

Organizational Development Evaluation

Ministry Partner:	1	2	3	4	5
Contributors to evaluation:	<i>Weak area</i>	<i>Needs Improvement</i>	<i>Does Adequately</i>	<i>Does Well</i>	<i>An Example to Others</i>
1. LEADERSHIP VALUES/ISSUES (Profile of key leader/s)					
1) Servant leader(s) (rather than power leadership)?					
2) Team builder(s)/team player(s) or work in a solitary manner?					
3) Focus on furthering God's Kingdom (rather than self promotion and/or self-interest)?					
4) Grace-based leader(s) (rather than legalistic)?					
5) Intentional multiplication of leaders (versus mere growth by addition)?					
6) Learning and discovery: are leader(s) teachable, flexible, and/or adaptable?					
7) Are leader(s) willing/able to share their resources and lessons learned with other organizations? Do they see themselves as having something to offer to others?					
8) Do leaders have credibility among their colleagues and within the Christian community?					
Other ideas in this category to be considered?					
Comments					
2. MINISTRY INFRASTRUCTURE					
1) Board governance active and effective?					
A. Are board members <i>informed</i> ?					
B. Are board members <i>involved</i> ?					
C. Are board members <i>responsible</i> ?					
2) Dynamic and collaborative organizational processes rather than static and unresponsive processes?					
3) Does the governing board membership reflect diverse perspectives or is it dominated by "yes men/women"?					
4) Level of acceptance and credibility by the larger Church in your area or nation?					
5) Are staff and officers given sufficient authority to carry out their responsibilities?					
6) Balance of accountability within organization between board and operational leadership?					
7) Degree of unity within ministry: competition (level 1-2), cooperation (level 3), or collaboration (level 4-5)?					
8) Is mentoring occurring within the organization?					
9) Succession plan: thought through and process in operation?					
10) Accounting and fund management systems meet local and foreign legal requirements?					
11) Staff properly equipped/ongoing training for operations such as reporting, projects, finances, leadership, etc.?					
Other ideas in this category needing to be discussed/ considered?					
Comments					
3. VISION AND STRATEGY					
1) Match with PI ethos: e.g., least Christian, culturally relevant, interdependence?					
2) Involved in the process of periodic evaluation toward agreed upon goals (e.g., ministry and organizational development)?					
3) Process of strategic planning in place?					
4) PDP completed that clearly communicates vision and goals of ministry and partnership? Reasonable? Measurable?					
5) Strategy more focused on ministry multiplication (rather than ministry addition)?					
6) Wholistic/integrated philosophy of ministry (as opposed to a single focus ministry)? Impacting lives, leaders, churches and communities?					
7) Ability to identify key training needs to fulfill vision and strategy?					
8) Openness to PI's assistance with capacity building and non-financial development resources?					
9) Willingness to cooperate with other ministries or movements in their area, nation, or region?					
Other ideas in this category needing to be discussed/ considered?					

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Comments					
4. PI-MP RELATIONSHIP					
1) Ongoing relationship between PI and the MP strong and growing? Possibly some difficulties, but open communication?					
2) Regular communication from ministry with relevant PI staff? Responsive to inquires?					
3) Provides needed project information, including financial info? Projects proposed in alignment with PDP?					
4) Reporting back about specific projects and work of ministry? Good quality including pictures and in requested format?					
Other ideas in this category needing to be discussed/ considered?					
Comments					
5. LOCAL & FOREIGN RELATIONSHIPS					
1) History of cooperation with local or regional ministries?					
2) Previous experience and depth of relationship with other foreign funding organizations?					
3) Previous experience and depth of relationship with other local funding sources?					
4) Previous experience and depth of relationship with other foreign training (non-funding) organizations?					
5) Previous experience and depth of relationship with other local training (non-funding) organizations?					
6) Ability to communicate meaningfully and effectively with foreigners?					
Other ideas in this category needing to be discussed/ considered?					
Comments					
6. FINANCE/FUNDRAISING					
1) Extent of MP ownership for foreign fundraising efforts?					
2) Extent of MP ownership for local fundraising efforts?					
3) Open disclosure of funding sources other than PI?					
4) Healthy balance of local and foreign funding?					
5) Local fundraising and financial accountability mechanisms effective and operational?					
6) Annual audited reports completed and submitted to PI? Able to track funds received from PI?					
Other ideas in this category needing to be discussed/ considered?					
Comments					
7. INTANGIBLES					
1) Does the ministry regularly engage in prayer or prayer and fasting so that God leads and participates in all dimensions of their life and work? (e.g., Acts 13:1-3)					
2) Is there visible evidence of God's supernatural involvement?					
Other ideas in this category needing to be discussed/ considered?					
Comments: any <i>positive</i> discernment issues needing comment here that are not covered in the tool?					
Comments: any <i>negative</i> discernment issues needing comment here that are not covered in the tool?					
Other comments?					