




For an audio walk-through of this page, click on the walking cat while online: 

Vital Signs

St. James Episcopal Church, Clinton, NY

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	61%
On the fence	33%
Solid negative	6%

Worship Attendance Trends

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

Less	19%
Same	68%
More	13%

Average annual change in attendance -2%

Value of Church Attendance

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

Solid positive	50%
On the fence	44%
Solid negative	6%

Top Three Priorities

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

First	Question #59	Develop and implement a comprehensive strategy to reach new people.
Second	Question #57	Make necessary changes to attract families with children and youth to our church.
Third	Question #52	Develop the spiritual generosity of the people to financially support the ministry of the church.

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 #46	The worship services at our church are exceptional in both quality and spiritual content.
Question #42	Persons who serve as leaders in our church are representative of the membership.
Question #7	Problems between groups in this congregation are usually resolved through mutual effort.
Question #13	The leaders of our church show a genuine concern to know what people are thinking when decisions need to be made.
Question #43	Our church provides opportunities for members to engage in active ministry within the church and to the world.

Drivers of Worship Attendance

The top two drivers of worship attendance are:

Question #19	Being part of this church community has given new meaning to my life.
Question #22	Our church prepares our members for ministry by helping them discern their gifts.

Drivers of Financial Giving

The top two drivers of financial giving are:

Question #43	Our church provides opportunities for members to engage in active ministry within the church and to the world.
Question #40	The music at our church is outstanding in quality and appropriate in style to our congregation.

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 #59	Develop and implement a comprehensive strategy to reach new people.
Second	Question #57	Make necessary changes to attract families with children and youth to our church.
Third	Question #52	Develop the spiritual generosity of the people to financially support the ministry of the church.
Fourth	Question #65	Develop ministries that work toward healing those broken by life circumstances.
Fifth	Question #64	Work to renew and revitalize the community around the church.
Sixth	Question #58	Move decisively to provide high quality education for every age and stage of life.
Seventh	Question #66	Expand outreach ministries that provide direct services to those living on the margins of society.
Eighth	Question #54	Strengthen the process by which members are called and equipped for ministry and leadership.
Ninth	Question #51	Create more opportunities for people to form meaningful relationships.
Tenth	Question #63	Strengthen the management and support of persons in various ministries.
Eleventh	Question #50	Deepen our sense of connection to God and one another through stronger worship services.
Twelfth	Question #55	Strengthen the pastoral response of the church in serving people with special needs.
Thirteenth	Question #62	Work as an advocate for social and institutional change.
Fourteenth	Question #61	Adapt the opportunities provided by the church making them more accessible.
Fifteen	Question #60	Expand the international mission of the church with both financial resources and personal involvement.
Sixteenth	Question #53	Enlarge or improve the physical facilities of the church to expand or enhance our ministries.
Seventeenth	Question #56	Change or improve the music of the church to deepen our worship experience.

GOALS



Priorities by Worship Attendance

(See page 21)

Infrequent attendees (once a month or less) indicate the following four top priorities:

First	Question #59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Second	Question #65	Develop ministries that work toward healing those broken by life circumstances.
Third	Question #51	Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc).
Fourth	Question #64	Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.

Frequent attendees (2 times a month or more) indicate the following four top priorities:

First	Question #59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Second	Question #57	Make necessary changes to attract families with children and youth to our church.
Third	Question #52	Develop the spiritual generosity of the people to financially support the ministry of the church.
Fourth	Question #64	Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.

GOALS

Priorities by Age

(See page 21)

Respondents 34 years or younger indicate the following four priorities for the future:

First	Question #66	Expand outreach ministries that provide direct services to those living on the margins of society.
Second	Question #57	Make necessary changes to attract families with children and youth to our church.
Third	Question #64	Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.
Fourth	Question #59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.

Respondents 35 - 64 years indicate the following four priorities for the future:

First	Question #59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Second	Question #57	Make necessary changes to attract families with children and youth to our church.
Third	Question #58	Move decisively to provide high quality education for every age and stage of life.
Fourth	Question #52	Develop the spiritual generosity of the people to financially support the ministry of the church.

Respondents 65+ years indicate the following four priorities for the future:

First	Question #59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Second	Question #57	Make necessary changes to attract families with children and youth to our church.
Third	Question #52	Develop the spiritual generosity of the people to financially support the ministry of the church.
Fourth	Question #65	Develop ministries that work toward healing those broken by life circumstances.

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.

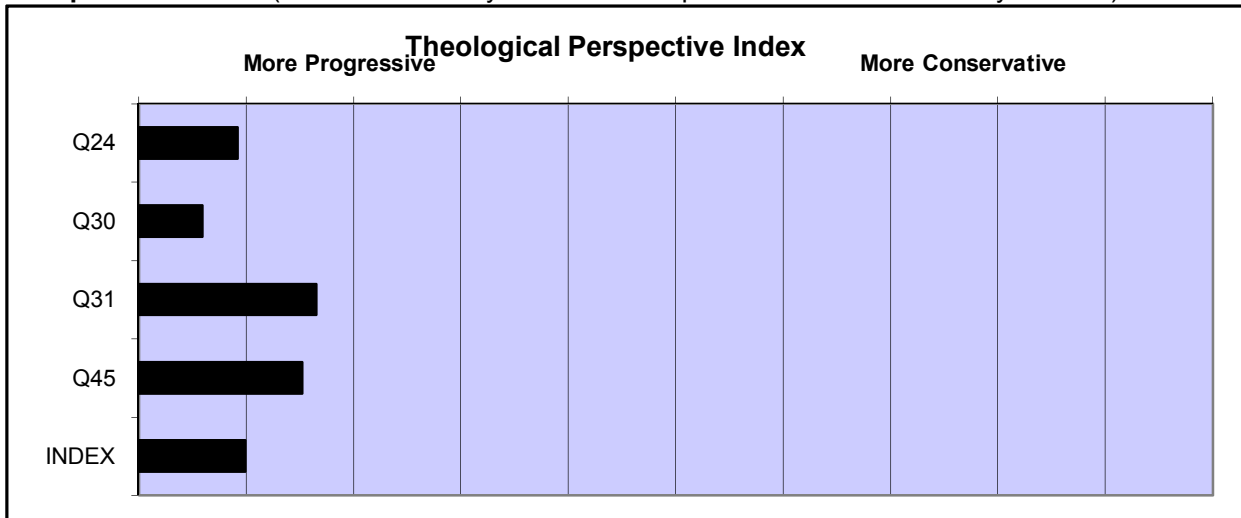
Question Text

Q24	Converting persons to Christ must be the first step in creating a better society.
Q30	Our church 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	18.0	22.1	24.6	18.9	12.3	4.1
Q30	4.1	2.1	18.6	42.3	29.9	3.1
Q31	33.6	24.6	18.0	11.5	8.2	4.1
Q45	11.2	16.8	34.4	22.4	13.6	1.6

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.

