

THY KINGDOM COME
Congregational Strengths & Values Assessment
for
Sample Baptist Church

Self-scoring Report

Congregational Strengths & Values Assessment

Understanding Your Feedback

Instrument Design and Rationale

The "Thy Kingdom Come" process is designed to help your church discover and build on its strengths. When thinking about the future most people and congregations think in terms of remediation. Put another way, they focus on weaknesses. Many planning processes aim at identifying gaps or problems and then target them for work. The energy we spend working on the areas of our non-strengths quickly exhausts people and churches. This is why people often are reluctant to engage in thinking about the future. They are afraid they are going to wind up doing something they don't enjoy that saps their energy.

This feedback instrument is designed to take you in another direction. The information in these pages shows you what your church perceives to be its strengths and the values operating in the critical areas of worship, spiritual growth, evangelism, congregational life, ministry development, and missions. Note a couple of things as you go through the report:

1. **This is the congregation's self-perception. This self-perception may or may not match reality.** For instance, the congregation may report evangelism as a significant value and strength when in fact very few people are coming to Christ through the evangelistic efforts of church members and church ministry. The futuring group will in its own work assess the congregation's strengths in each of these areas. However, at this point in time, the congregation sees itself as possessing these strengths.
2. The most promising road to the future probably will put you on the highways of perceived congregational strengths. In other words, if the congregation sees itself as strong in personal evangelism the futuring group will want to explore ways of strengthening growth in this area. Our usual tendency would be to gravitate toward the weakest areas as a beginning point for constructing a path to the future. **Consider first possibilities for strengthening those areas that the congregation perceives to be strengths.** This would usually be a good approach even if the futuring group (after its own investigation) determines that this area is not a true strength. The fact would remain that people in the congregation believe this to be the area of greatest satisfaction.

Using This Report

The following information will provide the futuring group insights into some of the congregation's *current perceptions* of its values and strengths related to six key areas: worship, spiritual growth, evangelism, congregational life, ministry development, and missions. This is not a scientific survey designed to direct the futuring group's proposals. However, the perceptions should give the futuring group some ideas for its response to the church's future in the six areas. The perceptions can provide the futuring group with a sense of the congregation's hunger and willingness to pursue various ministries.

Ten charts appear on the pages that follow. Each of the first six charts represents the responses to the questions representing one of the six focal areas (worship, spiritual growth, evangelism, congregational life, ministry development, and missions). Below each chart are statements that identify the intensity level of your congregation's values and strengths as represented by the responses to each question. There also are statements that identify the degree to which the combination of values and strengths is a strength of your congregation. Consider the following as clarification and guidelines for interpreting the various statements.

What are values and strengths in the context of the assessment survey?

In the context of the *Thy Kingdom Come* strengths/values assessment survey, congregational values are those beliefs about what the congregation SHOULD BE DOING in the areas of worship, spiritual growth, evangelism, congregational life, ministry development, and ministry. These may be strongly held beliefs or weakly held beliefs. They are the congregation's expectations about what should be happening. Congregational strengths are what the congregation perceives CURRENTLY IS BEING DONE in those same areas. They may be areas of strong performance or areas of weak performance.

How do the values and strengths statements reflect actual survey scores?

Each of the survey statements requires a response on a one-to-five scale. The values and strengths statements following the six charts represent the numerical scores as follows:

Values

- 5 = VERY STRONG VALUE
- 4 = STRONG VALUE
- 3 = VALUE
- 2 = TENDS NOT TO BE A VALUE
- 1 = NOT PERCEIVED TO BE A VALUE

Strengths

- 5 = VERY MAJOR STRENGTH
- 4 = MAJOR STRENGTH
- 3 = STRENGTH
- 2 = TENDS NOT TO BE A STRENGTH
- 1 = NOT PERCEIVED TO BE A STRENGTH

How should we interpret the combinations of values and strengths for our congregation?

