

Landscape™

Sample Regional Association

1/4/19



Key Indicators

Overall Satisfaction

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

Clearly agree	25%
On the fence	70%
Clearly disagree	6%
Rating of satisfaction level	Average

Overall Energy

In this Diocese, it seems to me that we are just going through the motions. There isn't much excitement about it among our members.

Clearly agree	19%
On the fence	58%
Clearly disagree	24%
Rating of energy level	Average

Satisfaction Trends

Compared to the overall strength of the Diocese three years ago, would you say the Diocese is

Weaker	7%
About the same	24%
Stronger	69%
Rating of strength trend	Very high

Top Three Priorities

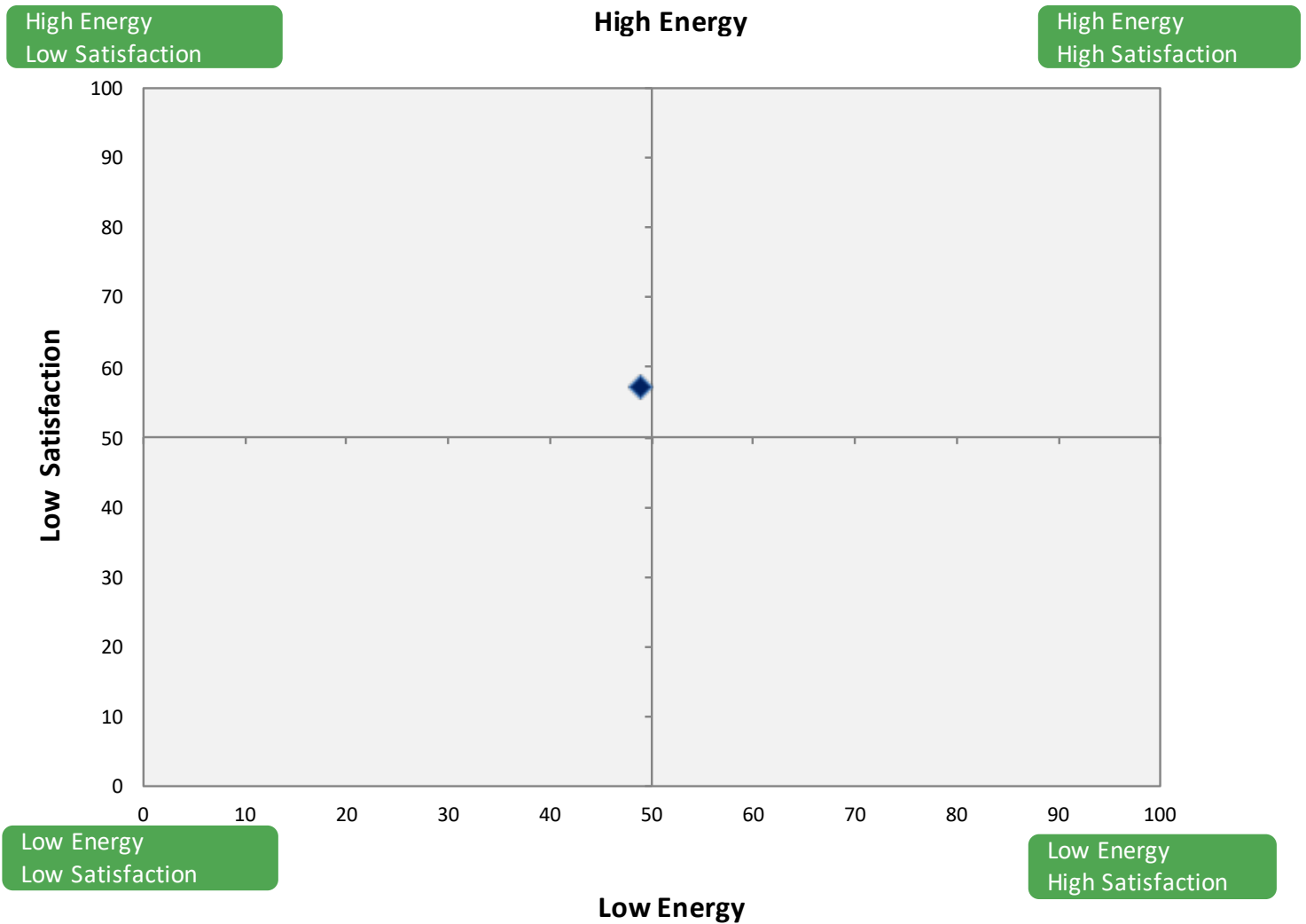
Where respondents believe additional energy needs to be applied to expand or improve your work.

First	Take a leadership role in working with churches that are struggling.
Second	Equip Pastors and other leaders in congregations with strategies that enable them to reach new members.
Third	Develop a discernment process to rethink how to be vital Episcopal churches in our specific region.

Survey Process Statistics

Active Clergy	32
Retired Clergy	13
Ordained Diocesan Staff	4
Lay Diocesan Staff	8
Church Wardens and Treasurers	36
Vocational Deacon	5
Diocesan Committee and Board Members	23
Deputy to Diocesan Convention	42
Number of respondents	163

Energy-Satisfaction



The levels of satisfaction and energy have been found to be reliable indicators of the health and vitality of a regional association. There are four quadrants on this map.

The **high energy-low satisfaction** quadrant is the chaos quadrant. Organizations in this quadrant are often struggling to structure and channel their energy into a direction they feel good about.

The **low energy-low satisfaction** quadrant is the recovery quadrant. Organizations in this quadrant require major changes in order to regain a significant level of vitality and health.

The **low energy-high satisfaction** quadrant is the static quadrant. Organizations in this quadrant have normalized a low level of vitality which enables them to be relatively satisfied.

The **high energy-high satisfaction** quadrant is the transformation quadrant. Organizations in this quadrant may choose strategies of growth, expansion, replication, and impact.

