

# Profile *Plus*



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

## Demo Church

**Current Pastor:** Rev. O. Lution



Profile	Date	Minimum Factor	Maximum Factor	Min - Max Difference	Average
2	1.00	49 Inspiring Worship Service	71 Empowering Leadership	22	59,78
1	1.00	34 Effective Structures	47 Holistic Small Groups	13	40,61



# How to use Profile Plus

## I. Essential Reading to Use Profile Plus Effectively

### I.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. Profile Plus provides a comprehensive and clear 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. Profile Plus 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.

### I.2 The Profile Plus numbers

The statistical scale for all Profile Plus graphs is the same as the one used for the basic profile graph of the eight Quality Characteristics. The results are standardized scores, not percentages, based upon a standardization for your country that is updated annually. The result for each question can be directly compared with the results for all other questions. 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.

### I.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 53 for "New Christians find friends in our church quickly" while all other results for Need-oriented Evangelism are over 65. On this comparison alone, you may conclude: "We are no good at helping new Christians find friends". A comparison with the rest of the country shows such a conclusion to be untrue.

### I.4 Negatively-phrased questions

All questions on the Profile Plus graphs are taken directly from the questionnaire. However, the questionnaire includes some negatively-phrased questions to achieve statistical accuracy. The *graphed results* for these questions have been *reversed* on the Profile Plus graphs so that they can be compared directly with the graphed results of positively-phrased questions. Negatively-phrased questions are identified by a **(neg)**.

In reading these results, you may wish to rephrase the question by adding a "not" (or equivalent phrasing). If that is too difficult, remember this: the higher the result, the healthier it is.

### I.5 Avoid trying to do your own calculations

It is not possible to average the results for questions related to a characteristic and generate the overall result for that characteristic. There are two main reasons for this.

- For reasons of anonymity, the results for individual questions exclude the pastor's questionnaire(s).
- The results do not include the contributive weightings of each question towards the overall result for a characteristic.



## 1.6 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.

## 1.7 Accuracy

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

## 2. Getting the Most from Profile Plus

The principal function of Profile Plus is to help you accurately identify existing and potential barriers impeding healthy growth.

### 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'
- 'Current [Minimum Factor]'
- 'Current Highest 10'
- 'Current Lowest 10'

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 into the information found in 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 questions.

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 10* 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 (eg. cultural factors) not clearly evident in a single profile; and
  - potential or emerging barriers.
4. *Look for strengths.* The *Current Highest 10* graph highlights the ten 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, Profile Plus 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 10 Changes Previous to Current* and *Lowest 10 Changes Previous to Current*, are helpful in this regard.



### **3. Copyright, presentations, confidentiality and disclaimers**

#### **3.1 Copyright**

Profile Plus © 2004 Christoph Schalk – NCD International  
and Ian Campbell & Adam Johnstone – Direction Ministry Resources  
(NCD National Partner, Australia)

NCD questions © NCD International

#### **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.

#### **3.5 Publication of NCD questions**

This report is based on the NCD Survey questions devised and compiled by the Institute for Natural Church Development International, also known as NCD International. These questions may not be reproduced in any form outside of this report.

#### **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 Profile Plus 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 any actions taken as a result of drawing those conclusions.

#### **4. Questions?**

If you have any questions, contact (i) your NCD Coach or (ii) the person in your denomination or movement who has responsibility for NCD or (iii) 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 website – [www.ncdnet.org](http://www.ncdnet.org). At this website 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

For further information and discussion: [www.ncd-journeytolife.org](http://www.ncd-journeytolife.org)

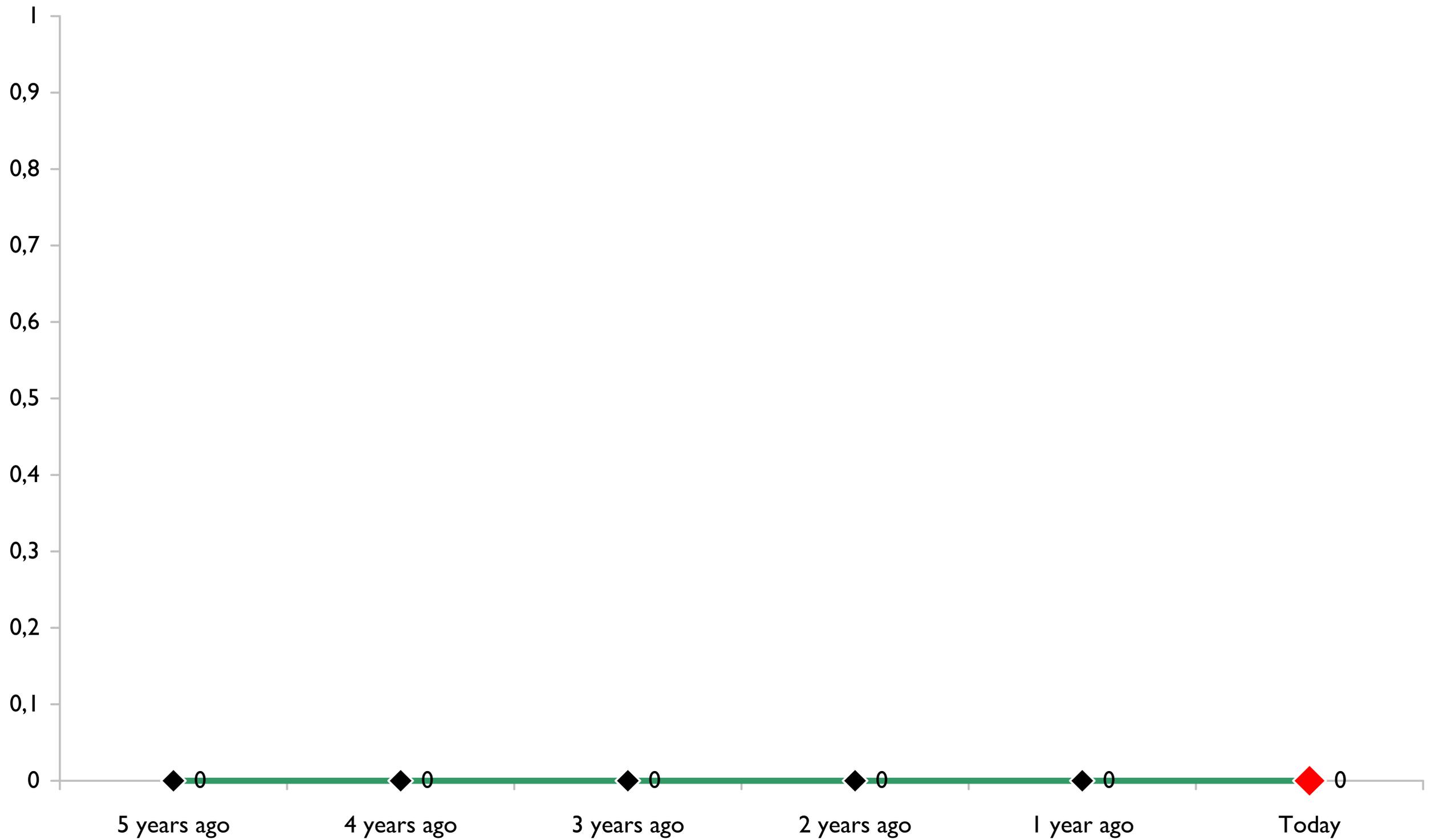
Please do not directly contact the authors of Profile Plus or the Institute for Natural Church Development International. If your questions cannot be answered at the local level, they will be passed on by your NCD National Partner. Should you require more than a brief consultation on the contents of 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.

**Christoph Schalk – Institute for NCD International**  
**Ian Campbell & Adam Johnstone – NCD Australia**

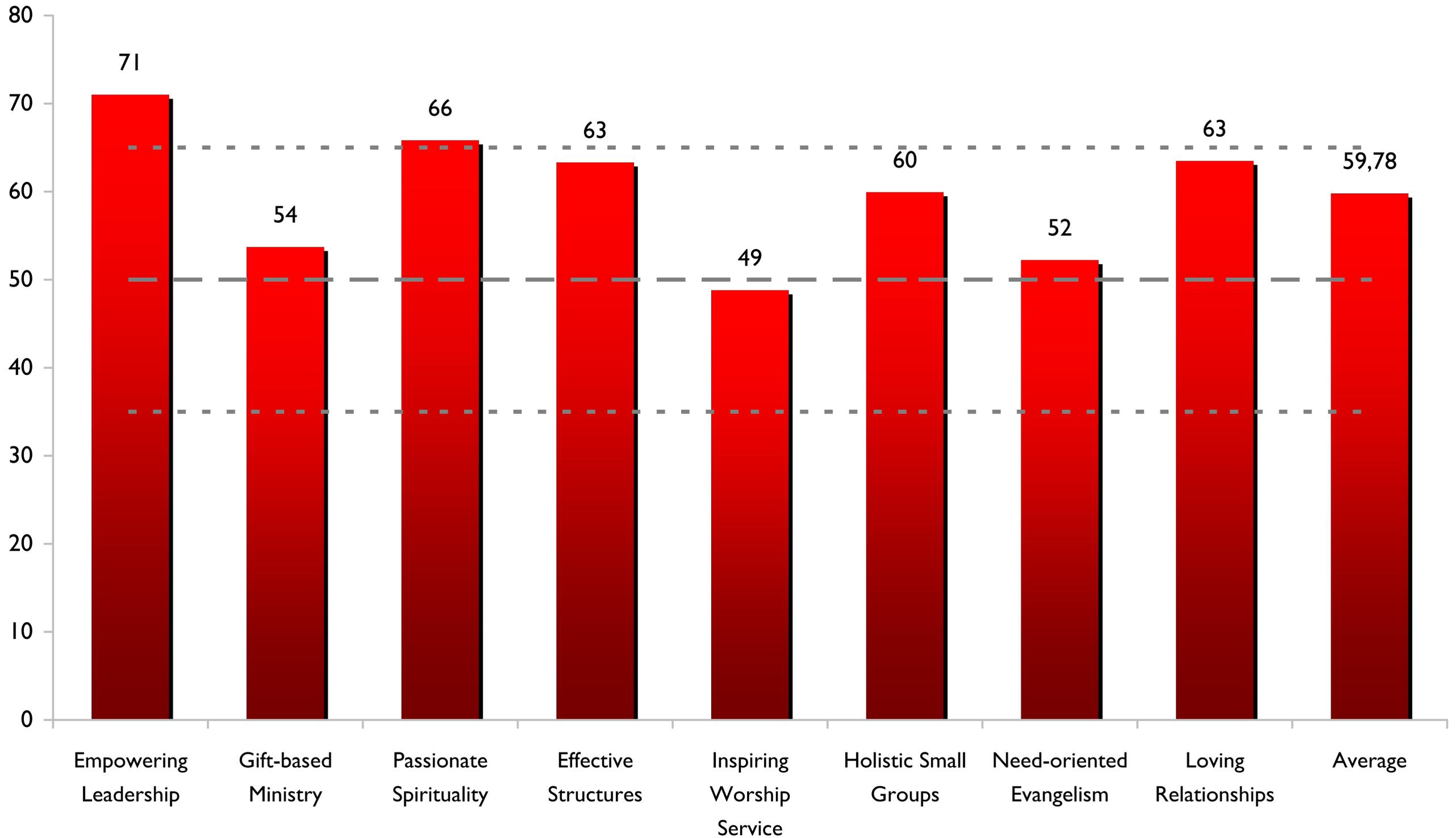
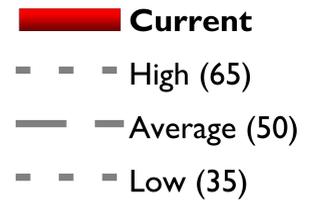


