

Key Assessment Summit



Real Life Ministries™ 2006

ACME Christian Church

Anytown, USA

June 2006



Hello Wiley,

Contained within this packet are the results of a Key Area Assessment which was performed for you by the individuals you submitted to the **Disciple Making Partnership** website. You will find within it the following items:

- ✚ A definition sheet of each Key Area and its implications within the church and for leaders within the church.
- ✚ A graph of average responses by those who completed the Key Area Assessment.
- ✚ A table of the top ten and lowest ten responses.
- ✚ A listing of the textual responses by those who completed the Key Area Assessment.
- ✚ The Vision Matrix for ACME Christian Church
- ✚ The Stages of Change plan for ACME Christian Church
- ✚ SMART Goals outline
- ✚ A template for developing a "Game Plan" for bringing about the desired changes in your Key Areas.

Realize that the information provided, by the people whom you requested evaluations from, is their collective perception of how your organization functions in the key areas. This perception is something that can be easily changed by simple intentional modifications in how you relate with others. The enclosed information is provided to you as a guide, to assess where God may wish to work in your life, in bringing about changes that will help you foster Godly relationships with those around you and walk in a way that demonstrates God's love in your life and the lives of those around you.

NOTES:

For a complete description of the Key Area Assessment, please give the Disciple Making Partnership a call (208) 777-7325

Other Assessments & Summits include:

| | |
|------------------------------|---|
| Who Am I | It's not hard to count the seeds in an apple, but how can we count the apples that can come from a single seed? An individual journey discovering how God made you and how best to use the gifts He has given you. Done as a group of leaders from a single organization. |
| SCMD | Where am I on my discipleship scale? An individual journey to discover where my heart is in the discipleship process with respect to the Christian Heart. Done as a group of leaders from a single organization. |
| The Leadership Summit | Evaluating the perceptions of those around you in your relational leadership skills and working towards being Christ-like in our leadership. |
| Team | Does the organization function as a team? A journey for the group to truly become a team. Done as a team of elders, leaders, staff or ministry. |
| System | How well does your congregation feel the leadership relates with them? A journey to see how we are meeting the relational needs of the people. Done as a group of leaders from a single organization. |
| Implementation | How well do we coach, mentor or disciple our people. A journey to discover your unique coaching style and putting it to work for God. Done as a group of leaders, elders, volunteers and staff from a single organization. |

Real Life Ministries' Paradigm

Vision:

Reaching the world for Jesus one person at a time - Matthew 28:19-20

Mission:

Creating Biblical Disciples in relational environments - Acts 2:42-47

A Disciple of Jesus is ...

One who is committed to following Jesus - has made Jesus Lord of their lives (Luke 9:23 & John 8:31)

One who is in intentional relational environments with other spiritually maturing believers (2 Timothy 2:2, Hebrews 3:12 & Deuteronomy 6:4)

One who is becoming like Christ - in attitude and action (John 15:8, Romans 8:29 & Galatians 5:22)

One who has committed their life to the mission of Christ (John 15:8, Matthew 4:19 & Corinthians 5:19-20)

A Relational Environment is ...

A small group (3 to 18)

A meeting with purpose - growing as a disciple of Jesus as the goal

Led intentionally by a more mature disciple

Where authentic spiritual relationship are built

A place where accountability, pastoring, encouraging, and teaching takes place

5 Key Areas

Philosophy: Bringing clarity to God's vision for the Church.

- Committed to God's vision for the church.
- Committed to discipleship through relational small groups.
- Committed that pastors are coaches not players.
- Committed to measure success based on intentional discipleship.
- Committed to developing personal relationships amongst the leadership.

Leadership: Influence leaders who can create a relational environment.

- Teach leaders how to develop, shepherd and lead people.
- Teach skills in influence, vision, and change.
- Creating and keeping a healthy environment.

Team: Helping staff and lay leadership function effectively as a team.

- Build a successful structure for staff and ministries.
- Build team through exercises, trainings, and modeling.
- Teach church staff to facilitate small groups for the purpose of relational discipleship.
- Help to establish clear roles and functions of team members and leaders.

Systems: Developing winning systems that help accomplish God's vision.

