

## ***Church Assessment Tool***<sup>®</sup>

### **Executive Summary**

Church of the Heavenly Rest, 602 Meander, Abilene, Texas 79602

The Church Assessment Tool was recently administered in your church. 458 persons were sent an authentication letter inviting them to participate. Of these, 217 persons responded. A response from every member is not required to provide valid results. For a complete readout, please review the Vital Signs report that was sent to your church. A summary of that report is provided below.

Overall, approximately 64% of your members are clearly satisfied with things in the church. This suggests that the morale in your church is average. Morale is important in a church because it is one of the best predictors of overall health and numeric growth. The indication that your morale is average suggests that while steps could be taken to strengthen morale, people are more or less satisfied about the energy level and spirit in your church.

At this point, the factors most critical for improving the vitality of the church include the following:

- the degree to which leaders are representative of the congregation
- providing opportunities for different approaches to important decisions
- the concern that leaders show to know what people are thinking
- whether members are resolving problems through mutual effort
- a spirit in the church that makes people want to get involved

The fact that the majority of your critical success factors are not focused on the Rector indicates that you have reached a point in that relationship where you are ready to move on to other important issues. This may be a time for building the capacity and effectiveness of the church that provides resiliency and strength independent of the Rector. The level of urgency indicated in dealing with the above issues is high. This means that you may want to spend some time in conversation seeking a better understanding of the congregation in these areas.

The conflict management score for the church is average. Approximately 15% of members are clearly disturbed by the level of conflict. There are probably areas of conflict that are persistent but not debilitating.

Your member responses indicate that theologically the church tends to be moderate in its perspective. On the flexible style index, your church appears to be settled. This suggests that in your life as a church you may prefer to develop familiar patterns in your life together that you tend to stay with.

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

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.
3. Develop the spiritual generosity of the people to financially support the ministry of the church.
4. Develop ministries that work toward healing those broken by life circumstances.

The energy that members want invested in these goals is high. This suggests that members not only have a clear sense of priorities they also realize that a significant amount of energy is required for the future.

Two goals that are unusually strong for your church are

- Strengthen the pastoral response of the church in serving people with special needs.
- Work as an advocate for social and institutional change.

These may warrant attention from the leadership even if they are not at the top of the list. All the information in this report should be explored and validated in further conversation. Survey data is not the end of a conversation but the beginning.