



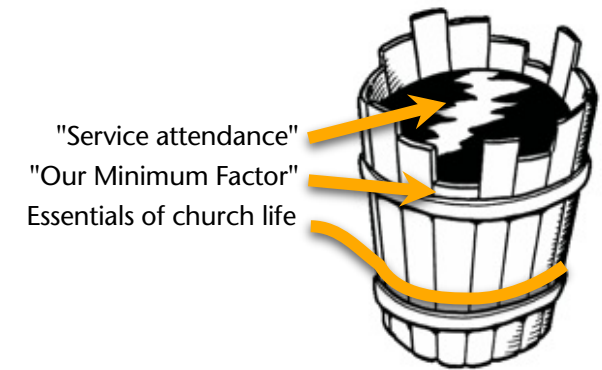
# NCD *insights*

Quality Characteristic Analysis & Trends  
for the Natural Church Development Journey of

## Grinnell UMC

**October-2013**

**Pastor for 1 year:** Rose Blank



Profile	Date	Minimum Factor	Maximum Factor	Min - Max Difference	Average
1	Oct-13	32 Inspiring worship service	50 Gift-based ministry	18	45



# How to use NCD Insights

## 1. Essential reading to use NCD Insights effectively

### 1.1 Why this resource?

Your church is a dynamic, living organism whose health is constantly changing. All actions in your church at every point in time, especially decisions by leadership, result in the church's health improving or declining. No matter how healthy your church is, there are always areas for improvement. NCD Insights provides a more detailed picture of church life so you can track that dynamic change and stay focused on current and emerging health issues.

Growing the church is a partnership with God. NCD Insights helps you fulfill your role of identifying existing and potential barriers to health. Regular, accurate identification of barriers, and taking effective steps to remove them, maximizes the potential for ongoing growth.

### 1.2 The NCD Insights numbers

The statistical scale for all NCD Insights graphs is the same as the one used for the basic profile graph of the eight Quality Characteristics. Based on scientific research each quality is broken down into four categories which are computed from the pertinent items in the questionnaire. The results are standardized scores, not percentages, based upon a standardization for your country that is updated annually. The result for each area can be directly compared with the results for all other areas. The statistical model is as follows:

- The "average" church will score 50: above 50 means above average health and below 50 means below average health.
- 70% of churches score between 35 and 65.
- Scoring 65 or higher puts your church in the top 15% of churches. This shows a high degree of health.
- Scoring 35 or less places your church in the lowest 15% of churches.
- It is possible to get less than zero and more than 100.

### 1.3 Recognise strengths and weaknesses are relative

For a proper perspective on the health of individual scores, you must compare them with the results for the rest of the country and not just the other results in your profile. Do this using the scale on the left side of the page (see 1.2 above).

For example, you may score a 58 in the "Visitor Friendly Church" (sub-) category while all other results for Need-oriented Evangelism are over 65. On this comparison alone, you may conclude: "We are no good at being friendly with outsiders". A comparison with the rest of the country shows such a conclusion to be untrue.

### 1.4 Avoid trying to do your own calculations

It is not possible to average the results for (sub-)categories related to a quality characteristic and generate the overall result for that characteristic. There are two main reasons for this:

- The questions that are taken for each category are not disclosed.
- The results do not include the contributive weightings of each category towards the overall result for a characteristic.

### 1.5 Line graphs

Some graphs use a line format so it is easier to compare multiple profiles and identify trends. The lines connecting individual dot points are not statistically relevant.

### 1.6 Accuracy

Completed profiles are regularly added to the database in your country and a new national standardization is issued by NCD International every year. This ensures the ongoing statistical accuracy of all detailed analyses. The anonymity of the survey process also contributes to accuracy because respondents feel that they can say exactly what they think.



## 2. Getting the Most from NCD Insights

The principal function of NCD Insights is to help you accurately identify existing and potential barriers impeding healthy growth. NCD Insights appeals to a broad spectrum of local church leaders by providing a more detailed picture for each quality without distracting the viewer with individual questions.

### 2.1 Where to begin

The most helpful information regarding the key health issues is found in the following five pages:

- Cover page - containing summary information
- 'Quality Characteristic Current Profile'
- '[Minimum Factor] Current Profile'
- 'Current Highest 5'
- 'Current Lowest 5'

Having focused on the principal issues raised in these pages, particularly with respect to the Minimum Factor, the other graphs can be used to bring further insight to the information found on the above five pages and for addressing other specific ministry areas.

### 2.2 Suggested method of interpretation

The following is a proven method for interpretation. It involves placing individual results within the context of the whole profile and identifying unique issues by exploring connections between sub-categories.

1. *Look within a quality characteristic.* Examine the results for a quality characteristic and ask questions such as:

- "Why is this result high and that result high?"
- "Why is this result low and that result low?"
- "Why is this result low but that result high?"

2. *Look across quality characteristics.* Use these same questions to draw connections between results across quality characteristics, revealing issues and barriers not evident from looking at each quality characteristic on its own. (The graph 'Current Lowest 5' is helpful here.)

3. *Look for trends.* If the church has done two or more profiles, additional graphs are provided showing historical trends. These comparative graphs highlight:

- the immediate impact of actions taken to remove specific barriers;
- longer term barriers (e.g. cultural factors) not clearly evident in a single profile; and
- potential or emerging barriers.

4. *Look for strengths.* The 'Current Highest 5' graph highlights the five areas where the church is healthiest. Celebrate these and consider them in plans to address the Minimum Factor.

### 2.3 All activity impacts health

If you have done two or more profiles, NCD Insights shows you the effect on the church's health of all activity in the church since the previous profile, whether you actively addressed the Minimum Factor issues or not. The 'Change' charts, in particular the Highest 5 Changes Previous to Current and Lowest 5 Changes Previous to Current, are helpful in this regard.

### 2.4 Things to consider...

#### ...when looking at "Empowering Leadership"

- It is empowering leadership NOT empowering pastor. Each church has many layers of leadership including, but not limited to: pastor, staff, board, power brokers, etc.
- Don't evaluate your leaders based on what a book says a leader should be. Rather, consider their gifts and passions and try to slot them in positions that allow them to work in the areas of their strengths.



- Read Ephesians 4:11-13. Consider how your church and its leaders can better “build up the Body.”

#### ...when looking at “Gift-based Ministry”

- Gifts and talents are two different things. Gifts bring joy in service. Talents are just a skill that someone has. Sometimes gifts and talents are the same, many times they are not.
- Lack of involvement is different than lack of interest. Most people like to be asked to serve rather than just volunteer. How quickly does your church try to “plug in” new members?
- Read I Peter 4:10. What does this verse look like in your church. How can you do better?

#### ...when looking at “Passionate Spirituality”

- Relationships that aren’t growing are dying!
- Honestly look at your church and ask: “Do we consider the ‘rules’ of faith/church to be more important than our relationship with the Lord?”
- Is your church known in the community by what it stands for or by what it is against?
- Read Matthew 22:37. How can your church better live out this verse?

#### ...when looking at “Effective Structures”

- Structures are not sacred! They are only a means to an end. Constantly evaluate.
- It is not enough to start something that works, it must replicate.
- Don’t confuse meetings with ministry.
- Read Ephesians 4: 15-16. Does this sound like your church?

#### ...when looking at “Inspiring Worship Service”

- Church shouldn’t hurt!
- There is no “best kind of music.” Rather, one should ask, does the music in our service help us approach the living God?

- Performance vs. Participation. Are only a select few involved in the service? How can more of the congregation get involved?
- Tradition vs. Transformation. Try to honestly look at your service and ask yourself what elements of the service are done just because “we’ve always done it that way.”
- Read Psalm 122: 1. How much rejoicing do you see in your church?

#### ...when looking at “Holistic Small Groups”

- The term “small group” is not limited to the classic small group model. It could be any group where “holistic” needs are being met, such as a Sunday School class or a Ministry team.
- Effective small group ministries will serve as an entry point into the church for newcomers.
- Consider the relation this ministry has to other key areas in your church such as: passionate spirituality, need-oriented evangelism and loving relationships.
- Read Hebrews 10:24-25. Does this sound like your church? Why or why not?

#### ...when looking at “Need-oriented Evangelism”

- Does your church body match the makeup of the community it is in? People relate best to those most like themselves.
- Successful evangelism is culturally relevant.
- Build relationships first. People know when they are a project.
- Nothing beats genuine concern for your neighbors and their needs.
- Read I Corinthians 9:19-23. What does “need-oriented” look like in your community?



### **...when looking at "Loving Relationships"**

- Jesus said this was the most important commandment.
- Connected people are committed people.
- When needs are met, people want to serve.
- Encourage relationships across generational lines.
- Read John 13:35. How noticeable is your love?

