

# **Holy Cow Congregational Assessment Tool Results**

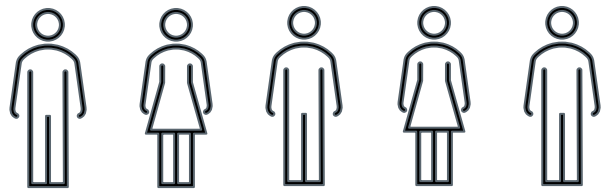
Grace Episcopal Church – October 22, 2023

# The Basics

2019

56 – Participants

79% of average attendance



2023

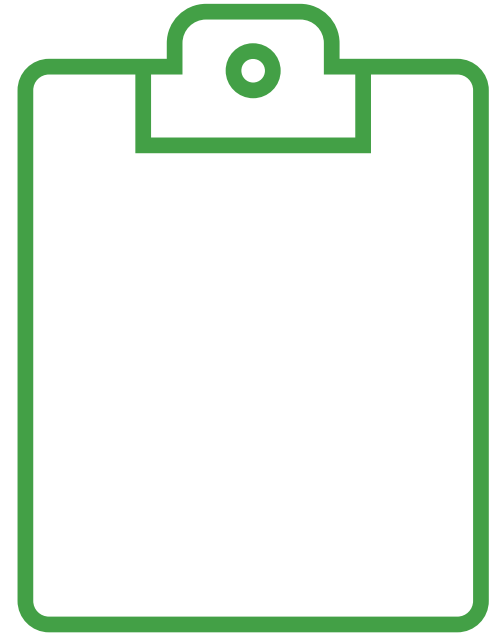
66 – Participants

50% of average attendance



# Congregational Assessment Tool

- 20+ Years of Assessments
- 2800 other churches
  - 99% are mainstream, a lot are Episcopalian



# Top 3 priorities for our congregation

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

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

**Education:** Provide more opportunities for Christian Education – every age and every stage.

# Top priorities for Persons under 35 (10%)

1. Create more opportunities for people to form meaningful relationships

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

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

4. Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church

5. Expand outreach ministries that provide direct services to those living on the margins of society.

6. Develop ministries that work toward healing those broken by life circumstances

# Top priorities for Persons 35 – 64 (40%)

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

2. Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church

3. Expand outreach ministries that provide direct services to those living on the margins of society.

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

5. Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.

6. Work as an advocate for social and institutional change so that society might better reflect the values of the kingdom of God.

