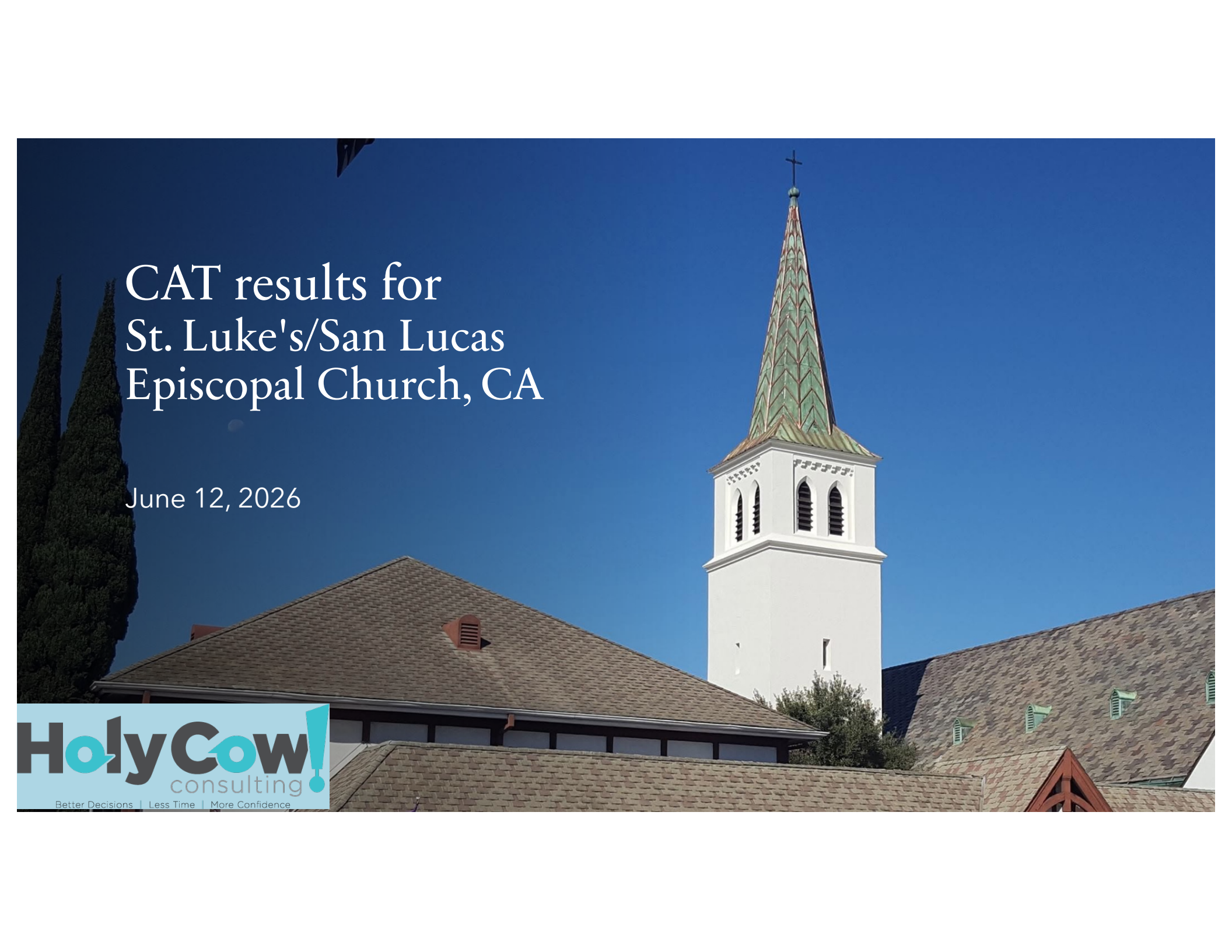




CAT results for St. Luke's/San Lucas Episcopal Church, CA

June 12, 2026

Why we do what we do the way we do it.

- We all go through the report together at one time.
- We benchmark.
- We have to listen empathetically.
- We know your data, but we don't know your story.



Key Indicators



Overall Satisfaction

On the whole, I am satisfied with how things are in our church.

Clearly agree	57%
On the fence	31%
Clearly disagree	12%
Rating of church satisfaction level	Average

Overall Energy

It seems to me that we are just going through the motions of church activity.
There isn't much excitement about it among our members.

Clearly agree	14%
On the fence	26%
Clearly disagree	60%
Rating of church energy level	High

Attendance Trend

Compared with 3 years ago, I attend worship...

Less	26%
Same	48%
More	26%

Average annual change in attendance	0%
-------------------------------------	----

Value of Activity Beyond Worship

On the whole, participation in church activities is very meaningful to me...

Clearly agree	82%
On the fence	15%
Clearly disagree	3%
Rating of church activity beyond worship	Very high

Top Three Priorities

Where would you like additional energy placed to expand or improve our ministries?

First	Question #57	Make necessary changes to attract families with children and youth to our church.
Second	Question #59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Third	Question #58	Provide more opportunities for Christian education and spiritual formation at every age and stage of life.

Survey Process Statistics

Number of respondents	111
Response rate as percentage of average attendance	87%

Satisfaction

Peace

**Fulfillment
Wholeness**

**Belonging
Meaningful
relationships**

**Absence
of
discord**

Energy

**Compelling
Sense of
Purpose**

**Force of
Engagement**

***Passion with
Intention***

Key Indicators



Overall Satisfaction

On the whole, I am satisfied with how things are in our church.

Clearly agree	57%
On the fence	31%
Clearly disagree	12%
Rating of church satisfaction level	Average

Overall Energy

It seems to me that we are just going through the motions of church activity.
There isn't much excitement about it among our members.

Clearly agree	14%
On the fence	26%
Clearly disagree	60%
Rating of church energy level	High

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Value of Activity Beyond Worship

On the whole, participation in church activities is very meaningful to me...

Clearly agree	82%
On the fence	15%
Clearly disagree	3%
Rating of church activity beyond worship	Very high

Top Three Priorities

Where would you like additional energy placed to expand or improve our ministries?

First	Question #57	Make necessary changes to attract families with children and youth to our church.
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Third	Question #58	Provide more opportunities for Christian education and spiritual formation at every age and stage of life.

Survey Process Statistics

Number of respondents	111
Response rate as percentage of average attendance	87%

Top Three priorities for your congregation

1

Growth: Make necessary changes to attract families with children and youth to our church.

2

Growth: Comprehensive strategy to reach new people and incorporate them into the life of the church.

3

Education: Provide more opportunities for Christian education and spiritual formation at every age and stage of life.

Drivers (Areas of Focus)



Drivers of Member Satisfaction

When members are asked how they feel things are going in their church overall, they generally don't think about the entire array of ministries and qualities that characterize the congregation. Instead, they focus on a relatively small number of things. By way of analogy, when persons are asked what they like about their car, they generally focus on a few things that vary depending upon the person. One person might focus on fuel economy and reliability. Another might focus on luxury and performance. Hardly any will focus on things like the exhaust system or brakes, even though those items are very important. In other words, they are very focused on some things, less focused on others.

What members focus on is unique to every congregation, much like a fingerprint is unique for every individual. Some churches are more focused on the work of their clergy person (clergy-focused), some on the decision making group (power-focused), and some on the various ministries of the church (ministry-focused). In some cases, we can identify what people focus on when they think about how satisfied they are with the church overall. We call these areas of focus "Drivers of Satisfaction". In some cases, we can identify what people focus on when they think about the level of excitement in the church. We call these areas of focus "Drivers of Energy."

