

The following form should be filled out by the elected congregational leadership and the results discussed by the congregational council when completed.

**LUTHERAN CHURCH OF THE CROSS
SUSTAINABILITY: FACILITIES**

I. BUILDING AGE & MAINTENANCE

1. In what year(s) were your parish buildings constructed?
Sanctuary 1991 Parish Hall (FH) 1976
Other buildings & dates: Office, Nursery, Youth Area = 1991; "Old Sanctuary (refurbished as new Educational Space = 1965; Classroom Bldgs (2) 1995
2. HVAC & other major systems are new or have been replaced within the last 10 yrs. **NO**
3. If our sanctuary A/C (or other major system) failed next week, we would have the funds on hand to replace it? **YES**
4. Such an expense would pose a financial crisis for our congregation. **NO**
5. Think back to the last major maintenance need (new roof, new windows, new a/c etc.):
 - a. What was the repair needed? Hurricane Protective Shutters (\$10K)
 - b. How were the needed funds secured? Special Fundraising
 - c. How did the congregation respond? Quickly
 - d. Is it realistic to expect the same response/resolution when the next major maintenance need arises? **YES**
6. Based on our answers above, do we see our Building Age & Maintenance as a strength or a weakness for our sustainability as a congregation? **Strength**

II. CURRENT BUILDING USAGE

7. Time wise, our building is utilized for ministry gatherings and outside community activities approximately how many hours each week (outside of Sunday morning)?

21-40 Hours/week

8. Overall, our facilities (sanctuary & parish hall) are:

- Under-utilized
- Just right for our needs**
- Too small for our needs

9. Do you currently lease any of your facilities to other organizations?

YES

a. If so, what percentage of total income does this rent represent annually?

10 %

10. Based on our answers above, do we see our Current Building Usage as an opportunity or a threat for our sustainability as a congregation?

Opportunity

SUSTAINABILITY: FINANCES

III. FINANCIAL STEWARDSHIP

11. Our current stewardship efforts consists of: (check all that apply)

- YES** =Adopting a budget at the annual meeting.
- YES** = Printing the offering amount in the bulletin each Sunday.
- YES** = Including a bulletin appeal when funds are running short.
- NO** = Monthly stewardship temple talks by a lay leader that focuses on practices of generosity as part of growing in faith.
- YES** =Annual Financial Stewardship campaign.
- YES** = We actively encourage and lift up the Biblical practice of tithing.

12. Half (or more) of our annual congregational giving comes from the 65+ age group? **YES** (if not, we are very close; we do have a good representation of ages attending)

13. If our congregation's top one or two giving households died within the next year, there would be a financial crisis within our congregation?

YES

14. We know the giving capacity of our congregation, based on the median household income in the area?

YES

(That info can be found at www.census.gov/quickfacts/ Enter zip code and choose "Income & Poverty" in the Select-a-Fact box. Also available at MissionInsite.com)

15. We have a congregational/ endowment/memorial fund/capital reserves or dedicated funds

YES

a. If yes, we have withdrawn \$ **20,000** from capital reserves or dedicated funds to pay regular ministry expenses within the past 12 months.

16. We receive financial gifts by: *All of the Below Items*
- Through passing around offering plates/baskets in worship
 - Providing and promoting online giving, giving at kiosks, etc.
 - Providing and promoting gifts through estate planning, trusts, stock gifts, etc.

17. How much mission support do we provide to/through our Synod and the ELCA for new ministries and churches and pastoral training?
- We don't provide any mission support to the Synod or ELCA
 - Less than 5% of our annual budget**
 - 5-10% of our budget
 - More than 10% of our budget

18. Based on our answers above, do we see our Financial Stewardship as an Opportunity or a Threat for our sustainability as a congregation?
- Opportunity** (*we have the capacity to increase our giving*)
 - Threat** (*we are maxed out on our giving capacity and could be in jeopardy*)

IV. PASTORAL COMPENSATION

19. We are able to provide a full-time "Defined Compensation" (*does not include medical or pension*) to our pastor that is equal to or greater than synod guidelines (*See "Compensation Guidelines Worksheet" at FBSynod.com/for-congregations*)? **NO**

a. If not, what is the level of "Defined Compensation" we are able to provide our pastor based on our recent actual giving numbers? **\$71,000** _____

20. We are currently able to provide full benefits coverage (*full family health, disability, retiree support*), and at least 10% pension to our pastor based on the "Defined Compensation" (*see the Portico Benefits Calculator tool at <https://employerlink.porticobenefits.org/Resources/Calculators/BenefitsCostCalculator>*)? **NO**

a. If not, what level of benefit coverage are we able to provide our pastor? **\$29,000** _____

21. We are able to provide continuing education, professional expenses and mileage reimbursement to our pastor. **YES**

22. Based on our answers above, do we see our ability to support Pastoral Compensation as a strength or a weakness for our sustainability as a congregation?
- Strength** **X**
Weakness

SUSTAINABILITY: PEOPLE

V. LEADERSHIP

23. We regularly have enough people to serve on Council. **YES**
24. We regularly have enough people to serve on committees. **YES**
25. We regularly have enough people to lead the most important ministries we do. **YES**
26. Based on our answers above, do we see our Leadership as a strength or a weakness for our sustainability as a congregation? **Strength** **Weakness**

VI. WORSHIP

27. We have enough people to help with weekly worship preparations and assistance. **YES**
28. What has our average worship attendance been for the last 5 years? (*See your Annual Reports or the "Full Trend Report" for your congregation at <http://www.elca.org/tools/findacongregation>*) **(2014-2018)**
- 1 yr ago **170** 2 yrs ago **197** 3 yrs ago **224** 4 yrs ago **246** 5 yrs ago **233**
29. Based on these numbers, our congregation is Growing Holding Steady **Declining**
30. Based on our answers above, do we see our Worship as a strength or a weakness for our sustainability as a congregation? **Strength** **Weakness**

CALCULATING OUR SUSTAINABILITY

Enter below how we identified the following for our sustainability as a congregation in the sections above.

FACILITIES

- I. Building age and maintenance **Strength**
- II. Current building usage **Opportunity**

FINANCES

- III. Financial Stewardship **Opportunity**
- IV. Pastoral Compensation **Weakness**

PEOPLE

- V. Leadership **Strength**
- VI. Worship **Strength**

Congregations need resources to sustain ministry. The three primary resources include facilities, financial and people. Reflect on what you filled out above. Then use the following questions to estimate your sustainability:

	Declined to not sustainable	Declining but sustainable	Maintaining	Growing or Increasing	Copy Number
Do you have what you need to maintain or expand ministry in these areas:	1	2	3	4	
Facilities Capacity - maintainability and usage of facilities			3		3
Financial Resources - to pay for facility, staffing, ministries, etc		2			2
People Power - to provide leadership, strengthen and sustain one another		2			2
	Write lowest number here:				2

*Since people, financial resources and facilities are necessary for sustainability, the lower number represents the “weakest link” in your congregation’s sustainability chain. After reviewing this assessment with the congregational council, **return this form along with the completed Transition Process Checklist** (Section 2, Resource D2) **to the Assistant to the Bishop for Leadership.***