



LEIGHTON FORD  
MINISTRIES

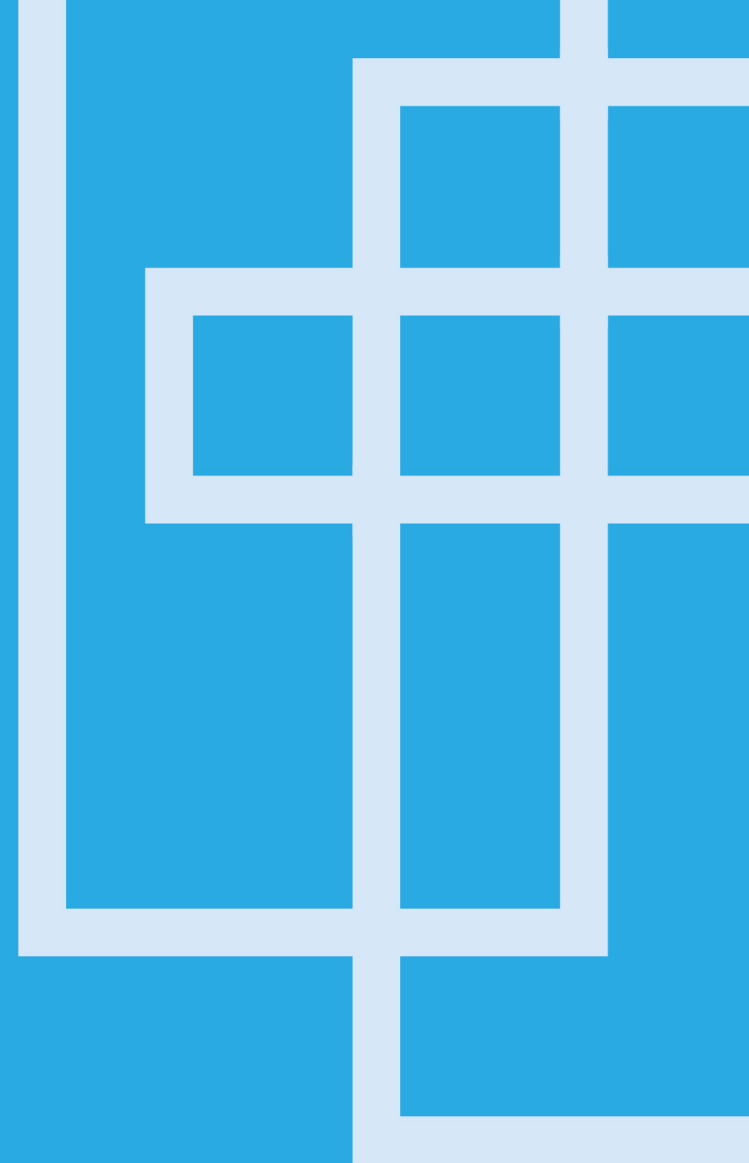
# Congregational Debrief

First Presbyterian Church  
Colorado Springs, CO  
December 2024

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[www.tagconsulting.org](http://www.tagconsulting.org)



# Agenda

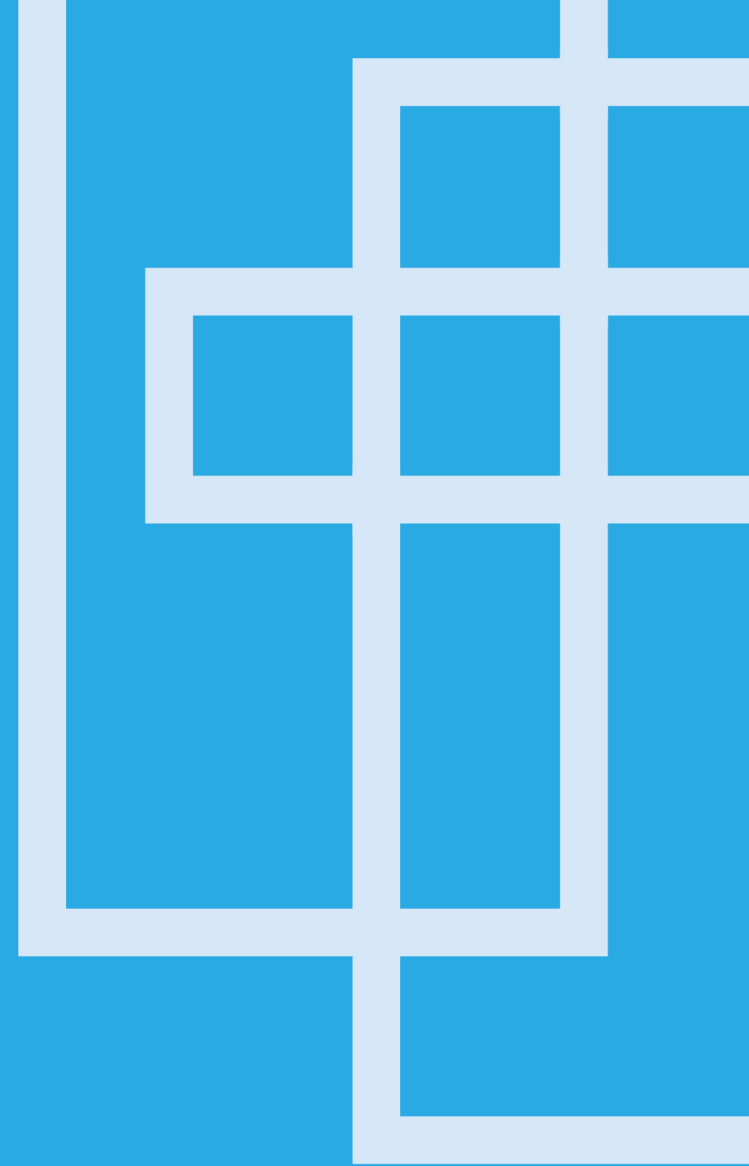
- Context
- The Changing World
- Transforming Church Insight
- Next Steps

