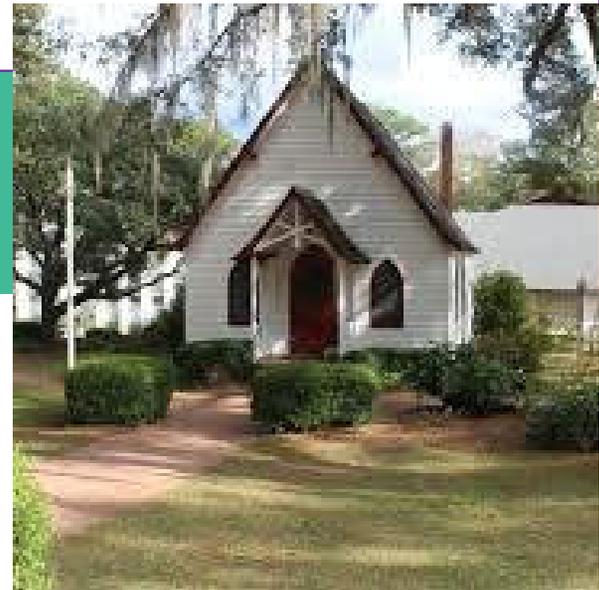


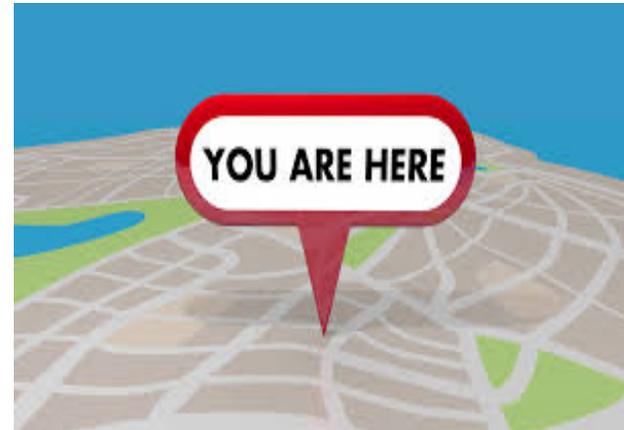
What We Learned From the Congregational Assessment Survey

November 14, 2018



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Where are we?



*I will go before you and make the crooked path
straight. – Isaiah 45:2*



**The Beginning of the
Conversation starts with
listening**

**Responses 108
90% of average worship attendance**

Satisfaction

Peace

**Fulfillment
Wholeness**

**Belonging
Meaningful
relationships**

**Absence
of
discord**

+

Energy

**Compelling
Sense of
Purpose**

**Force of
Engagement**

***Passion with
Intention***



+ Our Energy-Satisfaction Profile

Energy

- About average, but...
- 56% on the fence as to whether we are “just going through the motions”

Satisfaction

- About average, but...
- 43% on the fence as to their satisfaction with how things are going

High number of fence-sitters even for a church in transition

+

Three priorities for our parish

Where do we want to go?

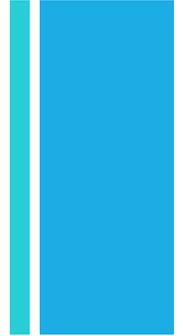
Growth: reach new people and incorporate them into our congregation



Growth: make necessary changes to attract families with children and youth



Ministry: expand to provide direct services for those living on the margins of society



What contributes to a church's satisfaction and energy:

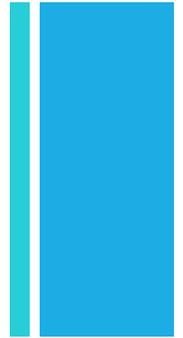
- Inspiring and engaging Worship.
- Flexibility (able to change to meet the needs of the congregation)
- Conviction that church has given new meaning to life.
- Inviting, friendly body of people with good relational skills.
- Open, responsive decision making process (not thwarted by the same small group of people)
- Opportunities for service in the church and the world that fit a person's gifts and passions.



