

REVEREND PAMELA STANLEY

67 COURTNEY LOOP | STATEN ISLAND, NEW YORK, 10305



10/25/2013

Title and Name
Address

Dear Title and Name:

I am writing to thank you for agreeing to be a part of the Local Advisory Committee for my Doctor of Ministry Project.

The Doctor of Ministry Project is a body of work specifically designed to enhance my competency in ministry as well as make a significant contribution to Brooklyn Community Church. This project requires the involvement of laity and, during the design and implementation phases, I am expected to demonstrate competencies such as leader, enabler, planner, recruiter, theologian-in-residence, trainer, organizer, supervisor and administrator.

The subject of my Dissertation is New Member Assimilation and Spiritual Formation. This project will focus on the challenge of placing new members within church ministries and creating a system that will promote a personal relationship with God. Once completed, this dissertation will become a published document that can be used to address the issue of assimilation in other churches and ministry settings.

The Local Advisory Committee will work with me as a team to plan, execute and evaluate all aspects of the Ministry Project. To that end, the Advisory Committee initially convened a meeting earlier this month. Our next meeting will be in November and then periodically through April 2014. I will contact you as soon as the date for the November meeting is finalized.

Attached are the preliminary project outline and time line.

Once again thank you and I am looking forward with anticipation to the great work that God is going to do through us as we serve and nurture new members and new souls.

In His service,

Rev. Pamela Stanley

cc: Rev. Dr. Fred Lucas, Senior Pastor, Brooklyn Community Church

Brooklyn Community Church
Rev. Dr. Fred Lucas, Senior Pastor
Rev. Maurice Douglas, Pastor for Outreach Ministries
Rev. Pam Stanley, Pastor for Church Administration

Rev. Pam Doctor of Ministry
Advisory Committee Meeting
Monday, March 10, 2014
7:00 p.m.

A G E N D A

- 1) Opening Prayer / Scripture
- 2) Advisory Committee
 - Rev. Dr. Fred Lucas, Advisory Committee Chair
 - Deacon Priscilla Hall | Deacon Weyman Carey
 - Deacon Marilyn Hunte | Deacon Bernadine Williams
 - Deacon Buren Figueroa | Deacon Veronica Price
 - Dr. Pulane Lucas | Barbara George Frierson
- 3) New Members Ministry
 - a. Update on the revised New Members Manual
 - b. Update on the revised New Member Registration Form
 - c. Members who have not completed new members class – notification of FM Leaders
 - d. Tracking Class Attendance
 - e. Presentation of Certificates
 - f. New Members Reception
- 4) Family Ministry
 - a. Family Ministry Council
 - i. Saturday, March 29, 2014, 10 a.m. – 2:00 p.m.– Organizing Meeting
 - b. Unassigned Members
 - c. Irregular/Inactive
- 5) Questionnaire
- 6) Evaluations
 - a. Criteria for Evaluations
- 7) The Kingdom Connection
 - a. Congregational Awareness
- 8) Upcoming Meetings

7:00 p.m. on April 7, 21 | May 5, 12, 2014

Brooklyn Community Church
Rev. Dr. Fred Lucas, Senior Pastor
Rev. Maurice Douglas, Pastor for Outreach Ministries
Rev. Pam Stanley, Pastor for Church Administration

Rev. Pam Doctor of Ministry
Advisory Committee Meeting
Monday, March 24, 2014
7:00 p.m.

A G E N D A

- 1) Opening Prayer / Scripture
- 2) Advisory Committee
 - Rev. Dr. Fred Lucas, Advisory Committee Chair
 - Deacon Priscilla Hall | Deacon Weyman Carey
 - Deacon Marilyn Hunte | Deacon Bernadine Williams
 - Deacon Buren Figueroa | Deacon Veronica Price
 - Dr. Pulane Lucas | Barbara George Frierson
- 3) New Members Ministry
 - a. Update on the revised New Members Manual
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- 7) The Kingdom Connection
 - a. Congregational Awareness
- 8) Upcoming Meetings

7:00 p.m. on April 7, 21 | May 5, 12, 2014
- 9) Mizpah

Brooklyn Community Church
Rev. Dr. Fred Lucas, Senior Pastor
Rev. Maurice Douglas, Pastor for Outreach Ministries
Rev. Pam Stanley, Pastor for Church Administration

Rev. Pam Doctor of Ministry Project
New Member Assimilation & Spiritual Formation

Advisory Committee Meeting
Monday, April 7, 2014
7:00 p.m.

A G E N D A

- 1) Opening Prayer / Scripture
- 2) Advisory Committee
 - Rev. Dr. Fred Lucas, Advisory Committee Chair
 - Deacon Priscilla Hall | Deacon Weyman Carey
 - Deacon Marilyn Hunte | Deacon Bernadine Williams
 - Deacon Buren Figueroa | Deacon Veronica Price
 - Dr. Pulane Lucas | Barbara George Frierson
- 3) Questionnaire
- 4) Evaluations
 - a. Criteria for Evaluations
- 5) The Kingdom Connection
 - a. Congregational Awareness
- 6) Upcoming Meetings
7:00 p.m. on April 21 | May 5, 12, 2014
- 7) Mizpah

Brooklyn Community Church
Rev. Dr. Fred Lucas, Senior Pastor
Rev. Maurice Douglas, Pastor for Outreach Ministries
Rev. Pam Stanley, Pastor for Church Administration

Rev. Pam DMin Project

New Member Assimilation: Closing the Back Door through Systemic Membership Management

Advisory Committee Meeting
Thursday, April 24, 2014
7:00 p.m.

A G E N D A

- 1) Opening Prayer / Scripture
- 2) Advisory Committee
 - Rev. Dr. Fred Lucas, Advisory Committee Chair
 - Deacon Priscilla Hall | Deacon Weyman Carey
 - Deacon Marilyn Hunte | Deacon Bernadine Williams
 - Deacon Buren Figueroa | Deacon Veronica Price
 - Dr. Pulane Lucas | Barbara George Frierson
- 3) Congregational Questionnaire Update
- 4) New Members Ministry Flowchart
- 5) Membership Database
- 6) To Do List – Complete by May 7
 - a. Summarize the Questionnaire Analysis
 - b. Meet with Family Ministry on Monday, April 28 to review progress and plan implementation
 - c. Visit St. Paul Community Baptist Church to discuss their Membership Management System
- 7) Preparation for Drew Site Visit
 - a. Evaluation Criteria
 - b. Advisory Committee Questionnaire & Checklist
 - c. Organize Site Visit Packet
- 8) Final Advisory Meeting

May 5, 12, 2014, 7:00 p.m.
- 9) Drew University Site Visit – Thursday, May 8, 2014, 7:00 p.m.
- 10) Closing Prayer and Mizpah

ministry
area ●●●●●●
profile **2012**

Brooklyn Community Church
Fort Greene, Brooklyn
11205

Study Area Definition:
Zip Code 11205





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 Brooklyn Community Church
 Fort Greene, Brooklyn
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- 1** **Q** **How many people live in the defined study area?**

A Currently, there are 43,548 persons residing in the defined study area. This represents an increase of 3,580 or 9.0% since 1990. During the same period of time, the U.S. as a whole grew by 25.9%. (see page 4)
- 2** **Q** **Is the population in this area projected to grow?**

A Yes, between 2012 and 2017, the population is projected to increase by 4.6% or 2,007 additional persons. During the same period, the U.S. population is projected to grow by 3.9%. (see page 4)
- 3** **Q** **How much lifestyle diversity is represented?**

A The lifestyle diversity in the area is *very low* with only 17 of the 50 U.S. Lifestyles segments represented. The top individual segment is *Struggling Black Households* representing 41.4% of all households. (see pages 13 and 14)
- 4** **Q** **How do racial or ethnic groups contribute to diversity in this area?**

A Based upon the total number of different groups present, the racial/ethnic diversity in the area is *extremely high*. Among individual groups, *Anglos* represent 41.3% of the population and all other racial/ethnic groups make up a substantial 58.7% which is well above the national average of 37%. The largest of these groups, *African-Americans*, accounts for 31.4% of the total population. *Anglos* are projected to be the fastest growing group increasing by 24.4% between 2012 and 2017. (see pages 4 and 7)
- 5** **Q** **What are the major generational groups represented?**

A The largest age group in terms of numbers is *Survivors* (age 31 to 51) comprised of 14,009 persons or 32.2% of the total population in the area. Compared to a national average of 29.0%, *Survivors* are also the most over-represented group in the area. (see page 4)
- 6** **Q** **Overall, how traditional are the family structures?**

A The area can be described as *extremely non-traditional* due to the below average presence of married persons and two-parent families. (see page 6)
- 7** **Q** **How educated are the adults?**

A Based upon the number of years completed and college enrollment, the overall education level in the area is *about average*. While 77.0% of the population aged 25 and over have graduated from high school as compared to the national average of 85.1%, college graduates account for 32.6% of those over 25 in the area versus 27.8% in the U.S. (see page 8)
- 8** **Q** **Which household concerns are unusually high in the area?**

A Concerns which are likely to exceed the national average include: *Affordable Housing, Racial/Ethnic Prejudice, Employment Opportunities, Neighborhood Crime and Safety, Social Injustice* and *Finding Companionship*. (see page 16)
- 9** **Q** **What is the likely faith receptivity?**

A Overall, the likely faith involvement level and preference for historic Christian religious affiliations is *somewhat low* when compared to national averages. (see page 15)
- 10** **Q** **What is the likely giving potential in the area?**

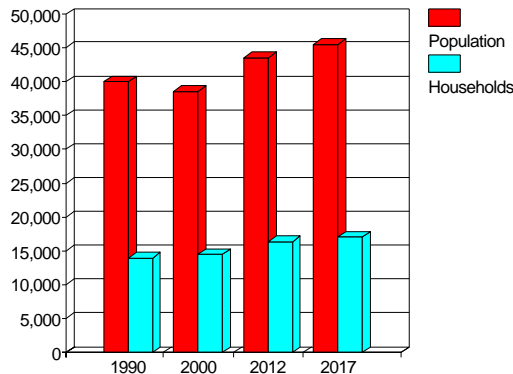
A Based upon the average household income of \$52,706 per year and the likely contribution behavior in the area, the overall religious giving potential can be described as *very low*. (see page 4 and 17)

Date: 8/23/2014

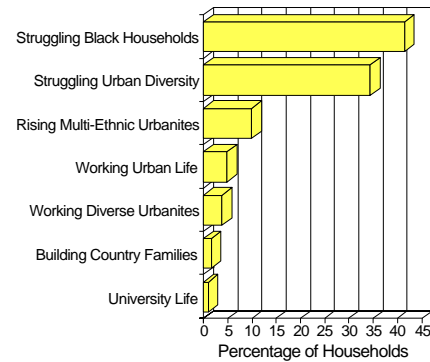
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Population and Households

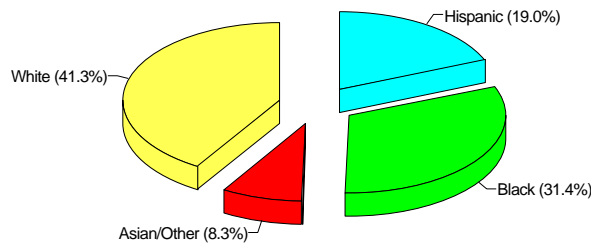


Primary U.S. Lifestyles Segments-2012

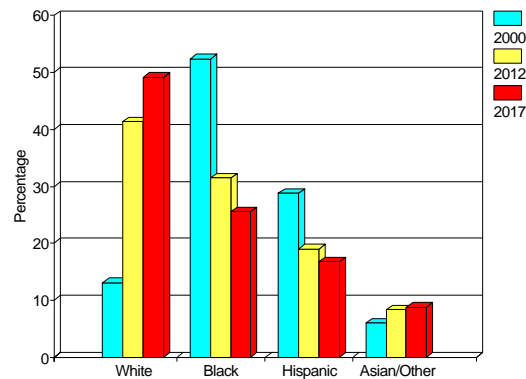


The population in the study area has increased by 4991 persons, or 12.9% since 2000 and is projected to increase by 2007 persons, or 4.6% between 2012 and 2017. The number of households has increased by 1919, or 13.3% since 2000 and is projected to increase by 613, or 3.7% between 2012 and 2017.

Population By Race/Ethnicity-2012

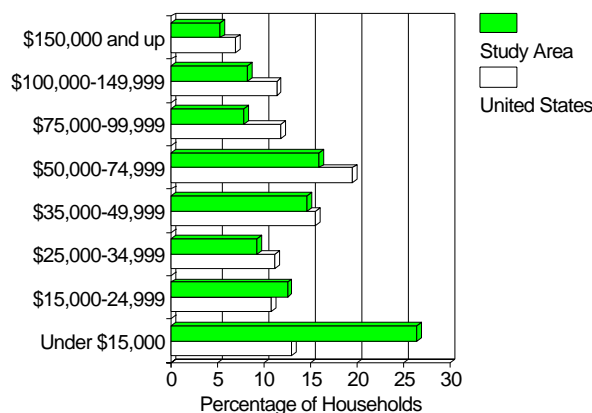


Population By Race/Ethnicity Trend

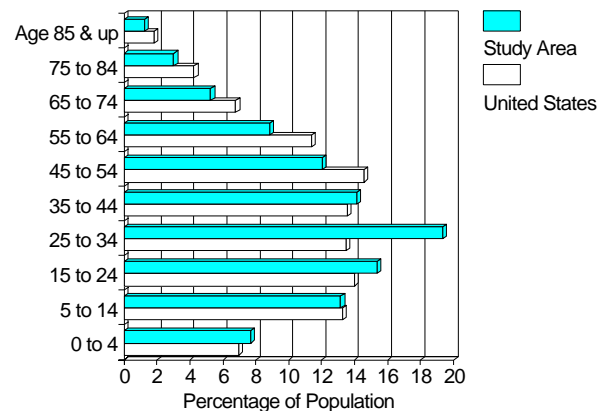


Between 2012 and 2017, the White population is projected to increase by 4397 persons and to increase from 41.3% to 49.1% of the total population. The Black population is projected to decrease by 2090 persons and to decrease from 31.4% to 25.5% of the total. The Hispanic/Latino population is projected to decrease by 670 persons and to decrease from 19.0% to 16.7% of the total. The Asian/Other population is projected to increase by 371 persons and to increase from 8.3% to 8.7% of the total population.

