

PROFILE *Plus*

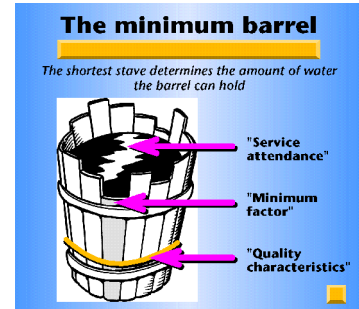


Quality Characteristic Analysis & Trends
for the Natural Church Development Journey of

A Local Church

Current Pastor: Rev. O. Lution

Pastor since: 1998



Profile	Date	Minimum Factor	Maximum Factor	Min - Max Difference	Average
Current	Nov-03	68, Passionate Spirituality	85, Empowering Leadership	17	74.25
				Change 4 - 5	+7.125
4	May-03	53, Need-oriented Evangelism	80, Empowering Leadership	27	67.125
				Change 3 - 4	+11.125
3	Aug-02	52, Passionate Spirituality, Functional Structures	63, Empowering Leadership	11	56
				Change 2 - 3	-1.875
2	Aug-01	44, Gift-oriented Ministry	70, Empowering Leadership	26	57.875



How to use Profile Plus

I. Essential Reading to Use Profile Plus Effectively

I.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. Profile Plus provides a comprehensive and clear 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. Profile Plus 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.

I.2 The Profile Plus numbers

The statistical scale for all Profile Plus graphs is the same as the one used for the basic profile graph of the eight Quality Characteristics. The results are standardized scores, not percentages, based upon a standardization for your country that is updated annually. The result for each question can be directly compared with the results for all other questions. 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.

I.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 43 for "New Christians find friends in our church quickly" while all other results for Need-oriented Evangelism are over 55. On this comparison alone, you may conclude: "We are no good at helping new Christians find friends". A comparison with the rest of the country shows such a conclusion to be untrue.

I.4 Negatively-phrased questions

All questions on the Profile Plus graphs are taken directly from the questionnaire. However, the questionnaire includes some negatively-phrased questions to achieve statistical accuracy. The *graphed results* for these questions have been reversed on the Profile Plus graphs so that they can be compared directly with the graphed results of positively-phrased questions. Negatively-phrased questions are identified by a **(neg)**.

In reading these results, you may wish to rephrase the question by adding a "not" (or equivalent phrasing). If that is too difficult, remember this: the higher the result, the healthier it is.

I.5 Avoid trying to do your own calculations

It is not possible to average the results for questions related to a characteristic and generate the overall result for that characteristic. There are two main reasons for this.

- For reasons of anonymity, the results for individual questions exclude the pastor's questionnaire(s).
- The results do not include the contributive weightings of each question towards the overall result for a characteristic.



1.6 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.

1.7 Accuracy

Completed profiles are regularly added to the database in your country and a new national standardization is issued by the Institute for NCD 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 Profile Plus

The principal function of Profile Plus is to help you accurately identify existing and potential barriers impeding healthy growth.

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'
- 'Current [Minimum Factor]'
- 'Current Highest 10'
- 'Current Lowest 10'

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 into the information found in 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 questions.

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 10* 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 (eg. cultural factors) not clearly evident in a single profile; and
 - potential or emerging barriers.
4. *Look for strengths.* The *Current Highest 10* graph highlights the ten 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, Profile Plus 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 10 Changes Previous to Current* and *Lowest 10 Changes Previous to Current*, are helpful in this regard.



3. Copyright, presentations, confidentiality and disclaimers

3.1 Copyright

Profile Plus © 2004 Christoph Schalk – NCD International and Ian Campbell & Adam Johnstone – NCD Australia

NCD questions © NCD International

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.

3.4 Publication or presentation of results

No part of this report may be reproduced in magazines, newsletters, journals, books or websites, or presented in a public forum, without the written permission of the church and the relevant NCD National Partner.

3.5 Publication of NCD questions

This report is based on the NCD Survey questions devised and compiled by the Institute for Natural Church Development International, also known as NCD International. These questions may not be reproduced in any form outside of this report.

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 Profile Plus 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 any actions taken as a result of drawing those conclusions.

4. Questions?

If you have any questions, contact (i) your NCD Coach or (ii) the person in your denomination or movement who has responsibility for NCD or (iii) 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 website – www.ncdnet.org. At this website 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 Profile Plus 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.

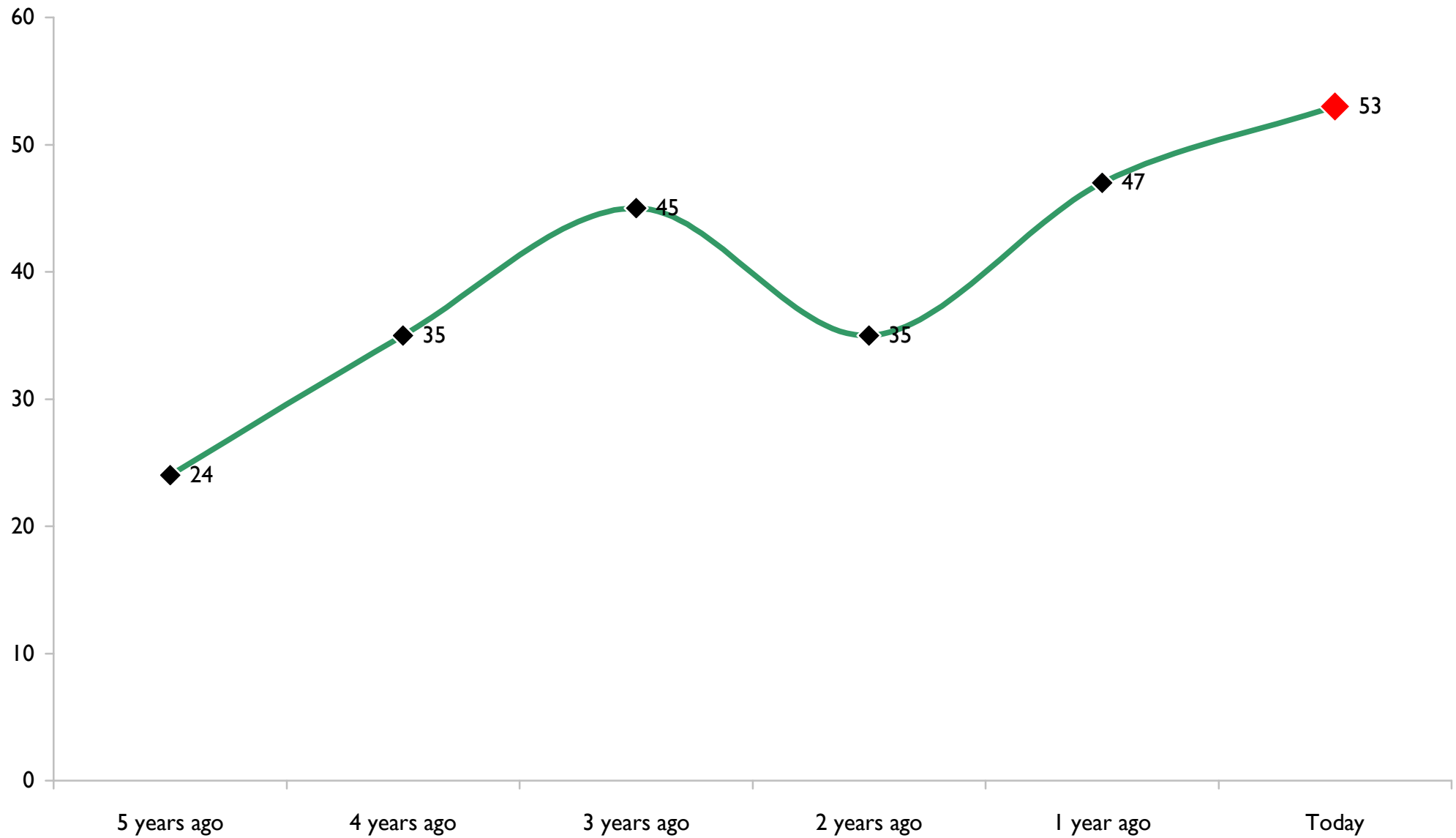
Should you require more than a brief consultation on the contents of this report, please be prepared to negotiate a fee for the services provided.

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.

**Christoph Schalk – Institute for NCD International
Ian Campbell & Adam Johnstone – NCD Australia**



Attendance Growth

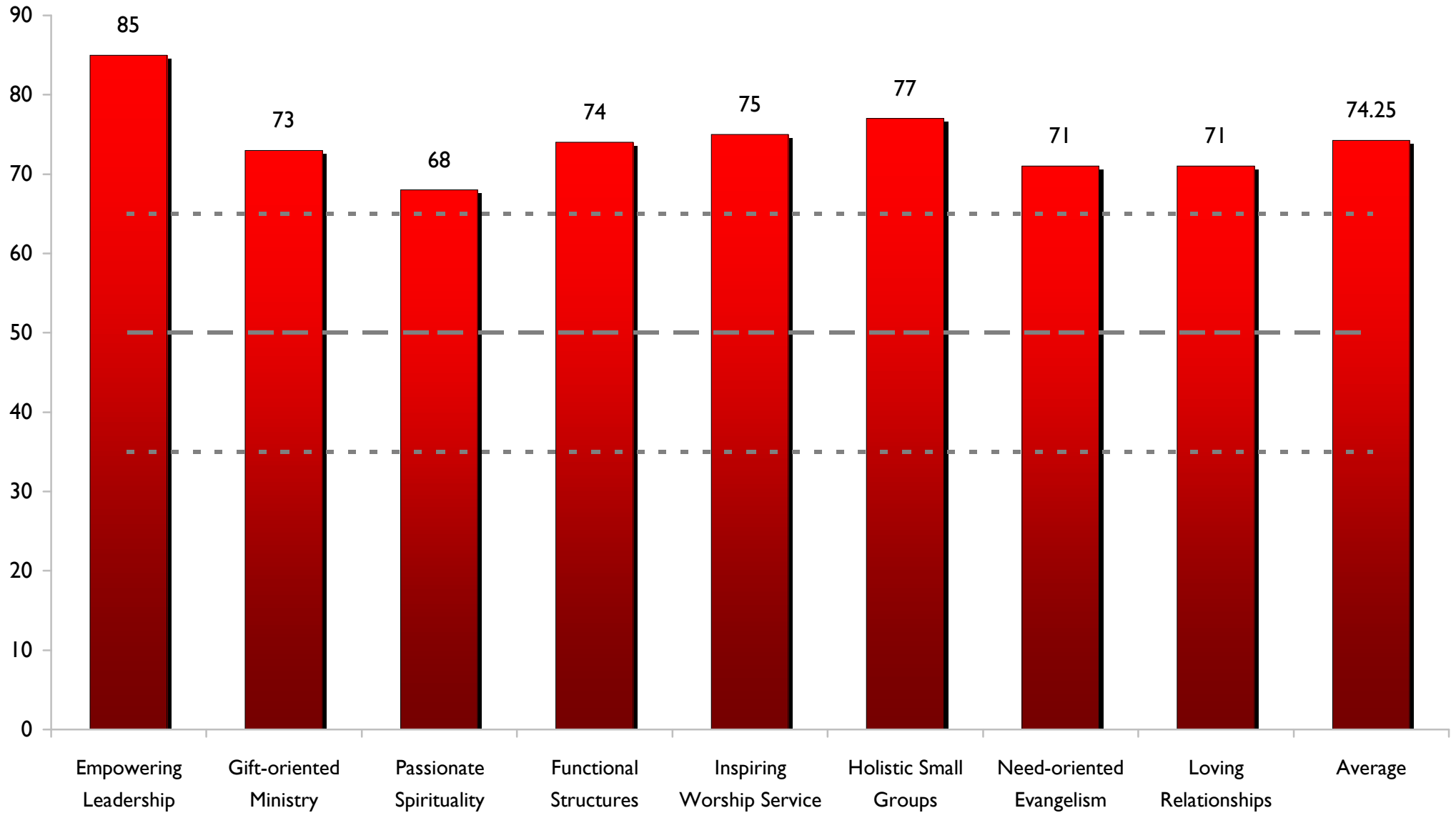


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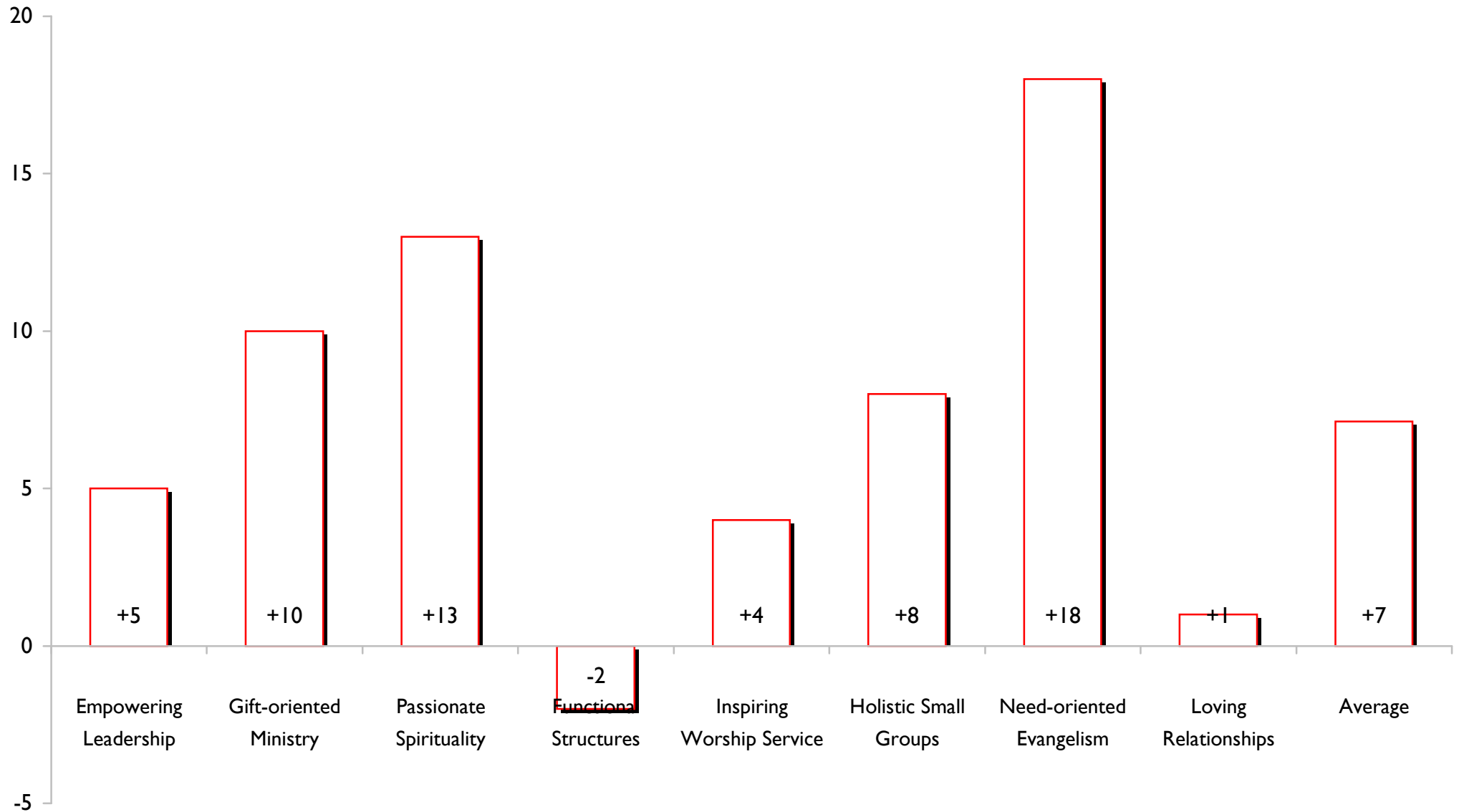
Quality Characteristic Current Profile

