

QUICK CONGREGATIONAL AGILITY SELF-ASSESSMENT

"Is this statement currently true of us?" Scale: 1-----2-----3-----4-----5
 NO SOMEWHAT YES *In what areas do you have a low score? How can you focus there to improve your organizational agility?*

CULTURE, ATTITUDES & SKILLS

- We expect that we will need to adjust every plan during its execution – so contingencies are part of every plan.
- Our programs and activities are seen as creative and innovative by our congregants and by others.
- Our congregation operates from an ethos of "abundance" rather than "scarcity."
- Our senior leader(s) set(s) the tone by putting effectiveness in front of ego – acknowledging mistakes without delay, and visibly adjusting their actions.
- Our congregation's values are explicitly applied as we respond to emergent opportunities or issues.
- Our congregation's leaders demonstrate a "can do" attitude.
- After due deliberation we adopt a "good enough to go forward" stance rather than "analysis paralysis."
- From top to bottom, accountability is embraced, not avoided, and always leads to action. When we fail, we fail forward.
- Our staff are always learning new skills to be able to support the congregation's needs and interests.

LISTENING & INTEGRATING

- We recognize that changes and innovations in our neighborhood, in the region, in the country and in the world may affect us, so we invest time and energy in "scanning the horizon."
- Our lay & professional leaders seek knowledge wherever they can find it, and actively share it across groups within the congregation.
- Breakdowns are acknowledged quickly. The immediate focus is on learning and mid-course correction and/or optimization.
- We have developed systems and norms to encourage honest feedback and input from our community.
- To design and iterate, we begin learning right from the beginning of all major activities or initiatives – by going to the stakeholders and understanding their point of view.
- After every significant activity or initiative we assess how we did compared to our goals, and ask ourselves: what went well, what can we improve, what lessons do we want to take forward in other areas of our congregation?
- We study both successes and failures to understand what causes them so we get better and better and better.
- Our ability to learn and adapt is the competitive edge that allows us to excel.

REMOVING OBSTACLES

- There are opportunities for people in our congregation to take initiative with new ideas.
- We build in enough reserves (financial, time and human resources) so that we are able to push ourselves to the edge, but not over the edge, and can act quickly on opportunities with tight time windows.
- Our congregation minimizes red tape while ensuring that new initiatives are aligned with congregational norms and visions.
- We try to simplify processes and remove operational obstacles whenever possible.
- Our community understands where we encourage them to start and advance new ideas, and when it's appropriate to ask permission.
- We actively seek to empower people to advance their ideas into action, and to remove obstacles that diminish their creativity and energy.
- We acknowledge when our current systems or policies are no longer serving the best interests of the community, and proactively re-evaluate, edit, or remove them.