

CONGREGATIONAL SUSTAINABILITY ASSESSMENT

Sustainability – Facilities

Building Age and Maintenance

- In what year(s) were your sanctuary/ parish hall constructed?
Sanctuary _____
Parish Hall _____
Other Building(s) _____
- HVAC and other major system operations are new, or have been replaced within the last 10 years? Y/N
- If our sanctuary A/C (or other major system) failed next week, we would have the funds on hand to replace it? Y/N
- Such an expense would pose a financial crisis for our congregation Y/N
- Think back to the last major maintenance needed (need for new roof, new windows, new a/c etc.): what was the repair needed, how did the congregation respond, and how were the needed funds secured? _____
- Is it realistic to expect the same response/resolution, when the next major building maintenance need arises? Y/N
- Based on our answers above, do we see our **building age and maintenance** as a **strength** or a **weakness** for our sustainability as a congregation? _____

Current Building Usage

- Time wise*, our building is utilized for ministry gatherings and outside community activities approximately how many hours each week (outside of Sunday morning)?
- 0-5 hours
 - 5-20 hours
 - 21-40 hours
 - 40-60 hours
- Overall, our facilities (sanctuary & parish hall) are:
- Under-utilized
 - Just right for our needs
 - Too small for our needs
- Do you currently rent any of your facilities out to other organizations? Y/N
- If so, what percentage of total income does this rent represent on a yearly basis? _____
- Based on our answers above, do we see our **current building usage** as an **opportunity** or a **threat** for our sustainability as a congregation? _____

CONGREGATIONAL SUSTAINABILITY ASSESSMENT

Sustainability – Finances

Financial Stewardship

- Our current stewardship education consists of: (check all that apply)
- Adopting a budget at the annual meeting;
 - Printing the offering amount in the bulletin each Sunday;
 - Including a bulletin appeal when funds are running short;
 - We have a monthly stewardship temple talk, by a lay leader, that focuses on practices of generosity as part of growing in faith
 - We do an Annual Financial Stewardship campaign and we actively encourage and lift up the Biblical practice of tithing;
- Half (or more) of our annual congregational giving comes from the 65+ age group? Y/N
- If our congregation's top one or two giving households died within the next year, there would be a financial crisis within our congregation? Y/N
- We know the giving capacity of our congregation, based on the average household income in the area (that number is available from census reports)? Y/N (*you can find that info at www.census.gov/quickfacts/ ...enter your state, county, city, town, or zip code....in the "Select a Fact" box, scroll down and look for the Income and Poverty section*)
- We have a congregational/ endowment/memorial fund Y/N.
- If so, we have withdrawn \$_____ from it, to pay regular ministry expenses within the past 12 months. Y/N
- We receive financial gifts: (check all that apply)
- Through passing around plates/baskets in worship
 - By providing and promoting online giving, giving at kiosks, etc.
 - By providing and promoting gifts through estate planning, trusts, stock gifts, etc.
- How much mission support do we provide to/through the SWT Synod and ELCA? (*Mission support is an investment in our present and future to provide pastoral leadership, training, support etc. If we are not providing mission support, we are relying on the gifts of other congregations to provide for us*)
- Don't provide any
 - Less than 5% of our budget
 - 5-10% of our budget
 - > 10% of our budget
- Based on our answers above, do we see our **financial stewardship** as an opportunity (*we have the capacity to increase our giving*) or a **threat** (*we are maxed out on our giving capacity and could be in jeopardy*) for our sustainability as a congregation? _____

CONGREGATIONAL SUSTAINABILITY ASSESSMENT

Pastoral Compensation

- We are able to provide a full time defined compensation (*Salary+Housing+Social Security*) to our pastor of at least the synod minimum of \$57,700? Y/N
- If not, what is the level of defined compensation we are able to provide our pastor (based on your recent actual giving numbers)? _____
- We are currently able to provide full benefits coverage (*full family health, disability, retiree support*), and at least 10% pension to our pastor at a cost of between \$20,000-\$35,000. Y/N
- If not, what level of benefit coverage are we able to provide our pastor? _____
- We are able to provide continuing education, professional expenses and mileage reimbursement to our pastor. Y/N
- Based on our answers above, do we see **pastoral compensation** as a **strength** or a **weakness** for our sustainability as a congregation? _____

Sustainability – People

Leadership

- We regularly have enough people to serve on Council Y/N
- We regularly have enough people to serve on committees Y/N
- We regularly have enough people to lead the most important ministries we do Y/N
- Based on our answers above, do we see our **leadership** as a **strength** or a **weakness** for our sustainability as a congregation? _____

Worship

- We have enough people to prepare for and provide worship leadership on a weekly basis Y/N
- What has our average worship attendance been for the last 5 years? (*specific figures can be found at <http://www.elca.org/tools/FindACongregation>enter your zip code....click on your congregation's name...next click the hyperlink 'Full Trend Report for this Congregation'....a file will Download...on page 3, you can find a graph and numbers back to the year 2006*)

- 2016 _____
- 2015 _____
- 2014 _____
- 2013 _____
- 2012 _____

These numbers are obtained from the Annual ELCA congregational report, submitted by your Congregational Pastor/Council leader

- Are we growing? Holding steady? Declining?
- Based on our answers above, do we see our **worship** as a **strength** or a **weakness** for our sustainability as a congregation? _____

CONGREGATIONAL SUSTAINABILITY ASSESSMENT

How did we identify the following for our sustainability as a congregation (strength, weakness, opportunity, threat):

Facilities

Building age and maintenance _____

Current building usage _____

Finances

Financial Stewardship _____

Pastoral Compensation _____

People

Leadership _____

Worship _____

Congregations need resources to sustain ministry. The three primary resources include facilities, financial and people. Reflect on what you filled out above. Then use the following questions to estimate your sustainability.

	Declined to not sustainable	Declining but still sustainable	Maintaining	Growing or Increasing	<i>Copy number</i>
Do you have what you need to maintain or expand ministry?	1	2	3	4	
Facilities Capacity – maintainability and usage of facilities					
Financial Resources – to pay for facility, staffing, ministries, etc.					
People Power – to provide leadership, strengthen and sustain one another					
Write the lowest number here:					

Since people, financial resources and facilities are necessary for sustainability, the lower number represents the “weakest link” in your congregation’s sustainability chain.