



# Vital Signs

Anywhere Church

generated from

*The Church Assessment Tool*

5/2/2010

*"And this is my prayer: that your love may abound more and more in knowledge and depth of insight, so that you may be able to discern what is best and may be pure and blameless until the day of Christ, filled with the fruit of righteousness that comes through Jesus Christ - to the glory and praise of God."*

Philippians 1:9-11

Your name: \_\_\_\_\_

Presenter: \_\_\_\_\_

Date: \_\_\_\_\_

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# Notions



- T F If members authentically feel that their church is warm and supportive, all other problems tend to take care of themselves.
- T F The more people agree on a basic set of conservative Christian beliefs, the better they get along with one another.
- T F The best predictor for high morale in a church is the quality of pastoral care given by the clergy.
- T F The percentage of household income given in an average size church is about 4%.
- T F Churches that rank “reaching new members” as the highest priority tend to be growing.
- T F The strongest predictor of a growing church is its spiritual vitality.
- T F The best predictor for strong financial giving in a church is the priority given to developing stewardship programs.
- T F About 80% of the members of a typical parish are clearly satisfied with things in the church.
- T F In general, churches are much more interested in improving the music in worship than in improving their building.
- T F Churches where members indicate they have a vital faith have a more difficult time raising money.

Your Thoughts:

## A Prayer of Preparation

Lord, you are the God of all truth.

***You know us through and through.***

You reveal to us what we do not yet know.

***You bring us out of darkness and into your wonderful light.***

You invite us to return to the Garden where we know and are known.

***You offer us love that delivers us from fear and hiding.***

You reconcile us to our loved ones.

***You deliver us from blame and accusation.***

You disclose to us the gifts in the depths of our souls.

***You fill us with your Spirit and empower us for service.***

You open our eyes to the brokenness that cripples our best intentions.

***You pour oil into our wounds and carry us in your arms.***

You show us the patterns that keep us bound to failure.

***You open the bars of our captivity and set the prisoner free.***

You are patient with our resistances to change.

***Your judgment is always mixed with mercy.***

When our minds cast a shell about our hearts,

***Your love melts a pathway to the depth of our beings.***

Open our minds and our hearts to the witness of our brothers and sisters,

***Give us that love that casts out all fear.***

AMEN

# Key Indicators



## Overall Satisfaction

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

Clearly agree	<b>55%</b>
On the fence	<b>36%</b>
Clearly disagree	<b>9%</b>
Rating of church satisfaction level	<b>Average</b>

## 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	<b>8%</b>
On the fence	<b>39%</b>
Clearly disagree	<b>53%</b>
Rating of church energy level	<b>High</b>

## Worship Attendance Trends

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

Less	<b>19%</b>
Same	<b>40%</b>
More	<b>40%</b>
Average annual change in attendance	<b>7%</b>

## Value of Church Attendance

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

Clearly agree	<b>59%</b>
On the fence	<b>37%</b>
Clearly disagree	<b>4%</b>
Rating of church meaning	<b>Average</b>

## Top Three Priorities

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

First	Question #57	<b>Make necessary changes to attract families with children and youth to our church.</b>
Second	Question #59	<b>Develop and implement a comprehensive strategy to reach new people.</b>
Third	Question #58	<b>Move decisively to provide high quality education for every age and stage of life.</b>

## Survey Process Statistics

Number of respondents	<b>77</b>
Response rate as percentage of average attendance	<b>133%</b>



## Drivers of Member Satisfaction

Not every question on the assessment is of equal importance to respondents. The more important questions are called drivers. A driver of member satisfaction is a question that reliably predicts the overall satisfaction of respondents. If a respondent gives a higher score to a driver, it is very likely that he or she will also give a higher score to overall satisfaction. If a respondent gives a lower score to driver, it is likely that he or she will also give a lower score to overall satisfaction. (On negatively worded drivers, the relationship is reversed; a higher score results in a lower score on overall satisfaction.) The drivers of member satisfaction listed below are unique to your church. The higher the intensity, the more important the question.

When three of the five drivers are questions regarding the Pastor or Rector, it suggests that the church is clergy-centric. This means that how respondents feel about the church overall is largely dependent upon how they feel about the work of the ordained leadership. Churches where the drivers are not focused on the clergy tend to be ministry-centric. How satisfied they are with the church tends to be determined by how they are feeling about aspects of the church's life and ministry rather than only the clergy.

### Your top five drivers of member satisfaction are:

	<b>Intensity</b>
Question #21 Our church provides high quality education that is appropriate to every age and stage of life.	<b>Moderate</b>
Question #47 Our Interim Rector communicates with people in a way that keeps us informed and connected.	<b>Moderate</b>
Question #27 Our Interim Rector helps us accomplish our mission by bringing out the best in everyone.	<b>Moderate</b>
Question #15 Our church provides opportunities for education and formation in a variety of ways so that I can find one that fits my complex lifestyle.	<b>Moderate</b>
Question #34 In important decisions in our church, adequate opportunity for consideration of different approaches is usually provided.	<b>Moderate</b>

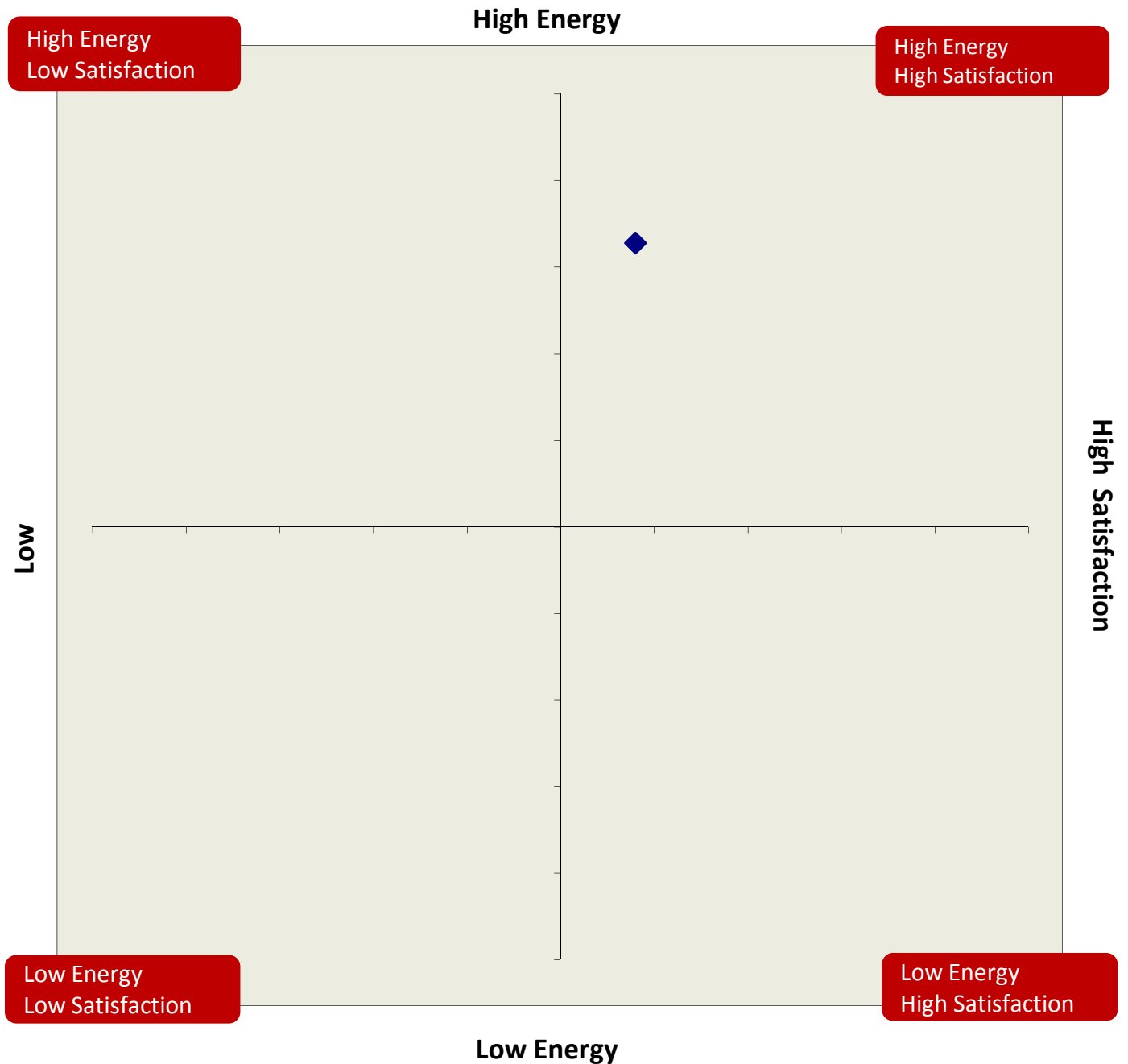
## Drivers of Energy

A driver of energy is a question that reliably predicts the energy level that respondents experience in the church. If a respondent gives a higher score to a driver, it is very likely that he or she will also give a higher score to his or her experience of energy in the church. If a respondent gives a lower score to a driver, it is likely that he or she will also give a lower score to to their experience of energy in the church. (On negatively worded drivers, the relationship is reversed; a higher score results in a lower score on church energy.) Taken as a group, the drivers of energy are the factors that are making a difference between those who experience the church as energized and those who experience the church as lacking energy. Changes in the drivers of energy are likely to have a significant impact on how respondents are feeling about the level of excitement in the church. The higher intensity of the driver, the important the question.

### Your top five drivers of energy are:

	<b>Intensity</b>
Question #10 The whole spirit in our congregation makes people want to get as involved as possible.	<b>Strong</b>
Question #13 The leaders of our church show a genuine concern to know what people are thinking when decisions need to be made.	<b>Moderate</b>
Question #27 Our Interim Rector helps us accomplish our mission by bringing out the best in everyone.	<b>Moderate</b>
Question #25 Our Interim Rector makes things happen.	<b>Moderate</b>
Question #46 The worship services at our church are exceptional in both quality and spiritual content.	<b>Moderate</b>

# The Energy-Satisfaction Map



The levels of satisfaction and energy have been found to be reliable indicators of the health and vitality of a church. There are four quadrants on this map.

The **high energy-low satisfaction** quadrant is the chaos quadrant. Churches in this quadrant are often struggling to structure and channel their energy into a direction they feel good about.

The **low energy-low satisfaction** quadrant is the recovery quadrant. Churches in this quadrant require major changes in order to regain a significant level of vitality and health.

The **low energy-high satisfaction** quadrant is the apathy quadrant. Churches in this quadrant have normalized a low level of vitality in the church which enables them to be relatively satisfied.

The **high energy-high satisfaction** quadrant is the transformation quadrant. Churches in this quadrant are sources of new meaning and purpose for their members. They may also serve as mentors to other churches.

