

# MAP<sup>®</sup>

## MISSIONAL ASSESSMENT PROFILE

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A measurement of your congregation's  
impact, effectiveness, and potential

# MAP<sup>®</sup>

## MISSIONAL ASSESSMENT PROFILE

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- This is the beginning of discovery and discernment, not the end of it
- It is not designed to tell you what to do, but to see where energy and resources can be more effectively placed
- This is an assessment of both your ministries current state and the perceptions of those who engage with it, not a judgment of it

# CONGREGATIONAL DATA

**Name and Address of Congregation:**

FaithPoint Lutheran Church

**Name of Middle Judicatory:** LCMC Synod

**Community Context:** Urban

**Total Membership of Congregation:** 950

**Average Weekly Worship Attendance:** 238

**Annual Budget:** \$300,000

**Active Giving Units:** 285

# THE MAP. RESPONDENTS

**Total Respondent Base      153**

## **Age**

Under 35	11%
35 - 54	63%
55 - 74	21%
75 and Over	4%

## **Children Under 18 in Household**

Yes	67%
No	33%

# THE MAP RESPONDENTS

## Tenure at the Congregation

Under 6 Years: 74%

6 -10 Years: 15%

10 Years or More: 11%

## Education Level

Less than a high school diploma 0%

A high school diploma 7%

Some college or vocational training 29%

A college degree 46%

A graduate degree 18%

# THE MAP RESPONDENTS

## Attendance

Nearly every week	58%
Once or twice per month	34%
Once or twice every few months	7%
Only on special occasions	1%
Hardly ever	1%

## Distance to Church

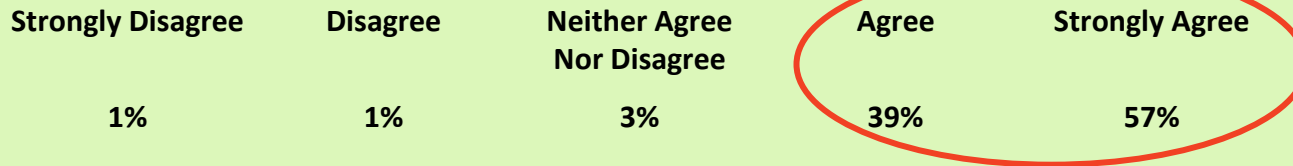
Less than 1 mile	11%
1 to 2 miles	31%
3 to 5 miles	24%
6 to 10 miles	21%
More than 10 miles	13%

# THE MAP LOGIC

EXAMPLES ONLY  
(NOT ACTUAL DATA)

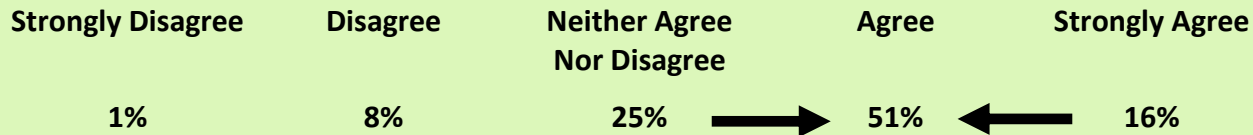
## Looks for strong affirmation

I believe that God is active in the world today.



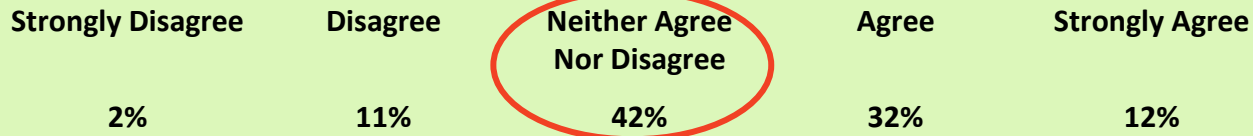
## Measures the direction

I like telling others about what is going on at this congregation.



## Pays attention to the undecided

I enjoy inviting people I know to worship at this congregation.

