

Assessment Results

Shepherd of the Hill
Lockport, IL
December 21, 2020



Living every day as disciples • waytolead.org



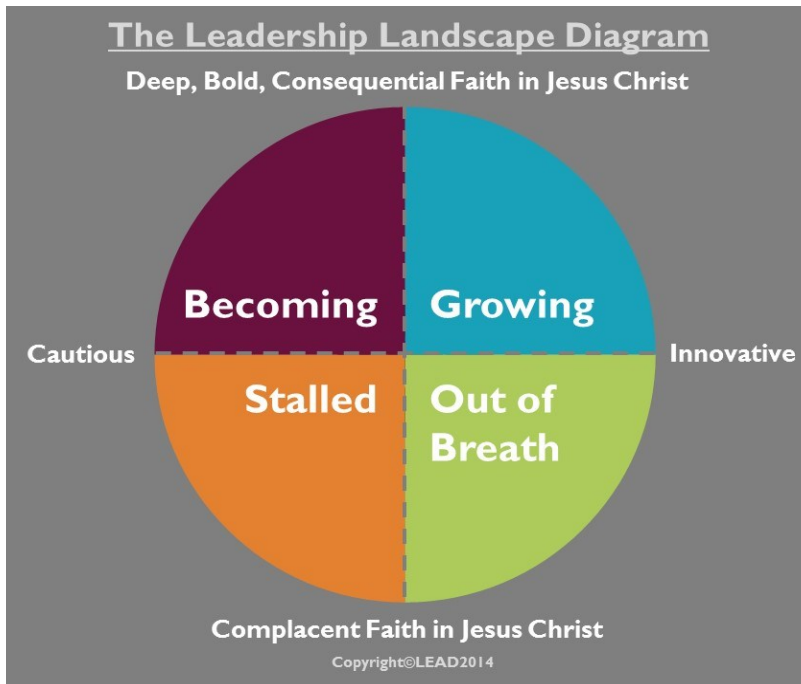
We believe that everyone and every congregation can grow, yet growth requires new behaviors.

LEAD understands growth as a choice that is motivated by the Holy Spirit stirring up communities through the actions of passionate leaders. These leaders have heard a call to serve and are responding by growing themselves and others for the sake of the Gospel of Jesus Christ. Built around The Disciple Frame of loving God with all our heart, soul, mind, and strength, and neighbor as ourselves (Mark 12:28-31), LEAD exists to grow leaders with a deep, bold, consequential faith in Jesus Christ. You can learn more at waytolead.org.

The Leadership Landscape

Based on the results of intentional listening to leaders in diverse faith communities, LEAD has created a Leadership Landscape with four quadrants formed by two axes:

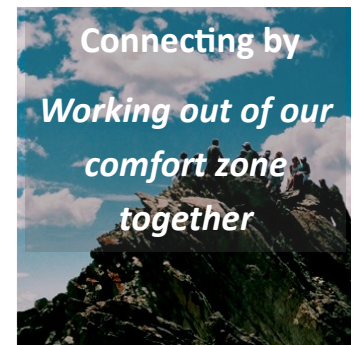
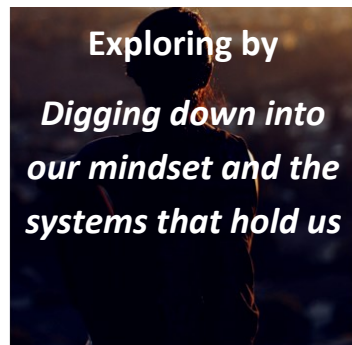
- ⊕ **The range between Deep, Bold, Consequential Faith in Jesus Christ and Complacent Faith in Jesus Christ.** This is not a judgment on faithfulness. It is a metric that gauges movement or faith practices as they are more or less shaping daily life. Ask, “How is faith being lived out?”
- ⊕ **The range between Innovative and Cautious.** This describes the willingness of faith communities to experiment, run pilot projects, try new ideas or test hunches compared with their need to maintain their prior ways of life. Ask, “Is there space to create?”