Drivers of Satisfaction

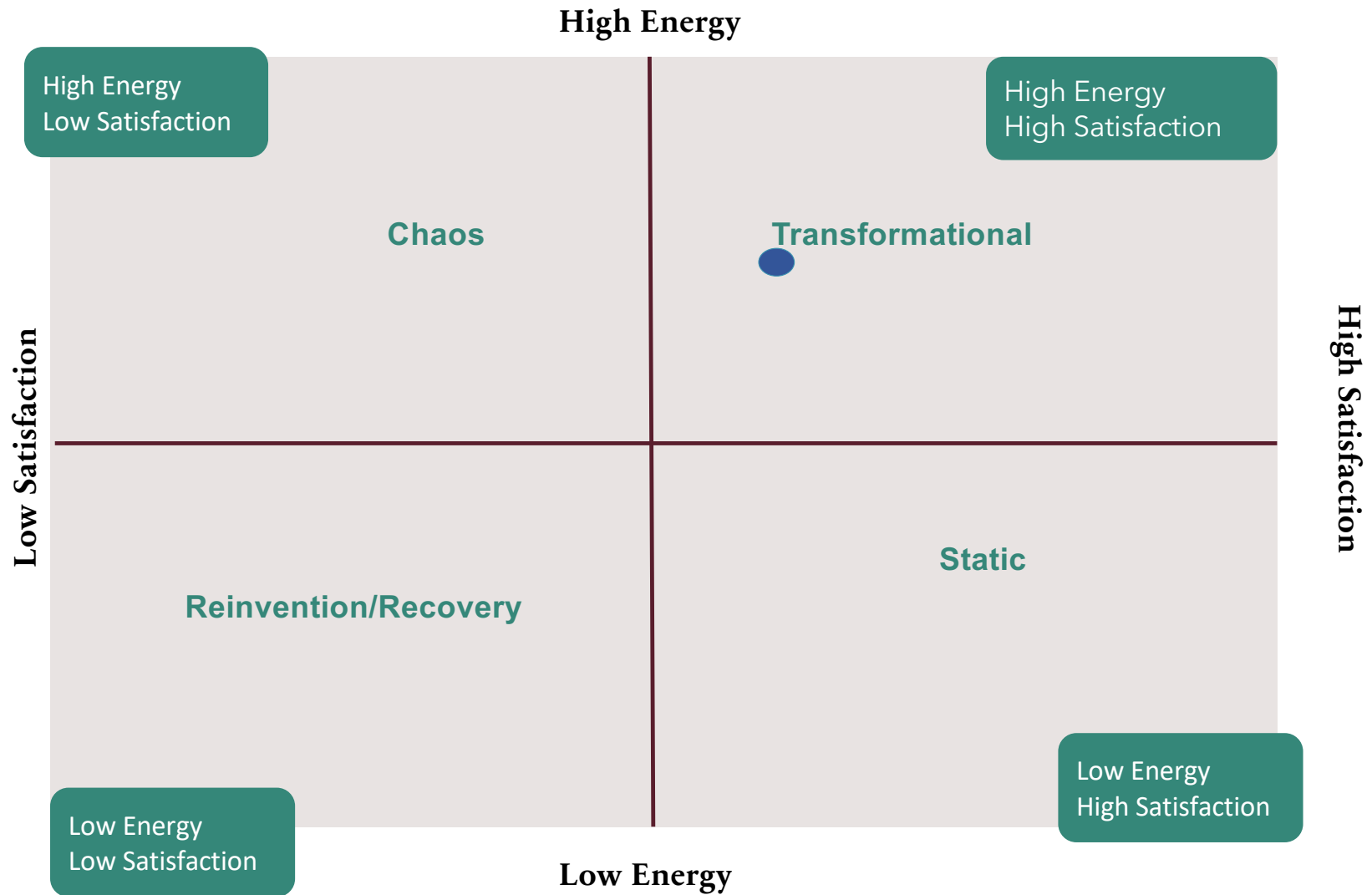
The pattern of responses from your members suggests that when they think about how satisfied they are with things in your church overall, they tend to focus on the areas below, called "Drivers of Satisfaction". The degree to which they focus on these items is indicated in the column to the right. This column does not tell us how you scored on the question, it tells us how important the item is to your members in determining how satisfied they are. (If there are no items listed below, it means that we are unable to identify what members are focused on from their responses.)

		Degree of Focus
Driver #1	Our former Rector helped us accomplish our mission by bringing out the best in everyone.	High
Driver #2	Our church prepares our members for ministry by helping them discern their gifts.	High
Driver #3	The whole spirit in our congregation makes people want to get as involved as possible.	High
Driver #4	Persons who serve as leaders in our church are representative of the membership.	Moderate
Driver #5	Our former Rector made things happen.	Moderate

Drivers of Energy

The pattern of responses from your members suggests that when members think about the level of excitement in your church overall they tend to focus in the areas below, called "Drivers of Energy." The degree to which they focus on these items is indicated in the column to the right. This column does not tell us how you scored on the question, it tells us how important the item is to your members in determining the energy in the church. (If there are no items listed below, it means that we are not able to identify what members are focused on from their responses.)

		Degree of Focus
Driver #1	There is a disturbing amount of conflict in our congregation.	Moderate

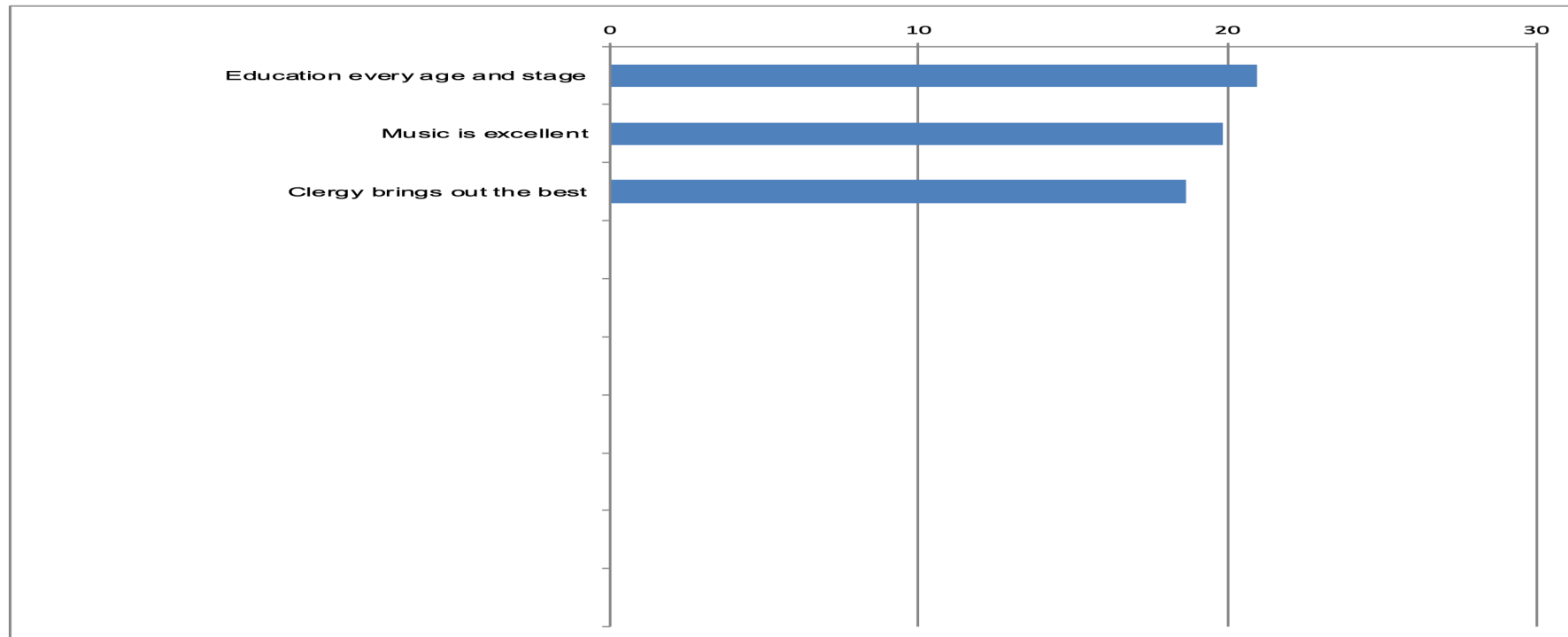


Critical Success Factors for Improving Satisfaction

If the goal is to move a church as high into the transformational quadrant as possible, where do leaders begin? The chart below suggests where improvements might have the biggest impact on how members are feeling about the church overall. The higher the factor on this chart, the more important it is. The longer the bar, the more urgent is the need to address that issue. Items that do not appear on the list may be important, but working on them may not change how people feel about the church overall.

Critical Success Factors in the *Urgent* range generally need immediate attention. External resources are often helpful to leadership teams dealing with these issues. These resources might be found in a regional or national association, through colleagues serving in other churches, or by contracting with professional consultants.

If there are no Critical Success Factors listed below, it means that the Congregation Assessment Tool did not identify any significant *internal* issues that need to be addressed. This suggests that the leadership can turn its attention to strategic options that include numeric growth, expansion of facilities or programs, replication in other locations (including mentoring of other leaders), or increased external impact.



20-34 **Significant**
(discuss soon)

35-50 **Important**
(address soon)

>50 **Urgent**
(address now)



Priorities – Where do We Want to Go?

Priorities

Overall Priorities

When members were asked where they wanted additional energy placed, this is how they ranked the seventeen options on the survey:



Rank	Question #	Priority	Mean
First Average	Question #57	Make necessary changes to attract families with children and youth to our church.	4.12
Second Average	Question #59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.	3.92
Third Average	Question #58	Provide more opportunities for Christian education and spiritual formation at every age and stage of life.	3.52
Fourth Average	Question #65	Develop ministries that work toward healing those broken by life circumstances.	3.31
Fifth Average	Question #64	Work to renew and revitalize the community around the church by building coalitions with partners.	3.29
Sixth Average	Question #54	Strengthen the process by which members are called and equipped for ministry and leadership.	3.19
Seventh Very high	Question #55	Strengthen the pastoral response of the church in serving people in times of need.	3.17
Eighth Average	Question #63	Strengthen the management and support of persons in various ministries.	3.15
Ninth Average	Question #52	Develop the spiritual generosity of the people to financially support the ministry of the church.	3.13
Tenth Very low	Question #51	Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc).	3.13
Eleventh Average	Question #62	Work as an advocate for social and institutional change so that society might better reflect the values of the kingdom of God.	3.01
Twelfth Low	Question #66	Expand outreach ministries that provide direct services to those living on the margins of society.	2.95
Thirteenth High	Question #53	Enlarge or improve the physical facilities of the church to expand or enhance our ministries.	2.95
Fourteenth Average	Question #50	Deepen our sense of connection to God and one another through stronger worship services.	2.91
Fifteenth Average	Question #61	Adapt the opportunities provided by the church making them more accessible given the pace and schedule of my life.	2.67
Sixteenth Average	Question #56	Change or improve the music of the church to deepen our worship experience.	2.56
Seventeenth Average	Question #60	Expand the international mission of the church with both financial resources and personal involvement.	2.19

Note: Items can be at the bottom of this list for one of two reasons. An item can be at the bottom of the list because it is *less important to respondents*. Alternatively, it can be at the bottom of the list because it is very important to respondents, but *already being performed at such a high level* that additional energy is not required. The rating beneath the priority rank (**very low**, **low**, **average**, **high**, **very high**) indicates its strength compared to other churches.

