



Transformative Tools

ECF's Spanish Language Resources

ECFVP Team

The [Episcopal Church Foundation's](#) (ECF) vision is a vital, inclusive, and sustainable Episcopal Church that creates steadfast followers of Jesus. And one way we live into this vision is by actively working with Latino/Hispanic leaders in our Church to create Spanish and English programs, services and resources for building up the leadership and financial capabilities of congregations engaged in Latino/Hispanic ministry. We seek to serve majority Latino/Hispanic congregations as well as congregations who are seeking to connect with the growing Latino/Hispanic population in their midst. We do not just translate materials from English, but work with native Spanish speakers to create authentic materials that reflect the life, beliefs and culture of the population appropriately.

Some of our most popular Spanish language resources are:

- *Guía de recursos para finanza*, the [Finance Resource Guide](#) (SFRG), is designed for lay and clergy leaders with a wide variety of financial backgrounds and expertise – for newly ordained priests, as well as veteran parish treasurers, for those faithful parishioners who have ongoing fiduciary responsibilities, as well as newcomers who are helping to manage the financial resources of their local faith community for the very first time. It will serve as a companion piece to the [Vestry Resource Guide](#), which is also available in Spanish. [Please pre-order copies from Forward Movement.](#)
- [Vestry Resource Guide](#): Whether you're a new vestry member or a seasoned veteran, the newly revised *Vestry Resource Guide* is essential reading. With a deliberate focus on the importance of lay and clergy leadership teams, you'll find comprehensive information and advice about the ministry of the vestry, leading faith communities, promoting stewardship and navigating clergy transitions. To purchase a copy, call Forward Movement at 800-543-1813 or [visit their website.](#)
- A quarterly Spanish-language email highlighting the most recent Spanish-language resources available on [ECF Vital Practices.](#)
- An easy-to-search [directory of Spanish language materials](#) available on ECF Vital Practices
- Quarterly webinars that bring Spanish-speaking Episcopalians from around the country and the world together on leadership and financial topics such as vestry leadership, annual stewardship, and strategic visioning and planning. [Explore here.](#)

In addition, ECF is actively building capacity in this important area. Through our partnership with a Spanish-language resource consultant, we are adapting programs and services and developing practical resources (especially cost-effective, multimedia resources) on issues pertinent to the leadership and financial challenges facing Latino/Hispanic Episcopal congregations. To learn more about these resources, or to join the quarterly email list, please contact Sandra Montes at smontes@ecf.org.

Resources:

- [Guía de recursos para juntas parroquiales](#), un webinar de ECF Vital Practices, presentado por Dra. Sandra Montes, 13 Agosto 2015
- [Descripciones del Trabajo de la Junta Parroquial](#), an ECF Vital Practices tool
- [Un cafecito con Sandra y Sandy Milien](#), un webinar de ECF Vital Practices, presentado por Dra. Sandra Montes con Sandy Milien, 25 marzo 2020
- [One Missional Way to Grow Your Small Church](#) by Dr. Sandra Montes, Vestry Papers, July 2017

Hybrid Church - A Way Forward for Church Leaders

ECFVP Team

In [Hybrid Church - A Way Forward for Church Leaders](#), the Rev. Tim Schenck explores the changes that the church has adopted during the pandemic and the effects of these changes. These technological innovations are viewed by some as temporary stopgaps (to be given up when all of this is over), by others as welcome improvements that should be kept.

Whether or not it wanted to be there, the Church stands at a turning point where it must choose how to do church going forward. In [Hybrid Church](#), Tim poses the interesting question of whether a post-pandemic church should be aiming for “resuscitation” or “resurrection.” Resuscitation would mean returning to pre-pandemic structure and programming without the digital technology that helped keep the Church alive during lockdowns. Resurrection would be allowing some old ways to die in order to bring forth a new way of being church. Schenck favors embracing a model of “hybrid church,” which would combine traditional ways of doing things with online/interactive methods. As he says, “I’m increasingly convinced that we must be a church that metaphorically welcomes people in suits and ties in person, and people wearing bathrobes and drinking coffee online.”

