Church Assessment Report

Crosspoint Church

Natchez, Mississippi

December, 2025
by

Clark Howe & Darla Sivewright
ncsclarkhowe@gmail.com & ncsdarla65@gmail.com

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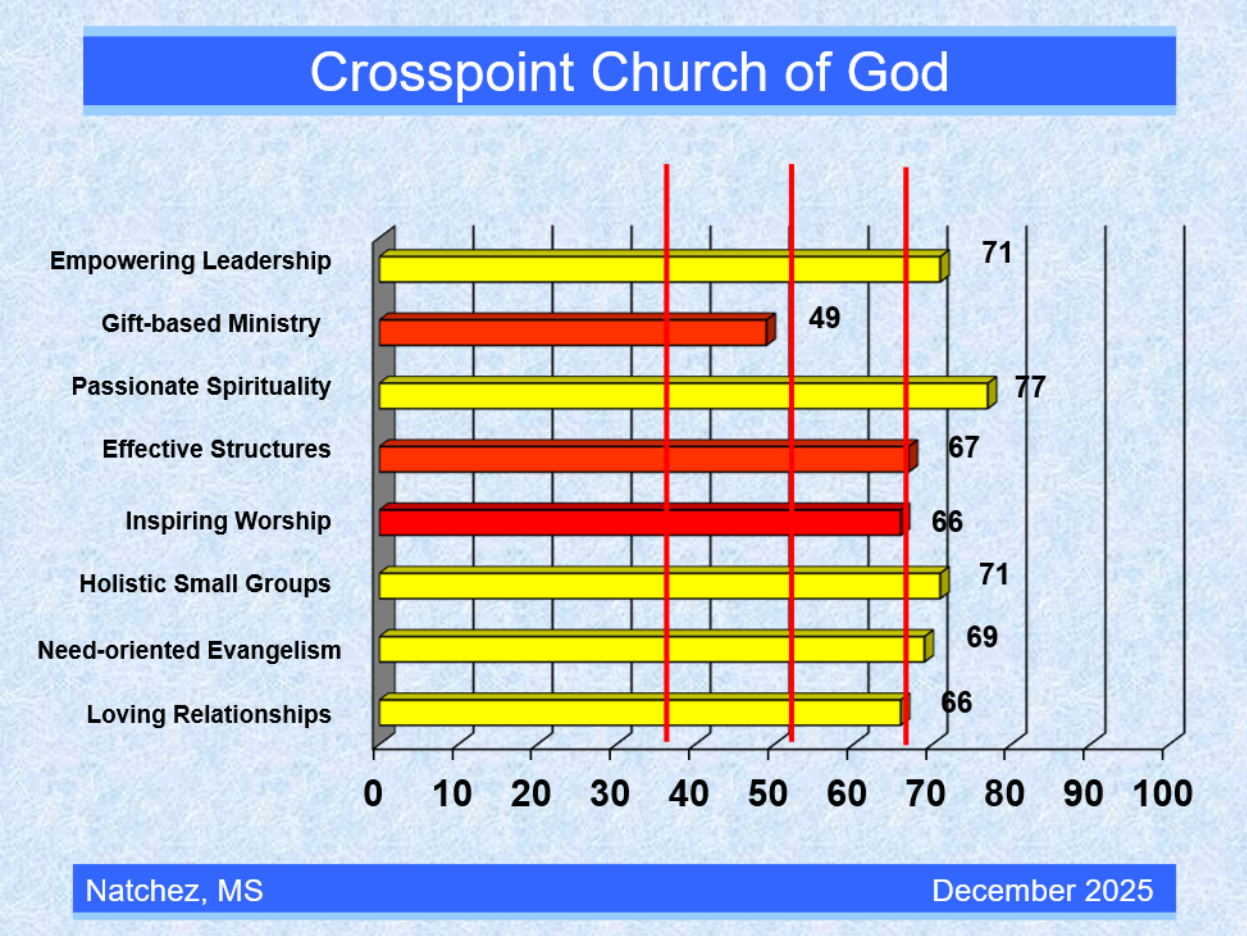
Church Health



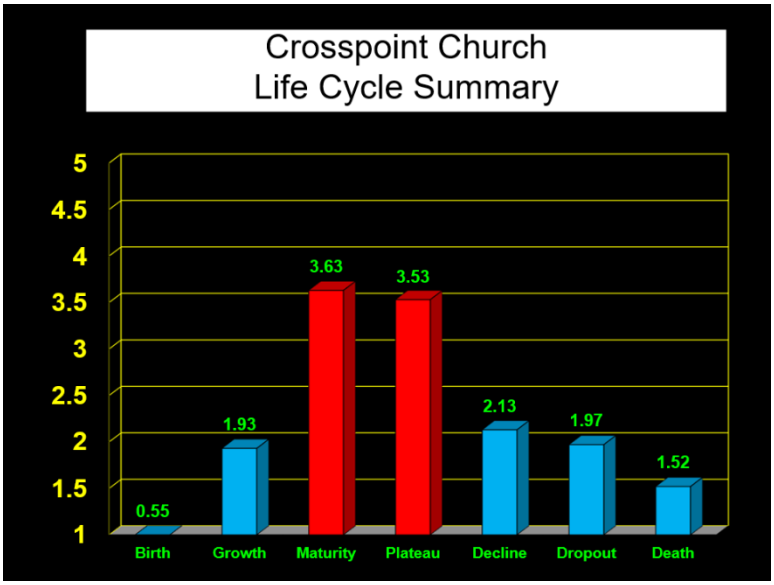
Church Health Conclusions

1. The scores in the church health survey measure the adjective and represent the deviation from the mean of 50. 70% of all churches have a score between 35 and 65. The closer the score is to 65, the healthier the characteristic. The eight characteristics mentioned below are included in more detail in the Insights Report in the appendix of this report.
2. **None of the characteristics** were below the unhealthy mark of 35.
3. **One of the characteristics** was between the unhealthy mark of 35 and the mean of 50: **Gift-based Ministry 49.**
4. **Three of the characteristics** hover just at the healthy mark of 65: **Loving Relationships 66, Inspiring Worship 66,** and **Effective Structures 67.**
5. **Four characteristics** were above the healthy mark of 65: **Need-oriented Evangelism 69, Holistic Small Groups 71, Empowering Leadership 71,** and **Passionate Spirituality 77.**

6. The **average score is 67**. The average score indicates a church who deeply loves the Lord and experience deep connections with each other. The transition time must be used to identify areas which need solutions to help the church move to even more health. A more detailed look at the individual scores is in the appendix of this report.
7. The score in **Gift-Based Ministry (49)** indicates a church where some feel they would enjoy integrating their gifts into their ministry service more, and they don't feel especially valued or experience significant support for the ministries where they serve. Some equipping, training, and helping people serve is occurring, but even more focus there would be valuable.
8. The score in **Loving Relationships (66)** indicates a church where several indicate they are experiencing deep relationships with one another, and they also feel affirmed and encouraged. There is a need to create a climate that is joyful and accepting. Some work is necessary to more effectively handle conflict to bring about more transformational resolutions.
9. The score in **Inspiring Worship (66)** indicates a church where worship is somewhat anticipated and people feel that the worship service is a transformative experience. More attention to creating a guest-friendly environment and messages relevant to real life issues is needed.
10. The score in **Effective Structures (67)** indicates a church where the current organizational and leadership structures are seen as not being very effective. There is a need to create more of a climate of innovation and embrace needed changes as the church discovers new ways to engage the community and the people who are currently attending. Creating a plan to more effectively identify and develop new leaders successfully would also be beneficial.
11. The score in **Need-Oriented Evangelism (69)** indicates a church where people personally value and desire seeing people come to Jesus and see the church as compassionate. Efforts are being made to share Christ through the church, but some feel there is a need for the church to become even more aware of the needs of the community and how those needs should impact ministry priorities and decisions.
12. The score in **Holistic Small Groups (71)** indicates a church where current small groups have been somewhat successful at creating a spiritual community and there are opportunities for new groups and leaders. For those in a small group, people feel the content is relevant to real questions, but fewer see the groups as a significant place to welcome newcomers.
13. The score in **Empowering Leadership (71)** indicates a church where many feel the leaders a delegating and sharing ministry, and that they feel empowered to lead in areas that fit their gifting. There is somewhat of a vision guiding ministry decisions, but some work to create an even more compelling vision would be beneficial.
14. The score in **Passionate Spirituality (77)** indicates a church where most people sense spiritual connections with others, are experiencing a growing relationship with Jesus, and have a passion for spending time in God's Word. Many also indicate they feel significant passion for the church.

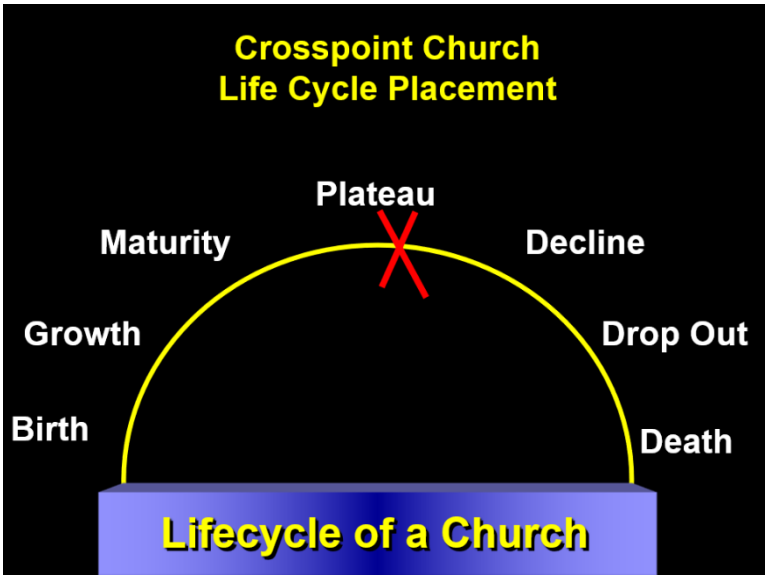
15. Overall, the survey reveals a church where individuals are experiencing God and passionate about spending time with Him. The church is also successfully connecting with one another. The issues facing the church include attention to guiding and supporting more people into significant ministry positions, addressing some less than effective structures and systems, and ensure the church is more guest friendly.

Life Cycle Survey



Life Cycle Scoring Grid

1 – 2	This stage does not describe our church at all.
2 – 3	This stage describes ourchurch once in a while
3 – 4	This stage describes ourchurch some of the time
4 - 5	This stage describes ourchurch most of the time
5	This stage describes ourchurch all of the time



Life Cycle Conclusions

1. Every church has a life cycle. A willingness to embrace change and develop a clear plan can extend the life cycle. It is possible to extend the life cycle of a church, but it requires effort and courage to move back into a growth zone from the plateau stage of the life cycle.
2. The assessment results indicate that people feel the church is experiencing the plateau stage of the life cycle.
3. A church in plateau often displays some or all the following characteristics:

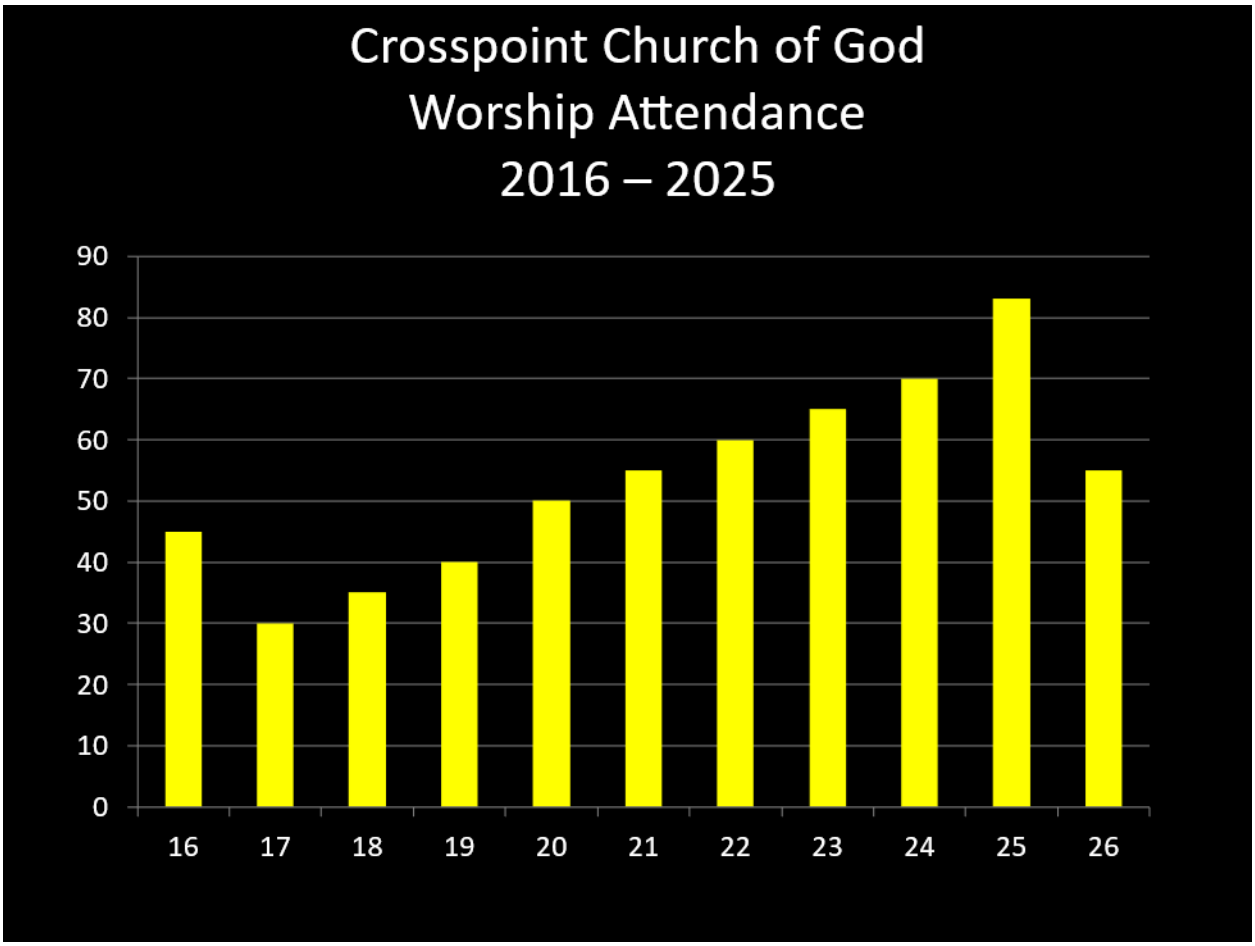
   Plateau

   - ✓ Vision no longer dominant.
   - ✓ Passive - past it's prime.
   - ✓ Focus is how to sustain and institutionalize gains of the congregation.
   - ✓ No new initiatives that involve risk.
   - ✓ A sense that what we are doing is working.
   - ✓ No felt need for change; finances are excellent.
   - ✓ Fastest growing demographic group - senior adults.
   - ✓ Children and youth under 18 plateau or in decline.
   - ✓ Selected groups/portion of congregation's morale declining.
   - ✓ Programs at qualitative height replacing vision.

4. Moving from the plateau stage back to the growth stage is not easy but is possible if the church is intentional and willing to embrace innovation and change.

Statistical Evaluation

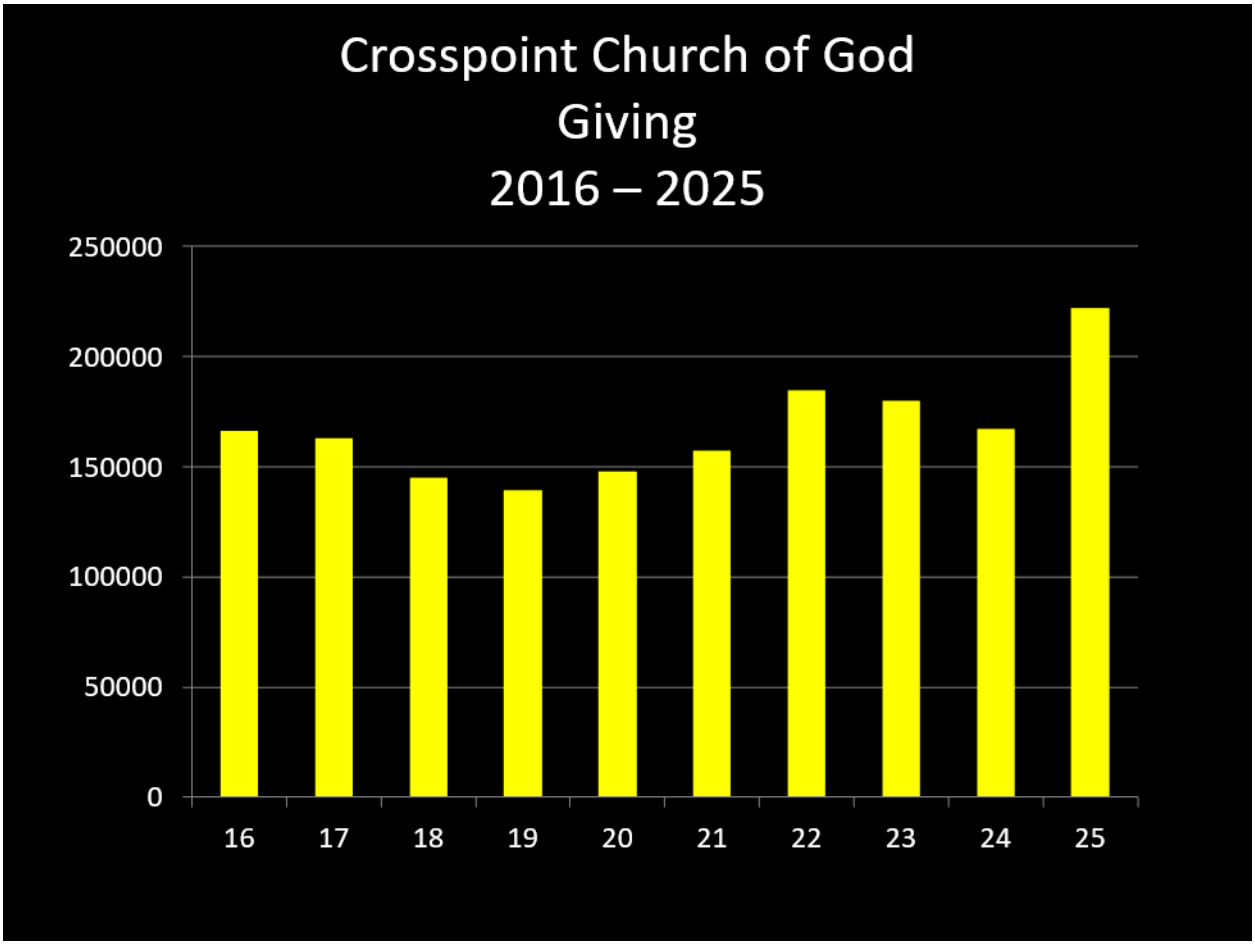
Morning Worship Attendance



Attendance Trend Conclusions

1. The attendance at Crosspoint Church experienced consistent growth since 2017 – from 30 to 83 in 2025 – a 176% increase. At present, the attendance is average in the mid-50s – a decline from 2025 of 35%.averaged 260 between 2015 and 2020 and averaged 147 from 2020 to the present.
2. There is a need to embrace the reality of the statistics to turn the tide of leaning to an inward focus. To move to a new day will require embracing innovation and change and recapturing the heart of Jesus for the lost and broken in the community.

Giving Statistics



Giving Conclusions

1. The giving trend at Crosspoint Church experienced a downturn and rebound between 2016 and 2021, averaging $153,161 per year. The giving increased to $184,594 in 2022 and dropped again for a couple of years, but a dramatic increase was evident in 2025 – almost $222,000 that year.
2. The giving has not been consistent with the attendance trend, except for the significant increase in 2025.
3. There is a temptation to avoid risks, protect the resources and care for those already attending as opposed to preparing for those not yet attending because of the current decline in attendance. The need is to embrace change, seek God's creative solutions, and develop a compelling vision and path forward.

Church Leadership Team Summary

Leadership Style Indicator

The leadership style indicator scores individuals in several areas of Leadership. A description of those leadership styles can be found in the appendix.

The following Leadership Styles are found on the **leadership team** (church board and pastoral staff) of the church. The totals may add up to more than the total number on the leadership team because some have more than one leadership style present.

0 leaders with Pioneering as the leadership style
0 leaders with Strategic as a leadership style
0 leaders with Management as a leadership style
2 leaders with Team as a leadership style
1 leader with Pastoral as a leadership style
1 leader with Encouraging as a leadership style

Leadership Style Conclusions

1. The most significant strength of the team is seen in the number of leaders with the **Team** leadership style.
    a. **Team** leaders are invaluable - if the church is truly to function as a body, team leaders are needed to ensure harmony and effectiveness in the way the team works. Team leaders desire to work with others and can trust one another. What they as individuals achieve is secondary.
2. One of the three leaders exhibits Pastoral and **Encouraging** leadership styles.
    a. **Pastoral** leaders are real "people-people", who have an important role in supporting the pioneers, strategists, team leaders and the rest of the church, particularly when times are hard.
    b. **Encouraging** leaders can motivate whole churches, teams, and individuals. They have great discernment into people's gifts, their feelings and what motivates them, and they release them into fulfilling their ministries.
3. None of the leaders have the **Pioneering, Strategic, or Management** leadership styles.
    a. **Pioneers** are willing to push themselves, take appropriate risks in striving to move forward to discover and reach long term goals, ask "why not" when considering an idea**.**
    b. **Strategic** leaders have the insight and focus to work out ways of achieving the vision, the "how", and can persuade the rest of the church to accept this plan.
    c. **Managers** are administrators and can organize and follow through on all the necessary tasks and activities to ensure that the project is completed on time.

Governing Board Audit

Overall Scoring: 32
The church board participated in a survey to measure the effectiveness of the board as a team. The overall score from the governing board audit revealed a board who feels that they are operating at an above average score for overall effectiveness. **Scores of 31-40 indicate an above average board in feelings of effectiveness.**

Governing Board Audit Conclusions

1. There is not an orientation or training plan for new members.
2. There is a need to set clearer priorities and direction for meetings.

Spiritual Gift Profile of Leadership Team

Below is a summary of the gifts represented on the leadership team. Scores of 20 or higher indicate strong gifts. Scores of 15-20 indicate medium gifts and scores of less than 15 indicate weaker gifts. A complete description of each gift can be found in the Appendix.

Gift	Average	Number
Prophecy	23.33	2
Teaching	22.00	2
Shepherding	21.67	2
Encouragement	17.50	1
Exhortation	17.00	1
Hospitality	16.25	1
Leadership	16.25	1
Discernment	15.75	1
Evangelism	15.75	0
Giving	15.50	1
Mercy	15.00	1
Administration	14.00	1
Service	13.50	0
Creative Communication	11.00	0
Apostle	10.50	0
Faith	9.00	0
Craftsmanship	5.50	0

Spiritual Gifts Conclusions

1. The gifts on the team in the strong category are **Prophecy, Teaching,** and **Shepherding**.
2. The mid-level gifts represented include **Encouragement, Exhortation, Hospitality, Leadership, Discernment,** and **Giving.**
3. The rest of the gifts of the team are in the weak category.

4. The spiritual gift mix of the leadership team is designed especially well to proclaim, explain and apply God's truths, and to guide and nurture people to grow in faith.
5. The team will struggle with managing, meeting the practical needs of others, creatively facilitating ministries, starting and overseeing new ministries, and trusting God for the unknown.

Leadership Team Personality Profile

Summary of scores for each member of the Leadership team: (a complete description of each personality type can be found in the Appendix)

	Sanguine	Choleric	Melancholy	Phlegmatic
	24	23	23	9
	13	7	16	13
	13	15	11	15
Average	**16.67**	**15.00**	**16.67**	**12.33**
Number with	1	1	1	1

Leadership Team Personality Conclusions

1. The strongest personality types on the team are the **Sanguine** and **Melancholy** personalities**.**
    a. The **Sanguine** leader encourages others while creating enthusiasm and excitement.
    b. The detailed **Melancholy** leader makes sure the group keeps its focus on long range goals and is good at planning and keeping records straight.
2. The secondary personality types are the **Choleric** and **Phlegmatic** personalities.
    a. The strong **Choleric** leader motivates people to action and be productive with the plans they make
    b. The supportive **Phlegmatic** is supportive and cares deeply about people and will often resist change because of how it may impact relationships.
3. The team can create excitement about the plans they make, but it will struggle motivating others and caring about how people will feel about potential changes.

Lay Survey Summary

Summary

25 Written lay surveys were received.
17 Face to face interviews were conducted.
28 different people participated in this portion of the assessment.

This represents 50**%** of the attendance of those 15 and over and provides an accurate picture of the attitudes of the congregation.

Age Breakdown

15-25	7%
26-35	7%
36-45	32%
46-55	11%
56-65	7%
66-75	32%
Over 75	4%

Gender Breakdown

Male	35%
Female	65%

Length of Being a Christian

1-5 Years	13%
6-10 Years	4%
11-15 Years	21%
16-20 Years	0%
21-25 Years	8%
Over 26 Years	54%

Length at Church

1-5 Years	43%
6-10 Years	18%
11-15 Years	14%
16-20 Years	25%
21-25 Years	0%
Over 26 Years	0%

Lay Summary Conclusions

1. With 50**%** of the adult attendance participating in the survey, the results and trends accurately capture the current reality of the church.
2. 43% of the survey group are over 55 years of age. This also provides an accurate picture of the current church.
3. 83% of those surveyed have been Christians for over 10 years, and 61% of those surveyed have been at the church less than 10 years. This would indicate the church is effective in reaching people over 45 years of age who are already established in their faith.

Ministry Impact Area

The ministry impact area of the church is about 12 miles.

0-2 miles	8%
2-4 miles	16%
4-6 miles	20%
6-8 miles	16%
8-10 miles	8%
10-12 miles	20%
12-14 miles	4%
Over 14 miles	8%

Impact Area Conclusions

1. Most of the church live within 12 miles of the church. This would represent the ministry impact area.
2. A demographic profile of the community around the church is included in the appendix of this report.

Marital Status

Married	**76%**
Single - never married	**12%**
Single - divorced	**8%**
Single - widowed	**4%**

Marital Status Conclusions

1. Much of the church comes from a traditional family with 92% of the church currently married, single and never married, or widowed.
2. The church is having little impact ministering to singles, as just 12% of those surveyed have never been married and just 8% of the church are those that are single from divorce.

Community Profile

Here are some of the summary facts of the demographics for the 12-mile radius ministry impact area of the church:

Population	44,273	US Average
Past 5-year population change	-1.6%	0.6%
Anglo Population	45%	58%
Black Population	49%	12%
Hispanic Population	4%	19%
Population under 17 years old	22%	22%
Population 18-34	21%	23%
Population 35-54	23%	25%
Population 55+	35%	29%
Household Income $100k+	16%	39%
Unchurched Population	27%	51%
College Graduates	17%	26%
Single Parent Households	12%	9%

Community Conclusions

1. The community in the ministry impact area is declining.
2. The impact area is 49% black, and 45% white English speaking. The church's demographic is predominantly white.
3. There are families with children at home in the area, but the largest age group in this area is 55+.
4. This church's demographic is older than the community demographic.
5. There are 11,884 people within 12 miles of the church who are unchurched.

Current Priorities

The scale is 1-7 with 1 being the most important and 7 being the least important.

Worship	**2.00**
Prayer	**2.40**
Fellowship	**3.80**
Discipleship	**3.90**
Community service	**4.30**
Evangelism	**4.90**
Missions	**6.80**

Preferred Priorities

The scale is 1-7 with 1 being the most important and 7 being the least important.

Prayer	**1.60**
Worship	**2.40**
Discipleship	**2.80**
Fellowship	**4.30**
Evangelism	**4.70**
Community service	**5.30**
Missions	**7.00**

Priorities Conclusion

1. Worship and prayer are viewed as both the current and preferred highest priorities, but those surveyed would like prayer to become the highest priority.
2. Fellowship is currently seen as the next highest priority, but those surveyed would like discipleship to move to a higher priority.
3. The current and desired priorities are more inward focused, as evangelism, community service, and missions are the lowest priorities.

Pastoral Time

The scale is 1-10 with 1 being the most important and 10 being the least important.

Preaching/Teaching	**2.10**
Personal spiritual development	**2.80**
Counseling	**3.90**
Developing leaders	**4.60**
Personal evangelism	**5.90**
Community involvement	**6.10**
Membership visits	**6.50**
Administration	**7.40**
Professional development	**7.80**
Attending team meetings	**8.00**

Pastoral Time Conclusions

1. There is a strong feeling that preaching and teaching should be the highest priorities for the pastor.
2. Secondarily, those surveyed would like the pastor to focus on personal spiritual development.
3. There is an agreement that lower priorities for the pastor are administration, professional development, and attending team meetings.

