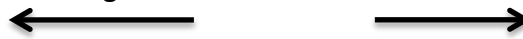


NEED FOR INTERVENTION SCALE:

Determining the Level of Intentionality Required for a Church in Transition

(from little need to greater need for intentional intervention)



Category	1 (lowest)	2	3	4	5 (highest)
Pastor and Leadership Board Relationship	Harmony and mutual support	Normal give-and-take	Characterized by tension; attempts at reconciliation	Tension without reconciliation	Open accusation
Reason for Pastor's Departure	Pastor retired out of this ministry	Pastor called to another ministry	Pastor left without having another ministry	Pastor was asked to leave	Pastor was dismissed for cause
Length of Pastor's Service and Regard for his /her ministry	6-12 years well regarded by most	4 to 8 years well regarded by most	4 to 8 years mixed reviews	More than 8 years well regarded, <u>or</u> less than 4 years not well regarded	More than 12 years highly regarded, <u>or</u> less than 2 years not well regarded
Location of Former Pastor	More than 100 miles away	More than 25 miles away	Still in community, looking to move	Still in community, no plans to move	Still in the church, or planting another church in same community
Cohesiveness of Church: We expect to lose this percent of people	0-5%	5-10%	10-20%	25-40 %	More than 50%
Maturity of Leadership	Leaders mature, trained, rotational turnover	Some maturity, no training, some unplanned turnover	No training, some unplanned turnover	No training, high unplanned turnover	Elected leaders have resigned due to conflict
Nature of Leadership	Healthy turnover of leadership; former leaders become good followers	Elected and non-elected leaders aligned	Same people always elected	Elected leaders are tentative, afraid to lead	Non-elected leadership in charge
Leadership Meetings	Prayer and vision dominate agenda	Short-range goals dominate agenda	Business dominates agenda	Problems and discipline dominate agenda	Survival dominates agenda
Clarity of Vision	Vision documents clear and agreed upon	Documents exist but people can't articulate vision	Documents exist but little agreement	Old documents, vision not agreed upon	No vision documents; evidence of agenda conflict
Congregational Meetings	Meetings are helpful, prayerful, worshipful	Meetings are mostly business	Meetings are generally considered irrelevant	Meetings show tension that is unaddressed	Meetings show open hostility
Worship Attendance: Annual growth rate past 5 years	15%	10-15%	1-10%	0 or stagnant	Declining
Effective Evangelism: Annual conversion growth rate past 5 years	10%	5-10%	under 5%	Occasional	0

Use of this grid: For each category on the left, place an X over one of the five boxes that most accurately describes your church. Example: If business dominates the agenda of Leadership Meetings, put an X in column 3. Do that in each category and observe where your X's fall. If all your X's are in columns 1 & 2, your church is fairly healthy. If your X's are mostly in columns 4 and 5, you have serious health issues and need an interventionist. The Brethren Church thanks Dr. Ken Moberg for his permission to use this version of the grid from his book "HELP-We Just Lost Our Pastor!" (Minneapolis, EFC Publications 2013)