The Four Quadrants for Congregations on the Leadership Landscape:

- Growing** (Leadership Style: **Casting Vision**)
*Know purpose & values
 Engage in the community*
- Becoming** (Leadership Style: **Networking**)
*Discovering purpose
 Focus on the community*
- Out of Breath** (Leadership Style: **Consensus**)
*Abstract purpose
 Struggle to engage leaders*
- Stalled** (Leadership Style: **Authoritative**)
*Inward purpose
 Member-centric*

LEAD’s Four Growth Indicators as Vital Behaviors include new ways of being Christian community.



Demographics and Stakeholders

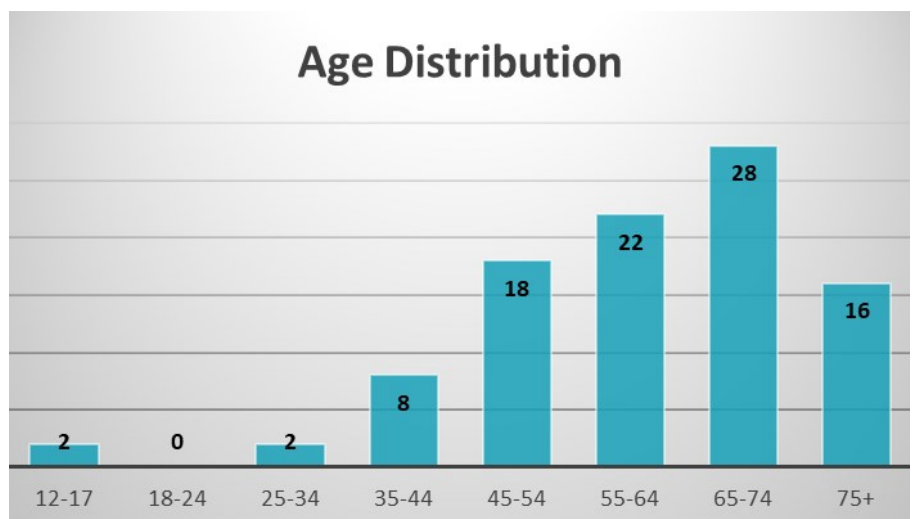
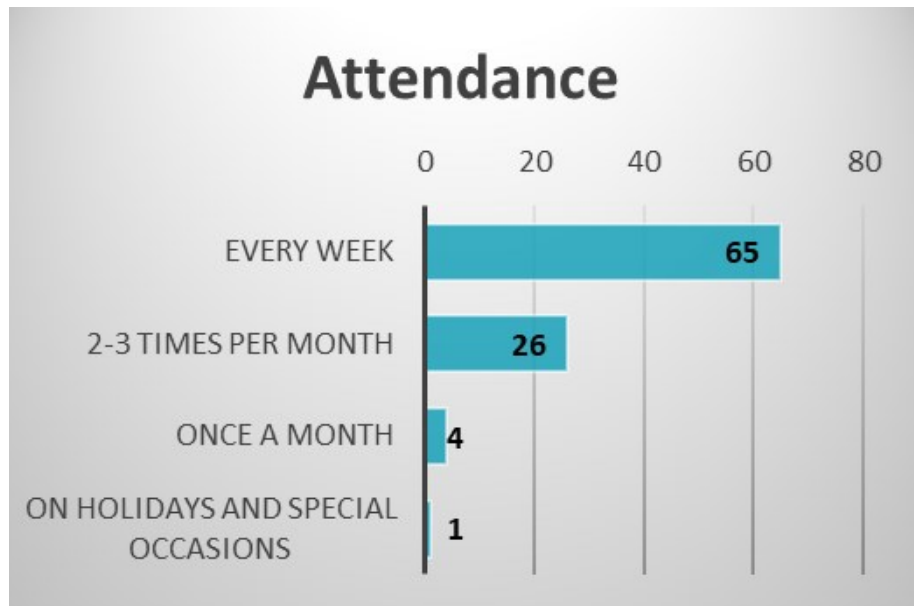
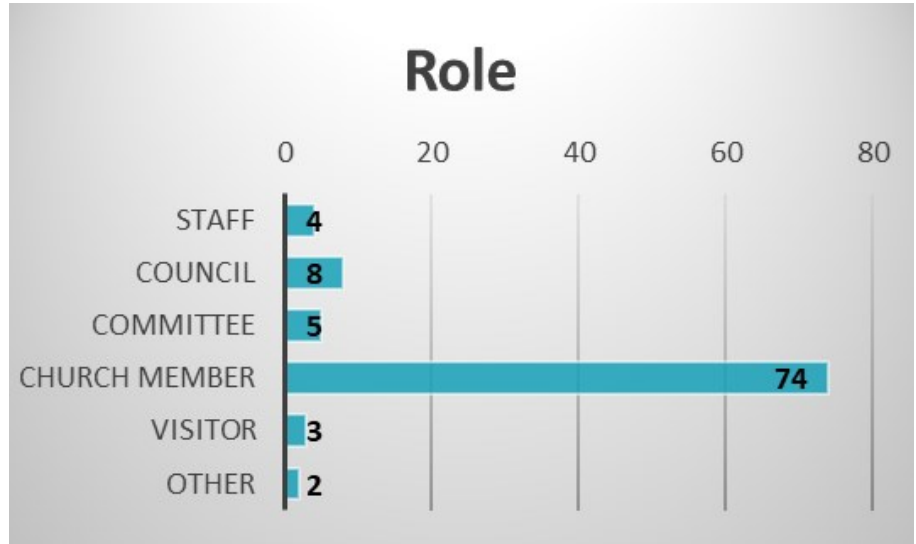
96 Total Participants