Drivers of Satisfaction and Energy

What Is a Driver?

When the data from your Landscape Assessment is analyzed it discloses that not all questions are of equal importance. Questions that are more important are called drivers. A driver is an aspect of your regional association that significantly impacts how people feel or behave towards the organization. Drivers point to the critical services that members use to evaluate how well the body is addressing their concerns and what is impacting their level of satisfaction or energy. By attending to drivers, your regional association can focus attention on the services that may have the greatest impact on their members.

Another way of saying it is that the drivers comprise a lens through which members are viewing and evaluating their overall experience of the regional association; they color how members see nearly everything related to the regional association.

Drivers of Satisfaction

Respondents tend to feel more satisfied about their overall experience of the regional association when they feel positive in the following areas:

Importance

Driver #1	The Diocesan leadership has done a good job of developing a shared vision that unites us.	High
Driver #2	In important decisions in our Diocese, adequate opportunity for consideration of different approaches is usually provided.	High
Driver #3	As a Diocese we do a good job communicating with one another in a way that keeps us aware and engaged.	High
Driver #4	I experience a high level of collegiality as members work together in various Diocesan functions including meetings, on boards and committees, in collaborative ministries, and in partnership with the Diocesan staff.	High
Driver #5	Our Diocese does a good job helping each member understand that he or she has an important role to play.	High

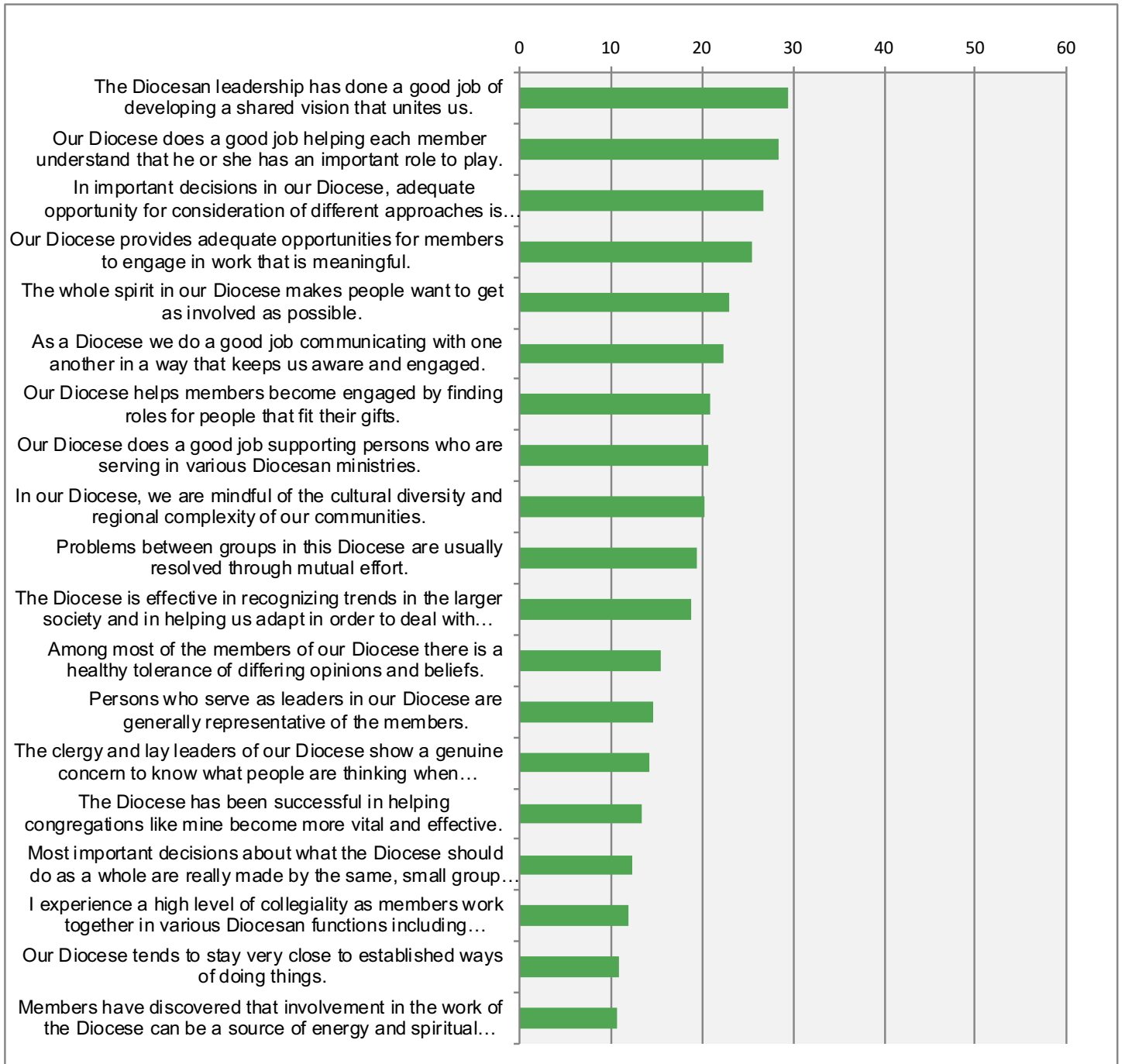
Drivers of Energy

Respondents tend to feel more energized about their overall experience of the regional association when they feel positive in the following areas:

Importance

Driver #1	Our Diocese does a good job helping each member understand that he or she has an important role to play.	High
Driver #2	The whole spirit in our Diocese makes people want to get as involved as possible.	Moderate
Driver #3	In our Diocese, we are mindful of the cultural diversity and regional complexity of our communities.	Moderate
Driver #4	Our Diocese helps members become engaged by finding roles for people that fit their gifts.	Moderate
Driver #5	Our Diocese provides adequate opportunities for members to engage in work that is meaningful.	Moderate