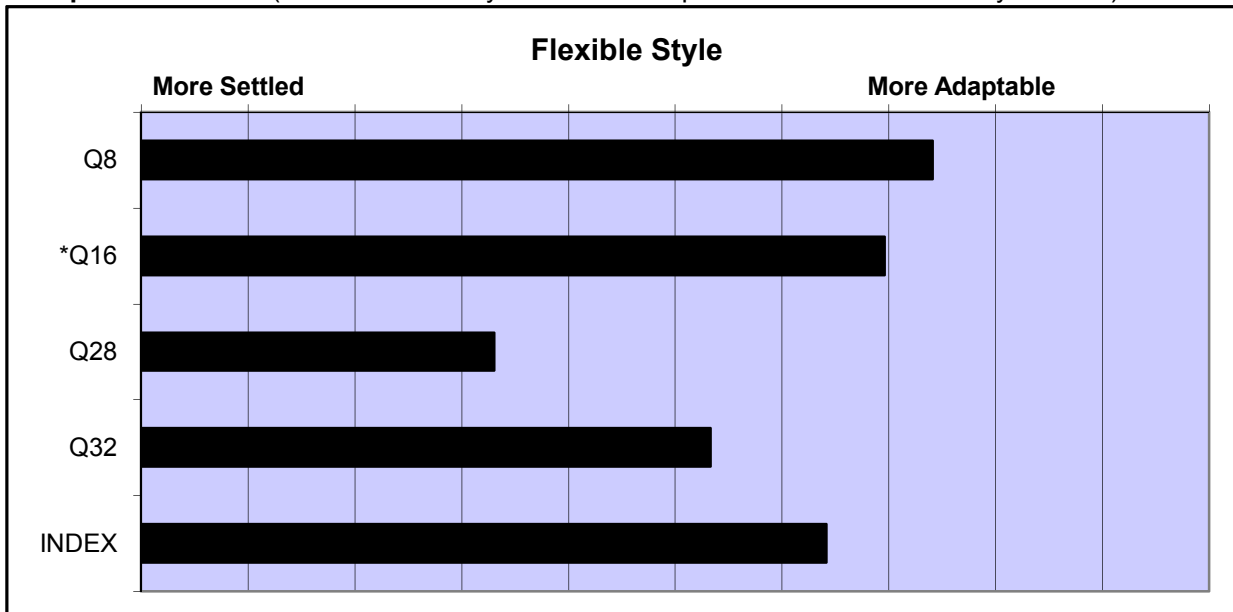
Question Text

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 members.

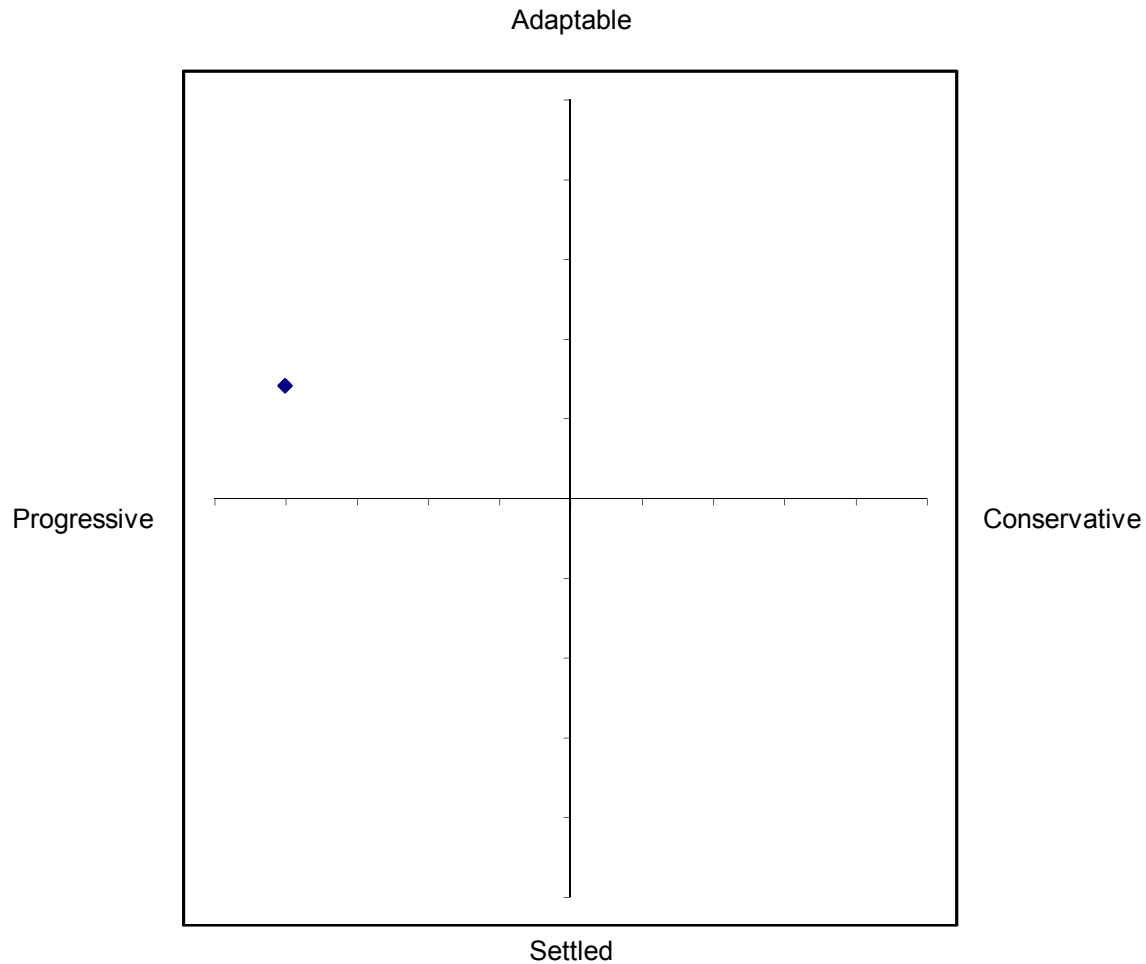
Response Percentages (These are the scores from your congregation)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
Q8	2.5	5.9	11.0	22.0	42.4	16.1
*Q16	0.0	5.8	18.2	38.8	32.2	5.0
Q28	3.6	11.8	23.6	31.8	26.4	2.7
Q32	0.0	8.2	14.5	34.5	40.0	2.7

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.

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.

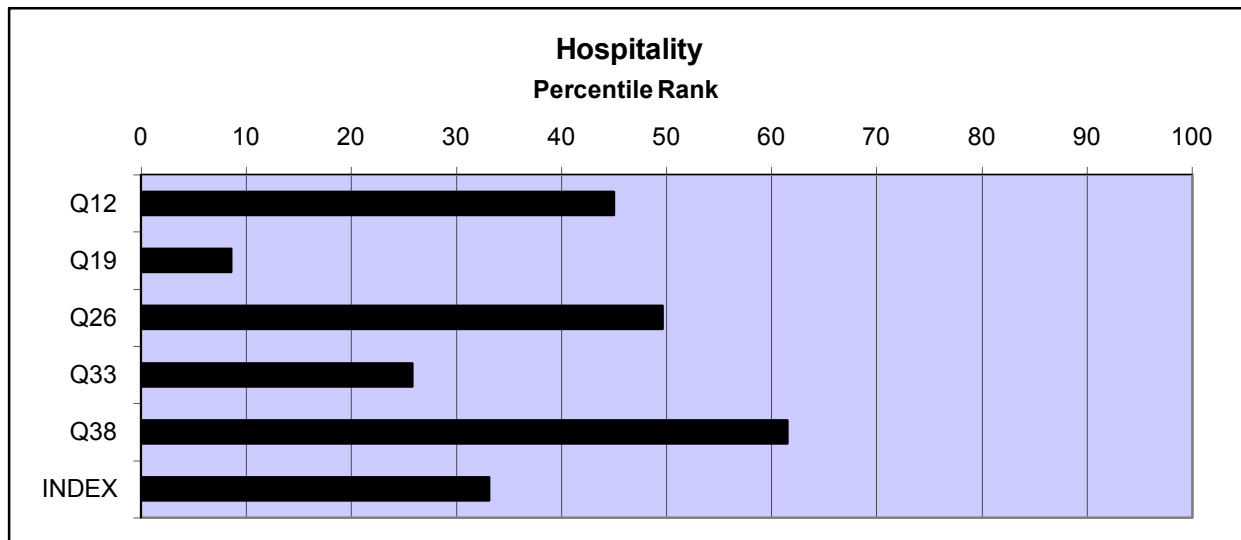
Question Text

Q12	Our church welcomes and is enriched by persons from many different walks of life.
Q19	Being part of this church community has given new 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	0.0	3.9	14.1	13.3	44.5	24.2
Q19	0.8	8.1	13.8	28.5	35.8	13.0
Q26	0.0	0.8	2.4	19.8	41.3	35.7
Q33	0.8	3.2	1.6	21.4	37.3	35.7
Q38	0.0	4.2	8.3	20.8	50.0	16.7

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.