Priorities by Group



Top Priorities for Persons Under 35 Years

6%

First	★	Q#57	Make necessary changes to attract families with children and youth to our church.
Second	●	Q#65	Develop ministries that work toward healing those broken by life circumstances.
Third	★	Q#59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Fourth		Q#55	Strengthen the pastoral response of the church in serving people serving people in times of need (emotional, mental, physical, spiritual, etc.).
Fifth		Q#66	Expand outreach ministries that provide direct services to those living on the margins of society. (i.e. homeless, immigrant, transient persons)
Sixth	●	Q#54	Strengthen the process by which members are called and equipped for ministry and leadership.

Top Priorities for Persons 35 to 64 Years

35%

First	★	Q#57	Make necessary changes to attract families with children and youth to our church.
Second	★	Q#59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Third	●	Q#58	Provide more opportunities for Christian education and spiritual formation at every age and stage of life.
Fourth	●	Q#54	Strengthen the process by which members are called and equipped for ministry and leadership.
Fifth		Q#53	Enlarge or improve the physical facilities of the church to expand or enhance our ministries.
Sixth		Q#63	Strengthen the management and support of persons in various ministries so that they are able to do what they do best in work that is meaningful and celebrated.

Top Priorities for Persons 65+ Years

59%

First	★	Q#57	Make necessary changes to attract families with children and youth to our church.
Second	★	Q#59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Third	●	Q#58	Provide more opportunities for Christian education and spiritual formation at every age and stage of life.
Fourth	●	Q#65	Develop ministries that work toward healing those broken by life circumstances.
Fifth		Q#64	Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.
Sixth		Q#62	Work as an advocate for social and institutional change so that society might better reflect the values of the kingdom of God.

Priorities by Group

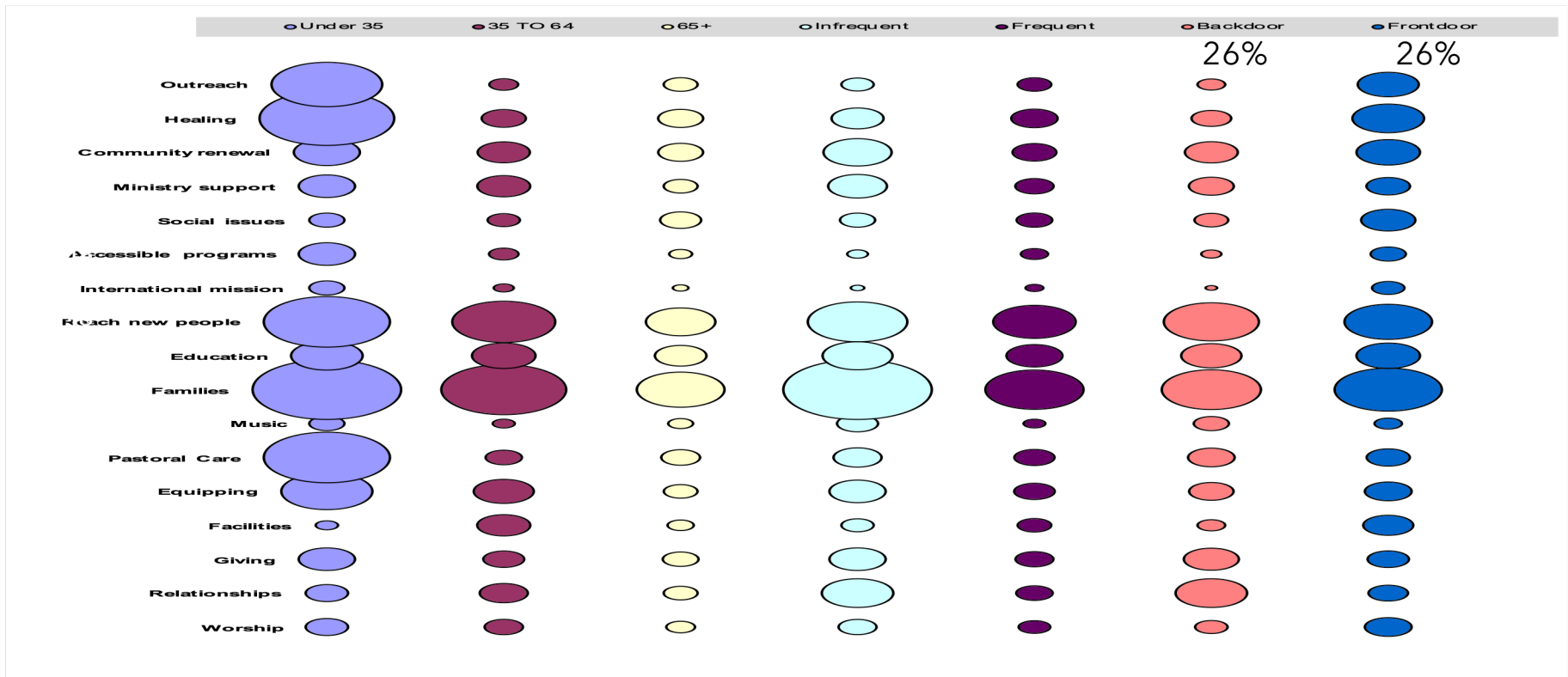
Top Priorities for Infrequent Attenders (Once per month or less) 12%

First	★	Q#57	Make necessary changes to attract families with children and youth to our church.
Second	★	Q#59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Third		Q#51	Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc).
Fourth	★	Q#58	Provide more opportunities for Christian education and spiritual formation at every age and stage of life.
Fifth	★	Q#64	Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.
Sixth		Q#63	Strengthen the management and support of persons in various ministries so that they are able to do what they do best in work that is meaningful and celebrated.

Top Priorities for Frequent Attenders (More than once per month)

First	★	Q#57	Make necessary changes to attract families with children and youth to our church.
Second	★	Q#59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Third	★	Q#58	Provide more opportunities for Christian education and spiritual formation at every age and stage of life.
Fourth		Q#65	Develop ministries that work toward healing those broken by life circumstances.
Fifth	★	Q#64	Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.
Sixth		Q#54	Strengthen the process by which members are called and equipped for ministry and leadership.

Priorities by Group





Who are We?

Descriptive Indices

Descriptive Indices



112

Theological Perspective Index

The Theological Perspective Index is a measure of the degree to which members of the congregation hold more conservative or progressive views regarding such issues as the nature of the Scripture, the role of conversion in social change, and their relationship to the historic declarations of the church.

Unlike the other indices such as Hospitality or Morale, the value of the Theological Perspective Index varies from leader to leader. Some pastors may want to see the index increased. Others may feel personal growth requires that it decrease. Each church will have to prayerfully consider how they feel led in developing the theological climate of the congregation.

Question Text

THEO#1	Converting persons to Christ must be the first step in creating a better society.
THEO#2	Our congregation is committed to abide by the unchanging, historic faith as handed down through the centuries.
THEO#3	Scripture is the literal Word of God without error, not only in matters of faith, but also in historical, geographical, and other secular matters.
THEO#4	The main purpose of Christian education is to help people know what is in the Bible.

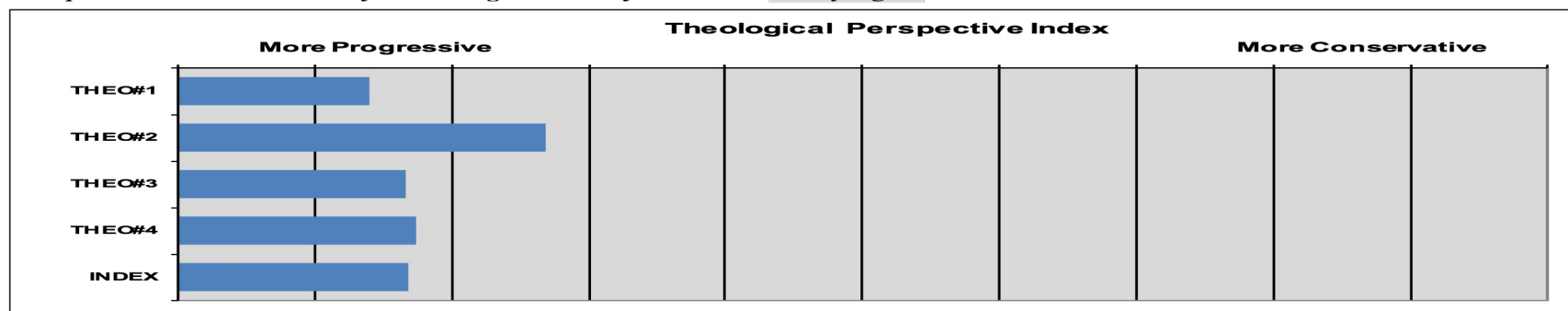
Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
THEO#1	25.5	22.4	21.4	8.2	13.3	9.2
THEO#2	3.4	15.9	28.4	19.3	21.6	11.4
THEO#3	44.9	15.3	16.3	4.1	13.3	6.1
THEO#4	10.1	25.3	29.3	17.2	14.1	4.0

Comparative Profile (These show how your scores compared with other churches.)

