

**Report of Self-Evaluation of the
Allegheny West Conference
Executive Committee**

April 2005

**Office of Information & Research
Columbia Union Conference
Seventh-day Adventist Church**

SELF-ASSESSMENT OF THE EXECUTIVE COMMITTEE - 2004
Allegheny West Conference

A total of 16 of the 21 members of the conference executive committee returned assessment questionnaires and the results of their scores are displayed below and in the graphs that follow. This is a 76% response rate, which is excellent.

1 = Poor
 2 = Fair

3 = Good
 4 = Excellent

Mission and Strategic Planning Oversight	3.1*
Our committee has received and adopted a strategic plan and we review and approve modifications to keep it current.	3.2
Our committee has adopted core values which are consistent with the Bible and Seventh-day Adventist heritage.	3.6
The administration, department directors, support staff, field pastors, education staff, lay leaders and others participate in our planning process.	2.9
Our committee is active and effective in representing the conference's interests and serve as a communication link between the congregations and institutions and others important to the provision of the conference's mission and purpose.	2.9
Financial Oversight	3.2*
The committee reviews and adopts an annual operating budget which sets revenue and expense targets and receives and discusses regular financial reports during the year to determine compliance.	3.6
The committee receives and adopts a long-term capital expenditure plan which estimates projected sources, uses and cost of future funds for buildings and equipment.	2.8
Our committee recognizes that our oversight of finances must be closely related to our quality and strategic planning oversight responsibilities.	3.3
Management Oversight	2.6*
The executive committee conducts an evaluation of the president each year using specific targets agreed upon in advance with the president.	2.5
Our committee communicates effectively with the executive officers regarding issues, goals, expectations and concerns.	3.1
We periodically review the conference's senior leadership and management to assure ourselves of leadership quality.	2.1
Committee Effectiveness	2.4*
The executive committee, as the conference governing body, evaluates its own performance and the performance of each committee member to determine appropriateness of continued service on the committee.	2.1
All members of the committee participate in an orientation program and a regular program of continuing education.	2.1
The frequency and duration of committee meetings are adequate to conduct the committee's oversight responsibilities, but do not discourage attendance and participation by misusing valuable member time.	3.1

Individual Self-Assessment	3.2*
<i>Continuing Education</i> — I participate in continuing education opportunities to remain current on changing trends and issues..	2.2
<i>Confidentiality</i> — I understand the confidential nature of the committee's deliberations and maintain privacy regarding issues and information discussed in the committee meetings.	3.4
<i>Conflict of Interest</i> — I am satisfied that no conflicts of interest exist in my service as an executive committee member.	3.9
Committee Membership and Organization	3.2*
The committee now contains a sufficient range of qualities (expertise, attitudes and external relationships).	3.3
I feel well informed about the type of services provided by the conference.	2.9
I have a clear grasp of my obligations and responsibilities as a committee member.	3.4
I have adequate opportunities to get to know my fellow committee members.	3.2

*Average score for the items in this cluster.

What would you indicate as the greatest strength of the executive committee?

“Caring, knowledgeable staff ... good cross section of the [conference] and an open-minded forum to discuss all concerns ... The diversity of the committee enables it to provide plans, programs and policies that address the concerns of the laity at large. ... variety of views, gender, pastoral and lay members ... diversity of background and ability to give quality time to discussion of matters; synergy ... it's wisdom, intelligence and wide scope of diversity ... diversity and the fact that we have those who have served before; their experience has proven helpful ... the members' ability to ask the tough questions and deal with sensitive issues yet to remain compassionate and empathetic ... our diversity ... diversity ... ability to dialog ... diverse opinions and openness to dialog ... congeniality ... cohesiveness: All members worked well together. There was also a spirit of civility towards and respect for each other.”