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



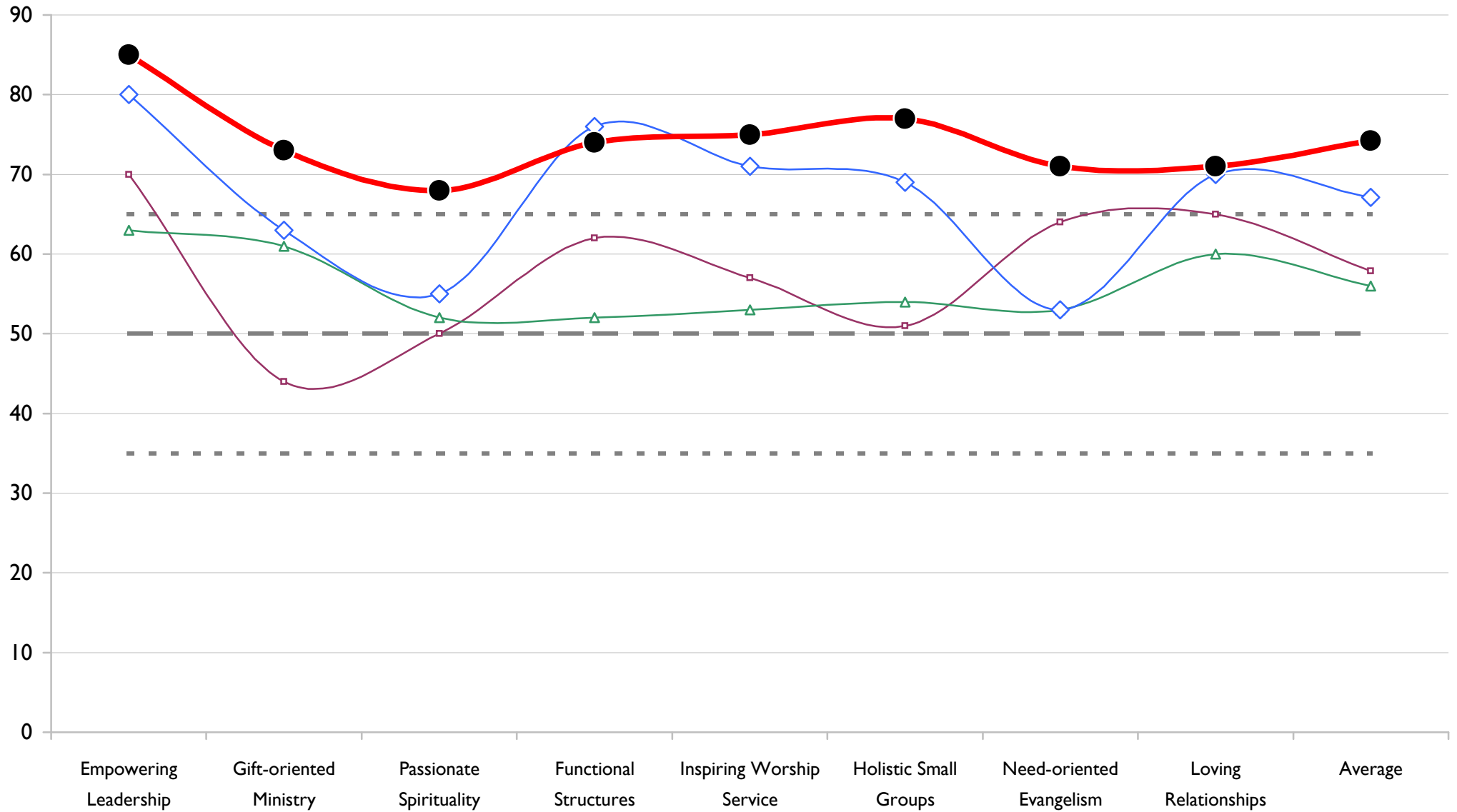
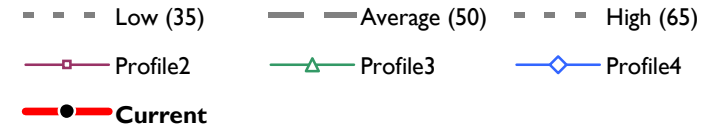


Change from Previous to Current Profile



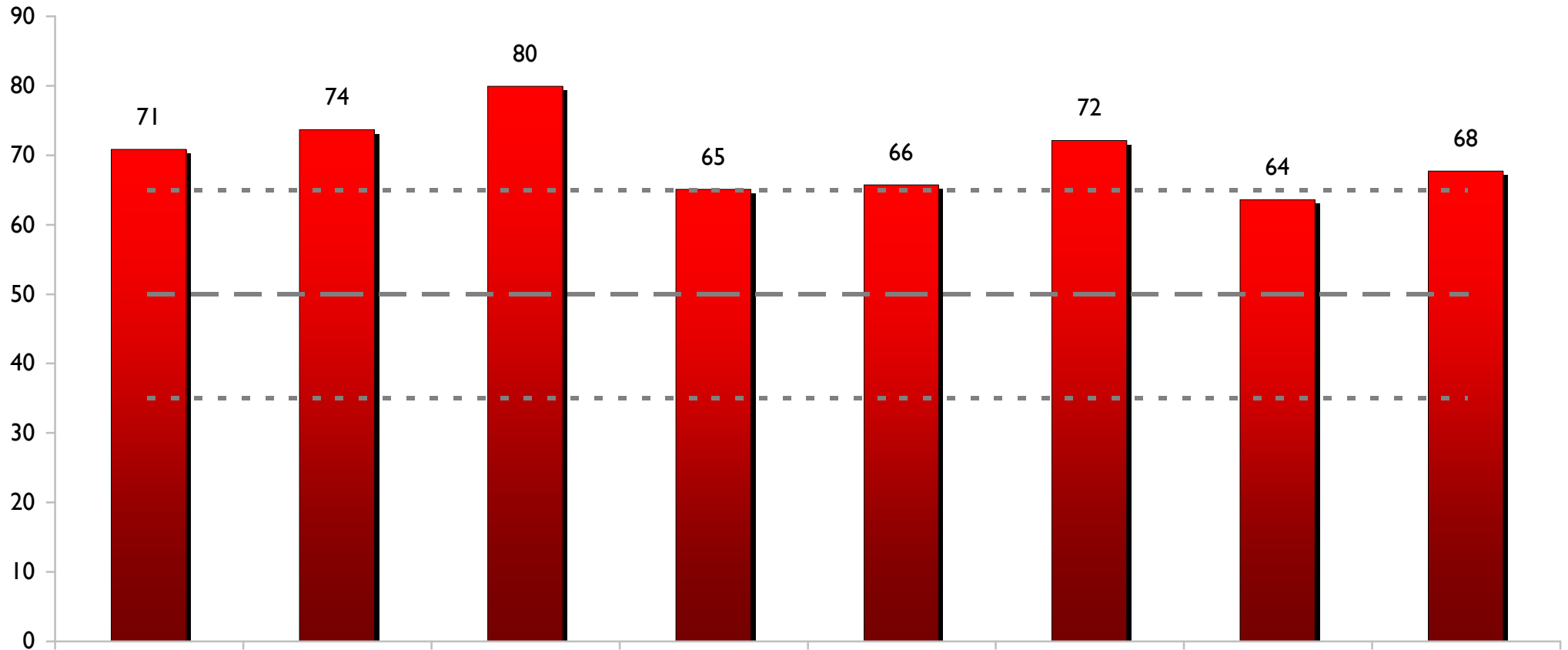
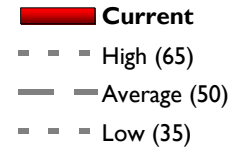


Dynamic Progress





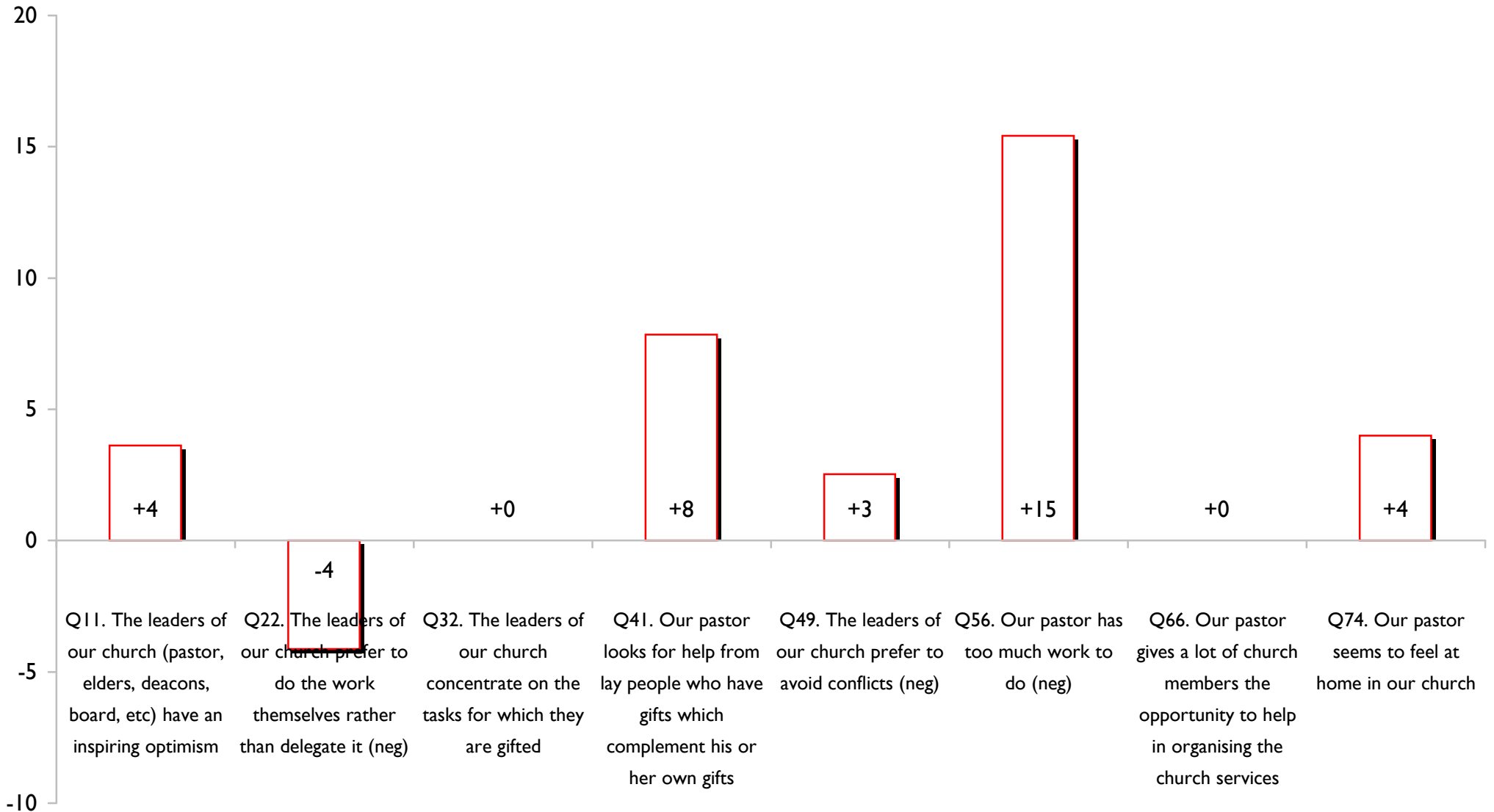
Empowering Leadership Current Profile



Q11. The leaders of our church (pastor, elders, deacons, board, etc) have an inspiring optimism
 Q22. The leaders of our church prefer to do the work themselves rather than delegate it (neg)
 Q32. The leaders of our church concentrate on the tasks for which they are gifted
 Q41. Our pastor looks for help from lay people who have gifts which complement his or her own gifts
 Q49. The leaders of our church prefer to avoid conflicts (neg)
 Q56. Our pastor has too much work to do (neg)
 Q66. Our pastor gives a lot of church members the opportunity to help in organising the church services
 Q74. Our pastor seems to feel at home in our church

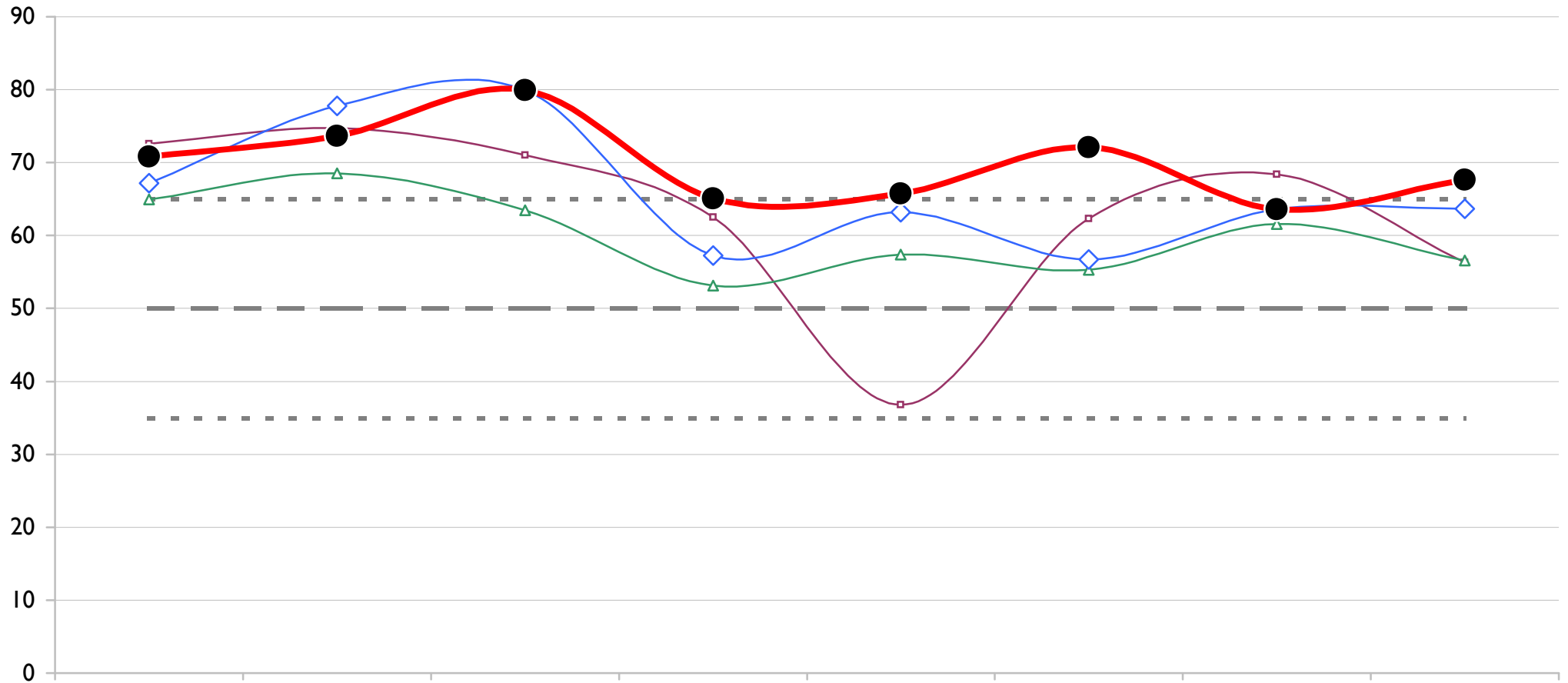
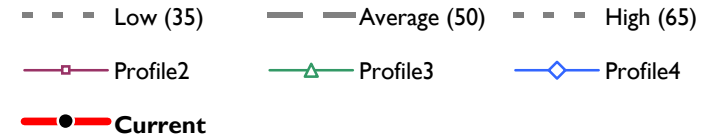


