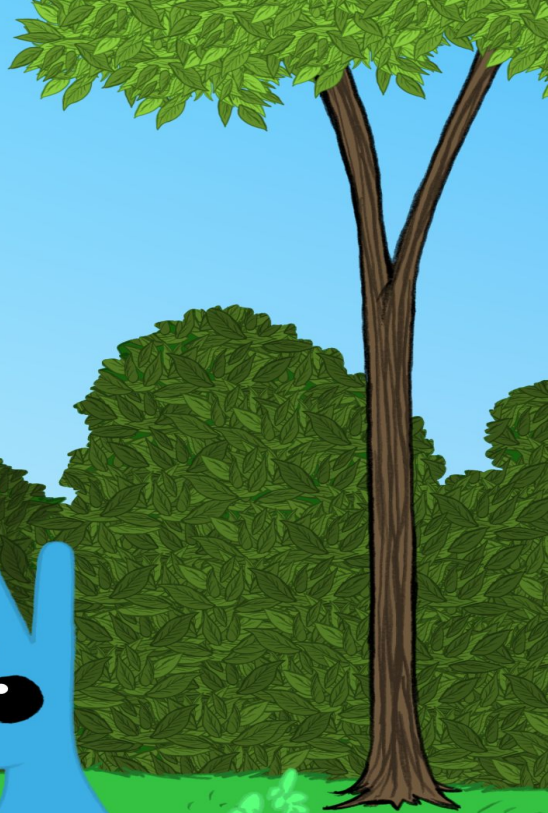


Getting Started on a Congregational Pathway with Readiness 360



Tend The Soil



What do you make of this?



A farmer
planted seed.
As he scattered
the seed, some of it
fell on the road,
and birds ate it.

Some fell in the gravel;
it sprouted quickly
but didn't put
down roots,
so when the sun
came up
it withered
just as quickly.





Some fell in the
weeds;
as it came up,
it was strangled
by the weeds.



Some seed fell
on good earth,
and produced
a harvest
beyond their
wildest
dreams.

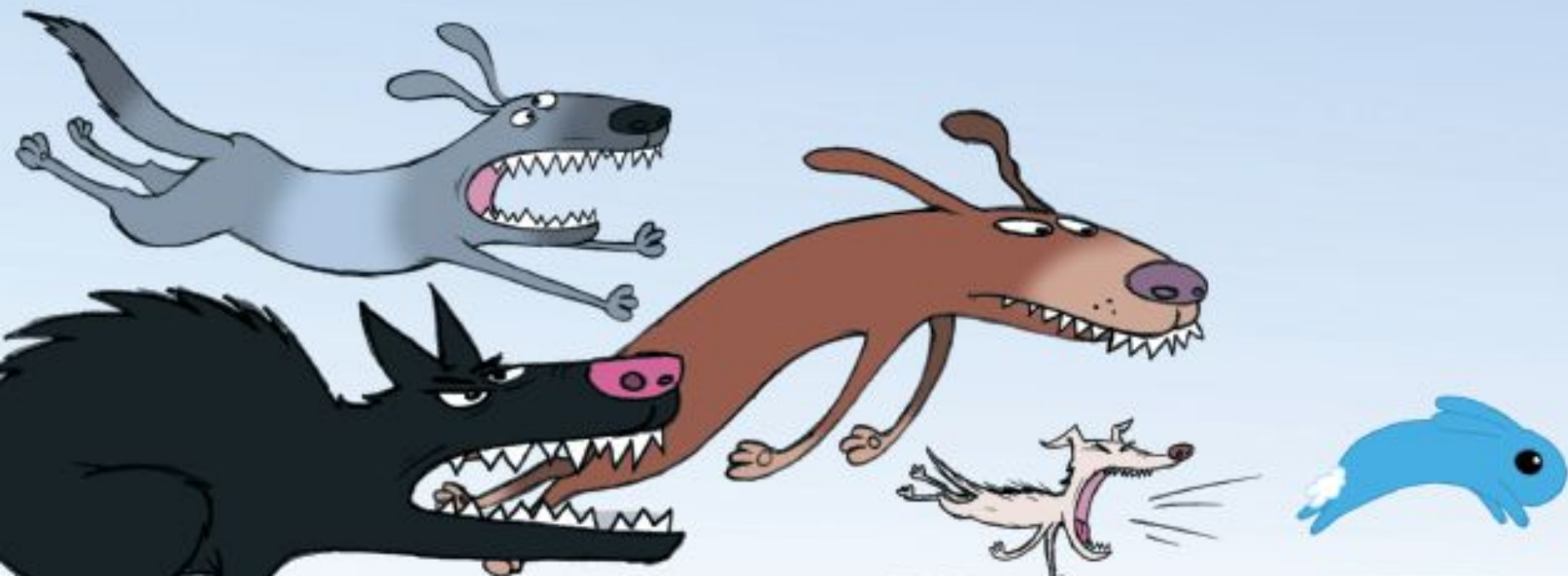
- Jesus

Good Earth Supports

- Formation & Multiplication of
 - Disciples & leaders
 - Small groups
 - Worship services
 - Faith communities
- ...A great harvest!