# Top priorities for Persons 65+ (50%)

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

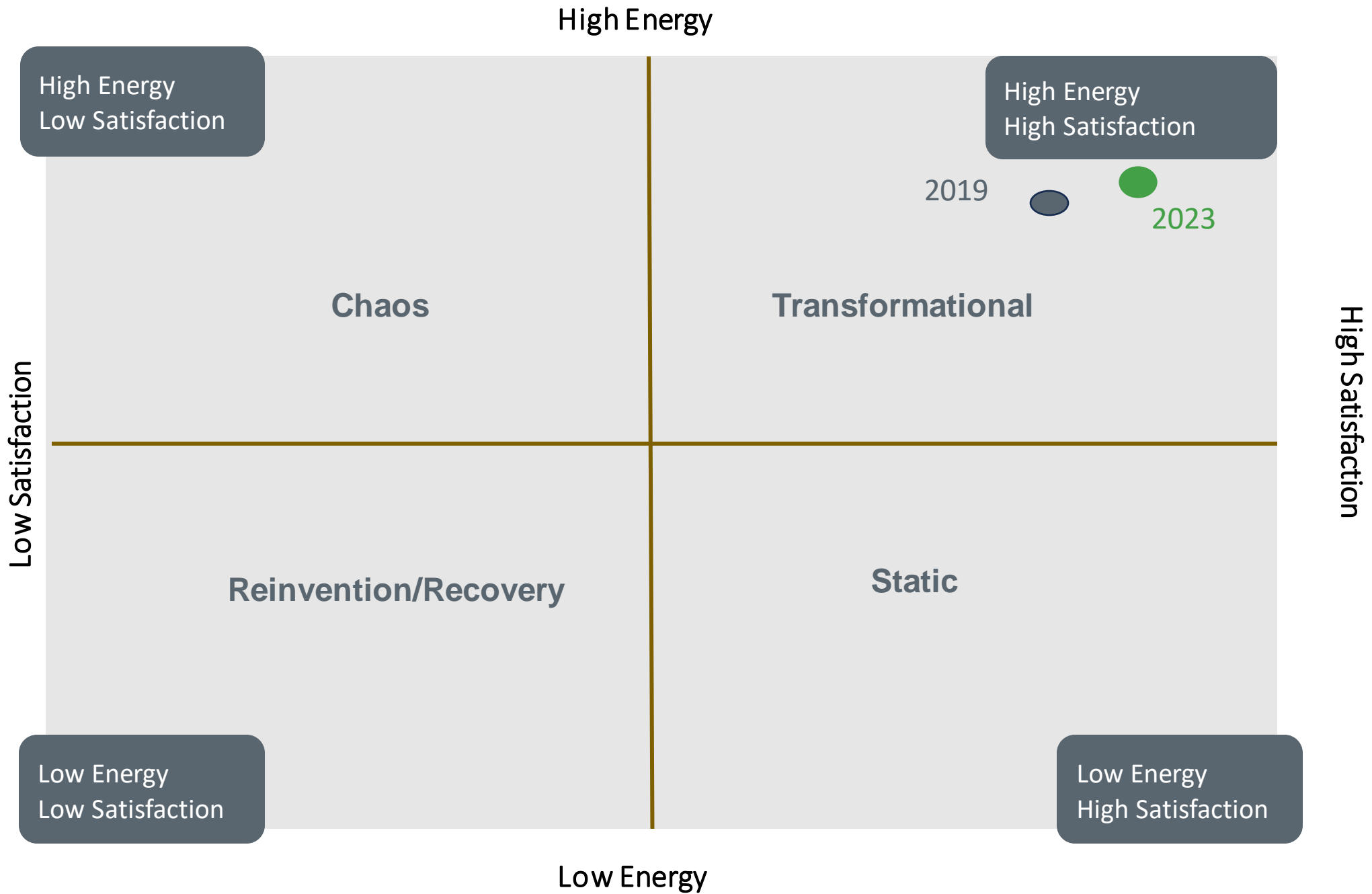
2. Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church

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

4. Develop the spiritual generosity of the people to financially support the ministry of the church.

5. Develop ministries that work toward healing those broken by life circumstances

6. Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.





# Critical Success Factors for Improving Satisfaction

N/A

# Theological Perspective Index

## 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	18.0	19.7	27.9	14.8	11.5	8.2
THEO#2	1.9	14.8	25.9	29.6	14.8	13.0
THEO#3	37.5	9.4	20.3	12.5	14.1	6.3
THEO#4	8.1	17.7	33.9	21.0	9.7	9.7

# Theological Perspective Index

## Questions:

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

Grace's Theological Diversity is **VERY HIGH.**

In 2019 it was HIGH

# Flexible Style Index

## 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	2.1	0.0	25.0	43.8	20.8	8.3
FLEX#2	1.9	13.5	34.6	30.8	11.5	7.7
FLEX#3	2.2	0.0	11.1	20.0	31.1	35.6
FLEX#4	2.1	2.1	2.1	25.0	41.7	27.1

# Flexible Style Index

## Questions:

- Our members welcome changes in worship.
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- We are willing to adapt our worship to the needs and circumstances of the people we want to reach in our local community.
- Our church changes its program from time to time to meet the changing needs of its members.

Grace is also very flexible.