EL Change from Previous to Current





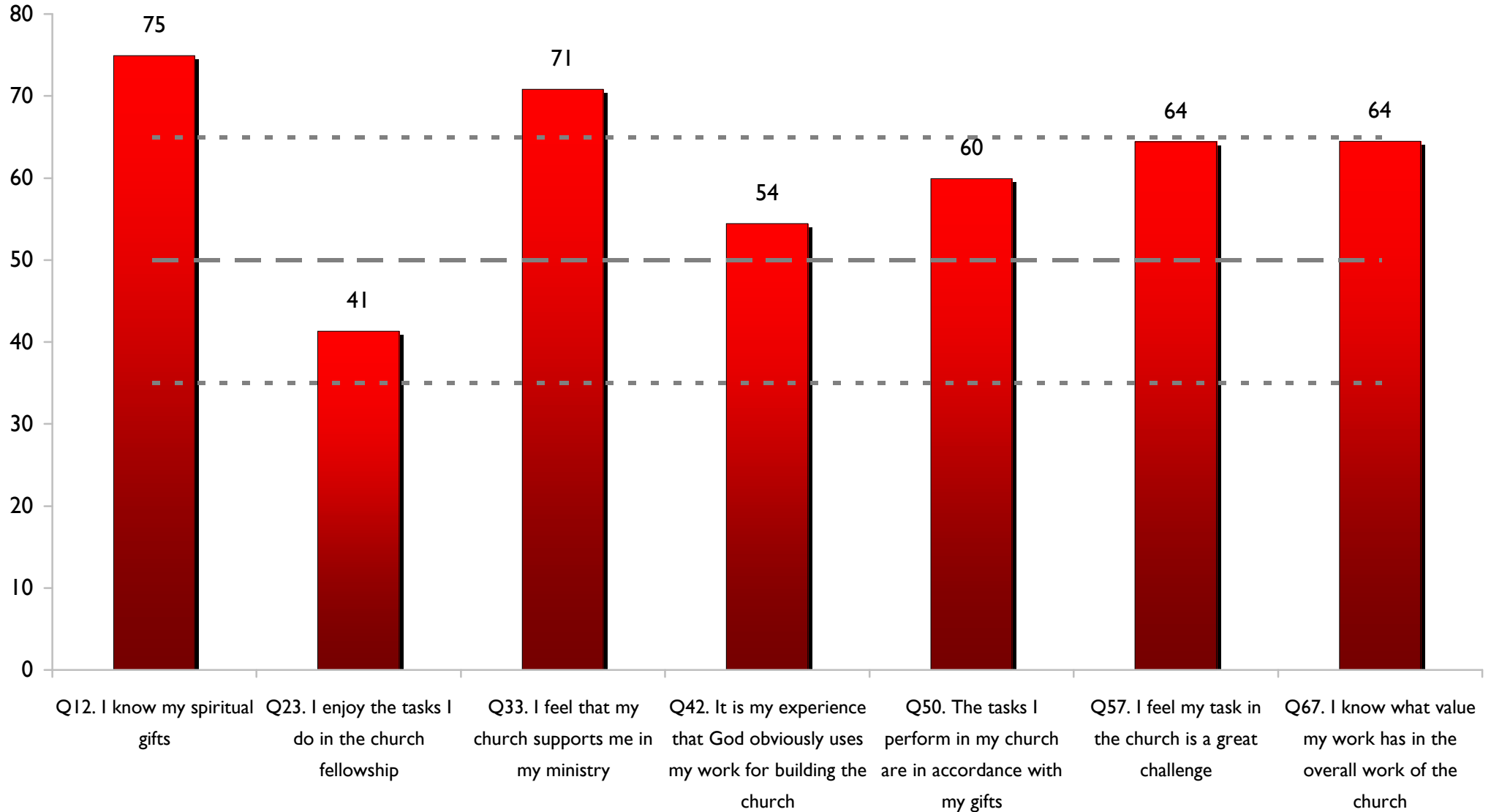
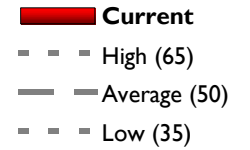
EL Dynamic Progress



Q11. The leaders of our church (pastor, elders, deacons, board, etc) have an inspiring optimism
 Q22. The leaders of our church prefer to do the work themselves rather than delegate it (neg)
 Q32. The leaders of our church concentrate on the tasks for which they are gifted
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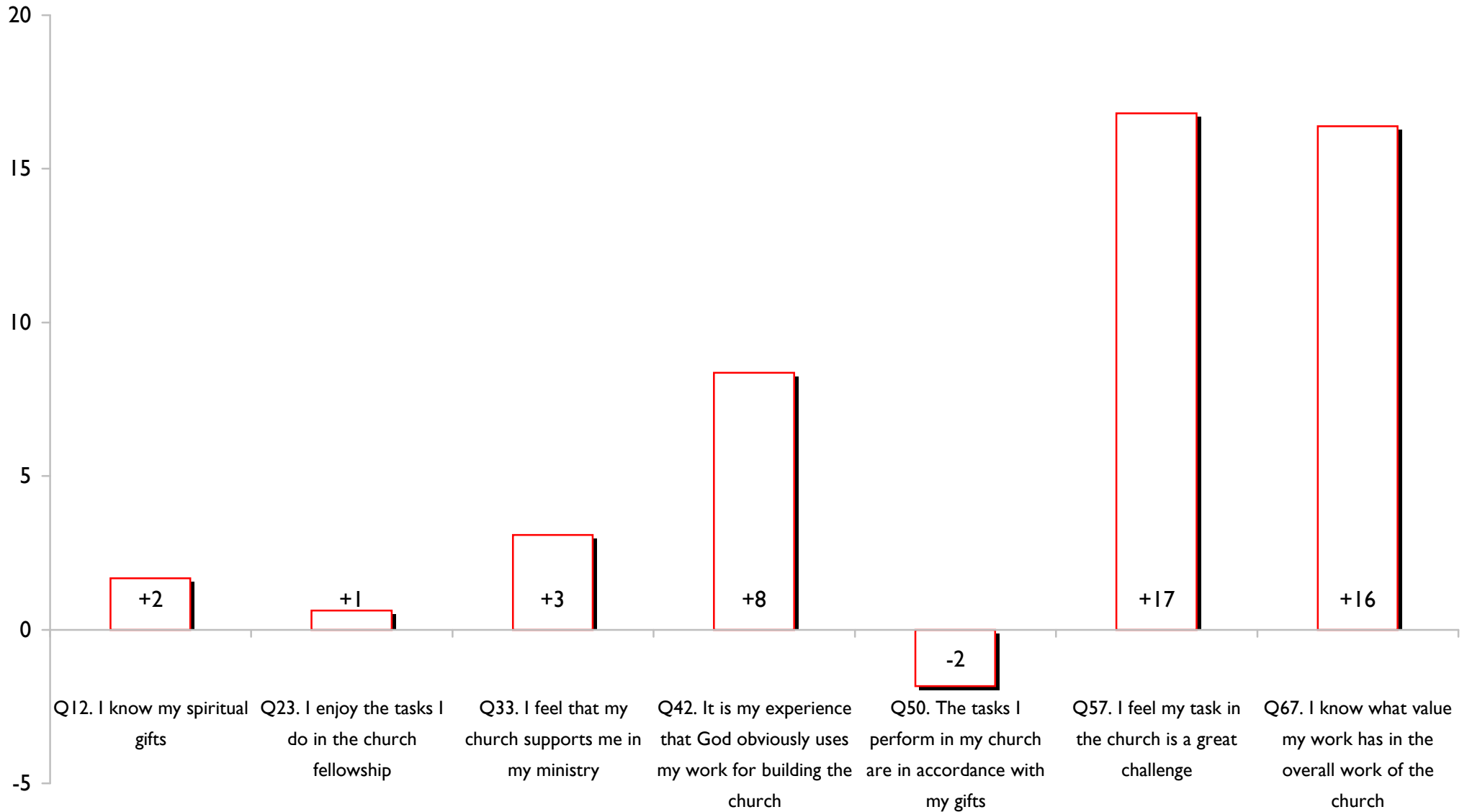


Gift-oriented Ministry Current Profile



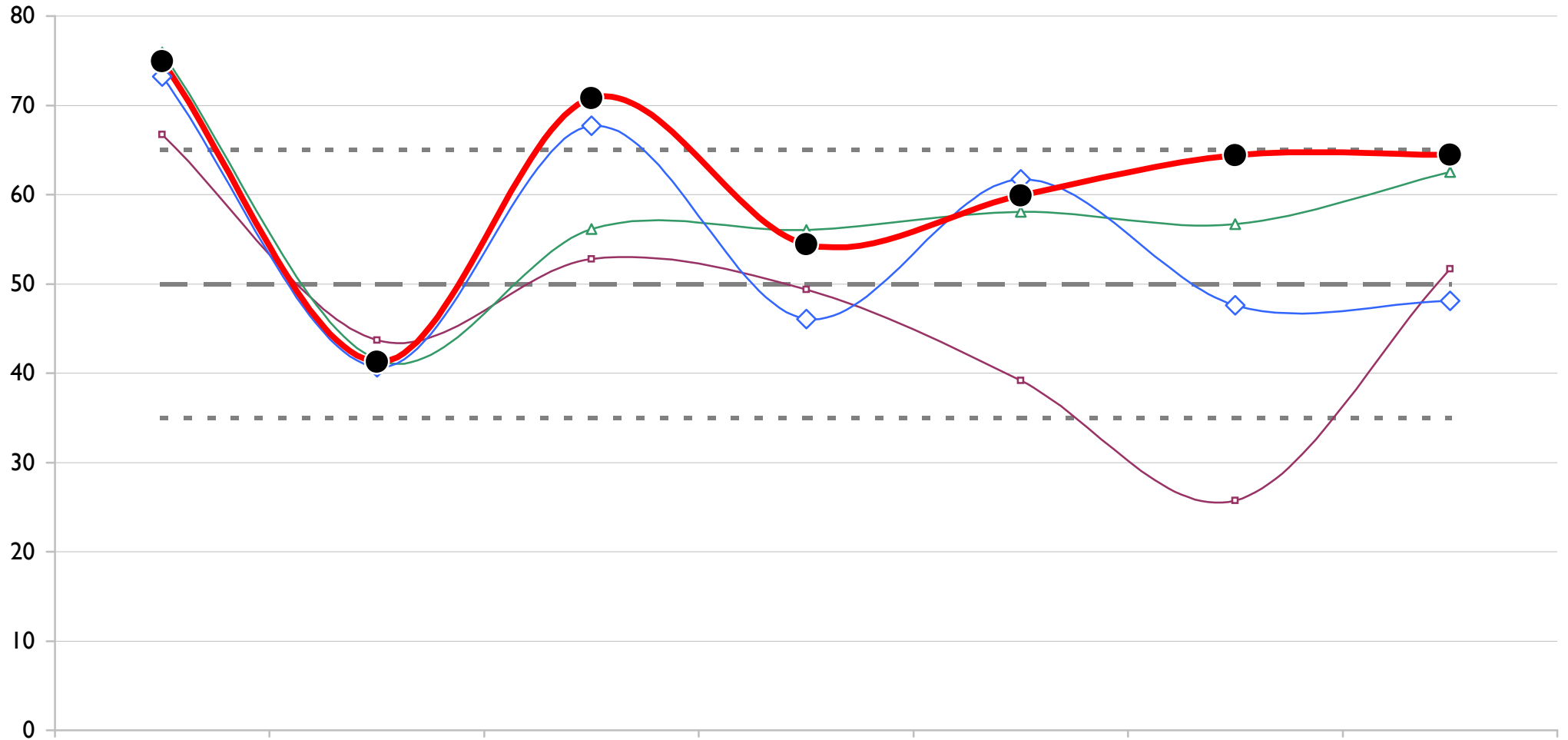
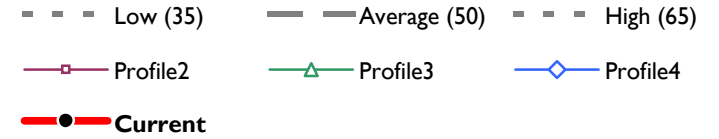


GoM Change from Previous to Current





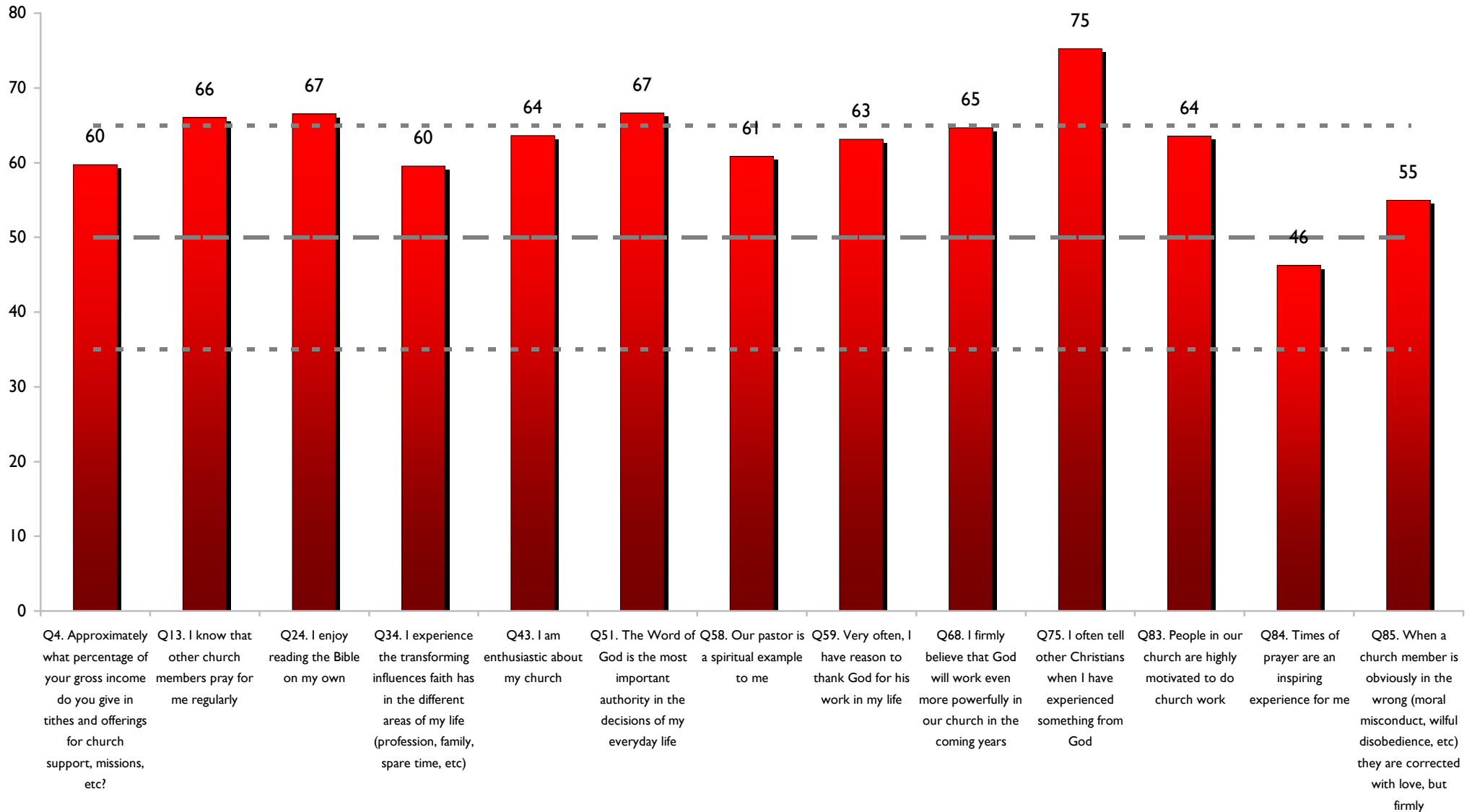
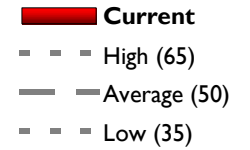
GoM Dynamic Progress



