

Conversations



St. Stephen's Episcopal Church, Oak Harbor, WA

generated from

Conversations

4/10/18

"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: _____

A Prayer of Preparation

Lord, you are the God of all truth.

You know us through and through.

You reveal to us what we do not yet know.

You bring us out of darkness and into your wonderful light.

You invite us to return to the Garden where we know and are known.

You offer us love that delivers us from fear and hiding.

You reconcile us to our loved ones.

You deliver us from blame and accusation.

You disclose to us the gifts in the depths of our souls.

You fill us with your Spirit and empower us for service.

You open our eyes to the brokenness that cripples our best intentions.

You pour oil into our wounds and carry us in your arms.

You show us the patterns that keep us bound to failure.

You open the bars of our captivity and set the prisoner free.

You are patient with our resistances to change.

Your judgment is always mixed with mercy.

When our minds cast a shell about our hearts,

Your love melts a pathway to the depth of our beings.

Open our minds and our hearts to the witness of our brothers and sisters,

Give us that love that casts out all fear.

AMEN

Key Indicators

Overall Satisfaction

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

Clearly agree	53%
On the fence	45%
Clearly disagree	2%
Rating of church satisfaction level	high

Overall Energy

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.

Clearly agree	0%
On the fence	33%
Clearly disagree	67%
Rating of church energy level	very high

Church Vitality Trend

Compared to three years ago, would you say the church is

Clearly weaker	0%
About the same	3%
Clearly stronger	98%
Rating of vitality trend	very high

Value of Church Activity Beyond Worship

Participating in church activities beyond worship is very meaningful to me.

Clearly agree	69%
On the fence	31%
Clearly disagree	0%
Rating of activity value	high

Top Three Priorities

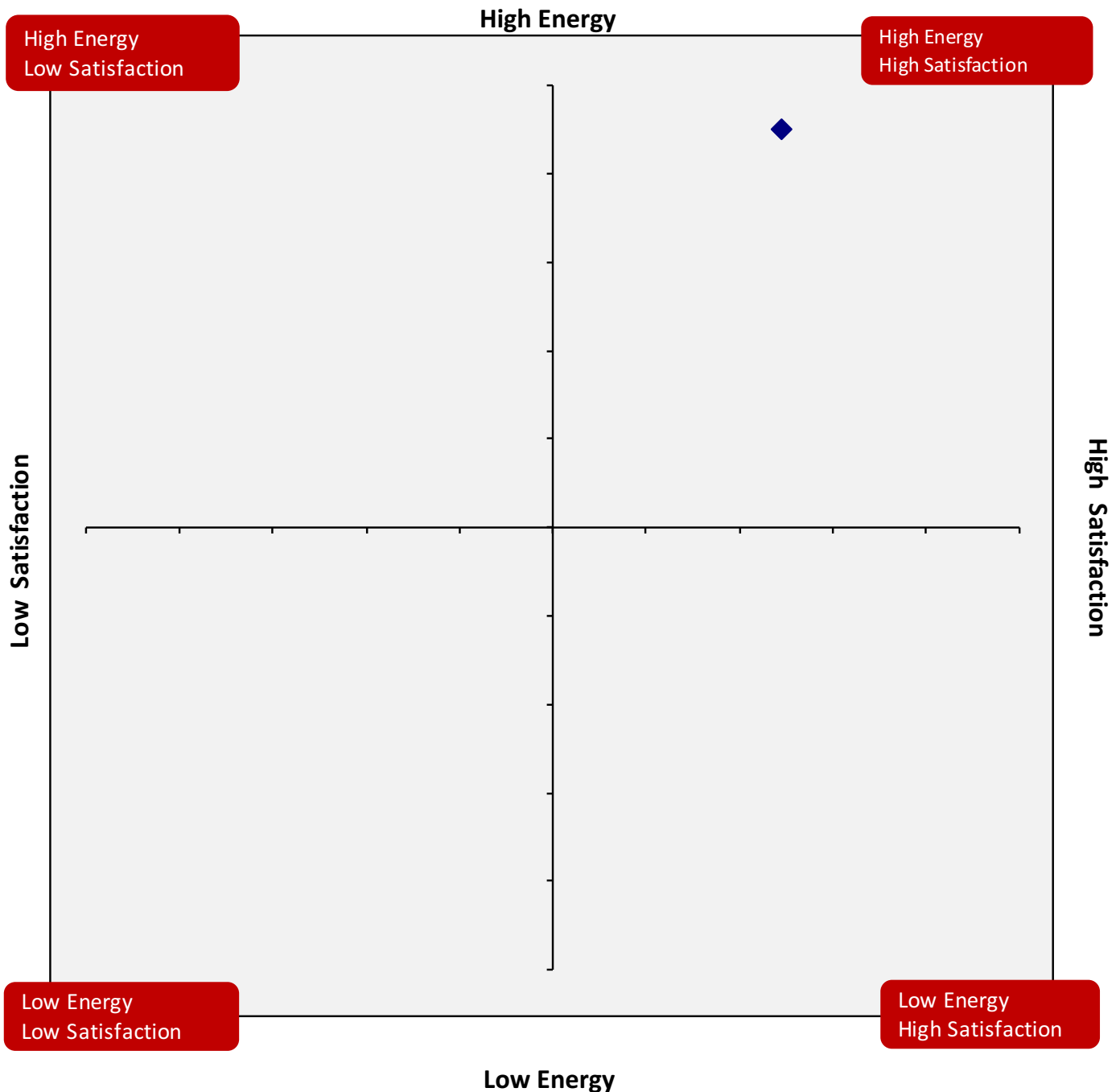
Where would you like additional energy placed to expand or improve our ministries?

