people we have now.	55.6%	50.6%	53.6%	21.4%	NA%	71.4%	66.7%	51.9%
76. We plan and implement activities and events that would be relevant to our neighbors and friends.	88.9%	63.1%	72.1%	78.6%	NA%	57.1%	75.0%	69.6%
81. People in the community around our church would say that some people from the church congregation are making a difference in the community.	100.0%	92.6%	87.5%	64.3%	NA%	85.7%	100.0%	88.9%
Total	71.9%	62.4%	64.6%	53.6%	NA%	74.1%	68.2%	63.8%

The Transitional View



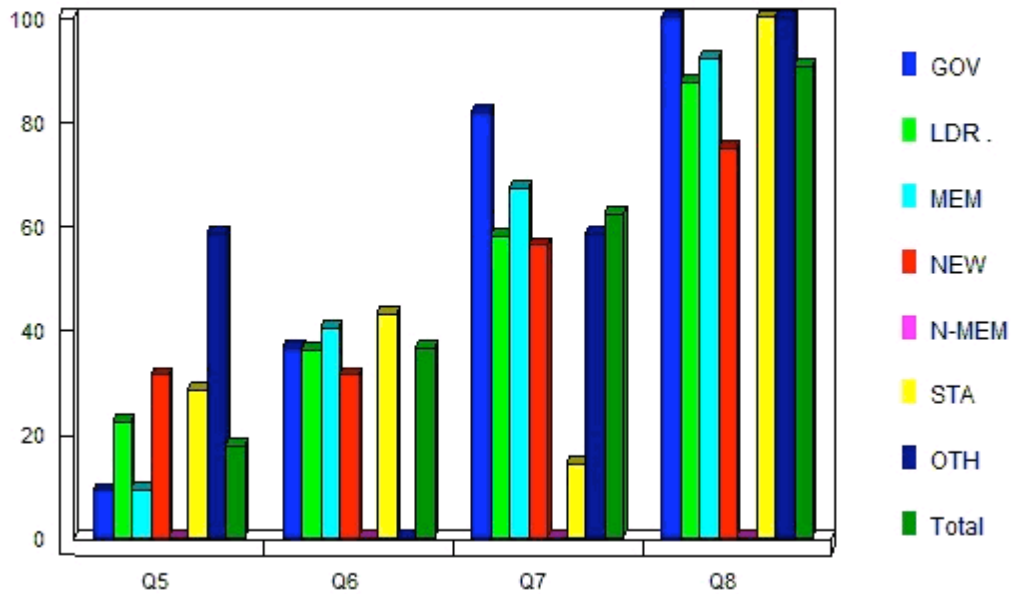
Questions	GOV (N=11)	LDR . (N=89)	MEM (N=129)	NEW (N=16)	N-MEM (N=0)	STA (N=7)	OTH (N=12)	Total (N=264)
7. Our church has a clear structure and organization that gets things done very well, we are both efficient and effective in serving our both our members and various commun	81.8%	58.0%	67.4%	56.3%	NA%	14.3%	58.3%	62.4%
12. Our church planning for the future is focused towards making changes that will be of benefit to people living in our changing s	0.0%	9.4%	3.4%	6.3%	NA%	0.0%	0.0%	5.2%
17. Our church leaders are trying to involve the congregation in bringing about changes that will make us more relevant to the various communities where we live and wo	100.0%	89.4%	88.1%	75.0%	NA%	100.0%	100.0%	89.1%
22. Our church views all staff as members of a team who work with congregational leaders and groups to serve our city and various communities.	77.8%	66.7%	72.0%	68.8%	NA%	71.4%	50.0%	69.1%
27. Within our church we have good and high quality communication between members, and also between members and le	22.2%	36.5%	44.0%	37.5%	NA%	42.9%	33.3%	39.6%
32. Our church has teams and groups of people who are working together to improve and integrate all of the programs within the c	25.0%	54.1%	66.7%	62.5%	NA%	71.4%	36.4%	59.4%
37. Our church leaders are actively looking at changing our church programs to be more relevant to the people in the congregation.	88.9%	56.0%	60.5%	25.0%	NA%	42.9%	58.3%	57.0%
42. Our church leaders build our church finances and budgets towards bringing about significant change and implementing new ideas about church life.	22.2%	27.1%	37.9%	37.5%	NA%	57.1%	8.3%	32.7%
47. The prime energy in our church is to find ways of bringing about change that will make us more relevant to our city and socie	100.0%	68.2%	78.4%	62.5%	NA%	57.1%	66.7%	73.5%
52. Our church appears to have the money, people, and resources that are needed to bring about positive change to our programs	100.0%	74.7%	75.4%	81.3%	NA%	85.7%	91.7%	77.6%
57. Our church encourages everyone in the congregation to take an active role in the life of the church and our various communities in order to witness for Jesus Christ.	88.9%	81.9%	83.6%	68.8%	NA%	85.7%	75.0%	81.9%
62. Many people from the congregation are involved in the lives of others in the congregation who are experiencing some	77.8%	66.7%	69.2%	53.3%	NA%	71.4%	83.3%	68.4%
66. Our church congregation gets involved in the life of a number of our local communitie	77.8%	72.6%	73.3%	93.3%	NA%	85.7%	100.0%	76.1%
71. Our church approaches growth by trying to attract new people who bring some differences to the people we have now.	55.6%	50.6%	53.6%	21.4%	NA%	71.4%	66.7%	51.9%
76. We plan and implement activities and events that would be relevant to our neighbor	88.9%	63.1%	72.1%	78.6%	NA%	57.1%	75.0%	69.6%
82. People in the community around our church would say that some of our church programs are making a difference in their	88.9%	79.0%	79.6%	64.3%	NA%	71.4%	91.7%	79.2%
Total	69.0%	59.5%	64.0%	55.6%	NA%	61.6%	62.3%	62.0%