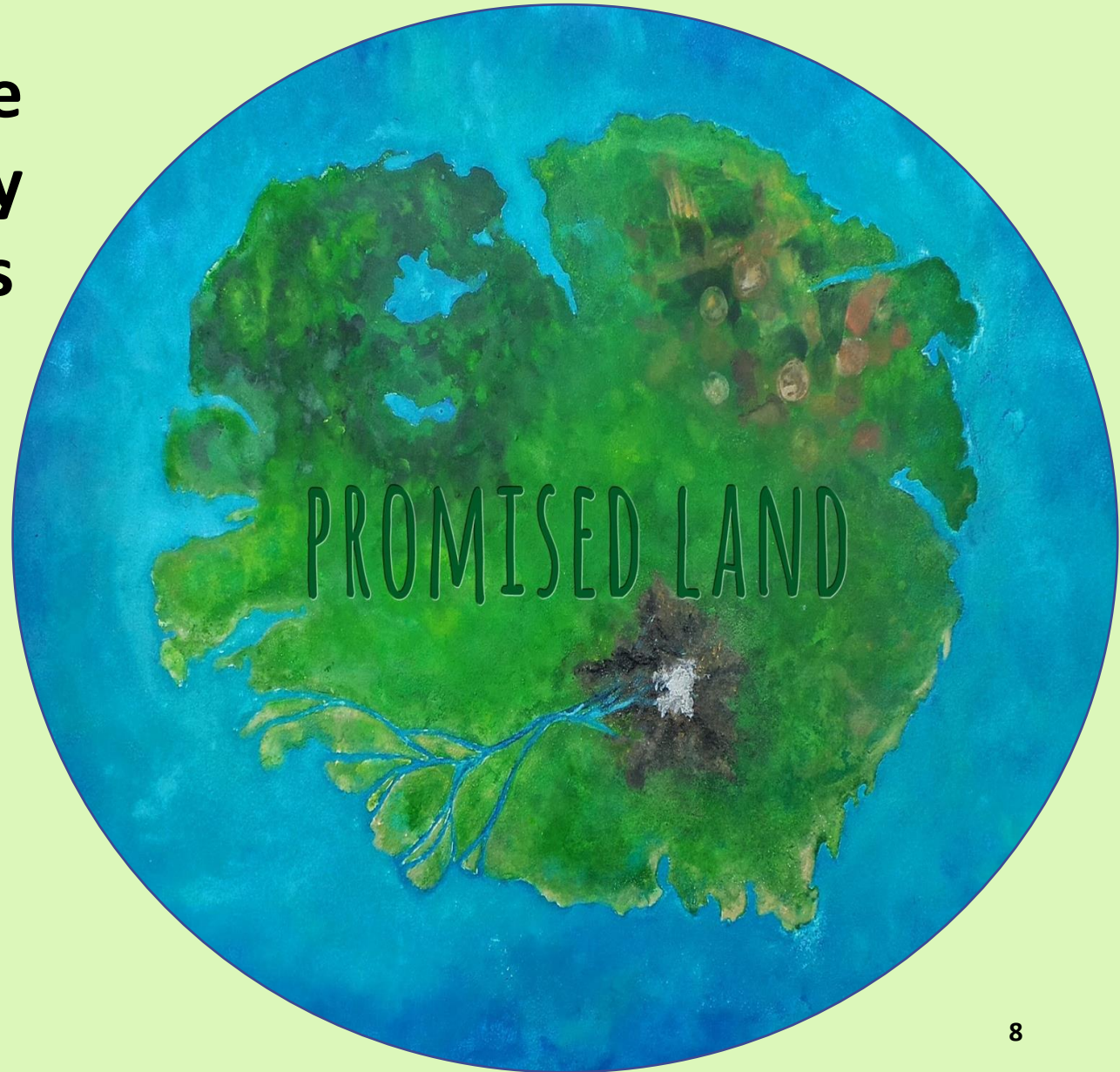


## Looks at the distribution



# THE MAP. LANDSCAPE

The place where  
we are currently  
living into God's  
mission





# THE STARTING POINT

## Your Missional Pull

*Key influences  
to your  
congregation's  
overall Spirit*



# THE STARTING POINT

## Your Location

*The place we  
find ourselves  
on the journey*



# stationary

The background of the slide is a textured, painterly map of North America. The landmasses are rendered in various shades of green, from light to dark, with visible brushstrokes and some darker, almost black, areas. The surrounding water is a vibrant, bright blue, also with a textured, painterly quality. The overall effect is that of a hand-painted or airbrushed map.

This landscape is a place where ministry is happening but it doesn't feel like much movement or growth is being experienced. This location says, "We feel stuck."

The background is a textured, painterly landscape. It features rolling green hills and a blue body of water on the right side. The colors are vibrant and the texture is rough, suggesting a hand-painted or collage-like style. The word 'nostalgic' is written in white, bold, sans-serif font in the upper left corner. A large, stylized green letter 'E' is visible at the bottom left, and the word 'LAND' is partially visible at the bottom center.

# nostalgic

This landscape is a place where the church is enjoying a time of comfort in what they have done but doesn't show much enthusiasm for taking those next steps into the future. This location tends to say, "The view is just fine from here."

PROMI

# puzzled

This landscape has an identity issue, not clearly knowing who or what they are, while at the same time having a lot of desire to start making something happen. This location says, “Which way should we go?”



# possibilities

This landscape is well positioned, allowing for a ministry to make bold decisions and advance their mission in new and renewed ways. This location says, “Let’s get going!”