**Good for meeting our strategic goals for the community.**

- **Attracting new families,**

# Hospitality Index

## 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.

# Hospitality Index

## Questions:

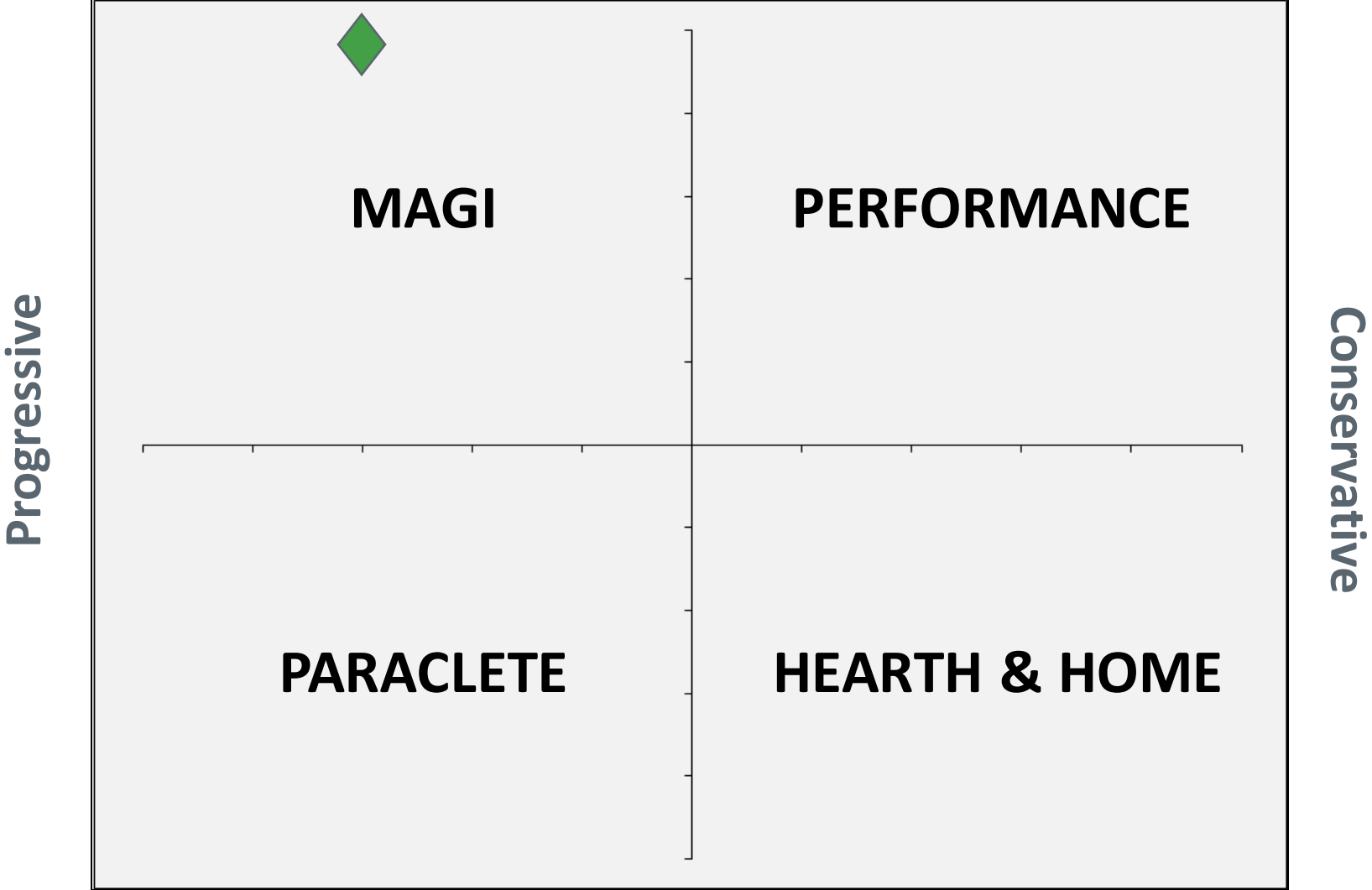
- Our church welcomes and is enriched by persons from many different walks of life.
- Being part of this church community has given new meaning to my life.
- A friendly atmosphere prevails among the members of our church.
- I sense an atmosphere of genuine care and concern among our members in time of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

Hospitality is core strength of Grace Episcopal Church.