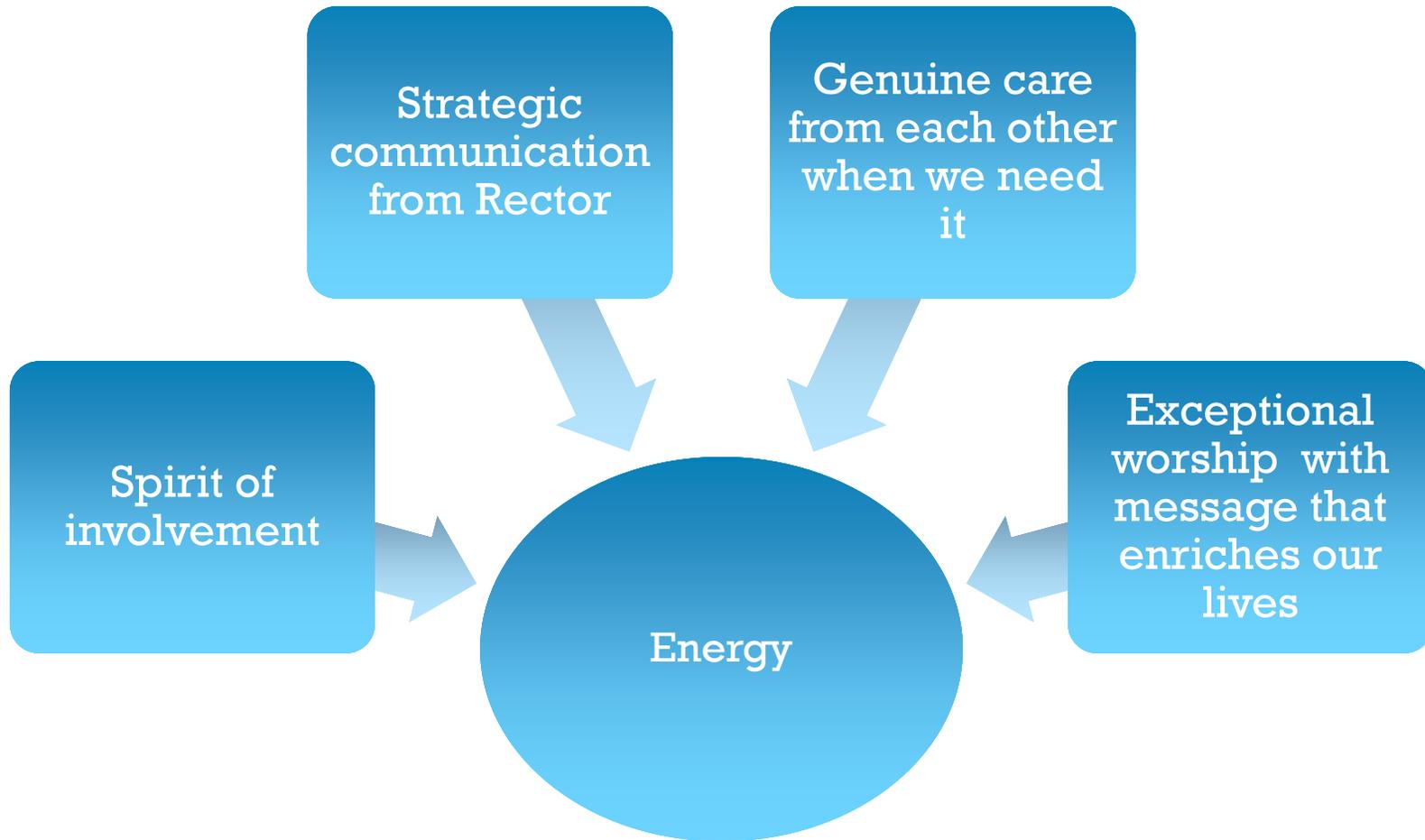
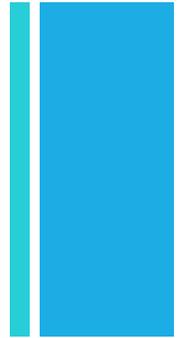
Organizational Intelligence You Can Use

+

What Drives Adventers' Satisfaction?



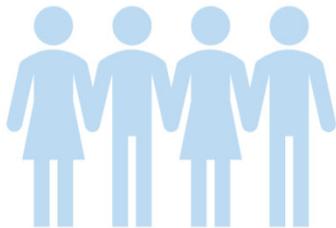
+ What Drives Adventers' Energy Level?