# THE STARTING POINT

## Your Location

*The place we  
find ourselves  
on the journey*



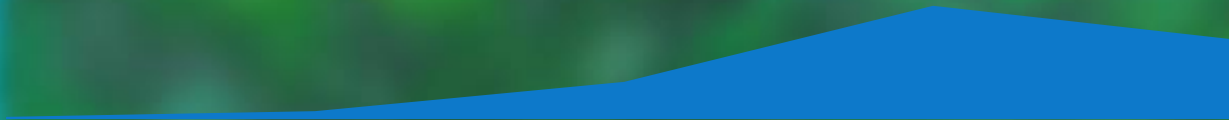
# MISSIONAL PULL

*Key influences to your congregation's overall Spirit*

## BELONGING

**1B) I feel a greater sense of belonging in this congregation the more I participate in its ministries.**

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1%	0%	13%	50%	36%



**1E) In this congregation, I am part of something bigger than myself.**

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1%	1%	11%	48%	40%





# MISSIONAL PULL

*Key influences to your congregation's overall Spirit*

## BELONGING

**1G) I would describe this congregation as a cohesive community.**



**1H) I see myself as an integral part of this congregation.**



# MISSIONAL PULL

*Key influences to your congregation's overall Spirit*

## EXCITEMENT

**1A) I believe this congregation is making a difference in people's lives.**

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1%	0%	1%	54%	44%



**1C) I like telling others about what is going on at this congregation.**

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1%	0%	19%	56%	25%

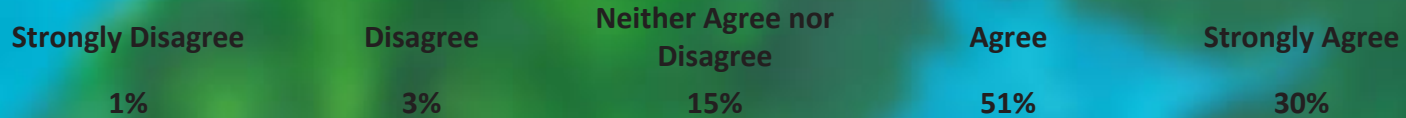


# MISSIONAL PULL

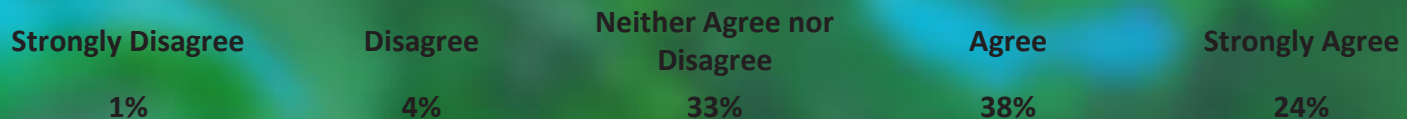
*Key influences to your congregation's overall Spirit*

## EXCITEMENT

**1D) Participating in this congregation energizes me.**



**1F) I enjoy inviting people I know to worship at this congregation.**



# MISSIONAL LANDMARKS

*Key landmarks that uniquely define your congregation*

CULTURE

MINISTRY PRACTICE

READINESS

PRIORITIES

# MISSIONAL LANDMARKS

## CULTURE

Permeability

Respect

Trust

# MISSIONAL | LANDMARKS

## CULTURE | Permeability |

**3C) I feel like a valued part of this congregation.**

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
0%	3%	17%	53%	26%



**3D) It is easy to engage with the ministries of this congregation.**

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1%	4%	13%	55%	27%

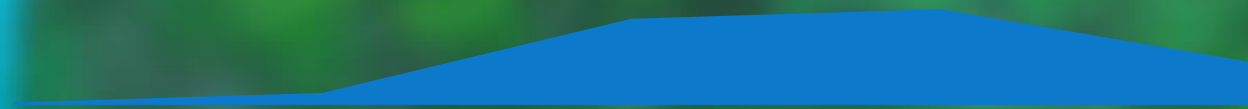


# MISSIONAL | LANDMARKS

## CULTURE | Respect |

**3E) In this congregation, sharing a difference of opinion is welcomed.**

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1%	5%	36%	40%	18%



**3F) Congregational members learn from the diversity of people who participate in this congregation.**

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1%	5%	34%	46%	15%



# MISSIONAL | LANDMARKS

## CULTURE | Trust |

**3A) Congregational leaders are transparent in their decision-making.**

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1%	4%	25%	42%	22%



**3B) Leaders in this congregation manage the finances effectively.**

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
0%	1%	17%	49%	33%





# MISSIONAL | LANDMARKS

## CULTURE | Trust |

**3G) When making decisions the leadership represents the desires of the congregation.**



# MISSIONAL LANDMARKS

## MINISTRY PRACTICE

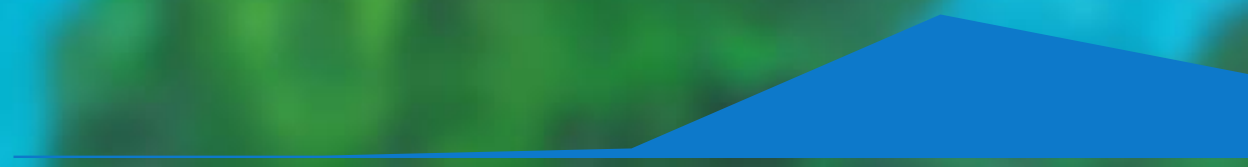
Faith Integration  
Clarity of Purpose  
Faith Formation  
Connectedness  
Inspiration

# MISSIONAL LANDMARKS

## MINISTRY PRACTICE | Faith Integration |

2E) My faith informs my daily behaviors.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1%	1%	4%	60%	35%



2I) Faith is a part of my entire life.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1%	1%	5%	43%	51%



# MISSIONAL LANDMARKS

## MINISTRY PRACTICE | Faith Integration |

2J) What I experience at church influences my life throughout the week.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1%	1%	9%	57%	32%



# MISSIONAL LANDMARKS

## MINISTRY PRACTICE | Clarity of Purpose |

**2D) Our sense of mission is an important component for decision-making in this congregation.**



**2H) As a congregation, we have a clear sense of our purpose.**



# MISSIONAL LANDMARKS

## MINISTRY PRACTICE | Clarity of Purpose |

2M) I believe in the mission of this congregation.

