

Growing Young Assessment

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INDIVIDUAL

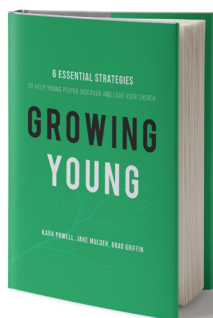


Sample Church Name

Individual Assessment Report | October 1, 2017

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Based on the model in the bestselling book, *Growing Young*.



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Introduction

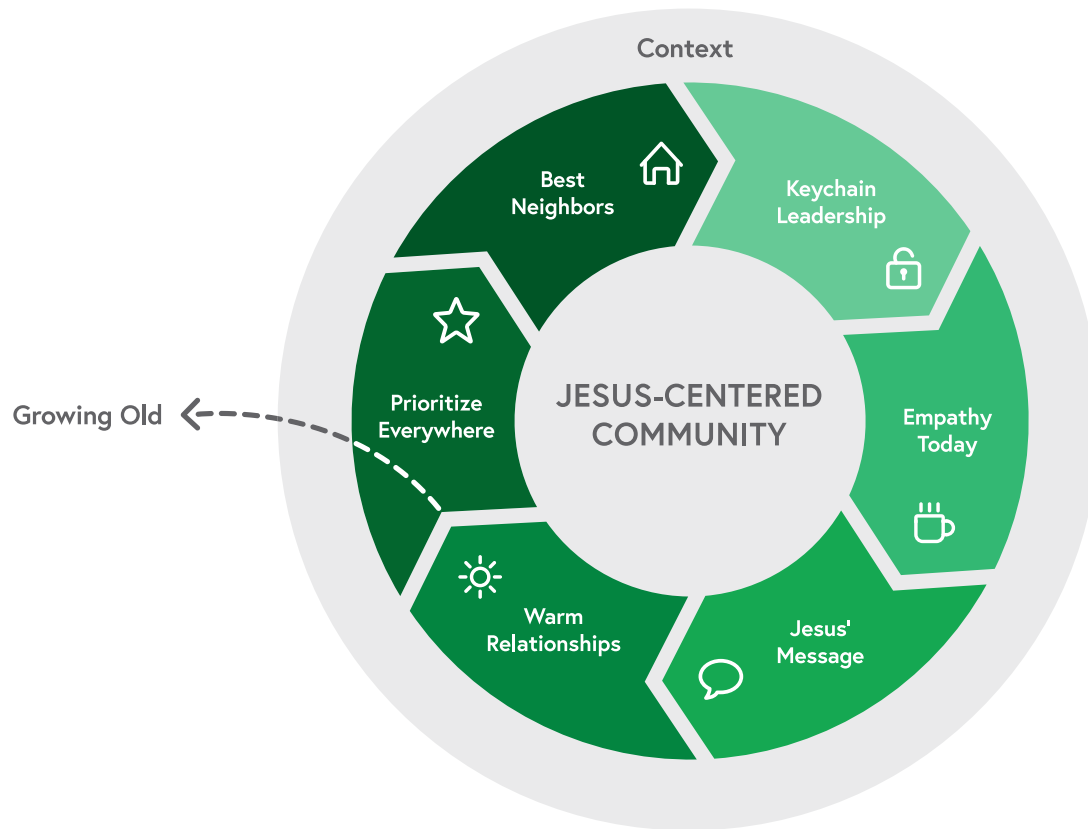
Start with reality.

Congratulations on taking the important and courageous step to complete this assessment and define the reality of your congregation's unique culture. This report will shed light on how well your church is positioned to engage teenagers and young adults, as well as help you take next steps in a way that brings life and vitality to your overall congregation.

To maximize your interpretation of these results, we recommend that some or all of your team read the book *Growing Young*. To help you get started, the following pages of this report include a summary of the core concepts from the book.

While the reality of so many congregations in America is that they find themselves aging and shrinking, this doesn't have to be your reality. You can become a church that young people increasingly discover and love, and you can do so without buying into the hype or leaving older generations behind. We invite you to lean into your calling as a Jesus-centered community for all generations and allow the insights in this report to guide your next steps.