Compared with other churches your theological diversity is:

Very high



Descriptive Indices



Flexible Style Index

The Flexible Style Index registers the degree to which the church is willing to make adjustments in the way it goes about its ministry. The more flexible a church, the more likely it is to adapt to the particular context in which it is serving to meet either the needs of its members or those of the community. The less flexible a church, the more likely it is to believe that a particular style is central to its identity.

The degree of flexibility in a church should be consistent with its strategic priorities. For example, if a church indicates that one of its priorities is to make necessary changes to attract families with children and youth, it should have the degree of flexibility necessary to achieve that goal.

Question Text

FLEX#1	Our members welcome changes in worship.
FLEX#2	Our church tends to stay very close to established ways of doing things.
FLEX#3	We are willing to adapt our worship to the needs and circumstances of the people we want to reach in our local community.
FLEX#4	Our church changes its program from time to time to meet the changing needs of its members.

Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
FLEX#1	3.2	5.4	24.7	33.3	29.0	4.3
FLEX#2	3.1	10.4	32.3	29.2	18.8	6.3
FLEX#3	0.0	6.3	13.5	30.2	34.4	15.6
FLEX#4	0.0	3.1	6.3	37.5	44.8	8.3

Comparative Profile (These show how your scores compared with other churches.)



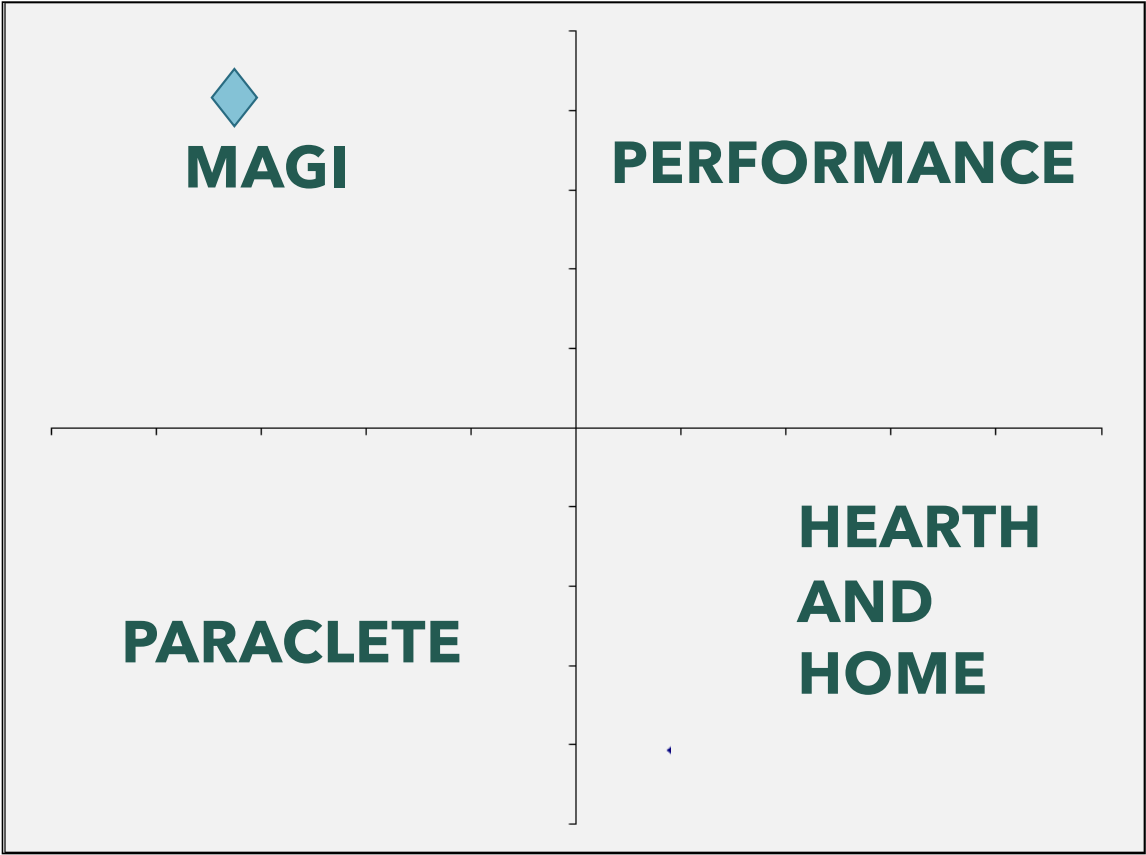
Note: Question two (2) is negatively worded relative to the index. In the Comparative Profile, the polarity has been reversed. In every case a longer bar suggests a more adaptable evaluation.

Descriptive Map

Adaptable

Progressive

Conservative



Settled



Magi Culture

- Ultimately concerned with the rational integrity of faith and just application of faith to life and the journey of understanding
- Exhibits deep knowledge, open discourse and intellectual curiosity
- Penetrating analytic culture
- Powerful ally for those with minority status or who lack power to protect themselves
- Develops clear and compelling vision for the future allowing for clarity about who you are and what you do that is unique



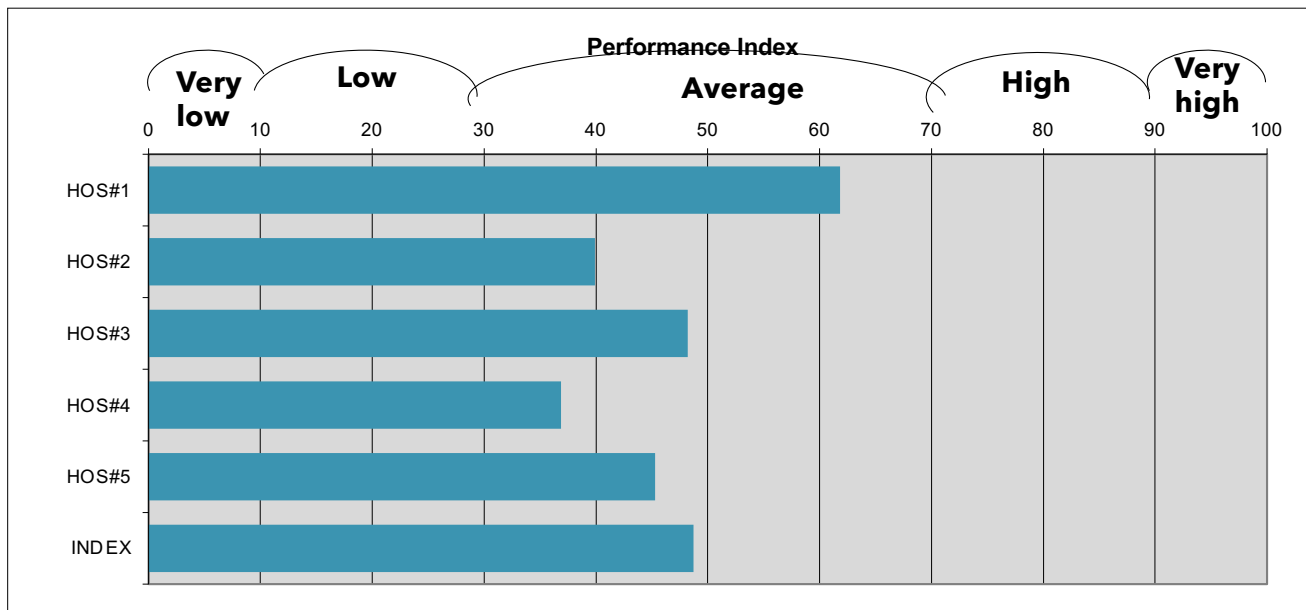
Magi Shadow Sides

- Will need to overcome the temptation to over think issues or try to be everything to everyone.
- Be sure to give proper weight to the role of emotion in generating enthusiasm that leads to action.
- Because care for others is often expressed in terms of fairness and justice, will need to develop interpersonal skills that prevent being misperceived as unapproachable or impersonal.
- Make sure there is a focus on developing the relational and emotional aspects of life in community.

A close-up photograph of a wooden pencil with a dark eraser tip resting diagonally across a line graph. The graph is printed on a textured paper and shows a fluctuating line with several peaks and troughs. The y-axis has numerical markers at 50 and 100. The x-axis has year markers for '93 and '98. The overall image has a muted, sepia-toned aesthetic.

How are We Doing? Performance Indices

Sample Benchmarking



Performance Indices

Hospitality Index

The Hospitality Index seeks to measure the degree to which members perceive that the congregation is engaged in offering themselves and their resources to folks who are new, different, or in need. Persons generally expect that churches will be inviting and supportive communities. However, church communities have decidedly different "temperatures" to those who enter them. Some churches feel cold. Others feel warm. It can be difficult for members to gauge this accurately since some may have a network of relationships that others do not. If scores in this indices are low, it is important to give it priority.

