



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

#3 - Transition Profile

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

Having answered "Agree" or "Strongly Agree", 13% of survey respondents are thinking about exploring other churches during the pastoral transition. An additional 10% answered "Tend to Agree".

82% of members agree with the statement, "I am comfortable with the timing of the pastoral transition. I feel it is time for a change." Only 18% disagree with the statement.

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, 94% 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.), 87% will provide about the same financial support and 8% intend to increase their giving for these purposes.

When asked about the future,

- 63% believe our church should continue in the same overall direction that it has taken in the recent past.
- 83% believe our next pastor should have approximately the same skills and responsibilities as Pastor Sue when it comes to balance between preaching, administration, pastoral care, and leadership.

Pertaining to the gender, age, length of membership and points of view, 66% believe the leadership needs to be more representative of the congregation as a whole. 34% believe that Zion'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 of a varied demographic. Please pray for guidance to discern if it is time for you to say "YES" to a leadership role at Zion!