- Develop specific game plans to implement change that matches the appropriate level of motivational readiness.
- Develop effective structures for success.

Implementation: Provide accountability and support for leaders.

- Continued accountability with leaders and volunteers.
- Improving techniques and training for the teachable leader and volunteer.
- Develop long term relationship with those you disciple and those you are discipled by.
- Track the leaders and volunteers within the church through a measurable and accountable process.

Specific Goal: Check on our people when they are missing from Sunday services.

Intermediary Steps: Develop a method of seeing who is and isn't in church

Train people how to call those who were missing

Set up a calling area in our church

What Does it:

Look like: People connecting with people

Sound like: Lots more conversations in the foyer because of connections being made

Feel like: We will feel even more like family

Who will we ask help from: Our people (seniors) who desire to reach out

Who will keep us accountable: Key people we choose to "test" the system

What roadblocks exist: New concept – we will have to share the need and cast the vision

Specific Goal: _____

Intermediary Steps: _____

What Does it:

Look like: _____

Sound like: _____

Feel like: _____

Who will we ask help from: _____

Who will keep us accountable: _____

What roadblocks exist: _____

| Why do you matter to this church? | |
|-----------------------------------|--|
| Elder | <ul style="list-style-type: none"> Because they love God, and God commands them to love others. I also matter because of my attitude of my service, and my consistency. To a smaller group it would also be because of relationships we have created together. Because I am made to feel like I am wanted and that I actually have something of value to offer the church. |
| Pastor | <ul style="list-style-type: none"> I get to use my giftedness and my opinion matters. ACME believes in me and tells me that I can make an eternal impact in the lives of people. This is my church. I am ACME! |
| Staff | <ul style="list-style-type: none"> ACME has always been more about the people than what is going on. I know how many people I matter to and that is how I define what impact I have at ACME. I've also always been given the encouragement and the freedom to do what I want. |
| Leader | <ul style="list-style-type: none"> The church is a body & it takes all the parts of the body to be whole & make a difference. It doesn't make any difference of the part God made my. |
| Member | <ul style="list-style-type: none"> I am pretty involved and connected to most areas of the Church. It would operate without me just fine, but a few holes would need to be filled. Because the body looks towards me. Because I love the church. Because I am a follower of Jesus. Because I am a part of "this" body of believers and we are a family. |

Which comment rings truest for you (other than your own)?

Which comment stings the most?

Other Narrative Responses continue.....

Change

Sorted by Average Response

| Question | Elder | Pastor | Staff | Leader | Member | Avg | S.D. |
|--|-------|--------|-------|--------|--------|-----|------|
| We want to grow | 10 | 10 | 10 | 10 | 9.5 | 9.9 | 0.22 |
| I will support the team | 10 | 10 | 9 | 10 | 10 | 9.8 | 0.45 |
| Making disciples is more important than my comfort | 10 | 10 | 10 | 8 | 10 | 9.6 | 0.89 |
| Growth equals change | 8 | 10 | 10 | 10 | 8.5 | 9.3 | 0.97 |
| We must make changes | 7 | 10 | 9 | 10 | 9 | 9 | 1.22 |
| Our church changes easily | 8 | 9 | 10 | 10 | 3 | 8 | 2.92 |
| We will do anything Biblical that actually means winning | 6 | 10 | 8 | 4 | 8.5 | 7.3 | 2.33 |
| I get what I want from my church | 6 | 6.5 | 2 | 3 | 7.5 | 5 | 2.37 |
| We are sure how to make changes | 6 | 6 | 3 | 1 | 7.5 | 4.7 | 2.64 |
| We are sure what changes we need | 7 | 5.5 | 1 | 2 | 4 | 3.9 | 2.46 |

10 Always 1 Never

Are there any issues you wish to improve upon?

