



## Church Assessment Process Description

### Introduction:

Assessing local churches' experience of unresolved conflicts and issues requires great care. Add to this the challenges of assessing from the *inside* and you will see why CRG offers this service. It is wise to gain an impartial third party view of the situation as well as identify recommendations on how to respond to the issues. (Proverbs 11:14; 15:22; 24:6)

If, after reading through this explanation, you have questions, please contact us. You can also visit our website for further information.

### Assessment Description:

CRG's assessment process has been developed after over a decade of working with local churches experiencing unresolved conflict. We have walked alongside congregations experiencing unresolved conflict and facing critical issues. We believe our Lord has given us the assignment of assisting churches to address these conflicts/issues in a biblically faithful manner.

Assessing a local church's experience of conflict is an important ministry opportunity. Not only will a church learn about what type of conflict they are experiencing, but they will also learn how they can respond to the conflict in a Christ-pleasing manner. However, we often find crucial skills missing, with biblical truths known but not practiced. We follow a stepped process as follows:





### Intake Forms Completed:

An assessment begins with each person completing an Intake Form. Everyone participating in the assessment completes a 7-question description of what the church is experiencing. This information provides us an overview and a primer for the consultant calls. The information provided is confidential and sent directly to us via email or fax. Only the assessor sees the information.

### Consultation Calls:

Following the submission of the Intake Forms, calls are set up with individuals or groups to discuss the church's situation. Generally, calls with individuals are an hour in length, while calls with groups are 2 hours. In these calls we listen to understand each person with the hope of discovering what the causative issues are. Once we have completed these calls, an assessment is developed.

### Assessment Development:

The major goals in developing an assessment include the discovery of *a path forward*. This, of course, includes an analysis of what has happened and why it has led to the current situation. However, to stop there would be unhelpful. The assessment will also identify a designed plan for addressing the conflicts and issues.

### Assessment Presentation:

We make a presentation of the findings of our assessment, ranging from 45 to 60 minutes. The presentation includes recommended actions, both immediate and long-term. To ensure clarity, we answer any questions that arise. The goal is to resource the participants to make the best choices possible concerning how they will respond to the issues.

### Action Plan:

Based on the assessment and the leaders' understanding of it, an action plan can then be developed. Sometimes our involvement in the planning ends at this point, but there are other times that we are part of both the planning and the implementation aspects of the plan.

### Proposal Development:

When onsite work involving CRG conciliators is considered, we then develop a proposal describing the scope of work necessary to achieve the goals. The necessary expenses for onsite work are included in the proposal. Our hope is that the church is resourced to make an informed decision about how the Lord desires that they address the conflicts and issues.