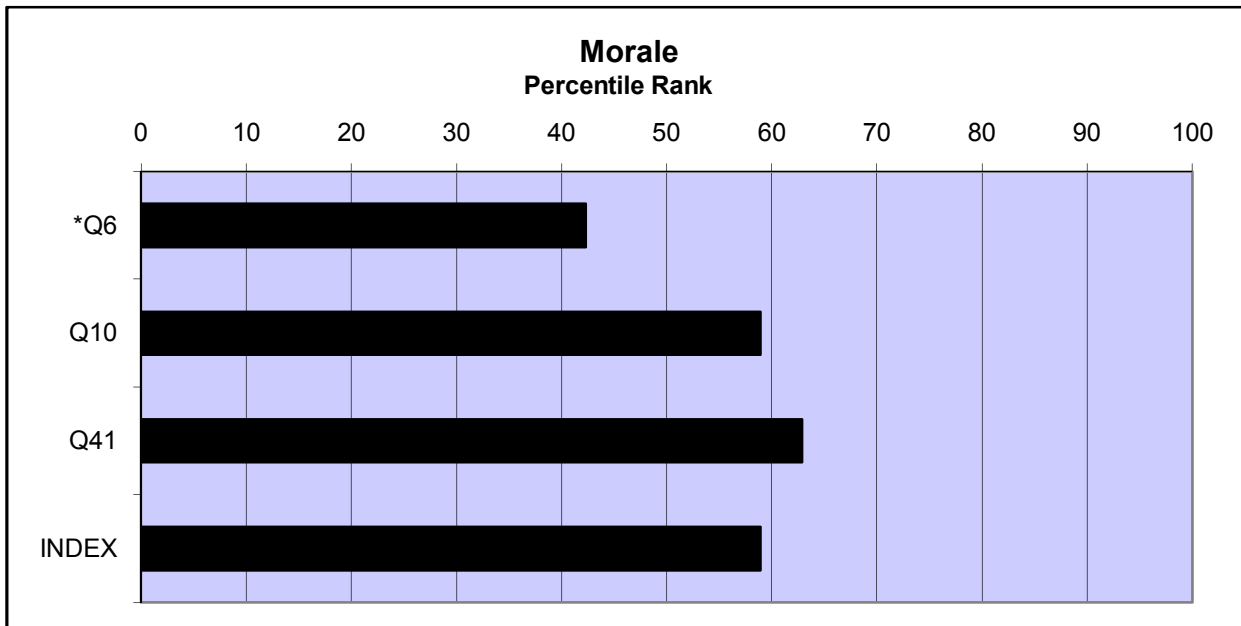
Question Text

*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	9.2	28.6	31.9	14.3	10.1	5.9
Q10	0.8	8.9	17.9	32.5	36.6	3.3
Q41	0.8	4.9	9.8	23.6	45.5	15.4

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.

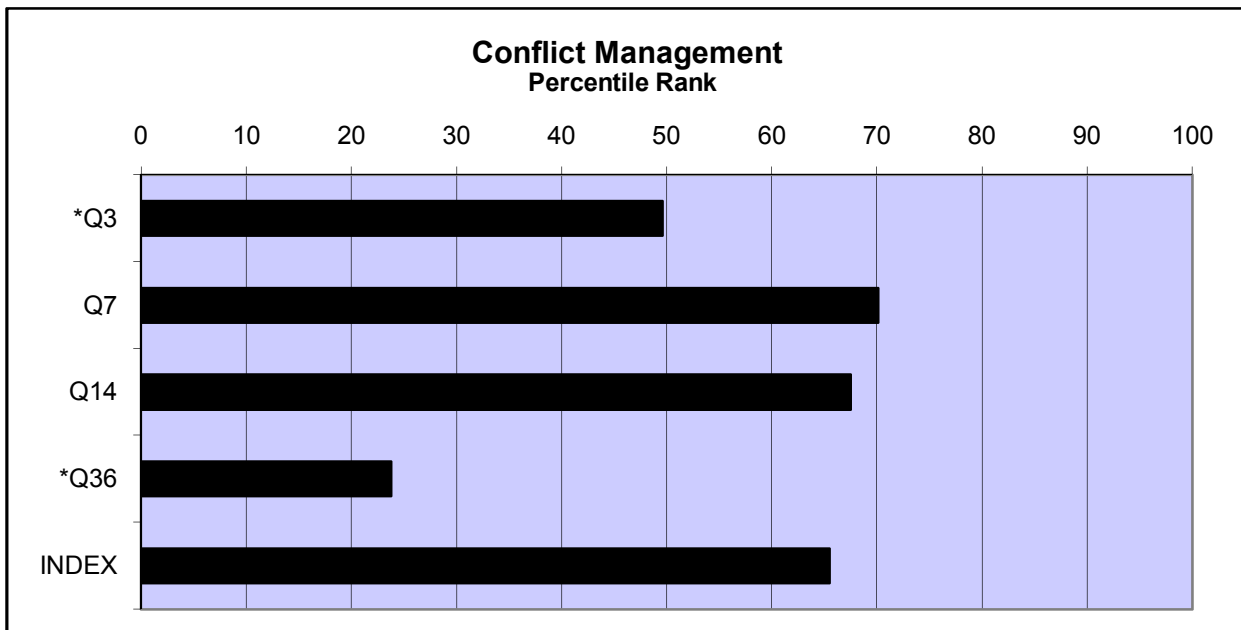
Question Text

*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	9.3	38.0	26.9	14.8	5.6	5.6
Q7	1.0	0.0	11.5	38.5	41.7	7.3
Q14	0.9	1.7	6.9	26.7	50.9	12.9
*Q36	3.4	35.2	30.7	18.2	10.2	2.3

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.

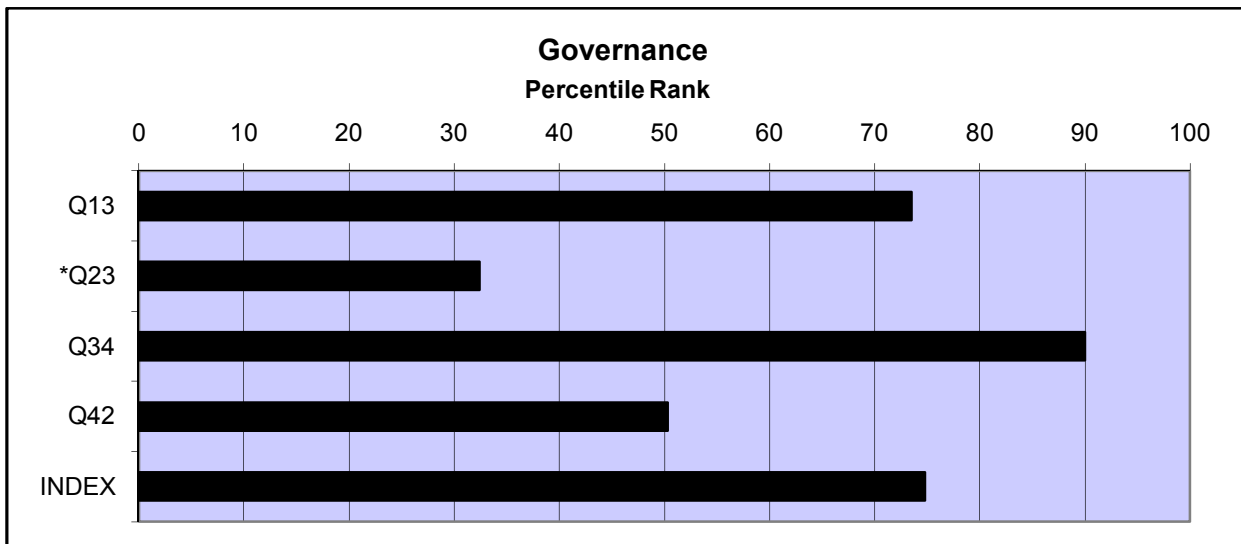
Question Text

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	2.4	9.6	24.0	39.2	24.8
*Q23	0.9	9.6	19.3	27.2	25.4	17.5
Q34	0.9	2.6	4.3	24.8	47.0	20.5
Q42	0.0	0.8	8.3	30.6	47.9	12.4

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."