Critical Success Factors for Improving Satisfaction



20 - 35 Significant
 35 - 50 Important
 >50 Urgent

Future Priorities

When members were asked where they believed additional energy needed to be applied to expand or improve the work of your regional association they indicated the following priorities:

Rank	Priority	Mean	Rating
First	Take a leadership role in working with churches that are struggling.	3.78	Average
Second	Equip Pastors and other leaders in congregations with strategies that enable them to reach new members.	3.67	Average
Third	Develop a discernment process to rethink how to be vital Episcopal churches in our specific region.	3.63	Average
Fourth	Work with local congregations to increase the awareness of the Diocese's mission and its unique impact upon the region that it serves.	3.63	High
Fifth	Cultivate a higher level of trust within the Diocese.	3.57	Very high
Sixth	Equip Pastors and other leaders in congregations to help members become growing, vital disciples.	3.55	Low
Seventh	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.54	Low
Eighth	Take a leadership role in new church development in promising regions of the Diocese.	3.47	High
Ninth	Deepen our spiritual capacity as congregations to respond to life with serenity, confidence, and hope.	3.45	Low
Tenth	Provide on-site stewardship consultants and programs to local churches in order to substantially increase the financial resources of congregations.	3.36	Average
Eleventh	Improve the programmatic resources that the Diocese makes available to congregations to ensure that they are the most effective ways to do ministry in the church today.	3.29	Average
Twelfth	Make the Diocese more responsive to requests for assistance in dealing with particular needs including pastoral transitions, financial issues, or other pressing concerns.	3.18	Low
Thirteenth	Streamline the Diocese organizationally and administratively so that it makes better use of financial resources.	3.12	Average
Fourteenth	Provide church leaders with the interpretive resources that will build more support for the work of the Diocese among members of the congregation.	3.09	Average

Top Priorities by Role

Active Clergy

First	Cultivate a higher level of trust within the Diocese.	4.10
Second	Equip Pastors and other leaders in congregations to help members become growing, vital disciples.	4.07
Third	Take a leadership role in working with churches that are struggling.	3.87
Fourth	Develop a discernment process to rethink how to be vital Episcopal churches in our specific region.	3.86
Fifth	Deepen our spiritual capacity as congregations to respond to life with serenity, confidence, and hope.	3.80

Retired Clergy

First	Work with local congregations to increase the awareness of the Diocese's mission and its unique impact upon the region that it serves.	4.23
Second	Take a leadership role in working with churches that are struggling.	4.00
Third	Develop a discernment process to rethink how to be vital Episcopal churches in our specific region.	3.92
Fourth	Provide on-site stewardship consultants and programs to local churches in order to substantially increase the financial resources of congregations.	3.92
Fifth	Take a leadership role in new church development in promising regions of the Diocese.	3.85

Ordained Diocesan Staff

First	Equip Pastors and other leaders in congregations to help members become growing, vital disciples.	4.75
Second	Deepen our spiritual capacity as congregations to respond to life with serenity, confidence, and hope.	4.50
Third	Develop a discernment process to rethink how to be vital Episcopal churches in our specific region.	4.50
Fourth	Take a leadership role in working with churches that are struggling.	4.25
Fifth	Cultivate a higher level of trust within the Diocese.	4.25

Lay Diocesan Staff

First	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.75
Second	Provide on-site stewardship consultants and programs to local churches in order to substantially increase the financial resources of congregations.	3.71
Third	Cultivate a higher level of trust within the Diocese.	3.67
Fourth	Take a leadership role in working with churches that are struggling.	3.63
Fifth	Improve the programmatic resources that the Diocese makes available to congregations to ensure that they are the most effective ways to do ministry in the church today.	3.63

Top Priorities by Role

Church Wardens and Treasurers

First	Equip Pastors and other leaders in congregations with strategies that enable them to reach new members.	3.59
Second	Work with local congregations to increase the awareness of the Diocese's mission and its unique impact upon the region that it serves.	3.56
Third	Develop a discernment process to rethink how to be vital Episcopal churches in our specific region.	3.53
Fourth	Take a leadership role in working with churches that are struggling.	3.50
Fifth	Equip Pastors and other leaders in congregations to help members become growing, vital disciples.	3.47

Vocational Deacon

First	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	4.00
Second	Equip Pastors and other leaders in congregations to help members become growing, vital disciples.	3.75
Third	Deepen our spiritual capacity as congregations to respond to life with serenity, confidence, and hope.	3.75
Fourth	Develop a discernment process to rethink how to be vital Episcopal churches in our specific region.	3.75
Fifth	Take a leadership role in working with churches that are struggling.	3.75

Diocesan Committee and Board Members

First	Take a leadership role in new church development in promising regions of the Diocese.	3.85
Second	Take a leadership role in working with churches that are struggling.	3.81
Third	Develop a discernment process to rethink how to be vital Episcopal churches in our specific region.	3.76
Fourth	Equip Pastors and other leaders in congregations with strategies that enable them to reach new members.	3.67
Fifth	Equip Pastors and other leaders in congregations to help members become growing, vital disciples.	3.55

Deputy to Diocesan Convention

First	Take a leadership role in working with churches that are struggling.	3.86
Second	Work with local congregations to increase the awareness of the Diocese's mission and its unique impact upon the region that it serves.	3.66
Third	Equip Pastors and other leaders in congregations with strategies that enable them to reach new members.	3.61
Fourth	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.54
Fifth	Cultivate a higher level of trust within the Diocese.	3.53

Conflict Management Index

Question Text

*CONF#1 There is frequently a small group of members in the Diocese that opposes what the majority want to do.

CONF#2 Problems between groups in this Diocese are usually resolved through mutual effort.

*CONF#3 Some leaders in my congregation have unresolved issues with the leadership of the Diocese that get in the way of our working together.