This tool is a thoughtful discussion piece to help you present a plan to your parish for what post-pandemic operations could look like. But be prepared. As Tim notes, “Presenting a plan to the parish about what a post-pandemic church will look like that involves some radical rethinking, will inevitably lead to pushback. Some of this will be rooted in grief at what we are giving up as both a society and a church.” We have given up a lot during this pandemic and are probably not done yet. “But,” he continues, “it’s important to stress that we’re doing this to not just survive as a church, but to thrive as a parish spiritually, programmatically, numerically and financially.”

[Hybrid Church](#) is something for your leadership to sit with and digest as they consider how to move forward. Tim thoroughly explains his points and ends each section of the document with helpful questions to reflect on as you create your own path. He concludes, “I do believe that the past year has helped us tap into what really matters in this life – relationships, love, faith, selflessness, art, music, meaning. Perhaps the church will be able to speak into these aspects of our humanity – and share them – in more profound ways than ever before.”

Resources:

- [Pandemic Learnings](#) by Audra Abt, Vestry Papers, May 2021

- [Digital Ministry Is Here to Stay](#) by Callie Swanlund and Jeremy Tackett, Vestry Papers, March 2021
- [The Church Goes to Virtual Burning Man](#) by Brian Baker, Vestry Papers, March 2021
- [Virtual Morning Prayer Builds EDS at Union's Community](#) by Mary Barber, Carl Adair, Joseph O'Rear, Nicole Hanley and Maryann Philbrook, an ECF Vital Practices blog, June 13, 2020

Congregational Vitality Assessment Tool

ECFVP Team

The [Congregational Vitality Assessment](#) (CVA, currently version 2.0) is a ground-breaking, [research-based](#) online diagnostic tool designed to provide a congregation with an assessment of its Vitality (how healthy it is) and its Sustainability (whether it has the people, financial and contextual resources necessary to survive). The vitality section carries the bulk of the assessment, measuring ten areas of congregational functioning, such as Vision and Mission, Leadership, Lay Empowerment, Worship, Formation, Stewardship and more.

The CVA is available in two versions:

1. [CVA Single Congregation Version \(free\)](#), which can be completed by a single congregational leader or a selected congregational leadership group. The [CVA Single Congregation Version](#) is made available free of charge to congregations of all denominations and religions by a partnership between [The FaithX Project](#) and the [Episcopal Church Foundation](#).

2. [CVA Judicatory Platform \(subscription\)](#), a customized dashboard through which a judicatory can directly administer the CVA to each of its congregations, receive anonymized results (including supplemental, non-scored questions), and monitor their results over time. Available by subscription for \$2,495/year (covers all updates and upgrades), with a first year setup fee of \$2,500 (covers customization and training costs). For more information email judicatory@cvatool.org. The subscription-based Judicatory Version was created in response to requests and design input from several judicatories (dioceses, synods, districts) across the U.S. that wanted to incorporate into the systemwide congregational development processes. It provides them with a judicatory-specific dashboard that will allow them to:

- Directly coordinate the administration of the CVA to their congregations.
- Receive anonymized diagnostic summary assessments of their congregations' vitality and sustainability.
- Monitor congregational vitality and sustainability on a year-to-year basis.
- Add locally-relevant questions about congregations' ministries, programs, and other important information.
- Supplement the backward-looking parochial reporting data with real-time, forward-looking diagnostic data and recommendations that their congregations can use to improve their own vitality and sustainability.

Since the Congregational Vitality Assessment is based on self-reporting, its diagnosis will only be as accurate as the answers you provide, so you can help your congregation get the most helpful results by answering as honestly and objectively as possible.

Since its digital launch, more than 200 congregations from a multitude of denominations have used the CVA to assess their vitality and sustainability. Version 2.0 is the same data-grounded tool, but with a completely redesigned user interface making it more approachable and easier to use by congregational leadership, and upcoming versions will bring us a fully translated Spanish Evaluación de la Vitalidad Congregacional.

Want to sample the CVA?

Click [this link](#) to see what your survey-takers will experience when you initialize and send the survey link to them. If you answer each question and click through each section, you will see all of the survey questions. At the end, you will see a sample of the scoring and recommendations for each section. To launch a survey for your congregation, fill out [this form](#). You will be sent an email message with a link to launch your congregation's survey, along with a password you will need to enter in order to initialize your survey.