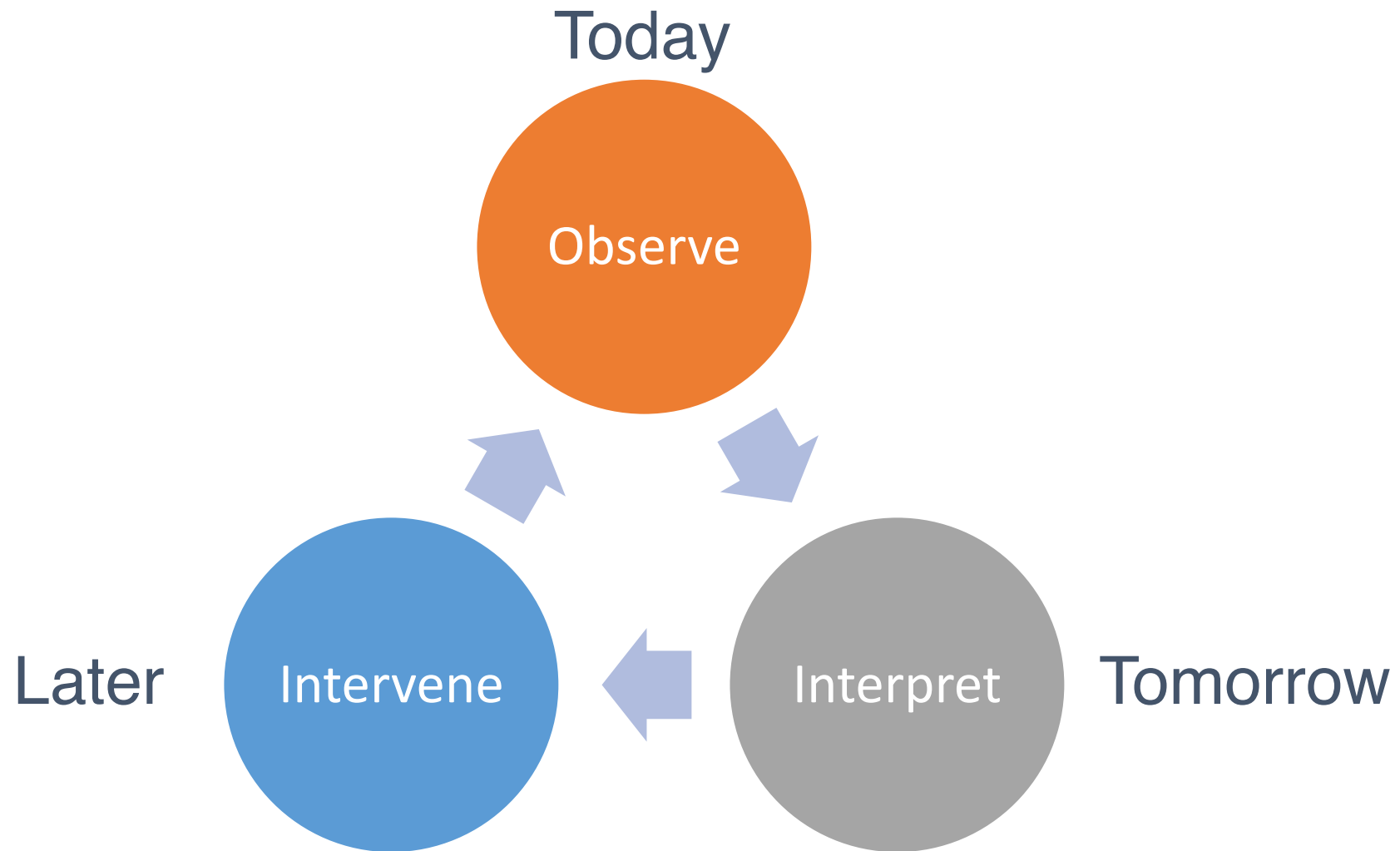




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# Context





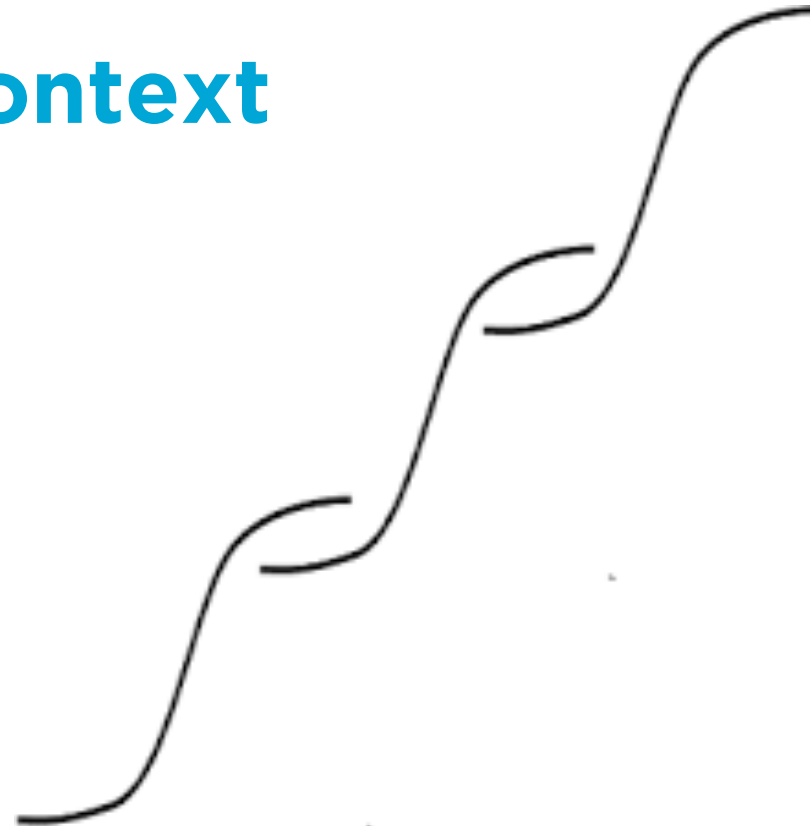
From Cambridge Leadership Associates

# TRUE NORTH

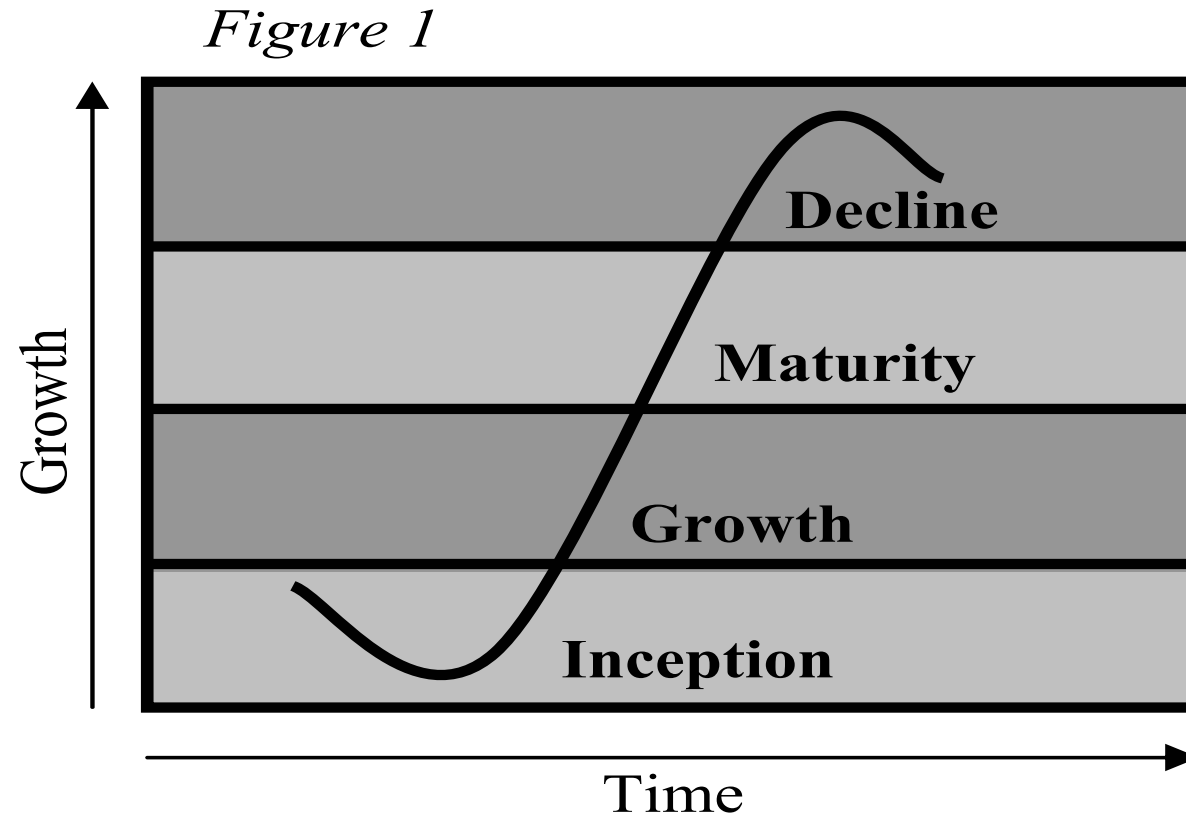