### **3.1 Copyright**

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### **3.2 Presenting this report publicly**

You may screen this report directly through a data projector. Open the file in Acrobat Reader, Select the 'View' menu, then 'Full Screen'. Use the up and down arrows on your keyboard to select the desired graphs.

### **3.3 Confidentiality**

This report may only be used by the church whose data it contains or by the denominational leaders or the NCD coach who requested it on behalf of the church. Its contents are not to be revealed publicly without the express permission of the church concerned.

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### **3.6 Decisions based on this report**

The church whose data appears in this report has sole responsibility for:

- ensuring that the most up-to-date NCD Insights report is being used;
- determining who has access to it;
- ensuring that all who do have access read its contents accurately;
- all conclusions drawn from the report; and
- the consequences of actions taken as a result of drawing those conclusions.

### **4. Questions?**

If you have any questions, contact 1. your NCD Coach or 2. the person in your denomination or movement who has responsibility for NCD or 3. the person who supplied you with the NCD Survey results.

If this is not possible, contact the NCD National Partner in your country. Contact details can be found on the NCD International web site – [www.ncdnet.org](http://www.ncdnet.org)

At this web site you will also find:

- additional information about NCD resources, research and coaching
- NCD news, videos and case studies from around the world
- answers to frequently asked questions about NCD
- eNCDine - the Natural Church Development online magazine

Please do not directly contact the authors of NCD Insights or the Institute for Natural Church Development International. If your questions cannot be answered at the local level, they will be passed on by your NCD National Partner.

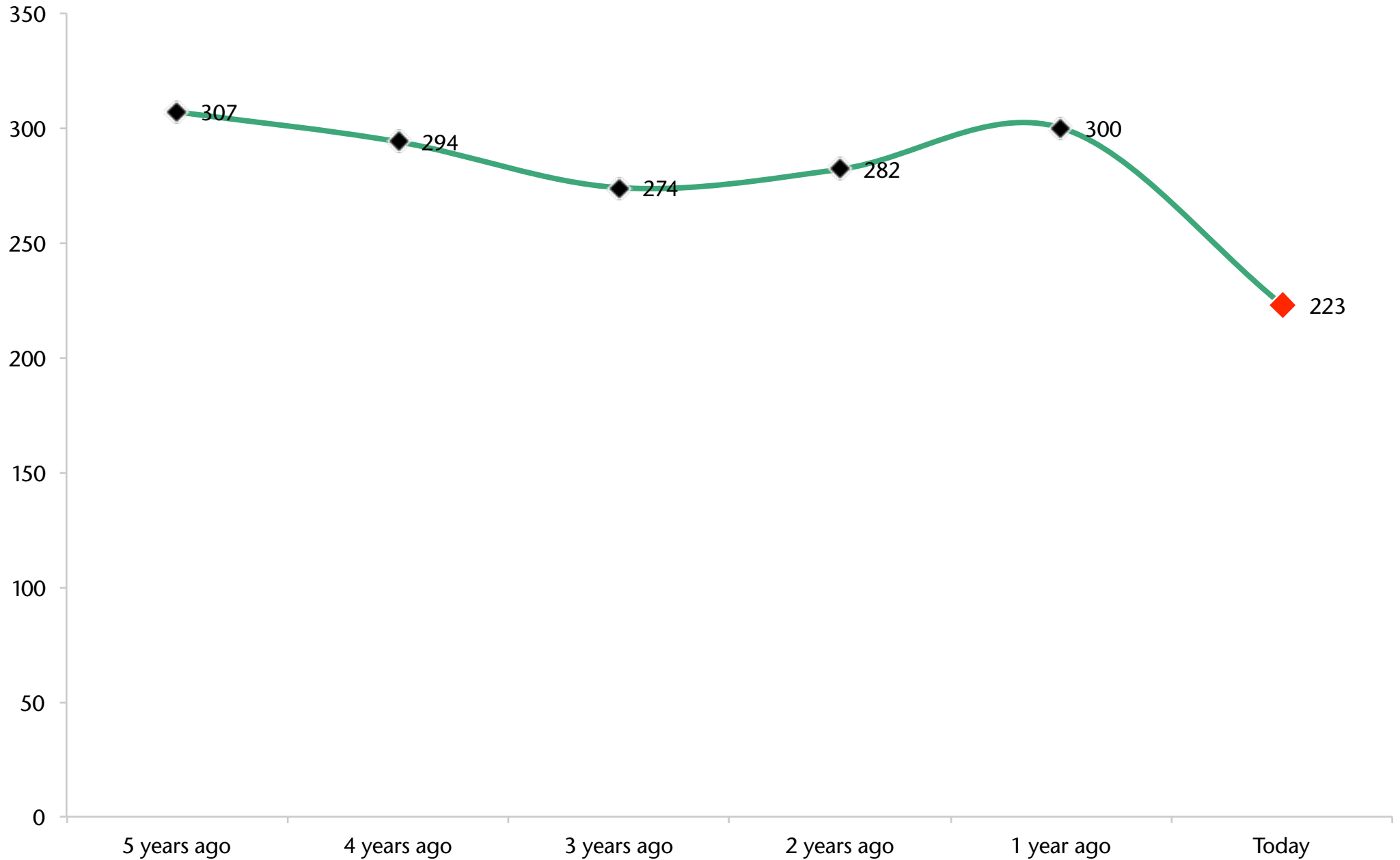
Should you require more than a brief consultation on the contents of this report, please be prepared to negotiate a fee for the services provided.

We trust that you and your church will be blessed as you use this NCD tool for releasing the potential for healthy, sustainable, 'all by itself' growth.