Differences of varying degrees almost always exist between a particular value of a congregation and that value's corresponding strength. Begin by looking for value-strength agreement. **A congregation's effective strengths are those in which the value and corresponding strength are approximately equal.** Suppose that the congregation's response to "Being involved in an intentional intercessory prayer ministry" has approximately equal value (SHOULD DO) and strength (CURRENTLY DOES) scores. This makes it a strong value-strength combination. However, if those scores were only 2, it would be considered a weak congregational strength. If the scores were both 5, this would constitute a major congregational strength and you would want to think of ways to build on this strength. If the value score had been 2 and the individual strength score had been 5, the congregation would register a very major strength, but one that tends not to be valued. **A very major individual strength coupled with the strong value-strength combination becomes a powerful congregational strength on which to build for the future.**

Consider another example in which the congregation's response to the intercessory prayer statement registered a 5 in value (SHOULD DO) but a 2 in strength (CURRENTLY DOES). This would signal that the value expectations are not being satisfied. The usual tendency would be to see this gap as a call for attention. Automatic response to this gap would be a strategy of focusing on weaknesses, not building on strengths. The futuring group may or may not choose to address this difference. The group may decide there are strength-value group may decide there are strength-value combinations that reflect major combinations that reflect major congregational strengths that need attention first before addressing this particular item, if at all. OR, the futuring group may explore ways that another strength of the congregation can be brought to bear on raising this area of ministry effectiveness.

One of six possible assessment statements is applied to each value-strength combination based on responses to the items in the Congregational Strengths & Values Assessment Survey. These possible statements are:

- A strong combination and a VERY MAJOR congregational strength.
- A strong combination and a MAJOR congregational strength.
- A strong combination and an AVERAGE congregational strength.
- A strong combination and a WEAK congregational strength.
- A strong combination, but NOT a congregational strength.
- NOT A STRONG value-strength combination.

Remember, A STRONG combination is a value and its corresponding strength both rated approximately equal by the congregation. A value and its corresponding strength not rated approximately equal is NOT A STRONG value-strength combination.

Strong value-strength combinations with individual strength ratings averaging 4.5 or greater represent VERY MAJOR congregational strengths.

Strong combinations with individual strength ratings averaging 3.5 to 4.49 represent MAJOR congregational strengths.

Strong combinations with individual strength ratings averaging 2.5 to 3.49 represent AVERAGE congregational strengths.

Strong combinations with individual strength ratings averaging 1.5 to 2.49 represent WEAK congregational strengths.

Strong combinations with individual strength ratings averaging 0.5 to 1.49 do NOT represent congregational strengths.

Which of the statements below each chart should the futuring group especially consider?

First, consider the value-strength combinations which indicate VERY MAJOR or at least MAJOR congregational strengths. These are the value-strength combinations which can best be used to address future challenges. For example, a VERY MAJOR congregational strength on “Meeting God in worship” reflects a value-strength combination that may suggest using multiple services as a way of bringing more people to the worship experience. This is building on a strength.

Next, consider the individual values that are perceived to be VERY STRONG or at least STRONG and also consider the individual strengths that are perceived to be VERY MAJOR or at least MAJOR. Even if not considered a strong value-strength combination, the individual high scoring values and the individual high scoring strengths may be useful bases from which to explore new ministries.

What should the futuring group avoid?

Avoid efforts to fix each value and strength combination in which the value and strength are far apart in score rather than close together or equal. Probably the best way to bring closer together those values and strengths scores that are far apart is by building on some other identified value or strength. For example, if your church is strong in helping people meet God, you may be able to use this strength to strengthen other evangelistic efforts.