# The Sigmoid Curve - Establishing Initial Context

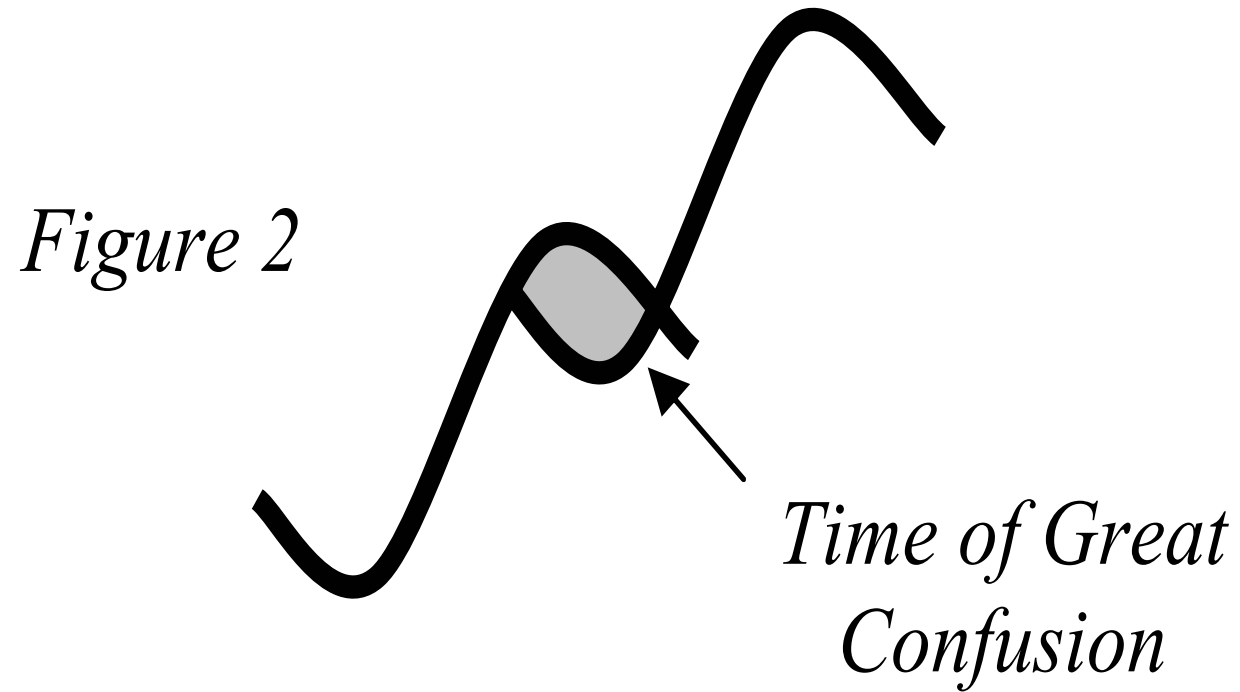
- Every church goes through four stages: inception, growth, maturity, and decline.
- Churches that survive more than one generation always start a new S-Curve as a way of reinventing ministry and preserving the previous S-Curve.



