

How Ready Are We to Think about Our Future?

This survey, the “Readiness for Change Questionnaire,” asks you to assess our congregation’s readiness to pursue new goals and directions. The following statements are all phrased positively. If you think a statement is true for our congregation, indicate to the left of the statement the strength of your agreement with it. If you think the statement is not true for us, indicate to the right of the statement the strength of your disagreement with it. Use a scale of 1 to 4, where:

- 1 = Very True for Us
- 2 = Somewhat True for Us
- 3 = Somewhat Untrue for Us
- 4 = Quite Untrue for Us

Circle the appropriate number. If you do not know, or if you think a statement is neither true nor untrue for us, please leave it blank. What we wish to know is which readiness conditions listed on the questionnaire will help or hinder our pursuit of new goals.

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| The congregation is generally open to change. | 1 2 3 4 |
| The congregation has a positive history of effectively implementing new ideas. | 1 2 3 4 |
| The congregation is able to take risks. | 1 2 3 4 |
| There are no old scars that may become open wounds if the congregation begins to consider its future. | 1 2 3 4 |
| The congregation has the core confidence it needs to do new things. | 1 2 3 4 |
| The congregation has the flexibility needed to bring new ideas to life. | 1 2 3 4 |
| The congregation is capable of living with the stress of making change. | 1 2 3 4 |
| The congregation is more mission-minded rather than focused on maintaining the status quo. | 1 2 3 4 |
| The congregation is inclined more toward serving others rather than serving itself. | 1 2 3 4 |
| The congregation focuses more on its future rather than on today or yesterday. | 1 2 3 4 |
| The congregation is strongly motivated by its faith to take on new initiatives. | 1 2 3 4 |
| The culture of the congregation permits and enables change. | 1 2 3 4 |
| The congregation is very aware of the changing nature of our society, and that awareness in turn helps shape the congregation’s ministry and mission. | 1 2 3 4 |

The congregation's current level of satisfaction, loyalty, commitment, and happiness will support change.	1 2 3 4
There are no pockets of negativity among the people of the congregation.	1 2 3 4
The congregation is able to have honest, thoughtful, and helpful discussions about new ideas and initiatives.	1 2 3 4
People who disagree are able to engage each other in open and healthy ways.	1 2 3 4
The congregation is free of distracting conflict.	1 2 3 4
When a decision is made, the congregation is able to rally behind it.	1 2 3 4
Those who are highly respected in our congregation are known to support new initiatives that have been formally approved by the congregation or its leaders.	1 2 3 4
There are no turf issues that could become a problem.	1 2 3 4
People in the congregation generally believe the congregation is managed well.	1 2 3 4
The congregation trusts its leaders.	1 2 3 4
Congregation leaders are prepared to consider the congregation's future and are able to commit to adopted goals.	1 2 3 4
The leaders are able to carry the stress of implementing congregational change.	1 2 3 4
The governance structures and rules will help us achieve new goals.	1 2 3 4
The congregation's habits for making decisions and implementing plans will help take a new initiative from goal to reality.	1 2 3 4
The congregation has adequate financial and human resources to engage in change.	1 2 3 4
The congregation believes that it can do whatever it sets its mind to.	1 2 3 4
The general mood of the congregation overall is positive.	1 2 3 4

Excerpted from:

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