



Foundation360

LISTEN DEEPLY • DISCERN FAITHFULLY • MOVE FORWARD TOGETHER

an assessment for discerning your congregation's next chapter together

pinnacle services

SUSTAINABLE SOLUTIONS FOR FAITHFUL FUTURES



"Before you tell your life what you intend to do with it,
listen for what it intends to do with you."

— Parker Palmer

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The **Foundation360** Assessment provides a comprehensive evaluation of your congregation's health across 12 key areas - from worship and finances to facilities and leadership.

Church leaders often face critical decisions—pastoral transitions, facility challenges, financial sustainability—without comprehensive data to guide faithful discernment. Foundation360 gives you the honest assessment needed to move forward with confidence, combining broad congregational input with professional analysis to reveal both strengths to build on and challenges to address.

"Before you can discern where God is calling you, you need to know where you are."

Whether you're navigating major transitions, facing challenging decisions, or discerning God's call for your next season of ministry, the Foundation360 Assessment creates space for honest reflection and faithful forward movement.

Perfect for congregations:

- *Considering pastoral transitions or leadership changes*
- *Facing financial challenges or facility decisions*
- *Exploring merger, partnership, or new ministry directions*
- *Celebrating growth and planning for expansion*
- *Discerning faithful completion of ministry legacy*
- *Simply wanting to understand your congregation's health and gifts*

Let's explore how the Foundation360 Assessment can support your next discernment process and faithful steps forward. Contact us to begin the conversation about your congregation's unique story and future possibilities.

www.pinnserve.com

Health & Engagement

Formation & Discipleship

Financial Stewardship

Mission & Vision Alignment

Property Use & Sustainability

Leadership & Governance

Capacity for Growth

Volunteerism & Missional Connection

Technology

Belonging & Hospitality

Connection Networks

Strategic Visioning



Welcome to Pinnacle

OUR VISION

To empower faith communities to become vibrant, sustainable, and mission-focused congregations that faithfully steward their resources and facilities while living into their divine callings to their communities.

OUR MISSION

Pinnacle Services partners with congregations to provide tailored full-service consulting solutions for financial stewardship, sustainability, facilities management, and strategic planning. By integrating theological insights with practical expertise, we guide churches in aligning their resources with their mission, enabling them to thrive in their ministries and engage meaningfully with their communities.

OUR APPROACH

Theological Integration

We honor your tradition and theological foundation while providing practical, actionable guidance for faithful stewardship and strategic decision-making.

Comprehensive Analysis

We combine data-driven insights with pastoral wisdom, analyzing patterns across all 12 domains while honoring both measurable realities and the sacred aspects of congregational life.

Customized Solutions

Every congregation is unique. We craft solutions tailored to your specific goals, values, and capacity for both short- and long-term success.

Sustainable Impact

We focus on building lasting capacity within your congregation, empowering you to continue thriving long after our formal engagement ends.

By addressing ministry and management holistically, we empower churches to faithfully steward their resources, remain mission-focused, and continue impacting their communities for generations to come.

12 Domains of Congregational Life

We explore the interconnected dimensions that shape your church's health and future:



Spiritual Formation & Discipleship

How people grow in faith and spiritual development



Congregational Health & Engagement

Participation, energy, and sense of belonging



Financial Health & Stewardship

Giving patterns, sustainability, and values alignment



Mission & vision Alignment

Purpose, identity, and consistency between beliefs and actions



Property Use & Sustainability

Building condition, accessibility, and mission alignment



Leadership & Governance

Decision-making, accountability, and trust



Capacity for Growth & Adaptability

Readiness for change and capacity for new ministry



Volunteerism & Missional Connection

Service engagement and community impact



Communication & Technology

Connection effectiveness and digital presence



Belonging, Hospitality & Cultural Vibe

Welcome practices and congregational atmosphere



Denominational & Network Relationships

Broader church connections and support systems



Strategic Visioning & Planning

Planning practices and future discernment capacity

Some assessments offer to include additional domains.