# The S-Curve

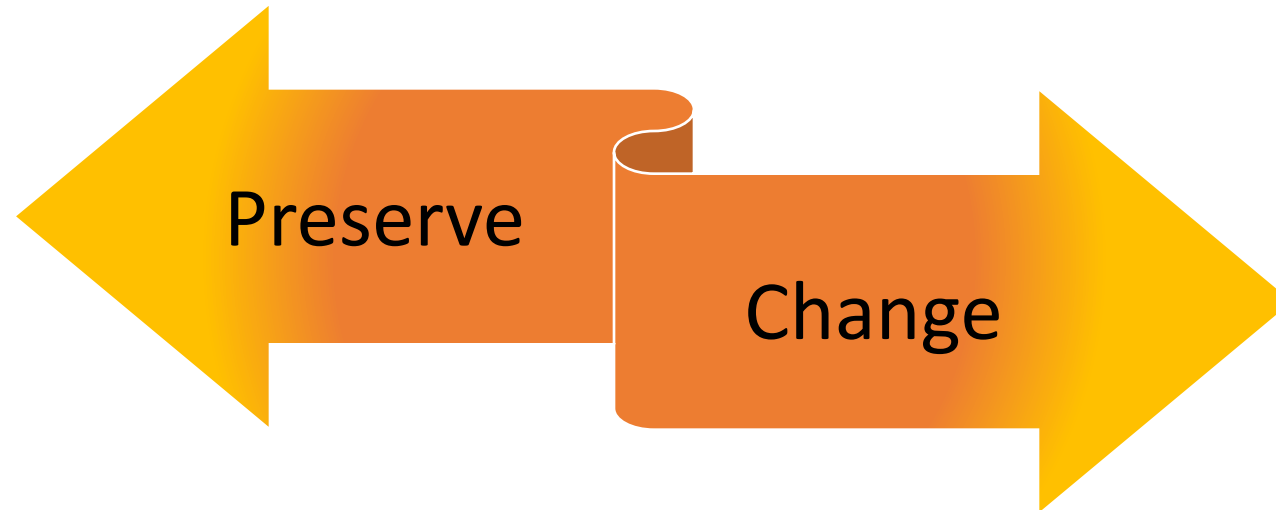


# Jumping the S-Curve





# The first task of leadership....



# Church Through Four Eras



# The Medium Dictates the Shape of Community

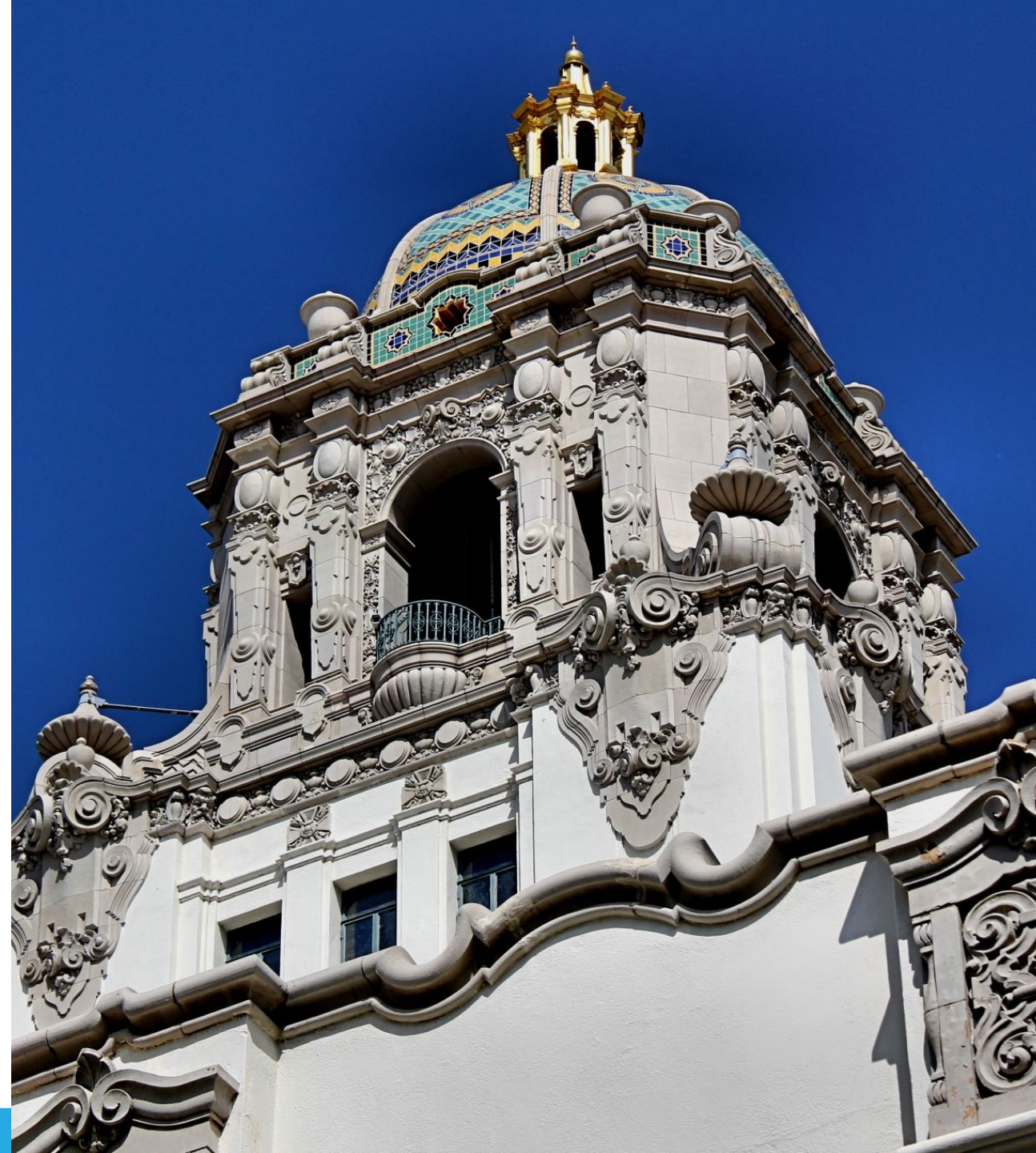
- When the primary form of storing and distributing information changes, institutional forms change. Institutions that fail to adapt to changing media become obsolete.
- As humans, created in God's image, our greatest desire is to be in community. Healthy churches learn how to adapt to the primary medium of their culture as a way of connecting with others.

# Medium -> Value -> Form -> Role

<b>Era:</b>	<b>Oral</b>	<b>Print</b>	<b>Broadcast</b>	<b>Digital</b>
Medium:	Person	Book	TV	Internet
Value:	Authority	Reason	Experience	Engagement
Symbol:	Courtroom	Classroom	Concert	Cafe
Congregant's Role:	Gather	Discuss	Observe	Collaborate

# Christendom - Church is at the Center (Ended around 1965)

- Born from in the oral era, codified in the print era;
- Ministry mostly happens at the church building;
- A professional does most of the ministering ;
- The Pastor's job was to be a Chaplain who provided "pastoral care" during times of difficulty and crisis;
- Discipleship was for children;
- Missions/Evangelism were primarily done overseas with unreached people groups.





## Attractional - Church Competes with Culture

(1970s-early  
2000s)

# The Attractional Boom

- Driven by Baby Boomers
- Built upon broadcast media
- Fun & entertaining with something for everyone
- Best of everything - programs, music, teaching
- Competing with consumer culture through yoga classes, onsite restaurants and cafes
- Casual / Seeker friendly worship
- Evangelism through invitation (come hear our rock star pastor)
- Get them back again next week – bigger is better