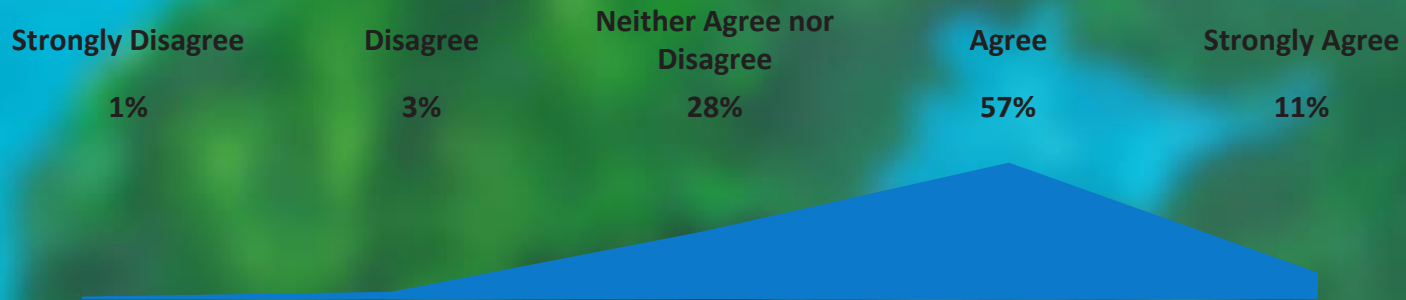
Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1%	0%	8%	57%	34%



# MISSIONAL | LANDMARKS

## MINISTRY PRACTICE | Faith Formation |

**2A) Outreach opportunities in this congregation are important to my faith development.**



**2G) Being involved in a group in this congregation is important to my faith development.**



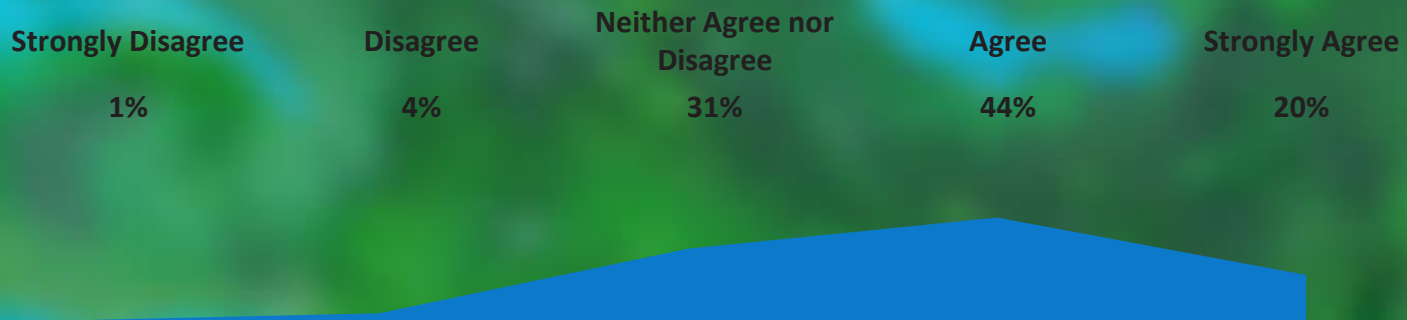
# MISSIONAL LANDMARKS

## MINISTRY PRACTICE | Faith Formation |

**2K) The worship experience in this congregation plays an important role in nurturing my faith.**



**2N) Participating in this congregation's educational opportunities is important to my faith development.**





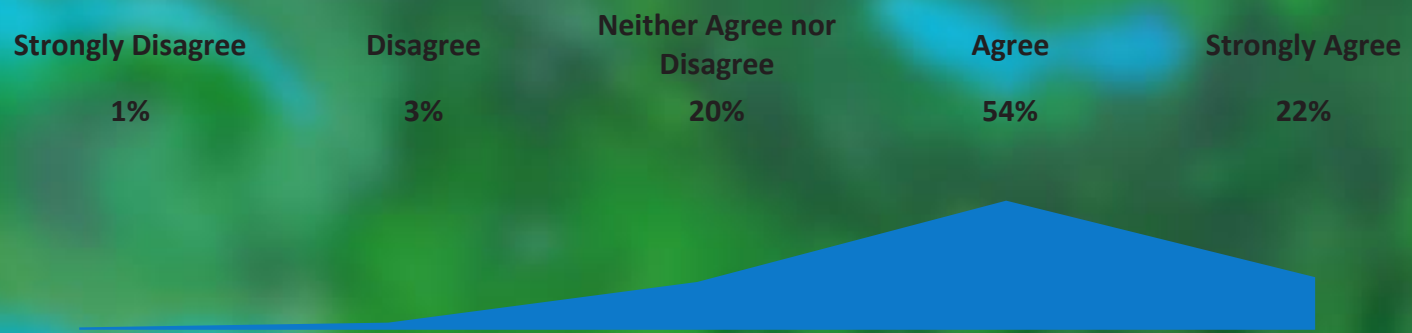
# MISSIONAL LANDMARKS

## MINISTRY PRACTICE | Connectedness |

2B) There are opportunities to develop deeper relationships in this congregation.