**The NCD International Team**



# Adult Attendance Growth

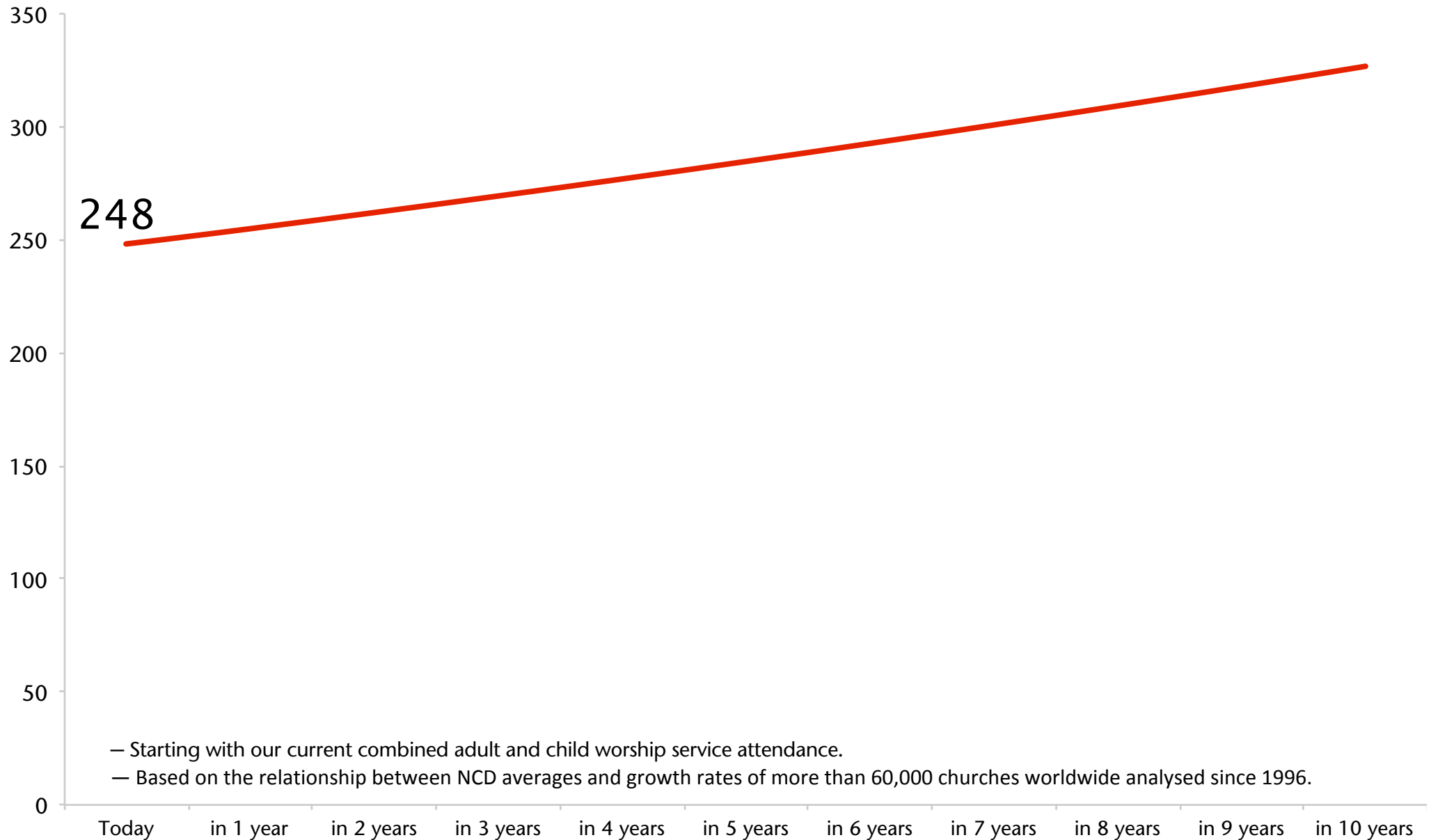




# Projected attendance growth

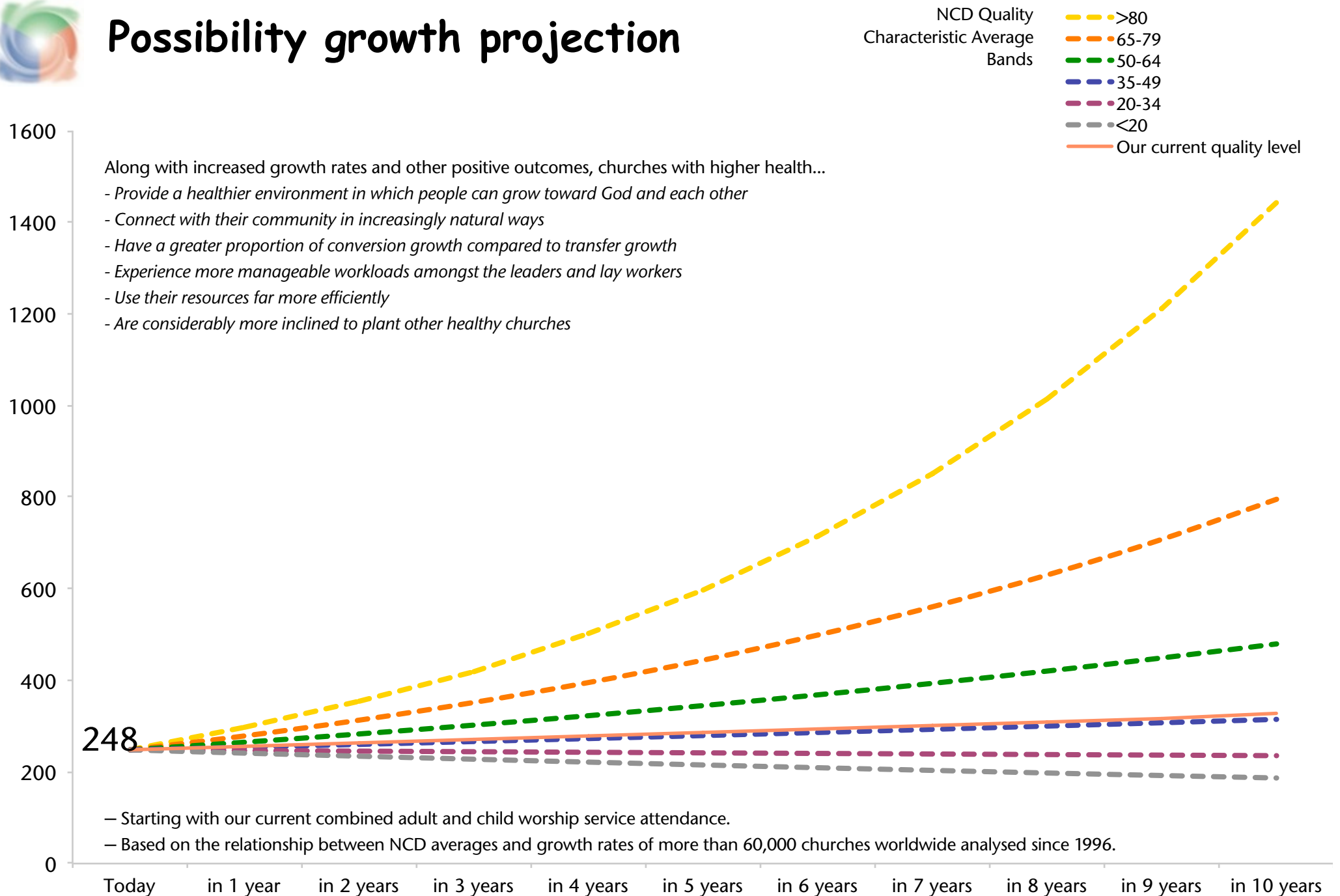
Based on our current survey average

— Current Profile





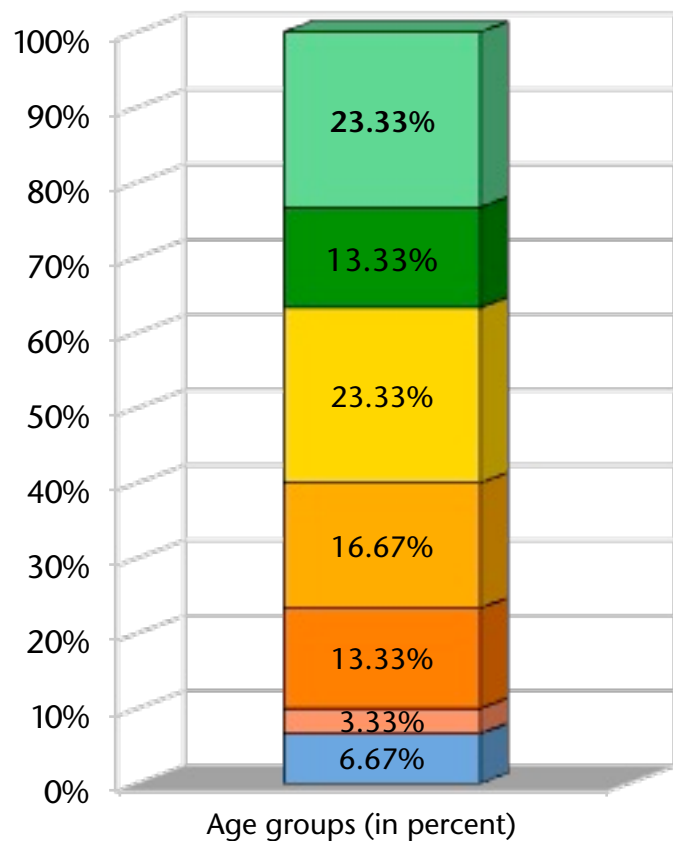