Curious to learn how another congregation used the CVA? Click [here](#).

Have other questions before you begin to explore the tool? Check out the list of FAQs [here](#).

Resources:

- [Data-Grounded Discernment for Leadership Transition Planning](#) by Ken Howard, an ECF Vital Practices blog, August 24, 2021
- [Congregational Vitality Assessment: How To Use This Powerful \(Free\) New Tool](#), an ECF Vital Practices webinar presented by Ken Howard and Haley Bankey, January 27, 2021
- [Strategies and Tools for COVID-Related Outreach](#) by Ken Howard, an ECF Vital Practices blog, March 21, 2020

An Asset-based Approach to Engaging Church and Community

ECFVP Team

[Called to Transformation](#) (CTT), an asset-based approach to ministry sponsored by the Episcopal Church and Episcopal Relief and Development, is centered around the belief that individuals, groups and communities have the gifts they need to address the needs they see around them. The program offers a complete resource to engage churches and communities in a process to identify those gifts and begin the work they are called to do.

CTT helps churches and the communities in which they serve to:

- Discern their gifts from God and to consider the ways in which those gifts can be used to the benefit of all
- Engage and partner with one another as they work together

- Move from thinking that they do not have enough to make a difference to believing that they have what they need for the work they are called to do

The CTT Process

[CTT](#) helps equip congregations and their communities to map and mobilize assets in their neighborhoods and help build a more equitable, resilient society. Steps in the CTT process include:

- Define the CTT Team – your entire faith community or a group within it or a partnership within your broader community
- Build a Steering Team
- Craft a theologically-based purpose statement for the work you plan to do
- Develop a plan and process for the work
- Discern your gifts, beginning with individual team members and then moving outward to discover the gifts or assets of all kinds in the community
- Create a map of the assets found in your people, congregation and community
- Begin the work described in your purpose statement
- Celebrate and evaluate that work at intervals along the way

CTT Training

The [CTT curriculum](#) has been adapted by Learning, Faith, & Media to a hybrid model that can be convened locally. CTT Trainings are free and include a Facilitator Training, designed to prepare a facilitator to convene your project and Participant Training, where participants learn asset-based community development concepts online and gather in-person or on video chat for skills practice, project planning and a local site visit.

For more information contact info@calledtotransformation.org

Resources:

- [Putting Our Buildings to Work](#) by David Robinson, Vestry Papers, September 2019
- [How We Gather 'Round the Table](#) by Brian Prior, Vestry Papers, January 2019
- [Connecting Churches to Diocesan and National Resources](#) by Annette Buchanan, an ECF Vital Practices blog, April 30, 2018
- [Building a Legacy](#) by Demi Prentiss, Vestry Papers, September 2016

Recursos en español de la Fundación de la Iglesia Episcopal

ECFVP Team

La visión de la [Episcopal Church Foundation](#) (Fundación de la Iglesia Episcopal, ECF) es una Iglesia Episcopal vital, incluyente y sostenible que crea seguidores inquebrantables de Jesús. Una manera de vivir en esta visión es trabajando activamente con líderes latino/hispanos en nuestra Iglesia para generar programas, servicios y recursos en español y en inglés para reforzar el liderazgo y las capacidades financieras de feligresías participantes en el ministerio latino/hispano. Buscamos servir a la mayoría de las feligresías latino/hispanas, así como a las feligresías que busquen conectarse con la creciente

población latino/hispana en sus medios. No nos limitamos a simplemente traducir materiales del inglés, sino que trabajamos con hispanohablantes nativos para crear materiales auténticos que reflejan apropiadamente la vida, las creencias y la cultura de la población.

