



Strategic Profile

Episcopal Diocese

generated from

The Diocese Assessment Tool

EXECUTIVE SUMMARY

The Diocese Assessment Tool was recently administered in your Diocese. Approximately 300 persons were invited to participate. Of these 206 responded. A response from every member is not required to provide valid results. For a complete readout, please review the full report that follows.

Overall approximately 30% of respondents are clearly satisfied with things in the Diocese. This is average compared with other jurisdictions. In addition, members indicate they are equally satisfied in your Diocese as they have been in other Dioceses. However, leading an organization in which less than one third of the members are clearly feeling positive presents a major challenge. It is important that the organization as a whole take steps to improve vitality and morale.

The factors that appear most critical in raising the morale of the Diocese include the following:

- Developing a shared vision
- Generating a spirit of involvement
- Cultivating financial giving
- Dealing with societal trends

The level of urgency indicated for these factors is relatively high. This means that it is important for you to reflect upon these issues and plan a course of action that will deal with one or more of them. It is also important to note that efforts to improve hospitality and collegiality alone are not likely to significantly improve morale.

The conflict management level in the Diocese appears to be relatively low. Approximately 40% of respondents clearly agree that there is a disturbing amount of conflict in the Diocese. This is clearly a factor in generating lower morale.

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

- Equip Rectors and other leaders in congregations with strategies that enable them to reach new members.
- Develop a discernment process to rethink how to be vital Episcopal churches in our region.
- Equip Rectors and other leaders in congregations to help members become growing, vital disciples.
- Take a leadership role in new church development in promising regions of the Diocese.

Less important to members are activities related to developing a conference center or establishing an emergency fund. The overall priorities are generally consistent across vestries, clergy, and committees/commissions. There are somewhat different priorities indicated by Diocesan committee members.

All data should be confirmed through conversation. A survey is the beginning of a conversation, not the end.

KEY INDICATORS

Overall Satisfaction

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

Clearly positive	30%
On the fence	47%
Clearly negative	23%

Engagement Trends

Over the last three years how has your church's engagement with the Diocese changed?

Less	13%
same	56%
More	31%

Average change in engagement	6%
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Comparison with Other Dioceses

If you have served in leadership of other Episcopal churches, how would you compare your level of satisfaction with your current Diocese to other Dioceses you have worked with?

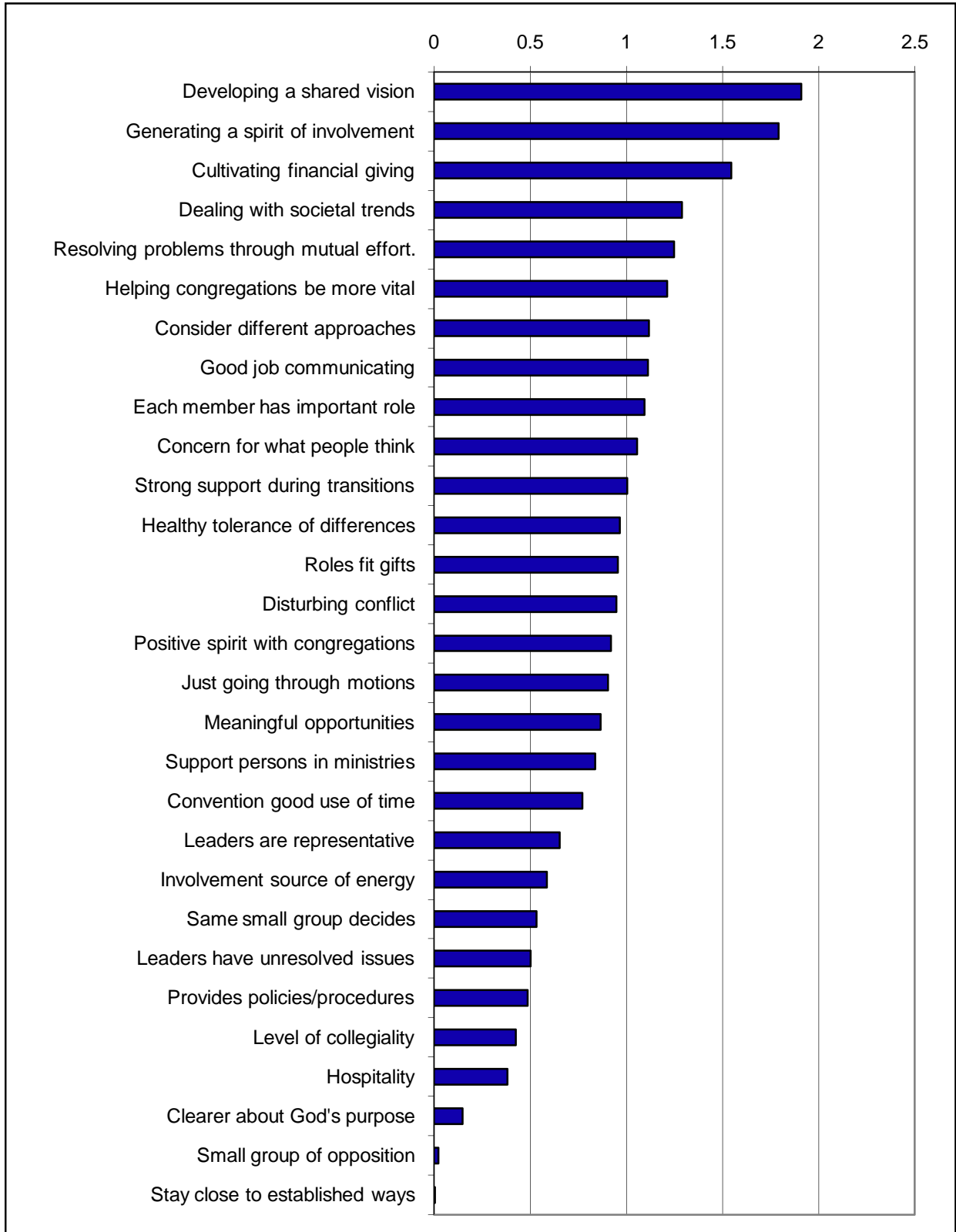
Less satisfied	33%
Same	35%
More satisfied	33%