# Possibility growth projection



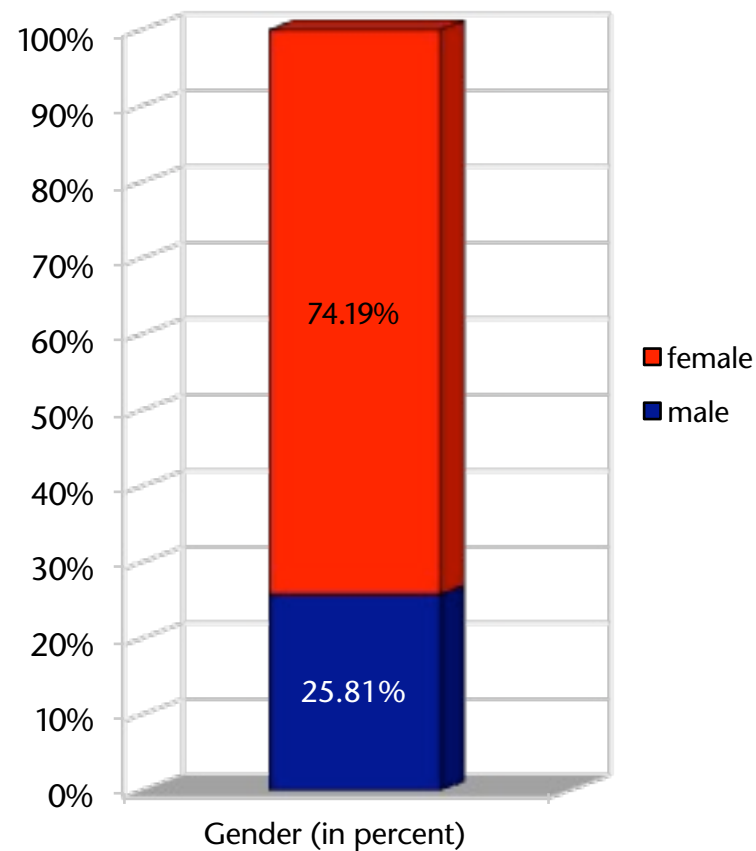




# Survey Participants by Age Groups and Gender

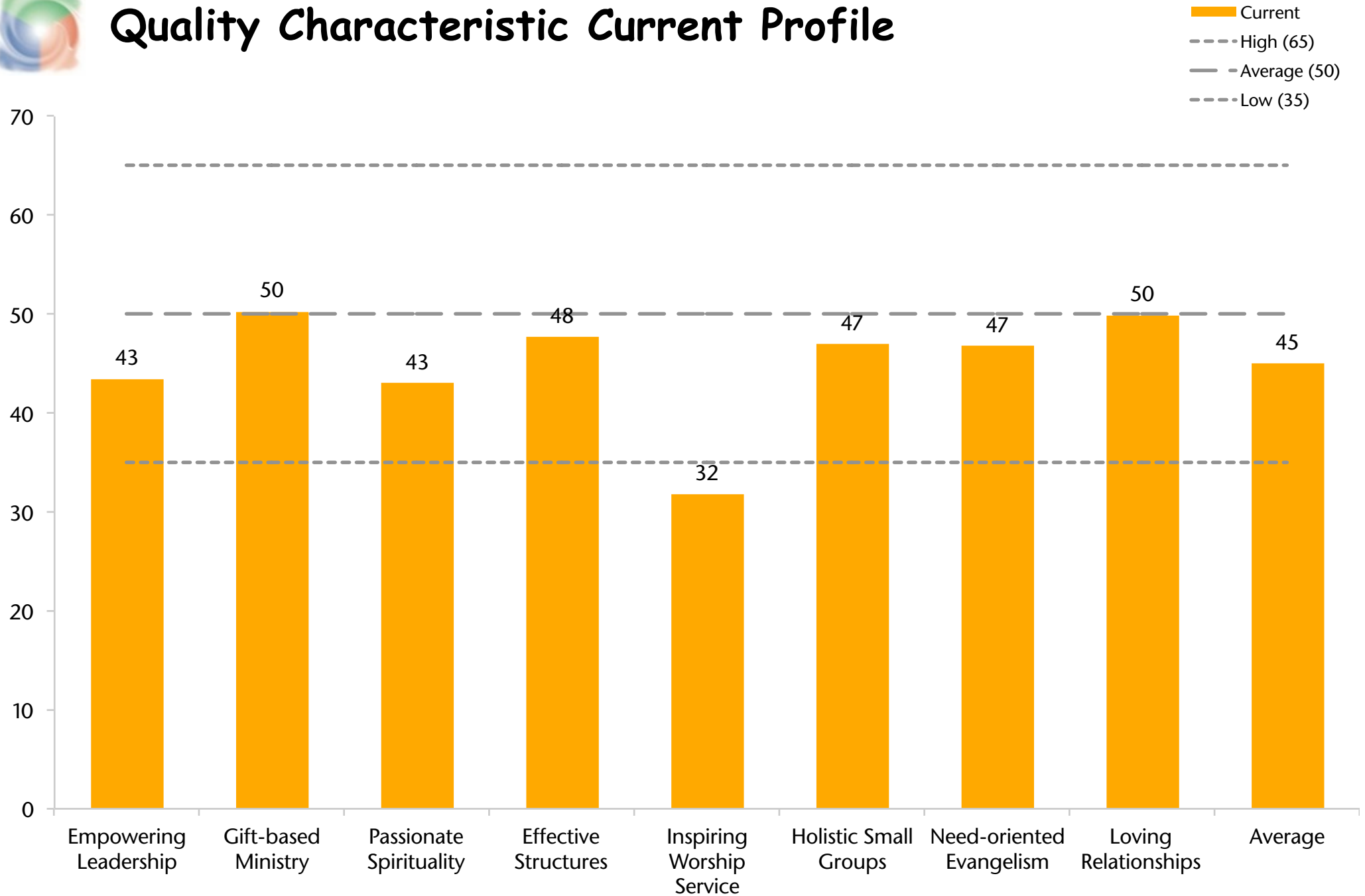


- 70+
- 61-70
- 51-60
- 41-50
- 31-40
- 21-30
- 20





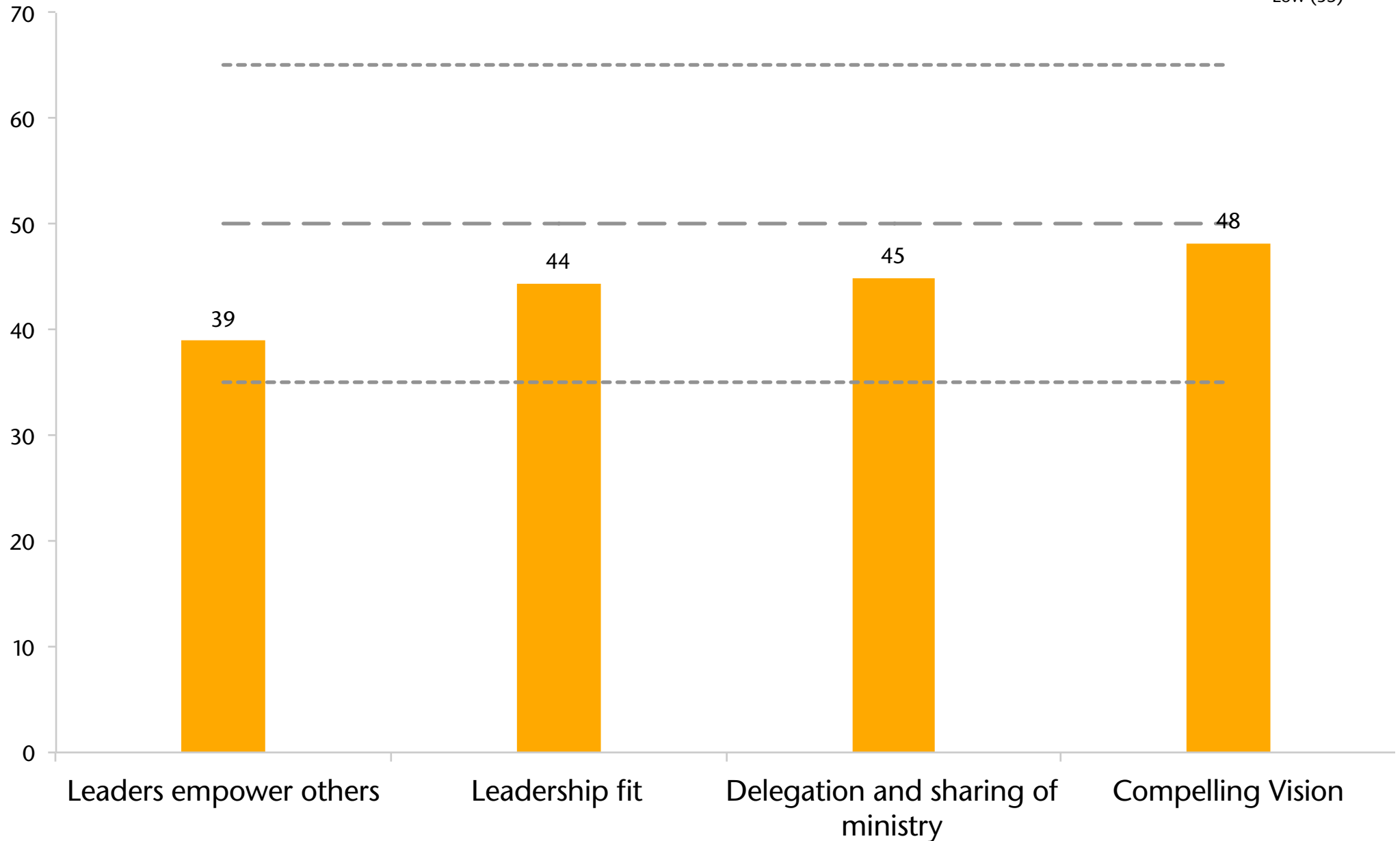
# Quality Characteristic Current Profile





