

## Ministry Unit Readiness Tool (MURT)

Welcome to the MURT – a tool designed to self-assess how ready you are before launching or scaling a program/service, ensuring that all necessary resources, processes, and personnel are in place. This proactive approach minimizes risks and increases the likelihood of successful implementation, helping align program goals with organizational capabilities, fostering better coordination and resource allocation.

## Pathway of Hope Ministry Unit Readiness Tool- Area Commanders

<b>Name</b>	<b>Date</b>
	Click or tap to enter a date.
<b>Ministry Unit Name</b>	<b>POH Implementation Timeline</b>
	Choose an item.

Please fill out each question below to the best of your ability. Your responses will be only accessible to the Pathway of Hope Implementation Coordinator and will not be shared with the above Ministry Unit.

Momentum	Degree to which a Ministry Unit commits to making POH Happen	Strongly Disagree	Disagree	Agree	Strongly Agree	Unsure
<b>Relative Advantage</b>	Pathway of Hope seems better than what they are currently doing.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Compatibility</b>	Pathway of Hope fits with the vision for Mission at the Ministry Unit.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Observability</b>	I can envision what outcomes will come out of implementing Pathway of Hope at this Ministry Unit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Priority</b>	The Ministry Unit will be able to give Pathway of Hope a high level of importance in the scope of their ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>POH-specific Capacity</b>	<b>What is needed to make POH happen at the Ministry Unit.</b>	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Unsure</b>
<b>POH specific Knowledge &amp; Skills.</b>	The Ministry Unit has sufficient abilities within its staff team to use the framework as described.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Leadership</b>	The Ministry Unit Leader(s) are willing to support and envision Pathway of Hope at the Ministry Unit.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Physical Space</b>	The Ministry Unit has private office/meeting space suitable for meeting with POH Participants.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Inter-organizational Relationships</b>	The Ministry Unit has strong relationships with other agencies and partners within their community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>General Capacity</b>	<b>The Ministry Unit's overall functioning.</b>	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Unsure</b>
<b>Innovativeness</b>	The Ministry Unit is open to change in general.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Internal Operations</b>	The Ministry Unit has effective communication and teamwork.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Process Capacities</b>	The Ministry Unit has the ability to plan, implement, and evaluate.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Staff Capacities</b>	The Ministry Unit has enough of the right people to get things done.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## MURT-Pathway of Hope Ministry Unit Readiness Tool- 5. Scoring and Rubric

Ministry Unit Name		Date: Click or tap to enter a date.
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### Scoring System

Strongly Disagree	Disagree	Agree	Strongly Agree	Unsure
1	2	3	4	0

	Implementation Domains											
	Momentum				POH-specific Capacity				General Capacity			
	Relative Advantage	Compatibility	Observability	Priority	POH specific Knowledge & Skills.	Leadership	Physical Space	Inter-organizational Relationships	Innovativeness	Internal Operations	Process Capacities	Staff Capacities
Area Commander												
Ministry Unit Lead(s) (Mean if more than one)												
Ministry Unit Team (Mean scores)												
Category Score (Mean of above)												
Domain Score (Category scores for domain added together- Out of 16)												

### Scoring Guide

0-4	Ministry Unit does not demonstrate the needed attitudes or skills in the corresponding domain to be involved in Pathway of Hope at this time.
5-8	Ministry Unit is demonstrating limited attitudes and skills required in the corresponding domain. Would not encourage POH Implementation at this time.
9-12	Ministry Unit is demonstrating emerging attitudes and skills required in the corresponding domain. Would be appropriate for POH Implementation with guidance where appropriate.
13-16	Ministry Unit is demonstrating outstanding attitude and skills in the corresponding domain. Would be a strong candidate for POH Implementation.