

Intentionality Grid - Determining Level of Intentionality Needed in a Transitional Pastor

DIRECTIONS: Circle one box (1-5) for each category (down the left column) that best describes your church situation. Then add up the points down the column to determine a total score for each column. For example: 3 circled boxes in column 2 would be a total of 6 (3X2). 4 circled boxes in column 3 would be a total of 12 (4X3). Finally, add the total score of each column across for a grand total. The higher the grand total, the greater the need for a transitional pastor. Scores under 20 reflect a fairly healthy church; scores between 21 and 40 require greater intentionality; scores above 40 need the skills of an interventionist.

Used by permission of Dr Ken Moberg.

Moberg, Ken. *Help: We Just Lost our Pastor*. Minneapolis, MN. NextStep Resources. 2013.

Category	1	2	3	4	5
Relationship between Pastor and Leadership Board	Harmony and mutual support	Normal give-and-take	Characterized by tension; attempts at reconciliation	Tension without reconciliation	Open accusation
Departure of Pastor	Pastor retired out of this ministry	Pastor was called to another ministry	Pastor left without having another ministry	Pastor was asked to leave	Pastor was dismissed for cause
Length and Character of Pastor's Tenure	6-12 years, well regarded by most	4 to 8 years, well regarded by most	4 to 8 years, mixed reviews	More than 8 years and well regarded, or less than 4 years and not well regarded	More than 12 years and highly esteemed, or less than 2 years not well regarded
Location of Former Pastor	More than 100 miles away	More than 25 miles away	Still in community, looking to move	Still in community, no plans to move	Still in the church, or planting another church in same community
Cohesiveness of Church	No families expected to leave	Less than 10% of families likely to leave	10% of families likely to leave	25% of families likely to leave	More than 50% of families likely to leave
Maturity of Leadership	Leaders mature, trained, rotational turnover	Some maturity, no training, some unplanned turnover	No training, some unplanned turnover	No training, high unplanned turnover	Elected leaders have resigned due to conflict
Nature of Leadership	Healthy turnover of leadership; former leaders become good followers	Elected and non-elected leaders aligned	Same people always elected	Elected leaders are tentative, afraid to lead	Non-elected leadership in charge
Leadership Meetings	Prayer and vision dominate agenda	Short-range goals dominate agenda	Business dominates agenda	Problems and discipline dominate agenda	Survival dominates agenda

Clarity of Vision	Vision documents are clear and agreed upon	Documents present but people can't articulate vision	Documents present but little agreement	Old documents, vision not agreed upon	No vision documents; evidence of agenda conflict
Congregational Meetings	Congregational meetings are helpful, prayerful, worshipful	Congregational meetings are mostly business	Congregational meetings are generally considered irrelevant	Congregational meetings show tension that nobody addresses	Congregational meetings show open hostility
Growth History	Growing annually by 15% or more over the past five years	Growing annually by 10-15% over the past five years	Growing by 1-10% over the past five years	Stagnant over the past five years	Declining over the past five years
Effective Evangelism	10% conversion growth rate sustained for past five years	Conversion growth rate between 5 and 10% for past five years	Conversion growth rate under 5% for past five years	Occasional stories of conversion over past five years	No evangelistic growth over past five years
Life Cycle of a Church (Bullard)	Vision dominates; relationships and programs healthy	Programs and relationships dominate, vision okay	Programs dominate, little vision	Vision, relationships, programs, management weak	Maintenance mode dominates, relationships strained
TOTALS					

GRAND TOTAL (The Sum of All Columns): _____

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