First	Deepen our sense of connection to God and one another through stronger worship experiences.
Second	Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.
Third	Help members discern their gifts and equip them for ministries that are a good fit for them.

Survey Process Statistics

Number of respondents	50
Response rate as percentage of average attendance	116%

The Energy-Satisfaction Map



The levels of satisfaction and energy have been found to be reliable indicators of the health and vitality of a church. There are four quadrants on this map.

The **high energy-low satisfaction** quadrant is the chaos quadrant. Churches in this quadrant are often struggling to structure and channel their energy into a direction they feel good about.

The **low energy-low satisfaction** quadrant is the recovery quadrant. Churches in this quadrant require major changes in order to regain a significant level of vitality and health.

The **low energy-high satisfaction** quadrant is the static quadrant. Churches in this quadrant have normalized a low level of vitality in the church which enables them to be relatively satisfied.

The **high energy-high satisfaction** quadrant is the transformation quadrant. Churches in this quadrant are sources of new meaning and purpose for their members. They may also serve as mentors to other churches.

Priorities

Overall Priorities

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

Rank	Priority	Mean
First	Deepen our sense of connection to God and one another through stronger worship experiences.	5.42
Second	Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.	5.20
Third	Help members discern their gifts and equip them for ministries that are a good fit for them.	4.93
Fourth	Develop ministries that work toward healing those broken by life circumstances (e.g. grief, divorce, job loss, addiction, family violence, homelessness, immigration issues, etc.)	4.84
Fifth	Equip and support our members in effectively managing resources (time, talent, and treasure) and in developing spiritual generosity to the church.	4.38
Sixth	Explore how the church facility might be adapted to become a greater community asset that would increase utilization.	4.36
Seventh	Adapt the opportunities provided by the church making them more accessible given the pace and schedule of my life (e.g. small groups, meetings in restaurants, lunch discussions, online meetings, podcasts).	3.82
Eighth	Discern how our ministries might be strengthened by exploring a variety of options for our future (e.g. shared pastoral leadership, merger, change of worship venue).	3.04

Note: Items can be at the bottom of this list for one of two reasons. An item can be at the bottom of the list because it is *less important to respondents*. Alternatively, it can be at the bottom of the list because it is very important to respondents, but *already being performed at such a high level* that additional energy is not required.

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 their 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 leader to leader. 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.