Sense of Urgency and Need for Change

The scale is 0-5. 0 equals Strongly Disagree and 5 means Strongly Agree

Concerned if we stay the same	**3.56**
Clear Goals for the next year	**4.16**
Should Regularly Evaluate ministries	**4.28**
Would support changes that would help	**4.76**
Willing to give more time to grow	**4.08**
New members in places of leadership	**3.24**
Plans for growth would be accepted by most	**3.72**
Like to see new people regularly join	**4.32**
Willing to give more to grow	**3.79**
Evangelism should be a high priority	**3.88**

The church needs change:

In trouble needs radical change	**0%**
In trouble and needs significant change	**4%**
Some trouble and needs change	**20%**
Church is OK, but some change	**64%**
Church is fine and no change	**12%**

The church needs help:

Needs intervention now	**0%**
Needs Assistance now	**21%**
Help soon	**38%**
Help in the near future	**33%**
No help	**8%**

I am willing to do:

What it takes	**17%**
What I can	**38%**
Specific assignments	**13%**
Within limits	**29%**
No commitment	**4%**

I am willing to give:

Sacrifice financially	**8%**
Give generously	**17%**
Tithe and help	**42%**
Give more, if needed	**13%**
No more	**21%**

Sense of Urgency Conclusions

1. Most of those surveyed indicated they are mostly content with the current reality.
2. Many do not seem convinced that the church needs outside help currently.
3. There appears to be some potential for people to step up as long as the vision is clear and convincing.
4. There has been financial support for the church, but for that to continue or increase the vision will need to be positive and strong.
5. A new direction and vision will need to be compelling enough to move people to action. Pacing change will be important in introducing any change.

Church engagement:

As a part of the assessment, we asked about church/ministry engagement. We asked people to rank their experience from a scale of 1-5, with 1 being not at all and 5 being all the time.

I know what is expected of me	**4.00**
My spiritual needs are met	**4.04**
I have opportunity to do what I do best	**4.20**
My opinions seem to count	**4.00**
Someone has talked to me about my spiritual life	**3.38**
Worship and pray every day	**3.96**
Faith is involved in every aspect of life	**4.24**
I have invited someone to church in the past 60 days	**3.00**
I give at least 10%	**4.21**
I give 5 hours or more per week to ministry	**2.96**

Ministry Engagement Conclusions

1. Most see their faith as being central to their lives and enjoy a personal relationship with Christ.
2. Most also indicate they feel their input is valued within the church.
3. The church needs some focus on providing more paths and plans for discipleship that produces spiritual conversations and accountability.
4. The lack of a clear vision and passion for the church results in few inviting others to church as well as a lack of offering their time and service to the church.

Comments from Written Lay Surveys and Face to Face Interviews

In the written comments section, we asked open-ended questions in several areas. Since these were open-ended questions, the responses are varied. We looked for trends in the comments. Below is a summary of those trends that were discovered.

The responses below are in order of how often mentioned. Since this was a "blank piece of paper" exercise where we just asked for opinions anytime a percentage approaches the 10-15% range it indicates a trend. Percentages may not add up to 100 or they may be more than 100 because people could put down more than one answer and only the items mentioned most often are recorded in the report.

Achievements What do you consider to be achievements for the church? What does the church do well?

Community outreach	48%
Children's ministry	44%
Youth ministry	40%
Small groups	24%
Discipleship	24%
Leadership	24%
Worship & music	20%
Fellowship	20%
Servicing the community	20%

Hindrances What are the hindrances keeping the church from reaching full potential?

Lacking volunteers	40%
Lacking a pastor	32%
Apathy	16%
Lacking a vision	12%
Lacking more leaders	12%
Lacking young families with kids	12%

Goals – What goals would you get excited about for your church?

Small groups initiated	32%
New pastor	24%
Growth & more people	24%
New things with children & youth	20%
Community outreach	16%
Fellowship	16%
Building upgrades & renovations	12%

Character of Church – How would you describe the current character of the church?

Loving	40%
Welcoming & friendly	32%
Caring	24%
Close-knit	20%
Compassionate	16%
Generous	16%
Family rooted in Christ	16%
Bible believing	12%
Community service	12%

Purpose – What would say is the purpose of the church?

Salvation	56%
Discipleship	32%
Be the hands & feet of God	24%
Spiritual growth	20%
Community outreach	16%
Worship God	16%
Love each other	12%

Change – What would you like to see changed in the church for greater effectiveness?

Invest in kids & youth group	28%
More new people	20%
More community outreach	16%
Have Wednesday adult class & services	12%

Church's reputation in the Community?

Positive	32%
Community outreach	24%
Welcoming & friendly	20%
Helps others	16%
Food program	12%
Blessings for Bulldogs	12%
Loving	12%

What are the felt needs of the Community?

Homelessness	28%
Food	24%
Youth & children's services	24%
Community outreach	16%
Violence & crime reduction	16%
Elderly	12%
Poverty	12%

What strengths & spiritual gifts do you desire in your next Pastor?

Scriptural knowledge & preaching	40%
Discerning & wise	24%
Discipler & teacher	24%
Loving	20%
Leadership	16%
Personable	16%
Relevant & good communicator	16%
Good with all ages	12%

What keeps you in this church?

People	60%
Family	44%
Spiritual growth	32%
Desire to serve	24%
Being called & obedient	24%
Small group	12%
Worship & music	12%
Feeling loved & needed	12%

Conclusions from Written Comments

1. What are the significant achievements of the church?
   - ✓ Several surveyed say that the primary strengths of the church are community outreach, children's ministry, and youth ministry.
   - ✓ Some others believe that significant strengths of the church are small groups, discipleship, and leadership.
   - ✓ A few say that the worship and music, fellowship, and service to the community are achievements of the church.
2. What do you see as hindrances within your church?
   - ✓ Some say the lack of volunteers and a pastor are the most significant hindrances of this church.
   - ✓ Apathy was also mentioned by some as hindrances.
   - ✓ A few see hindrances of the church as a lack of vision, a lack of leaders, and a lack of young families with children.
3. What are some goals you could get excited about for the church?
   - ✓ Some feel the primary goal of the church is to initiate small groups.
   - ✓ Some others would be excited to have a new pastor, more people, and new things for children and youth.
   - ✓ A few mentioned as goals community outreach, fellowship, and building updates and renovations.
4. How would you describe the character of the church?
   - ✓ Several mention the church as a loving group.
   - ✓ The church is seen by some as welcoming, friendly, caring, and close-knit.
   - ✓ Some others feel that the church is compassionate, generous, and a family rooted in Christ.
   - ✓ A Bible-believing church and serving the community were mentioned by a few as characteristics of the church.
5. What would you say is the purpose of the church?
   - ✓ Many feel the primary purpose of the church is salvation.
   - ✓ Some others say the primary purposes are discipleship, being the hands and feet of God, and spiritual growth.
   - ✓ A few say the primary purposes of the church are community outreach, worshipping God, and loving each other.
6. What would you like to change?
   - ✓ Some say they'd like to see the church invest in the children's and youth group and have more new people.
   - ✓ A few would like to change the church through more outreach to the community and having Wednesday adult classes and services.

7. What are the needs felt in the community?
   - ✓ Some surveyed say homelessness, food, and child and youth services are the felt needs of the community.
   - ✓ A few others listed as community needs violence and crime reduction, elderly issues, and poverty problems.
8. What is the church's reputation in the community?
   - ✓ Some responded that the church is seen as a positive place, one who reaches out in the community, and that it is welcoming and friendly.
   - ✓ Others say the church is known for helping others.
   - ✓ A few feel the church is known for the food program, Blessings for Bulldogs, and as a loving place.
9. What strengths and spiritual gifts do you desire for your next Pastor?
   - ✓ Several people would like the next pastor to have significant scriptural knowledge and preaching gifts.
   - ✓ Some say they want their next pastor to be discerning, wise, a discipler, teacher, and a loving individual.
   - ✓ A few others would like the new pastor to be a strong leader, personable, a relevant communicator, and someone who is good with all ages.
10. What keeps you in this church?
    - ✓ Many stay in this church because of the people in the church and family connections.
    - ✓ Some stay because of the spiritual growth they experience, their desire to serve, and because they feel called to be here.
    - ✓ A few brought up their small group, the worship and music, and the way they feel loved and needed as reasons they stay at this church.
11. Overall attitude of the congregation:
    - ✓ Most of those surveyed indicated they are mostly content with the current reality.
    - ✓ Many do not seem convinced that the church needs outside help currently.
    - ✓ The primary strengths of the church were listed as community outreach and the youth and children's ministries.
    - ✓ People feel that the lack of volunteers and lack of pastor are hindrances of the church.
    - ✓ A new direction and vision will need to be compelling enough to move people to action. Pacing change will be important in introducing any change.

Facility Conclusions

As part of the assessment, we conducted a walkthrough of the grounds and facilities from a guest perspective. Here is some of what we observed:

Outside:

1. The gray metal building is adorned with an attractive entry and planters on the inside corner. Although the outer entry is attractive, there is no signage available to draw people to those doors.
2. An engaging and large sign sits inside of landscaped brick.
3. Ample parking is readily available. The striping is faded and weeds have begun coming through the many cracks. A few handicapped spaces are available, but no spaces identified for guests.
4. A useful covered area for drop-off and pick-up spans the front edge of the building – but this area is unused.

Lobby:

1. The spacious lobby is an attractive and updated space.
2. Beautiful tile, neutral wall colors, a large seating area, and updated counters for welcoming and serving are plentiful.
3. The bugs in the plastic cover for the fluorescent lights in the front lobby need to be removed.
4. Some racquetball courts used by the children are just off the seating area. One of those is filled with storage items.

Worship Center:

1. The worship center is a large and attractive space with padded chairs. The ceiling is black with traditional fluorescent lighting.
2. The stage is nice looking and utilized well.
3. Attractive old doors and pipe-and-drape create a useful storage area on one side.
4. A large tech area is well placed in the back.

Children's Classrooms:

1. The children's classrooms are easily accessed just inside the entry with a welcoming counter.
2. The nursery and toddler rooms are calming with gray walls and updated neutral carpeting. The toys and décor add color and interest.
3. Some large neutral rooms with colorful wall art are also available for children's ministries. Some of the ceiling tiles are stained and unattractive. Removing the tiles and changing these ceilings to black would be a good update.
4. The further into the children's area, the mustier the smell.

Youth Room:

1. This large space is equipped with a section of various used couches and some games. Some open space is also available. The concrete floor needs attention and changing to the black ceiling with no dropped ceiling tiles would be beneficial.

Restrooms:

1. The primary restrooms are located well off the lobby. Both are large, welcoming, and beautifully decorated.
2. One small restroom is available in the children's area.
3. The other restrooms are mostly not functioning, and they have not been updated.

Offices:

1. A couple of offices are near the secondary entry.
2. The front (reception) office is spacious.
3. The pastoral office is large and equipped well for study.
4. All of the offices need updating.

Unused spaces (Backstage area and Upper level):

1. Backstage is a large space with upper hangout area, large kitchen, and other rooms. This area is all original to the roller rink style and needs updating.
2. Other than the karate studio on the upper level, the rooms are mostly unused. Some of the dropped ceiling tiles are stained, falling in, and even some insulation is falling into the rooms. Some rooms are quite unpleasant with leaks, odors, and animal refuse.

Storage:

1. Several rooms throughout the building are utilized as storage. Some are organized, but several simply appear to be full of unwanted and messy items.

Signage:

1. Some attempts have been made to provide signage.
2. Many more signs (identification and directional) are necessary (inside and out) to guide and direct guests.
3. Significant signage would be beneficial outside the main entry, as well.

First Impression Conclusions

Facility:

1. The building is adorned with an attractive entry and planters on the inside corner. Although the outer entry is attractive, there is no signage available to draw people to those doors. Handicapped spaces are identified, no guest parking spaces are reserved, and the striping is faded.
2. A spacious lobby is attractive and updated with beautiful tile, neutral wall colors, a large seating area, and updated counters for welcoming and serving are plentiful.
3. The large worship center is an attractive space with padded chairs and black ceiling. The stage is attractive and utilized well.
4. Children's classrooms are easily accessed just inside the entry with a welcoming counter. Most of the walls are calming gray with updated neutral carpeting and some colorful wall art adds a nice touch.
5. The largest children's and youth rooms are less up-to-update. Some paint, floor coverings, removing the ceiling tiles and painting the ceilings black, and some updated decor would be helpful. Also, the further into the children's area, the mustier the smell.
6. The primary restrooms are located well off the lobby. Both are large, welcoming, and beautifully decorated. Other restrooms are outdated and some are not functional.
7. Backstage, and other than the karate studio on the upper level, the rooms are mostly unused. Some of the dropped ceiling tiles are stained, falling in, and even some insulation is falling into the rooms. Some rooms are quite unpleasant with leaks, odors, and animal refuse.
8. Several rooms throughout the building are utilized as storage. Some are organized, but several simply appear to be a lot of unwanted and messy items.
9. Many more signs (identification and directional) are necessary to guide and direct guests (inside and out). Significant signage would be beneficial outside the main entry, as well.

Sunday Morning:

1. Music rehearsal takes place at 9am, and a prayer time is at 9:30am. The Elders and a few others pray with worship team and tech personnel, then proceed through each room asking the Lord to move that day.
2. Some others arrive 30 minutes prior to service, bringing in snacks, visiting with one another, or setting up for Children's Church.
3. Some elders or others greet those arriving, but little specific hospitality system is obvious.
4. A countdown played 5 minutes prior to the service with appropriate music.
5. Approximately 13 children were in Children's Church after the singing.

Worship Service:

1. Following the countdown, the worship team welcomed people and invited them to sing.

2. The music is led with quality, but the energy is low by the few on stage.
3. The announcements, lyrics, and other visuals are simple, but generally quality.
4. Most announcements include much insider language and few explanations of what an event actually is or specifically where the event it will take place.
5. People sang along (but the volume was low), and few were visibly responsive.
6. People were listening well to the sermon but were not especially responsive at that point either.

Website/social media:

1. The website at **crosspointnatchez.org** is attractive, yet simple. The general information is presented well. The leadership page needs updating and adding some information on the events page would be beneficial. Links to Facebook, YouTube, X, and Instagram are made available on the website.
2. The Facebook page (991 followers) is primarily used to share service livestreams with occasional announcements or encouraging words.
3. A members app is utilized well for regular announcements and updates.
4. The church's online presence is the new front door of the church. Regularly reviewing content and looking for ways to improve the church's online presence will help the church connect with people in the community more effectively.

Overall Observations

1. The church has a good history of people feeling loved and loving this church.
2. The facility and property have plenty of space for ministry and impacting the community. Some areas have experienced attractive updates, while much of the building has been seriously neglected. Those areas need ridding of many unused furnishings and equipment, deep cleaning, and significant renovation.
3. More signs (identification and directional) are necessary to guide and direct guests.
4. Most of those surveyed indicated they are mostly content with the current reality and many do not seem convinced that the church needs outside help currently.
5. The primary strengths of the church were listed as community outreach and the youth and children's ministries.
6. People feel that the lack of volunteers and lack of pastor are hindrances of the church.
7. A new direction and vision will need to be compelling enough to move people to action. Pacing change will be important in introducing any change.

Recommendations during the Transition

Leadership

1. We recommend the church establish a **Transition Team** (7-14 is the ideal number) to lead the church in reviewing and implementing the recommendations of this report. This team should be nominated by the TIPS pastor, affirmed, and empowered by the elder board, and commissioned before the church.
2. We recommend the **Transition Team** include some from the current leadership team, but the TIPS pastor will want to include others who are both creative and able to make decisions with confidence. The key will be to include a good balance of leadership styles and personality types.
3. We recommend the **Elder Board and Transition Team** meet for at least one meeting to discuss the general vision and dreams for the church. While the details of vision should be fully developed with the new pastor, it is important for the current leadership to have unity on the vision for the future. This will impact the selection of your next pastor and the work of the Transition Team.
4. We recommend the **Transition Team** focus on implementing the recommendations of this report considering the vision. The team will work closely with the TIPS Pastor as they together develop an action plan for the interim focusing on helping the church move to increased health.

Spiritual Renewal (Passionate Spirituality – 77)

1. We recommend that the **TIP** and the **Transition Team** establish a **Prayer Team** to provide direction and leadership for spiritual renewal in the church.
2. We recommend the **Prayer Team,** under the guidance of the **TIP**, call the church to a time of prayer seeking unity and God's will for the church during the transition. This should include both corporate and individual prayer times. The focus should be discovering God's will for the next chapter in the church's history.
3. We recommend the **TIP Pastor** preach a series of messages focused on spiritual renewal, unity, developing a passion for the lost and recapturing the heart of Jesus for His church.

Church Health

1. We recommend the **Elder Board** and the **Transition Team** become familiar with the characteristics of a healthy church by reading Color Your World by Christian Schwartz.
2. **Gift-based Ministry (49)**
   a) We recommend the **Transition Team** develop a gifts database for all those currently attending. The database should be searchable and include each person's top three spiritual gifts and their top three skills (woodworking, softball coaching, cooking, bookkeeping, etc.). It should also include any ministry positions that they are serving in currently.
   b) We also recommend the **TIP** preach a series of messages focused on serving based on gifts, passion, and call.
3. **Inspiring Worship (66)**

a) We recommend the **Transition Team** evaluate and make any needed changes to all aspects of the Sunday Worship gathering. This means addressing the whole experience from entering the parking lot to leaving the parking lot. The **TIP** will provide the structure for these conversations.

b) We recommend the **Worship Team** evaluate and make needed changes to elements to include flow, music, and order of service.

4. **Loving Relationships (66)**

a) We recommend the **Transition Team** look for and implement opportunities for people to build relationships across generational lines. This would include opportunities for people to laugh, work, and pray together.

b) We recommend the **TIP** and **Elder Board** work together to enhance healthier relationships and deal with interpersonal conflicts.

5. **Effective Structures (67)**

a) We recommend that the **Transition Team** list (organizational chart) and evaluate all current structures and ministries for effectiveness in living out the vision of the church. This would include making necessary changes to the structure that focus on building trust and empowering leaders.

b) We recommend the **Transition Team** develop clear ministry descriptions for all ministry leaders and develop an annual review process to allow different voices to speak into the structure of the church.

6. **Need-Oriented Evangelism (69)**

a) We recommend the **Transition Team** complete a community needs assessment to help inform decisions as to ministry priorities to engage the community.

b) We recommend the **Transition Team** evaluate current outreach events/activities for effectiveness and make any needed changes to increase effectiveness.

c) We recommend the **Transition Team** plan and implement at least one event/activity focused on engaging the community during the interim season. The community needs assessment should help focus this event.

7. **Empowering Leadership (71)**

a) We recommend the **Transition Team** focus on identifying, recruiting, and releasing new leaders, with a focus on developing younger leaders. One of the keys to a turnaround is having more leaders involved.

b) We recommend the **Transition Team** assist the **TIP** in conducting a leadership summit where all current leaders (elected and appointed) come together for a one-day retreat to talk about how to effectively empower people to lead.

8. **Holistic Small Groups (71)**

   a) We recommend that the **Transition Team** look at who currently attends a small group and who does not. Ask those that do not, what kind of small group they would be interested in attending. Include time and place options.

   b) We recommend that as a part of the small group study, focus be given on prayer and relational accountability.

First Impressions/Facility

1. We recommend the **Transition Team** determine how to best prepare the church for guests. The facility section of the assessment will provide more specific areas to address.
2. We recommend the **Transition Team** review signage both inside and out and make significant additions to make sure the facility is easy to navigate for guests.
3. We recommend that a full review of the process of follow-up and assimilation be completed by the Transition Team in cooperation with the Pastoral Staff and Church Administrators.

   The goal is to assure appropriate attention and follow-up to each guest in keeping with the local culture. This includes being able to track their attendance and what steps of follow-up have been completed to date.

   This also includes who is responsible for each of the five greetings before a guest sits down, as well as who is responsible for approaching the guest for their basic information.

Communication/Celebration

1. We recommend that the **Transition Team**, working with the **TIP**, provide regular and consistent communication, letting the church know the process and progress of the transition.
2. We recommend the **Transition Team**, working with the **TIP**, provide regular and ongoing celebration of the work accomplished during the transition. Every accomplishment needs to be celebrated. This will create momentum, excitement, and enthusiasm. We recommend the **Transition Team**, working with the **TIP**, provide opportunities for the church to gather beyond worship with a focus on laughing, working and/or praying together.

Appendix

Life Cycle Category Descriptions

Birth

- ✓ The fuel that drives the church is a dominant vision.
- ✓ The church is living out its core values and mission.
- ✓ The church seeks to establish healthy patterns of worship, outreach and discipleship.
- ✓ There are no formal outreach programs and infrastructure in place.
- ✓ There is no formal discipleship plan in place.
- ✓ Members of the original leadership team turnover.
- ✓ The church asks the question “Who are we?”

Growth

- ✓ There is a passion to fulfill spiritual vision.
- ✓ The church develops intentional outreach/assimilation strategies.
- ✓ The church formally organizes as an entity.
- ✓ There is intentional fellowship, care ministry, and leadership development and kingdom involvement.
- ✓ There is an understanding of core values and belief systems.
- ✓ The church has a clearly defined worship style.
- ✓ There is implementation of a lay mobilization strategy.
- ✓ Need for adequate facilities an issue.

Maturity

- ✓ Congregation in its prime, relaxed, successful, clear vision and positive future.
- ✓ Feels it can accomplish anything.
- ✓ People connected involved, discipleship and spiritual growth taking place.
- ✓ Worship services are considered excellent.
- ✓ Attendance as large as it has ever been.
- ✓ Successful quantitative and qualitative ministries and activities.
- ✓ Well known in the community.
- ✓ Formal management systems working well.
- ✓ Overall congregation beginning to age.
- ✓ Finances at an all time high.
- ✓ Relaxed.
- ✓ Success is its vision.

Plateau

- ✓ Vision no longer dominant.
- ✓ Passive - past it's prime.
- ✓ Focus is how to sustain and institutionalize gains of the congregation.
- ✓ No new initiatives that involve risk.
- ✓ A sense that what we are doing is working.
- ✓ No felt need for change; finances are excellent.
- ✓ Fastest growing demographic group - senior adults.
- ✓ Children and youth under 18 plateau or in decline.
- ✓ Selected groups/portion of congregation's morale declining.
- ✓ Programs at qualitative height replacing vision.

Decline

- ✓ Worship attendance declining.
- ✓ Quality drops/programs in decline/disintegrating.
- ✓ A time of nostalgia usually ending in anger regarding the loss of the past.
- ✓ Looks for something or someone to blame.
- ✓ Finances are down.
- ✓ Confidence in ability of the pastor to lead diminishes.
- ✓ The way things used to be is the prevalent talk.
- ✓ Dysfunction starts to creep in.
- ✓ No longer a good place to invite friends, etc.
- ✓ Desire for new and younger pastor and programs.

Drop Out

- ✓ People begin to drop out of ministry positions.
- ✓ Ministry Positions often not filled.
- ✓ Worship life is full of precious memories, homecomings, and anniversaries.
- ✓ Congregation afraid to take any risks that might diminish the precious few resources it has left.
- ✓ The most significant numbers counted in old age congregations are the number of funerals, the number of people who are home-bound or in the nursing section of senior adult housing.
- ✓ As long as resources are available, old age congregations have the ability to survive long past any viable pro-active ministry life.

Death

- ✓ The congregation is now at subsistence level.
- ✓ Often outside support is needed to maintain the ministry
- ✓ Pastor becomes bi-vocational.
- ✓ Low morale among the congregation.
- ✓ Little hope for a new future.
- ✓ A preaching station or chaplaincy ministry

Leadership Style Definitions

Pioneering Leadership

Within pioneering leadership, we consider those who are willing to push themselves and take appropriate risks in striving to move forwards to discover and reach long term goals. In a Christian context we can quote Philippians 3:"forgetting what is behind and straining for what lies ahead". Pioneering leaders are passionate about the vision and are wholly committed to it. Paul is a great example of a leader who was focused on pushing out the boundaries of the church, despite the personal risk. Pioneering leaders are at their strongest in the early stages of a vision or project, excited by seeking out where God is calling. However, as time passes, they may lose interest in the implementation of a vision, eager to be looking ahead to the next challenge.

Strategic Leadership

Leaders who can break down visions and large aims into manageable chunks are vital for the church. Strategic leaders have the insight and focus to work out ways of achieving the vision, the "how", and can persuade the rest of the church to accept this plan. When Nehemiah led the Jews in rebuilding the walls of Jerusalem, he demonstrated great strategic leadership in dividing the work up, and in keeping the task manageable. His plan was so good; the walls were rebuilt in 52 days. Strategic leaders can bring common sense to a difficult task - able to help people see how the seemingly impossible can be achieved. However, like pioneers, they can be less engaged with the implementation of a task, preferring to leave this to others.

Management / Administration

All churches require good stewards and managers, people with gifts of administration (Acts 6). Any vision or change will require people able to plan and problem solve, delegate and organize. Without this gift, the best plans may well not get implemented! The apostles delegated the practical tasks of sharing food and taking care of the widows to those gifted with the necessary skills, including Stephen and Philip. Managers are often under appreciated, having a leadership style which is less "up-front" than some of the other styles. However, much of the work simply would not get done without them. They can organize and follow through on all the necessary tasks and activities to ensure that the project is completed on time. They may struggle to relate to the visionary pioneers - dreaming of achieving the impossible is not their home ground!

Team Leadership
Here we include leadership in a group context, whether the leader has a formal leadership role in a group or not. For the church as 'the body' (1 Cor 12), working together is clearly important. The key strengths of team leaders are a desire to work with others, and an ability to trust them. Team leaders need great humility and servanthood - their sole aim is that the team achieves its goals. What they as individuals achieve is secondary. The greatest contribution Silas made to the church was probably training and developing Paul's ministry so he could go on to achieve greater things later. Team leaders are invaluable - if the church is truly to function as a body, team leaders are needed to ensure harmony and effectiveness in the way the team works.

Pastoral Leadership
Many church leaders feel they ought to be Pastoral leaders, although many don't have this as their primary style. This is not a problem!! Pastoral leaders are real "people people", who have an important role in supporting the pioneers, strategists, team leaders and the rest of the church, particularly when times are hard. Vision and moving into vision seem less important to pastoral leaders. Peter was a pastoral leader, a complete contrast to Paul's energetic church planting and exhortation. Pastoral leadership is often unseen, and often unappreciated publicly, yet hugely important. Those who are pastoral leaders can sometimes be threatened by the pioneers and strategists - and at times are irritated by the attention to detail shown by the managers. Yet their contribution to a team is invaluable - take time for a moment to think of a pastoral leader - and you will probably find that they command huge respect and support.

Encouraging Leadership
Paul was a great encourager - his letters to the early churches contained exhortation and encouragement as well as teaching. Encouraging leaders can motivate whole churches, teams and individuals. They have great discernment in people’s gifts, their feelings and what motivates them, able to release them into fulfilling their ministries. Who doesn't need encouragement!! Encouraging leaders have the knack of knowing when a quiet word can spur people on, when to challenge and when to support, when to coach and when to give space. Occasionally they may irritate people by appearing less "involved" than other leadership styles - sometimes people want more than just encouragement.

Church Health Characteristics
Definitions

Based on *Natural Church Development*
By Christian Schwarz

Empowering Leadership –
Effective leadership begins with an intimate relationship with God, resulting in Christ-like character and a clear sense of God's calling for leader's lives. As this base of spiritual maturity increases, effective pastors and leaders multiply, guide, empower and equip disciples to realize their full potential in Christ and work together to accomplish God's vision.

Leaders consider it as one of their most important tasks to help Christians develop greater degrees of empowerment. They equip, support, motivate, and mentor individuals to become all that God wants them to be.

Gift-oriented Ministry –
The Holy Spirit sovereignty gives to every Christian spiritual gift(s) for the building of God's kingdom. Church leaders have the responsibility to help believers discover, develop and exercise their gifts in appropriate ministries so that the Body of Christ grows and builds itself up in love.

The role of church leadership is to help its members identify their gifts and integrate them into ministries that match their gifts. When a person lives according to their spiritual giftedness, they are no longer working in their own strength, but the Holy Spirit works in them. Studies show that most Christians are either not involved in ministry or they function in a ministry that does not match their gifts.

Passionate Spirituality – Effective ministry flows out of a passionate spirituality. Spiritual intimacy leads to a strong conviction that God will act in powerful ways. A godly vision can only be accomplished through an optimistic faith that views obstacles as opportunities and turns defeats into victories.

The important issue here is not the way spirituality is expressed, but the fact that faith is lived out with commitment, fire and enthusiasm. The methods a church use are really a secondary concern. A church that lives its faith with passionate fervor will experience success with many a method.

Effective Structures – The Church is the living Body of Christ. Like all healthy organisms, it requires numerous systems that work together to fulfill its intended purpose. Each must be evaluated regularly to determine if it is still the best way to accomplish the intended purpose.

The most important criterion for forms and structures in the church is if they fulfill their purpose or not. Church structures are never an end in themselves but always only a means to an end.

Inspiring Worship – Inspiring worship is a personal and corporate encounter with the living God. Both personal and corporate worship must be infused with the presence of God resulting in times of joyous exultation and times of quiet reverence. Inspiring worship is not driven by a particular style or ministry focus group. but rather the shared experience of God's awesome presence.

Is the worship service an inspiring experience for those who attend? It is not whether our services target Christians or non-Christians, whether they celebrate in the language of Canaan or in a more secular language, or whether we worship using a liturgical or a more free-flowing approach. Inspiring worship services are often described as fun.

Holistic Small Groups –
Holistic small groups are disciple-making communities which endeavor to reach the unchurched, meet individual needs, develop each person according to their God-given gifts and raise leaders to sustain the growth of the church. Like healthy body cells, holistic small groups are designed to grow and multiply.

Growing churches have developed a system of small groups where individual Christians can find intimate community, practical help and intensive spiritual interaction. In the groups, not only is the biblical text discussed, but they apply biblical insights to everyday issues.

Need-oriented Evangelism --
Need-oriented evangelism intentionally cultivates relationships with pre-Christian people so they can become fully devoted followers of Jesus Christ who are actively participating within the life of the church and community. Using appropriate ministries and authentic relationships, believers can guide others into the family of God.

