



CAT Survey Summary March 11, 2024

Holy Cow! Congregational Assessment Tool (CAT) Survey Summary St. Andrew's Episcopal Church, Seattle

In February 2024, members of St. Andrew's completed the online Congregational Assessment Tool (CAT) survey from Holy Cow! Consulting in order to gain data to be used in the Rector search process and for future congregational planning. The survey measures the vitality of the congregation by identifying the factors that contribute to overall satisfaction (sense of purpose and meaning, leading to action) and energy (sense of engagement, leading to a desire to be involved). A total of 136 surveys were completed, reflecting 50% of the average Sunday attendance of 270, including in-person and online participation.

Who We Are – Based on Survey Participant Answers

52% are ages 65+

34% are ages 45 to 64

14% are ages 44 and below

42% have attended for over 20 years

24% have attended for 11 to 20 years

21% have attended for 5 to 10 years

13% have attended less than 4 years

97% are White

2% are Multi-ethnic

1% are Latino/Hispanic/Spanish Origin

1% are Asian

42% have 2 people in their household

28% have 1 person in their household

15% have 3 people in their household

15% have 4 or more persons in their household

50% live 1 to 4 miles from the church

37% live over 5 miles from the church

10% live within 8 blocks of the church

46% attend 2 or 3 times a month

31% attend all but 4 weeks a year or more

23% attend 1 or less times a month

77% attend Sunday 10AM in person
31.45% attend Sunday 8AM in person
17.74% attend Sunday 10AM online
20.97% attend 5PM monthly contemplative service Taizé in person
There is some overlap – we did not capture those numbers.
A small percentage attend a different church, in person or online.

47% have graduate degrees
28% are college graduates
12% have some post graduate work
11% have some college

Stewardship. The average annual contribution per household at St. Andrew's is \$2,467, representing 1.7% of household income. The average giving percentage of all churches taking the CAT survey is 2% with 3% considered a realistic goal. Stewardship correlates strongly with spiritual vitality.

Church statistics indicate that the most recent membership of 313 is less than the last three years; however, the average Sunday attendance of 270 (both in person and online) is higher than the previous three years. Total church receipts of \$762,263 are higher than the previous two years.

Where We Are Doing Well

Worship and music. Meaningful worship experience is central to the vitality and growth of a congregation and is a key factor contributing to how members feel about the church overall. Most members indicated that worship services are exceptional in quality and spiritual content.

Conflict management. The survey results showed general agreement that conflict is managed appropriately and, where possible, resolved through mutual effort. This contributes to overall energy and satisfaction in the congregation.

Hospitality. Members agree that a friendly atmosphere prevails in the congregation and that St. Andrew's welcomes and is enriched by persons from many walks of life. In order to attract and incorporate new members (priorities #1 and #2), it will be important to continue to build on this sense of welcome. Priority #4 indicates the desire for opportunities to form meaningful relationships.

Readiness for ministry. We are called to ministry through our Baptismal Covenant, and it is the responsibility of the church to help members identify their gifts and connect them with appropriate ministries. The responses were generally positive, and this is an area where more attention to equipping members for ministry can contribute to higher satisfaction and energy. Priorities #3 and #5 indicate a desire to develop and be involved in ministry to others.

Spiritual vitality. This series of questions measures the centrality of faith in the lives of parishioners. The responses were very positive, and members indicate that their spirituality connects to all areas of their lives.

Transition profile. During this time of transition, members indicate that they will continue to be involved at St. Andrew's, take on additional responsibilities if necessary and contribute financially at the same level. Although the timing of the transition seems right, there was no clear consensus as to whether the church should continue in the same direction as it has in the past and whether the new Rector should have the same skills and responsibilities of previous Rectors.

Areas Requiring Attention

Overall Energy and Satisfaction. Compared with other churches taking the survey, St. Andrew's experiences low energy and low satisfaction. To move towards higher vitality, the church needs to make changes to clarify its purpose and a central focus. Factors contributing to satisfaction and energy that make members want to be involved include:

- ✓ Leadership that shows concern to know what people are thinking when making decisions
- ✓ Support for lay persons in ministry
- ✓ Clergy that bring out the best in others

Flexibility. St. Andrew's is open to diverse views and accepts individuals where they are in their faith journey. Members are willing to accept some changes, but generally prefer to stay with established tradition, especially with regard to worship. While St. Andrew's exhibits rational knowledge, open discourse and intellectual curiosity that makes the church a powerful voice for those needing advocates, its people can also be perceived as aloof and impersonal. Factors contributing to warmth and compassion:

- ✓ Create more opportunities for people to form meaningful relationships (small groups, nurtured friendships, shared meals, etc.).

Engagement in education. Although most respondents agree that Christian formation is a life-long process that enriches members' spiritual lives and prepares them for service in the world, continued attention to providing education opportunities for all ages will help attract families with children and youth.

