

# DO A NEW THING

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*Revitalization Tools & Stories*



# CONGREGATIONAL ASSESSMENT, SUPPORT AND ADVANCEMENT (CASA)



Rev. Chris Davies  
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with administrative support  
from Karen Koza  
[kozak@ucc.org](mailto:kozak@ucc.org)

The CASA Ministry works to ensure that every UCC congregation is well equipped to make BOLD decisions about their future, led by God and the purpose towards which they are called.

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*Working with the Conference,  
we are glad to offer the various services...*

# GOALS

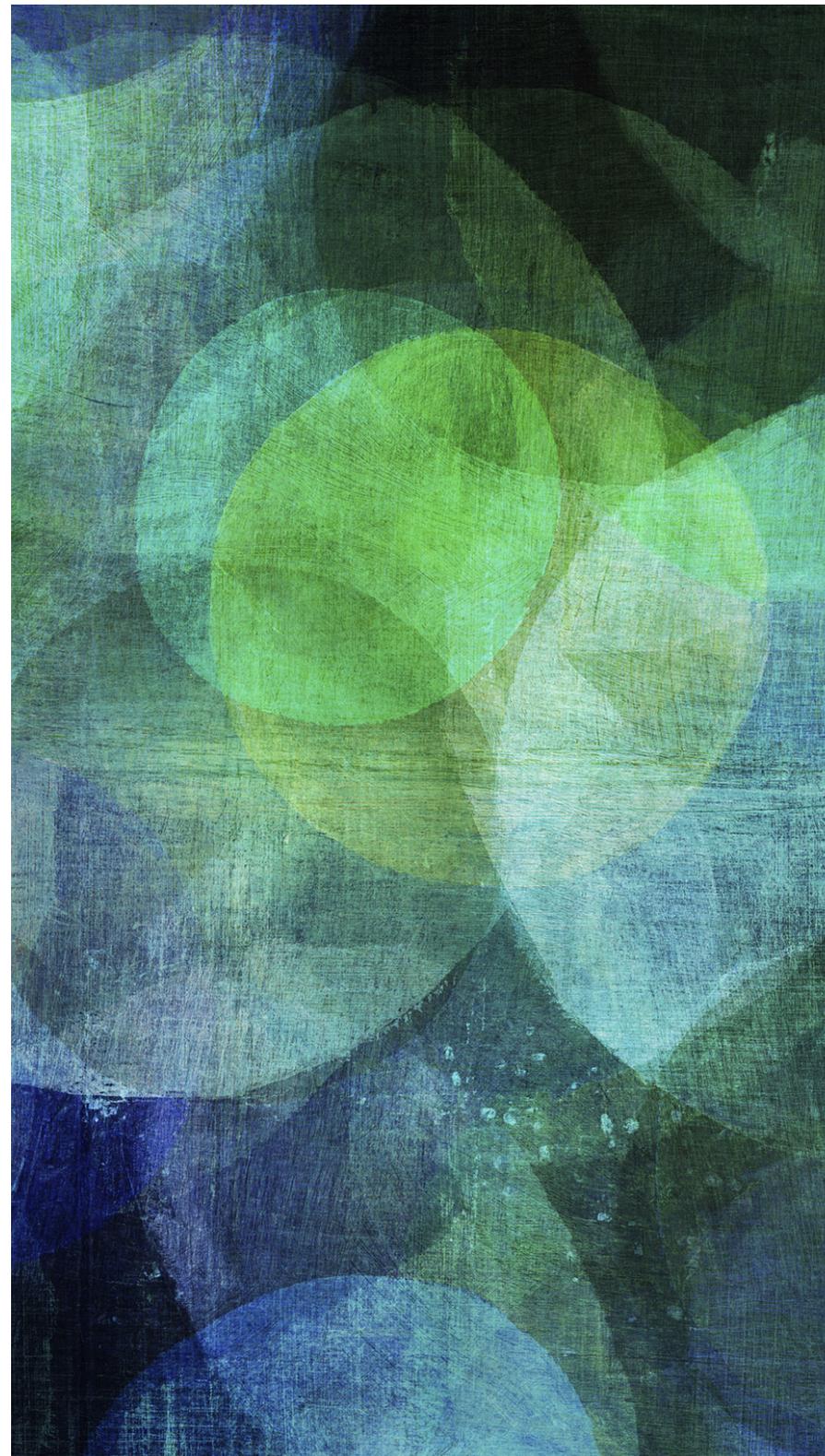
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*-Understand the Context of Church, Today*

*-Introduce New Beginnings  
Assessment Service*

*-Blurb on reVision Revitalization Service*

*-Understand the Mission, Purpose and Vision  
of the UCC*



# THE UNITED CHURCH OF CHRIST: A STATISTICAL PROFILE

RESEARCH FROM THE UCC CENTER FOR ANALYTICS, RESEARCH AND DATA (CARD)