Sorted by Standard Deviation

| Question | Elder | Pastor | Staff | Leader | Member | Avg | S.D. |
|--|-------|--------|-------|--------|--------|-----|------|
| We want to grow | 10 | 10 | 10 | 10 | 9.5 | 9.9 | 0.22 |
| I will support the team | 10 | 10 | 9 | 10 | 10 | 9.8 | 0.45 |
| Making disciples is more important than my comfort | 10 | 10 | 10 | 8 | 10 | 9.6 | 0.89 |
| Growth equals change | 8 | 10 | 10 | 10 | 8.5 | 9.3 | 0.97 |
| We must make changes | 7 | 10 | 9 | 10 | 9 | 9 | 1.22 |
| We will do anything that actually means winning | 6 | 10 | 8 | 4 | 8.5 | 7.3 | 2.33 |
| I want something more from church | 6 | 6.5 | 2 | 3 | 7.5 | 5 | 2.37 |
| We are unsure what changes we need | 7 | 5.5 | 1 | 2 | 4 | 3.9 | 2.46 |
| We are unsure how to make changes | 6 | 6 | 3 | 1 | 7.5 | 4.7 | 2.64 |
| Our church changes easily | 8 | 9 | 10 | 10 | 3 | 8 | 2.92 |

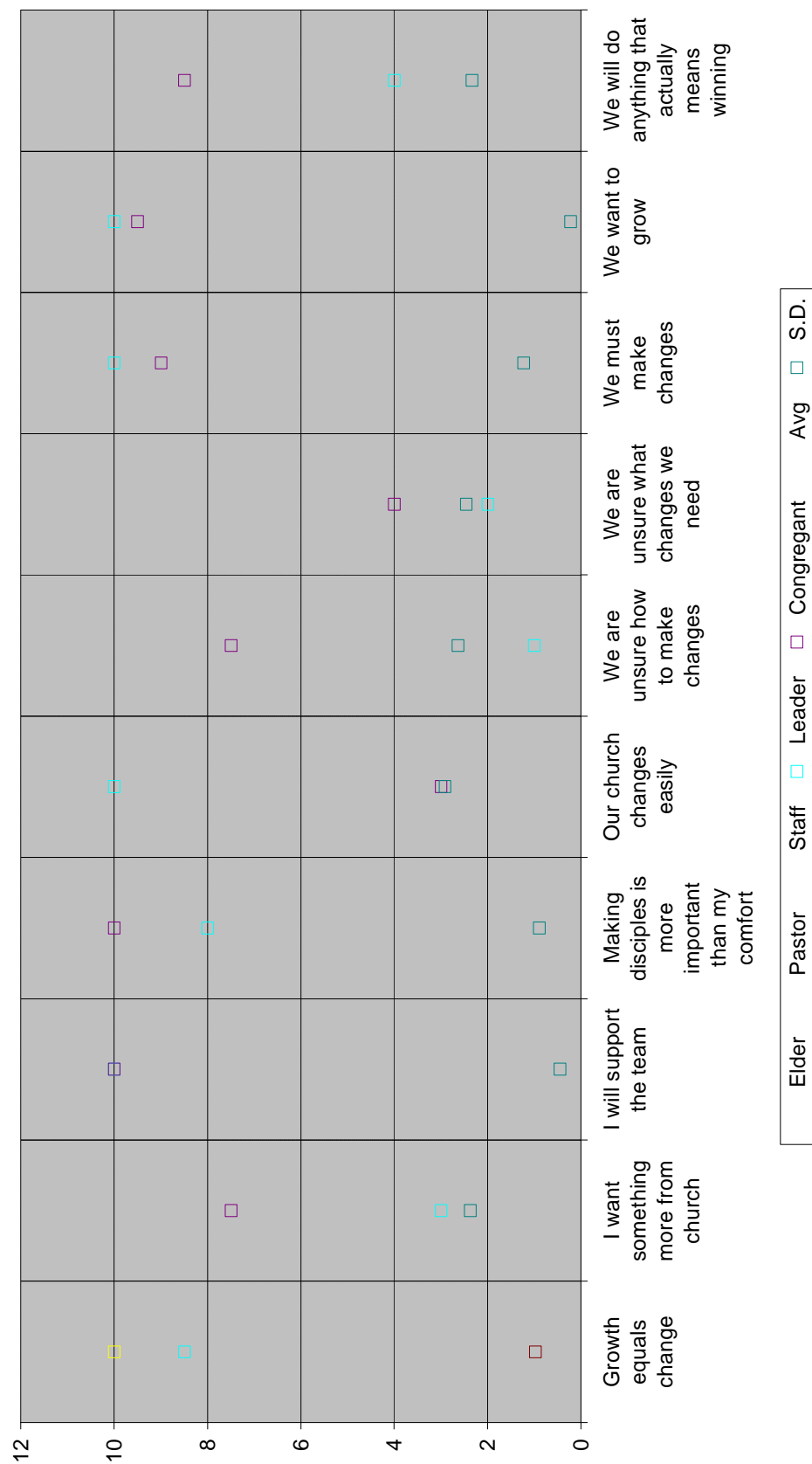
10 Always 1 Never

Are there any issues you wish to improve mutual understanding of?