# Attendance Growth



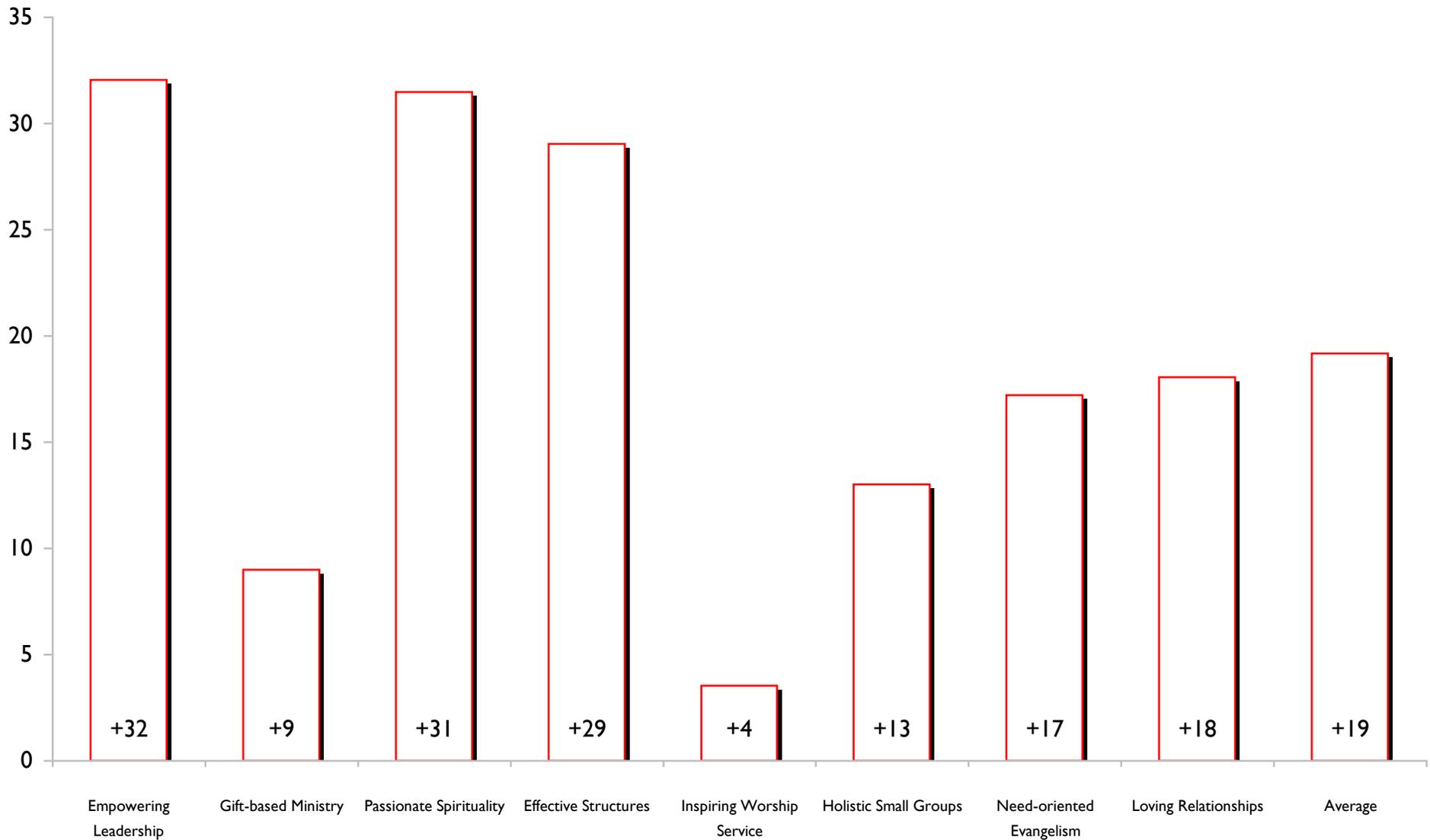


# Quality Characteristic Current Profile





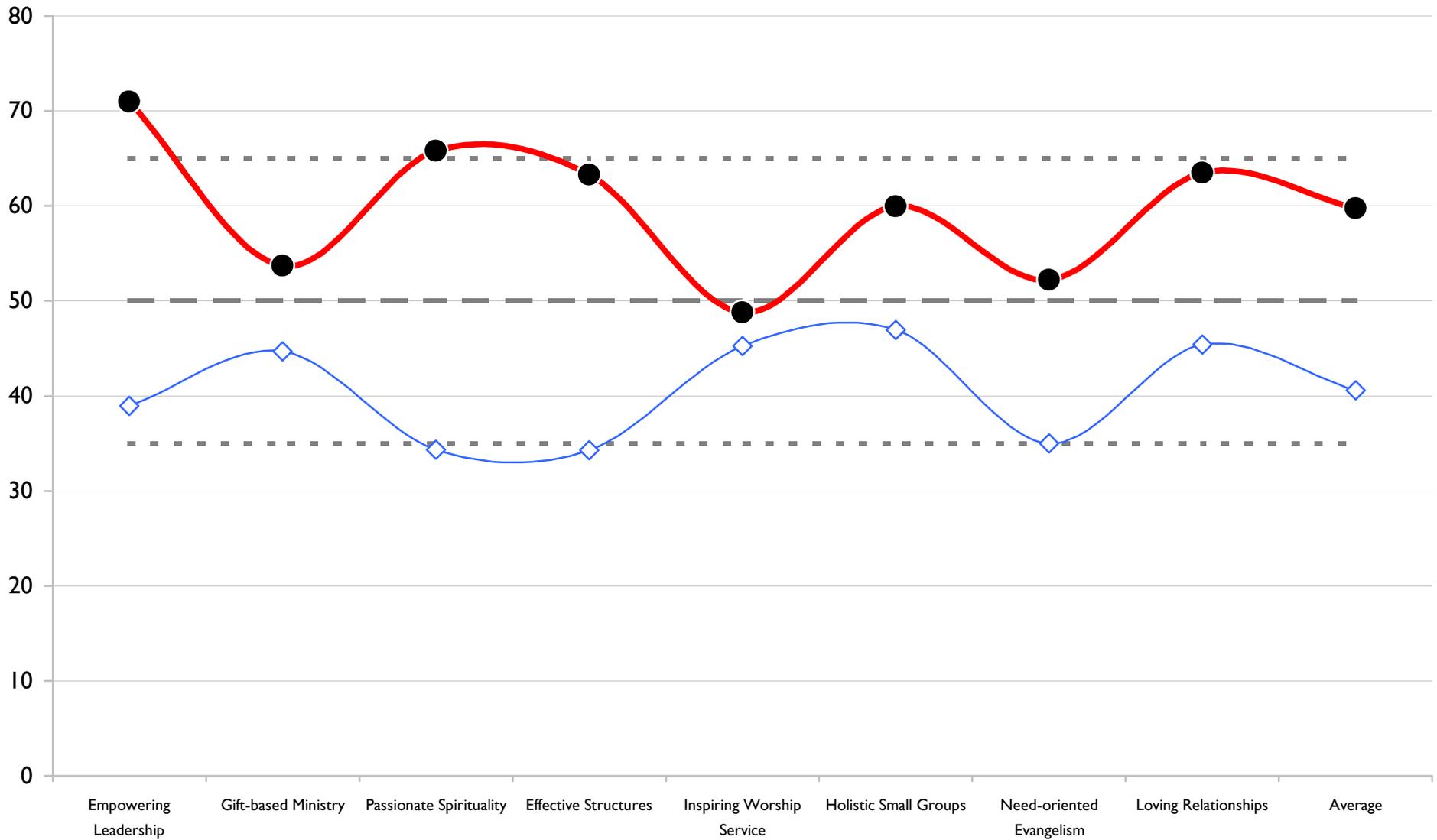
## Change from Previous to Current Profile





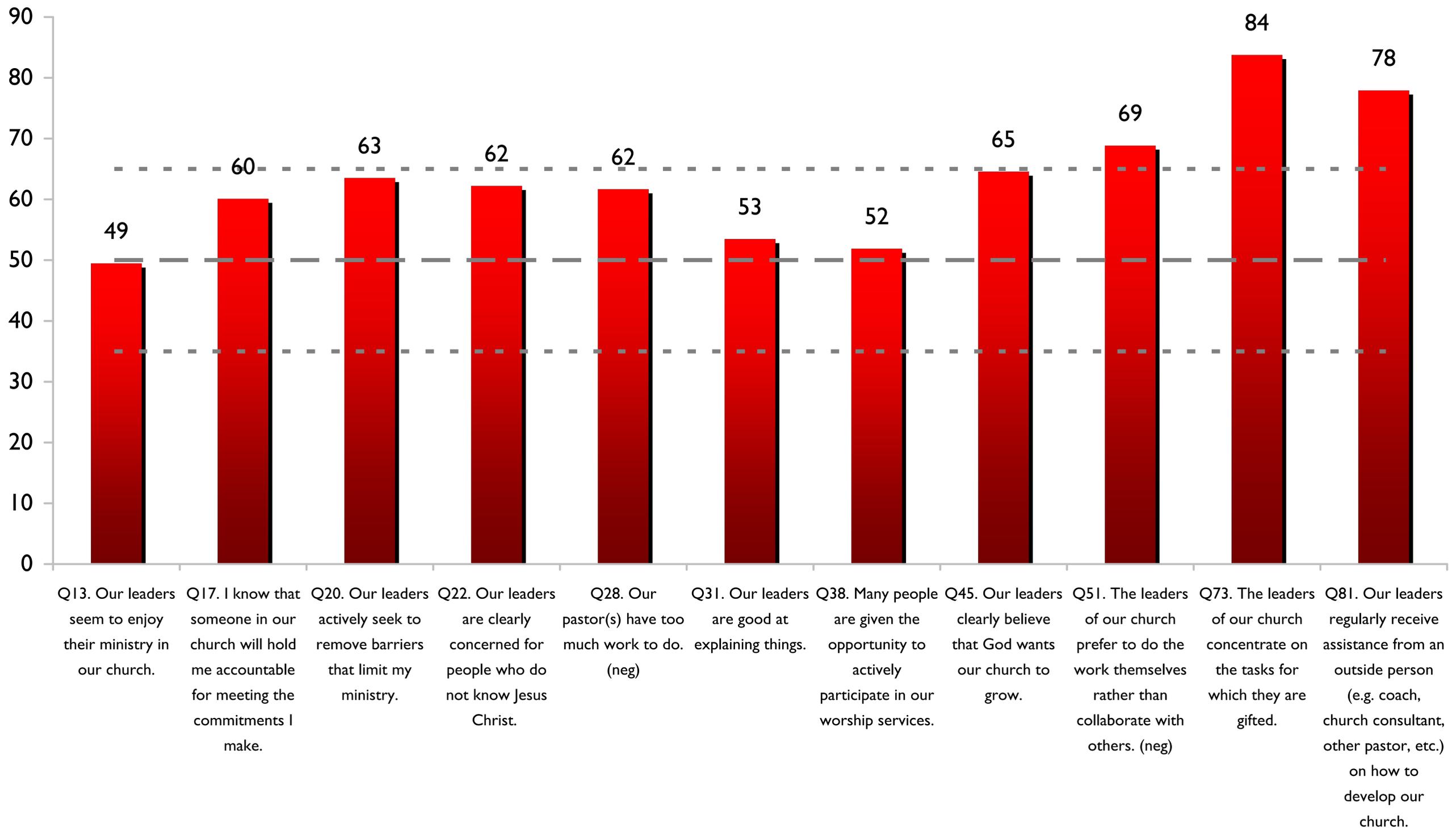
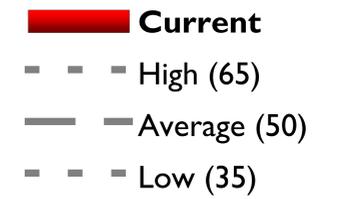
# Dynamic Progress

--- Low (35)    --- Average (50)    --- High (65)  
—◇— Previous    —●— Current



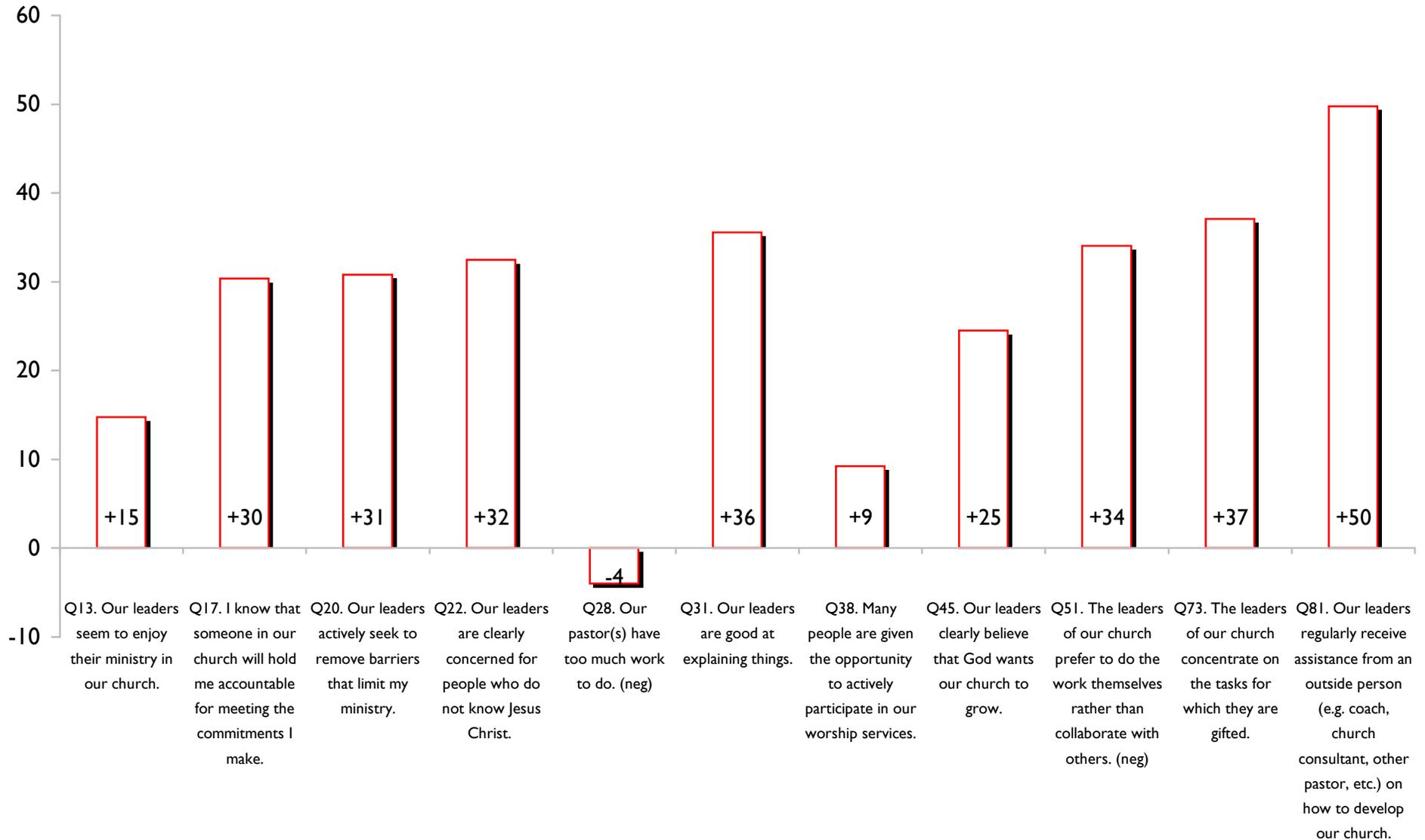


# Empowering Leadership Current Profile





# EL Change from Previous to Current





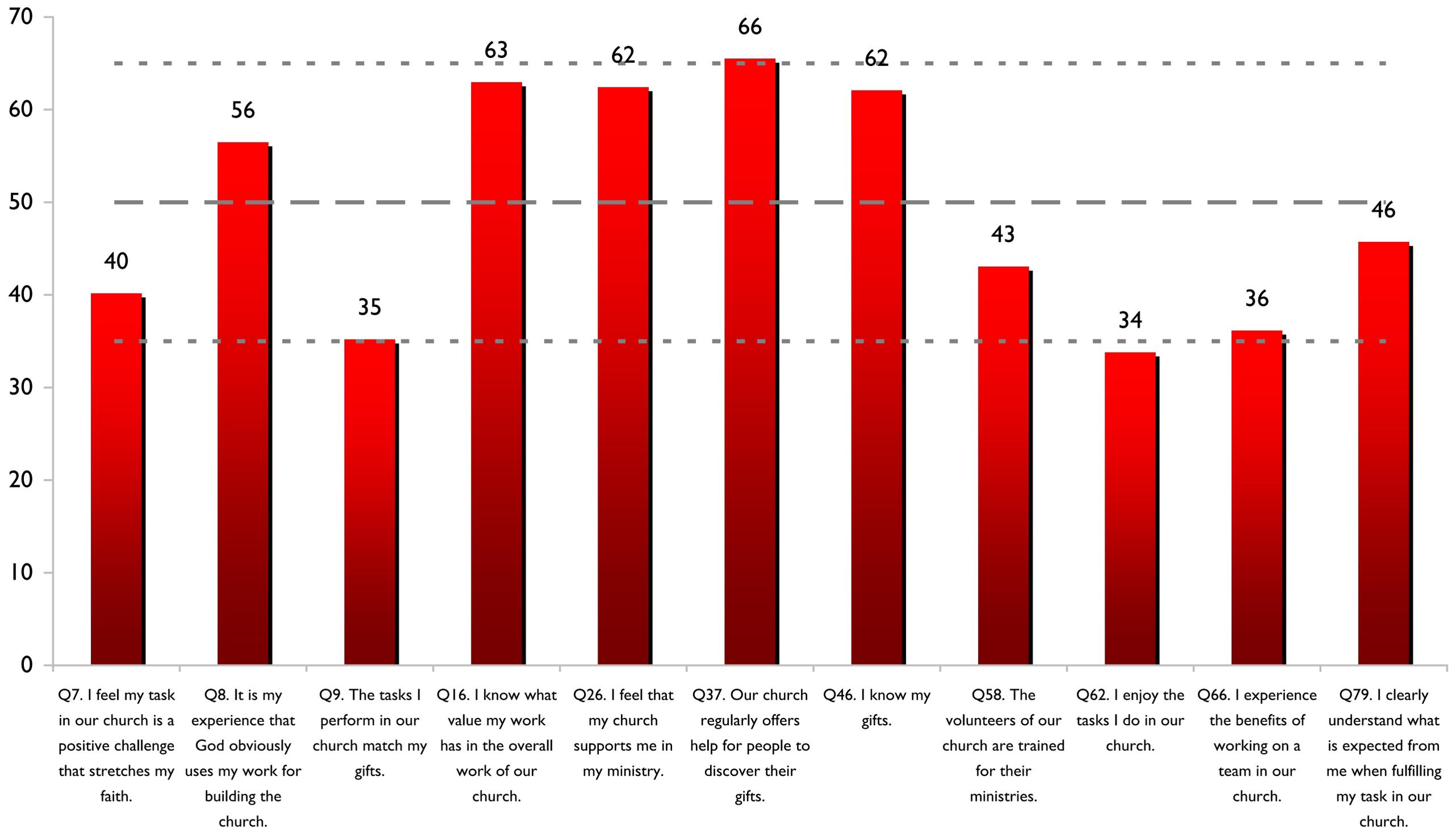
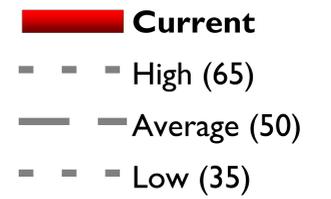
# EL Dynamic Progress

