



Vital Signs

Trinity Memorial Church, Binghamton, NY 13905

Consultant Edition

generated from

The Church Assessment Tool

"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 “enlisting 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:

Prayer Litany for a Counting God

O God who counts the stars to determine that not one of them is missing.

Help us to remember your care for all that is made.

O Christ who knows all your sheep and none can be snatched from your hand.

Inspire us to tend carefully over your flock and to note the missing.

O God who had Noah count the animals being saved from destruction.

Help us to count how well we are tending your garden and its creatures.

O God who counts the six water jars where water is turned into wine.

Help us attend to the details of your working.

O Christ who counts the talents to see how well his servants have invested.

Help us to be fearless in measuring our effectiveness.

O Christ who counted the baskets of loaves and fishes.

Make us mindful of the miracles within our communities.

O Christ who listened to the accounting of the seventy upon their return.

Help us to track our apostolic actions.

O God who counts the 153 fish netted by the disciples.

Let us count how life is different in your risen presence.

O Spirit who counted the 3000 baptized at Pentecost.

Help us to measure how well we are sharing your love.

O God who in Christ never counts our sins against us.

Set us free from counting our sins and the sins of others in a way that imprisons us in the past.

Amen.

KEY INDICATORS

Overall Satisfaction

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

Solid positive	68%
On the fence	28%
Solid negative	3%

Worship Attendance Trends

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

Less	16%
Same	70%
More	15%

Average annual change in attendance 0%

Value of Church Attendance

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

Solid positive	59%
On the fence	37%
Solid negative	5%

Top Three Priorities

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

First	Question #57	Make necessary changes to attract families with children and youth to our church.
Second	Question #59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Third	Question #58	Provide more opportunities for Christian education and spiritual formation at every age and stage of life.

DRIVERS

What is a Driver?

A driver is a component of the church life that significantly impacts how people feel or behave towards the church. Drivers point to the critical services that members use to evaluate how well a church is addressing their concerns and the degree to which they will participate in and support the church. Drivers disclose areas in which the church is performing well and members feel positive. Drivers also disclose areas in which the church may not be functioning as well and members feel more negative. By attending to drivers, a church can focus attention on the services that may have the greatest impact on their members.

Drivers of Member Satisfaction

The top five drivers of member satisfaction are:

Question #20	Our Interim Rector articulates a clear vision for our church and keeps it before the people in a compelling way.
Question #42	Persons who serve as leaders in our church are representative of the membership.
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.
Question #46	The worship services at our church are exceptional in both quality and spiritual content.
Question #21	Our church provides high quality education that is appropriate to every age and stage of life.

Drivers of Worship Attendance

The top two drivers of worship attendance are:

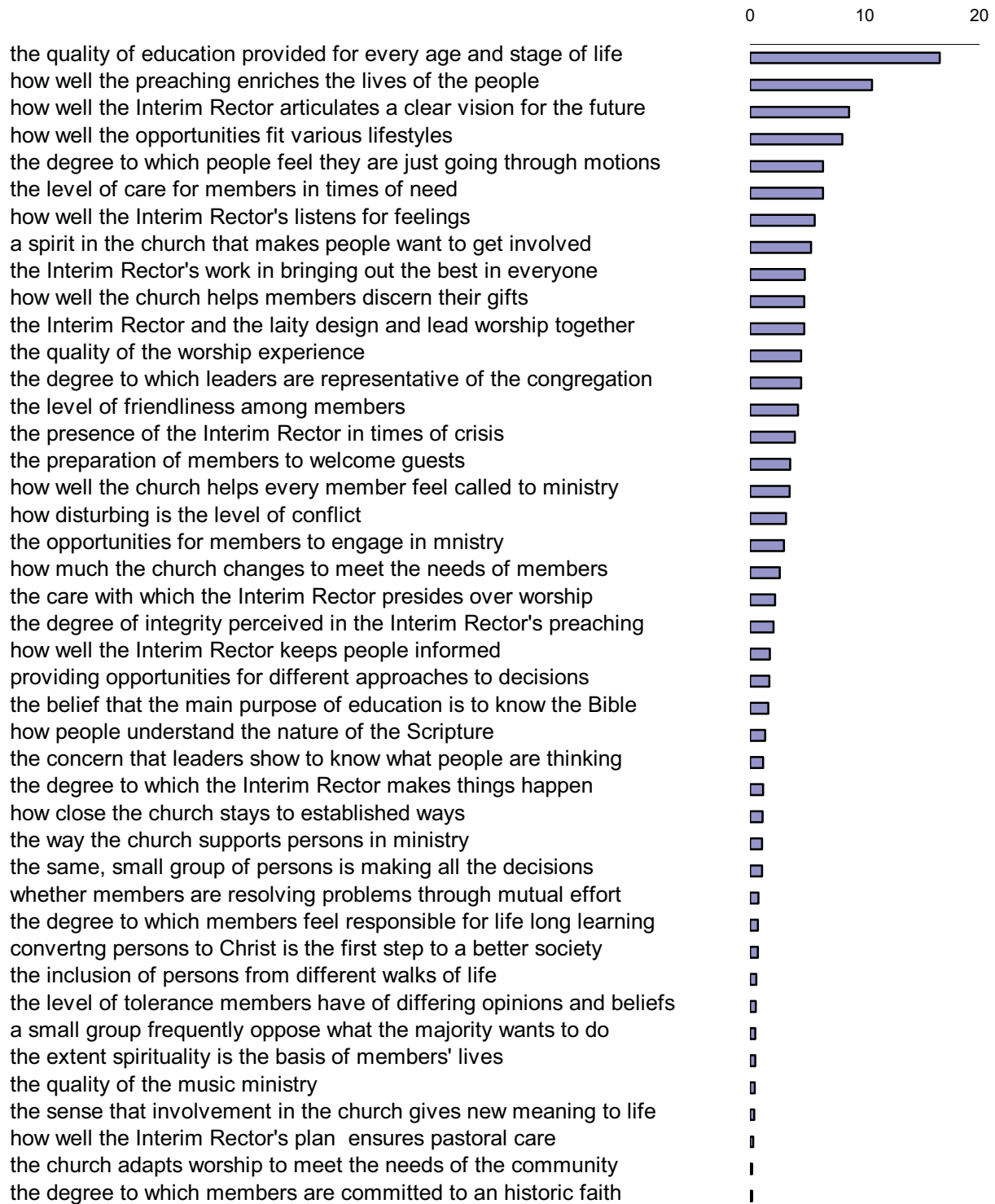
Question #36	There is frequently a small group of members that opposes what the majority want to do.
Question #46	The worship services at our church are exceptional in both quality and spiritual content.

Drivers of Financial Giving

The top two drivers of financial giving are:

Question #21	Our church provides high quality education that is appropriate to every age and stage of life.
Question #28	We are willing to adapt our worship to the needs and circumstances of the people we want to reach in our local community.

CRITICAL SUCCESS FACTORS



GOALS

Overall Priorities

When members were asked where they wanted additional energy placed, this is how they ranked the 17 options on the survey:

First	Question #57	Make necessary changes to attract families with children and youth to our church.
Second	Question #59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Third	Question #58	Provide more opportunities for Christian education and spiritual formation at every age and stage of life.
Fourth	Question #52	Develop the spiritual generosity of the people to financially support the ministry of the church.
Fifth	Question #65	Develop ministries that work toward healing those broken by life circumstances.
Sixth	Question #54	Strengthen the process by which members are called and equipped for ministry and leadership.
Seventh	Question #51	Create more opportunities for people to form meaningful relationships.
Eighth	Question #64	Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.
Ninth	Question #53	Improve the physical facilities of the church to expand or enhance our ministries.
Tenth	Question #62	Work as an advocate for social and institutional change so that society might better reflect the values of the kingdom of God.
Eleventh	Question #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.
Twelfth	Question #61	Adapt the opportunities provided by the church making them more accessible given the pace and schedule of my life.
Thirteenth	Question #55	Strengthen the pastoral response of the church in serving people with special needs.
Fourteenth	Question #66	Expand outreach ministries that provide direct services to those living on the margins of society.
Fifteen	Question #50	Deepen our sense of connection to God and one another through stronger worship services.
Sixteenth	Question #60	Expand the international mission of the church with both financial resources and personal involvement.
Seventeenth	Question #56	Change or improve the music of the church to deepen our worship experience.

GOALS BY CATEGORY

Reading the Bubble Chart

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 five 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)

If you are a beginner at looking at information like this, here is a way to get started.

Begin in the “Under 35” column. Find the largest bubble in the column. Write a “1” next to it. This is the highest priority for that group. Members of your church want a large amount of energy invested in this area. Now find the next largest bubble in the same column. Write a “2” next to it. This is the second highest priority for the group. Do this for the five largest bubbles. These are the five top priorities in the group.

