

Palouse Federated Church Assessment Report

ABC of the Northwest

Team Members: Dr. Charles Revis and Rev. Jim Amend

ABC/NW Church Assessments

- A tool offered by the Region as a ministry to help churches sharpen their purpose, grow in health, and look outward with vision and compassion to more effectively reach the lost.
- Only churches who are desiring to grow and improve engage in the process.

ABC/NW Church Assessments

- ▣ Findings are a result of **LISTENING:**
 - ▣ Focus groups
 - ▣ Individual interviews
 - ▣ Written materials
 - ▣ Data (attendance, finances, demographics, etc.)
 - ▣ Online survey
 - ▣ Onsite observations

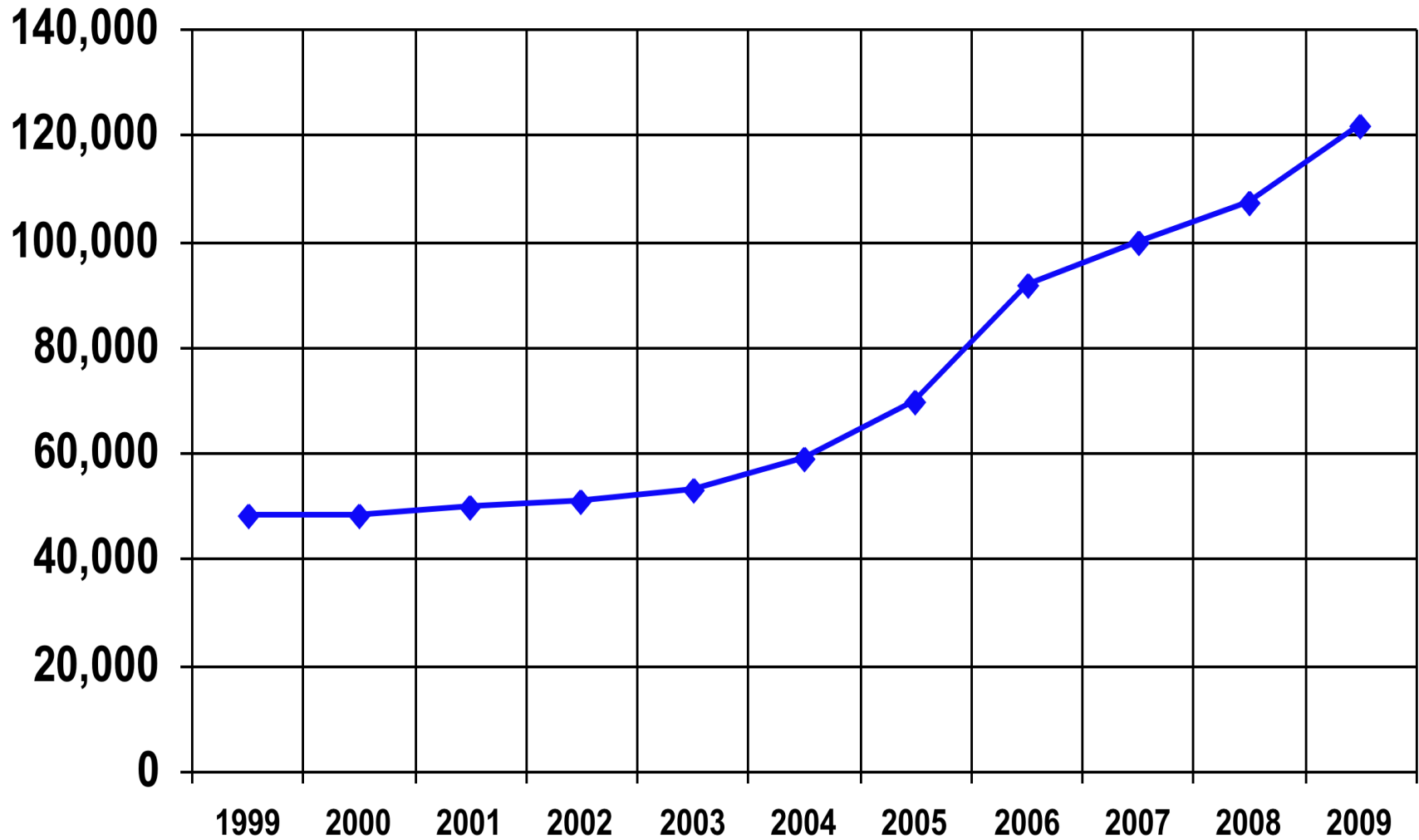
Report Format

- General Findings
- Affirmations
- Challenges
- Recommendations

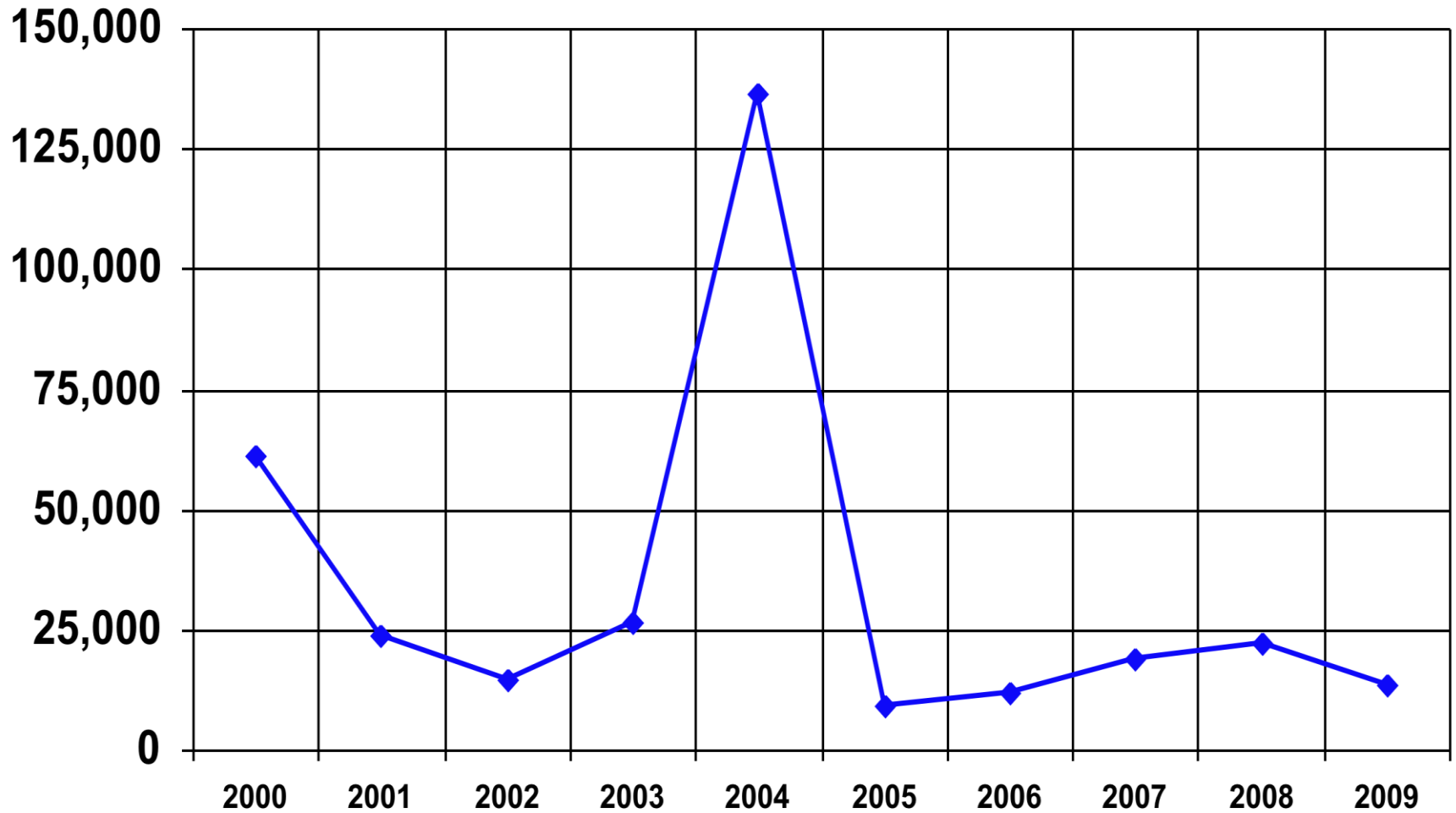
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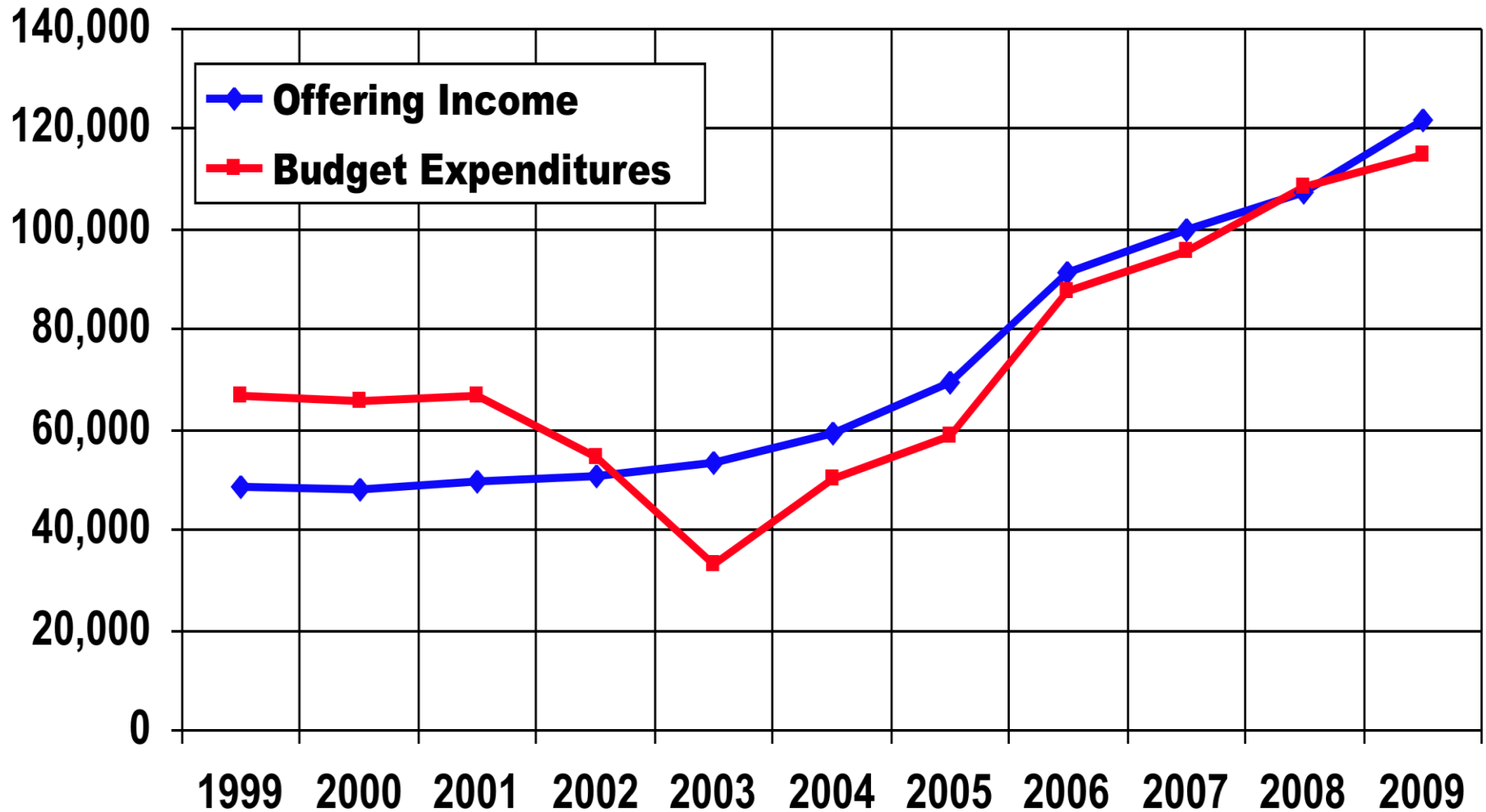
Offering Income



