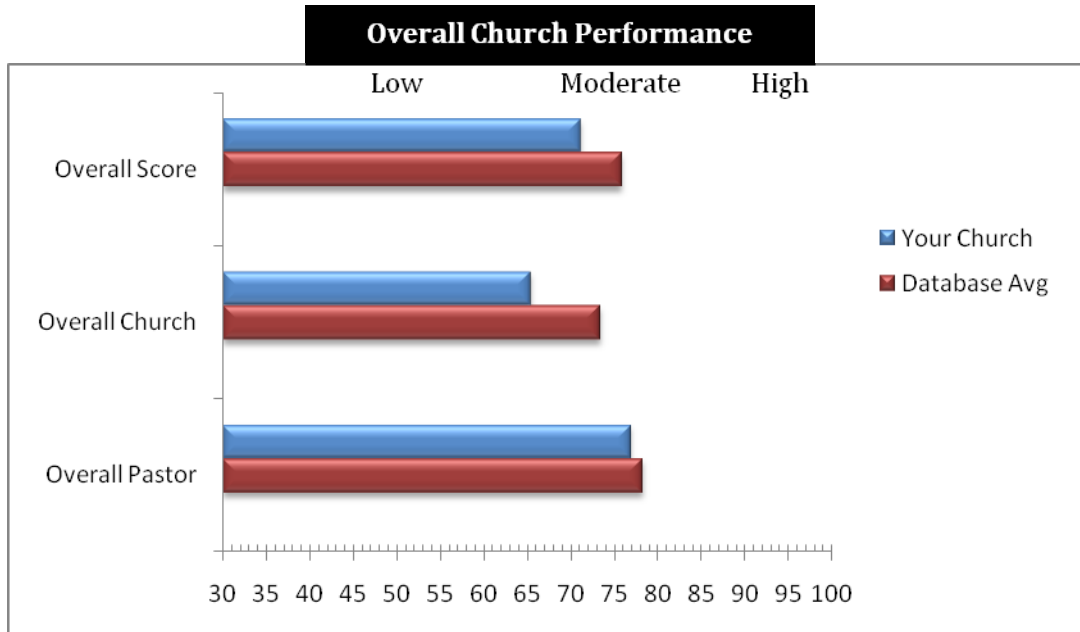




**TCN MEASUREMENT REPORT for ANYTOWN LUTHERAN CHURCH**

Thank you for your participation in the Transforming Churches Network Core Competencies Assessment. We appreciate the input from you and your congregation! This study is an effort to gain further insight into how TCN churches are doing with respect to best practices that impact our communities for Christ. We know that it is God’s work alone that brings men and women to faith; however, we are His messengers and have a role to play in sharing the facts of His love and grace.