Growing churches are not. pushy or manipulative in they way they share the gospel, rather, their secret is to the share gospel in a way that meets the questions and needs of pre-Christians.

Loving Relationships –
Loving relationships are the heart of a healthy, growing church. Jesus said people will know we are his disciples by our love. Practical demonstration of love builds authentic Christian community and brings others into God's kingdom.

Unfeigned, practical love endows a church with a much greater magnetic power than all the marketing efforts of this world. Growing churches manifest a measurably higher "love quotient" than stagnant or declining ones.

Spiritual Gift Descriptions

Here is a description of each spiritual gift, described in terms of a capacity:

1. **Faith** - The capacity to trust God for what can't be seen and to act on God's promises (Romans 4: 18-21, Hebrews 11).
2. **Service/Helps** - The capacity to take the initiative to meet the practical needs of others, freeing them to fulfill their own calling (Acts 6: 1- 7).
3. **Craftsmanship** - The capacity to facilitate ministry through the use of hands and minds by creative means (Exodus 28: 3-4)
4. **Discernment** - The capacity to separate truth from error and perceive variance from God's Word (James 3:13-18, 1 John 4:1-6).
5. **Apostle** - The capacity to start new ministries and oversee their development (Romans 15:20).
6. **Hospitality** - The capacity to make others feel welcome, accepted, relaxed, and comfortable (1 Peter 4:9, 10).
7. **Creative communication** - The capacity to communicate God's truth through a variety of art forms (psalm 150, 1 Corinthians 14:26).
8. **Teaching** - The capacity to educate by clearly explaining and applying God's word (Romans 12:6-8, Titus 3:1, 2).
9. **Encouragement-** The capacity to give reassurance and support (1 Thessalonians 5:11).
10. **10 Mercy** - The capacity to detect hurt and feel compassion for those who are hurting (Luke 10:30-37).
11. **Giving** - The capacity to cheerfully contribute material resources beyond a "tithe" for the work of the Lord (2 Corinthians 8:1-5).
12. **Prophecy** - The capacity to proclaim and apply God's truth and expose sin (1 Corinthians 14:3-5).
13. **Evangelism** The capacity to communicate the good news of Jesus so unbelievers can respond in faith. (Acts 8:26-40).
14. **Leadership** - The capacity to instill vision, motivate and direct people to accomplish ministry (Hebrews 13:7, 17; 1 Timothy 3).
15. **Exhortation** - The capacity to stimulate faith and promote Christian maturity in others (Acts 11:23, 24, 14:22).
16. **Shepherding** - The capacity to guide and nurture an individual or group to grow in faith (1 Peter 5: I- II).
17. **Administration** - The capacity to execute plans by managing people, resources, and time (Titus 1:5; 1 Timothy 5:4).

New Church Specialties
Personality Profile Summary

Choleric

Place in the Puzzle of life:
Leadership Person
Best at:
Motivating people to action
Controlling the plans and productivity
Giving quick and clear instructions
Making sure the group sees the immediate gain
Is Apt to be:
Too impulsive and intimidating
Presentation style:
Authoritative and convincing
Warning:
May come on too overpowering
Seems to look down on others
Often intimidates less confident people
Realize
A need for action and excitement

Phlegmatic

Place in the Puzzle of life:
Support Person
Best at:
Making sure the group is relaxed and comfortable
Always finding a middle ground
Staying calm and functional in the midst of chaos
Is Apt to be:
Too undisciplined and indecisive
Presentation style:
Believable
Warning:
May come across as too low-key
Appears too unenthusiastic and unconvinced
Not the motivators
Realize
A need for rest and some quiet time

Sanguine

Place in the Puzzle of life:
Creative Person
Best at:
Making initial contact with people
Creating enthusiasm & excitement
Encouraging & uplifting others
Ensuring the group has fun
Is Apt to be:
Too easily distracted and forgetful
Presentation style:
Humorous & with a light touch
Warning:
Can come on too happy or cute
Not considered serious or believable
Don't let them handle money
Realize
A need for fun and adventure

Melancholy

Place in the Puzzle of life:
Detail Person
Best at:
Planning and explaining the details
Keeping the financial records straight
Being sensitive to the needs of others
Making sure the group sees the long-range goals
Is Apt to be:
Too easily distracted and critical
Presentation style:
Accurate and sincere
Warning:
Might come across too intellectual and remote
May make others feel less intelligent
Can get lost in the details
Realize
A need for order and understanding

NCD *insights*

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

Crosspoint Church

December-2025

Pastor: 0

Profile	Date	Minimum Factor	Maximum Factor	Min - Max Difference	Average
1	Dec-25	49 Gift-based ministry	77 Passionate spirituality	28	67

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How to use NCD Insights

1. Essential reading to use NCD Insights effectively

1.1 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. NCD Insights provides a more detailed 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. NCD Insights 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.

1.2 The NCD Insights numbers

The statistical scale for all NCD Insights graphs is the same as the one used for the basic profile graph of the eight Quality Characteristics. Based on scientific research each quality is broken down into four categories which are computed from the pertinent items in the questionnaire. The results are standardized scores, not percentages, based upon a standardization for your country that is updated annually. The result for each area can be directly compared with the results for all other areas. 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.

1.3 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 a 58 in the "Visitor Friendly Church" (sub-) category while all other results for Need-oriented Evangelism are over 65. On this comparison alone, you may conclude: "We are no good at being friendly with outsiders". A comparison with the rest of the country shows such a conclusion to be untrue.

1.4 Avoid trying to do your own calculations

It is not possible to average the results for (sub-)categories related to a quality characteristic and generate the overall result for that characteristic. There are two main reasons for this:

- The questions that are taken for each category are not disclosed.
- The results do not include the contributive weightings of each category towards the overall result for a characteristic.

1.5 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.

1.6 Accuracy

Completed profiles are regularly added to the database in your country and a new national standardization is issued by NCD International 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.

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2. Getting the Most from NCD Insights

The principal function of NCD Insights is to help you accurately identify existing and potential barriers impeding healthy growth. NCD Insights appeals to a broad spectrum of local church leaders by providing a more detailed picture for each quality without distracting the viewer with individual questions.

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'
- '[Minimum Factor] Current Profile'
- 'Current Highest 5'
- 'Current Lowest 5'

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 to the information found on 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 sub-categories.

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 5' 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 (e.g. cultural factors) not clearly evident in a single profile; and
- potential or emerging barriers.

4. *Look for strengths*. The 'Current Highest 5' graph highlights the five 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, NCD Insights 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 5 Changes Previous to Current and Lowest 5 Changes Previous to Current, are helpful in this regard.

2.4 Things to consider...

...when looking at "Empowering Leadership"

- It is empowering leadership NOT empowering pastor. Each church has many layers of leadership including, but not limited to: pastor, staff, board, power brokers, etc.
- Don't evaluate your leaders based on what a book says a leader should be. Rather, consider their gifts and passions and try to slot them in positions that allow them to work in the areas of their strengths.

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- Read Ephesians 4:11-13. Consider how your church and its leaders can better "build up the Body."

...when looking at "Gift-based Ministry"

- Gifts and talents are two different things. Gifts bring joy in service. Talents are just a skill that someone has. Sometimes gifts and talents are the same, many times they are not.
- Lack of involvement is different than lack of interest. Most people like to be asked to serve rather than just volunteer. How quickly does your church try to "plug in" new members?
- Read I Peter 4:10. What does this verse look like in your church. How can you do better?

...when looking at "Passionate Spirituality"

- Relationships that aren't growing are dying!
- Honestly look at your church and ask: "Do we consider the 'rules' of faith/church to be more important than our relationship with the Lord?"
- Is your church known in the community by what it stands for or by what it is against?
- Read Matthew 22:37. How can your church better live out this verse?

...when looking at "Effective Structures"

- Structures are not sacred! They are only a means to an end. Constantly evaluate.
- It is not enough to start something that works, it must replicate.
- Don't confuse meetings with ministry.
- Read Ephesians 4: 15-16. Does this sound like your church?

...when looking at "Inspiring Worship Service"

- Church shouldn't hurt!
- There is no "best kind of music." Rather, one should ask, does the music in our service help us approach the living God?
- Performance vs. Participation. Are only a select few involved in the service? How can more of the congregation get involved?
- Tradition vs. Transformation. Try to honestly look at your service and ask yourself what elements of the service are done just because "we've always done it that way."
- Read Psalm 122: 1. How much rejoicing do you see in your church?

...when looking at "Holistic Small Groups"

- The term "small group" is not limited to the classic small group model. It could be any group where "holistic" needs are being met, such as a Sunday School class or a Ministry team.
- Effective small group ministries will serve as an entry point into the church for newcomers.
- Consider the relation this ministry has to other key areas in your church such as: passionate spirituality, need-oriented evangelism and loving relationships.
- Read Hebrews 10:24-25. Does this sound like your church? Why or why not?

...when looking at "Need-oriented Evangelism"

- Does your church body match the makeup of the community it is in? People relate best to those most like themselves.
- Successful evangelism is culturally relevant.
- Build relationships first. People know when they are a project.
- Nothing beats genuine concern for your neighbors and their needs.
- Read I Corinthians 9:19-23. What does "need-oriented" look like in your community?

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...when looking at "Loving Relationships"

- Jesus said this was the most important commandment.
- Connected people are committed people.
- When needs are met, people want to serve.
- Encourage relationships across generational lines.
- Read John 13:35. How noticeable is your love?

3.1 Copyright

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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.

3.6 Decisions based on this report

The church whose data appears in this report has sole responsibility for:

- ensuring that the most up-to-date NCD Insights 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 actions taken as a result of drawing those conclusions.

4. Questions?

If you have any questions, contact 1. your NCD Coach or 2. the person in your denomination or movement who has responsibility for NCD or 3. 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 web site – www.ncdnet.org

At this web site 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 NCD Insights 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.

The NCD International Team

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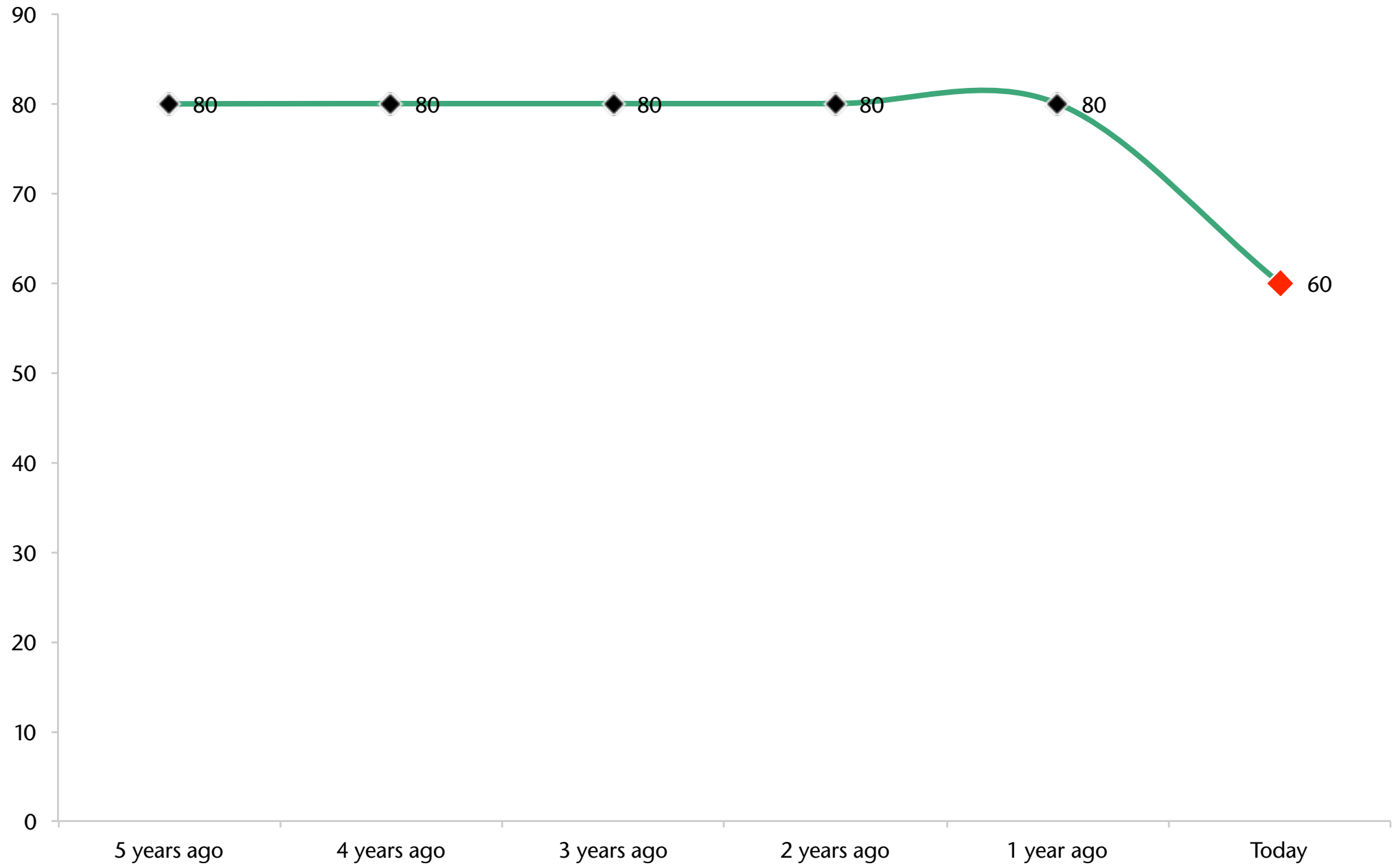
Adult Attendance Growth



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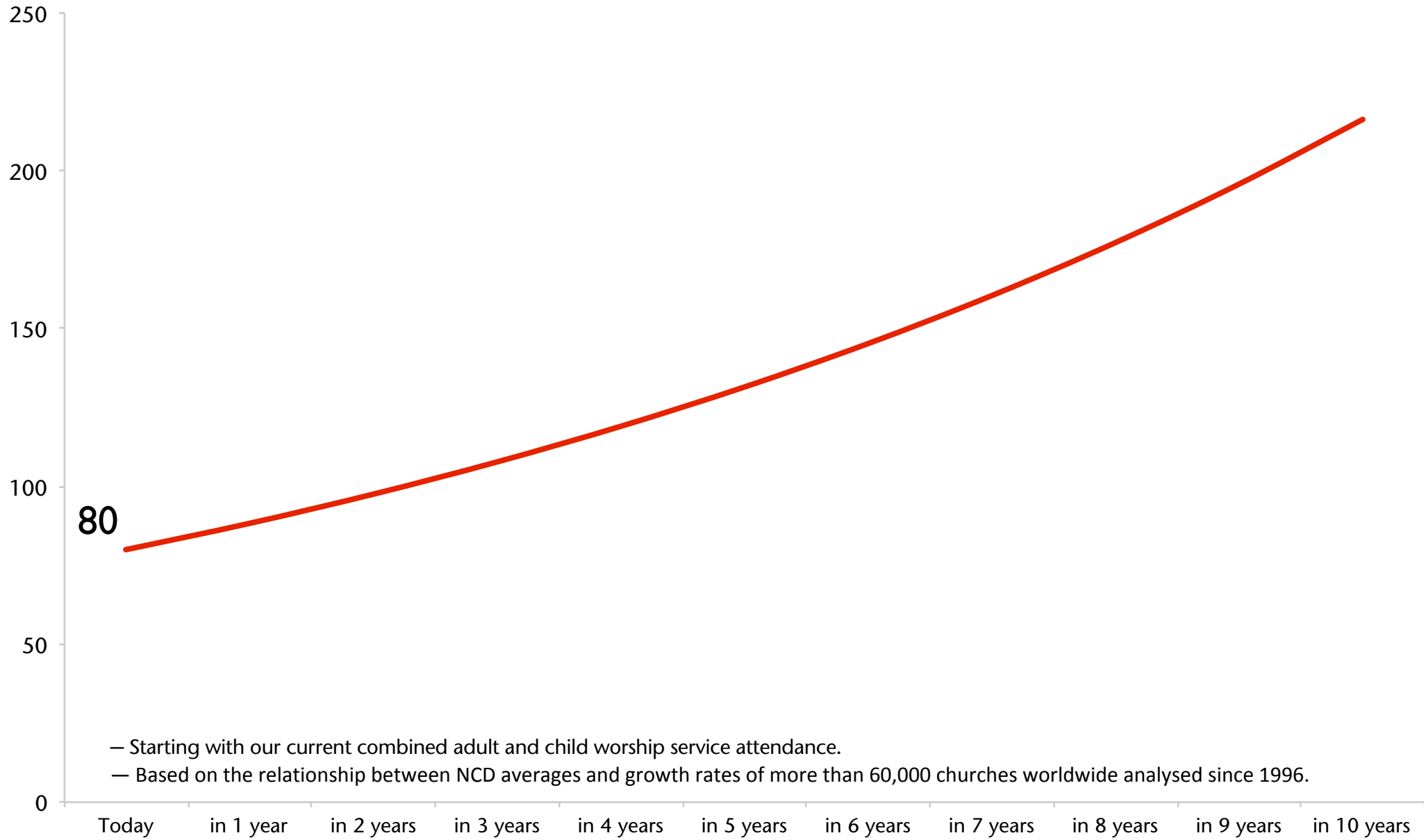
Projected attendance growth

Based on our current survey average



— Starting with our current combined adult and child worship service attendance.

— Based on the relationship between NCD averages and growth rates of more than 60,000 churches worldwide analysed since 1996.

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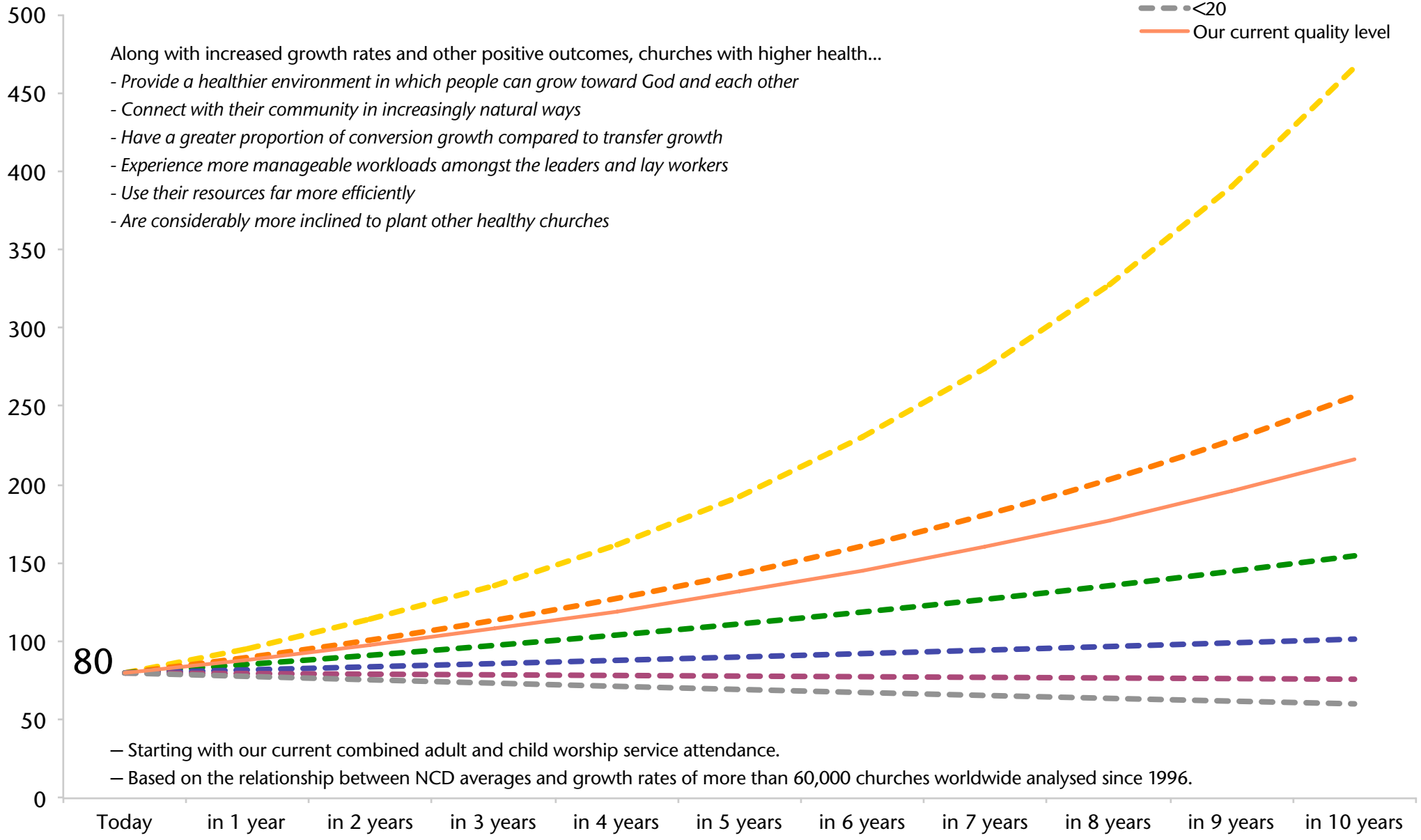
Possibility growth projection



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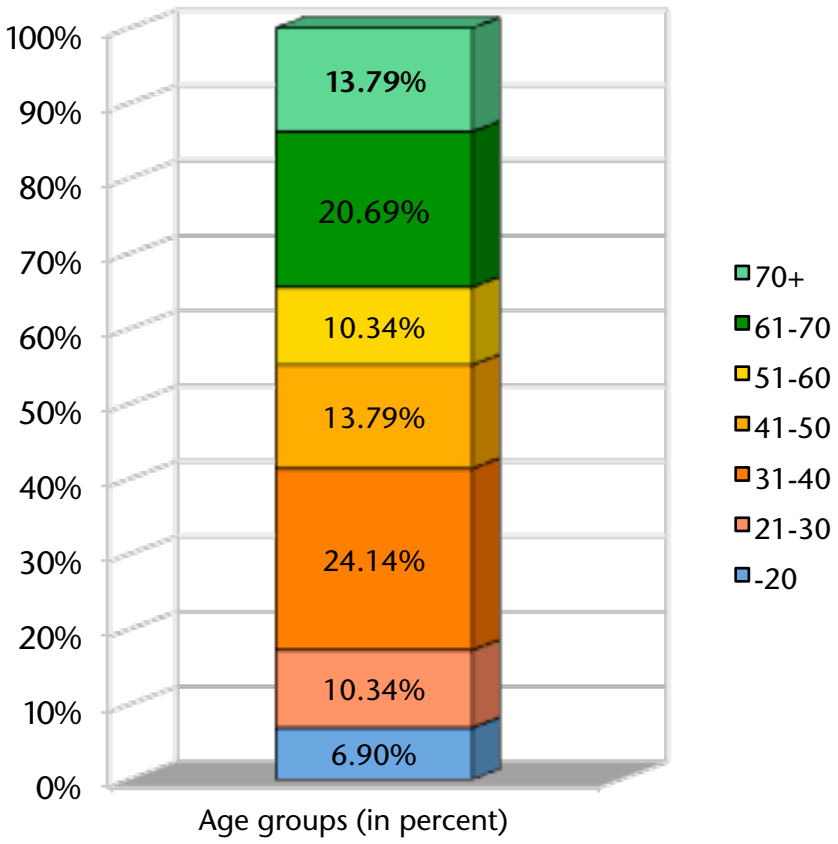
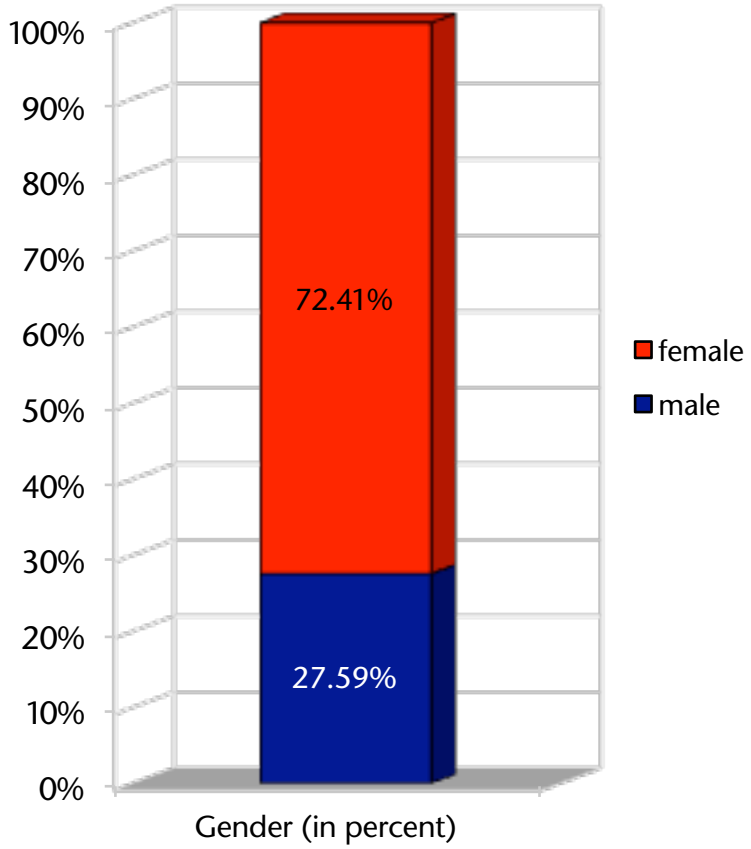
Survey Participants by Age Groups and Gender





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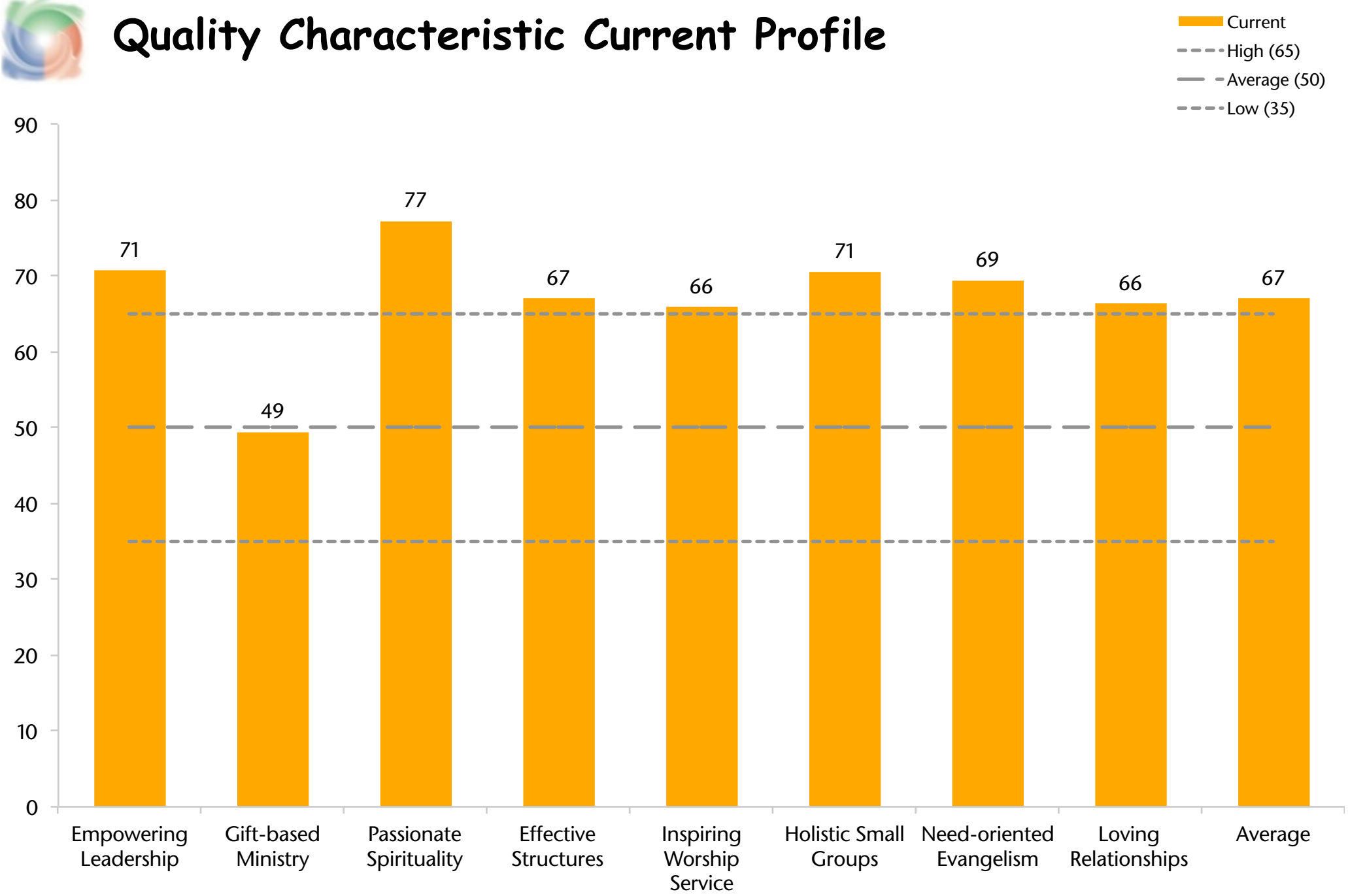
Quality Characteristic Current Profile