Households By Income-2012



Population by Age-2012

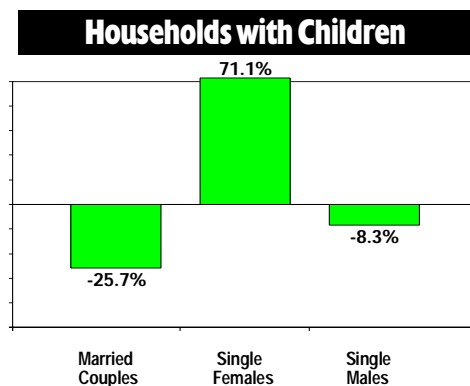
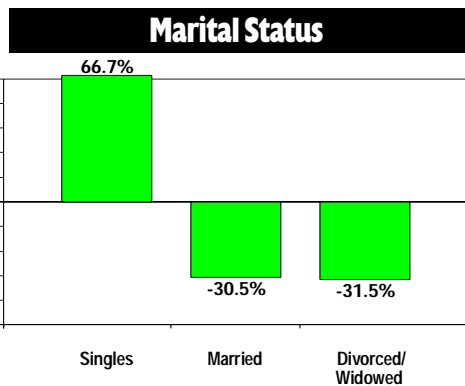
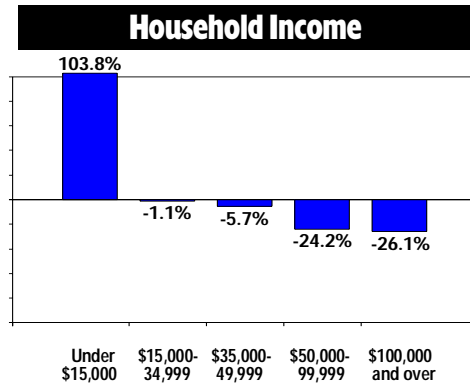
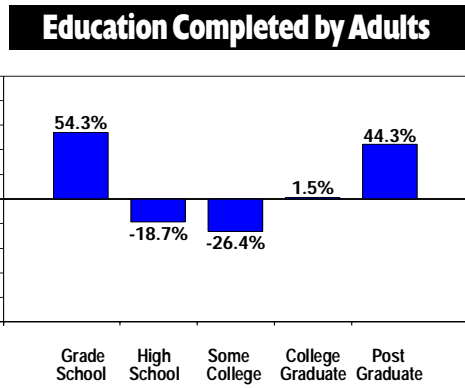
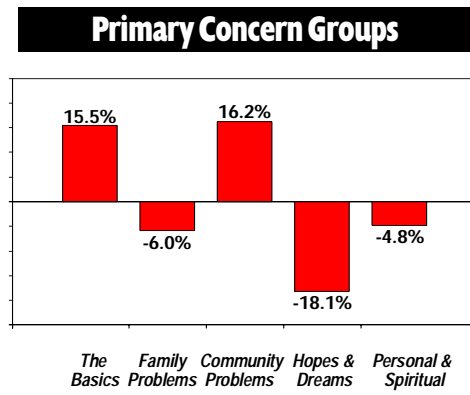
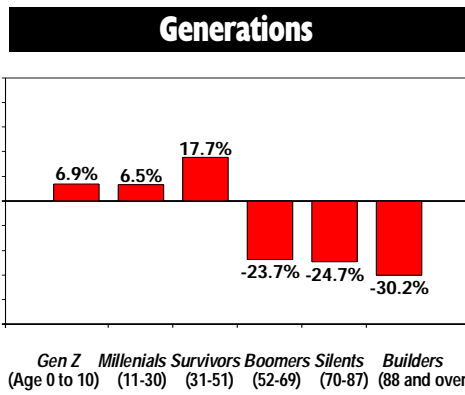
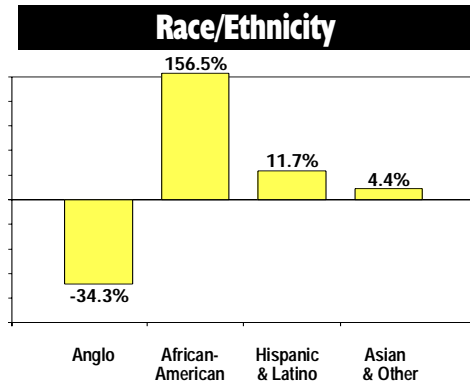
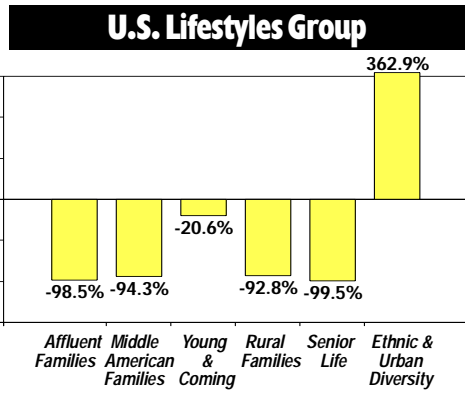


The average household income in the study area is \$52706 a year as compared to the U.S. average of \$67315. The average age in the study area is 34.5 and is projected to increase to 35.3 by 2017. The average age in the U.S. is 37.5 and is projected to increase to 38.3 by 2017.

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POPULATION						
▲ Indicates a consistent upward trend ↓ Indicates a consistent downward trend	1990 Census	2000 Census	2012 Update	2017 Projection		
Population	39,968	38,557	43,548	45,555		
Population Change		(1,411)	4,991	2,007		
Percentage Change		-3.5%	12.9%	4.6%		
Average Annual Growth Rate		-0.4%	1.1%	0.9%		
Density (Pop. per square mile)	39,968	38,557	43,548	45,555		
HOUSEHOLDS						
▲ Households	13,977	14,457	16,376	16,989		
Household Change		480	1,919	613		
Percentage Change		3.4%	13.3%	3.7%		
Average Annual Growth Rate		0.3%	1.1%	0.7%		
Persons Per Household	2.67	2.49	2.49	2.51		
POPULATION BY RACE/ETHNICITY						
	2000 Census		2012 Update		2017 Projection	
	Number	Percent	Number	Percent	Number	Percent
▲ White (Non-Hispanic)	5,021	13.0%	17,985	41.3%	22,382	49.1%
↓ African-American (Non-Hisp)	20,177	52.3%	13,689	31.4%	11,599	25.5%
↓ Hispanic/Latino	11,074	28.7%	8,263	19.0%	7,593	16.7%
▲ Asian/Other (Non-Hisp)	2,286	5.9%	3,611	8.3%	3,982	8.7%
POPULATION BY GENDER						
↓ Female	20,902	54.2%	22,953	52.7%	23,843	52.3%
▲ Male	17,655	45.8%	20,595	47.3%	21,712	47.7%
POPULATION BY GENERATION						
▲ Generation Z (Born 2002 and later)	0	0.0%	5,738	13.2%	9,187	20.2%
▲ Millennials (Born 1982 to 2001)	10,768	27.9%	12,646	29.0%	14,191	31.2%
↓ Survivors (Born 1961 to 1981)	13,993	36.3%	14,717	33.8%	13,079	28.7%
↓ Boomers (Born 1943 to 1960)	7,995	20.7%	7,022	16.1%	6,604	14.5%
↓ Silents (Born 1925 to 1942)	4,035	10.5%	2,932	6.7%	2,313	5.1%
↓ Builders (Born 1924 and earlier)	1,396	3.6%	491	1.1%	181	0.4%
AGE						
▲ Average Age		33.0		34.5		35.3
▲ Median Age		29.9		32.5		33.5
INCOME						
▲ Average Household Income		\$41,730		\$52,706		\$55,280
▲ Median Household Income		\$30,364		\$37,495		\$38,724
▲ Per Capita Income		\$15,647		\$19,820		\$20,616

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HOUSEHOLDS BY INCOME						
▲ Indicates a consistent upward trend ↓ Indicates a consistent downward trend	2000 Census		2012 Update		2017 Projection	
	Number	Percent	Number	Percent	Number	Percent
▲ \$150,000 or more	442	3.1%	854	5.2%	991	5.8%
▲ \$100,000 to \$149,999	703	4.9%	1,347	8.2%	1,496	8.8%
▲ \$75,000 to \$99,999	1,005	7.0%	1,296	7.9%	1,364	8.0%
▲ \$50,000 to \$74,999	1,952	13.5%	2,600	15.9%	2,743	16.1%
↓ \$35,000 to \$49,999	2,125	14.7%	2,397	14.6%	2,430	14.3%
↓ \$25,000 to \$34,999	1,750	12.1%	1,512	9.2%	1,515	8.9%
↓ \$15,000 to \$24,999	1,810	12.5%	2,044	12.5%	2,168	12.8%
↓ Under \$15,000	4,888	33.8%	4,325	26.4%	4,281	25.2%
POPULATION BY PHASE OF LIFE						
Before Formal Schooling (Age 0-4)	2,719	7.1%	3,340	7.7%	3,435	7.5%
Required Formal Schooling (5-17)	7,294	18.9%	7,339	16.9%	7,885	17.3%
↓ College Years, Career Starts (18-24)	5,186	13.5%	5,056	11.6%	4,886	10.7%
Singles and Young Families (25-34)	6,727	17.4%	8,421	19.3%	7,919	17.4%
▲ Families, Empty Nesters (35-54)	9,947	25.8%	11,382	26.1%	12,332	27.1%
▲ Enrichment Years Singles/Couples (55-64)	2,814	7.3%	3,833	8.8%	4,276	9.4%
▲ Retirement Opportunities (65+)	3,499	9.1%	4,176	9.6%	4,822	10.6%
POPULATION BY AGE (DETAIL)						
Under 5 years	2,719	7.1%	3,340	7.7%	3,435	7.5%
5 to 9 years	2,805	7.3%	2,998	6.9%	3,365	7.4%
10 to 14 years	2,873	7.5%	2,724	6.3%	2,984	6.6%
↓ 15 to 17 years	1,616	4.2%	1,617	3.7%	1,536	3.4%
↓ 18 to 20 years	2,289	5.9%	2,400	5.5%	2,275	5.0%
21 to 24 years	2,897	7.5%	2,656	6.1%	2,611	5.7%
25 to 29 years	3,632	9.4%	3,312	7.6%	4,184	9.2%
30 to 34 years	3,095	8.0%	5,109	11.7%	3,735	8.2%
↓ 35 to 39 years	2,835	7.4%	3,158	7.3%	3,222	7.1%
▲ 40 to 44 years	2,628	6.8%	2,981	6.8%	3,445	7.6%
▲ 45 to 49 years	2,296	6.0%	2,807	6.4%	3,080	6.8%
50 to 54 years	2,188	5.7%	2,436	5.6%	2,585	5.7%
▲ 55 to 59 years	1,471	3.8%	1,927	4.4%	2,297	5.0%
60 to 64 years	1,343	3.5%	1,906	4.4%	1,979	4.3%
▲ 65 to 69 years	1,097	2.8%	1,255	2.9%	1,593	3.5%
▲ 70 to 74 years	895	2.3%	1,049	2.4%	1,225	2.7%
▲ 75 to 84 years	1,115	2.9%	1,326	3.0%	1,402	3.1%
▲ 85 or more years	392	1.0%	546	1.3%	602	1.3%

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 Study Area Definition:
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Description	Study Area		U.S. Average	U.S. Comparative Index
	Number	Percent		
▲ Indicates the study area percentage is more than 1.2 times the U.S. average ↓ Indicates the study area percentage is less than 0.8 times the U.S. average				
MARITAL STATUS				
Marital Status All Persons 15 and Older	34,486			
▲ Single (Never Married)	18,145	52.6%	31.6%	167
↓ Married	12,386	35.9%	51.7%	69
↓ Divorced/Widowed	3,954	11.5%	16.7%	68
Marital Status Females 15 and Older	18,595			
▲ Single (Never Married)	9,195	49.4%	28.4%	174
↓ Married	6,378	34.3%	50.2%	68
↓ Divorced/Widowed	3,022	16.3%	21.5%	76
Marital Status Males 15 and Older	15,891			
▲ Single (Never Married)	8,950	56.3%	34.9%	161
↓ Married	6,009	37.8%	53.3%	71
↓ Divorced/Widowed	932	5.9%	11.8%	50
FAMILY STRUCTURE				
Households By Type	16,376			
↓ Married Couple	4,567	27.9%	55.3%	50
Other Family - Male Head of Household	747	4.6%	5.2%	88
▲ Other Family - Female Head of Household	3,284	20.1%	14.2%	141
▲ Non Family - Male Head of Household	3,524	21.5%	17.5%	123
▲ Non Family - Female Head of Household	4,254	26.0%	20.2%	129
Households With Children 0 to 18	4,763			
↓ Married Couple Family	2,323	48.8%	65.7%	74
Other Family - Male Head of Household	345	7.2%	7.9%	92
▲ Other Family - Female Head of Household	2,080	43.7%	25.5%	171
↓ Non Family	16	0.3%	0.9%	37
Population By Household Type	43,548			
▲ Group Quarters	2,507	5.8%	2.6%	225

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GROUP QUARTERS				
Population In Group Quarters By Type	2,507			
↓ Correctional Facilities	8	0.3%	30.4%	1
▲ College Dorms	1,333	53.2%	31.6%	168
↓ Military	0	0.0%	4.2%	0
Nursing Homes	155	6.2%	18.6%	33
▲ Other	1,011	40.3%	15.2%	266
RACE/ETHNICITY				
Population By Race/Ethnicity	43,548			
↓ White (Non-Hispanic)	17,985	41.3%	69.9%	59
▲ African-American (Non-Hisp)	13,689	31.4%	13.6%	231
Hispanic/Latino	8,262	19.0%	18.9%	100
↓ Native American (Non-Hisp)	82	0.2%	0.8%	23
Asian (Non-Hisp)	2,283	5.2%	5.4%	97
↓ Hawaiian & Pacific Islander (Non-Hisp)	33	0.1%	0.2%	42
Other Races & Multiple Races (Non-Hisp)	1,213	2.8%	2.4%	115
Asian Population By Race	2,304			
▲ Chinese	739	32.1%	22.3%	144
▲ Japanese	164	7.1%	5.6%	128
Indian	442	19.2%	19.1%	100
▲ Korean	403	17.5%	9.8%	179
↓ Vietnamese	43	1.9%	10.9%	17
↓ Other Asian Races	513	22.3%	32.3%	69
Hispanic/Latino Population By Race	8,262			
↓ White	2,666	32.3%	52.9%	61
▲ African-American	1,086	13.1%	2.5%	533
▲ Native American	156	1.9%	1.4%	139
↓ Asian	21	0.3%	0.4%	61
▲ Other Races & Multiple Races	4,333	52.4%	42.8%	122
Hispanic/Latino Population By Origin	8,262			
↓ Mexican	1,631	19.7%	64.8%	30
▲ Puerto Rican	3,917	47.4%	9.3%	507
↓ Cuban	172	2.1%	3.6%	58
▲ Other Hispanic Origin	2,543	30.8%	22.3%	138

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 Prepared For:
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Description	Study Area		U.S. Average	U.S. Comparative Index
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EDUCATION				
Population By School Enrollment (Age 3 & over) (2000)	36,440			
▲ Pre-Primary (Public)	1,036	2.8%	2.3%	124
↓ Pre-Primary (Private)	211	0.6%	1.1%	54
Elementary/High School (Public)	6,645	18.2%	16.6%	110
Elementary/High School (Private)	584	1.6%	1.9%	83
▲ Enrolled in College	3,861	10.6%	6.5%	164
Not Enrolled in School	24,104	66.1%	71.6%	92
Population By Education Completed (Age 25 and over)	27,813			
▲ Elementary (Less than 9 years)	2,467	8.9%	6.3%	141
▲ Some High School (9 to 11 years)	3,939	14.2%	8.6%	164
High School Graduate (12 years)	6,498	23.4%	28.7%	81
↓ Some College (13 to 15 years)	4,308	15.5%	21.0%	74
↓ Associate Degree	1,528	5.5%	7.5%	73
Bachelor's Degree	4,957	17.8%	17.6%	101
▲ Graduate Degree	4,116	14.8%	10.3%	144
OCCUPATION				
Population By Occupation Type (Age 15 and over)	14,868			
TOTAL WHITE COLLAR	10,733	72.2%	61.3%	118
↓ Executive and Managerial	1,146	7.7%	9.7%	79
▲ Professional Specialty	4,139	27.8%	16.2%	172
Technical Support	1,112	7.5%	7.8%	96
↓ Sales	1,257	8.5%	11.2%	75
▲ Administrative Support & Clerical	3,079	20.7%	16.4%	126
↓ TOTAL BLUE COLLAR	4,136	27.8%	38.7%	72
↓ Service: Private Households	399	2.7%	3.5%	77
▲ Service: Protective	563	3.8%	2.2%	170
Service: Other	1,004	6.8%	7.2%	94
↓ Farming, Forestry & Fishing	6	0.0%	0.7%	6
↓ Precision Production and Craft	1,039	7.0%	11.7%	59
↓ Operators and Assemblers	130	0.9%	3.4%	26
↓ Transportation and Material Moving	597	4.0%	6.0%	67
↓ Laborers	398	2.7%	3.9%	68