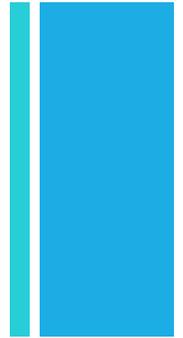
+ The Two Most Significant Factors for Improving Satisfaction at Advent



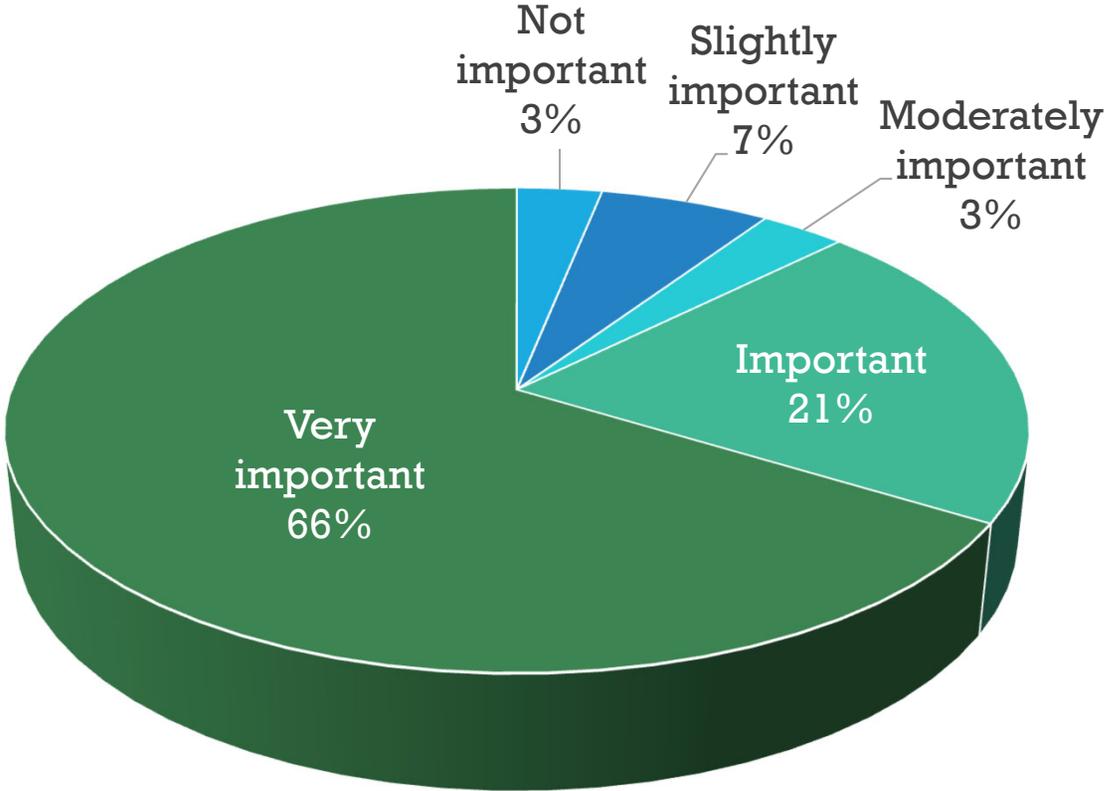
Helping members
discover their
gifts



Creating a spirit
of involvement

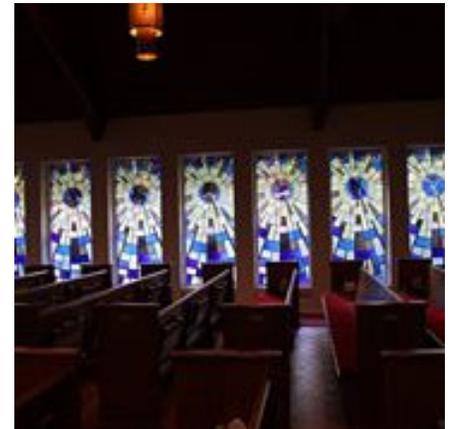
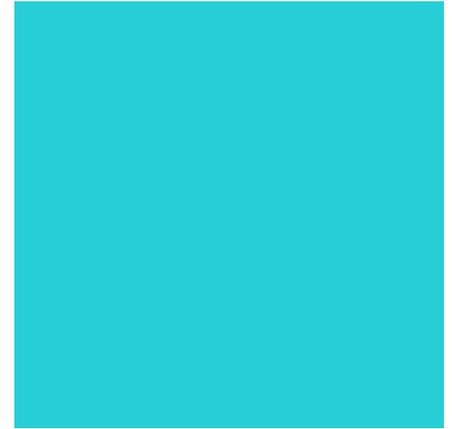