# Critical Success Factors for Improving Satisfaction



<b>0-10</b>	<b>Insignificant</b>	<b>20-35</b>	<b>Significant</b>	<b>&gt;50</b>	<b>Urgent</b>
<b>10-20</b>	<b>Low</b>	<b>35-50</b>	<b>Important</b>		

# Priorities



## Overall Priorities

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

			<b>Mean</b>
First	Question #57	Make necessary changes to attract families with children and youth to our church.	<b>3.90</b>
Second	Question #59	Develop and implement a comprehensive strategy to reach new people.	<b>3.79</b>
Third	Question #58	Move decisively to provide high quality education for every age and stage of life.	<b>3.51</b>
Fourth	Question #52	Develop the spiritual generosity of the people to financially support the ministry of the church.	<b>3.21</b>
Fifth	Question #64	Work to renew and revitalize the community around the church.	<b>3.18</b>
Sixth	Question #54	Strengthen the process by which members are called and equipped for ministry and leadership.	<b>3.14</b>
Seventh	Question #51	Create more opportunities for people to form meaningful relationships.	<b>3.10</b>
Eighth	Question #63	Strengthen the management and support of persons in various ministries.	<b>3.07</b>
Ninth	Question #65	Develop ministries that work toward healing those broken by life circumstances.	<b>2.96</b>
Tenth	Question #66	Expand outreach ministries that provide direct services to those living on the margins of society.	<b>2.76</b>
Eleventh	Question #50	Deepen our sense of connection to God and one another through stronger worship services.	<b>2.66</b>
Twelfth	Question #62	Work as an advocate for social and institutional change.	<b>2.63</b>
Thirteenth	Question #61	Adapt the opportunities provided by the church making them more accessible.	<b>2.58</b>
Fourteenth	Question #60	Expand the international mission of the church with both financial resources and personal involvement.	<b>2.50</b>
Fifteenth	Question #55	Strengthen the pastoral response of the church in serving people with special needs.	<b>2.48</b>
Sixteenth	Question #56	Change or improve the music of the church to deepen our worship experience.	<b>2.17</b>
Seventeenth	Question #53	Enlarge or improve the physical facilities of the church to expand or enhance our ministries.	<b>2.12</b>

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.

# Priorities by Group

## Top Priorities for Persons Under 35 Years

First	Q #58	Move decisively to provide high quality education for every age and stage of life.
Second	Q #59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Third	Q #50	Deepen our sense of connection to God and one another through stronger worship services.
Fourth	Q #51	Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc).
Fifth	Q #61	Adapt the opportunities provided by the church making them more accessible given the pace and schedule of my life.
Sixth	Q #57	Make necessary changes to attract families with children and youth to our church.

## Top Priorities for Persons Under 35 to 64 Years

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	Move decisively to provide high quality education for every age and stage of life.
Fourth	Q #64	Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.
Fifth	Q #54	Strengthen the process by which members are called and equipped for ministry and leadership.
Sixth	Q #51	Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc).

## Top Priorities for Persons 65+ Years

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 #52	Develop the spiritual generosity of the people to financially support the ministry of the church.
Fourth	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.
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

## Top Priorities for Infrequent Attenders (Less than once per month)

First	Q #59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Second	Q #57	Make necessary changes to attract families with children and youth to our church.
Third	Q #58	Move decisively to provide high quality education for every age and stage of life.
Fourth	Q #51	Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc).
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 #52	Develop the spiritual generosity of the people to financially support the ministry of the church.

## Top Priorities for Frequent Attenders (Once per month or more)

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	Move decisively to provide high quality education for 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 #64	Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.
Sixth	Q #52	Develop the spiritual generosity of the people to financially support the ministry of the church.

## Priorities by Group

The Bubble Chart on the next page provides you with a large amount of information at a glance. The larger the bubble, the more important the goal is to your church. The largest bubbles on the page represent the highest priorities of your church. Members want a lot of additional energy invested in these. The smallest bubbles on the page represent the lowest priorities of your church. Members want little additional energy invested in these, either because they are less important or because they are being done well already. Small bubbles represent areas where members do not want to see many changes made.

You can explore the priorities of seven different groups on this page:

Persons under 35 years

Persons from 35 to 64 years

Persons 65 years plus

Infrequent attendees (less than once a month)

Frequent attendees (once a month or more)

Backdoor (worshipping less than three years ago)

Frontdoor (worshipping more than three years ago)

Look across the groups (columns) to discover which rows have bubbles that are about the same size. (You might want to draw a horizontal box around the bubbles that are about the same size.) These are goals that are common across all the groups. These are points of unity to build on, especially if they are higher priorities.

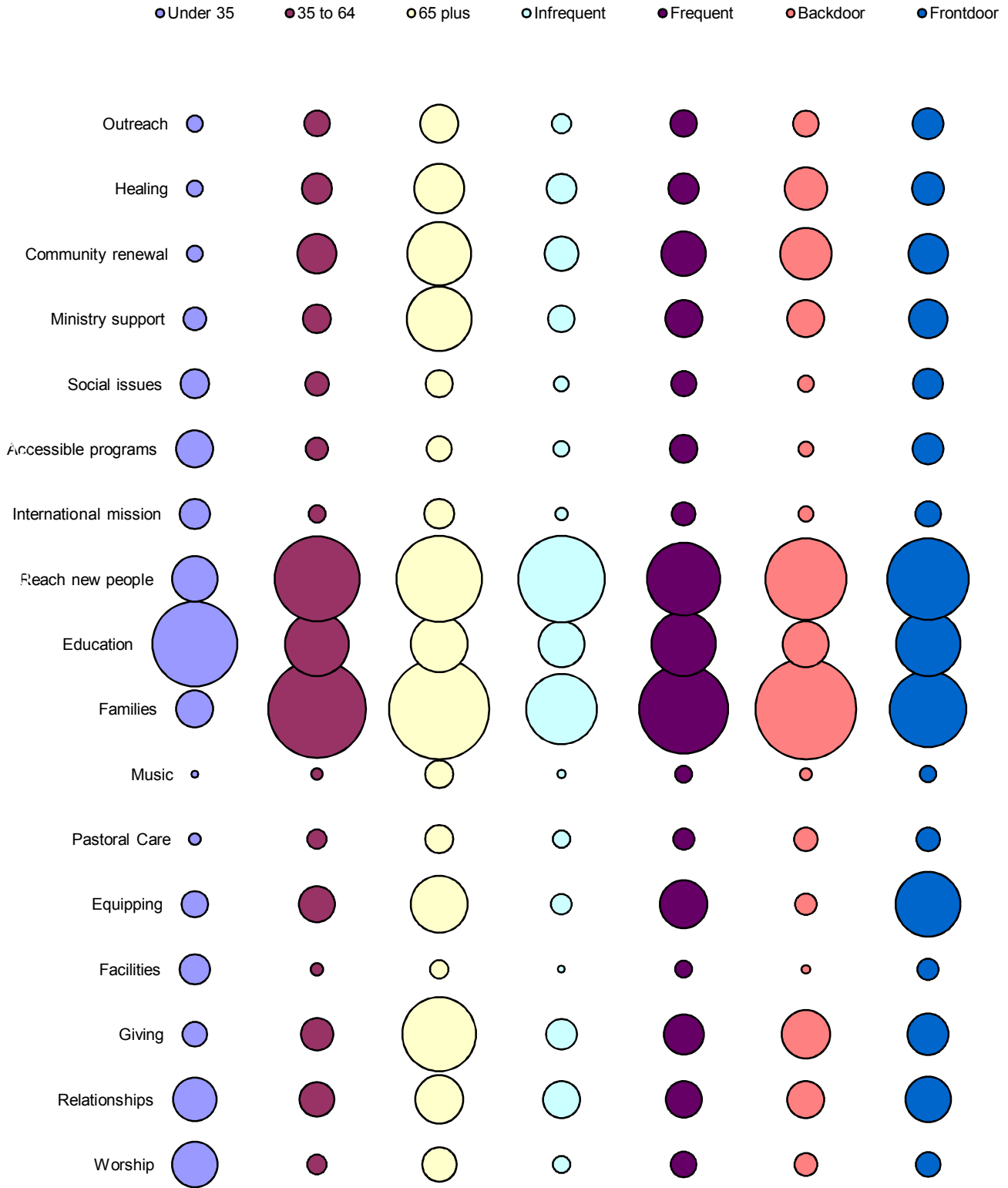
Look across the groups to discover which rows have bubbles that are very different in size. (As above, you might also want to draw a box around the bubbles that are very different in size). These are goals that are different for these groups. The greater the difference in size, the larger is the difference in priority across the different groups. These are points that will need to be negotiated.

If the Vital Signs report indicates that one of the priorities is reaching families with children and youth, the leadership might want to pay particular attention to the distribution of bubble sizes in the "Under 35" column.

It can also be instructive to look at the size of the bubbles in the "Backdoor" column. Unusually large bubbles there can give the leadership hints about why folks are becoming less involved.

If the page has a large number of bigger bubbles, it usually indicates that respondents are looking for changes in a large number of areas. This needs to be compared/contrasted with the Flexibility Score on the Descriptive Map. If the page has a small number of bigger bubbles, it usually indicates that respondents are not looking for as many changes.

# Priorities by Group



# Descriptive Indices



## 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.

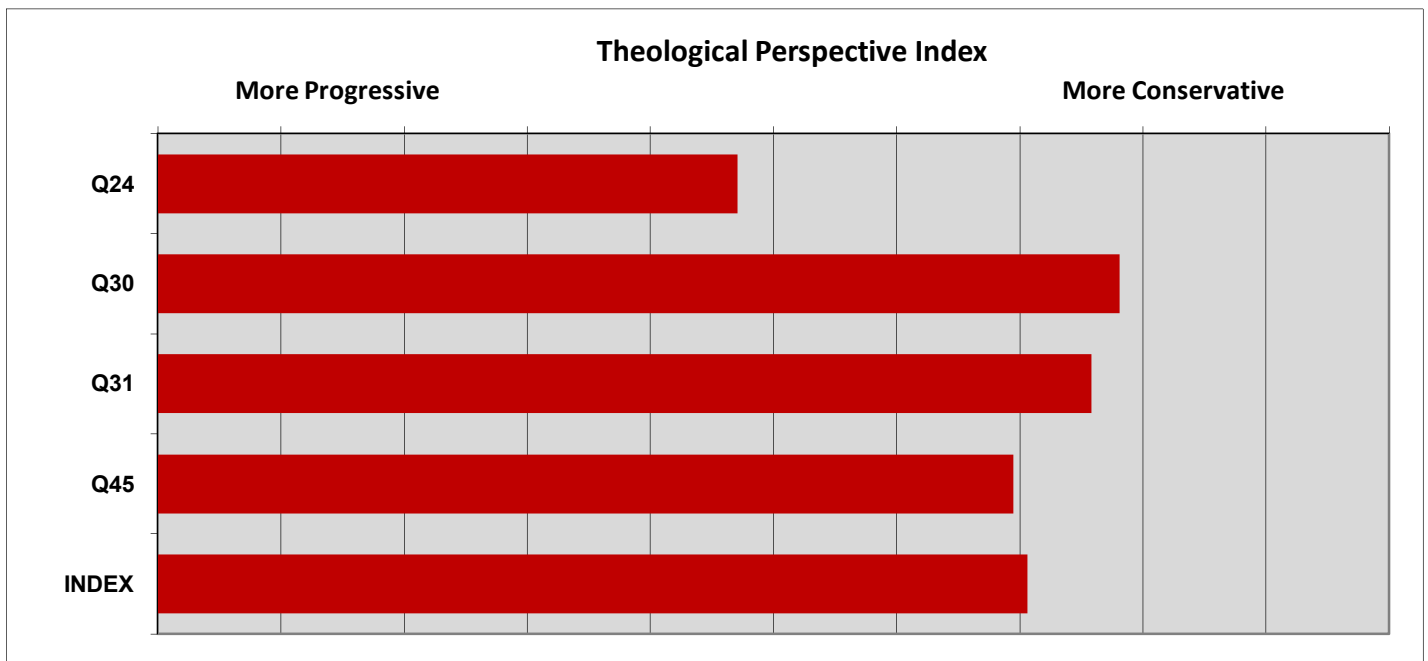
### Question Text

Q24	Converting persons to Christ must be the first step in creating a better society.
Q30	Our congregation is committed to abide by the historic faith as handed down through the Councils of the Church.
Q31	Scripture is the literal Word of God without error, not only in matters of faith, but also in historical, geographical, and other secular matters.
Q45	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
Q24	0.0	22.1	11.7	29.9	28.6	7.8
Q30	0.0	4.5	1.5	22.4	52.2	19.4
Q31	12.2	8.1	16.2	25.7	28.4	9.5
Q45	3.9	6.5	28.6	29.9	28.6	2.6