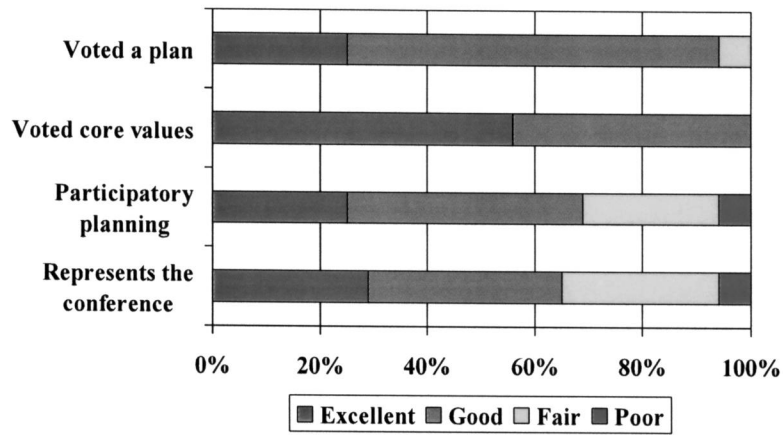
What would you indicate as the one area, if improved, would have the greatest positive improvement to the executive committee?

“Educate the committee members on their responsibility to the members [of the Church] ... greater focus on reallocation of resources in the conference ... The attendance record hindered the accomplishment of planning meetings for subcommittees. ... perhaps teleconferencing ... the development of strategic plans ... maybe a few more meetings so as to eliminate too long an agenda and to stay on top of things ... attendance and enough respect to come on time ... a larger membership ... more governance; more development as an outgrowth of the committee's attention to mission ... establishing a course for the conference and reviewing its progress at each meeting ... a more professionally diverse group ... Information, especially concerning personnel matters, needs to be given so that matters that deal with pastoral moves and assignments can be effectively made. As it stands, not enough information is supplied for us to vote intelligently.”

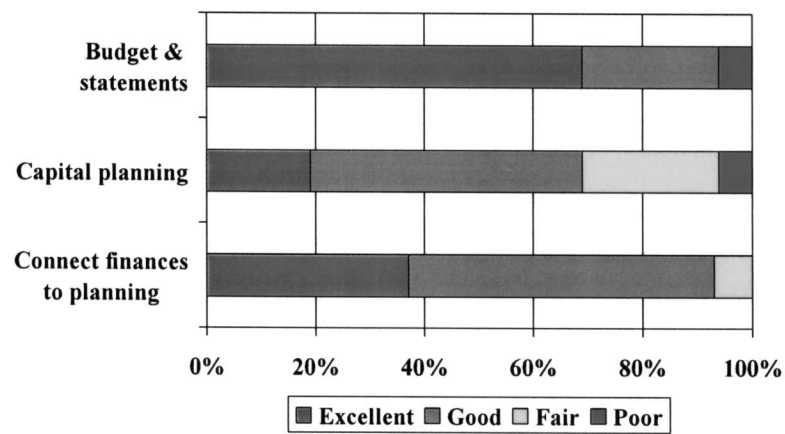
Comments and Suggestions: “Limits on number of successive terms need clarification. ... The executive committee's agenda has been much improved by the president and staff. ... The executive committee's structure has been much improved by the president and staff. ... Members of the staff and the president are very

approachable. ... Today's agenda was too much. As a result, we had time limitations placed on the discussion of a Church Planting policy. ... We need limits on successive terms. ... I sometimes feel that the lay members of take their responsibility more seriously than some of the pastors. I was really disappointed with the [lack of] pastoral attendance at union conference committee meetings. ... The president is very good at allowing discussion so that we don't feel that we were 'railroaded.' ... I have enjoyed my tenure and have a real appreciation of the workings of the conference and what the officers and pastors face. ... I'm not familiar with the numbers of successive terms allowed; it may have been stated; I don't remember hearing or reading ... I feel that the committee should have more members. ... I don't believe we have limits on successive terms. ... The committee may be too large."