- - - Low (35)      - - - Average (50)      - - - High (65)  
 -◇- Previous      -●- Current



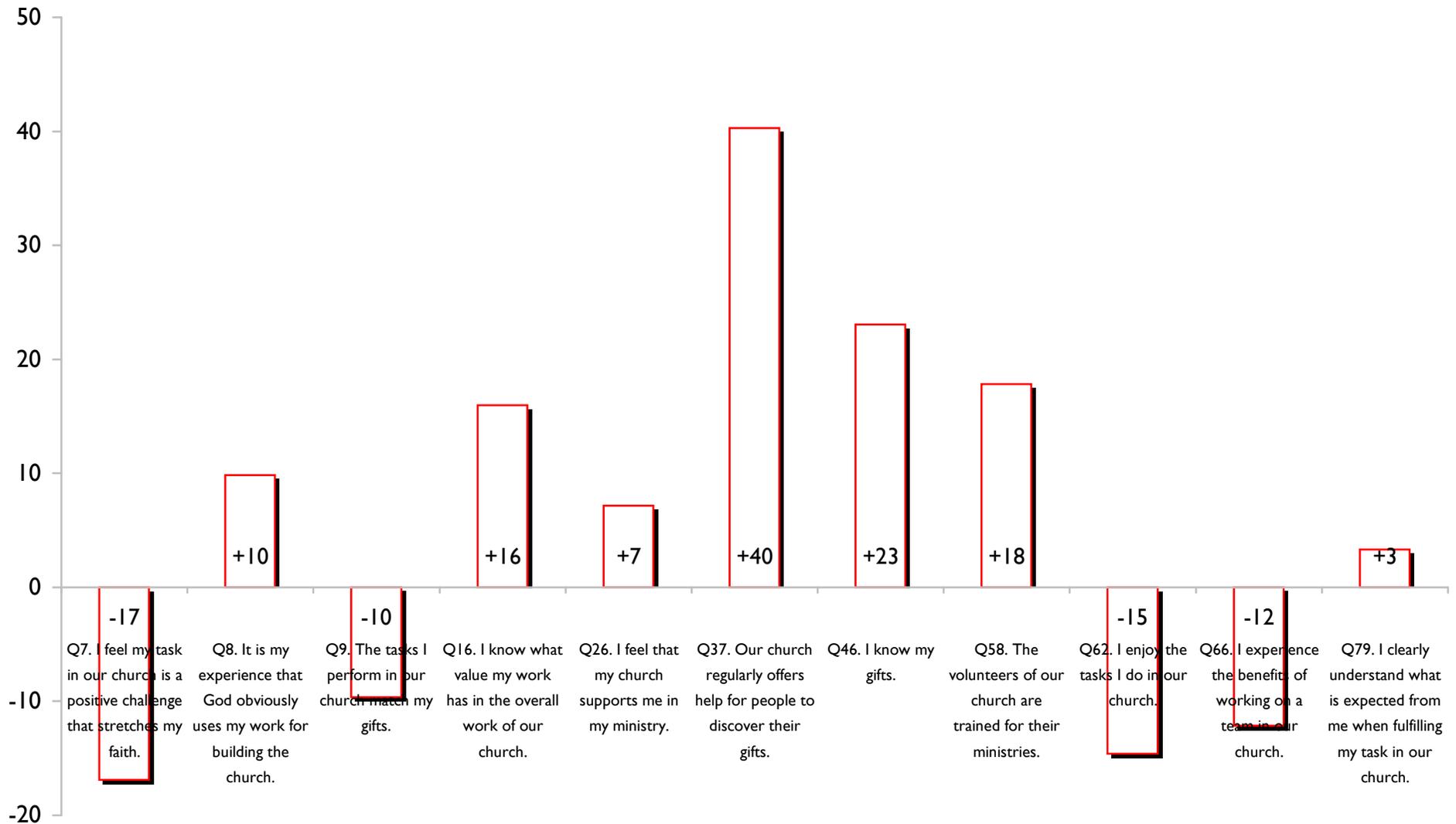


# Gift-based Ministry Current Profile





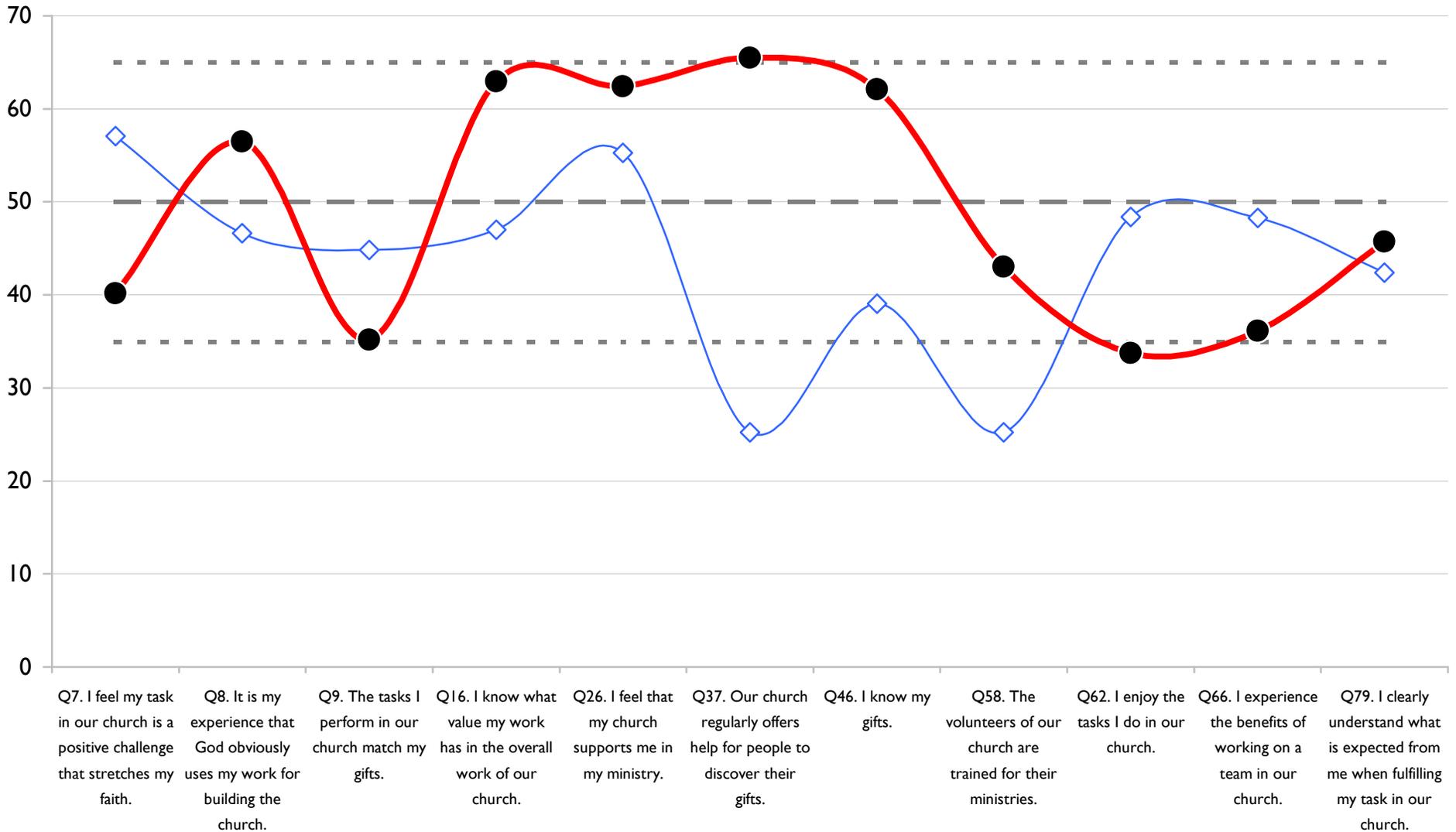
# GbM Change from Previous to Current





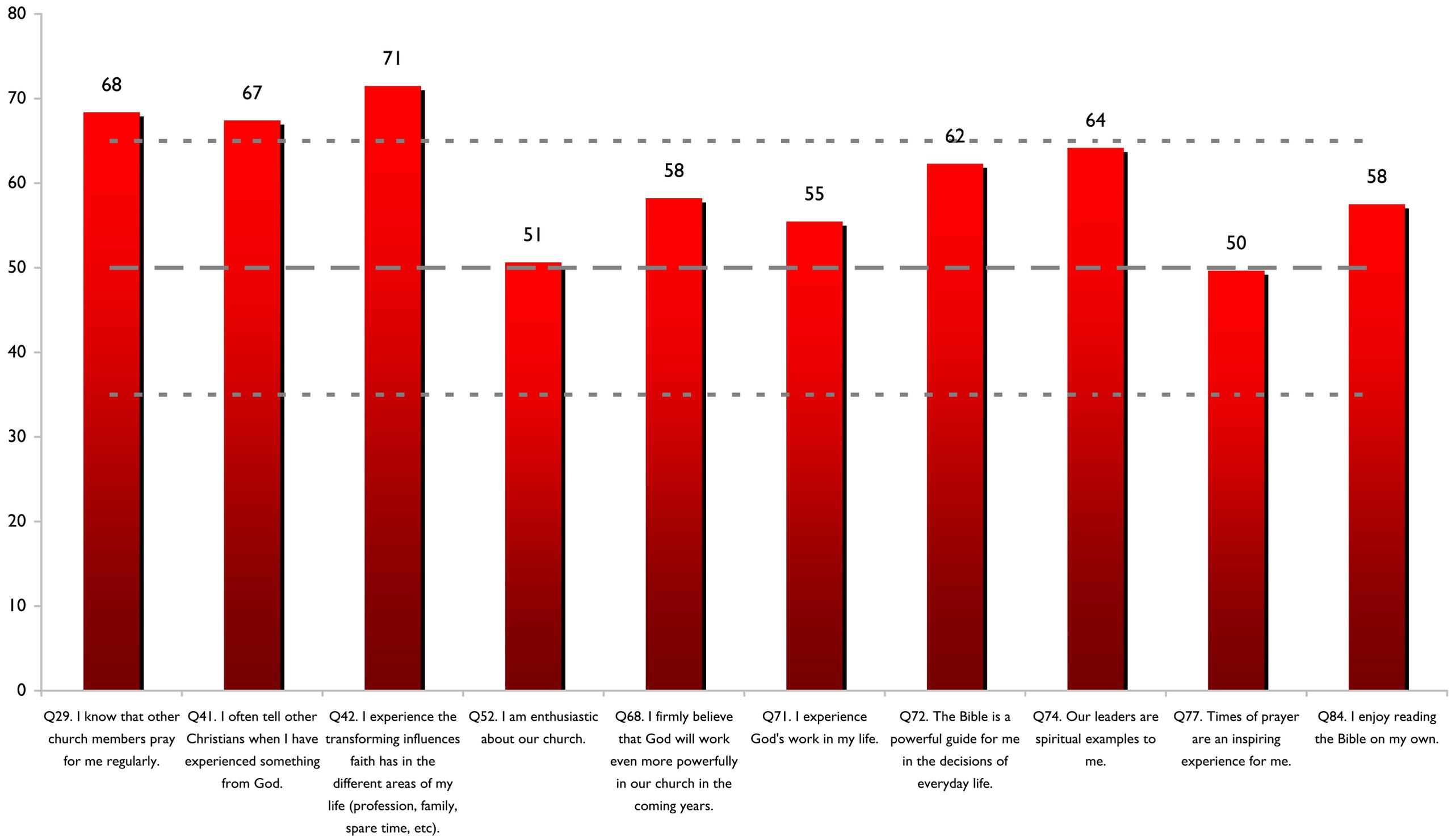
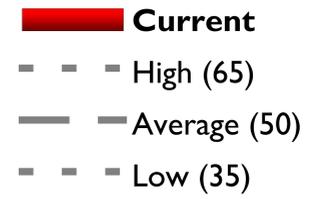
# GbM Dynamic Progress

- - - Low (35)      - - - Average (50)      - - - High (65)  
 -◇- Previous      -●- Current



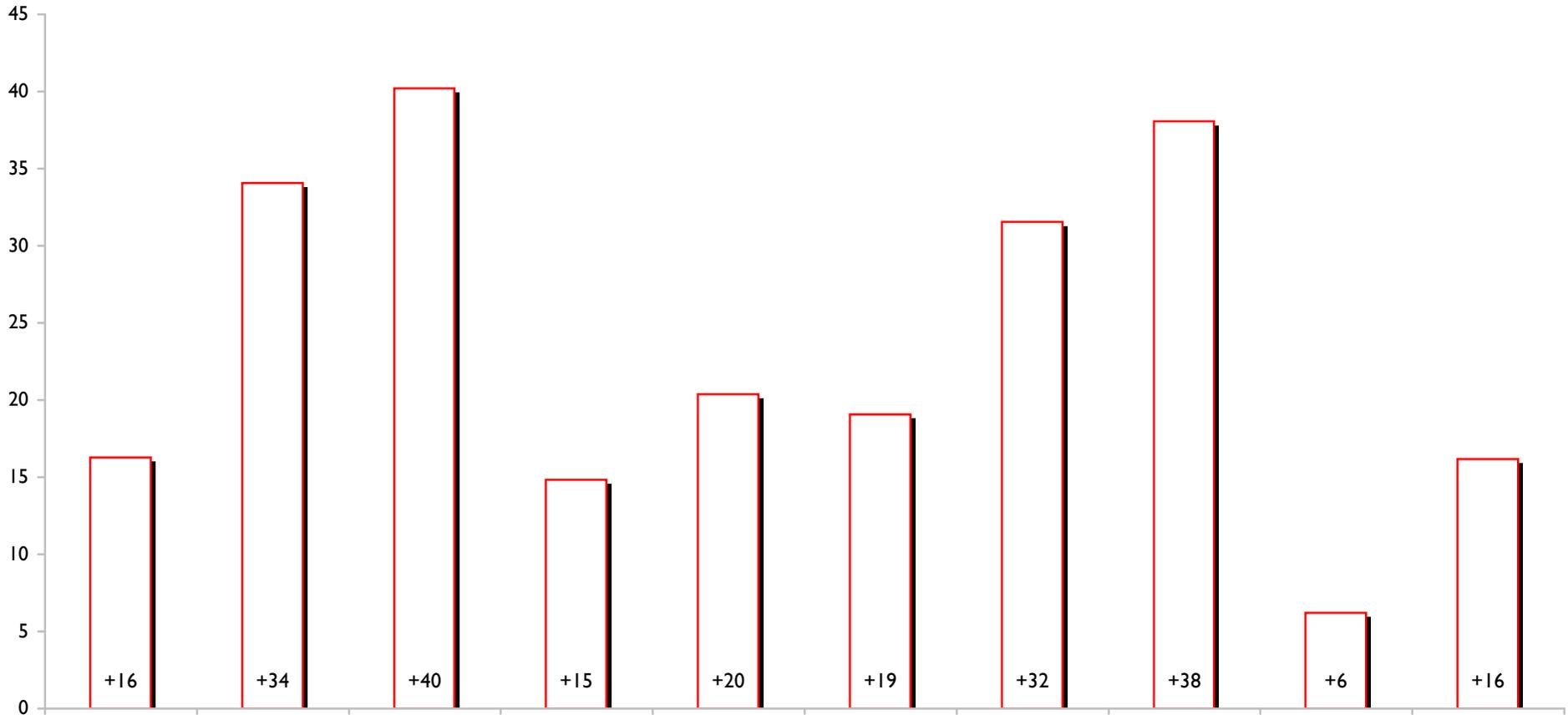


# Passionate Spirituality Current Profile





# PS Change from Previous to Current



Q29. I know that other church members pray for me regularly.

