

Report on the Congregational Assessment Tool (CAT)

Greg Dewey, Profile Committee
St. Michael's Episcopal Church
Carmichael, September 2024

Thank You

149 Survey Responses

54% Response Rate

128% of Average Sunday Attendance

The Search for a New Rector

- Search Committee-Suzanne Phinney (Chair), in progress
- Profile Committee-Doug Davy (Chair), in progress
 - CAT Survey
 - Listening Sessions
 - Text, Data, Financials, Photos
- Rector's Job Description-tbd
- Review by Bishop
- Begin Search Process

Services Rendered by Holy Cow Consulting Firm

- The Questionnaire
- Data Collection
- Data Analysis and Display
 - Within Group- Stratification by Age and by Time at Parish
 - Comparison with Like Churches-Dashboard
- Interpretation and Suggestions-Classification and Comparisons

Spoiler Alert: We are a transformational clergy-centric church that supports diverse theological backgrounds within a paraclete culture

Satisfaction

Peace

**Fulfillment
Wholeness**

**Belonging
Meaningful
relationships**

**Absence
of discord**

Energy

**Compelling
Sense of
Purpose**

**Force of
Engagement**

***Passion with
Intention***

High Energy

High Energy
Low Satisfaction

High Energy
High Satisfaction

Chaos

Transformational



Low Satisfaction

Reinvention/Recovery

Static

High Satisfaction

Low Energy
Low Satisfaction

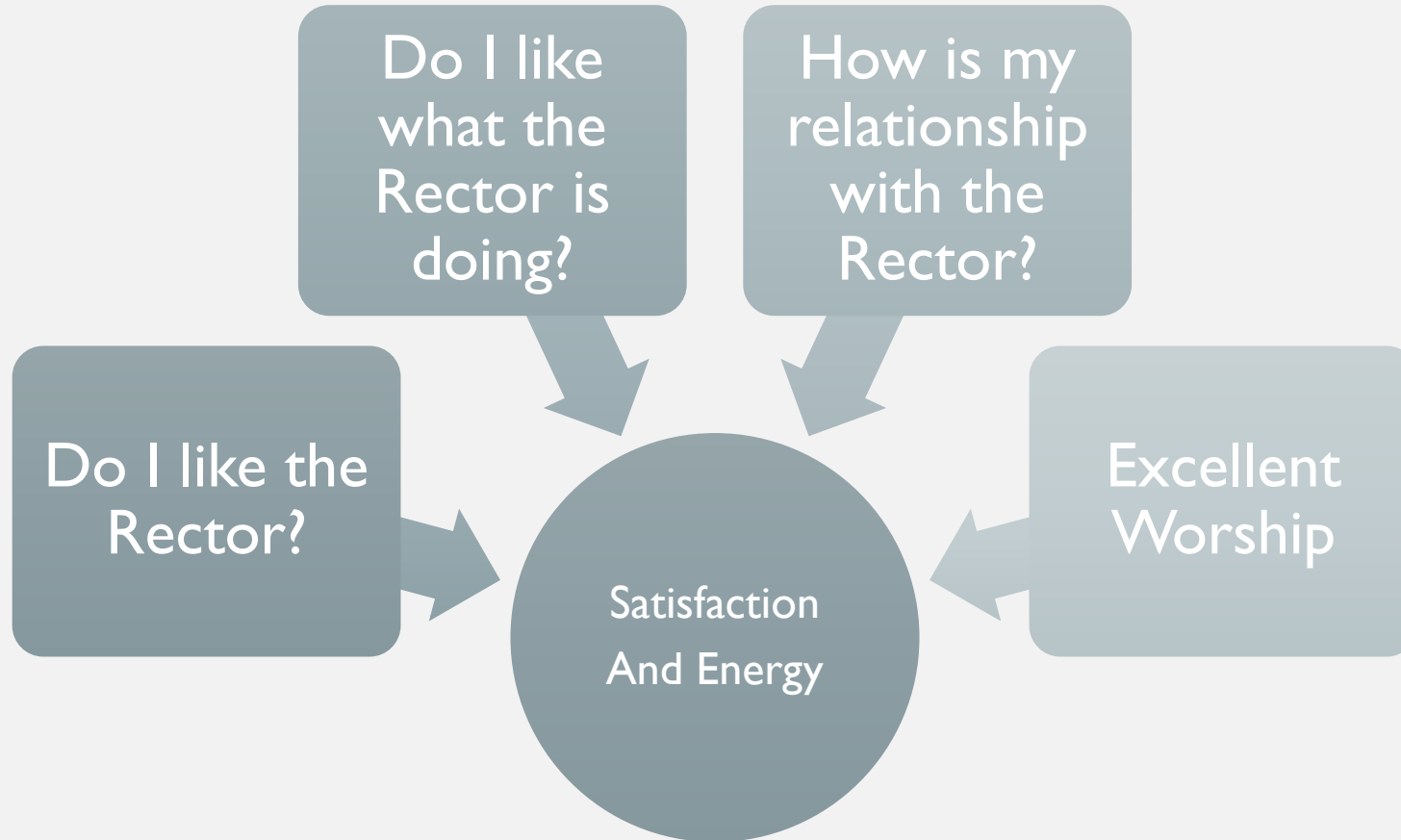
Low Energy
High Satisfaction

Low Energy

DRIVER THEMES

- Clergy (4)
- Relationships (4)
- Governance/Morale (1 each)

THE CLERGY FOCUSED CONGREGATION



Overall Vital Signs

Descriptive Map

Adaptable

Progressive

MAGI:

The Good: Rational,
Advocate,
Intellectual (Yoda)
The Bad: Aloof,
Impersonal,
Unapproachable
(Spock)

PERFORMANCE:

The Good: Spontaneous,
Relevant, Experiential (Hans
Solo)
The Bad: Unpredictable, Flaky
(R2D2)

Conservative

PARACLETE:

The Good: Compassionate,
Healing, Mentoring (Mother
Teresa)
The Bad: Overly Emotional,
Naïve, Sentimental (Don
Quixote)