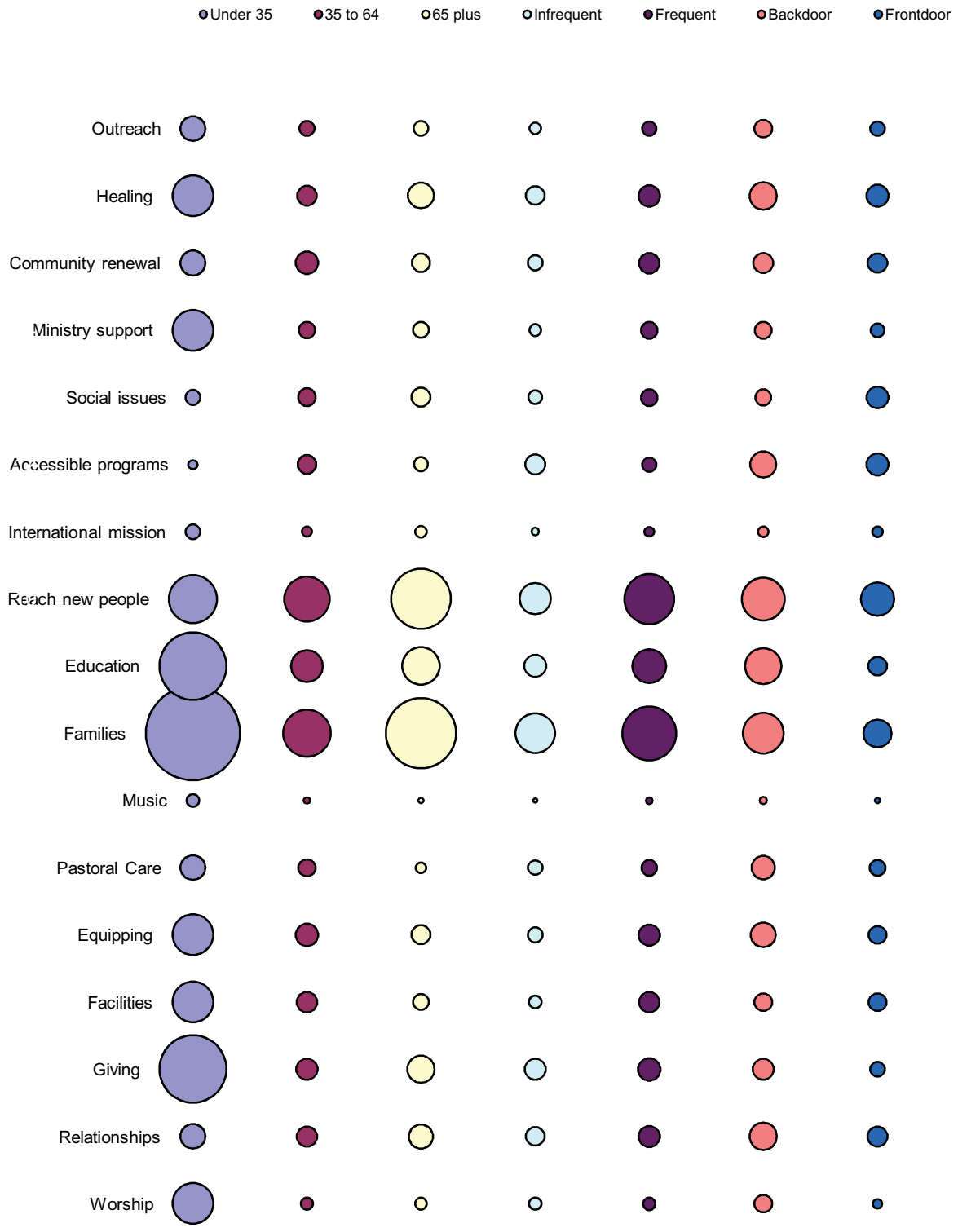
Next locate the smallest bubble in the same column. Write “lowest priority” next to it. Now locate the next to the smallest bubble in that same column. Write “2nd lowest priority” next to it. These are the two lowest priorities of the group. Members do not want many changes made in these areas.

Do this for each group (column) in the chart. You now have a visual picture of the highest and lowest priorities of each of these groups in the church.











Now look across the groups (rows) 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.








Now 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.

GOALS BY CATEGORY

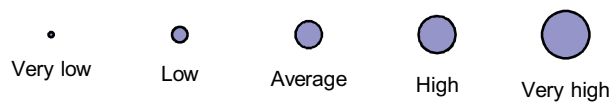


GOALS INTERNAL AND EXTERNAL

Rank	Internal Goals	Percentile Rank
First	Provide high quality education.	
Second	Develop the generosity of the people.	
Third	Strengthen how we call and equip.	
Fourth	More opportunities for relationships.	
Fifth	Improve physical facilities.	
Sixth	Support persons in ministry.	
Seventh	Make opportunities more accessible.	
Eighth	Strengthen the pastoral response.	
Nineth	Stronger worship services.	
Tenth	Change or improve music.	

Rank	External Goals	Percentile Rank
First	Attract families with children/youth.	
Second	Reach new people.	
Third	Heal those broken by life.	
Fourth	Renew community around church.	
Fifth	Advocate for social change.	
Sixth	Serve those on the margins of society.	
Seventh	Expand international mission.	

Scale



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 the 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 person to person. 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.

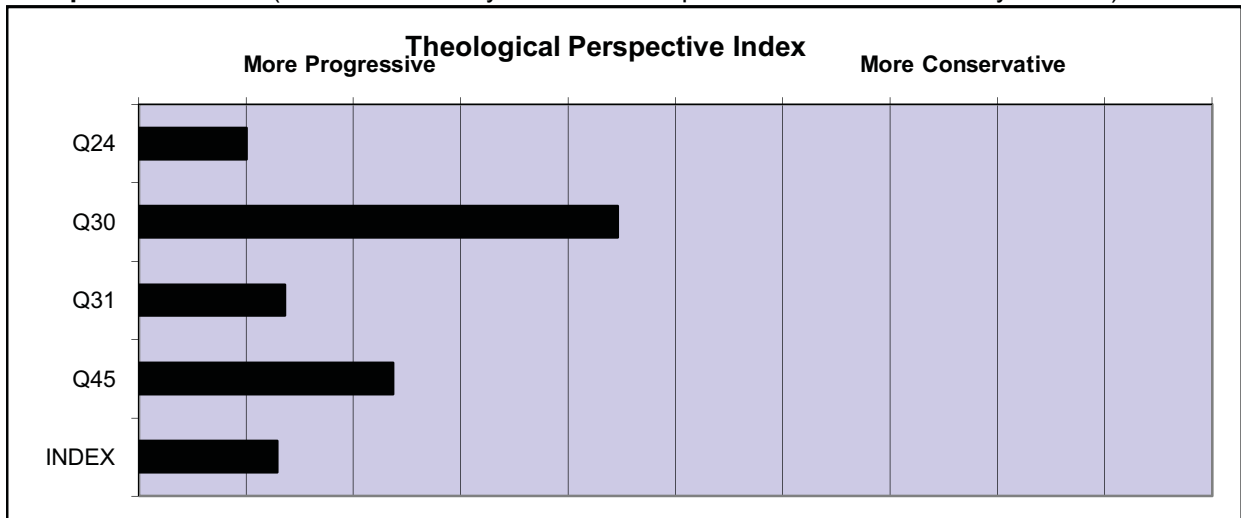
Question Text

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	9.7	31.9	23.9	15.0	11.5	8.0
Q30	0.0	5.8	7.8	29.1	44.7	12.6
Q31	37.2	19.5	15.0	15.0	9.7	3.5
Q45	6.0	21.6	31.9	21.6	15.5	3.4

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



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.

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
*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.