Built for Congregational Capacity

THE CHALLENGE:

Making Critical Decisions Without Complete Information

Church leaders and pastors face critical decisions: Launch a capital campaign or address deferred maintenance first? Navigate a pastoral transition or explore a ministry partnership? Sell underused property or reimagine its mission potential? Without comprehensive assessment, congregations often address symptoms while missing root causes, face congregational resistance due to unclear realities, and struggle to build consensus around faithful next steps.

Foundation360 provides the honest, complete picture your congregation needs to discern God's call and make faithful decisions together with confidence.

THE PARTNERSHIP: WE HANDLE THE HEAVY LIFTING

We know church leaders are already stretched thin. Foundation360 is structured so we manage the complex work while you provide access and coordination.

WHAT PINNACLE HANDLES:

- Survey platform, distribution, and analysis
- Data processing and pattern recognition
- Worship observation and assessment
- Interview facilitation and synthesis
- Report development and presentation

WHAT YOUR TEAM PROVIDES:

- Document access and financial data
- Participant coordination
- Survey promotion
- Site visit hospitality

APPROXIMATE TIME COMMITMENT

Pastor: 8-12 hours | **Admin staff:** 5-10 hours | **Volunteers:** 3-5 hours

Our Journey Together

We don't just study you—we walk alongside your congregation through discernment and discovery. Over 6-12 weeks we actively engage with your congregation to complete the assessment process in a phased approach.

PHASE 1: Listening & Learning

Getting to know your story, gathering documents, and building relationships

PHASE 2: Congregational Engagement

Survey distribution, data collection sessions and broad participation

PHASE 3: Deep Dive Experience

3-day intensive site visit with worship, interviews, facility assessment, and broader community context

PHASE 4: Reflection & Analysis

Professional evaluation using best practices, technology tools, and pattern recognition



PHASE 5: Discernment & Direction

Results sharing, conversation, and collaborative next-steps planning



The Process

The Foundation360 Assessment combines advanced AI analysis with professional consultant evaluation, recognizing each congregation's unique calling and context. This integration ensures both analytical rigor and pastoral sensitivity, honoring your congregation's theological tradition while providing actionable guidance for faithful next steps.



THEOLOGICALLY INTEGRATED ANALYSIS

Theologically Integrated Analysis recognizes congregations as communities of faith participating in God's mission, not merely organizations to optimize. Every recommendation connects to your calling and is interpreted within your denominational tradition.

AI-Enhanced Insight provides pattern recognition and benchmarking while Professional Integration ensures findings are delivered with care for congregational dynamics and pastoral wisdom.

The Foundation360 Assessment is designed to be an efficient process that delivers outcomes for review faster than traditional consulting may offer. While each congregation sets the pace and timeline for their process, Pinnacle Services is committed to presenting the assessment outcomes in **6-12 weeks** from beginning data collection for most engagements.

Our Unique Lens and Analysis

Our Pinnacle values permeate the relationship we build with each congregation and inform the process and outcomes we strive to provide.

COMPREHENSIVE LENS

Technology-enhanced analysis reveals patterns across all domains of congregational life

Through: *Collaborative data collection sessions reviewing membership trends, participation patterns, financial health, and facility realities*

DEEP LISTENING

Multiple ways for every voice to be heard—from longtime members to newest participants

Through: *Congregational survey inviting every constituent to share their experience and perspective (30-35 minutes of honest reflection), strategic interviews with key stakeholders representing diverse tenure and perspectives, and optional cross-sectional focus groups for additional input and feedback*

AUTHENTIC EXPERIENCE

Fresh perspective through genuine visitor experience and neighborhood context observation

Through: *Worship observation experiencing your Sunday morning as genuine first-time visitors would, plus congregational story gathering documenting your history, transitions, formative moments, and ministry evolution*

DATA-INFORMED WISDOM

Our AI-powered analysis compares your congregation's metrics to relevant peer data while maintaining complete confidentiality.

We use this technology for **quantitative benchmarking**—comparing your participation trends, financial patterns, and facility metrics to similar congregations by geography, denomination, and size.

However, final insights come from **experienced consultant analysis**. Our team interprets data comparisons alongside qualitative observations from worship, interviews, facility assessments, and surveys to provide wisdom honoring both measurable realities and unmeasurable aspects of congregational life.

