

MISSION DRIFT SURVEY

Please rate your institution 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 our institution. [Standard 1, EE: 1,2,3]
2. The verbal sharing of Christ is actively and intentionally being discussed/encouraged on a consistent basis.
3. The institution has a statement of belief, mission statement, and core documents that explicitly describe its full mission. [Standard 1, EE: 2]
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 they perceive something does not clearly articulate or embody your values.)
7. Board members and staff sign a statement of faith before joining or renewing their engagements with the board or institution. [COE Standard 4, EE: 10, 11]
8. You have consistency in your messaging and there is clarity in communicating your full mission. [Standard 3, EE: 1]
9. Board meetings are focused on culture, mission, and impact, and the board is aware of its role as guardians of the full mission. [Standard 1, EE: 1, 3]
10. You measure metrics (aka, KPIs) capturing the entirety of your mission, not just inputs.

Clarity Total: _____

Intentionality

1. Prayer is fully integrated in decision making, in meeting structure, and as a weekly or daily discipline for staff.
2. You have hiring practices that go beyond technical abilities and assess a candidate's full mission fit.
3. Prospective board members are interviewed by multiple board members and formally vetted in terms of their personal faith and full mission alignment.
4. 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 the Holy Spirit is at work in them.

Survey questions excerpted from Greer & Horst (2014). *Mission Drift: The Unspoken Crisis Facing Leaders, Charities, and Churches*. Minneapolis: Bethany House Publishers, pp. 47-49. See <http://www.missiondrift.com/>

5. There is a clearly articulated plan to create a culture that reinforces your identity, and you have daily and weekly rituals that reinforce your institution’s values and mission.
6. Church partnerships are a constant source of consideration for your institution.
7. If your leader suddenly left, you would not be concerned about the mission continuing.
8. A large percentage of your staff would leave the institution if there was evidence of Mission Drift.
9. You have said no to a “good opportunity” in the last two years because it did not fit with your identity and full mission.
10. You have a succession plan in place that is actively cultivating internal candidates for leadership, and there are known, potential future Mission True leaders.

Intentionality Total: _____

