

**Agency Mission Drift Survey** – Peter Greer, “Mission Drift, the unspoken Crisis Facing Leaders, Charities, and Churches” p.47-49.

Please rate yourself on a scale of 1 to 10.

1 Strongly Disagree

5- Neither Agree nor Disagree

10= Strongly Agree

### **CLARITY**

1. Mission Drift is a topic of conversation within your organization. \_\_\_\_\_
2. The verbal sharing of Christ is actively and intentionally being discussed/encouraged on a consistent basis (even if methods for doing so are less clear because of context limitations). \_\_\_\_\_
3. Your organization has a statement of belief, mission statement, and core documents that explicitly describe its full mission. \_\_\_\_\_
4. Staff members know and believe the core tenets of your full mission. \_\_\_\_\_
5. Supporters are in alignment with the core tenets of your full mission. \_\_\_\_\_
6. Your key donors are vocal and engaged in keeping you accountable to remaining on mission. (For example, they speak up and challenge leadership if something does not clearly articulate or embody your values). \_\_\_\_\_
7. Board members and staff sign a statement of faith before joining the board/organization. \_\_\_\_\_
8. You have consistency in your messaging and there is clarity in communicating your full mission. \_\_\_\_\_
9. Board meetings are focused on culture, mission, and impact, and the board is aware of its role as guardians of the full mission. \_\_\_\_\_
10. You measure metrics capturing the entirety of your mission, nor just inputs. \_\_\_\_\_

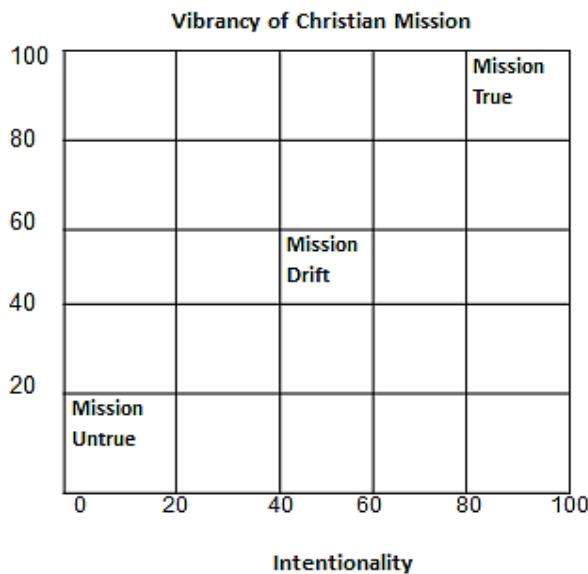
### **INTENTIONALITY**

11. Prayer is fully integrated in decision making, in meeting structure, and as a weekly or daily discipline for staff. \_\_\_\_\_
12. You have hiring practices that go beyond technical abilities and assess a candidate's full mission fit. \_\_\_\_\_
13. Prospective board members are interviewed by multiple board members and formally assessed for their personal faith and full missional alignment. \_\_\_\_\_
14. Compared to a year ago, staff and board members are showing increasing fruit in their lives (e.g., love, patience, kindness, etc., Galatians 5:22-23) as evidence of the Holy Spirit at work in them. \_\_\_\_\_
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. \_\_\_\_\_

- 16. Church partnerships are a constant source of consideration for your organization. \_\_\_\_\_
- 17. If your leader suddenly left, you would not be concerned about the mission continuing. \_\_\_\_\_
- 18. A large percentage of your staff would leave the organization if you experienced Mission Drift. \_\_\_\_\_
- 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. \_\_\_\_\_
- 20. You have a succession plan in place that is actively cultivating internal candidates for leadership, and there are known, potential future Mission True Leaders. \_\_\_\_\_

Results: Score Intentionality and Clarity sections separately. Plotting yourself on the following grid, you will get some sense of whether current practices are likely to result in Mission Drift or

Mission remaining True:



The closer you are to the top right, the more likely you are to withstand Mission Drift. Like a current, the closer you are to the bottom left, the greater the force pulling you toward secularism.

Movement is the one constant. It is always possible to fight against the current and move toward greater clarity of mission and intentionality of practices that help protect your mission. But if you don't make conscious efforts to fight against it, drift is inevitable.