

Overview

Congratulations for being willing to engage in a serious conversation about your readiness to reach new people in new ways!

Through the Tending Our Soil program, Christ Church Durham engaged the *Readiness 360* survey and consultation process. The survey many of you took assesses your church's spiritual and practical readiness for faithful and effective ministry in the 21st century. 33 persons took the *Readiness 360*, a mix of staff, key leaders, and active ministry participants.

Readiness 360 assesses four critical capacities for multiplying thriving ministries: Spiritual Intensity, Dynamic Relationships, Missional Alignment, and Cultural Openness. Your church's overall score of 290 out of 360 is just about average. Old Durham is strongest in terms of Spiritual Intensity and is most challenged in terms of Cultural Openness.

Spiritual Intensity

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

Dynamic Relationships

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

Missional Alignment

Many folks at your church have a good sense of where God is calling you to go, but others are not aligned with this point of view. There is seldom enough personnel or financial resources to run in many directions at once. Now is a time for serious conversation about Old Durham's priorities.

Cultural Openness

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

Spiritual Intensity - 76%

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

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In your church:

- Many people have an expectation of encountering the living Christ personally and/or in the congregation.
- Practicing spiritual disciplines (prayer, Bible study, fasting, Christian works, etc.) is not a major part of life together.
- People are a bit risk-averse and hesitant to take bold steps of faith.
- Leaders - paid and unpaid - demonstrate spiritual vitality.

Areas of Relative Strength	Score	Areas of Potential Improvement	Score
1. People have found that hard work and financial sacrifice pays off richly in spiritual fruit.	91%	1. At your church, sometimes God moves you beyond your fears, so that you speak, give and move boldly.	57%
2. There is a spiritual expectancy in the air. People are watching and expecting God to do something amazing.	88%	2. People report utilizing their spiritual gifts and talents.	63%
3. People sense the presence of God's Spirit in worship.	86%	3. People put faith into their own words and relate it to their own life experience.	66%

Dynamic Relationships - 72%

Helping people to grow spiritually as disciples of Jesus depends in large part on our relational skills - our relationship with God and with others. A church's people must develop good habits for leading others into a transformative relationship with God through Christ.

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

Your ability to form relationships with new people is colored by:

- A lack of welcoming behaviors.
- A struggle to incorporate new people into the life of your church.
- Positive experience partnering with other leaders and groups.
- A dependency on a few people to do a lot of the work. There is a need for greater teamwork and leader development.
- Leaders - paid and unpaid - who may be struggling to work together.

Areas of Relative Strength	Score	Areas of Potential Improvement	Score
1. Your church has a healthy, trusting relationship with other churches and ministries in the community.	87%	1. Your church is committed to team-based ministry.	47%
2. Staff and laity team well together to advance ministry.	87%	2. People have the experience of inviting friends and neighbors who, in turn, become active participants in the church's life.	51%
3. People are inviting people to services and special events.	79%	3. Your church seems committed to doing things in a way that is oriented to guests and visitors.	51%

Missional Alignment - 72%

Highly fruitful churches consistently prioritize the investment of their resources (time, talent, treasure) according to their biblical vision and mission. Plans and major initiatives must stem clearly from biblical mandates and a quest for fruitfulness, in sync with a church's distinctive callings that have unfolded across the years. There is a willingness to let go of strategies that aren't bearing as much fruit. The more churches do this the better they are aligned.

Many folks at your church have a good sense of where God is calling you to go, but others are not aligned with this point of view. There is seldom enough personnel or financial resources to run in many directions at once. Now is a time for serious conversation about Old Durham's priorities.

To this end, your church has:

- A low priority for reaching new people.
- Alignment to a clear direction.
- The ability to make decisions about resources based on priority as opposed to pleasing people or maintaining status quo.
- A shared sense of competency about the church's ability to start new ministries.
- Clarity about the core principles of the church's faith.
- Passionate support for the church's direction.

Areas of Relative Strength	Score	Areas of Potential Improvement	Score
1. People think in terms of the church's mission more than "what's in it for them" personally.	94%	1. People believe that following correct procedure is sometimes more important than mission advancement.	38%
2. Your church focuses on God's abundance, not on your lack of resources.	85%	2. People accept the fact that expanding ministry makes it impossible to know everyone.	42%
3. People are persistent about difficult ministry initiatives when they believe they are on the right path or are waiting for momentum to build.	84%	3. Your church is willing to invest for the long term and for major advance, even when the project will run in the red for a few years.	48%

Cultural Openness - 71%

Since the first century, effective churches have been reaching across cultural boundaries to share the Christian good news with diverse people, who begin with different experiences, perspectives, and stories. Churches that exhibit fortress behaviors or who spend excessive time mourning social change often have difficulty sharing life with new kinds of people.

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

Your congregation's capacity for embracing new cultures (e.g. socio-economic, racial/ethnic, generational, etc.) is marked by:

- Attitudes and behaviors that indicate some difficulties in crossing cultural boundaries, especially with your neighbors.
- A good ability to form meaningful community with people who puzzle and/or offend you in certain respects.
- Some anxiety about increasing diversity in your church.
- Energy for working with different kinds of people.
- Difficulty in sharing power with new people.
- Mixed experiences that may make it difficult to reach people in different socio-economic groups.
- Valuable experiences that will help you reach gay/lesbian/transgender people.
- Mixed experiences that may make it difficult to reach young people.

Areas of Relative Strength	Score	Areas of Potential Improvement	Score
1. People seem to have valuable experiences that will help you reach gay/lesbian/transgender people.	98%	1. People believe that your church is building relationships with young people (ages 18-30).	31%
2. People report they have someone in their inner circle that is gay, lesbian or transgender.	92%	2. People report they have someone in their inner circle that is homeless.	35%
3. People believe that your church is intentionally seeking to build relationships with gay/lesbian/transgender people in your community.	91%	3. You have a mix of newcomers and old-timers in leadership at your church.	46%