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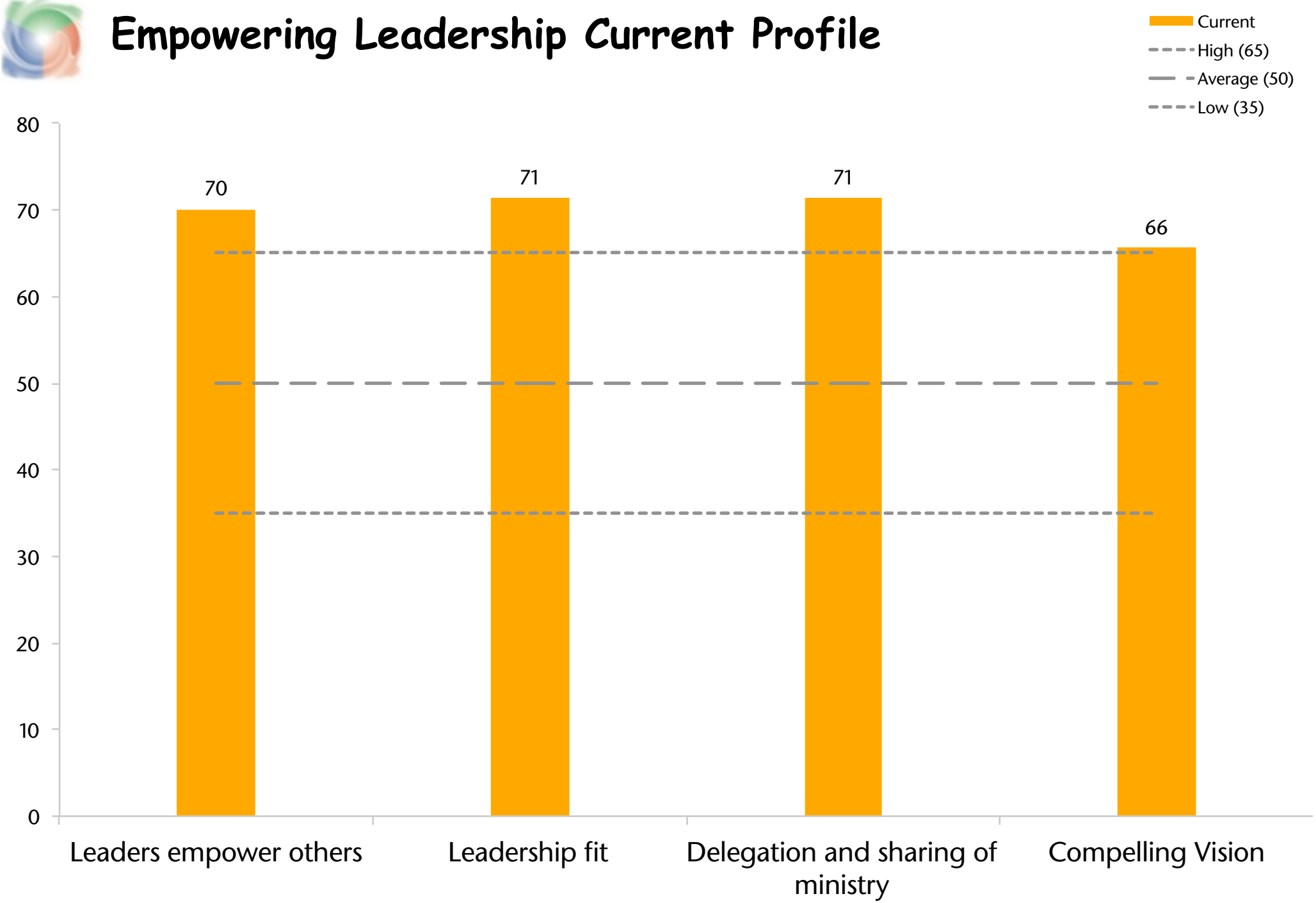
Empowering Leadership Current Profile



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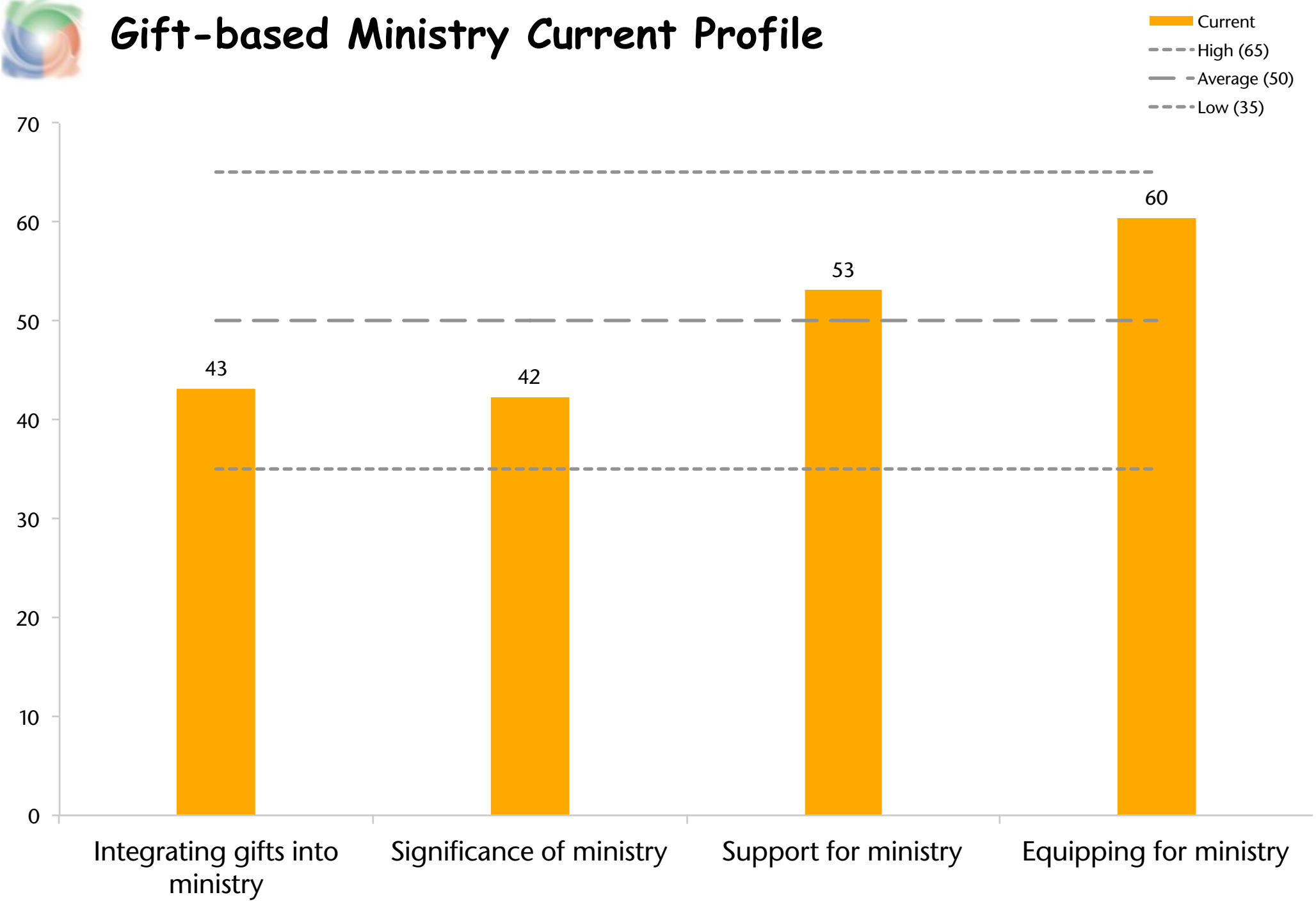
Gift-based Ministry Current Profile



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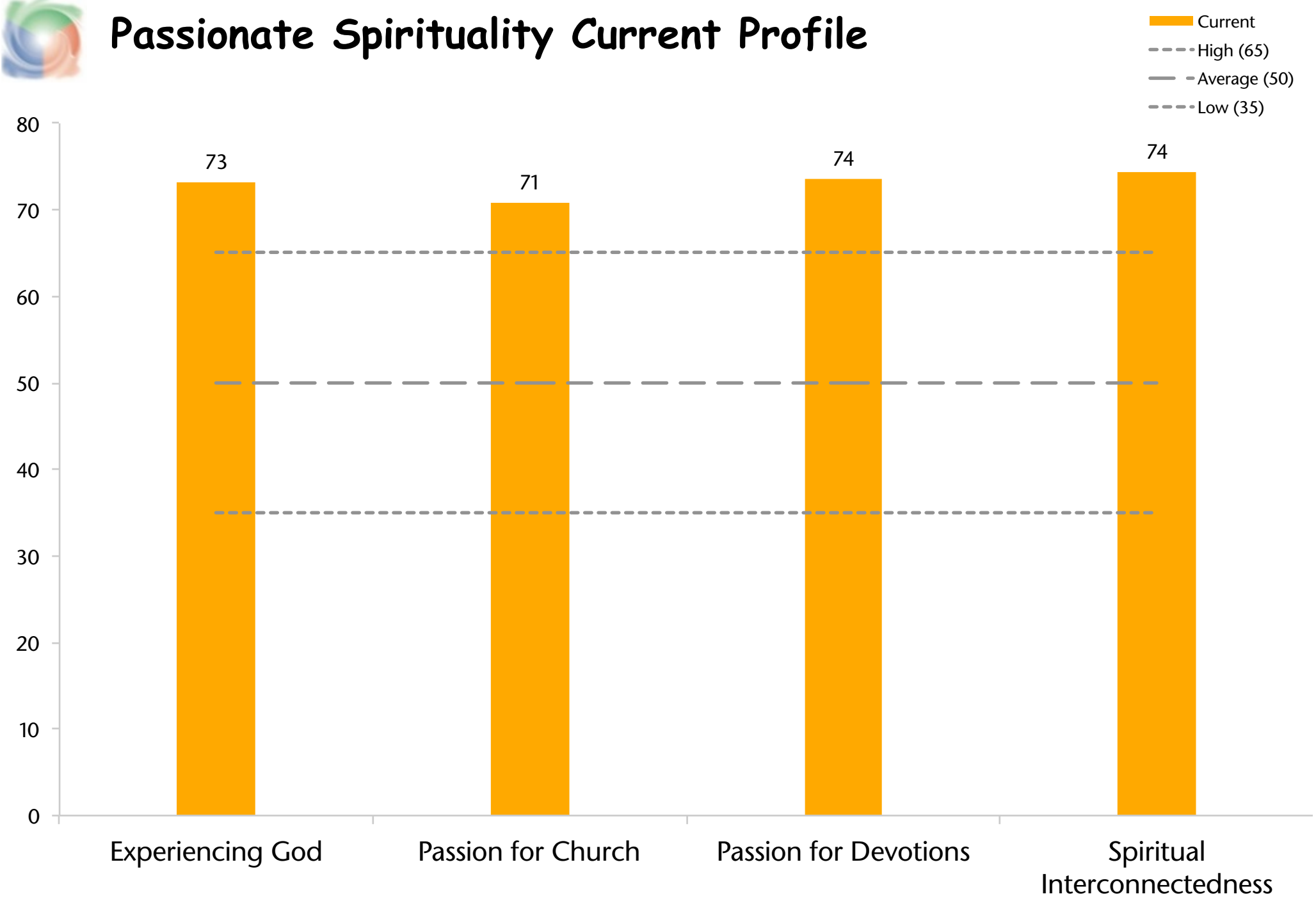
Passionate Spirituality Current Profile



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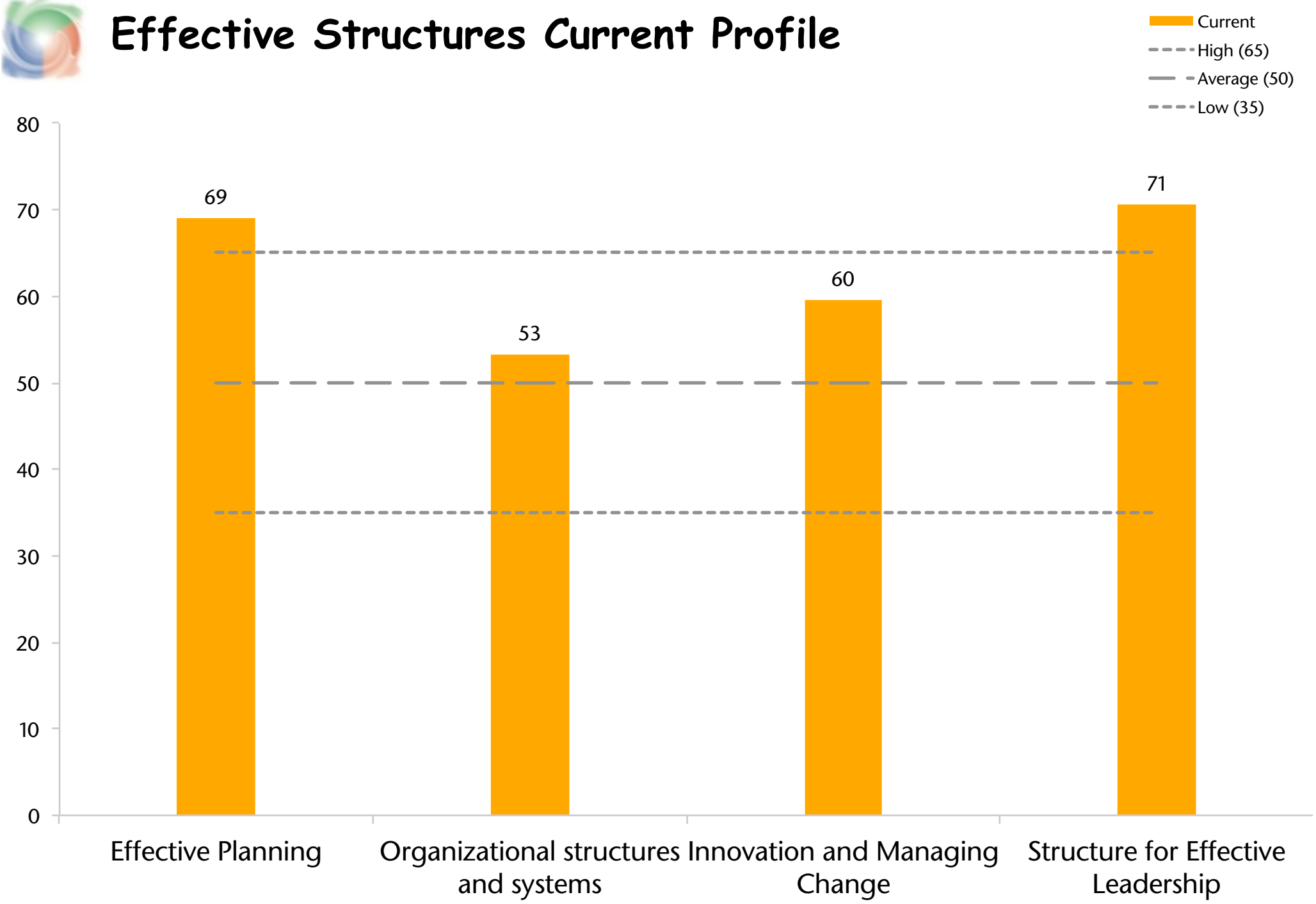
Effective Structures Current Profile



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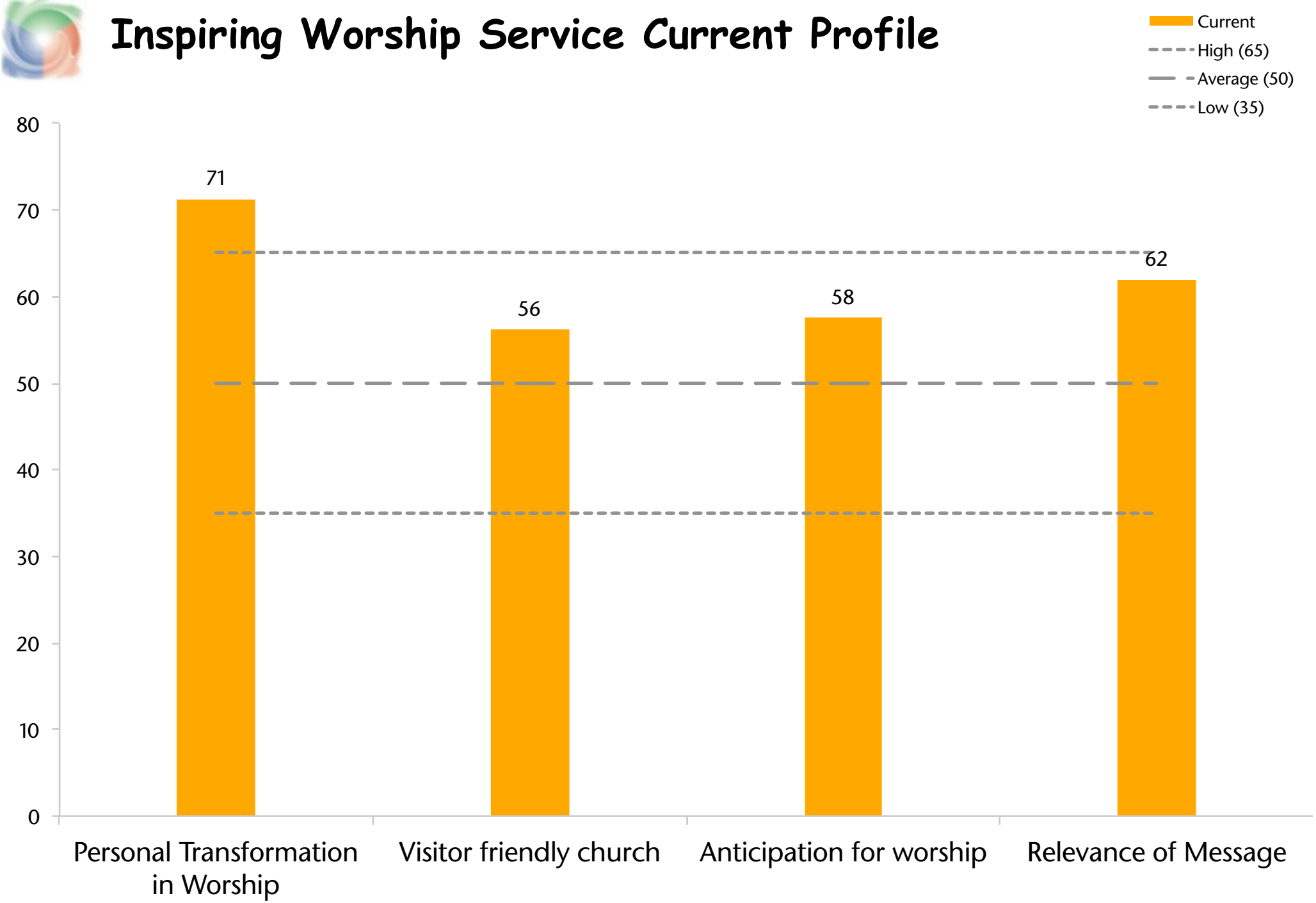
Inspiring Worship Service Current Profile



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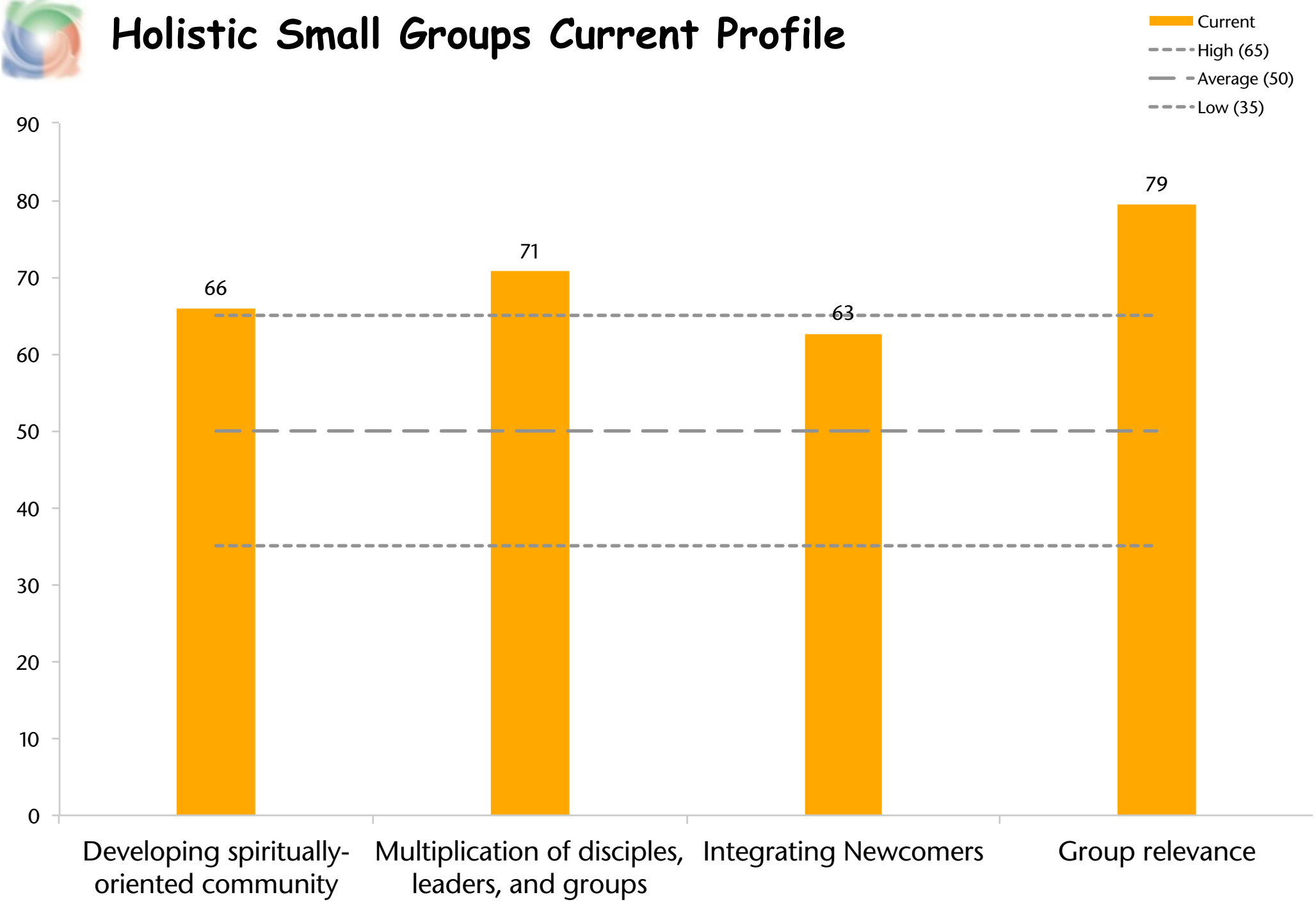
Holistic Small Groups Current Profile



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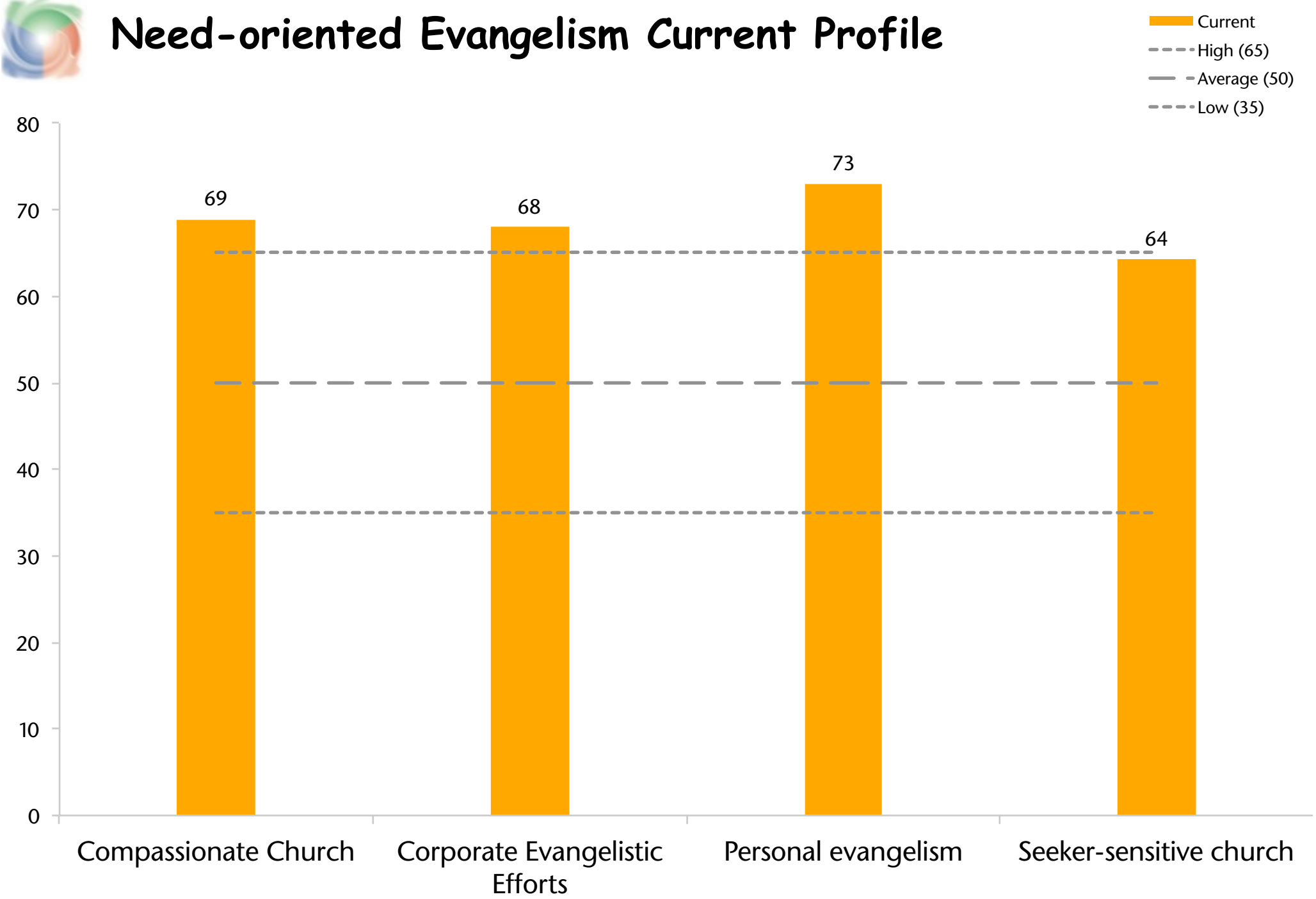
Need-oriented Evangelism Current Profile



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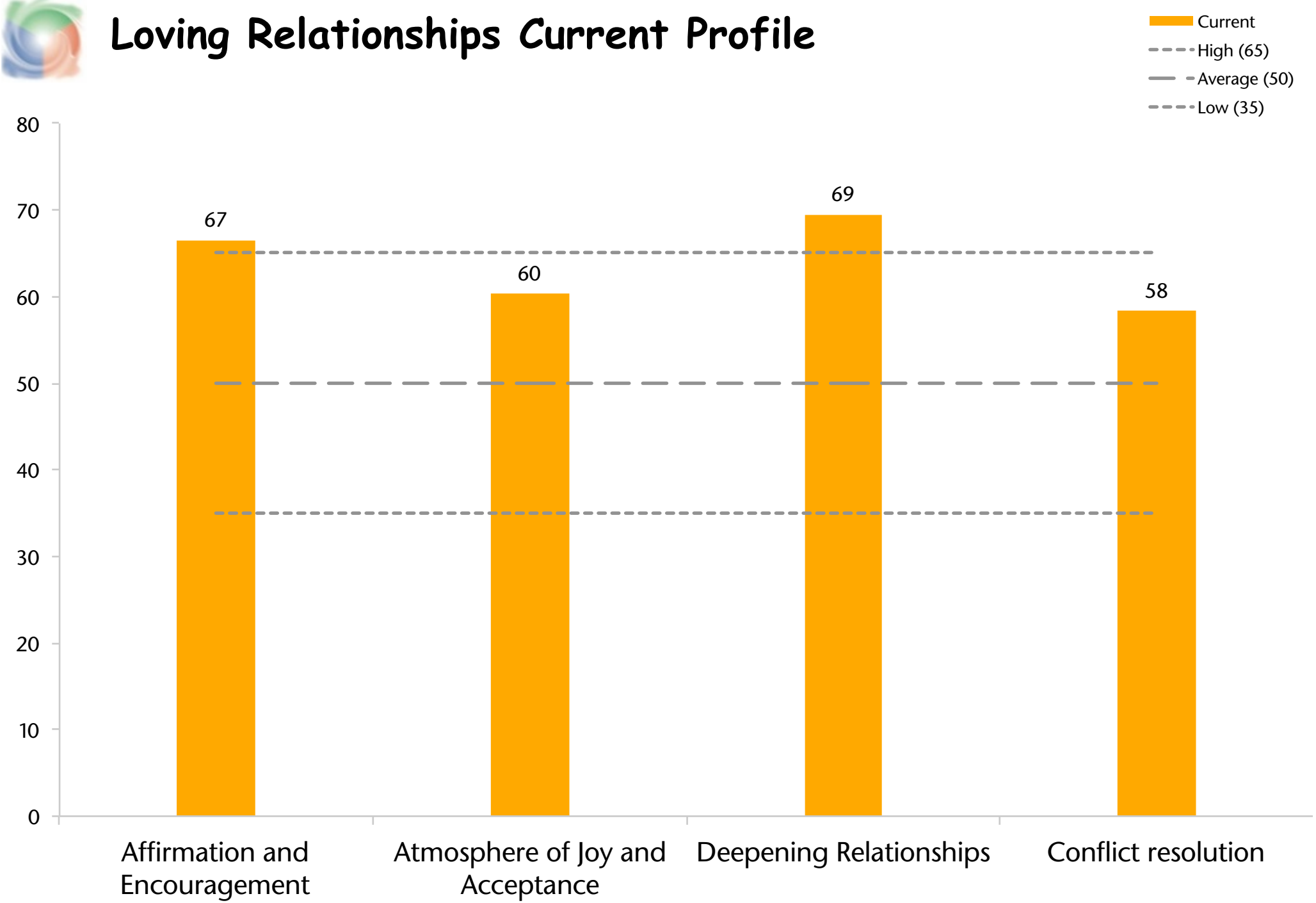
Loving Relationships Current Profile