## WHERE ARE WE?

### QUICK SUMMARY OF UCC STATISTICS

#### MEMBERSHIP AND PARTICIPATION

CONGREGATIONS: 5,032\*

MEMBERS: 914,871

AVERAGE MEMBERSHIP: 183

AVERAGE WORSHIP ATTENDANCE: 74

AVERAGE CONFIRMATIONS: 6

AVERAGE CONFESSIONS: 6

AVERAGE TRANSFERS IN: 5

AVERAGE REAFFIRMATIONS: 7

AVERAGE DEATHS: 5

AVERAGE TRANSFERS OUT: 4

AVERAGE CHILD BAPTISMS: 4

AVERAGE ADULT BAPTISMS: 2

CHRISTIAN EDUCATION/FAITH FORMATION PROGRAM: 43%

YOUTH PROGRAM: 19.4%

OPEN AND AFFIRMING: 25.7%

ACCESSIBLE: 83.9%

WEB URL/WEB PRESENCE: 65.3%

#### RACE/ETHNICITY BY CONGREGATION

WHITE/EURO-AMERICAN: 84.9%

AFRICAN-AMERICAN: 4.6%

ASIAN/PACIFIC ISLANDER: 3.8%

HISPANIC/LATINO: 0.4%

NATIVE AMERICAN: 0.5%

BI-RACIAL/MULTI-RACIAL AND OTHER: 4%

#### STEWARDSHIP AND FINANCES\*\*

AVERAGE BASIC SUPPORT: \$5,709 - 75.4%

AVERAGE SPECIAL SUPPORT: \$2,248 - 76.2%\*\*\*

AVERAGE TOTAL OCWM: \$9,212 - 84.5%

AVERAGE ONE GREAT HOUR OF SHARING: \$644 - 65.4%

AVERAGE NEIGHBORS IN NEED: \$399 - 56.3%

AVERAGE CHRISTMAS FUND: \$542 - 51.1%

AVERAGE STRENGTHEN THE CHURCH: \$258 - 40.1%

5 FOR 5 CHURCHES: 31.9%

AVERAGE OTHER GIFTS: \$11,522

AVERAGE OPERATING EXPENSES: \$168,400

AVERAGE TOTAL INCOME: \$\$231,610

# WHERE ARE WE GOING?

*based on research from the Strategic Vision Team, 2016*



## CHRIST-DRIVEN CONNECTION

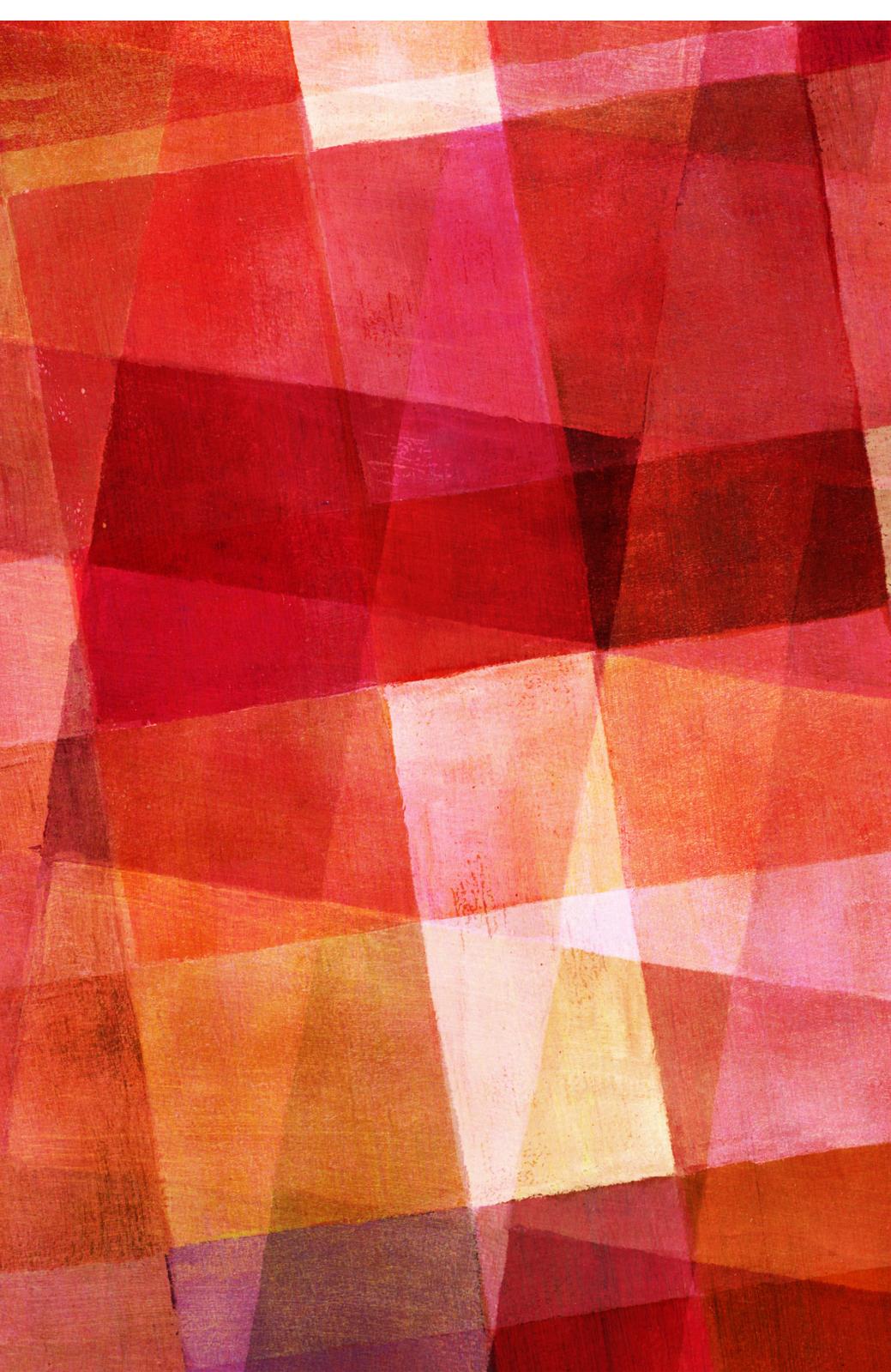
**Striving to imitate the life of Christ, the transformative United Church of Christ will encourage authentic connection and compassion between individuals, local communities, and the world using creative, agile technologies and partnerships.**

## GOD-CENTERED ACTION

**In ten years, the United Church of Christ will be committed to building deep partnerships in community that produce collective social action. We will boldly and actively endeavor to bring justice for all. We will be invitational as well as self-reflective, engaging the internal work of welcoming radical difference and truth-telling against systems of oppression that have held God's beloved people captive.**

## SPIRIT-LED LEADERSHIP

**In ten years, the transformative United Church of Christ will be an innovative, nimble, and credible source of institutional support, moving with Spirit and intention, able to vision courageously and respond swiftly to/for the communities and world in which we live for the sake of the gospel.**



# HOW DO WE GET THERE?

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- with **Alignment** of Mission, Purpose, and Vision.
- Mission: Why are we here?
- Purpose: What are we to do?
- Vision: How will the world be changed, if we do it?

# MISSION OF THE UNITED CHURCH OF CHRIST

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United in Spirit and inspired by

**GOD'S** grace, we  
**WELCOME** all,  
**LOVE** all and seek  
**JUSTICE** for all.

**UNITED CHURCH**  
OF CHRIST



# PURPOSE OF THE UNITED CHURCH OF CHRIST

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*To love God with all our*

**HEART,  
MIND,  
SOUL &  
STRENGTH &**  
*our neighbor as ourselves.*

**UNITED CHURCH  
OF CHRIST**



# VISION OF THE UNITED CHURCH OF CHRIST

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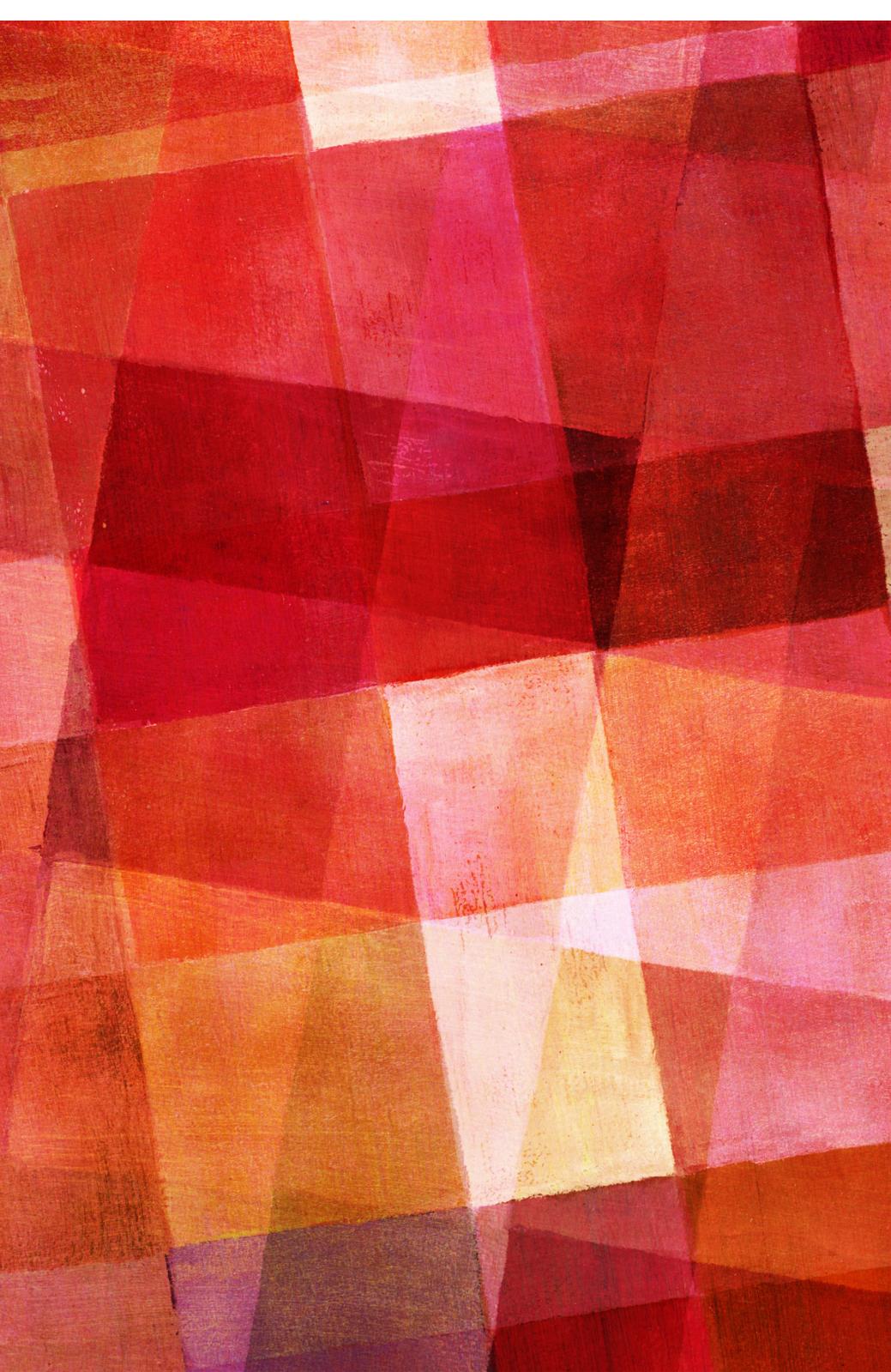


