



SURFACE TO SOUL

Live Well | Lead Well | Coach Well

Assess Organizational Alignment

ALIGN YOUR STRUCTURE

- Does our structure support the congregation's mission and vision?
- Is it clear how the board delegates authority? Does the board speak as one voice or not at all?
- Do we clarify how the board evaluates performance relative to its ends (goals) and limitations (policies)?
- Do we formulate policies that support the best interests of the congregation?
- Do we define and delegate rather than react and ratify (are we proactive VS reactive)?
- Do we control staff means by limiting (setting boundaries), rather than prescribing activities and methods?
- Do we forge adequate linkages between staff and the board that are empowering and safe?
- Do we monitor performance against the ends (mission & vision) and means (policies/budgets)?
- Do we maintain, and regularly review and update, all policies, essential documents, and contracts?
- Do we delegate authority to committees and task forces so that we can stay focused on the big picture?

ALIGN YOUR PURPOSE & PRIORITIES

- Are we clear about WHOM the congregation seeks to serve, and at what cost?
- Is there agreement about what we do (purpose) and where we're going (vision)?
- Have we named what matters most (our values)? Do these values guide our decision-making?
- Are our programs' and ministries' outcomes directly related to our congregation's mission and vision?
- Do we have a written plan to guide our efforts toward fulfilling our mission and vision?

ALIGN YOUR ASSETS, ACTIONS, & CONVERSATIONS

- Do we orient leaders about the congregation's mission, vision, and values?
- Do we equip them to serve as spiritual elders who spend time discerning God's intentions?
- Do we orient leaders about faith formation principles and practices?
- Do we place leaders in positions that maximize their gifts?
- Do we have a process for regularly evaluating our impact and effectiveness?

ALIGN YOUR CAPACITIES TO EXECUTE

- Do we actively look for people with leadership potential?
- Do we orient leaders about their roles and responsibilities and how they may collaborate with others?
- Do we teach leaders how to build high-performing teams?
- Do we have systems in place to Invite people? Welcome people? Grow faith? Equip people to serve?
- Do we provide pathways for helping people discover, develop, and deploy their God-given gifts?

1. What are the issues that prevent our congregation from doing its best work related to its mission?
2. Which areas of alignment need greatest attention right now?
3. Is there sufficient energy and urgency around these areas of alignment to ensure that action is taken?
4. Which shifts in alignment could we address in the next 90 days? What would be our "win?"
5. How often should we, as leaders, review our organization's alignment?



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