

Transition Team Update



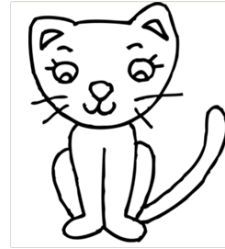
The Transition Team thanks all who participated in the C.A.T. (Church Assessment Tool) recently. We are grateful for a great response. We received 100 responses!

On December 6, 2022, the Church Council, Transition Team and Stewardship Team met with Pastor Kurt Jacobson of Mustard Seed Consulting who shared and interpreted the results of our CAT responses through a "Vital Signs" report.

Over the next months, Joy Lutheran's leadership will take prayerful and intentional steps using the Vital Signs reports as a guide. Our goal is to keep you informed of the progress along the way.

Please join us in prayer over this period of discernment, decisions, and new direction. **Grateful! Thankful! Blessed!**

Copies of the Vital Signs report are available in the church office.



C.A.T. (Congregational Assessment Tool) Survey Results

Improving Satisfaction

Joy Lutheran Church ... *Factors identified to improve satisfaction.*

When members are asked how they feel things are going for Joy, the data shows they think about particular areas of congregational life. These are called "Drivers of Satisfaction." Joy members are highly focused on these five ranked areas:

1. The quality and spiritual content of worship services
2. That Joy welcomes and is enriched by persons from many different walks of life
3. That being part of Joy gives new meaning to their lives
4. That Joy provides opportunities for members to engage in active ministries within the church and to the world
5. That persons who serve as leaders are representative of the membership

Takeaways -- Governance

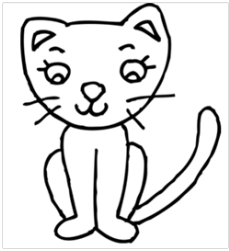
- We need to work to make our Council and others in leadership positions more representative of the congregation.
- Leaders should strive to be more open to seeking input of others when important decisions are to be made.
- We need to do a better job of communicating from Council to membership.

Takeaways -- Education

- Members want to deepen our sense of connection to God and one another through stronger worship services.
- Members feel being part of Joy gives new meaning to my life.

Takeaways -- Hospitality

- Continue to welcome persons from different walks of life.
- Expand opportunities for members to engage in active ministry within the church and to the world.



C.A.T. (Congregational Assessment Tool) Survey Results

Priorities

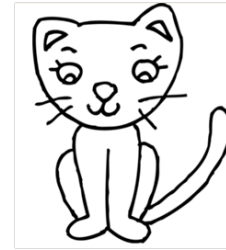
Joy Lutheran Church ... *Where do the members want additional energy placed?*

When members were asked where they wanted additional energy placed, these top options were identified.

1. Make necessary changes to attract families with children and youth to our church
2. Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church
3. Deepen our sense of connection to God and one another through stronger worship services and grow our music program to deepen the worship experience

Takeaways

- There is much to do!
- Our high priorities show we are ready to reach new people.
- We believe opportunities for engagement in active ministry within the church and to the community/world is a central focus and needs to be grown.
- * Develop ministries that work toward healing those broken by life circumstances.
- * We want to continue to develop strong worship services.
- * Develop the spiritual generosity of the people to financially support the ministry of the church.

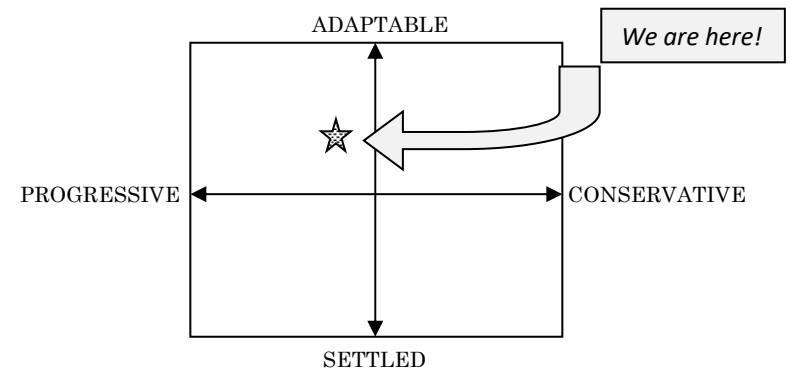


C.A.T. (Congregational Assessment Tool) Survey Results

Theological Perspective

Joy Lutheran Church ... *Where do we stand?*

The Core Values represented through Joy's survey responses map us as a "Magi Culture" church. This means our overall style is: theologically progressive and highly adaptable.



Strengths of Joy's Church Culture include:

- Members are likely to embrace changes from time to time either because they enjoy variety or believe that change is necessary to reach a changing society.
- On average, the church is theologically more progressive.
- A priority of Joy's respondents is to "deepen our sense of connection to God and one another through stronger worship services".
- The combination of an adaptable approach (flexibility) to change and a more progressive theological perspective is a significant asset for Joy.