The Growing Young Wheel



Keychain Leadership

Instead of centralizing authority, empower others—especially young people.

Empathy Today

Instead of judging or criticizing, step into the shoes of this generation.

Jesus' Message

Instead of asserting formulaic gospel claims, welcome young people into a Jesus-centered way of life.

Warm Relationships

Instead of focusing on cool worship or programs, aim for warm peer and intergenerational friendships.

Prioritize Everywhere

Instead of giving lip service to how much young people matter, look for creative ways to tangibly support, resource, and involve them in all facets of your congregation.

Best Neighbors

Instead of condemning the world outside your walls, enable young people to neighbor well locally and globally.

Core Commitments Summary

Our deep and wide analysis of over 250 of our nation's most innovative churches unearthed a Growing Young Wheel and six core commitments. While there is no guarantee that enacting these six core commitments in your congregation will produce better engagement with teenagers and young adults, they are the most universal commitments in churches with the greatest proven effectiveness. In other words, while there are dozens of areas you *could* invest your time and energy, these are the six areas we think are *most essential* and where you should begin.

Note that the goal is not just to understand where you're strong and weak, but also to move toward a high score in *each* core commitment. This requires more than having good intentions or hiring a great youth pastor. It requires long-term consistency, discipline, and careful attention to the culture of your overall church. The good news? What's good for young people is quite likely good for the health of your whole congregation. For more context on this approach, see chapter 1 in *Growing Young*.

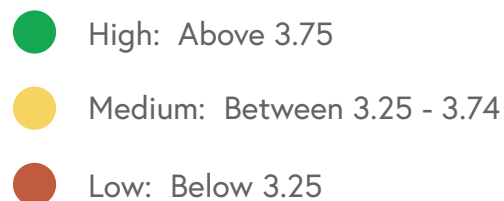
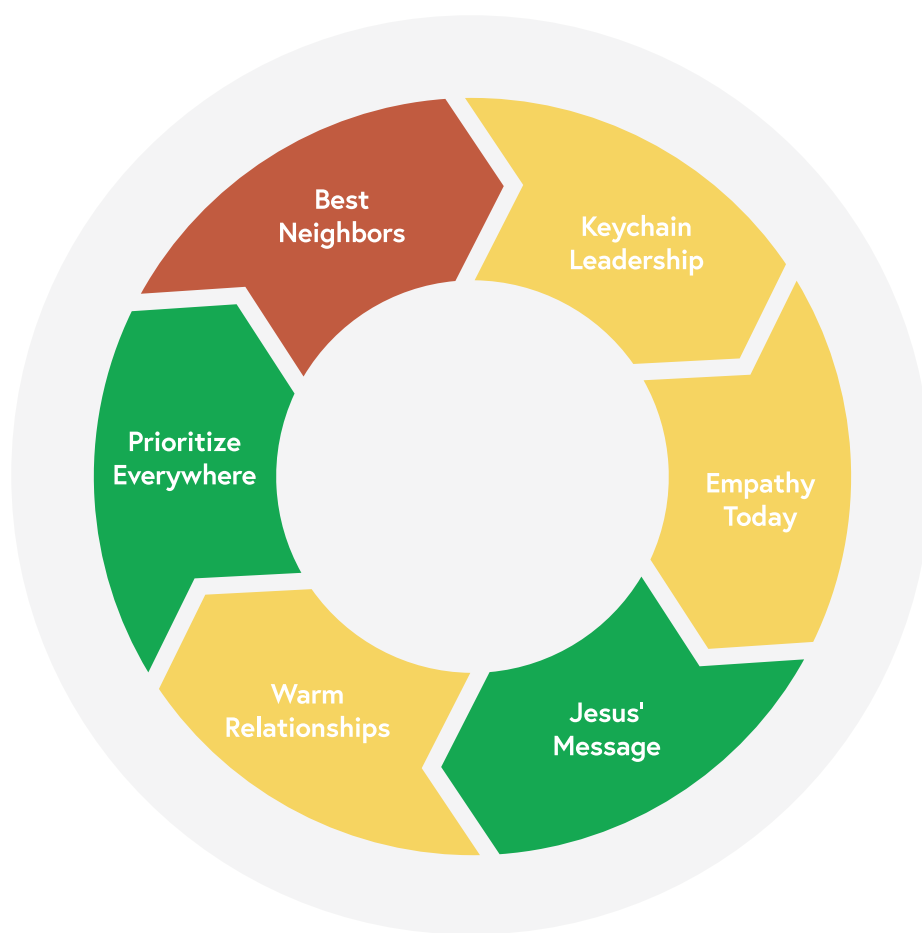
The Assessment Scale