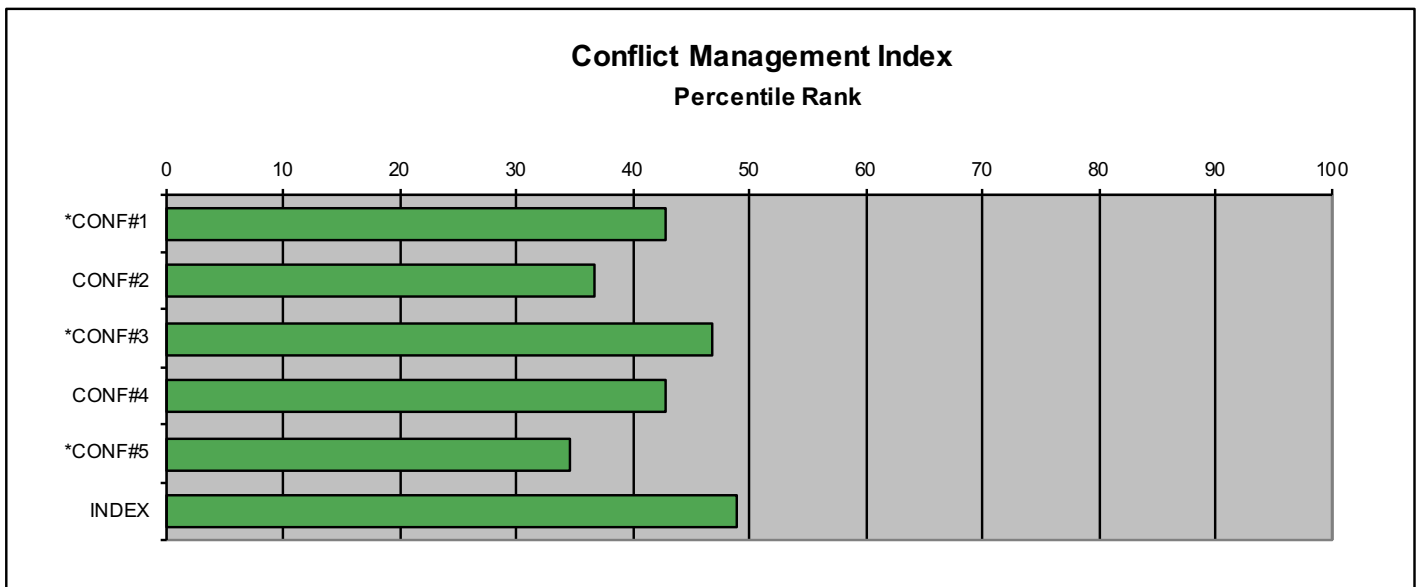
CONF#4 Among most of the members of our Diocese there is a healthy tolerance of differing opinions and beliefs.

*CONF#5 There is a disturbing amount of conflict in our Diocese.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
*CONF#1	0%	14%	22%	40%	21%	4%
CONF#2	1%	4%	20%	39%	32%	4%
*CONF#3	5%	26%	31%	25%	8%	5%
CONF#4	1%	3%	16%	46%	29%	5%
*CONF#5	9%	46%	30%	11%	4%	0%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Engagement Index

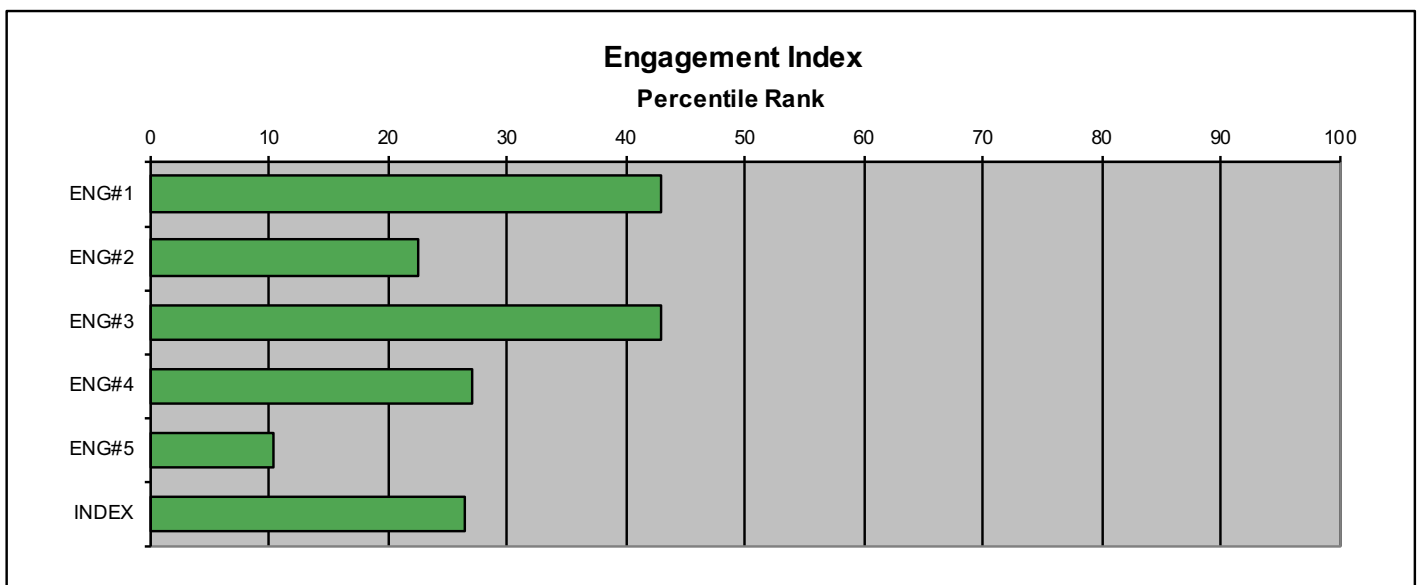
Question Text

- ENG#1 As a Diocese we do a good job communicating with one another in a way that keeps us aware and engaged.
- ENG#2 Our Diocese does a good job helping each member understand that he or she has an important role to play.
- ENG#3 Our Diocese does a good job supporting persons who are serving in various Diocesan ministries.
- ENG#4 Our Diocese helps members become engaged by finding roles for people that fit their gifts.
- ENG#5 Our Diocese provides adequate opportunities for members to engage in work that is meaningful.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
ENG#1	2%	8%	31%	35%	22%	3%
ENG#2	3%	10%	42%	24%	18%	3%
ENG#3	2%	4%	15%	39%	30%	10%
ENG#4	4%	11%	39%	24%	19%	3%
ENG#5	3%	7%	22%	40%	23%	5%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Governance Index