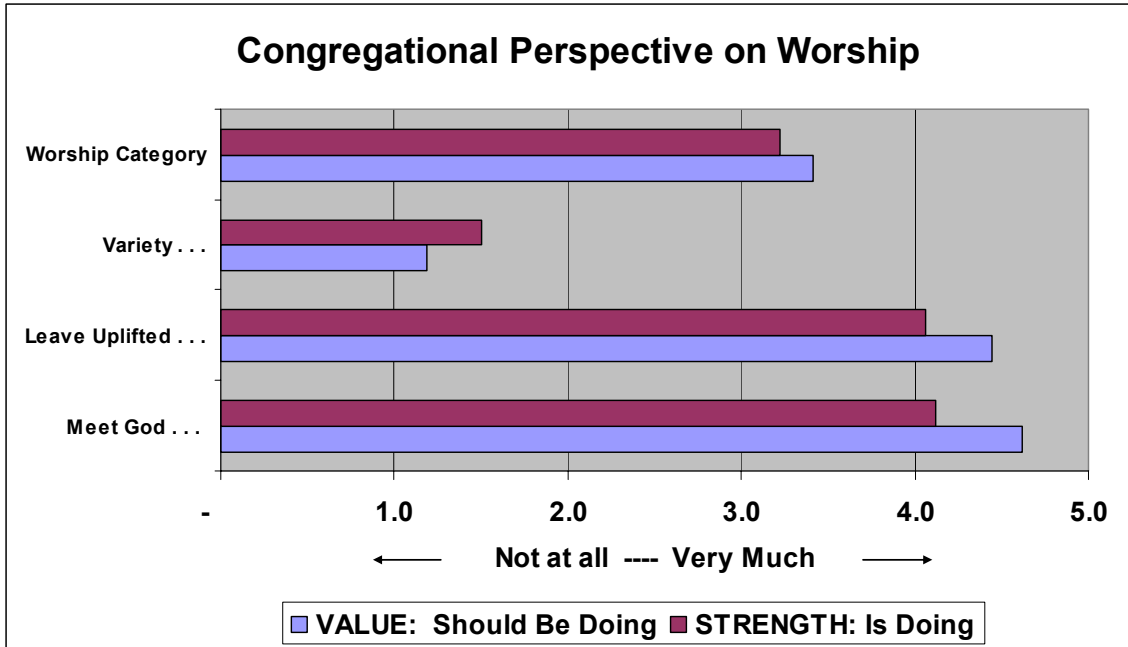
What about critical weaknesses?

The most critical weaknesses will surely need to be addressed. Consider how your strengths can help. You also might need to staff to an issue, work with other churches to address a weakness, send people for training, or bring resource people to your church. In many cases weaknesses may need to be tolerated in order to focus energies on the most crucial matters.

NOTE: The information contained in this survey will be most helpful to the futuring group throughout the scenario building and backcasting portions of the process.

NOW, with these basic guidelines in mind here is what your congregation says about its strengths and values in its ministry activities.

Self-scoring Report



Worship Values

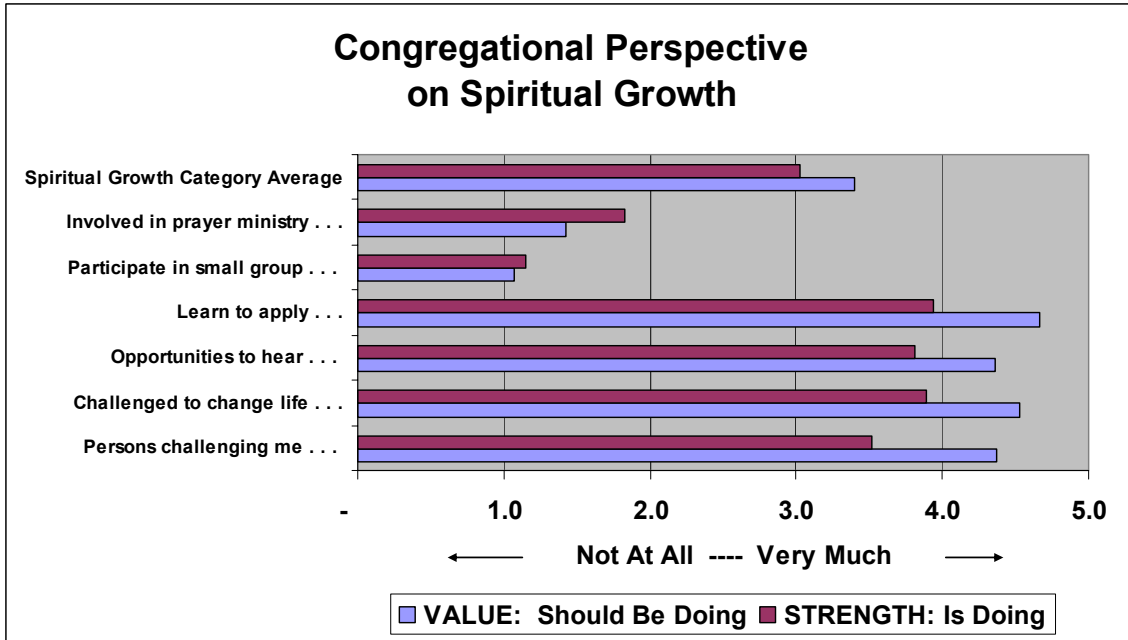
Worship is a VALUE of our congregation.
 Meeting God in worship is a VERY STRONG VALUE of our congregation.
 Leaving our worship feeling more uplifted is A STRONG VALUE of our congregation.
 Including variety in our worship is NOT PERCEIVED TO BE A VALUE of our congregation.