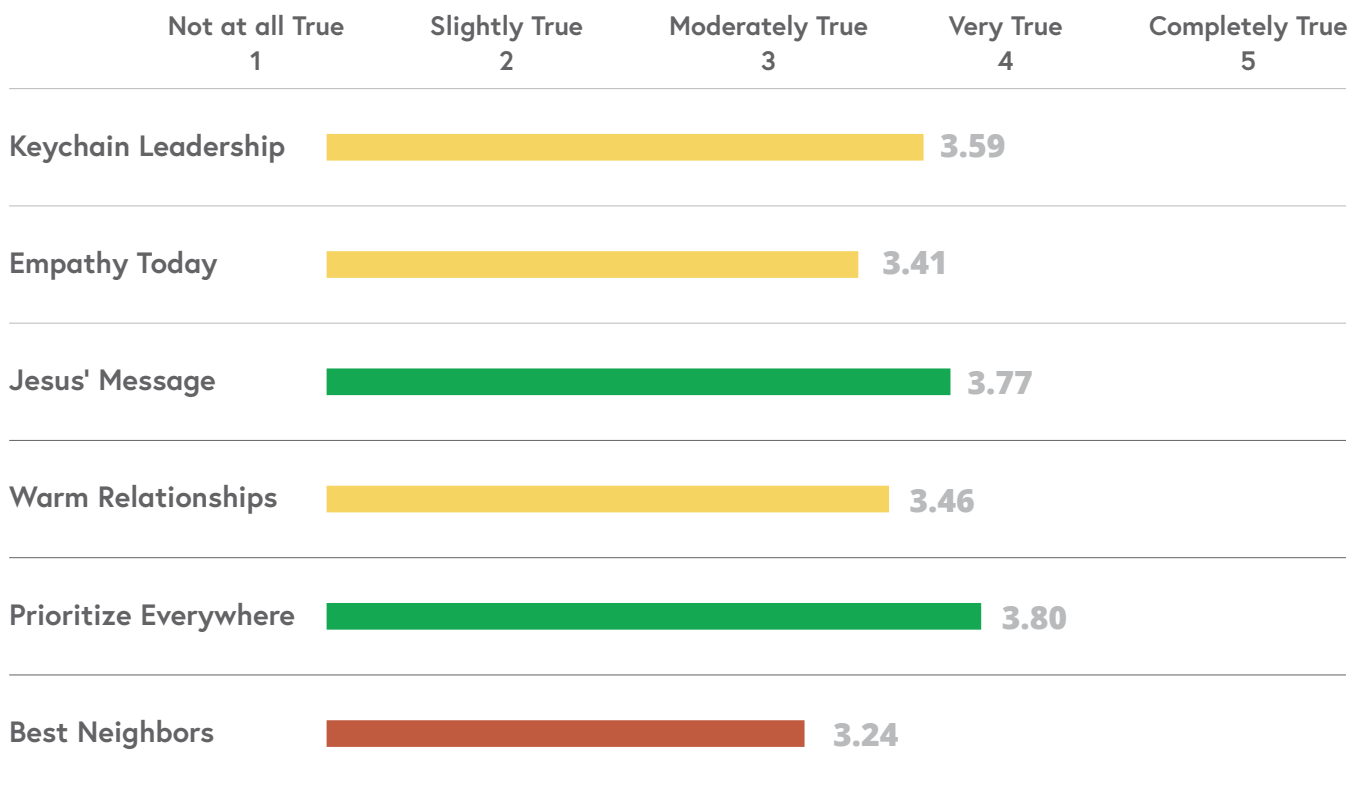
Participants were asked to rate how true each of the statements in the assessment were of your church overall. One is the lowest score, five is the highest, and an option for “Not Sure” was also included. Please note that for the purposes of this assessment, young people were defined as those ages 15-29.