The LEAD Assessment offers leaders an opportunity to do two things:

- ⊕ **Discover the perspectives of those who are in the congregation**—the more people who take the assessment the more representative the results.
- ⊕ **Identify current and future stakeholders of the ministry**—this is an awareness of the people groups affected by the congregation's ministry or those that might be affected, even if they have not taken the assessment. Congregations with a healthy future understand that they must take both groups seriously.

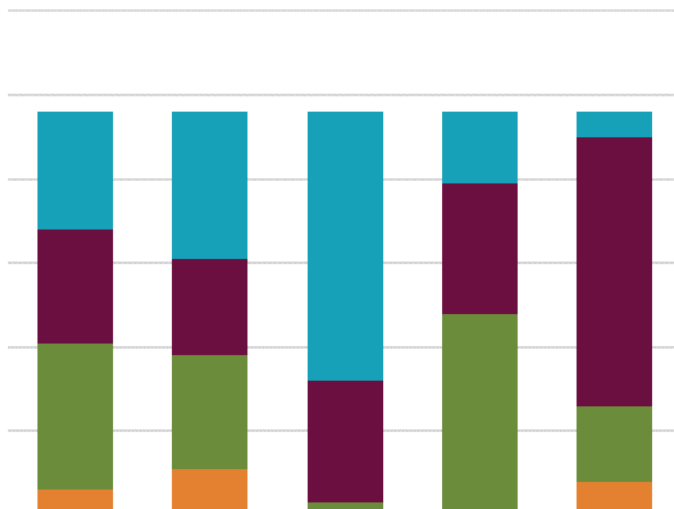
These questions are helpful as you reflect on the charts describing the demographics from your LEAD Assessment:

- ⊕ Do these demographics represent your congregation or are there voices that are missing from these numbers?
- ⊕ If there are voices missing, how do you think they would differ from those represented? How will you follow up with them?
- ⊕ How do these demographics relate to the demographics of your neighborhood?
- ⊕ What are your aspirational goals regarding congregational demographics?



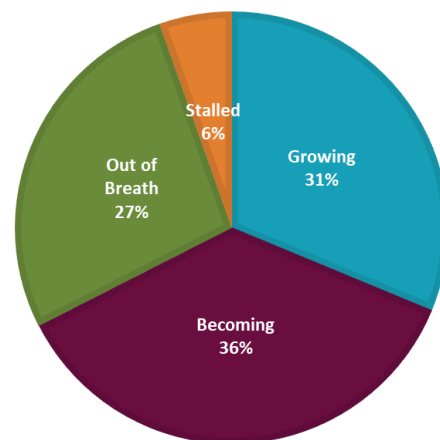
Growth Indicator for the vital behavior of LISTENING