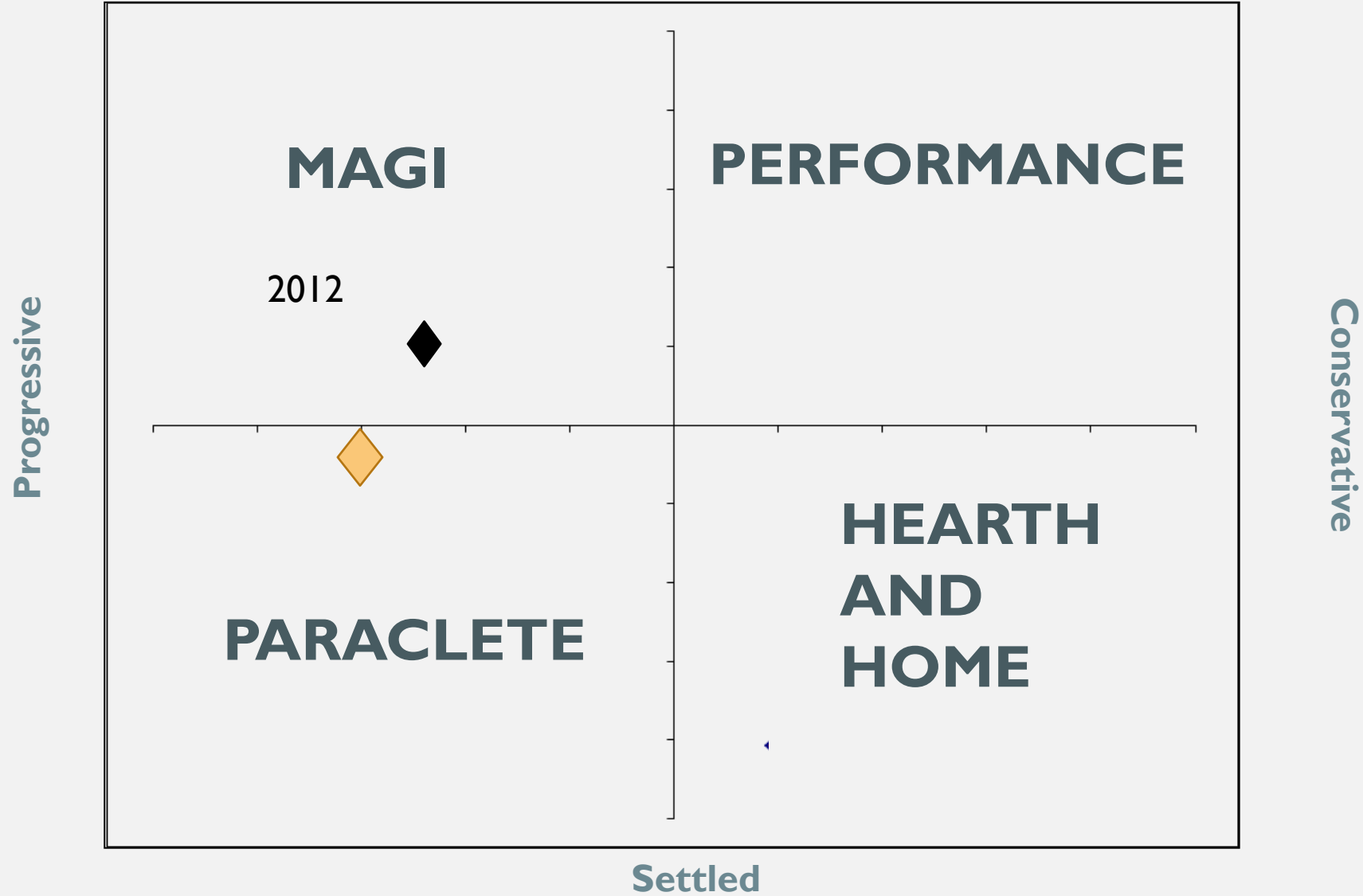
HEARTH AND HOME:

The Good: Stable, Secure
Guardian (Prodigal Father)
The Bad: Rigid, Controlling
(Elder Brother)

Settled

Descriptive Map

Adaptable



MAGI CULTURE AT ITS BEST

- Ultimately concerned with the rational integrity of faith and just application of faith to life and the journey of understanding
- Not averse to wandering aspect of faith (i.e. travel/pilgrimage, lecturers brought on site, international exchanges for leadership)
- Combination of an adaptable approach to change and more progressive theological perspective results in strengths including exploration, advocacy, and inclusiveness

PARACLETE CULTURE AT ITS BEST

- Develop communities that are intellectually open and reflective but that pays attention to structure and ritual.
- Comfortable with the unique spiritual path each individual must follow but believe that there are important patterns to spiritual practice.
- Uniquely equipped to focus on ministries of healing-often engaged in front line work-when the community is warm and hospitable, it can be a haven for those in need of healing or recovery.

Who We Are

Top Right on Satisfaction Energy Map

Drivers Data

We are a transformational clergy-centric church that supports diverse theological backgrounds within a paraclete culture

Benchmark Data

Bottom Left on Descriptive Map

CRITICAL SUCCESS FACTORS

Clergy

- Bringing out best
- Communication
- Preaching relevant and with integrity

Relationships

- Care in times of need
- Friendly atmosphere

Development

- Discovering gifts
- Leaders representative

THREE PRIORITIES FOR YOUR CONGREGATION

Growth: Comprehensive strategy to reach new people and incorporate them into the life of the church

Growth: Make necessary changes to attract families with children and youth to our church.

Christian Ed: Provide more opportunities for Christian Education and Spiritual formation

Where Are We Going and How Are We Going to Get There?

Come to the Listening Sessions

Oct. 13 After Church in Person

Oct. 13 7:00 PM Zoom

Oct. 16, 6:30 PM In Person