



CHURCH DURABILITY ASSESSMENT

THANK YOU!

This assessment is not designed to intimidate you nor to paralyze you in analysis. Much like a personality test, this assessment will help you to spot patterns and trends that impact the ability of you and the church you lead to maintain momentum and stay on mission.

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The Church Durability Assessment

A self-guided assessment to reveal the ability of your systems to support leadership, embrace change, avoid conflict, and maintain mission focus.

This assessment is not a test. It is a clinical assessment designed to help leaders notice where the church is relying on **goodwill, habit, or personality** rather than durable systems.

Complete this privately. Answer honestly. Patterns matter more than individual responses.

How to Use This Assessment

For each statement, circle the response that most closely reflects your current reality:

- **Consistently True**
- **Sometimes True**
- **Rarely True**

Do not overthink. Your first instinct is usually the most accurate. The total time to complete should not exceed 7 minutes.

For the best, most accurate result, distribute to the staff and/or key leaders. This avoids confirmation bias and allows a meaningful conversation to evolve.

The best use is to complete the assessment and enroll in an upcoming “When Good Leadership Isn’t Enough” masterclass.

Click the icon to go to the registration page:



Leadership Durability

This section assesses whether leadership responsibility is sustainable over time.

1. Key leaders can rest (vacation, day off, be sick) without the church feeling anxious or unstable.
 - a. Consistently true
 - b. Sometimes true
 - c. Rarely true
2. Responsibility is shared rather than concentrated in one or two people.
 - a. Consistently true
 - b. Sometimes true
 - c. Rarely true
3. Leaders feel permitted to say, “This is too much,” without fear of judgment.
 - a. Consistently true
 - b. Sometimes true
 - c. Rarely true
4. Expectations placed on leaders are realistic given available resources.
 - a. Consistently true
 - b. Sometimes true
 - c. Rarely true

Durability insight: Churches often appear strong while quietly overloading a few faithful leaders.

Decision Durability

This section assesses whether decisions hold under pressure.

5. It is clear who has authority to decide what — and who does not.
 - a. Consistently true
 - b. Sometimes true
 - c. Rarely true
6. Decisions do not routinely get revisited, undone, or second-guessed later.
 - a. Consistently true
 - b. Sometimes true
 - c. Rarely true
7. Conflict does not regularly emerge *after* decisions are made.
 - a. Consistently true
 - b. Sometimes true
 - c. Rarely true
8. Leaders feel protected (not exposed) when acting within their role.
 - a. Consistently true
 - b. Sometimes true
 - c. Rarely true

Durability insight: Confusion about authority creates anxiety that becomes conflict.

Relational Durability

This section assesses whether relationships can absorb disagreement without fracture.

9. Disagreements can be named without becoming personal or political.

- a. Consistently true
- b. Sometimes true
- c. Rarely true

10. Leaders are not expected to manage others' emotions to keep peace.

- a. Consistently true
- b. Sometimes true
- c. Rarely true

11. Tension is addressed directly rather than carried quietly or leaked sideways.

- a. Consistently true
- b. Sometimes true
- c. Rarely true

12. Trust is strong enough to survive honest conversations.

- a. Consistently true
- b. Sometimes true
- c. Rarely true

Durability insight: Churches rarely split over theology; they fracture over unresolved relational issues.

Governance Durability

This section assesses whether structure protects both people and mission.

13. Roles between staff, board, and volunteers are clearly understood.

- a. Consistently true
- b. Sometimes true
- c. Rarely true

14. Boundaries are respected even when personalities are strong or long-tenured.

- a. Consistently true
- b. Sometimes true
- c. Rarely true

15. Policies exist to protect people, not just the institution.

- a. Consistently true
- b. Sometimes true
- c. Rarely true

16. Leaders are not asked to operate “in gray areas” to avoid hard conversations.

- a. Consistently true
- b. Sometimes true
- c. Rarely true

Durability insight: When boundaries are unclear, leaders rely on personal restraint instead of structure.

Operational Durability

This section assesses whether mission is supported by systems rather than strained by them.

17. The church's mission is clear enough to guide priorities and decisions.

- a. Consistently true
- b. Sometimes true
- c. Rarely true

18. Budget and staffing reflect intentional choices rather than historical habit.

- a. Consistently true
- b. Sometimes true
- c. Rarely true

19. Outreach and discipleship efforts feel sustainable, not forced or performative.

- a. Consistently true
- b. Sometimes true
- c. Rarely true

20. Leaders feel hopeful about the future rather than bracing for the next issue.

- a. Consistently true
- b. Sometimes true
- c. Rarely true

Durability insight: Mission drifts or collapses in an environment where leaders are exhausted.

What is the trend? Put the totaled number of each response below:

_____ Consistently true

_____ Sometimes true

_____ Rarely true

Durability is not about control, compliance, or perfection. It is about whether what you are carrying can **last** without breaking people.

If this assessment raised questions for you, you are not alone. Many faithful churches discover that the mission has “drifted” or the consistent internal conflict is not because of spiritual laziness or resistance to the will and Word of God, but the system has become unstable and that is the reason momentum cannot be sustained.

Meaningful change cannot occur in a system that is unstable.

That is why I have applied my 23 years of experience as a senior pastor to bring you the answer to an unstable system, and a key to erasing the burnout, disappointment, and frustration that comes from trying to lead a system that cannot endure being led.

When Good Leadership Isn't Enough: Understanding the Four Domains of Stability is more than a workshop. It is a chance to examine the **cause** not the symptom.

Register today.

Here is the link:



Grace to you,

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