LISTEN



	Q 1	Q 2	Q 3	Q 4	Q 5
Growing	28	35	64	17	6
Becoming	27	23	29	31	64
Out of Breath	35	27	2	48	18
Stalled	6	11	1	0	8

LISTEN

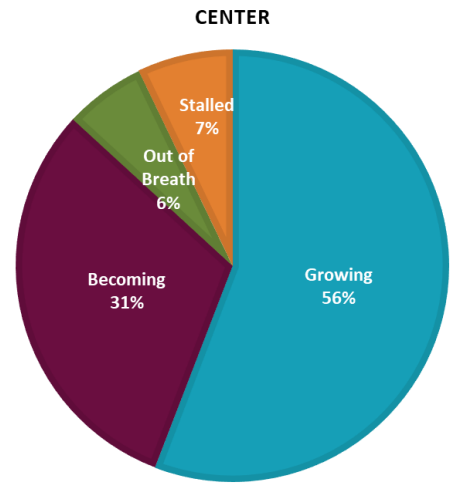
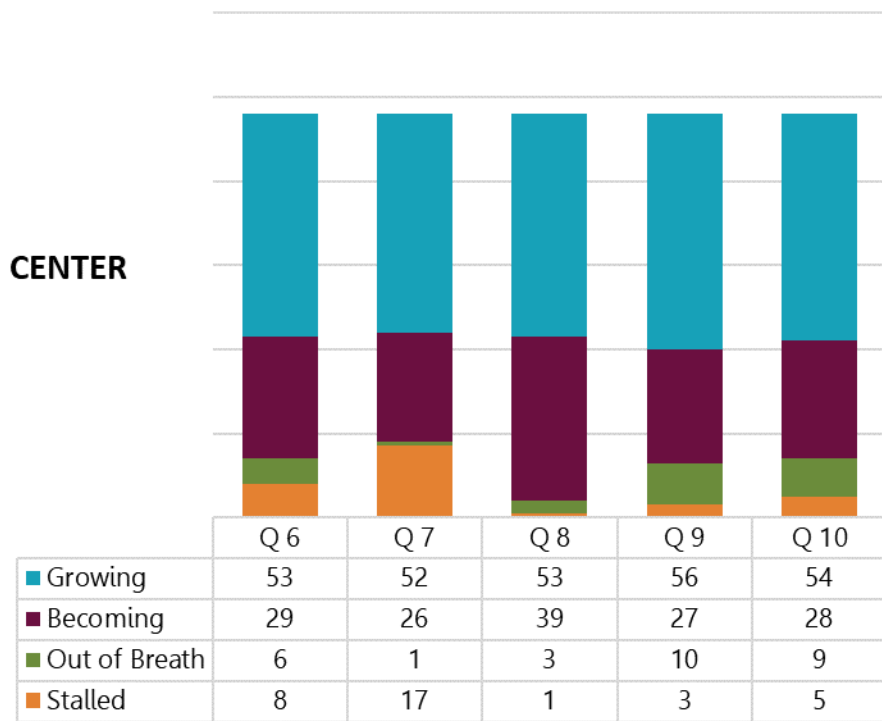


Outcomes for Listen:

- ⊕ Listen to God in scripture, in prayer, in the congregation, and in the neighborhood
- ⊕ Shift from inward to outward focus
- ⊕ Launch experiments with new learnings and partners

	Q1 - Our congregation's priority is to:	Q2 - The most meaningful way our congregation serves the community is:	Q3 - Currently, when responding to an identified need in the neighborhood:	Q4 - If our congregation disappeared tomorrow:	Q5 - When our congregation puts a team together:
Growing	support fairness and justice for all both locally and globally.	by actively listening to local needs to identify and solve problems.	members of our congregation meet regularly with community leaders to proactively partner on issues they identify.	it would be a crisis for our neighborhood.	we build a team with people from a wide variety of backgrounds who challenge each other's perspectives.
Becoming	serve our neighborhood.	by gathering volunteers to do service projects.	we see the problem but don't know how to respond.	future opportunities would be lost.	we invite the whole congregation to participate.
Out of Breath	care for our members.	by opening our building for others in the neighborhood to use.	we are too busy with congregational responsibilities to take action.	active members would be impacted.	we turn to the people we can trust and who we have worked with in the past.
Stalled	uphold our traditions and maintain our property.	by financially supporting established programs.	we prefer to focus on our members and look to others to solve the problem.	I'm not sure anyone would notice.	we create a committee to explore our options.