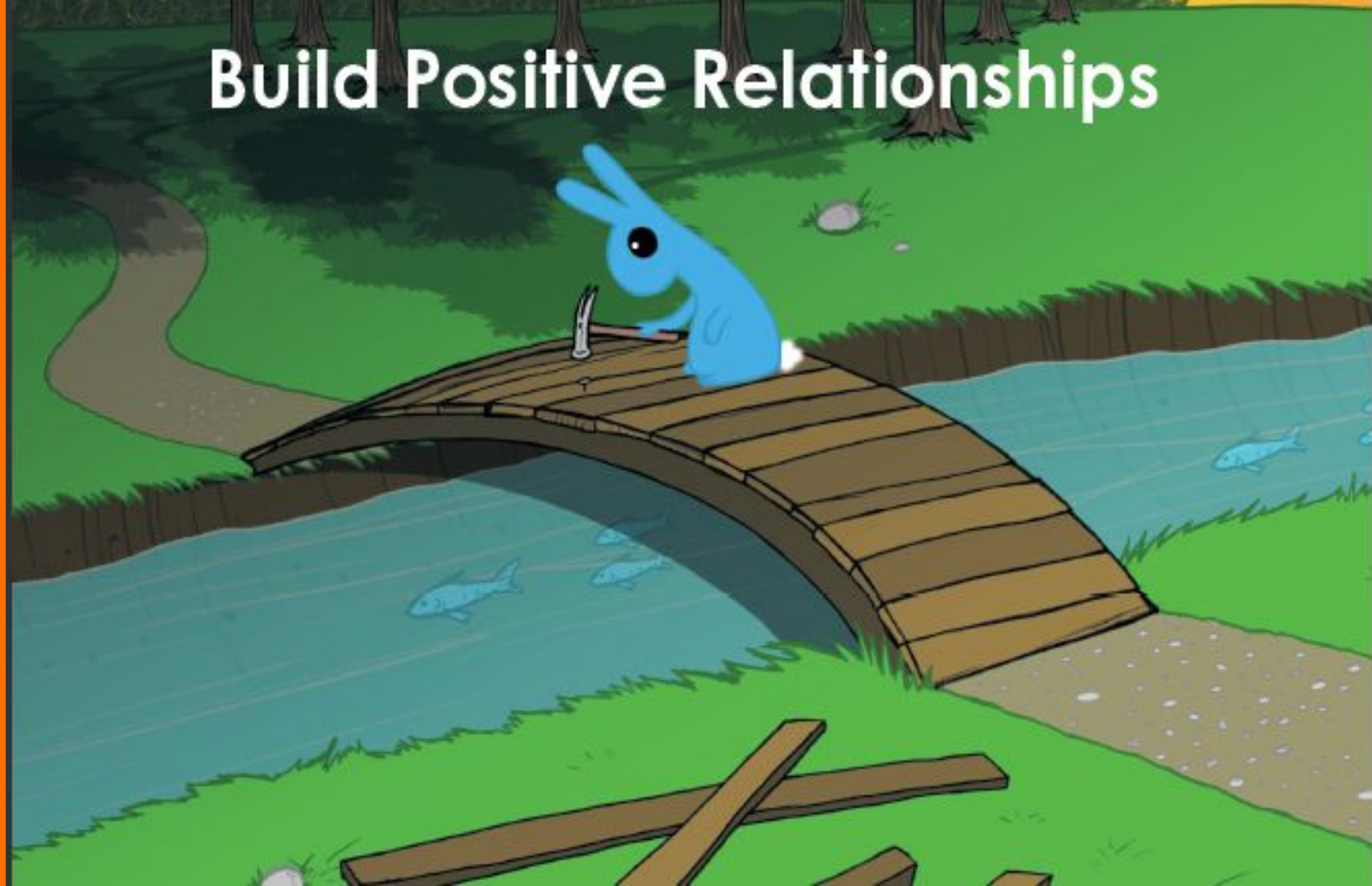
Raise the Spiritual Temperature



Characteristics of Strong Spiritual Intensity

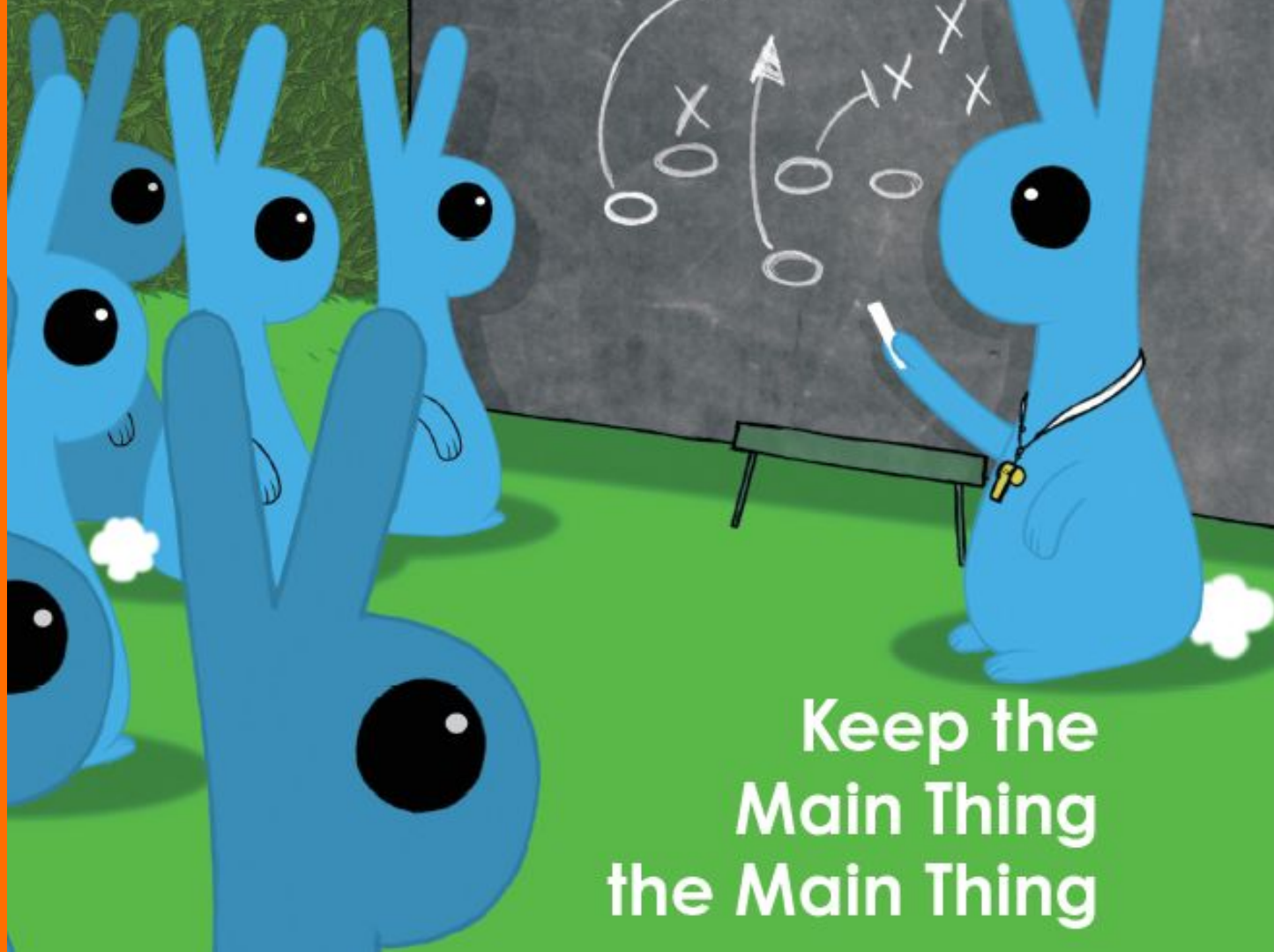
- There is an expectation of encountering the living Christ
- Practicing spiritual disciplines is an important part of life together
- People are willing to take risks as an expression of their faith and trust in God.
- Leaders demonstrate spiritual vitality

Build Positive Relationships



Characteristics of Healthy Dynamic Relationships

- The practice of strong welcoming behaviors
- A strong track record of bringing people from the outside into participation in the community of faith
- Positive experience partnering with other leaders and groups
- A culture of healthy teamwork and leader development
- Leaders who function well as a team