# NEW BEGINNINGS

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*Assessment Service*

*Rev. Chris Davies  
Congregational Assessment,  
Support and Advancement (CASA)  
[daviesc@ucc.org](mailto:daviesc@ucc.org) 216-736-3827*



# NEW BEGINNINGS

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- ▶ NB invites and calls churches to choose their **own** future, by taking an honest look at their present and dreaming together.
- ▶ NB is a joint program of the ecumenical Hope Partnership- Christian Church: Disciples of Christ and United Church of Christ.
- ▶ NB has been used by almost 1,000 congregations in the US and Canada in the Disciples, Presbyterian, Lutheran, and United Church of Christ.
- ▶ The UCC has a covenant with the Hope Partnership to offer this service to churches at a reduced rate.

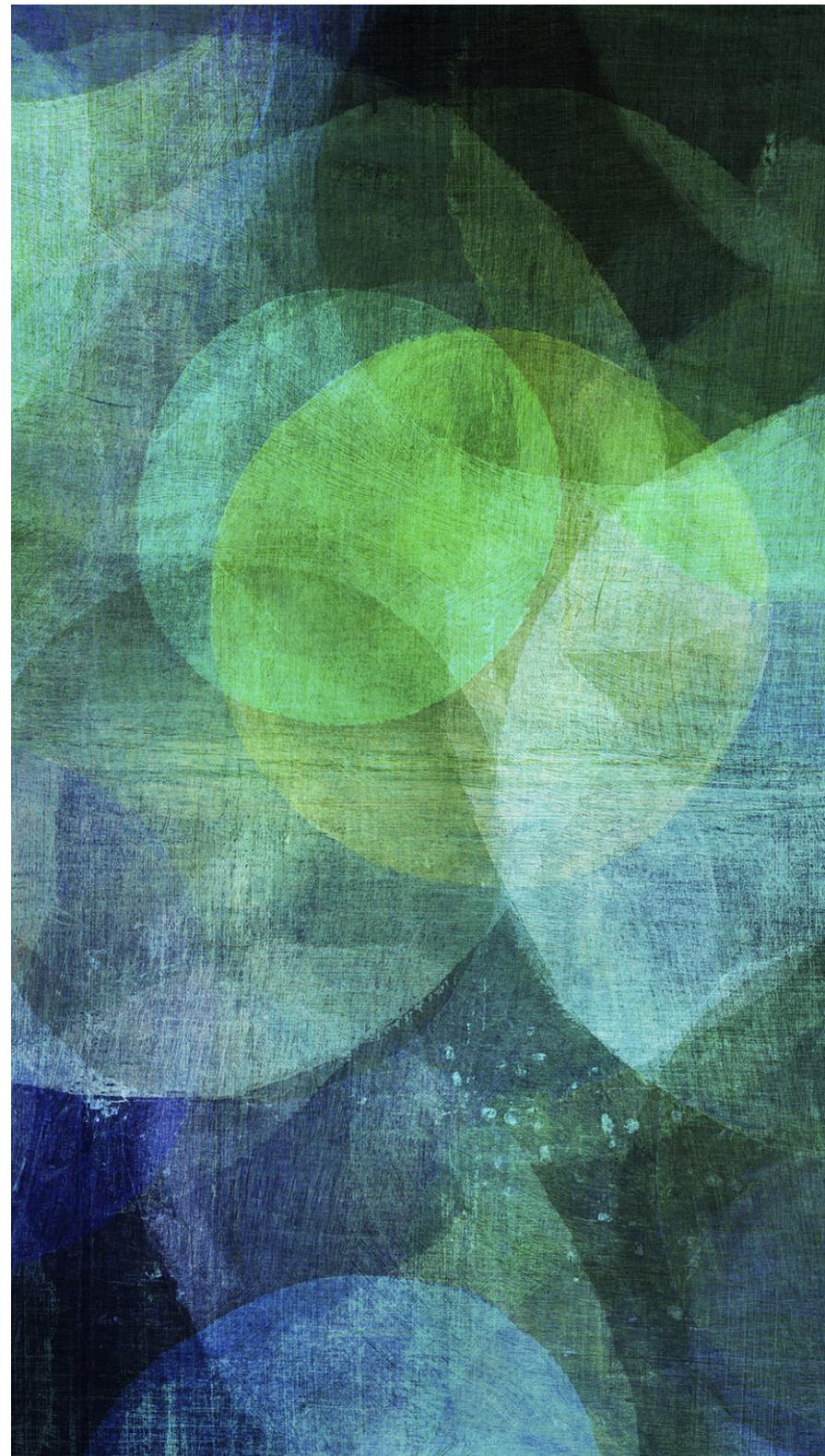
# Why New Beginnings?

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- Congregations are struggling to sustain their current programs and ministries
- The focus is more on survival- “keeping the doors open”- with no focus on ministry planning
- Many congregations are closing. Research predicts that if we do nothing, about half of UCC churches will close in the next 30 years.

*New Beginnings started  
as “Graceful Exits...”*

*...but learned that faced with  
reality, churches often chose to  
Do a New Thing!*





“New Beginnings provides an excellent combination of outside assessment and internal discernment. The assessment and training provoke deep and imaginative conversation that empowers a congregation to own the future God has in store for them.”

*—Rev. Wendy Vander Hart,  
Associate Conference Minister,  
Massachusetts Conference, UCC*

## SOME QUICK FACTS, MX.

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- The program is designed to help Congregations make a **BOLD DECISION** about what to do next.
- The entire process takes about 6-8 months.
- It works best when leadership teams are in clusters with other congregations.
- The process helps the congregation *face reality* and *gain courage* towards a contextually relevant mission.
- Be aware of how your church handles conflict, and if there is anything lingering.

**IF YOUR CHURCH CAN ANSWER "YES" TO  
THREE OR MORE OF THE FOLLOWING,  
IT MAY BE TIME FOR A NEW BEGINNING.**

- Less than 70 in worship
- Significant building issues; e.g:
  - too much space
  - inadequate parking
  - putting off repairs and/or maintenance
- Aging Membership
- Changing neighborhood
- Trouble paying bills and/or paying off a loan