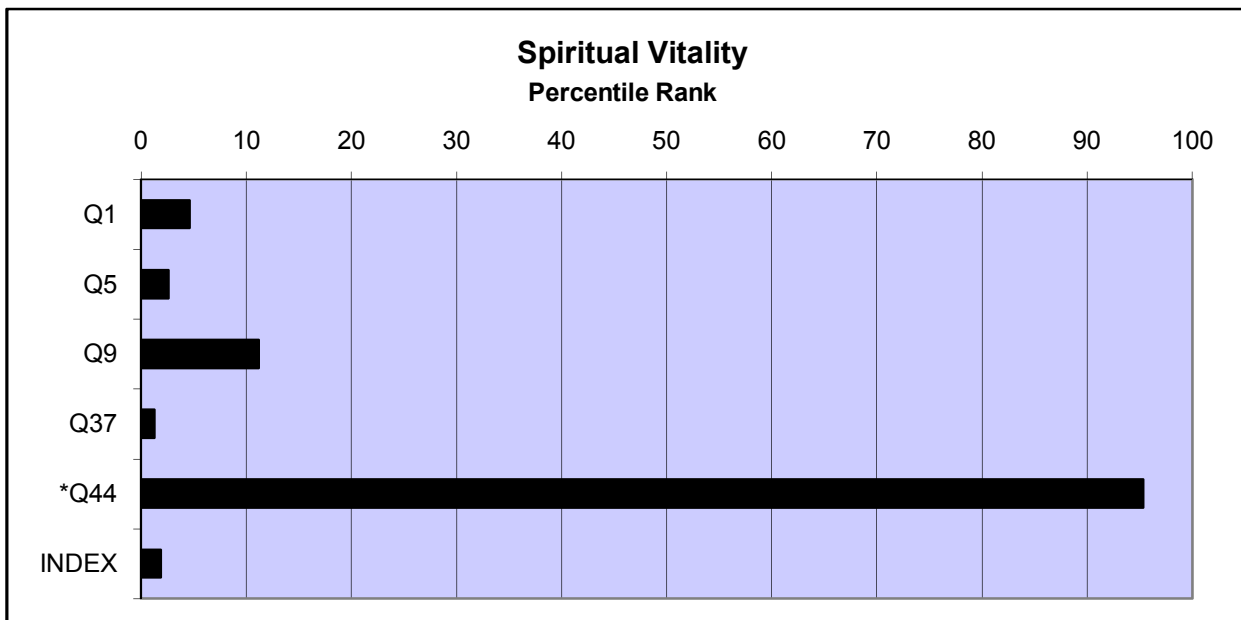
Question Text

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	1.6	4.7	18.8	45.3	28.9
Q5	0.8	5.6	13.6	24.8	34.4	20.8
Q9	0.0	0.8	6.3	14.1	44.5	34.4
Q37	0.0	3.1	10.2	32.3	38.6	15.7
*Q44	5.6	22.4	29.6	24.0	15.2	3.2

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,

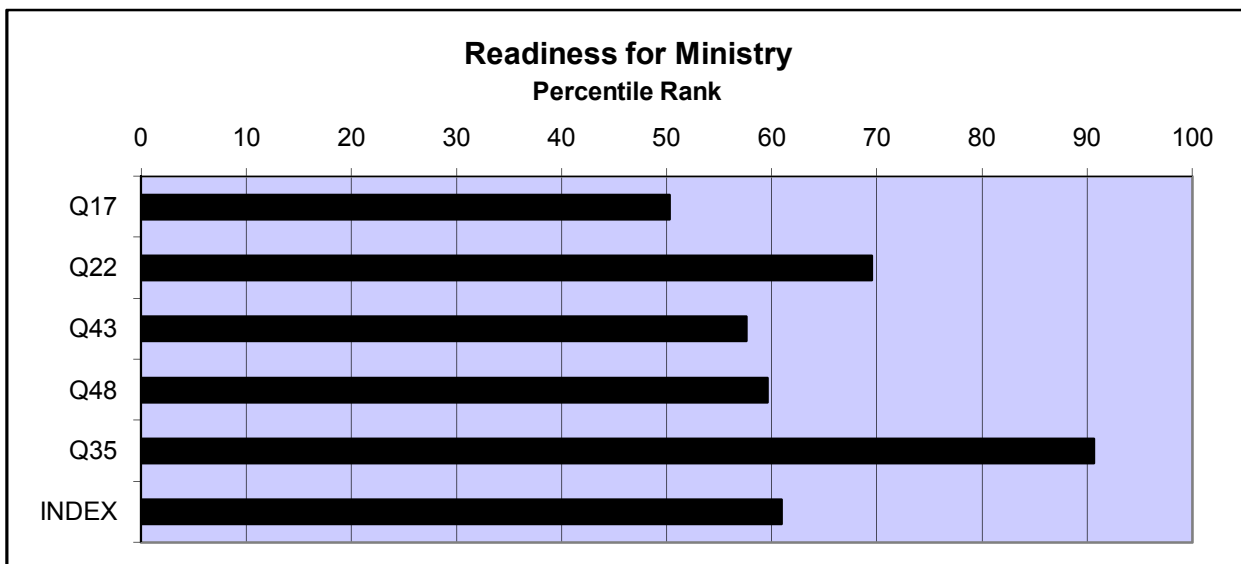
Question Text

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	3.5	22.1	32.7	38.1	2.7
Q22	0.0	4.7	20.6	36.4	32.7	5.6
Q43	0.0	1.7	2.5	20.7	56.2	19.0
Q48	0.0	1.9	7.4	34.3	50.0	6.5
Q35	0.0	1.9	4.7	21.7	47.2	24.5

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.