- ✓ Priority #1 – Make necessary changes to attract families with children and youth to our church.

Governance. This index measures the degree to which members believe the decision-making structures and procedures of the congregation are open to their concerns and input. The survey indicates that those in leadership roles are representative of the membership and that the congregation feels greater energy and satisfaction when genuine concerns of members are considered when decisions are made.

- ✓ Rector priorities from supplemental questions – Strategic leadership

Morale. This is one of the best indicators of overall vitality in a congregation and measures the degree to which members feel a positive and passionate engagement in the mission of the church. The responses to these questions were generally positive, but the number of "on the fence" responses (tend to agree or tend to disagree) indicate a desire to find ways to increase the overall spirit of the parish in order to encourage members to want to be involved.

- ✓ Specific actions to increase involvement from supplemental questions – Importance of hospitality and building community, develop opportunities to serve the wider community, concern for the future of the congregation.

Strategic planning profile

83% of those taking the survey indicate that some to moderate change is required for St. Andrew's to realize a vision for the congregation. Although the church has been effective in fulfilling the current vision statement, the congregation may need to rethink its basic purpose and mission to be more effective in the future. For the most part, members feel like there are opportunities to be involved.

- ✓ Rector priorities from supplemental questions – Strategic leadership
- ✓ Develop and administer process to update St. Andrew's Mission, Vision, Values

Supplemental Questions

Priorities for the new Rector

Preaching, strategic leadership and pastoral care are the first three priorities, followed by administration, change management, and teaching/training. Negotiate/resolve conflict and community catalyst were listed last. Responses ranked most important:

- ✓ Preaching – Inspiring and connecting people to God's Word = 42.74%
- ✓ Strategic Leadership – Vision and leading the church = 25.20%
- ✓ Pastoral Care – Engaging people empathetically/caring for people = 13.82%

Worship service preferences

77% prefer the 10:00 Sunday morning service followed by major holiday services and the evening Taizé service. See details in section on Page 1 "Who We Are."

Factors in a church community that make you feel welcomed and included

In order of preference (out of 2.00):

Christian education	weighted average 1.81
Parish outreach	weighted average 1.75
Social activities	weighted average 1.63
Communication	weighted average 1.46
Worship experience	weighted average 1.12

Responses to: Inspiration to financially support St. Andrews

Top words from Word Cloud: community, church, support, keep, love.

Responses to:

- 1) **"Now THAT'S what it means to be church!"**
- 2) **What inspires you to support St Andrew's financially?**
- 3) **What are some SPECIFIC actions you'd like our church to take that would inspire you to increase your involvement with St. Andrew's?**

The responses to these three questions followed similar themes that relate to the priorities indicated in the survey:

- Importance of hospitality and building community
- Development of opportunities to support and serve the wider community; the Jubilee Dinners were mentioned several times
- Focus on developing programs for children and youth
- Importance of worship; the Taizé services seemed especially meaningful
- Concern for the future of the congregation

Top Priorities

In looking to the future, responses indicate these five top priorities – areas where there is a desire for **additional energy** to further the mission and ministry of the congregation.

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. Develop ministries that work toward healing those broken by life circumstances.
4. Create more opportunities for people to form meaningful relationships.
5. Expand outreach ministries that provide direct services to those living on the margins of society.