Q12. I know my spiritual gifts Q23. I enjoy the tasks I do in the church fellowship Q33. I feel that my church supports me in my ministry Q42. It is my experience that God obviously uses my work for building the church Q50. The tasks I perform in my church are in accordance with my gifts Q57. I feel my task in the church is a great challenge Q67. I know what value my work has in the overall work of the church

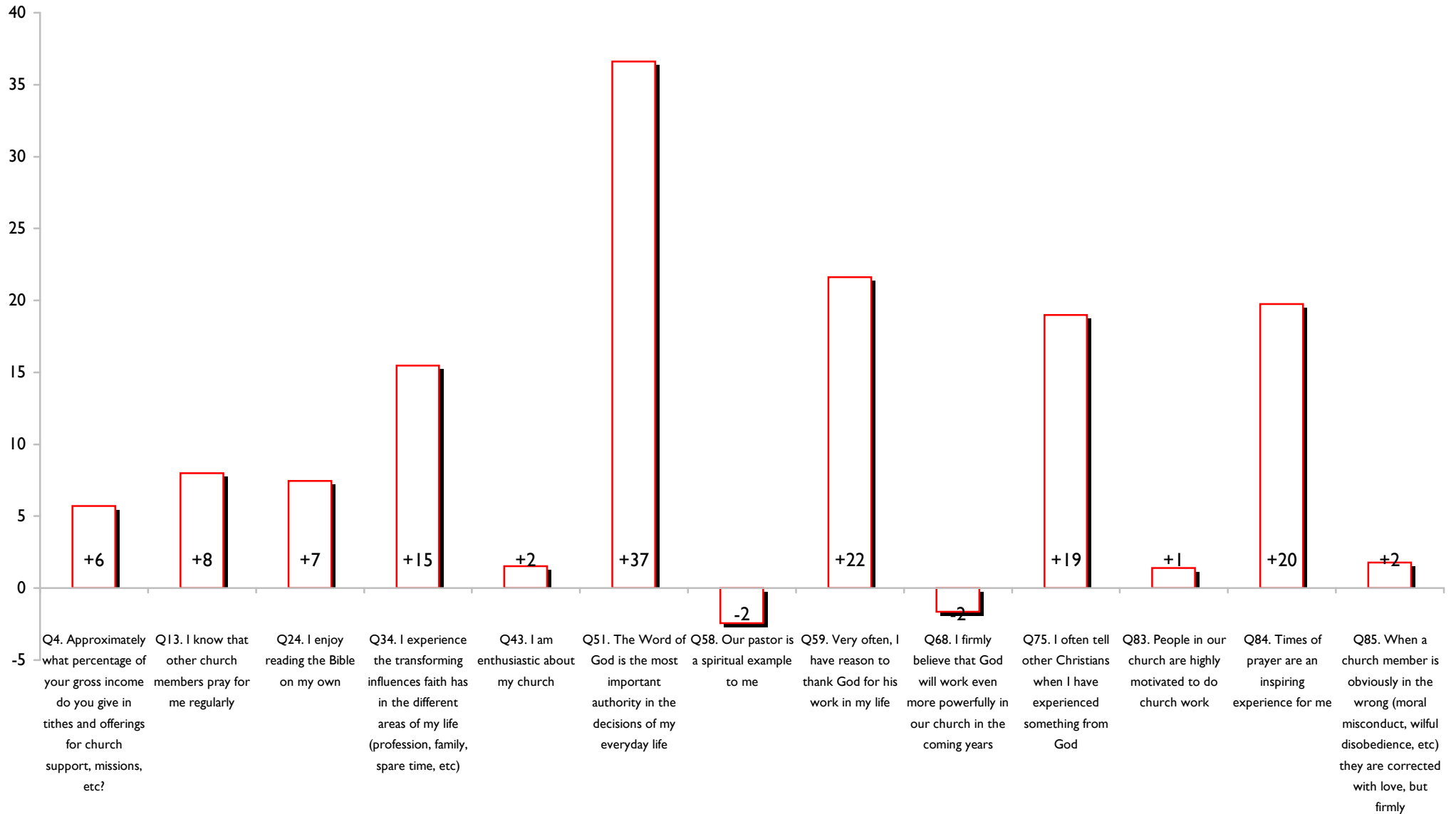


Passionate Spirituality Current Profile



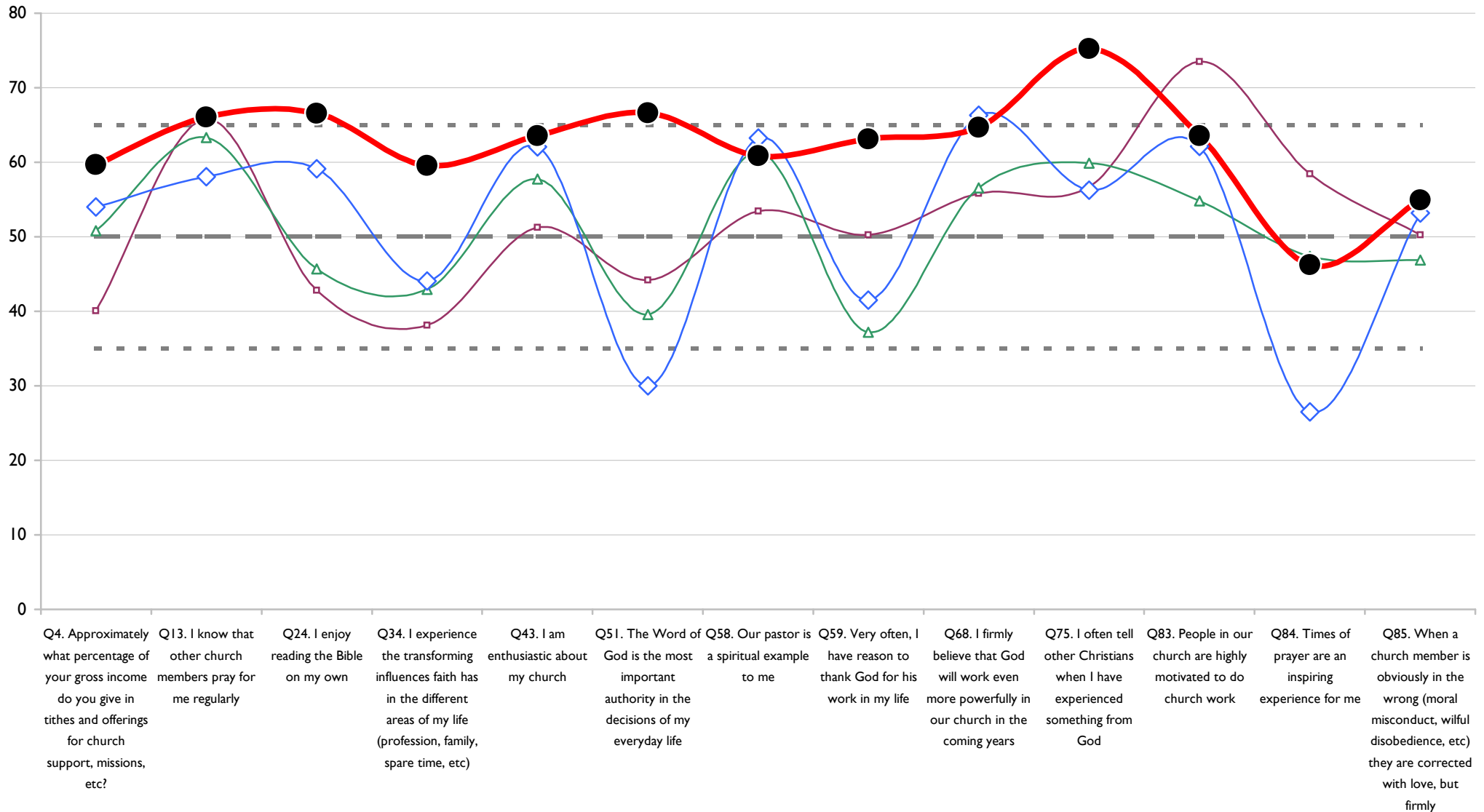
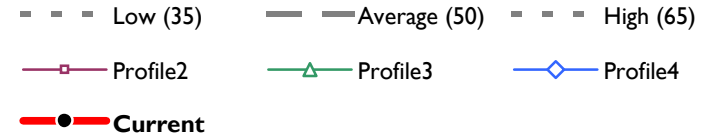


PS Change from Previous to Current



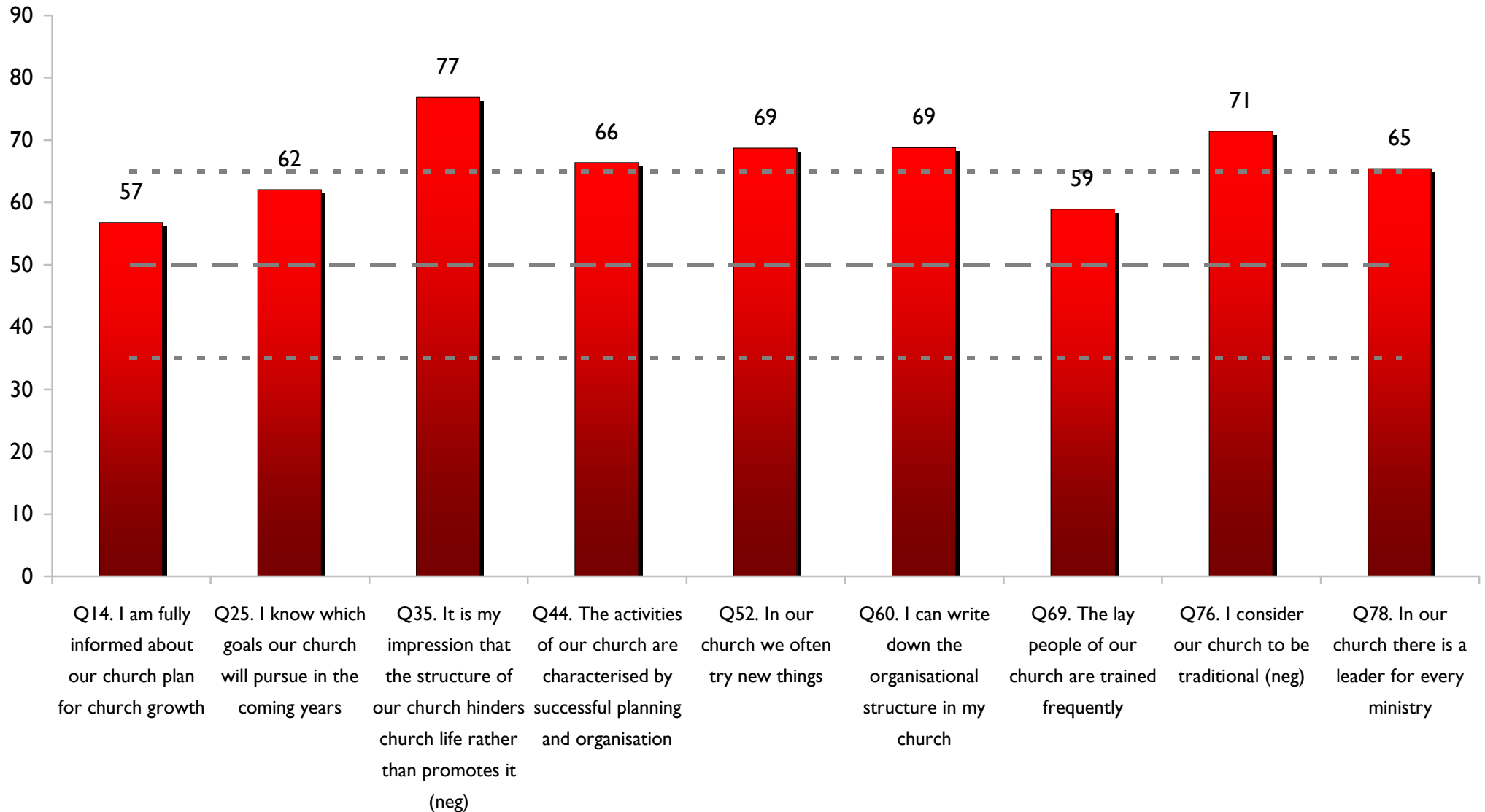
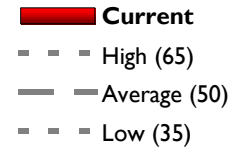