# Missional - The Church on the Fringes of Life

- Playing an Away Game
- In a Different Sport
- With the Wrong Ball



# Missional – A World We’ve Never Known

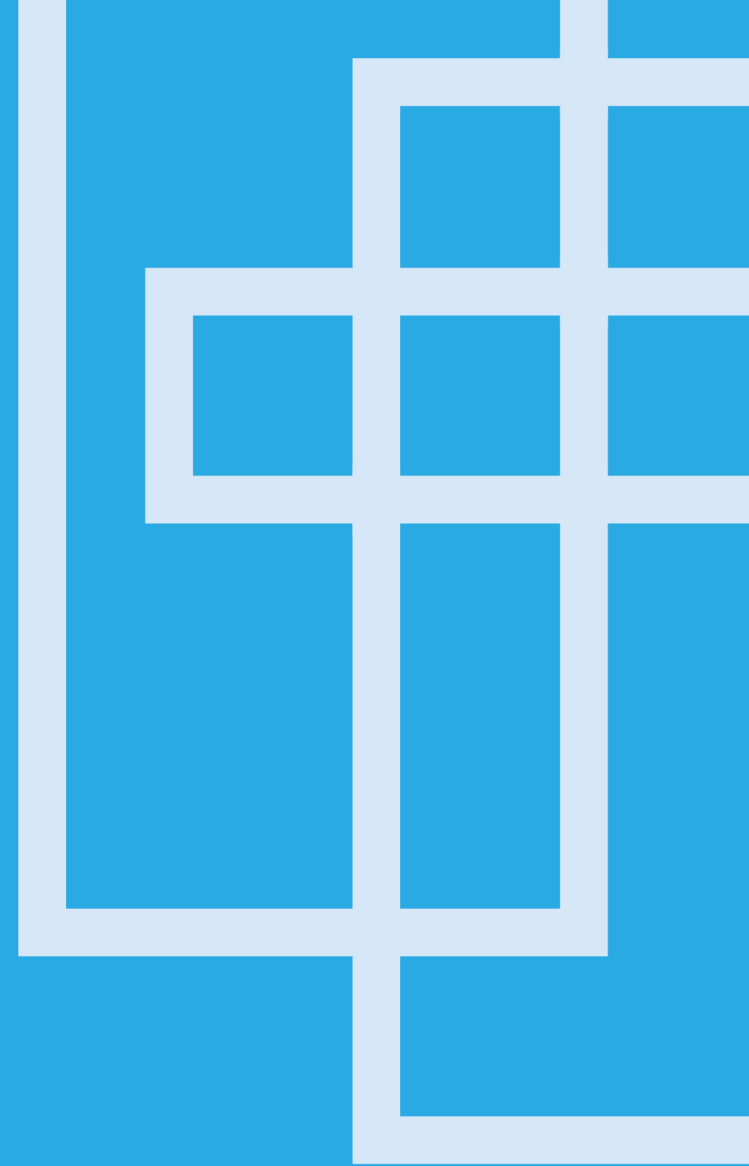
- Missional comes from being sent - from the Missio Dei. “As the Father sends me, I am sending you.” John 20:21
- God’s people partnering with God in God’s redemptive mission in the world. The mission has a church, not the church has a mission.
- Emphasis on “going out” to be with - outward focus.
- A way of living, not an affiliation or an activity. It locates God’s redemptive activity primarily outside the walls of the church.
- Focused on disciple-making or teaching people to become followers of Jesus - an on-going process.
- Focused on relationships.





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# Transforming Church Insight