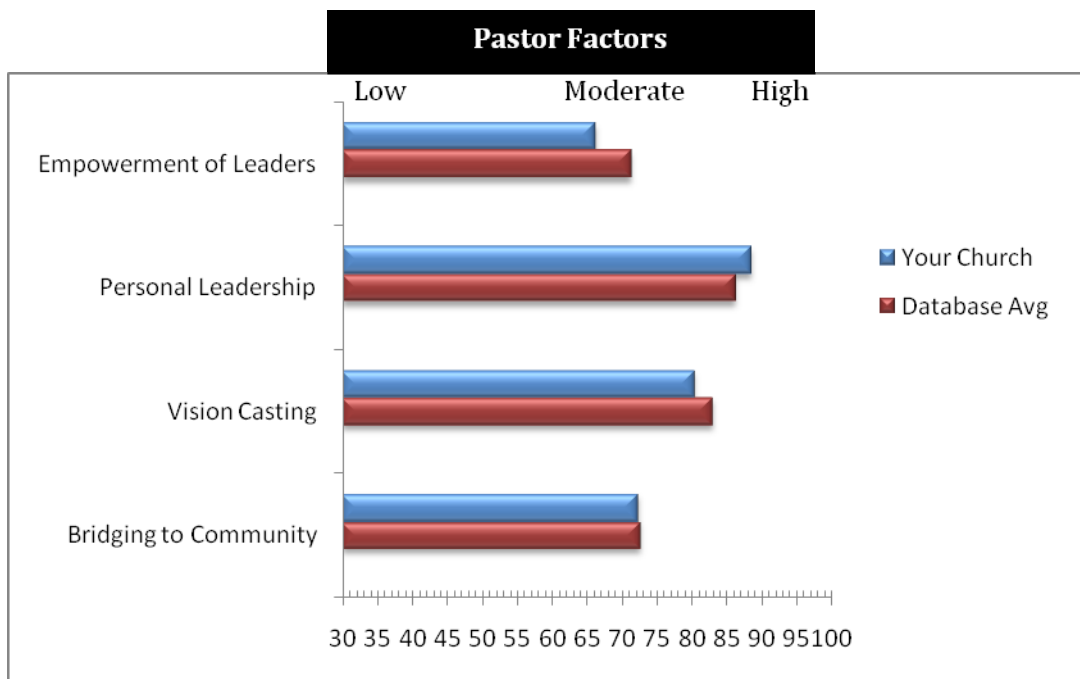
Your congregation members recently filled out the Core Competency questionnaire in which they rated your church and the pastor on a number of dimensions. These perceptions indicate how the laymen are experiencing the church, and often perception is reality. The graph below is a compilation of your scores and allows you to compare your scores to other churches who are engaged in the Transforming Churches Network initiative.



**Reading the report:** The rest of the report will give you a detailed description of the various dimensions of the questionnaire as well as specific help for interpreting your scores. For relative comparison purposes, also provided is the database average across all churches that have been measured to date. Bear in mind that your scores are compared across the total of all participants.

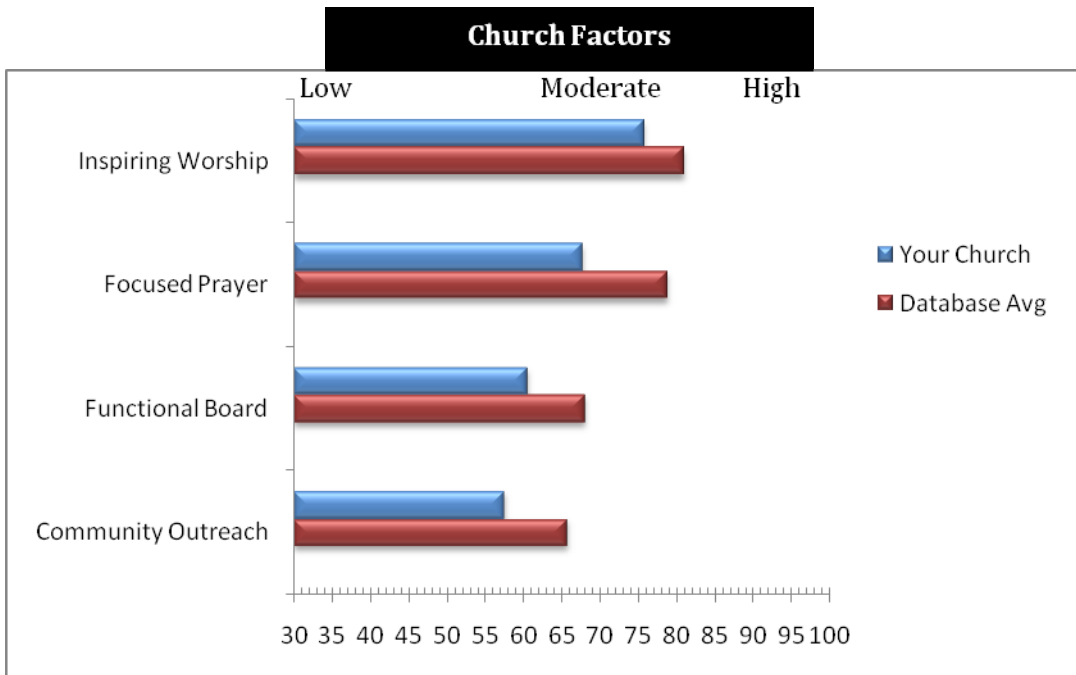
**Pastor Factors:** Your highest score on the Pastor Factors is Personal Leadership and your lowest score is Empowerment of Leaders.

