

5 Signs of Organizational Health

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1 - Compelling Vision Which Guides Your Strategy

- Mission = what are we doing?
- Values = why we are doing what we do?
- Strategy = how will we achieve the vision?
- Measures = when are we successful?
- Vision = where does God want us to go?

1 - Compelling Vision Which Guides Your Strategy

- Without concrete action your vision is just a dream.
- Vision statements that are not used are lies.
- Can your entire staff (and key volunteers) easily voice your vision? If not, then it is not being implemented properly.
- Spend a few minutes reflecting on which parts your team needs to work on.

2 - Clarity

Clarity about:

- Mission
- Values
- Strategy
- Goals
- Success
- Vision

2 - Clarity

Clarity cannot be achieved unless it is communicated regularly.

Clarity can help with buy-in, achievement, success, and direction of the organization.

2 - Clarity

Do your donors know what you are about?

If someone asked them why they donated to your ministry, would they give a similar answer to why you asked for their support?

Is there consistency in your communications?

3 - Sincerity & Trust

- Every church and ministry staff should be aiming for healthy relationships, honest communication, and accountability.
- A good sign of healthy organizations is that there is real accountability, which is based on trust.

3 - Sincerity & Trust

Sincerity - Can your team tell the truth to one another, in a healthy way?

Trust - Does the team trust that they all have the organization's best interests at heart?

4 - Healthy Communication

Internal:

- The team understands what meetings are for, gets things accomplished, and values time together.
- All understand internal processes, decision-making, and their own roles.
- Administration is part of the solution.
- Employees feel they are heard.

4 - Healthy Communication

External:

- Donors, students, parishioners, etc know the stories and purpose of the ministry.
- Stories is told in a compelling way.
- Your organizational reputation = “relationship marketing”.
- Proactive not reactive.

5 - Teams

Good teams start with the right people.

Church officials frequently make the mistake of not firing soon enough.

Does your staff have time for professional development and growth?

5 - Teams

- Teams all work together to achieve an agreed upon goal.
- Do you set aside time and money for ALL staff to get better at their jobs?
- Do you have a plan of how to improve as a team with offsite planning, staff retreats, time to pray together, etc?

BONUS #1

We are in the business of being fruitful!

- *“By this my Father is glorified, that you bear much fruit, and so prove to be my disciples.”*
-John 15:8
- *“Thus you will know them by their fruits.”* -
Matt 7:20

BONUS #2

-Spiritual climate:

- Is prayer a common individual and organizational component?
- Does your staff regularly spend time in discernment together?
- Is prayer just another part of the “to do” checklist?

BONUS #3

Humility

- Leaders are there to serve the team.
- The team is there to serve the organization.
- Pointing out weaknesses isn't just seen as criticism.
- Aiming to improve is the norm.