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



# 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.

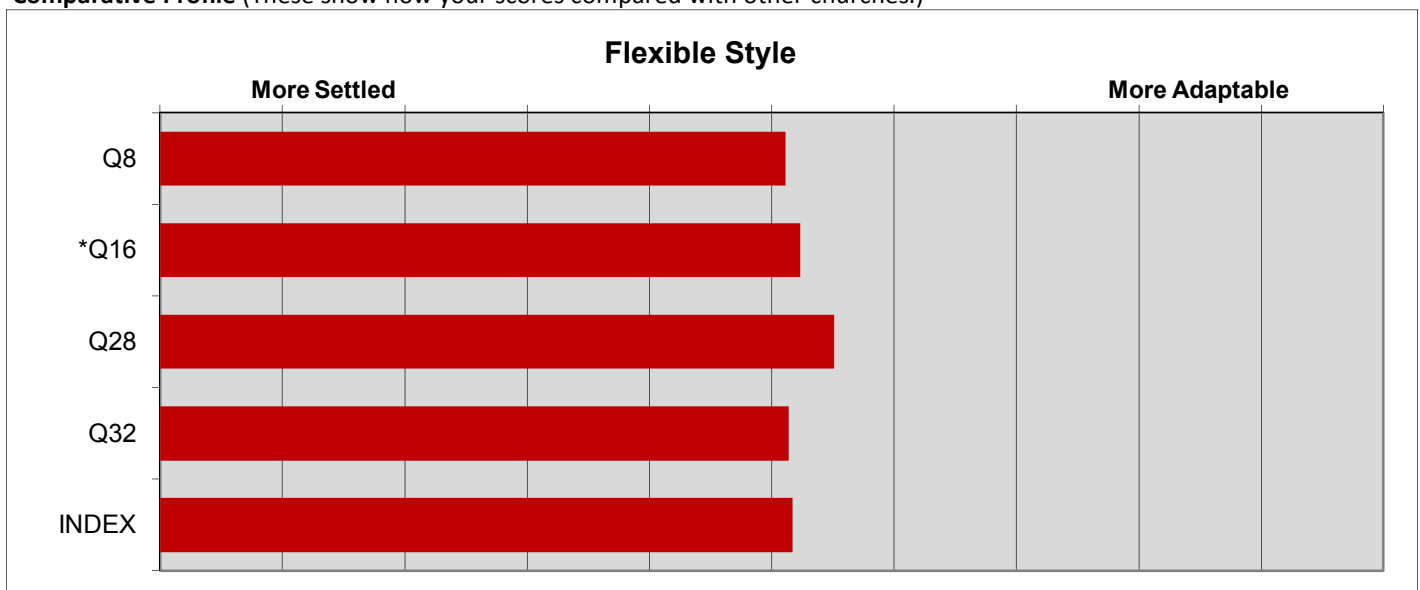
### Question Text

- Q8 In addition to the 1979 Book of Common Prayer and The Hymnal 1982, we use a variety of Supplemental Liturgical Materials and alternative rites, readings and music resources in our worship services.
- \*Q16 Our church tends to stay very close to established ways of doing things.
- Q28 We are willing to adapt our worship to the needs and circumstances of the people we want to reach in our local community.
- Q32 Our church changes its program from time to time to meet the changing needs of its members.

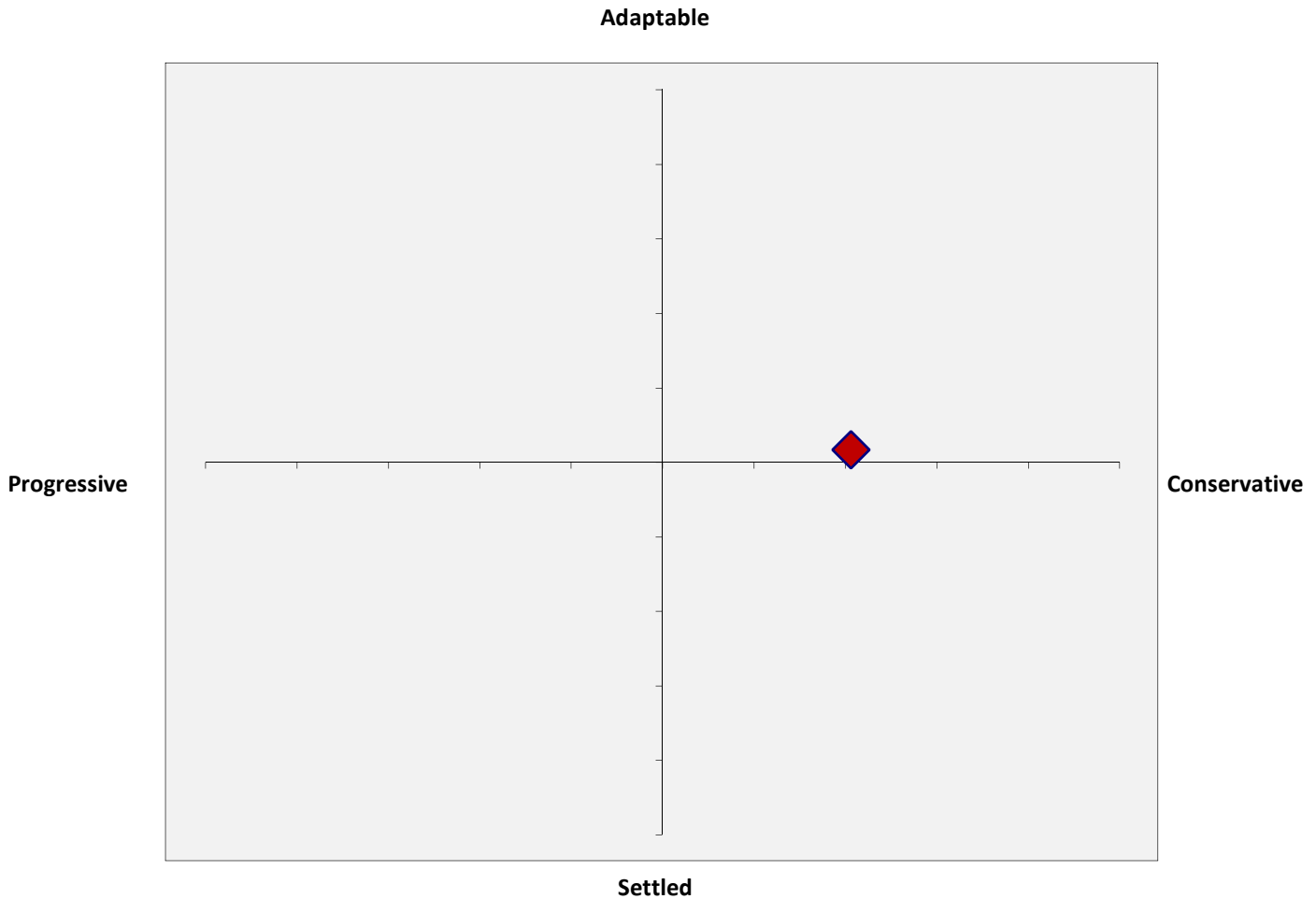
### Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
Q8	1.3	14.5	13.2	25.0	39.5	6.6
*Q16	1.4	1.4	8.7	46.4	34.8	7.2
Q28	1.5	10.8	23.1	24.6	33.8	6.2
Q32	0.0	4.5	20.9	40.3	29.9	4.5

### 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, the polarity has been reversed. In every case a longer bar suggests a more adaptable evaluation.



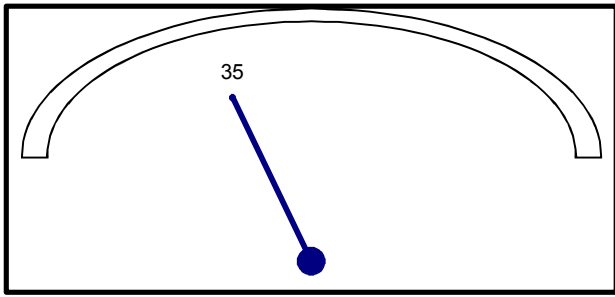
This map indicates the particular style of a church using two characteristics. The first characteristic is whether the church is theologically conservative or progressive. The second characteristic is whether the church is more adaptable or settled in its approach to its life. The combination of these two characteristics produces the four different possibilities for the overall style of a church. These are noted in the four quadrants of the map.

1. **Progressive-Adaptable** churches
2. **Progressive-Settled** churches
3. **Conservative-Adaptable** churches
4. **Conservative-Settled** churches

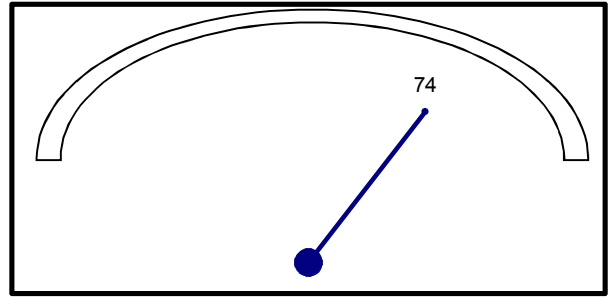
Each of these quadrants represent core values that need to be clarified relative to theology and style. It can also be helpful to explore whether strengths have been fully developed and to identify opportunities for further development. Leaders can also work to understand how the vulnerabilities inherent in their type can be hampering vitality and growth.