2L) When we do ministry in this congregation we are all on the same team.



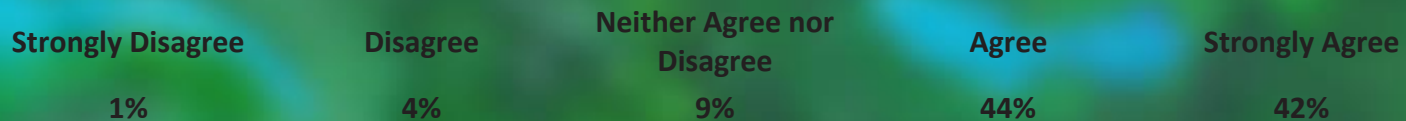
# MISSIONAL LANDMARKS

## MINISTRY PRACTICE | Inspiration |

2C) I'm inspired to tell others about how God is active in my life because of my involvement in this congregation.



2F) The worship experience in this congregation inspires me.



# MISSIONAL LANDMARKS

## READINESS

Embracing Change

Urgency

World View

# MISSIONAL LANDMARKS

## READINESS | Embracing Change |

4F) This congregation is willing to fail when trying to implement change.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
3%	7%	56%	25%	9%



4H) New ideas are supported in this congregation.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
0%	4%	17%	64%	15%



# MISSIONAL | LANDMARKS

## READINESS | Embracing Change |

4I) Challenges in this congregation are seen as opportunities to grow.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
0%	3%	19%	63%	16%



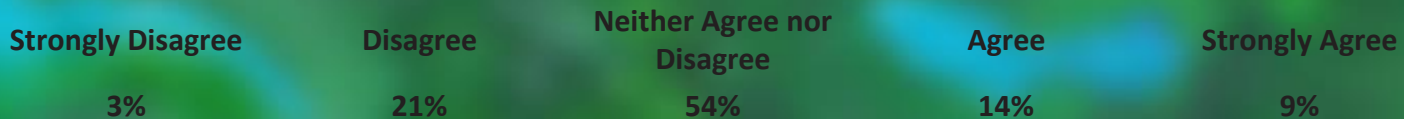
# MISSIONAL LANDMARKS

## READINESS | Urgency |

**4B) It is important that this congregation make changes in order to live out its mission.**



**4D) It is important to make changes within the congregation in the next six months.**



# MISSIONAL LANDMARKS

## READINESS | World View |

4A) I believe that God is active in the world today.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
0%	0%	1%	28%	71%



4C) There are ways to learn of God's truths outside scripture.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
2%	9%	18%	49%	22%



# MISSIONAL LANDMARKS

## READINESS | World View |

4E) God works through me to carry out God's mission.





# MISSIONAL LANDMARKS

## PRIORITIES

Sustainability

Impact

Entrepreneurial

# MISSIONAL LANDMARKS

## PRIORITIES

- |  |    |
|--|----|
| Helping members recognize God at work in all aspects of their lives. (I)   | 1  |
| Exploring new and innovative ways to be church in today's culture. (E)   | 2  |
| Increasing worship attendance. (S)   | 3  |
| Attracting more members. (S)   | 4  |
| Advocating to improve the situations of those living in poverty within the community. (E)                          | 5  |
| Organizing more opportunities for community service and outreach. (I)  | 6  |
| Increasing visibility of the congregation within the community. (I)  | 7  |
| Collaborating with other area civic and service organizations to better respond to the needs of the community. (E) | 8  |
| Working with other area congregations to increase our ministry's impact in the community. (I)                      | 9  |
| Becoming more invested in this congregation's neighborhood. (E)  | 10 |
| Increasing the number of members serving on committees. (S)  | 11 |
| Increasing the number of ministries run by the congregation. (S)   | 12 |
| Motivating members to give more. (S)   | 13 |
| Advocating to improve societal issues. (E)   | 14 |

# Priorities

1. Helping members recognize God at work in all aspects of their lives. (I)
2. Exploring new and innovative ways to be church in today's culture. (E)
3. Increasing worship attendance. (S)
4. Attracting more members. (S)
5. Advocating to improve the situations of those living in poverty within the community. (E)