PS Dynamic Progress



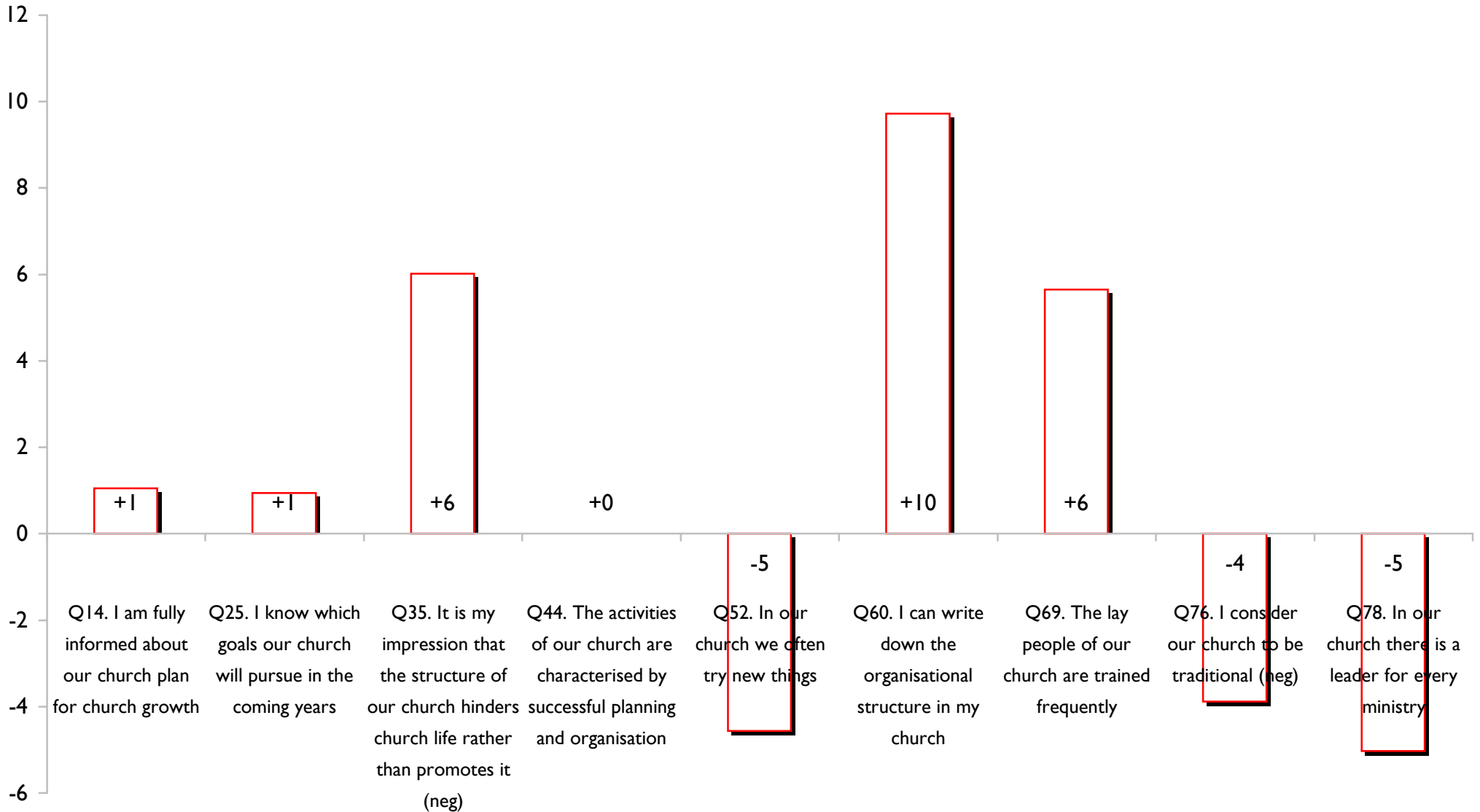


Functional Structures Current Profile



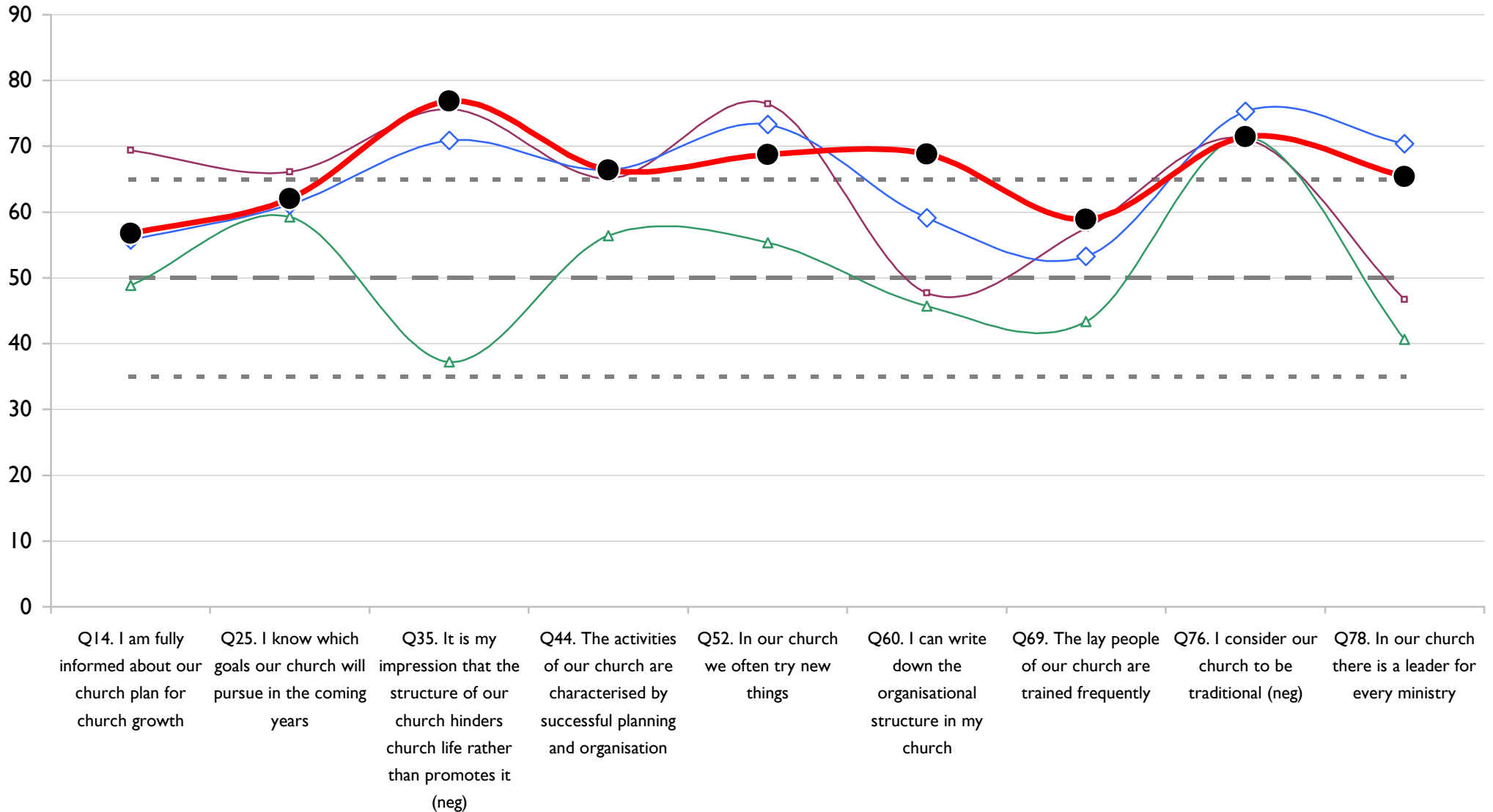
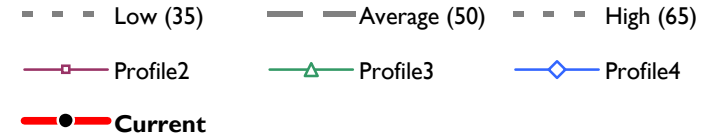


FS Change from Previous to Current



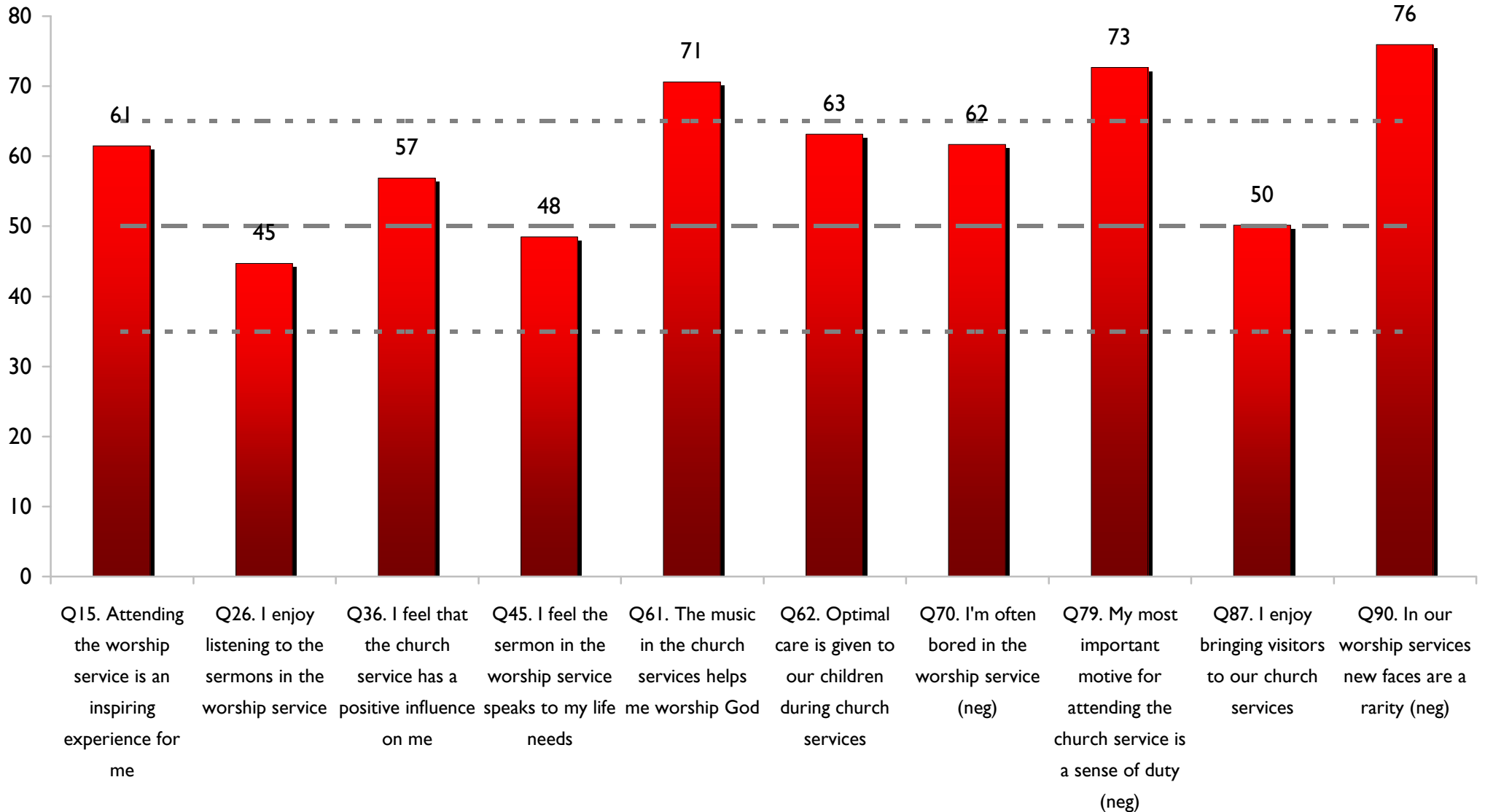
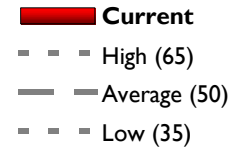


FS Dynamic Progress



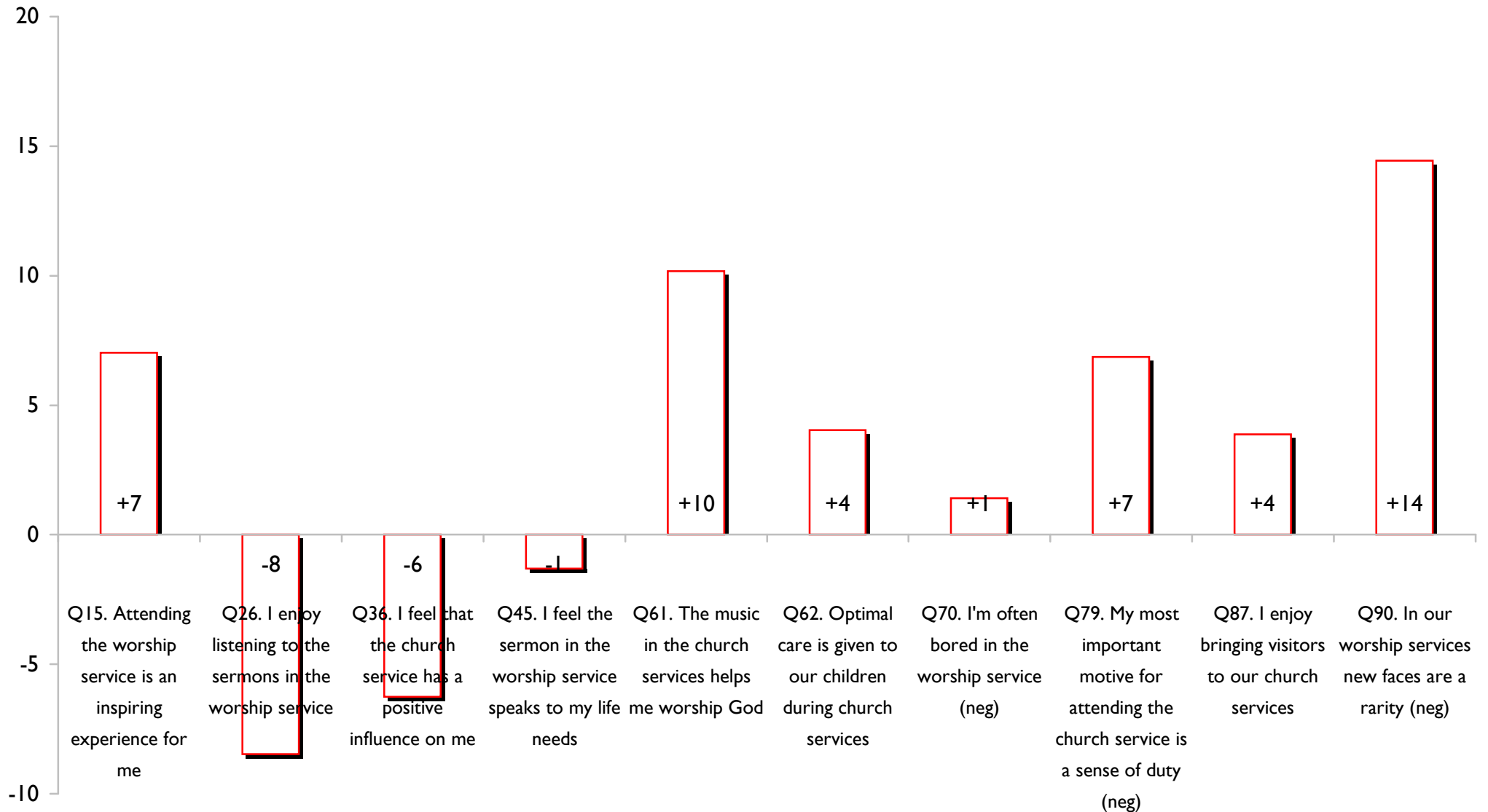


Inspiring Worship Service Current Profile



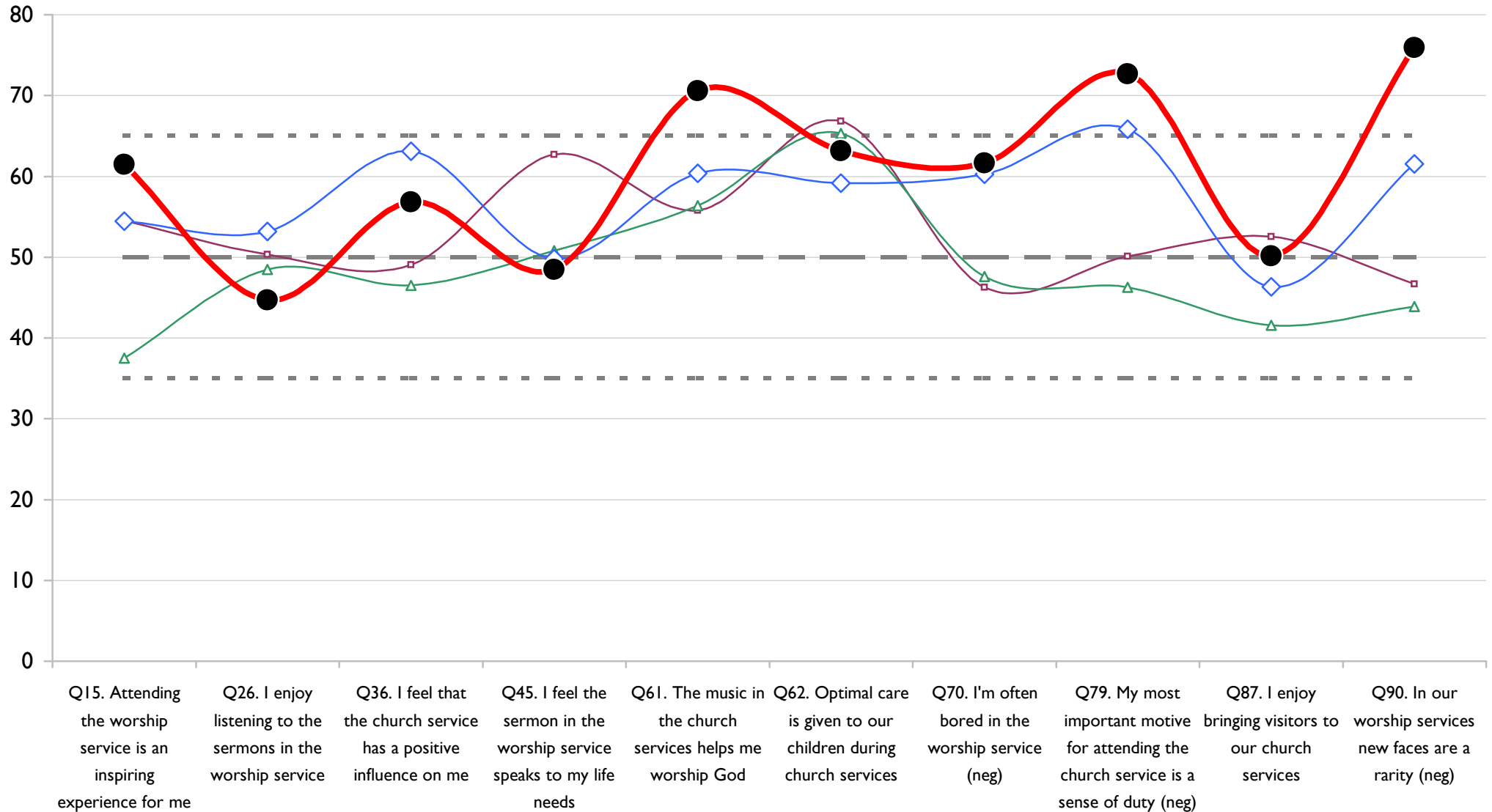
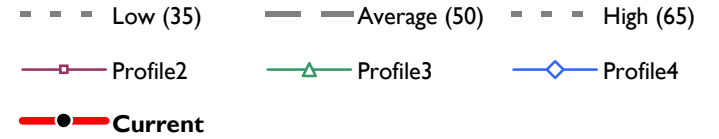


