

Executive Summary of the Holy Cow Congregational Assessment Tool (CAT)

The Congregation Assessment Tool was recently administered in your church. All parishoners were invited to participate; of these, 179 persons responded. A response from every member is not required to provide valid results. A summary of the report is provided below.

Overall, approximately 43% of your members are clearly satisfied with things in the church. This, along with other information, often means that groups in the church are energized, but they are energized by different things that may not be aligned with a central vision for the church.

Not every question is of equal importance to members. When asked how satisfied they are, members tend to focus on the issues addressed in the questions below. When they feel more positive in these areas, they tend to feel more positive overall.

- The worship services at our church are exceptional in both quality and spiritual content.
- The leaders of our church show a genuine concern to know what people are thinking when decisions need to be made.
- In important decisions in our church, adequate opportunity for consideration of different approaches is usually provided.
- Persons who serve as leaders in our church are representative of the membership.
- Our church provides high quality education that is appropriate to every age and stage of life.

Conversely, when your members feel less positive about the areas above, they tend to feel less satisfied with their experience in the church overall.

Every church exhibits patterns in its life that contain strengths and potential weaknesses. Your church has potential strengths related to openness and structure of religious practice. Potential weaknesses include a tendency to become tradition-bound and overwhelmed with needs.

As members look to the future, their top four goals are

- Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
- Develop the spiritual generosity of the people to financially support the ministry of the church.
- Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc).
- Strengthen the process by which members are called and equipped for ministry and leadership.

In comparison to other churches, three goals that are unusually strong for your church are

- Develop the spiritual generosity of the people to financially support the ministry of the church.
- Strengthen the pastoral response of the church in serving people serving people in times of need (emotional, mental, physical, spiritual, etc.).
- Expand outreach ministries that provide direct services to those living on the margins of society. (i.e. homeless, immigrant, transient persons)

These may warrant attention from the leadership even if they are mid-level priorities.

All the information in this report should be explored and validated in further conversation. Survey data is not the end of a conversation but the beginning.