Additional Discussion Priorities

1. Priorities for a new Rector
2. Mission, Vision, Values

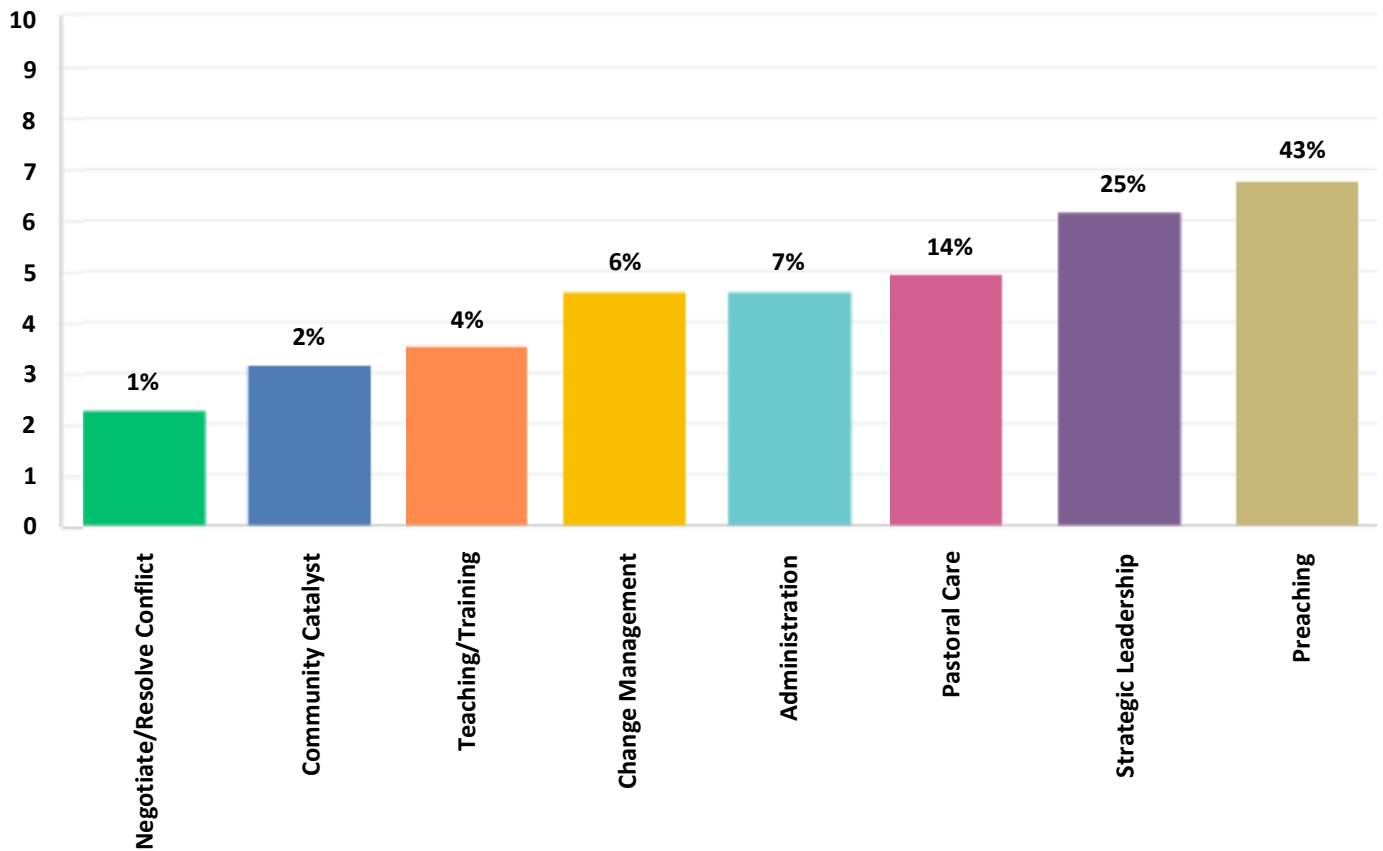
(The first two priorities are also top priorities for 90% of the congregations taking the survey. Priority #5 is high compared with other churches.)

*See the **Priorities for a new Rector** chart on Page 6

*See the bubble chart from survey responses on Page 7

*See priority list by age group from survey responses on Page 8

Question 99: Priorities for a New Rector



Rector Priorities	Description	Importance Ranking
Preaching	Inspiring and connecting people to God's Word	43%
Strategic Leadership	Casting a vision and leading the church toward realization of the vision	25%
Pastoral Care	Engaging people empathetically and caring for persons in times of need	14%
Administration	Managing the church operationally including facilities, finances and staff	7%
Change Management	Leading the church through a significant and necessary period of change	6%
Teaching/Training	Deepening understanding, forming character, and equipping members with new skills	4%
Community Catalyst	Functioning on a larger stage beyond the church and rallying a variety of individuals and groups to address critical issues	2%
Negotiate/Resolve Conflict	Helping the church deal with conflict through training, negotiation, and mediation	1%

Priorities by Group



Backdoor: Attending less often than 3 years ago
 Front Door: Attending more often than 3 years ago

Priorities by Group

Top Priorities for Persons Under 35 Years

First	Q#57	Make necessary changes to attract families with children and youth to our church.
Second	Q#59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Third	Q#66	Expand outreach ministries that provide direct services to those living on the margins of society. (I.e. homeless, immigrant, transient persons)
Fourth	Q#51	Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc).
Fifth	Q#54	Strengthen the process by which members are called and equipped for ministry and leadership.
Sixth	Q#65	Develop ministries that work toward healing those broken by life circumstances.

Top Priorities for Persons 35 to 64 Years

First	Q#59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Second	Q#57	Make necessary changes to attract families with children and youth to our church.
Third	Q#63	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.
Fourth	Q#66	Expand outreach ministries that provide direct services to those living on the margins of society. (I.e. homeless, immigrant, transient persons)
Fifth	Q#51	Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc).
Sixth	Q#55	Strengthen the pastoral response of the church in serving people in times of need (emotional, mental, physical, spiritual, etc.).

Top Priorities for Persons 65+ Years

First	Q#57	Make necessary changes to attract families with children and youth to our church.
Second	Q#59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Third	Q#65	Develop ministries that work toward healing those broken by life circumstances.
Fourth	Q#55	Strengthen the pastoral response of the church in serving people in times of need (emotional, mental, physical, spiritual, etc.).
Fifth	Q#51	Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc).
Sixth	Q#64	Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.