Church Summary Scores

This diagram reflects your overall church scores on each of the six core commitments. Your congregation's assessment results indicate that **Jesus' message** and **prioritize everywhere** are areas where your church is doing well. **Keychain leadership**, **empathy today**, and **warm relationships** are areas where your church has some room for improvement, while **best neighbors** is an area where you may need to focus attention immediately. More detailed explanation of the ratings that were used to calculate your score on each core commitment are contained on the next several pages.



6 Core Commitment Results



Keychain Leadership: Your church received a medium score, which indicates you may need to improve when it comes to empowering young people. We recommend prioritizing this area after other areas where you may have received a low score.

Empathy Today: Your church received a medium score, which indicates you may need to improve at moving beyond judging and criticizing and instead stepping into the shoes of this generation. We recommend prioritizing this area after other areas where you may have received a low score.

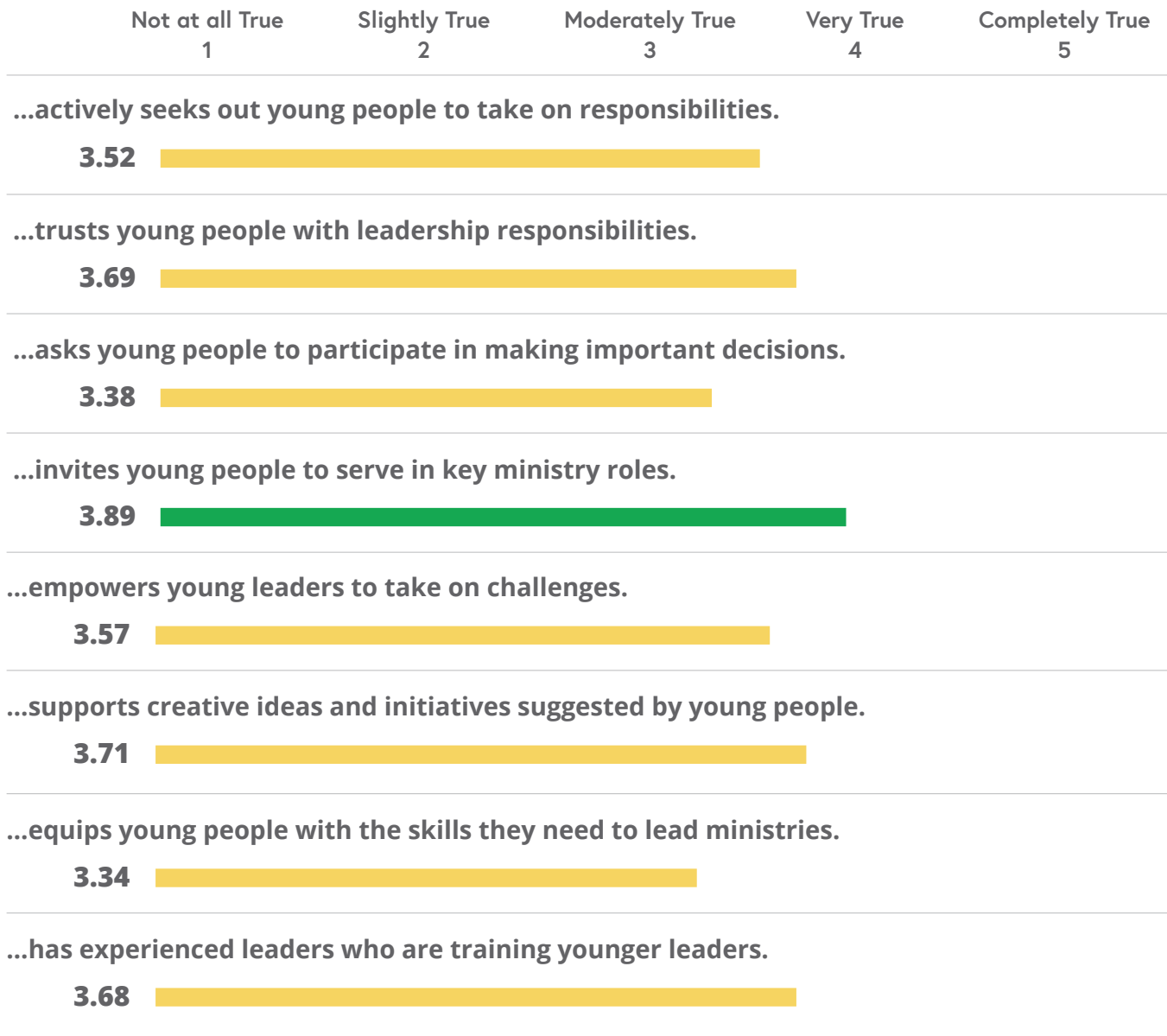
Jesus' Message: Your church received a high score, which indicates you are doing well welcoming young people into a Jesus-centered way of life. This may not be the first area for you to focus your attention.