How important is Advent Day School to the mission of the parish?



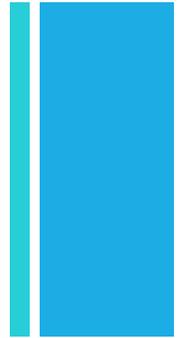


Who are
we?



Descriptive Indices

+ Demographics



52% of
respondents
65 or older

66% female

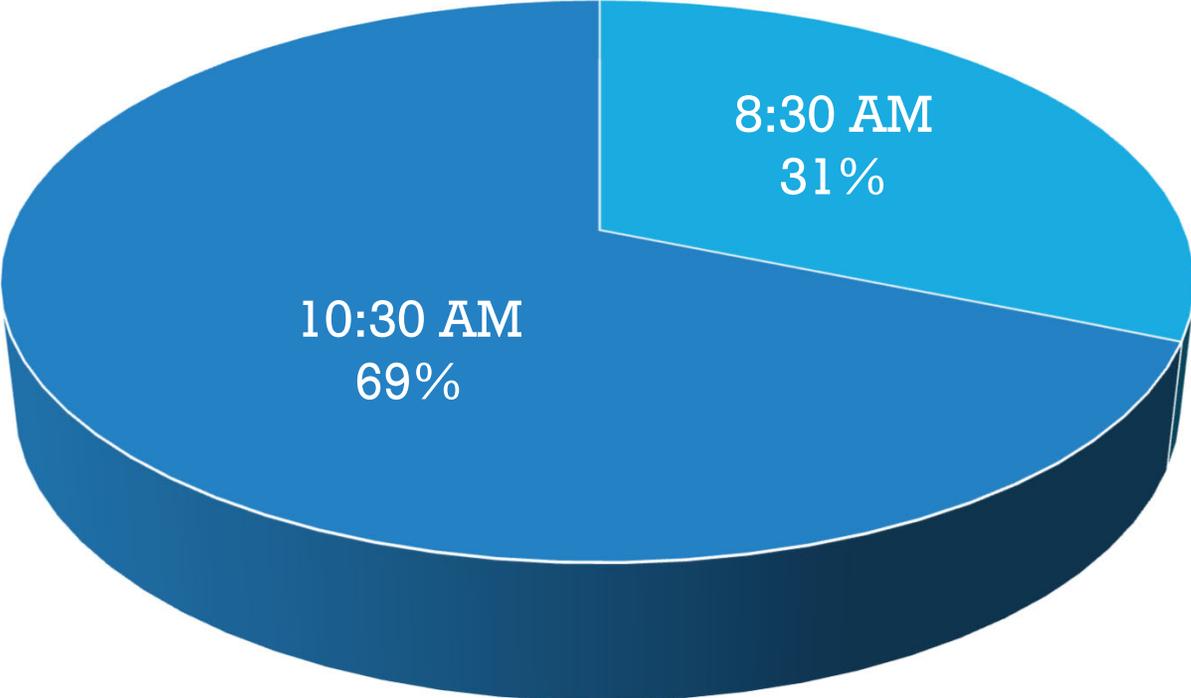
94% white

43% hold
graduate
degree

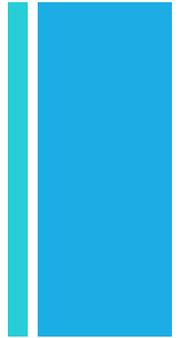
28% live
alone



Attendance



+ Where Are We Theologically?