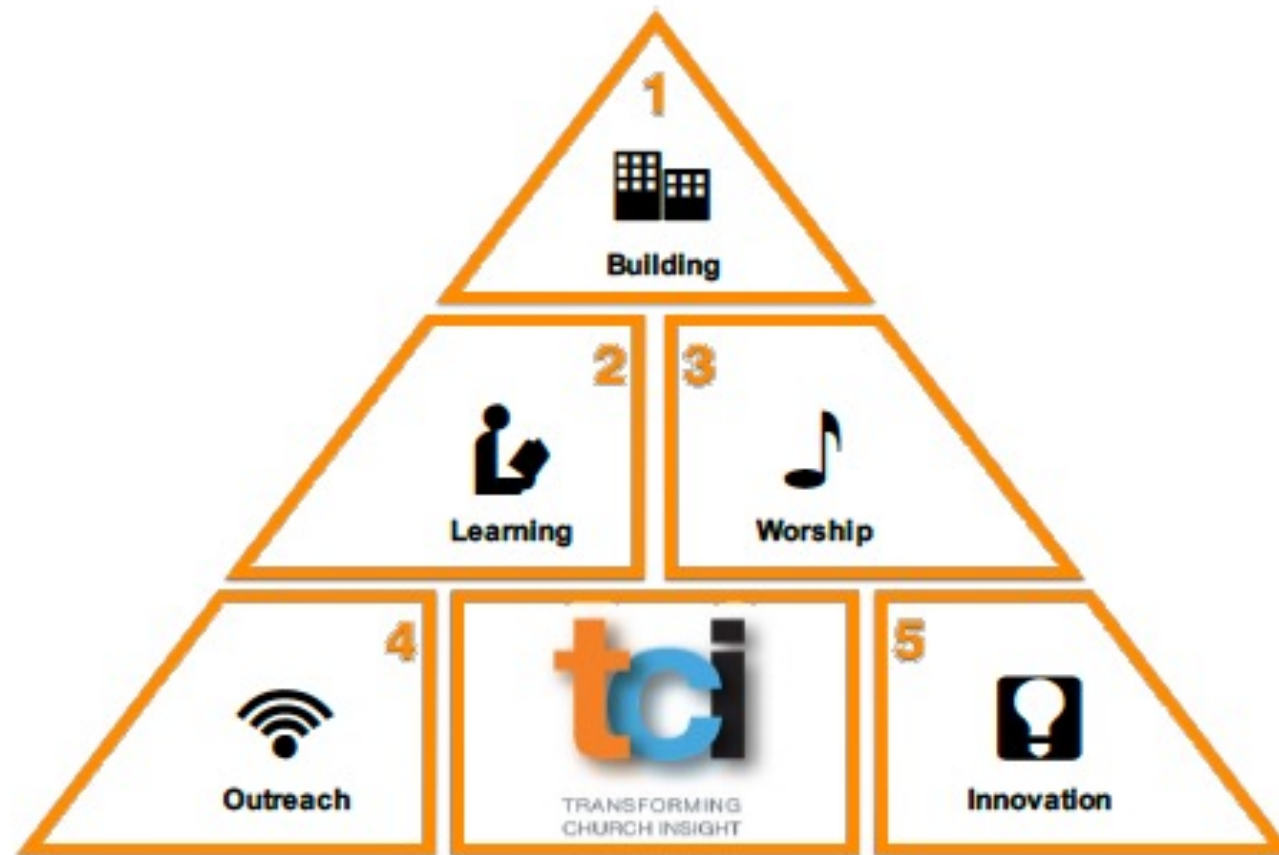


# Describe the Church in One Word!

A word cloud of adjectives describing the church. The words are arranged in a roughly rectangular shape, with varying font sizes and weights. The most prominent words are 'faithful', 'home', 'loving', and 'worship'. Other words include 'biblical', 'caring', 'christ-centered', 'welcoming', 'wonderful', 'family', 'friendly', 'god-centered', 'hope', 'inspiring', 'jesus', 'light', 'solid', 'traditional', 'uplifting', 'evangelical', 'excellent', 'relevant', 'amazing', 'blessing', and 'alive'.

alive amazing **biblical** blessing **caring**  
**christ-centered** evangelical excellent  
**faithful** family friendly god-centered  
**home** hope inspiring jesus light **loving**  
relevant solid traditional uplifting  
**welcoming** wonderful **worship**

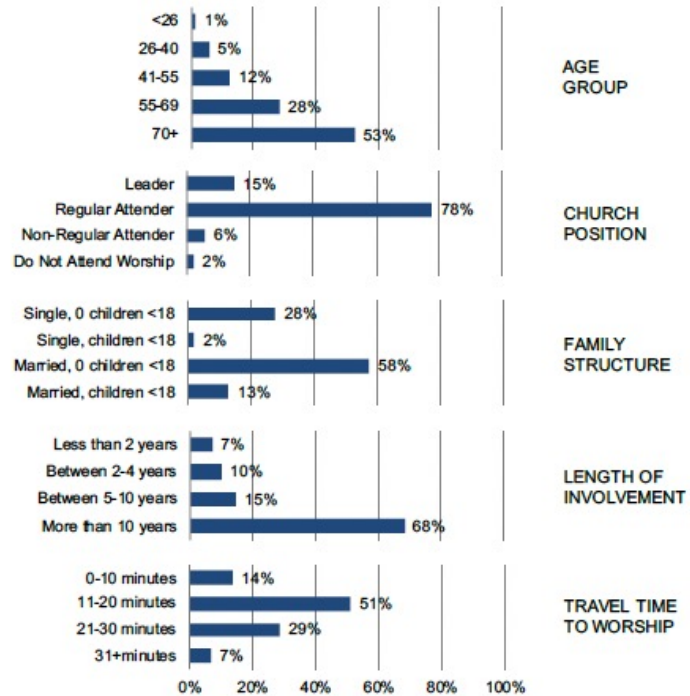
# Transforming Church Insight Top 5



# Transforming Church Insight Respondents



## OVERVIEW OF RESPONDENTS



Number of Completed Surveys: 791  
 First Survey Completed On: 9/10/24  
 Last Survey Completed On: 10/1/24  
 Margin of Error: +/- 2.76 percentage points

First Presbyterian Church had 644 respondents to the TCI. This means that the margin of error for the raw Composite Score (1-5 scale) is approximately  $\pm 0.06$  points. The distribution of the respondents on five demographic questions is shown in the tables below. (Percentages are based on valid responses.)

