



New Ridge Fellowship

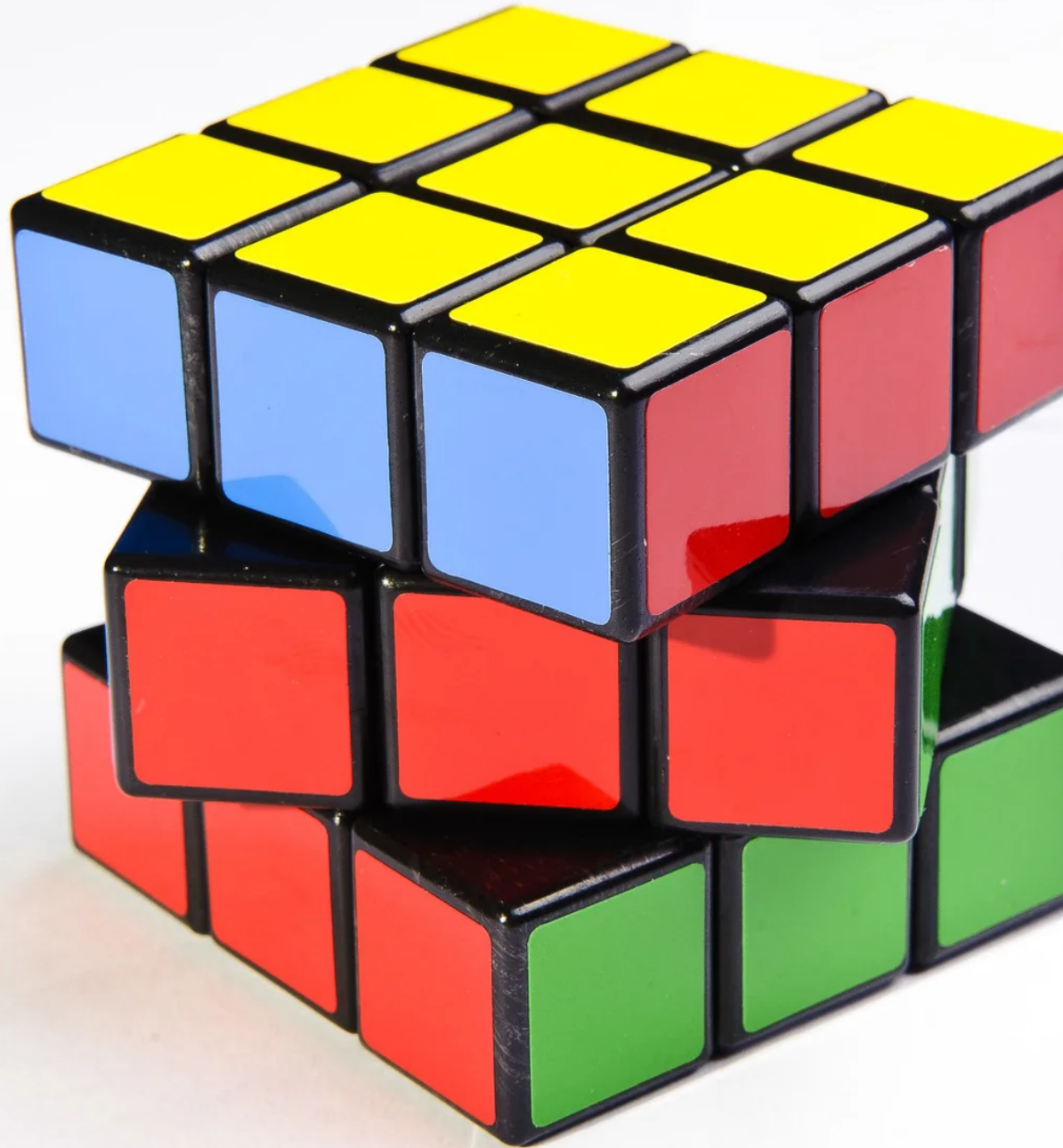
Church Health Assessment

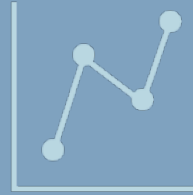
Report Summary November 2025

Dr. David Marks, Vice President

A standard 3×3×3
Rubik's Cube
has:43,252,003,274,489,856
,000 possible positions.
That's about 4.3×10^{19}