**S= Sustainability**

**I= Impact**

**E= Entrepreneurial**

# Priorities

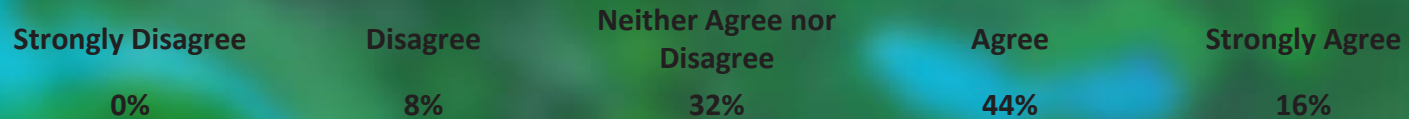
<b>Organizing more opportunities for community service and outreach. (I)</b>	<b>6</b>
<b>Increasing visibility of the congregation within the community. (I)</b>	<b>7</b>
<b>Collaborating with other area civic and service organizations to better respond to the needs of the community. (E)</b>	<b>8</b>
<b>Working with other area congregations to increase our ministry's impact in the community. (I)</b>	<b>9</b>
<b>Becoming more invested in this congregation's neighborhood. (E)</b>	<b>10</b>
<b>Increasing the number of members serving on committees. (S)</b>	<b>11</b>
<b>Increasing the number of ministries run by the congregation. (S)</b>	<b>12</b>
<b>Motivating members to give more. (S)</b>	<b>13</b>
<b>Advocating to improve societal issues. (E)</b>	<b>14</b>

# GENERO\$ITY ASSESSMENT

**6A) This congregation encourages me to be a good steward of my finances.**

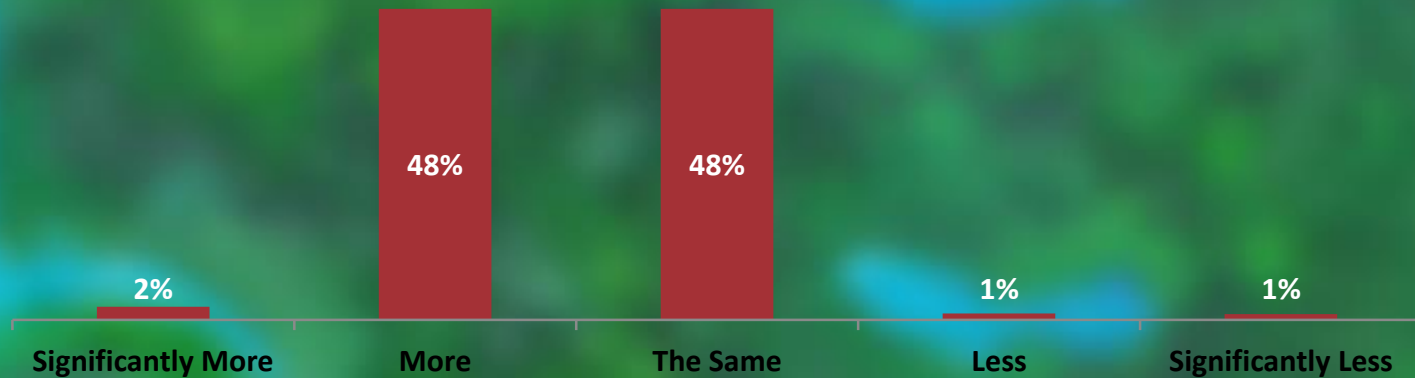


**6B) It is important for me to give generously of my finances beyond my congregation.**



# GENERO\$ITY ASSESSMENT

7) Given what my congregation is doing, which of the following best represents what you plan to give over the next year?



# GENERO\$ITY ASSESSMENT

## What is influencing giving?

- 1 My personal faith and understanding of being generous in supporting God's work in the world.
- 2 The effectiveness of our church's ministry in making a real difference in my life and the lives of others.
- 3 How well the church manages its finances.
- 4 The current state of the economy.
- 5 How engaged our church is in reaching out to the needs of the world.