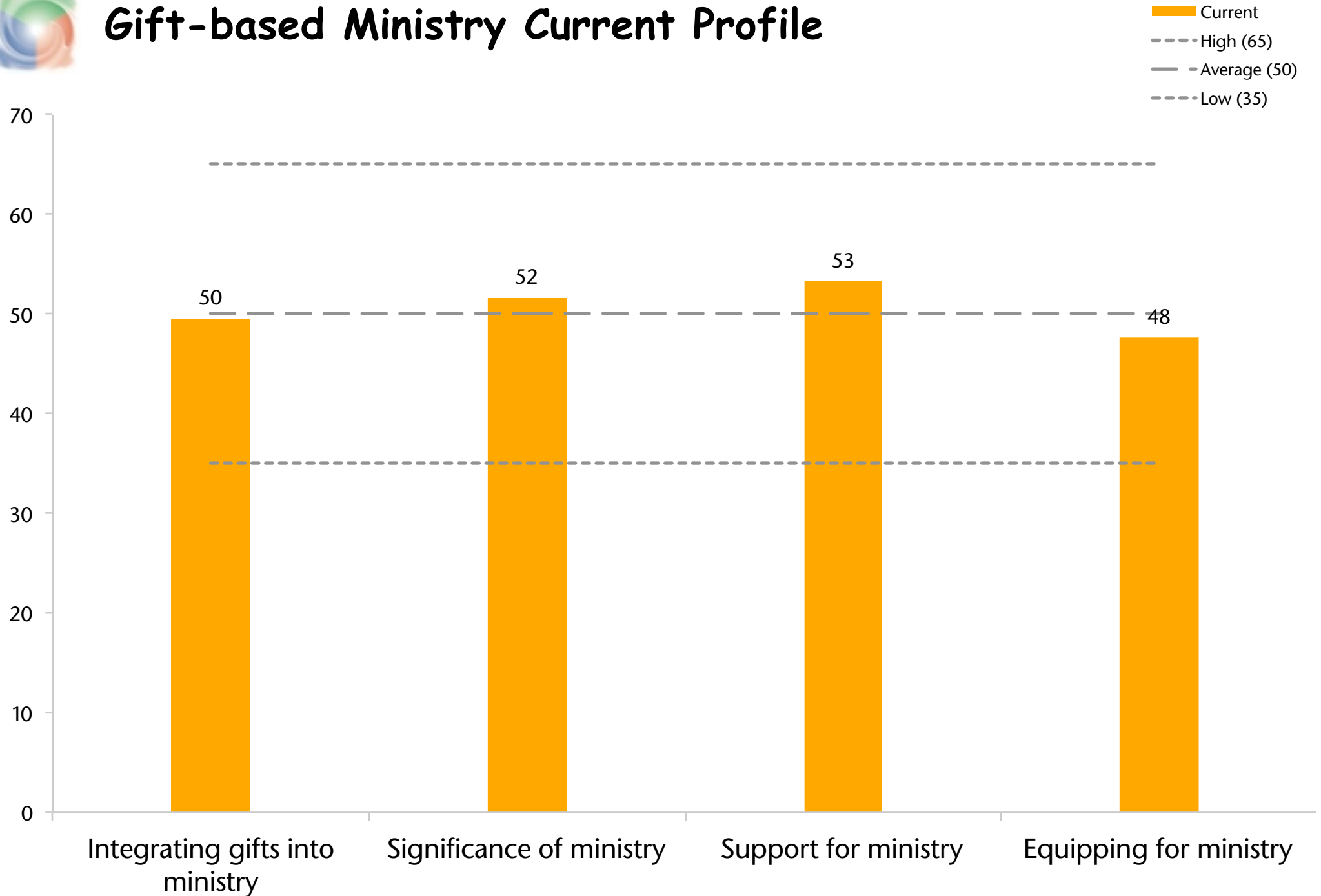
# Empowering Leadership Current Profile

Current  
High (65)  
Average (50)  
Low (35)



