

the questions with which we deal relate to nickels and noses. We do not seem to be concentrating upon ministering to people.

The church should appoint a program review committee. Just as it is wise to have an auditing committee to check financial records, so it is wise to have a committee to survey the church program and evaluate its effectiveness. This committee may recommend the launching of a new program or the termination of an obsolete or irrelevant program. It is not wise to try to pump life into a dead program. If God wants it to die, then let His will be done.

The process of evaluation will help us to get from where we are to where we want to go. It will help us bring to reality our hopes and expectations for the future. The process may reveal places of irritation over which we should place a "band-aid" to prevent scratching them and thus spreading the irritation. The process helps us get a clearer view of our purposes, goals, and objectives. It provides assistance in differentiating between means and ends.

Self-evaluation devices, such as surveys, have proved helpful in locating problems and evaluating progress. Five self-evaluating devices are included here as samples. These can be drawn up by the administrator and adjusted to fit the particular circumstance. The statements should be formulated so they will not evoke a yes or no answer. They should be formulated so that the individual can indicate his response on a continuum connecting two extremes of response. The individuals responding to these surveys should not be asked to include their names. The responses can be tallied and some conclusions drawn. The use of this type of device gives participants an opportunity to express their opinions apart from pressure. It is a means of giving the people a voice.

A. THE MISSION OF THE CHURCH IN THIS COMMUNITY

1. One of the major responsibilities of the church is to minister to the physical as well as to the spiritual needs of people.
 Agree _____ Disagree
2. This church has clearly defined goals for its ministry to people in the community.
 Agree _____ Disagree
3. This church is now as active in ministering to the physical and

economic needs of people in the community as I would like it to be.

Agree _____ Disagree

4. The church has an obligation to help its members minister to others in everyday life.

Agree _____ Disagree

5. The church ought not to get involved in controversial political issues.

Agree _____ Disagree

6. The church ought not to get involved in controversial social issues.

Agree _____ Disagree

7. I feel free to express to others in this church my views on controversial social and political issues, even though I know many persons disagree with me.

Agree _____ Disagree

8. The minister ought to take stands on issues even when he knows many disagree with him.

Agree _____ Disagree

9. This church provides me ample opportunity for working with others in ministering to persons in the community.

Agree _____ Disagree

B. THE CLIMATE OF THE CHURCH ORGANIZATION (HOW IT FEELS HERE)

We are interested in the overall climate, or atmosphere, of this church. While climate is not a tangible thing, there is usually general agreement as to what it is, what it feels like at any given time.

The main question is this: How does it feel when you work with other people inside this particular church?

Check each pair of words or phrases below. Don't worry about whether you are precisely accurate, but give your best estimate of the feel of this organization.

The Climate of This Church Organization

alert	_____	_____	_____	_____	_____	not alert
mistrustful	_____	_____	_____	_____	_____	trustful
cooperative	_____	_____	_____	_____	_____	uncooperative
personal and	_____	_____	_____	_____	_____	impersonal and
close	_____	_____	_____	_____	_____	distant
creative	_____	_____	_____	_____	_____	uncreative
insensitive	_____	_____	_____	_____	_____	sensitive
facing	_____	_____	_____	_____	_____	avoiding
problems	_____	_____	_____	_____	_____	problems
conservative	_____	_____	_____	_____	_____	innovative
unconcerned	_____	_____	_____	_____	_____	concerned
listening	_____	_____	_____	_____	_____	not listening
fearful	_____	_____	_____	_____	_____	not fearful
rigid	_____	_____	_____	_____	_____	flexible
feelings	_____	_____	_____	_____	_____	feelings
ignored	_____	_____	_____	_____	_____	count
divided	_____	_____	_____	_____	_____	unified
relaxed	_____	_____	_____	_____	_____	tense

C. HOW DO I FEEL ABOUT OUR WORSHIP SERVICE?

1. The worship service reflects the desires of the total congregation.
 Agree _____ Disagree _____
2. The worship service is regularly evaluated and reviewed.
 Agree _____ Disagree _____
3. The worship service provides the kind of participation I want.
 Agree _____ Disagree _____
4. There is flexibility and adaptability in the worship service.
 Agree _____ Disagree _____
5. The hymns we sing reflect the preference of the congregation.
 Agree _____ Disagree _____
6. The congregation has a sense of expectancy and anticipation.
 Agree _____ Disagree _____

7. The sermon helps my worship of God.
 Agree _____ Disagree
8. There are elements in the worship service that need change.
 Agree _____ Disagree
9. The length of the worship service is satisfactory.
 Agree _____ Disagree
10. Change in the worship service upsets me.
 Agree _____ Disagree
11. There are some things in the worship service which should be omitted.
 Agree _____ Disagree

D. QUESTIONNAIRE ON CONGREGATIONAL PURPOSES

This is an instrument designed to help you describe your understanding of the purposes of this congregation as described in the church constitution. There are no right or wrong answers. Check the space which best expresses your perception.

1. The purposes of this congregation are clear to me.
 Agree _____ Disagree
2. The purposes of this congregation are merely implied.
 Agree _____ Disagree
3. Someone else has established the purposes of this congregation.
 Agree _____ Disagree
4. My personal purposes are consistent with the purposes of this congregation.
 Agree _____ Disagree
5. I have been involved in establishing the purposes of this congregation.
 Agree _____ Disagree
6. It is clear to me how we are moving to achieve our purposes.
 Agree _____ Disagree
7. The purposes of this congregation are unexamined by our present congregation.
 Agree _____ Disagree
8. Our church program is planned in accordance with our purposes.
 Agree _____ Disagree

- 9. Some parts of our program are not in accord with our purposes.
 Agree _____ Disagree
- 10. List what you feel are the purposes of this congregation.
 - 1.
 - 2.
 - 3.
 - 4.
 - 5.

E. CHURCH FINANCES

- 1. Our church budget is too high for the number of contributors we have.
 Agree _____ Disagree
- 2. We should increase the percentage of our budget allocated for foreign missions.
 Agree _____ Disagree
- 3. Our church is doing a good job in stewardship education.
 Agree _____ Disagree
- 4. I am satisfied with the amount of financial information which the church provides to the membership.
 Agree _____ Disagree
- 5. There are some listed on our missionary budget whom I would hesitate to support financially.
 Agree _____ Disagree
- 6. Our church has a good financial reputation in the community.
 Agree _____ Disagree
- 7. I have a good knowledge of the amount and extent of coverage of our youth budget.
 Agree _____ Disagree
- 8. Our financial problems would be solved if we had more teaching and preaching on tithing.
 Agree _____ Disagree
- 9. More individuals and groups should be given a voice in establishing the budget.
 Agree _____ Disagree

10. Our present budget allows for:

	Too much	Too little	Enough	?
Music	_____	_____	_____	_____
Foreign Missions	_____	_____	_____	_____
Home Missions	_____	_____	_____	_____
Youth Activities	_____	_____	_____	_____
Heat & Light	_____	_____	_____	_____
Staff Salaries	_____	_____	_____	_____