Q41. I often tell other Christians when I have experienced something from God.

Q42. I experience the transforming influences faith has in the different areas of my life (profession, family, spare time, etc).

Q52. I am enthusiastic about our church.

Q68. I firmly believe that God will work even more powerfully in our church in the coming years.

Q71. I experience God's work in my life.

Q72. The Bible is a powerful guide for me in the decisions of everyday life.

Q74. Our leaders are spiritual examples to me.

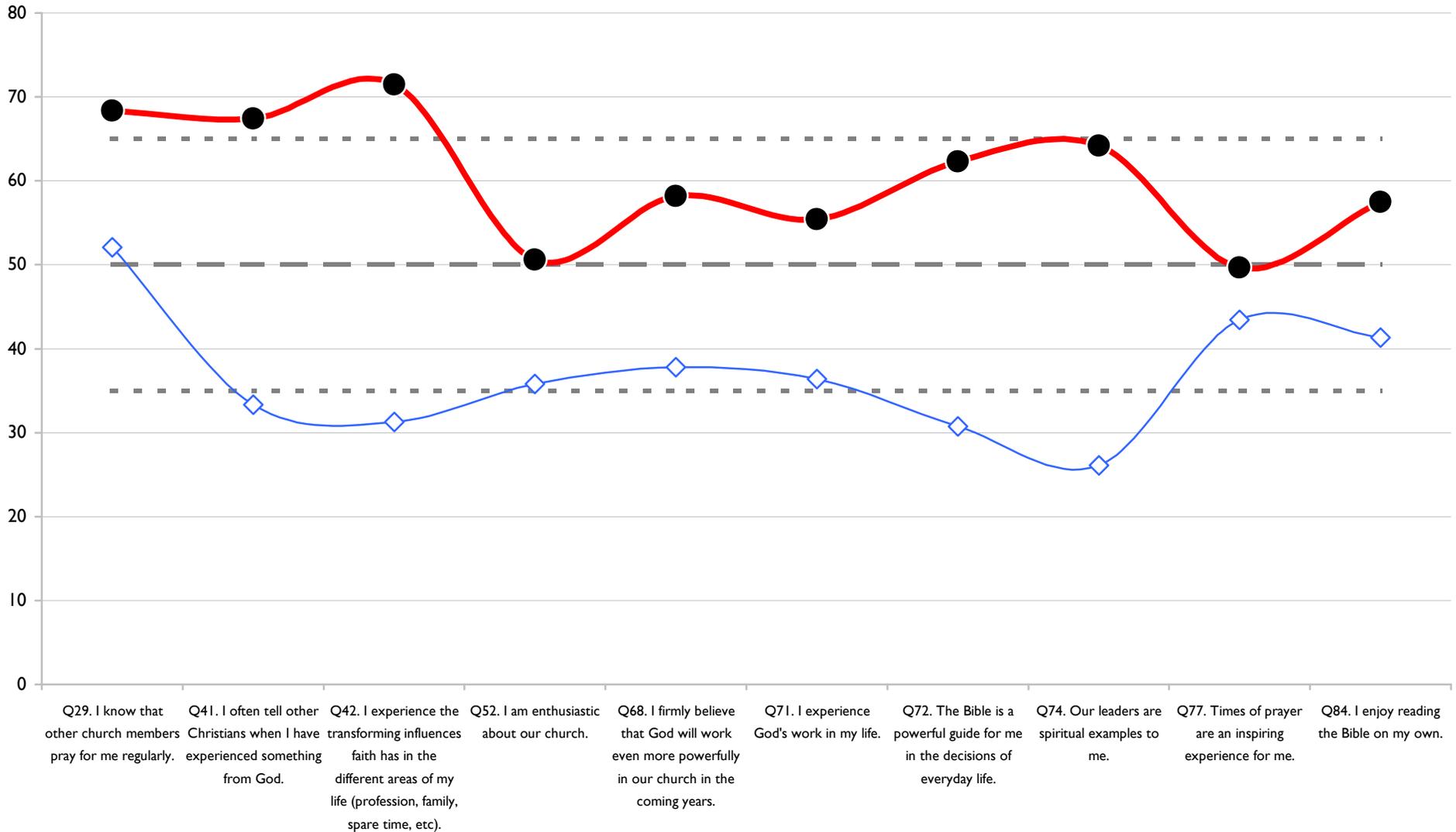
Q77. Times of prayer are an inspiring experience for me.

Q84. I enjoy reading the Bible on my own.



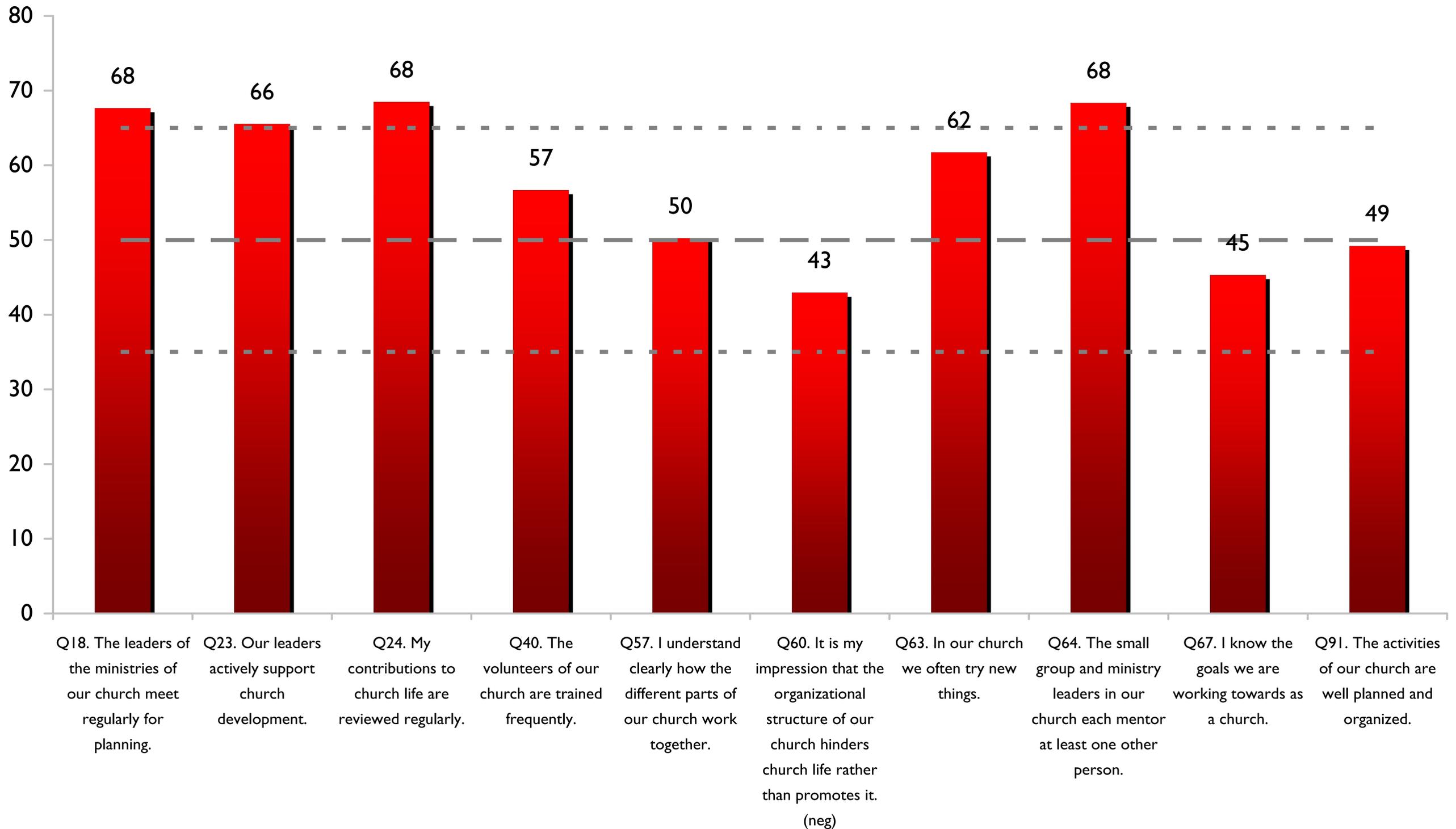
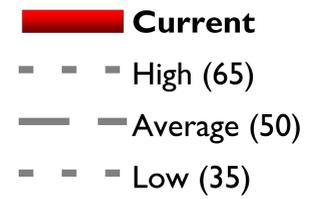
# PS Dynamic Progress

- - - Low (35)      - - - Average (50)      - - - High (65)  
 -◇- Previous      -●- Current



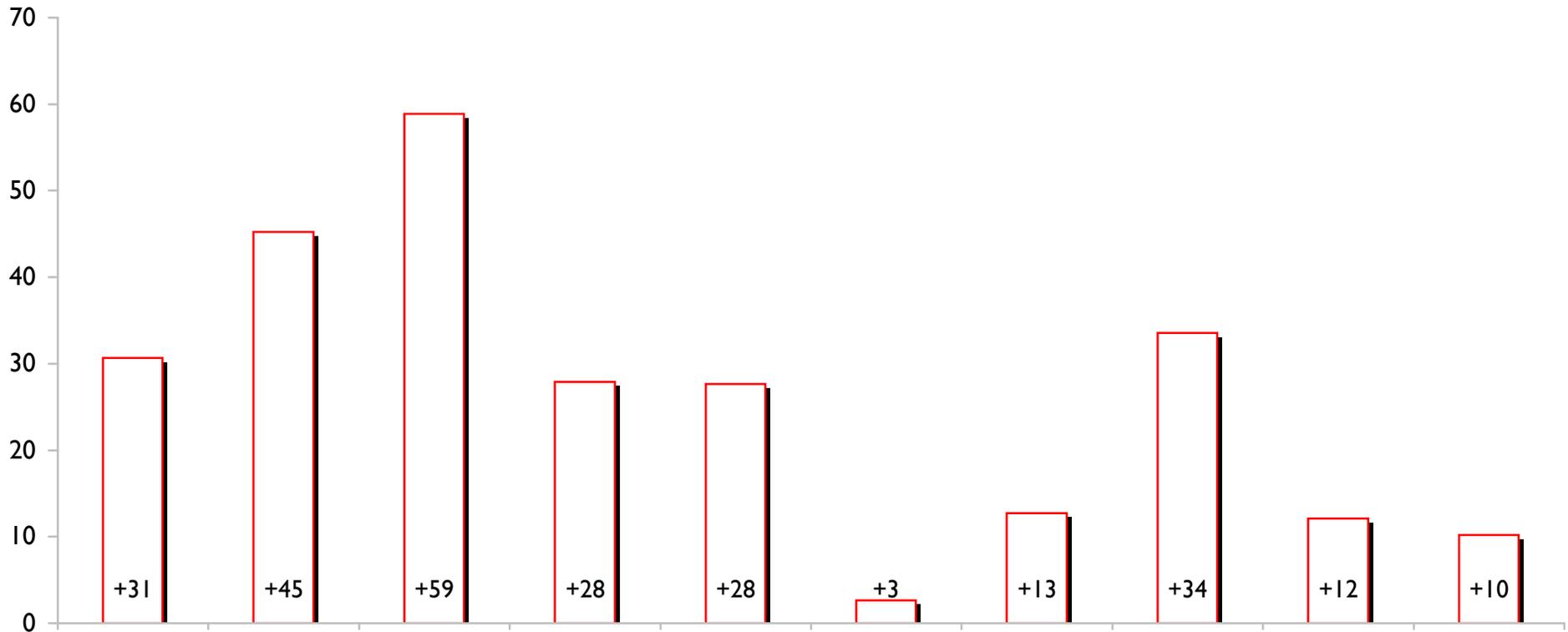


# Effective Structures Current Profile





## ES Change from Previous to Current



Q18. The leaders of the ministries of our church meet regularly for planning.

Q23. Our leaders actively support church development.

Q24. My contributions to church life are reviewed regularly.

Q40. The volunteers of our church are trained frequently.

Q57. I understand clearly how the different parts of our church work together.

Q60. It is my impression that the organizational structure of our church hinders church life rather than promotes it.  
(neg)

Q63. In our church we often try new things.

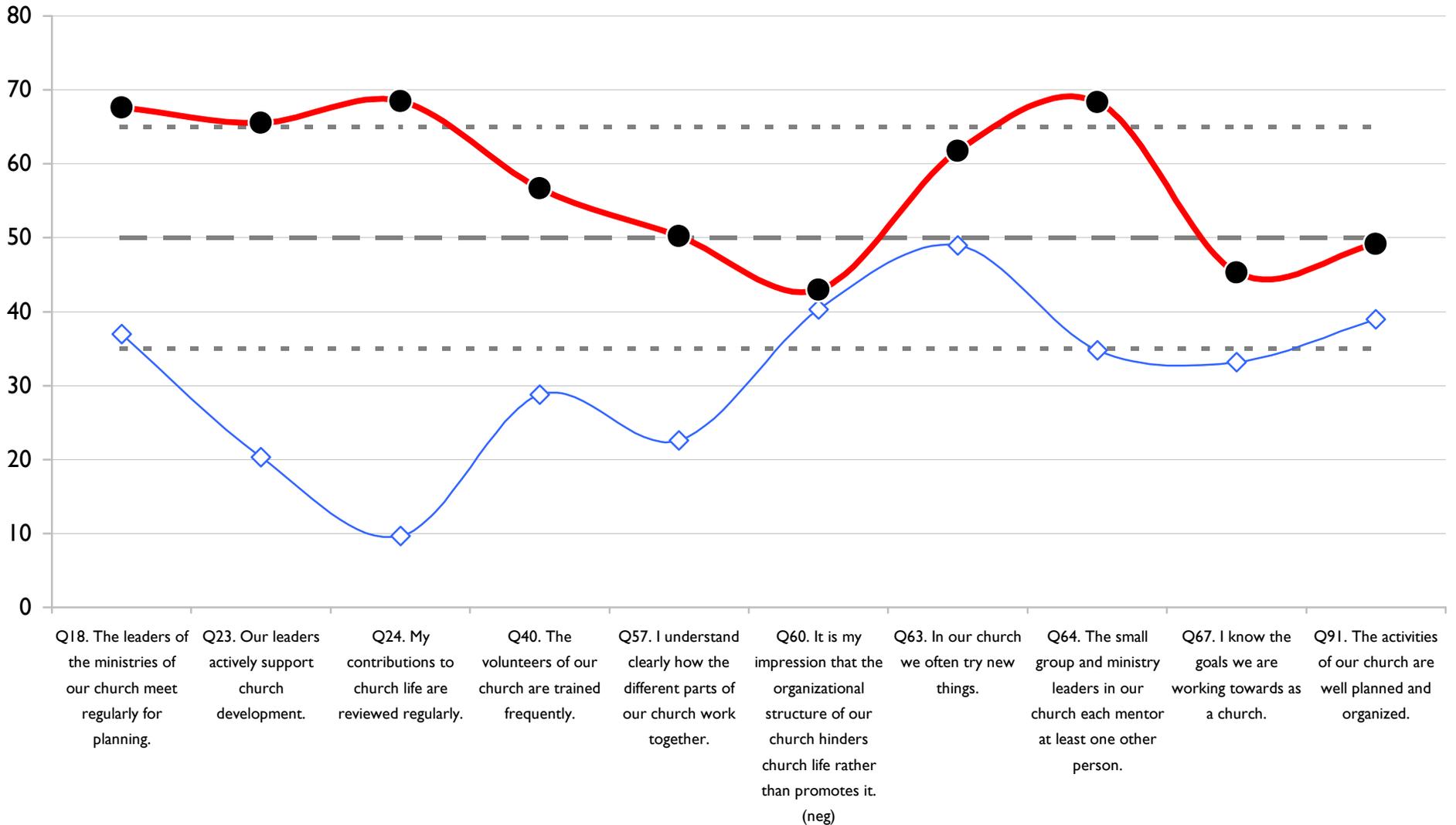
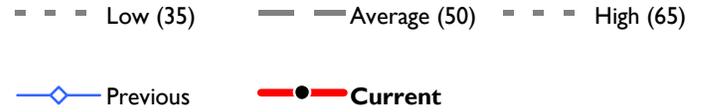
Q64. The small group and ministry leaders in our church each mentor at least one other person.