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EMPLOYMENT				
Population By Employment Status (Age 15 and over)	33,992			
Employed	18,191	53.5%	59.7%	90
Unemployed	1,853	5.5%	5.6%	97
Not in Labor Force	13,948	41.0%	34.7%	118
Households With Families By Number of Workers	7,963			
▲ No Workers	1,822	22.9%	12.7%	181
▲ 1 Worker	3,112	39.1%	30.4%	128
↓ 2 Workers	2,478	31.1%	45.0%	69
↓ 3 or more Workers	552	6.9%	11.9%	58
Total Female Pop. By Work Status (Age 16 & over) (2000)	16,845			
↓ TOTAL WORKING	7,007	41.6%	54.2%	77
With No Children	5,050	30.0%	33.8%	89
↓ With Children Age 0 to 5 only	426	2.5%	4.4%	57
↓ With Children Age 6 to 17 only	1,203	7.1%	12.4%	58
↓ With Children Both Age 0 to 5 and 6 to 17	328	1.9%	3.6%	55
▲ TOTAL NOT WORKING (UNEMPLOYED)	1,896	11.3%	3.3%	336
▲ With No Children	1,448	8.6%	2.2%	394
▲ With Children Age 0 to 5 only	176	1.0%	0.3%	301
▲ With Children Age 6 to 17 only	174	1.0%	0.6%	186
▲ With Children Both Age 0 to 5 and 6 to 17	98	0.6%	0.3%	222
TOTAL NOT IN THE LABOR FORCE	7,941	47.1%	42.5%	111
With No Children	6,284	37.3%	32.9%	114
With Children Age 0 to 5 only	424	2.5%	2.7%	92
With Children Age 6 to 17 only	769	4.6%	4.3%	106
With Children Both Age 0 to 5 and 6 to 17	464	2.8%	2.5%	108
POVERTY AND RETIREMENT INCOME				
Households By Poverty Status (\$23,050 for family of 4)	16,376			
↓ Above Poverty Line (Households with Children)	6,678	46.2%	69.2%	67
↓ Above Poverty Line (Households without Children)	2,947	20.4%	32.4%	63
▲ Below Poverty Line (Households with Children)	2,507	17.3%	7.9%	219
▲ Below Poverty Line (Households without Children)	2,120	14.7%	6.2%	237
Households By Presence of Retirement Income (2000)	14,457			
↓ With Retirement Income	1,798	12.4%	16.7%	74
Without Retirement Income	12,878	89.1%	83.3%	107

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HOUSING				
Occupied Units By Type	16,376			
↓ Owner Occupied	4,114	25.1%	66.1%	38
▲ Renter Occupied	12,262	74.9%	33.9%	221
Median Rent (2000)	\$589		\$657	90
Vacant Units By Type (2000)	1,037			
▲ For Rent	573	55.3%	25.7%	215
↓ For Sale	73	7.0%	13.7%	52
↓ Seasonal	36	3.5%	37.1%	9
▲ Other	354	34.1%	23.5%	145
Structures By Number of Units	18,210			
↓ Single Unit	861	4.7%	67.3%	7
▲ 3 to 4 Units	4,943	27.1%	8.4%	323
▲ 5 to 19 Units	3,952	21.7%	9.5%	230
▲ 20 to 49 Units	3,161	17.4%	3.5%	501
▲ 50 or more Units	5,266	28.9%	4.7%	615
↓ Mobile Home	11	0.1%	6.6%	1
Other	15	0.1%	0.1%	102
↓ Single To Multiple Unit Ratio	0.05		2.59	2
2010 Owner-Occupied Property Values	4,114			
Under \$40,000	226	5.5%	6.2%	89
\$40,000 to \$59,999	176	4.3%	4.9%	88
↓ \$60,000 to \$79,999	49	1.2%	5.9%	20
↓ \$80,000 to \$99,999	38	0.9%	7.3%	13
↓ \$100,000 to 149,999	189	4.6%	20.2%	23
↓ \$150,000 to \$199,999	281	6.8%	14.9%	46
↓ \$200,000 to \$299,999	534	13.0%	18.2%	71
▲ \$300,000 to \$499,999	908	22.1%	13.6%	162
▲ \$500,000 to \$999,999	1,414	34.4%	11.8%	290
▲ \$1,000,000 and over	713	17.3%	1.6%	1,060
▲ 2010 Median Property Value	\$463,179		\$168,275	275

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HOUSING (CONTINUED)				
Housing Units By Year Built	18,210			
↓ 2005 and later	556	3.1%	4.7%	65
2000 to 2004	1,428	7.8%	9.1%	87
↓ 1990 to 1999	301	1.7%	14.7%	11
↓ 1980 to 1989	282	1.5%	14.4%	11
↓ 1970 to 1979	541	3.0%	16.2%	18
1960 to 1969	2,269	12.5%	11.0%	113
↓ 1950 to 1959	1,287	7.1%	10.7%	66
▲ 1949 or earlier	11,545	63.4%	19.1%	332
Households By Number of Persons	16,376			
▲ 1 Person Household	5,870	35.8%	26.0%	138
2 Person Household	4,583	28.0%	32.8%	85
3 Person Household	2,408	14.7%	17.1%	86
↓ 4 Person Household	1,515	9.3%	13.6%	68
5 Person Household	888	5.4%	6.3%	85
▲ 6 Person Household	615	3.8%	2.6%	142
▲ 7 or more Person Household	496	3.0%	1.5%	202
Average Persons Per Household	2.5		2.6	96
Population By Urban/Rural (2000)	38,186			
▲ Urban	38,186	100.0%	79.0%	127
↓ Rural	0	0.0%	21.0%	0
Households By Heating Type (2000)	14,552			
Utility Gas	7,535	51.8%	51.2%	101
↓ Other Gas	605	4.2%	6.5%	64
↓ Electric	858	5.9%	30.3%	19
▲ Oil	4,699	32.3%	9.0%	360
↓ Coal	11	0.1%	0.1%	56
↓ Wood	10	0.1%	1.7%	4
▲ Solar/Other Fuel	492	3.4%	0.4%	776
▲ No Fuel Used	342	2.4%	0.7%	339
Households By Presence of Telephone (2000)	14,552			
With Telephone	13,880	95.4%	97.6%	98
▲ Without Telephone	673	4.6%	2.4%	190

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	Number	Percent		
TRANSPORTATION				
Households By Number of Vehicles	16,376			
▲ No Vehicles	11,170	68.2%	8.8%	771
↓ 1 Vehicle	4,218	25.8%	33.6%	77
↓ 2 Vehicle	760	4.6%	37.7%	12
↓ 3 or more Vehicles	228	1.4%	19.9%	7
Workers By Travel Time to Work	14,182			
↓ Less than 15 minutes	1,835	12.9%	28.6%	45
↓ 15 to 29 minutes	2,774	19.6%	36.4%	54
▲ 30 to 44 minutes	4,791	33.8%	19.7%	171
▲ 45 to 59 minutes	2,864	20.2%	7.4%	272
▲ 60 or more minutes	1,918	13.5%	7.9%	172
▲ Average Travel Time to Work (minutes)	38.8		27.6	141
Workers By Type of Transportation to Work	14,169			
↓ Drive Alone	1,367	9.6%	76.6%	13
↓ Car Pool	385	2.7%	10.3%	26
▲ Public Transportation	9,214	65.0%	4.9%	1,338
▲ Walk to Work	2,184	15.4%	2.8%	541
Other Means	190	1.3%	1.2%	111
▲ Work at Home	829	5.9%	4.2%	138



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SEGMENT GROUPS					
No.	Group Name <small>Please see accompanying guide for a complete description of each segment Groups are sorted by number of households in study area</small>	Study Area		U.S. Average	U.S. Comparative Index
		Households	Percent.		
6	Ethnic And Urban Diversity (24, 32, 36, 40, 41, 42, 43, 44, 45, 46 and 48)	13,930	85.1%	18.4%	463
3	Young And Coming (8, 12, 13, 15, 19, 34, 37, 39 and 47)	1,905	11.6%	14.7%	79
2	Middle American Families (9, 10, 11, 16, 17, 18, 23, 25 and 28)	293	1.8%	31.4%	6
4	Rural Families (27, 26, 29, 33, 35 and 38)	154	0.9%	13.1%	7
1	Affluent Families (segments 1, 2, 3, 4, 5, 6 and 14)	37	0.2%	15.1%	1
5	Senior Life (7, 20, 21, 22, 30 and 31)	6	0.0%	6.9%	1

INDIVIDUAL SEGMENTS					
No.	Segment Name <small>Segments are sorted by number of households in the study area.</small>	Study Area		U.S. Average	U.S. Comparative Index
		Households	Percent.		
46	Struggling Black Households	6,778	41.4%	2.5%	1646
45	Struggling Urban Diversity	5,636	34.4%	2.5%	1401
37	Rising Multi-Ethnic Urbanites	1,622	9.9%	0.6%	1762
32	Working Urban Life	810	4.9%	1.7%	299
36	Working Diverse Urbanites	627	3.8%	0.4%	887
28	Building Country Families	272	1.7%	2.8%	59
47	University Life	162	1.0%	0.8%	132
12	Educated New Starters	94	0.6%	2.9%	20
29	Working Country Families	94	0.6%	1.0%	60
44	Laboring Urban Life	52	0.3%	0.1%	423
27	Country Family Diversity	51	0.3%	0.3%	92
49	Exception Households	51	0.3%	0.2%	125
14	Secure Mid-Life Families	37	0.2%	0.7%	34
34	College and Career Starters	22	0.1%	0.6%	23
25	Working Country Consumers	21	0.1%	4.1%	3
43	Laboring Urban Diversity	15	0.1%	0.5%	18
41	Struggling Hispanic Households	12	0.1%	1.6%	5
38	Rural Working Families	9	0.1%	8.8%	1
21	Mature and Stable	6	0.0%	0.6%	6
13	Affluent Educated Urbanites	4	0.0%	0.4%	6



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No.	Individual Segment Name <small>Segments are sorted by number of households in the study area.</small>	Study Area		U.S. Average	U.S. Comparative Index
		Households	Percent.		
19	Educated and Promising	1	0.0%	0.1%	8
16	Established Country Families	0	0.0%	6.4%	0
10	Suburban Mid-Life Families	0	0.0%	5.5%	0
15	Reliable Young Starters	0	0.0%	4.3%	0
40	Surviving Urban Diversity	0	0.0%	4.0%	0
18	Working Urban Families	0	0.0%	4.0%	0
1	Traditional Affluent Families	0	0.0%	3.5%	0
4	Educated Mid-Life Families	0	0.0%	3.4%	0
23	Established Empty-Nesters	0	0.0%	3.4%	0
5	Prosperous Diversity	0	0.0%	3.1%	0
11	Young Suburban Families	0	0.0%	3.0%	0
39	New Beginning Urbanites	0	0.0%	2.8%	0
24	Metro Multi-Ethnic Diversity	0	0.0%	2.7%	0
35	Laboring Country Families	0	0.0%	2.7%	0
20	Cautious and Mature	0	0.0%	2.6%	0
8	Rising Potential Professionals	0	0.0%	2.3%	0
17	Large Young Families	0	0.0%	2.2%	0
6	Prosperous New Country Families	0	0.0%	2.1%	0
22	Mature and Established	0	0.0%	1.8%	0
3	Mid-Life Prosperity	0	0.0%	1.5%	0
42	Laboring Rural Diversity	0	0.0%	1.5%	0
30	Urban Senior Life	0	0.0%	0.8%	0
48	Struggling Urban Life	0	0.0%	0.8%	0
2	Professional Affluent Families	0	0.0%	0.8%	0
31	Mature Country Families	0	0.0%	0.5%	0
7	Prosperous and Mature	0	0.0%	0.5%	0
50	Unclassified Households	0	0.0%	0.2%	0
33	Laboring Rural Families	0	0.0%	0.1%	0
26	Working Suburban Families	0	0.0%	0.1%	0
9	Educated Working Families	0	0.0%	0.1%	0
TOTALS		16,376	100.0%	100.0%	100

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FAITH INVOLVEMENT INDICATOR

Estimated 2012 Households Likely to Be:

Strongly Involved with Their Faith	33.3%	35.4%	94
Somewhat Involved with Their Faith	31.1%	29.9%	104
Not Involved with Their Faith	33.9%	34.7%	98

Estimated 2012 Households Likely to Have:

↓ Increased Their Involvement with Their Faith in the Last 10 Years	18.0%	22.1%	81
Decreased Their Involvement with Their Faith in the Last 10 Years	24.5%	23.7%	103

RELIGIOUS PREFERENCE INDICATOR

Estimated 2012 Households Likely to Prefer:

↓ Adventist	0.2%	0.5%	35
↓ Baptist	9.3%	16.1%	58
▲ Catholic	35.4%	23.7%	150
▲ Congregational	4.3%	2.0%	218
▲ Eastern Religions (Buddhist/Hindu/Shinto/Islam)	0.5%	0.4%	111
▲ Episcopal	4.8%	2.9%	167
↓ Holiness	0.7%	0.8%	81
▲ Jehovah's Witnesses	1.6%	1.1%	148
▲ Judaism	8.4%	3.2%	265
↓ Lutheran	3.3%	7.2%	46
↓ Methodist	6.1%	10.1%	61
↓ Mormon	0.3%	1.8%	17
↓ New Age	0.5%	0.6%	81
↓ Non-Denominational / Independent	3.0%	6.9%	43
▲ Orthodox	0.5%	0.3%	163
↓ Pentecostal	1.9%	2.4%	79
↓ Presbyterian / Reformed	2.3%	4.6%	50
▲ Unitarian / Universalist	1.4%	0.7%	194
↓ Interested but No Preference	2.8%	3.9%	73
Not Interested and No Preference	11.4%	11.1%	103
↓ Likely to Have Changed Their Preference in the Last 10 Years	14.0%	16.8%	83

LEADERSHIP PREFERENCE INDICATOR

Estimated 2012 Households Likely to Prefer A Leader Who:

Tells them what to do	4.2%	4.0%	105
Lets them do what they want and is supportive	12.7%	11.7%	109
▲ Lets them do what they want and stays out of the way	6.6%	4.8%	138
Works with them on deciding what to do and helps them do it	76.5%	79.6%	96



