

# Diagnostic Analysis -- A Process for Strengthening Organizational Functioning

## The importance of diagnostic analysis

Analyzing a church's organization functioning is essential to planning for change or improvement. A faulty diagnosis, based only on hunches or biases, can lead to serious errors in decision-making and planning. **The purpose of the Center's Diagnostic Analysis Process is to provide decision-makers with valid and reliable information about how their church is currently working.**



## What does it do?

**Scope of Evaluation involves gathering information about --**

1. The effectiveness of the functioning of the whole and each part.
2. The relationship of existing parts with each other.
3. Decision-making and leadership processes.
4. Current financial resources development, allocation, and management.
5. Information flow (communication).
6. The role, function, and effectiveness of key groups.
7. Key system processes, policies, and procedures.
8. Congruence between the vision and priorities and the work being done.
9. The organizational climate that is experienced by those who participate in it.

**Diagnostic Model of the Church:** A clearly-articulated Systems Model of the Church serves as a diagnostic tool to guide this process. This offers a framework for “what to look at” when evaluating church organizational effectiveness.

## How does it work?

A Diagnostic Analysis Process blends interviews, questionnaires, group interaction and document review to gather data about all the components of a church organization.

### **Design:**

A consultant works with key leaders to design the analysis process.

### **Enlisting and Training:**

Persons within the church body are enlisted and trained to take part.

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**Data Gathering:**

A range of methods are used to gather and analyze data.

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**Findings:**

Information is compiled, analyzed and reported as hypotheses to be tested.

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**Feedback:**

The report is shared in a context that allows for mutual testing, exploration and learning.

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**Planning:**

The results of shared analysis become the basis for planning.

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**Support:**

The consultant helps identify options and offers recommendations to support action.

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## Some benefits you can expect include --

- Whole system learning that leads to constructive change.
- Building up the life of the church.
- Developing a common view of the key opportunities and challenges.
- Increased trust and cooperation.
- Focusing on points of real need, not only addressing symptoms.
- Mutual support and encouragement are experienced.
- People working together to achieve common goals.
- Become more responsive to missional opportunities.
- Develop new capacities for organizational leadership and management.

**To ask a question, begin a conversation, or discover how diagnostic analysis could strengthen your church, contact:**

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