

Assessment Outcomes

- The Assessment provides you with a “freeze-frame” snapshot of your church at a specific point in time
- You will have the input of a broad spectrum of people from your church
- You will have both objective and subjective data upon which to base important leadership decisions
- You will have the information and insights necessary for making effective leadership decisions
- You benefit from the interpretation, experience and input of a team of experienced and impartial consultants
- The report and recommendations will give you “leverage” for change
- The church people feel heard and valued



Worthwhile achievement always costs something.

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Executive Coaching
and
Organizational Development

Assessment for Churches



NexStep
Executive Coaching
Organizational Development

Assessing Your Church and Its Ministry



“The unexamined life is not worth living.”
- Socrates

The Value of Assessment

What we don't know can hurt us. Not knowing what our constituents think, feel and want can be especially harmful to volunteer, donor-supported organizations like churches.

What we think we know, what we think is true can also hurt us if what we think we know is not true. Have you ever felt like a wallflower while visiting a church that proclaims itself “the friendliest church in town?”

Good leaders understand what James Thurber meant when he said, “It is better to ask some of the questions than to know all the answers.” Wise leaders ask the right people the right questions and take their answers into account. The “right people” are your church's members, attenders and visitors.

The fear of “hearing something” you don't want to hear is no match for the pain of discovering the truth when its too late to do anything about it.

A comprehensive Assessment provides you with the information and insights necessary for effective leadership. You get input from “everyone” not just the loud and the unhappy. You can plan for the future more effectively since you clearly understand the “now.” You benefit from the interpretation, experience and input of a team of experienced and impartial consultants.

Last but definitely not least, the people feel heard and valued.



**Many important things are learned
only through close examination.**

Assessment Process

The Assessment Process typically includes:

- Gathering and reviewing the church's historical, financial and demographic information
- Conducting a comprehensive member and attender survey (Described in detail below)
- Conducting Focus Groups and Interviews
- Data entry and analysis
- Reporting findings and making recommendations

Survey Process

The process will include the following.

- NexStep Consulting will customize the survey instrument to fit the uniqueness of your church
- NexStep Consulting will administer the survey to members and attenders in an on-line format available on the Internet
- A hard-copy survey will be reproduced and administered by the church, according to instructions provided by NexStep Consulting
- NexStep Consulting will conduct Focus Groups to confirm, clarify and augment the survey data
- The church will organize and coordinate the Focus Groups under the direction of NexStep Consulting
- The data gathered in focus groups and hard-copy surveys will be entered by the church
- NexStep's team will review and analyze the survey and focus group results
- A report which includes significant findings and specific recommendations will be prepared and presented by a NexStep consultant



**“It is impossible for a man to learn what
he thinks he already knows.” -Epictetus**