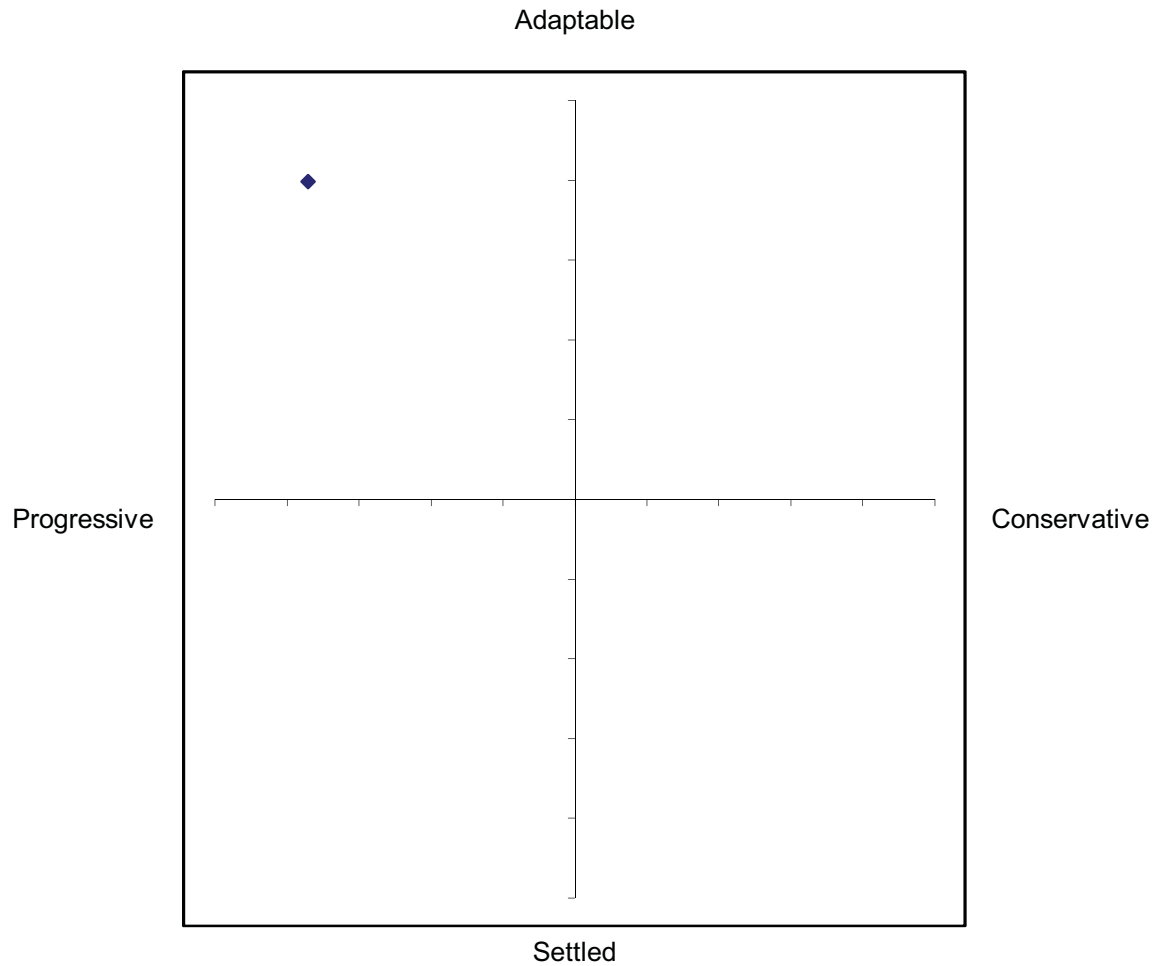
Response Percentages (These are the scores from your congregation)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
Q8	0.0	0.9	6.1	18.4	44.7	29.8
*Q16	0.0	10.3	17.1	35.0	27.4	10.3
Q28	0.9	6.2	16.8	37.2	26.5	12.4
Q32	0.0	2.6	8.7	36.5	46.1	6.1

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

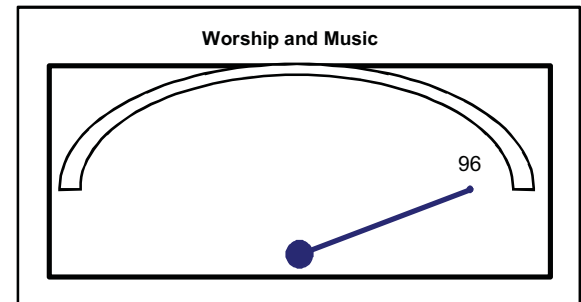
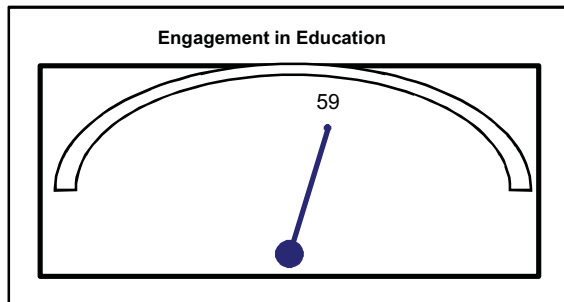
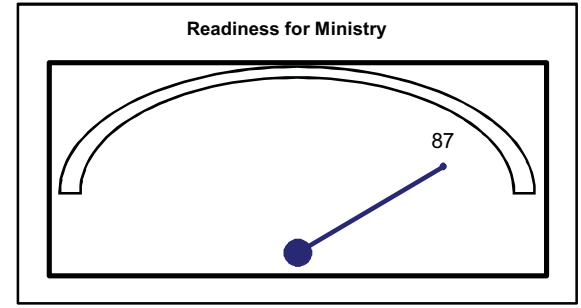
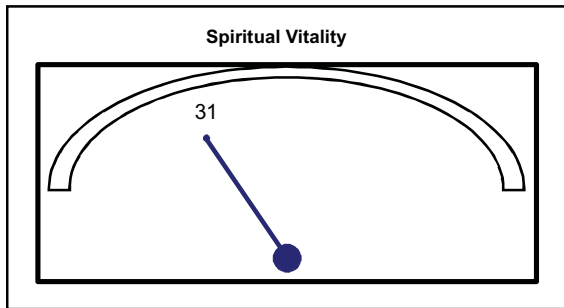
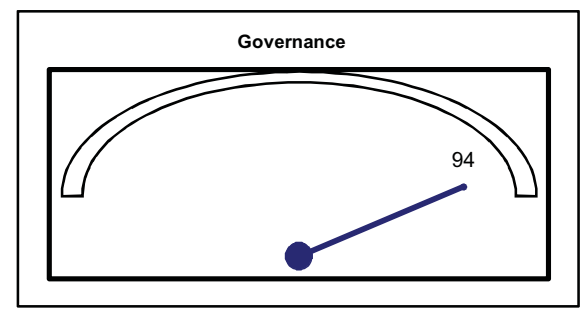
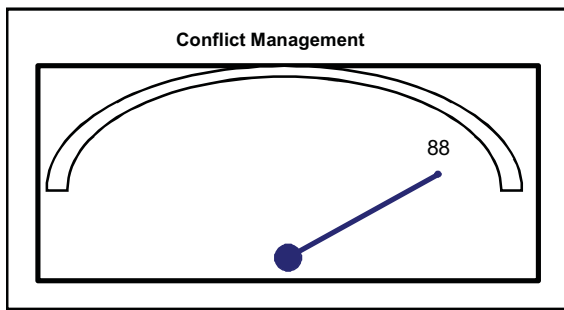
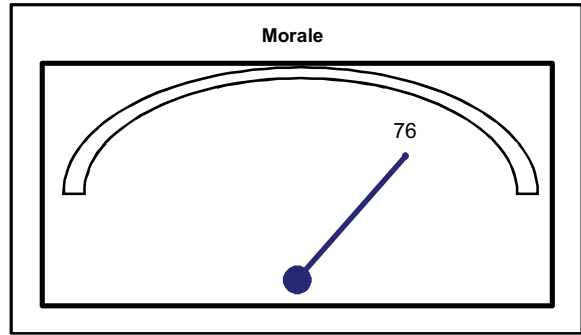
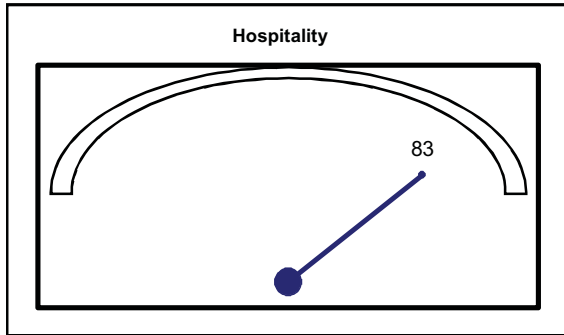


