A quick tour through the highlights of your CAT Assessment

SURVEY RESPONSE RATES
Any response rate percentage over 30% suggests a reliable representative of the whole. Your 126% participation is excellent and you can feel confident that you can rely on the trends and themes in your report.

ENERGY-SATISFACTION MAP
Your church is in the high energy-high satisfaction quadrant, which is considered the transformation quadrant. Typically, churches in this quadrant are sources of new meaning and purpose for their members. They may also serve as mentors to other churches. The levels of satisfaction and energy have been found to be reliable indicators of the health and vitality of a church.

UNDERSTANDING HOW YOUR STRENGTHS & CHALLENGES IMPACT YOUR TOP PRIORITIES
As a recap, your top priorities have been identified as:
• Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
• Make necessary changes to attract families with children and youth to our church.
• Create more opportunities for people to form meaningful relationships.
• Develop ministries that work toward healing those broken by life circumstances.
• Expand outreach ministries that provide direct services to those living on the margins of society.
• Provide more opportunities for Christian education and spiritual formation at every age and stage of life.

The report sorts your answers into eight areas of strength/challenge, so below follows the most salient insights for each area.

HOSPITALITY: Your church community is well-positioned to welcome new people and you show the clear concern for one another that is foundational to forming meaningful relationships.

MORALE: Your levels of morale are healthy, which suggests you have the energy to move ahead with developing and expanding ministries and providing more education and spiritual formation opportunities.

CONFLICT MANAGEMENT: Overwhelmingly your results affirm that you have, and utilize, the skills to handle conflict in a healthy and effective manner, which are critical to help you through the processes of making changes and trying new things, both fertile ground for conflict.

GOVERNANCE: Your responses indicate an overall level of trust in, and support of, the leadership you have elected for yourselves. The healthier your trust in your leadership, the more successfully you can implement change, like the change that will naturally be needed to address your priorities.

SPIRITUAL VITALITY: Personal spiritual vitality (as something that shapes who we are as a body when we are together) is an area of growth for our denomination in general. We tend to reside more comfortably in our heads than in our hearts, which means it may involve more risk and more vulnerability than we are accustomed to in the
very valuable (central-to-the-gospel) work of forming meaningful relationships.

**READINESS FOR MINISTRY:** With new ministries as priorities, it is important to note that, while the church is doing the work of helping members understand each is called to ministry and helping members discern their gifts, there is a desire for more of this work. For new ministries to be well-supported, leadership would do well to guide members to be more ready for ministry and members must engage with the guidance being offered.

**ENGAGEMENT IN EDUCATION:** It is the exceptional church that has high scores on all questions related to this area, and you do. It suggests your energy is well-spent providing more opportunities for Christian education and spiritual formation because people will engage with what is developed.

**WORSHIP AND MUSIC:** The worship experience is central to the vitality and growth of a congregation. Research suggests that when the worship experience of a congregation is vibrant, members also tend to feel energized about the work of the church. Your scores are the highest I’ve seen which suggests you are ready to begin addressing the priorities which have arisen.

**HOW TO LEVERAGE WHO YOU ARE**

Based on two other areas of questions which are descriptive rather than strength/challenge-based, we know that you can be described as a Progressive-Settled church, which is also known as a Paraclete (meaning Advocate) culture. Paraclete cultures are ultimately concerned with the development of communities that are intellectually open and reflective, but with attention paid to the importance of structure and ritual. Paraclete cultures value openness to others who think differently about their faith.

Paraclete cultures are uniquely equipped to focus on ministries of healing. Their openness can make them comfortable dealing with various expressions of human brokenness and the emotional/spiritual consequences of life’s misfortunes.

A word of caution comes here: If Paraclete cultures do not find a way to balance their openness with reasonable expectations of others, they may end up attracting more needs than the resources required to address those needs. Their admirable tendency to accept people where they are may not offer an adequate level of accountability that is also essential to wholeness. Without a sufficient level of flexibility, they may become frozen in time and irrelevant to the thinking of those in the community around them.

By developing a performance dimension to their lives, Paraclete cultures add an appropriate level of expectation that can generate both strength and resources. This might be achieved through excellence in a number of areas including liturgical arts, outstanding preaching, or architecture. An emphasis on the power of the Gospel to transform and not simply comfort is critical. You are already leveraging this type of balance with outstanding preaching and architecture among other things. It’s important to continue attending to these areas so that your strengths are not sabotaged.