Growth Indicator for the vital behavior of CENTERING



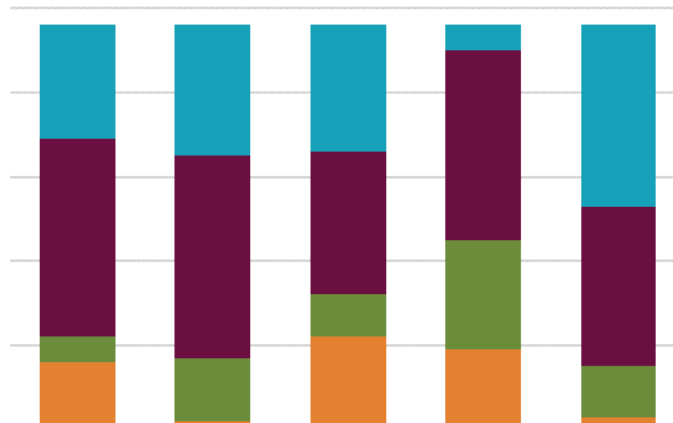
Outcomes for Center:

- ⊕ Clarify congregational purpose and values
- ⊕ Align congregation for mission
- ⊕ Articulate congregational identity

	Q6 - The purpose of our congregation:	Q7 - Our values:	Q8 - The worship experience in our congregation:	Q9 - My experience of God in the congregation:	Q10 - When it comes to sharing my faith:
Growing	extends into the neighborhood, guides important decisions, and sets priorities.	reflect our beliefs, are clear in our practices, and help us look beyond ourselves.	challenges me to grow deeper in my faith.	encourages me to learn more and deepen my daily faith practices.	I am comfortable sharing my story and God's story with others.
Becoming	is something we are working to define.	are being formed through intentional reflection and discussion.	inspires me.	invites me to explore spirituality more deeply.	I recognize I have a faith story but lack the language and confidence to share it.
Out of Breath	is important but hard to put into words.	are unclear and disconnected.	is not why I come to worship.	gets me through the week.	I'm uncomfortable talking about it with others.
Stalled	was established years ago.	are in line with our history and tradition.	frustrates me.	is less than I would hope.	I choose not to share it with others.

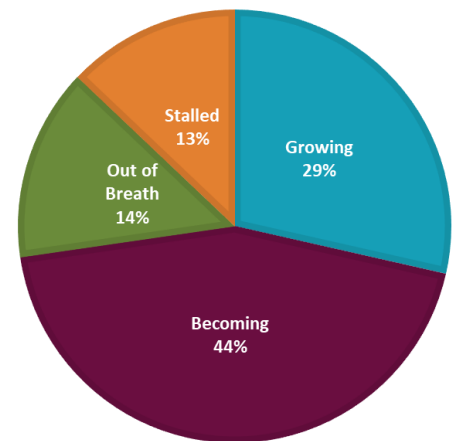
Growth Indicator for the vital behavior of EXPLORING

EXPLORE



	Q 11	Q 12	Q 13	Q 14	Q 15
■ Growing	27	31	30	6	43
■ Becoming	47	48	34	45	38
■ Out of Breath	6	15	10	26	12
■ Stalled	16	2	22	19	3