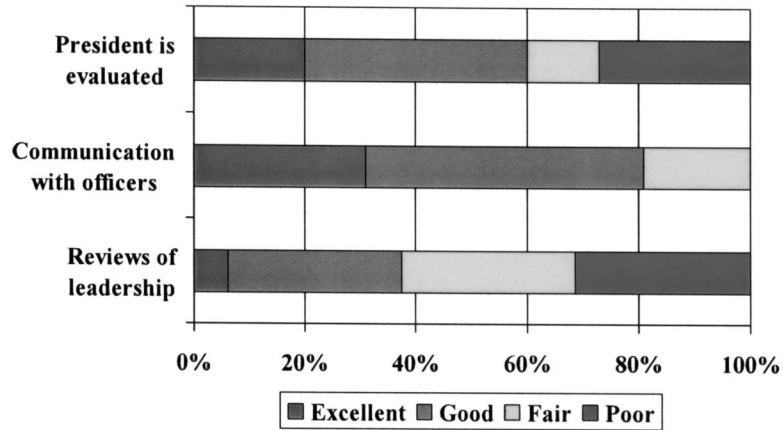
Strategic Planning



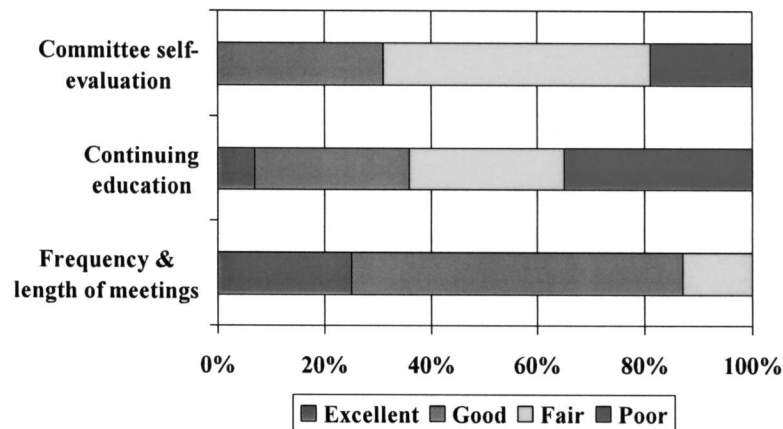
Financial Oversight



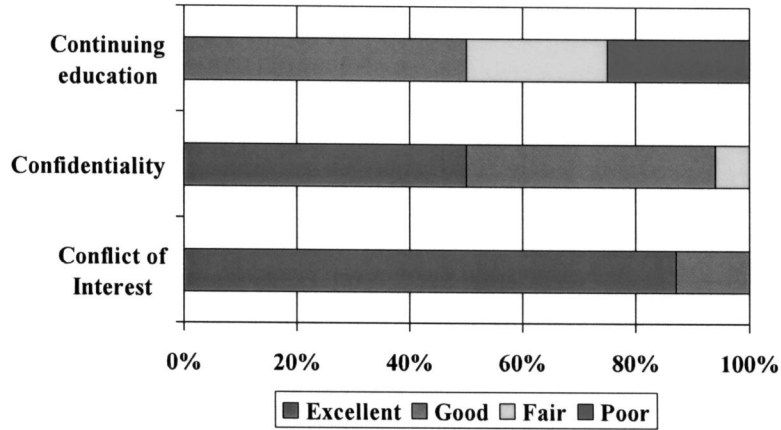
Management Oversight



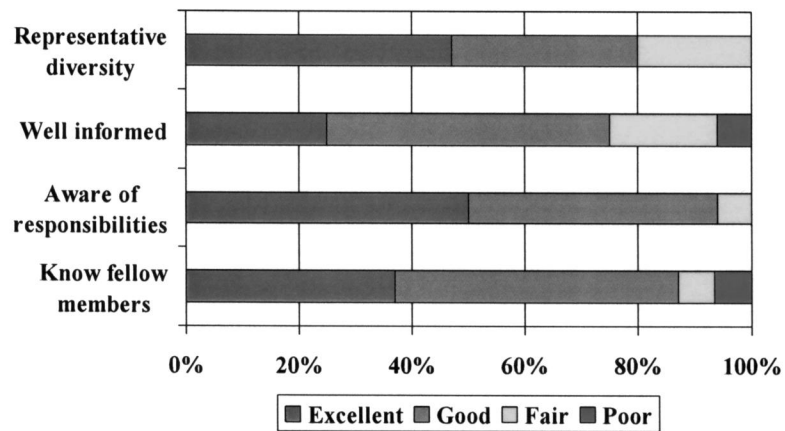
Committee Effectiveness



Individual Self-Assessment



Committee Organization



Summary: Mean Scores on 4-point Scale