# Performance Dashboard

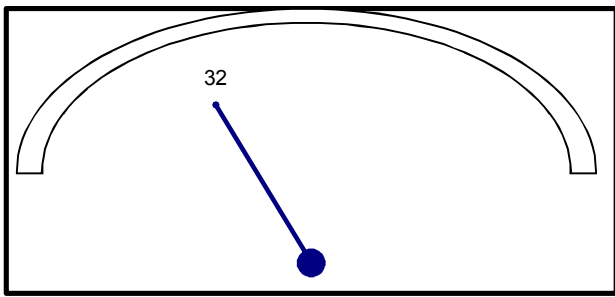
Hospitality



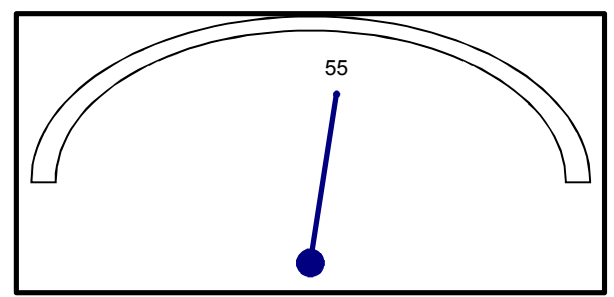
Morale



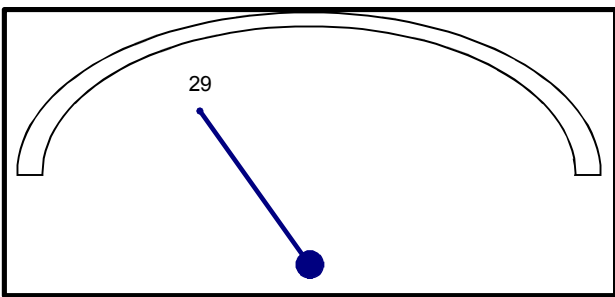
Conflict Management



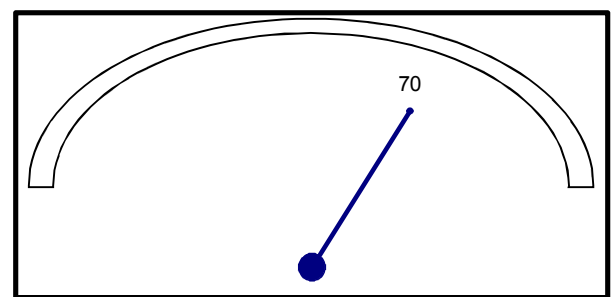
Governance



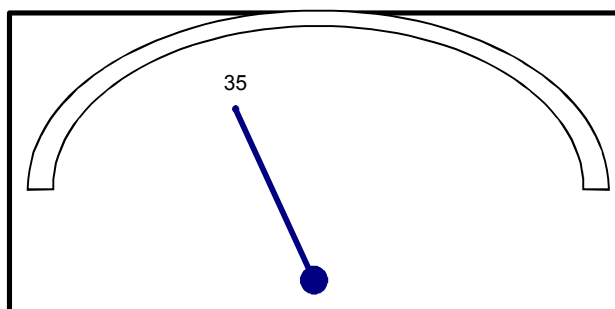
Spiritual Vitality



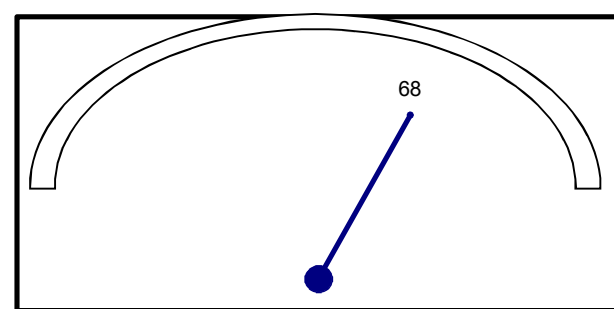
Readiness for Ministry



Engagement in Education



Worship and Music



# 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.

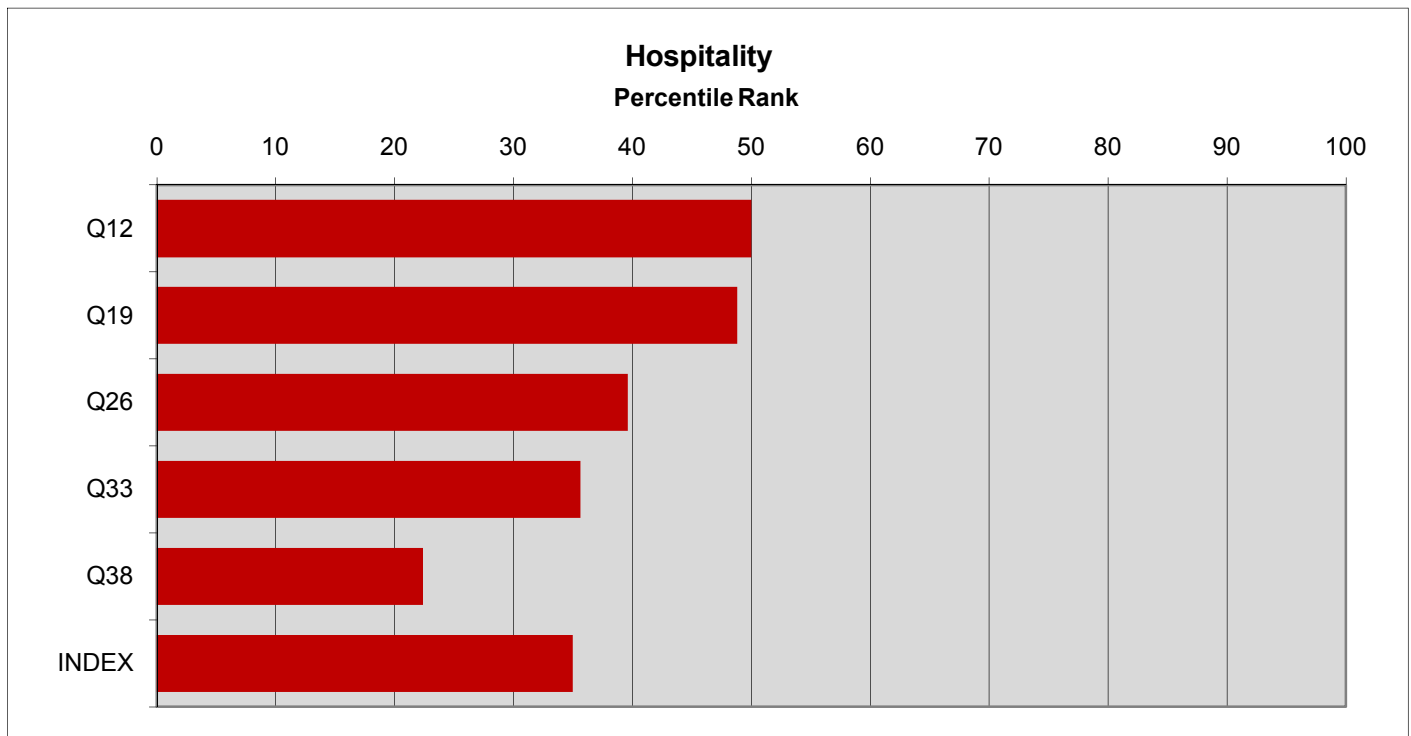
### Question Text

- Q12 Our church welcomes and is enriched by persons from many different walks of life.
- Q19 Being part of this church community has given new meaning to my life.
- Q26 A friendly atmosphere prevails among the members of our church.
- Q33 I sense an atmosphere of genuine care and concern among our members in time of personal need.
- Q38 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
Q12	1.3	2.7	5.3	22.7	44.0	24.0
Q19	0.0	5.3	2.7	30.7	34.7	26.7
Q26	1.3	1.3	2.6	19.5	44.2	31.2
Q33	0.0	1.3	1.3	18.4	44.7	34.2
Q38	0.0	17.8	12.3	15.1	38.4	16.4

### 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.

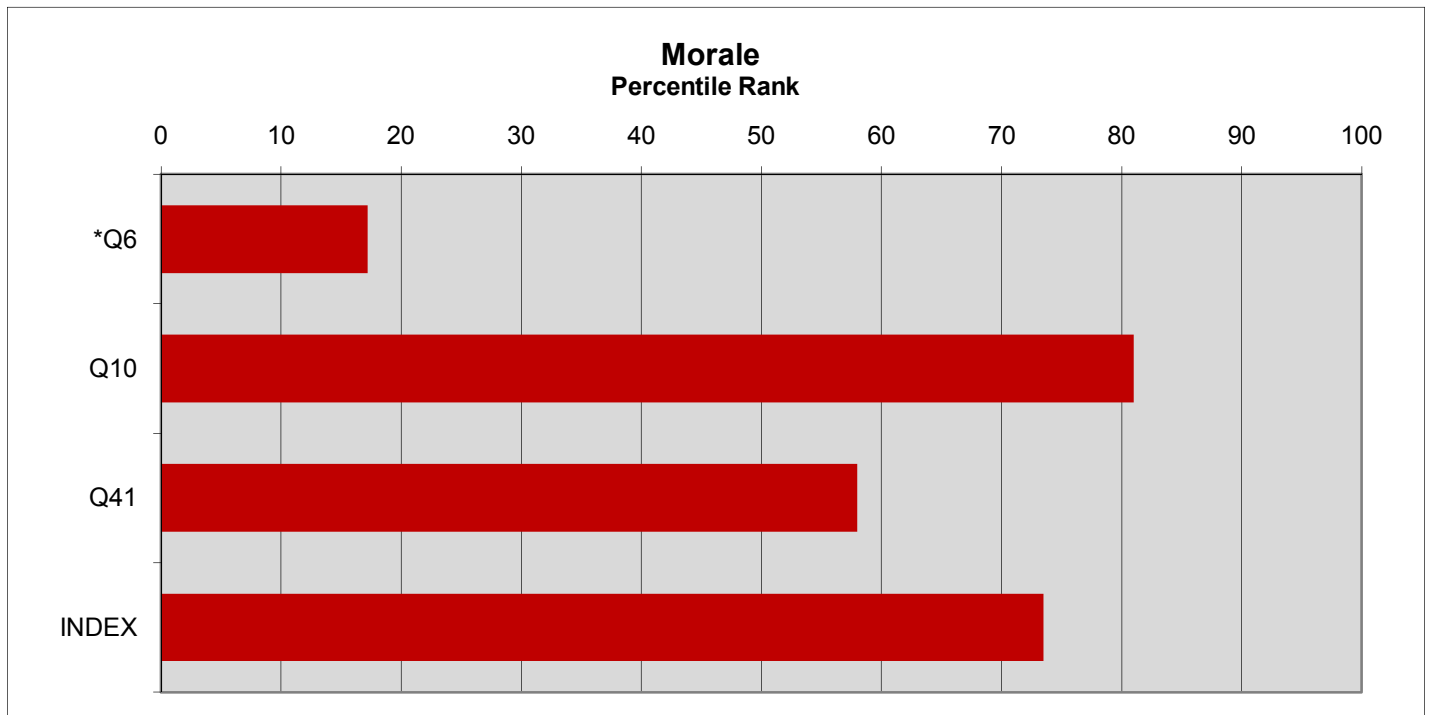
### Question Text

- \*Q6 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.
- Q10 The whole spirit in our congregation makes people want to get as involved as possible.
- Q41 On the whole, I am satisfied with how things are in our congregation.

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

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
*Q6	23.0	29.7	25.7	13.5	5.4	2.7
Q10	1.3	2.7	14.7	41.3	28.0	12.0
Q41	1.3	7.9	10.5	25.0	32.9	22.4