More Progressive

- Less interpretively literal
- Less authoritatively scriptural
- Less evangelical
- More about the universal, social, and communal good

Note: “Progressive” in this case is not a political descriptor

+ **Flexibility is critical to a church's health and growth:**



© 2014 David Fisher

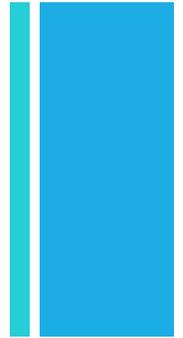
"Basically, we're looking for an innovative pastor with a fresh vision who will inspire our church to remain exactly the same."

+ How Flexible Are We?

**Somewhat
Settled**

- Somewhat resistant to change, but...
- About average when it comes to welcoming changes in worship

+ What is Advent's Culture?

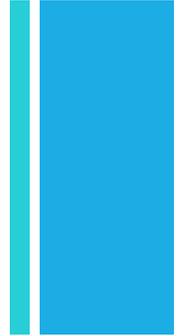


- Holy Cow! Consulting classifies More Progressive/More Settled churches as having a “Paraclete Culture”
- The word “paraclete” occurs five times in the New Testament, all in the writings of John. The translation of the word in English versions of the Bible is "Comforter" in the Gospel, and "Advocate" in the Epistle. The Greek word is *parakletos*, from the verb *parakaleo*.



Paraclete Culture at Its Best

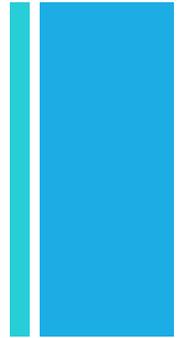
- Develop communities that are intellectually open and reflective but that pays attention to structure and ritual.
- Common to hear conversation about hospitality, inclusiveness, and spiritual practice.
- Comfortable with the unique spiritual path each individual must follow but believe that there are important patterns to spiritual practice.
- Uniquely equipped to focus on ministries of healing-often engaged in front line work-when the community is warm and hospitable, it can be a haven for those in need of healing or recovery.
- Prepares members to deal with the harshness of cultural and political realities in ministry.





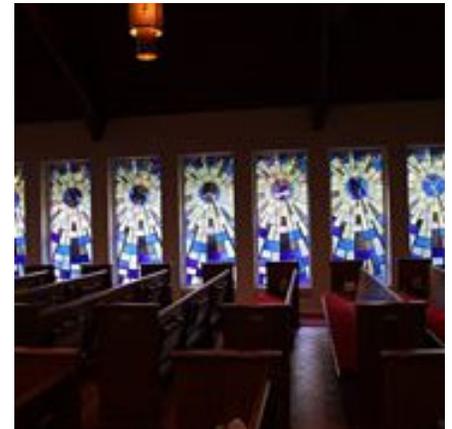
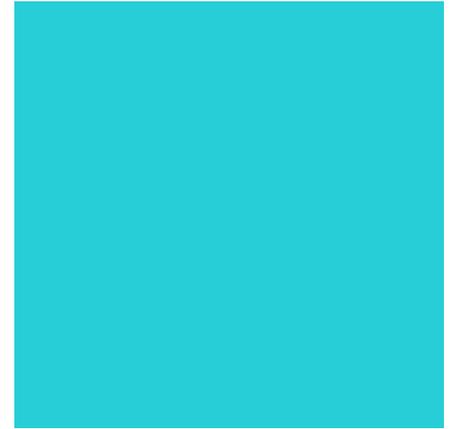
Paraclete Shadow Side:

- If missional focus is lost may find themselves going through the motions of set routines, rather than finding the deeper meaning.
- Watch the temptation to overcommit to meeting the needs of others to the extent that there is burnout.
- May get trapped in the acceptance of where people are without adequate levels of accountability that can help make people whole. The power of the gospel to transform must remain a focus, not just its power to comfort.