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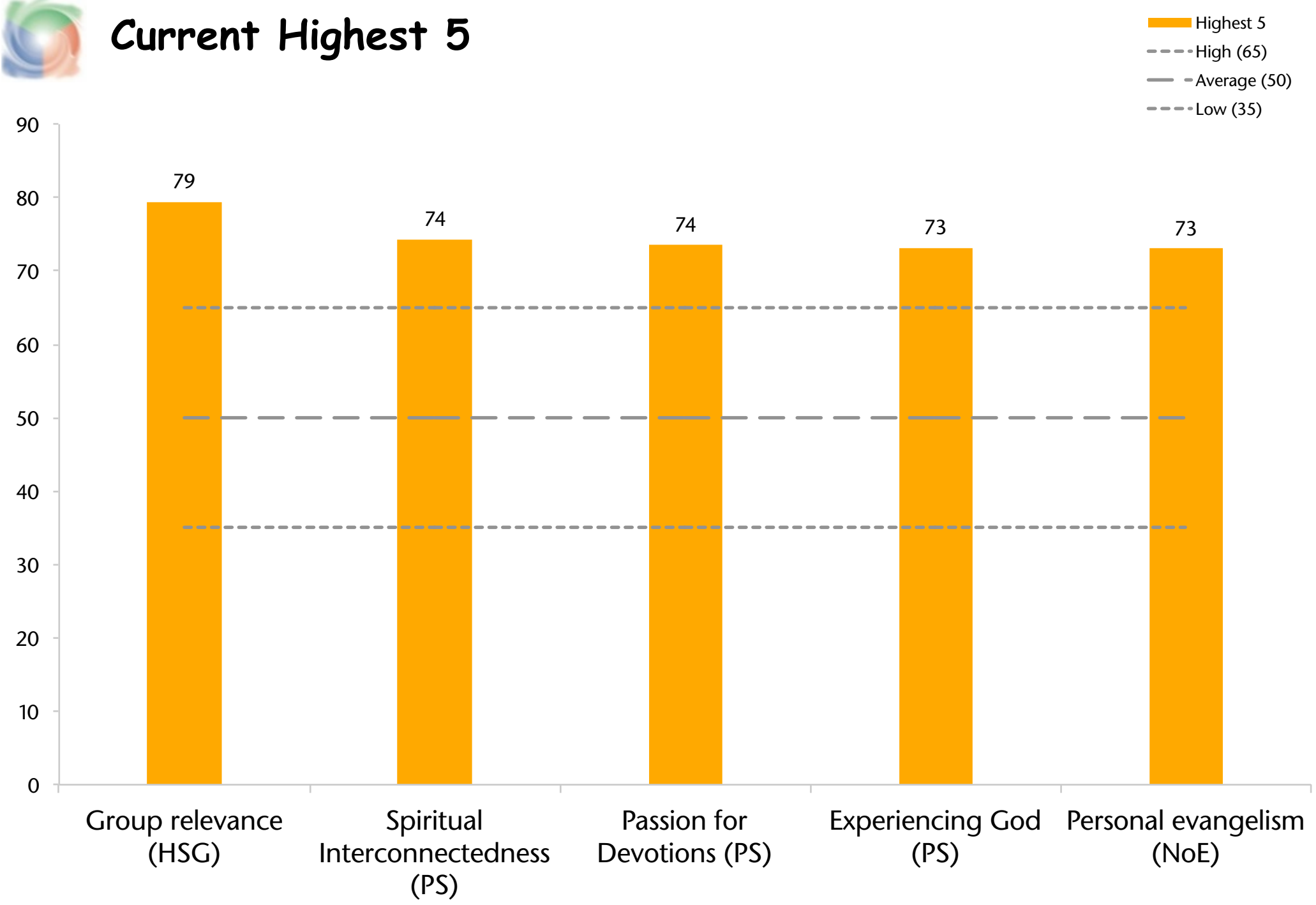
Current Highest 5



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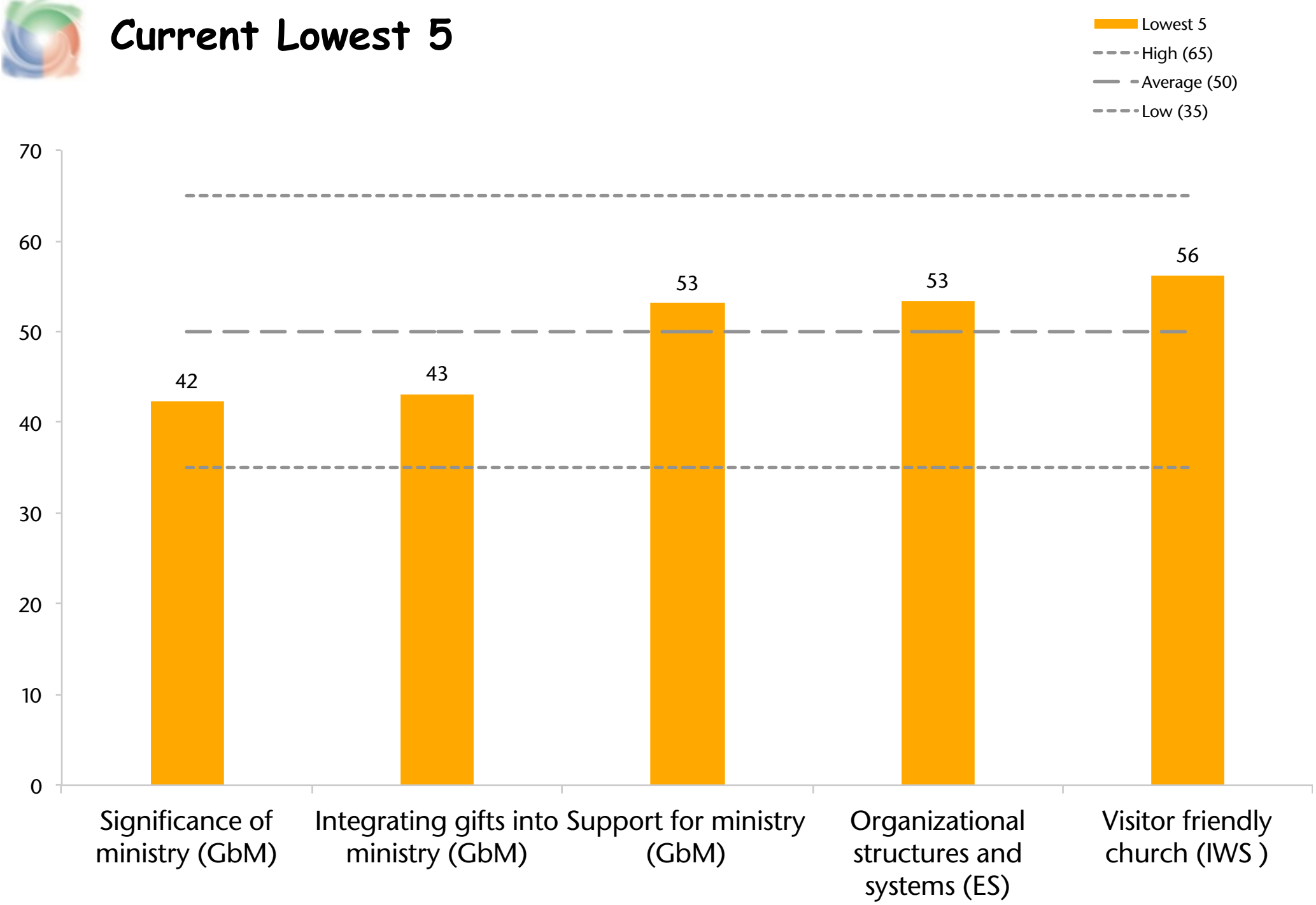
Current Lowest 5



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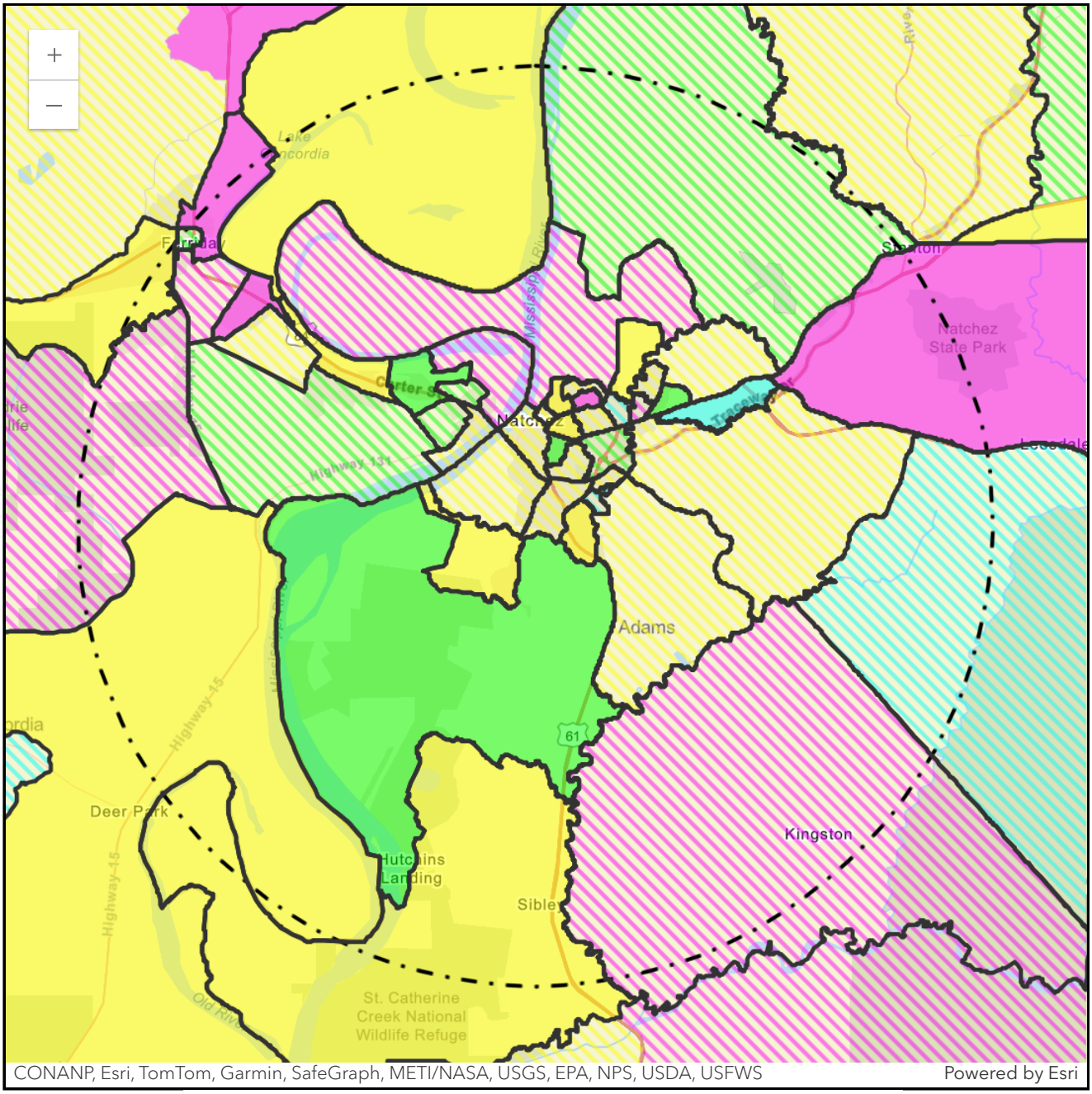
Community Demographics - Church of the Nazarene

Summary Overview Report

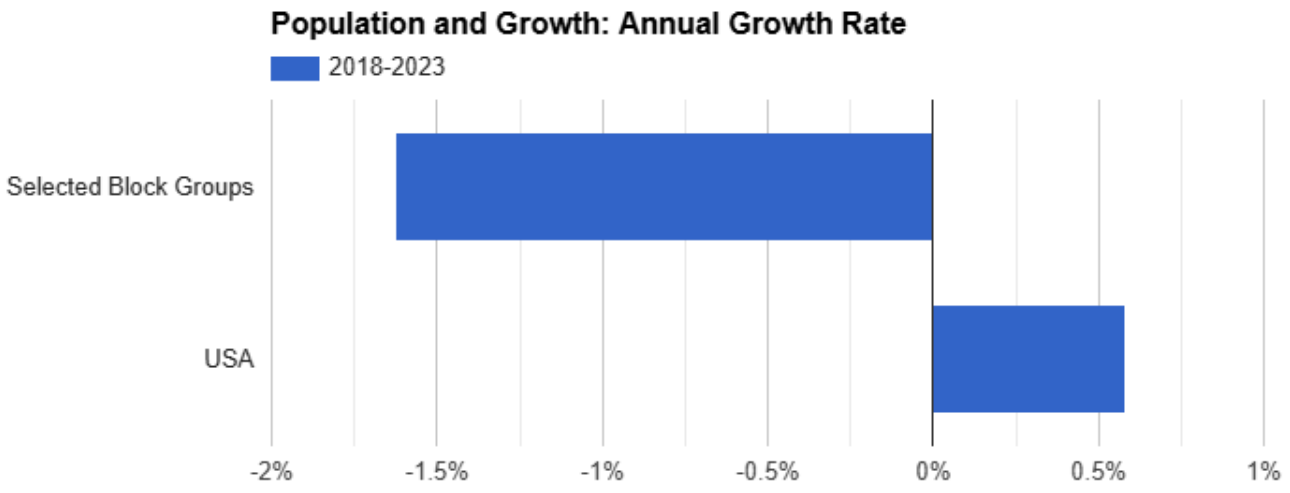


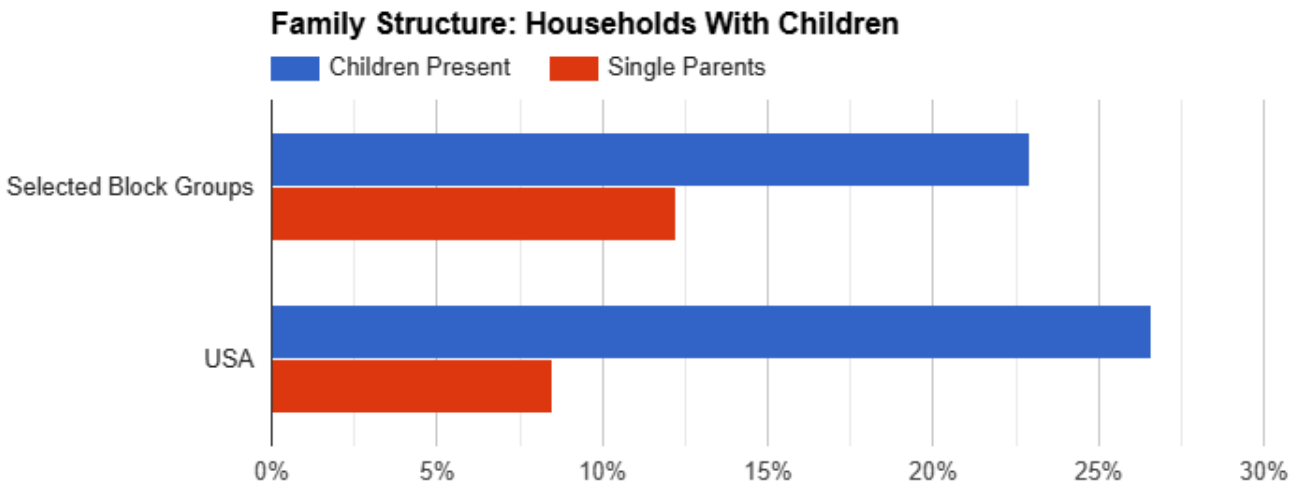
Above average growth expected	Below average growth expected
Many young adults, Many families	Many young adults, Many families
Few young adults, Many families	Few young adults, Many families
Many young adults, Few families	Many young adults, Few families
Few young adults, Few families	Few young adults, Few families

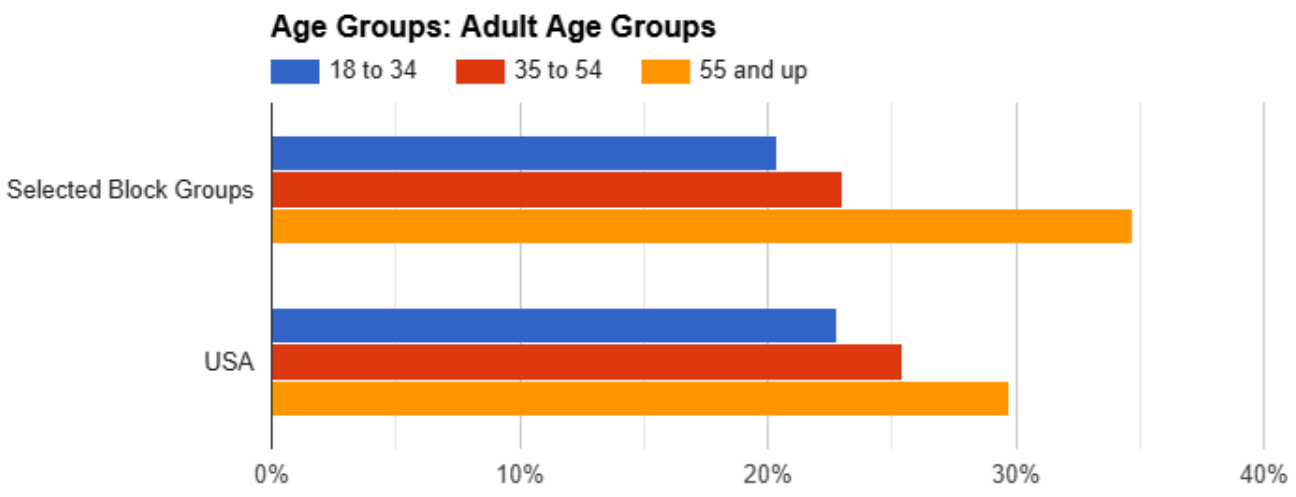
Block Groups selected: 49

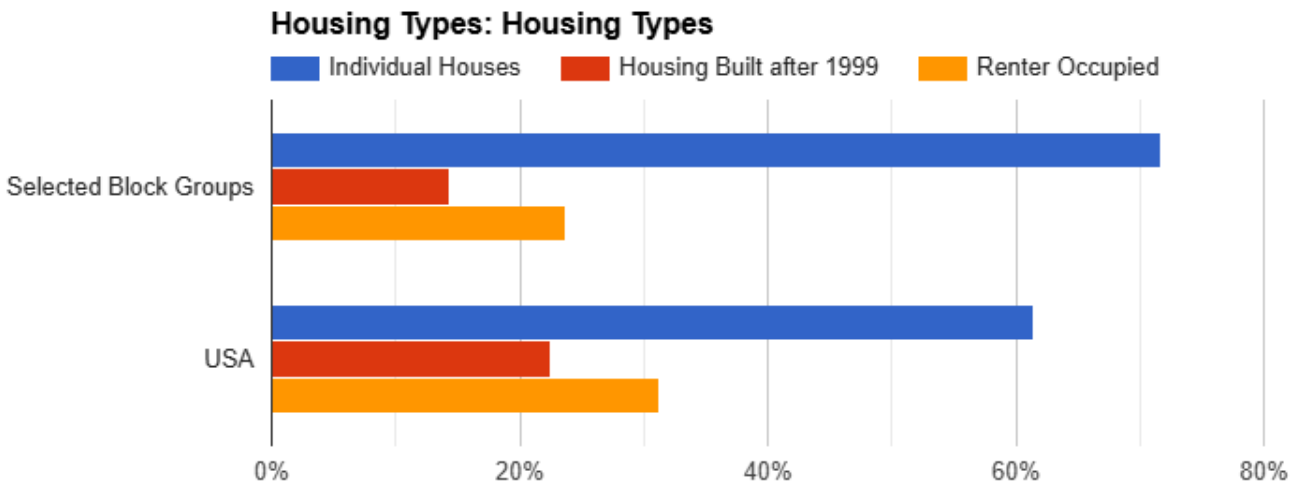
Radius: 12 mile(s)

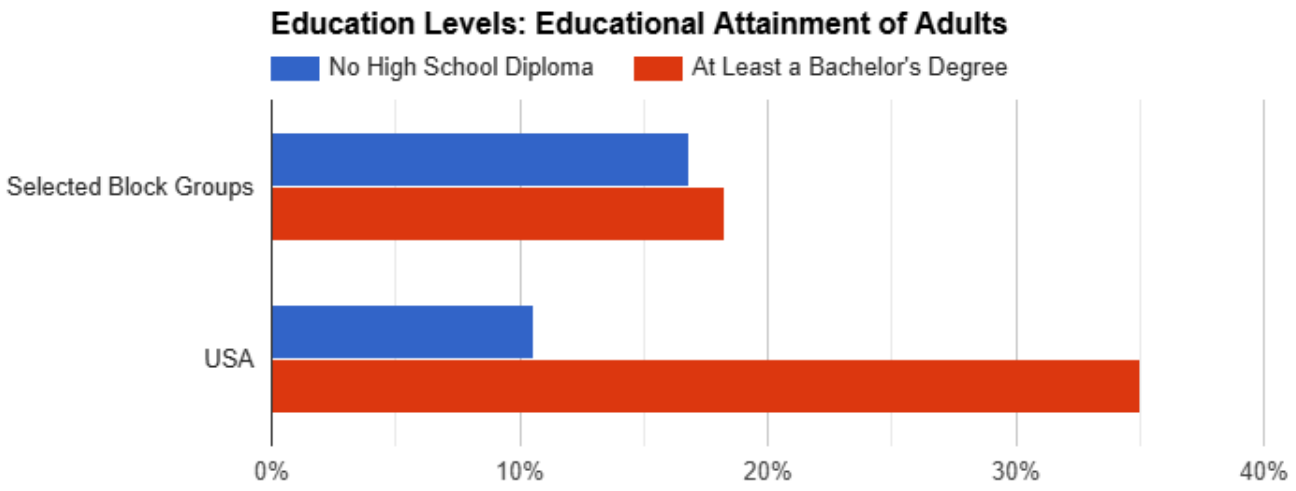
The total population is 44,273.

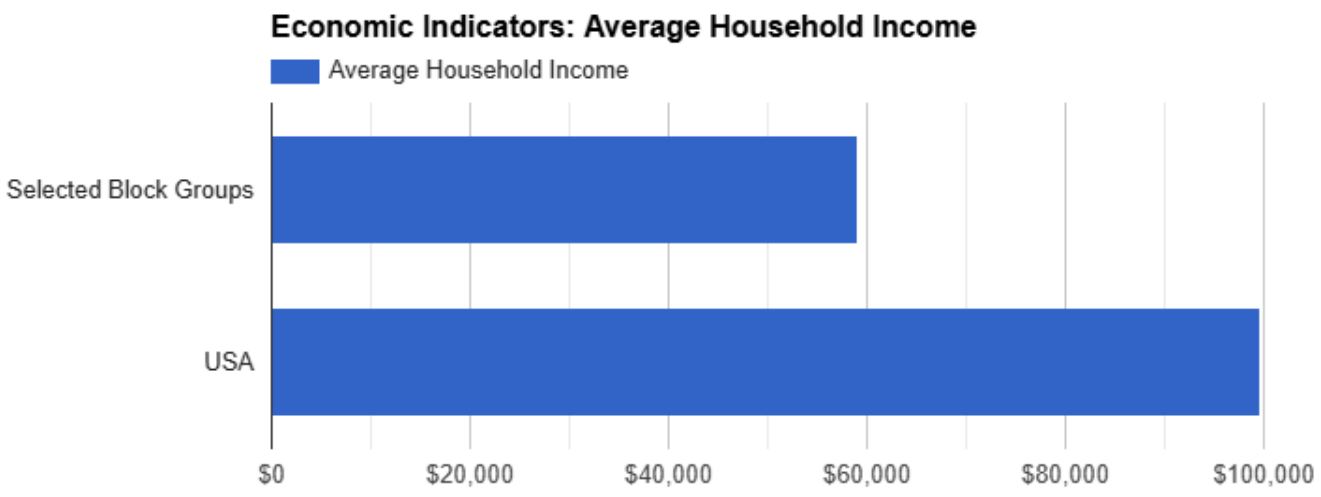

Population and Growth: Annual Growth Rate
2018-2023
Selected Block Groups
USA
-2%
-1.5%
-1%
-0.5%
0%
0.5%
1%

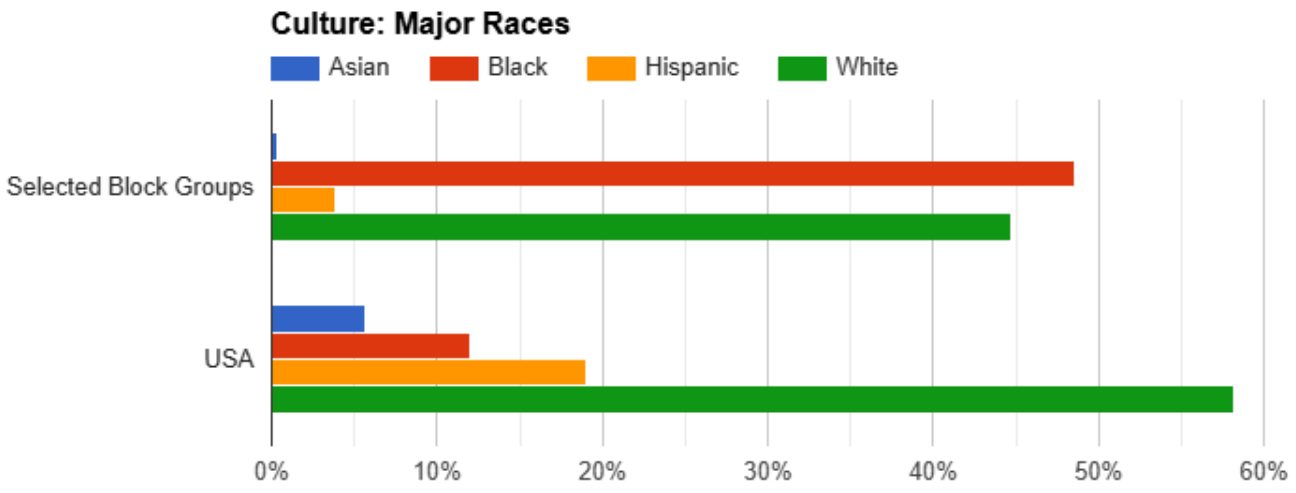

Family Structure: Households With Children
Children Present
Single Parents
Selected Block Groups
USA
0%
5%
10%
15%
20%
25%
30%

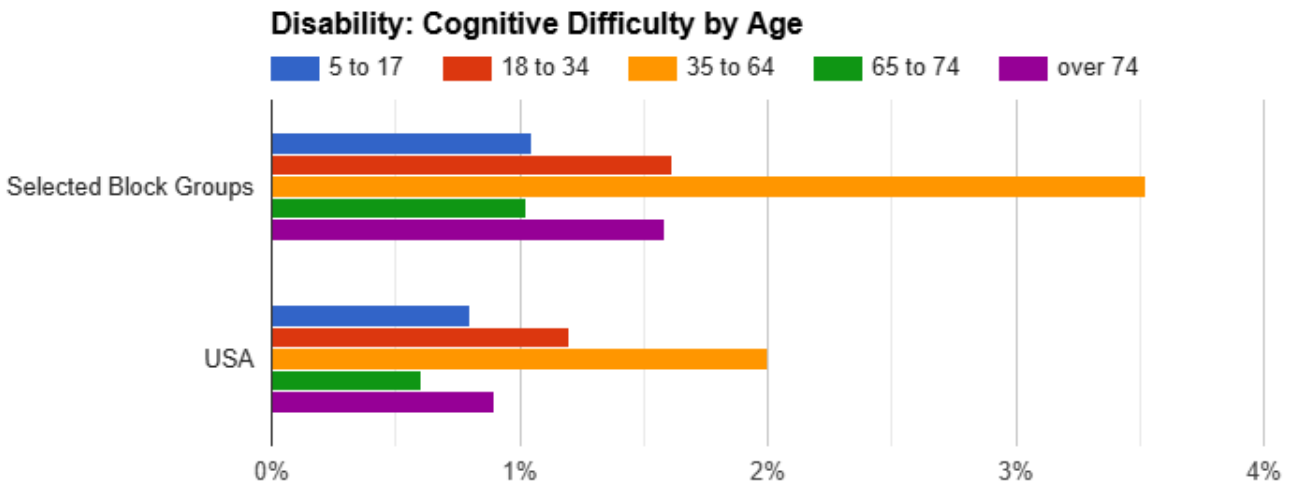

Age Groups: Adult Age Groups
18 to 34
35 to 54
55 and up
Selected Block Groups
USA
0%
10%
20%
30%
40%