### 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.

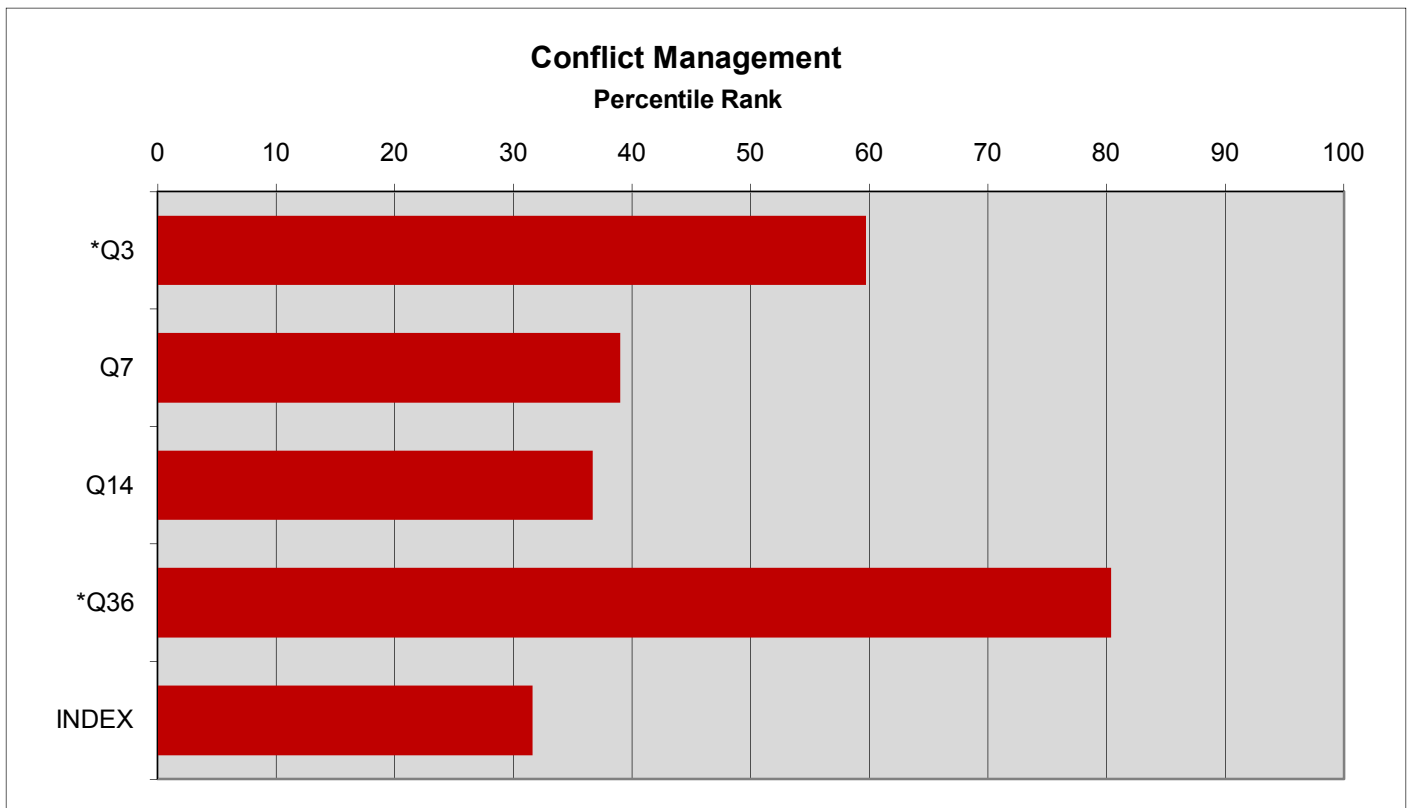
### Question Text

- \*Q3 There is a disturbing amount of conflict in our congregation.
- Q7 Problems between groups in this congregation are usually resolved through mutual effort.
- Q14 Among most of our members there is a healthy tolerance of differing opinions and beliefs.
- \*Q36 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
*Q3	0.0	40.6	20.3	29.7	7.8	1.6
Q7	0.0	7.9	11.1	39.7	41.3	0.0
Q14	1.4	4.2	15.5	29.6	42.3	7.0
*Q36	0.0	8.9	28.6	33.9	21.4	7.1

**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

## 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.

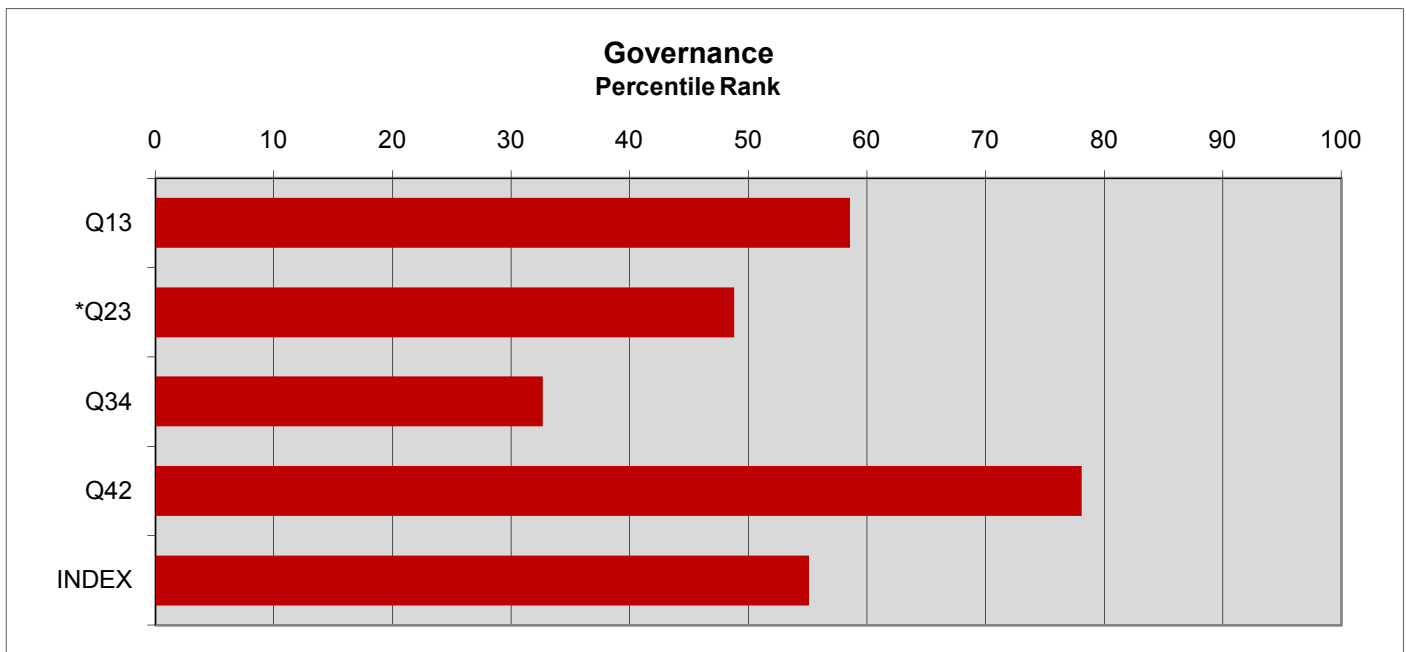
### Question Text

- Q13 The leaders of our church show a genuine concern to know what people are thinking when decisions need to be made.
- \*Q23 The same small group of people seem to make most of the important decisions in our church.
- Q34 In important decisions in our church, adequate opportunity for consideration of different approaches is usually
- Q42 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
Q13	1.4	2.7	16.2	16.2	41.9	21.6
*Q23	0.0	2.9	19.1	36.8	25.0	16.2
Q34	1.5	9.1	13.6	34.8	30.3	10.6
Q42	1.4	1.4	0.0	24.6	52.2	20.3

### 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."

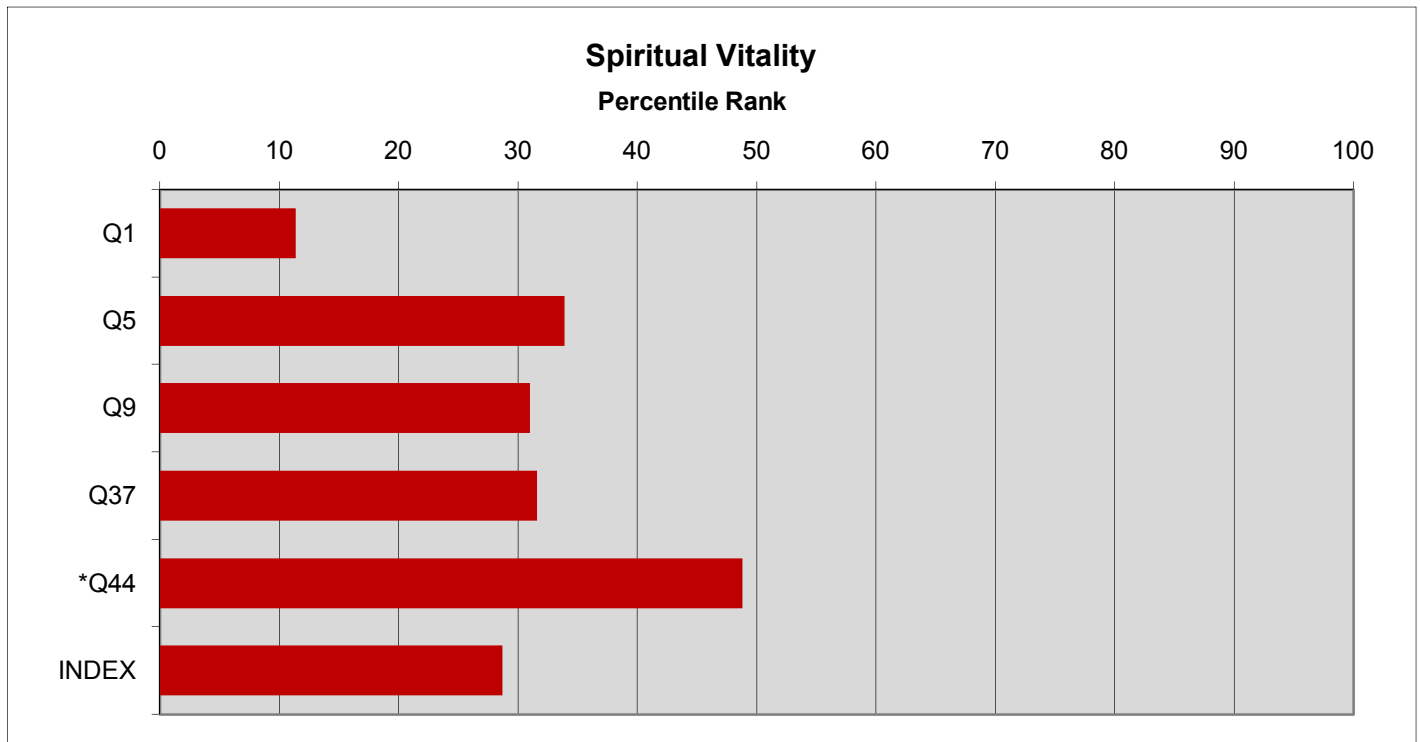
### Question Text

- Q1 My spiritual experiences often impact the way I look at life.
- Q5 My spirituality is really the basis of my whole approach to life.
- Q9 I experience the presence of God in my life.
- Q37 I work to connect my faith to all the other aspects of my life.
- \*Q44 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
Q1	1.3	1.3	5.2	22.1	28.6	41.6
Q5	0.0	1.3	12.0	25.3	32.0	29.3
Q9	0.0	1.3	2.6	19.5	27.3	49.4
Q37	0.0	2.6	7.8	23.4	37.7	28.6
*Q44	18.7	20.0	28.0	22.7	8.0	2.7

