

Mission Drift Organizational Survey

Section 1: Organizational Information

First Name:

Last Name:

Organization Name:

Position / Title:

Describe Your Organization:

Describe Your Role:

Organization Category:

- Business
- Charitable Foundation
- Denomination or Church Network
- Domestic Social Sector
- Educational Institution
- International Social Sector

Organization's Annual Budget:

- Less than \$100K
- 100K to 500K
- 500K to \$2M
- \$2M to \$10M
- \$10M to \$50M
- Over \$50M

Section 2: Clarity

1. Mission Drift is a topic of conversation within your organization.

Strongly Disagree 1 2 3 4 5 6 7 8 9 10 Strongly Agree

2. The verbal sharing of Christ is actively and intentionally being discussed on a consistent basis (even if methods for doing so are less clear because of context limitations).

Strongly Disagree 1 2 3 4 5 6 7 8 9 10 Strongly Agree

3. Your organization has a statement of belief, mission statement, and core documents that explicitly describe the full mission.

Strongly Disagree 1 2 3 4 5 6 7 8 9 10 Strongly Agree

4. Staff members know and believe the core tenets of your full mission.

Strongly Disagree 1 2 3 4 5 6 7 8 9 10 Strongly Agree

5. Supporters are in alignment with the core tenets of your full mission.

Strongly Disagree 1 2 3 4 5 6 7 8 9 10 Strongly Agree

6. Your key donors are vocal and engaged in keeping you accountable to remaining on mission. (e.g., they speak up and challenge leadership if something does not clearly articulate or embody your values.)

Strongly Disagree 1 2 3 4 5 6 7 8 9 10 Strongly Agree

7. Board members and staff sign a statement of faith before joining the organization.

Strongly Disagree 1 2 3 4 5 6 7 8 9 10 Strongly Agree

8. You have consistency in your messaging and there is clarity in communicating your full mission.

Strongly Disagree 1 2 3 4 5 6 7 8 9 10 Strongly Agree

9. Board meetings are focused on culture, mission, and impact, and the board is aware of its role as guardians of the full mission.

Strongly Disagree 1 2 3 4 5 6 7 8 9 10 Strongly Agree

10. You measure metrics capturing the entirety of your mission, not just inputs.

Strongly Disagree 1 2 3 4 5 6 7 8 9 10 Strongly Agree

Section 3: Intentionality

11. Prayer is fully integrated in decision making, in meeting structure, and as a weekly or daily discipline for staff.

Strongly Disagree 1 2 3 4 5 6 7 8 9 10 Strongly Agree

12. You have hiring practices that go beyond technical abilities and assess a candidate's full mission fit.

Strongly Disagree 1 2 3 4 5 6 7 8 9 10 Strongly Agree

13. Prospective board members are interviewed by multiple board members and formally assessed for their personal faith and full missional alignment.

Strongly Disagree 1 2 3 4 5 6 7 8 9 10 Strongly Agree

14. Compared to a year ago, staff and board members are showing increasing fruit in their lives (e.g., humility, patience, kindness, etc., Galatians 5:22-23) as evidence of the Holy Spirit at work in them.

Strongly Disagree 1 2 3 4 5 6 7 8 9 10 Strongly Agree

15. There is a clearly articulated plan to create a culture that reinforces your identity, and you have daily or weekly rituals that reinforce your organization's values and mission.

Strongly Disagree 1 2 3 4 5 6 7 8 9 10 Strongly Agree

16. Church partnerships are a constant source of consideration for your organization.

Strongly Disagree 1 2 3 4 5 6 7 8 9 10 Strongly Agree

17. You have a succession plan in place that is actively cultivating internal candidates for leadership, and there are known, potential future Mission True leaders.

Strongly Disagree 1 2 3 4 5 6 7 8 9 10 Strongly Agree

18. A large percentage of your staff would leave the organization if you experienced Mission Drift.

Strongly Disagree 1 2 3 4 5 6 7 8 9 10 Strongly Agree

19. You have said no to a "good opportunity" in the last two years because it did not fit with your identity and full mission.

Strongly Disagree 1 2 3 4 5 6 7 8 9 10 Strongly Agree

20. If your leader has suddenly left, you would not be concerned about the mission continuing.

Strongly Disagree 1 2 3 4 5 6 7 8 9 10 Strongly Agree

Thank you for participating in the Mission Drift organizational survey!

Score Intentionality and Clarity sections separately on the Clarity of Christian Distinctiveness Graph. By plotting yourself on the grid, you will get some sense of whether your current practices are likely to result in Mission Drift or remaining Mission True.

MISSION DRIFT

CLARITY OF CHRISTIAN DISTINCTIVENESS