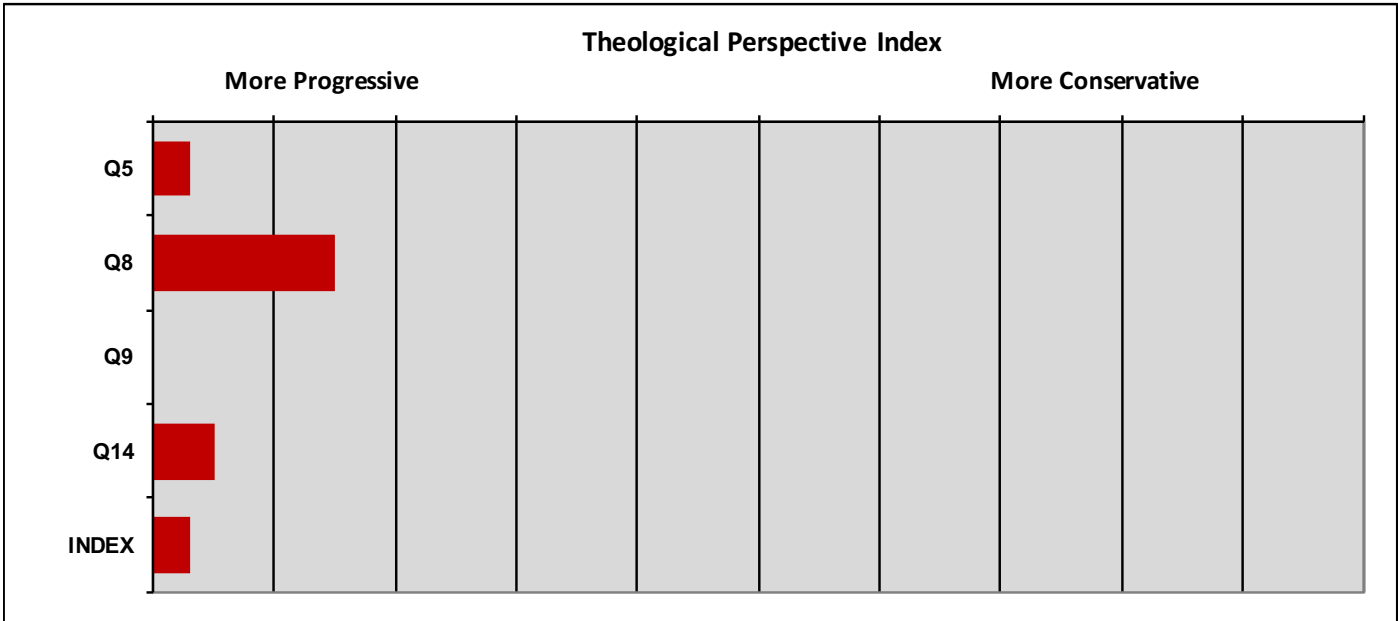
Question Text

Q5	Converting persons to Christ must be the first step in creating a better society.
Q8	Our congregation is committed to abide by the historic faith as handed down through the centuries.
Q9	Scripture is the literal Word of God without error, not only in matters of faith, but also in historical, geographical, and other secular matters.
Q14	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
Q5	21.7%	23.9%	39.1%	8.7%	4.3%	2.2%
Q8	0.0%	11.1%	15.6%	51.1%	17.8%	4.4%
Q9	57.1%	24.5%	12.2%	4.1%	2.0%	0.0%
Q14	8.0%	16.0%	34.0%	32.0%	10.0%	0.0%

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



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.

The degree of flexibility in a church should be consistent with its strategic priorities. For example, if a church indicates that one of its priorities is to make necessary changes to attract families with children and youth, it should have the degree of flexibility necessary to achieve that goal.