### 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

## 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,

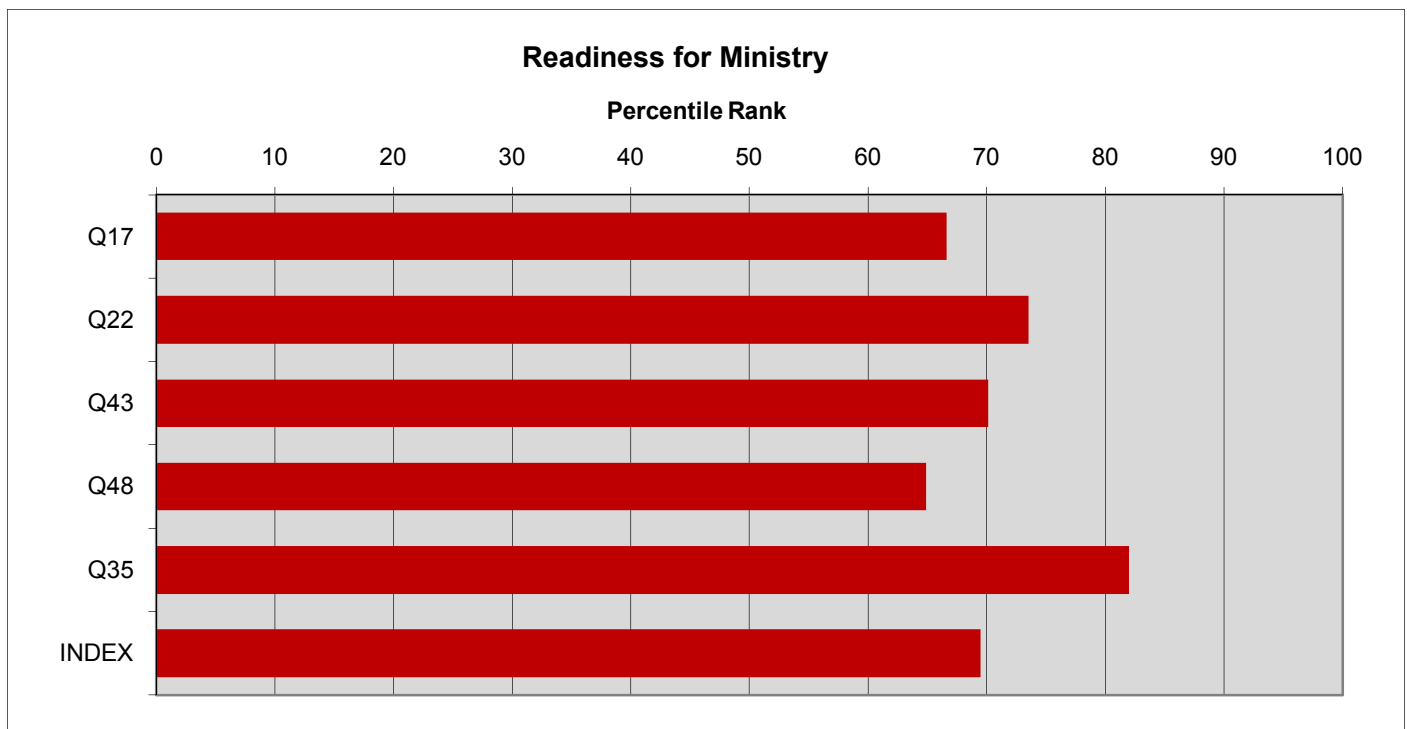
### Question Text

- Q17 Our church does a good job helping each member understand that he or she is called to ministry.
- Q22 Our church prepares our members for ministry by helping them discern their gifts.
- Q43 Our church provides opportunities for members to engage in active ministry within the church and to the world.
- Q48 Our church does a good job supporting persons in ministry by reminding them that they are making a difference.
- Q35 In our congregation the laity work with the Rector in planning and leading worship services.

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

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
Q17	0.0	11.4	14.3	24.3	37.1	12.9
Q22	0.0	11.9	13.4	26.9	40.3	7.5
Q43	0.0	2.8	4.2	18.1	43.1	31.9
Q48	0.0	5.7	12.9	17.1	45.7	18.6
Q35	0.0	8.6	1.7	15.5	53.4	20.7

### 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.

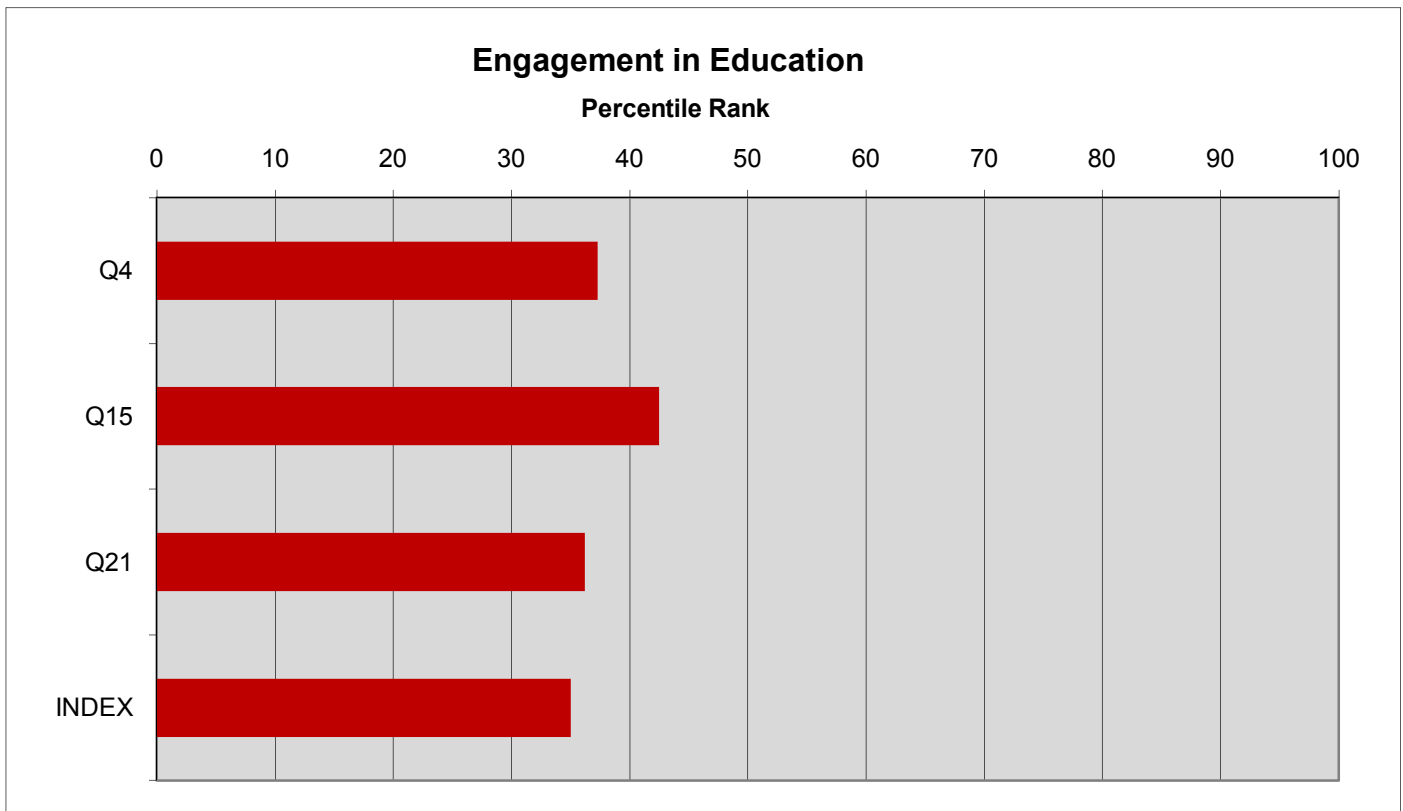
### Question Text

- Q4 Our members understand that they have a spiritual responsibility for life-long learning and formation.
- Q15 Our church provides opportunities for education and formation in a variety of ways so that I can find one that fits my complex lifestyle.
- Q21 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
Q4	0.0	2.8	15.5	33.8	40.8	7.0
Q15	2.7	8.1	10.8	39.2	29.7	9.5
Q21	5.6	16.9	14.1	26.8	28.2	8.5

### 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 Indices seeks to capture the congregation's feelings about the quality of the worship experience.

### Question Text

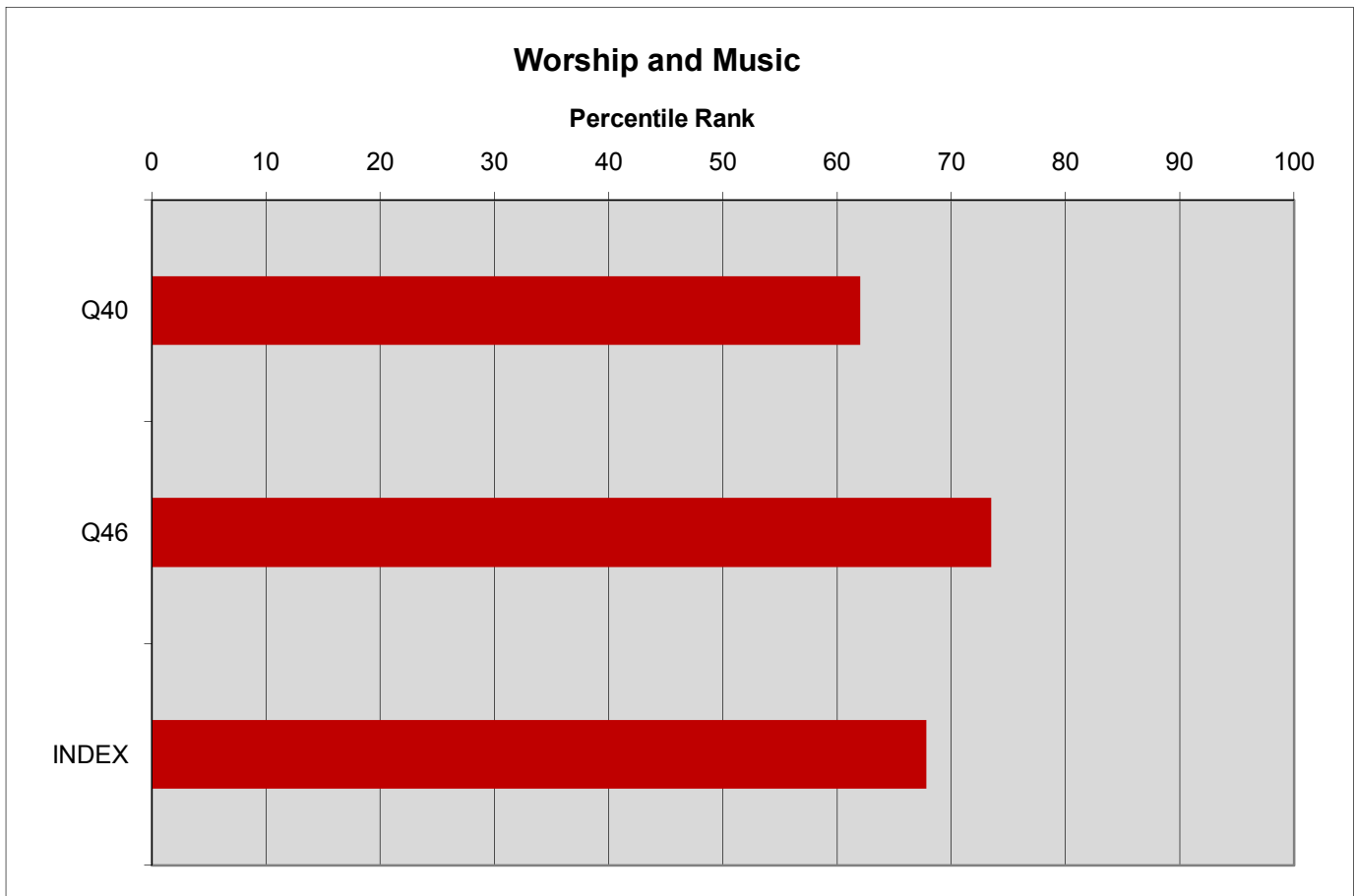
Q40 The music at our church is outstanding in quality and appropriate in style to our congregation.

Q46 The worship services at our church are exceptional in both quality and spiritual content.

