

Church Assessment Tool

Executive Summary

St. Francis Episcopal Church, Norris, TN

The Church Assessment Tool was recently administered in your church. 120 persons were sent an authentication letter inviting them to participate. Of these, 66 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 78% of your members are clearly satisfied with things in the church. This suggests that the morale in your church is high. 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 high suggests that your members are generally feeling very positive, a strength on which the church can build as it moves into the future.

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

- § providing opportunities for different approaches to important decisions
- § the concern that leaders show to know what people are thinking
- § the way the church supports persons in ministry
- § the level of friendliness among members
- § the Rector's efforts to keep people informed

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 relatively low. This means that you may have time to explore a variety of options on how to address one or more of these issues, but may eventually need to take action.

The conflict management score for the church is high. Approximately 2% of members are clearly disturbed by the level of conflict. The church has become relatively skilled at dealing with potentially divisive issues that arise from time to time.

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 adaptable. This suggests that in your life as a church you may be comfortable making frequent adjustments to the way you do things.

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

1. Develop and implement a comprehensive strategy to reach new people.
2. Make necessary changes to attract families with children and youth to our church.
3. Develop the spiritual generosity of the people to financially support the ministry of the church.
4. Expand outreach ministries that provide direct services to those living on the margins of society.

The energy that members want invested in these goals is average. This suggests that members have a clear sense of priorities for the future and also some willingness to invest in accomplishing them.

Two goals that are unusually strong for your church are

- § Expand outreach ministries that provide direct services to those living on the margins of society.
- § Enlarge or improve the physical facilities of the church to expand or enhance our ministries.

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.