IWS Change from Previous to Current



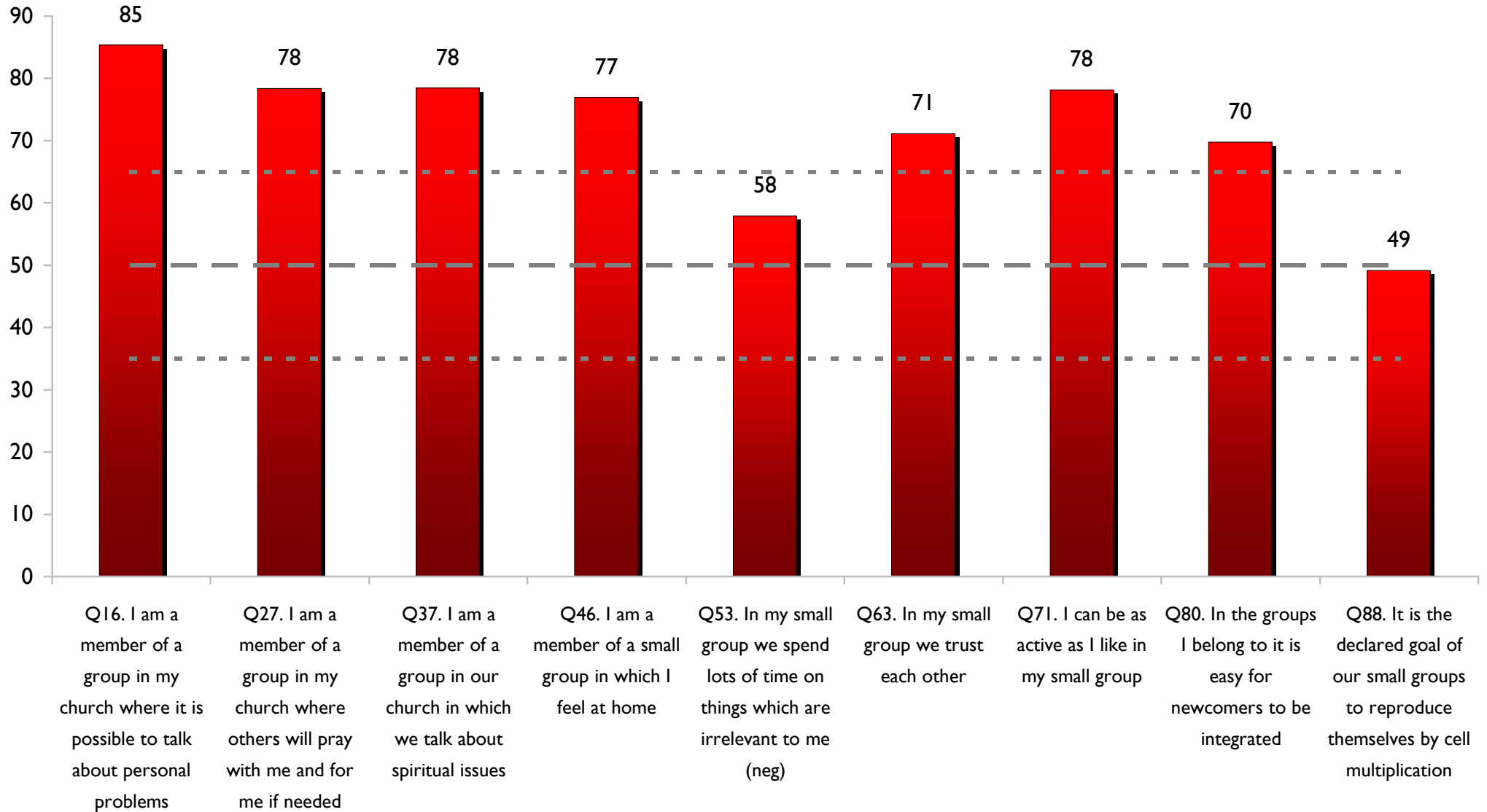
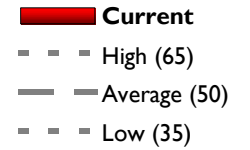


IWS Dynamic Progress



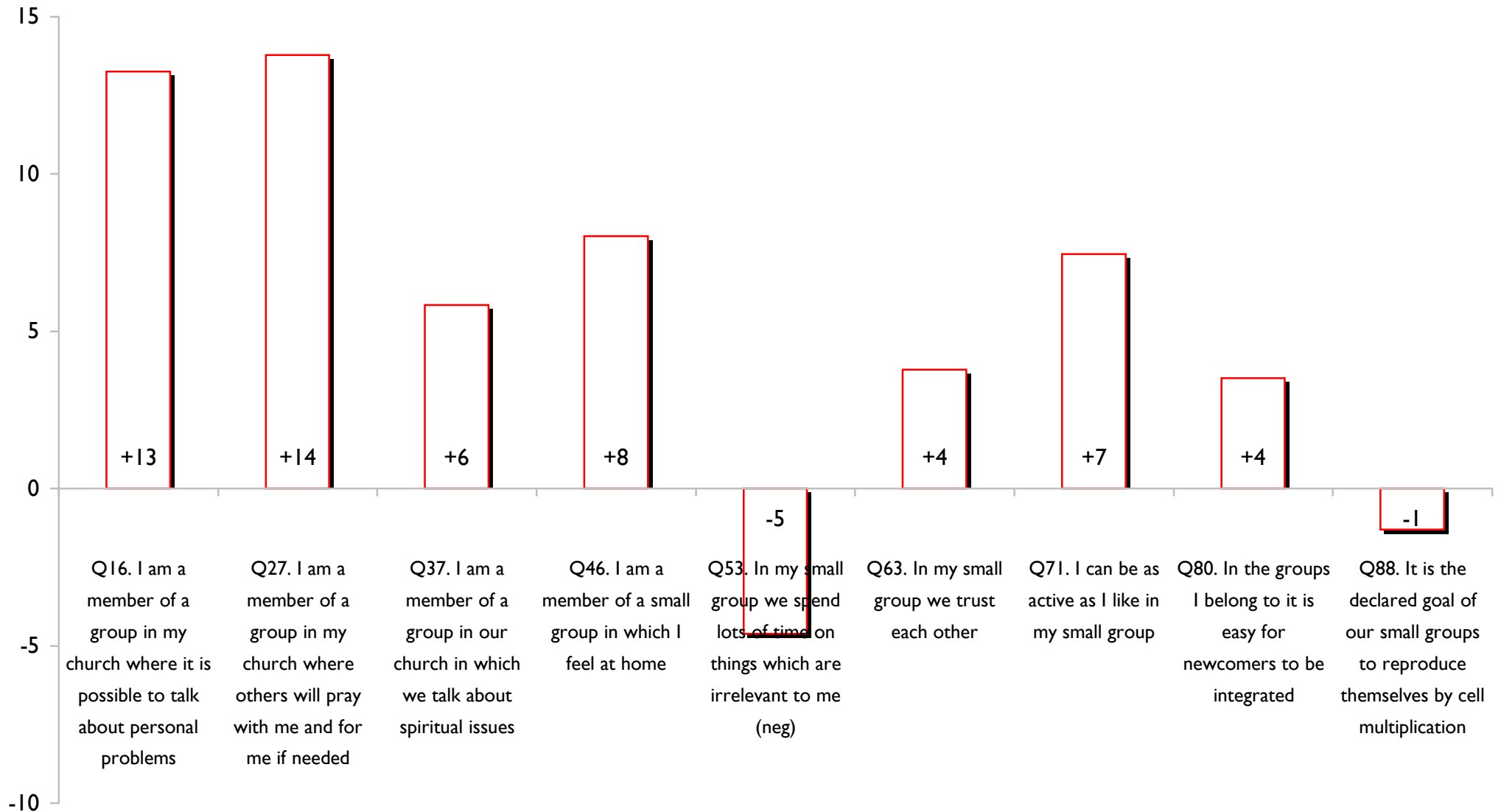


Holistic Small Groups Current Profile



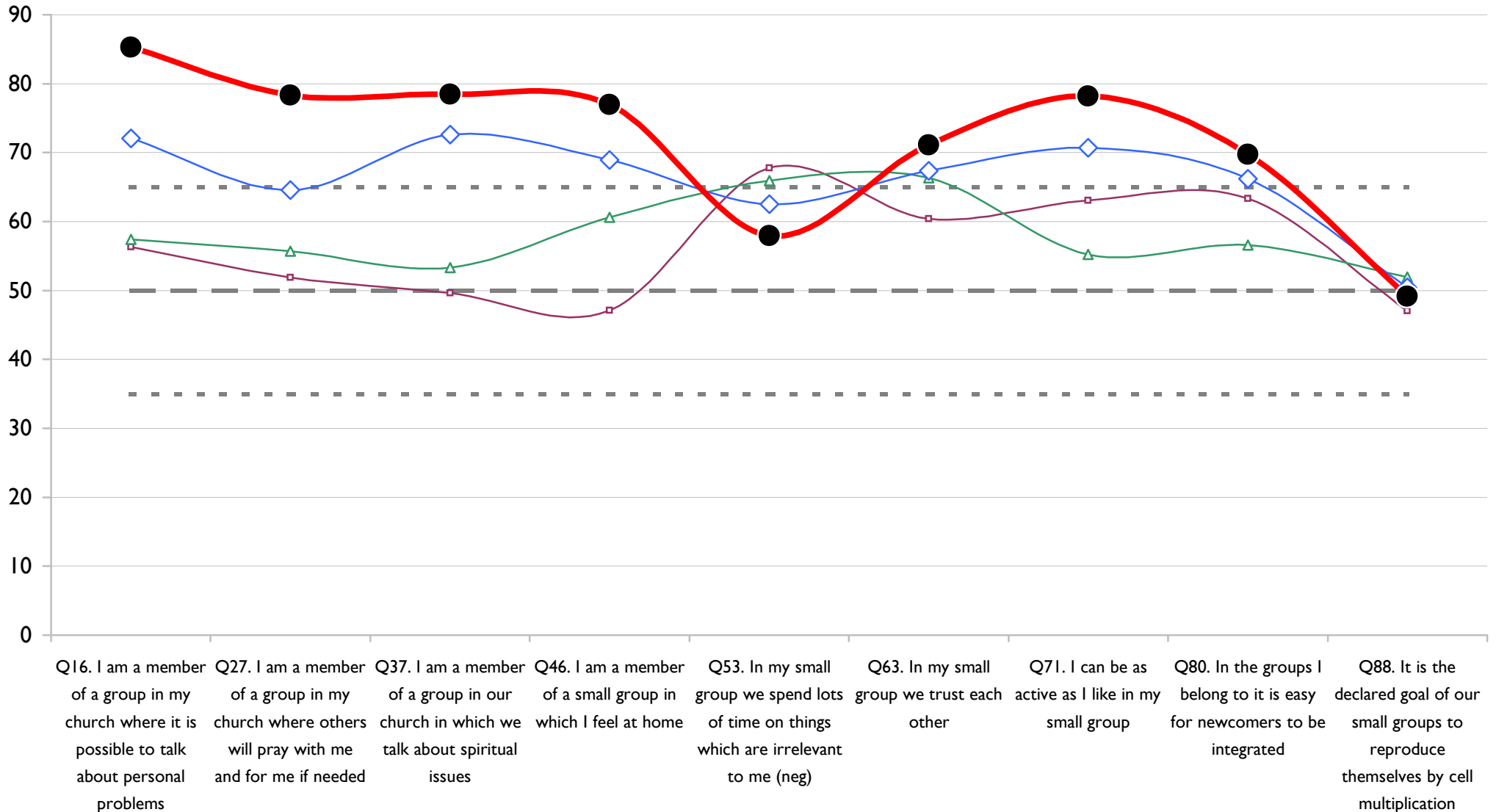
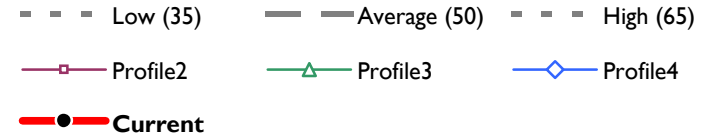