EXPLORE

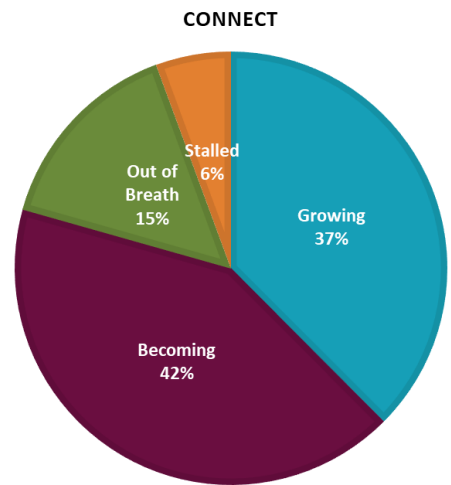
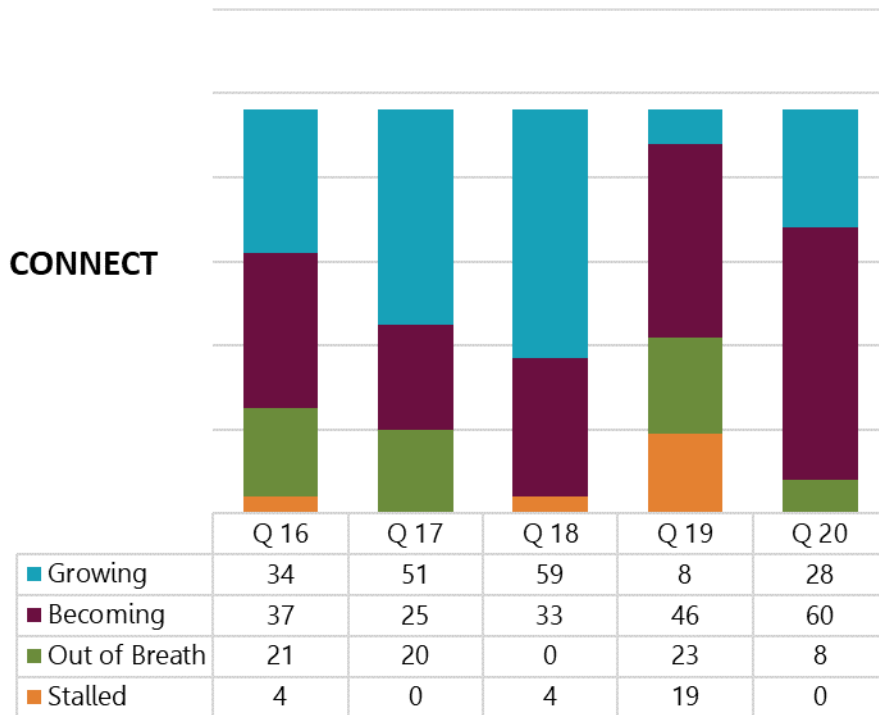


Outcomes for Explore:

- ⊕ Deepen Christian frame and theology through Bible Study
- ⊕ Streamline systems for strategic ministry, includes staffing and governance
- ⊕ Increase commitment and generosity

	Q11 - The culture of our congregation:	Q12 - People in our congregation:	Q13 - When we consider funding a new project:	Q14 - When it comes to finding leaders for ministry:	Q15 - When it comes to conflict, our congregation:
Growing	encourages me to ask hard questions about social and theological issues.	feel empowered to create new ministries aligned with the core values of the church.	we challenge people in their faith, inspiring generosity.	we have a system for training and supporting people.	manages disagreement in a healthy way; it is part of growth.
Becoming	invites me to wonder about faith and life.	feel open to exploring new opportunities but aren't quite sure how to make that happen.	we look for ways to raise funds to make it happen.	we encourage new leadership.	is learning to have hard conversations about difficult topics.
Out of Breath	doesn't challenge my way of thinking.	feel like they need approval by committees, council and / or staff before offering new experiences.	our first concern is the impact on the budget.	we struggle to find new people.	chooses not to address the issue and tries to avoid upsetting people.
Stalled	aligns with my way of thinking.	feel like nothing is going to change; things are just the way they are.	we question whether it is necessary and refer it to council.	we rely on our established leaders.	has a tradition of internal arguing and taking sides.