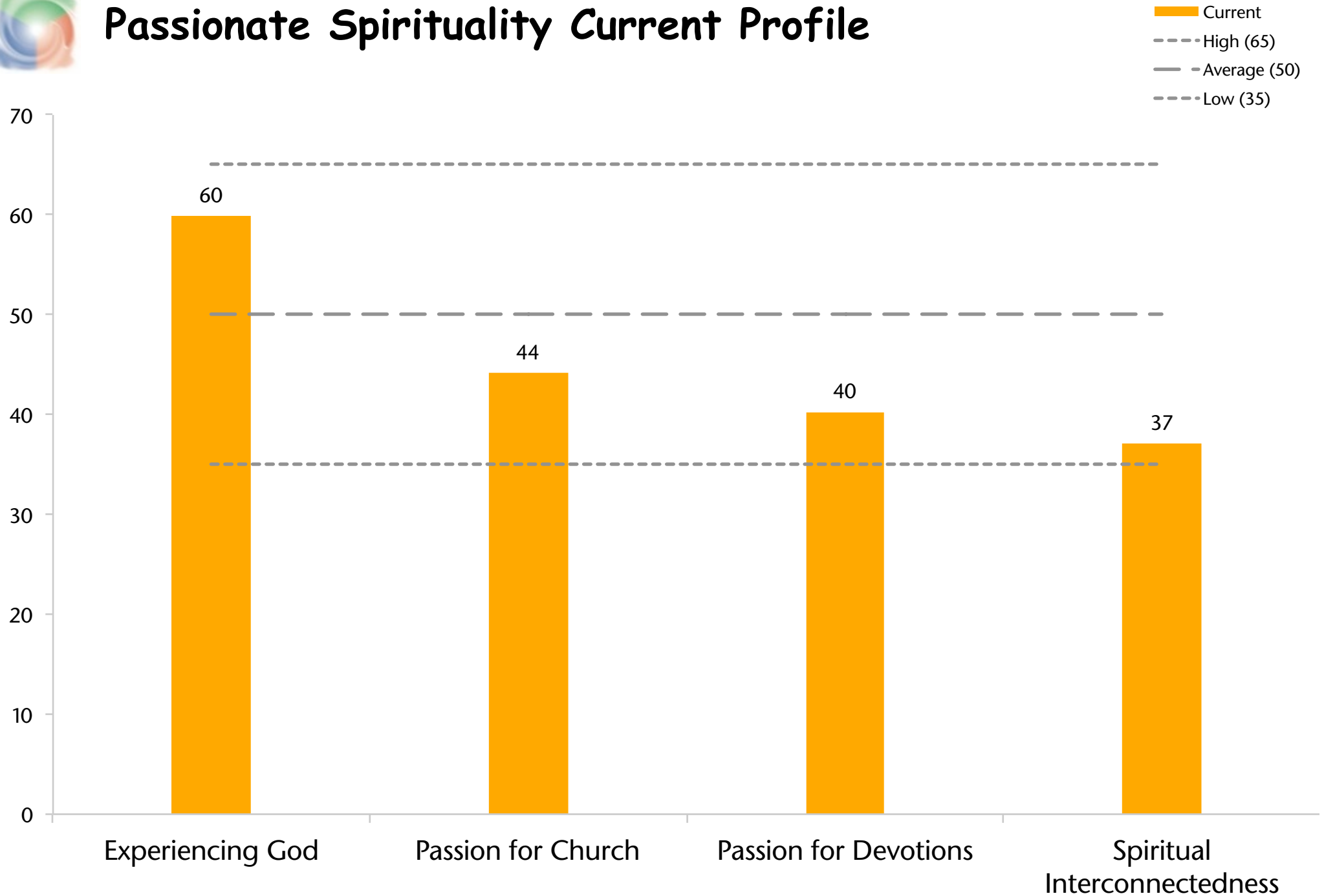


# Gift-based Ministry Current Profile





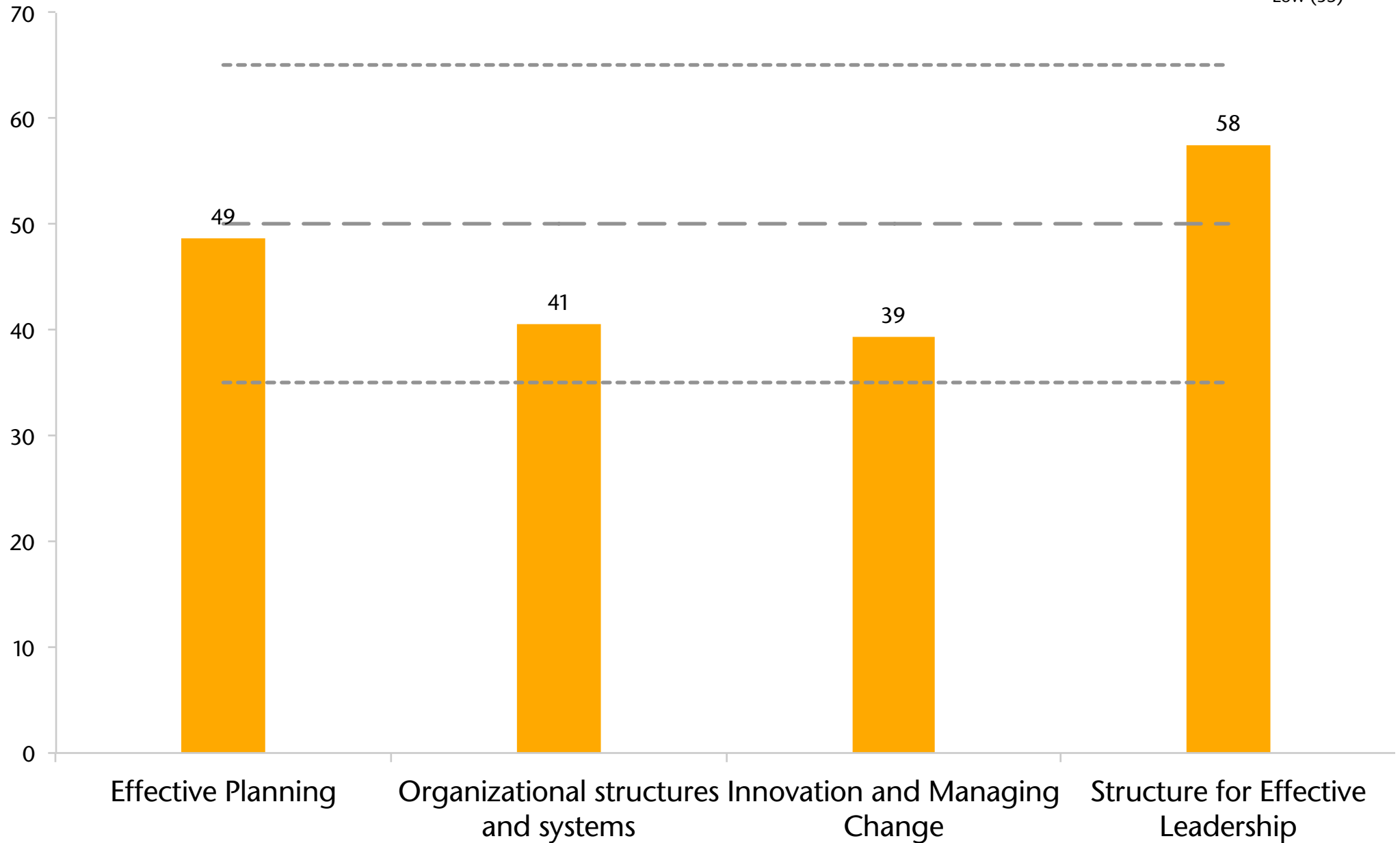
# Passionate Spirituality Current Profile





# Effective Structures Current Profile

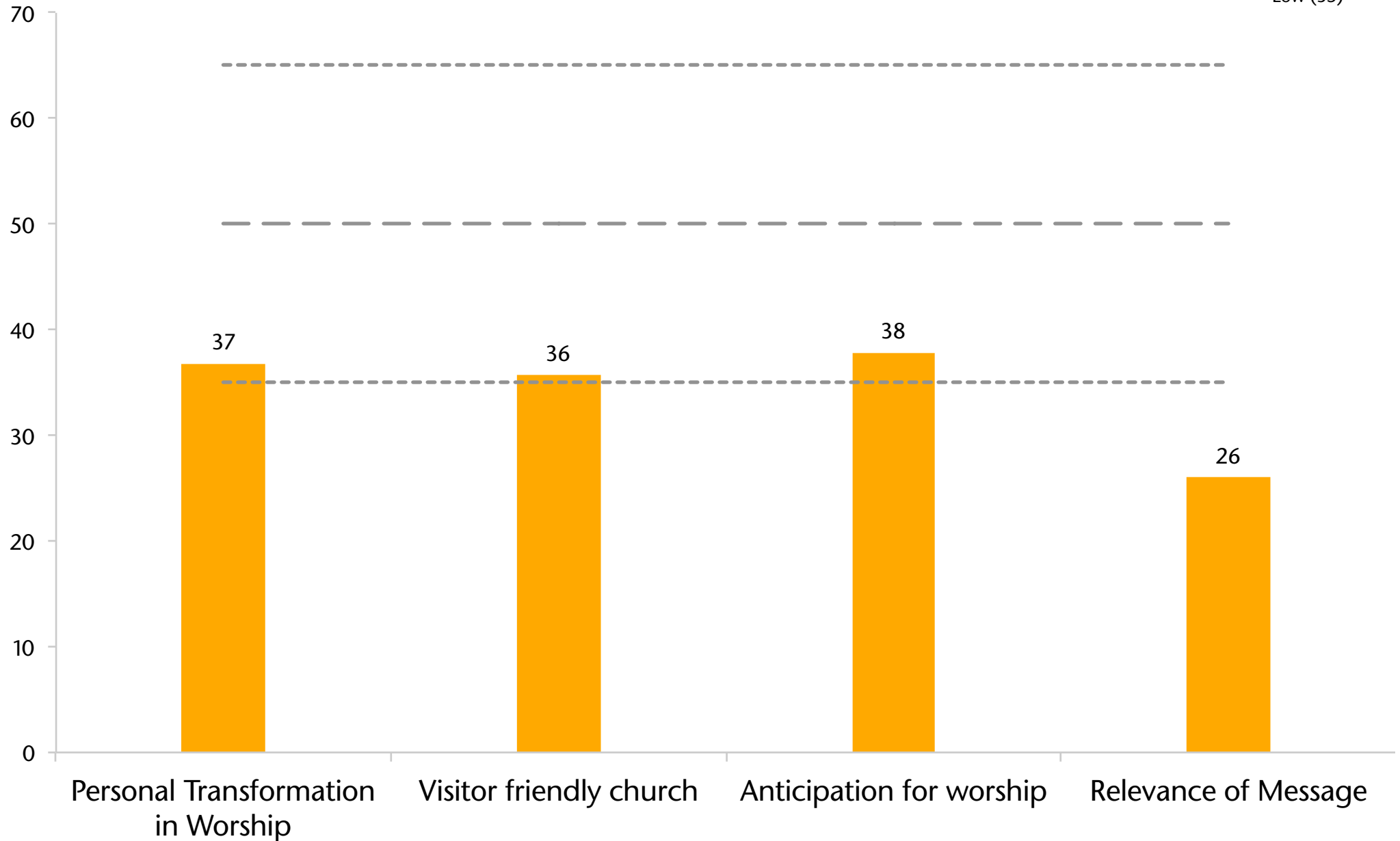
- Current
- High (65)
- Average (50)
- Low (35)





# Inspiring Worship Service Current Profile

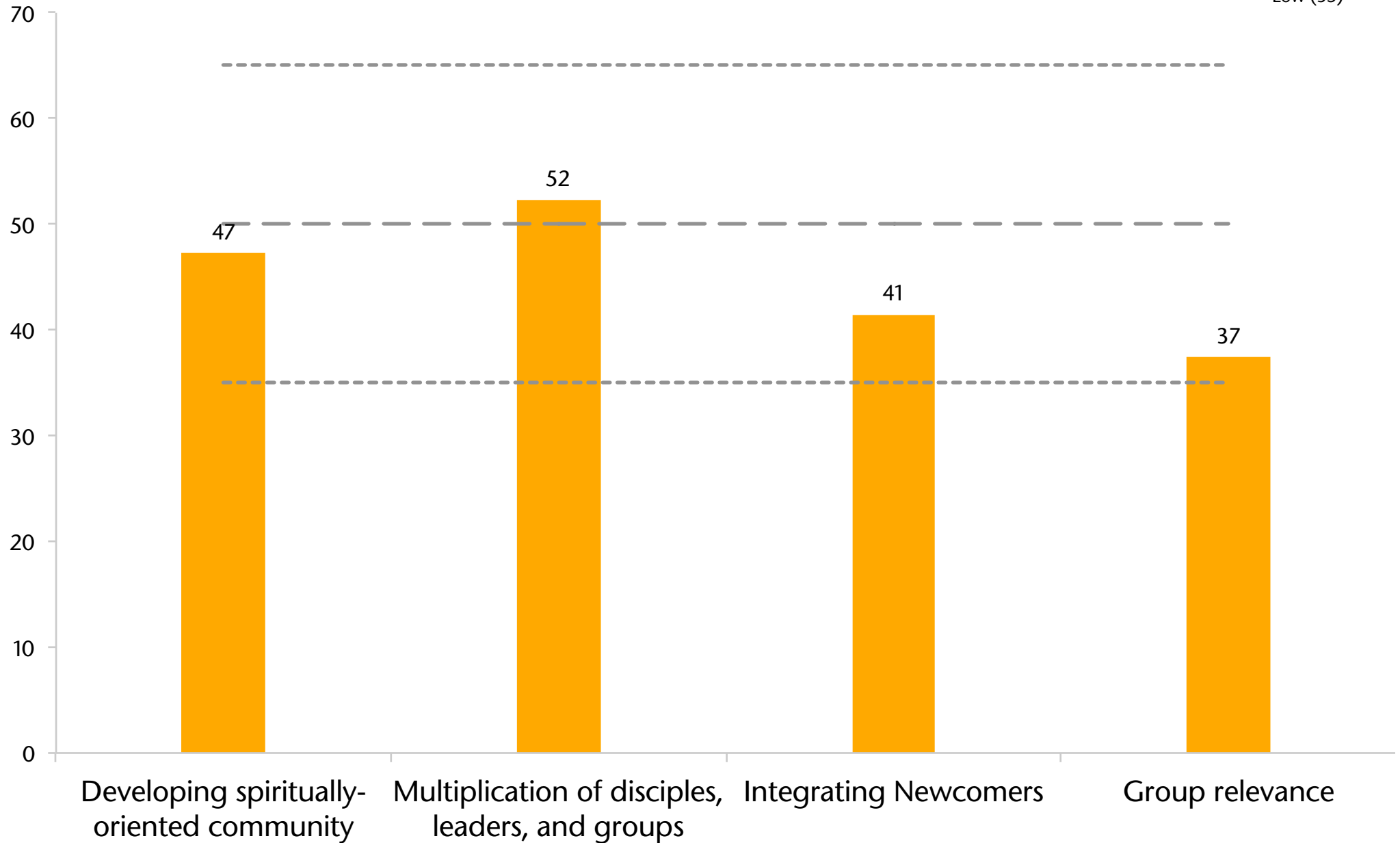
- Current
- High (65)
- Average (50)
- Low (35)