Q67. I know the goals we are working towards as a church.

Q91. The activities of our church are well planned and organized.

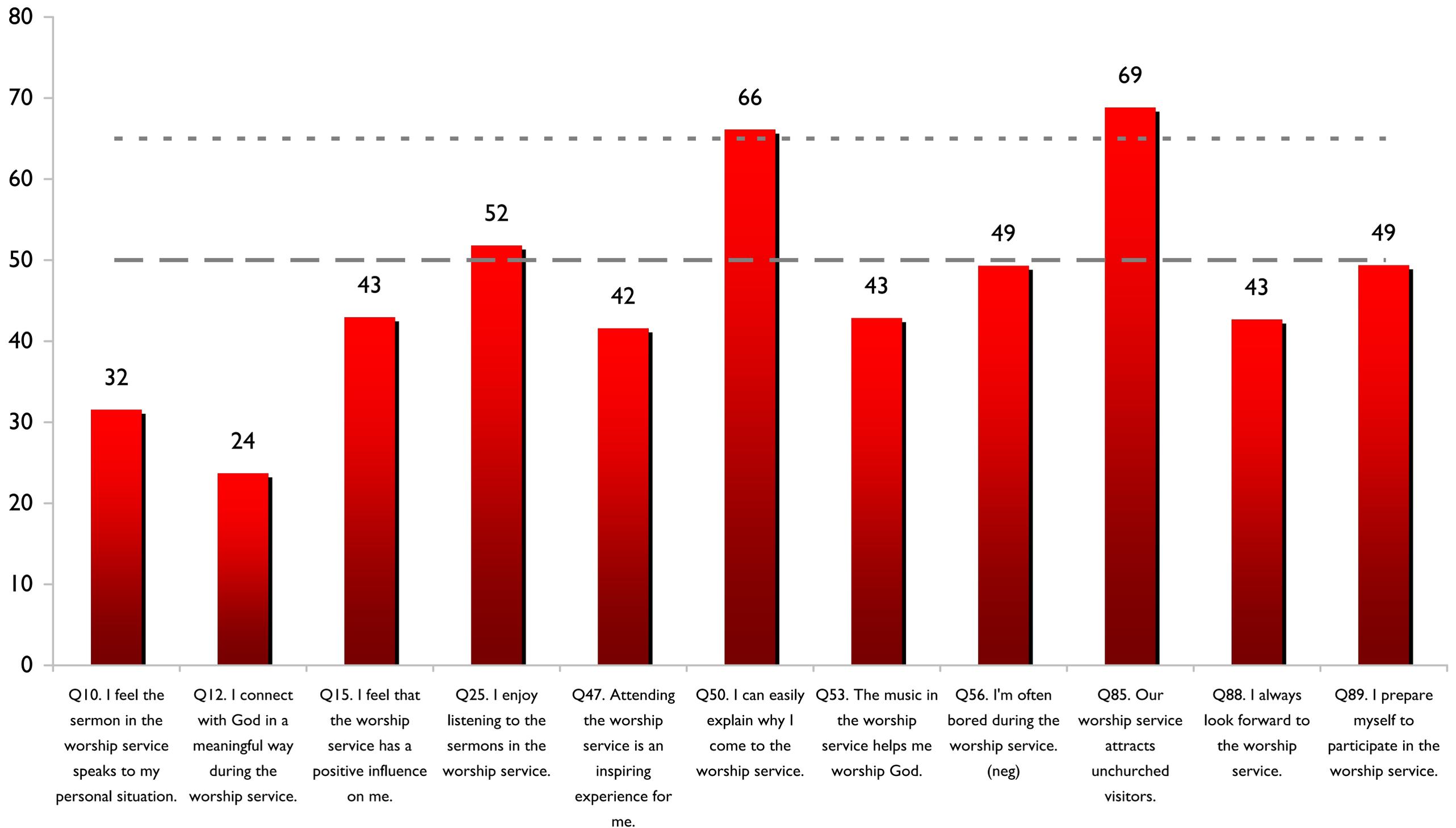
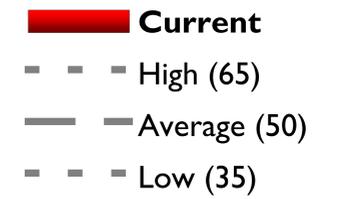