Worship Strengths

Worship is a STRENGTH of our congregation.
 Meeting God in worship is a MAJOR STRENGTH of our congregation.
 Leaving our worship feeling more uplifted is a MAJOR STRENGTH of our congregation.
 Including variety in our worship is NOT PERCEIVED TO BE A STRENGTH of our congregation.

Combinations of Values and Strengths

Meeting God in worship: NOT a strong value-strength combination.
 Feeling uplifted: A strong combination and a MAJOR congregational strength.
 Including variety: A strong combination but NOT a congregational strength.



Spiritual Growth Values

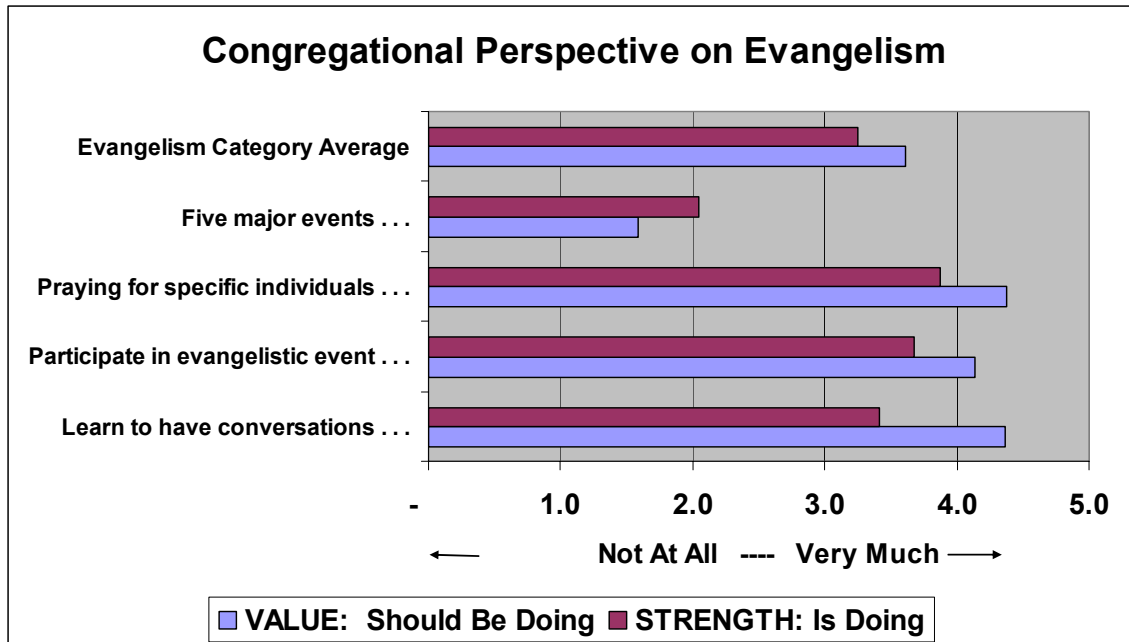
Spiritual Growth is a VALUE of our congregation.
 Persons challenging members in spiritual growth is a STRONG VALUE of our congregation.
 Being challenged to change one's life is a VERY STRONG VALUE of our congregation.
 Hearing what God is doing in the lives of others is a STRONG VALUE of our congregation.
 Learning to apply biblical truths to one's life is a VERY STRONG VALUE of our congregation.
 Participating in small groups is NOT PERCEIVED TO BE A VALUE of our congregation.
 Intercessory prayer ministry involvement is NOT PERCEIVED TO BE A VALUE of our congregation.

