

CHURCH OF THE HOLY FAMILY

Notes on the Town Hall Meeting regarding the CAT Survey
2/27/2022

Thank you to everyone who joined us for the share of the CAT Survey results. We had approximately 23 people join us either in person or on Zoom. I will share a few of the slides from the meeting, but ask those who may want to discuss the results to not rely on the slides alone, but set up time with a member of the Search Committee to discuss the results. The biggest takeaway from the meeting is that we hope that people will sign up to be a part of a Small Group Discussion led by McAllister Cox. This is a critical part of our discernment process and will help guide our Church Profile as well as help the Search Committee understand what qualities and competencies we should look for in our next Rector.

Slide 1: 24 members respond to the survey. 39% have been a member for more than 20 years; 26% have been a member for 11-15 years; 17% have been a member for 5-10 & 16-20 years.

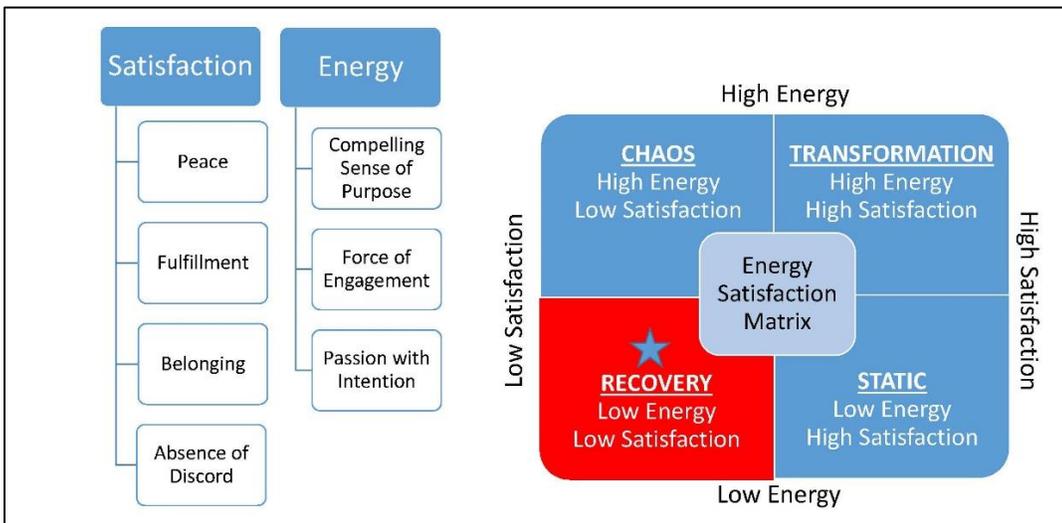
Survey Overview

- 24 Respondents to the CAT Survey
- 50% of pre-COVID Church attendance

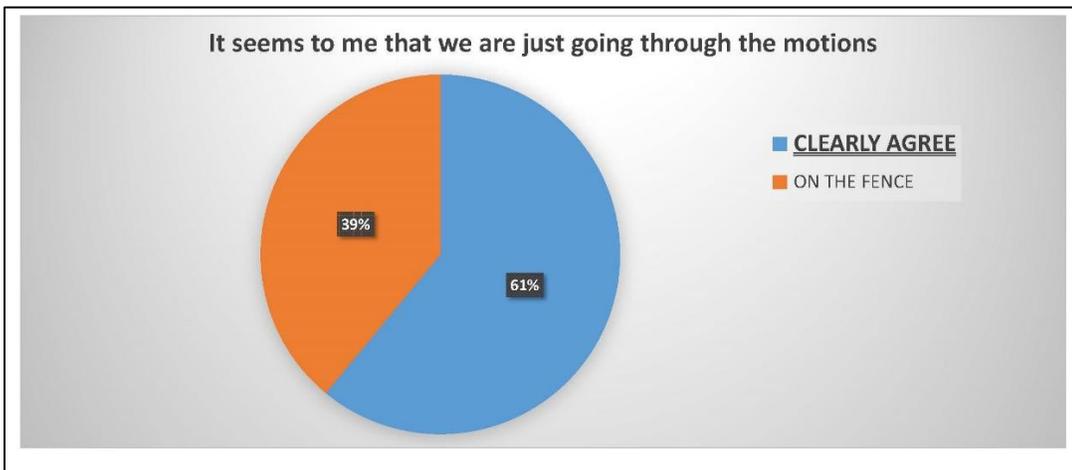
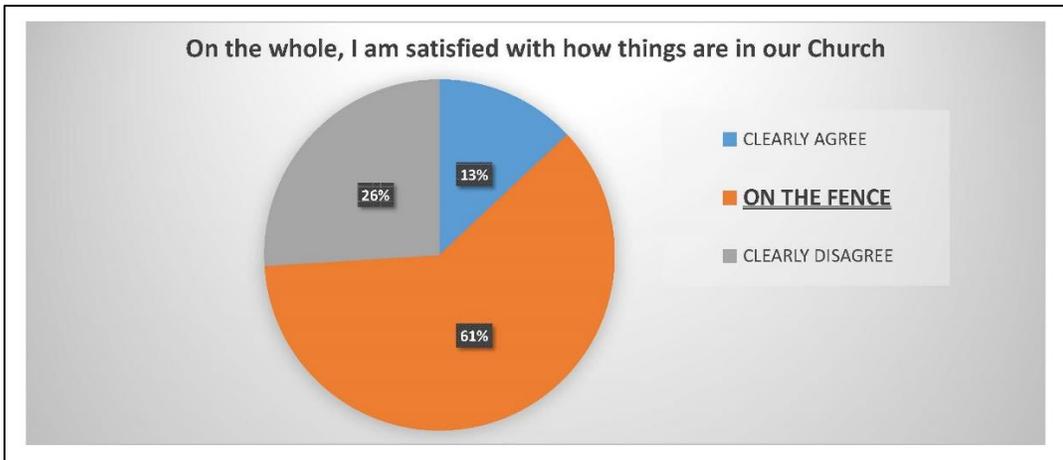
Tenure