Warm Relationships: Your church received a medium score, which indicates you may need to improve at creating an environment that is welcoming, accepting, authentic, hospitable, and caring. We recommend prioritizing this area after other areas where you may have received a low score.

Prioritize Everywhere: Your church received a high score, which indicates you are doing well in your tangible, systemic commitment to allocate resources and attention to young people across the life of your congregation. This may not be the first area for you to focus your attention.

Best Neighbors: Your church received a low score, which indicates you may struggle to go beyond condemning the world outside your walls and instead enabling young people to neighbor well locally and globally. We recommend you give this area focused attention in the near future.

Unlock Keychain Leadership



Your Average Score: 3.59

This is a spirit and commitment demonstrated by paid and volunteer leaders that permeates every area of the church. By keys, we mean the capabilities, power, and access of leaders that carry the potential to empower young people. Congregations that demonstrate keychain leadership move beyond centralized authority and empower others (especially young people) with their own set of keys.

Empathize with Today's Young People

Not at all True
1

Slightly True
2

Moderately True
3

Very True
4

Completely True
5

...is sensitive to the needs of different age groups in our church.

3.47



...has healthy conversations about generational differences.

3.30



...recognizes the problems young people face in their day-to-day lives.

3.62



...makes efforts to put itself "in the shoes" of young people.

3.53



...is made up of adults who go out of their way to better understand young people's perspectives.

3.32



Your Average Score: 3.41

Beyond judging or criticizing, empathy is your church's ability to step into the shoes of this generation.