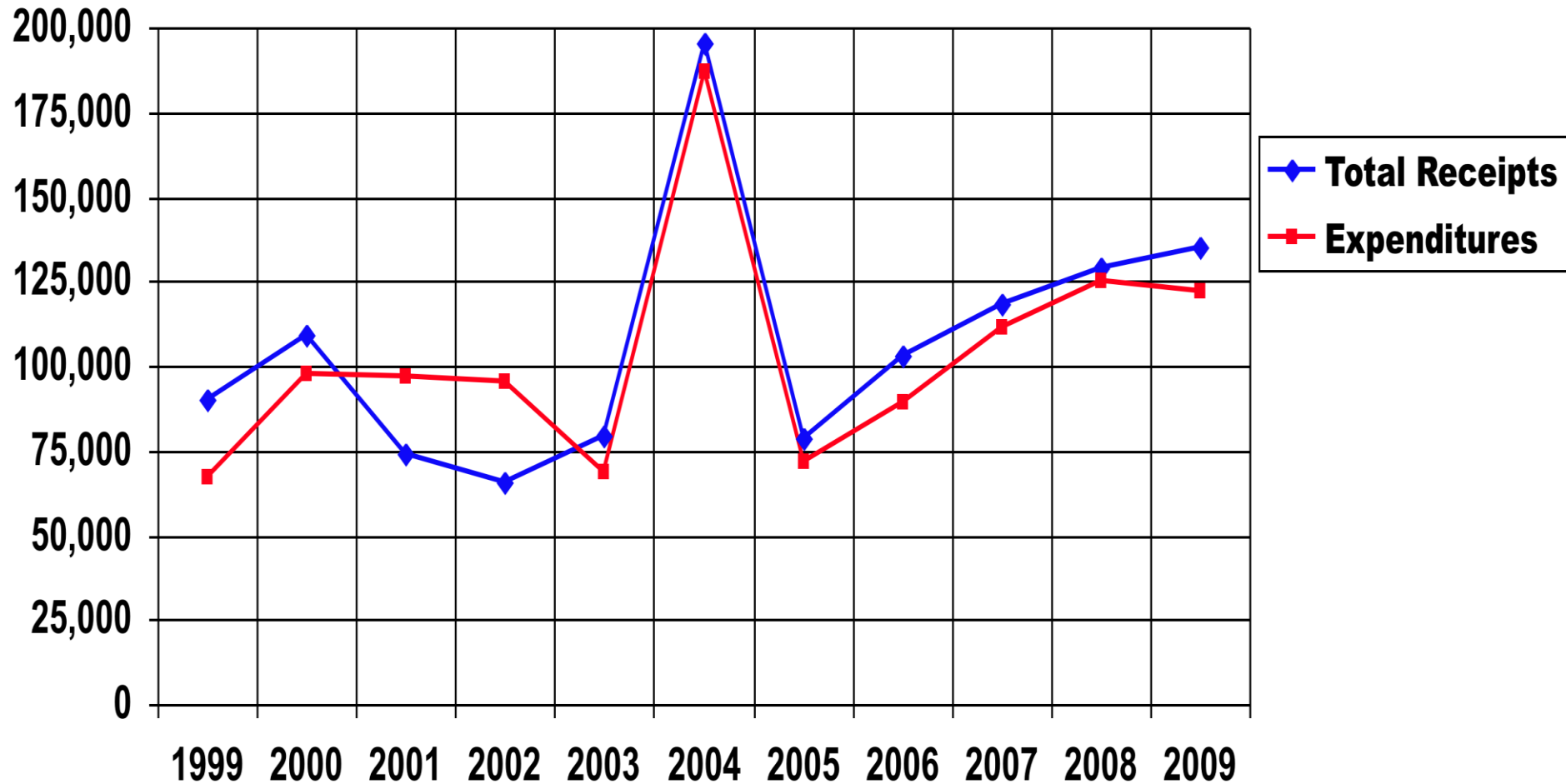
Other Income



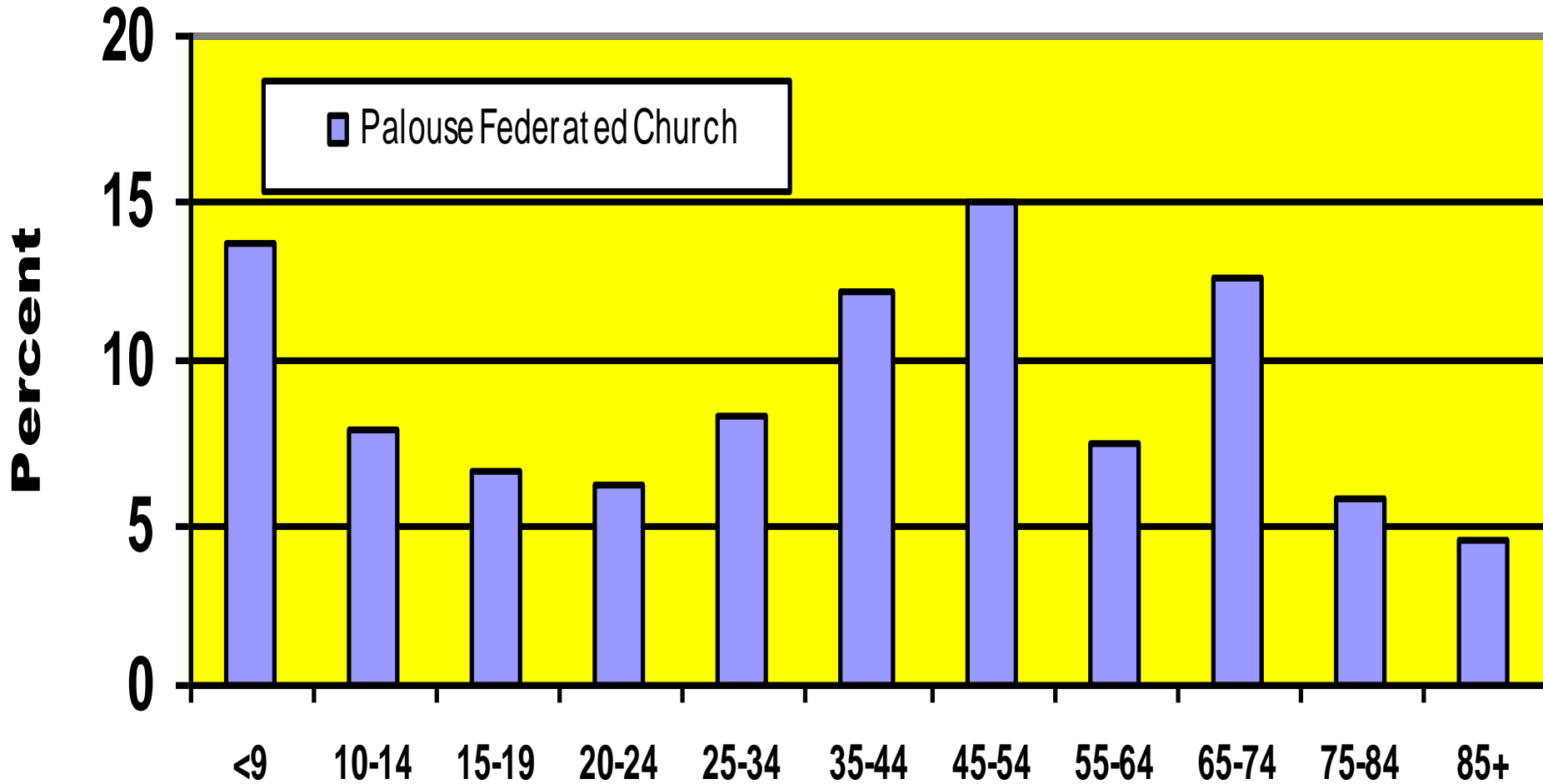
Offering Income vs Budget Expenditures



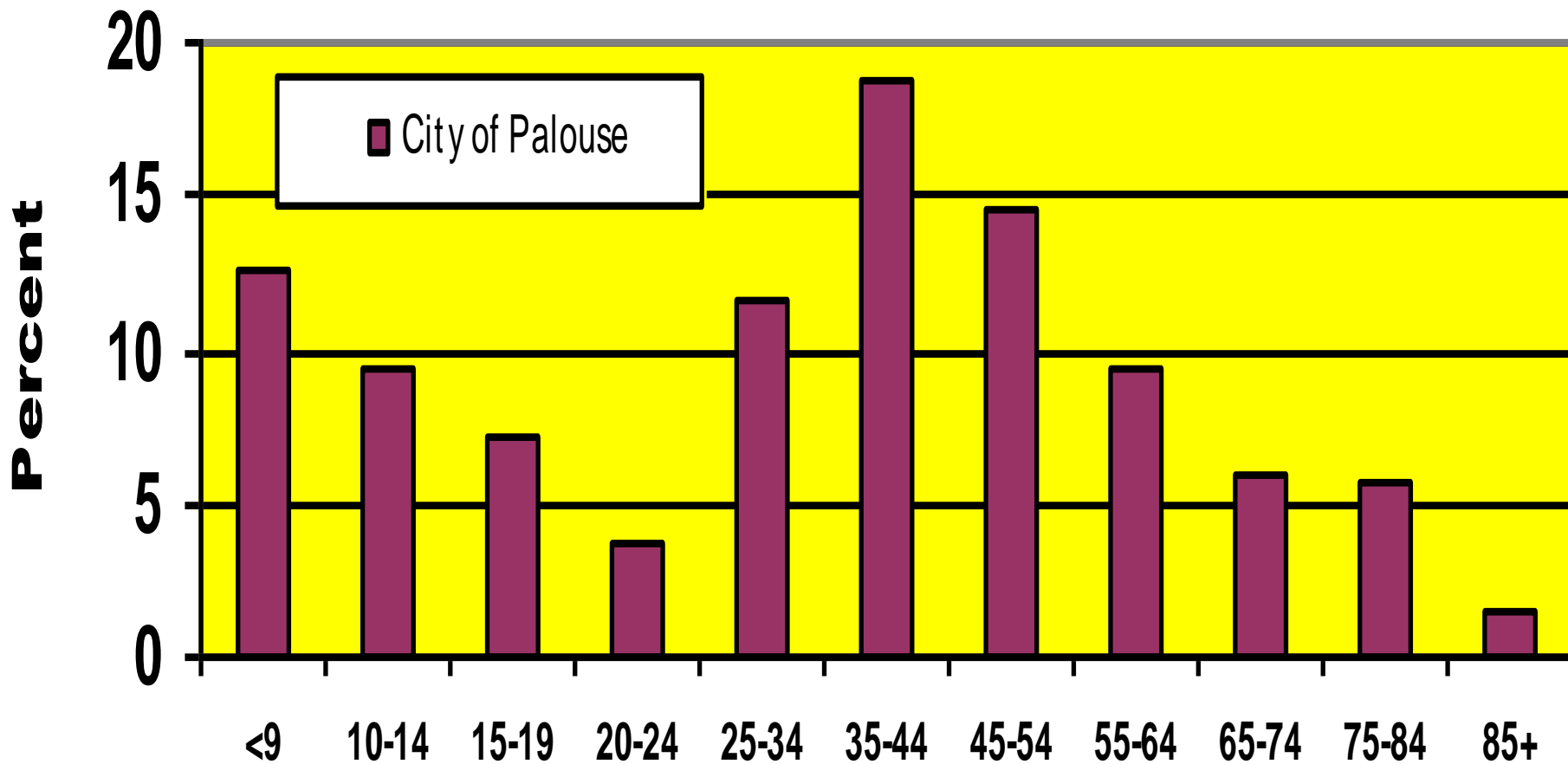
Total Receipts vs Expenditures



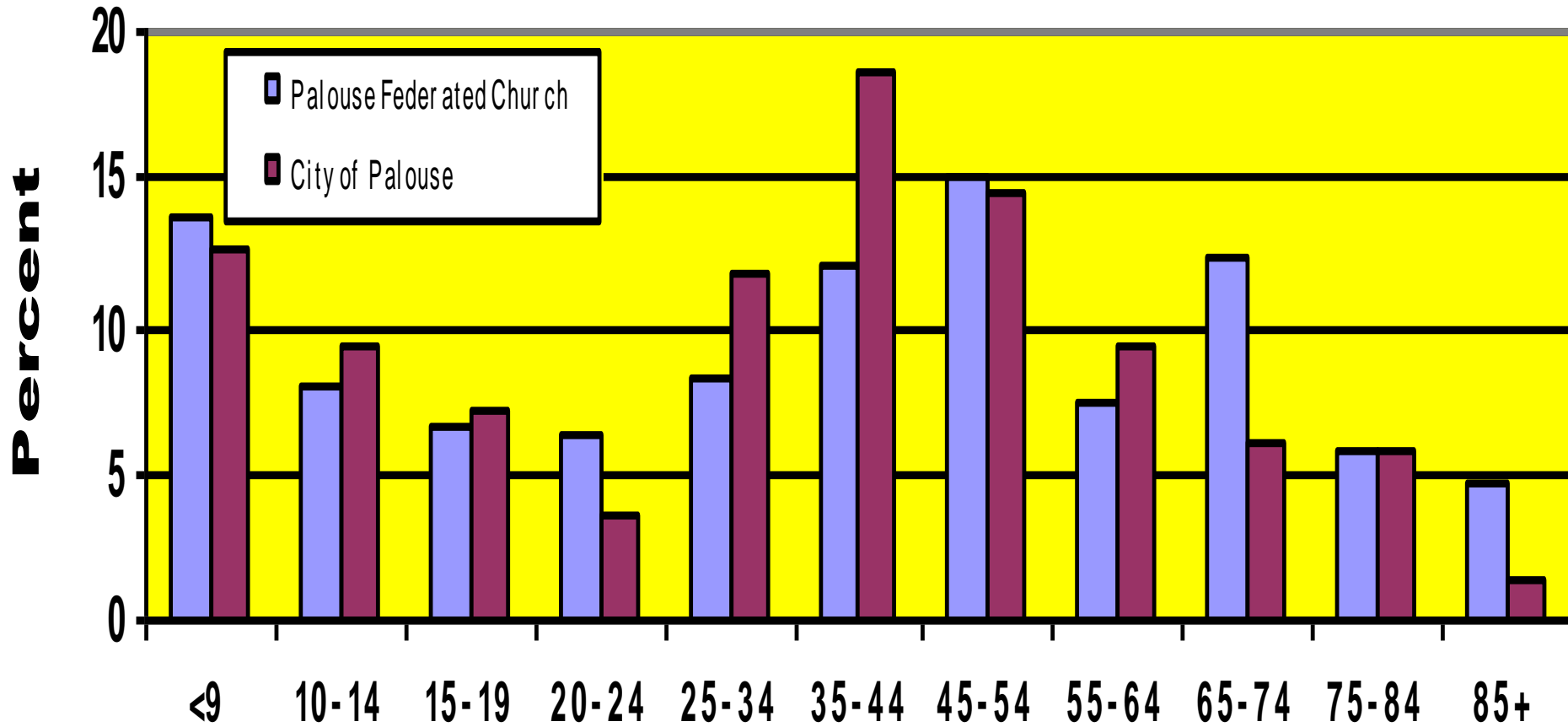
Age Distribution



Age Distribution



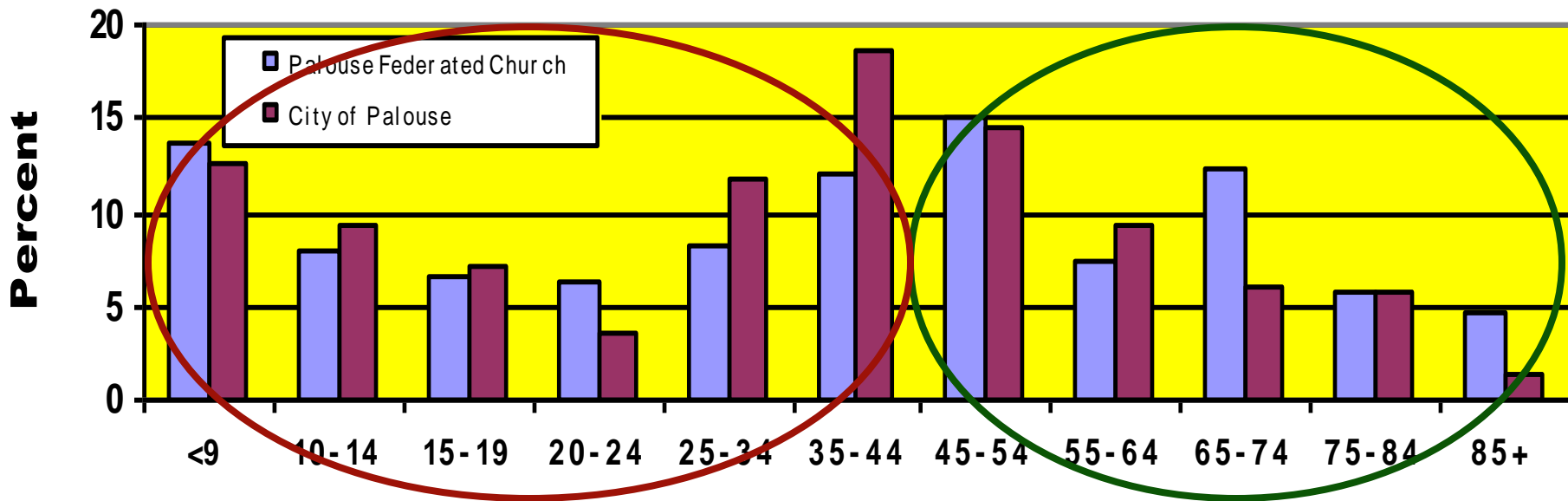
Age Distribution



Palouse under 45: 63%
Church under 45: 55%

Palouse over 45: 37%
Church over 45: 45%

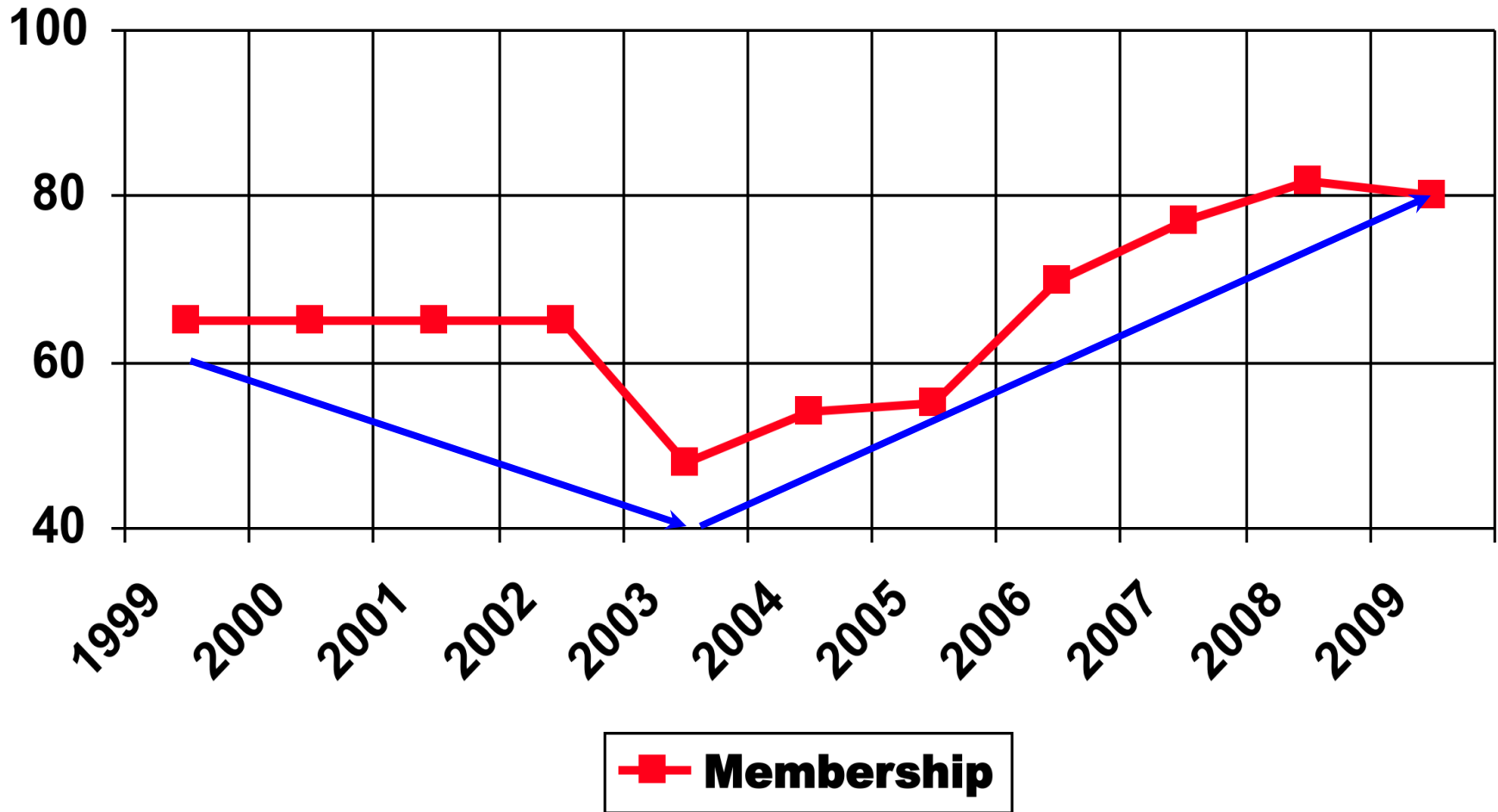
Age Distribution



Stage in Life Demographic

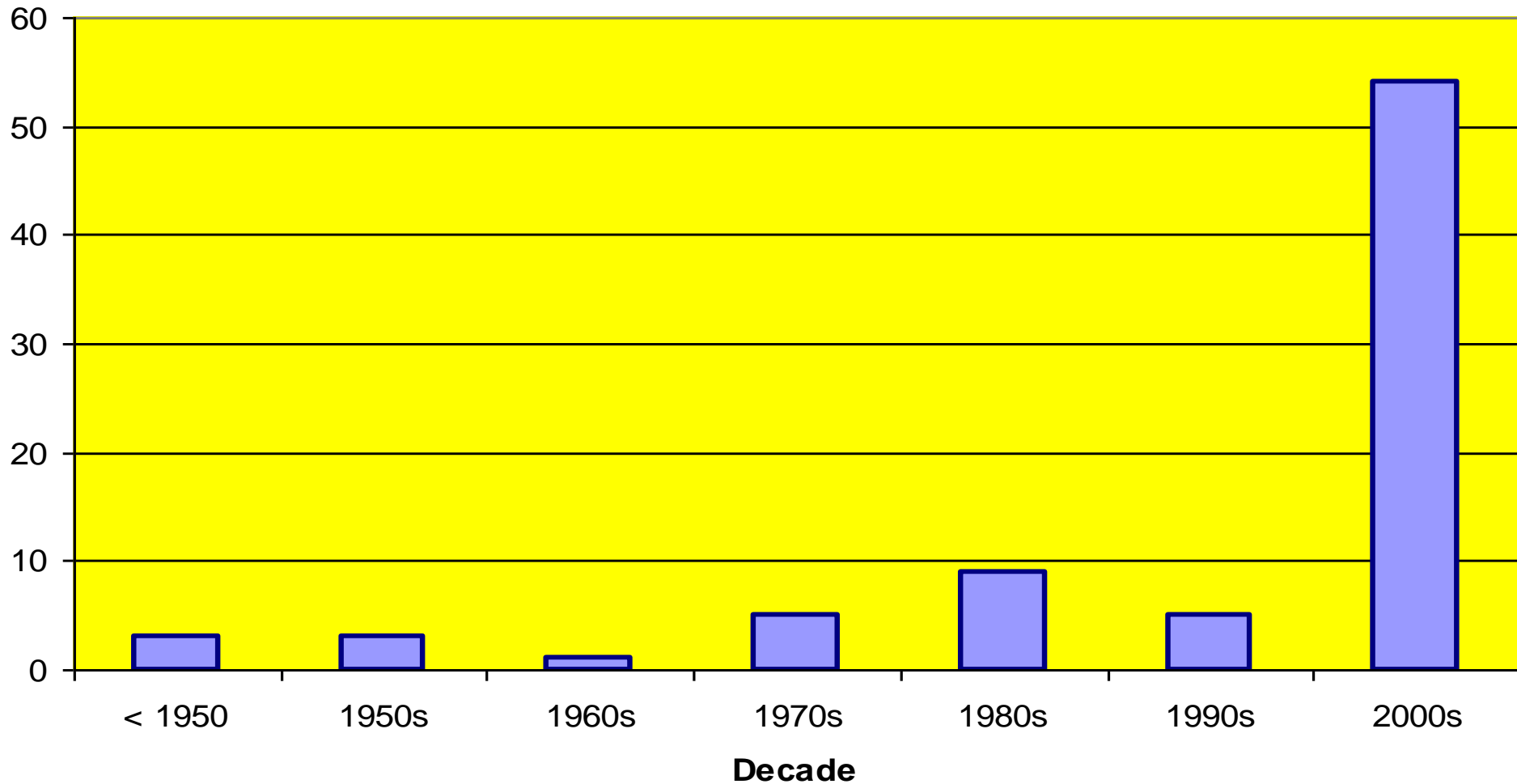
Number	Stage in Life
19	Preschool Children
18	Elementary School Students
29	Junior/Senior High Youth
58	Husbands and wives living together <i>with children under 18 living at home</i>
74	Husbands and wives living together <i>with no children under 18 living at home</i>
6	Single Parents <u>with</u> children under 18 living at home
8	Single, never married men
11	Single, never married women
0	Divorced men, not remarried at this time
6	Divorced women, not remarried at this time
5	Currently separated from spouse
1	Widowed men
10	Widowed women
80	Total Resident Members (Resident Attenders: 161)