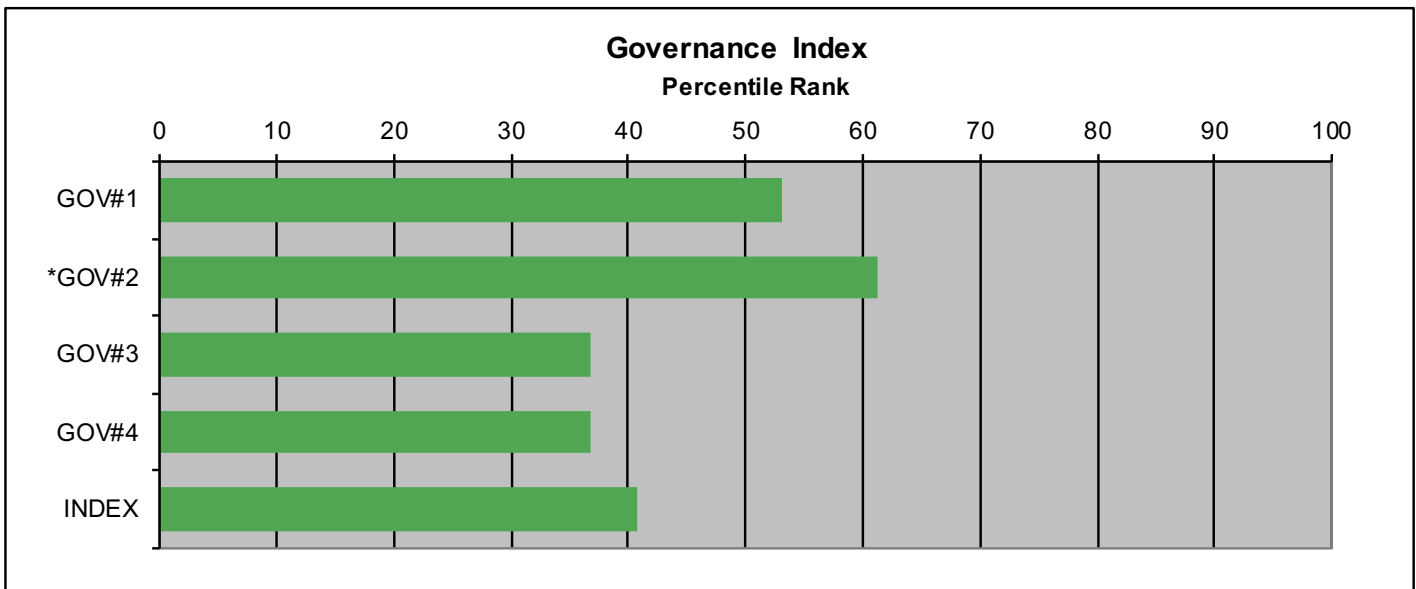
Question Text

- GOV#1 The clergy and lay leaders of our Diocese show a genuine concern to know what people are thinking when decisions need to be made.
- *GOV#2 Most important decisions about what the Diocese should do as a whole are really made by the same, small group of people.
- GOV#3 In important decisions in our Diocese, adequate opportunity for consideration of different approaches is usually provided.
- GOV#4 Persons who serve as leaders in our Diocese are generally representative of the members.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
GOV#1	2%	2%	16%	35%	28%	18%
*GOV#2	1%	8%	16%	47%	17%	10%
GOV#3	2%	6%	25%	35%	26%	5%
GOV#4	1%	5%	22%	42%	27%	4%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Collegiality Index