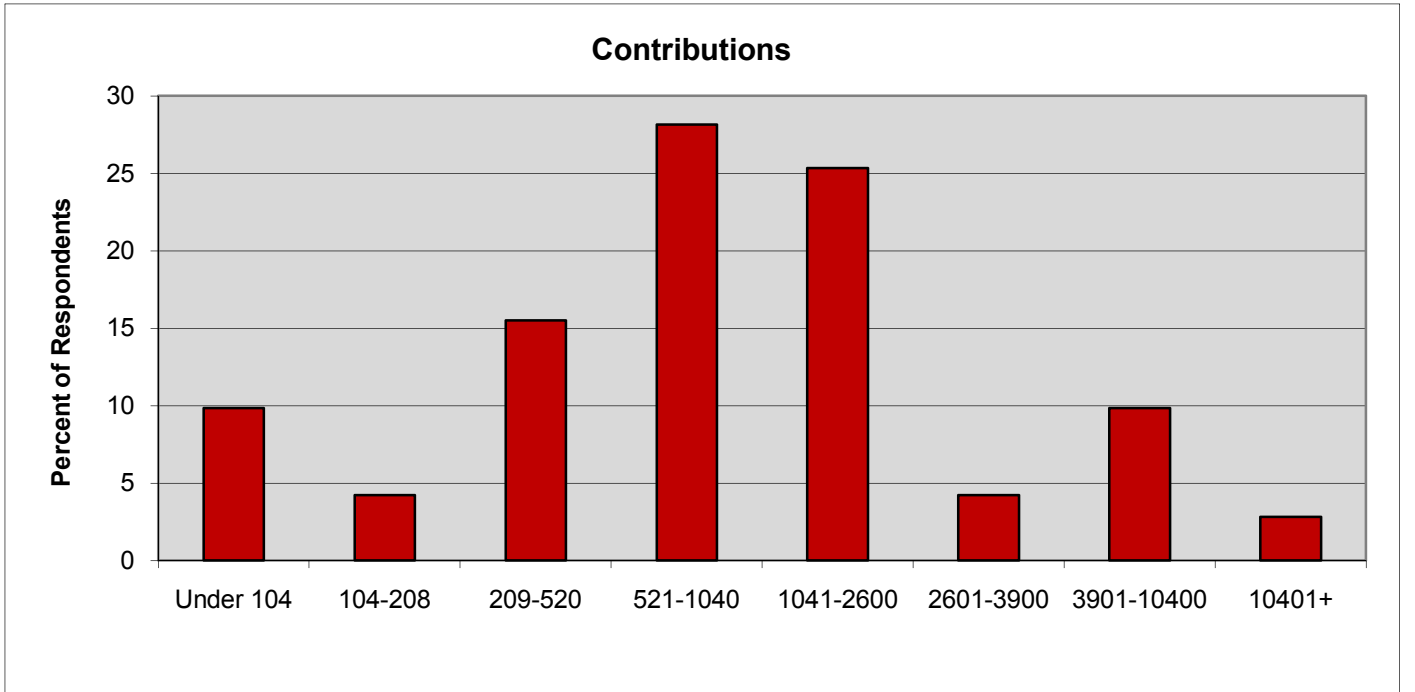
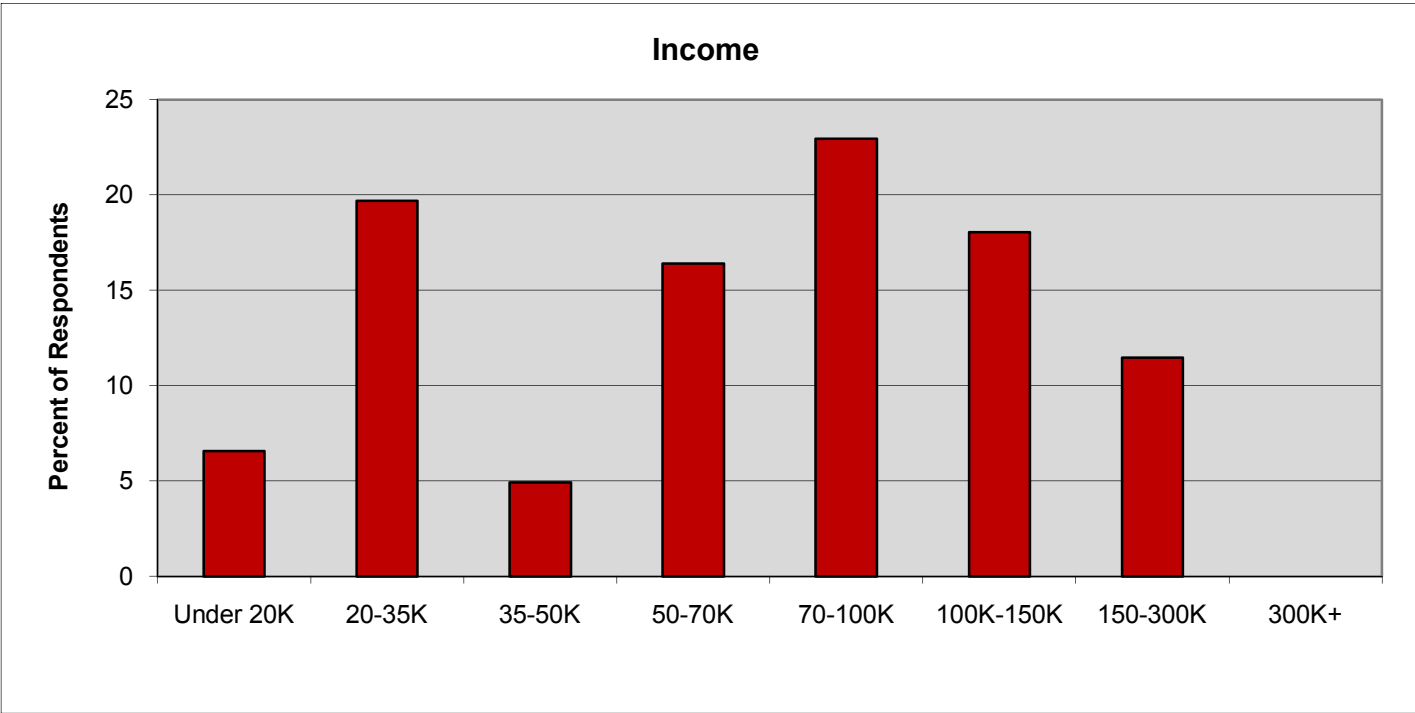
### Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
Q40	1.3	1.3	8.0	16.0	25.3	48.0
Q46	0.0	2.6	3.9	27.6	39.5	26.3

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



# Financial Information



Total Church Income	\$114,842
Per household giving	\$1,641
Average household income	\$85,861
Percent of household income given	1.91%
Percentile Rank	53

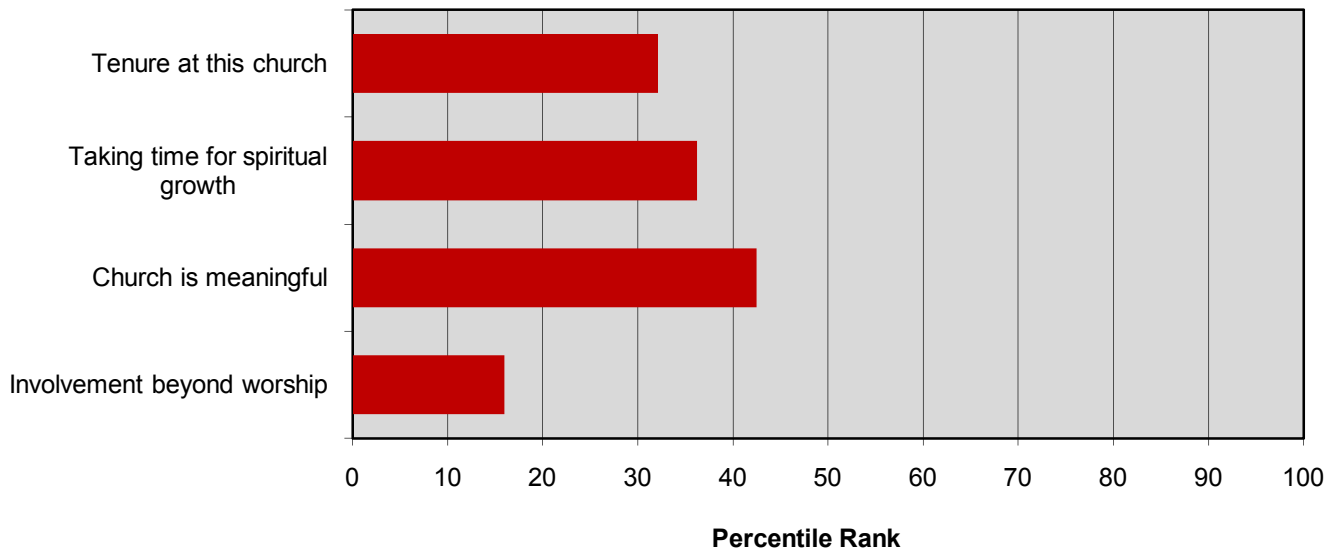
## Demographic Data

<b>Age</b>	Below 19 <b>1%</b>	19-24 <b>1%</b>	25-34 <b>6%</b>	35-44 <b>14%</b>	45-54 <b>24%</b>	55-64 <b>11%</b>	65+ <b>43%</b>	
<b>Tenure</b>	Under one year <b>8%</b>	1-2 years <b>13%</b>	3-4 years <b>4%</b>	5-10 years <b>19%</b>	11-15 years <b>7%</b>	16-20 years <b>17%</b>	Over 20 years <b>32%</b>	
<b>Distance</b>	Under 4 blocks <b>4%</b>	5-8 blocks <b>8%</b>	1-2 miles <b>14%</b>	3-4 miles <b>14%</b>	5-9 miles <b>36%</b>	10-15 miles <b>17%</b>	Over 15 miles <b>7%</b>	
<b>Attendance</b>	None <b>1%</b>	1-4 times <b>6%</b>	Once per month <b>13%</b>	Twice per month <b>8%</b>	Three times a month <b>22%</b>	All but 4 weeks <b>25%</b>	Every week <b>25%</b>	
<b>Attendance Trend*</b>	Third as much <b>11%</b>	Half as much <b>3%</b>	Somewhat less <b>6%</b>	Same <b>40%</b>	Somewhat more <b>15%</b>	Twice as much <b>6%</b>	Three times as much <b>19%</b>	
<b>Gender</b>	Male <b>35%</b>	Female <b>65%</b>						

