Resource D1 Congregational Sustainability Assessment

The following form should be filled out by the elected congregational leadership and the results discussed by the congregational council when completed.

SUSTAINABILITY: FACILITIES

-	ILDING AGE & MAINTENANCE			
1.	In what year(s) were your parish buildings constructed?			
	Sanctuary Parish Hall			
	Other buildings & dates:			
2.	HVAC & other major systems are new or have been replaced within the last 10 yrs	. Y 🗆	N□	
3.	If our sanctuary A/C (or other major system) failed next week, we would have the funds on hand to replace it?	Υ□	N□	
4.	Such an expense would pose a financial crisis for our congregation.	Υ□	N□	
5.	Think back to the last major maintenance need (new roof, new windows, new a/c etc.):			
	a. What was the repair needed?			
	b. How were the needed funds secured?			
	c. How did the congregation respond?			
	d. Is it realistic to expect the same response/resolution when the next major maintenance need arises?	Y 🗆	N□	
6.	Based on our answers above, do we see our Building Age & Maintenance as a strength or a weakness for our sustainability as a congregation? Strength Description D	□ Wea	akness	

II. CURRENT BUILDING USAGE7. Time wise, our building is utilized for ministry gatherings and outside community acapproximately how many hours each week (outside of Sunday morning)?	ctivities
\square 0-5 hours \square 5-20 hours \square 21-40 hours \square 40-60 hours	
8. Overall, our facilities (sanctuary & parish hall) are:	
☐ Under-utilized	
☐ Just right for our needs	
☐ Too small for our needs	
9. Do you currently lease any of your facilities to other organizations?	Y□ N□
a. If so, what percentage of total income does this rent represent annually?	%
10. Based on our answers above, do we see our Current Building Usage as an opportunity or a threat for our sustainability as a congregation? ☐ Opportunity	☐ Threa
SUSTAINABILITY: FINANCES	
III. FINANCIAL STEWARDSHIP 11. Our current stewardship efforts consists of: (check all that apply)	
☐ Adopting a budget at the annual meeting.	
☐ Printing the offering amount in the bulletin each Sunday.	
☐ Including a bulletin appeal when funds are running short.	
☐ Monthly stewardship temple talks by a lay leader that focuses on practice generosity as part of growing in faith.	s of
☐ Annual Financial Stewardship campaign.	
\square We actively encourage and lift up the Biblical practice of tithing.	
12. Half (or more) of our annual congregational giving comes from the 65+ age group?	Y□ N□
13. If our congregation's top one or two giving households died within the next year, there would be a financial crisis within our congregation?	Y□ N□
14. We know the giving capacity of our congregation, based on the median household income in the area?(That info can be found at www.census.gov/quickfacts/ Enter zip code and choose "Income & Poverty" in the Select-a-Fact box. Also available at MissionInsite.com)	Y□ N□

15. We have a congregational/ endowment/memorial fund.		$Y \square$	$N \square$
a. If yes, we have withdrawn \$ from it to regular ministry expenses within the past 12 months.	o pay		
16. We receive financial gifts by: (check all that apply)			
☐ Through passing around offering plates/baskets in worsh	nip		
☐ Providing and promoting online giving, giving at kiosks	, etc.		
☐ Providing and promoting gifts through estate planning, t	rusts, stock gifts, etc.		
17. How much mission support do we provide to/through our Synod ministries and churches and pastoral training?	and the ELCA for no	ew	
☐ We don't provide any mission support to the Synod or E	ELCA		
☐ Less than 5% of our annual budget			
☐ 5-10% of our budget			
☐ More than 10% of our budget			
18. Based on our answers above, do we see our Financial Stewardsh for our sustainability as a congregation?	ip as an Opportunity	or a Th	reat
☐ Opportunity (we have the capacity to incre	ease our giving)		
☐ Threat (we are maxed out on our giving cap	pacity and could be i	п јеорс	ardy)
 IV. PASTORAL COMPENSATION 19. We are able to provide a full-time "Defined Compensation" (does medical or pension) to our pastor that is equal to or greater than a (See "Compensation Guidelines Worksheet" at FBSynod.com/ro a. If not, what is the level of "Defined Compensation" we are able to provide our pastor based on our recent actual giving 	synod guidelines osteredministers)?	Y 🗆	N□
20. We are currently able to provide full benefits coverage (<i>full fami disability, retiree support</i>), and at least 10% pension to our paste on the "Defined Compensation" (<i>see the Portico Benefits Calculators https://employerlink.porticobenefits.org/Resources/Calculators/Benefits</i> . a. If not, what level of benefit coverage are we able to provide	or based r tool at sCostCalculator)?	Υ□	N□
21. We are able to provide continuing education, professional expen mileage reimbursement to our pastor.	ses and	Υ□	N□
22. Based on our answers above, do we see our ability to support Pastoral Compensation as a strength or a weakness for our sustainability as a congregation?	□ Strength □] Wea	kness

SUSTAINABILITY: PEOPLE

٧.	LEADERSHIP 23. We regularly have enough people to serve on Council.	$Y \square N \square$
	24. We regularly have enough people to serve on committees.	$Y \square N \square$
	25. We regularly have enough people to lead the most important ministries we do.	$Y \square N \square$
	26. Based on our answers above, do we see our Leadership as a strength or a weakness for our sustainability as a congregation? Strength	☐ Weakness
VI	WORSHIP27. We have enough people to help with weekly worship preparations and assistance.28. What has our average worship attendance been for the last 5 years? (See your Annual Control of the last 5 years)	-
	the "Full Trend Report" for your congregation at http://www.elca.org/tools/findacc	
	29. Based on these numbers, our congregation is \Box Growing \Box Holding Steady	☐ Declining
	30. Based on our answers above, do we see our Worship as a strength or a weakness for our sustainability as a congregation? Strength	☐ Weakness

CALCULATING OUR SUSTAINABILITY

Enter below how we identified the following for our sustainability as a congregation in the sections above.

FACILIT	IES		
I.	Building age and maintenance	☐ Strength	☐ Weakness
II.	Current building usage	\Box Opportunity	☐ Threat
FINANC	ES		
III.	Financial Stewardship	\Box Opportunity	☐ Threat
IV.	Pastoral Compensation	☐ Strength	☐ Weakness
PEOPLE			
V.	Leadership	☐ Strength	☐ Weakness
VI.	Worship	☐ Strength	☐ Weakness

Congregations need resources to sustain ministry. The three primary resources include facilities, financial and people. Reflect on what you filled out above. Then use the following questions to estimate your sustainability.

	Declined to not sustainable	Declining but still sustainable	Maintaining	Growing or Increasing	Copy number
Do you have what you need to maintain or expand ministry in these areas:	1	2	3	4	
Facilities Capacity – maintainability and usage of facilities					
Financial Resources – to pay for facility, staffing, ministries, etc.					
People Power – to provide leadership, strengthen and sustain one another					
Write the lowest number here:					

Since people, financial resources and facilities are necessary for sustainability, the lower number represents the "weakest link" in your congregation's sustainability chain.

After reviewing this assessment with the congregational council, return this form along with the completed Transition Process Checklist (Section 2, Resource D2) to the Assistant to the Bishop for Leadership.