**Church Factors:** Your highest score of the Church Factors is Inspiring Worship and your lowest score is Community Outreach.



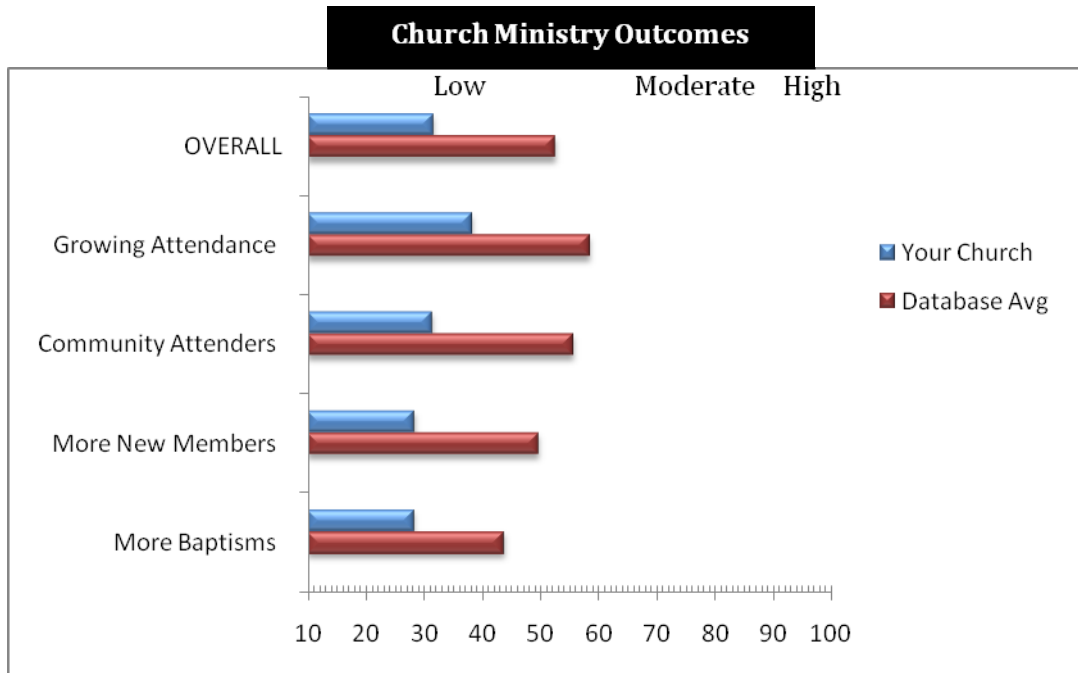
## PASTOR FACTORS CHART

Our Score	What our score possibly indicates	Some possible next steps
<b>Empowerment of Leaders</b> <b>Low (66)</b>	<b>Metaphor: (Shepherd)</b>  Little emphasis on developing a growing base of leadership and there is a shortage of volunteer leaders. The pastor acts as a Shepherd and is involved in most of the significant ministry happening in and through the church.	1. Read a book on Coaching ( <i>Coaching 101</i> or <i>Coaching for Performance</i> ) and form one coaching relationship with a leader in the congregation. 2. Ask your coach to hold you accountable for getting things off of your plate and delegating more to volunteer leaders.
<b>Personal Leadership</b> <b>High (88)</b>	<b>Metaphor: (8-Cylinder Engine)</b>  The pastor models consistent personal balance. He has high levels of energy and is proactive in meeting the demands of ministry.	1. Increase the amount of time devoted to reflection and forward planning. 2. Engage a ministry coach. 3. Find new ways to engage the community.
<b>Vision Casting</b> <b>Moderate (80)</b>	<b>Metaphor: (Bi-Focals)</b>  Pastor is beginning to balance the internal care with the needs in the community.	1. Work hard toward the development of a ministry plan that has a few critical initiatives or projects for outreach. 2. Develop a strategy for helping long time members find ways to care for each other, releasing you to become mission oriented with your time.
<b>Bridging to the Community</b> <b>Moderate (72)</b>	<b>Metaphor: (Feet are moving)</b>  The pastor's feet are moving toward greater involvement in the community. He is connected to one or more needs in the community and is building greater rapport with those who need Christ.	1. Dedicate time blocks each week for your community involvement. 2. Increase your personal commitment to praying by name for those who need Christ.



## CHURCH FACTORS CHART

Our Score	What our score possibly indicates	Some possible next steps
<b>Inspiring Worship</b> <b>Moderate (76)</b>	<b>Metaphor: (Log fire)</b> The atmosphere, music, preaching, and relational interactions have some measure of warmth and attraction.	<ol style="list-style-type: none"> <li>1. Form a Worship team with the express purpose of making the Worship service more culturally friendly to the community.</li> <li>2. Ask unchurched people in the community to visit and give you feedback on their worship experience.</li> </ol>