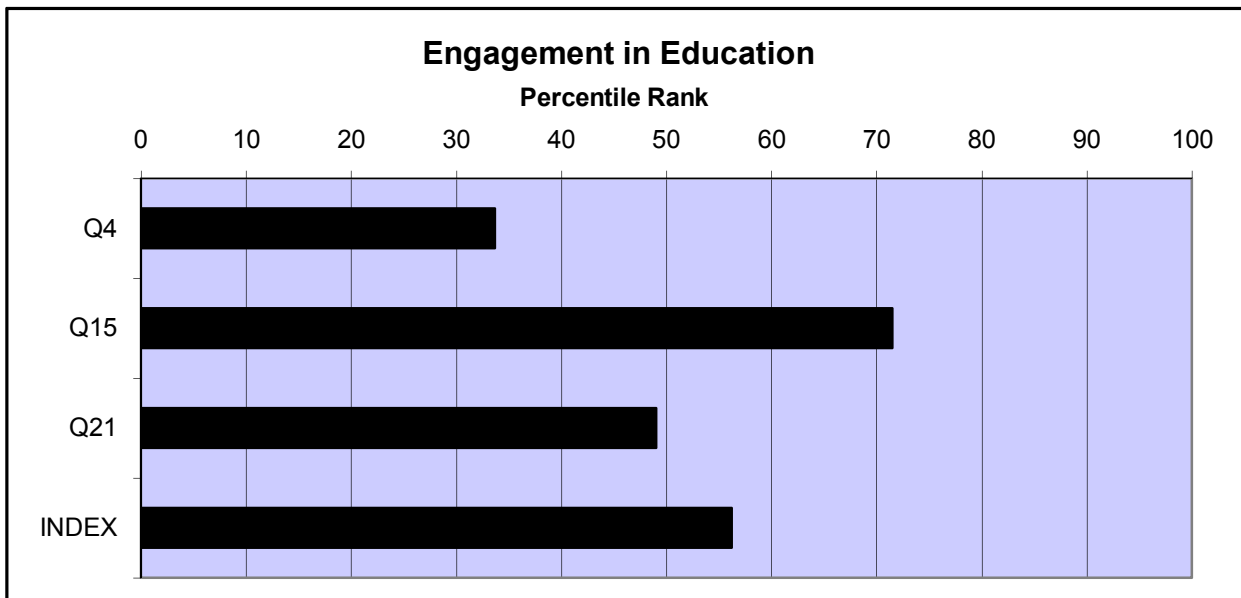
Question Text

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	0.0	3.3	10.7	42.1	39.7	4.1
Q15	0.0	1.6	13.9	23.8	54.1	6.6
Q21	0.0	7.6	26.1	27.7	31.9	6.7

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.

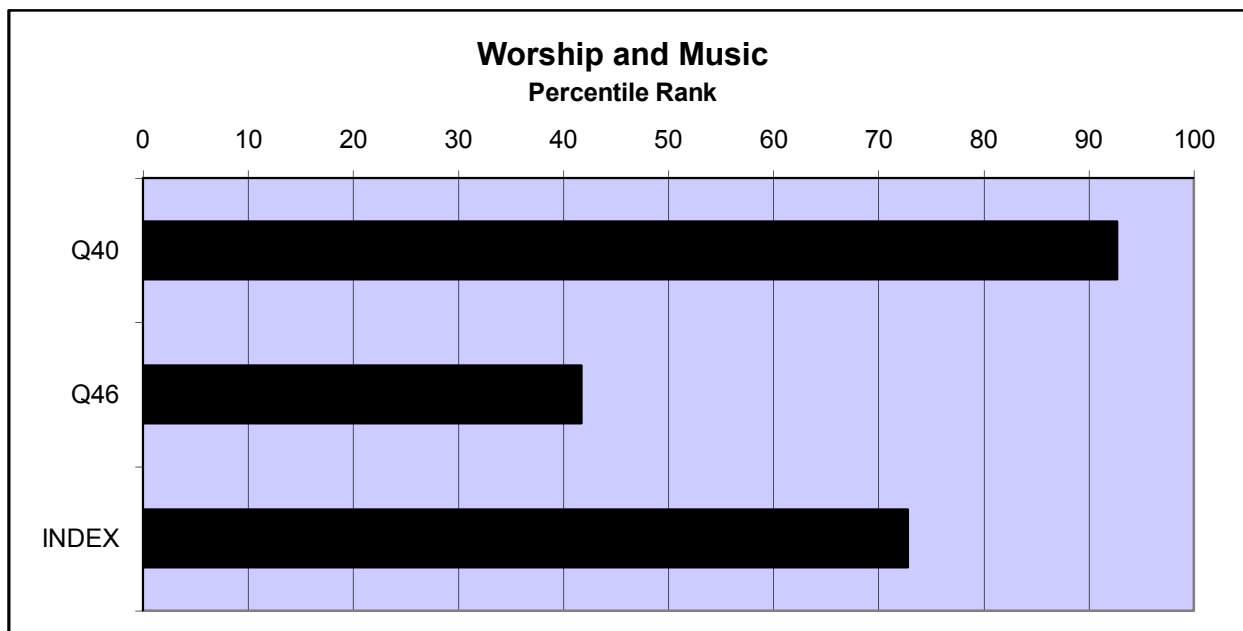
Question Text

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.

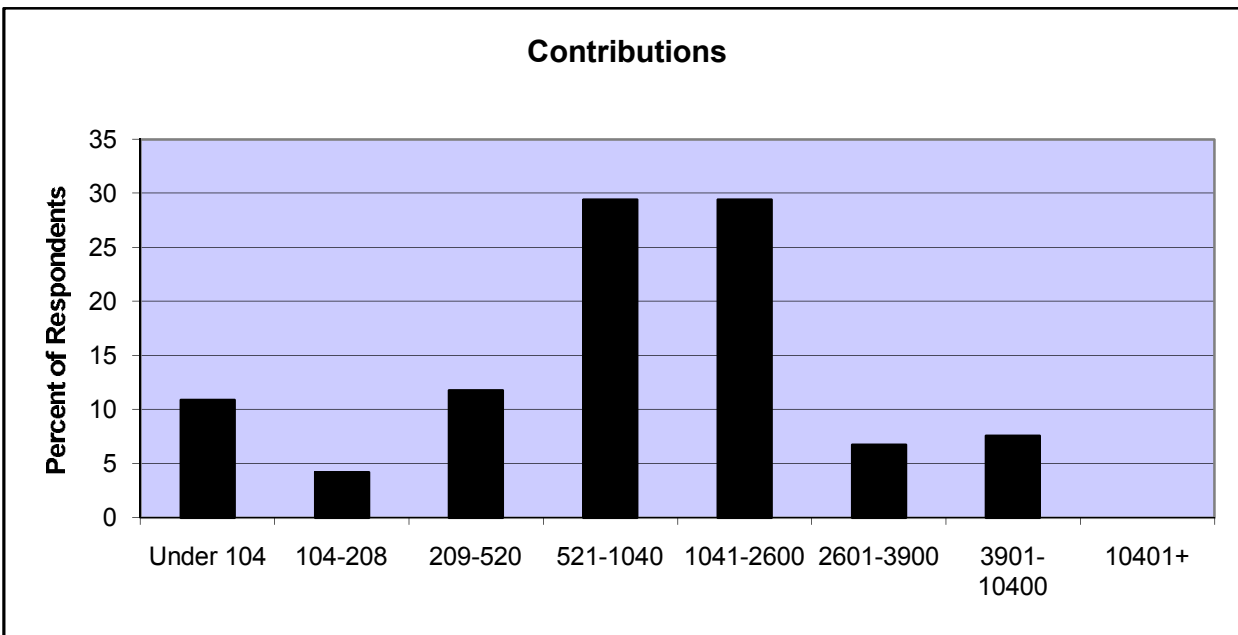
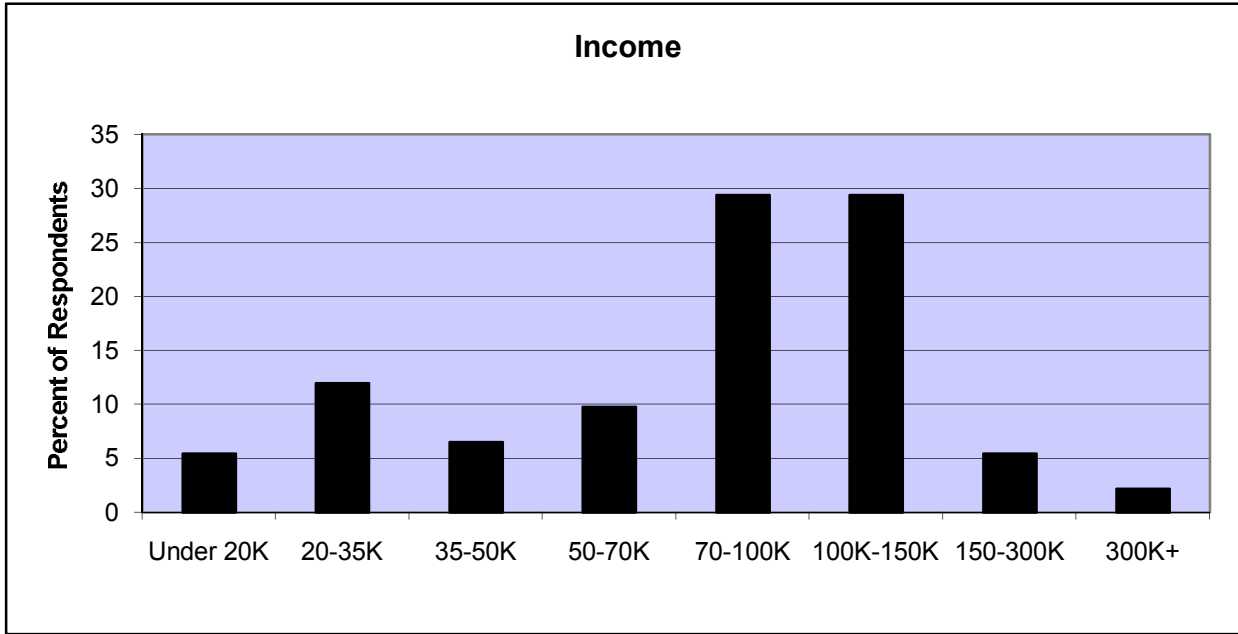
Response Percentages (These are the scores from your congregation)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
Q40	1.6	0.8	3.2	4.8	21.0	68.5
Q46	0.8	2.5	9.0	36.9	40.2	10.7