HSG Change from Previous to Current





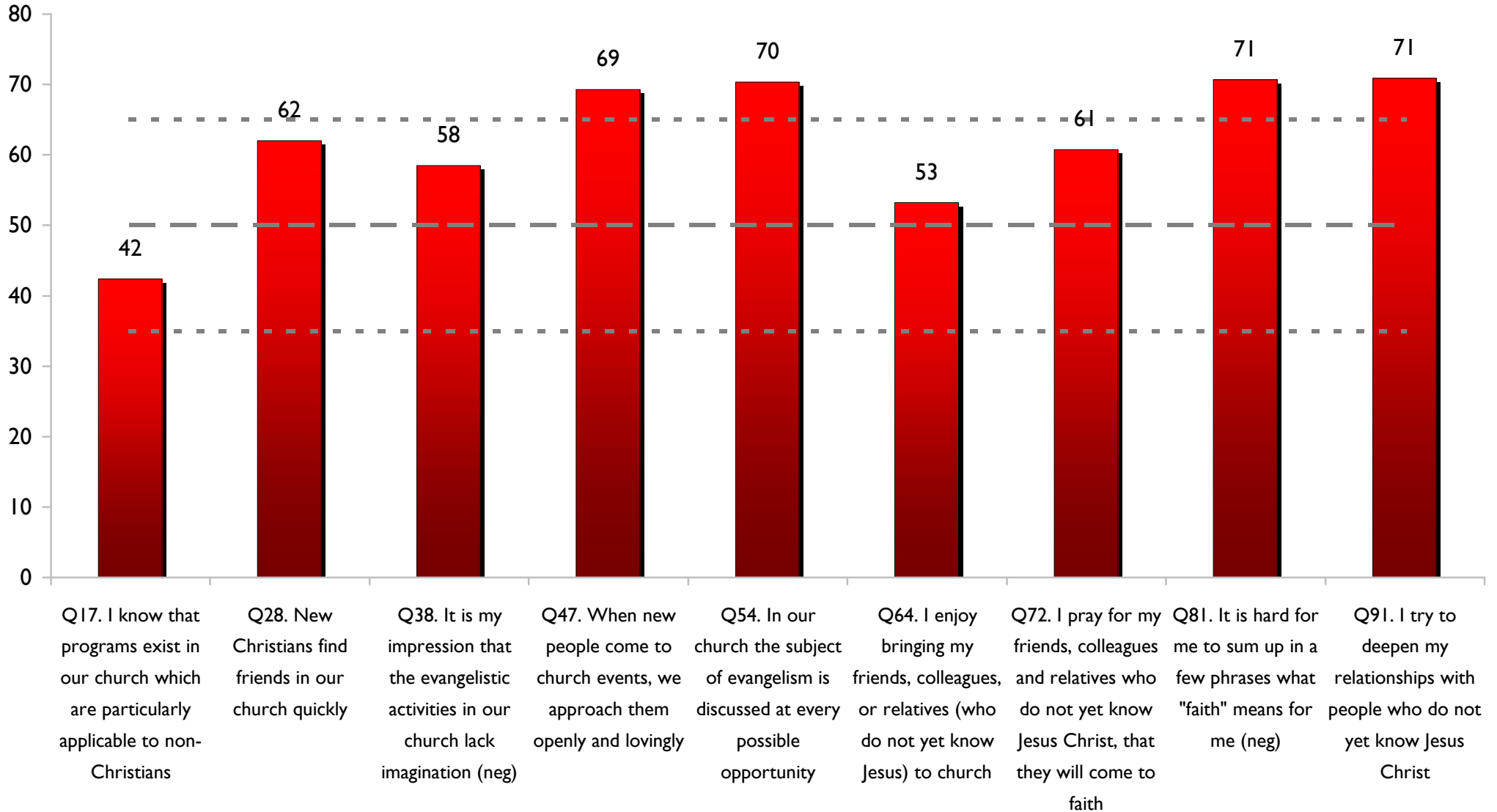
HSG Dynamic Progress





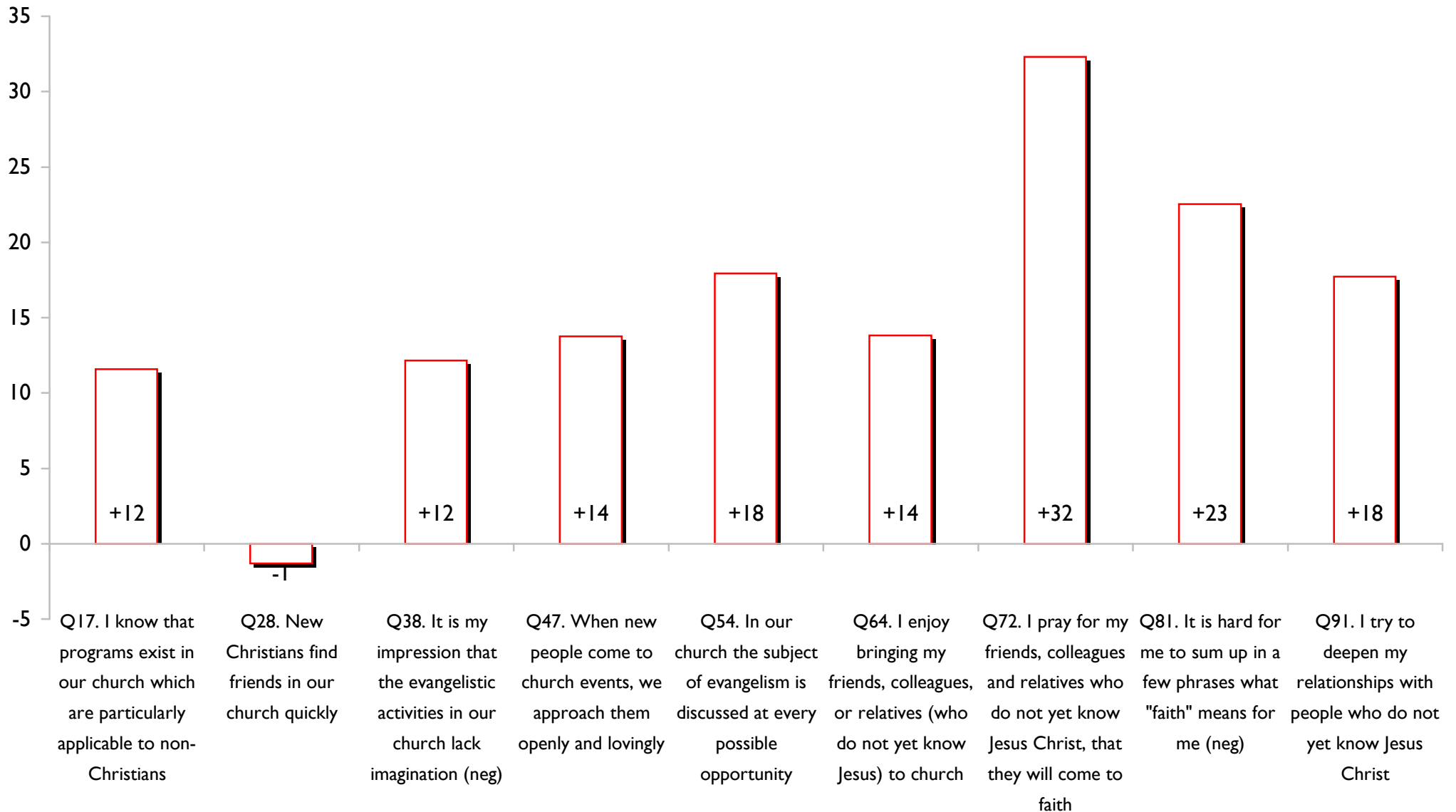
Need-oriented Evangelism Current Profile

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



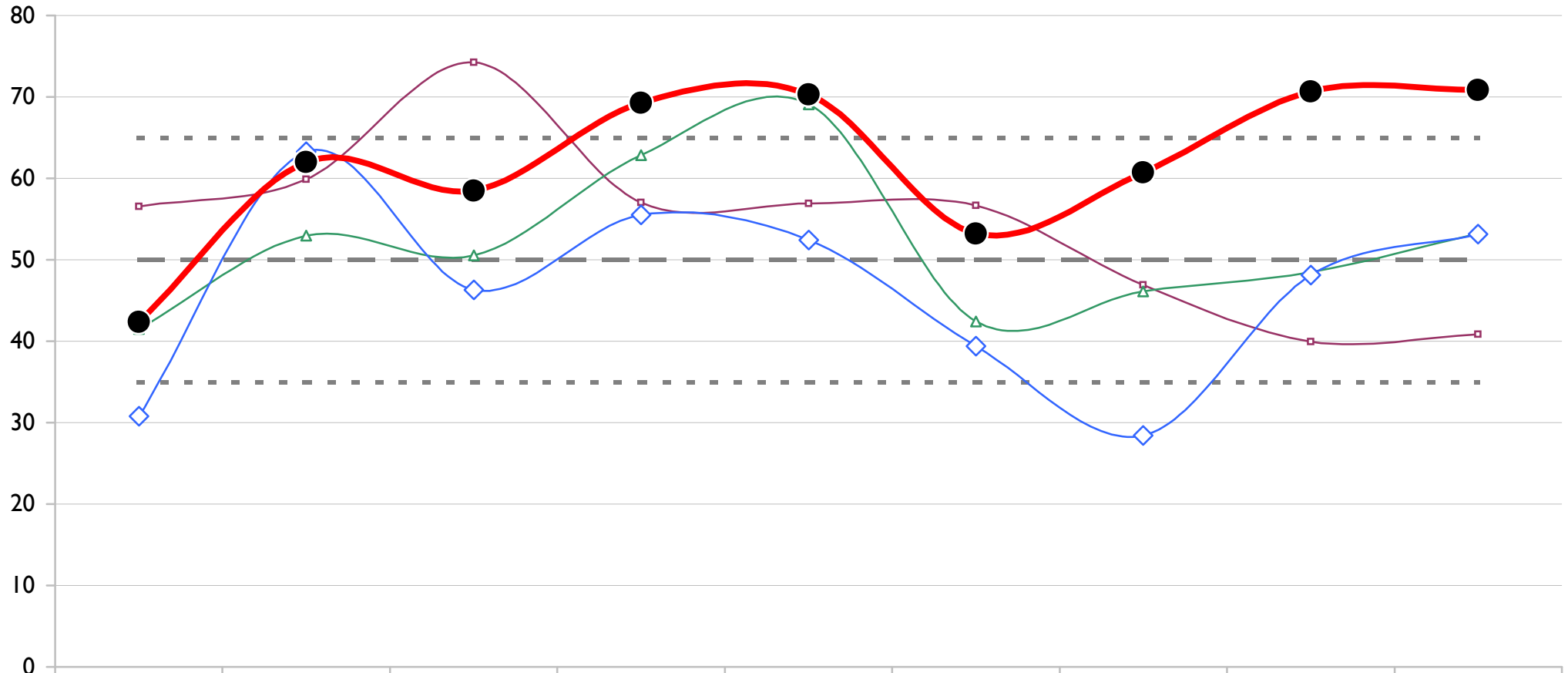
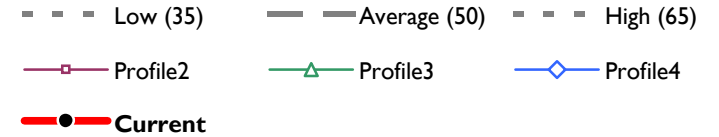


NoE Change from Previous to Current





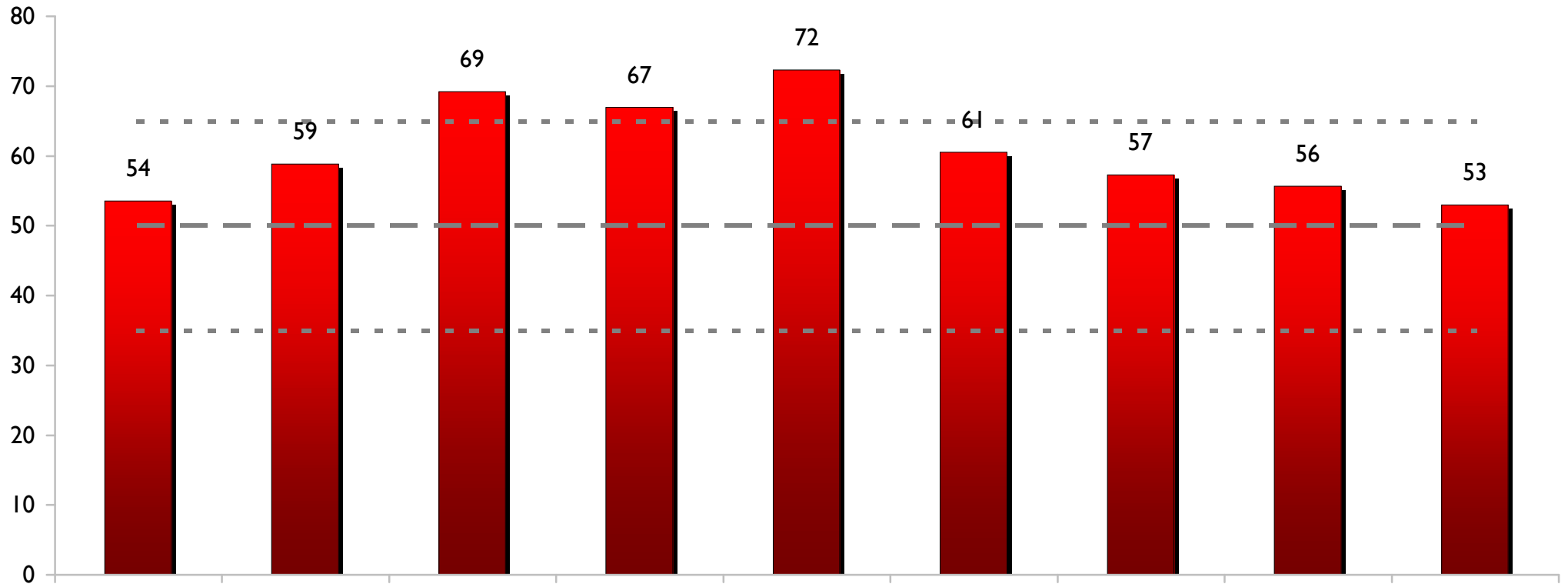
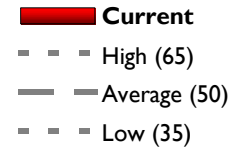
NoE Dynamic Progress



Q17. I know that programs exist in our church which are particularly applicable to non-Christians
 Q28. New Christians find friends in our church quickly
 Q38. It is my impression that the evangelistic activities in our church lack imagination (neg)
 Q47. When new people come to church events, we approach them openly and lovingly
 Q54. In our church the subject of evangelism is discussed at every possible opportunity
 Q64. I enjoy bringing my friends, colleagues, or relatives (who do not yet know Jesus) to church
 Q72. I pray for my friends, colleagues and relatives who do not yet know Jesus Christ, that they will come to faith
 Q81. It is hard for me to sum up in a few phrases what "faith" means for me (neg)
 Q91. I try to deepen my relationships with people who do not yet know Jesus Christ



Loving Relationships Current Profile



Q1. How much time do you spend per week (excluding formal church meetings and activities) with friends from church?

Q2. How often have you been invited by church members (not relatives) for dinner or coffee during the past two months?

Q3. How often have you invited church members (not relatives) for dinner or coffee during the past two months?

Q18. I find it easy to tell other Christians about my feelings

Q29. In our church it is possible to talk with other people about feelings and problems

Q39. There is a lot of joy and laughter in our church

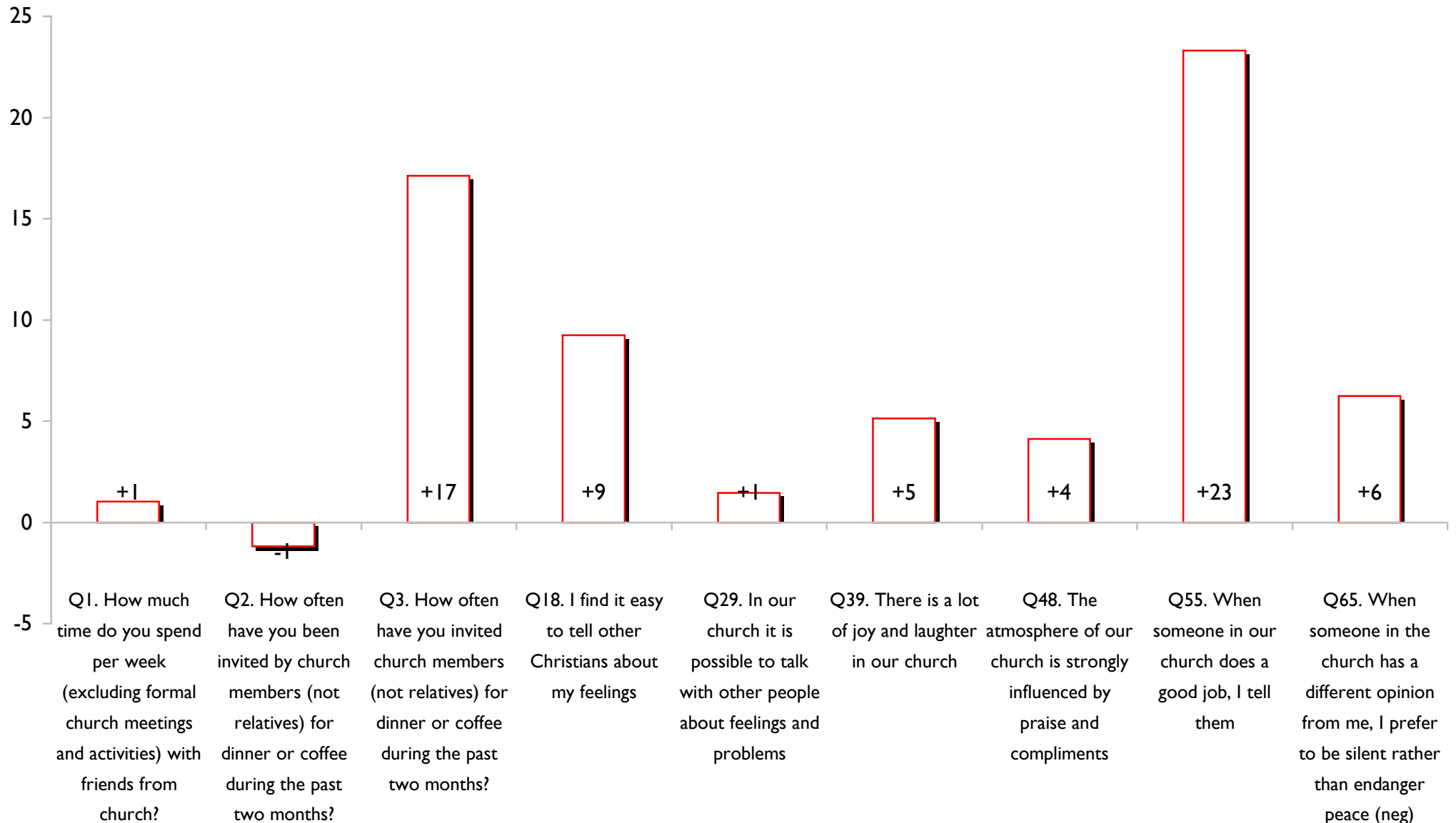
Q48. The atmosphere of our church is strongly influenced by praise and compliments

