

# PASEO DEL REY CHURCH

## EXECUTIVE SUMMARY

### Congregational Assessment Results

NL Moore & Associates and Holy Cow! Consulting recently administered the Church Assessment Tool in your church. Two hundred and fifty (250) people were invited to take the survey, and 202 people, or 80 percent of your average attendance, responded to the invitation to participate. Just as your doctor does not need to take all of your blood for a reliable sample, a response from every member is not required to provide valid results. Paseo del Rey met its threshold for validity and reliability at 99 percent +/- 4. Well done, Church! A complete readout of the Vital Signs report has been delivered to your church pastors and elders. A summary of that report is provided here.

#### KEY INDICATOR: OVERALL SATISFACTION

On the whole, I am satisfied with how things are in our church.

Agree	On the fence	Disagree
60%	36%	4%

#### KEY INDICATOR: OVERALL ENERGY

It seems to me that we are just going through the motions of church activity. There isn't much excitement about it.

Agree	On the fence	Disagree
10%	37%	52%

The measurements for overall satisfaction and energy offer insight into the general health and vitality of a congregation. Approximately 60 percent of your congregants are clearly satisfied with things in the church. Another 36 percent are on the fence, and what happens next will likely determine their satisfaction. Four percent are clearly dissatisfied. Comparatively, an average church may anticipate around four percent of its congregants are dissatisfied at any given time.

The overall energy question is negatively worded, which means we would want participants to disagree. Approximately 52 percent of your congregants disagree with the question and are energized by their participation at the church. Ten percent are not finding their experience to be energizing and another 37 percent are on the fence, which means that what happens next will likely influence how they feel about the overall energy of the church. With a negatively worded question we normalize the "agree" responses up to 15 percent.

#### WHAT THIS MEANS

Paseo del Rey Church is in the Transformational Zone, meaning that it is a healthy and vital congregation. This is great news! Churches in the transformational zone are sources of new meaning and purpose for their members. These are the churches we hope will expand, replicate or serve as mentors to other churches. Paseo is in a position to make a greater kingdom impact and should explore ways to innovate or advance/progress its ministries while also seeking to provide greater clarity around its current mission, strategies and goals.

#### TOP PRIORITIES

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

1. Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
2. Strengthen the process by which members are called and equipped for ministry and leadership.
3. Provide more opportunities for Christian education and spiritual formation at every age and stage of life.

#### WHAT THIS MEANS

Shared priorities of a congregation are part of what distinguishes it from other churches in its community. Across all age groups (under 35 years, 35 to 64, and 65+) your congregation shares these top three priorities. Paseo appears to have strong internal unity across generations. This internal unity is a definite strength to build upon.

Compared to the data set of 1,300 other churches, Paseo is placing a high priority on strengthening the process by which members are called and equipped for ministry and leadership. Yet another data point reveals that only 30 percent of congregants clearly agree that the church prepares attendees for ministry by helping them discern their gifts. There is an opportunity explore how to better equip the people for meaningful ministry by helping them to understand their gifts which will prepare them to help reach new people within the Chula Vista community.

## THEOLOGICAL PERSPECTIVE & FLEXIBILITY INDEX

Paseo del Rey is a theologically conservative congregation with low diversity in its theological perspective. The Word of God is held in high esteem at Paseo, and people readily uphold biblical authority.

With regard to flexibility, Paseo finds itself in a "Performance" posture, meaning that it has good internal flexibility but there is some room to increase. With the right vision and a motivational challenge presented to the people, it is likely that the congregation would be "flexible" and ready/able to respond.

It is important to note that a direct correlation exists between the flexibility of a congregation and its ability to achieve its priorities. As Paseo del Rey Church is encouraged to stretch itself in new ways and practice flexibility, its ability to effectively accomplish new things (bear fruit) for God's glory and Kingdom purpose will also increase. This is an exciting opportunity!

## HIGHLIGHTS FOR PASEO DEL REY CHURCH

Where did we find islands of strength to highlight at your church?

### PERSONAL SPIRITUAL VITALITY

I experience the presence of God in my life.

Agree	On the fence	Disagree
90%	8.5%	1.5%

### CONFLICT MANAGEMENT

There is a disturbing amount of conflict in our congregation.

Agree	On the fence	Disagree
2%	13%	85%

### WHAT THIS MEANS

The personal spiritual vitality of congregants is in the 97<sup>th</sup> percentile of churches in the database. While personal spiritual vitality does not correlate to organizational health and vitality, it does measure the degree to which individual congregants believe that their faith is central to their lives rather than peripheral or episodic. This is a great strength to build upon.

Additionally, there appears to be very little conflict within the walls of PDR. This is fantastic and a significant positive marker, especially as you move through Pastor Gary's transition and welcome a new Senior Pastor.

## OPPORTUNITIES TO DEVELOP

Where did we find unfulfilled longing in your church?

### EDUCATIONAL ENGAGEMENT

*Our church provides high quality education that is appropriate to every age and stage of life.*

Agree	On the fence	Disagree
43%	50%	7%

### READINESS FOR MINISTRY

*Our church prepares attenders for ministry by helping them discern their gifts.*

Agree	On the fence	Disagree
30%	60%	10%

One of the church's top three priorities is to *provide more opportunities for Christian education and spiritual formation at every age and stage of life*. More than 50 percent of attenders do not agree that is occurring. How might educational offerings be expanded or innovated? Additionally, there is a significant desire to see the church help attenders discern their gifts so they feel better prepared for ministry. What are some options for equipping and training? These are opportunities to explore and develop.

## OVERALL SUMMARY

Paseo del Rey Church is a healthy congregation that is filled with great people and a lot of potential for an even greater Kingdom impact. In some ways, the church is just waiting for a fresh vision and challenge for what's next. Paseo del Rey is in a position to consider fresh ways to innovate, reimagine or expand its reach, especially into the community and families of Chula Vista. The church is positioned well for a successful pastoral succession. By God's grace, open hearts, and a willingness to stay flexible, exciting days are ahead for Paseo del Rey Church!