Spiritual Growth Strengths

Spiritual Growth is a STRENGTH of our congregation.
 Persons challenging members in spiritual growth is a MAJOR STRENGTH of our congregation.
 Being challenged to change one's life is a MAJOR STRENGTH of our congregation.
 Hearing what God is doing in the lives of others is a MAJOR STRENGTH of our congregation.
 Learning to apply biblical truths to one's life is a MAJOR STRENGTH of our congregation.
 Participating in small groups is NOT PERCEIVED TO BE A STRENGTH of our congregation.
 Intercessory prayer ministry involvement TENDS NOT TO BE A STRENGTH of our congregation.

Combinations of Values and Strengths

Challenging members: NOT a strong value-strength combination.
 Being challenged: NOT a strong value-strength combination.
 Hearing what God is doing: NOT a strong value-strength combination.
 Apply biblical truths: NOT a strong value-strength combination.
 Small groups: A strong combination but NOT a congregational strength.
 Intercessory prayer: A strong combination and a WEAK congregational strength.



Evangelism Values

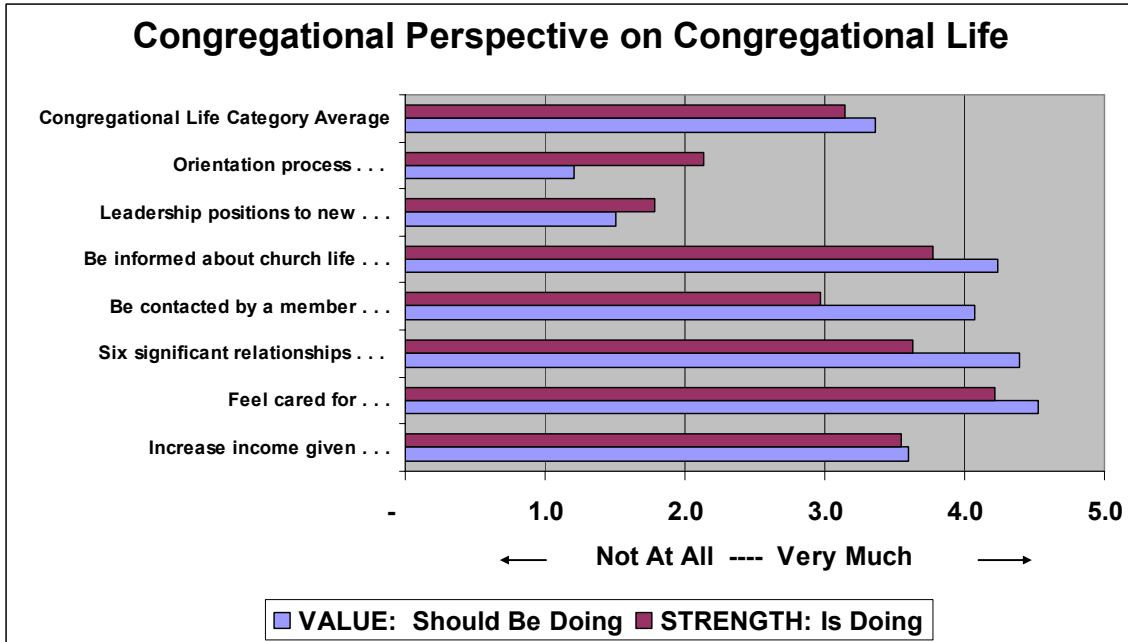
Evangelism is a **STRONG VALUE** of our congregation.
 Learning to converse with unbelievers about Jesus is a **STRONG VALUE** of our congregation.
 Major evangelistic event participation is a **STRONG VALUE** of our congregation.
 Praying for specific unbelievers is a **STRONG VALUE** of our congregation.
 Providing five outreach events yearly **TENDS NOT TO BE A VALUE** of our congregation.

Evangelism Strengths

Evangelism is a **STRENGTH** of our congregation.
 Learning to converse with unbelievers about Jesus is a **STRENGTH** of our congregation.
 Major evangelistic event participation is a **MAJOR STRENGTH** of our congregation.
 Praying for specific unbelievers is a **MAJOR STRENGTH** of our congregation.
 Providing five outreach events yearly **TENDS NOT TO BE A STRENGTH** of our congregation.

Combinations of Values and Strengths

Conversing with unbelievers: **NOT** a strong value-strength combination.
 Evangelistic participation: A strong combination and a **MAJOR** congregational strength.
 Praying for unbelievers: **NOT** a strong value-strength combination.
 Five outreach events: A strong combination and a **WEAK** congregational strength.