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PRIMARY CONCERN INDICATOR			
Estimated 2012 Households Likely to Be Primarily Concerned With:			
THE BASICS:			
Maintaining Personal Health	43.8%	43.5%	101
Finding/Providing Health Insurance	28.6%	29.0%	99
▲ Day-to-Day Financial Worries	35.1%	31.6%	111
▲ Finding Employment Opportunities	20.6%	14.4%	143
▲ Finding Affordable Housing	22.7%	11.3%	201
▲ Providing Adequate Food	10.0%	8.6%	117
Finding Child Care	6.2%	6.3%	98
FAMILY PROBLEMS:			
Dealing With Alcohol/Drug Abuse	17.6%	16.7%	105
↓ Dealing With Teen / Child Problems	18.0%	20.7%	87
↓ Finding/Providing Aging Parent Care	11.9%	15.5%	77
▲ Dealing With Abusive Relationships	14.6%	11.4%	128
↓ Dealing With Divorce	2.6%	4.5%	59
COMMUNITY PROBLEMS:			
▲ Neighborhood Crime and Safety	38.4%	27.0%	142
↓ Finding/Providing Good Schools	18.8%	23.5%	80
↓ Dealing with Problems in Schools	9.0%	13.6%	66
▲ Dealing With Racial / Ethnic Prejudice	24.5%	13.1%	187
↓ Dealing With Neighborhood Gangs	6.9%	8.5%	81
▲ Dealing with Social Injustice	15.1%	11.3%	134
HOPES AND DREAMS:			
↓ Achieving Long-term Financial Security	45.2%	50.6%	89
↓ Finding Time for Recreation / Leisure	19.4%	25.3%	77
Finding Better Quality Healthcare	22.4%	23.9%	94
Finding A Satisfying Job / Career	18.1%	19.3%	94
↓ Finding Retirement Opportunities	14.7%	18.9%	78
↓ Achieving A Fulfilling Marriage	12.0%	22.3%	54
↓ Developing Parenting Skills	8.6%	14.7%	58
▲ Achieving Educational Objectives	9.2%	7.5%	123
SPIRITUAL / PERSONAL:			
Dealing With Stress	29.1%	29.8%	98
▲ Finding Companionship	22.3%	17.3%	129
↓ Finding A Good Church	8.9%	15.2%	59
↓ Finding Spiritual Teaching	10.7%	12.9%	82
Finding Life Direction	13.9%	14.0%	100



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KEY VALUES INDICATOR

Estimated 2012 Households Likely to Agree With the Following Statements:

GOD:

“I believe there is a God”	82.2%	84.5%	97
“God is actively involved in the world including nations and their governments”	61.5%	63.8%	96

SOCIETY:

“It is important to preserve the traditional American family structure”	85.4%	91.5%	93
“A healthy environment has become a national crisis”	85.2%	82.8%	103
“Public education is essential to the future of American society”	91.3%	94.0%	97

INSTITUTIONAL ROLES:

▲ “Government should be the primary provider of human welfare services”	59.0%	50.1%	118
“The role of Churches / Synagogues is to help form and support moral values”	78.4%	81.1%	97
▲ “Churches and religious organizations should provide more human services”	72.0%	62.6%	115

RACIAL / ETHNIC CHANGE:

▲ “The United States must open its doors to all people groups”	44.3%	36.3%	122
↓ “The changing racial / ethnic face of America is a threat to our national heritage”	29.4%	36.3%	81

HOUSEHOLD CONTRIBUTION INDICATOR

Estimated 2012 Households Likely to Contribute:

TO CHURCHES AND RELIGIOUS ORGANIZATIONS:

More than \$100 per year	58.6%	59.8%	98
↓ More than \$500 per year	27.4%	31.2%	88
↓ More than \$1,000 per year	12.2%	17.4%	70

TO CHARITIES:

More than \$100 per year	35.3%	33.7%	105
More than \$500 per year	7.4%	6.8%	109
▲ More than \$1,000 per year	2.7%	2.3%	117

TO COLLEGES AND UNIVERSITIES:

▲ More than \$100 per year	20.0%	16.1%	124
▲ More than \$500 per year	6.5%	4.3%	151
▲ More than \$1,000 per year	3.4%	2.2%	155

Ministry Area Profile 2012
Compass
REPORT

Brooklyn Community Church
Fort Greene, Brooklyn
11205

Study Area Definition:
Zip Code 11205



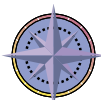
Ministry Area Profile 2012
Compass
 REPORT

Prepared For:
 Brooklyn Community Church
 Fort Greene, Brooklyn
 11205

Study Area Definition:
 Zip Code 11205

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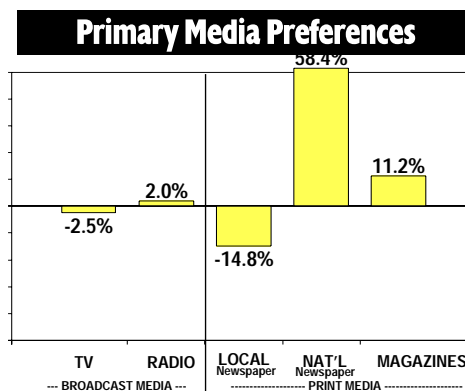
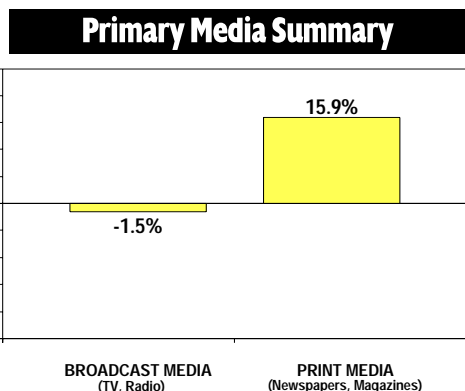
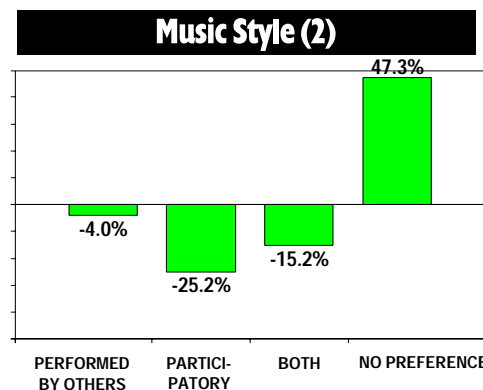
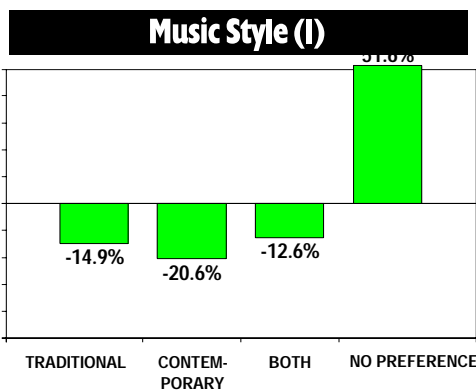
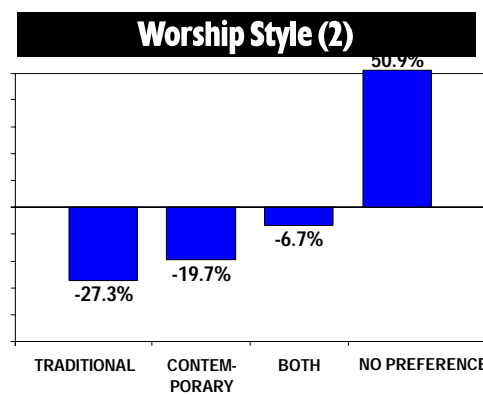
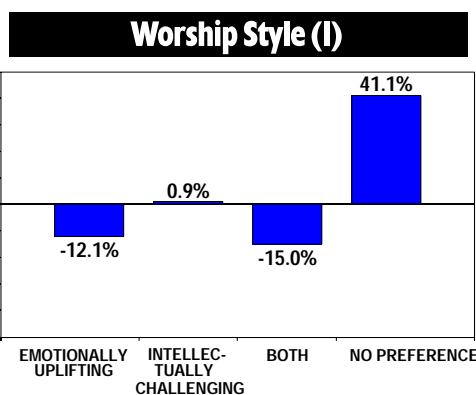
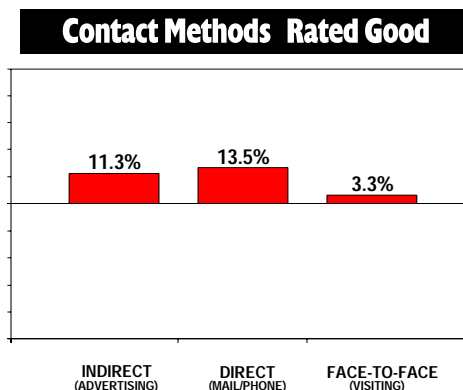
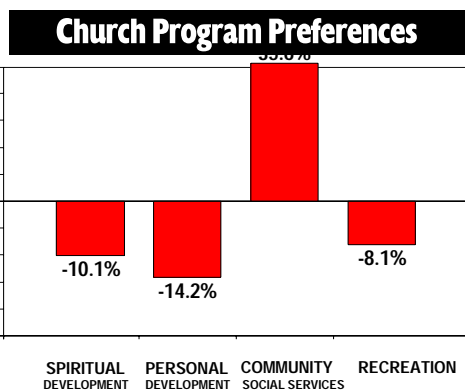
FINGERPRINT	1
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COMMUNITY/SOCIAL SERVICES.....	2
RECREATION.....	2
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PRIMARY MEDIA PREFERENCE	5
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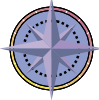


Date: 8/23/2014

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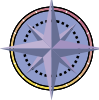
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Description	Study Area	U.S. Average	U.S. Comparative Index
▲ Indicates the study area percentage is more than 1.1 times the U.S. average			
↓ Indicates the study area percentage is less than 0.9 times the U.S. average			
CHURCH PROGRAM PREFERENCE INDICATOR			
Estimated 2012 Households If Looking for a New Church Likely to Express as Most Important:			
<i>SPIRITUAL DEVELOPMENT:</i>			
↓ Bible Study Discussion and Prayer Groups	30.9%	41.1%	75
Adult Theological Discussion Groups	20.6%	22.5%	92
▲ Spiritual Retreats	16.1%	11.6%	138
<i>PERSONAL DEVELOPMENT:</i>			
↓ Marriage Enrichment Opportunities	9.4%	15.2%	62
Parent Training Programs	7.8%	7.8%	99
▲ Twelve Step Programs	5.3%	3.5%	153
Divorce Recovery	2.3%	2.4%	96
<i>COMMUNITY/SOCIAL SERVICES:</i>			
▲ Personal or Family Counseling	26.2%	22.5%	116
▲ Care for the Terminally Ill	24.2%	15.7%	154
▲ Food and Clothing Resources	21.9%	11.1%	197
Day Care Services	6.2%	6.1%	102
↓ Church Sponsored Day-School	4.3%	5.7%	76
<i>RECREATION:</i>			
↓ Youth Social Programs	25.6%	29.7%	86
↓ Family Activities and Outings	24.1%	32.8%	74
Active Retirement Programs	28.3%	26.8%	106
▲ Cultural Programs (Music, Drama, Art)	22.4%	18.9%	118
↓ Sports or Camping	4.8%	6.3%	76

SUMMARY	
Spiritual Development Index	90
↓ Personal Development Index	86
▲ Community/Social Services Index	136
Recreation Index	92



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WORSHIP STYLE INDICATOR
Estimated 2012 Households Likely to Prefer Church Worship which is:
PART 1:

↓ A. Emotionally Uplifting	23.2%	26.4%	88
B. Intellectually Challenging	11.2%	11.1%	101
↓ C. Both A and B	33.3%	39.2%	85
▲ D. No Preference or Not Interested	33.0%	23.4%	141

PART 2:

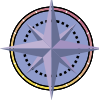
↓ A. Traditional/Formal/Ceremonial	14.7%	20.2%	73
↓ B. Contemporary/Informal	21.1%	26.3%	80
C. Both A and B	24.7%	26.5%	93
▲ D. No Preference or Not Interested	40.7%	26.9%	151

MUSIC STYLE INDICATOR
Estimated 2012 Households Likely to Prefer Church Music which is:
PART 1:

↓ A. Traditional	20.8%	24.4%	85
↓ B. Contemporary	15.7%	19.7%	79
↓ C. Both A and B	27.2%	31.1%	87
▲ D. No Preference or Not Interested	37.5%	24.8%	152

PART 2:

A. Performed by Others	18.0%	18.7%	96
↓ B. Participatory	17.2%	22.9%	75
↓ C. Both A and B	27.3%	32.2%	85
▲ D. No Preference or Not Interested	38.6%	26.2%	147



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MISSION EMPHASIS INDICATOR
Estimated 2012 Households Likely to Prefer Church Involvement and Mission Emphasis Focused On:
PART 1:

A. Community	22.0%	22.0%	100
↓ B. Personal Spiritual Development	12.7%	14.3%	89
↓ C. Both A and B	29.0%	37.4%	78
▲ D. No Preference or Not Interested	37.0%	26.3%	141

PART 2:

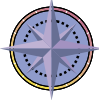
↓ A. Global Mission	4.6%	6.2%	74
↓ B. Local Mission	28.9%	33.3%	87
↓ C. Both A and B	23.6%	30.1%	78
▲ D. No Preference or Not Interested	44.3%	30.4%	146

CHURCH ARCHITECTURE INDICATOR
Estimated 2012 Households Likely to Prefer Church Architecture which is:
PART 1:

A. Traditional	26.4%	26.6%	99
↓ B. Contemporary	14.1%	15.9%	88
↓ C. Both A and B	24.7%	32.3%	76
▲ D. No Preference or Not Interested	35.9%	25.1%	143

PART 2:

▲ A. Somber/Serious	12.2%	9.4%	130
↓ B. Light and Airy	27.7%	34.7%	80
↓ C. Both A and B	21.8%	27.7%	78
▲ D. No Preference or Not Interested	39.3%	28.2%	139



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PRIMARY MEDIA PREFERENCE

Estimated 2012 Households Likely to Describe Their Primary Media Information Source As:
BROADCAST MEDIA:

Television	46.1%	47.3%	97
Radio	13.6%	13.3%	102

PRINT MEDIA:

Local Newspaper	39.3%	36.1%	109
▲ National Newspaper	6.9%	4.3%	158
▲ Magazines	3.6%	2.4%	149

SECONDARY MEDIA PREFERENCE

Estimated 2012 Households Likely to Describe Their Secondary Media Information Source As:
BROADCAST MEDIA:

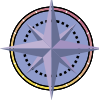
Television	31.2%	31.9%	98
Radio	25.6%	23.8%	108

PRINT MEDIA:

↓ Local Newspaper	27.8%	32.7%	85
▲ National Newspaper	8.9%	5.8%	155
▲ Magazines	7.8%	7.0%	111

SUMMARY

Overall Broadcast Media Index (100 = Average)	100
Overall Print Media Index	107



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Description	Study Area	U.S. Average	U.S. Comparative Index
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↓ Indicates the study area percentage is less than 0.9 times the U.S. average			

CHURCH CONTACT METHODS RATED GOOD

Estimated 2012 Households Likely to Rate As Good the Following Methods of Contact from a Church:

INDIRECT METHODS (LEAST PERSONAL):

▲ Local Radio Announcements or Advertisements	40.7%	36.2%	112
Putting Ad in Local Newspaper	36.1%	33.8%	107
▲ Local Cable Channels	35.1%	30.4%	115

DIRECT METHODS (MORE PERSONAL):

Sending Information By Mail	57.5%	53.7%	107
▲ Calling and Offering to Send Information By Mail	37.1%	29.5%	126
▲ Calling and Discussing on the Phone	13.4%	12.0%	112

FACE-TO-FACE METHODS (VERY PERSONAL):

Calling and Offering to Visit When Convenient	19.7%	20.1%	98
▲ Going Door to Door	15.6%	14.0%	111

CHURCH CONTACT METHODS RATED POOR

Estimated 2012 Households Likely to Rate As Poor the Following Methods of Contact from a Church:

INDIRECT METHODS (LEAST PERSONAL):

↓ Local Radio Announcements or Advertisements	16.6%	19.6%	85
↓ Putting Ad in Local Newspaper	19.2%	21.5%	89
↓ Local Cable Channels	27.3%	30.7%	89

DIRECT METHODS (MORE PERSONAL):

↓ Sending Information By Mail	11.6%	13.3%	87
↓ Calling and Offering to Send Information By Mail	28.9%	34.0%	85
↓ Calling and Discussing on the Phone	51.8%	60.6%	85

FACE-TO-FACE METHODS (VERY PERSONAL):

Calling and Offering to Visit When Convenient	44.5%	49.6%	90
Going Door to Door	58.1%	64.0%	91

SUMMARY OF METHODS RATED GOOD

▲ Indirect Methods Index (100 = Average)	111
▲ Direct Methods Index	113
Face-to-Face Methods Index	103

SUMMARY OF METHODS RATED POOR

↓ Indirect Methods Index	88
↓ Direct Methods Index	85
Face-to-Face Methods Index	90

APPENDIX 3

BIBLE STUDIES

Brooklyn Community Church

Rev. Dr. Fred Lucas, Senior Pastor

Rev. Maurice Douglas, Pastor for Outreach Ministries

Rev. Pam Stanley, Pastor for Church Administration

Bible Study

Instructor: Rev. Pam Stanley

Tuesday, September 16, 2013

6:30 p.m.