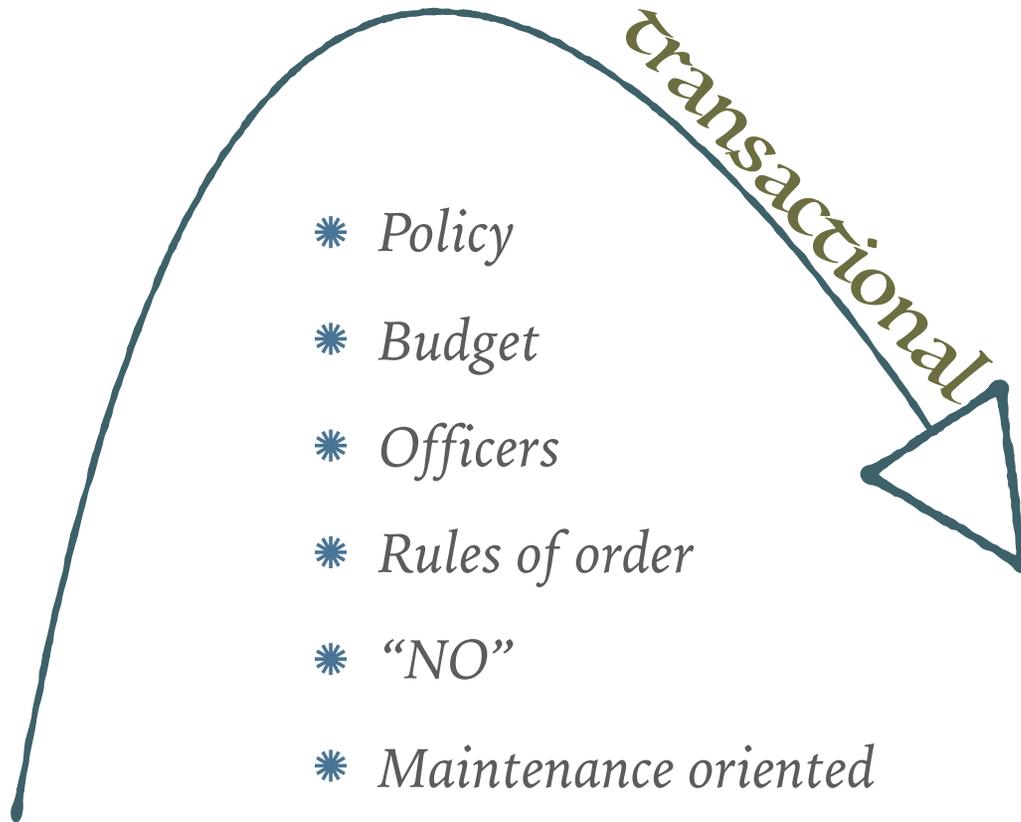
# THE LIFE CYCLE OF A CHURCH: GROWTH... AND DECLINE

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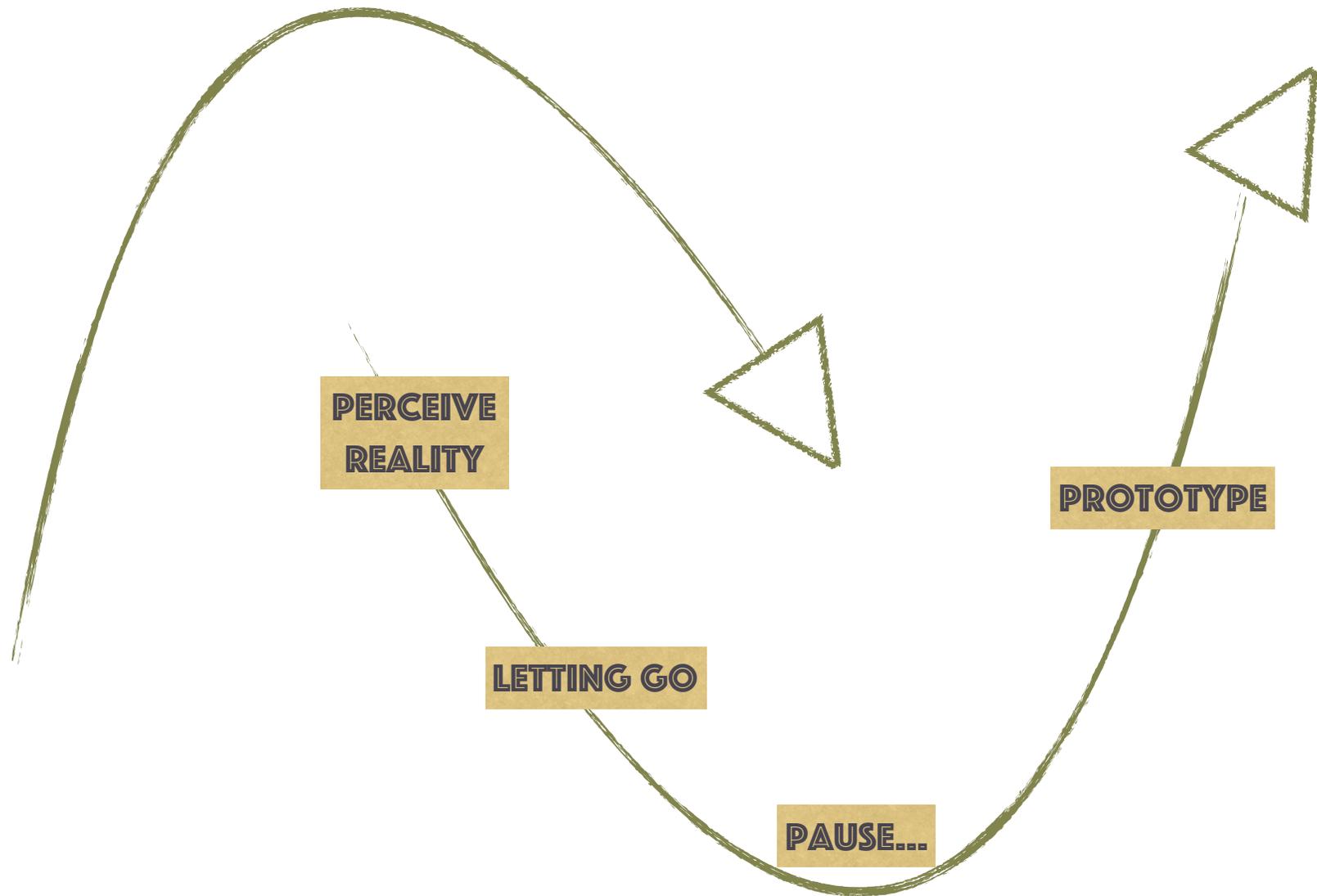
# LEADERSHIP BECOMES TRANSACTIONAL

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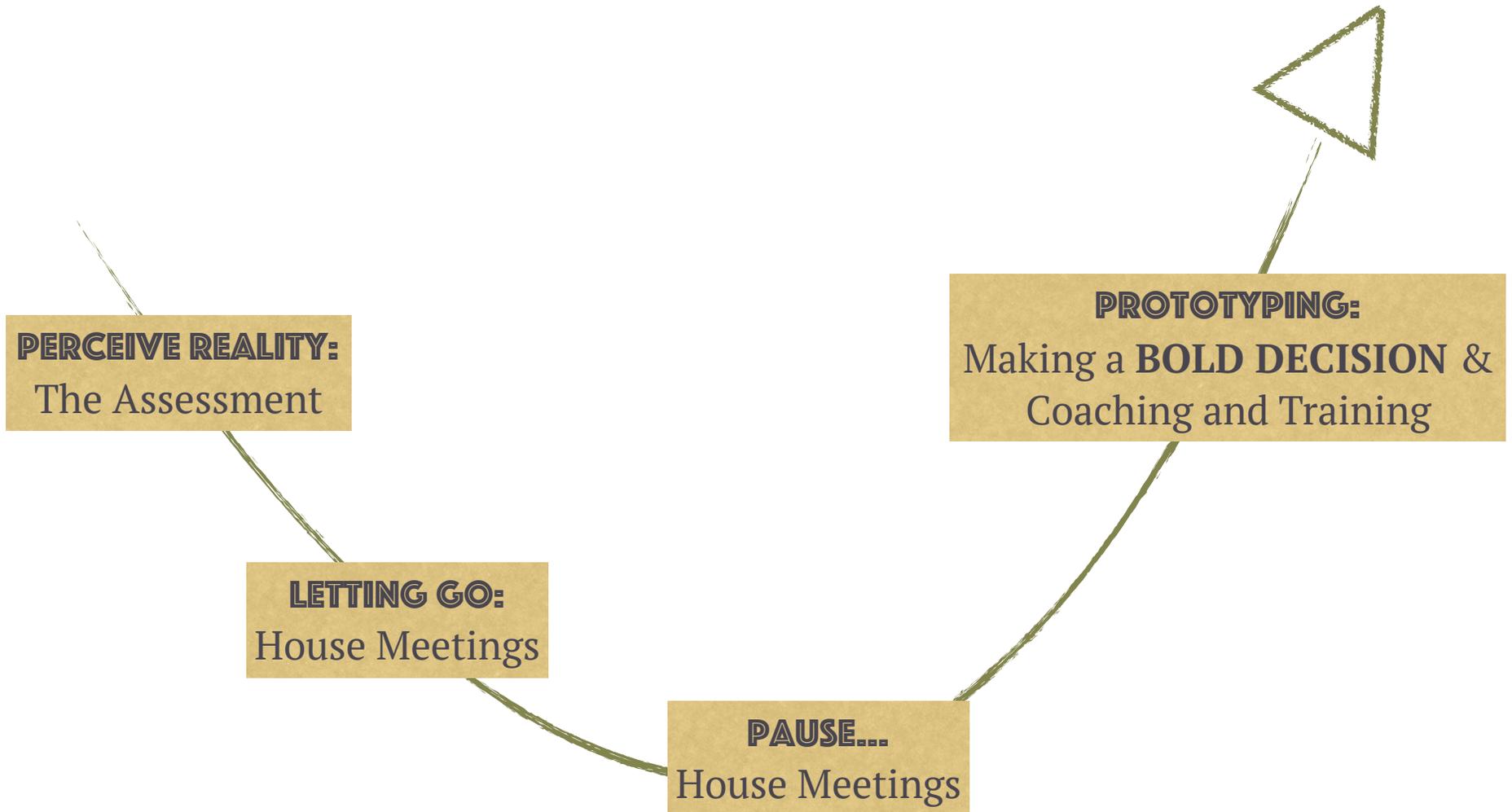
# TRANSFORMATION REQUIRES A DIFFERENT PROCESS