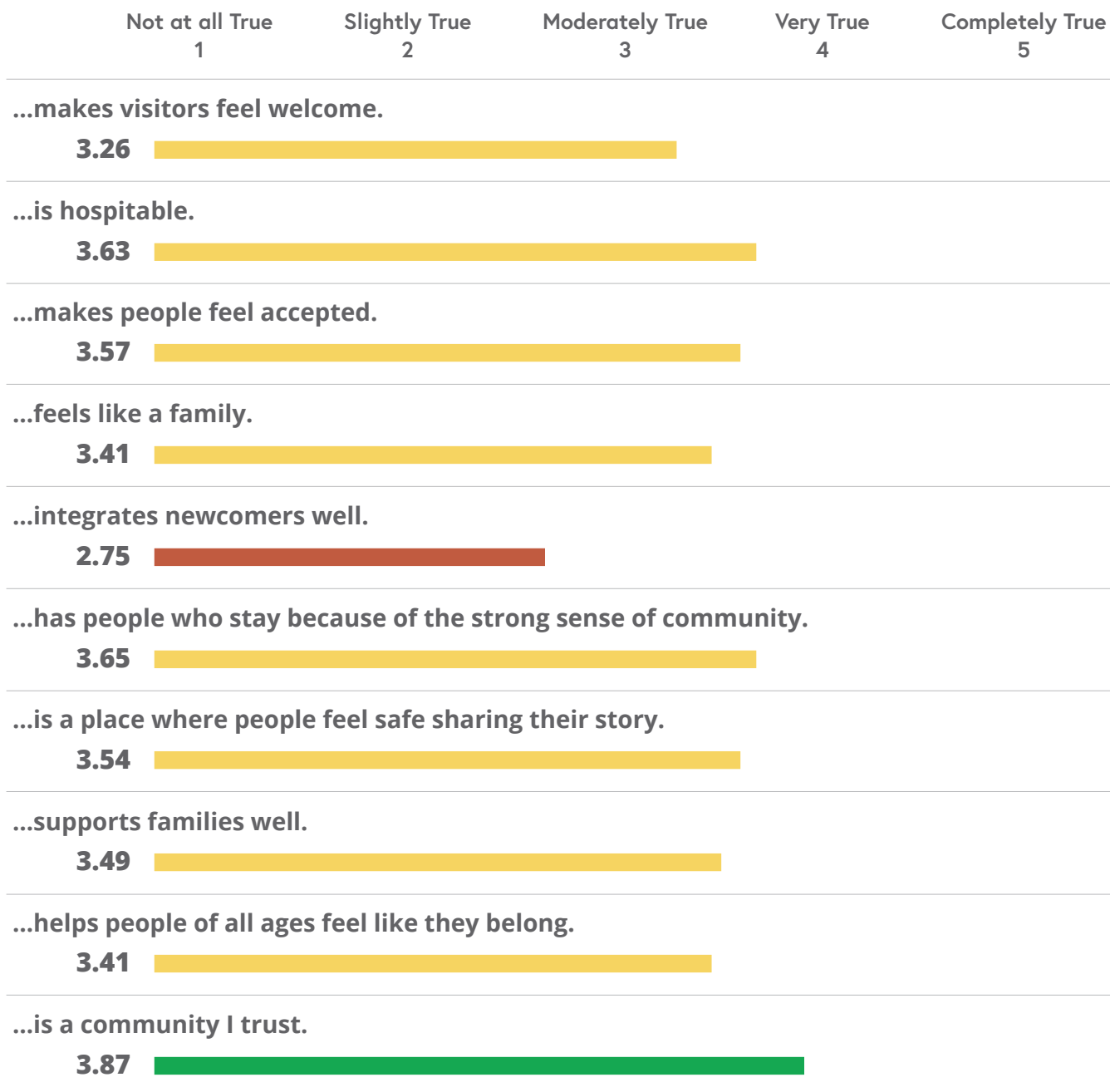
Take Jesus' Message Seriously



Your Average Score: 3.77

The commitment to take Jesus' message seriously is both a demonstrated action and an overall spirit or ethos in churches growing young. Instead of asserting formulaic gospel claims, it focuses on welcoming young people into a Jesus-centered way of life.

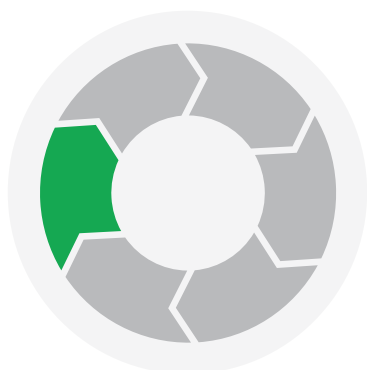
Fuel a Warm Community



Your Average Score: 3.46

Young people are drawn to churches with a warm sense of community, which they describe using words such as welcoming, accepting, belonging, authentic, hospitable, and caring.

Prioritize Young People (and Families) Everywhere



Your Average Score: 3.80

This is a tangible, systemic commitment to allocate resources and attention to young people—not only through specific youth or young adult programming, but also across the life of the congregation.

Be the Best Neighbors

Not at all True
1

Slightly True
2

Moderately True
3

Very True
4

Completely True
5

...actively responds to global crises.

2.79 

...spends a generous amount of our financial resources caring for those outside of our congregation.

3.14 

...partners with the local community in significant ways.

3.38 

...shares stories of people or events from the global community.

3.05 

...actively cares for people in our neighborhood, including those who aren't part of our church.

3.56 

...has a reputation as a caring neighbor in our community.