DESCRIPTIVE MAP

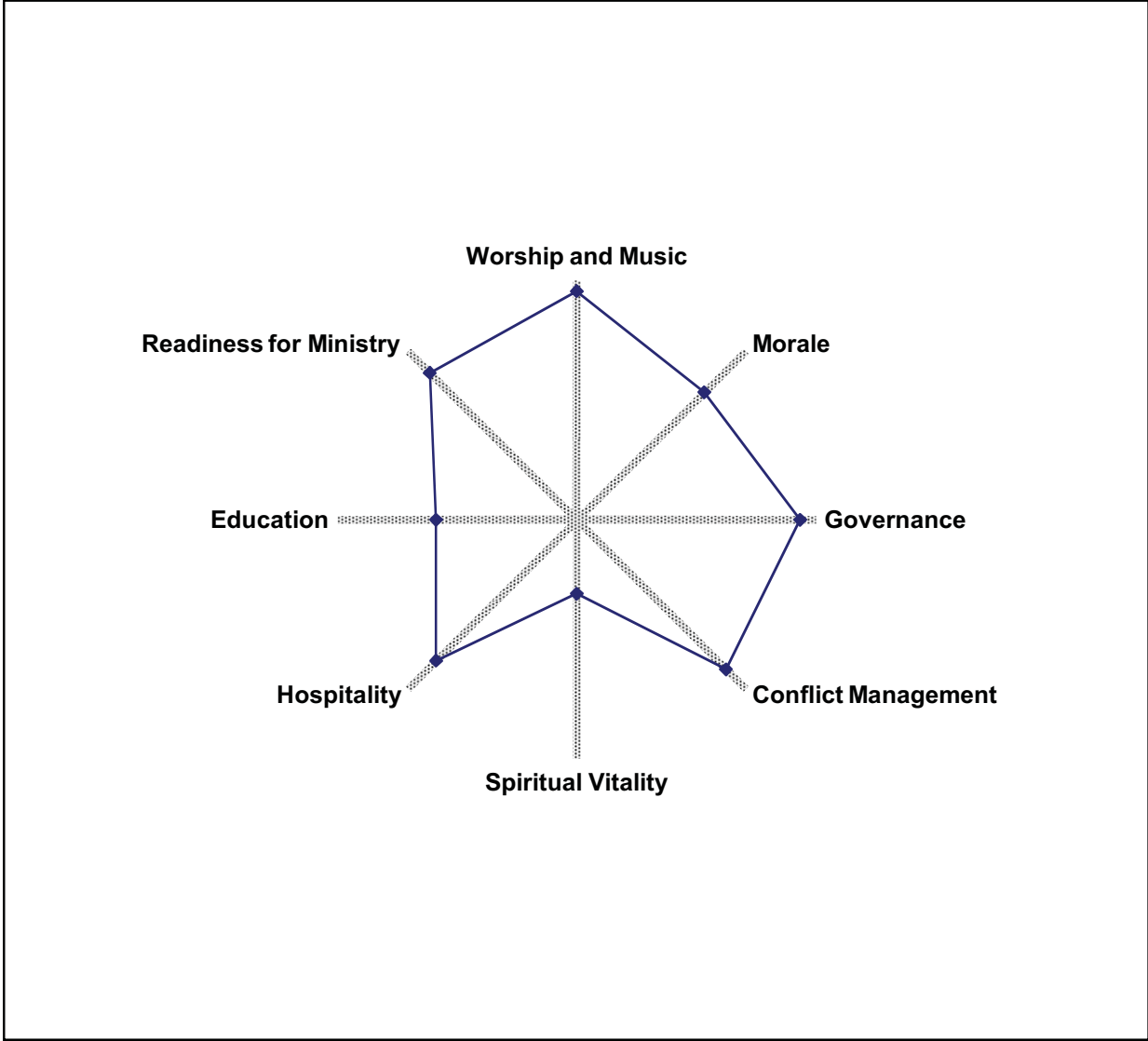


This map indicates the particular style of a church using two characteristics. The first characteristic is whether the church is theologically conservative or progressive. The second characteristic is whether the church is more flexible or settled in its approach to its life. The combination of these two characteristics produces the four different possibilities for the overall style of a church. These are noted in the four quadrants of the map. It is important to keep this map in mind when calling a new pastor or when planning major changes in the life of a church.

DASHBOARD



PERFORMANCE OVERVIEW



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.

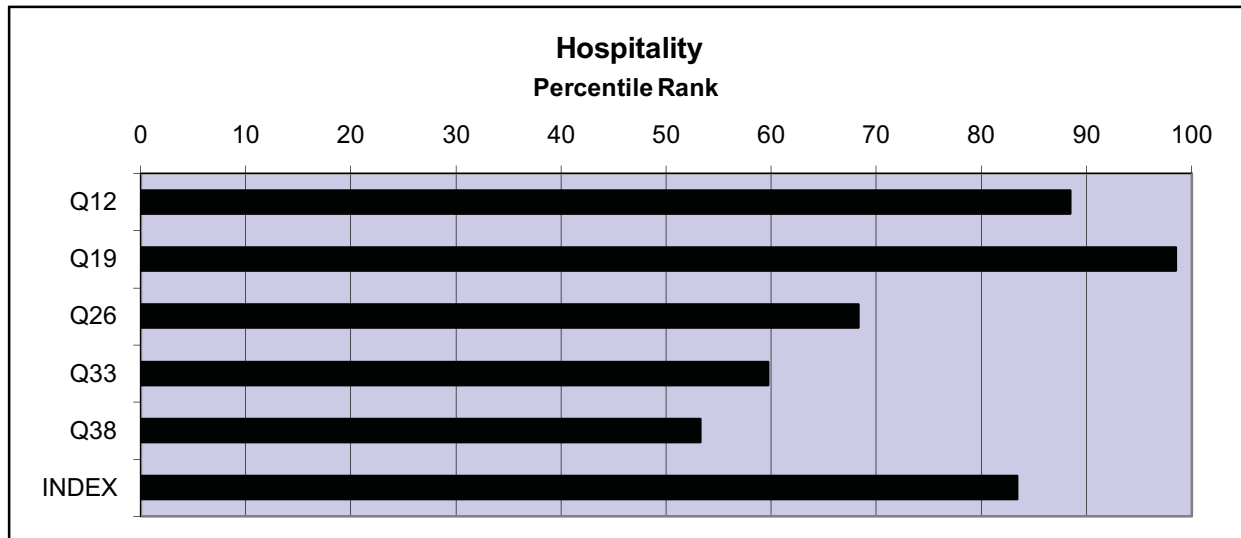
Question Text

Q12	Our church welcomes and is enriched by persons from many different walks of life.
Q19	Being part of this church community has given 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	0.8	0.0	1.7	9.1	40.5	47.9
Q19	0.8	0.8	1.7	13.3	42.5	40.8
Q26	0.0	0.0	0.8	11.8	48.7	38.7
Q33	0.0	0.8	0.8	11.9	46.6	39.8
Q38	0.9	3.5	8.7	25.2	47.8	13.9

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



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.

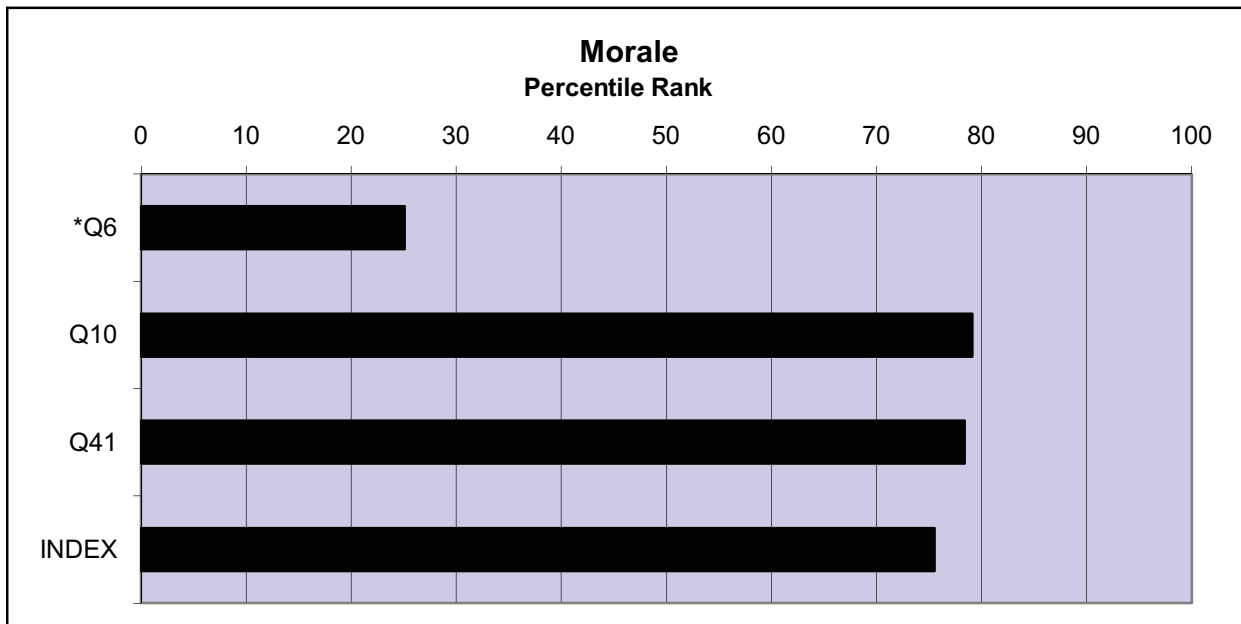
Question Text

*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	10.8	40.0	25.8	18.3	3.3	1.7
Q10	0.0	2.6	18.1	37.9	32.8	8.6
Q41	0.9	2.6	7.7	20.5	46.2	22.2

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



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.