New Member Assimilation & Spiritual Formation

Ephesians 4:11-16

Assimilation

The Process of Making and Maturing Disciples of Jesus Christ

Assimilation

“Assimilation is the task of moving people from an awareness of your church to attendance at your church to active membership in your church.”

Rick Warren

“To make similar. We assimilate people when we help them to acquire similar knowledge about our Christian beliefs and our congregation, similar attitudes towards Christ and his church, similar feelings of belonging, and similar patterns of behavior.”

Joel Heck

Assimilation

- Is not an event but a process
- Is intentional and must be practiced throughout the church body

Characteristics of an Assimilated Person

- **Identifies with the goals of the church**
- **Is regular in worship attendance and in attendance at special services and church events (Hebrews 10:25)**
- **Attends Communion Sunday, Bible Study and Sunday School**
- **Reads the Bible on a daily basis and encourages their family to do the same**
- **Is growing spiritually (2 Peter 3:18)**
- **Has affiliated with the congregation**
- **Has friends within the congregation**
- **Has a task or role that is appropriate for his or her spiritual gifts (Romans 12:1; 1 Corinthians 12; Ephesians 4; I Peter 4:10-11)**
- **Is involved in a fellowship group (Acts 2:42)**
- **Gives regularly and generously (1 Corinthians 16:2)**
- **Tells others about the Lord and His church (Matthew 28:18-20)**

Joel Heck

“The Point of Contact”

A Skit

Written by Rev. Pam Stanley

Assimilation

The BCC Touches

Security



Hospitality



Assimilation

The BCC Touches

Members



Assimilation

The BCC Touches

Presence of God in Worship



Assimilation

The BCC Touches



**The Presence of God
in the Preached Word**

Assimilation

The Law Of Seven Touches



Membership

Assimilation

The BCC Touches



Ushers

Assimilation

The BCC Touches



Special Occasions & Guest Speakers

Assimilation Processes

- 1. Attraction / Recruitment; The new person is drawn into the church**
- 2. Testing; the new person attends for the first time**
- 3. Returning/affiliating; the new person revisits and begins to participate**
- 4. Joining; the new person takes official steps to become a member**
- 5. Going Deeper; the new member identifies gifts and talents and finds a meaningful place of service**
- 6. Being sent; the new member is enlisted in outreach ministries**

Roy Oswald: Making Your Church More Inviting

Brooklyn Community Church
 Rev. Dr. Fred Lucas, Senior Pastor
 Rev. Maurice Douglas, Pastor for Outreach Ministries
 Rev. Pam Stanley, Pastor for Church Administration

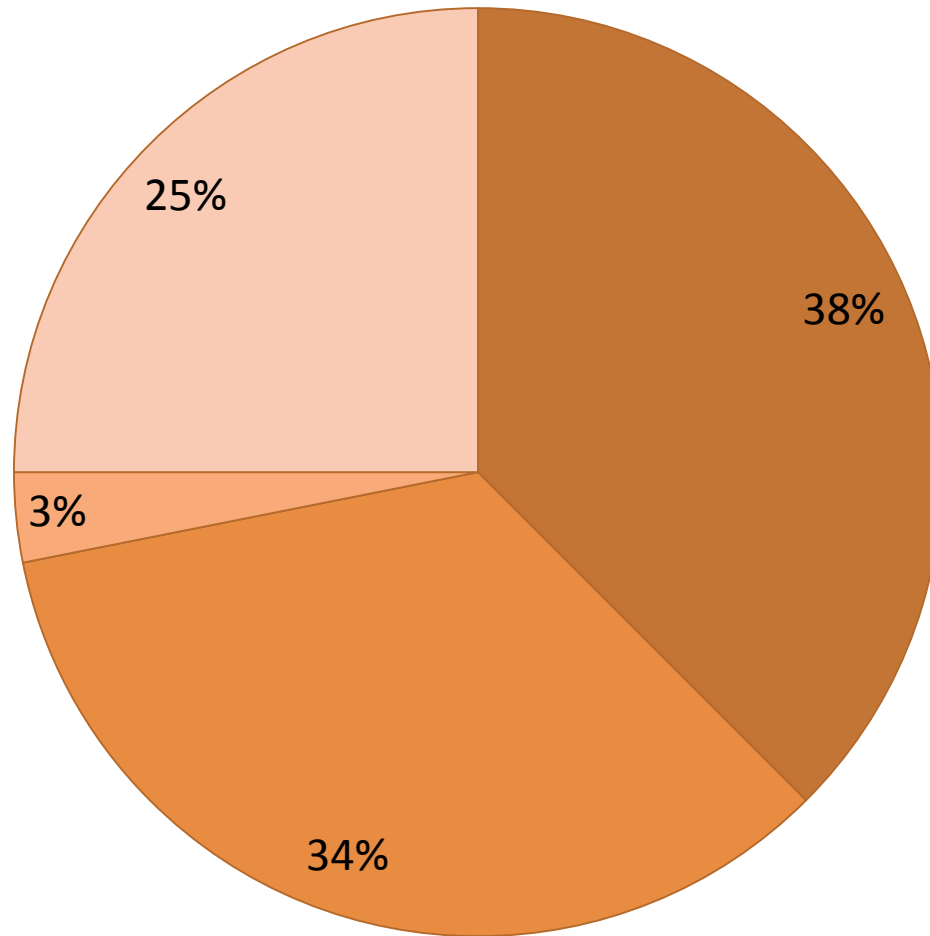
Bible Study
 September 2013
 6:30 p.m.

New Member Assimilation & Spiritual Formation
 Ephesians 4:11-16

- 1) Ministry Project
- 2) Why are people leaving churches? Why are people joining churches?
- 3) What does the Bible say about attending church?
 - a. Hebrews 10:24-25 - Attending Church is a Command
 - b. II Timothy 4:2-5; I Peter 5:2-4 – Teaching and Preaching of the Word
 - c. Acts 1:12-14; 2:44-47; Hebrews 2:12-13 – Corporate Worship
 - d. I Corinthians 15:58 – Service & Ministry
 - e. Colossians 3:16-17; I Thessalonians 5:11-22 – Exhortation & Edification
 - f. I Corinthians 12:1-11 – We are in Church for One Another
 - g. Ephesians 4:11-16 – Spiritual Growth
- 4) New Member Assimilation
 - a. Assimilation: “to absorb groups of different cultures into the main cultural body”
 - b. Not an event but a process
 - c. Assimilation is intentional and happens when needs are being met
- 5) Our Current Systems
 - a. New Member Classes
 - b. Family Ministry
 - c. Sunday School
 - d. Bible Study
 - e. Ministries
 - f. Fellowship
 - g. Worship Service
 - h. Other