Technology enhances our analysis, but human discernment shapes the guidance you receive.

The Outcomes

Upon completion of the data collection and analysis your congregation will receive a multi page report and digital presentation for your use.

01

Your Congregation's Story

Comprehensive health profile showing strengths, challenges, and opportunities

02

Strategic Priorities

Clear focus areas for investment and attention in the coming seasons

03

Pathways Forward

Concrete recommendations matched to your congregation's capacity and calling

04

Implementation Support

Practical guidance for turning insights into faithful action

Comprehensive Assessment Report

Executive summary with your congregation's unique history and key findings. Detailed domain analysis across all 12 areas of congregational life. Congregational readiness profile with theological reflection on what you're prepared to undertake. 3-5 prioritized action steps tailored to your context.

Congregational Summary

Condensed key findings in accessible format designed for broad sharing with general membership. Easy-to-understand overview of assessment results.

Presentation Materials

Professional slide decks prepared for leadership and congregational meetings. Our team participates in 1-2 presentation sessions (virtual included, in-person available) to walk through findings and facilitate discussion.

No Obligation to Continue: There is absolutely no obligation to continue working with Pinnacle Services after your Foundation360 Assessment. The assessment stands alone as a comprehensive evaluation with actionable recommendations your congregation can implement independently or with Pinnacle or any consultants of your choosing.

Your report will include specific recommendations for services Pinnacle could provide—strategic planning facilitation, capital campaign guidance, facility planning support—along with trusted partner referrals for areas outside our expertise. Our goal is providing clear insights and a practical roadmap for your congregation's faithful future, plus honest guidance about implementation support. Many congregations find value in ongoing consulting, but all future work is entirely optional based on your needs, capacity, and preferences.

What You Receive

The Foundation360 Assessment becomes the foundation for ongoing relationship, not just a report. Every congregation receives honest, hope-filled evaluation that recognizes both challenges and God's ongoing work, multiple pathways forward rather than prescribed solutions, and clear guidance about whether Pinnacle Services or other specialized partners can best serve your next faithful steps.

Comprehensive Assessment Report

Your comprehensive assessment report delivers multiple resources for leadership study and congregational engagement. The **Executive Summary** opens with your congregation's unique history, assessment goals, and key findings overview.

Domain Analysis provides detailed examination of all 12 areas of congregational life, with dedicated pages for each domain—extended sections for complex areas like financial stewardship and facilities management.

The **Congregational Readiness Profile** offers deep analysis of your overall rating with theological reflection on what your congregation is prepared to undertake and the opportunities your current reality provides. The assessment report concludes with 3-5 prioritized action steps tailored to your profile, capacity, and missional context.

ADDITIONAL MATERIALS

- **Congregational Summary** designed for broad sharing, condensing key findings into accessible format for general sharing to constituents
- **Presentation materials** including slide decks prepared for leadership and congregational meetings
- **1-2 presentation sessions** (virtual included, in-person available) to walk through findings and facilitate discussion about next steps

Understanding Your Readiness Profile

Rather than a ladder to climb, we provide nuanced readiness profiles that recognize what your congregation is prepared to undertake next and the opportunities your current situation allows.

Whether your congregation is **Ready to Flourish** with exceptional capacity to launch ambitious initiatives, **Building Readiness** with developing momentum for strategic investment opportunities, **Focused Development** with solid potential requiring concentrated preparation in specific areas, facing **Sustainability Discernment** needing honest evaluation of long-term possibilities, or **Ready for Legacy Completion** with opportunity to finish ministry with honor—each profile identifies what faithful next steps your congregation is positioned to take.



"We must allow ourselves to be interrupted by God."

— Dietrich Bonhoeffer

Beyond the Assessment

Pathways Forward: Implementation Support & Ongoing Partnership

The Foundation360 Assessment is designed to stand alone—a comprehensive evaluation with actionable recommendations you can implement independently or with any consultants you choose. Many congregations, however, find value in continued partnership as they move from insight to implementation.