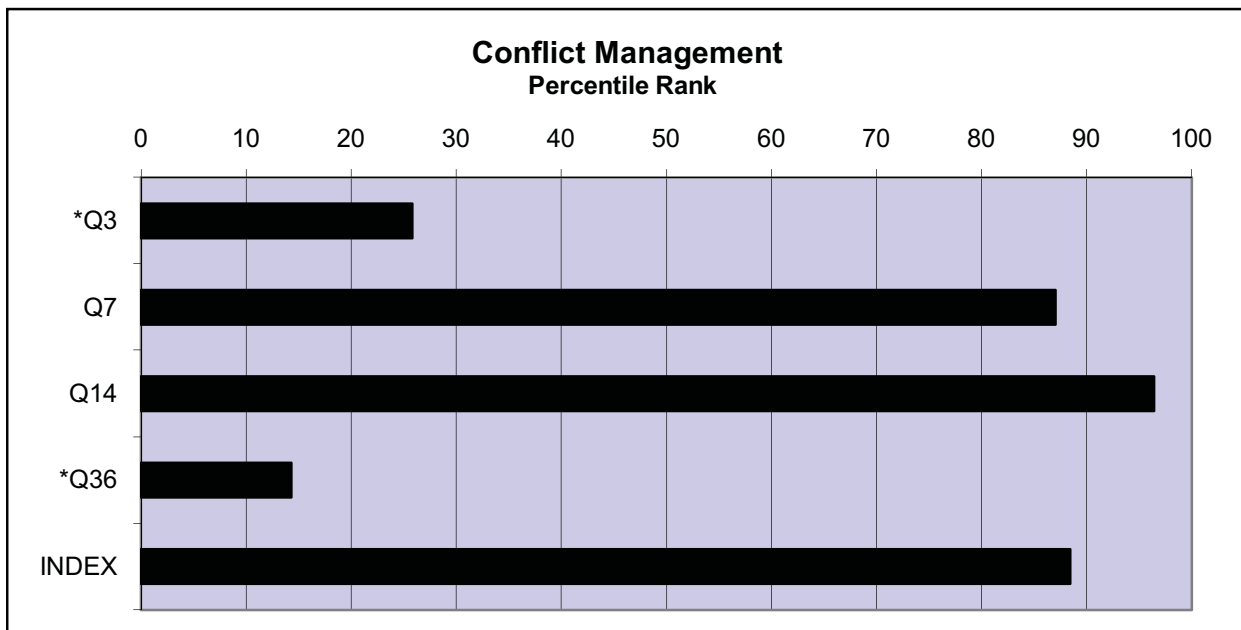
Question Text

*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	17.3	49.1	18.2	12.7	1.8	0.9
Q7	1.0	0.0	2.0	34.7	52.5	9.9
Q14	0.0	0.9	2.6	14.0	56.1	26.3
*Q36	9.3	36.0	24.4	18.6	10.5	1.2

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



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.

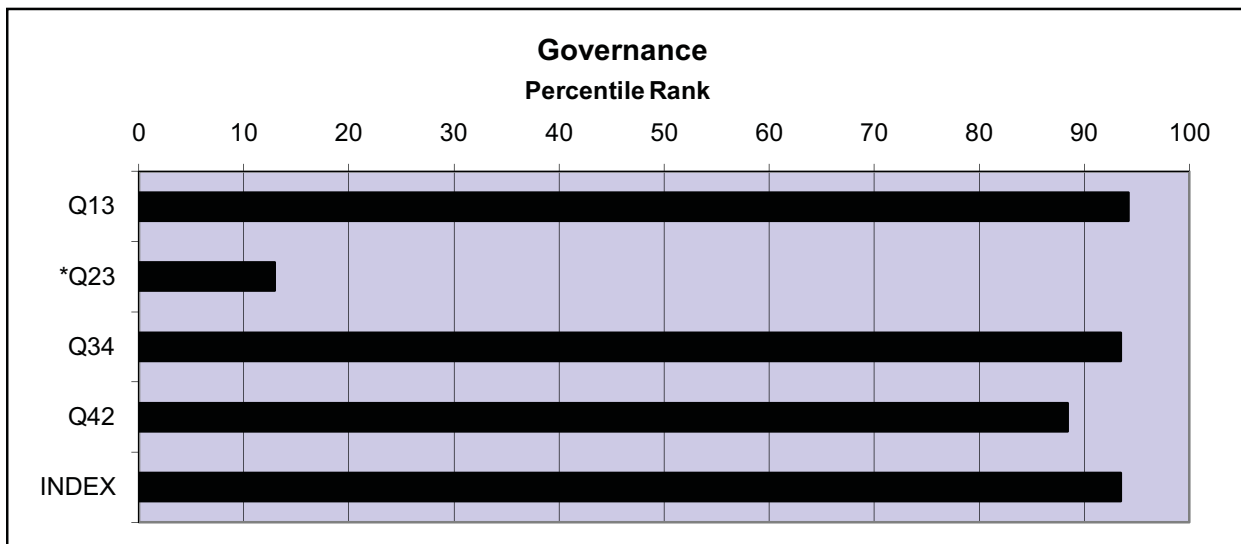
Question Text

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 provided.
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	0.0	0.8	2.5	18.5	47.9	30.3
*Q23	3.6	10.7	23.2	30.4	21.4	10.7
Q34	0.9	0.9	1.7	31.3	42.6	22.6
Q42	0.0	0.9	2.6	19.3	56.1	21.1

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



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."

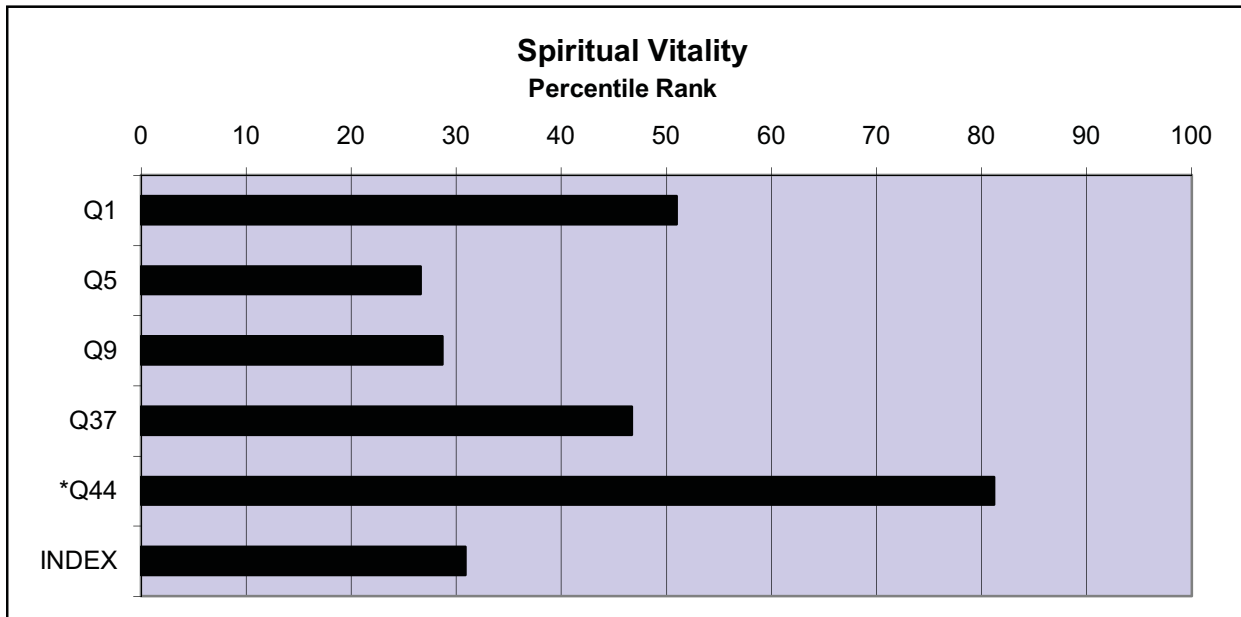
Question Text

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	0.8	0.0	0.0	17.9	37.4	43.9
Q5	0.0	4.0	8.8	21.6	41.6	24.0
Q9	0.0	0.0	4.1	13.2	39.7	43.0
Q37	0.0	0.0	2.6	27.4	45.3	24.8
*Q44	11.1	17.1	37.6	23.1	6.0	5.1

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



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,

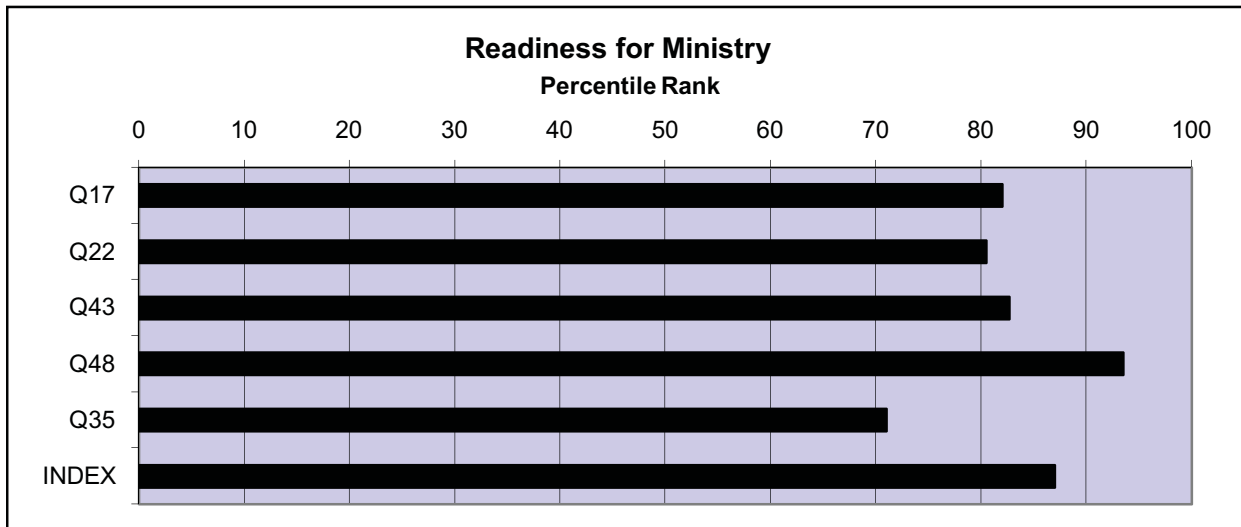
Question Text

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	0.9	0.0	10.7	39.3	41.1	8.0
Q22	1.0	1.0	13.1	45.5	32.3	7.1
Q43	0.0	0.0	1.8	12.4	56.6	29.2
Q48	0.0	0.0	6.6	14.2	57.5	21.7
Q35	2.0	3.1	4.1	23.5	53.1	14.3

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



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.