Housing Types: Housing Types
Individual Houses
Housing Built after 1999
Renter Occupied
Selected Block Groups
USA
0%
20%
40%
60%
80%


Education Levels: Educational Attainment of Adults
No High School Diploma
At Least a Bachelor's Degree
Selected Block Groups
USA
0%
10%
20%
30%
40%


Economic Indicators: Average Household Income
Average Household Income
Selected Block Groups
USA
$0
$20,000
$40,000
$60,000
$80,000
$100,000





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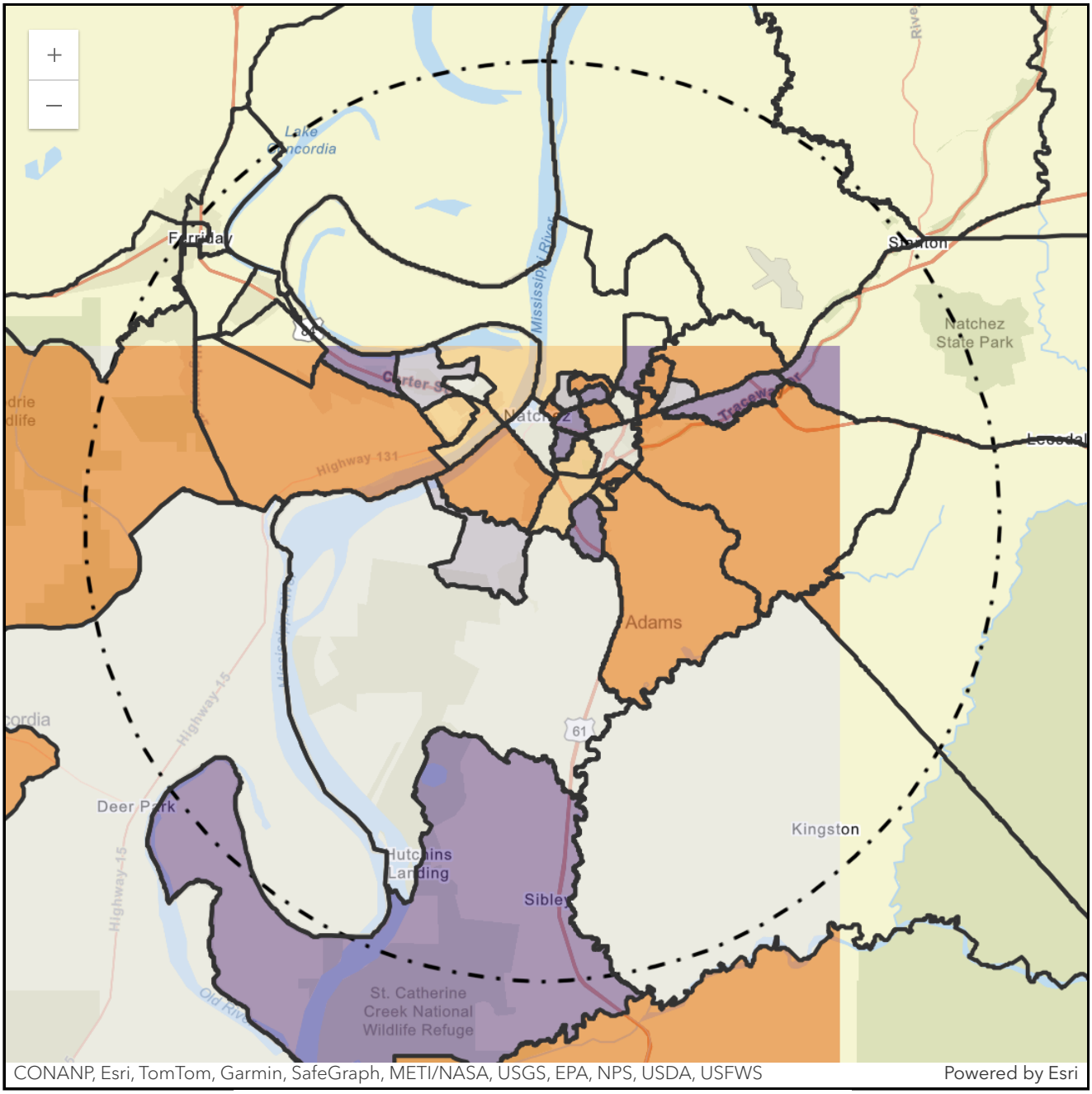
Source: U.S. Census Bureau - ACS 2023 5-year estimates

Community Demographics - Church of the Nazarene

Population and Growth Report

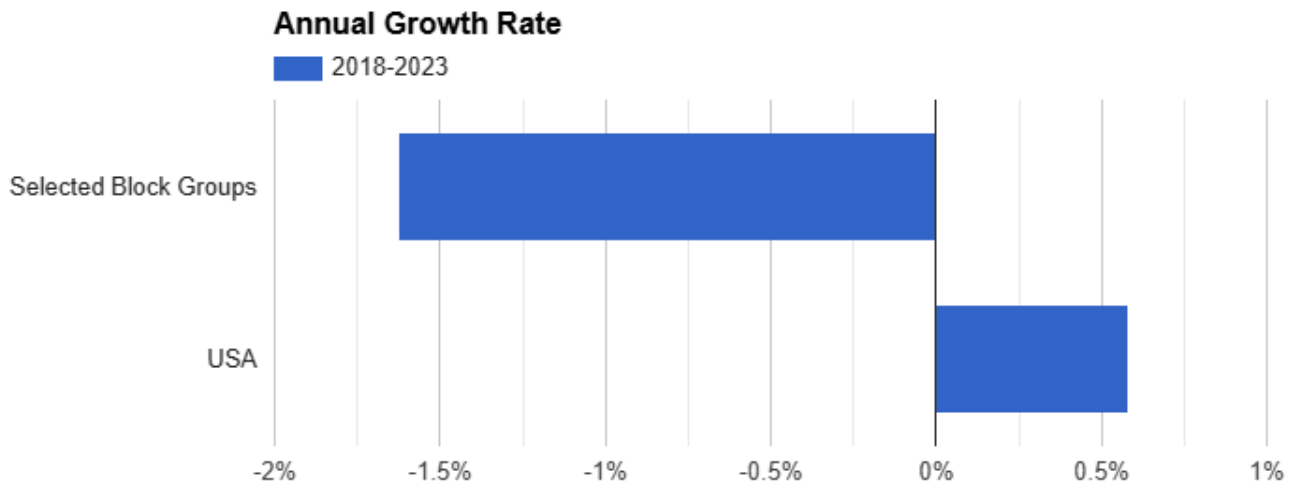


Annual percentage population change 2018-2023

- less than -5.2%
- -5.2% to -1.5%
- -1.4% to 1.6%
- 1.7% to 5.8%
- more than 5.8%

Block Groups selected: 49

Radius: 12 mile(s)

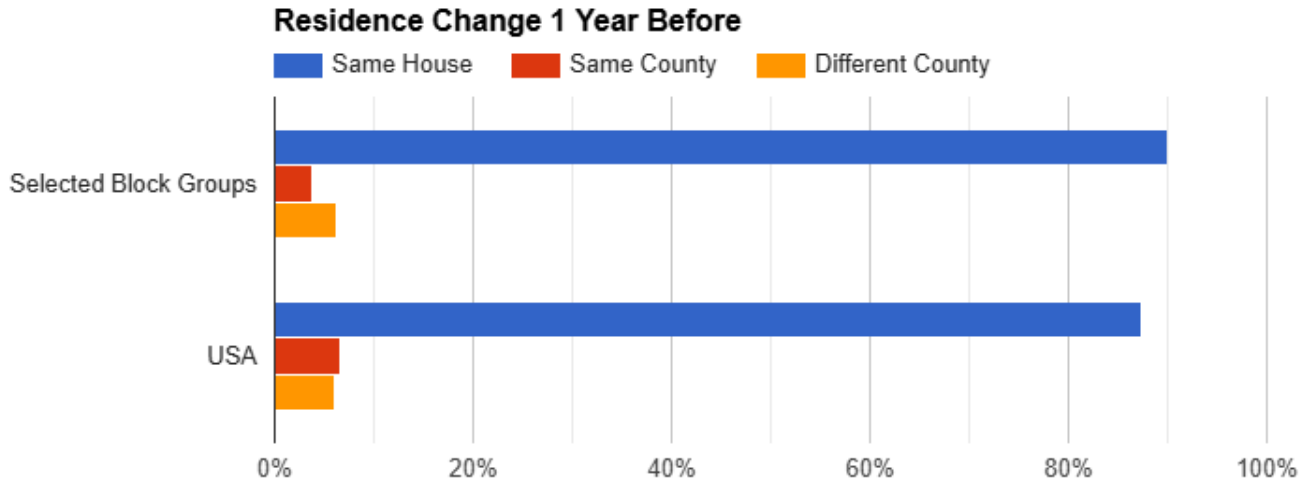


Check the graph for the overall growth trends. Generally, the faster an area grows, the easier it is to attract new people to a church.

Of course, this is not the only variable, and even declining areas have opportunities for evangelism and compassionate ministry.

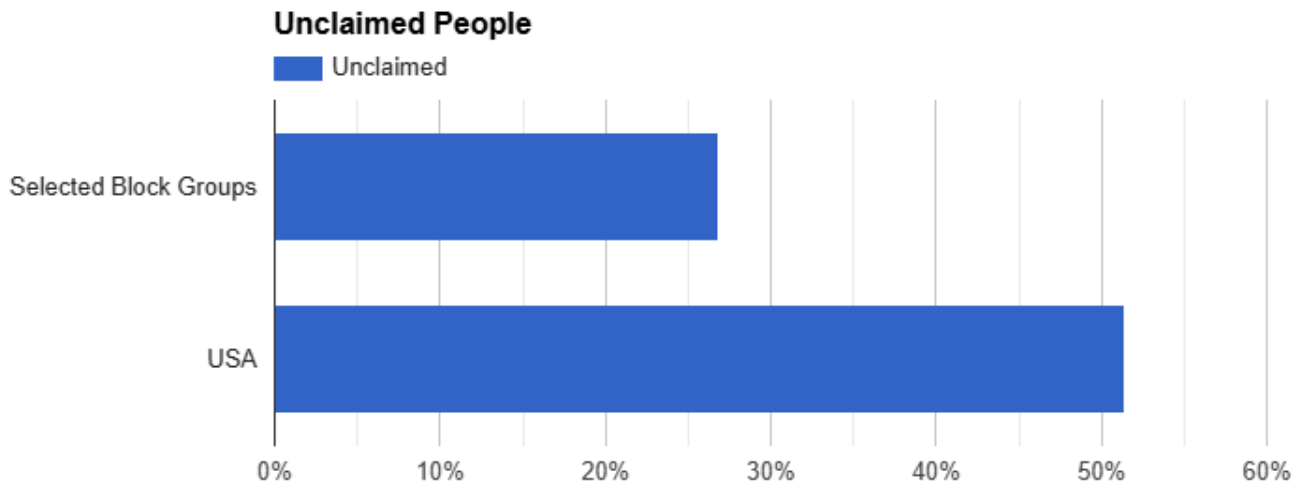
2018 Population:	48,051
2023 Population:	44,273
2028 Population:	44,399 (if current population trends continue)
Annual Growth Rate 2018-2023:	-1.6%

The population figures above indicate the number of persons within the area at given years. In most of the United States, a church can be self-supporting if there are at least 4,000 people in its ministry area. A population over 25,000 would indicate the need for multiple churches.



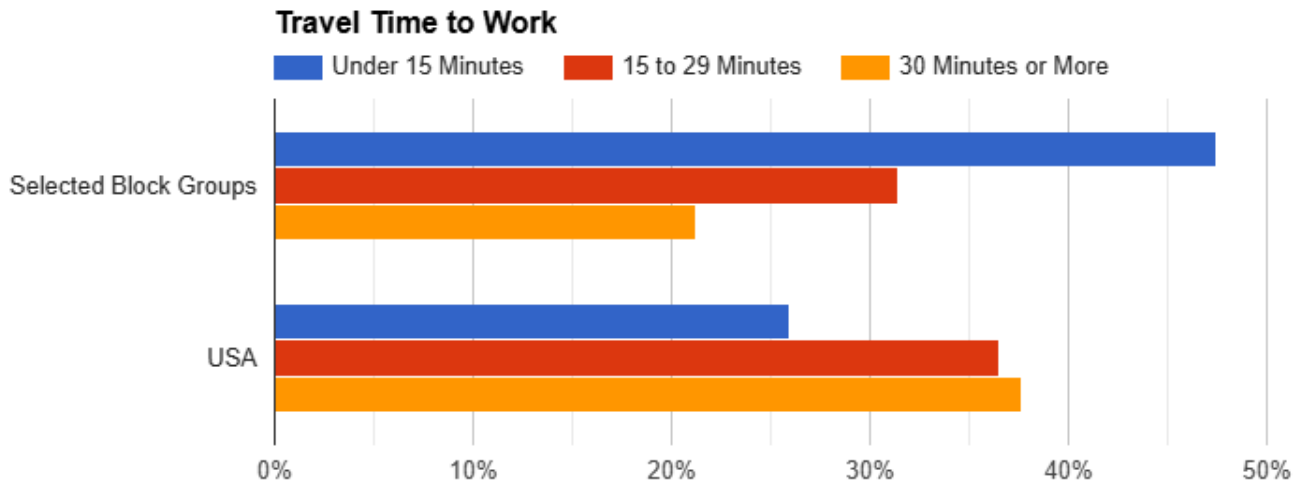
Same House:	39,304	(90.0%)
Same County, Different House:	1,651	(3.8%)
Same State, Different County:	621	(1.4%)
Same Country, Different State:	611	(1.4%)
Abroad:	1,472	(3.4%)

People who are new to an area are often receptive to the gospel. Perhaps their attitude is 'I am moving to experience a change in my life. Now that someone is telling me about Jesus, maybe this is the real change I need.' Those who are new to an area are perhaps the most receptive. A large proportion of people who recently lived abroad may also call for specialized ministries: language assistance, help with government forms, adjustments to American society.



The estimated unclaimed population is 11,884 (26.8%).

The unclaimed figure is an estimate based on the 2020 U.S. Religion Census of 372 denominational groups. This estimate is only a guide to the religious condition of the area, and should be supplemented by information from local sources, such as ministerial associations or newspaper religion editors.



Under 10 minutes:	3,154	(23.0%)
10 to 14 minutes:	3,347	(24.4%)
15 to 19 minutes:	2,575	(18.8%)
20 to 29 minutes:	1,724	(12.6%)
30 to 44 minutes:	1,259	(9.2%)
45 to 59 minutes:	750	(5.5%)
60 minutes or more:	894	(6.5%)
Total Commuters:	13,703	

Travel time to work is an indication of travel time to church. While those already interested in a church may drive longer to attend, their neighbors are unlikely to join them. This may indicate a practical limit to a given site's ministry area.

Times of evening services, calling programs, even VBS times--all depend upon how soon commuters get back home.

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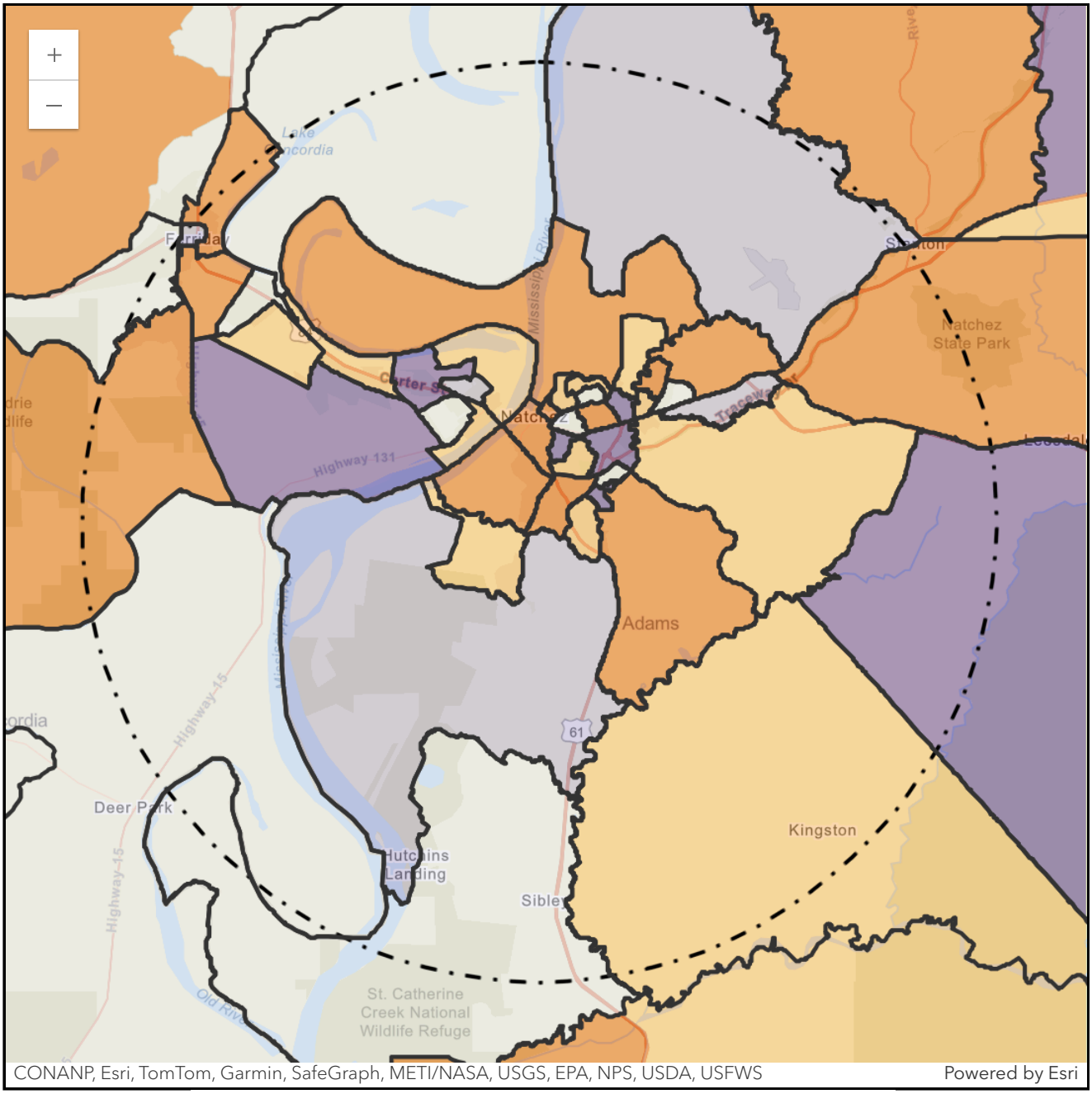
Source: U.S. Census Bureau - ACS 2023 5-year estimates

Community Demographics - Church of the Nazarene

Family Structure Report

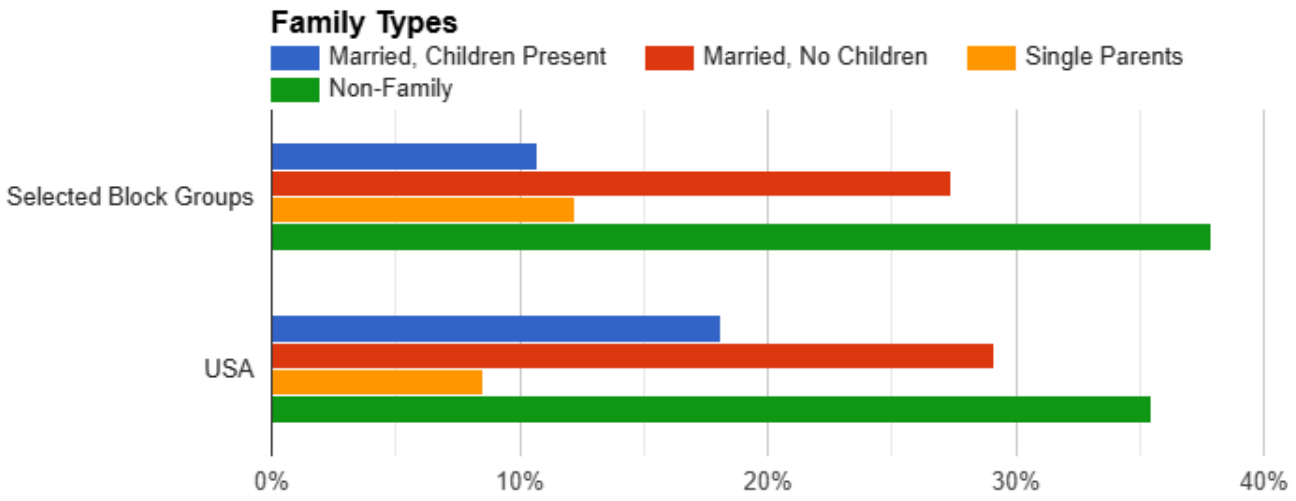


Families with children as a percentage of all households

- less than 13.9%
- 13.9% to 21.6%
- 21.7% to 28.7%
- 28.8% to 37.9%
- more than 37.9%

Block Groups selected: 49

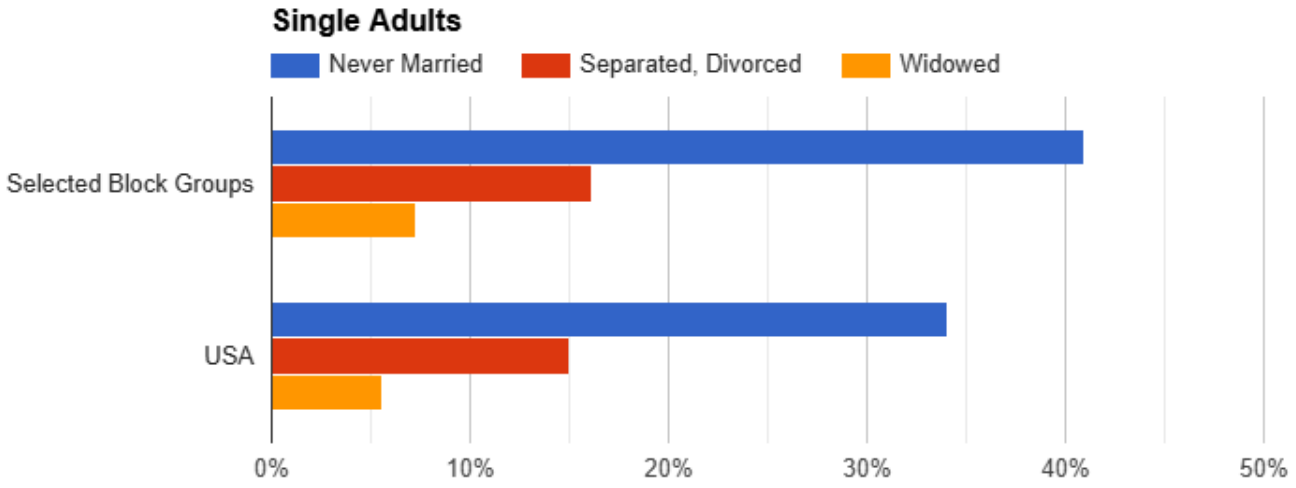
Radius: 12 mile(s)



Married Couples With Children:	1,812 (10.7%)
Married Couples No Children:	4,642 (27.4%)
Male Single Parent:	289 (1.7%)
Female Single Parent:	1,785 (10.5%)
Other Family, Male Head:	533 (3.1%)
Other Family, Female Head:	1,459 (8.6%)
Total Families:	10,520 (62.1%)
Non-Family, Living Alone:	5,695 (33.6%)
Non-Family, Not Living Alone:	730 (4.3%)
Total Households:	16,945

Every occupied house, apartment, or mobile home is a household, and someone is always designated as 'head of household.' If someone else lives in that unit who is related by birth, marriage, or adoption to the 'head,' then that household is a family by Census Bureau definition.

Families without children present may be newlyweds, those with grown children, couples who choose not to have children, or even adult brothers or sisters living together.



Never Married:	14,854 (40.9%)
Married (not separated):	12,977 (35.7%)
Separated/Spouse Absent:	1,647 (4.5%)
Divorced:	4,215 (11.6%)

Widowed:	2,625	(7.2%)
Total People 15 and Over:	36,318	

Not all singles have the same needs. Single ministries may be focused on recent graduates, on support groups for divorced persons, the bereaved, or some combination of these.

Age groups and education enrollment figures can help determine which strategies are appropriate here.

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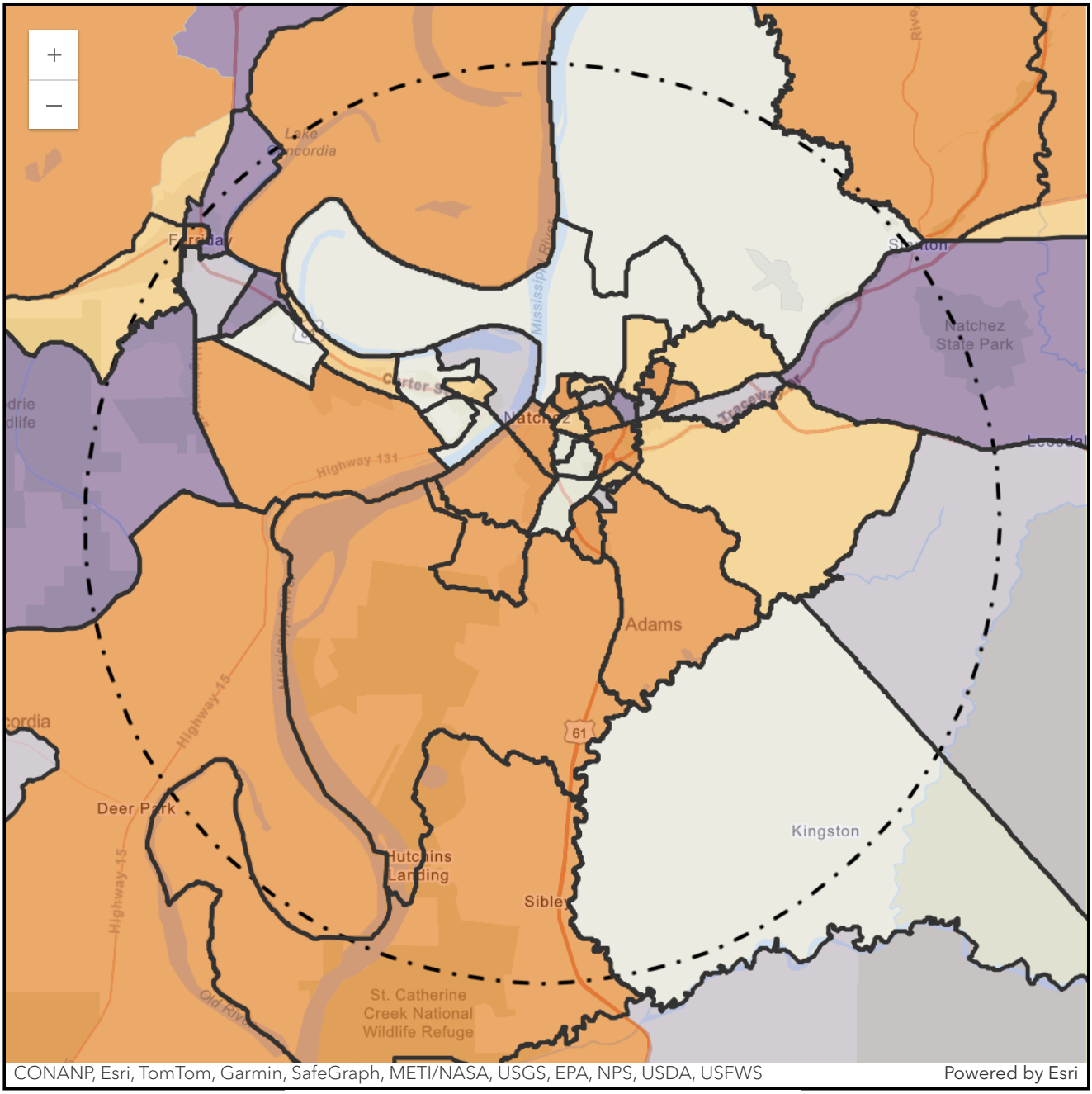
Source: U.S. Census Bureau - ACS 2023 5-year estimates

Community Demographics - Church of the Nazarene

Age Groups Report



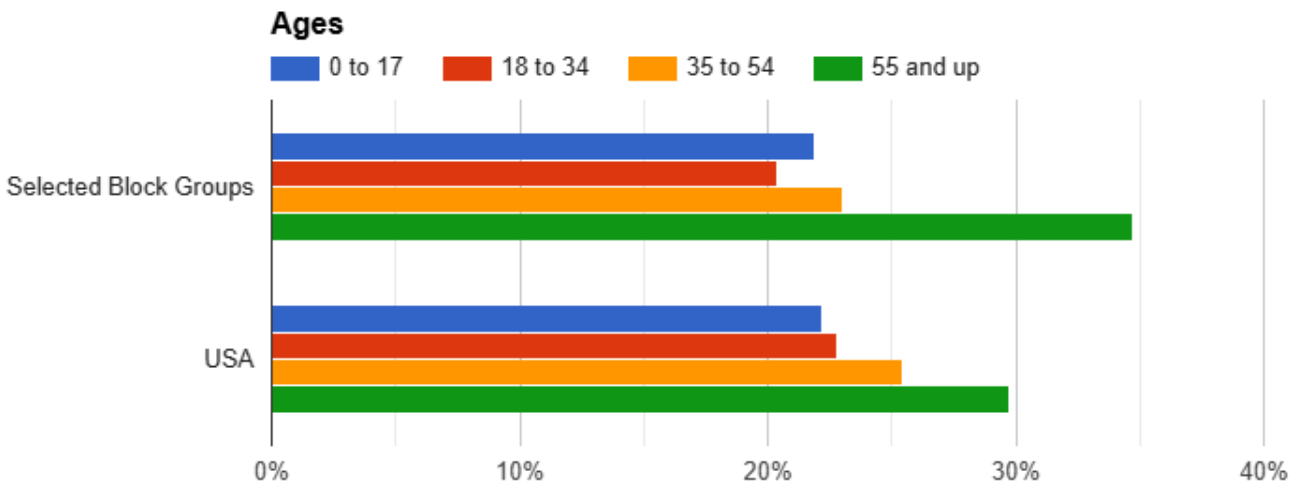
Percentage of population 21-34

- less than 10.1%
- 10.1% to 14.6%
- 14.7% to 19.2%
- 19.3% to 25.6%
- more than 25.6%

Block Groups selected: 49

Radius: 12 mile(s)

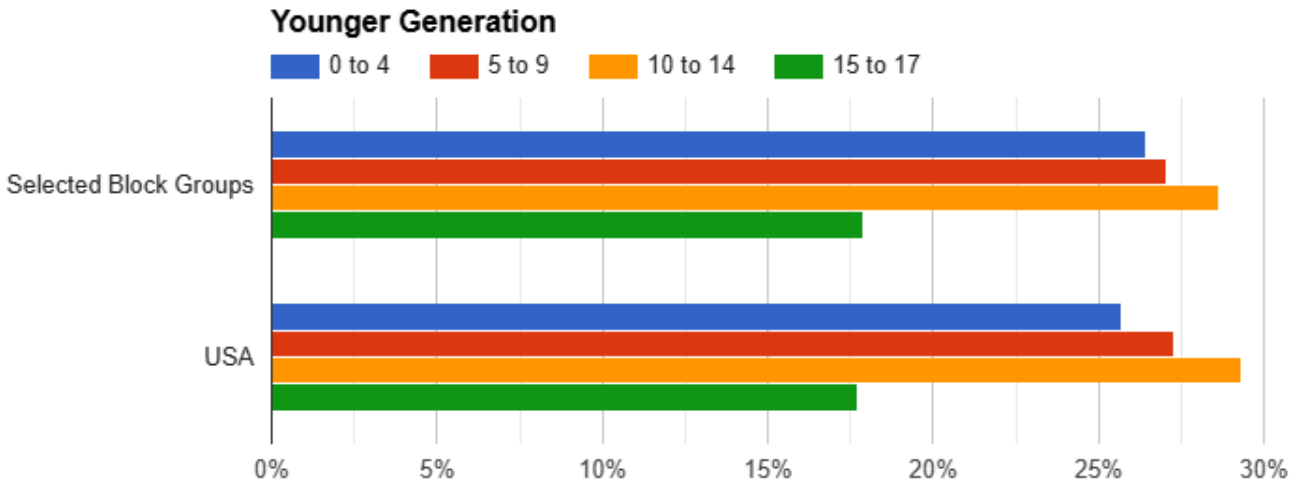
The total population is 44,273.