**(43 quintillion) different
combinations.**





CALCULATIONS

Themes Reflected in Data Snapshots

New Ridge Fellowship Survey Results

Positive Momentum Markers

- 66% of survey respondents would highly recommend the church (9 or 10 on the net-promoter scale). (Cp. 17% with a score of 6 or below would be considered “detractors.”)
- 84% have “confidence” to “high confidence” in the pastoral staff. (7% little or no confidence.)
- 77% rated the area of preaching “strong,” and it was rated the third-highest reason (of 19 choices) why people keep coming back. Top-rated reason was the Pastors and Staff.
- 75% to 86% excellent ratings on key ministries: Children (75%), Prayer (83%), Jr. High (84%), Sr. High (86%).
- 82%-60% strong participation and sense of belonging: 82% are members, 63% attend weekly (3% online), 60% strong sense of belonging; 15% new in 2 years.
- 68% said their relationship with Jesus increased in the past two years. 71% Prayer, 55% Bible Reading, 44% Financial Giving to NRF.
- 88% said friendliness/welcoming was the strongest area of ministry.



Negative Momentum Markers

- Only 37% rated church unity as “strong”. 19% selected church unity as “weak” which is clearly perceived to have directly impacted member morale retention, i.e. (Sept. 7).
- 49% are 65+ years old. Only 6% are under the age of 35. Reaching the next generation was the #1 top priority/concern voiced in the survey.
- 37% said “more congregational voice in large decisions” and clarity or revision around governance/bylaws is needed.
- NRF is 65% female, 35% male, yet the surrounding community is approximately 50% female. Outreach, and specifically to men, received less “strong” ratings than all 28 other areas. A hard ratio to change but requires focus.
- 26% said communication was either ineffective (17%) or neutral (9%). 62% answered neutral to strongly disagree when asked if they understood the vision/future direction for NRF.
- 28% said the highest rated reason for why someone left the church in the past two years was issues relating to the senior pastor or a staff member. (23% Vision, 21% Theology, 16% Worship, 15% Preaching.)

Note: All survey statistics are considered self-reporting and personal perceptions from each participant that took the survey.

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Profile of a Majority Attendee of NRF

- White (97%)
- Female (65%)
- Age 65 or older (49%)
- Attending 8+ years (65%)
- Church member (82%)
- Attends in person weekly (63%)
- Lives within 10–19 minutes of church (40%)
- Mature or growing in faith (89%)
- Feels a strong sense of belonging (60%)
- Has confidence or high confidence in pastors (84%)

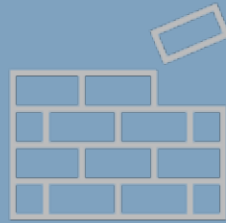


COMMENDATIONS

Themes Worth Celebrating

Commendations of NRF

- Managed to stay strong and cohesive during the disaffiliation process, COVID, the passing of Pastor Ricky's son and the grief process, and several staff transitions. Current staff seems highly cohesive and collaborative.
- Committed to prayer and the ministry of the Word of God.
- You have a large percentage of people who are willing to serve faithfully on a regular basis. Watch for “weariness in welldoing” (burnout). NRF has many highly capable Leadership Council members.
- Strong “family” culture.
- New people are attending, and the church is growing numerically and spiritually.
- The reputation of NRF in the community seems to be solid, in the perception of those already attending (e.g., caring, engaged, available, and a safe place to discover God and life at its very best).