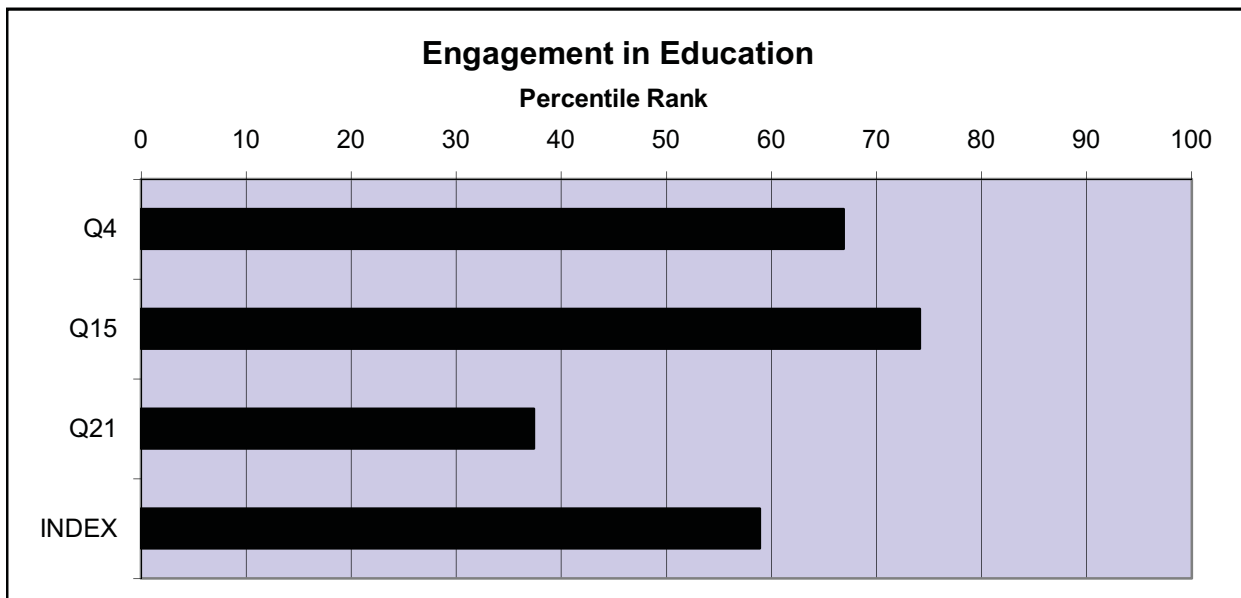
Question Text

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	2.6	0.0	4.4	38.6	45.6	8.8
Q15	1.7	0.9	11.1	27.4	47.9	11.1
Q21	4.5	7.2	20.7	34.2	26.1	7.2

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



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.

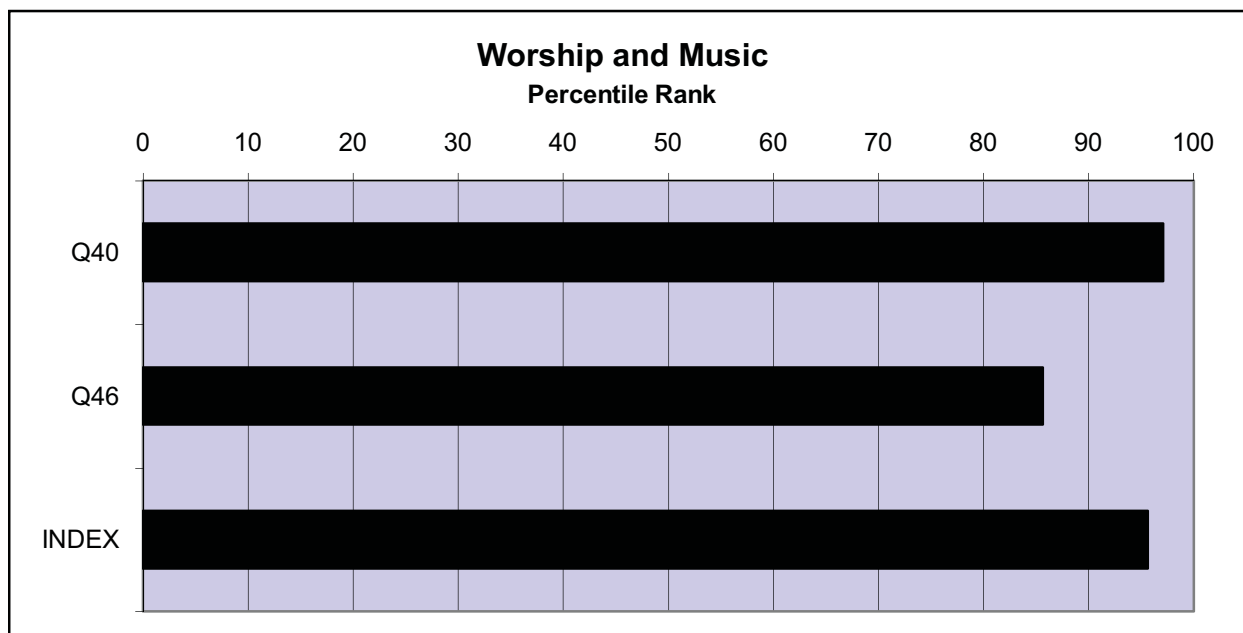
Question Text

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.