Congregational Life Values

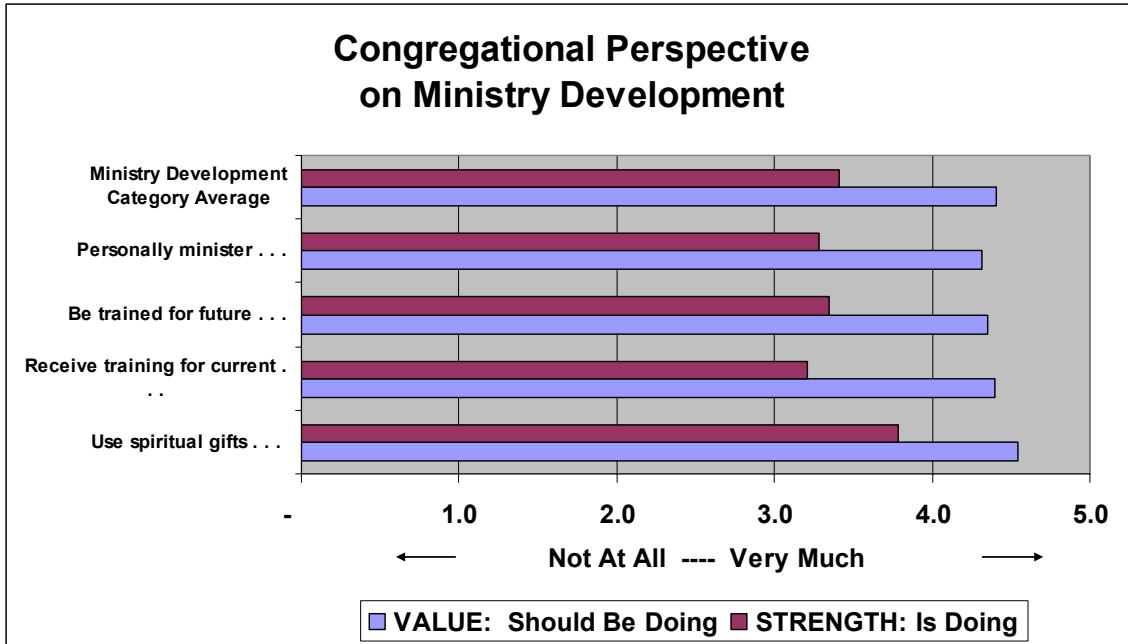
Congregational Life is a VALUE of our congregation.
 Increasing income given to the church is a STRONG VALUE of our congregation.
 Being cared for by a non staff member is a VERY STRONG VALUE of our congregation.
 Having six significant relationships within our church is a STRONG VALUE of our congregation.
 Being contacted by a member when absent is a STRONG VALUE of our congregation.
 Being informed about church life is a STRONG VALUE of our congregation.
 Leadership positions for new members TENDS NOT TO BE A VALUE of our congregation.
 An orientation process for new members is NOT PERCEIVED TO BE A VALUE of our congregation.

Congregational Life Strengths

Congregational Life is a STRENGTH of our congregation.
 Increasing income given to the church is a MAJOR STRENGTH of our congregation.
 Being cared for by a non staff member is a MAJOR STRENGTH of our congregation.
 Having six significant relationships within our church is a MAJOR STRENGTH of our congregation.
 Being contacted by a member when absent is a STRENGTH of our congregation.
 Being informed about church life is a MAJOR STRENGTH of our congregation.
 Leadership positions for new members TENDS NOT TO BE A STRENGTH of our congregation.
 An orientation process for new members TENDS NOT TO BE A STRENGTH of our congregation.

Combinations of Values and Strengths

Increasing income given: A strong combination and a MAJOR congregational strength.
 Cared for by non staff: A strong combination and a MAJOR congregational strength.
 Six relationships: NOT a strong value-strength combination.
 Contacted when absent: NOT a strong value-strength combination.
 Being informed: A strong combination and a MAJOR congregational strength.
 Positions for new members: A strong combination and a WEAK congregational strength.
 Orientation process: A strong combination and a WEAK congregational strength.