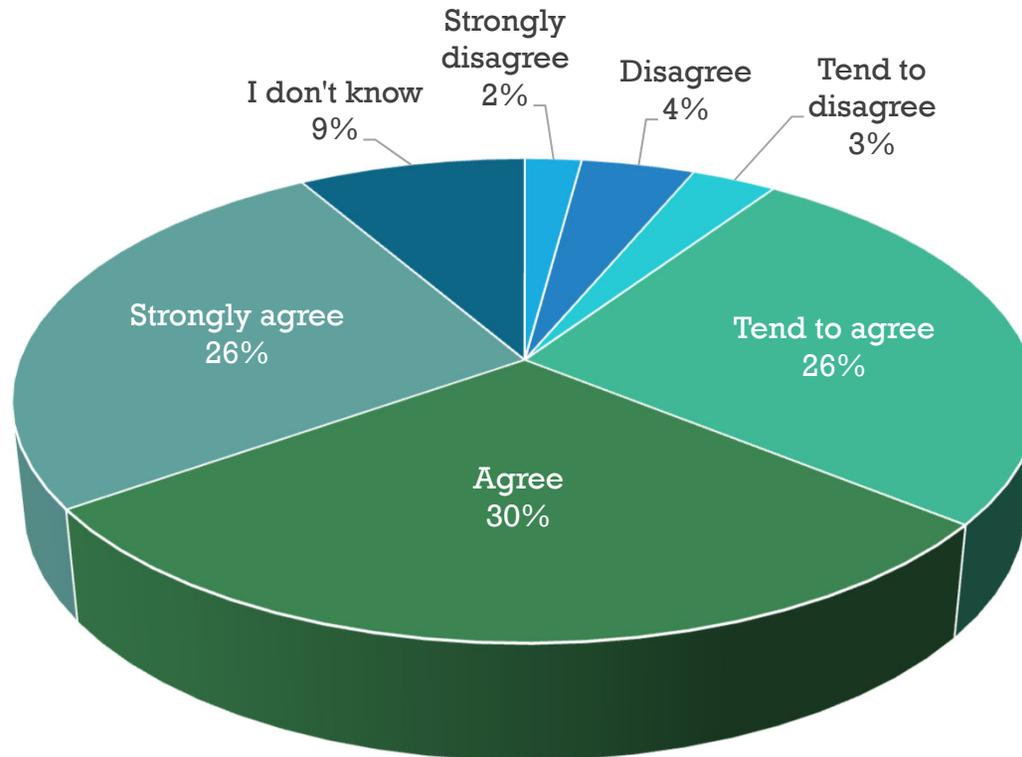


How are
we doing?