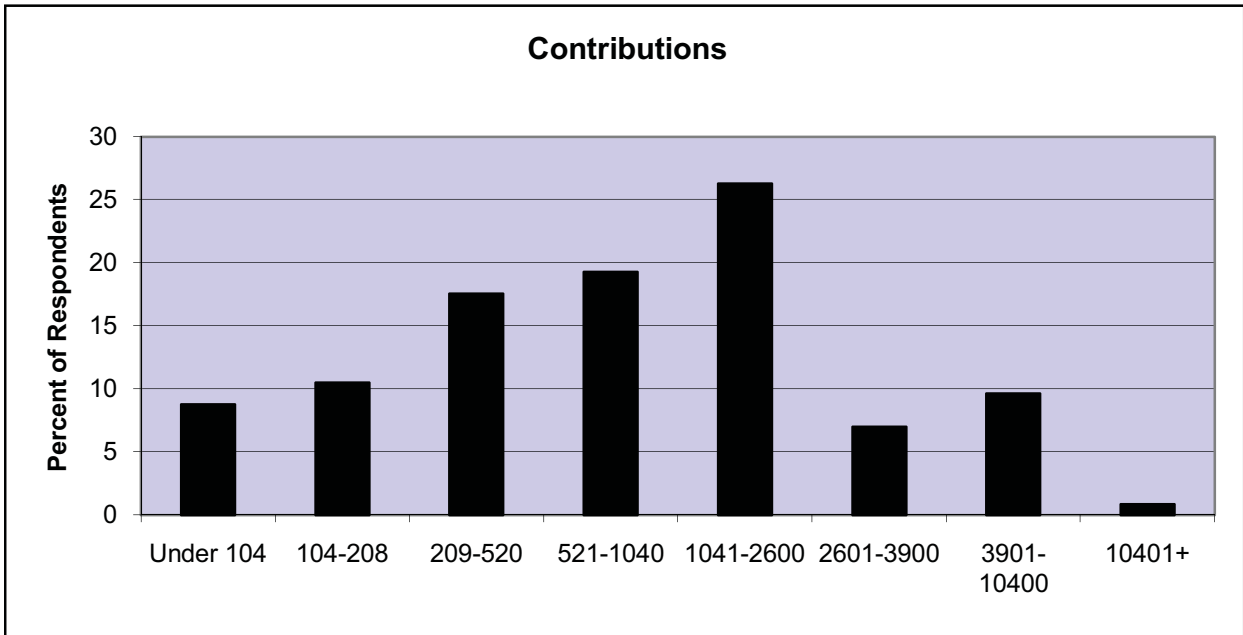
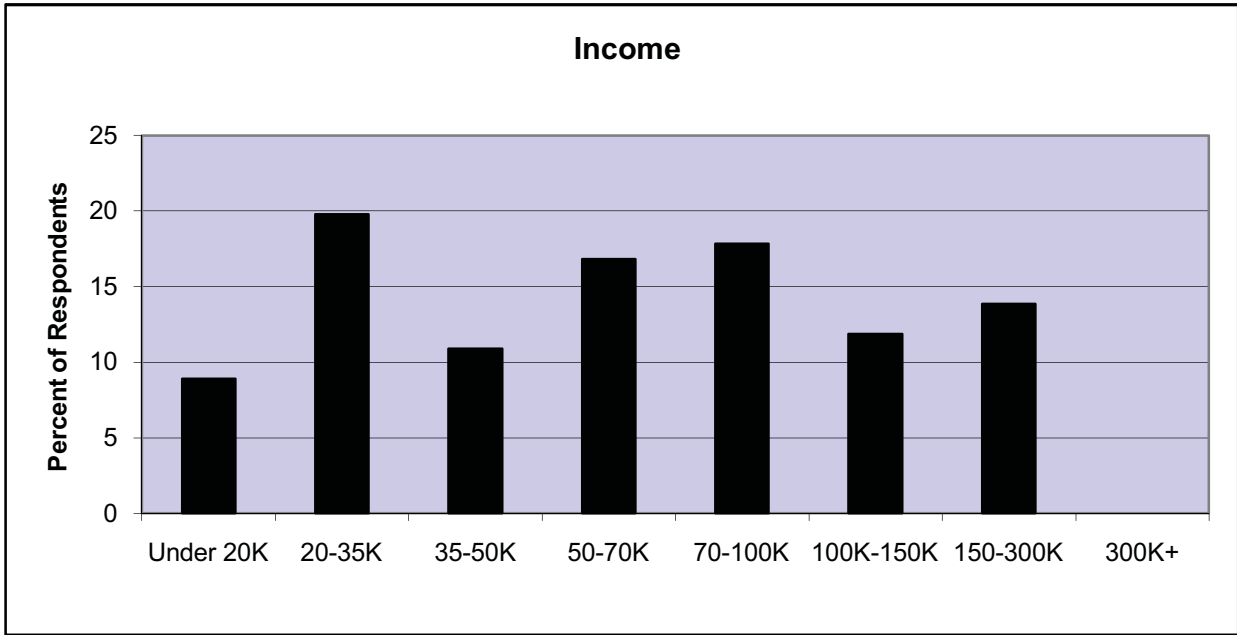
Response Percentages (These are the scores from your congregation)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
Q40	0.0	0.0	3.4	5.9	9.2	81.5
Q46	0.0	2.6	1.7	21.4	42.7	31.6

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



FINANCIAL INFORMATION



Total Church Income	\$203,194
Per household giving	\$1,016
Average household income	\$82,252
Percent of household income given	1.24%
Percentile Rank	19

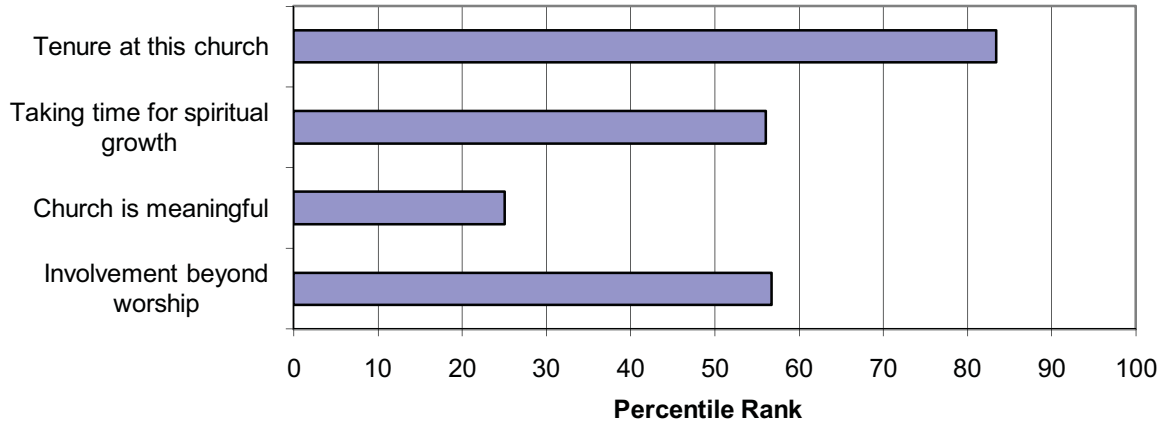
OTHER INFORMATION

Age	Below 19	19-24	25-34	35-44	45-54	55-64	65+
	2%	0%	1%	6%	21%	30%	69%
Tenure	Under one year	1-2 years	3-4 years	5-10 years	11-15 years	16-20 years	Over 20 years
	2%	3%	5%	22%	12%	3%	53%
Distance	Under 4 blocks	5-8 blocks	1-2 miles	3-4 miles	5-9 miles	10-15 miles	Over 15 miles
	3%	8%	26%	17%	24%	17%	3%
Attendance	None	1-4 times	Once per month	Twice per month	Three times a month	All but 4 weeks	Every week
	0%	9%	6%	10%	30%	27%	18%
Attendance Trend*	Third as much	Half as much	Somewhat less	Same	Somewhat more	Twice as much	Three times as much
	4%	5%	6%	70%	10%	3%	2%
Gender	Male	Female					
	38%	62%					