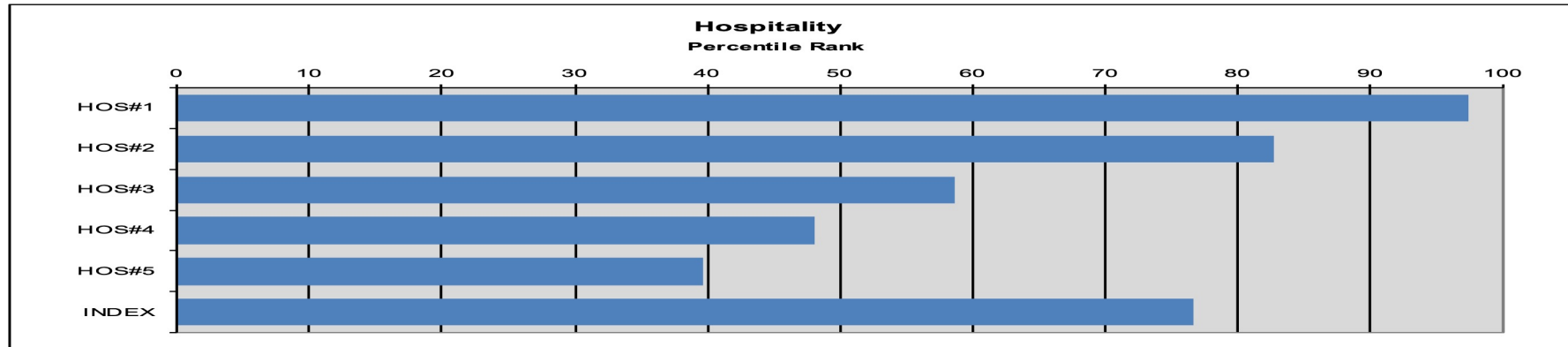
Question Text

HOS#1	Our church welcomes and is enriched by persons from many different walks of life.
HOS#2	Being part of this church community has given new meaning to my life.
HOS#3	A friendly atmosphere prevails among the members of our church.
HOS#4	I sense an atmosphere of genuine care and concern among our members in time of personal need.
HOS#5	Members in our church have been prepared to personally welcome guests in worship services.

Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
HOS#1	0.0	1.0	0.0	8.7	32.7	57.7
HOS#2	1.9	7.7	2.9	10.6	33.7	43.3
HOS#3	1.9	0.0	0.0	17.3	40.4	40.4
HOS#4	1.0	1.0	0.0	18.8	40.6	38.6
HOS#5	1.1	5.3	16.0	22.3	36.2	19.1

Comparative Profile (These show how your scores compared with other churches.)



Performance Indices

Morale Index

Morale is the positive, passionate, and persuasive engagement of members in the mission of the church. It is positive in that people find energy generated in their experiences with the church. It is passionate in that it engages people emotionally and not simply conceptually or in dutiful behavior. It is persuasive in that people sense the need to bring others into the experience.

Developing high morale must be a critical long term strategy. It is not as easily changed as the Hospitality Index. It requires clear direction, the ability to set goals and meet them, and the development of a sense that the work of the church is very important in the world.

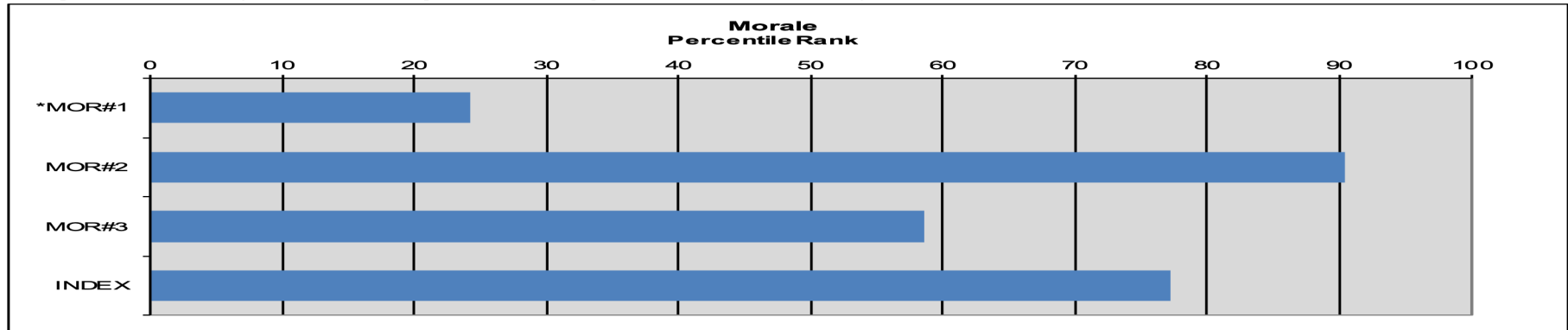
Question Text

*MOR#1	It seems to me that we are just going through the motions of church activity. There isn't much excitement about it among our members.
MOR#2	The whole spirit in our congregation makes people want to get as involved as possible.
MOR#3	On the whole, I am satisfied with how things are in our church.

Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
*MOR#1	17.8	42.6	17.8	7.9	8.9	5.0
MOR#2	1.0	7.9	12.9	21.8	36.6	19.8
MOR#3	1.0	10.9	9.9	20.8	36.6	20.8

Comparative Profile (These show how your scores compared with other churches.)



Note: A question with an asterisk is negatively worded relative to the index. In the Comparative Profile, a shorter bar is preferred for questions that are negatively worded. The overall index scores takes this into account in its calculation.

Performance Indices

Conflict Management Index

The Conflict Management Index measures the degree to which members believe that conflict is appropriately managed and, where possible, resolved. It is important to note that the Conflict Management Index does not correlate strongly with the Hospitality Index or the Spiritual Vitality Index. This means that a congregation can perceive itself as having a strong faith and a genuine concern for one another, yet still experience painful conflict. This is because the tools required to deal with conflict go beyond good intentions, and involve specific training that nearly anyone can learn...if they choose to do so.

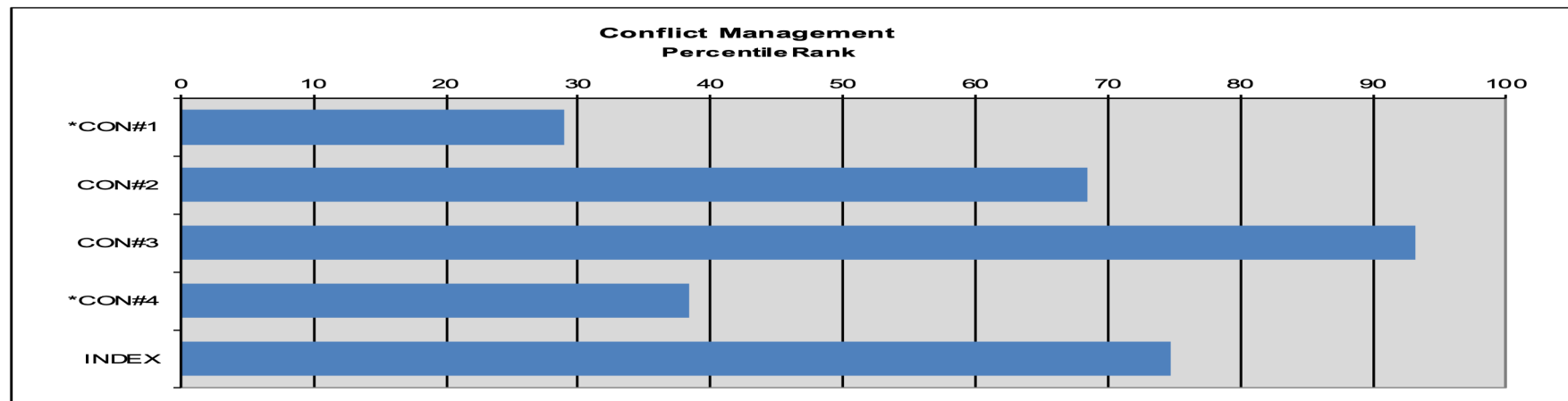
Question Text

*CON#1	There is a disturbing amount of conflict in our congregation.
CON#2	Problems between groups in this church are usually resolved through mutual effort.
CON#3	Among most of our members there is a healthy tolerance of differing opinions and beliefs.
*CON#4	There is frequently a small group of members that opposes what the majority want to do.

Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
*CON#1	23.3	50.0	14.4	7.8	3.3	1.1
CON#2	1.3	2.7	6.7	34.7	41.3	13.3
CON#3	0.0	2.0	1.0	26.3	56.6	14.1
*CON#4	12.3	22.8	35.1	15.8	10.5	3.5

Comparative Profile (These show how your scores compared with other churches.)



Note: A question with an asterisk is negatively worded relative to the index. In the Comparative Profile, a shorter bar is preferred for questions that are negatively worded. The overall index scores takes this into account in its calculation.

Performance Indices

Governance Index

The Governance Index measures the degree to which members believe that the decision making structures and processes of the church are open to their concerns and input. While church polity may lodge almost all decision-making in one group of persons, a Board for example, there are many creative ways in which that authority can be delegated or shared. Committees, commissions, task forces, leadership assemblies, and joint meetings expand the decision-making circle. Regular input from surveys, focus groups, and interviews can give people a sense of involvement in the way decisions are made. As people perceive openness in the way leaders make decisions, they are more likely to have high morale and support the decisions that have been made.

Question Text

GOV#1 The leaders of our church show a genuine concern to know what people are thinking when decisions need to be made.

*GOV#2 The same small group of people seem to make most of the important decisions in our church.