*How long have the respondents been involved at your church?*

Less than 2 years	2-4 years	5-10 years	More than 10 years
42 (7%)	72 (11%)	112 (18%)	408 (64%)

*How old are the respondents?*

0-18	19-25	26-40	41-55	56-69	70+
0 (0%)	6 (1%)	65 (10%)	144 (23%)	268 (43%)	140 (22%)

*What is their role in the church?*

Pastor / Paid Staff	Volunteer Leader	Church Member	Non-Member
46 (7%)	146 (23%)	390 (62%)	43 (7%)

*What is their marital status?*

Single, never married	Divorced or widowed	Married, no children	Married with children
32 (5%)	81 (13%)	87 (14%)	429 (68%)

*How many minutes do they travel to get to the worship service?*

0-10 minutes	11-20 minutes	21-30 minutes	31+ minutes
107 (17%)	343 (54%)	158 (25%)	27 (4%)

2011

<b>Dimension</b>	<b>Facet</b>	<b>Church Average Score</b>	<b>National Average Score</b>
Community	Relationships	3.76	3.93
	Support	3.82	3.99
	Ownership	3.64	3.98
	Connectedness	3.05	3.26
Code	Vision	3.55	3.66
	Worship	4.18	3.99
	Learning	3.98	3.76
	Building	4.08	3.80
Calling	Leadership	3.40	3.84
	Finances	3.98	4.07
Cause	Outreach	3.95	3.76
	Families	3.75	3.80
	Involvement	3.55	3.55
Change	Innovation	3.61	3.42
	Implementation	3.56	3.82