The Transformational View



Questions	GOV (N=11)	LDR (N=89)	MEM (N=129)	NEW (N=16)	N-MEM (N=0)	STA (N=7)	OTH (N=12)	Total (N=264)
3. Our church has a flexible structure and organization that gets things done, but also allows for teams of people to form and work on new projects.	100.0%	87.5%	92.2%	75.0%	NA%	100.0%	100.0%	90.5%
13. Our church planning is focused towards a future vision of the church that is significantly different from what we have today.	22.2%	24.7%	22.2%	12.5%	NA%	42.9%	66.7%	25.2%
18. Our church leaders are constantly creating opportunities for us to re-create our church so that we make a dramatic difference in the city and the various communities where we live and	77.8%	48.2%	63.6%	56.3%	NA%	42.9%	58.3%	57.6%
23. Our church expects the ministers and staff to focus on the traditional activities that make u	44.4%	34.5%	34.7%	0.0%	NA%	71.4%	75.0%	35.8%
28. Our church has made sure that we have constant and ongoing communication between leaders, groups, and volunteers, with respect to	55.6%	43.5%	44.3%	50.0%	NA%	42.9%	16.7%	43.4%
33. Our church is encouraging all people in the congregation to interact with leaders, teams, our city and various communities in a variety of ways and through a variety of networks.	88.9%	75.0%	74.1%	75.0%	NA%	71.4%	33.3%	73.0%
38. Our church leaders are asking new questions about the role and scope of the church in the 21st century, we want to be relev	88.9%	87.1%	82.5%	75.0%	NA%	100.0%	100.0%	85.2%
43. Our church leaders build our church finances and budgets on the belief that we are making sound investments in our congregation, our city,	77.8%	57.1%	72.6%	43.8%	NA%	57.1%	33.3%	63.1%
48. The prime energy within our church is to find innovative ways for us to contribute to the life and future of our city and society.	100.0%	60.7%	67.2%	62.5%	NA%	57.1%	66.7%	65.6%
53. Our church appears to have the finances, energy and people to be directed towards the planning of the life of the church.	100.0%	67.1%	71.9%	62.5%	NA%	83.3%	91.7%	71.9%
58. Most of the people in our church congregation take an active role in the ministry of the church and in their local communities	33.3%	17.6%	20.7%	12.5%	NA%	42.9%	41.7%	21.2%
53. Our church encourages and trains the congregation to be of service to others inside and outside the church who are experiencing dif	55.6%	35.7%	58.1%	53.3%	NA%	57.1%	83.3%	51.2%
58. People in our congregation are highly involved in the life of our local communities, and are making a strong difference in the lives	33.3%	56.0%	55.7%	53.3%	NA%	85.7%	83.3%	57.0%
73. We look at growth in terms of the number of people in the city and our various communities who are touched by us.	0.0%	38.3%	50.9%	50.0%	NA%	57.1%	25.0%	43.4%
78. Most of the people in the congregation are encouraged to develop relationships with those in their neighborhoods and workplace who are not yet part of this church community.	88.9%	84.5%	83.9%	78.6%	NA%	100.0%	83.3%	84.5%
82. People in the community around our church would say that some of our church programs are making a difference in their lives.	88.9%	79.0%	79.6%	64.3%	NA%	71.4%	91.7%	79.2%
Total	66.4%	56.1%	60.9%	51.2%	NA%	67.6%	65.6%	59.3%

Structure



Questions	GOV (N=11)	LDR. (N=89)	MEM (N=129)	NEW (N=16)	N-MEM (N=0)	STA (N=7)	OTH (N=12)	Total (N=264)
5. Our church structure appears to be loose and disorganized, it is difficult to know who is doing what.	9.1%	22.5%	9.4%	31.3%	NA%	28.6%	58.3%	17.9%
6. Our church has a clearly defined structure that spells out what the ministers, other church leaders, and members can and cannot do.	36.4%	36.0%	40.5%	31.3%	NA%	42.9%	0.0%	36.4%
7. Our church has a clear structure and organization that gets things done very well, we are both efficient and effective in serving our both our members and various communities outside the church.	81.8%	58.0%	67.4%	56.3%	NA%	14.3%	58.3%	62.4%
8. Our church has a flexible structure and organization that gets things done, but also allows for teams of people to form and work on new projects.	100.0%	87.5%	92.2%	75.0%	NA%	100.0%	100.0%	90.5%
Total	56.8%	50.8%	52.4%	48.4%	NA%	46.4%	54.2%	51.8%

Comments

9. COMMENTS RE STRUCTURE

We are strong on vision and weak on implementation and equipping for structural change.