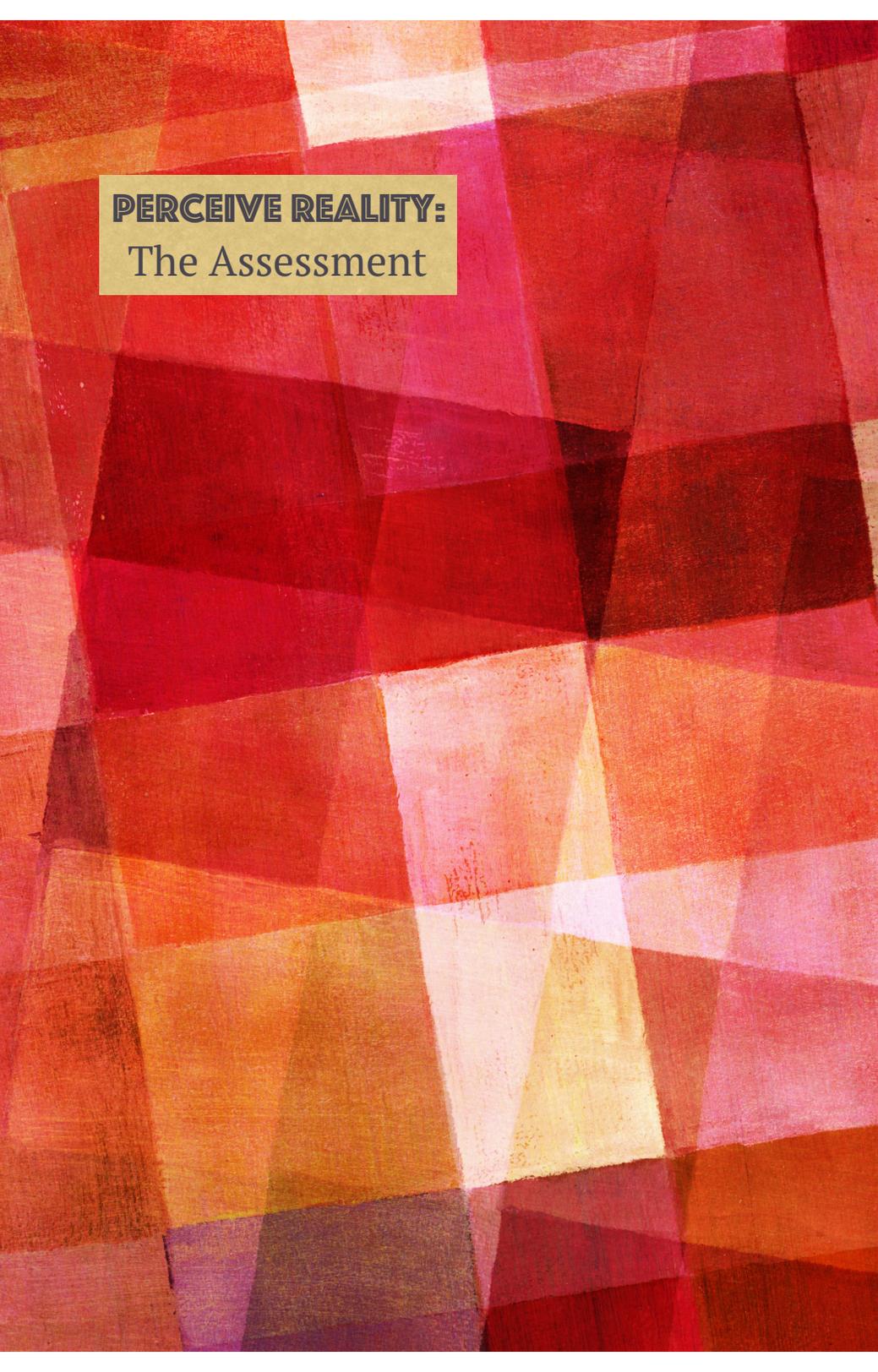
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# THE NEW BEGINNINGS PROCESS

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**PERCEIVE REALITY:**  
The Assessment

## PHASE ONE: THE ON-SITE ASSESSMENT

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Before it begins:

- ▶ Three years of financials
- ▶ Current Balance Sheet
- ▶ Profile of Congregants
- ▶ Basic Information about Building

Assessment Day:

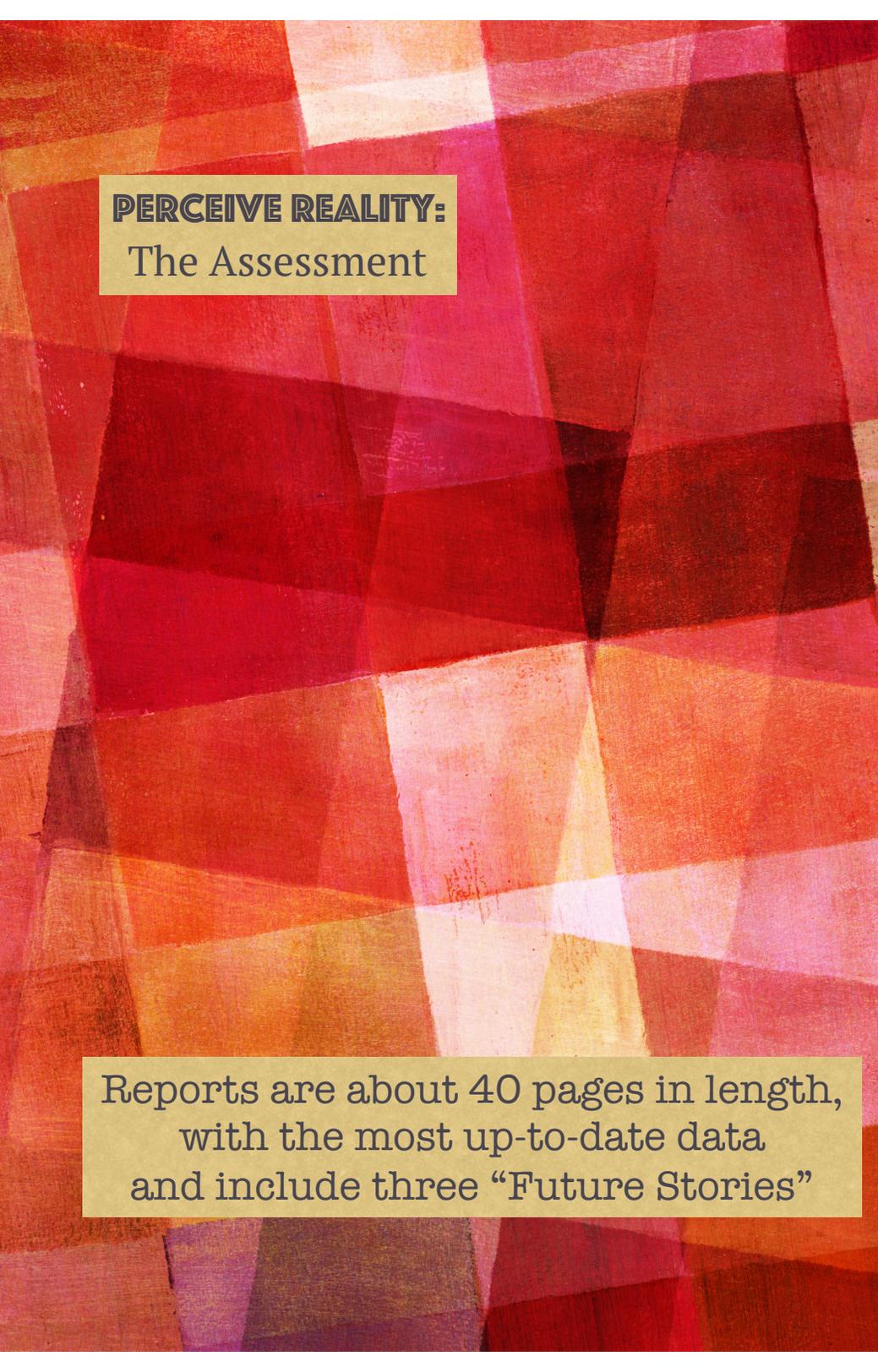
3:00 Building Tour

4:00 Financial Review with Officers

4:30 Windshield Tour

5:30 Dinner with Pastor/ Moderator

7:00 Appreciative Inquiry Session

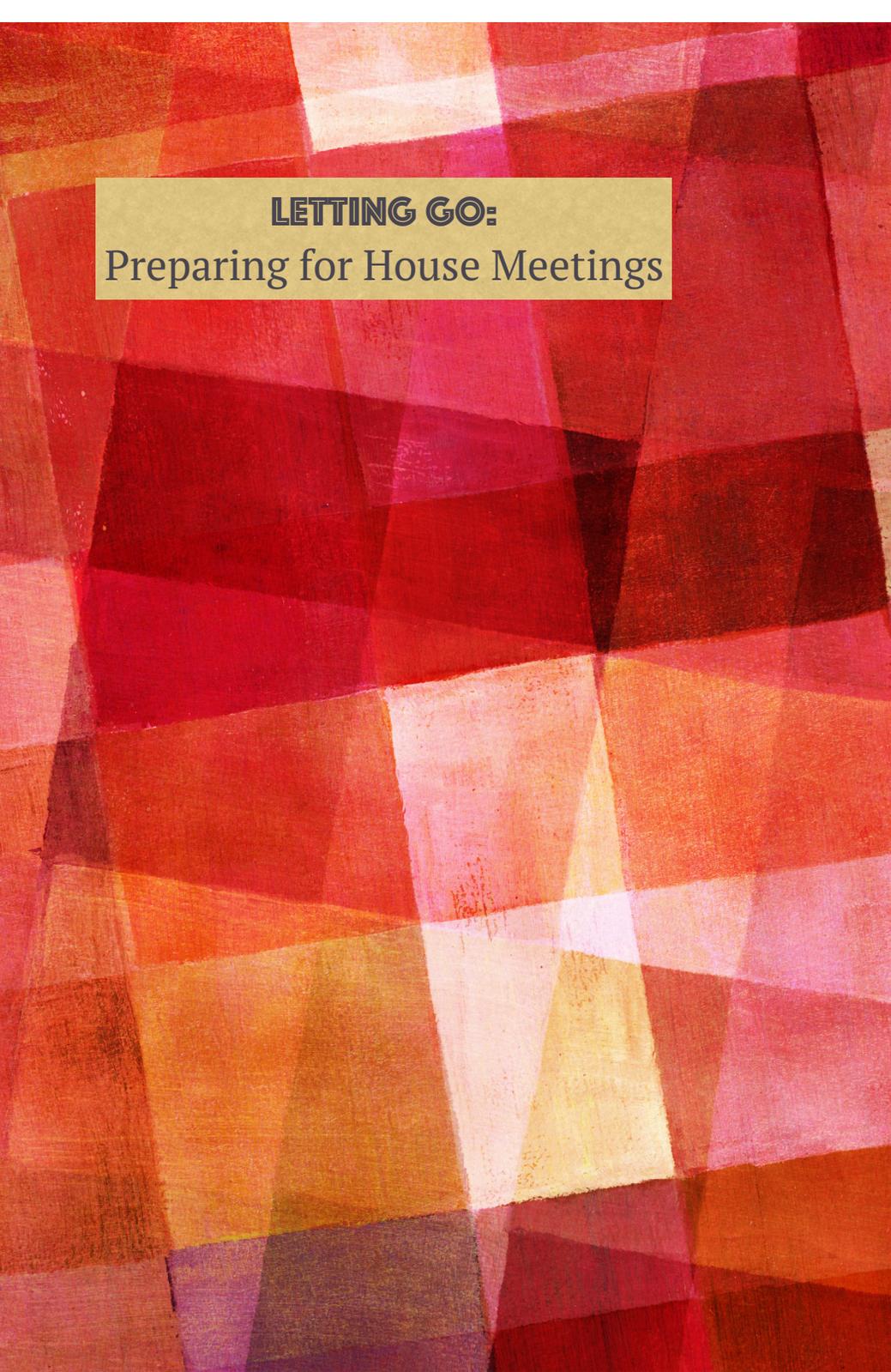


**PERCEIVE REALITY:**  
The Assessment

Reports are about 40 pages in length,  
with the most up-to-date data  
and include three “Future Stories”

## THE ASSESSMENT REPORT INCLUDES:

- .....
- ◆ Congregational Demographics
  - ◆ Community Demographics
  - ◆ Gap Analysis
  - ◆ Participant Tenure
  - ◆ Historical trends in attendance and giving
  - ◆ Financial data and comparisons
  - ◆ Building Condition
  - ◆ Visitor Attractiveness
  - ◆ Energy Level
  - ◆ Change Readiness
  - ◆ Community Needs
  - ◆ Strength of Congregation