Algunos de nuestros recursos más populares en español son:

- *Guía de recursos para finanzas, la Finance Resource Guide* (SFRG) está diseñada para líderes laicos y del sacerdocio con una amplia variedad de conocimientos y pericias financieras, ya sean sacerdotes ordenados recientemente, tesoreros parroquiales veteranos, feligreses fieles con responsabilidades fiduciarias permanentes o recién llegados que ayudan a administrar los recursos financieros de sus comunidades de fe locales por primera vez. Es una publicación que acompaña la *Vestry Resource Guide* (*Guía de recursos para la Junta Parroquial*), que también está disponible en español. [Pida copias por adelantado a Forward Movement.](#)
- *Vestry Resource Guide*: Independientemente de que usted sea un nuevo miembro de la junta parroquial o un veterano, la versión revisada de *Vestry Resource Guide* es una lectura esencial. Con concentración deliberada en la importancia de los equipos compuestos por laicos y miembros del sacerdocio, hallará información completa y asesoramiento sobre el ministerio de la junta parroquial, liderar las comunidades de fe, promover la mayordomía y navegar las transiciones del clero. Para comprar una copia, llame a Forward Movement, al 800-543-1813, o visite su sitio web.
- Un mensaje trimestral por correo electrónico en español con los recursos en español más recientes en [ECF Vital Practices](#).
- Un [directorio de materiales en español](#) fácil de usar, disponible en ECF Vital Practices
- Webinars trimestrales que unen a episcopales de todo el país y del mundo sobre temas de liderazgo y financieros como el liderazgo de la junta parroquial, la mayordomía anual y el diseño y la planificación de visión estratégica. [Explore aquí.](#)

Además, la ECF está formando capacidad activamente en este aspecto tan importante. Mediante nuestra asociación con una asesora de recursos en español, estamos adaptando programas y servicios y desarrollando recursos prácticos (especialmente recursos multimedia efectivos desde el punto de vista de los costos) sobre temas relativos al liderazgo y a los desafíos financieros que enfrentan las feligresías episcopales latino/hispanas. Para obtener más información sobre estos recursos o unirse a la lista trimestral de correo electrónico, contacte a Sandra Montes en smontes@ecf.org.

Recursos:

- [Guía de recursos para juntas parroquiales](#), un webinar de ECF Vital Practices, presentado por Dra. Sandra Montes, 13 Agosto 2015
- [Descripciones del Trabajo de la Junta Parroquial](#), an ECF Vital Practices tool
- [Un cafecito con Sandra y Sandy Milien](#), un webinar de ECF Vital Practices, presentado por Dra. Sandra Montes con Sandy Milien, 25 marzo 2020
- [Una manera misionera de crecer tu iglesia pequeña](#) por Dra. Sandra Montes, Vestry Papers, julio 2017

ECF360

ECFVP Team

Looking for a way to strengthen your Episcopal faith community's efforts in Stewardship/Annual Giving, Capital Campaigns and Planned Giving? Look no further than [ECF 360](#), a new, low-cost, self-service subscription site for comprehensive fundraising.

Your subscription provides exclusive access to step-by-step guides and calendars to implement your plans, as well as downloadable templates and much more. A yearly subscription is \$99 or you can begin with a monthly subscription at \$10/month. Here are a few of the options to which you will have exclusive access:

- **Stewardship/Annual Giving Resources** Choose from numerous customizable annual campaign options and tools. The Annual Giving resources are a part of Episcopal Stewardship Navigator, a site created by a new collaboration between ECF and the [Presbyterian Foundation](#). The new site includes downloadable templates with letters, spreadsheets and resources for conducting various Annual Giving campaigns, along with resources for successful year-round Stewardship efforts, like narrative budgeting, calendar guidelines, document storage and much more!
- **Capital Campaign Resources** Guides you through ECF's time-tested three-stage *Discern, Study and Ask* method for a small capital campaign. The site's step-by-step, self-guided process has been used successfully in hundreds of Episcopal parishes and entities across the country. This module helps users determine whether to seek a professional consultant or to use this self-service process and downloadable tools to conduct their capital campaign themselves.
- **Planned Giving Resources** Gives you direct access to the many tools of ECF's *Planned Giving on Demand* toolkit. The Planned Giving tools available in this new site were developed from ECF's popular online resources for [Planned Giving on Demand](#).