<b>Focused Prayer</b> <b>Moderate (68)</b>	<b>Metaphor: (Jack Hammer)</b> People in the congregation are growing in their conviction and practice of prayer. Prayer in small group gatherings takes on increasing importance.	<ol style="list-style-type: none"> <li>1. Preach a sermon series on the importance of personal and corporate prayer.</li> <li>2. Mobilize a Prayer Team</li> <li>3. Organize prayer around each time of worship.</li> <li>4. Focus prayer on those who need to know Christ.</li> </ol>
<b>Functional Board</b> <b>Low (60)</b>	<b>Metaphor: (Putting out fires)</b> The immediate needs of the congregation dominate the agenda and different boards compete for limited resources. Survival is the focus.	<ol style="list-style-type: none"> <li>1. Ask your coach to come to a board meeting to facilitate discussion about specific ways the board could be strengthened.</li> <li>2. Study a book like <i>Winning on Purpose</i> together.</li> </ol>
<b>Community Outreach</b> <b>Low (57)</b>	<b>Metaphor: (Family)</b> The needs of the church family are what's most important. One or more initiatives are needed to begin mobilizing outreach into the community.	<ol style="list-style-type: none"> <li>1. Enlist the help of your coach in developing 6 Net Fishing Events for the year.</li> <li>2. Capitalize on Christmas and Easter to mobilize the church body to invite friends to church.</li> </ol>



## APPENDIX

### PASTOR METRICS Terms

The Pastor Factor section is based on how the church members scored the pastor, relative to the following Four Dimensions.

<b>Empowerment of Leaders:</b>	The pastor is developing leaders through coaching, mentoring, and training.
<b>Personal Leadership:</b>	The pastor demonstrates a commitment to his own physical, mental, spiritual, and relational needs.
<b>Vision Casting:</b>	The pastor creates a healthy sense of urgency about our ministry priorities and direction as a congregation.
<b>Bridging to Community:</b>	The pastor dedicates some of his time towards connecting the church to the community.

### CHURCH METRICS Terms

The Church Factor section is based on how the church members scored your church, relative to the following Four Dimensions.

<b>Inspiring Worship:</b>	A Worship Service where the preaching, music, and atmosphere attract more people from the community.
<b>Focused Prayer:</b>	An emphasis on prayer that incorporates intercession for those who need to know Christ.
<b>Functional Board:</b>	A board that governs through Guiding principles and regular reviews of progress.
<b>Community Outreach:</b>	A strategy for reaching the community is in place that results in increase in worship attendance.