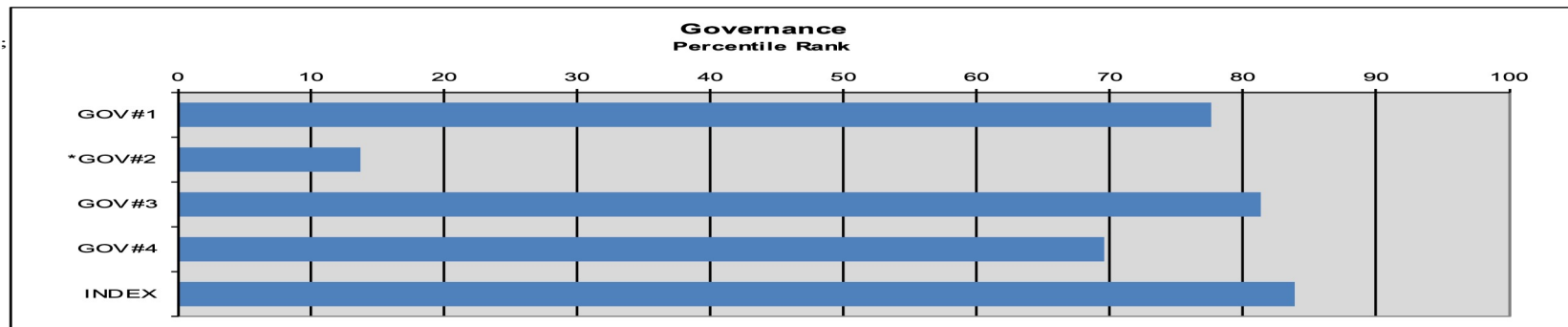
GOV#3 In important decisions in our church, adequate opportunity for consideration of different approaches is usually provided.

GOV#4 Persons who serve as leaders in our church are representative of the membership.

Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
GOV#1	0.0	3.1	7.1	19.4	45.9	24.5
*GOV#2	2.2	11.0	22.0	37.4	14.3	13.2
GOV#3	1.1	2.1	7.4	30.5	45.3	13.7
GOV#4	0.0	2.2	5.4	28.0	40.9	23.7

Comparative Profile (These show how your scores compared with other churches.)



Note: A question with an asterisk is negatively worded relative to the index. In the Comparative Profile, a shorter bar is preferred for questions that are negatively worded. The overall index scores takes this into account in its calculation.

Performance Indices

Spiritual Vitality Index

The Spiritual Vitality Index measures the degree to which members believe that their faith is central to their lives rather than peripheral or episodic. It is an important index in that it correlates mildly with the Hospitality Index. In addition, the Spiritual Vitality Index relates strongly to the percent of household income that members give to the church. This would seem to confirm what Jesus said: "Where your treasure is, there will your heart be also."

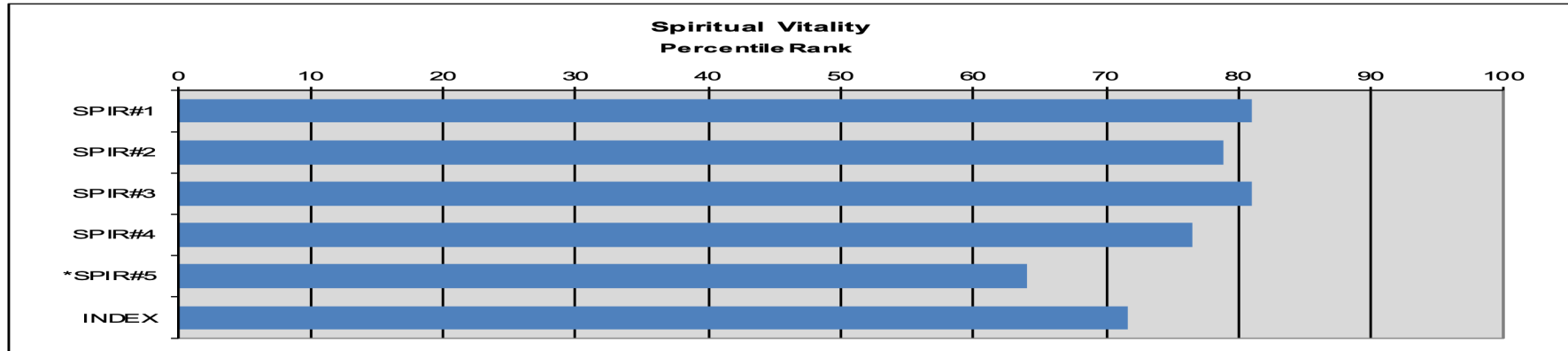
Question Text

SPIR#1	My spiritual experiences often impact the way I look at life.
SPIR#2	My spirituality is really the basis of my whole approach to life.
SPIR#3	I experience the presence of God in my life.
SPIR#4	I work to connect my faith to all the other aspects of my life.
*SPIR#5	Although my faith is important to me, I feel there are other things more pressing in my life right now.

Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
SPIR#1	3.7	0.0	3.7	10.1	28.4	54.1
SPIR#2	0.9	2.8	6.5	15.0	38.3	36.4
SPIR#3	0.9	0.0	1.9	10.3	31.8	55.1
SPIR#4	2.0	1.0	6.0	17.0	32.0	42.0
*SPIR#5	9.4	37.5	17.7	18.8	13.5	3.1

Comparative Profile (These show how your scores compared with other churches.)



Note: A question with an asterisk is negatively worded relative to the index. In the Comparative Profile, a shorter bar is preferred for questions that are negatively worded. The overall index scores takes this into account in its calculation.

Performance Indices

Readiness for Ministry Index

In the last thirty years, a shift has taken place in our understanding of ministry. Some churches call it lay ministry, some lay leadership, others, the ministry of the baptized. In each case the basic concept is that all members of a church are called to ministry, and it is the responsibility of the church to help members identify their gifts and connect to ministries that best fit those gifts. The Readiness for Ministry Index measures the degree to which the church has helped members make this transition in their understanding and equipped them for their own particular ministry.

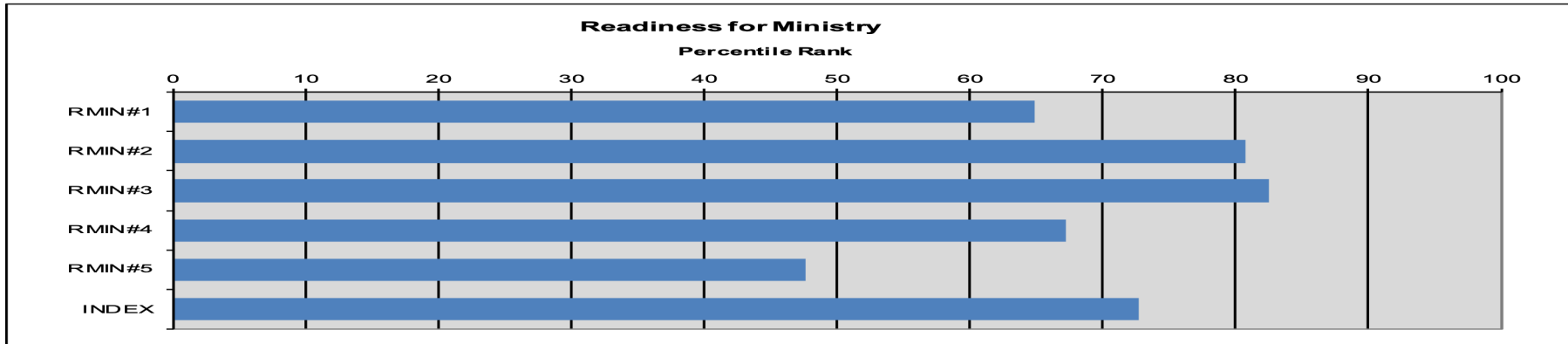
Question Text

RMIN#1	Our church does a good job helping each member understand that they are called to ministry.
RMIN#2	Our church prepares our members for ministry by helping them discern their gifts.
RMIN#3	Our church provides opportunities for members to engage in active ministry within the church and to the world.
RMIN#4	Our church does a good job supporting persons in ministry by reminding them that they are making a difference.
RMIN#5	In our congregation lay people work with the Rector in leading and planning worship services.

Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
RMIN#1	0.0	5.6	18.0	33.7	33.7	9.0
RMIN#2	1.2	9.4	12.9	31.8	37.6	7.1
RMIN#3	1.0	0.0	1.0	22.8	39.6	35.6
RMIN#4	0.0	4.5	6.8	30.7	36.4	21.6
RMIN#5	1.3	6.3	13.9	24.1	36.7	17.7

Comparative Profile (These show how your scores compared with other churches.)



Performance Indices

Educational Engagement Index

Christian education is a life-long process that enriches a person's spiritual life and better prepares him or her for service in the world. The Educational Engagement Index measures the degree to which members share in that understanding. It also gauges the degree to which the church provides developmentally appropriate education across the entire span of life. In addition, it recognizes that members are living with a variety of schedules and that education must be provided in a way that adapts to member needs.