Top Three Priorities for the Future

Where you believe additional energy needs to be applied to expand or improve our work.

First	Question #40	Equip Rectors and other leaders in congregations with strategies that enable them to reach new members.
Second	Question #44	Develop a discernment process to rethink how to be vital Episcopal churches in our region.
Third	Question #46	Equip Rectors and other leaders in congregations to help members become growing, vital disciples.

CRITICAL SUCCESS FACTORS



PRIORITIES FOR THE FUTURE

Overall Priorities

When members were asked where they believed additional energy needed to be applied to expand or improve the work of the Diocese they indicated the following priorities:

First	Question #40	Equip Rectors and other leaders in congregations with strategies that enable them to reach new members.
Second	Question #44	Develop a discernment process to rethink how to be vital Episcopal churches in our region.
Third	Question #46	Equip Rectors and other leaders in congregations to help members become growing, vital disciples.
Fourth	Question #32	Take a leadership role in new church development in promising regions of the Diocese.
Fifth	Question #45	Deepen our spiritual capacity as congregations to respond to life with serenity, confidence, and hope.
Sixth	Question #37	Cultivate a more consistent hospitality and develop a higher level of trust within the Diocese.
Seventh	Question #33	Work with local congregations to increase the awareness of the Diocese's mission and its unique impact upon the region that it serves.
Eighth	Question #31	Equip congregations to be more effective in addressing problems affecting their surrounding communities.
Ninth	Question #35	Improve the programmatic resources that the Diocese makes available to congregations to insure that they are the most effective ways to do ministry in the church today.
Tenth	Question #42	Make the Diocese more responsive to requests for assistance in dealing with particular needs including Rector transitions, capital issues, or other pressing concerns.
Eleventh	Question #41	Provide church leaders with the kinds of interpretive resources that will build more support for the work of Diocese among members of the congregation.
Twelfth	Question #36	Streamline the Diocese organizationally and administratively so that it makes better use of financial resources.
Thirteenth	Question #34	Provide on-site stewardship consultants and programs to local churches in order to substantially increase the financial resources of congregations.
Fourteenth	Question #38	Take a leadership role in working with churches that have completed their mission in a community and need to close.
Fifteen	Question #39	Develop a conference center that can serve persons with a wide variety of needs for meeting space.
Sixteenth	Question #43	Establish an emergency fund to help congregations deal with natural disasters.

PERFORMANCE INDICES

Program Support

Question Text

Question #1	The Diocese makes available policies and procedures that are helpful in the day to day operation of a congregation.
Question #17	The Diocese has been successful in helping congregations like mine become more vital and effective.
Question #22	I trust the Diocese to provide strong and competent support to my congregation during challenging times such as changes in clergy or other transitions.
Question #23	The Diocese has been a valuable resource in helping my congregation cultivate the financial giving of our people.

Response Percentages

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
Q#1	2.2	3.9	11.6	26.5	48.6	7.2
Q#17	7.0	12.4	25.9	22.2	19.5	13.0
Q#22	4.6	10.3	11.9	20.6	35.1	17.5
Q#23	7.6	21.2	37.6	22.9	8.8	1.8

Hospitality

Question Text

Question #2	I experience a high level of collegiality as members of the Diocese work together.
Question #5	The members of the Diocese exhibit a genuine hospitality toward one another and new persons entering our Diocesan community.
Question #15	A positive spirit exists between the leaders of my congregation and the Diocese.

Response Percentages

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
Q#2	3.1	5.7	9.9	25.0	42.2	14.1
Q#5	1.0	5.1	12.2	28.4	38.6	14.7
Q#15	4.7	6.3	7.8	21.9	35.9	23.4