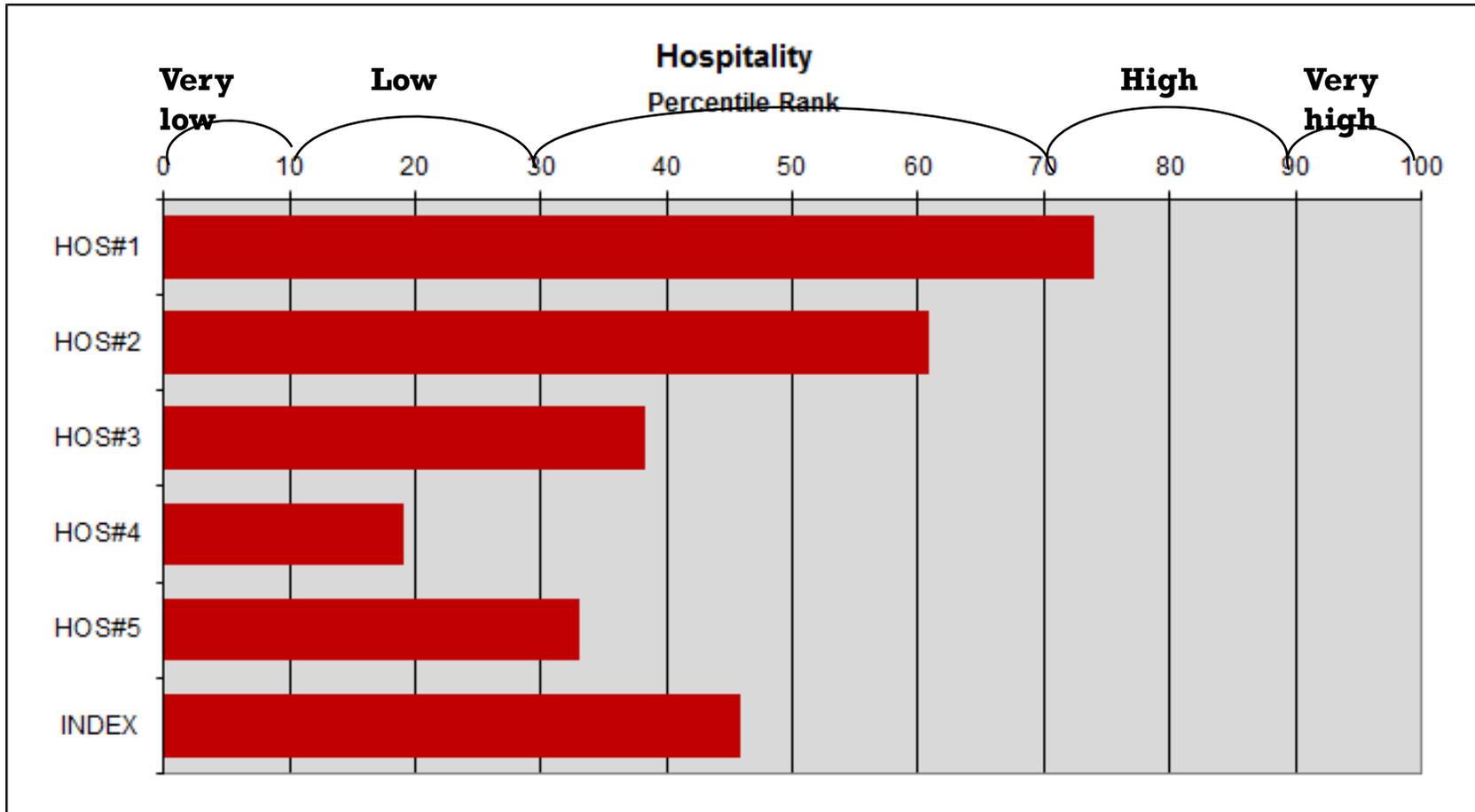


Performance Indices

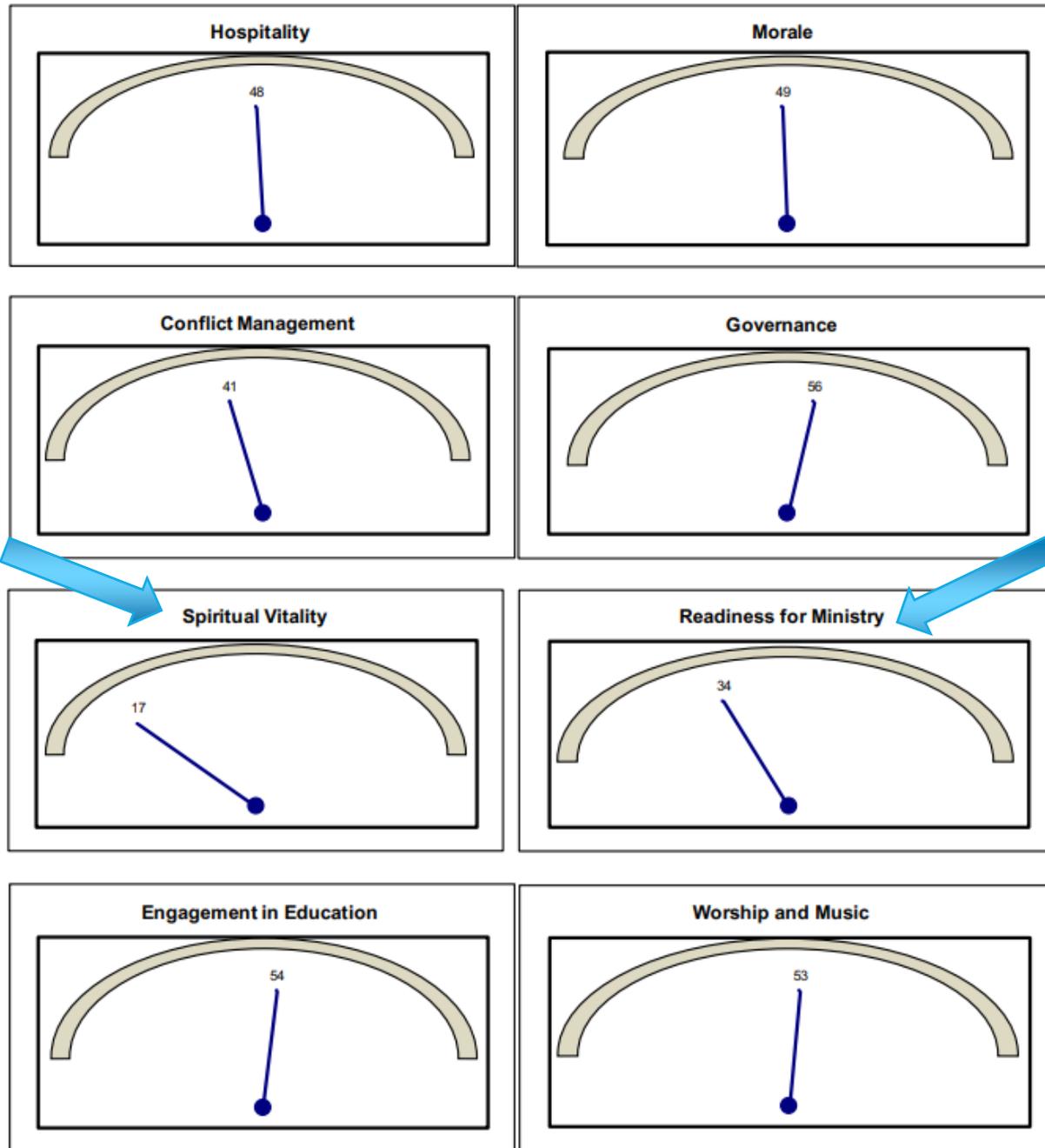
At this point, I believe the congregation has adjusted well to the loss of the former rector.