Membership

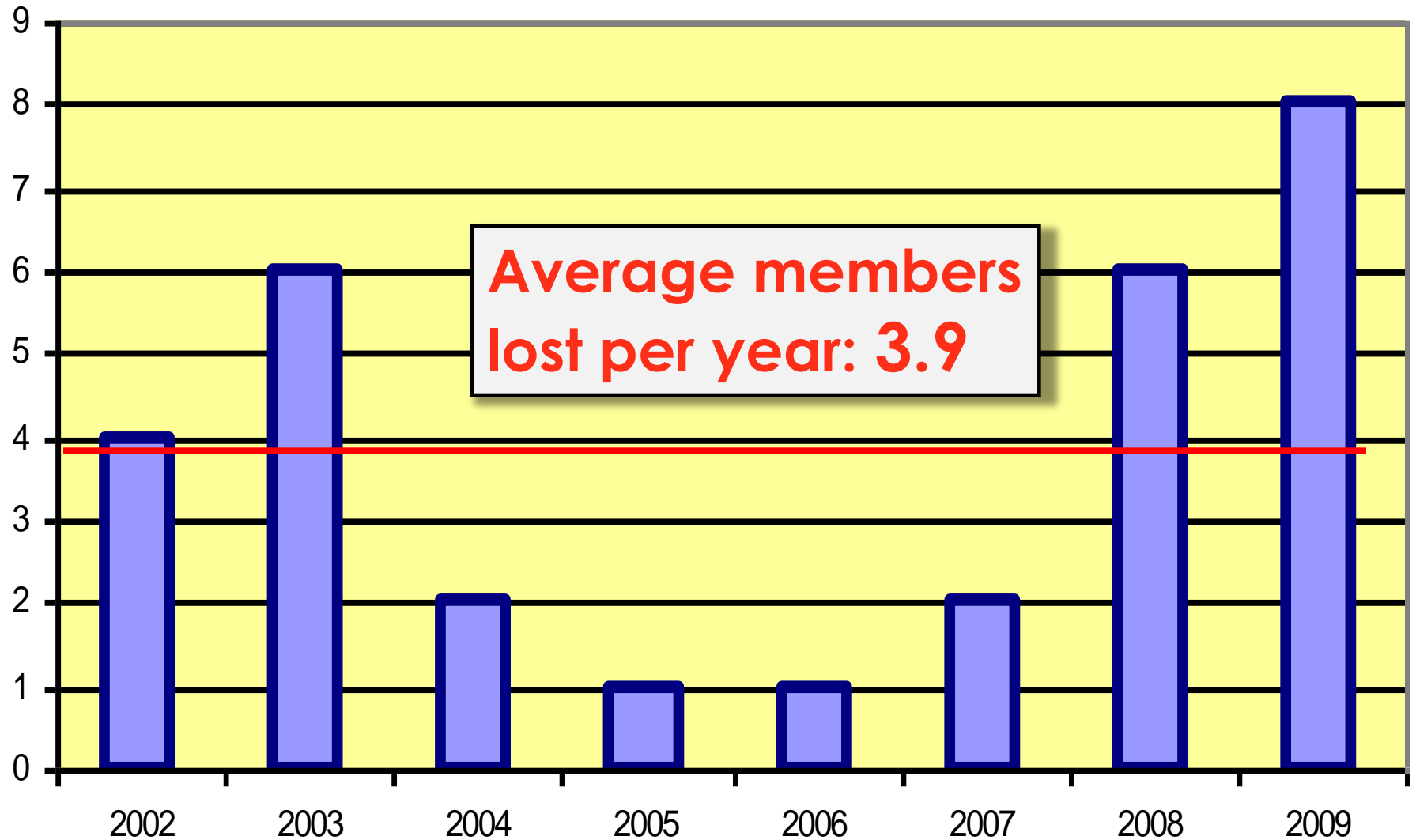


Date of Joining

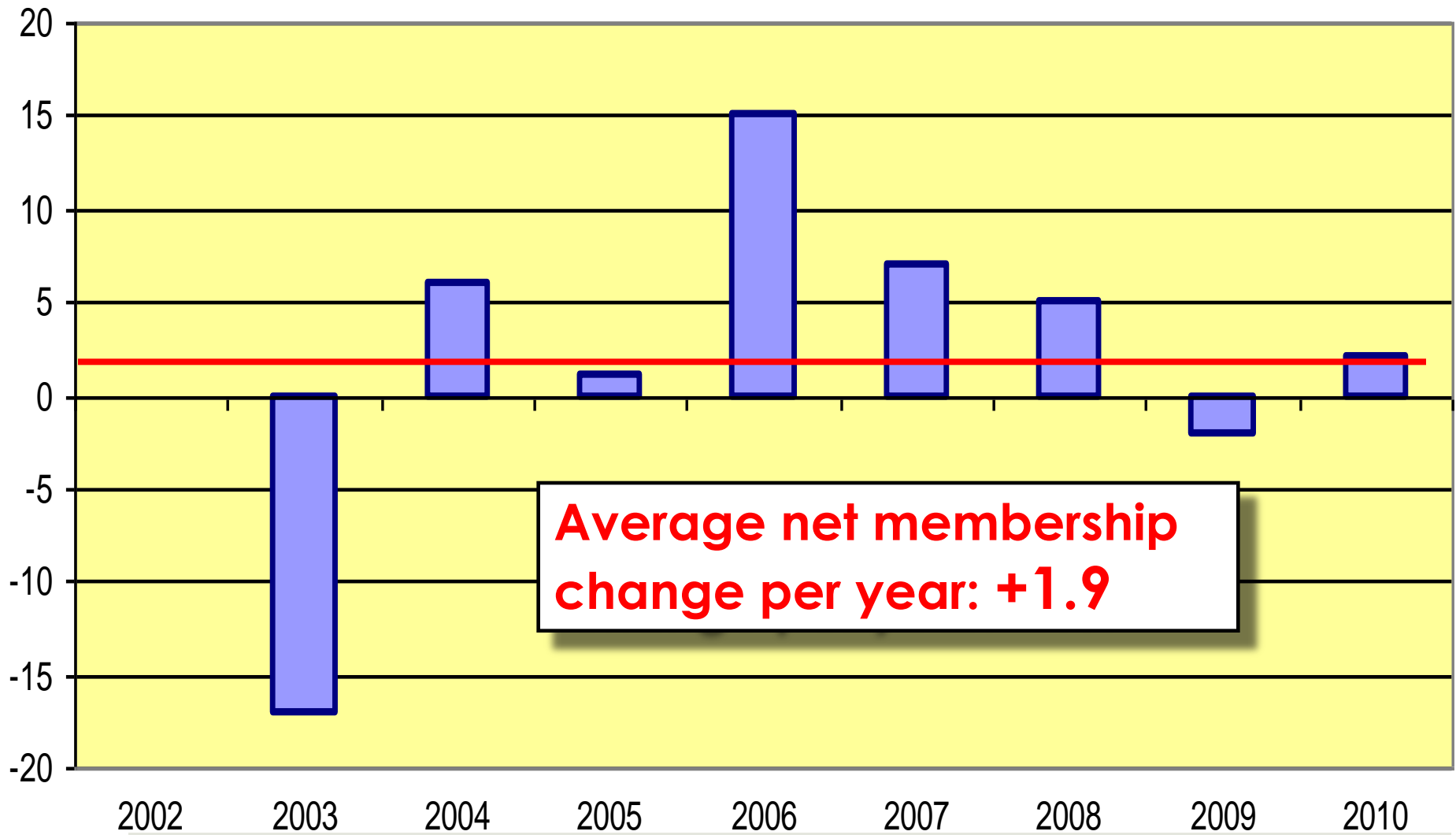
Date Active Current Members Joined Church



