

START UP		DEVELOPMENT		MATURITY		DECLINE		DISINTEGRATION	
10	Visionary leader has high commitment level to address uncertain future	14	Strong sense of mission and purpose among members	12	High visibility and understanding of purpose and mission	1	Lowering of members' understanding of purpose	0	Purpose is lost
11	Positive supportive attitude	2	Members working toward same goal	3	Common purpose throughout ministries of the church	2	New members do not sense church's purpose	1	Mission not understood
2	Everyone is involved, there is mutual dependency	8	High percentage of individuals' time and identity committed to the church	5	New members quickly find a place to become involved	16	Members assume there are enough others to do the job	8	Programs eliminated for lack of participation
1	All members willing to work	1	Volunteers easily found	5	High level of enthusiasm among membership for participation	1	More paid staff hired to "enhance" ministries	11	Difficult to find volunteers
10	Minimal organization	8	Structure created in response to needs	10	New programs created to respond to new needs	5	Few, if any, new programs added	1	Programs eliminated for lack of funds
3	Spontaneity in decision making	0	Structure creates needs rather than responds to needs	7	Primary goal is preservation/survival	1	Traditions begin to form	4	New roles and responsibilities created
3	Members are receptive and change is quickly accomplished	4	Changes easily adopted and integrated	10	New proposals given serious consideration	5	Few changes proposed	2	"We've never done it that way before"
0	Ownership is unanimous	6	Changes suggested from all levels of membership	9	Church leaders responsible for initiating and implementing change	5	Few changes considered that radically depart from status quo	6	Rationalizations often made for why it can't be done
8	Morale is high	1	Morale is higher	2	Moral and self-esteem are at the highest level	12	Morale polarizes into groups of high and low	2	Few have high morale and self-esteem has lowered
4	Self-esteem is in the process of being formulated	6	Self-esteem easily affected by circumstances and short-term successes/failures	5	Confidence is contagious that goals can be reached	3	Self-esteem is uncertain	6	Leaders are frustrated/uncertain how to stop decline
<b>52</b>		<b>50</b>		<b>68</b>		<b>51</b>		<b>41</b>	

Chart Title

