

## **Congregation Assessment Tool (CAT) for St. John's Episcopal Church completed by Holy Cow! Consulting--Summary**

105 persons were invited to complete the CAT. 63 responded or 84% of average attendance. Holy Cow has worked with over 1500 churches, and average response rate is 70%. 59% of respondents were age 65+, 35% were 35-64, and 6% were under age 35.

**Overall satisfaction** with things in the church: 56% clearly satisfied/35% on the fence/9% dissatisfied

This indicates members can imagine a church with a higher level of vitality and are looking for ways to build a stronger church.

**Drivers of satisfaction/energy:** The data tells us that "high quality education appropriate to every age and stage of life" and "supporting persons in ministry by reminding them that they are making a difference" are very important indicators of our satisfaction and energy. During the transition we'll be looking for ways to emphasize those activities.

**Strengths:** openness, structure of religious practice, hospitality, conflict resolution, healthy leadership, building of partnerships, more progressive theological perspective, flexible

**Weaknesses:** tendency to become tradition-bound, overwhelmed with needs

### **Top 10 List of future goals:**

- Make necessary changes to attract families with children and youth to our church.
- Develop/implement strategy to reach new people & incorporate them into life of church.  
(96% of churches list these 2 above as their top goals!)
- Develop the spiritual generosity of the people to financially support the ministry of the church.
- Provide more opportunities for Christian education & spiritual formation at every age and stage of life.
- Work to renew & revitalize the community around the church by building coalitions with partners. \*
- Develop ministries that work toward healing those broken by life circumstances.
- Create more opportunities for people to form meaningful relationship. (small groups, shared meals, etc.)
- Strengthen the process by which members are called and equipped for ministry/leadership.
- Expand outreach ministries that provide direct services to those lining on the margins of society.
- Work as an advocate for social/institutional change so society may better reflect the values of God's kingdom. \*

\*These 2 goals along with "Change or improve the music of the church to deepen our worship experience." were unusually strong for us as compared to other churches.

### **Performance Indices:**

**Hospitality:** Our church welcomes & is enriched by persons from many different walks of life. 78% agree.

Along with other hospitality responses we are average at 43% compared with other churches.

**Morale:** Our positive engagement of members is average at 41% compared to other churches.

**Conflict Management:** Among most members there is a "healthy tolerance of differing opinions/beliefs." 76% agree.

Along with other conflict questions responses were above average at 61% compared with other churches.

**Governance:** Responses indicate 73% feel leaders are representative of the membership.

Along with other questions we were again above average at 61% compared with other churches.

**Spiritual Vitality:** 94% said "Although my faith is important to me, I feel there are other things more pressing in my life right now." With other vitality questions this brought us down to a low average of 15% compared to other churches.

**Readiness for Ministry:** 55% agree our church prepares members for ministry by helping them discern their gifts.

**Educational Engagement:** Responses put us in the low range, 28%, compared to other churches.

It was suggested that positive movement in this area would increase level of satisfaction.

**Worship and Music:** 53% agree the worship services are exceptional in quality & spiritual content.

### **Financial Information:**

Average percent of income given is 2.51%. Recommended goal is 3%.

This puts us in the 61% as compared to other churches.

**Transition Profile:**

83% disagreed that “during the pastoral transition, I am thinking about exploring other churches.”

96% said during the transition they would be more involved, much more involved, or stay the same in level of participation and help with additional responsibilities as they arise.

**Missional Profile:**

92% tend to agree, agree or strongly agree that our members spend time listening to the needs of people in our community so they can respond to those needs as a Christian witness.

Along with other missional questions we rank high at 83% as compared to other churches.

**Time of Service:**

The entire sheet showing the responses to this question is attached. 54 people answered this question with 19 responses favoring 1 service at 9:30. 9 respondents would like to keep 2 services at 8:00 and 10:30. Other variables and comments are listed.

Again, this is a summary of the interpretation of the Congregational Assessment Tool. Members of the Vestry, Finance Committee, and Transition Team (11 people) met via internet with Emily Swanson, President of Holy Cow! Consulting along with Karen Olson from ECMN on Wednesday, August 30<sup>th</sup>. Detailed information was given in the 2 hour presentation.

If you have questions or want more information, please contact one of the following who attended this meeting: Audrey Splinter, Jerry Stump, Missy Manderfeld, Mike Kolbinger, Nickie VanStelton, Margo Druschel, Mary Babcock, Tim Secott, John Paul, Meg Stump, or Candace Black.

On Sunday, September 17<sup>th</sup>, after Sunday service we will have time for questions and further discussion. All information in this report should be explored and validated in further conversation. Survey data is not the end of a conversation, but the beginning.

Please continue to keep the community of St. John's in prayer during our transition.

This summary was compiled by your warden, Audrey Splinter, in consultation with warden Steve Druschel and Karen Olson, Missioner with the Episcopal Church of MN.