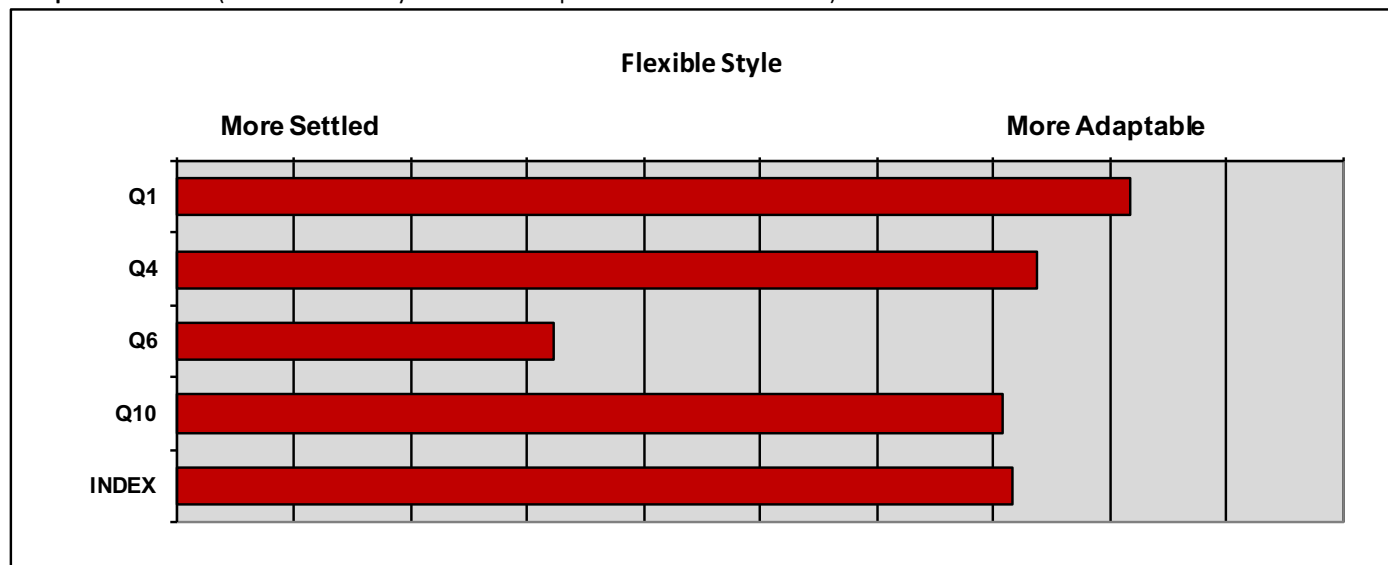
Question Text

Q1	Our members welcome changes in worship.
Q4	Our church tends to stay very close to established ways of doing things.
Q6	We are willing to adapt our worship to the needs and circumstances of the people we want to reach in our local community.
Q10	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.)

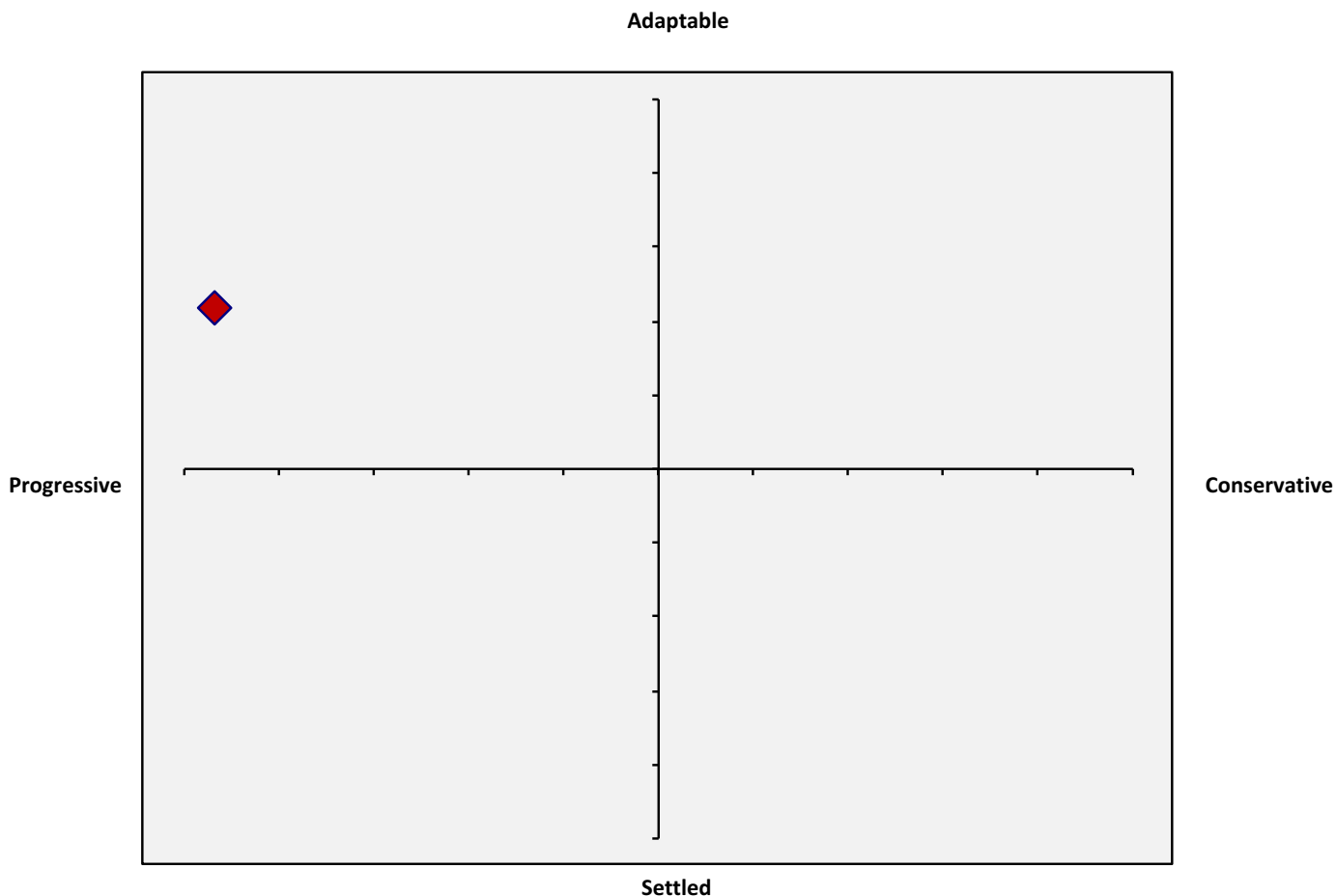
Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
Q1	2.2%	2.2%	8.9%	33.3%	46.7%	6.7%
Q4	0.0%	6.5%	19.6%	47.8%	15.2%	10.9%
Q6	0.0%	8.7%	21.7%	43.5%	26.1%	0.0%
Q10	0.0%	4.7%	7.0%	41.9%	44.2%	2.3%