# ES Dynamic Progress



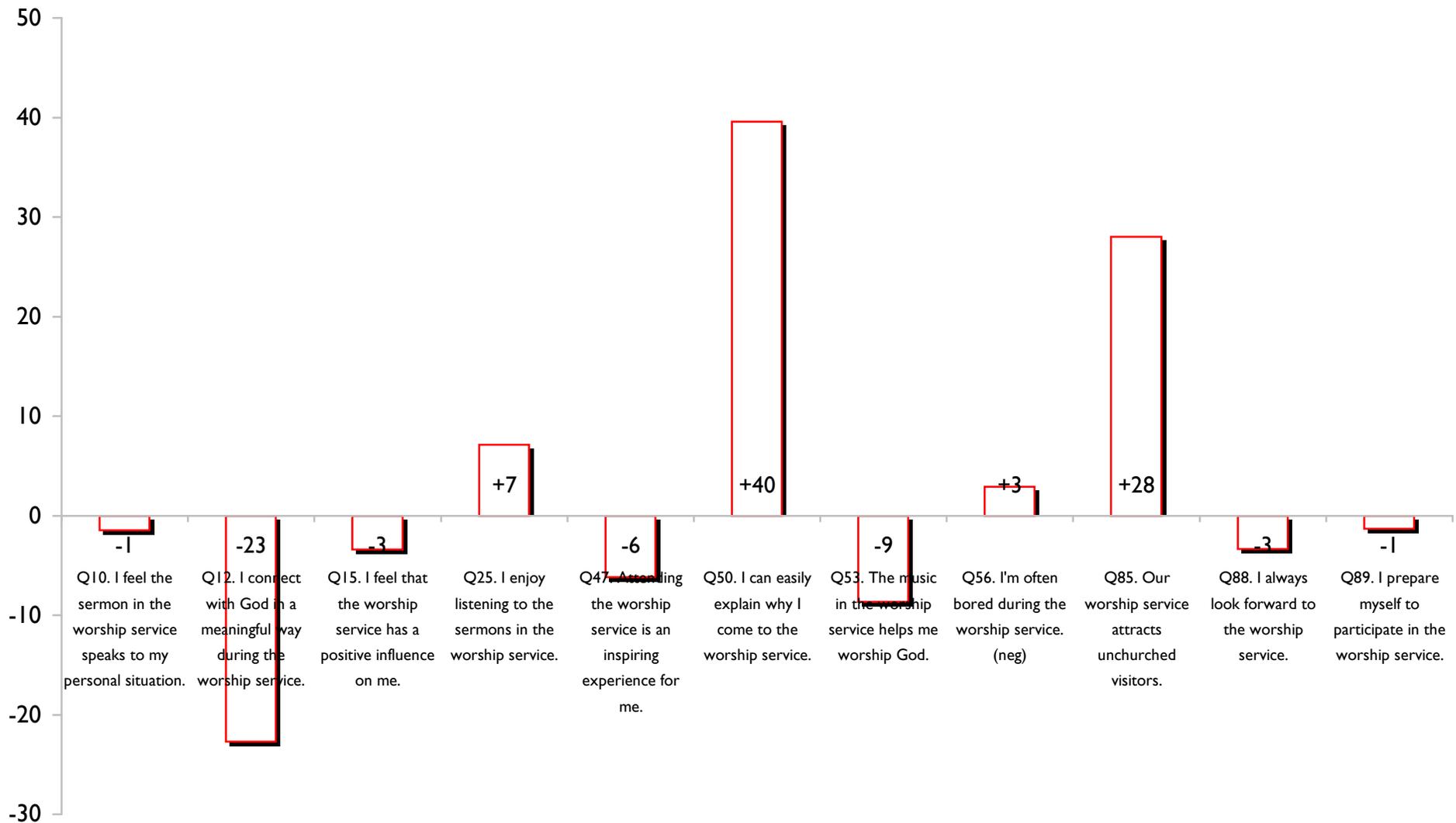


# Inspiring Worship Service Current Profile





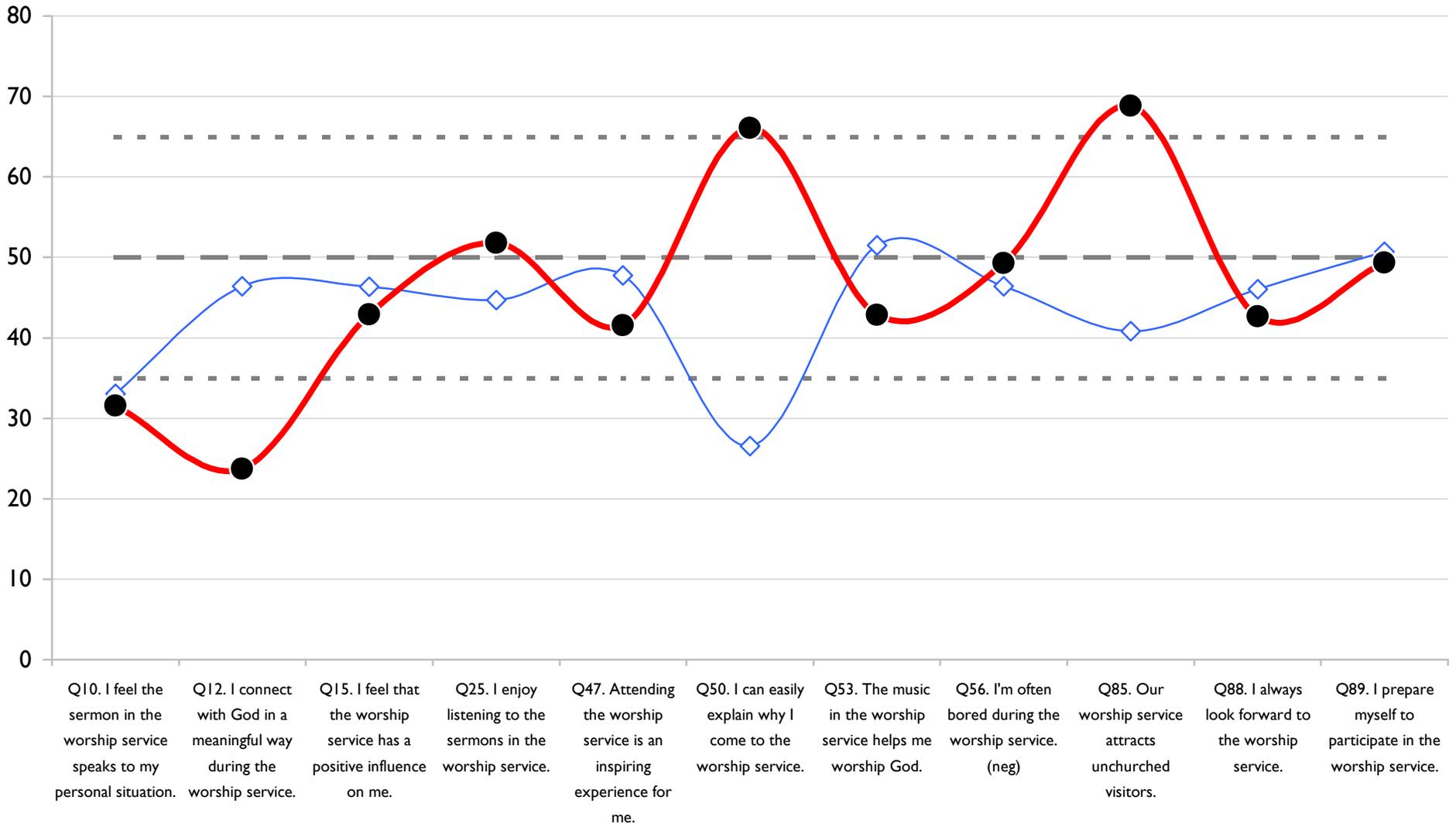
# IWS Change from Previous to Current





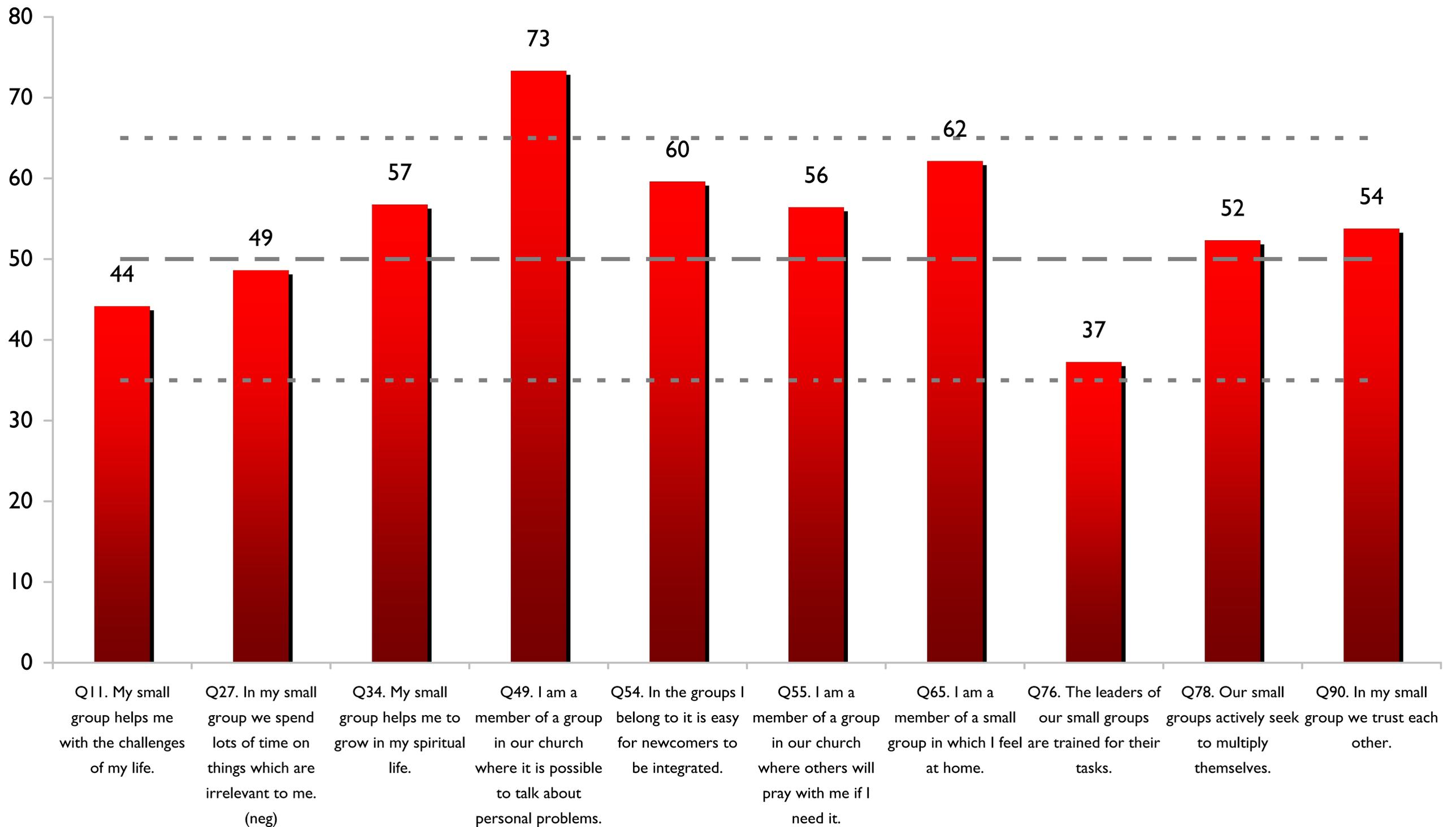
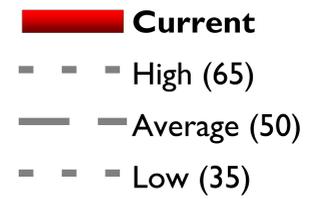
# IWS Dynamic Progress

- - - Low (35)      - - - Average (50)      - - - High (65)  
 -◇- Previous      -●- Current



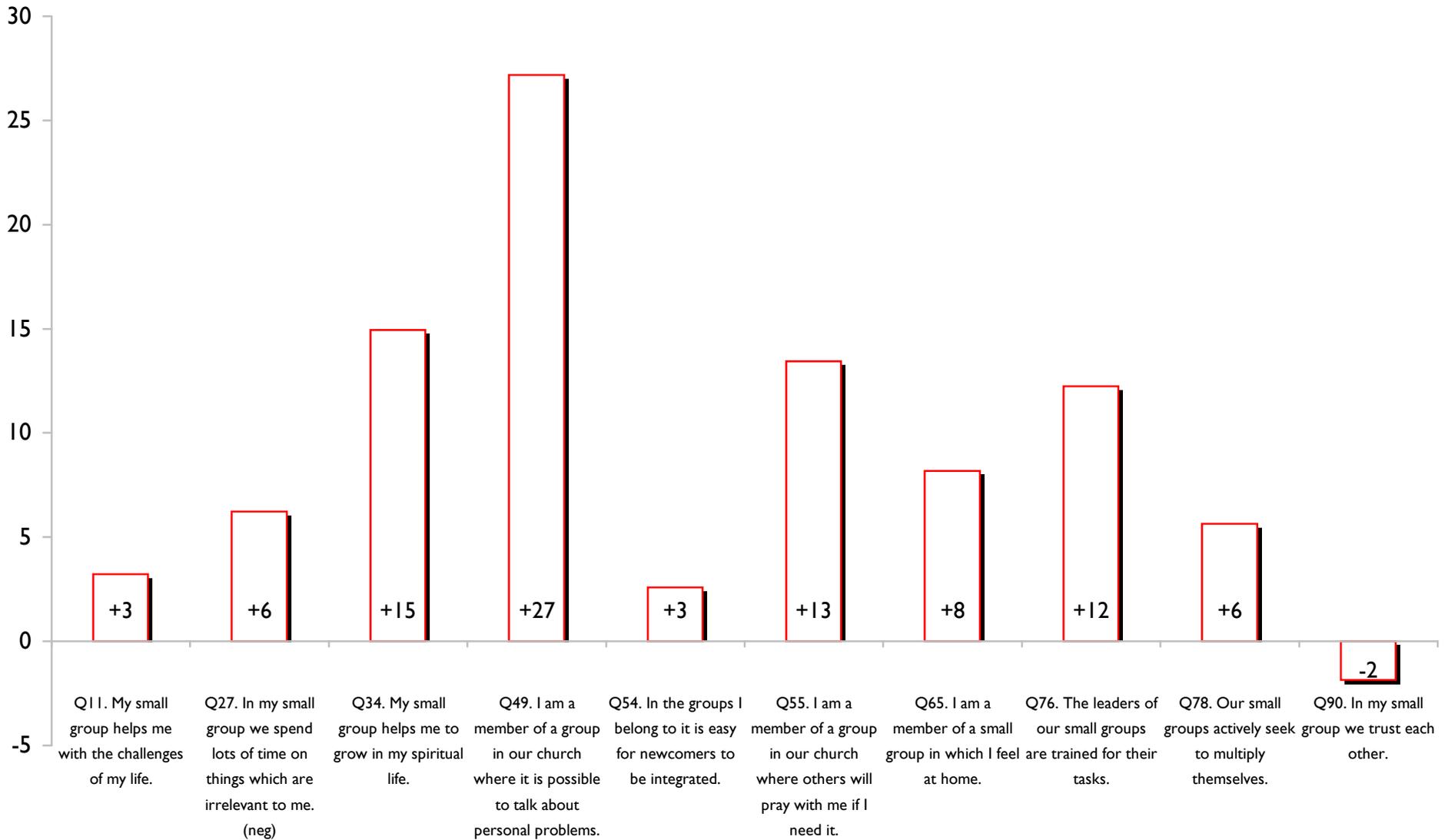


# Holistic Small Groups Current Profile





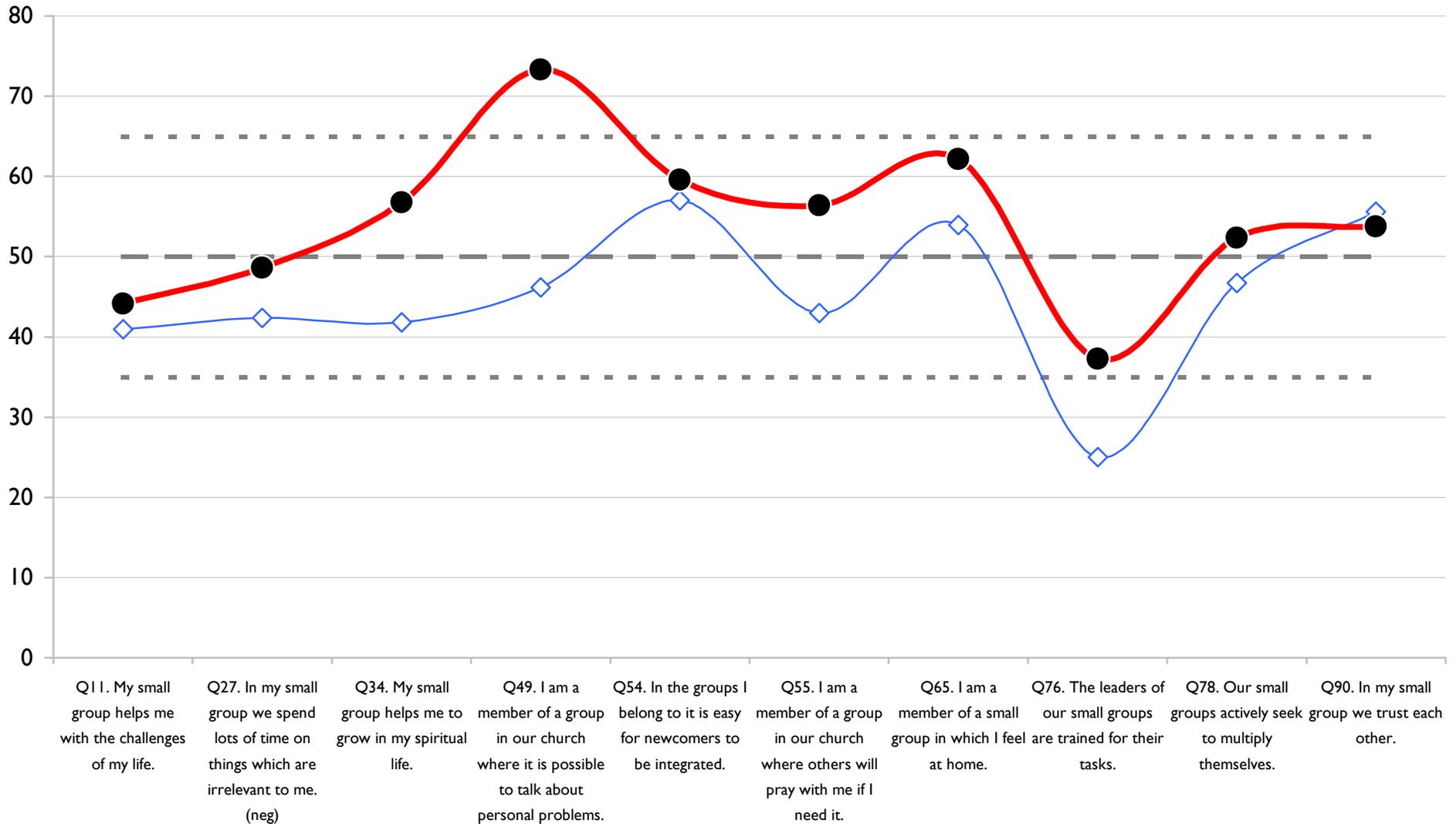
# HSG Change from Previous to Current





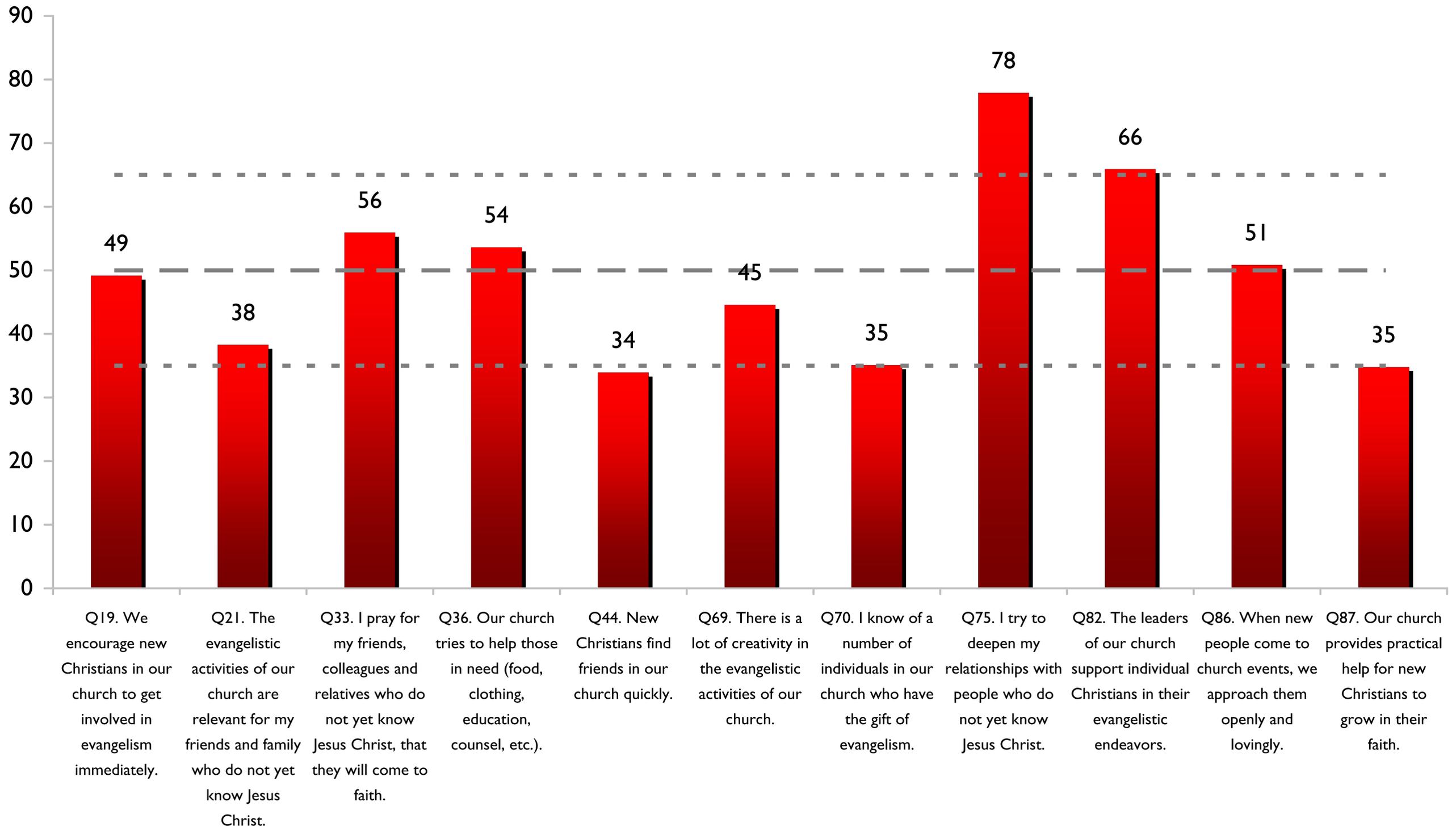
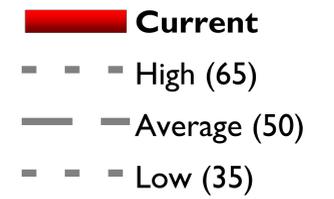
# HSG Dynamic Progress

- - - Low (35)      - - - Average (50)      - - - High (65)  
 -◇- Previous      -●- Current