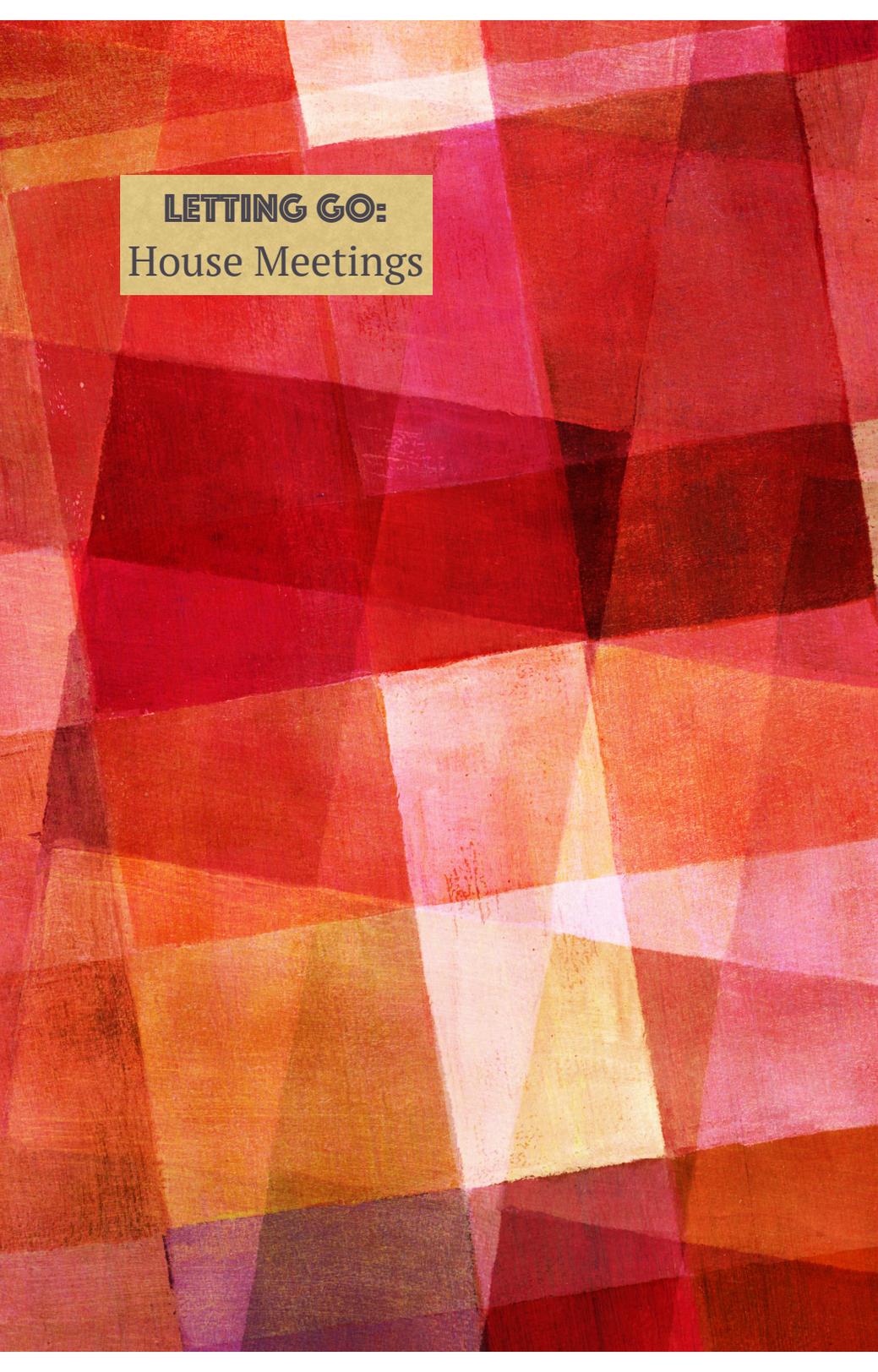


## PHASE TWO: LEADERSHIP RETREAT

**LETTING GO:**  
Preparing for House Meetings

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- Designed for 8-10 of your church leaders
  
- A two day meeting with others in the conference
  
- Review of assessment
  
- Learn how to interpret the report
  
- Learn how to engage and lead church participants in House Meetings
  
- How to handle resistance



**LETTING GO:**  
House Meetings

## PHASE THREE: HOUSE MEETINGS

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- Involves at least 50-70% of your congregation in analysis and decision making
- Led by attendees of the Leadership Retreat
- 3 90-minute sessions, and one 2 hour session over 4 weeks.
- Can meet in a variety of settings
- Leads your church to a decision

# MAKING A DECISION

The questions are:

- Given our **RESOURCES, PASSION, and SKILLS**, what is God calling us to do?
- What would that require us to give up?
- What would we look like when we are doing it?
- How would the world be different if we did?

## EXAMPLES OF BOLD DECISIONS FROM NEW BEGINNINGS

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- re-focus from inside the congregation to outside
- reach a new population
- relocate
- get out of building “bind”
- start a new congregation
- leave a legacy

# *New Beginnings is a Process*

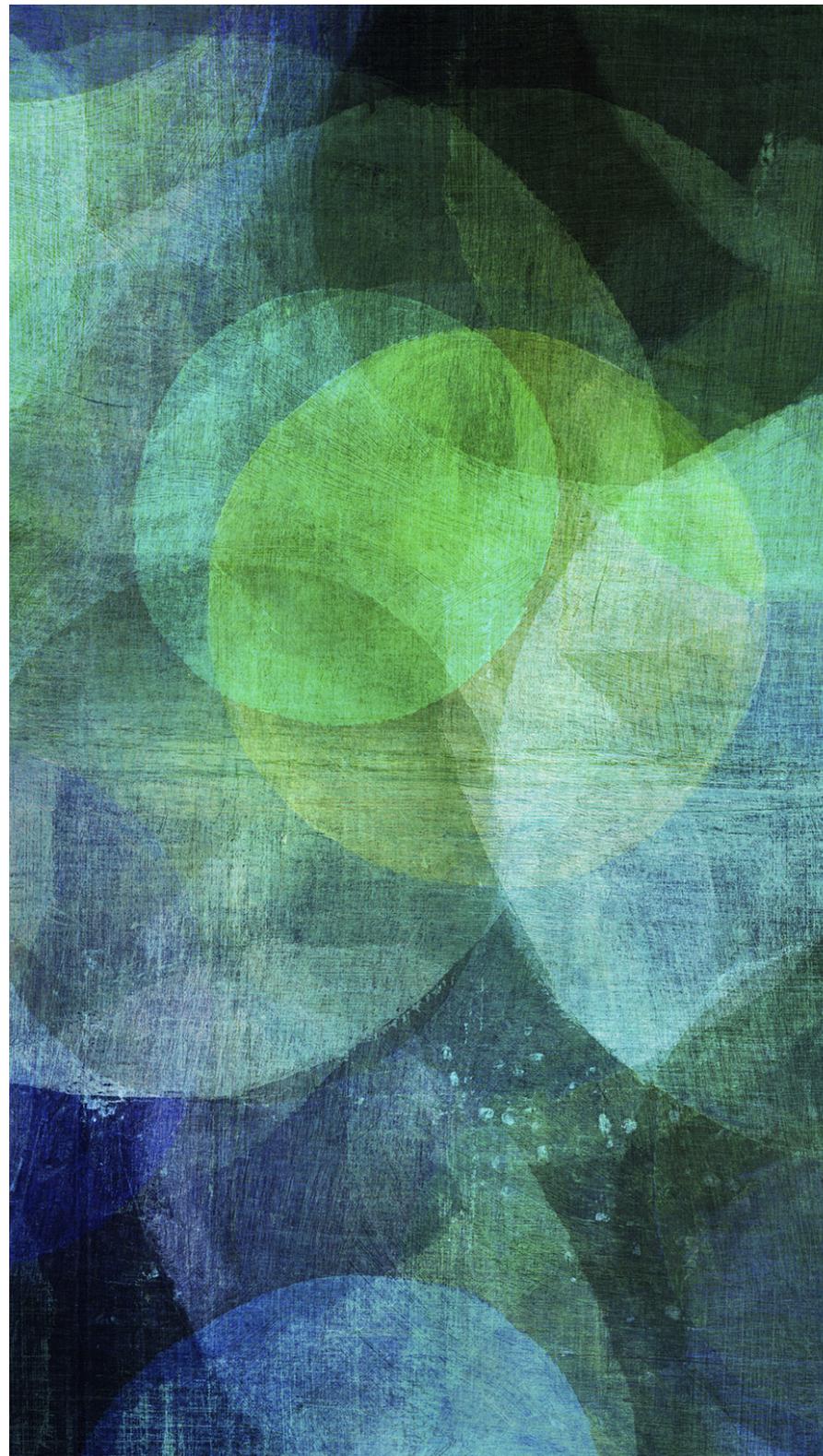
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## IT DOES NOT:

- Evaluate your congregation
- Make recommendations as a consultant would
- End Conflict

## IT DOES:

- Give leaders confidence in a new direction
- Teach principles for Navigating Change and Embracing Creativity
- Helps avoid “bad” strategies
- Builds congregational excitement for something new
- Invites a congregational conversation



# *Changes you may note...*

The Congregation does ministry WITH the community, not TO it

There will be more Christ-focus and less institutional focus

People will expect to encounter God in worship

The church will practice what it proclaims

Leadership will make decisions on mission, rather than  
survival

# COST, & APPLICATION

*The fee for a group of United Church of Christ congregations in an area or conference is \$2,800 for each congregation.*

*Congregations may opt for an individual New Beginnings assessment. The fee for the customized service is \$3,800.*

*Conferences pay \$300 a congregation to the United Church of Christ for leadership travel.*