Q55. When someone in our church does a good job, I tell them

Q65. When someone in the church has a different opinion from me, I prefer to be silent rather than endanger peace (neg)

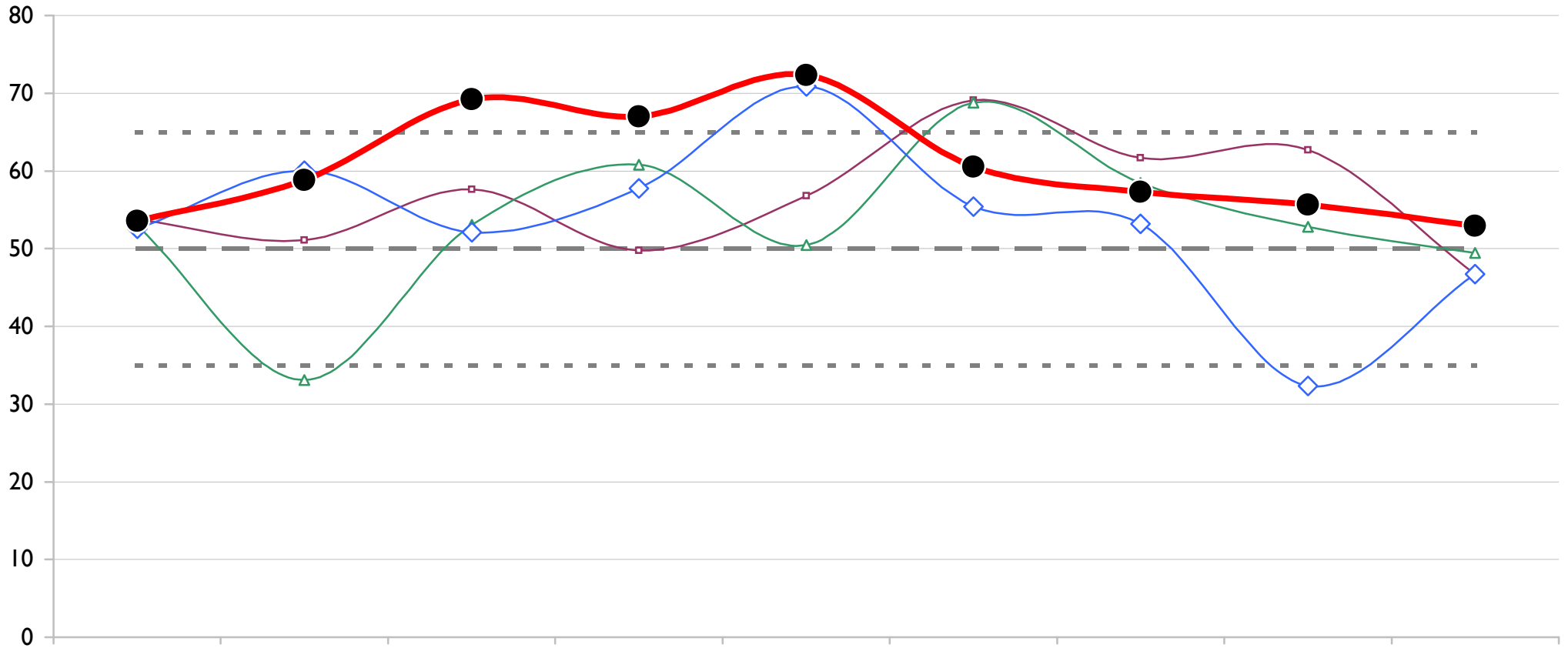
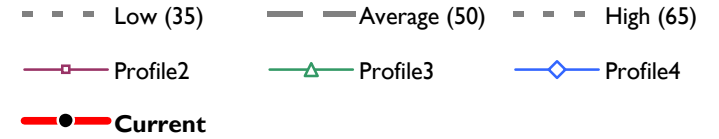


LR Change from Previous to Current





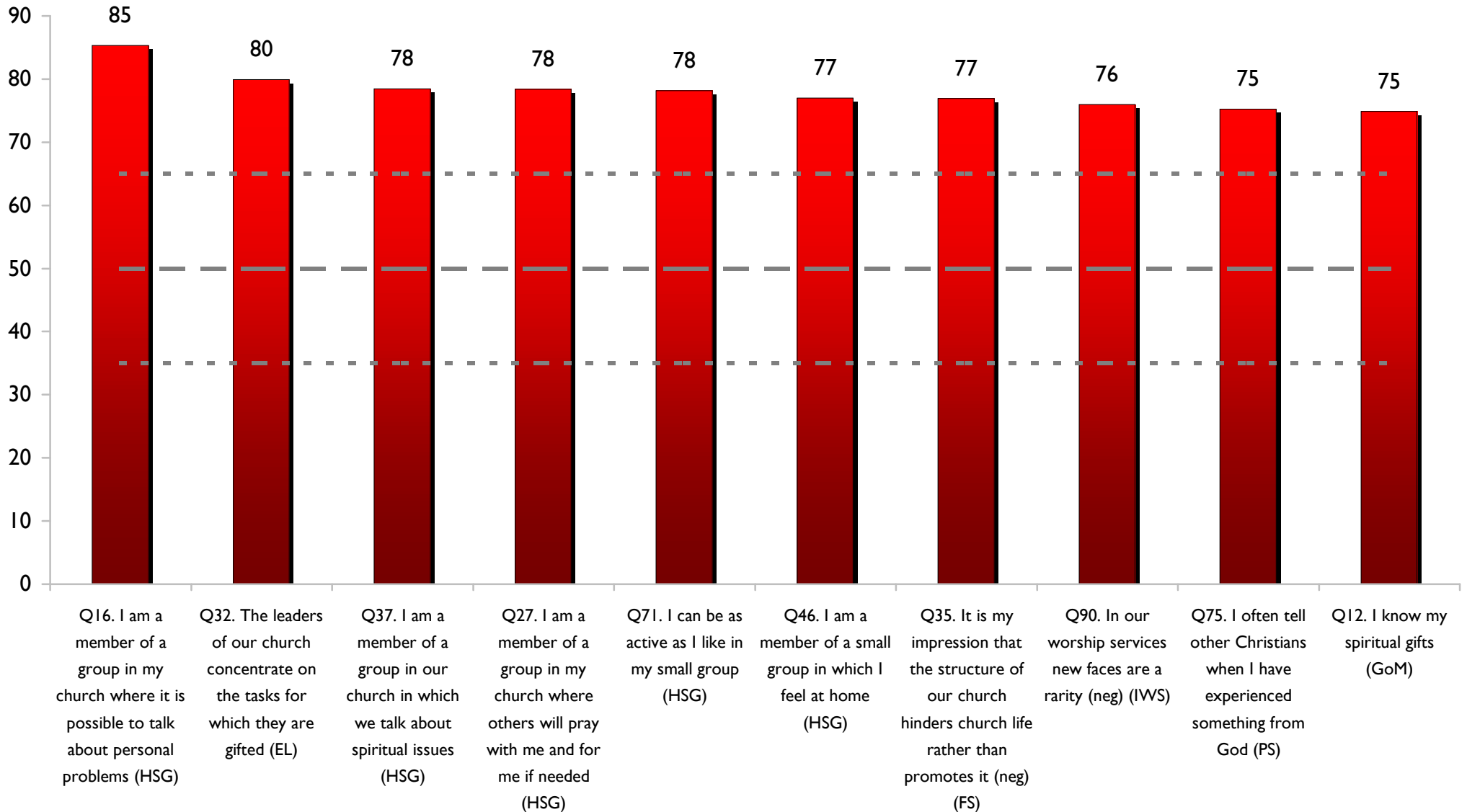
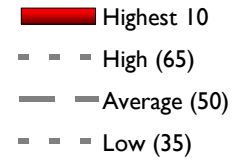
LR Dynamic Progress



Q1. How much time do you spend per week (excluding formal church meetings and activities) with friends from church?
 Q2. How often have you been invited by church members (not relatives) for dinner or coffee during the past two months?
 Q3. How often have you invited church members (not relatives) for dinner or coffee during the past two months?
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 Q55. When someone in our church does a good job, I tell them
 Q65. When someone in the church has a different opinion from me, I prefer to be silent rather than endanger peace (neg)

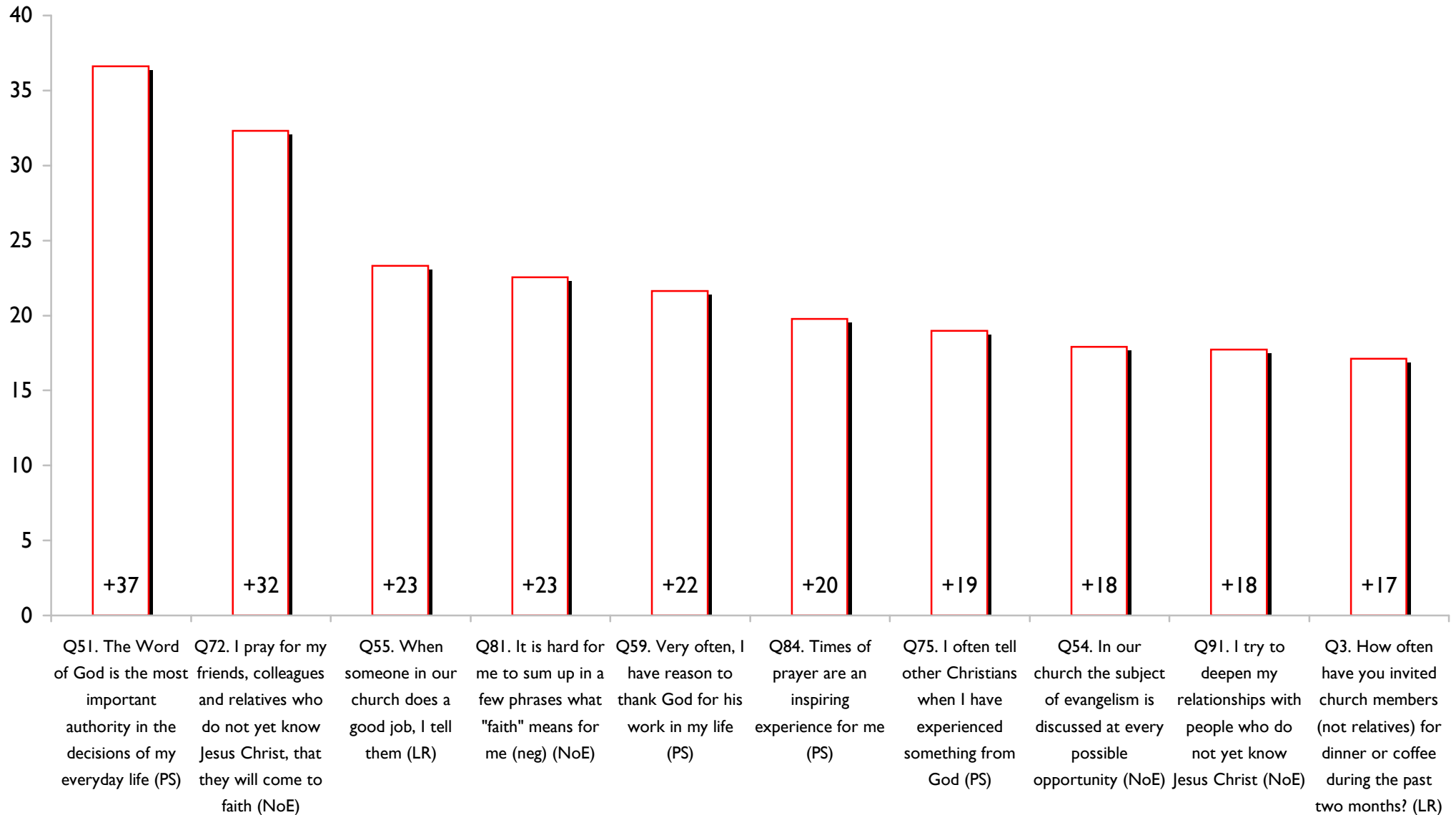


Current Highest 10





Highest 10 Changes from Previous to Current





Current Lowest 10

Lowest 10

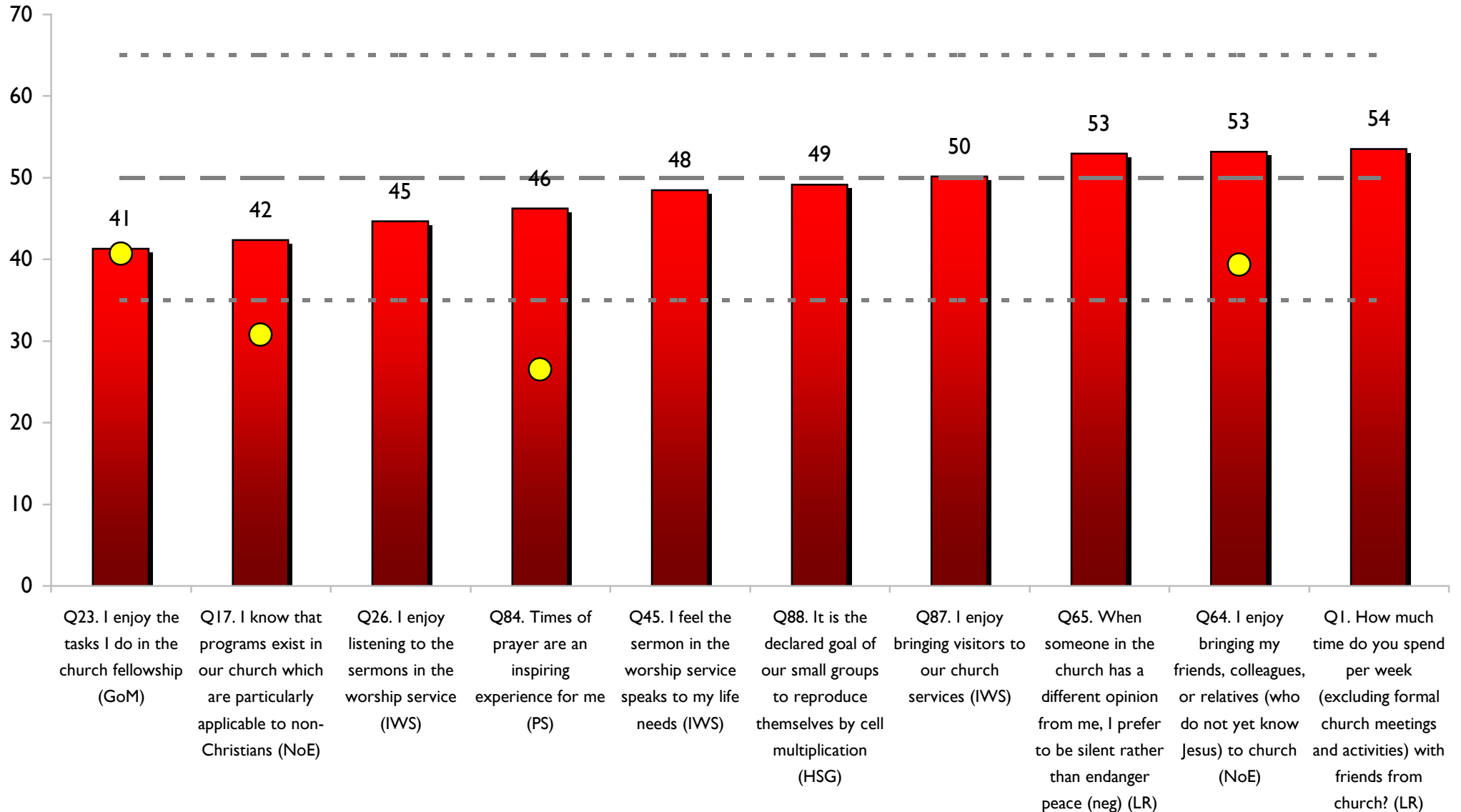
PL 10

The questions that also featured in the Previous Lowest 10

Low (35)

Average (50)

High (65)





Lowest 10 Changes Previous to Current