**The survey rightfully identified what many of us have known since we joined.**

# Descriptive Map

Adaptable



Settled



# Magi Culture at its Best

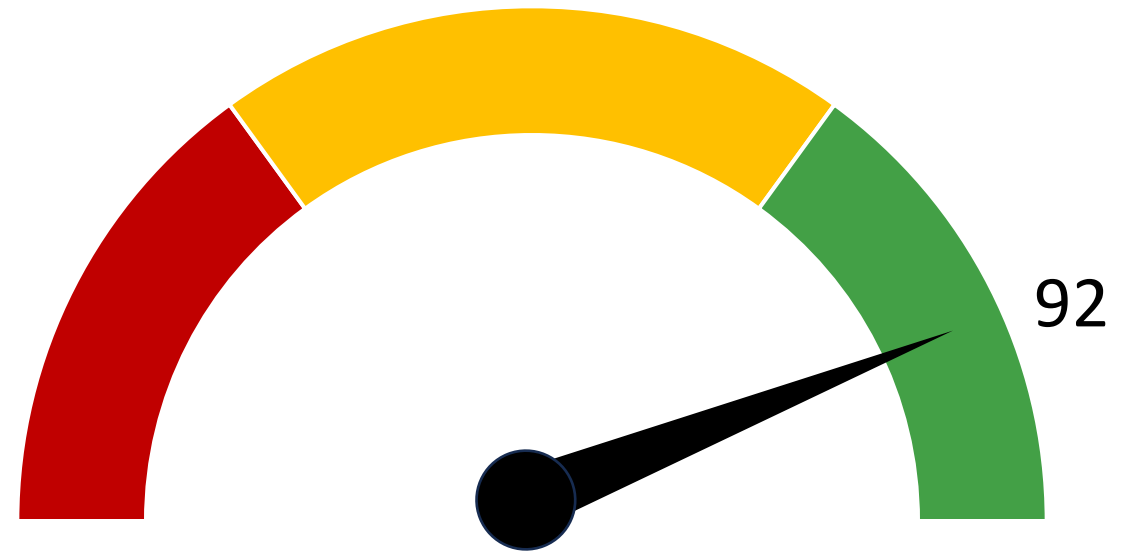
- Ultimately concerned with the rational integrity of faith and just application of faith to life and the journey of understanding
- Exhibits deep knowledge, open discourse and intellectual curiosity
- Penetrating analytic culture
- Powerful ally for those with minority status or who lack power to protect themselves
- Not averse to wandering aspect of faith (i.e. travel/pilgrimage, lecturers brought on site, international exchanges for leadership)
- Embraces meaningful changes necessary to engage a changing society
- Combination of an adaptable approach to change and more progressive theological perspective results in strengths including exploration, advocacy, and inclusiveness
- Develops clear and compelling vision for the future allowing for clarity about who you are and what you do that is unique

# Magi Shadow Side

- 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.