The leadership gives lots of freedom and permission with regard to ministry. The challenge is in effectively equipping people for ministry.

We have some flexible structure/organization that allows for new projects. However, there is a feeling of disorganization in other (sometimes older) programs.

We try to be a "permission giving" church where people are free to pursue their gifts and callings

We are strong on vision and weak on implementation and equipping for structural change.

It is very unclear what the organization structure of our congregation is. What specific roles and responsibilities paid ministers have, elders have and most importantly the structure within the remaining body of the congregation. To me, it seems the paid staff determine the direction and activities of our church with the blessing of the elders. I have seen this lack of structure on many occasions. Another question I have had for some time is the role of deacons in our congregation. If we are putting off creating a structure for deacons in our church because of challenges to our traditional treatment of women in our tradition, I feel we should start a process in which we, as a congregation, decide how we are going to handle this question based on an in depth study of scripture and traditional interpretation, make a decision, and move on. We can call servants whatever we want, but we need to place ownership of our church on all those involved in it. Obviously, with the eldership overseeing the scriptural basis of those decisions.

It is difficult to know who is doing what sometimes, but at the same time I think our leaders DO know who is doing what, so in that sense I don't feel like the structure is disorganized.

Although I have ranked myself as a leader in #2, I am still a new member (member less than one year) and have had relatively little interaction with the formal or informal leadership structure.

There is a lot of freedom to form ministries and to serve in a variety of ways. There may not always be sufficient equipping or coordination of various ministries.

I believe the church focuses too much on the community around us and not enough on the members. We have members who need to be encouraged to attend/get involved. We don't seem to have in place any kind of contact for delinquent members, nor do we seem to be too concerned about them.

I marked a neutral answer on these because: In the case of short term, pressing needs/situations we respond well, but for long term shifts such as our changing demographics and needed changes to cope we flounder. We also lack a systemic way to plug new people in. If a person is aggressive they will have no problem plugging themselves into the body but most people won't do that.

Structure is very much there but the congregation as a whole may not be > fully aware of it

There is a definite structure to our classes for all ages, appropriate for the ages represented. The service flows well, and is organized. The projector assists in the flow and presentation of our worship.

NONE

We have some staff that are disorganized...plan something but don't > see that the details are in place

In regards to the answers where I chose Agree or Disagree, I would like to explain myself. I chose that answer because I have no idea if the church is efficient. Everytime I try to join something, I have no idea who to call, or where to go to ask about it. This is EXTREMELY frustrating for someone without solid faith. Most people don't have solid faith, and they get discouraged when things are not clearly stated. In my own life, I have tried to be a part of 3 specific groups at South Mac where I was not welcomed in. So, I gave up. I'm sure that my inquiry was passed along to too many people who assumed that someone else had contacted me, or whatever, but it still made me mad and I almost left. Thankfully, my friends and Grady encouraged me to stay. Also, I decided that if things weren't done properly, that would be an opportunity to volunteer my time. But still, when you don't know who to contact or how to help, it's hard to do that.

Our structure is historically understood by those who grew up in ----- but is not readily apparent to newcomers. The autonomy of congregations and individual personality of differing churches appeals to some but is confusing to others. The style of leadership does not focus on the leaders themselves but upon the results of their leadership. For those who are accustomed to following a strong autocratic or charismatic style may find themselves unable to hitch themselves to a tangible leadership.

Most of the ministers roles are clearly defined. Some are not. The youth minister certainly works directly with the youth yet I see the work is done by the parents. If the relationships were deep with the youth minister then I would think he is doing a great job. For now, he seems to have lost his focus. It appears to be about himself. I believe our pulpit and body life ministers are doing well. The women's minister is so on target! I don't really have comments on the other's. I am just not that close to make judgement.

There are various forms of structure within our congregation. Some > are very loose, some fluid and some rather rigid.

I believe ----- is very organized and tackles problems systematically

The operative word in your questions are "clear structure". I would not call ----- a church with a solid, clear structure; yet, it has solid structural elements. While the ministerial staff has some well-defined roles, many roles are not. Our structure is loose, to some extent, but there are also unwritten structures at work as well.

One area that I don't understand, but happens frequently is in class >subject matter--Break Out Series--where we interrupt the flow of thought on >the current subject/theme for brief studies. It seems to break the >concentration, though I think it's designed to eliminate/reduce boredom. >

I personally haven't ever experienced any problems.

To question#5 - it is difficult to know who is doing what, in some instances. At times it seems that a project is planned when it could quite possibly be incorporated into an existing project/mission/program.

UNCLEAR WHAT SOME OF THE MINISTER'S ROLES ARE. SEEMS TO BE TOO MANY MINISTERS TOO. NEED YOUTH PERSON, PULPIT PERSON, BUT BEYOND THESE NOT SURE THE REST ARE NECESSARY