Free Resources on ECF Vital Practices

Not to worry, there still are also numerous high-quality resources available for no charge to help you raise financial resources for your Episcopal parish or organization. They include:

- [Annual Stewardship & Giving](#) Links to several online resources, including useful ECF articles, various organizations that help with raising annual gifts, as well as current demographic information and an online giving tool.
- [Capital Campaigns & Special Appeals](#) Links to various resources, including numerous sites for creating printed and web-based materials, useful ECF articles, initial guidance for considering a Capital Campaign and the use of a consultant, in addition to customizable template documents and step-by-step guidelines to conduct a Special Appeal for closing budget gaps or other immediate needs.
- [Planned Giving & Endowment Resources](#) Links to several online tools including useful ECF resources to guide your leaders to build trust & confidence among constituents, create a lasting program for encouraging legacy gifts and wisely invest assets and gifts received.
- [Donor Resources & Tools](#) Links to several online tools and websites to guide donors to create both current and future gifts, become more philanthropic and benefit your parish or Episcopal organization.

These resources, subscription and free, are yet another way the Episcopal Church Foundation lives out its commitment to promote generosity and stewardship and help faith communities raise and manage financial resources

Resources:

- [Finance Resource Guide Tools and Resources](#) an ECF Vital Practices tool
- [Real Talk About Budgets, Part One](#) by Greg Syler, an ECF Vital Practices blog, January 20, 2022
- [Unlikely Abundance](#) by Michael Carney, an ECF Vital Practices blog, January 3, 2022
- [Financial Interconnectedness Amidst COVID-19](#) by Miguel Escobar, Vestry Papers, January 2021

Resources from ECF Fellows

ECFVP Team

Since 1964, ECF has supported scholars and ministry leaders across the Episcopal Church through its Fellowship Partners Program. We recently reached out to our Fellows to ask them to share tools and resources that they have either been developing or that have inspired their recent work. Below are a few of those tools from three of our Fellows.

Practical On-Demand Training for Online Teaching & Facilitation

A lot of ministry leaders have been asked to plan online and hybrid learning and formation experiences without any training in how to do so. Increasingly, it looks like this kind of work will be an important part of faith communities' new normal. That's why my colleagues and I at Learning Forte created [Design+Deliver: Foundations](#), an on-demand course introducing foundational concepts and practices that have been shown to result in effective learning experiences.

– *The Rev. Kyle Oliver, 2016 ECF Fellow*

Trauma and Grace: Theology in a Ruptured World by Serene Jones

In this book, Jones explores how individual and collective trauma affect one's capacity to remember, to act and to love with grace. In this time of massive collective trauma and division, Jones' redemptive theology of grace is the foundation for maintaining a hopeful perspective in the midst of the violence of this world.

The Cure for Sorrow and ***Circles of Grace***, both by Jan Richardson

Jan Richardson's blessing-poems are a literal balm to my weary and wondering soul. She speaks to the truth of things and the hard parts and the miracles and recognizes the blessings that emerge in all things. Highly recommend, both for liturgical and personal use.

– *The Rev. Cate Anthony, 2021 ECF Fellow*

Transforming Churches and Communities: Cooperative Developments in a World of Growing Inequality. A Tool-Kit for Faithful Action!

Can Churches and Faith Communities Be a Part of Creating a New Economy? A team of pastors, theologians and religion scholars, community activists and labor organizers, non-profit leaders and cooperative developers came together to answer this question with a resounding yes! With the support of the Louisville Institute, this Collaborative Inquiry Team developed an online [tool-kit](#) to support faith leaders and their congregations on their journey toward implementing cooperative economics in their communities. Working for a more just economy is not an optional charity project – it is at the heart of our Christian tradition and many other faith traditions. But even faith itself can be distorted as the

hallmarks of our current economic system find their way into our faith communities and theology. There are biblical traditions that counter these distortions and point us toward a cooperative, bottom-up alternative. This toolkit provides interactive resources, connecting our biblical faith traditions with practical applications and concrete examples from ministry and community contexts for engaging and contributing to a more just and cooperative economy that works for all. [Check it out!](#)

If you have any questions, feel free to send a message to [Francisco García](#), ECF Fellow and member of the Collaborative Inquiry Team that created this tool-kit.