Keep the
Main Thing
the Main Thing

LOVE Him



Characteristics of Strong Missional Alignment

- A clear understanding to reach new people
- Alignment to a clear direction
- Leaders who engage in good strategic thinking
- The ability to make decisions about resources based on priority as opposed to pleasing people or maintaining status quo
- A shared sense of competency about the church's ability to start new ministries



Savor the Gift of Diversity

Characteristics of Strong Cultural Openness

- Proven receptivity to folks who aren't like you
- A good ability to form meaningful community with people who puzzle and/or offend you in certain respects
- A perception that diversity in your church is a good thing
- Energy for working with different kinds of people
- Willingness and ability to share power with new people
- Valuable experiences that will help you reach young people
- Proven ability to reach people in your that aren't like you

How Do I Begin?

1. Intent to Apply - Pen-Del and BWC Websites
2. Choose an Account Manager (Contact Information)
3. Setting Up and Implementing a Survey
4. Gathering Specific Data - Open-Ended Questions

Setting Up Your Survey

You will be issued 1 survey when you sign up for Readiness360. To set the survey up, you'll click "Create Survey." Readiness360 will generate the bulk of the questions, but you can customize your survey to focus on certain areas.



Customize Survey

[Back To Surveys](#)

Please take some time to customize your survey so that it is best suited for your congregation's context.

Survey Name*::

Congregation's Formal Name*:

Congregation's Informal Name*:

Congregation Address:

Congregation Website:

Congregation Pastor's Name:

Congregation Pastor's Phone:

Congregation Pastor's Email:

Year Founded:

Average Attendance:

Ministry Context (Choose best description):

- ☐ Rural
- ☐ Town/Small City
- ☐ Suburban
- ☐ Metropolitan Area
- ☐ Urban Center

Average Age of Church Participants:

- ☐ 18-24
- ☐ 25-44
- ☐ 45-54
- ☐ 55-64
- ☐ Over 64

Primary (80% or more) race/ethnicity of congregation (choose one):

- ☐ Asian
- ☐ African American/Black
- ☐ Hispanic/Latino
- ☐ Native American
- ☐ Pacific Islander
- ☐ White
- ☐ Multi Ethnic

If congregation is multi-ethnic, is there a majority ethnic culture?

- ☐ No Majority Culture
- ☐ Asian
- ☐ African American
- ☐ Black
- ☐ Hispanic/Latino
- ☐ Native American
- ☐ Pacific Islander
- ☐ White
- ☐ Multi Ethnic

Primary (80% or more) race/ ethnicity of the community within a 3 mile radius of your congregation.
(choose one):

Cultural Openness Customization:

Since each ministry context is unique, the questions that measure cultural openness are customizable. There are standard questions that measure a congregation's openness to the next generation and the community that surrounds it. If you check none of the boxes below, your people will only be asked the standard question set and none of the question sets that address the specific populations below. If your context warrants, check up to 2 particular people groups you are seeking to reach:

- ☐ A recent immigrant population in our neighborhood.
- ☐ A different racial/ethnic group than the majority of our congregation.
- ☐ The gay/lesbian/transgender population in our neighborhood.
- ☐ People with significantly less financial income in our neighborhood.

WARNING: Changing the open-ended questions after the survey has begun is highly discouraged! Doing so may result in inaccurate results for your survey.

What excites you about the possibility of us multiplying our impact through starting a new place or ministry for new people?

Open-Ended Question 1

The default question is *What excites you about the possibility of us multiplying our impact through starting a new place or ministry for new people?*

What concerns you about the possibility of us multiplying our impact through starting a new place or ministry for new people?

Open-Ended Question 2

The default question is *What concerns you about the possibility of us multiplying our impact through starting a new place or ministry for new people?*

Survey Welcome Text:

Please modify the welcome text as desired so that people taking the survey understand what multiplication scenario your congregation is considering. These two paragraphs precede survey instructions and are the first thing survey-takers see after entering the survey code.

Thank you for making the time to complete this online Readiness 360 survey!

Our congregation is taking seriously its call to multiply its ministry and reach new people. We are considering (how we might create new places to reach new people).