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



Note: A question with an asterisk is negatively worded relative to the index. In the Comparative Profile, the polarity has been reversed. In every case a longer bar suggests a more adaptable evaluation.

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 adaptable 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.

1. **Progressive-Adaptable** churches
2. **Progressive-Settled** churches
3. **Conservative-Adaptable** churches
4. **Conservative-Settled** churches

Each of these quadrants represent core values that need to be clarified relative to theology and style. It can also be helpful to explore whether strengths have been fully developed and to identify opportunities for further development. Leaders can also work to understand how the vulnerabilities inherent in their type can be hampering vitality and growth.

Performance Dashboard

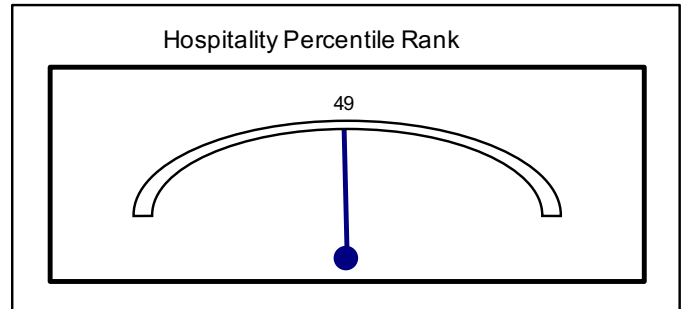
This section gauges the perspectives of respondents on a number of key issues.

Hospitality

I sense an atmosphere of genuine care and concern among our members in time of personal need.

Response	Percentage
Strongly disagree	4%
Disagree	0%
Tend to disagree	0%
Tend to agree	12%
Agree	30%
Strongly agree	54%

Rating: average

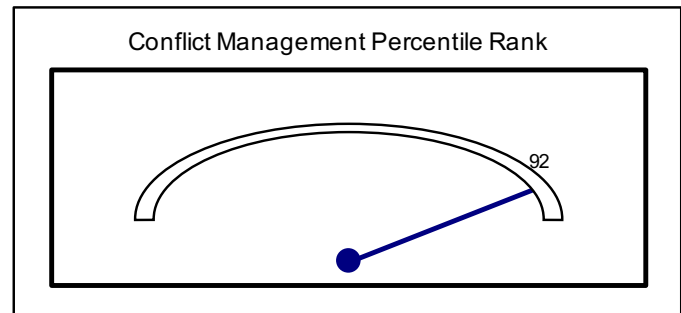


Conflict Management

There is a disturbing amount of conflict in our congregation.