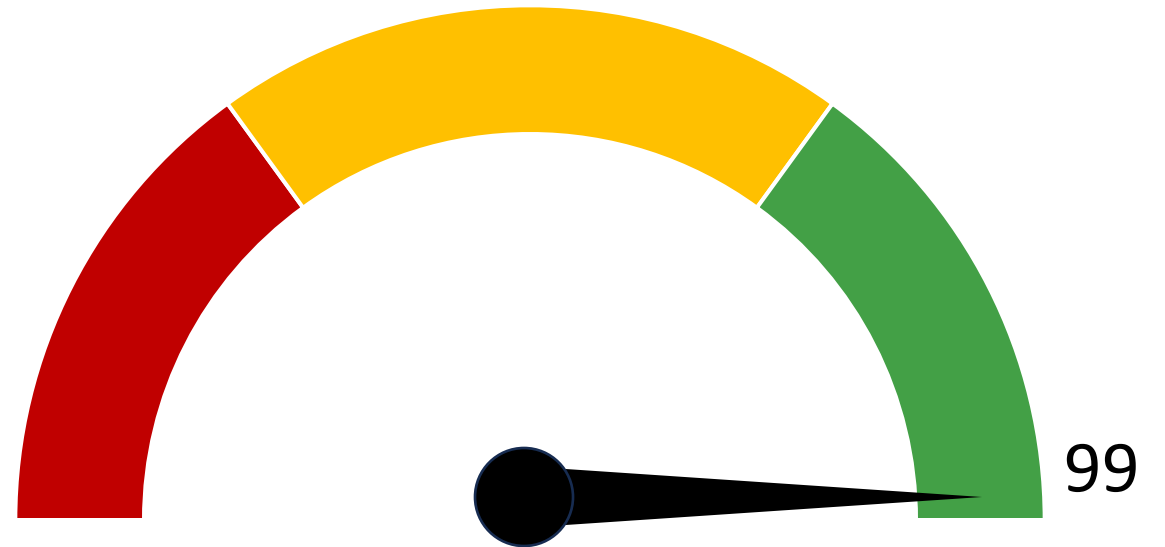
# Morale

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.



# Conflict Management

The Conflict Management Index measures the degree to which members believe that conflict is appropriately managed and, where possible, resolved.

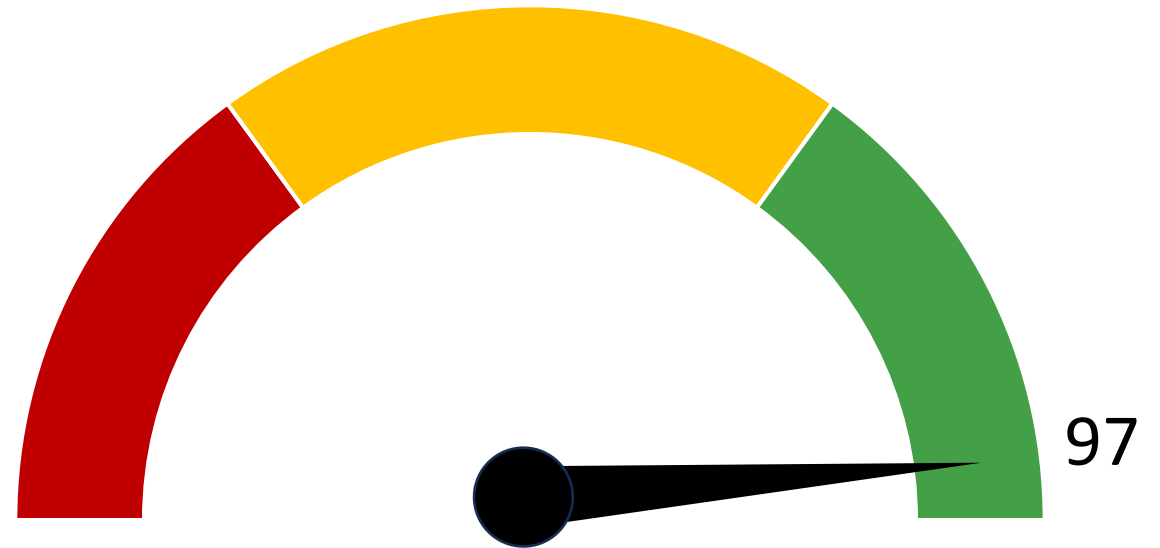


“You have very low  
conflict... like, really low  
conflict.”

Holy Cow Consultant

# Governance

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.