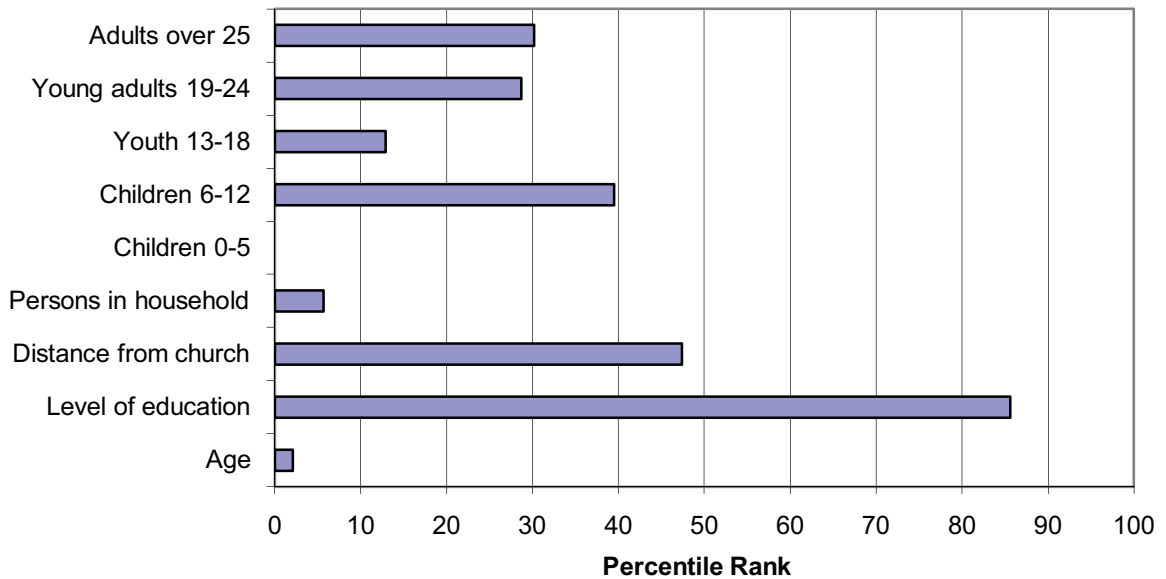
***compared with three years ago**

OTHER INFORMATION

Activity



Household



DATA SUMMARY

	Strongly Disagree	Disagree	Tend to Disagree	Tend To Agree	Agree	Strongly Agree	7	8
Question #1	0.8	0.0	0.0	17.9	37.4	43.9	0.0	0.0
Question #3	17.3	49.1	18.2	12.7	1.8	0.9	0.0	0.0
Question #4	2.6	0.0	4.4	38.6	45.6	8.8	0.0	0.0
Question #5	0.0	4.0	8.8	21.6	41.6	24.0	0.0	0.0
Question #6	10.8	40.0	25.8	18.3	3.3	1.7	0.0	0.0
Question #7	1.0	0.0	2.0	34.7	52.5	9.9	0.0	0.0
Question #8	0.0	0.9	6.1	18.4	44.7	29.8	0.0	0.0
Question #9	0.0	0.0	4.1	13.2	39.7	43.0	0.0	0.0
Question #10	0.0	2.6	18.1	37.9	32.8	8.6	0.0	0.0
Question #12	0.8	0.0	1.7	9.1	40.5	47.9	0.0	0.0
Question #13	0.0	0.8	2.5	18.5	47.9	30.3	0.0	0.0
Question #14	0.0	0.9	2.6	14.0	56.1	26.3	0.0	0.0
Question #15	1.7	0.9	11.1	27.4	47.9	11.1	0.0	0.0
Question #16	0.0	10.3	17.1	35.0	27.4	10.3	0.0	0.0
Question #17	0.9	0.0	10.7	39.3	41.1	8.0	0.0	0.0
Question #19	0.8	0.8	1.7	13.3	42.5	40.8	0.0	0.0
Question #21	4.5	7.2	20.7	34.2	26.1	7.2	0.0	0.0
Question #22	1.0	1.0	13.1	45.5	32.3	7.1	0.0	0.0
Question #23	3.6	10.7	23.2	30.4	21.4	10.7	0.0	0.0
Question #24	9.7	31.9	23.9	15.0	11.5	8.0	0.0	0.0
Question #26	0.0	0.0	0.8	11.8	48.7	38.7	0.0	0.0
Question #28	0.9	6.2	16.8	37.2	26.5	12.4	0.0	0.0
Question #30	0.0	5.8	7.8	29.1	44.7	12.6	0.0	0.0
Question #31	37.2	19.5	15.0	15.0	9.7	3.5	0.0	0.0
Question #32	0.0	2.6	8.7	36.5	46.1	6.1	0.0	0.0
Question #33	0.0	0.8	0.8	11.9	46.6	39.8	0.0	0.0
Question #34	0.9	0.9	1.7	31.3	42.6	22.6	0.0	0.0
Question #35	2.0	3.1	4.1	23.5	53.1	14.3	0.0	0.0
Question #36	9.3	36.0	24.4	18.6	10.5	1.2	0.0	0.0
Question #37	0.0	0.0	2.6	27.4	45.3	24.8	0.0	0.0
Question #38	0.9	3.5	8.7	25.2	47.8	13.9	0.0	0.0
Question #40	0.0	0.0	3.4	5.9	9.2	81.5	0.0	0.0
Question #41	0.9	2.6	7.7	20.5	46.2	22.2	0.0	0.0
Question #42	0.0	0.9	2.6	19.3	56.1	21.1	0.0	0.0
Question #43	0.0	0.0	1.8	12.4	56.6	29.2	0.0	0.0
Question #44	11.1	17.1	37.6	23.1	6.0	5.1	0.0	0.0
Question #45	6.0	21.6	31.9	21.6	15.5	3.4	0.0	0.0
Question #46	0.0	2.6	1.7	21.4	42.7	31.6	0.0	0.0
Question #48	0.0	0.0	6.6	14.2	57.5	21.7	0.0	0.0

DATA SUMMARY

	1	2	3	4	5	6	7	8
Question #50	19.5	38.1	33.6	4.4	4.4	0.0	0.0	0.0
Question #51	9.8	24.1	45.5	13.4	7.1	0.0	0.0	0.0
Question #52	6.3	27.7	38.4	22.3	5.4	0.0	0.0	0.0
Question #53	11.8	34.5	30.0	17.3	6.4	0.0	0.0	0.0
Question #54	9.3	23.1	43.5	22.2	1.9	0.0	0.0	0.0
Question #55	10.7	40.8	33.0	12.6	2.9	0.0	0.0	0.0
Question #56	59.1	27.8	5.2	5.2	2.6	0.0	0.0	0.0
Question #57	3.5	11.4	18.4	37.7	28.9	0.0	0.0	0.0
Question #58	6.1	18.4	31.6	28.1	15.8	0.0	0.0	0.0
Question #59	2.6	11.4	23.7	47.4	14.9	0.0	0.0	0.0
Question #60	33.6	31.8	26.4	6.4	1.8	0.0	0.0	0.0
Question #61	20.0	29.1	30.0	16.4	4.5	0.0	0.0	0.0
Question #62	14.7	31.2	32.1	18.3	3.7	0.0	0.0	0.0
Question #63	10.3	32.7	44.9	10.3	1.9	0.0	0.0	0.0
Question #64	8.4	27.1	42.1	19.6	2.8	0.0	0.0	0.0
Question #65	9.2	28.4	37.6	16.5	8.3	0.0	0.0	0.0
Question #66	17.9	35.7	35.7	6.3	4.5	0.0	0.0	0.0
Question #67	0.0	8.7	6.1	10.4	29.6	27.0	18.3	0.0
Question #68	4.3	5.2	6.1	69.6	10.4	2.6	1.7	0.0
Question #69	21.7	13.9	13.9	16.5	17.4	13.0	3.5	0.0
Question #70	2.7	1.8	13.5	23.4	28.8	29.7	0.0	0.0
Question #71	8.8	4.4	5.3	5.3	28.1	24.6	23.7	0.0
Question #72	1.7	2.6	5.2	21.7	12.2	3.5	53.0	0.0
Question #73	8.8	10.5	17.5	19.3	26.3	7.0	9.6	0.9
Question #74	38.3	61.7	0.0	0.0	0.0	0.0	0.0	0.0
Question #75	2.6	92.2	0.9	1.7	0.0	2.6	0.0	0.0
Question #76	1.7	0.0	0.9	6.1	20.9	30.4	23.5	16.5
Question #77	0.9	0.9	3.5	13.9	22.6	13.0	45.2	0.0
Question #78	3.5	7.8	26.1	17.4	24.3	17.4	3.5	0.0
Question #79	39.0	41.0	8.6	10.5	1.0	0.0	0.0	0.0
Question #80	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Question #81	91.4	4.8	2.9	1.0	0.0	0.0	0.0	0.0
Question #82	92.3	7.7	0.0	0.0	0.0	0.0	0.0	0.0
Question #83	92.2	5.8	1.9	0.0	0.0	0.0	0.0	0.0
Question #84	21.2	28.8	44.2	3.8	1.9	0.0	0.0	0.0
Question #85	8.9	19.8	10.9	16.8	17.8	11.9	13.9	0.0

VITAL STATISTICS

Most recent membership	307
One year earlier	306
Two years earlier	610
Three years earlier	616
Most recent new members	10
One year earlier	6
Two years earlier	8
Three years earlier	14
Most recent average Sunday attendance	113
One year earlier	114
Two years earlier	122
Three years earlier	141
Church Assessment Roll	214
Number of households	200
Givers of record	123
Letters sent out	244
Number returned/participated	124
Total receipts most recent	\$203,194
Total receipts one year earlier	\$188,289
Total receipts two years earlier	\$203,043

SUPPLEMENTAL QUESTIONS

I am Single Married/Partnered
 42.9% 57.1%

In the coming year, how much additional energy should be invested in the following area: Continue to be a welcoming congregation to all, regardless of race, ethnicity, gender, or sexual orientation.

No additional energy	12.7%
Little additional energy	30.9%
Moderate additional energy	32.7%
Substantial additional energy	17.3%
High additional energy	6.4%

What is your age range?

Below 19	19-24	25-34	35-44	45-54	55-64	65-79	80+
1.7%	0.0%	0.9%	6.1%	20.9%	30.4%	23.5%	16.5%

	Very unimportant	Unimportant	Somewhat unimportant	Somewhat Important	Important	Very important
Administrative Leadership	2.8%	0.0%	0.9%	9.3%	42.1%	44.9%
Children and Youth Leadership	1.9%	0.0%	1.9%	16.7%	38.9%	40.7%
Challenging preaching	1.9%	1.9%	4.6%	13.9%	45.4%	32.4%
Congregational development	1.9%	0.0%	1.9%	10.3%	44.9%	41.1%
Incorporating members	2.9%	0.0%	3.9%	15.5%	49.5%	28.2%
Liturgical Leadership	1.9%	0.0%	2.9%	21.0%	46.7%	27.6%
Pastoral skills	1.9%	0.0%	0.0%	3.8%	44.3%	50.0%
Social outreach leadership	0.9%	1.9%	2.8%	25.9%	41.7%	26.9%
Spiritual development guide	1.9%	1.9%	1.9%	17.8%	45.8%	30.8%
Stewardship/financial leadership	1.9%	0.9%	3.7%	28.7%	47.2%	17.6%
Teaching	0.0%	1.9%	6.6%	24.5%	44.3%	22.6%
Christian education/Christian educa	0.9%	0.0%	3.7%	18.5%	50.9%	25.9%
Theological/scriptural knowledge	1.9%	0.0%	4.7%	12.1%	42.1%	39.3%
Welcoming visitors	1.8%	0.0%	0.0%	6.4%	41.3%	50.5%
Musical appreciation	1.9%	4.6%	3.7%	12.0%	32.4%	45.4%

What is your ethnic background?

Black/ African Amer	White/ Caucasian	Native Amer	Hispanic/ Latino	Asian/ Asian Am	Other
2.6%	92.2%	0.9%	1.7%	0.0%	2.6%