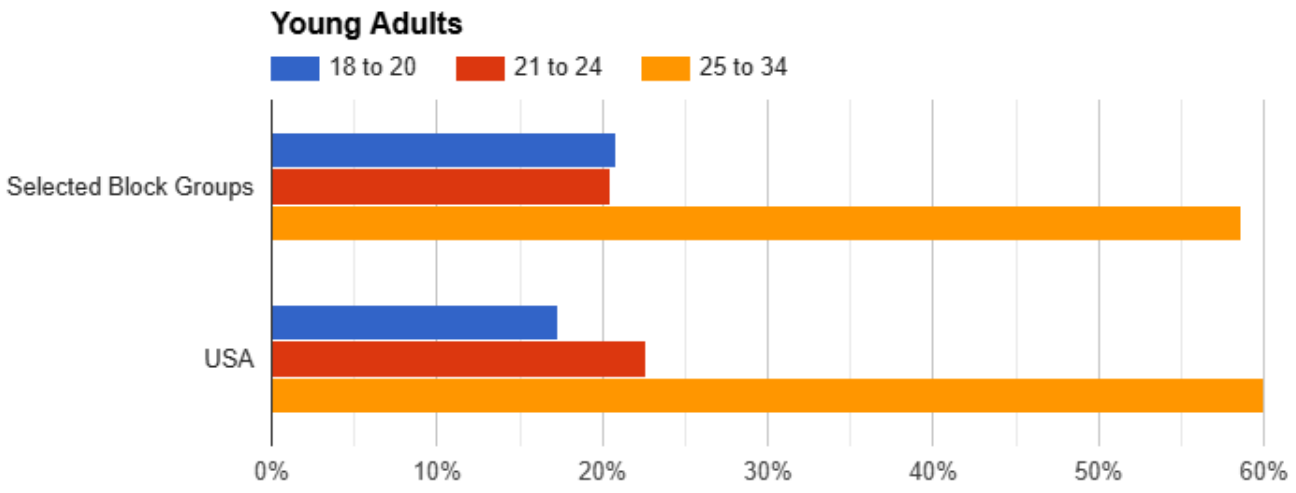


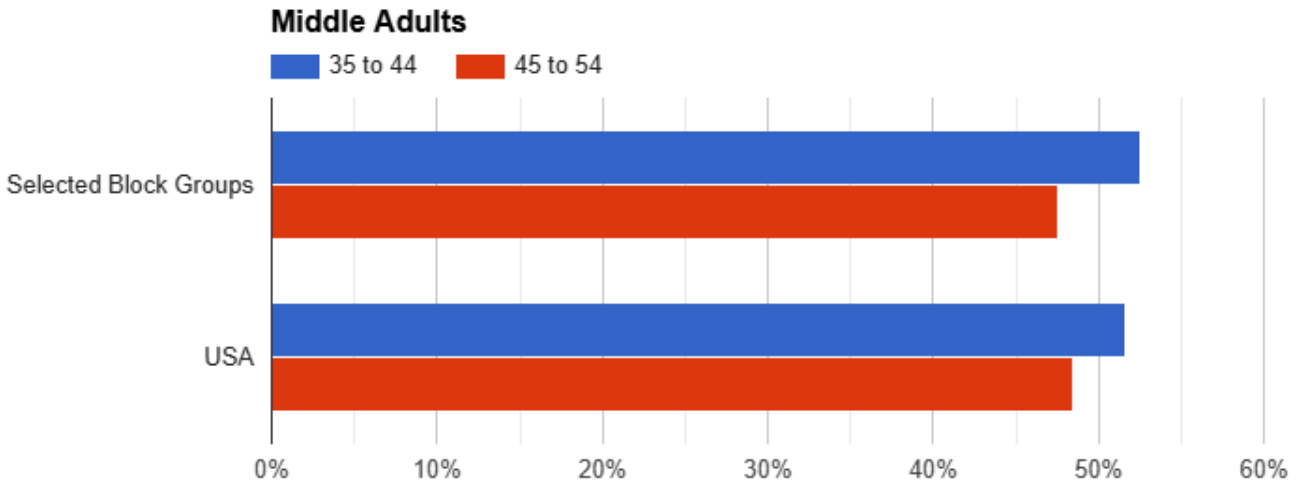
Ages 0 to 4:	2,558	(5.8%)
5 to 9:	2,622	(5.9%)
10 to 14:	2,775	(6.3%)
15 to 17:	1,730	(3.9%)
18 to 20:	1,882	(4.3%)
21 to 24:	1,852	(4.2%)
25 to 34:	5,296	(12.0%)
35 to 44:	5,355	(12.1%)
45 to 54:	4,845	(10.9%)
55 to 64:	6,273	(14.2%)
65 to 74:	5,672	(12.8%)
75 and up:	3,413	(7.7%)

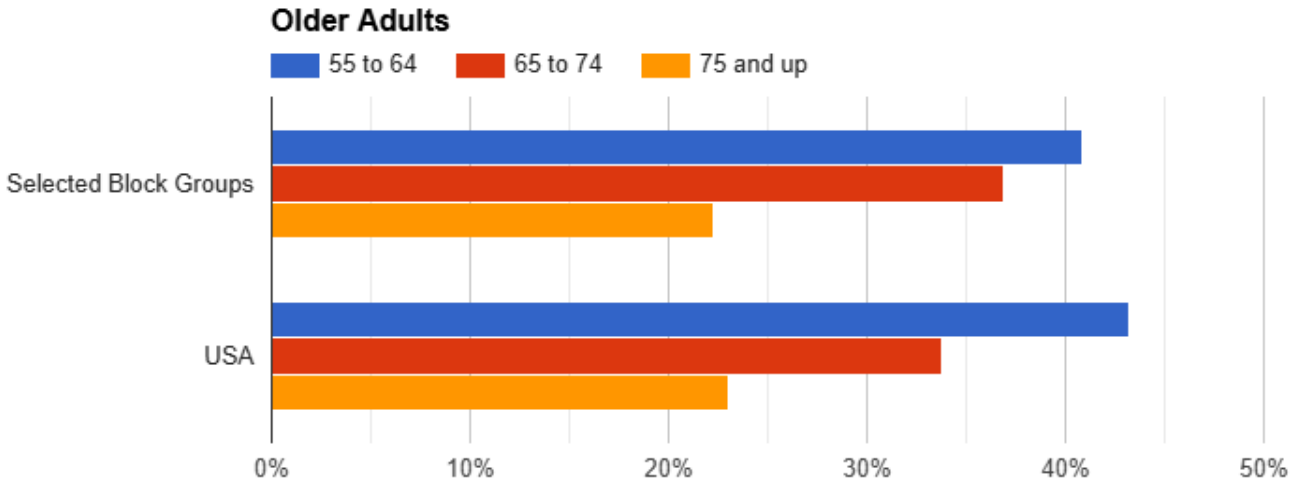
In most of the United States, the largest adult population was between 35 and 54. There is also a smaller number of young adults than of children or teenagers. If the community differs substantially from this, look for explanations in household structure or housing types, or the presence of age specific institutions. Retirement homes, universities, and military bases often change the age structure of a community.

Specific age-group ministries may be warranted if there are large numbers of children, young adults, or senior adults. Research seems to indicate that adults in their 30s are more receptive to standard evangelistic approaches than other adults, though all groups are reached by Nazarenes.









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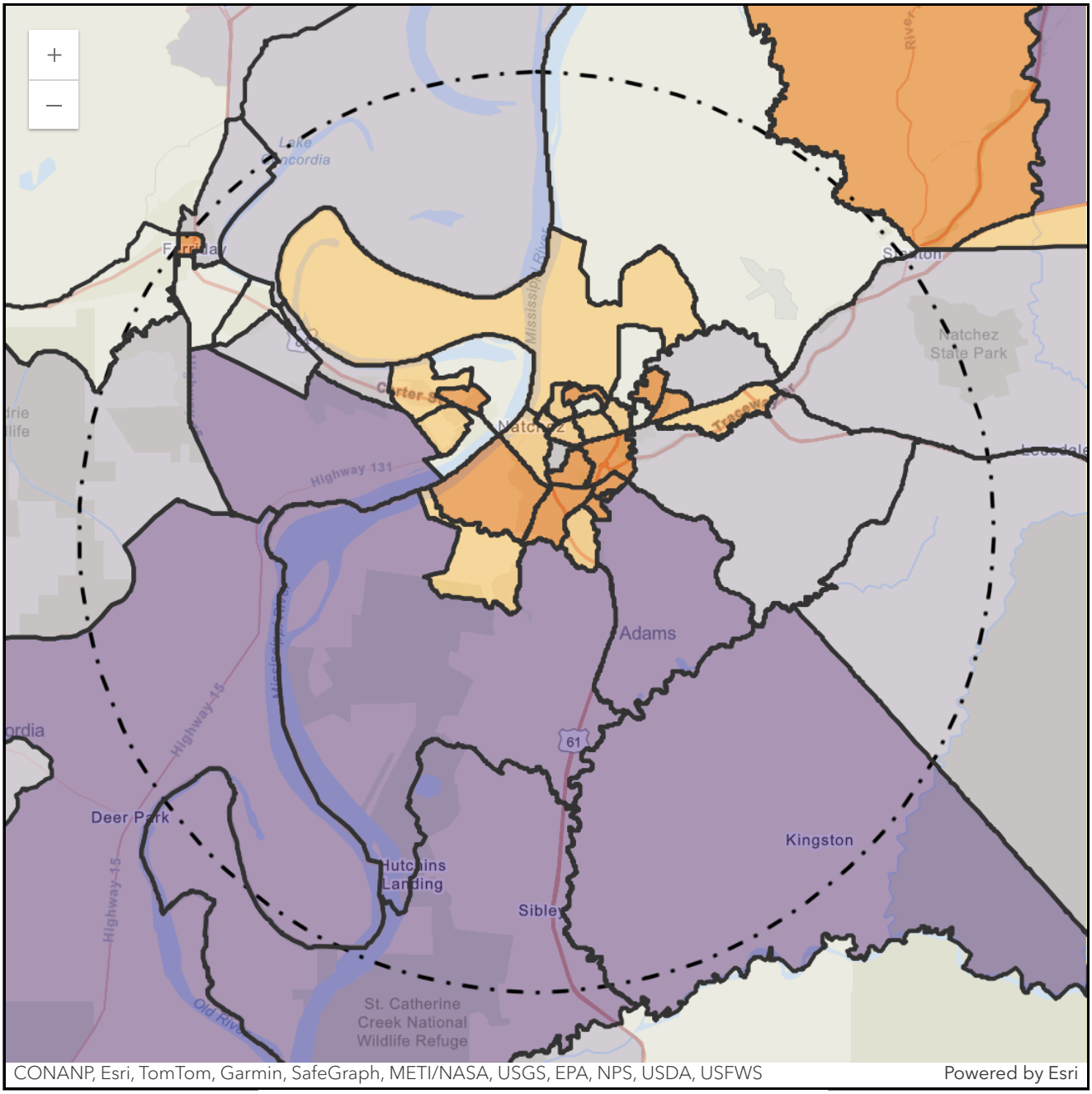
Source: U.S. Census Bureau - ACS 2023 5-year estimates

Community Demographics - Church of the Nazarene

Housing Types Report



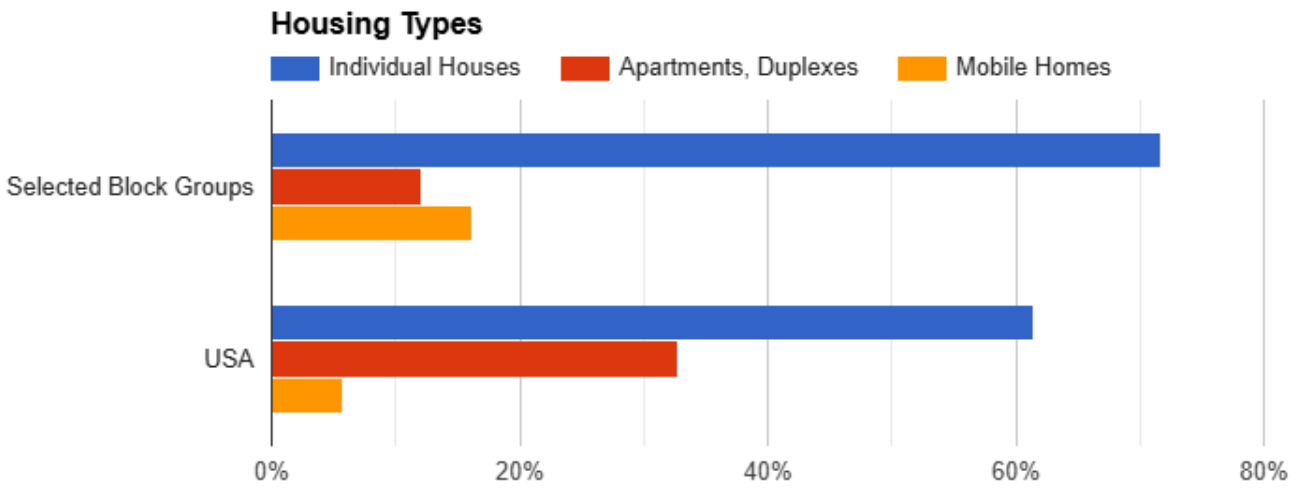
Percentage of housing units built since 1999

- less than 1.7%
- 1.7% to 8.1%
- 8.2% to 17.7%
- 17.8% to 34.1%
- more than 34.1%

Block Groups selected: 49

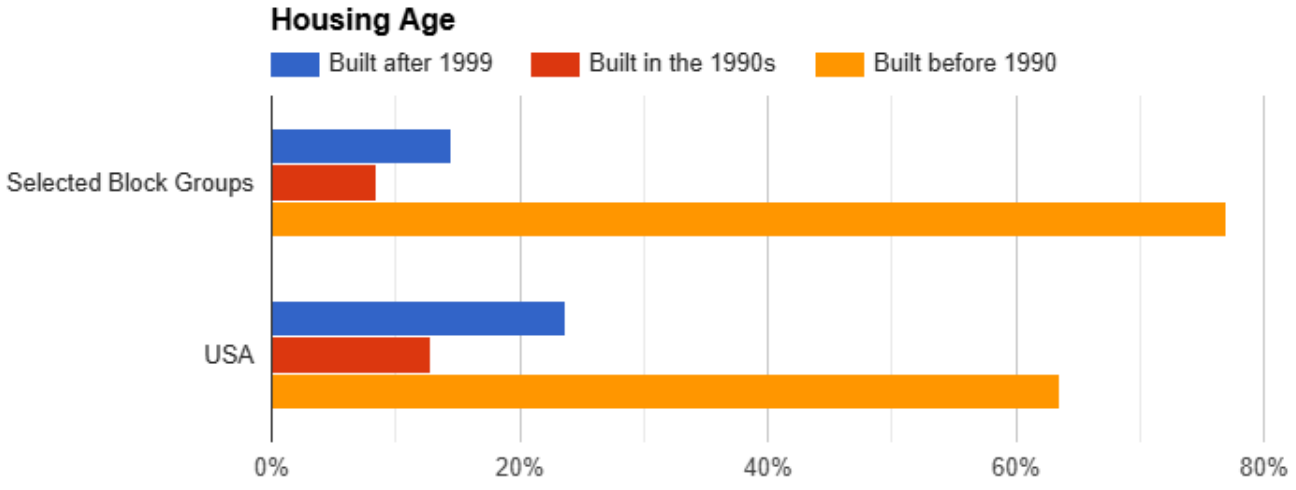
Radius: 12 mile(s)

The total housing units are 22,383.



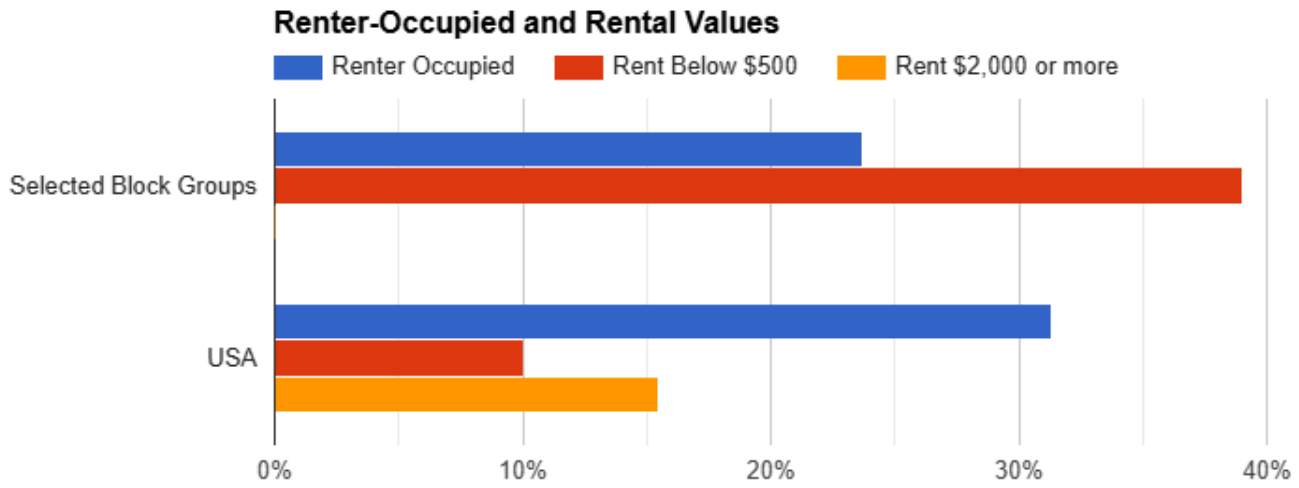
Single Family Houses:	16,040	(71.7%)
Duplexes or Townhouses:	223	(1.0%)
2 to 4 Units at Address:	1,260	(5.6%)
5 to 9 Units at Address:	550	(2.5%)
10 or More Units at Address:	682	(3.0%)
Mobile Homes:	3,600	(16.1%)
Boats, RVs, Vans:	28	(0.1%)

In most of the United States, single family houses are the most common housing type. If another type is significantly present in this area, substantially different outreach methods may be called for. For instance, high density apartments may be easier to visit, but apartment dwellers may be harder to find at home. And some apartment complexes require security clearance before visitors are admitted.



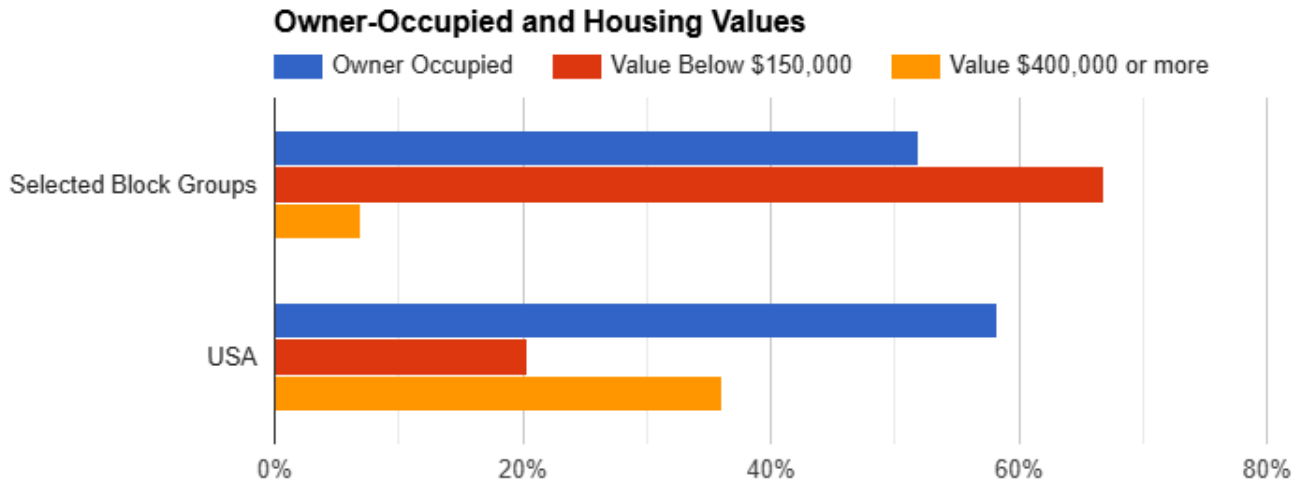
Built 2000 or After:	3,253	(14.5%)
Built 1990-1999:	1,901	(8.5%)
Built 1970-1989:	7,168	(32.0%)
Built 1950-1969:	7,315	(32.7%)
Built Before 1950:	2,746	(12.3%)

New housing may indicate new residents and a higher income level. However, communities with older homes are not necessarily the opposite. Previous residence data will show if the area is stable or in transition, and income data will show its relative affluence.



Less than $500:	2,070	(39.0%)
$500-$699:	1,124	(21.2%)
$700-$899:	835	(15.7%)
$900-$1,249:	342	(6.4%)
$1,250-$1,999:	36	(0.7%)
$2,000 or more:	0	(0.0%)
No Cash Rent:	901	(17.0%)
Total Renter-Occupied:	5,308	

Large proportions of renters often indicate high mobility rates. While new persons moving in may be a positive evangelism factor, many people moving out could make discipleship more difficult.



Less than $80,000:	4,231	(36.4%)
$80,000-$149,999:	3,544	(30.5%)
$150,000-$199,999:	1,206	(10.4%)
$200,000-$299,999:	1,203	(10.3%)
$300,000-$399,999:	648	(5.6%)
$400,000-$749,999:	661	(5.7%)
$750,000 or more:	144	(1.2%)
Total Owner-Occupied:	11,637	

Large proportions of homeowners usually indicate stability for a community. This often means that those who become church members will remain a part of the congregation for many years.

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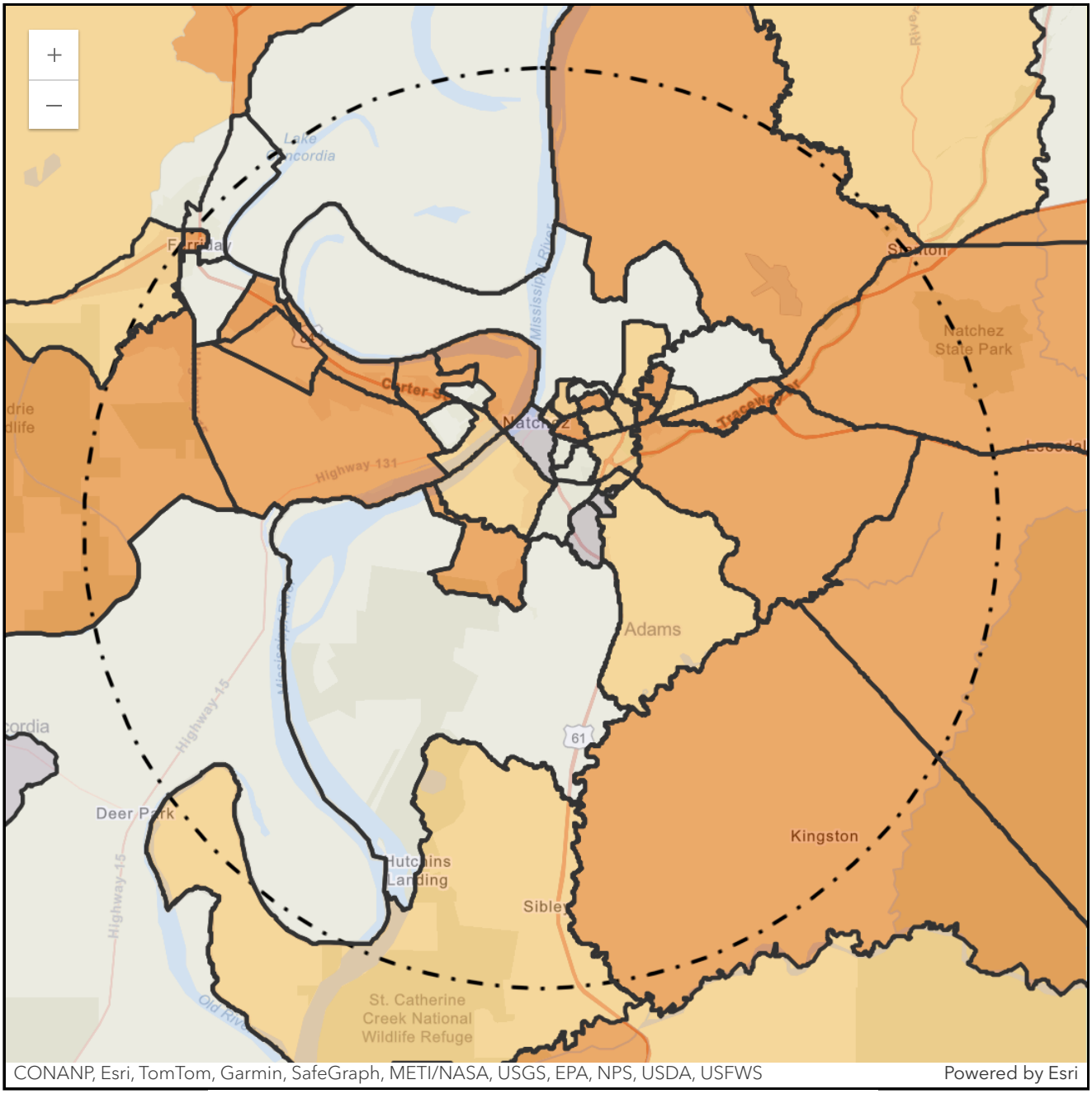
Source: U.S. Census Bureau - ACS 2023 5-year estimates

Community Demographics - Church of the Nazarene

Education Levels Report

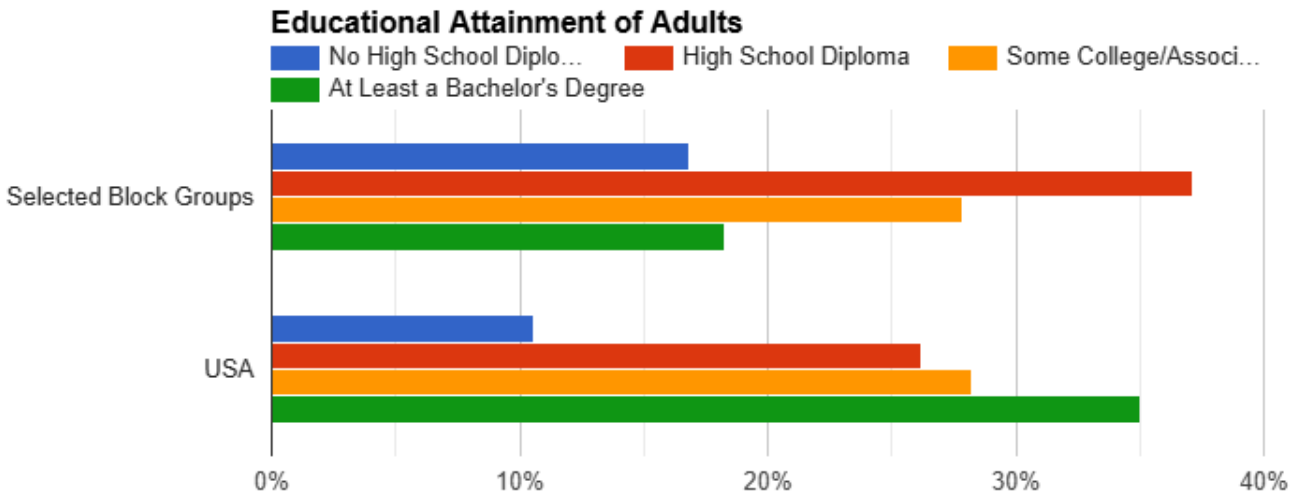


Percentage of adults with at least a bachelor's degree

- less than 13.8%
- 13.8% to 23.3%
- 23.4% to 35.1%
- 35.2% to 52.7%
- more than 52.7%

Block Groups selected: 49

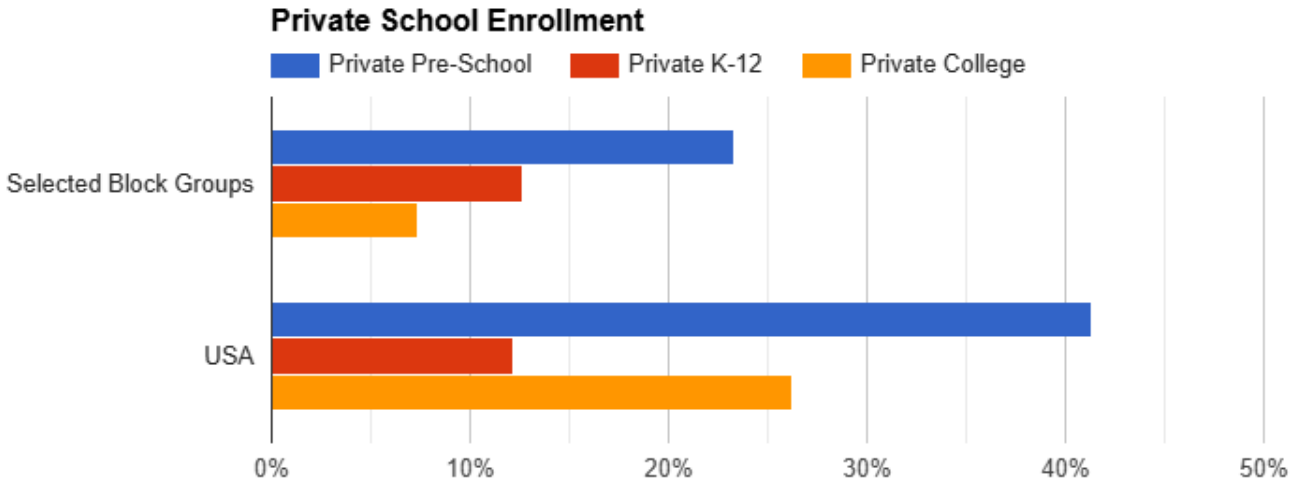
Radius: 12 mile(s)



Less than 9th grade:	1,770	(5.7%)
High School, Non-grad:	3,417	(11.1%)
High School Graduate:	11,457	(37.1%)
Some College:	6,081	(19.7%)
Associate Degree:	2,500	(8.1%)
Bachelor's Degree:	3,469	(11.2%)
Grad Program/Degree:	2,160	(7.0%)
Total Adults 25 or Older:	30,854	

The educational attainment of adults may indicate the need for focused ministry. Less education does not mean less intelligence, but may mean a different vocabulary is appropriate to communicate truth. A more educated community may expect more sustained reasoning during a sermon than the average congregation would prefer.

