

## Mission True Assessment Overview

# What is a Mission True Assessment (MTA)?

A Mission True Assessment evaluates an organization's likelihood of staying true to the Christ-centered elements of its mission.

The MTA reviews policies, practices, and outcomes in the areas of:

- Mission
- Strategy
- Management
- Governance
- Operations
- Human resources management
- People
- Supporters

#### **Process**



## Staff involvement

- Survey: It is recommended that all staff and board members be invited to participate in the staff survey. (15-30 minutes)
- Interviews: A sample of staff and leadership will be interviewed, including executive leadership and board members. (30-60 minutes)
- Assessment facilitation: Leaders and support staff assist in planning and scheduling the assessment to ensure clear communication and a smooth process. (See next page for detail)

Timeline - 13 to 15 weeks (approx. 3 months)

#### Before the on-site assessment

6+ weeks before

Introductory Call

Begin gathering requested documents

4-6 weeks before

Introduce assessment and analysts to staff and distribute staff survey 2-3 weeks before

Complete document gathering and submit on-site assessment schedule 1-2 weeks before

Final prep call to review documents and on-site assessment schedule

## On-site assessment to Final Report

On-site assessment

2-4 days of staff interviews

Preliminary findings presented to senior leadership

4-5 weeks after

Analysts draft report

Senior leadership reviews report prior to publication

6-8 weeks after

Final report published and distributed

Action planning with leadership