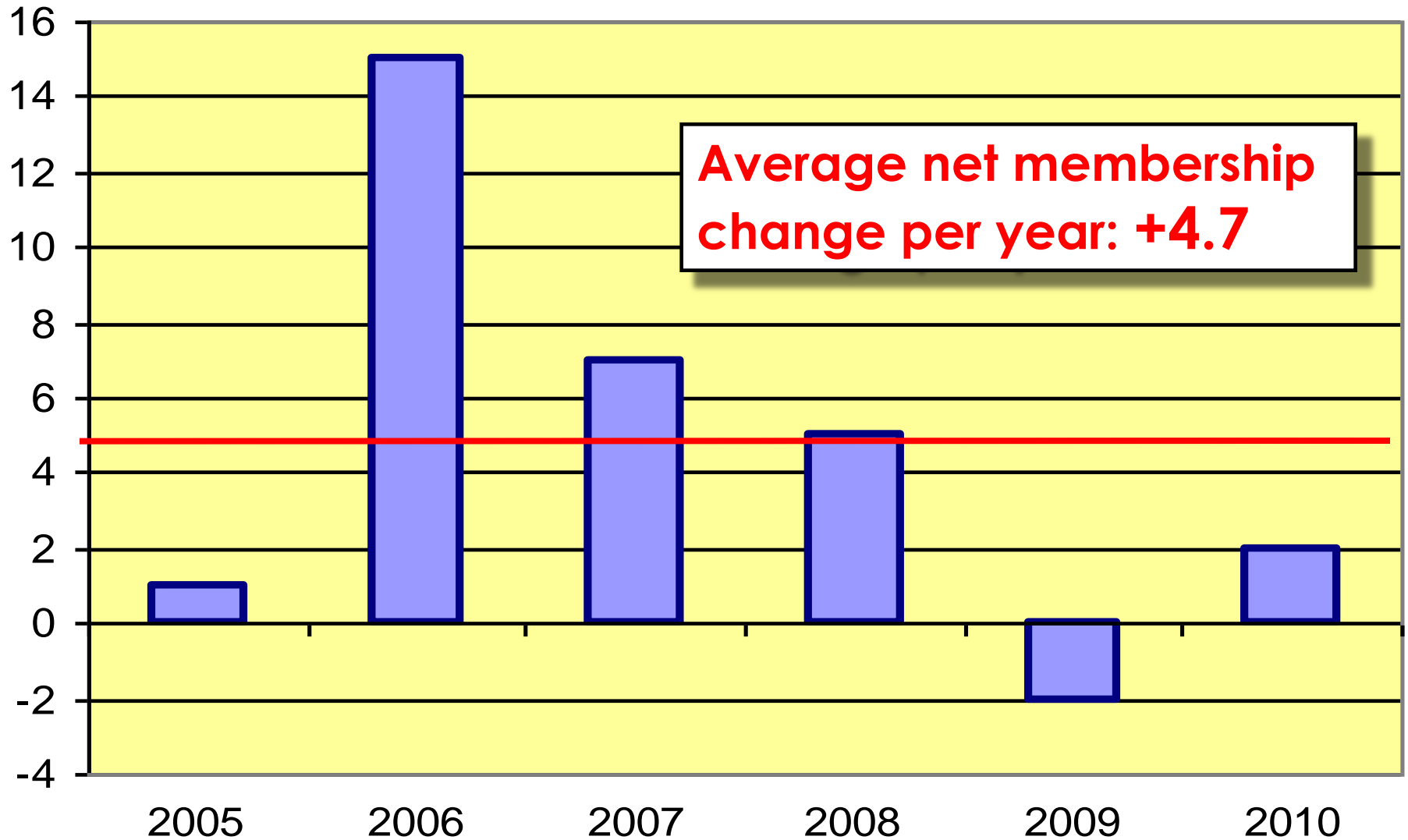
Members Lost



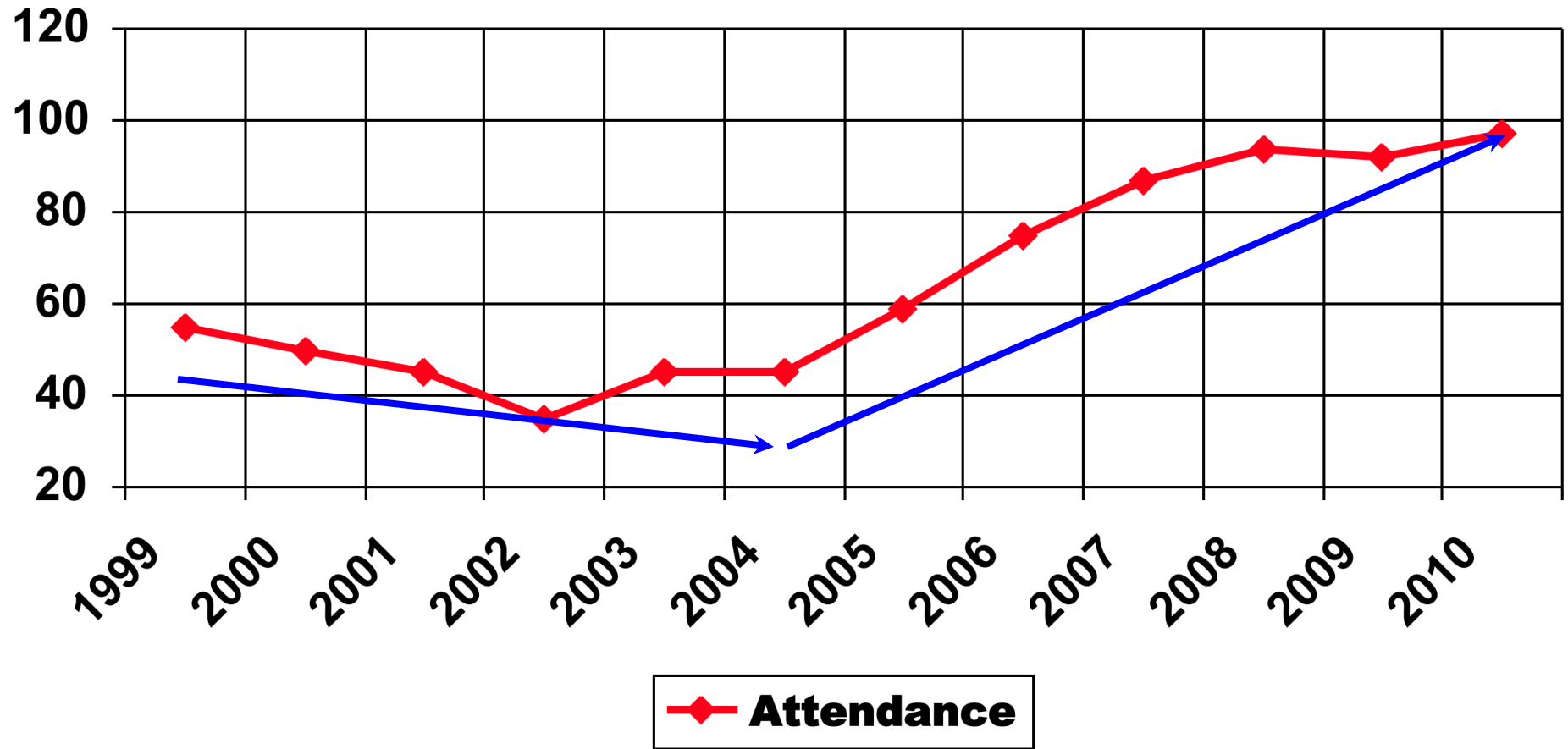
Net Membership Change



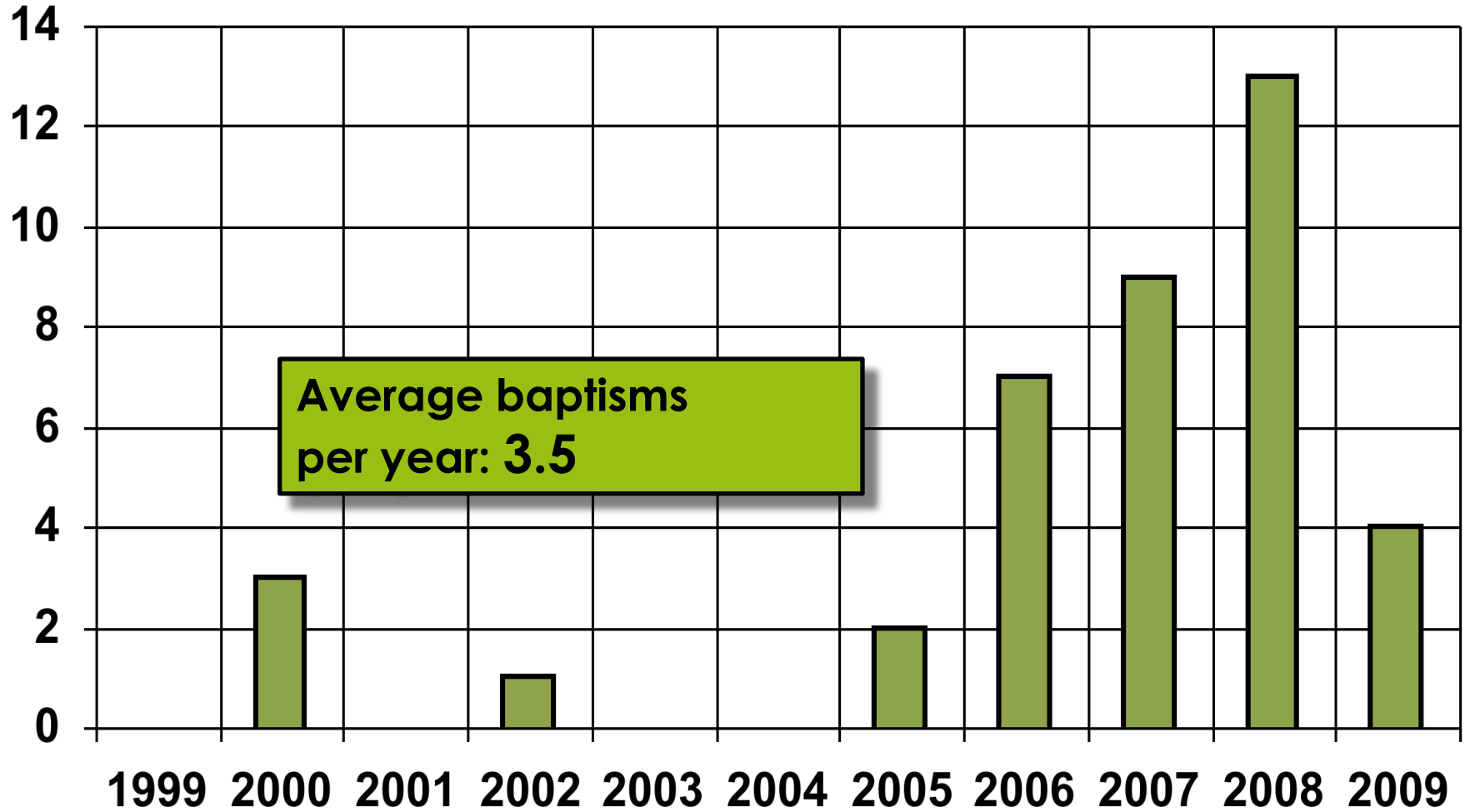
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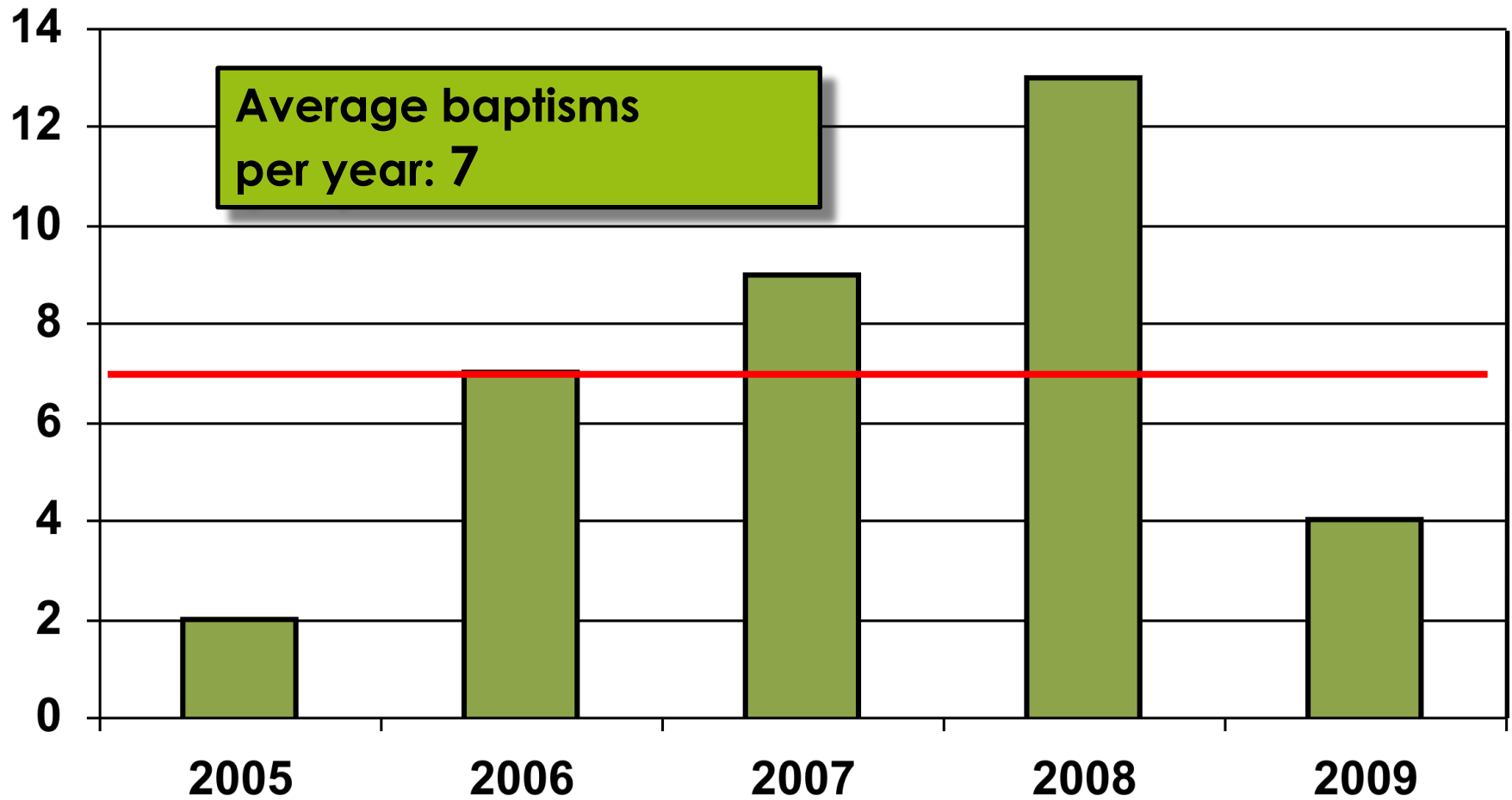
Worship Attendance



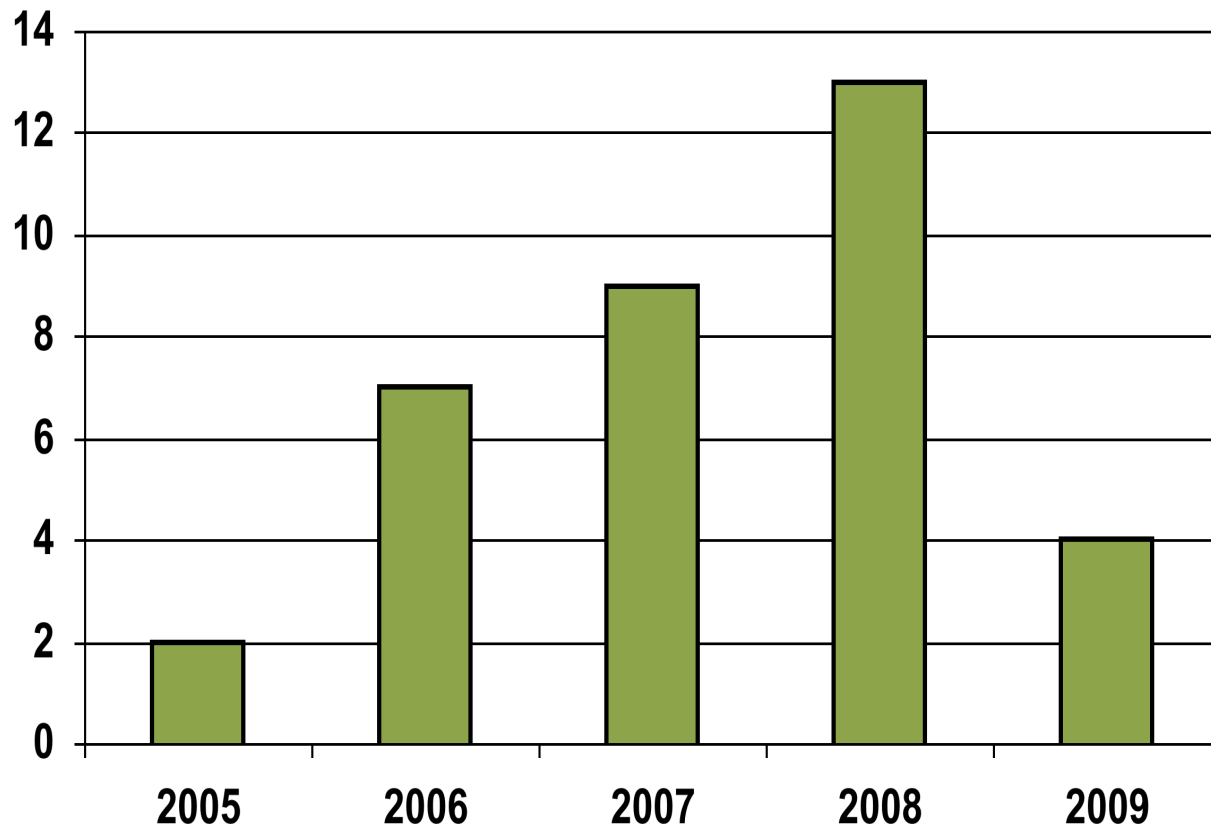
Baptisms



Baptisms



Baptisms



Healthy, growing churches attain 10% of average worship attendance in annual number of adult baptisms. Your goal should be 9 a year.

1 Do Not Agree	2 Somewhat Agree	3 Agree	4 Significantly Agree	5 Strongly Agree	Do Not Know
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□ Mean score calculation

- “Do Not Know” responses NOT included
- “Do Not Agree” responses = 1
- “Somewhat Agree” responses = 2
- “Agree” responses = 3
- “Significantly Agree” responses = 4
- “Strongly Agree” responses = 5
- Weighted total is divided by total number of responses

1 Do Not Agree	2 Somewhat Agree	3 Agree	4 Significantly Agree	5 Strongly Agree	Do Not Know
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□ Mean score calculation

- If every person responded “Do Not Agree” that statement would have a mean score of 1.0
- If every person responded “Strongly Agree” that statement would have a mean score of 5.0

Mean Score Ranges

- ▣ 4.2+ - “Sizzle”
- ▣ 4.0 to 4.2 - Excellent
- ▣ 3.75 to 4.0 - Good, Solid
- ▣ 3.50 to 3.75 - Just O.K.
- ▣ 3.0 to 3.5 – Clearly Needs Work
- ▣ Less than 3 - Cause for Concern
- ▣ Less than 2 – Flat-line

Sizzle 4.2+

Four affirmations of Pastor
Corey's **excellent preaching.**

Three affirmations of the priority
of **prayer.**

Sizzle 4.2+

Two affirmations of **care**,
meeting personal needs in
crises.

One affirmation of **happiness**
with the church

Excellent 4.0 – 4.2

United and peaceful.

Effectively meets needs of senior adults.

Effective in meeting needs of pre-school age children.

Excellent 4.0 – 4.2

“Give and Take” session is effective.

Women’s Ministry helps women mature as disciples of Christ.

Good, Solid 3.75 – 4.0

Leaders in touch with the congregation and open, direct handling of church problems.

Worship music.

Church website.

Just Okay 3.5 – 3.75

Reaching unchurched children.

Helping students grow as
Christians.

Reaching youth in the community.

Regular prayer for church leaders.

Clearly Needs Work 3.0 – 3.5

Lack of affirmation for tithing.

Each member/attender has a ministry to fulfill.

Identification of spiritual gifts and using them in service.

Clearly Needs Work 3.0 – 3.5

“I feel the church is using my potential to the fullest.” ~ 3.26

“Men’s ministry is effective in reaching unchurched men from the community.” ~ 3.19

“I regularly pray for specific non-believers to become Christians.” ~ 3.15

Cause for Concern Under 3.0

Two responses in the category of personal evangelism.

Bible reading on a regular basis.

Survey Responses [Flatline]

“I often (about every month or two on the average) invite people to attend our church.”