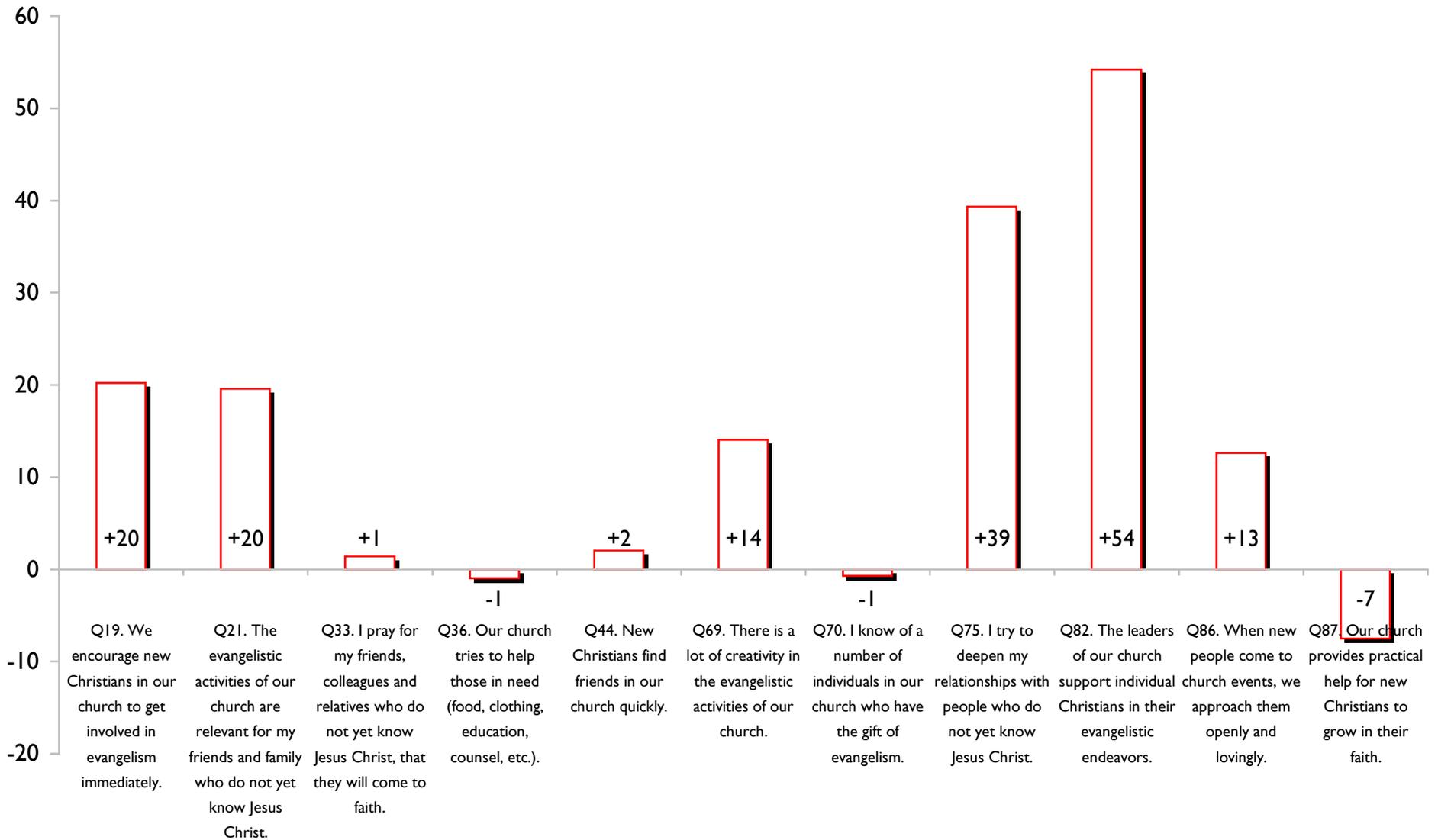


# Need-oriented Evangelism Current Profile





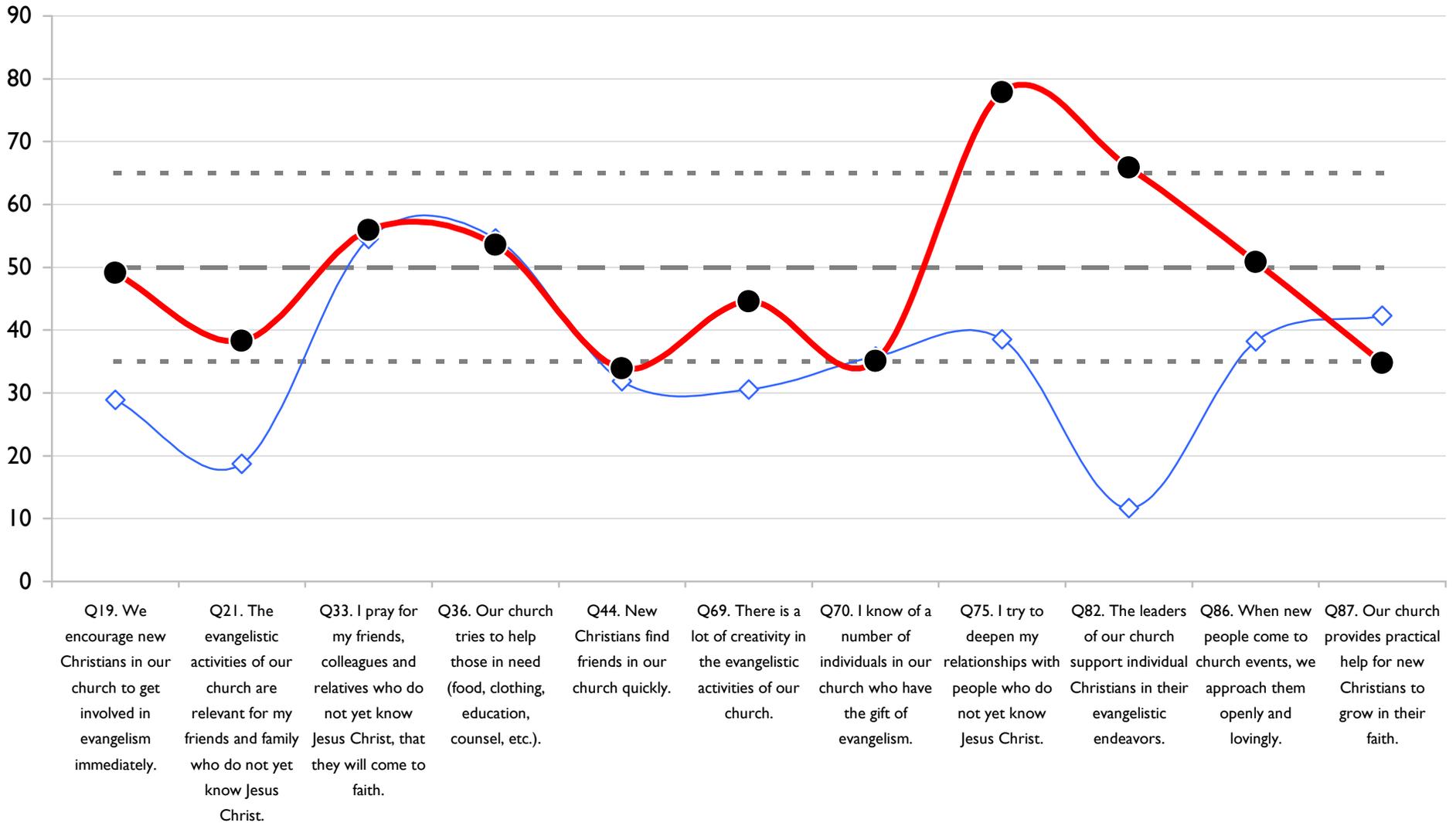
# NoE Change from Previous to Current





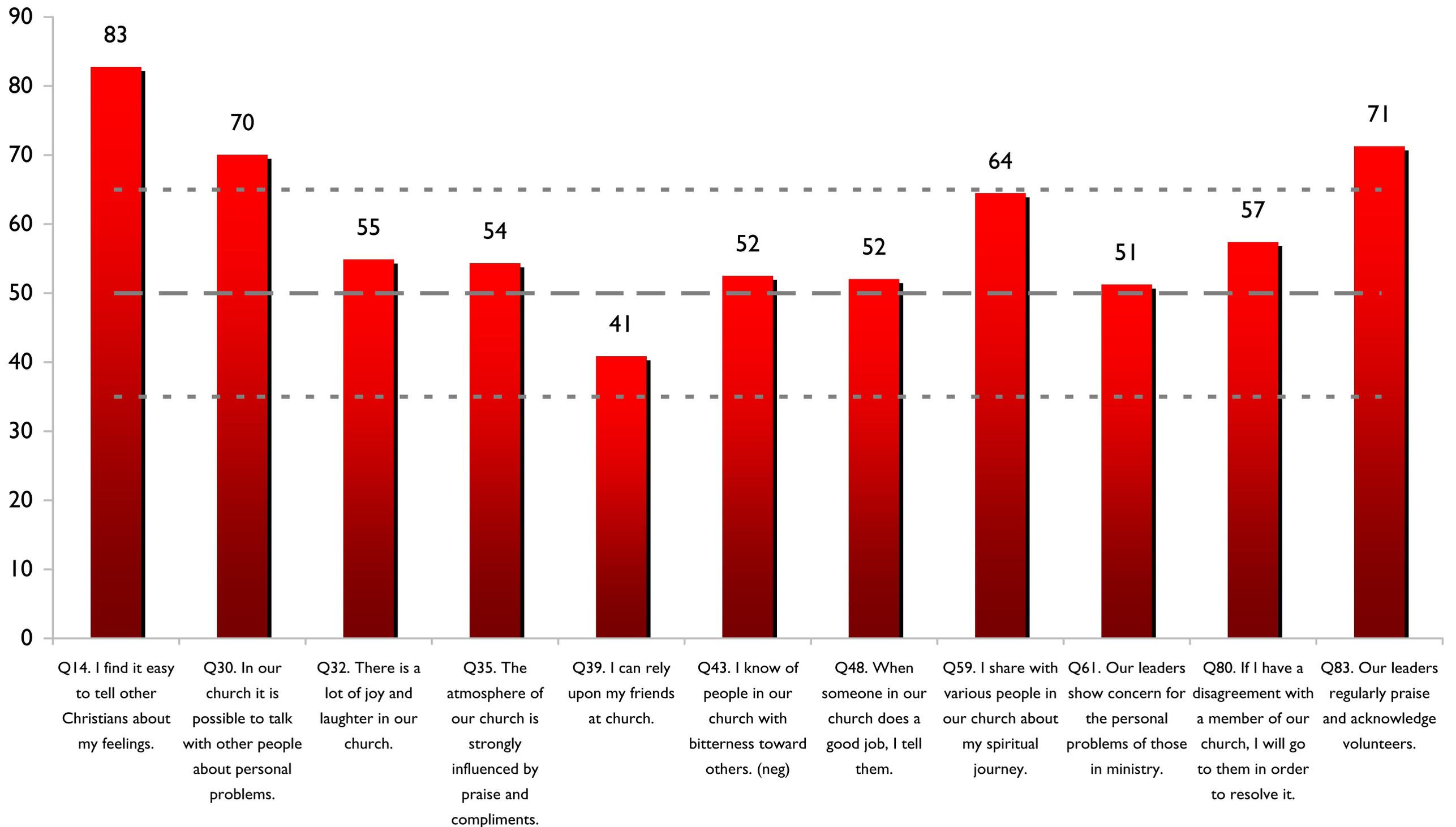
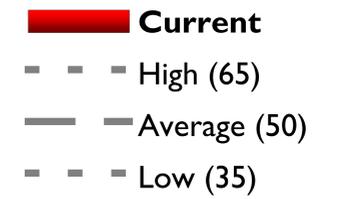
# NoE Dynamic Progress

- - - Low (35)      - Average (50)      - - - High (65)  
 -◇- Previous      -●- Current