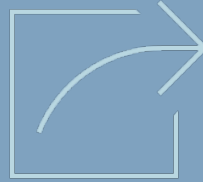


CAUTIONS

Themes To Monitor Progress

Cautions for NRF

- Consistent with churches in transition from denominational control, there is often destabilization as the new norms of governance, leadership, direction, and decision-making rights are determined and codified.
- Trust among your leaders needs to be rebuilt with honest dialogue, humility, prayer, confession, forgiveness, acknowledgement of confusion, reestablishing relational connection and a resolve to pursue peace and unity. Pray earnestly for your leaders. It is a hard and often thankless job, and they always have a “target on their back.” (1 Peter 5:8)
- Stay focused on the mission of Jesus. Refuse to carry the grievances of others. Speak to each other, not about each other. Love always wins.
- The people of NRF are hungry, which is a very good thing, but they need and want discipleship.
- Stewardship is a serious concern. 60% of a nearly \$2M budget is given by only 9% of the attendees. 433 giving units contribute less than \$100 per year. **NOTE:** 433 individuals =262 “Family Units”



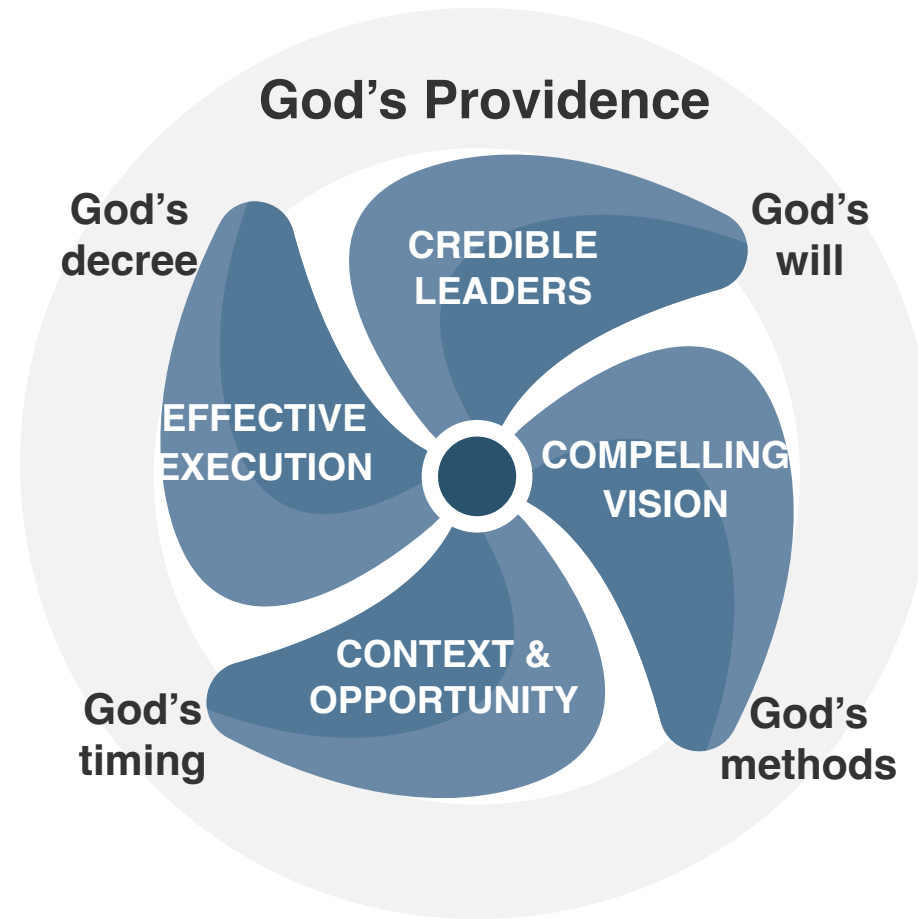
CONSIDERATIONS

Themes Worth Acting On

Considerations for NRF

- Celebrate. Share the ways NRF has been blessed and how lives have been transformed through its ministry.
- Invest in the staff's professional development.
- Pastors and LC need to form a Catalyst Team to expedite the following:
 - Resolve any outstanding personal grievances or issues (Romans 12) (e.g., graves plots, contracts, character, or personality differences, etc.)
 - Explore and embed new and improved communications
 - Revise the Bylaws for congregational review and approval
 - Codify the principles and practices of the Leadership Council (Leadership Manual)
 - Involve the congregation in creating a 36-month Priority-Based Action Plan

THE POWER OF MOMENTUM



“Only three things happen naturally in organizations: friction, confusion, and underperformance. Everything else requires LEADERSHIP.”

Peter Drucker



ANY QUESTIONS?