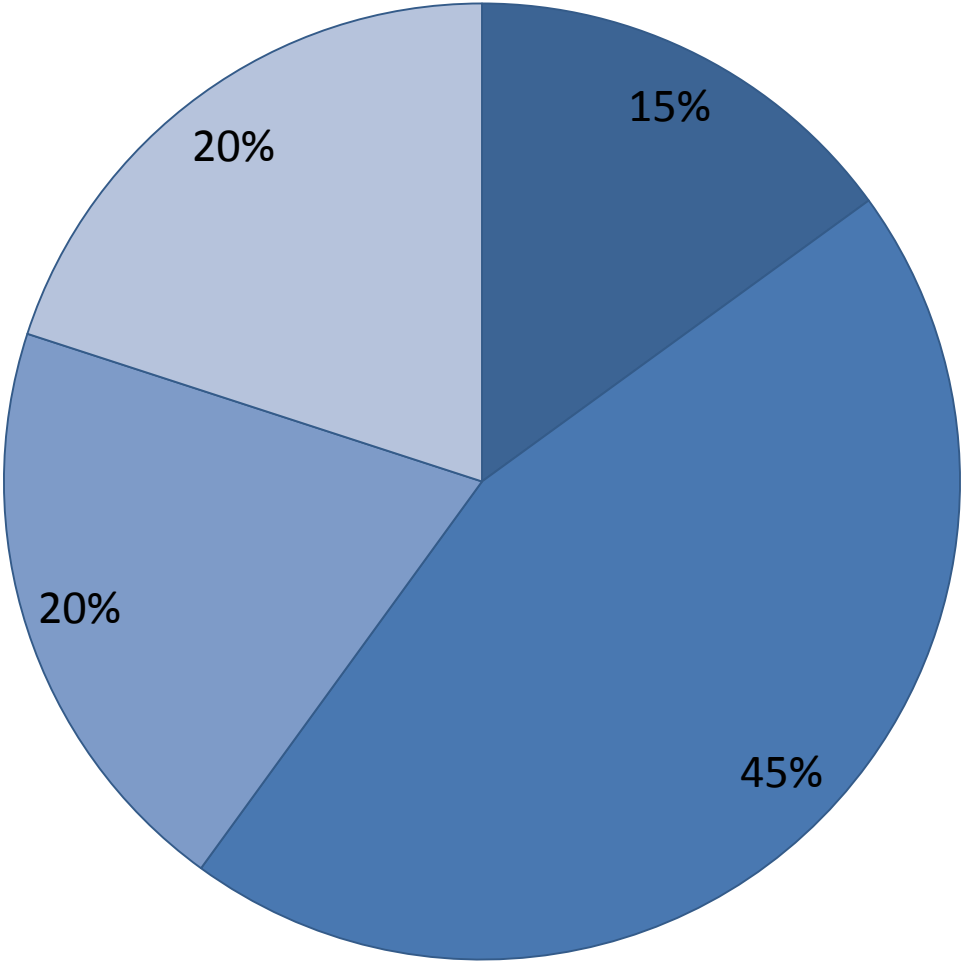
Reasons For Leaving Former Church

■ Leadership ■ Spiritual ■ Ministry ■ Other

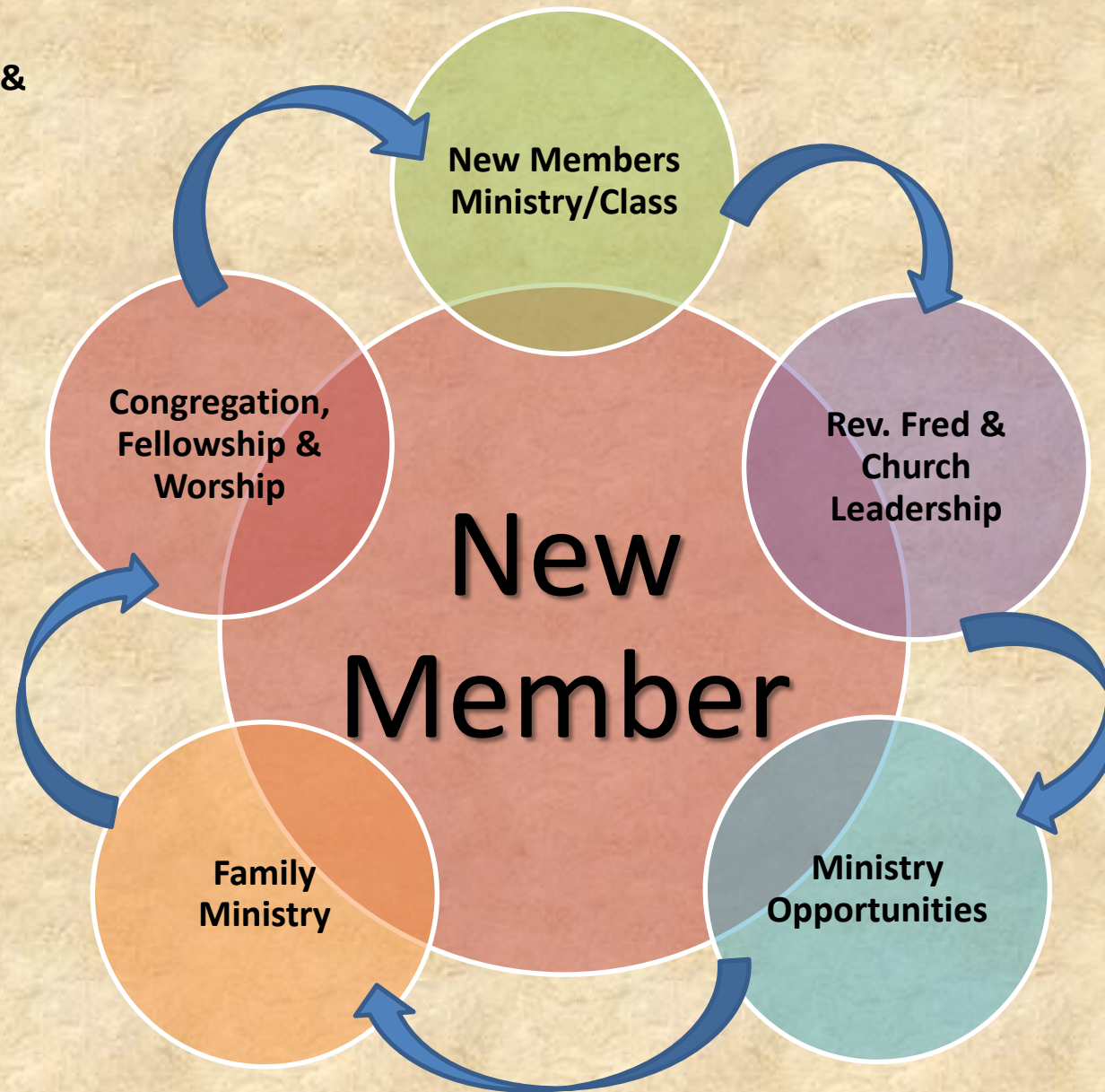


Reasons For Joining Brooklyn Community Church

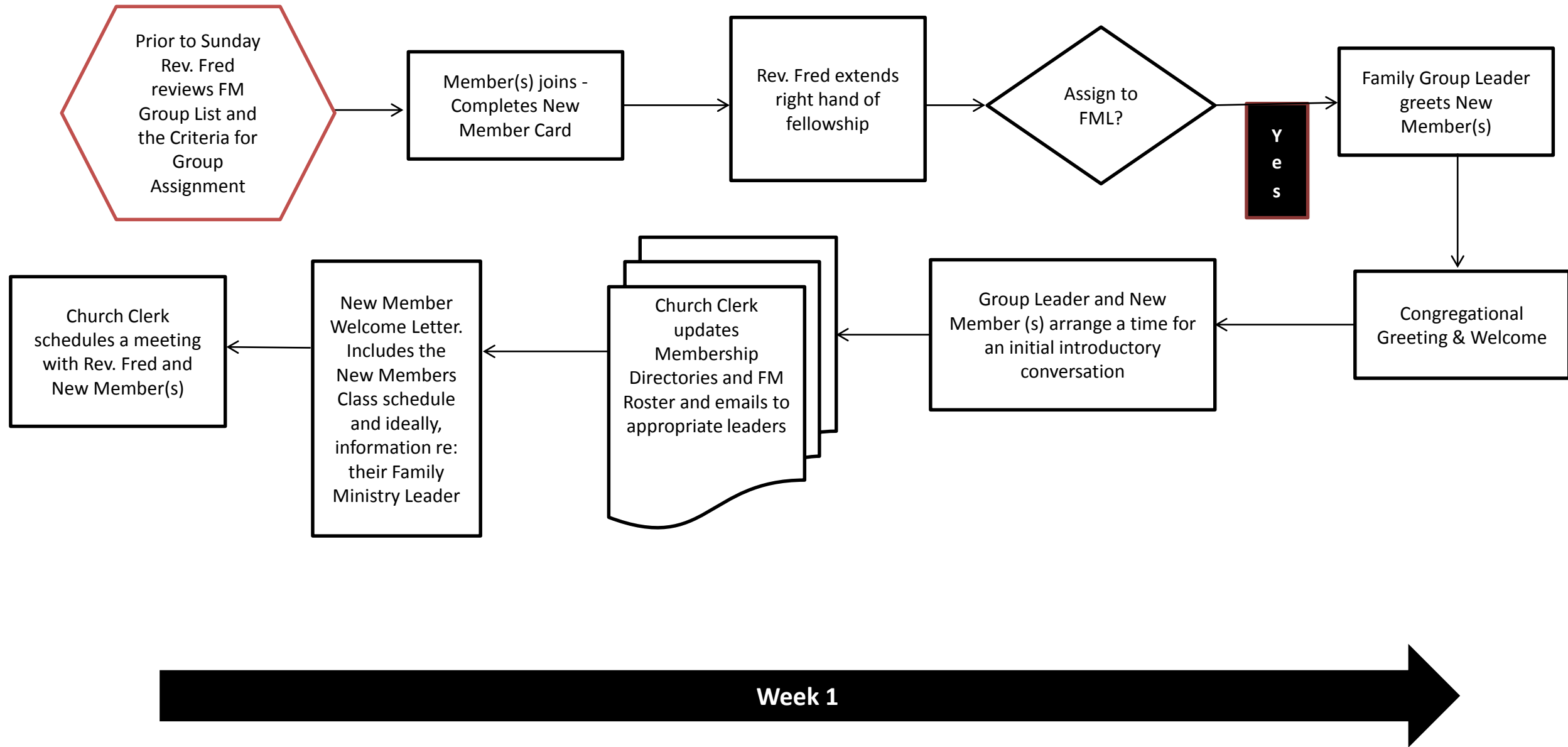
■ Leadership ■ Spiritual ■ Ministry ■ Other



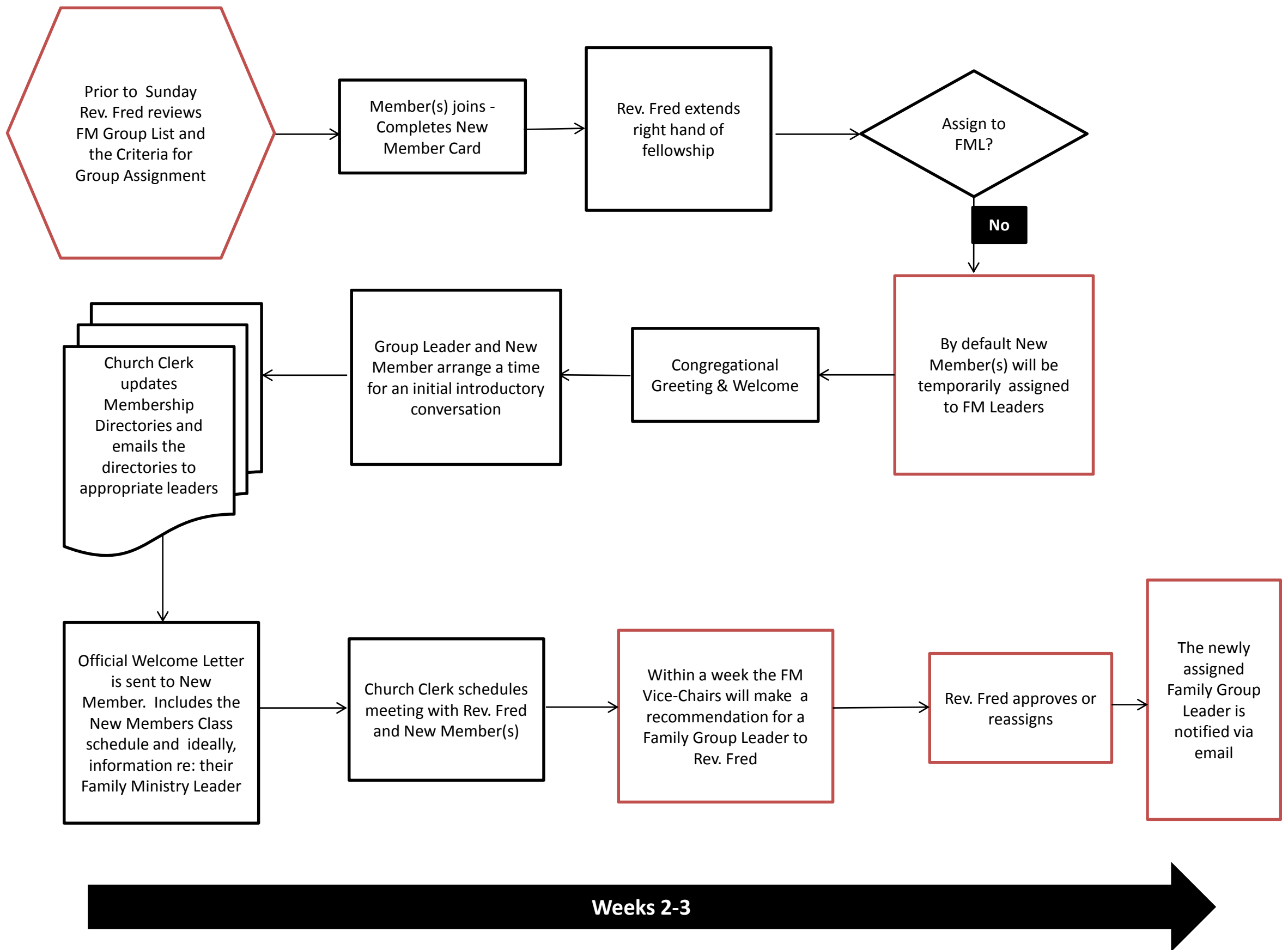
**APPENDIX 4
PRESENTATIONS &
FLOWCHARTS**



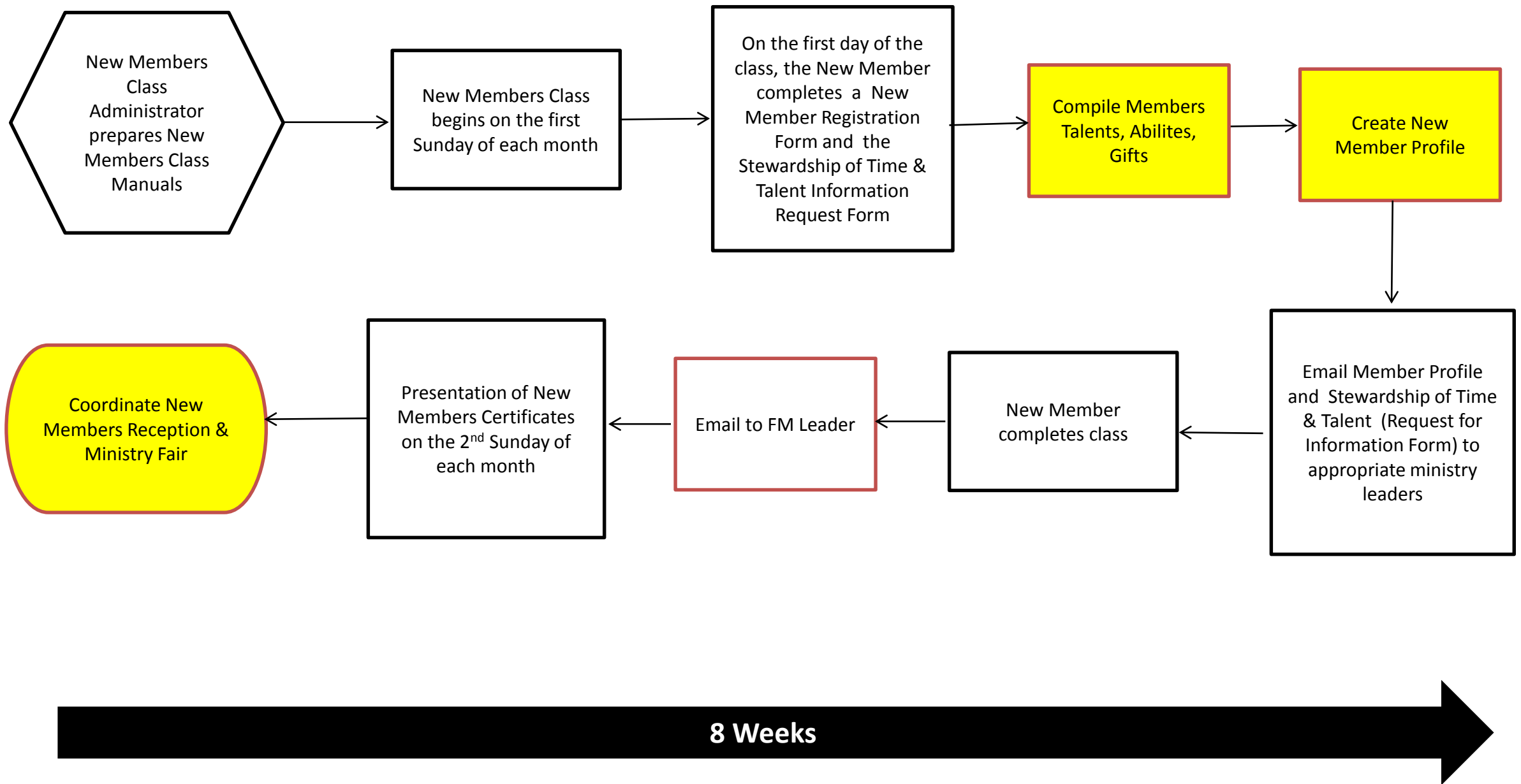
BCC New Member Assimilation Mechanisms

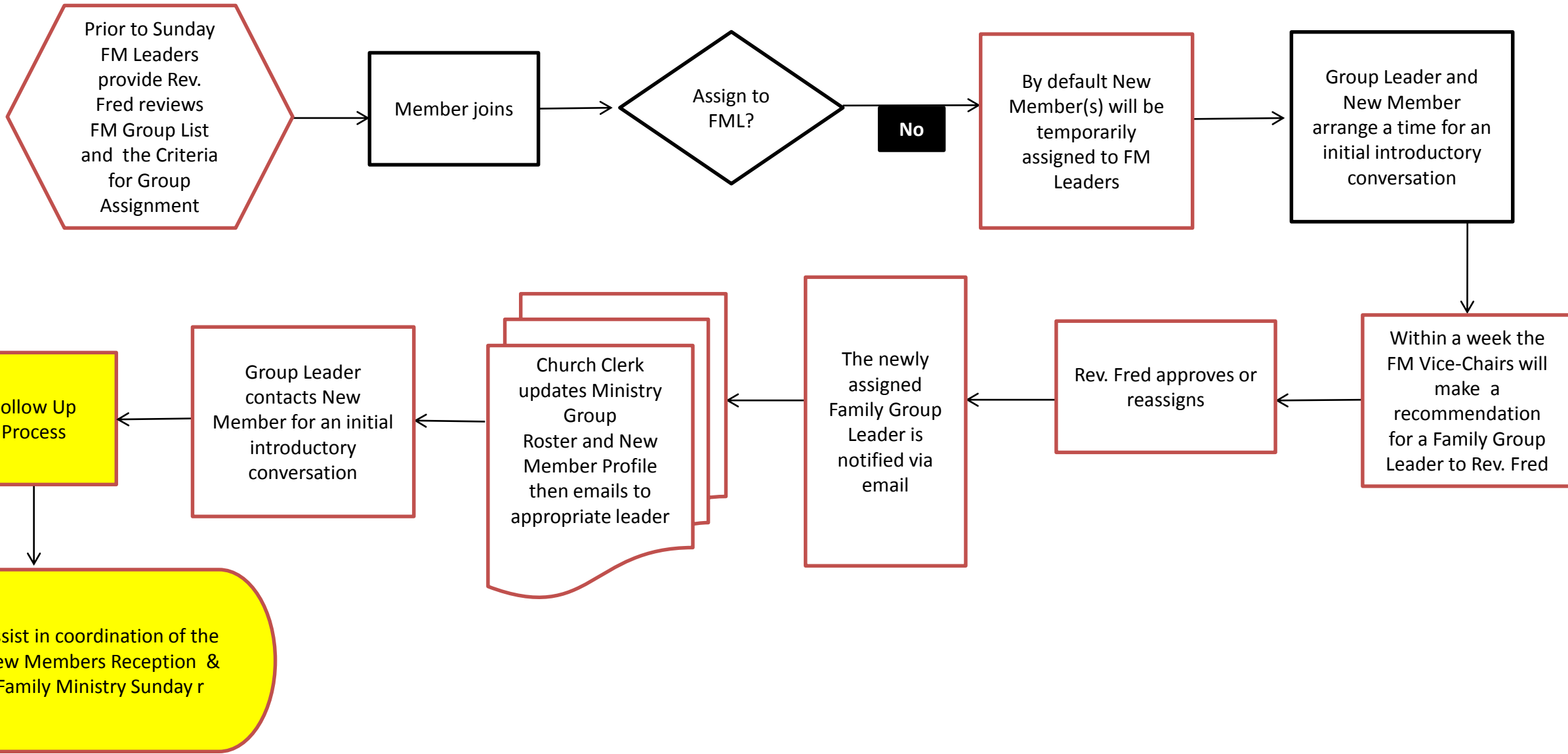


New Members are invited to get involved as soon as they are ready. New Members may get involved in a ministry as early as their first week at BCC.