– *The Rev. Francisco Garcia, 2019 ECF Fellow*

Resources:

- [The Art of Organizing](#), by Francisco Garcia, Vestry Papers, March 2020
- [Ministry in a Global Pandemic](#), an ECF Vital Practices webinar presented by Joshua Rodriguez-Hobbs, June 11, 2020
- [Seven Ways to Nourish Your Spirit and Soul](#) by Rebecca Roberts, Vestry Papers, November 2020
- [Q&A with the Rev. Kyle Oliver on Digital Ministry](#), an ECF Vital Practices webinar presented by Kyle Oliver, October 12, 2017

Gathering of Leaders and the Power of Networks

Haley Bankey

The Episcopal faith is lived out in community, through relationships and connections. We believe that where two or three are gathered in Jesus' name, he is in our midst and we are doing his work in the world. This is true for all the faithful and is especially important for leaders as they discern God's call to build the kingdom.

Gathering of Leaders (GOL) is a network of creative, entrepreneurial, proven leaders in the Episcopal church. Through our focus on peer learning we are dedicated to church growth in both numbers and spiritual growth. Our participants are local and national leaders who connect and collaborate through our Gatherings and tools.

Jesus didn't do ministry alone. The first thing he did was build a crew. When he sent out the 72, he did not send them alone; rather, in pairs. Excellent ministry is not done by a lone wolf but by a pack. Being in a network like GOL is essential for excellent ministry. – the Rev. Jason Emerson, Rector, Church of the Nativity, Ringgold, Georgia (GOL since 2016)

An expanding network built to grow the Church

The purpose of the Gathering of Leaders is to assist in the empowerment, support and development of such leaders. To this end, the Gathering provides a place for leaders to come together without contentiousness and partisanship:

- to share their love of the Christ and of the Church
- to empower each other through mutual encouragement
- to deepen their skills as transformational leaders
- to establish networks which will aid their ministries
- and to clarify their understanding of God's emerging vision for the renewed Episcopal Church

It's easy to get trapped in our own habits of thought. GOL provides an opportunity for the kind of deep dialogue which can break me out of stale patterns, with exactly the kind of creative peers whose own work can inspire me. – the Rev. Dr. Deborah Meister, Associate Priest, Christ Church Cathedral, Montreal, Canada (GOL since 2018)

Thanks to a [recent grant from Trinity Wall Street](#), GOL is adding additional networks of leaders beyond our original focus on clergy. We recognize that there are creative, hope-filled leaders in all orders of ministry who can benefit from and bring value to the deep conversation and connection within GOL.

It is deeply encouraging listening to colleagues share the good work of ministry happening all across the Church and in particular, within the local congregational matrix and landscape bringing the Gospel of Christ alive in new, exciting, inspiring and vibrant ways. – the Rev. Dr. Allen Robinson, Rector, Grace Church, Brooklyn, New York (GOL since 2019)

Ready to share and learn with others?

If you feel moved to be considered for Gathering of Leaders, there are several ways to inquire:

- First review [this self-assessment](#) to see if GOL is the right network for you.
- Ask a current member of GOL to nominate you.
- Ask your bishop to approve you.
- Email haley@thegatheringofleaders.org to inquire or ask questions.

And there are other networks to consider. There are numerous networks supporting the Episcopal Church that, depending on your call to ministry, may be of value to you. Below is a selection of other networks:

- [Forma](#)
- [Association for Episcopal Deacons](#)
- [The Union of Black Episcopalians](#)
- [The CEEP Network](#)
- [National Episcopal Church Women](#)
- [Episcopal Communicators](#)

Haley Bankey is the Executive Director for Gathering of Leaders and serves as a Program Director for Networks at the Episcopal Church Foundation. Prior to working with GOL, Haley served as the Director of Operations and Management for her home parish of St. George Church and School in San Antonio, Texas, and ran her own faith-based operations consulting company. She is also a graduate of the College for Congregational Development. Haley grew up in the Episcopal church in the Middle East and brings an international perspective to her work. Her passion is equipping lay and clergy leaders alike through leadership training and community building to grow God's church into the future. She lives in San Antonio, Texas, with her husband and two wonderful daughters.