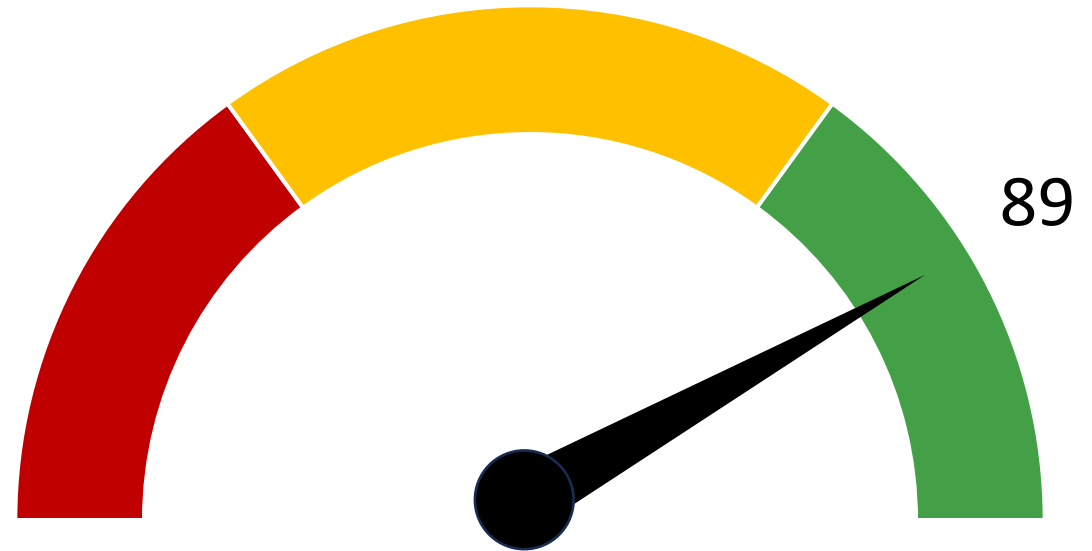
# Spiritual Vitality

The Spiritual Vitality Index measures the degree to which members believe that their faith is central to their lives rather than peripheral or episodic.



# Readiness for Ministry

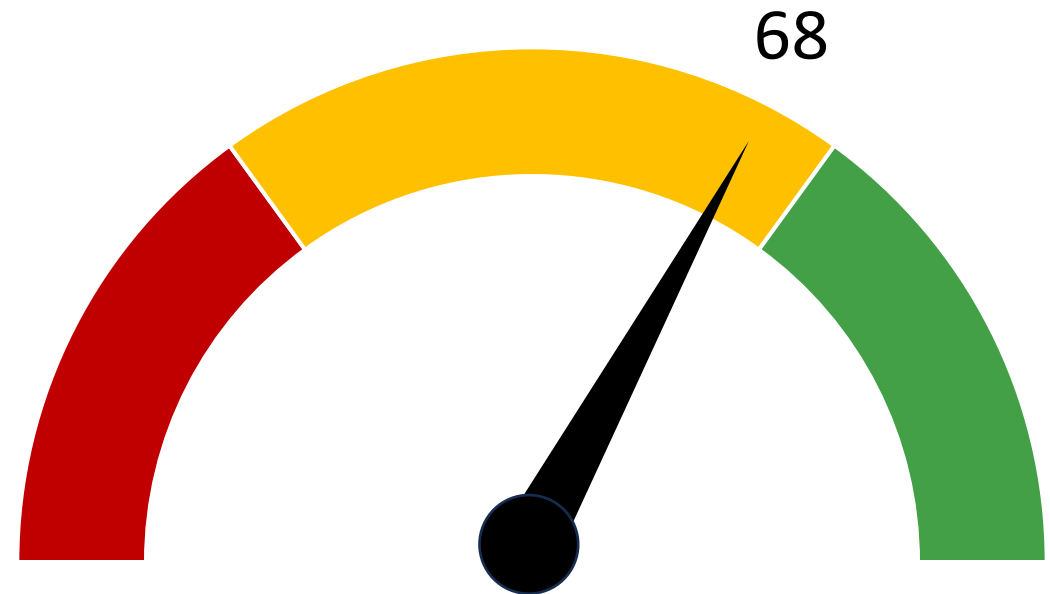
The Readiness for Ministry Index measures the degree to which the church has helped members with their understanding of and equipping for their own particular ministry.