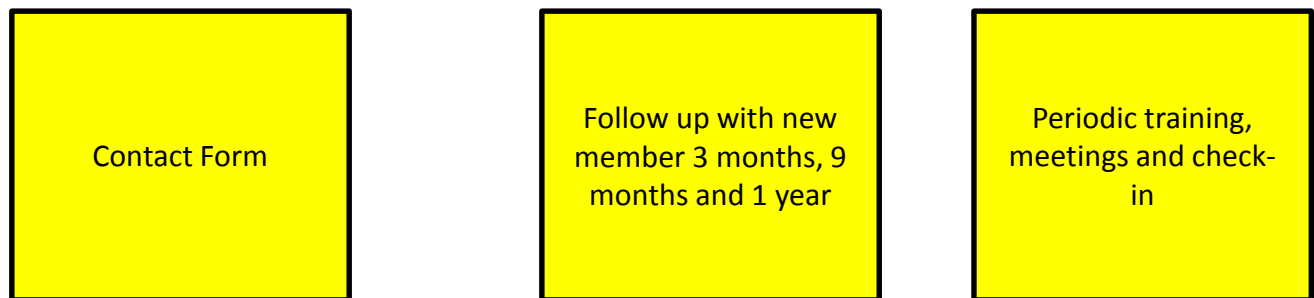


New Members Ministry Process – FMGL Not Assigned

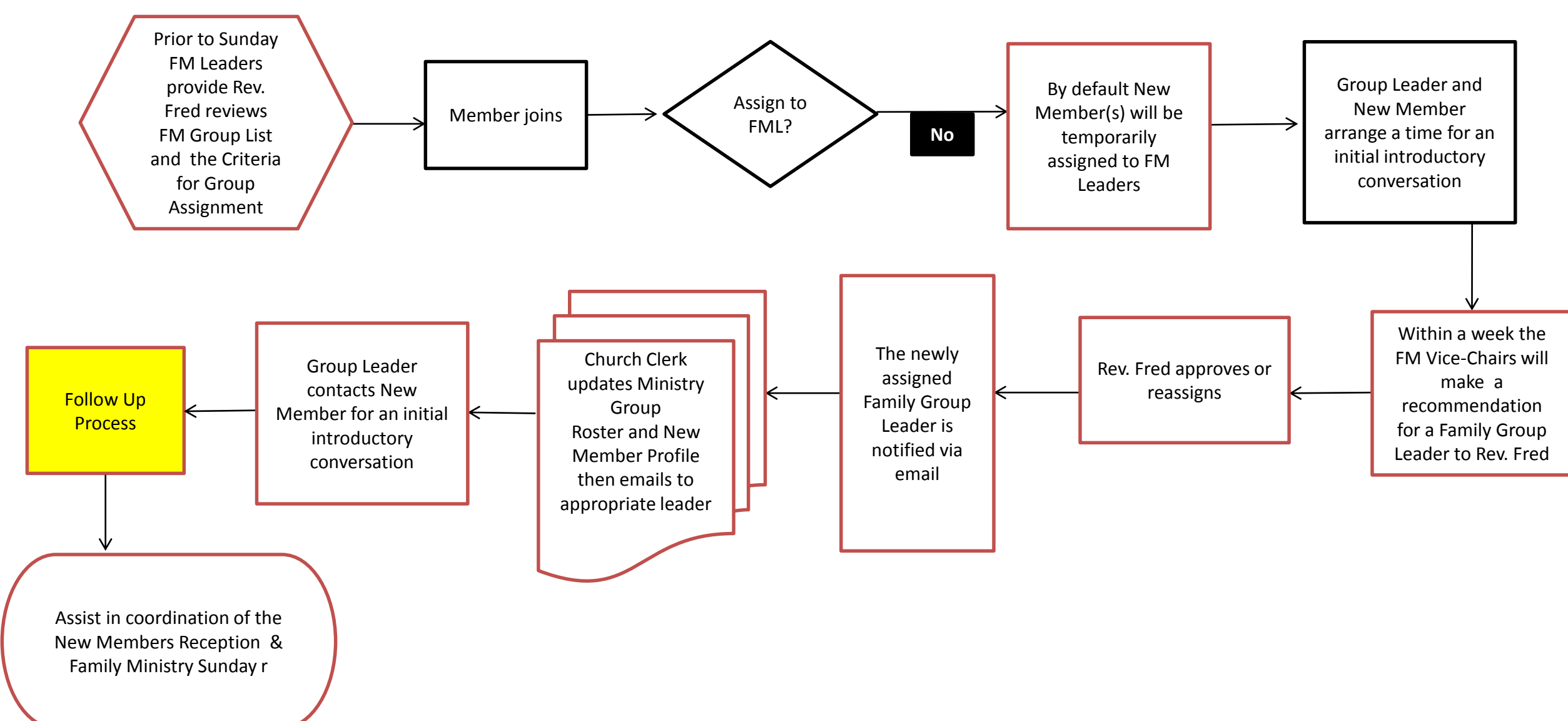




Weeks 1-4

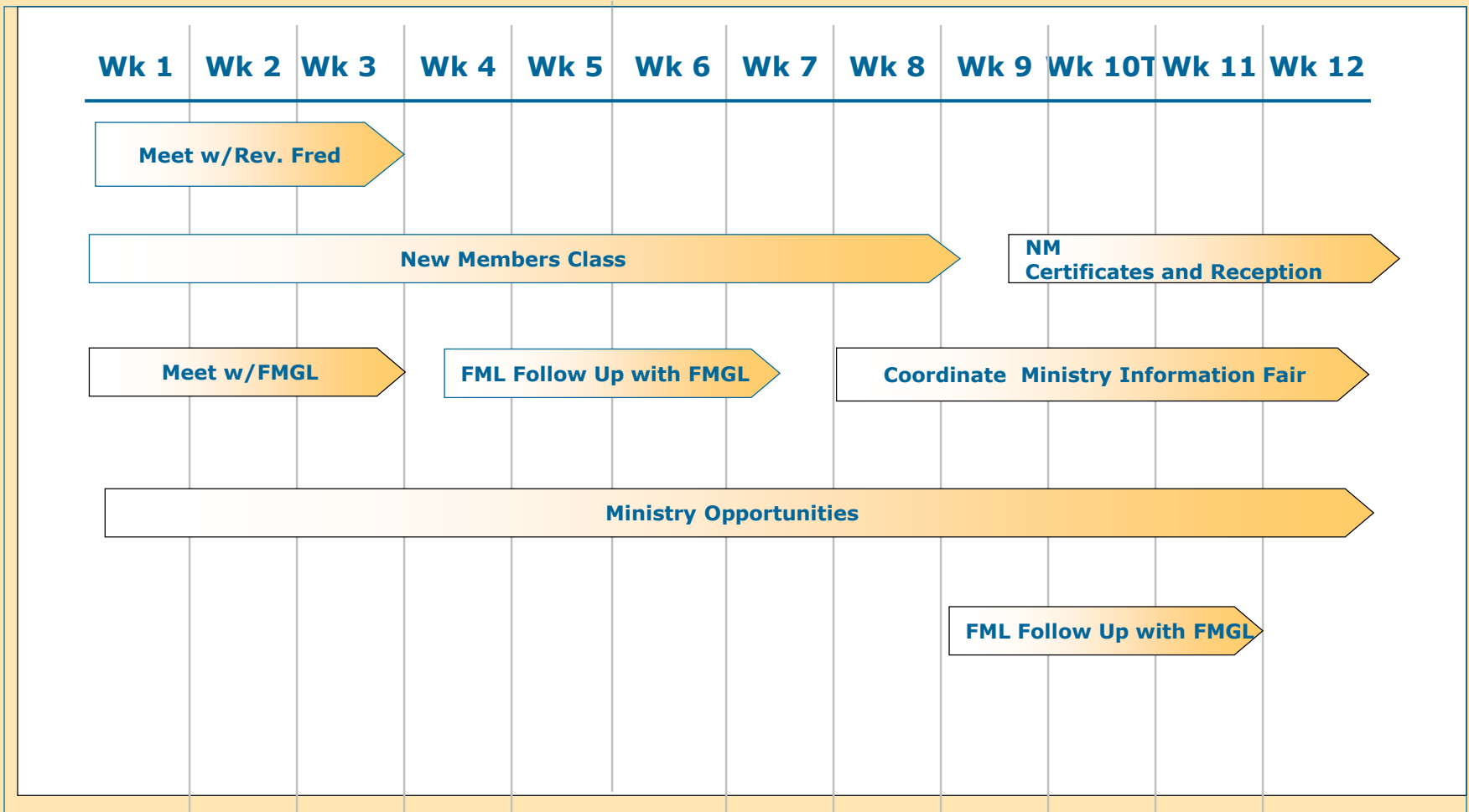


Family Ministry Process



Family Ministry Process

New Members First Three Months



APPENDIX 5

NEW MEMBER
REGISTRATION FORMS

NEW MEMBERS REGISTRATION FORM
 Brooklyn Community Church - Rev. Dr. Fred Lucas, Senior Pastor
 Rev. Maurice Douglas, Pastor for Outreach Ministries
 Rev. Pamela Stanley, Pastor for Church Administration

All information is confidential. Please complete a separate form for each New Member.

PLEASE PRINT CLEARLY

Today's Date: _____ Date joined BCC: _____

Title and Name: _____

Address: _____ Apt _____ City _____ State _____ Zip _____

Phone No: H (_____) _____ C (_____) _____ W (_____) _____

Email Address: _____

Date of Birth: _____ Gender: Male Female

Occupation: _____

Marital Status: Single Married

Emergency No: (_____) _____ Name _____ Relationship _____

Transferred from: (Name of Church) _____

Have you been baptized? No Yes (Mode) Christened Sprinkled Immersed

Where? _____ Year? _____

How many family members reside in your household, including yourself? _____

Are you ordained? No Yes

Are you licensed to preach? No Yes Where? _____ Year _____

How many in household are BCC members, including yourself? Adults _____ Children _____ Youth _____

Names of other family members: _____

How did you hear about BCC? _____

What led you to join BCC? _____

For Office Use

Family Ministry Leader: _____	Date _____
Comments/Recommendations: _____	

Name: _____	Date: _____

**STEWARDSHIP OF TIME AND TALENT
BCC MINISTRIES: OPPORTUNITIES FOR SERVICE**

God has called each of us to be good stewards of our time and talent. Every member of Brooklyn Community Church is asked to identify at least one ministry in which to become an active part. Please use this form to check off the ministries about which you would like to receive more information. This is not a commitment to join a ministry yet. We will have someone contact you with more details. Peace and blessings, Rev. Fred.

- _____ Ministerial Staff
- _____ Pre-Ministerial Studies Class
- _____ Evangelism Ministry
- _____ Pastor's Aid Ministry
- _____ First Lady Circle
- _____ Music and Arts Ministry
 - _____ Mass Choir
 - _____ BCC Choir
 - _____ Brotherhood Chorus
 - _____ Kuumba Singers
 - _____ Youth Choir
 - _____ Praise Dance
 - _____ Drama Ministry
 - _____ Spoken Word Ministry
- _____ Wednesday Night Prayer Meeting & Bible Study
- _____ Sunday Church School
- _____ Missionary Ministry
- _____ Food and Clothing Distribution
- _____ Counseling Ministry
- _____ Youth Ministry
- _____ Scouting Programs
- _____ Male and Female Mentoring Programs
- _____ Scholarship Fund
- _____ Education Ministry
- _____ After-School Tutorial Program
- _____ Young Adult Ministry
- _____ Brotherhood Ministry
- _____ Sisterhood Ministry
- _____ Christian Couples Ministry
- _____ Singles Ministry
- _____ Seniors Ministry
- _____ Ushers Ministry
- _____ Helping Hand Ministry
- _____ Hospitality Ministry
- _____ Media and IT Ministry
- _____ Public Relations Ministry
- _____ Photography Ministry
- _____ Church Newsletter
- _____ Prison and Shelter Ministry
- _____ Transportation Ministry

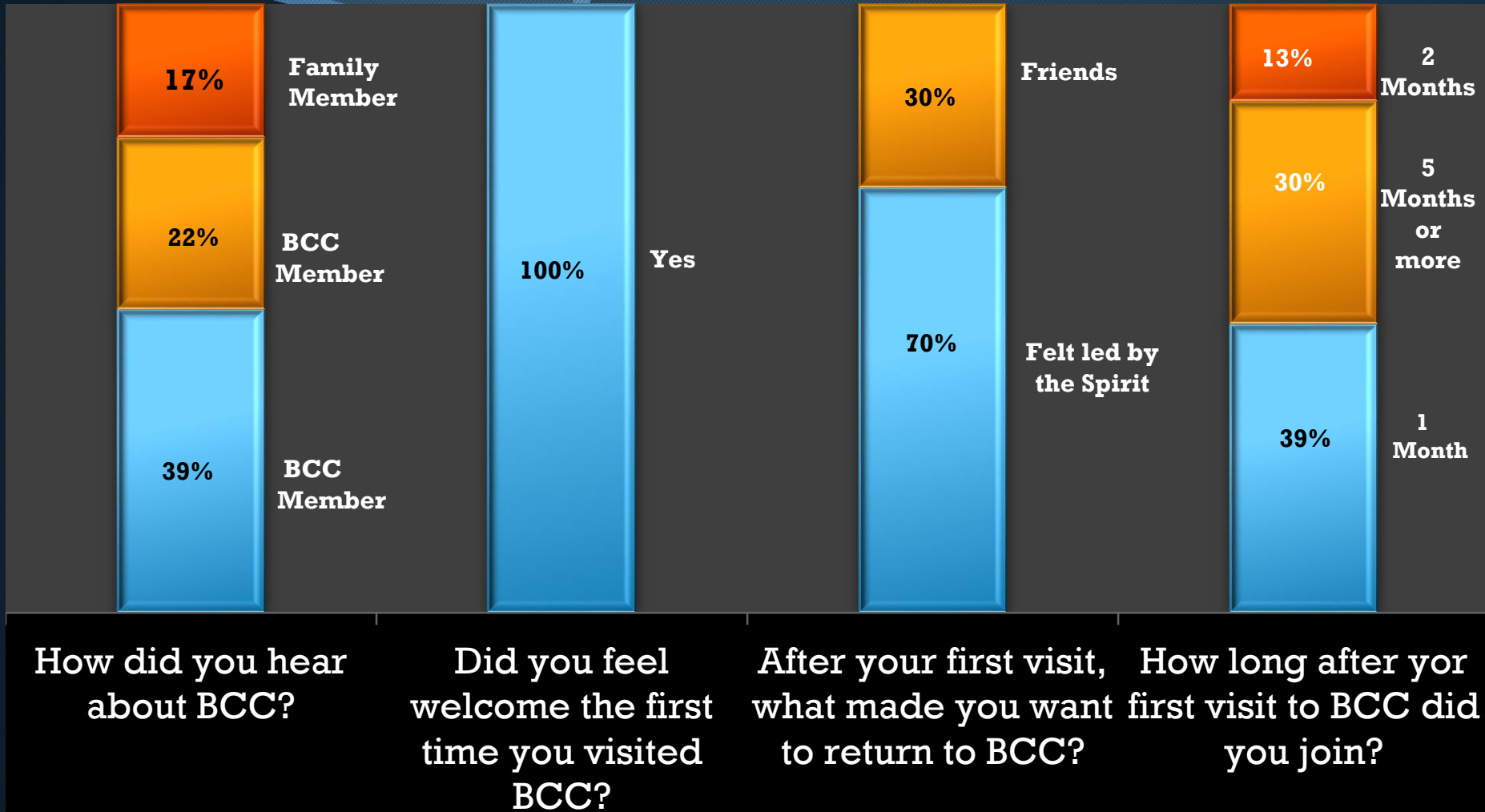
- _____ Security Ministry
- _____ Fundraising Planning Committee
- _____ Pulpit Ministry
- _____ Decorations Ministry
- _____ Legal Ministry
- _____ Social Action Ministry
- _____ "I Need A Job" Project
- _____ Health Ministry
- _____ Brooklyn Community Economic Development Corporation
- _____ Other

NAME _____ PHONE _____

ADDRESS _____

EMAIL ADDRESS _____ DATE _____

Your Church Experience



Do you attend activities and special events other than Sunday school and Sunday worship?