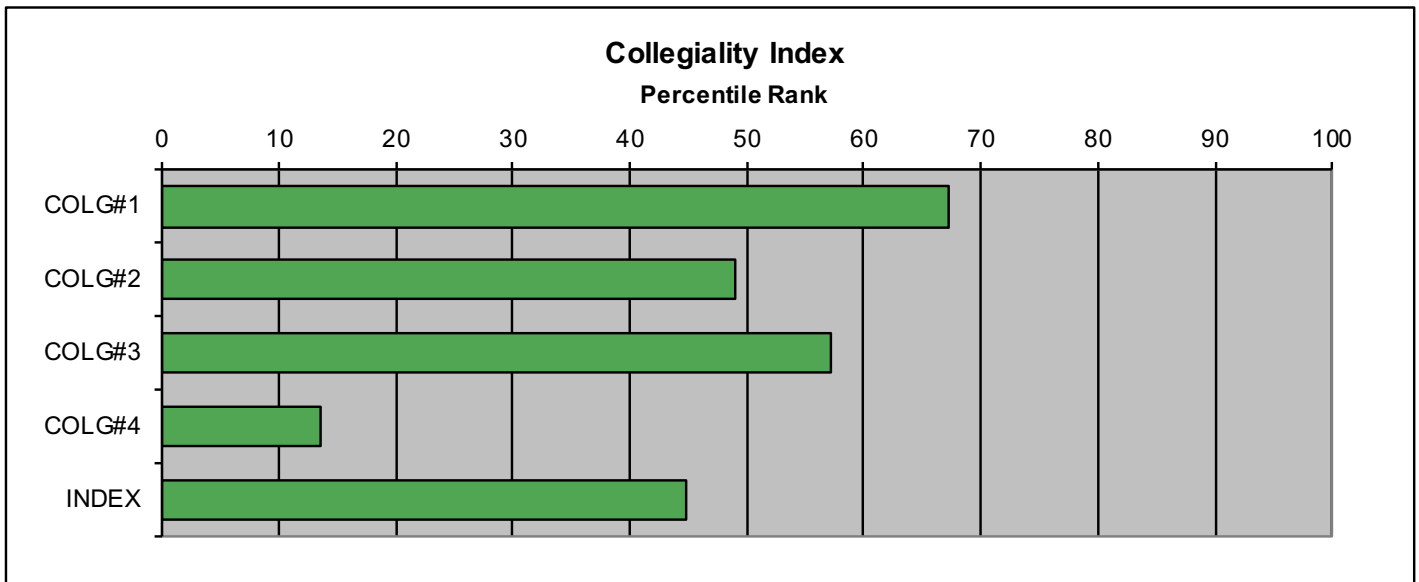
Question Text

- COLG#1 I experience a high level of collegiality as members work together in various Diocesan functions including meetings, on boards and committees, in collaborative ministries, and in partnership with the Diocesan staff.
- COLG#2 Persons serving in various Diocesan endeavors exhibit a genuine hospitality toward one another and new persons entering into our Diocese (new clergy, staff, boards, committees, collaborative ministries, etc).
- COLG#3 A positive spirit exists between the leaders of my congregation and the leaders of the Diocese.
- COLG#4 In our Diocese, we are mindful of the cultural diversity and regional complexity of our communities.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
COLG#1	2%	3%	11%	29%	31%	24%
COLG#2	1%	3%	8%	32%	37%	19%
COLG#3	3%	5%	10%	33%	34%	16%
COLG#4	3%	7%	23%	34%	21%	12%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Leadership Index

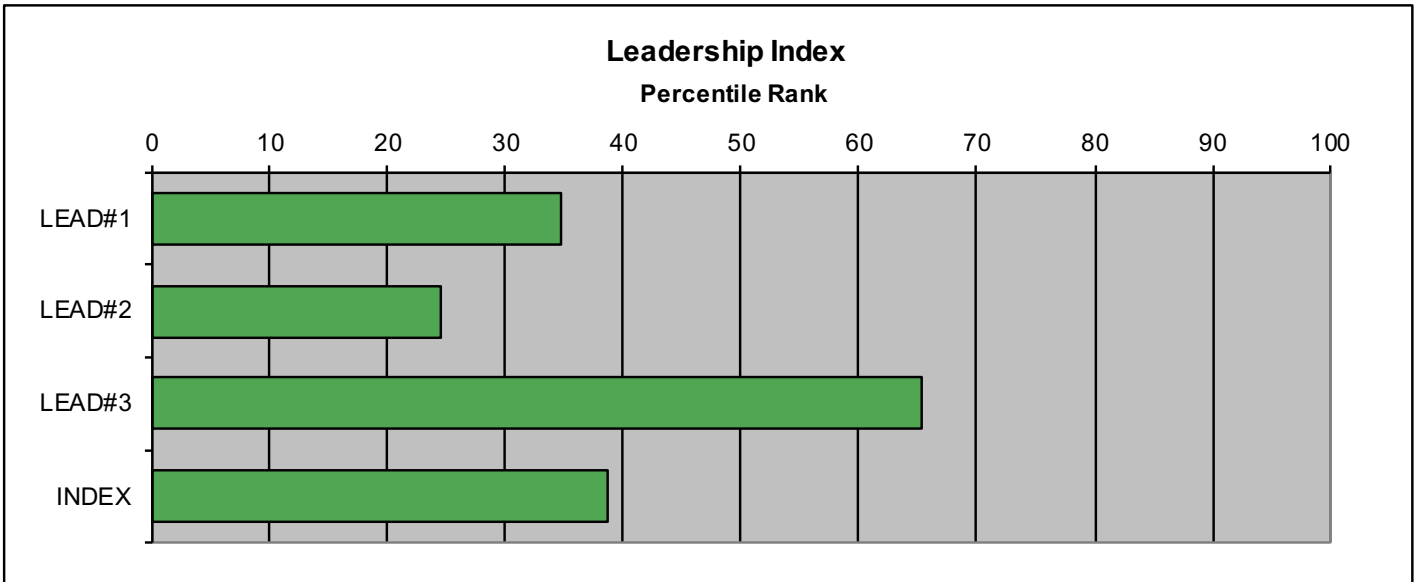
Question Text

- LEAD#1 The Diocesan leadership has done a good job of developing a shared vision that unites us.
- LEAD#2 The Diocese is effective in recognizing trends in the larger society and in helping us adapt in order to deal with those changes.
- LEAD#3 I find Diocesan meetings to be a good use of my time and energy.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
LEAD#1	2%	10%	25%	37%	18%	8%
LEAD#2	5%	10%	26%	32%	23%	4%
LEAD#3	1%	8%	17%	38%	29%	7%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Morale Index