Response	Percentage
Strongly disagree	40%
Disagree	45%
Tend to disagree	15%
Tend to agree	0%
Agree	0%
Strongly agree	0%

Rating: very high

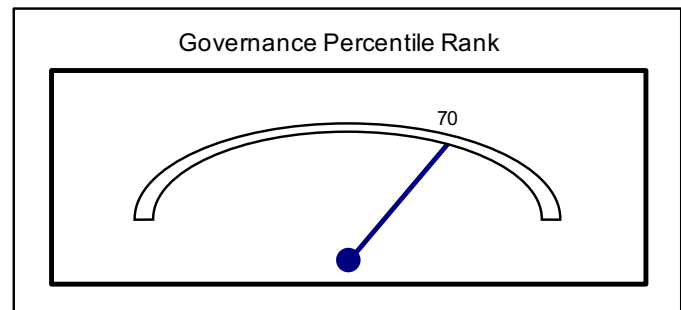


Governance

The leaders of our church show a genuine concern to know what people are thinking when decisions need to be made.

Response	Percentage
Strongly disagree	8%
Disagree	0%
Tend to disagree	4%
Tend to agree	14%
Agree	28%
Strongly agree	46%

Rating: average

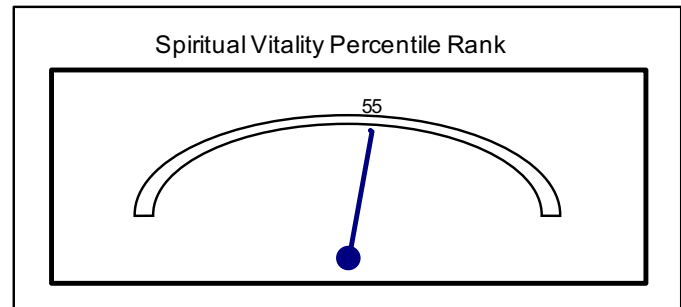


Spiritual Vitality

I work to connect my faith to all the other aspects of my life.

Response	Percentage
Strongly disagree	0%
Disagree	2%
Tend to disagree	2%
Tend to agree	29%
Agree	35%
Strongly agree	33%

Rating: average



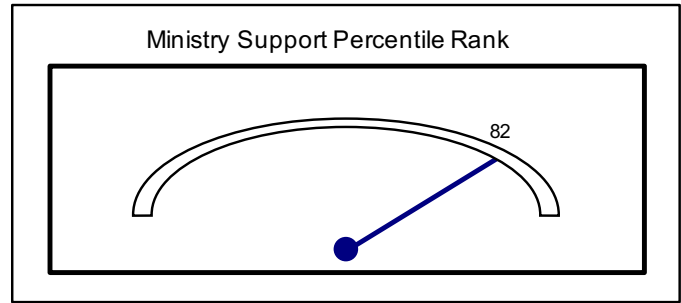
Performance Dashboard

Ministry Support

Our church does a good job supporting persons in ministry by reminding them that they are making a difference.

Response	Percentage
Strongly disagree	0%
Disagree	0%
Tend to disagree	5%
Tend to agree	21%
Agree	52%
Strongly agree	21%