Resources:

- [A New Gathering for Asian Pacific American Spirituality](#), by Yein Kim, Vestry Papers, March 2021
- [The Church Goes to Virtual Burning Man](#) by Brian Baker, Vestry Papers, March 2021

- [Haley Bankey Shares Five Resources for Creative and Innovative Discipleship](#), an ECF Vital Practices blog, February 17, 2021
- [Ideas, Part Two: Better Together](#), by Alan Bentrup, an ECF Vital Practices blog, August 8, 2016

Neighborhood Missional Intelligence Report

Ken Howard

FaithX now offers two resources to explore missional opportunities in the neighborhoods your congregation serves. The [Neighborhood Missional Intelligence Report \(NMIR\)](#), described in this article, and our [Missional Assessment](#), which offers a strategic congregation-community consultation. Think of the difference between the **Report** and the **Assessment** as the difference between taking a “selfie” and sitting for a portrait. The subject in each is not you, but your community, and both are much more detailed than you might expect.

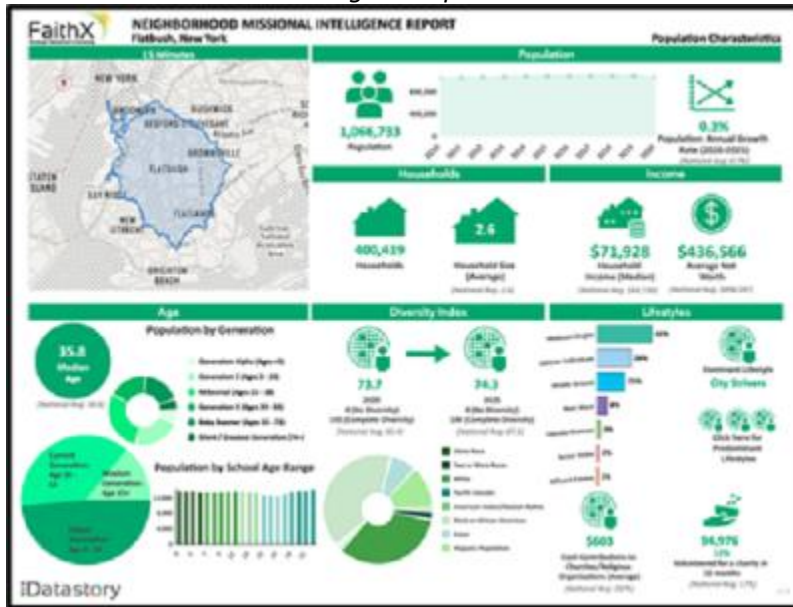
The NMIR is a 4-page interactive, infographic report that describes more than 40 key population and neighborhood demographic metrics about the people living within a 15-minute drive from a selected congregation or location and the characteristics and challenges of their neighborhoods. It allows you to explore your congregation’s neighborhoods through several lenses and multiple study area boundaries:

- **DriveTime Analysis:** Most useful. Typically 15 min (Membership Area) and 5 min (Ministry Area) boundaries.*
- **WalkTime Analysis:** Especially useful in an urban area. Typically 15-min and 5-min boundaries.
- **Radius Analysis:** A less useful option, but some people find it helpful.
- **Parish, Polygon and Zip Code Boundaries:** Also less useful. Available on request. Custom-designed and priced.

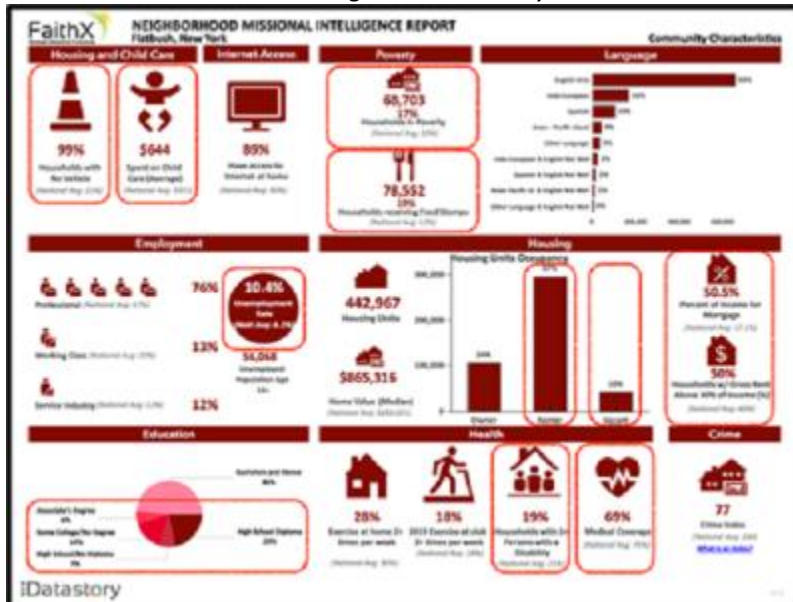
**Research has demonstrated that DriveTime Analysis is the most useful analysis, as approximately 70% of a congregations membership lays within a 15-min drive of a congregation in all areas (urban, suburban, and rural).*