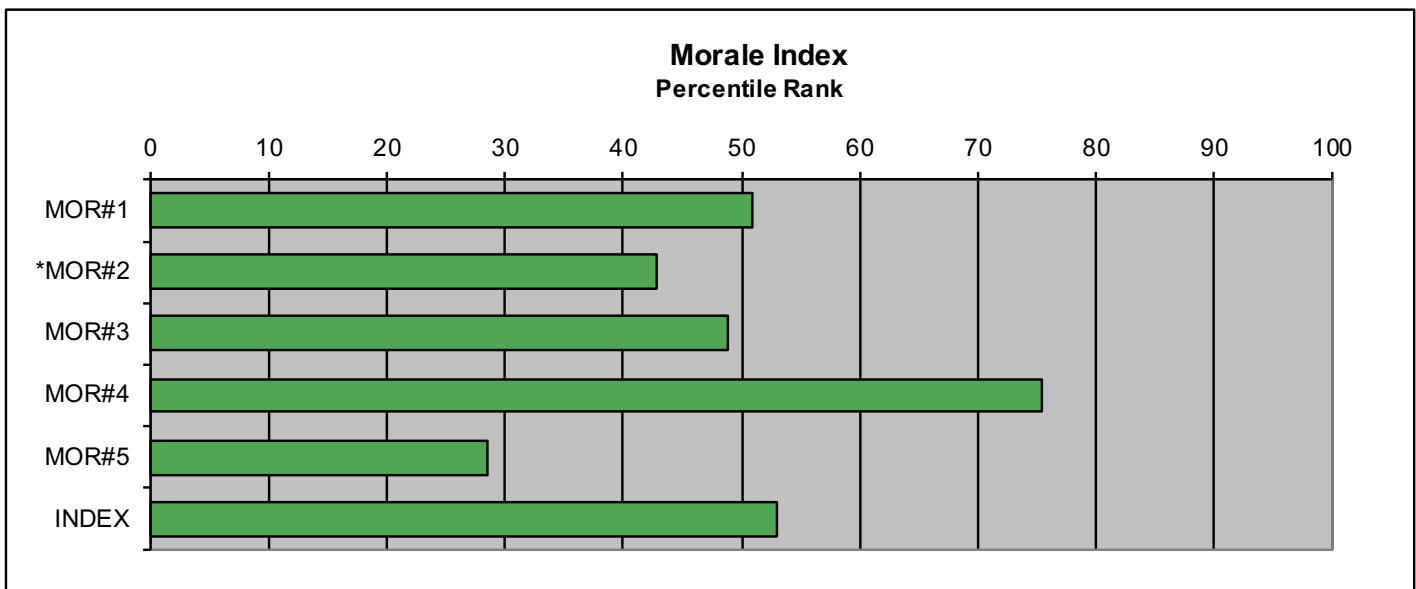
Question Text

- MOR#1 Members have discovered that involvement in the work of the Diocese can be a source of energy and spiritual renewal.
- *MOR#2 In this Diocese, it seems to me that we are just going through the motions. There isn't much excitement about it among our members.
- MOR#3 On the whole, I am satisfied with how things are in our Diocese.
- MOR#4 Because of my involvement in the Diocese, I feel clearer about God's purpose for my life than I did three years ago.
- MOR#5 The whole spirit in our Diocese makes people want to get as involved as possible.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
MOR#1	2%	3%	14%	27%	40%	14%
*MOR#2	3%	21%	26%	32%	15%	3%
MOR#3	1%	5%	26%	44%	23%	2%
MOR#4	3%	11%	25%	23%	26%	12%
MOR#5	1%	15%	47%	29%	8%	0%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Support to Congregations Index

Question Text

SUPRT#1 The Diocese makes available policies and procedures that are helpful in the day to day operation of a church.

SUPRT#2 The Diocese has been successful in helping congregations like mine become more vital and effective.

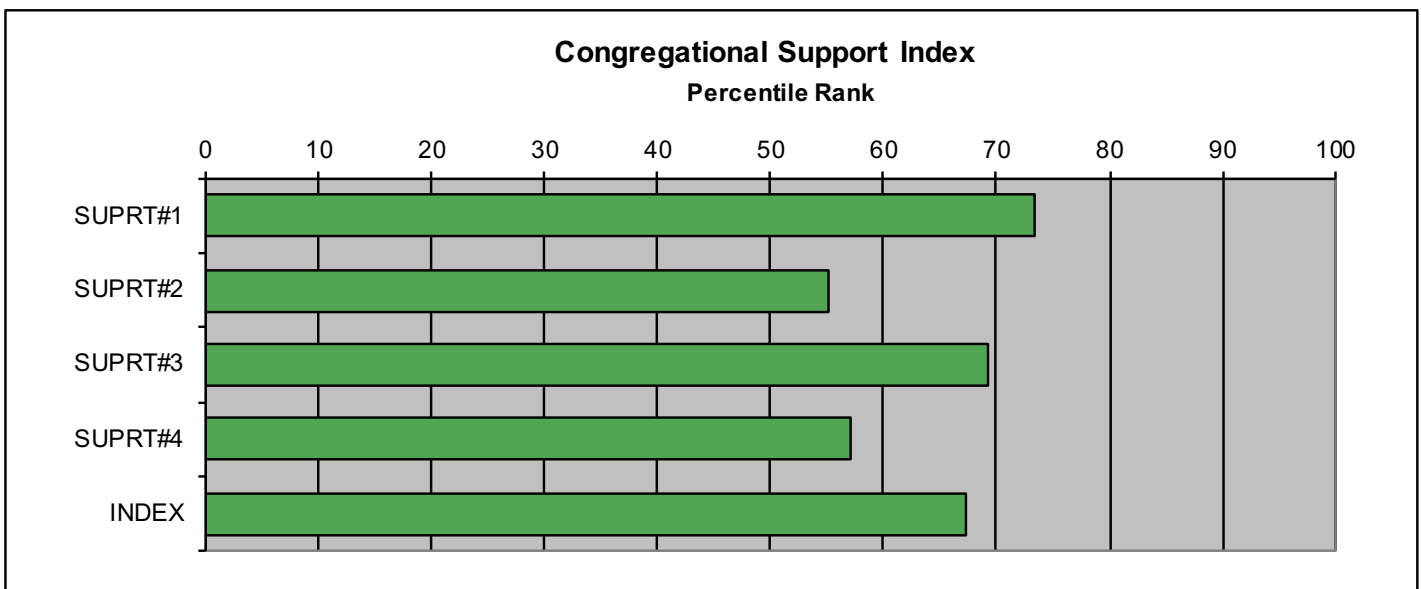
SUPRT#3 I trust the Diocesan leadership to provide strong and competent support to my congregation during challenging times such as changes in clergy or other transitions.