Rating: *high*

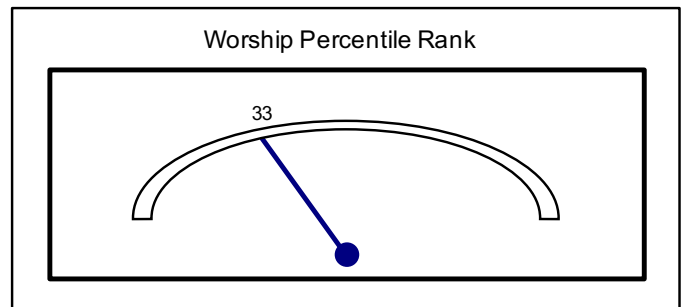


Worship

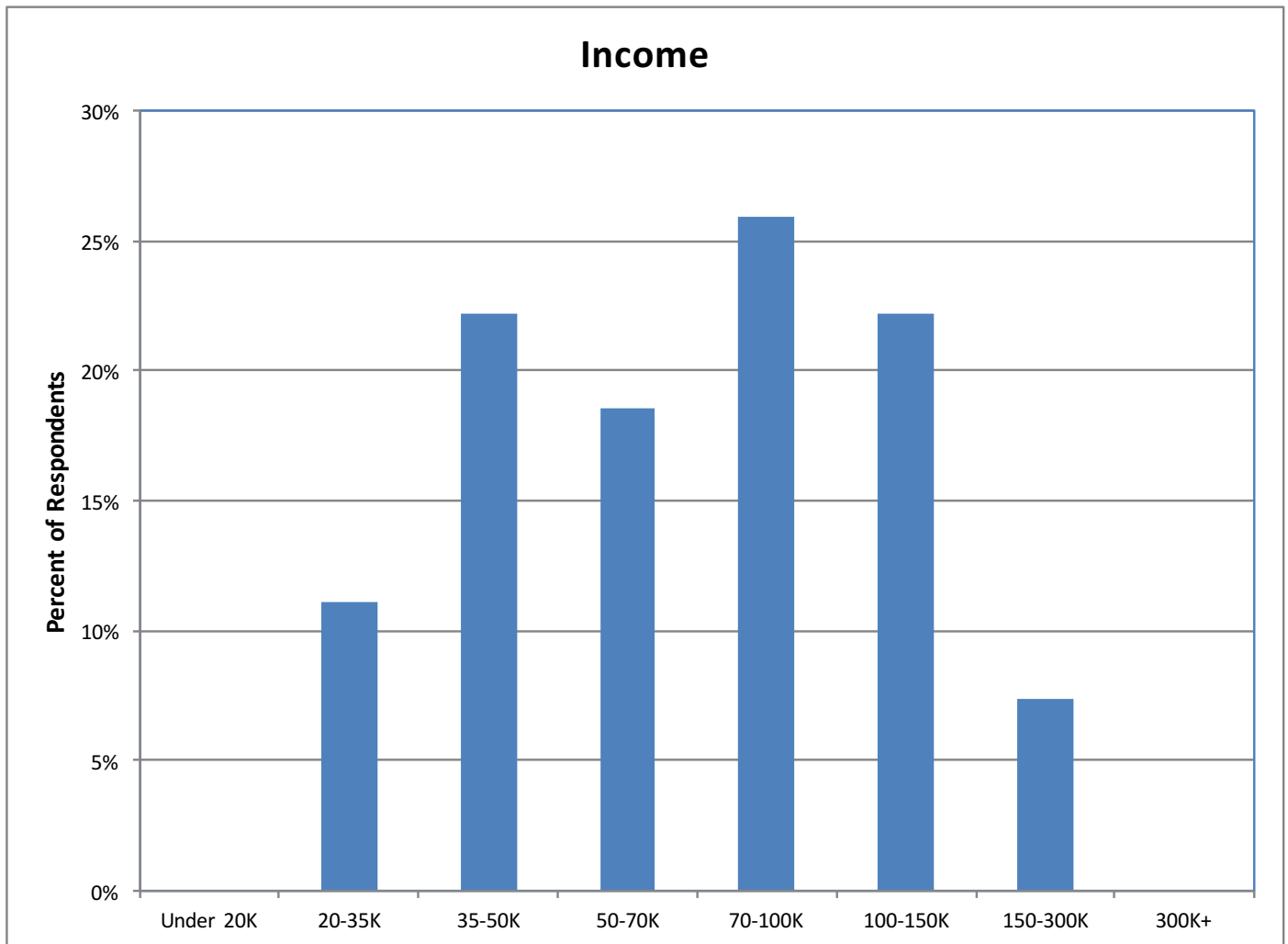
The worship services at our church are exceptional in both quality and spiritual content.

Response	Percentage
Strongly disagree	0%
Disagree	6%
Tend to disagree	14%
Tend to agree	34%
Agree	36%
Strongly agree	10%

Rating: *average*



Financial Information



Current Giving Level

The information below indicates the current level of giving in your congregation. On average church members in the United States contribute about 2% of their household income to the church. It is a realistic goal for most churches to develop the generosity of their members to reach an average of 3% of household income given to the church.

Total Church Income	\$108,950
Per household giving	\$10,895.00
Average household income	\$60,813
Percent of household income given	17.92%

Church

Most recent membership	60
One year earlier	50
Two years earlier	40
Three years earlier	35
Most recent new members	7
One year earlier	15
Two years earlier	2
Three years earlier	7
Most recent average Sunday attendance	43
One year earlier	40
Two years earlier	30
Three years earlier	30
Church Assessment Roll	60
Number of households	10
Givers of record	29
Letters sent out	60
Number returned/participated	50
Total receipts most recent	108950
Total receipts one year earlier	94545
Total receipts two years earlier	58750

Community

Population trend	A church where the community within one mile of the church has a population that has been slowly increasing over the last three years
Income trend	A church where the income in the neighborhood within one mile of the church has increased but at a slower rate than the larger community over the last three years