Examples of Neighborhood Missional Intelligence Report Findings:

NMIR 15-min DriveTime – Page 1: Population Characteristics



NMIR 15-min DriveTime – Page 2: Community Characteristics





NMIRs also display the dominant population segment within the selected DriveTime, with a popup that summarizes the characteristics of the three most dominant segments. A link within the popup takes the user to **Missional Context Reports** for each segment.

Missional context report – Predominant Lifestyles

MAPDASH™ FOR FAITH COMMUNITIES
Missional Context Report

**Eccl Tapestry Segment (C):
Bright Young Professionals
(Middle Ground)**

<p>Communications and Technology</p> <p>Preferred External Channels: Internet (banking, blogs), gaming, sports, news, and social media YouTube, Facebook, shopping, Twitter, and LinkedIn), email, sports. Consider all and similar strategies to drive website traffic.</p> <p>Preferred Internal Channels: internet, email, social media.</p> <p>Diversity Related: May require language-specific and culturally-appropriate communication resources/banners, especially for Hispanic and Asian/American populations.</p> <p>Technology: Highly connected, latest tech, very active on internet.</p>	<p>Neighborhood Issues</p> <p>Diversity: Predominantly White, with larger than average numbers of Blacks, Asian/Pacific Islanders, and Multiple, and a significant Hispanic population, and much more diverse than average: White 67.1%, Hispanic 26.6%, Black 16.0%, Other 4.1%, Asian/Pacific 6.0%, Multiple 1.2%, Native American 1.0%.</p> <p>Housing: Almost 3/5 of households rent, possibly leading to greater housing instability and homelessness.</p> <p>Economic: Household income is just under national median.</p>
<p>Education/Formation</p> <p>Educational Level: About half are college educated. Above average growth in higher education. Also adult formation.</p>	<p>Outreach</p> <p>Orientation: Environmentally conscious.</p> <p>Options: Consider engaging them in creation care ministries.</p>

NMIR and your budget

The typical cost for a Neighborhood Missional Intelligence Report is \$250. With one hour of interpretation, it is \$495. If you are a diocese, district, synod or conference that subscribes to [MapDash for Faith Communities](#), you can get your NMIR through them, and if you have the MapDash Exec add-on, your congregations can access their own NMIR directly.

*In his 27 years as an ordained priest, entrepreneur and innovator **Ken Howard** has started two successful congregations. That work, along with congregational redevelopment projects, has fueled his commitment to helping faith communities survive and even thrive in turbulent times. He started FaithX in 2016 to help congregations and dioceses see new possibilities for growth and service by learning about the needs of their neighborhoods and communities. Convinced that data-grounded missional discernment is a vital step to help identify and engage opportunities for mission, he worked with GIS's Datastory to develop MapDash for Faith Communities, which launched in 2018. In blog posts, journals, academic papers and presentations, Ken shares his thinking on the future of the church and church communities. Married for 43 years, he and his wife Rhee have two adult children, two cats, and a Scottie dog named "Duncan."*

Resources:

- [Big Data and Small Data](#), by Jeremiah Sierra, an ECF Vital Practices blog, May 4, 2015
- [Data-Grounded Discernment for Leadership Transition Planning](#), by Ken Howard, an ECF Vital Practices blog, August 24, 2021
- [Pledge Drive & Plate Offering Analysis Worksheet](#), by Greg Syler, an ECF Vital Practices tool
- [A Snapshot of our Urban Neighborhood Vestry Retreat](#) by Anna Olson, an ECF Vital Practices tool