Growth Indicator for the vital behavior of CONNECTING



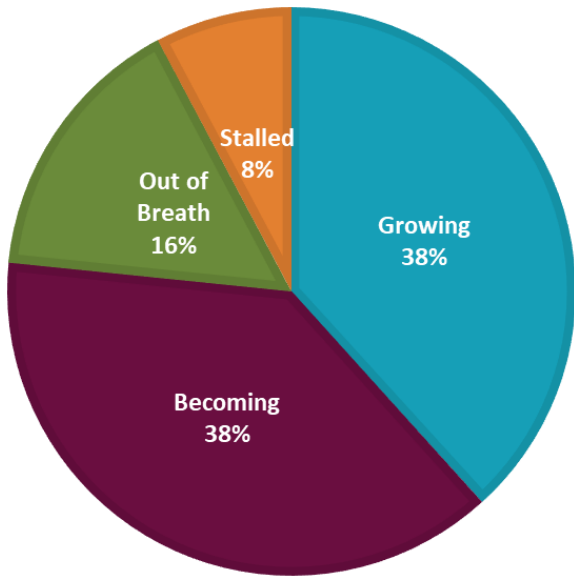
Outcomes for Connect:

- ⊕ Create trust to extend hospitality with openness for diversity
- ⊕ Expand comfort zone through strong relational connections
- ⊕ Tell the congregation's story through effective communication

	Q16- Within our congregation:	Q17 - Faith formation in our congregation:	Q18 - Parents with children and babies are:	Q19 - When it comes to welcoming visitors:	Q20 - In response to the changes in our world and growing awareness of diversity in race, sexual orientation, socioeconomic status, and more, our congregation:
Growing	we encourage and offer cross-generational opportunities.	provides a safe space for all ages to share faith questions and doubts without judgment.	important and included in the worshiping community.	we have a strategy for hospitality throughout our ministry.	values this diversity and embraces both the strengths and the challenges that differing worldviews bring.
Becoming	we are interested in helping the generations get to know each other.	provides children and youth with a variety of learning opportunities.	welcome at church.	we greet them warmly and try to meet their needs.	is learning to welcome this diversity and exploring relationships with people different from ourselves.
Out of Breath	people in other generations don't really know or understand each other.	struggles to maintain the existing programs.	not given any special attention.	we have ushers and greeters who see this as their role.	is not sure how to deal with this diversity and uncertain about engaging with people different from ourselves.
Stalled	only a few generations are represented.	is a low priority.	unlikely to be at church.	we don't have a specific plan in place.	is uncomfortable with diversity and would prefer to have a single worldview represented at church.

Shepherd of the Hill Lutheran Overall: Becoming

OVERALL



BECOMING Congregations are *leading to live*

- ⊕ Discovering their purpose and values
- ⊕ Learning to be community-centric
- ⊕ Have highly committed leaders
- ⊕ Worship and music may be indigenous to the community
- ⊕ Vision leads finances and staffing, governance is missional

Leadership Style: Networking

Indicator	To grow, Becoming need:
Listen	Deeper understanding of neighborhood
Center	Clear purpose and values
Explore	Financial partners, visionary governance, places for people of all ages to deepen learning
Connect	To expand skills for leaders, build trust, create places for belonging

NEXT STEPS: The following LEAD resources are recommended for your congregation.

The Tune In Process	<ul style="list-style-type: none"> ⊕ Listen to God in scripture, in prayer, in the congregation, and in the neighborhood ⊕ Clarity on how the congregation is called to participate in God’s mission ⊕ Launch experiments with new learnings and partners 	✓
The Wake Up Process	<ul style="list-style-type: none"> ⊕ Clarity of congregational purpose and core values ⊕ Alignment within congregation for mission ⊕ Articulate congregational identity 	
The Dig Down Process	<ul style="list-style-type: none"> ⊕ Deepening theology ⊕ Streamlining systems for strategic ministry including staffing and governance ⊕ Increased commitment and generosity 	
The Work Out Process	<ul style="list-style-type: none"> ⊕ Create trust to extend hospitality with openness for diversity ⊕ Understand history and memories for widening relationship circles ⊕ Expand comfort zones exploring faith, intersectionality, and diversity 	
The Annual Roadmap	<ul style="list-style-type: none"> ⊕ Develop an annual plan for participating in God’s in mission ⊕ Includes all the resources needed to host an effective council / staff weekend retreat 	✓
Coaching	<ul style="list-style-type: none"> ⊕ Individual or cohort coaching ⊕ Congregational coaching for strategic goals or an intentional LEAD Journey 	✓
10 Minute Toolbox	<ul style="list-style-type: none"> ⊕ FREE video resources for council, staff, ministry leaders ⊕ Address both technical and adaptive challenges ⊕ New video added each month 	✓