~ 1.94

Top Three Strengths [online survey]

■ Pastor & Preaching	62
■ Ethos	59
■ Evangelism & Outreach	53
■ Family Care & Community	40
■ Worship	24
■ Programs & Ministries	24
■ Teaching & Discipleship	11

Ideal Top Three Strengths

- Evangelism & Outreach
- Worship
- Pastor & Preaching
- Teaching & Discipleship
- Programs & Ministries
- Family Care & Community
- Ethos

Church Systems Ranking

Worship

Congregational Care

Decision-making

Evangelism

Communication

Lay Mobilization

Leader Development

Spiritual Formation (disciple-making)

Assimilation

Systems

Rank	System	Growing Churches
1	Worship	
2	Congregational Care	
3	Decision Making	
4	Evangelism	
5	Communication	
6	Lay Mobilization	
7	Leader Development	
8	Spiritual Formation	
9	Assimilation	

Systems

Rank	System	Growing Churches
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Systems

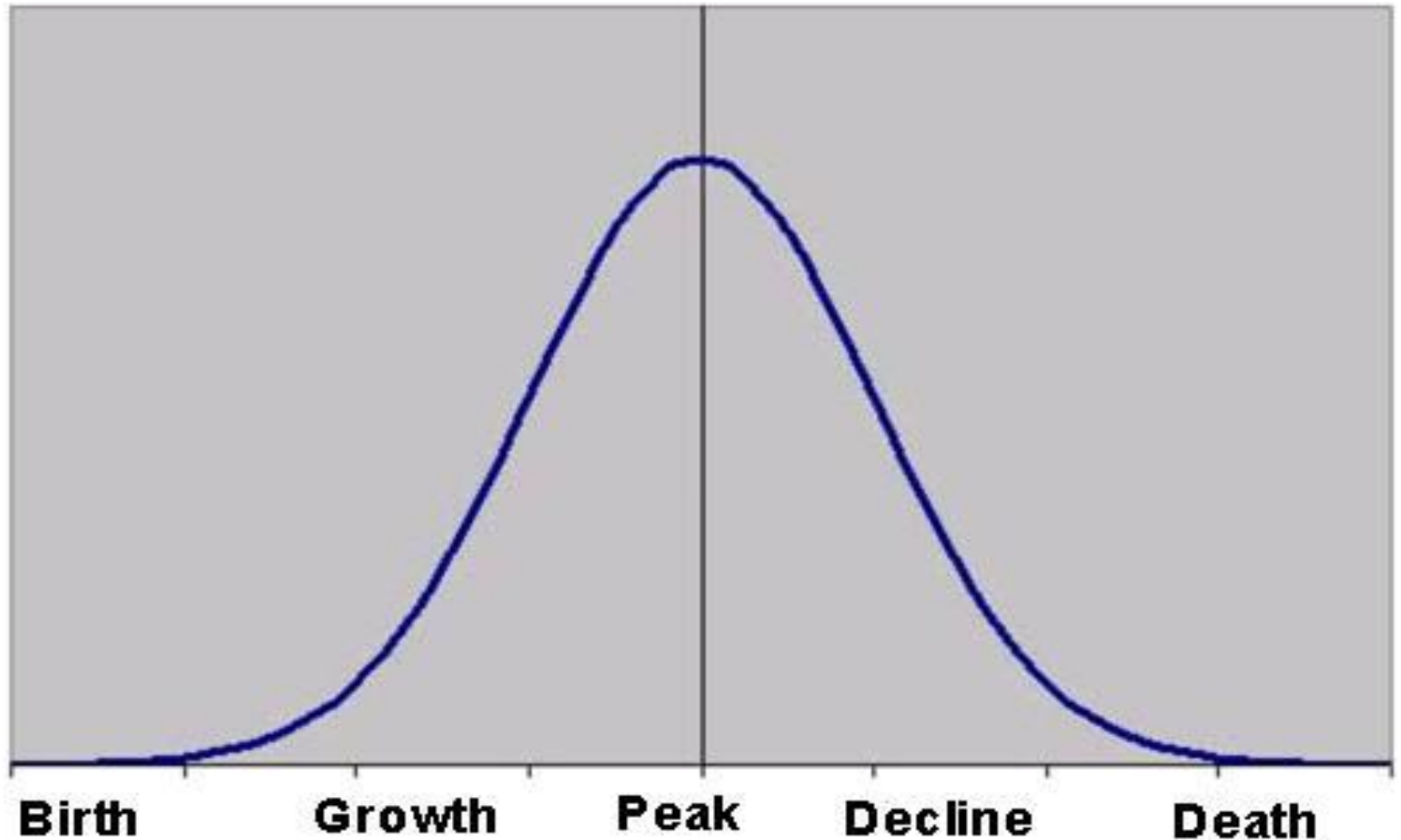
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6	Lay Mobilization	<i>Leader Development</i>
7	Leader Development	<i>Congregation Care</i>
8	Spiritual Formation	<i>Communication</i>
9	Assimilation	<i>Decision-making</i>

<p>Row 1</p>	<ul style="list-style-type: none"> ● People are positive and supportive of the church's mission and vision ● An uncertain future demands visionary leader with high energy 	<ul style="list-style-type: none"> ● Nearly everyone shares a strong and clear sense of mission and vision ● A vast majority of people "own" the church's goals 	<ul style="list-style-type: none"> ● There is a broad understanding and support of church's mission and vision ● The church's ministries share a common purpose 	<ul style="list-style-type: none"> ● People are losing their sense of the church's mission and vision ● New members are not familiar with church's mission and vision 	<ul style="list-style-type: none"> ● We have lost our vision ● We have lost our sense of being "on mission"
<p>Row 2</p>	<ul style="list-style-type: none"> ● Nearly everyone believes they must be involved if the church is to survive ● Nearly everyone is directly involved in some aspect of ministry 	<ul style="list-style-type: none"> ● Individuals give a high percentage of their discretionary time to the church ● Volunteers are easily found 	<ul style="list-style-type: none"> ● New people quickly find a place to be involved ● People are enthusiastic about their ministry involvement 	<ul style="list-style-type: none"> ● Long time people feel "they have done their part" ● Its very difficult to find volunteers 	<ul style="list-style-type: none"> ● Programs are being eliminated due to lack of leaders and workers ● 10% of our people do 90% of the work
<p>Row 3</p>	<ul style="list-style-type: none"> ● We emphasize ministry results and do not worry much about organization ● Decisions are made spontaneously 	<ul style="list-style-type: none"> ● Ministry goals shape the form of ministry ● Traditions are now beginning to form 	<ul style="list-style-type: none"> ● New programs are being created in response to new needs ● Current leaders are delegating work to newly trained leaders 	<ul style="list-style-type: none"> ● It is difficult to change existing programs ● Few if any new programs are being initiated 	<ul style="list-style-type: none"> ● We work hard to insure the survival of current programs ● Programs are being eliminated for lack of funds
<p>Row 4</p>	<ul style="list-style-type: none"> ● Change happens quickly and easily ● People expect and quickly embrace changes 	<ul style="list-style-type: none"> ● Changes are easily adopted and integrated ● People from all levels of church life readily suggest changes 	<ul style="list-style-type: none"> ● New proposals are given serious and careful consideration ● Church leaders take the initiative in choosing and implementing change 	<ul style="list-style-type: none"> ● Few changes are made that radically alter the status quo ● Few changes are even proposed 	<ul style="list-style-type: none"> ● We often hear, "We've never done it that way before" ● People are quick to explain why new things "can't be done"
<p>Row 5</p>	<ul style="list-style-type: none"> ● People feel good about our church ● Our church's confidence is growing stronger 	<ul style="list-style-type: none"> ● People feel very good about our church ● Our confidence quickly fluctuates with each success or failure 	<ul style="list-style-type: none"> ● People are excited and "evangelistic" about our church ● Confidence in our ability to achieve goals is widespread and contagious 	<ul style="list-style-type: none"> ● Some people feel good about our church while others clearly do not ● We are not as sure of our ability to achieve as we once were 	<ul style="list-style-type: none"> ● Few people feel good about our church ● Leaders are frustrated over not knowing how to stop our decline

Human Life Cycle



Living Organisms (Biological/Sociological)

Grow-Up, Mature and Die

People – Get One Lifecycle

Congregations – Can Have
Multiple Lifecycles

Church Life Cycle

- ❑ Often think and act as though churches live forever
- ❑ Churches are birthed and churches die
- ❑ What's the average life-span of a church?
 - ❑ Texas Baptist Convention
 - ❑ Southern Baptist
 - ❑ Larger than all but 10 denominations
 - ❑ **About 75 years**

Church Life Cycle

□ Five Stages

- Entrepreneurial

- Organizational

- Peak Efficiency

- Institutional

- Descent Toward Death



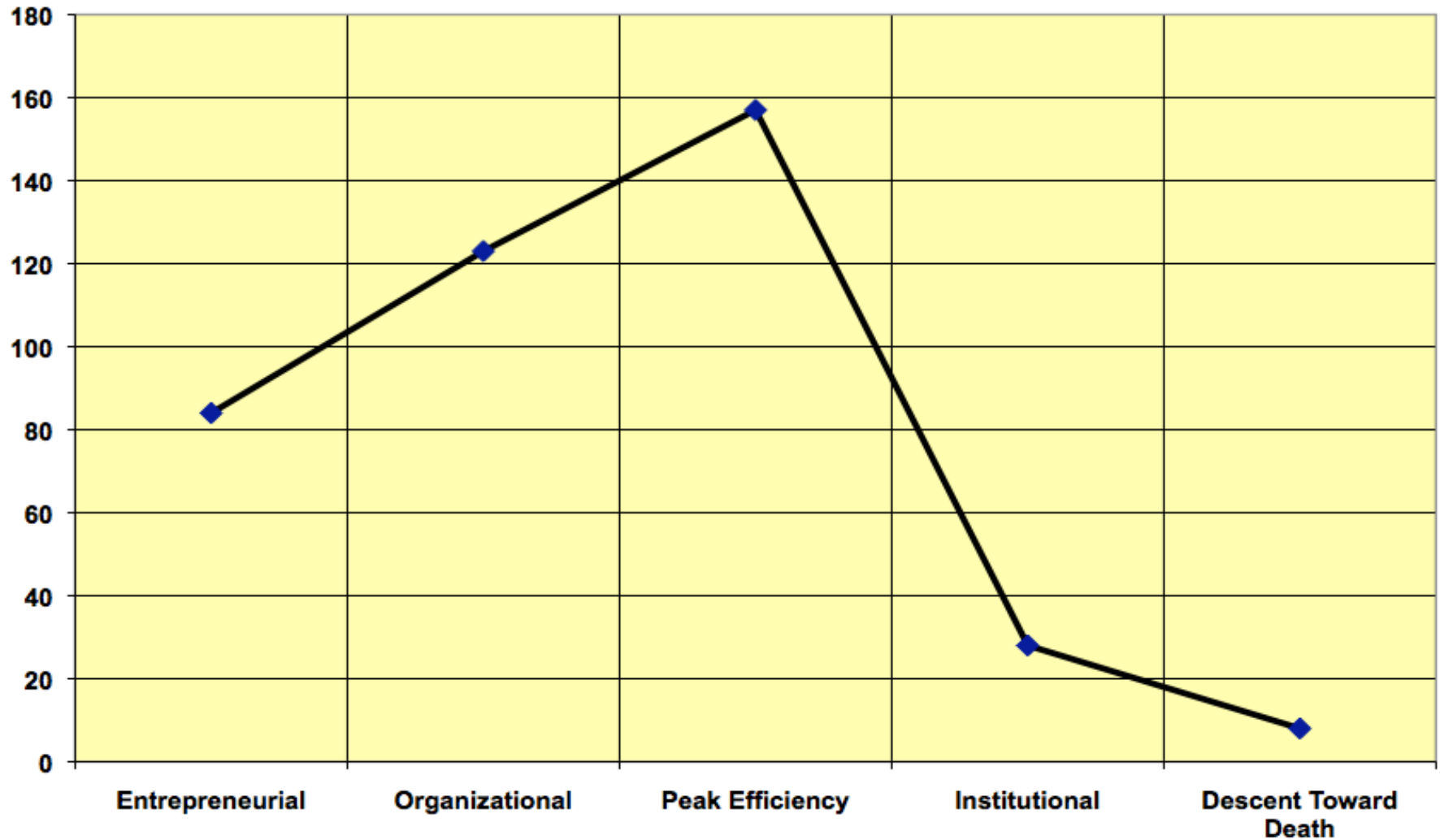
Church Life Cycle

- On survey...
 - Series of five “Pick Two” questions
 - Commitment to Mission and Vision
 - Involvement of People
 - Programs, Structure and Organization
 - Attitude toward Change
 - Morale, Esteem and Confidence

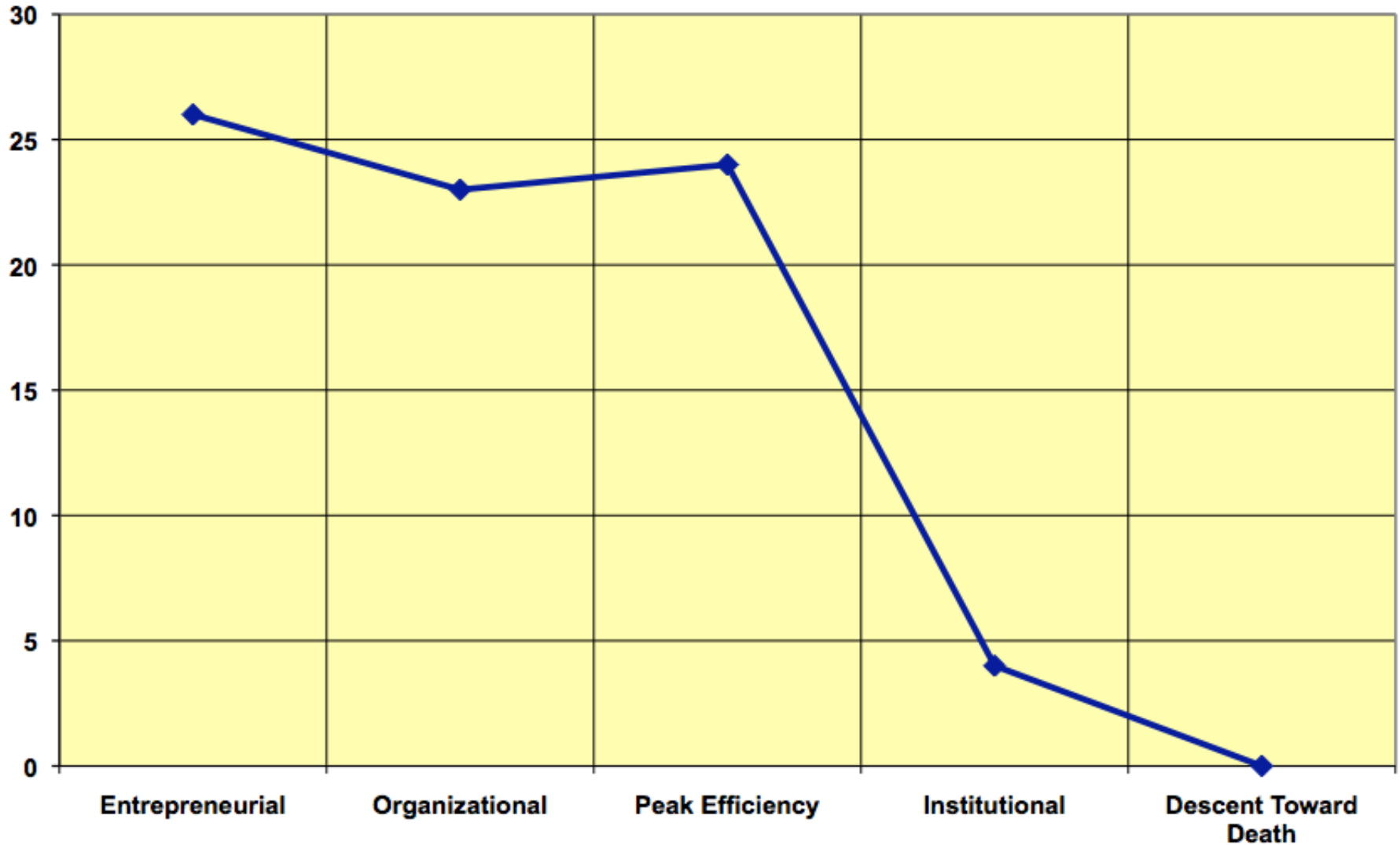
Life Stage Categories

	Entrepreneurial	Organizational	Peak Efficiency	Institutional	Descent Toward Death
Commitment to Mission and Vision					
Involvement of People					
Programs, Structures and Organization					
Attitude Toward Change					
Morale, Self-esteem and Confidence					