## OVERALL SUMMARY

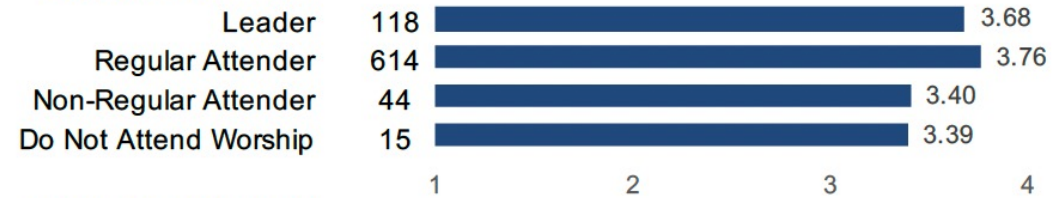


# OVERALL SUMMARY

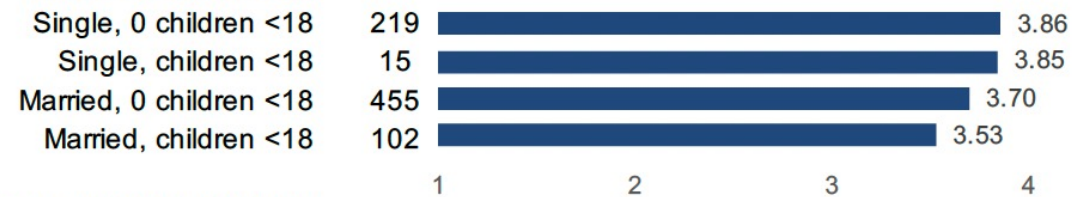
## AGE GROUP



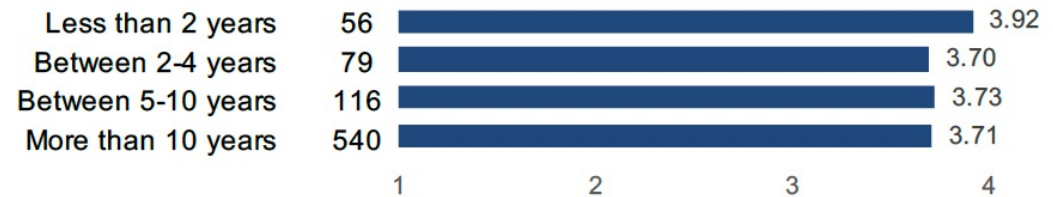
## CHURCH POSITION



## FAMILY STRUCTURE



## LENGTH OF INVOLVEMENT



## TRAVEL TIME TO WORSHIP



# Word Cloud - Strengths

bible biblical caring choir church community friendly gospel leadership  
members **ministry** mission **music** outreach pastor people  
**preaching** programs sermons **services**  
strong sunday **teaching** tim **worship**

# Word Cloud - Weaknesses

A word cloud visualization showing various terms related to church weaknesses. The words are arranged in a non-uniform, overlapping manner. The largest and most prominent words are 'church', 'communication', 'members', 'staff', 'leadership', and 'people'. Other significant words include 'lack', 'ministry', 'programs', 'service', 'worship', 'young', 'families', 'feel', 'groups', 'pastor', 'work', 'sunday', 'congregation', 'culture', 'aging', 'attend', 'changes', 'children', and 'leaders'. The colors range from light blue to a darker blue.

aging attend changes children **church**  
communication congregation culture  
families feel groups lack leaders leadership  
members ministry pastor people  
programs service **staff** sunday work worship young

# Word Cloud - Opportunities

adults age children **church** classes community  
divorce families **groups** help members **ministry**  
opportunities outreach people **programs** recovery  
senior service **singles** support think women working young

#	Facet	Question	Church Average	National Average
<b>Top 10 and Bottom 10</b>				
115	Involvement	I have received training from this church in some form of outreach, evangelism, or missions work.	3.57	3.12
108	Outreach	If our church were to close down, our contribution to the community would be sorely missed.	4.44	3.90
65	Learning	Our church provides excellent Christian education for adults.	4.11	3.66
75	Building	Our worship services are better because of our facilities.	4.15	3.71
54	Worship	People really like our church's music.	4.39	3.98
98	Finances	I help support the church financially.	4.55	4.41
107	Outreach	I have been encouraged by this church to reach out to my neighbors.	4.16	3.86
74	Building	Our education programs are better because of our facilities.	3.88	3.49
53	Worship	The music in our worship services lifts my spirit.	4.40	4.11
77	Building	Our buildings and facilities are effective in supporting our teen ministries.	4.08	3.59

Top Scores –  
Single  
Questions

24	Ownership	I can make a difference around here.	3.62	3.98
129	Implementation	Lines of authority and responsibility are clear in this church.	3.10	3.75
21	Ownership	I am important around here.	3.34	3.75
25	Ownership	I am valuable around here.	3.51	3.88
23	Ownership	There is faith in me around here.	3.75	4.08
86	Leadership	All members are encouraged to discuss their opinions about change.	2.95	3.62
22	Ownership	I am trusted around here.	3.69	4.09
85	Leadership	Changes at the church rarely catch me by surprise.	2.98	3.65
50	Vision	I have a clear sense of how decisions are made in the church.	2.70	3.46
27	Connectedness	My actions influence the church.	3.00	3.49

## Bottom Scores – Single Questions

# The Leadership Triangle





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# Thank You