	Over 20 years – 39%
	11-15 years – 26%
	5-10, 16-20 years – 17%

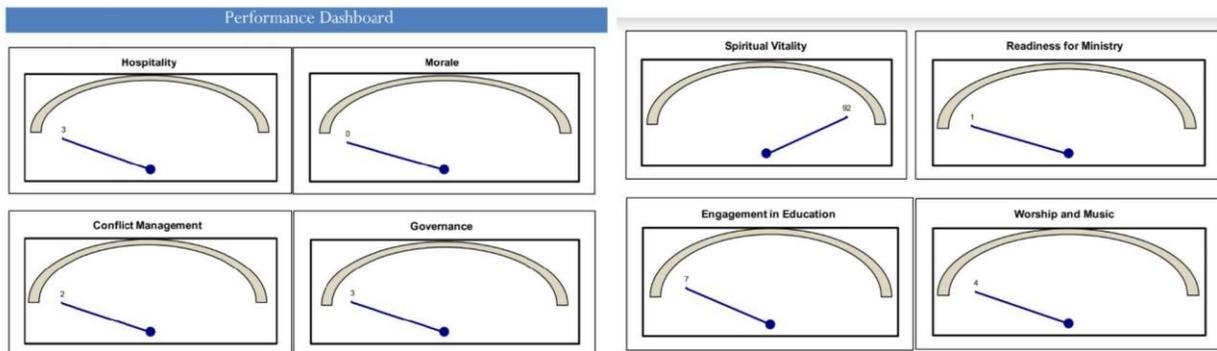
Slide 2: On the Energy Satisfaction Matrix, we are Low Energy/Low Satisfaction, which puts us in the Recovery quadrant. Churches in the recovery quadrant require major changes in order to regain a significant level of vitality and health.



Slides 3 & 4: These next two slides share how people responded to the statements listed.



Slide 5: The Performance Dashboard (below) shows how we measure on the different indexes based on our answers to certain questions. While this may look negative, I would encourage you to speak further with Melissa Jacobsen if you have concerns.



- Hospitality:** measures 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.

- **Morale:** the positive, passionate, and persuasive engagement of members in the mission of the church.
- **Conflict Management:** measures the degree to which members believe that conflict is appropriately managed and, where possible, resolved.
- **Governance:** measures the degree to which members believe that the decision making structures and processes of the church are open to their concerns and input.
- **Spiritual Vitality:** measures the degree to which members believe that their faith is central to their lives.
- **Readiness for Ministry:** measures the degree to which the church has helped members make this transition in their understanding and equipped them for their own particular ministry.
- **Educational Engagement:** measures the degree to which members share in the understanding that 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.
- **Worship and Music:** seeks to capture the congregation's feelings about the quality of the worship experience.

Slide 6: 62% of respondents thought that the church would need to make Substantial Changes to realize the vision for the Church. These 3 goals are considered long-term goals that would be incorporated into Strategic Planning. These may be difficult to address/begin without Clergy.

Goals

- **Strengthen the management and support of persons in various ministries** so that they are able to do what they do best in work that is meaningful and celebrated.
- **Change or improve the music of the church** to deepen our worship experience.
- **Develop the spiritual generosity of the people to financially support the ministry of the church.**

Slide 7: When asked “Where you would like additional energy placed to expand or improve our ministries?,” The following were identified as top priorities. According to the interpreter, #1 and #2 are more difficult to tackle without Clergy. However, priority #3 is something we can start working on right away as a congregation.

Top Priorities

1. Make necessary changes to attract families 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. **Strengthen the process by which members are called and equipped for ministry and leadership.**

During the meeting, the following ideas were shared about how we can “Strengthen the process by which members are called to ministry and leadership” and other general ideas that were shared throughout the meeting.

- Apply for grants from Diocese
- Determine/Identify – “Who are the members of Church of the Holy Family?”
- Reach out to members who we don’t see, who don’t attend services either in person or online
- Some feel disconnected because they don’t identify with the “shepherd”
- Everyone/anyone can be a leader, not just a small group of people
- Verbalize who is doing what, what is needed
- Publish attendance #'s in I-Announcements
- We now have the technology to enable Lay readers to participate remotely
- \$\$ - Ability to tithe/contribute remotely. We now have Zelle. Let people know.
- 📌 Need a blurb in I-Announcements/Facebook page/Website
- Reconsider Ministries
- Altar Guild (*It's not for women only!*)
- Lay readers
- Eucharistic ministers
- Explain time commitments
- Ministry Open House (In the past we called them “Ministry Fairs”
- Involve those who feel on the fence about involvement
- Some people don’t feel “tech savvy,” don’t have equipment, not getting I-Announcements feel left out. Re having problems with the Vestry: What can we do about this?
- “Outreach Person” to keep members informed and involved, find out their needs
- “Tutor” people who are having difficulties with tech
- Mail I-Announcements? (\$, speed) Deliver them by hand?
- “Facebook Live”/Facebook – be mindful of what is recorded – proprietary/personal information
- Post a notice that people can see if we are recording services
- Get signed release to post photos
- Should we begin with audio recordings only?
- Post announcements about activities on Facebook/Website
- PUT NEW LINK FOR SERVICES ON FACEBOOK AND WEBSITE