*The application can be found online at  
<http://www.ucc.org/new-beginnings>*



# APPLICATION FORM



ATT: Chris Davies  
700 Prospect Avenue  
Cleveland, Ohio 44115  
Email: [daviesc@ucc.org](mailto:daviesc@ucc.org)

Please check one:

<input type="checkbox"/>	Individual
<input type="checkbox"/>	Cluster

This is to advise you that at a meeting of the Official Board of:

Congregation Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ Phone: \_\_\_\_\_

It was voted to request the New Beginnings Assessment Service of Hope Partnership. We agree to pay the fee of \$\_\_\_\_\_ for this service **which will be invoiced at the time of the assessment.**

Moderator/ Authorized Signature: \_\_\_\_\_ Date: \_\_\_\_\_

*A church's decision to cancel or postpone the service after submitting this request may result in a \$250 cancellation charge if travel reservations have already been purchased.*

[www.ucc.org/new-beginnings](http://www.ucc.org/new-beginnings)

Assessments run from 3:00-9:00pm. They require interviews with property chair, financial officers, Pastor & President. That evening at 7:00 PM is an appreciative inquiry session for anyone in the congregation. **Date must be at least 6 weeks from the date of application.** (Please give a 2 week window)

We would like to request the assessment be done the weeks of: \_\_\_\_\_

# TIMELINE- ʻĀwāi'i

Applications Due

**APRIL 1st 2017**  
(no fools.)

ATT: Chris Davies

700 Prospect Avenue E  
Cleveland, Ohio 44115

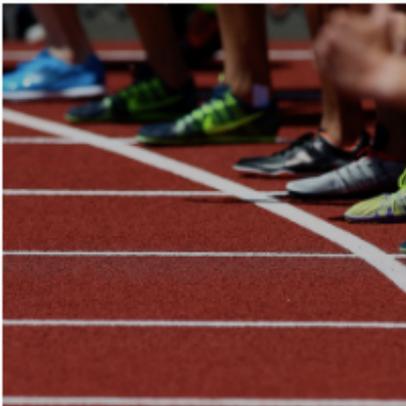
Email to [daviesc@ucc.org](mailto:daviesc@ucc.org)

**Date TBD with  
Conference**

Assessment/  
Appreciative Inquiry  
**1 day/evening event  
with each church**

**Date TBD with  
Conference**

On site training for Leaders;  
one location w/ New Beginnings  
UCC Staff



RESOURCES FOR GETTING  
STARTED



RESOURCES FOR BEING OPEN



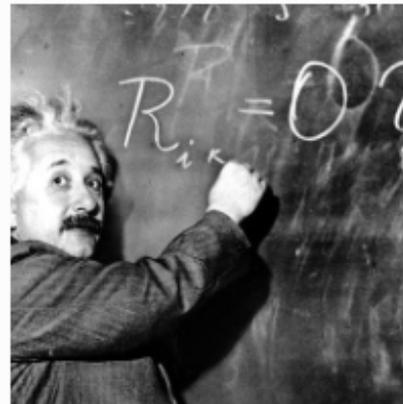
RESOURCES FOR WORSHIP



RESOURCES FOR SMALL  
GROUPS



RESOURCES FOR SPIRITUAL  
PRACTICES



THEORY BEHIND REVISION

*Specialized Coaching  
for 22 sessions*

*with Minister &  
Leadership team*

*Access to hundreds*

*of resources  
updated weekly*

*Program adjusted to  
church culture & need*

*Youtube video from a Canadian presentation*

<https://www.youtube.com/watch?v=yHKiNW5UOXs&feature=youtu.be>

# COST & CONTACT

.....  
[claire@progressiverenewal.org](mailto:claire@progressiverenewal.org)



## CONTACT

Claire Bamberg

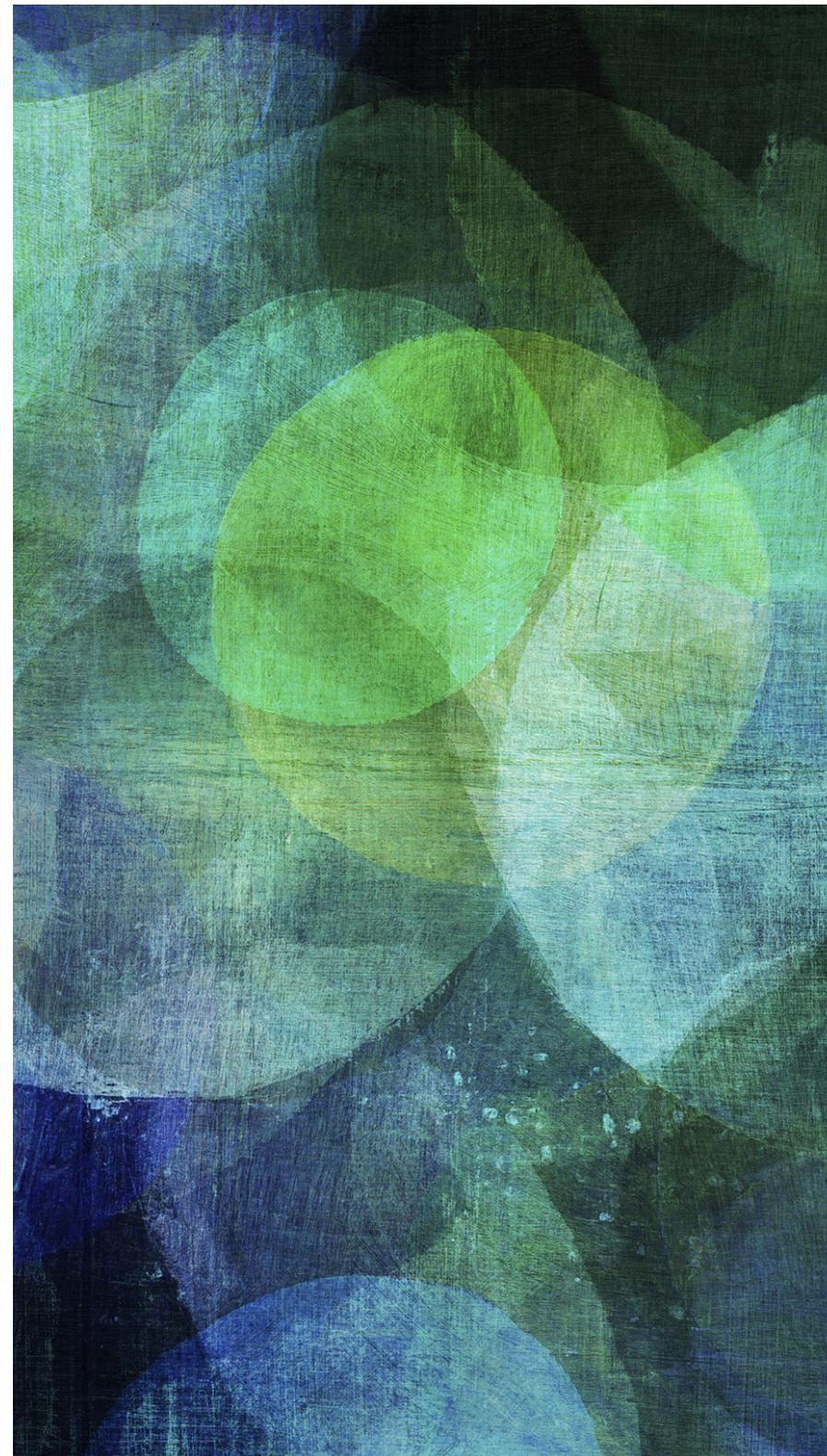
Director of Coaching



*Sliding Scale is  
determined by  
congregational  
need,*

*and engagement  
with New  
Beginnings*

*\$3,000—  
\$5,000*



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Questions?

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## CONTACT

Claire Bamberg

Director of Coaching

[claire@progressiverenewal.org](mailto:claire@progressiverenewal.org)



**ACTIVITY**

**BE THE BOARD(S)**

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