Sample Benchmarking



Performance Dashboard

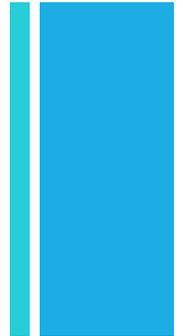


Typical in progressive congregations

Needs attention



+ Readiness for Ministry

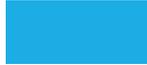


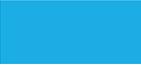
Text of Question	Percentile Rank
Our church does a good job helping each member understand that (s)he is called to ministry.	36th
Our church prepares our members for ministry by helping them discern their gifts	26th
Our church provides opportunities for members to engage in active ministry within the church and the world	34th
Our church does a good job supporting persons in the ministry by reminding them that they are making a difference	54th
In our congregation the laity work with the Rector in leading and planning worship services	34th

+ Critical Abilities for the Next Rector (Ranked)

Rank	Critical Ability	Compared to Other Churches
#1	Preaching	Average
#2	Strategic Leadership	Average
#3	Pastoral Care	Average
#4	Teaching/Training	High
#5	Change Management	Average
#6	Administration	High
#7	Negotiate/Resolve Conflict	Average
#8	Community Catalyst	Average

Question: What one word best describes the most important quality of the prospective new rector?





So, how much did all this cost?

Category	Cost
Survey and Interpretation	\$1,630.00
Consultant's Travel	\$562.79
Total	\$2,192.79

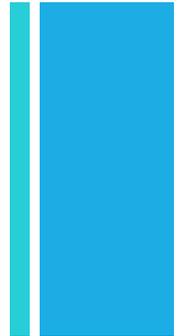
Paid from the church's Rector Search Committee budget

Thanks to Holy Cow! Consulting and special thanks to Emily Swanson, our interpreter, for helping us make sense of the results.



Moo!

+ Main Takeaways



- Despite all we have been through in recent years, we are still a cohesive and healthy community
- However, we are in a transitional phase with a goodly number of members looking for leadership and waiting to see which direction we will go in
- There is a thirst for ministry involvement, particularly in the area of outreach, in line with an overarching mission (instead of unconnected, siloed programs)
- Members want help finding ministries that are right for them and to be equipped by the church to carry them out
- High-quality worship services and preaching are important to us, but we also want a Rector with the following
 - A track record of effective strategic planning
 - Good communication and interpersonal skills
 - Experience with gift discernment and ministry support



Questions?