Such new places can take many different shapes and forms, ranging from the creation of a new worship community to a new campus to a whole new congregation. Each of these has costs and challenges associated with it. But the most important part of our

Save

Open-Ended Questions

1. What is God calling your church to focus on now?
2. What do we need to change to live into God's preferred future?

3 Types of Reports

	Summary Share with all	Executive Share with leaders	Complete Share wisely
Overview	X	X	X
4 Areas		X	X
Leader Tips		X	X
Answers to Open-Ended ?s			X
Mixed Perceptions			X

Overview

Congratulations for being willing to engage in a serious conversation about your readiness to reach new people in new ways! The Christian movement in North America was strong for so many generations because churches planted new churches that planted new churches. Untold thousands of churches, decade after decade, state after state! Only a small percentage of today's churches still have multiplication of ministry on their radar. Your church does - and that sets you apart!

asked several of its leaders and participants to participate in the *Readiness 360* process. The survey many of you took assesses your church's spiritual and practical readiness for faithful and effective ministry in the 21st century. 49 persons took the *Readiness 360*, a mix of staff, key leaders and active ministry participants.

Readiness 360 assesses four critical capacities for multiplying thriving ministries. In the rating system below, your church's level of multiplication energy is indicated by the number of rabbits (God's most adorable multipliers). The more multiplication energy your church has, the more ready you will be to start something new. is strongest in terms of Spiritual Intensity and is most challenged in terms of Missional Alignment.

Key:



In Crisis



Not Ready



Ready In Many Respects



More Than Ready

Spiritual Intensity

There is some fire in people's hearts at _____ but it isn't burning as brightly as it should. _____ has some work to do in strengthening the personal connection between your people and God and God's mission for you in the world. It would be wise to spend some time reconnecting with God through renewing spiritual practices both personally and as a church body.

Dynamic Relationships

In some respects, your church has seen some amazing relationships and friendships across the years. However, the DNA of these relationships is not currently indicative of the church as a whole. You have some work to do in terms of cultivating trust within the church and relating effectively to folks who are different from the majority of the members.

Missional Alignment

Your church's mission may look good on paper, but it is not yet really lived out in the real-life activities and life of the congregation. Now is the time for being honest with one another about this. A season of prayerful discernment about "What business are we really in?" is in order.

Cultural Openness

On one hand, many in the church want to reach diverse people, but many in the church still have great apprehension about what this might mean in terms of changing the face of ! _____. There may be some limitations in terms of how far the church is able to reach toward different kinds of people in the next few years. Open communication will be critical.

Top Section: Area Name + Score then

Spiritual Intensity - 75%

All great Christian movements are intense spiritually, marked by a deep love for God and a surrendering to what God is seeking to do through human beings. It is critical that a spiritual fire burns within the hearts and souls of those leading and participating in the life of the church. Without personal passion for Christ and robust imagination as to what is possible as we follow Christ, a church will lack an adequate source of spiritual energy for vital and multiplying ministry.

There is some fire in people's hearts at _____, but it isn't burning as brightly as it should. _____ has some work to do in strengthening the personal connection between your people and God and God's mission for you in the world. It would be wise to spend some time reconnecting with God through renewing spiritual practices both personally and as a church body.

Area Defined + Score in Words

Middle Section:

Bullet Points are Major Drivers within Area

In your church:

- ✗ • Many people have an expectation of encountering the living Christ personally and/or in the congregation.
 - • Practicing spiritual disciplines (prayer, Bible study, fasting, Christian works, etc.) is not a major part of life together.
 - • People are a bit risk-averse and hesitant to take bold steps of faith.
 - • The spiritual vitality of leaders - paid and unpaid - isn't readily apparent.
- Handwritten notes:* "way break" with an arrow pointing to the third bullet, and another arrow pointing to the fourth bullet.

For each bullet, identify whether it is an accelerator (+) or a brake (-)

Bottom Section:

Shows 3 Highest and 3 Lowest Scores

NOTE; YOU CANNOT SEE THE 8-12 QUESTIONS BETWEEN

Areas of Relative Strength	Score	Areas of Potential Improvement	Score
1. People have found that hard work and financial sacrifice pays off richly in spiritual fruit.	88%	1. Your church prays together in order to better understand God's will and make good decisions.	63%
2. People sense the presence of God's Spirit in worship.	86%	2. People report utilizing their spiritual gifts and talents.	66%
3. People report meeting the living Christ at some point in their life.	86%	3. At your church, sometimes God moves you beyond your fears, so that you speak, give and move boldly.	69%

Star strengths which you believe will be helpful to build on.
Draw connections between these scores and your
accelerators and brakes.



Leadership Tips



FOCUS ON NO MORE THAN 5 FOR NOW

congregational vitality
pathways

LAUNCH

initiative

CATALYST

initiative

READINESS *initiative*

Important Dates to Keep in Mind

- November 1, 2022 - Intent to Apply Due
- February 15, 2023 - Application Deadline
- March 15 - Decisions Announced
- May 13 - The Journey Begins



Q U E S T I O N S & A N S W E R S