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



FINANCIAL INFORMATION



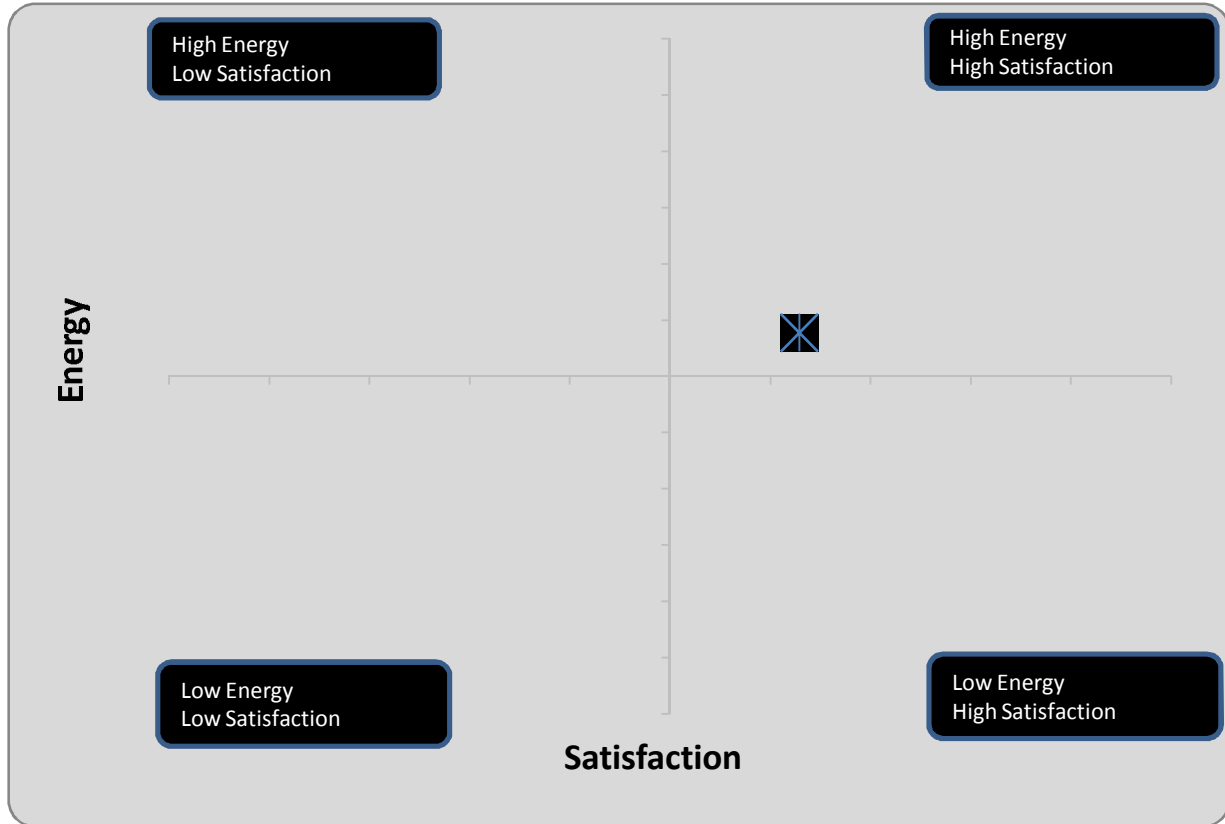
Total Church Income	\$182,798
Per household giving	\$1,121
Average household income	\$93,940
Percent of household income given	1.19%
Percentile Rank	15

OTHER INFORMATION

Age	Below 19	19-24	25-34	35-44	45-54	55-64	65+
	1%	5%	2%	9%	14%	30%	40%
Tenure	Under one year	1-2 years	3-4 years	5-10 years	11-15 years	16-20 years	Over 20 years
	1%	5%	7%	15%	10%	11%	50%
Distance	Under 4 blocks	5-8 blocks	1-2 miles	3-4 miles	5-9 miles	10-15 miles	Over 15 miles
	15%	7%	33%	15%	20%	5%	4%
Attendance	None	1-4 times	Once per month	Twice per month	Three times a month	All but 4 weeks	Every week
	2%	9%	12%	11%	34%	20%	11%
Attendance Trend*	Third as much	Half as much	Somewhat less	Same	Somewhat more	Twice as much	Three times as much
	6%	4%	10%	68%	9%	3%	1%
Gender	Male	Female					
	38%	62%					