Ministry Development Values

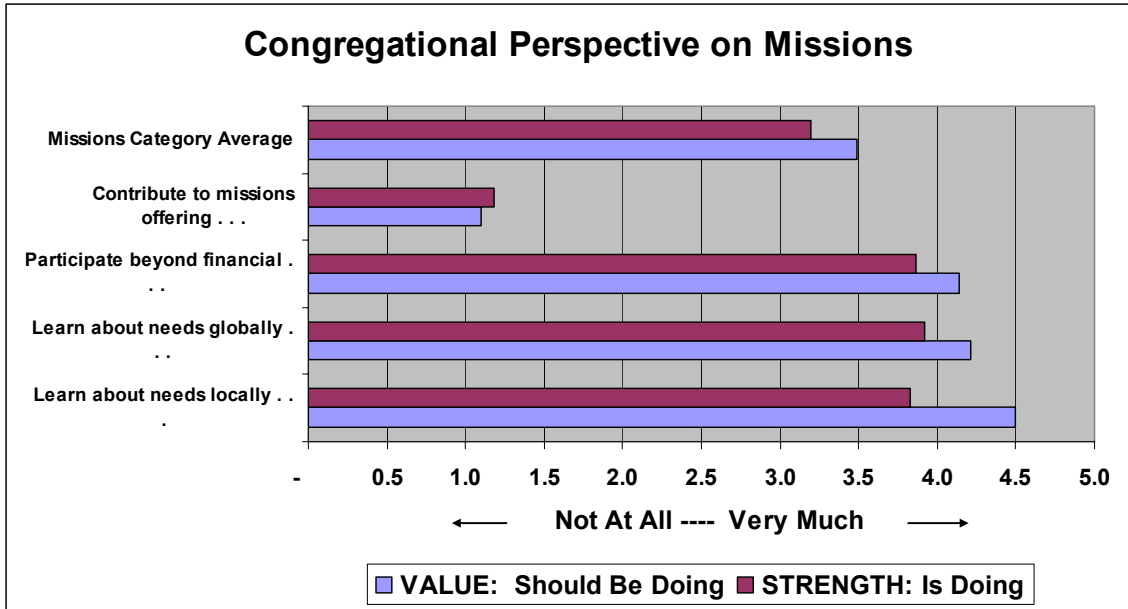
Ministry Development is a STRONG VALUE of our congregation.
 Using spiritual gifts is a VERY STRONG VALUE of our congregation.
 Receiving training for current Christian service is a STRONG VALUE of our congregation.
 Training for future Christian service is a STRONG VALUE of our congregation.
 Ministering to others outside our congregation is a STRONG VALUE of our congregation.

Ministry Development Strengths

Ministry Development is a STRENGTH of our congregation.
 Using spiritual gifts is a MAJOR STRENGTH of our congregation.
 Receiving training for current Christian service is a STRENGTH of our congregation.
 Training for future Christian service is a STRENGTH of our congregation.
 Ministering to others outside our congregation is a STRENGTH of our congregation.

Combinations of Values and Strengths

Using spiritual gifts: NOT a strong value-strength combination.
 Receiving training: NOT a strong value-strength combination.
 Training for future: NOT a strong value-strength combination.
 Ministering to others: NOT a strong value-strength combination.



Missions Values

Missions is a VALUE of our congregation,
 Learning about missions needs locally is a STRONG VALUE of our congregation.
 Learning about missions needs globally is a STRONG VALUE of our congregation.
 Participating in missions projects is a STRONG VALUE of our congregation.
 Contributions to a missions offering is NOT PERCEIVED TO BE A VALUE of our congregation.