Do you participate in the After-Service Fellowship Hour?



Your Church Experience

“From the Pastors Desk” is emailed each week. Do you receive it?



87%

Organizational Structure



BCC activities are well publicized.

Strongly Agree | 43%
Agree | 43%

BCC ministries are encouraged to try something new.

Strongly Agree | 62%
Agree | 22%
Neutral | 13%



Ministry leaders (presidents, vice-presidents, chairs, v ice-chairs) are provided the training they need to effectively manage their ministry.

Strongly Agree | 35%
Agree | 30%
Neutral | 30%

Every member who is capable and interested has an equal opportunity to hold leadership positions in BCC's ministries.

Strongly Agree | 57%
Agree | 26%
Neutral | 09%
Disagree | 01%



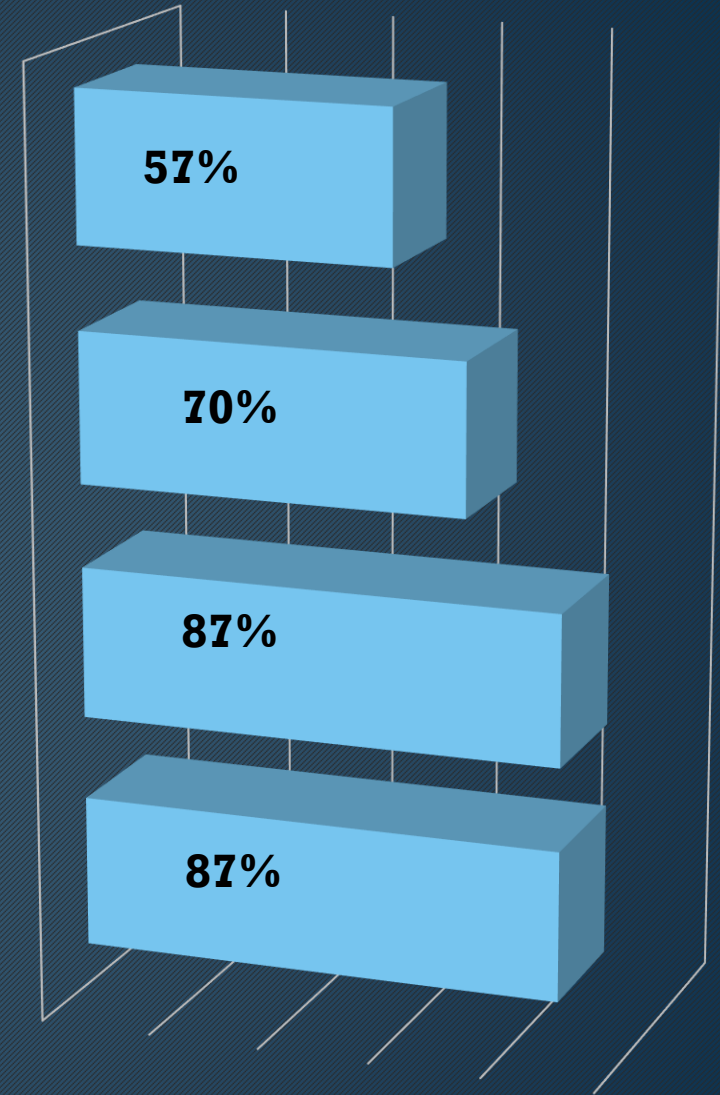
Tasks of the Church

BCC regularly shares the good news of the Gospel with those who are not a part of the church.

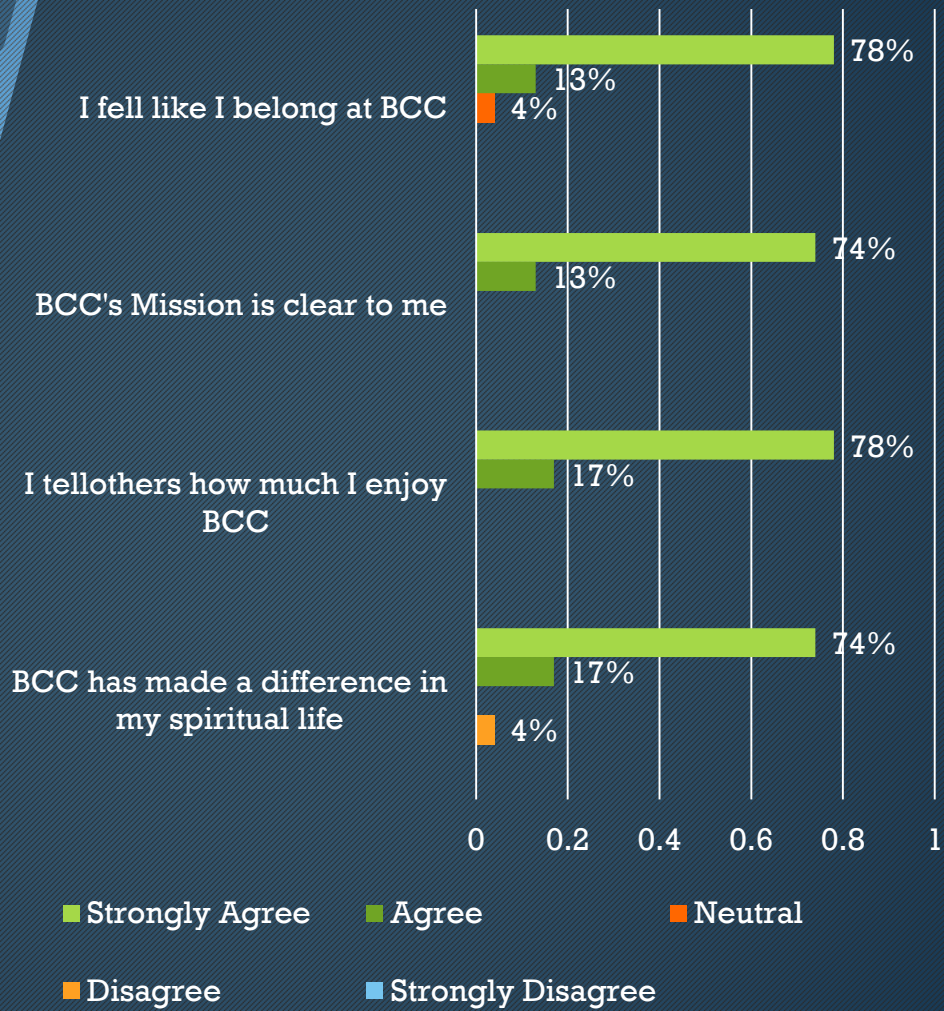
BCC helps members discover their own talents, abilities and gifts for ministry and service.

BCC helps members deepen their personal and spiritual relationship with God.

The worship services at BCC provide a meaningful experience with God.

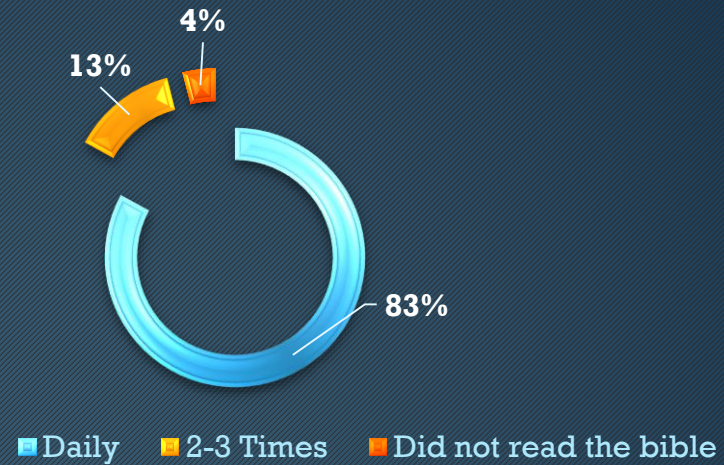


Mission & Identity

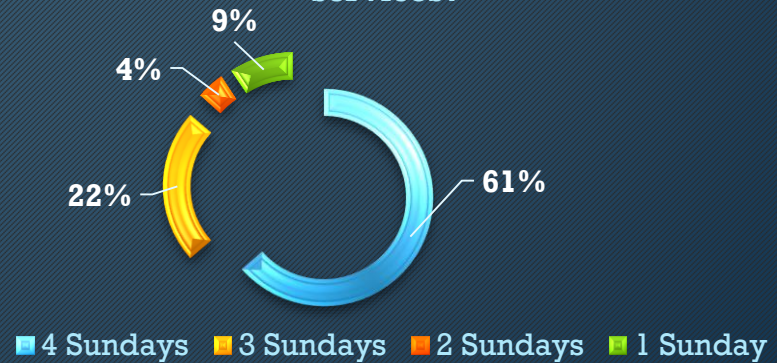


Personal Devotion

In the past seven days how many times have you read the Bible?

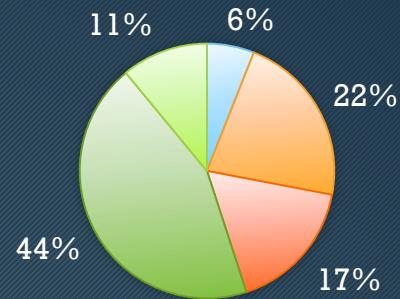


Within the past month, how many times have you attended Sunday worship services?



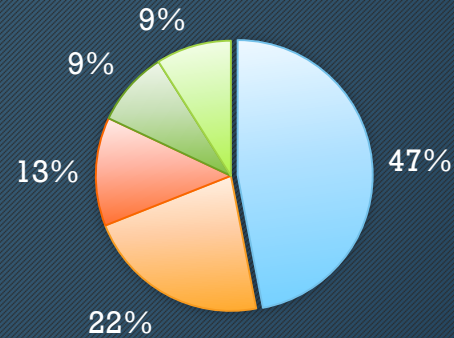
Personal Devotion

How many ministries are you currently involved in?



■ Five ■ Four ■ Three ■ Two or One ■ None

Over the past year, has your participation in ministry increased, decreased or remained the same?

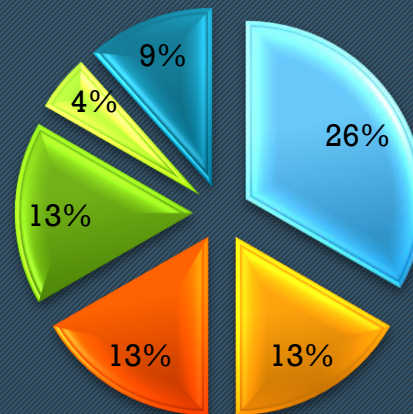


■ Increased ■ Remained the same
■ Decreased ■ No Answer
■ Not Applicable

Personal Devotion

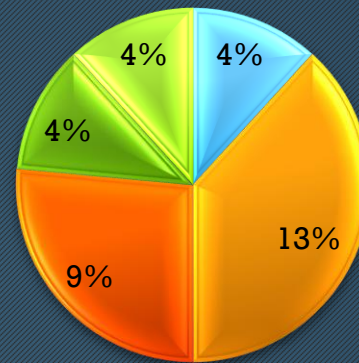
If your participation in ministry has increased, please explain why.

- Stronger faith
- BCC member encouraged or invited me to become involved
- Because a friend or family member was involved
- More positive attitude towards church
- More time available
- Better health



Personal Devotion

If your participation in ministry has decreased, please indicate why.

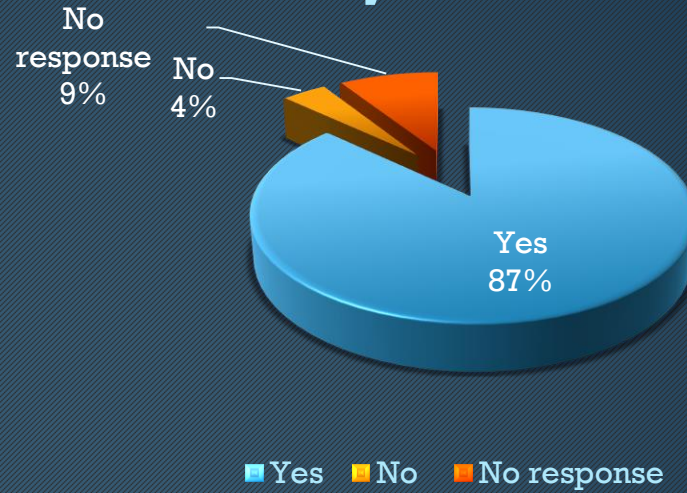


- Less time available
- Health issues
- Too many things to do
- Change in work schedule
- Other*

*Other: "I don't feel I am needed."

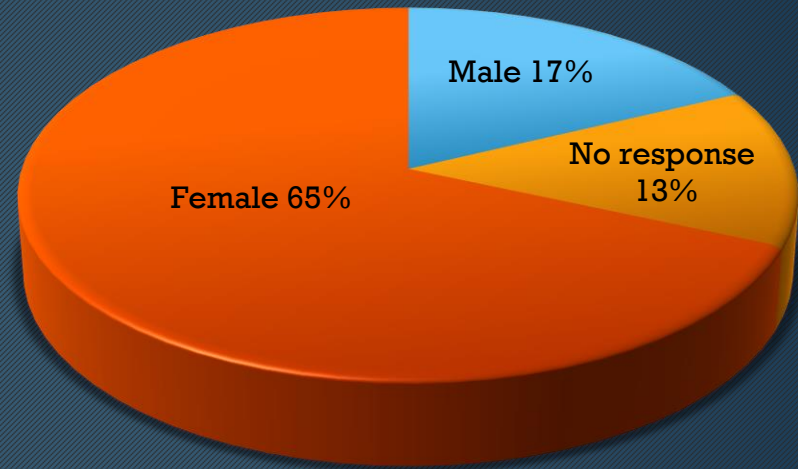
Financial Support

Do you tithe?



General Information

Gender



■ Male ■ No response ■ Female