***compared with three years ago**

ENERGY-SATISFACTION MAP



DATA SUMMARY

	Strongly Disagree	Disagree	Tend to Disagree	Tend To Agree	Agree	Strongly Agree	7	8
Question #1	0.8	1.6	4.7	18.8	45.3	28.9	0.0	0.0
Question #3	9.3	38.0	26.9	14.8	5.6	5.6	0.0	0.0
Question #4	0.0	3.3	10.7	42.1	39.7	4.1	0.0	0.0
Question #5	0.8	5.6	13.6	24.8	34.4	20.8	0.0	0.0
Question #6	9.2	28.6	31.9	14.3	10.1	5.9	0.0	0.0
Question #7	1.0	0.0	11.5	38.5	41.7	7.3	0.0	0.0
Question #8	2.5	5.9	11.0	22.0	42.4	16.1	0.0	0.0
Question #9	0.0	0.8	6.3	14.1	44.5	34.4	0.0	0.0
Question #10	0.8	8.9	17.9	32.5	36.6	3.3	0.0	0.0
Question #12	0.0	3.9	14.1	13.3	44.5	24.2	0.0	0.0
Question #13	0.0	2.4	9.6	24.0	39.2	24.8	0.0	0.0
Question #14	0.9	1.7	6.9	26.7	50.9	12.9	0.0	0.0
Question #15	0.0	1.6	13.9	23.8	54.1	6.6	0.0	0.0
Question #16	0.0	5.8	18.2	38.8	32.2	5.0	0.0	0.0
Question #17	0.9	3.5	22.1	32.7	38.1	2.7	0.0	0.0
Question #19	0.8	8.1	13.8	28.5	35.8	13.0	0.0	0.0
Question #21	0.0	7.6	26.1	27.7	31.9	6.7	0.0	0.0
Question #22	0.0	4.7	20.6	36.4	32.7	5.6	0.0	0.0
Question #23	0.9	9.6	19.3	27.2	25.4	17.5	0.0	0.0
Question #24	18.0	22.1	24.6	18.9	12.3	4.1	0.0	0.0
Question #26	0.0	0.8	2.4	19.8	41.3	35.7	0.0	0.0
Question #28	3.6	11.8	23.6	31.8	26.4	2.7	0.0	0.0
Question #30	4.1	2.1	18.6	42.3	29.9	3.1	0.0	0.0
Question #31	33.6	24.6	18.0	11.5	8.2	4.1	0.0	0.0
Question #32	0.0	8.2	14.5	34.5	40.0	2.7	0.0	0.0
Question #33	0.8	3.2	1.6	21.4	37.3	35.7	0.0	0.0
Question #34	0.9	2.6	4.3	24.8	47.0	20.5	0.0	0.0
Question #35	0.0	1.9	4.7	21.7	47.2	24.5	0.0	0.0
Question #36	3.4	35.2	30.7	18.2	10.2	2.3	0.0	0.0
Question #37	0.0	3.1	10.2	32.3	38.6	15.7	0.0	0.0
Question #38	0.0	4.2	8.3	20.8	50.0	16.7	0.0	0.0
Question #40	1.6	0.8	3.2	4.8	21.0	68.5	0.0	0.0
Question #41	0.8	4.9	9.8	23.6	45.5	15.4	0.0	0.0
Question #42	0.0	0.8	8.3	30.6	47.9	12.4	0.0	0.0
Question #43	0.0	1.7	2.5	20.7	56.2	19.0	0.0	0.0
Question #44	5.6	22.4	29.6	24.0	15.2	3.2	0.0	0.0
Question #45	11.2	16.8	34.4	22.4	13.6	1.6	0.0	0.0
Question #46	0.8	2.5	9.0	36.9	40.2	10.7	0.0	0.0
Question #48	0.0	1.9	7.4	34.3	50.0	6.5	0.0	0.0

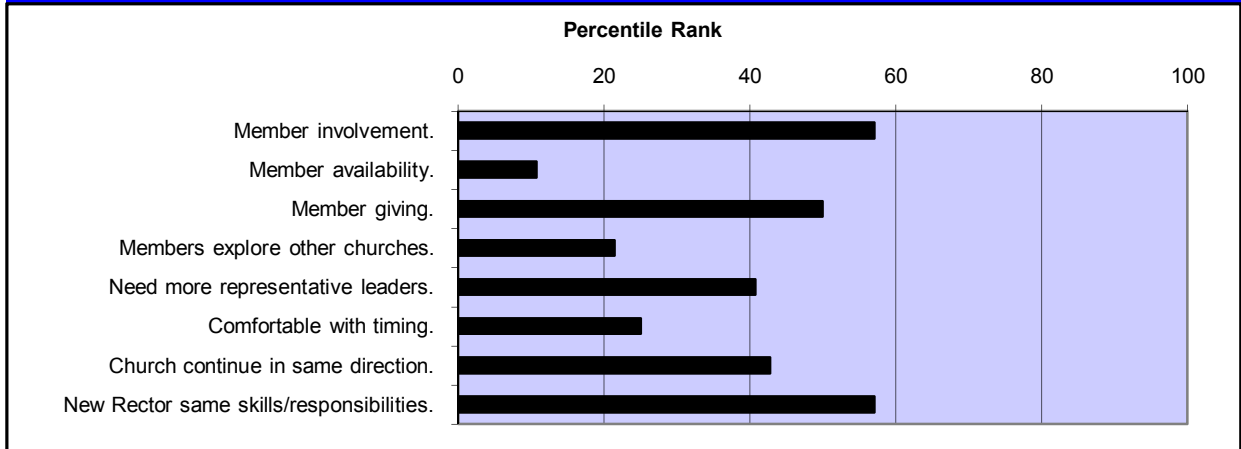
DATA SUMMARY

	1	2	3	4	5	6	7	8
Question #50	14.2	30.1	35.4	16.8	3.5	0.0	0.0	0.0
Question #51	9.5	28.4	37.1	17.2	7.8	0.0	0.0	0.0
Question #52	5.2	25.9	37.9	18.1	12.9	0.0	0.0	0.0
Question #53	41.2	30.3	18.5	8.4	1.7	0.0	0.0	0.0
Question #54	6.5	27.1	40.2	23.4	2.8	0.0	0.0	0.0
Question #55	7.7	38.5	41.3	11.5	1.0	0.0	0.0	0.0
Question #56	58.3	25.8	9.2	3.3	3.3	0.0	0.0	0.0
Question #57	5.1	17.1	29.9	29.9	17.9	0.0	0.0	0.0
Question #58	12.2	17.4	41.7	22.6	6.1	0.0	0.0	0.0
Question #59	1.7	8.5	35.9	37.6	16.2	0.0	0.0	0.0
Question #60	31.9	30.1	23.9	8.0	6.2	0.0	0.0	0.0
Question #61	23.7	30.7	34.2	8.8	2.6	0.0	0.0	0.0
Question #62	18.5	33.3	28.7	13.9	5.6	0.0	0.0	0.0
Question #63	5.8	27.2	48.5	16.5	1.9	0.0	0.0	0.0
Question #64	8.3	21.3	42.6	20.4	7.4	0.0	0.0	0.0
Question #65	8.1	22.5	38.7	24.3	6.3	0.0	0.0	0.0
Question #66	10.9	26.1	34.5	19.3	9.2	0.0	0.0	0.0
Question #67	2.4	8.9	12.1	11.3	33.9	20.2	11.3	0.0
Question #68	5.6	4.0	9.7	67.7	8.9	3.2	0.8	0.0
Question #69	32.3	16.9	15.3	6.5	18.5	8.9	1.6	0.0
Question #70	2.6	3.4	13.7	29.9	29.9	20.5	0.0	0.0
Question #71	15.3	6.5	9.7	7.3	23.4	14.5	23.4	0.0
Question #72	0.8	4.8	7.3	15.3	10.5	11.3	50.0	0.0
Question #73	10.9	4.2	11.8	29.4	29.4	6.7	7.6	0.0
Question #74	37.9	62.1	0.0	0.0	0.0	0.0	0.0	0.0
Question #75	0.8	91.9	0.8	0.0	0.8	5.6	0.0	0.0
Question #76	0.8	4.8	1.6	8.9	13.7	29.8	40.3	0.0
Question #77	0.0	0.8	4.0	16.1	20.2	16.1	42.7	0.0
Question #78	15.3	7.3	33.1	15.3	20.2	4.8	4.0	0.0
Question #79	19.2	50.0	13.5	9.6	3.8	3.8	0.0	0.0
Question #80	94.2	4.9	1.0	0.0	0.0	0.0	0.0	0.0
Question #81	87.1	5.0	5.9	1.0	1.0	0.0	0.0	0.0
Question #82	90.3	6.8	1.9	1.0	0.0	0.0	0.0	0.0
Question #83	88.2	7.8	3.9	0.0	0.0	0.0	0.0	0.0
Question #84	15.0	20.0	62.0	3.0	0.0	0.0	0.0	0.0
Question #85	5.4	12.0	6.5	9.8	29.3	29.3	5.4	2.2