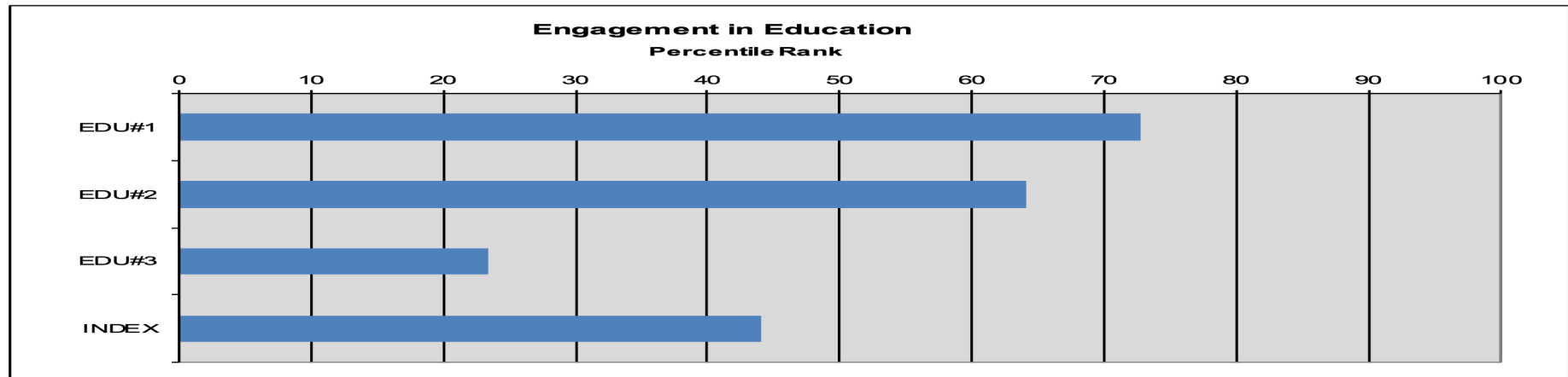
Question Text

EDU#1	Our members understand that they have a spiritual responsibility for life-long learning and formation.
EDU#2	Our church provides opportunities for education and formation in a variety of ways so that I can find one that fits my complex lifestyle.
EDU#3	Our church provides high quality education that is appropriate to every age and stage of life.

Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
EDU#1	3.3	4.4	3.3	26.4	44.0	18.7
EDU#2	2.0	8.1	6.1	28.3	41.4	14.1
EDU#3	7.7	15.4	23.1	24.2	23.1	6.6

Comparative Profile (These show how your scores compared with other churches.)



Performance Indices

Worship and Music Index

The worship experience is central to the vitality and growth of a congregation. While members are often engaged in a wide variety of activities, worship is the one experience that every member shares. Research suggests that worship is a primary factor in the morale of a congregation and that when the worship experience of a congregation is vibrant, members also tend to feel energized about the work of the church. The Worship and Music Index seeks to capture the congregation's feelings about the quality of the worship experience.

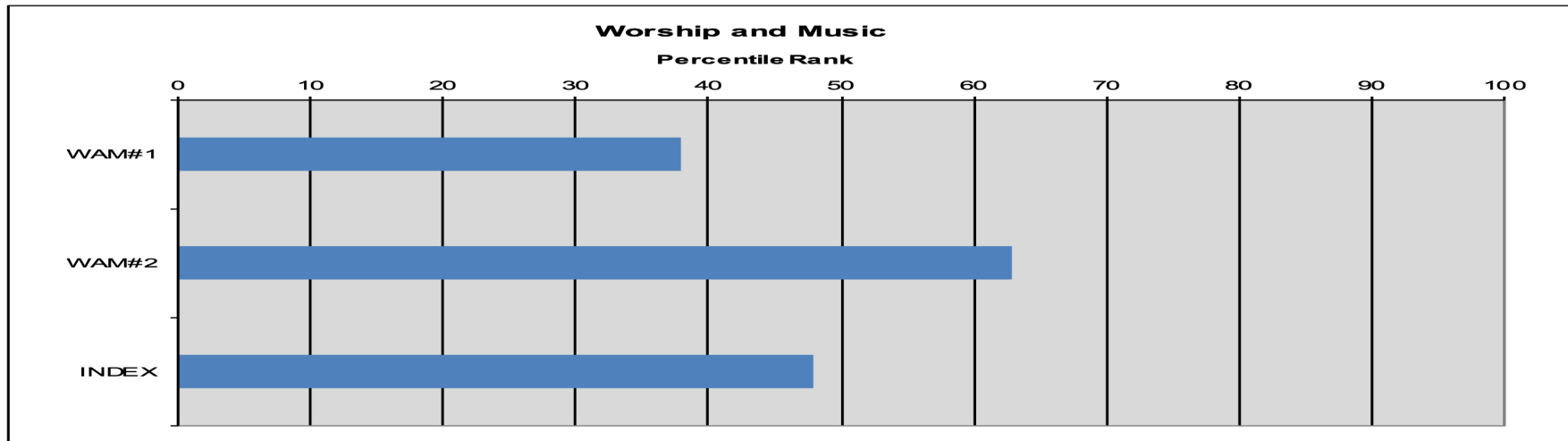
Question Text

WAM#1	The music at our church is outstanding in quality and appropriate in style to our congregation.
WAM#2	The worship services at our church are exceptional in both quality and spiritual content.

Response Percentages (These are the scores from your congregation.)

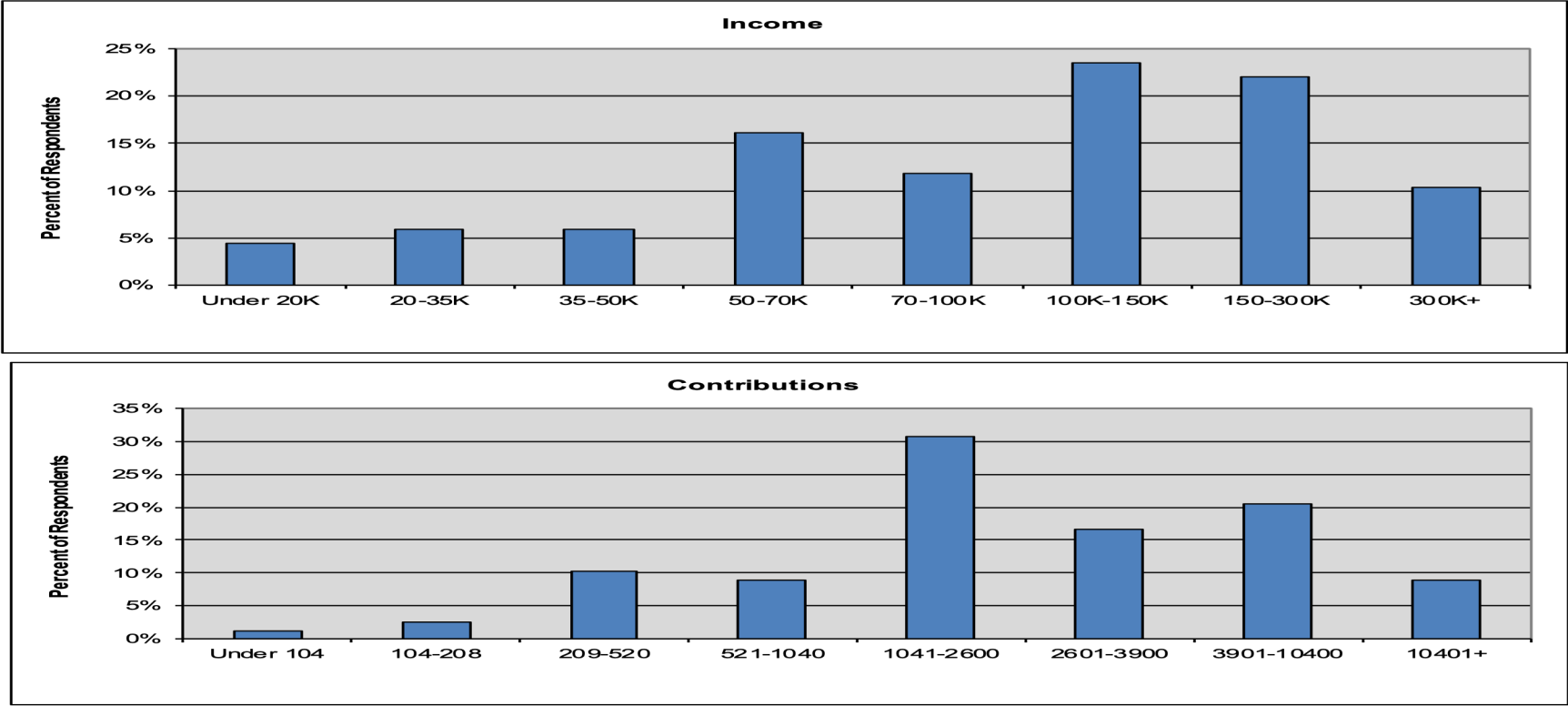
Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
WAM#1	3.9	2.0	8.8	21.6	21.6	42.2
WAM#2	1.0	4.0	6.1	28.3	34.3	26.3

Comparative Profile (These show how your scores compared with other churches.)