Though a church ought to be open to all people, guests who find themselves surrounded by people with a different education may be less likely to stay. If a community has substantial numbers of people at different education levels, a second church may be needed to reach the entire area.



Public Pre-school:	481	(76.7%)
Private Pre-school:	146	(23.3%)
Public School:	6,025	(87.3%)
Private School:	874	(12.7%)
Public College:	1,316	(92.7%)

Private College:	104	(7.3%)
Total Enrollment:	8,946	

Private and public school enrollment ratios may indicate the economic level of a community. Even an affluent area may be low in private school enrollment if the public school system is considered very good. A low ratio of private school students could also indicate a lack of private alternatives.

Religious schools are counted as 'private' by the Census Bureau. To learn of actual religious instruction, it is important to contact the schools directly. Home schools are included in the 'private' count.

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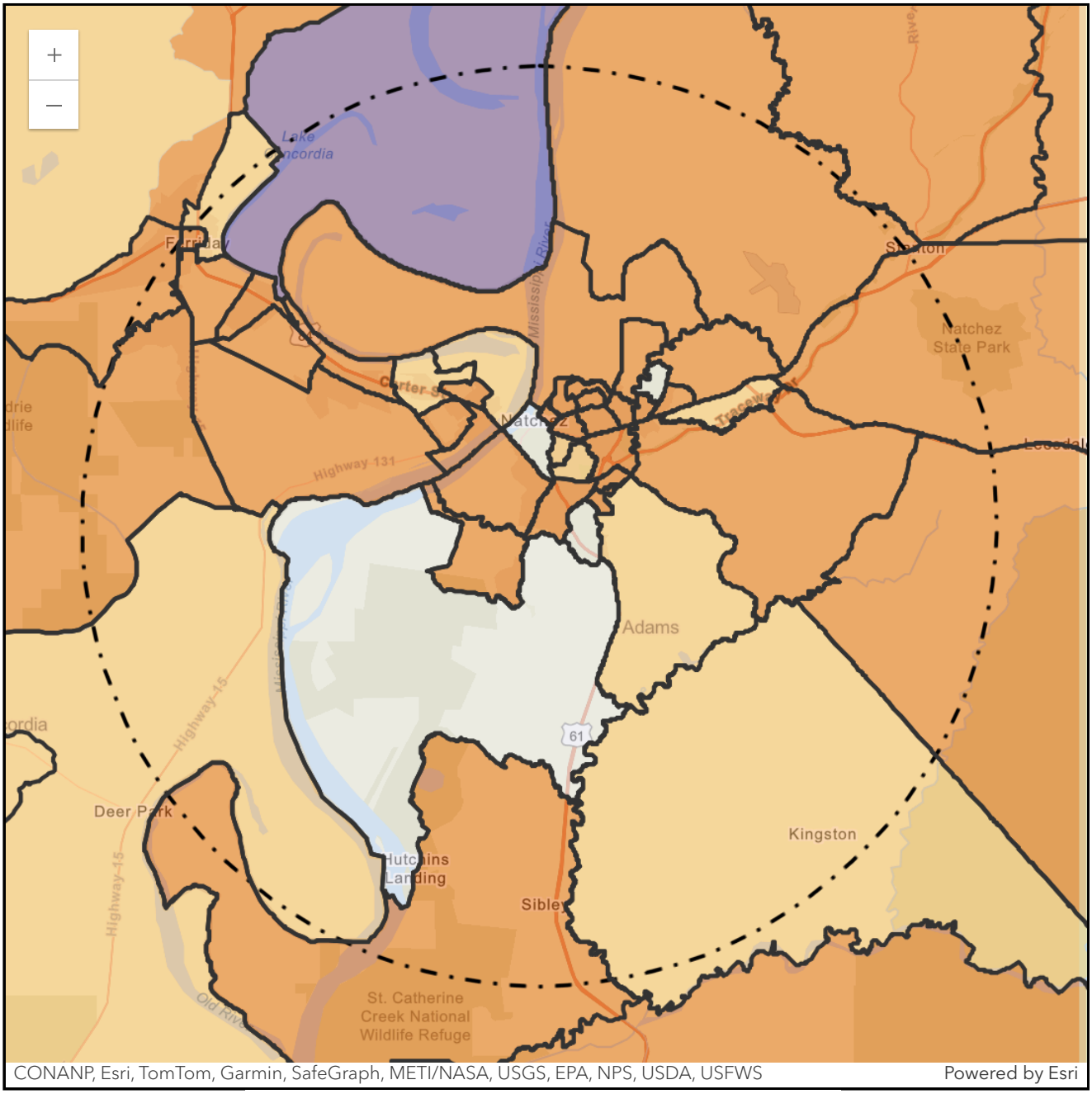
Source: U.S. Census Bureau - ACS 2023 5-year estimates

Community Demographics - Church of the Nazarene

Economic Indicators Report

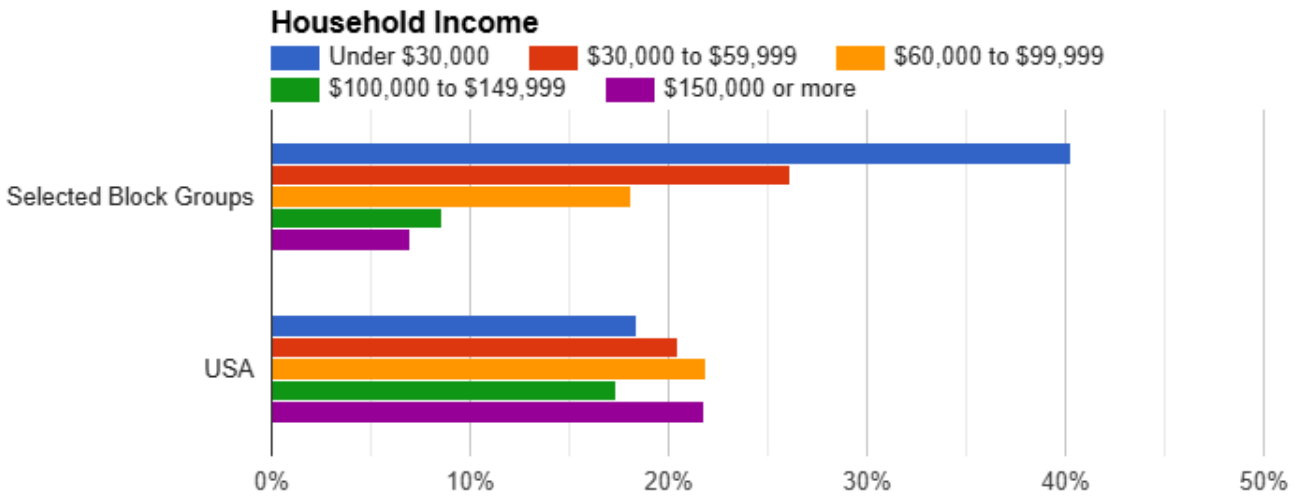


Average household income

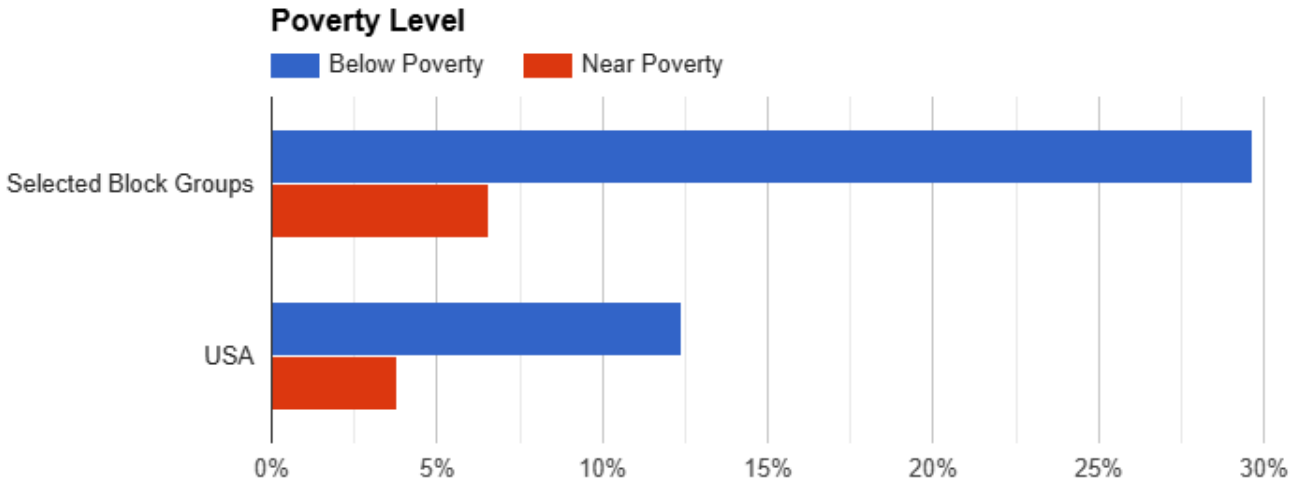
- less than $63,344
- $63,344 to $82,609
- $82,610 to $104,547
- $104,548 to $141,664
- more than $141,664

Block Groups selected: 49

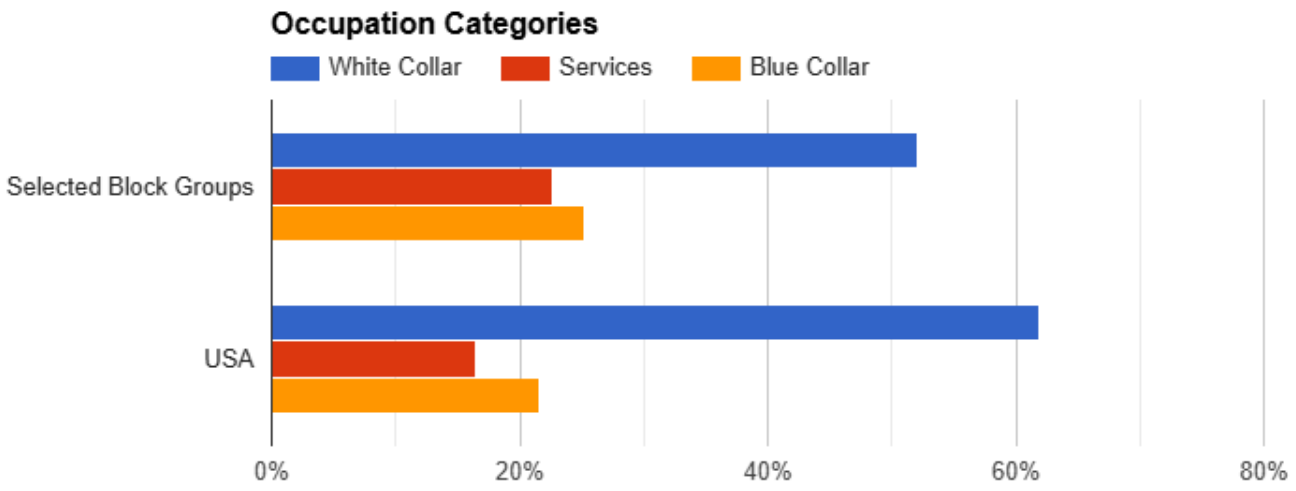
Radius: 12 mile(s)



Less than $30,000:	6,821	(40.3%)
$30,000-$59,999:	4,426	(26.1%)
$60,000-$99,999:	3,063	(18.1%)
$100,000-$149,999:	1,457	(8.6%)
$150,000 or more:	1,178	(7.0%)
Total Households:	16,945	

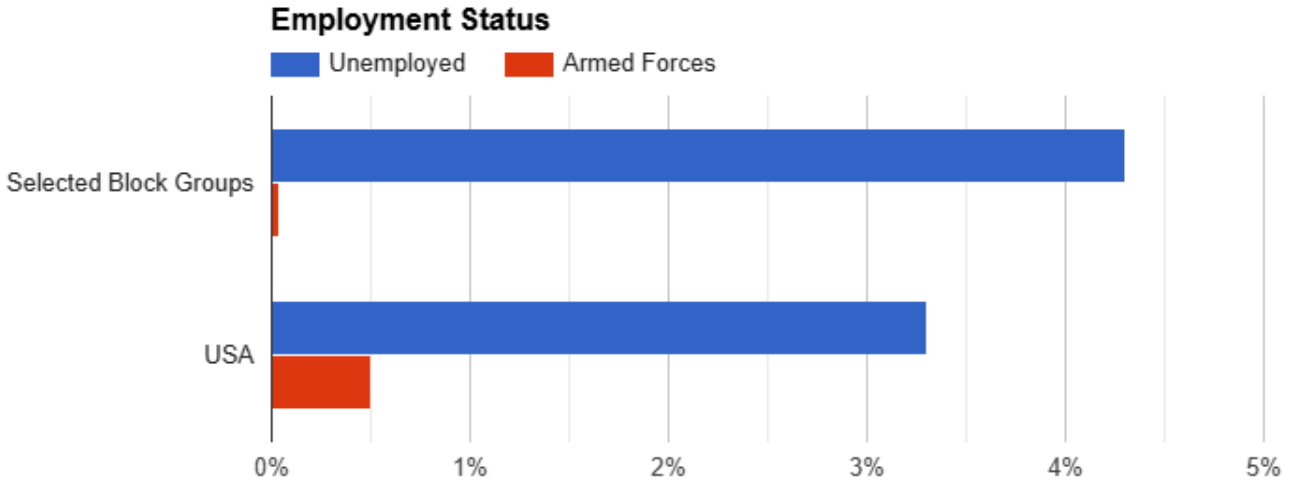


Poverty level is computed for individuals based on household size and community costs of living. For this area, 12,211 (29.7%) were classified as living in poverty. Another 2,712 (6.6%) were considered to be close to the poverty level (less than 25% above that income level).



Management, business, science, arts:	4,613	(31.9%)
Sales, office:	2,924	(20.2%)
Service:	3,278	(22.7%)
Natural resources, contruction, maintenance:	1,806	(12.5%)
Production, transportation, material moving:	1,844	(12.7%)
Total civilian employed:	14,465	

The Church of the Nazarene has ministered effectively to people in each occupational group. However, different approaches are usually more effective with each group. For example, most members want both programs and events. But white collar workers tend to prefer the long-term possibilities of programs, while blue collar workers tend to think special events are more important.



Civilian, Employed:	14,465	(40.3%)
Unemployed:	1,542	(4.3%)
Armed Forces:	12	(0.0%)
Not in labor force:	19,830	(55.3%)
Population 16 years and over:	35,849	

Unemployment levels are closely tied to compassionate ministry opportunities within the church. Even in areas of nearly full employment, there are usually significant numbers of people who may need assistance. Most areas have few people in the armed forces, but those who are in military service tend to move within short periods of time.

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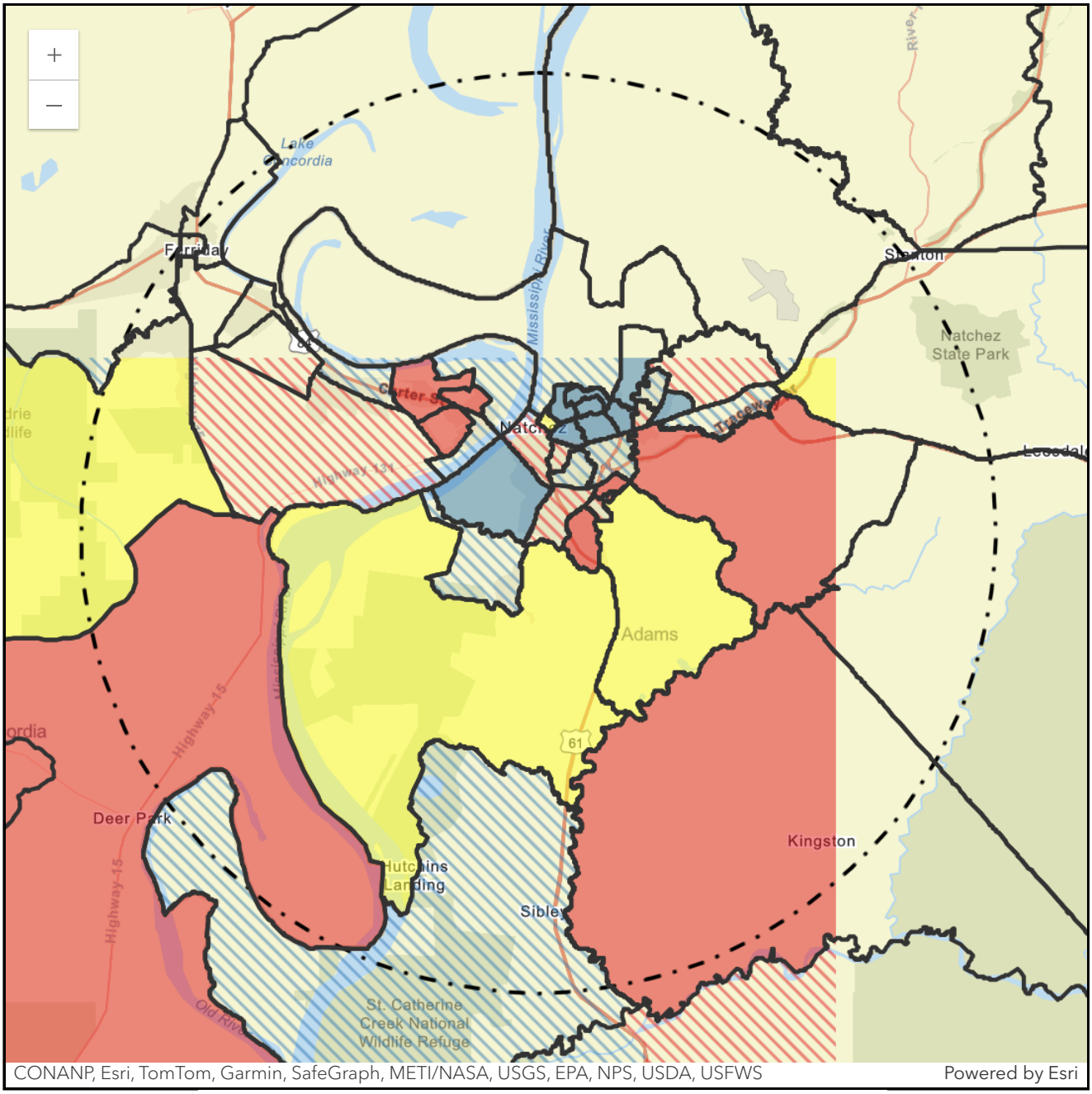
Source: U.S. Census Bureau - ACS 2023 5-year estimates

Community Demographics - Church of the Nazarene

Culture Report



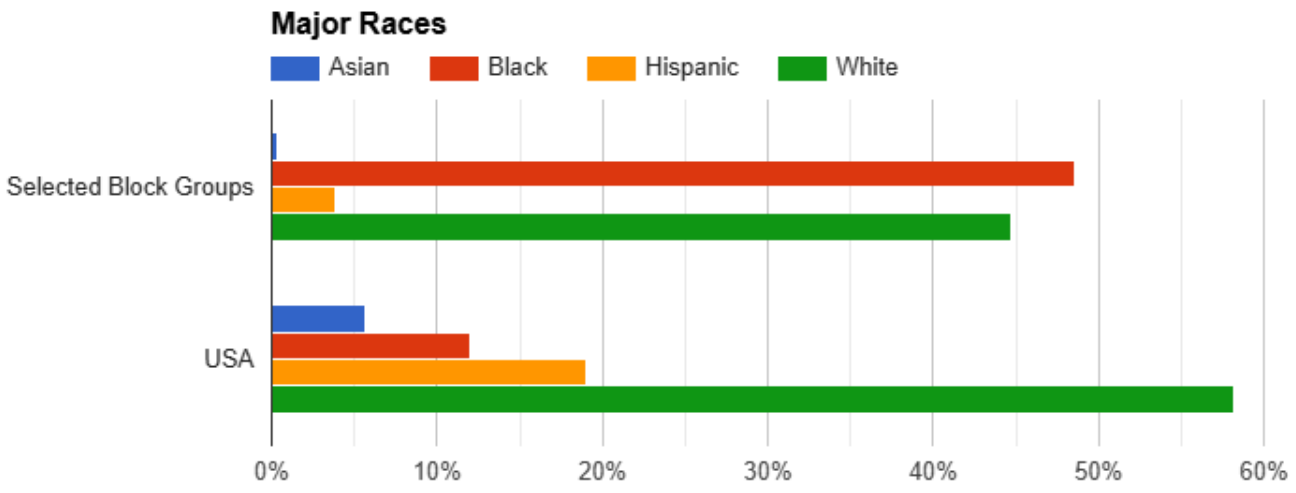
Largest race in the block group

- Asian, at least 80%
- Asian, 50% to 79%
- Black, at least 80%
- Black, 50% to 79%
- Hispanic, at least 80%
- Hispanic, 50% to 79%
- White (non-Hispanic), at least 80%
- White (non-Hispanic), 50% to 79%
- Other or no majority

Block Groups selected: 49

Radius: 12 mile(s)

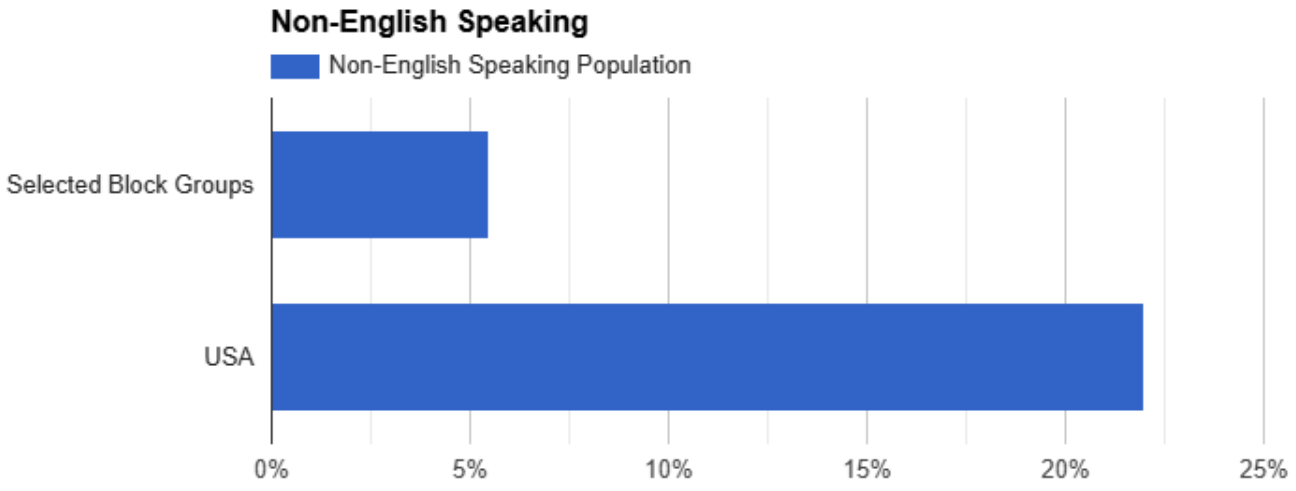
The total population is 44,273.



Evangelism takes place among people of all cultural backgrounds, though different strategies are often important. If the cultural composition of this area includes recent immigrants to the nation or people who have not blended well with the dominant society, compassionate ministries may be indicated.

Asian (non-Hispanic):	141	(0.3%)
Black (non-Hispanic):	21,486	(48.5%)
Hispanic:	1,718	(3.9%)
Native American (non-Hispanic):	105	(0.2%)
Pacific Islander (non-Hispanic):	0	(0.0%)
White (non-Hispanic):	19,792	(44.7%)
Other:	1,031	(2.3%)

Six major racial categories have been identified by the Census Bureau, as well as a segment of persons who have identified themselves as 'of Hispanic Ancestry'. A person of Hispanic ancestry can be of any race. To make comparisons possible, the Hispanic portion of the six racial categories has been eliminated above, and Hispanic has been treated as a seventh category.



Languages spoken in the home:

Arabic:	11	(0.0%)
Chinese (incl. Mandarin, Cantonese):	39	(0.1%)
English only:	39,427	(94.5%)

French, Haitian, or Cajun:	108	(0.3%)
German or other West Germanic languages:	16	(0.0%)
Korean:	13	(0.0%)
Russian, Polish, or other Slavic languages:	58	(0.1%)
Spanish:	1,482	(3.6%)
Tagalog (incl. Filipino):	35	(0.1%)
Vietnamese:	2	(0.0%)
Other:	524	(1.3%)

Top 20 foreign born population nationwide:

Brazil:	19	(0.0%)
Canada:	18	(0.0%)
China, excluding Hong Kong and Taiwan:	2	(0.0%)
Colombia:	25	(0.1%)
Cuba:	58	(0.1%)
Dominican Republic:	16	(0.0%)
Ecuador:	0	(0.0%)
El Salvador:	83	(0.2%)
Germany:	0	(0.0%)
Guatamala:	82	(0.2%)
Haiti:	21	(0.0%)
Honduras:	31	(0.1%)
India:	47	(0.1%)
Jamaica:	0	(0.0%)
Korea:	30	(0.1%)
Mexico:	391	(0.9%)
Peru:	24	(0.1%)
Philippines:	8	(0.0%)
Venezuela:	34	(0.1%)
Vietnam:	6	(0.0%)
Total Foreign Born:	1,731	(3.9%)

For information on other groups, download the detail information.

Data from the American Community Survey is only provided at the tract level for language and foreign born information. In those cases, the data has been assigned to each block group proportionate to its population within that tract.

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Source: U.S. Census Bureau - ACS 2023 5-year estimates