VITAL STATISTICS

Most recent membership	390
One year earlier	386
Two years earlier	374
Three years earlier	356
Most recent new members	8
One year earlier	20
Two years earlier	33
Three years earlier	19
Most recent average Sunday attendance	106
One year earlier	106
Two years earlier	113
Three years earlier	109
Church Assessment Roll	350
Number of households	163
Givers of record	94
Letters sent out	163
Number returned/participated	130
Total receipts most recent	\$182,798
Total receipts one year earlier	\$184,383
Total receipts two years earlier	\$193,144

TRANSITION PROFILE



Opportunities

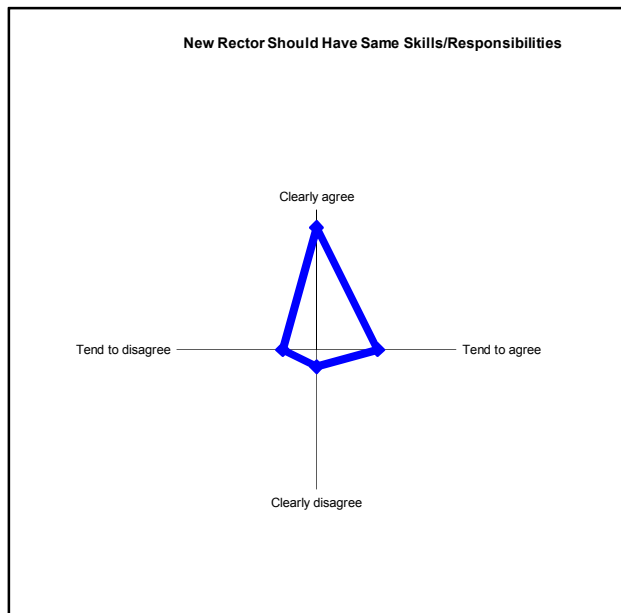
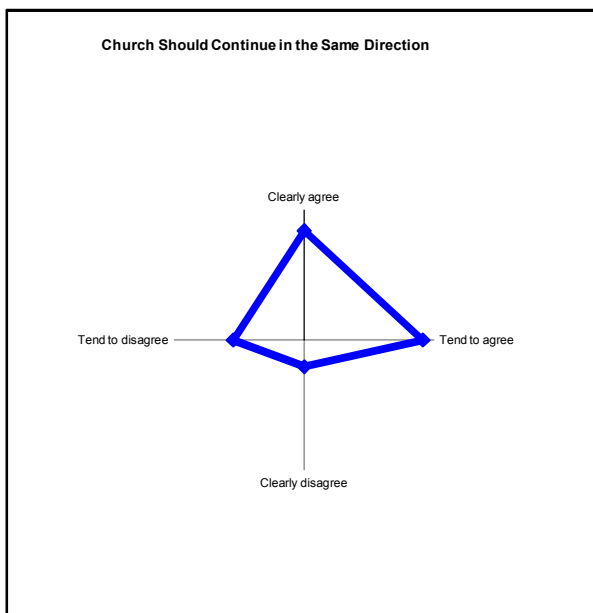
The number of members who will be more involved in the transition (net): 78
 The number of members who will be more available during the transition (net): 54
 The potential increase in giving during the transition (net): \$23,881
**Assumes an increase of those who intend to give more of 1% of household income.*

Vulnerabilities

The number of members who will clearly explore other churches during the transition: 8
 The number of members who clearly believe the leadership needs to be more representative: 65
 The number of members who are clearly uncomfortable with the timing of the transition: 81
Note: All calculations are made by extrapolating the data over the number of persons on the assessment roll.

Shift in Future Direction

The charts below represent the degree to which members want a change in direction for the church and in the skills set and/or responsibilities of the new Rector. The longer the lines pointing down or left, the stronger the desire for change.



ST. JAMES EPISCOPAL CHURCH, CLINTON NY

On social issues I am:		
Answer Options	Response Percent	Response Count
very conservative	5.8%	7
somewhat conservative	18.3%	22
moderate	25.0%	30
somewhat liberal	25.8%	31
very liberal	24.2%	29
don't know	0.8%	1
answered question		120
skipped question		10

ST. JAMES EPISCOPAL CHURCH, CLINTON NY

To me, the most important part of St James is		
Answer Options	Response Percent	Response Count
Worship Services	49.2%	59
Fellowship	25.0%	30
Sunday School and Youth Education	1.7%	2
Music	10.8%	13
Its Episcopal denomination	10.0%	12
I don't know	3.3%	4
answered question		120
skipped question		10

ST. JAMES EPISCOPAL CHURCH, CLINTON NY

Personal contact by the rector with me is very important		
Answer Options	Response Percent	Response Count
Strongly Disagree	1.7%	2
Disagree	2.5%	3
Tend to Disagree	11.7%	14
Tend to Agree	32.5%	39
Agree	33.3%	40
Strongly Agree	16.7%	20
Don't Know	1.7%	2
answered question		120
skipped question		10

ST. JAMES EPISCOPAL CHURCH, CLINTON NY

We should increase the participation of children and youth in our worship services

Answer Options	Response Percent	Response Count
Strongly Disagree	1.7%	2
Disagree	5.8%	7
Tend to Disagree	14.2%	17
Tend to Agree	28.3%	34
Agree	22.5%	27
Strongly Agree	16.7%	20
Don't Know	10.8%	13
<i>answered question</i>		120
<i>skipped question</i>		10

ST. JAMES EPISCOPAL CHURCH, CLINTON NY

The current allocation of outreach funds of 1/3 local, 1/3 national, 1/3 international should remain unchanged.

Answer Options	Response Percent	Response Count
Strongly Disagree	3.3%	4
Disagree	9.2%	11
Tend to Disagree	19.2%	23
Tend to Agree	25.0%	30
Agree	25.0%	30
Strongly Agree	5.0%	6
Don't Know	13.3%	16
<i>answered question</i>		120
<i>skipped question</i>		10

ST. JAMES EPISCOPAL CHURCH, CLINTON NY

IN ADDITION TO BEING A STRONG WORSHIP LEADER AND PREACHER, WHICH ABILITIES AND TRAITS DO YOU FEEL ARE MOST IMPORTANT IN A FUTURE RECTOR FOR ST JAMES? While you may consider all the items in the list below to be important, we are asking you to rank them from least important to most important.

Answer Options	Seventh most important	Sixth most important	Fifth most important	Fourth most important	Third most important	Second most important	First most important	Response Count
PASTOR – This compassionate, caring person is sensitive to the needs of others, can connect with individuals of all ages and make them feel worthwhile.	2	1	2	8	19	30	58	120
SPIRITUAL GUIDE – This person models personal spirituality and helps others to deepen their spiritual lives.	5	8	19	18	24	27	19	120
INSPIRATIONAL LEADER – This person is passionate about God, spirituality and life.	4	13	7	25	23	25	23	120
EDUCATOR – This person is a teacher who has the skills to share a vision, ideas, information and knowledge with people of all ages.	7	13	31	31	18	14	6	120
GROUP LEADER AND FACILITATOR – This person encourages all to work collaboratively, is a good listener and communicator, empowers and motivates people to use their gifts in ministries.	2	19	37	20	19	15	8	120
ADMINISTRATOR – This individual is comfortable managing an organization with a staff and vestry, and has the insight and knowledge to get things done.	30	41	12	15	12	6	4	120
COMMUNITY AMBASSADOR – This person leads ecumenical services, strengthens relationships with other churches and lay organizations and works to create positive sentiments toward St. James.	70	25	12	3	5	3	2	120
answered question								120
skipped question								10