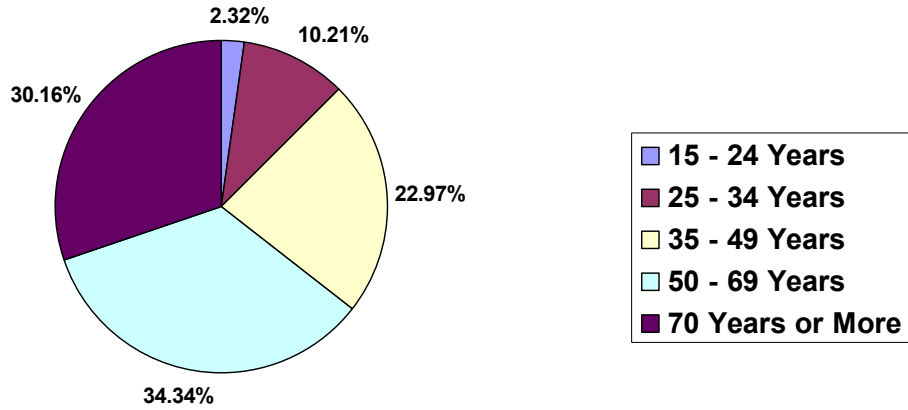
Missions Strengths

Missions is a STRENGTH of our congregation,
 Learning about missions needs locally is a MAJOR STRENGTH of our congregation.
 Learning about missions needs globally is a MAJOR STRENGTH of our congregation.
 Participating in missions projects is a MAJOR STRENGTH of our congregation.
 Contributing to a missions offering is NOT PERCEIVED TO BE STRENGTH of our congregation.

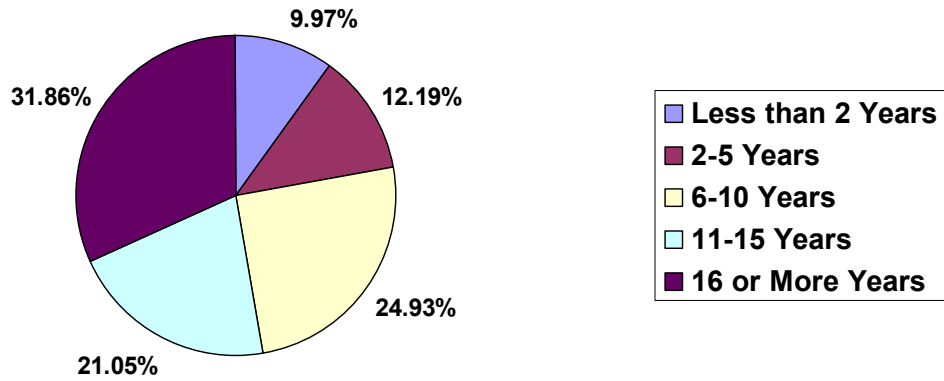
Combinations of Values and Strengths

Learning needs locally: NOT a strong value-strength combination.
 Learning needs globally: A strong combination and a MAJOR congregational strength.
 Missions projects: A strong combination and a MAJOR congregational strength.
 Missions offering: A strong combination but NOT a congregational strength.

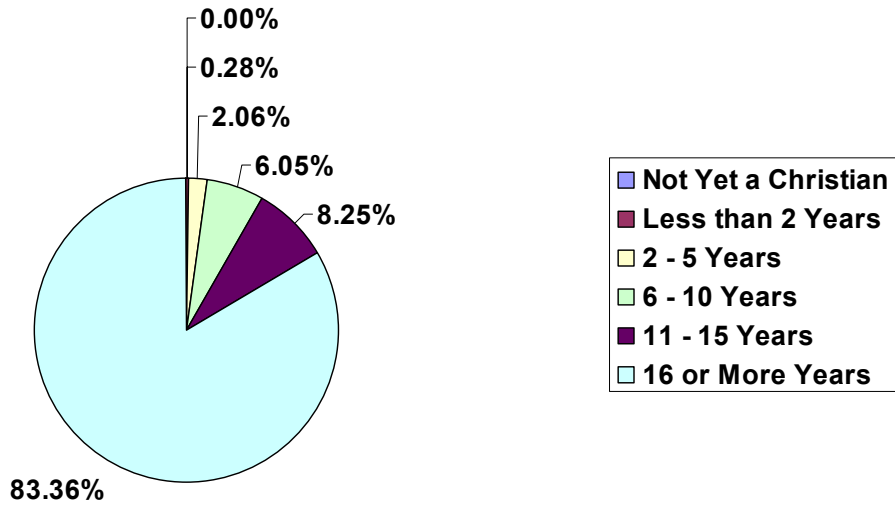
**Percentage of Participants (15 Years Old or More)
Reporting Their Age**



**Percentage of Participants Reporting
Number of Years Attending**



Percentage of Participants Reporting Number of Years as a Christian



Percentage of Participants Reporting Number of Years as a Church Member