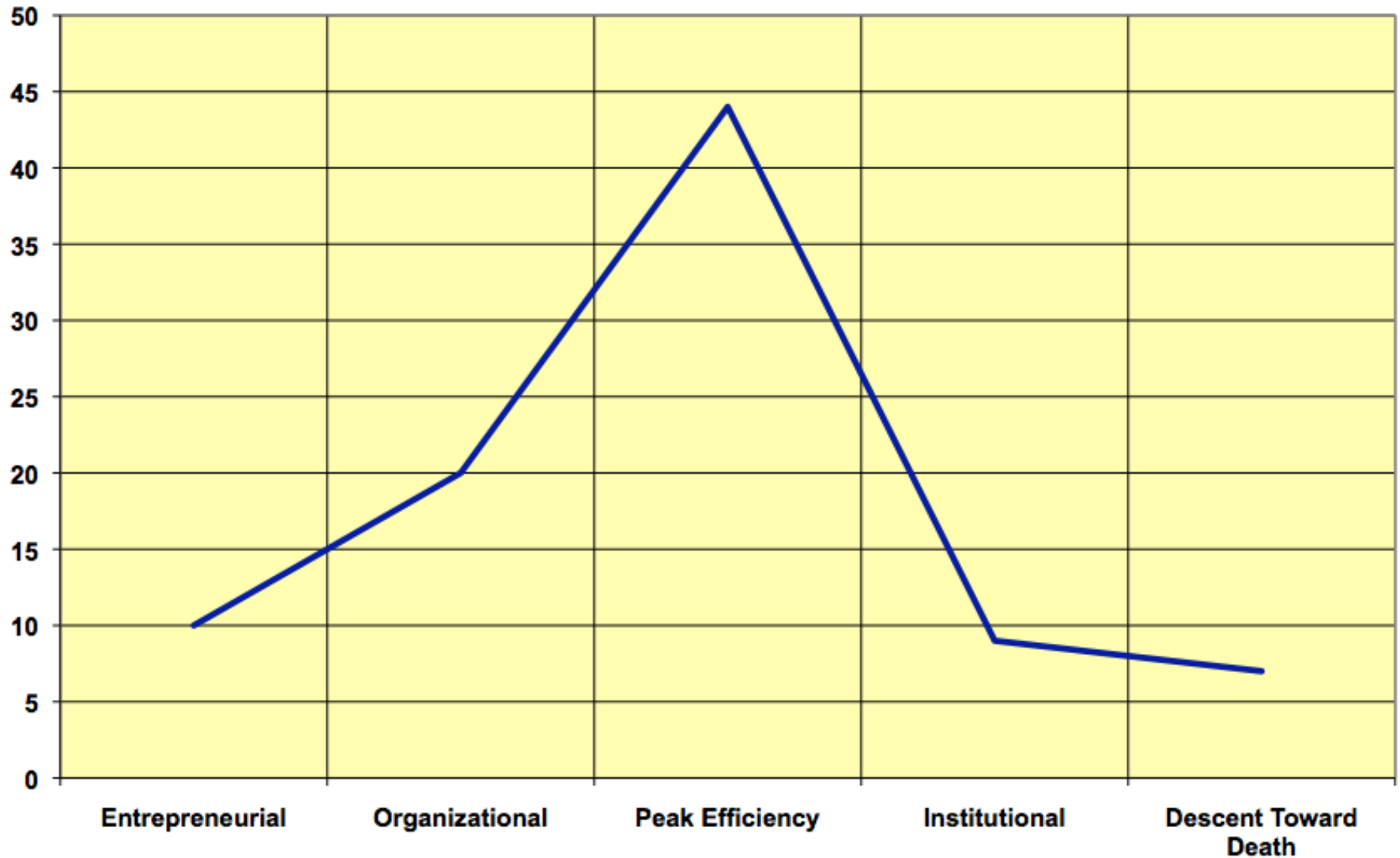
Life Cycle Composite



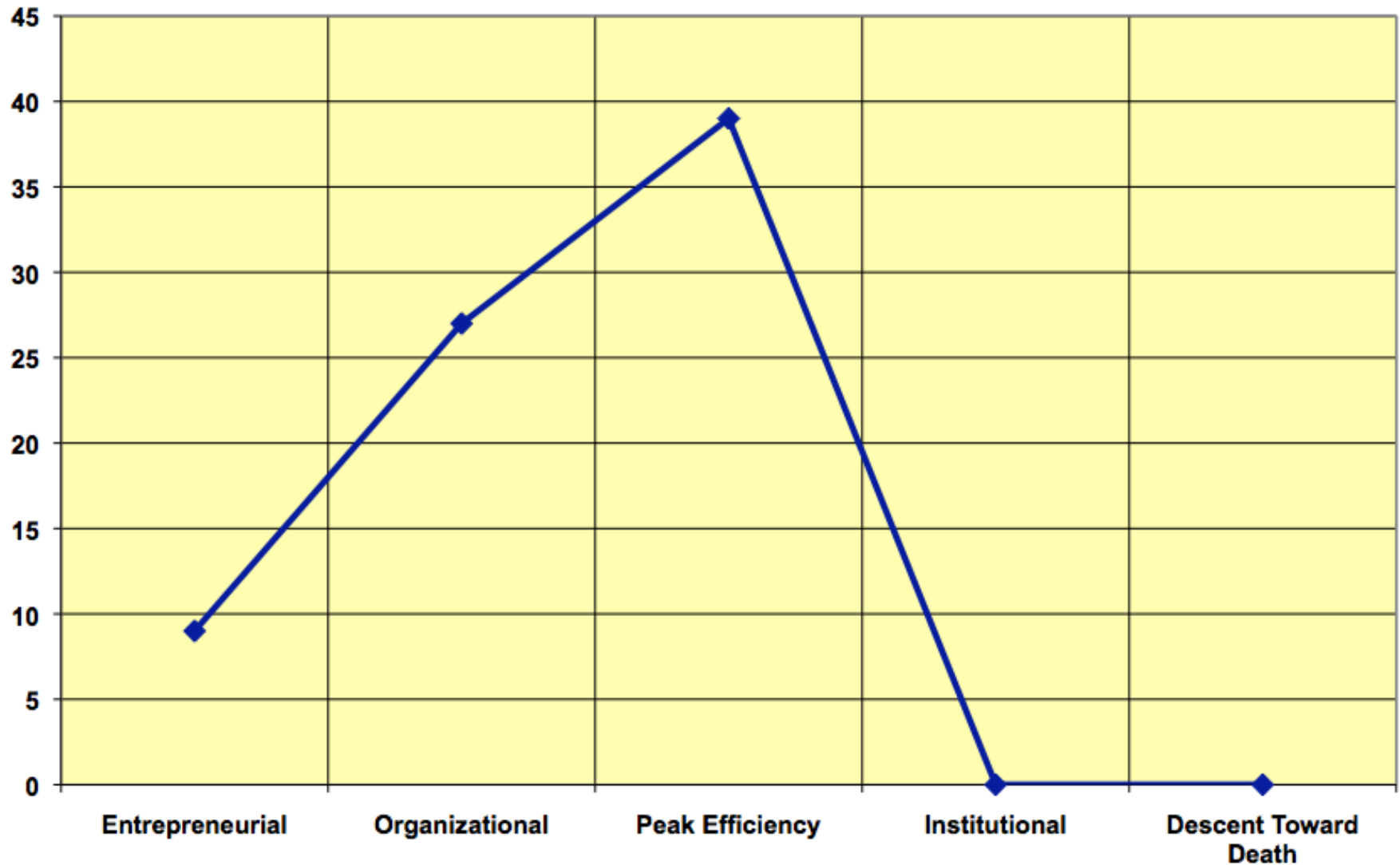
Commitment to Vision and Mission



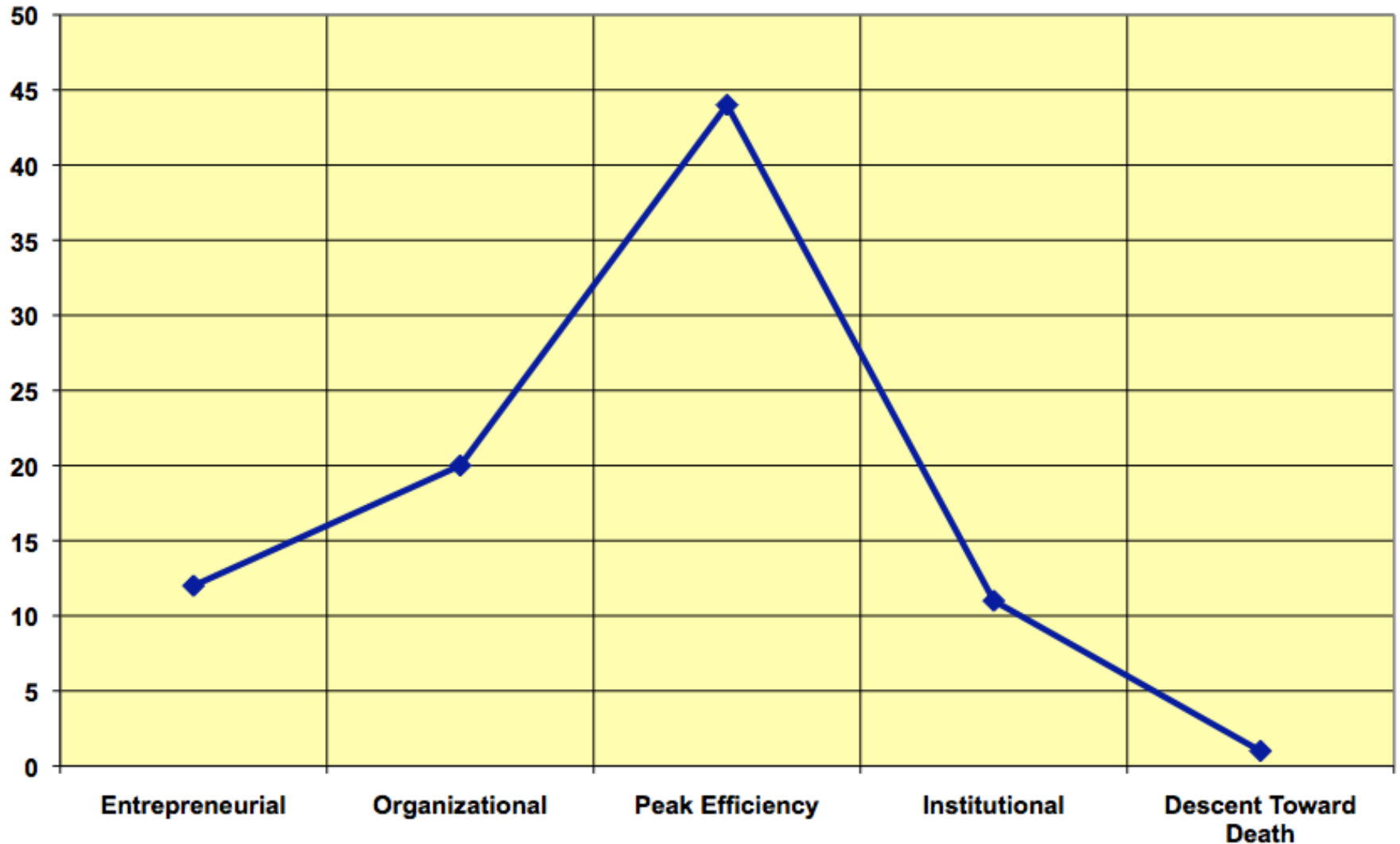
Involvement of People



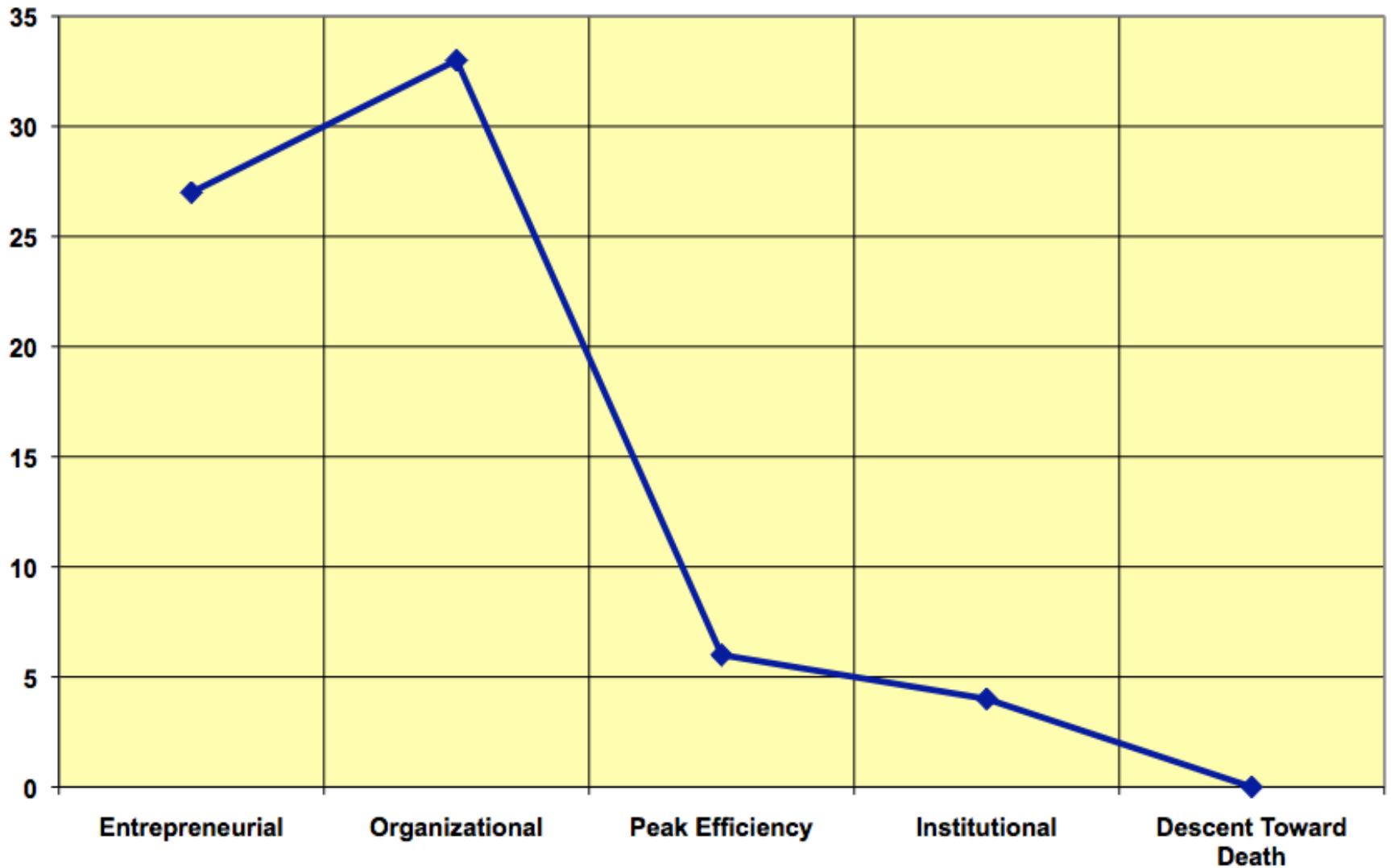
Programs, Structure & Organization



Attitude Towards Change



Morale, Self-Esteem & Confidence



Report Format

- General Findings
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Affirmations

□ Corey & Tina

- Gift to you from God for a new day
- Long-term commitment to PFC
- High commitment to local community of Palouse and environs
 - SACK
 - Bus
 - Planning Commission
 - Highly visible and accessible
 - Embedded in the community

Affirmations

□ Tina

- Women's small group originator and coordinator
- Kid's Kitchen
- Dance lessons for Day Care
- Ministry to moms of newborns (baby showers, meals, etc.)
- A model for hospitality, parenting & supportive spouse

Affirmations

□ Corey

- Outstanding preaching: biblical with life application
- Life-long learner
- Visionary leader
- Change agent
- Mentoring other pastors

Affirmations

“It is the best preaching I have had to opportunity hear at this church or in any other we've attended or been members of. Well thought out, interesting, relevant, and uses visuals to help Christian doctrine become more clear. Our minister is wise beyond his years.” (online survey)

Affirmations

Congregational buy-in to Pastor Corey's leadership & resultant changes (kudos for backing the changes, not blocking the changes)

Affirmations

▣ Shift to Two-Service Format

- ▣ Provided needed space for growth
- ▣ Expanded “music language”
- ▣ Projection, improved sound system
 - ▣ These all help you connect with a younger generation.

Affirmations

“While there is good preaching and content continuity between the two services each Sunday, the distinctly different style of the two services seems to better serve the broad interests of our service attendees, thus probably increasing overall attendance.” (online survey)

Affirmations

Dramatic growth from **40** in average worship attendance to **95** in average worship attendance. More than doubled attendance in six years. (You are in new territory, uncharted territory....)

Affirmations

- ▣ **Community Outreach**
 - ▣ Evangelism Grants
 - ▣ Open Gym
 - ▣ Habitat for Humanity
 - ▣ Use of Fellowship Hall as Community Center
 - ▣ School Staff Appreciation Luncheon at start of the school year
 - ▣ Harvest Dinner and Harvest Community Award

Affirmations

Growing, positive reputation in the community.

“Good deeds create good will that help people receive the Good News.”

Affirmations

Church's influential role in the community (community leaders attending the church). An important part of expanding God's Kingdom in this part of His world.

Affirmations

A shift from “come to us, the church on the hill”, to

“We’re taking Jesus to the streets of Palouse as the church 24/7.”

Affirmations

Congregation has grown
younger as it has grown larger.

Affirmations

Positive spirit of expectation,
faith & leaning into the **FUTURE**
God has for you.

Affirmations

Small Groups are growing and maturing.

Affirmations

Strong children and youth ministries. [Which is an important part of reaching young adults.]

Affirmations

A contagious, upbeat, joyous community of people who love Jesus and one another.

Affirmations

□ **Spiritual vitality**

- expressed in love for Jesus Christ
- appetite for the Word of God
- concern to reach the lost
- care for the broken
- devotion to prayer
- reliance on the Holy Spirit

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Challenges

□ Facility

- Not conducive for children's ministry
- Inadequate signage ~ outside & inside
- Sanctuary needs updating
- Cramped space
- Will stifle growth if not addressed
- But! We are not saying, "Build it and they will come..."

Challenges

▣ Growing Pains

- ▣ Chaos of a multitude of new ministries, opportunities, needs...
- ▣ Immature systems
- ▣ Natural dynamic with rapid growth, much preferred over stagnation and death, trust me.

Challenges

□ “Run, Corey, Run”

- Has functioned like a new church planter to jump-start new life in PFC
 - intensely relational
 - starting new ministries
 - underpaid
 - working many hours
 - bi-vocational
 - wife functions as unpaid associate pastor
 - ...this pace cannot be sustained over the long haul.

Challenges

□ “Run, Corey, Run”

- Church, overly Pastor-dependent
- Dynamic: Pastor
Overfunctions...Congregation
Underfunctions
- The strain of the “Parish Chaplain”
dynamic.
- Danger of burnout and stress for pastor
and wife.

Challenges

□ Two Service Challenge

- Creates angst over becoming a “divided congregation”
- Not knowing everyone complaint
- How to staff for effective Sunday School

Challenges

□ Weak Lay Mobilization System

- Too many people standing on the sidelines.
- Don't know how to get in the game.
- Don't know if they can play the game.
- Don't know if they are wanted in the game.
- Some are hiding out from the game.

Challenges

□ Weak Lay Mobilization System

“As a Sunday school teacher I feel that we could use soooooooooooooo much more help, I think I am getting burned out on it and I would love to see new blood so to speak.”

“Children's ministry is of vital importance. I think we could do more than we do-- though I'm not sure how.”

Challenges

- **What's your delivery system for...**
 - Congregational Care
 - Pastor?
 - Committee?
 - Small groups?
 - Sunday morning fellowship time?
 - Discipleship
 - Biblical teaching
 - Events
 - Service/ministry

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Report Format

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- **Recommendations**

Recommendation # 1

Facility

- Finish sanctuary updating
- Upgrade infant and toddler care space
- Current Parsonage becomes Family Ministries Center
- Must provide housing allowance for Pastor to purchase his own home