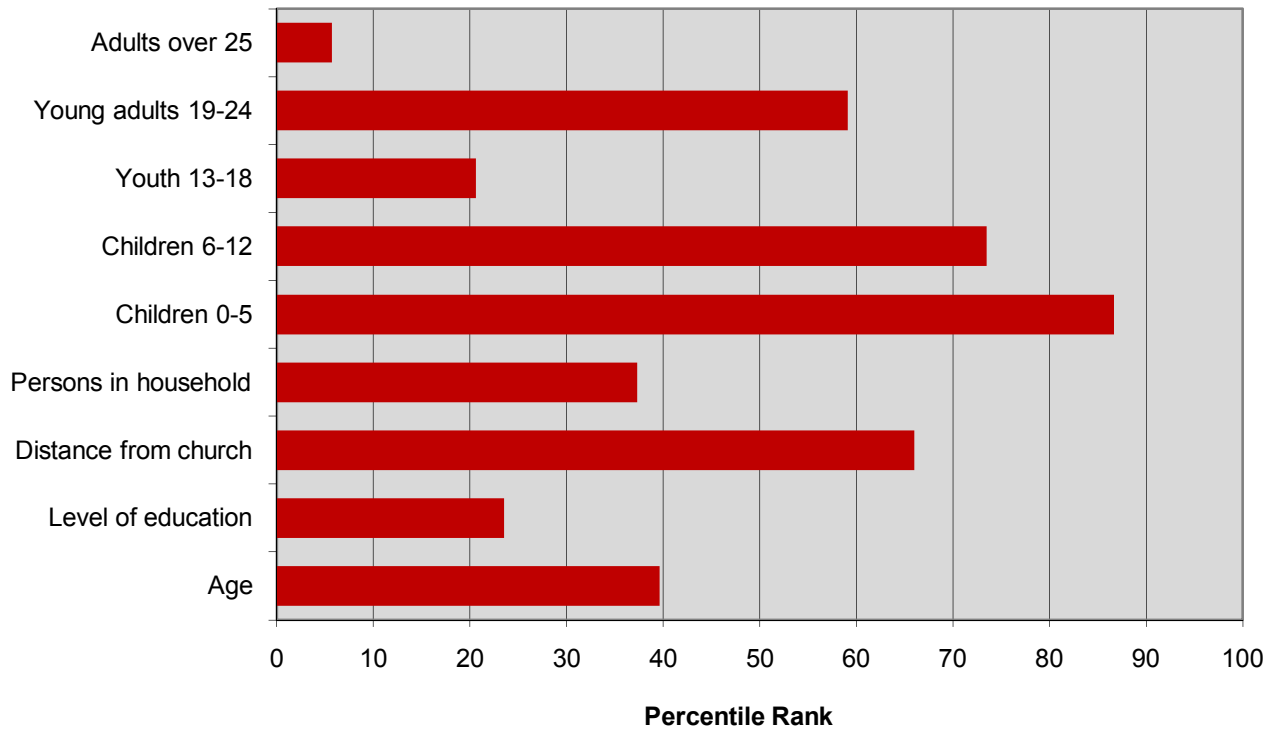
\*compared with three years ago

# Activity and Demographic Data

## Activity



## Household



## Summary Data

	Strongly Disagree	Disagree	Tend to Disagree	Tend To Agree	Agree	Strongly Agree	7	8
Q#1	1.3	1.3	5.2	22.1	28.6	41.6	0.0	0.0
Q#3	0.0	40.6	20.3	29.7	7.8	1.6	0.0	0.0
Q#4	0.0	2.8	15.5	33.8	40.8	7.0	0.0	0.0
Q#5	0.0	1.3	12.0	25.3	32.0	29.3	0.0	0.0
Q#6	23.0	29.7	25.7	13.5	5.4	2.7	0.0	0.0
Q#7	0.0	7.9	11.1	39.7	41.3	0.0	0.0	0.0
Q#8	1.3	14.5	13.2	25.0	39.5	6.6	0.0	0.0
Q#9	0.0	1.3	2.6	19.5	27.3	49.4	0.0	0.0
Q#10	1.3	2.7	14.7	41.3	28.0	12.0	0.0	0.0
Q#12	1.3	2.7	5.3	22.7	44.0	24.0	0.0	0.0
Q#13	1.4	2.7	16.2	16.2	41.9	21.6	0.0	0.0
Q#14	1.4	4.2	15.5	29.6	42.3	7.0	0.0	0.0
Q#15	2.7	8.1	10.8	39.2	29.7	9.5	0.0	0.0
Q#16	1.4	1.4	8.7	46.4	34.8	7.2	0.0	0.0
Q#17	0.0	11.4	14.3	24.3	37.1	12.9	0.0	0.0
Q#19	0.0	5.3	2.7	30.7	34.7	26.7	0.0	0.0
Q#21	5.6	16.9	14.1	26.8	28.2	8.5	0.0	0.0
Q#22	0.0	11.9	13.4	26.9	40.3	7.5	0.0	0.0
Q#23	0.0	2.9	19.1	36.8	25.0	16.2	0.0	0.0
Q#24	0.0	22.1	11.7	29.9	28.6	7.8	0.0	0.0
Q#26	1.3	1.3	2.6	19.5	44.2	31.2	0.0	0.0
Q#28	1.5	10.8	23.1	24.6	33.8	6.2	0.0	0.0
Q#30	0.0	4.5	1.5	22.4	52.2	19.4	0.0	0.0
Q#31	12.2	8.1	16.2	25.7	28.4	9.5	0.0	0.0
Q#32	0.0	4.5	20.9	40.3	29.9	4.5	0.0	0.0
Q#33	0.0	1.3	1.3	18.4	44.7	34.2	0.0	0.0
Q#34	1.5	9.1	13.6	34.8	30.3	10.6	0.0	0.0
Q#35	0.0	8.6	1.7	15.5	53.4	20.7	0.0	0.0
Q#36	0.0	8.9	28.6	33.9	21.4	7.1	0.0	0.0
Q#37	0.0	2.6	7.8	23.4	37.7	28.6	0.0	0.0
Q#38	0.0	17.8	12.3	15.1	38.4	16.4	0.0	0.0
Q#40	1.3	1.3	8.0	16.0	25.3	48.0	0.0	0.0
Q#41	1.3	7.9	10.5	25.0	32.9	22.4	0.0	0.0
Q#42	1.4	1.4	0.0	24.6	52.2	20.3	0.0	0.0
Q#43	0.0	2.8	4.2	18.1	43.1	31.9	0.0	0.0
Q#44	18.7	20.0	28.0	22.7	8.0	2.7	0.0	0.0
Q#45	3.9	6.5	28.6	29.9	28.6	2.6	0.0	0.0
Q#46	0.0	2.6	3.9	27.6	39.5	26.3	0.0	0.0
Q#48	0.0	5.7	12.9	17.1	45.7	18.6	0.0	0.0

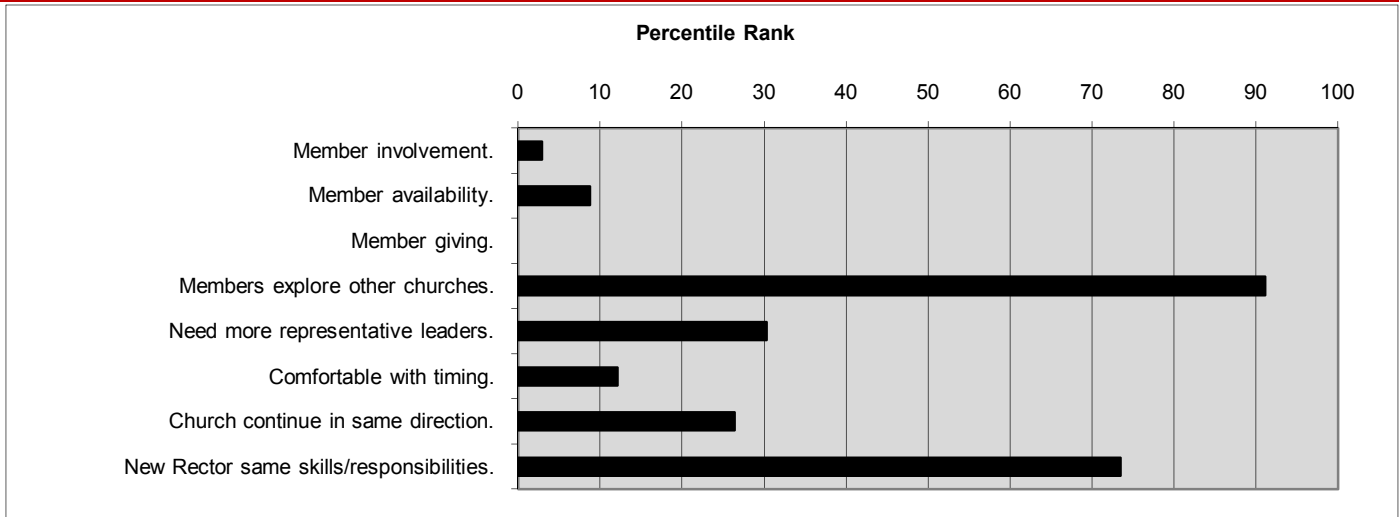
## Summary Data

	1	2	3	4	5	6	7	8
Q#50	10.3	30.9	44.1	11.8	2.9	0.0	0.0	0.0
Q#51	1.4	23.9	43.7	25.4	5.6	0.0	0.0	0.0
Q#52	4.5	22.7	31.8	28.8	12.1	0.0	0.0	0.0
Q#53	36.8	32.4	17.6	8.8	4.4	0.0	0.0	0.0
Q#54	7.7	18.5	32.3	35.4	6.2	0.0	0.0	0.0
Q#55	15.4	40.0	30.8	9.2	4.6	0.0	0.0	0.0
Q#56	38.9	29.2	16.7	6.9	8.3	0.0	0.0	0.0
Q#57	2.8	5.6	26.4	29.2	36.1	0.0	0.0	0.0
Q#58	1.4	11.1	41.7	26.4	19.4	0.0	0.0	0.0
Q#59	1.4	5.6	29.6	39.4	23.9	0.0	0.0	0.0
Q#60	20.3	34.4	28.1	9.4	7.8	0.0	0.0	0.0
Q#61	13.0	37.7	31.9	13.0	4.3	0.0	0.0	0.0
Q#62	17.6	20.6	45.6	13.2	2.9	0.0	0.0	0.0
Q#63	6.0	22.4	35.8	29.9	6.0	0.0	0.0	0.0
Q#64	5.9	20.6	32.4	32.4	8.8	0.0	0.0	0.0
Q#65	1.4	33.3	37.5	23.6	4.2	0.0	0.0	0.0
Q#66	9.7	29.2	38.9	19.4	2.8	0.0	0.0	0.0
Q#67	1.4	5.6	12.5	8.3	22.2	25.0	25.0	0.0
Q#68	11.1	2.8	5.6	40.3	15.3	5.6	19.4	0.0
Q#69	26.4	15.3	18.1	19.4	13.9	6.9	0.0	0.0
Q#70	1.4	2.9	10.0	27.1	24.3	34.3	0.0	0.0
Q#71	11.1	6.9	11.1	2.8	22.2	15.3	30.6	0.0
Q#72	8.3	12.5	4.2	19.4	6.9	16.7	31.9	0.0
Q#73	9.9	4.2	15.5	28.2	25.4	4.2	9.9	2.8
Q#74	34.7	65.3	0.0	0.0	0.0	0.0	0.0	0.0
Q#75	0.0	98.6	0.0	0.0	0.0	1.4	0.0	0.0
Q#76	1.4	1.4	5.6	13.9	23.6	11.1	43.1	0.0
Q#77	0.0	1.4	8.3	29.2	31.9	12.5	16.7	0.0
Q#78	4.2	8.3	13.9	13.9	36.1	16.7	6.9	0.0
Q#79	28.1	39.1	14.1	14.1	3.1	1.6	0.0	0.0
Q#80	89.1	3.1	6.3	1.6	0.0	0.0	0.0	0.0
Q#81	84.4	10.9	3.1	0.0	1.6	0.0	0.0	0.0
Q#82	90.5	7.9	1.6	0.0	0.0	0.0	0.0	0.0
Q#83	91.9	1.6	4.8	1.6	0.0	0.0	0.0	0.0
Q#84	31.3	17.2	50.0	1.6	0.0	0.0	0.0	0.0
Q#85	6.6	19.7	4.9	16.4	23.0	18.0	11.5	0.0

## Statistics

Most recent membership	158
One year earlier	155
Two years earlier	148
Three years earlier	147
Most recent new members	5
One year earlier	8
Two years earlier	9
Three years earlier	6
Most recent average Sunday attendance	58
One year earlier	34
Two years earlier	64
Three years earlier	82
Church Assessment Roll	110
Number of households	70
Givers of record	41
Letters sent out	44
Number returned/participated	77
Total receipts most recent	\$114,842
Total receipts one year earlier	\$110,106
Total receipts two years earlier	\$162,396

# Transition Profile



## Opportunities

The number of members who will be more involved in the transition (net):	14
The number of members who will be more available during the transition (net):	14
The potential increase in giving during the transition (net):	-\$3,699
<i>*Assumes an increase of those who intend to give more of 1% of household income.</i>	

## Vulnerabilities

The number of members who will clearly explore other churches during the transition:	11
The number of members who clearly believe the leadership needs to be more representative:	17
The number of members who are clearly uncomfortable with the timing of the transition:	43
<i>Note: All calculations are made by extrapolating the data over the number of persons on the assessment roll.</i>	

## Shift in Future Direction

The charts below represent the degree to which members want a change in direction for the church and in the skills set and/or responsibilities of the new Rector. The longer the lines pointing down or left, the stronger the desire for change.