# GENERO\$ITY ASSESSMENT

## INCOME & GIVING ASSESSMENT

### Average Household Income Breakdown

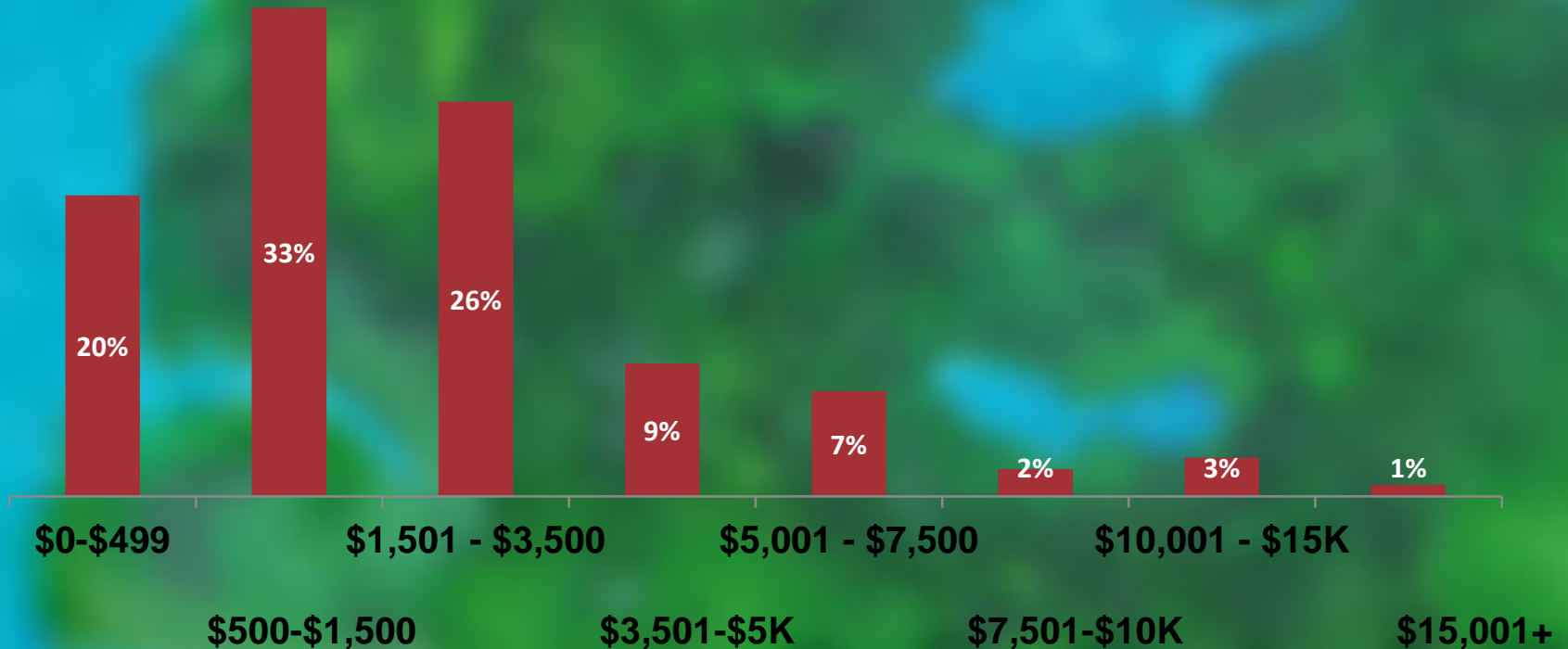


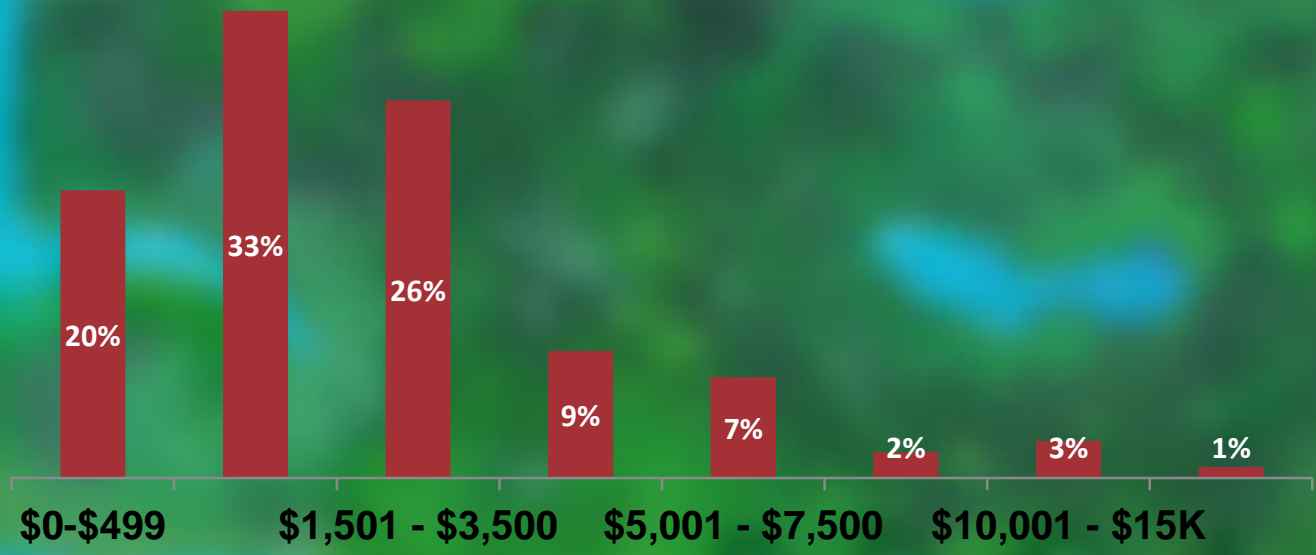


# GENERO\$ITY ASSESSMENT

## INCOME & GIVING ASSESSMENT

### Annual Giving Tendencies





# Interviews

## Who

63 people total

Focus group of 5 (Prayer)

Focus group of 10 (Launch Team)

Focus group of 15 (Women's Morning Bible Study)

33 individuals

Cross-section of the congregation (age, stage of life, involvement, etc.)

## Interviews

- Majority - came from Holy Trinity
- Some who moved into the area within the last 5 years
- One who found FP while searching the internet for churches. Watched part of the service. Liked music and the faith stepping stones (whole life span); Went also to 4 or 5 other churches. Both grew up catholic
- *Very high* percentage of families with kids at home

# Interviews

## Questions:

When and why did you join FP?

What would make you leave FP?

What is your current/past involvement?

What is the purpose of FP in your own words?

How does God use you to carry out His work in the world?

In what ways do you learn about God?

Who's not here yet?

What would need to change for you to feel comfortable inviting them to FP?