C.A.T. (Congregational Assessment Tool) Survey Results

Transition Profile

Joy Lutheran Church ... *How do we feel about this period of transition?*

Knowing that we've already been without a called pastor since last August, it could take a number of months yet to complete the call process. During this transition time, 92% of members answered their involvement in the church will remain "about the same" or they will be "more involved".

Considering the additional financial costs that will be incurred during a pastoral transition (search costs, relocation costs, etc.), 77% will provide about the same financial support and 21% intend to increase their giving for these purposes.

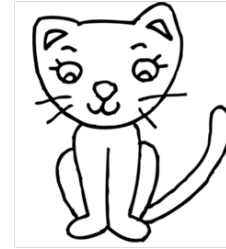
When asked about the future,

- 66% believe our church should continue in the same overall direction that it has taken in the recent past.
- 78% believe our next pastor should have approximately the same skills and responsibilities as Pastor Steve when it comes to balance between preaching, administration, pastoral care, and leadership.

Pertaining to the gender, age, length of membership and points of view, 70% believe the leadership needs to be more representative of the congregation as a whole. 29% believe that Joy's leadership represents the congregation well.

Takeaways:

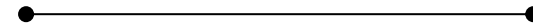
- Most people are awaiting a new pastor and are not looking to find a new church.
- Our members are relatively comfortable with the transition and are ready to move forward.
- Most are not looking for any significant changes in the direction of the church or the responsibilities of the pastor.
- The greater perception is that our church leaders are not representative of the congregation. Please pray for guidance to discern if it is time for you to say "YES" to a leadership role at Joy!



C.A.T. (Congregational Assessment Tool) Survey Results

Financial Information

In process.... Arriving soon...



**C.A.T. (Congregational Assessment Tool)
Survey Results**

#4 - Worship and Music

Happy Lutheran Church ... How do we experience worship and music in worship?

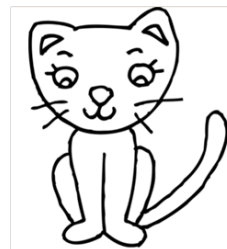
The worship experience is central to the vitality and growth of a congregation. While members are often engaged in a wide variety of activities, worship is the one experience that every member shares. Research suggests that worship is a primary factor in the morale of a congregation and that when the worship experience is vibrant, members also tend to feel energized about the work of the church.

Happy members responded similarly to the worship and music quality statements as follows:

1. *"The worship services at our church are exceptional in both quality and spiritual content."*
2. *"The music at our church is outstanding in quality and appropriate in style to our congregation."*

Takeaways:

- A majority of members find our worship and music to be of high quality and fitting for our congregation.
- There is a high percent of respondents who "tend to agree" with the statements above. The CAT Survey Administrators term this as "fence sitting" -- people who don't have a strong feeling in either direction. With minimal improvement on worship and/or music, these "fence sitters" can be moved toward the "Agree" or "Strongly Agree" opinions.
- We are so grateful to those who share their musical talents at Zion, as well as those who plan and assist in weekly and special worship services!
- Our hope is that a new pastor will embrace and enhance our worship and music styles.



**C.A.T. (Congregational Assessment Tool)
Survey Results**

Demographics

Joy Lutheran Church ... Who are we?

We are pleased to report that 100 Joy members and friends completed the Congregational Assessment Tool! **THANK YOU** to all who took the time to share what's on your hearts and minds as we journey toward new pastoral leadership!

Over the next several weeks/months, we'll share survey results and findings.

Here's how our participation shakes out:

AGE	Below 19	19-24	25-34	35-44	45-54	55-64	65 +
	1%	1%	1%	13%	17%	20%	46%
TENURE	Under 1 year	1-2 years	3-4 years	5-10 years	11-15 years	16-20 years	Over 20 years
	4%	1%	11%	15%	10%	12%	48%
DISTANCE TO CHURCH	Under 4 blocks	5-8 blocks	1-2 miles	3-4 miles	5-9 miles	10-15 miles	Over 15 miles
	10%	17%	19%	16%	27%	7%	4%
ATTEND-ANCE	None	1-4 times/year	Once/month	Twice/month	3 times/month	All but 4 weeks/year	Every week
	4%	20%	7%	16%	22%	16%	16%
LEVEL OF EDUCATION	Less than high school	Some high school	High school grad	Some college	College grad	Some post graduate	Graduate degree
	0%	1%	7%	19%	35%	8%	29%
PERSONS IN HOUSEHOLD	One	Two	Three	Four	Five	Six +	
	10%	48%	12%	16%	12%	1%	