WHERE PINNACLE CAN WALK ALONGSIDE YOU

- **Financial Stewardship & Sustainability:** Stewardship campaigns, budgeting, giving culture development, basic financial planning
- **Capital Campaign Services:** Feasibility studies, campaign planning, donor cultivation, and celebration
- **Facilities Management:** Property evaluation, adaptive reuse guidance, accessibility planning, preservation strategies
- **Strategic Planning:** Multi-year visioning, governance optimization, staff design, administrative systems
- **Worship & Formation Renewal:** Drawing on theological training to support liturgical vitality and congregational spiritual life
- **Community Engagement:** Partnership development, hospitality culture, newcomer integration
- **Merger & Closure Guidance:** Process facilitation working collaboratively with your judicatory and legal representatives

WHERE WE CONNECT YOU WITH SPECIALISTS

- **Pastoral Search & Interim Ministry:** Your denominational office provides essential expertise in polity, calling processes, and ministerial placement
- **Legal Matters:** Church attorneys specializing in nonprofit law, property issues, and denominational governance
- **Advanced Financial Planning:** Specialists in endowment creation, investment management, and complex fund structures
- **Denominational Processes:** Your regional judicatory for matters requiring denominational authorization or oversight

We know our strengths and our limitations. Part of faithful consultation is connecting you with the right expertise for each challenge you face. Whether that's ongoing work with Pinnacle or introductions to trusted partners, our goal is your congregation's faithful flourishing.

Keys to a Successful Assessment

For the best assessment experience, congregations should focus on these essential elements:

Leadership Commitment

Pastoral and congregational leadership champion the process and model honest participation throughout the assessment

Transparent Communication

Share assessment goals clearly with the congregation from the start, explaining why this matters and how results will be used

Encourage Broad Participation

Actively promote survey completion and interview involvement across all tenure levels—longtime members to newest participants

Maintain Authenticity

Don't change normal operations to "look good" for the assessment—we need to see your real congregational life and culture

Provide Comprehensive Materials

Gather complete documents rather than summary versions to ensure accurate analysis and meaningful insights

Plan for Results Sharing

Consider before beginning how assessment results will be shared, discussed, and used to inform faithful next steps



The assessment works best when congregations approach it with openness, honesty, and readiness to hear both encouraging affirmations and challenging observations.

Frequently Asked Questions

What does Foundation360 typically cost?

Foundation360 Assessment starts at \$10,500 for comprehensive congregational evaluation, with final investment determined by average worship attendance, scope, and timeline. We're committed to making our services available to all congregations regardless of financial resources.

What experience does Pinnacle Services have with different denominational traditions?

Pinnacle Services operates ecumenically with deep understanding of mainline Protestant contexts including Episcopal, Presbyterian, Lutheran, Congregational, Baptist and other traditions. Our consultants adapt the assessment process to respect your tradition's unique polity, governance, and theological emphases.

How is this different from denominational or judicatory consultants?

Foundation360 complements denominational support rather than replacing it. While your diocese or regional body provides valuable guidance, these offices are often stretched thin serving many congregations. Foundation360 offers comprehensive, independent assessment with dedicated time focused entirely on your congregation's health and future.

Our AI-Enhanced Approach: We use closed AI systems to process aggregate financial data, participation trends, and anonymous survey responses—identifying patterns, themes, and benchmarking comparisons. Your data never leaves our secure system or trains public models. However, all pastoral interpretation, strategic insights, and final recommendations come from experienced human consultants who understand your unique congregational context.

How much staff time will this require?

Most coordination can be handled by 1-2 dedicated volunteers with pastoral oversight.

Can we modify the process for our situation?

Yes, we adapt to congregational needs while maintaining assessment integrity. Special circumstances like recent conflicts, leadership transitions, or unique structures can be accommodated.

How confidential is the process?

Individual survey responses are completely anonymous. Interview and focus group content is kept confidential with no individual attribution in reports. Financial data is reported without any personally identifiable information.

What if the assessment reveals sensitive issues?

Our consultants are trained in helping congregations process difficult findings constructively. We focus on forward-looking recommendations rather than dwelling on problems.



Ready to Begin Your Journey?

Let's explore how **Foundation360** can support your congregation's faithful next steps. Contact us to begin the conversation.

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