Recommendation # 1

Facility

- Must resist the notion: “If we build it they will come” The church is not confined to the facility. The church is the people 24/7 dispersed within the community.
- Stewardship training
- Capital funds campaign
- 5 Year Planning Team ~ tackle the details.

Recommendation #2

Add additional worship service

- Sunday evening?
- Alleviate overcrowding and the potential to turn people away on Sunday morning.
- Provides yet another option:
 - Worship time
 - Worship style
 - Youth oriented?
- Third service should be highly “family friendly.”

Recommendation #3

Complete the shift to ministry teams

- Form Ministry Teams on an as needed basis. Primary organizational model for ministry
- Populated by the PFC people
- Result: Church takes on increasing ownership of ministry within the church and in the community

Recommendation #3

Complete the shift to ministry teams

- ▣ Formalize with the adoption of “Accountable Governance System”
- ▣ Single board that governs
- ▣ Pastor leads
- ▣ Staff, paid & unpaid, manages
- ▣ People conduct hands on ministries

Recommendation #4

Hire a part time staff member to train, staff, deploy and manage ministry teams.

Title: ***Minister of Mobilization***

Recommendation #4

Minister of Mobilization

Primary focus is to oversee ministry teams:

- ▣ Children's Ministry Leaders
- ▣ Youth Ministry Leaders
- ▣ Small Group Leaders
- ▣ Worship Set-up Team
- ▣ Fellowship Team
- ▣ Connection-Hospitality Team
- ▣ Worship Team (music) – 9:00 AM
- ▣ Worship Team (music) – 11:00 AM
- ▣ Building Maintenance Team
- ▣ Congregational Care Team
- ▣ Outreach Project Teams

Recommendation #4

Minister of Mobilization

- Training, resource and care of ministry team leaders
- Develops a system for identifying spiritual gifts, passion, experience matching up with ministry opportunities
- Mobilizes lay involvement in teams

Recommendation #4

Minister of Mobilization

- Key attitude shift: From “Run, Corey, run” to **“Run, PFC, Run!”**
- More PFC people get in the game and find their place in ministry...the success of this recommendation depends on this key shift.

Recommendation #5

Leadership development expansion

- Continuing maturing of Leadership Development System
- Leadership Learning Community within the congregation led by Pastor Corey
- Leadership pool for present & future

Recommendation #6

Lay Ministry expansion

- Develop a Congregational Care Team [Immediate]
- Develop a Lay Ministers Team [Intermediate]
- Become a Regional Training Center for lay ministers. Highly effective for rural and small city settings. [Long term]

Recommendation #7

Clarify & balance Pastor Corey's responsibilities ...

- Chief custodian of PFC's vision and direction
- Primary preacher and teacher [Corey's sweet spot]
- Leadership equipper
- Ambassador to the community

Recommendation #7

Clarify & balance Pastor Corey's responsibilities ...

- Reduce expectation for pastoral care [Immediate]
- Hand off youth ministry to others [Intermediate]
- Shares “parish chaplain” responsibilities with trained lay ministers [Long term]

Recommendation #7

Clarify & balance Pastor Corey's responsibilities ...

- ▣ Adopt Sabbatical policy
- ▣ Help people understand and honor Corey & Tina's boundaries which must be established & maintained for spiritual, physical & emotional health
- ▣ Pray for your Pastor!!!

Recommendation #8

Improve evangelistic reach

- ❑ Evangelism is not a program or sharing the “Four Spiritual Flaws”
- ❑ Relationship based
- ❑ Outreach efforts in the community are opening up relationship opportunities

Recommendation #8

Improve evangelistic reach

- Evangelism begins with a heart that breaks over the spiritual condition of lost people.
- Moves ahead with praying for lost friends, neighbors and co-workers
- Learn evangelism skills: telling your story, asking questions, discerning spiritual openness.

Recommendation #8

Improve evangelistic reach

- Simply invite to church and outreach projects.
- Concentrate on one or two lost people, build the relationship with them.
- Study: *I Once Was Lost*
 - Tools for discerning the journey
- Pray for courage

Recommendation #9

Spiritual Vigilance

- With success comes temptations for pride, self-congratulation, etc. Satan will attempt to knock you down.
- Continue to increase spiritual intensity
- As success continues humility must increase all the more along with ...
- Increased focus on prayer, reliance on the Holy Spirit
 - Individually
 - Corporately

Recommendation #9

Spiritual Vigilance

Scriptures:

“Be self-controlled and alert: Your enemy the devil prowls around like a roaring lion looking for someone to devour. Resist him, standing firm in the faith...”

~ 1 Peter 5:8-9a

Recommendation #9

Spiritual Vigilance

Scriptures:

“All of you, clothe yourselves with humility toward one another, because, ‘God opposes the proud but gives grace to the humble.’ Humble yourselves, therefore under God’s mighty hand, that he may lift you up in due time.”

~ 1 Peter 5:5b-6

Recommendation #9

Spiritual Vigilance

Scriptures:

“Finally, be strong in the Lord and in his mighty power. Put on the full armor of God so that you can take your stand against the devil’s schemes, For our struggle is not against flesh and blood, but against the rulers, against the authorities, against the powers of this dark world and against the spiritual forces of evil in the heavenly realms. Therefore put on the full armor of God, so that when the day of evil comes, you may be able to stand your ground..”

~ Ephesians 6:11-13



I don't get it.
Could you go
over that
again?

Q and A

Recommendation Summary

1. Facility Improvements
2. Add worship service
3. Complete the shift to ministry teams
4. Hire a “Minister of Mobilization”
5. Leadership development expansion
6. Expand lay ministry
7. Clarify & balance Pastor Corey’s responsibilities
8. Improve evangelistic reach
9. Spiritual Vigilance