# Holistic Small Groups Current Profile

- Current
- High (65)
- Average (50)
- Low (35)

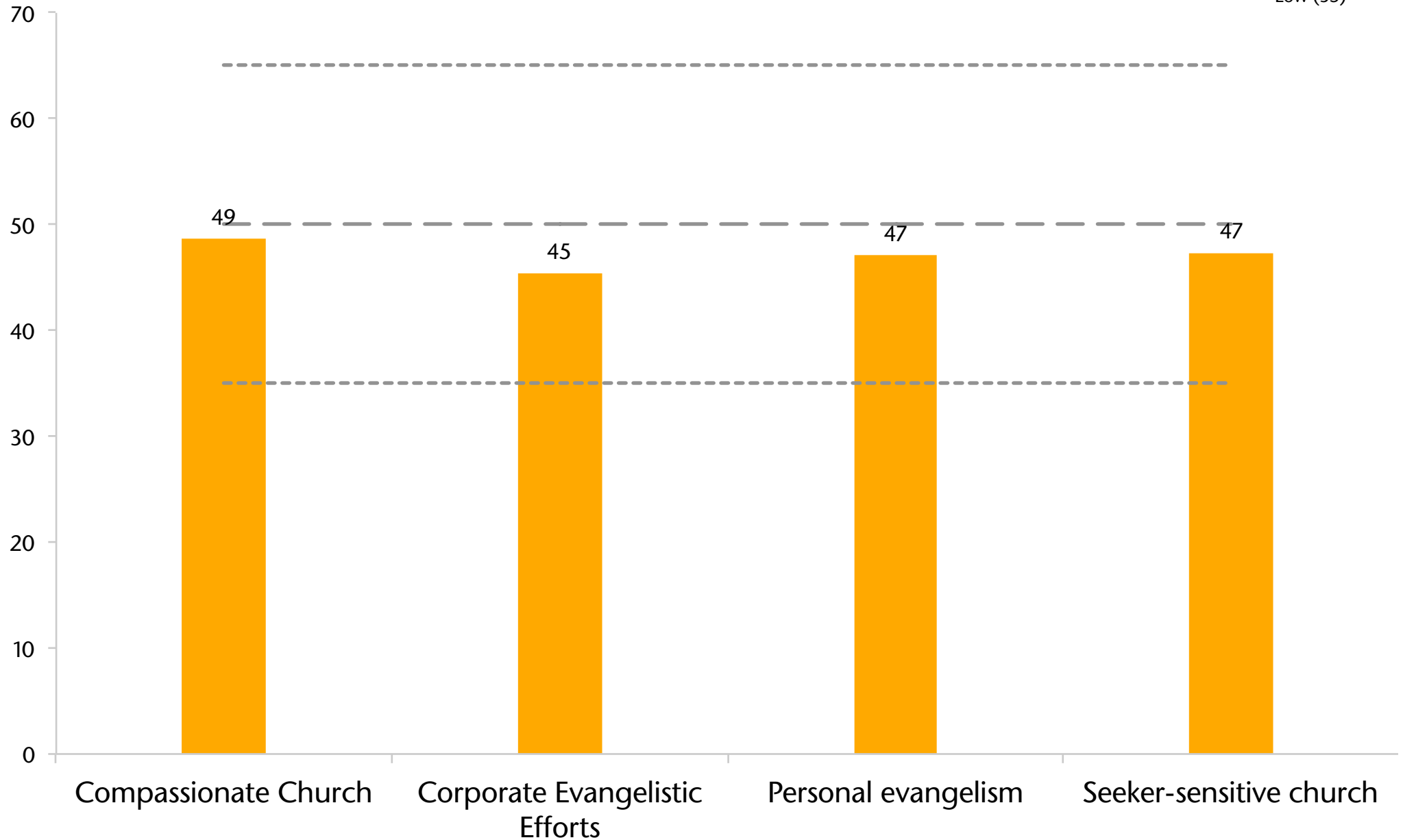






# Need-oriented Evangelism Current Profile

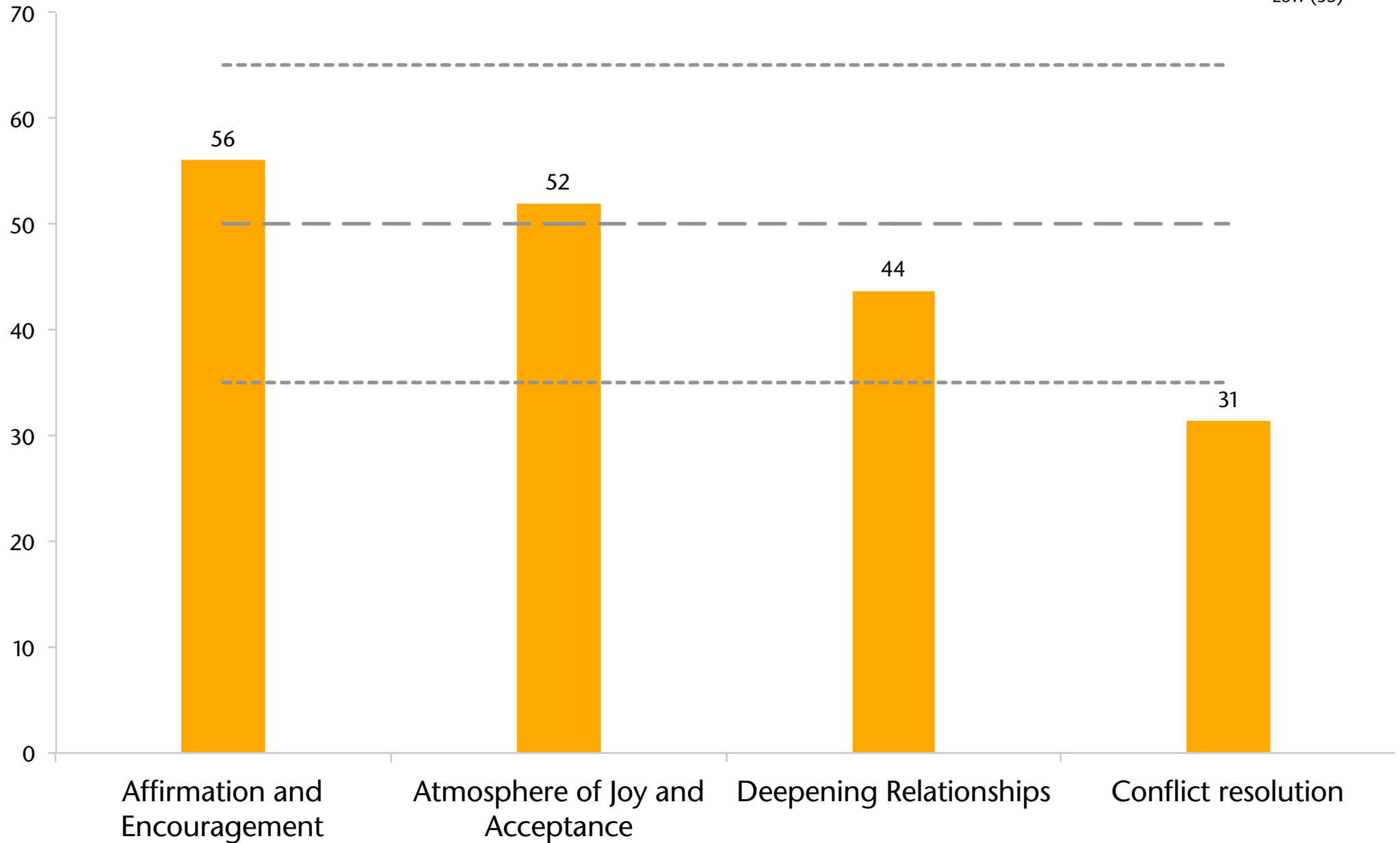
- Current
- High (65)
- Average (50)
- Low (35)