Change

ACME Christian Church



Other Data Continues.....

Highest Individual Questions

| Competency | Question | Elder | Pastor | Staff | Leader | Member | Avg | S.D. |
|----------------|---|-------|--------|-------|--------|--------|-----|------|
| Implementation | Our church teaches the Bible | 10 | 10 | 10 | 10 | 10 | 10 | 0.00 |
| Implementation | The church has a place for a person like me | 10 | 10 | 10 | 10 | 10 | 10 | 0.00 |
| Systems | I am connected at this church | 10 | 10 | 10 | 10 | 10 | 10 | 0.00 |
| Systems | If our church building was destroyed, we could still move forward | 10 | 10 | 10 | 10 | 10 | 10 | 0.00 |
| Change | We want to grow | 10 | 10 | 10 | 10 | 9.5 | 9.9 | 0.22 |
| Leadership | I believe in our church's cause | 10 | 10 | 10 | 10 | 9.5 | 9.9 | 0.22 |
| Team | I know how to disciple someone else | 10 | 10 | 10 | 10 | 9.5 | 9.9 | 0.22 |
| Change | I will support the team | 10 | 10 | 9 | 10 | 10 | 9.8 | 0.45 |
| Systems | I understand how our church system is structured | 10 | 10 | 10 | 10 | 9 | 9.8 | 0.45 |
| Implementation | I feel like the church wants me to get involved | 10 | 10 | 10 | 10 | 8.5 | 9.7 | 0.67 |
| Philosophy | I understand relationship | 10 | 10 | 10 | 10 | 8.5 | 9.7 | 0.67 |
| Philosophy | We value relationship | 10 | 10 | 10 | 10 | 8.5 | 9.7 | 0.67 |
| Systems | I know how to get into authentic community at this church | 10 | 10 | 10 | 10 | 8.5 | 9.7 | 0.67 |
| Systems | Our church values authentic community | 10 | 10 | 10 | 10 | 8.5 | 9.7 | 0.67 |

Is there a theme that is expressed above?

Lowest Individual Questions

| Competency | Question | Elder | Pastor | Staff | Leader | Member | Avg | S.D. |
|----------------|--|-------|--------|-------|--------|--------|-----|------|
| Change | We are unsure what changes we need | 7 | 5.5 | 1 | 2 | 4 | 3.9 | 2.46 |
| Change | We are unsure how to make changes | 6 | 6 | 3 | 1 | 7.5 | 4.7 | 2.64 |
| Change | I want something more from church | 6 | 6.5 | 2 | 3 | 7.5 | 5 | 2.37 |
| Philosophy | I check on people when they aren't in church | 7 | 9 | 3 | 5 | 8.5 | 6.5 | 2.50 |
| Systems | Our church makes fully functional disciples | 7 | 9 | 9 | 5 | 5 | 7 | 2.00 |
| Change | We will do anything Biblical that actually means winning | 6 | 10 | 8 | 4 | 8.5 | 7.3 | 2.33 |
| Leadership | Our church trains its people | 6 | 9 | 6 | 10 | 6 | 7.4 | 1.95 |
| Implementation | Our people make disciples | 7 | 9 | 9 | 6 | 6.5 | 7.5 | 1.41 |
| Leadership | Our people know what our church is about | 7 | 8 | 8 | 10 | 6 | 7.8 | 1.48 |
| Leadership | I believe that the way we do church is the right way | 8 | 9.5 | 6 | 10 | 6 | 7.9 | 1.88 |

Is there a theme that is expressed above?

Are there items from the high end that can be used to help bring about understanding in the low end?