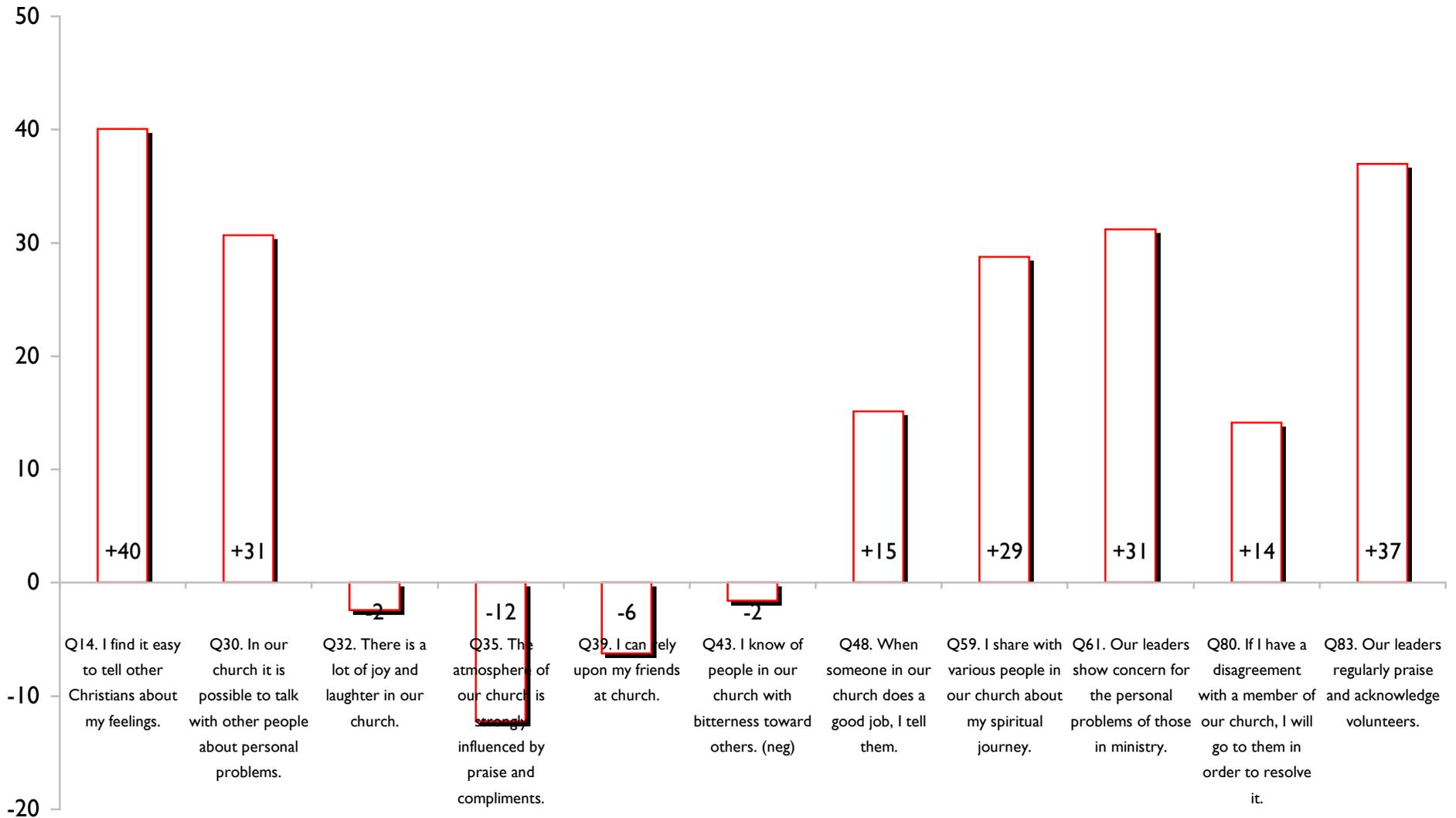


# Loving Relationships Current Profile





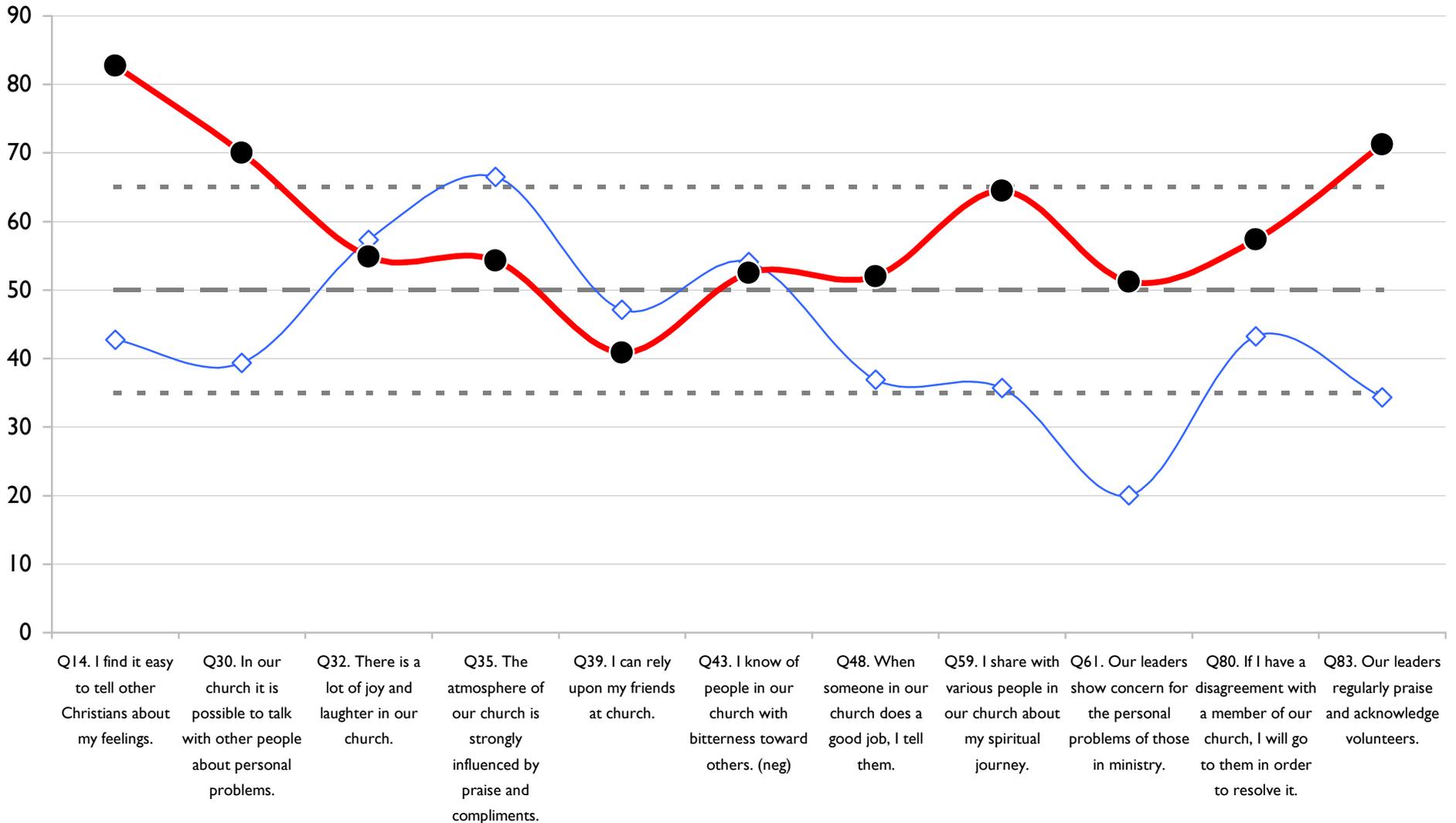
# LR Change from Previous to Current





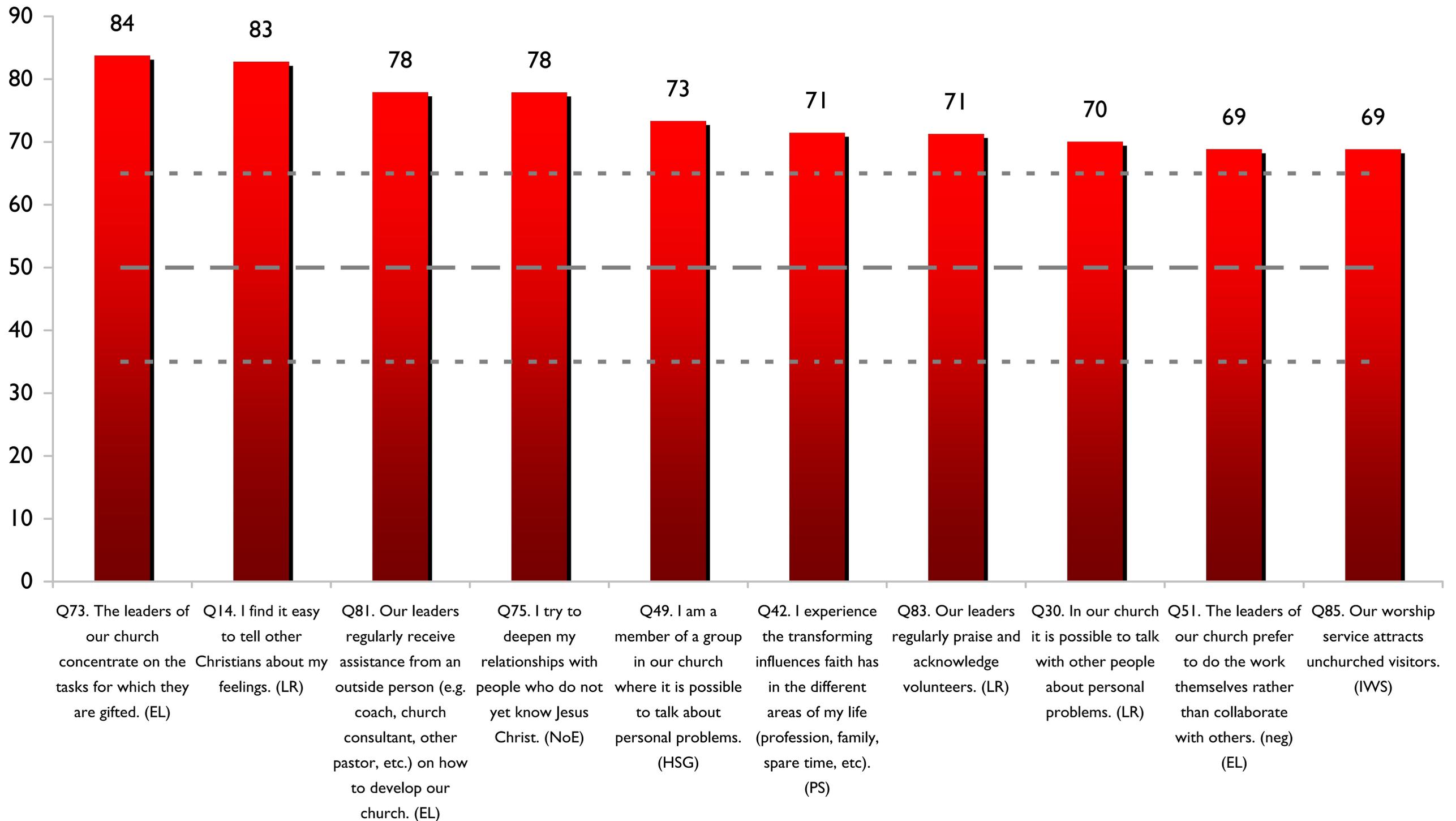
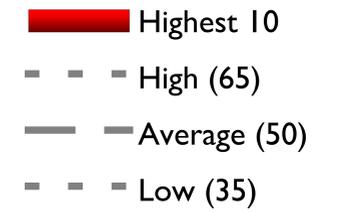
# LR Dynamic Progress

- - - Low (35)      - - - Average (50)      - - - High (65)  
 -◇- Previous      -●- Current



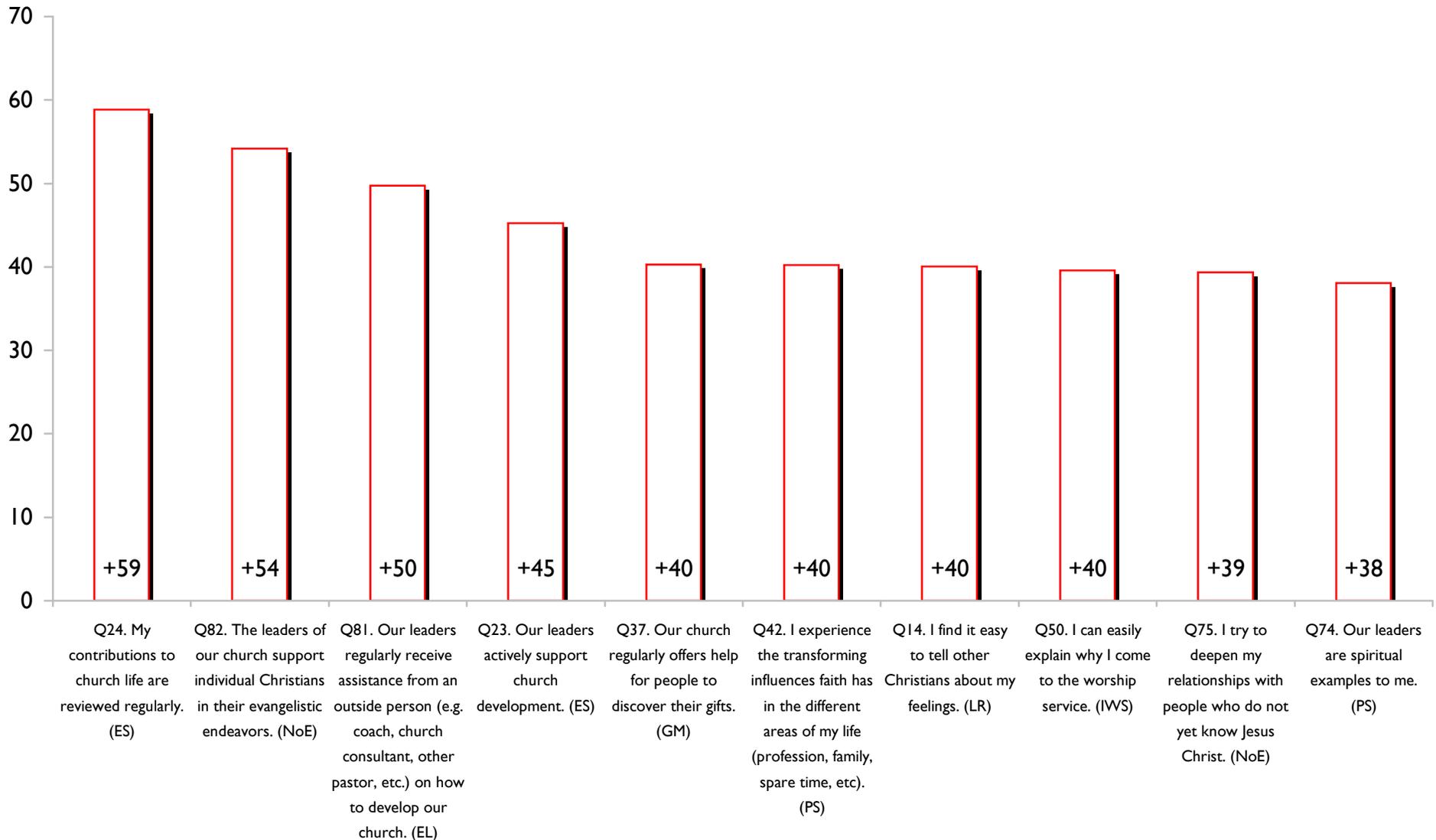


# Current Highest 10





# Highest 10 Changes from Previous to Current





# Current Lowest 10

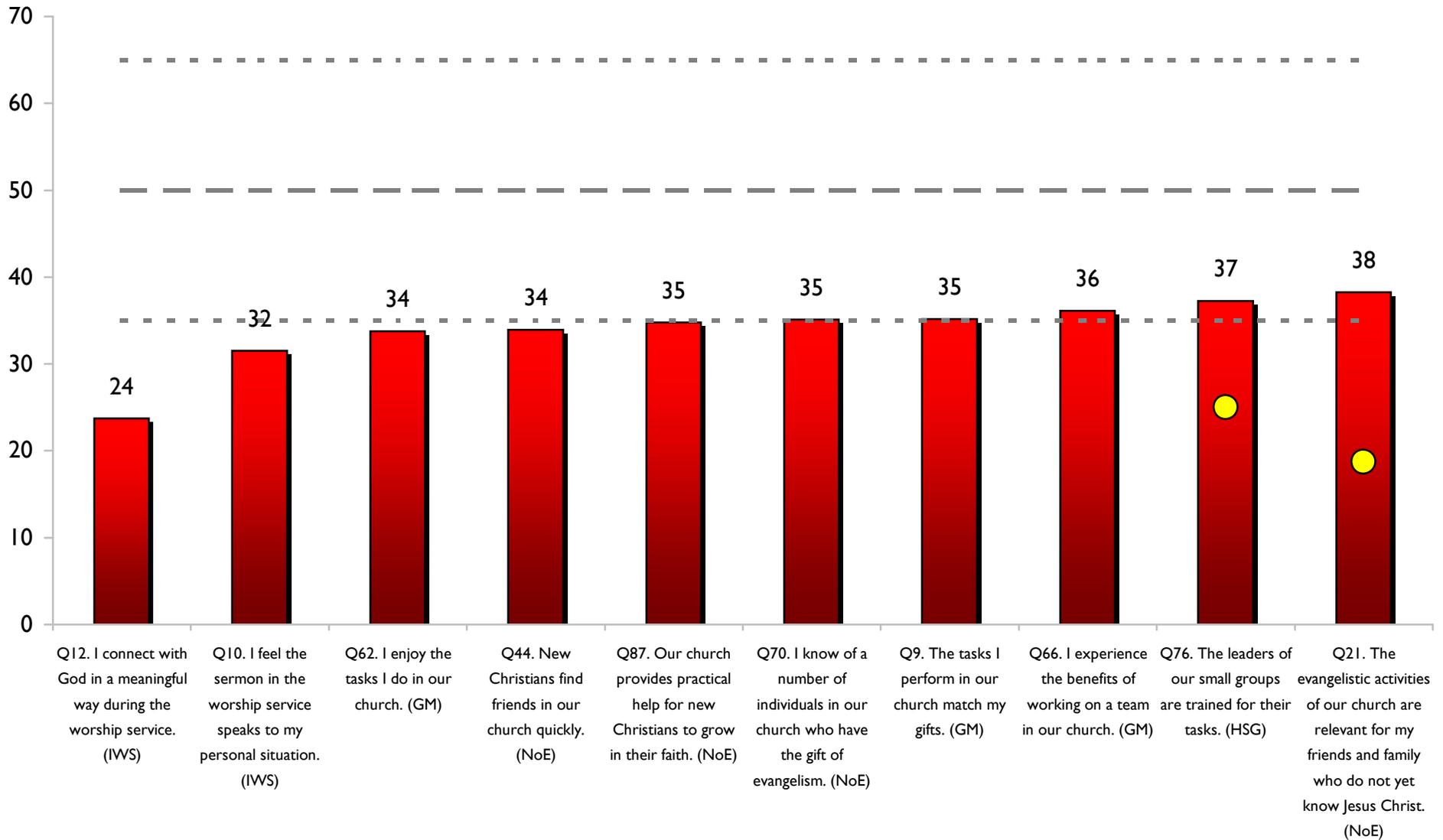
Lowest 10

The questions that also featured in the Previous Lowest

Low (35)

Average (50)

High (65)





# Lowest 10 Changes Previous to Current