Financial Information

100% Confidential
Not for Distribution
Not for Publication



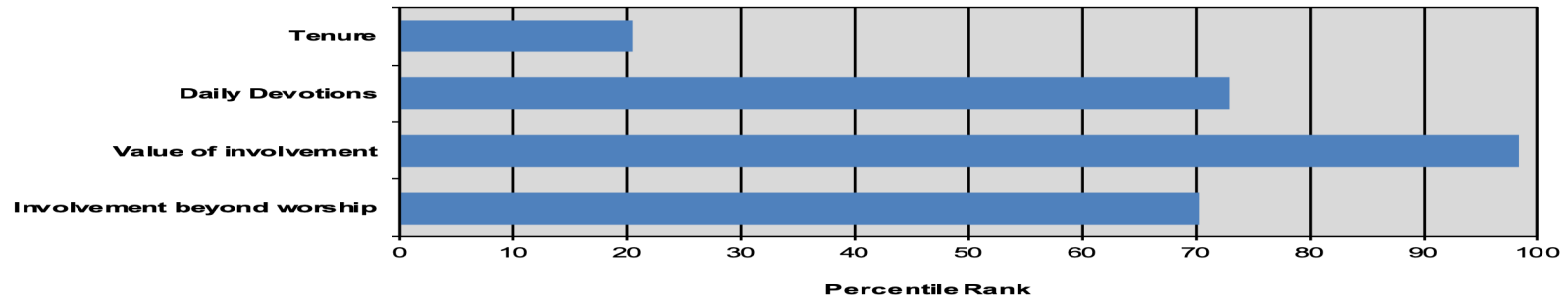
Total church income	\$611,803
Contribution per household	\$4,079
Average household income	\$139,338
Average percent of income given	2.93%
Percentile rank	66

Demographic Data

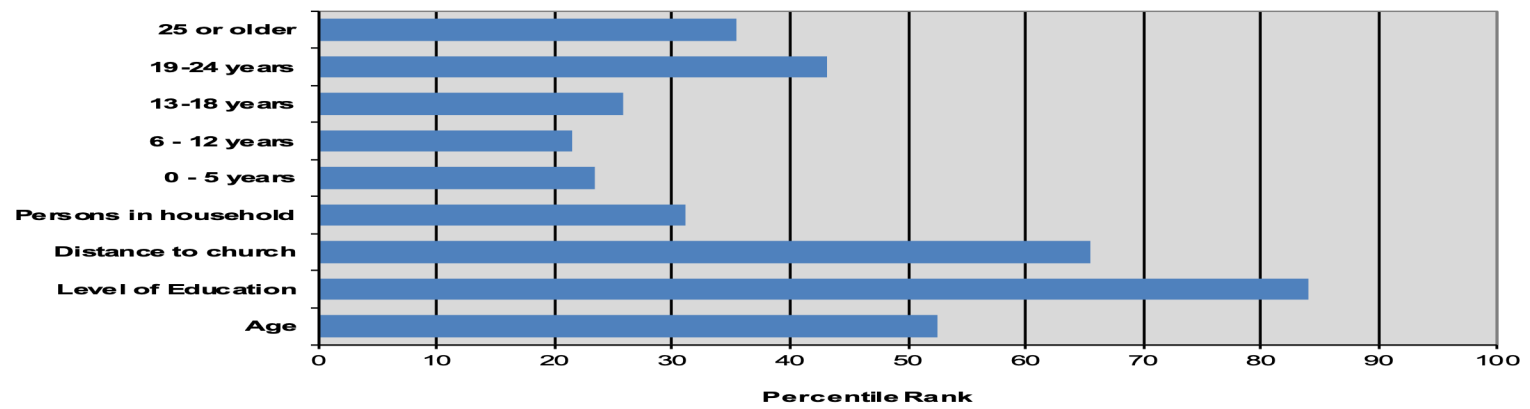
Age	Below 19 0%	19-24 1%	25-34 4%	35-44 5%	45-54 17%	55-64 13%	65+ 59%
Tenure	Under one year 7%	1-2 years 9%	3-4 years 3%	5-10 years 24%	11-15 years 14%	16-20 years 12%	Over 20 years 30%
Distance to Church	Under 4 blocks 2%	5-8 blocks 6%	1-2 miles 8%	3-4 miles 22%	5-9 miles 37%	10-15 miles 19%	Over 15 miles 5%
Attendance	None 0%	1-4 times 6%	Once per month 6%	Twice per month 16%	Three times a month 23%	All but 4 weeks 16%	Every week 32%
Attendance Trend*	Third as much 5%	Half as much 5%	Somewhat less 15%	Same 48%	Somewhat more 8%	Twice as much 0%	Three times as much 18%
Ethnic Background	Black/ African American 5%	White 74%	American Indian/ Alaskan Native 0%	Latino/ Hispanic/ Spanish origin 17%	Asian 1%	Multi-ethnic 3%	
Level of Education	Less than high school 0%	Some high school 0%	High school grad 2%	Some college 15%	College graduate 21%	Some post graduate 5%	Graduate degree 57%
Persons in Household Total	One 19%	Two 59%	Three 15%	Four 6%	Five 1%	Six or more 0%	
0 - 5 years	None 97%	One 3%	Two 0%	Three 0%	Four 0%	Five 0%	Six or more 0%
6 - 12 years	94%	6%	0%	0%	0%	0%	0%
13-18 years	92%	8%	0%	0%	0%	0%	0%
19-24 years	91%	8%	1%	0%	0%	0%	0%
25 or older	28%	18%	48%	4%	1%	0%	0%

Activity and Demographic Data

Activity



Household



Statistics

Church Data Form

Most recent membership	475
One year earlier	472
Two years earlier	466
Three years earlier	468
Most recent new members	6
One year earlier	8
Two years earlier	2
Three years earlier	15
Most recent average Sunday attendance	128
One year earlier	130
Two years earlier	126
Three years earlier	147
Church Assessment Roll	468
Number of households	150
Givers of record	99
Letters sent out	468
Number returned/participated	111
Total receipts most recent	\$ 611,803
Total receipts one year earlier	\$ 561,494
Total receipts two years earlier	\$ 576,210

Community

Population trend

A church where the community within one mile of the church has a population that has been relatively stable over the last three years

Income trend

A church where the income in the neighborhood within one mile of the church has not changed over the last three years

Transition Profile

TRAN#1 It could take a number of months to complete a pastoral transition. During that time I intend to be

Much less involved 2%
Less involved 2%
About the same 59%
More involved 21%
Much more involved 15%

TRAN#2 There are a number of additional responsibilities that may arise during the pastoral transition (for example, prayer, focus groups, committee work). Please indicate your level of availability to help with additional responsibilities as they arise:

Much less available 7%
Less available 7%
About the same 42%
More available 31%
Much more available 13%

TRAN#3 There are a number of additional financial costs during a pastoral transition (for example, search costs, relocation costs, etc). Please indicate below your anticipated level of giving during the transition.

Much lower giving 6%
Lower giving 1%
About the same 78%
Higher giving 15%
Much higher giving 0%

TRAN#4 During the pastoral transition, I am thinking about exploring other churches.

TRAN#5 I believe that the leadership at our church needs to be more representative of the congregation as a whole (gender, age, length of membership, points of view).

TRAN#6 I am comfortable with the timing of a pastoral transition. I feel it is time for this change.

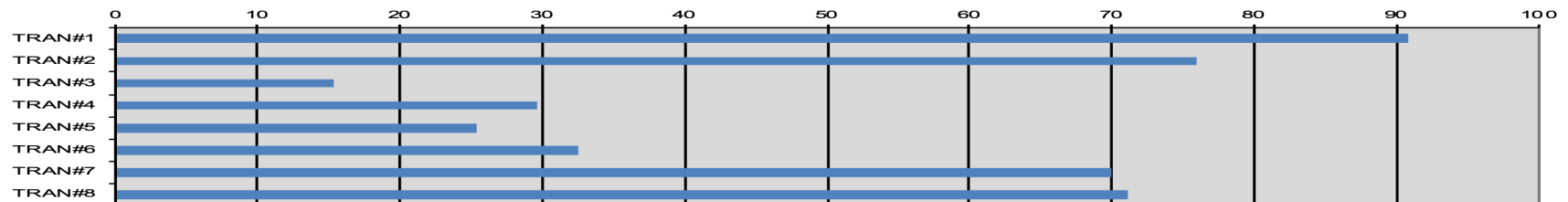
TRAN#7 In the future, I believe the church should continue in the same overall direction that it has taken in the recent past.

TRAN#8 I believe the next Rector we call should have approximately the same skills and responsibilities as our former Rector (for example, balance between preaching, administration, pastoral care, and leadership).

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
TRAN#4	64%	20%	5%	5%	2%	5%
TRAN#5	17%	21%	17%	31%	10%	5%
TRAN#6	6%	13%	15%	26%	28%	12%
TRAN#7	0%	11%	11%	41%	32%	7%
TRAN#8	2%	7%	2%	30%	40%	17%

 140

Percentile Rank



Transition work

WHAT EDUCATION OR GROUP WORK WOULD WE FIND ENGAGING AND WANT TO ATTEND?



ARE THERE WAYS WE CAN DEEPEN OUR CARE FOR EACH OTHER AND WELCOME GUESTS INTO OUR WORSHIP?



WHAT ARE WE LONGING FOR IN OUR WORSHIP MUSIC?



HOW WILL WE KNOW STRATEGICALLY WE ARE MOVING IN THE RIGHT DIRECTION? WHAT WILL PEOPLE BE DOING, FEELING, SAYING...

Who is your next good fit:

- Able to speak on the theologically progressive understanding there is diverse thought - can bridge and help people be open to different views.
- Is mindful of cultural diversity, understanding the gift it brings to the congregation and the community.
- Strategic leader who can help the congregation have clear alignment so we do not overstretch ourselves, but instead have objectives that we can do exceptionally well.
- Able to work with the music and the congregation to better determine what will deepen the worship experience.
- Can help us imagine education that meets our needs and stretches our faith and understanding.
- Has the personality and skill set to build community connections and enhance ministry work.
- Can help us deepen our care for each other and extend that into a meaningful welcome to new people.



That is your
CAT