# Engagement in Education

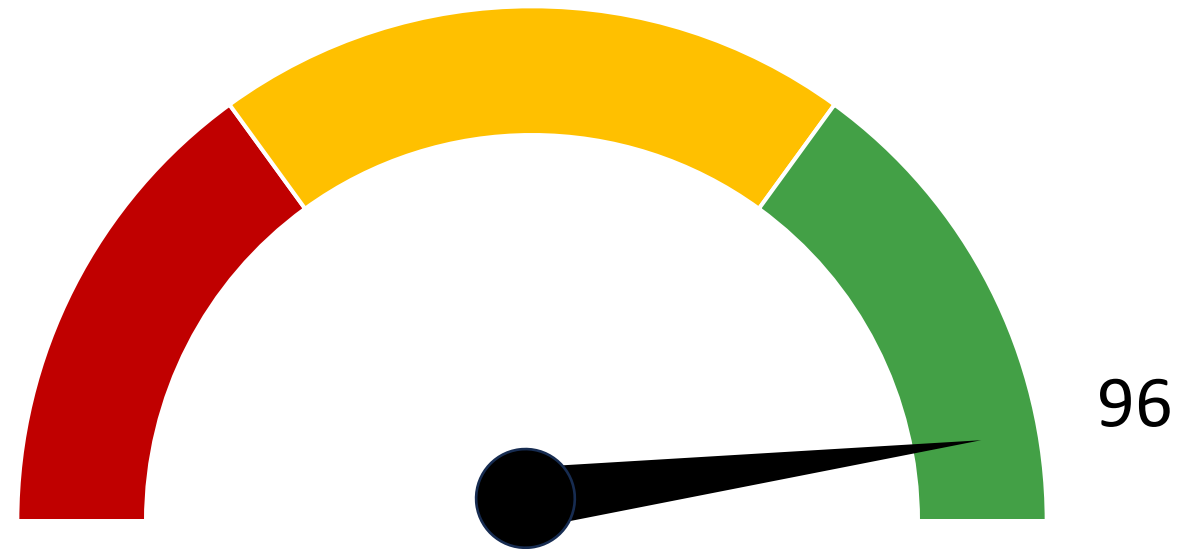
Christian education is a life-long process that enriches a person's spiritual life and better prepares him or her for service in the world. The Educational Engagement Index measures the degree to which members share in that understanding. It also gauges the degree to which the church provides developmentally 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.



# Worship & Music

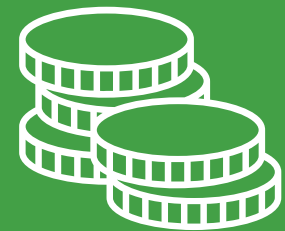
- The Worship and Music Index seeks to capture the congregation's feelings about the quality of the worship experience.
- The worship experience is central to the vitality and growth of a congregation, as it is the one experience that every member shares.

2019 Performance Index for  
Worship & Music was **37**



# Giving

- Time, Talents, & Treasure
- Grace is a place of abundance!
- Parish Mentality – Time to start



What does this all mean?



- We are in a very healthy place – especially as we are amid the permanent rector search.
- Given our satisfaction scores, we are in the best place to grow by trying something new and work on our strategic goals!
- Try not to burn out!
- Mission vs. Parish Mentality

# What's next?

- Parish Profile

  - Committee Formed and hard at work!

- Search Committee

  - Taking Nominations

  - Vestry to review nominations and approve members

- Interviewing & Call of Permanent Rector

- Welcome Committee

Questions?