What's your understanding of where FP is at in the building process?

What are your thoughts about the building? Do you have a picture in your mind?

Assuming the building plan was reasonable, would you contribute to a campaign to help fund the new building?

Favorite thing about FP?

Concerns?

# Interviews

## Highlights

Loyalty is to Pastor Steve/Gretchen and to a culture where God's Word and prayer are foundational to decision-making. People would consider leaving if these changed drastically

People understand FP to be about growing in faith, sharing the gospel with others, impacting the community thru service

There is not consensus on who in the community FP is called to share the gospel with and serve

# Interviews

## Highlights

In general people are expecting a building that is warm and inviting, functional, nice (but not extravagant) and versatile with plenty of natural lighting that still allows visual technology to be used.

There was almost unanimous willingness to financially support a new building

There were no major or consistent concerns

# DNA of FaithPoint

## **DNA**

**Vision:** *“We are a church on fire for Jesus Christ seeking to be a beacon of God’s truth, shining His light to positively impact our world by the power of the Holy Spirit.”*

**Mission:** *“Love each other with the heart of Christ, Learn His Word to share the good news, Shine His light so that all may know Him.”*



# DNA of FaithPoint

## **Core Values**

**Bible-Centered**

**God's Grace and Love**

**Prayer**

**Faithful Service**

**Passionate Outreach**

# Ministry Reflections

## Opportunities:

- Develop a vision around ministry to families and around outreach
- Help people see where they fit in to that vision (so they feel like they are an integral part of the congregation)
- Learn how to talk about FP and personal faith; practice
- Explore creative ways to encourage spiritual growth that don't involve coming to church (i.e. online resources and small groups)

## Ministry Related Recommendations

- Research other LCMC churches that are missional
- Research community needs
- Study other congregations that have high-quality ministry to families
- Hire a Family Ministry Director

## LCMC Churches

### **Mission Point in Roseville MN**

Missional Communities (MCs) are mid-sized groups of usually 5-15 families who gather together to grow in their relationship with God (UP), with one another (IN), and who reach out to the world around them with the good news of God's kingdom (OUT). They act like an "extended family" of friends who deeply share life with one another and who are on mission together. Each group has a specific missional focus, joining God in bringing Jesus' kingdom to a specific neighborhood or relational network.

## LCMC Churches

### **Hands For Pine City Church, Pine City, MN**

Back in 2015, members of the church Hands for Pine City became interested in the idea of building a playground at the softball fields to make it more welcoming for families. Just as important was the need to hang netting over the playground to keep kids safe from foul balls.

With a stake from Hands for Pine City, support came in from the Airborne Assassins softball team and New Horizons Thrift Store. Pine City officials helped sponsor a grant from the Greater Pine City Endowment. The Pine City Lions wanted to take part, and donated enough to install netting to cover the entire common area between the fields. The total price tag came to \$20,000. And now Pine City has a new playground – and a safer place to play and watch softball.

## Infra-structure Reflections

There is a lack of knowledge/understanding of how decisions are made which can lead to a lack of trust in leadership if not addressed

People aren't sure if differences of opinion are welcomed at FaithPoint

There is a high level of trust in leadership, but the congregation would like more input and communication

# Infra-Structure Related Recommendations

## **Recommendations:**

- Review, adhere to, and communicate about governance structure on a regular basis
- Make sure there are opportunities for the congregation to ask questions and give input
- Using the 7/11 rule when communicating important information
- Develop a culture of experimenting with ministry and taking risk

# Building

## Needs/Costs

Need 12-14,000 square feet (5,400 for sanctuary that seats 400)

\$165/square foot

Cost for 14,000 square feet: \$2.3M

Would ideally have 40-50% in hand before starting

## Statements from Interviews:

*Church is not the building - its the people*

*The building is not just for us - its for others outside the church; community*



# Building

## History

- Stories of God's Faithfulness and Provision
- Founded on God's Word and Prayer
- Explosive growth in beginning; Steady growth currently
- Maxed out on Wednesday nights and some Sunday mornings
- Community Context: Desirable location for families. Strong school district with new buildings; area HS is in New Prague

# Building

## Giving History

486 Giving Units that have given something 2013-2016

<u>Date</u>	<u>GU Range of Giving (includes General and Building Fund)</u>	
2013	311	(\$5 - \$20,250)
2014	292	(\$4 - \$54,000)
2015	291	(\$2 - \$17,500)
2016 so far	281	(\$5 - \$24,000)

**2015: 291 GU's - Total income including building fund of \$325,000 (avg. of \$1,117/GU)**

Income for General/Operating Expenses is \$300,000

Should be \$350,000 - \$400,000

Need to grow operating budget to accommodate additional staffing and program expenses

# Building

## Capital Campaign for Building

Typically can raise 1 - 2.5X annual income

For FP based on 2015 income: \$325,000 - \$812,500

## Previous Campaigns (done in-house)

Operation Renovation: 83 GU - Total of \$104,000 (average of \$1,195/GU)

Spirit of Thanksgiving: 85 GU - Total of \$124,000 (average of \$1,458/GU)

Spiritual DNA: ?? GU - Total of \$50,000?