3.62 

...provides ongoing care to people living in other countries.

2.90 

...makes serving those in need a high priority.

3.55 

...actively addresses injustices in our society.

2.65 

...would be missed by the local community if we left.

3.64 



Your Average Score: 3.24

Churches that grow young go beyond condemning the world outside their walls and enable young people to neighbor well locally and globally.

Openness to change

Whereas your scores on the six core commitments provide a snapshot of where your church is *now*, much of your work moving forward will be to determine how much change needs to take place and how quickly those changes should be implemented. While these components are distinct from the research behind the six *Growing Young* core commitments, your scores on this page and the next may help you discern next steps.

The scores immediately below represent how open your church is to implement necessary changes for the sake of its mission.

Not at all True
1

Slightly True
2

Moderately True
3

Very True
4

Completely True
5

...has key leaders who are willing to make changes when necessary.

3.66 

...has many people who are willing to contribute to making changes.

3.18 

...is open to making changes to become a healthier congregation.

3.58 

Your Average Score: 3.44

Your church received a medium score in this area, which indicates your congregation may not be open to changing for increased health and effectiveness. As you consider future shifts, carefully consider if there is sufficient energy or flexibility you can tap into and maximize.

Urgency for change

Urgency for change is an understanding that changes must take place to improve the health and effectiveness of your church. While your score on openness to change indicates if your congregation is open to changing at *some point*, your score on urgency for change indicates if your congregation sees a need for changes *now*.

Not at all True
1

Slightly True
2

Moderately True
3

Very True
4

Completely True
5

...must make significant changes to strengthen our ministry with young people.

2.82 

...has key leaders who want changes to happen now.

3.35 

...has many people who want changes to happen now.

3.25 

Your Average Score: 3.06

Your church received a low score in this area, which indicates your congregation does not see a need for changes to happen now. Before introducing changes, you may need to provide education or compelling evidence to help your congregation see that changes need to take place.

Strongest Areas

This page represents the seven statements that received the highest average ratings in your congregation, along with the corresponding core commitment for each statement. Reflect on any commonalities or patterns you observe among the statements.

Statement	Avg. Score
...values young people's presence in our main worship gatherings. Prioritize Everywhere	4.18
...allocates a significant proportion of our budget to young people. Prioritize Everywhere	4.07
...has young people whose involvement makes our church better. Prioritize Everywhere	4.02
...encourages people to live out their faith in their daily actions. Jesus' Message	4.01
...teaches people to trust Jesus even when it might cost them something. Jesus' Message	4.00
...has preaching that is relevant to people's daily lives. Jesus' Message	3.99
...invests sufficient resources in programming for young people. Prioritize Everywhere	3.99

Weakest Areas

This page represents the seven statements that received the lowest average ratings in your congregation, along with the corresponding core commitment for each statement. Reflect on any commonalities or patterns you observe among the statements.

Statement	Avg. Score
...actively addresses injustices in our society. Best Neighbors	2.65
...integrates newcomers well. Warm	2.75
...actively responds to global crises. Best Neighbors	2.79
...provides ongoing care to people living in other countries. Best Neighbors	2.90
...shares stories of people or events from the global community. Best Neighbors	3.05
...spends a generous amount of our financial resources caring for those outside of our congregation. Best Neighbors	3.14
...has enough volunteers or staff members who minister to young people. Prioritize Everywhere	3.24



Creating Your Growing Young Plan

Practical ideas and exercises for the journey

This report sheds light on the current reality of your church and how well it is positioned to engage young people. Your next step is to ensure the insights you've gained move beyond ideas on paper or in your head and propel your congregation in the direction God is leading. On the following pages, you will find practical ideas to move forward on each core commitment (you can find additional ideas in each corresponding chapter of the book), as well as exercises to help you reflect on your results and

create a plan for your church to thrive.

Note that it is central to growing young that your church achieves a level of threshold competency in each of the core commitments, rather than settling for being high in some and low in others. We recommend you work through the following pages alongside chapter 8 of the book *Growing Young*, which provides more practical advice on navigating change for the long haul.



Like this sample report?

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