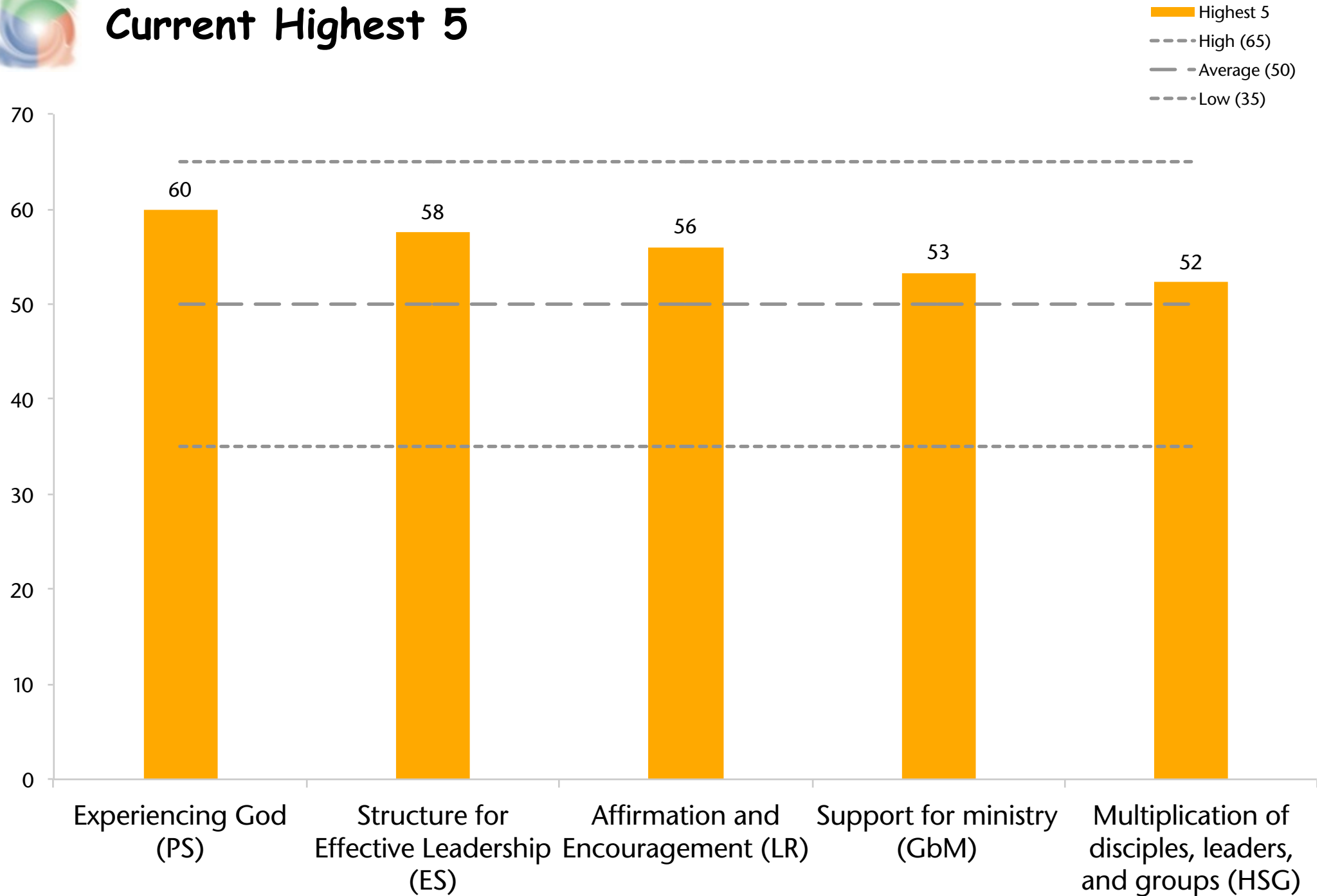
# Loving Relationships Current Profile

- Current
- High (65)
- Average (50)
- Low (35)





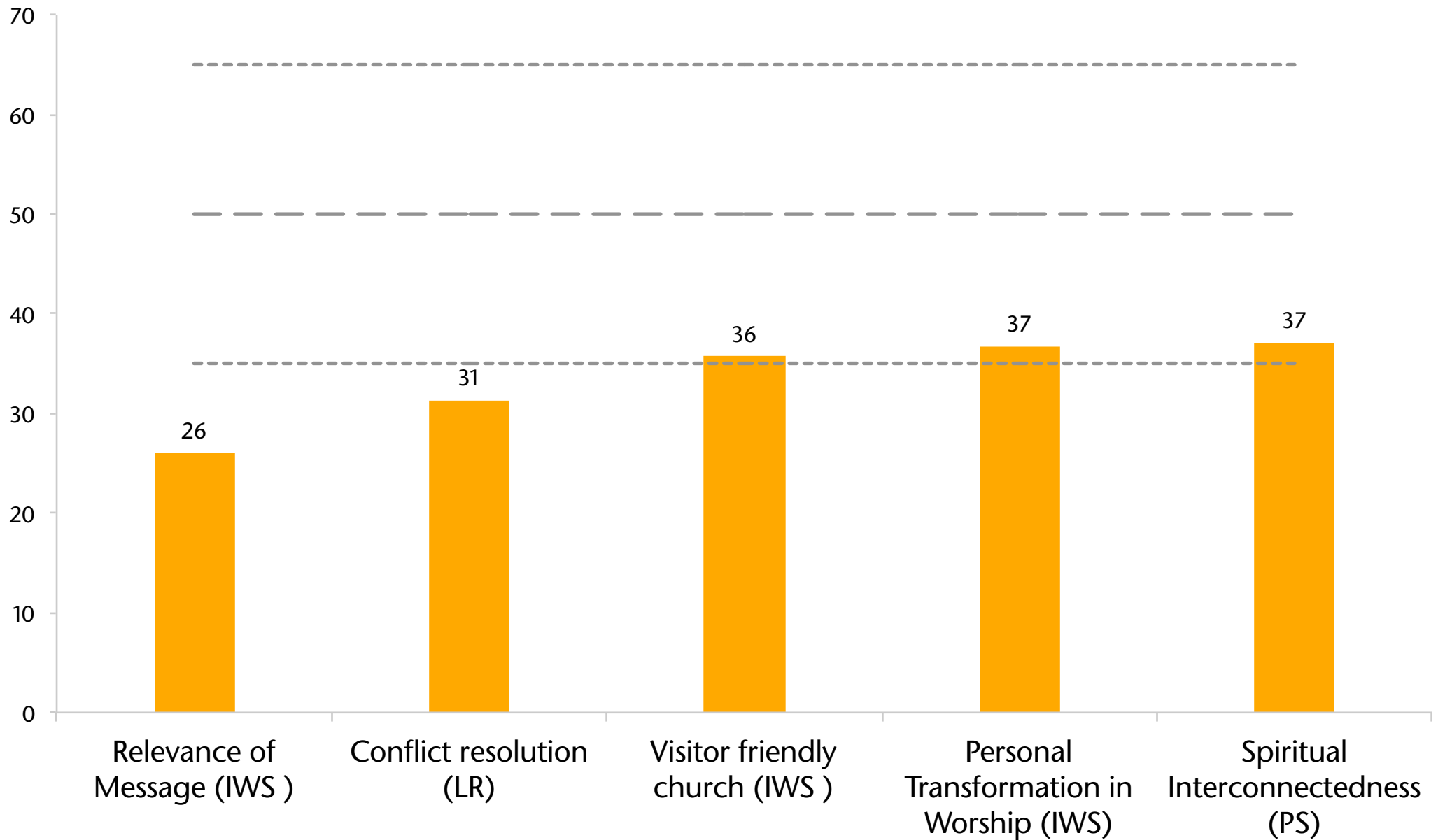
# Current Highest 5





# Current Lowest 5

- Lowest 5
- High (65)
- Average (50)
- Low (35)





### **Interested in more facts?**

Facts that shed light on the “inner fabric” of your ministry or work environment?  
Facts that provide you with a solid basis for sound strategic decision-making?

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We offer **custom research services** to support key leaders, decision makers, and researchers in Christian denominations and movements, ministries and organizations.

Our service includes:

- OQM and NCD database queries (with more than 65,000 NCD Surveys)
- Analysis of NCD and OQM Survey data in light of individual questions
- Research coaching and consulting
- Designing and implementing of research projects

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