SUPRT#4 The Diocesan leadership has been a valuable resource in helping my congregation cultivate the financial giving of our people.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
SUPRT#1	1%	1%	8%	37%	38%	14%
SUPRT#2	3%	10%	31%	32%	17%	6%
SUPRT#3	2%	5%	11%	26%	37%	18%
SUPRT#4	7%	15%	34%	26%	14%	3%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Change and Vision Clarity

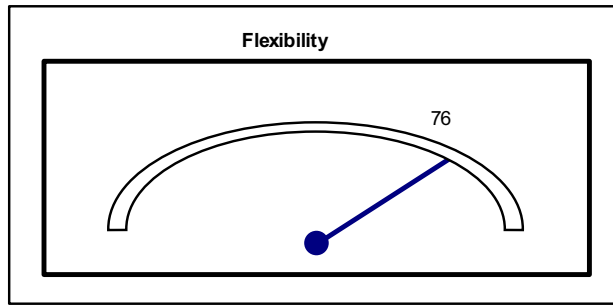
Flexibility

Our Diocese tends to stay very close to established ways of doing things.

Response	Percentage
Strongly disagree	0%
Disagree	5%
Tend to disagree	17%
Tend to agree	45%
Agree	22%
Strongly agree	11%

(lower rating desirable)

Rating: High



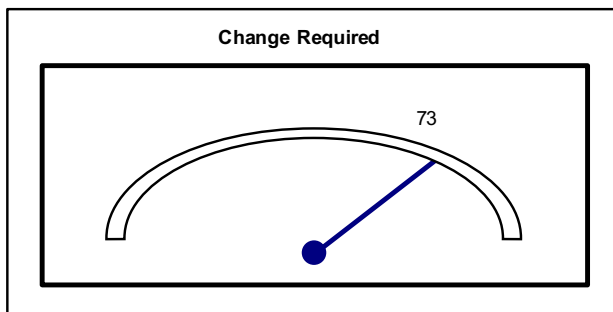
Change Required

In order to make significant progress toward your vision for our Diocese, how much change will be required?

Response	Percentage
Almost no change	0%
Small amount of change	6%
Moderate amount of change	59%
Large amount of change	29%
Change nearly everything	6%

(lower rating desirable)

Rating: High

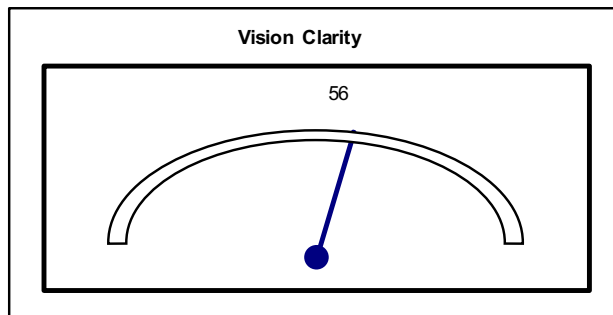


Vision Clarity

I am clear regarding where the Diocese is headed and how we are going to get there.

Response	Percentage
Strongly disagree	5%
Disagree	22%
Tend to disagree	40%
Tend to agree	19%
Agree	13%
Strongly agree	1%

Rating: Average

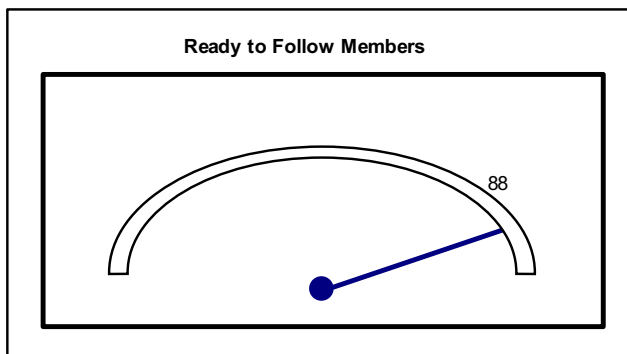


Member Readiness to Follow

In their actions, our members demonstrate open-mindedness and readiness to follow the lead of our Bishop and other Diocesan leaders.

Response	Percentage
Strongly disagree	0%
Disagree	2%
Tend to disagree	14%
Tend to agree	45%
Agree	31%
Strongly agree	7%

Rating: High



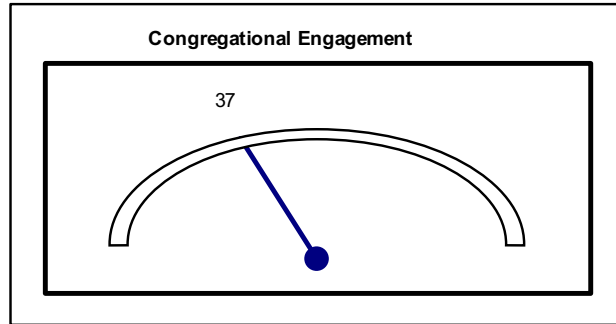
Engagement and Utilization

Congregational Engagement

Rating: Average

Beyond sending representatives to the regular Diocesan meetings, how engaged would you say that your congregation has been with any phase of the Diocese's life and work in the last 12 months?

Response	Percentage
Not engaged	8%
Little engagement	36%
Moderately engaged	40%
Highly engaged	16%

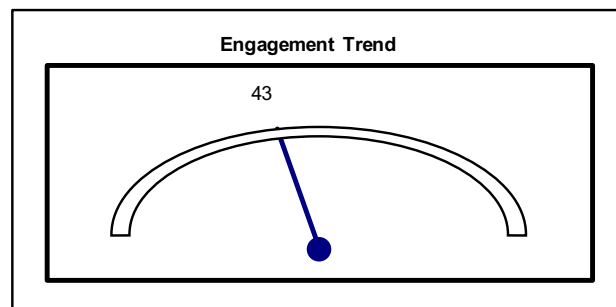


Engagement Trend

Rating: Average

Over the last three years how has your congregation's engagement with the Diocese changed?

Response	Percentage
Less engaged	9%
About the same	66%
More engaged	25%

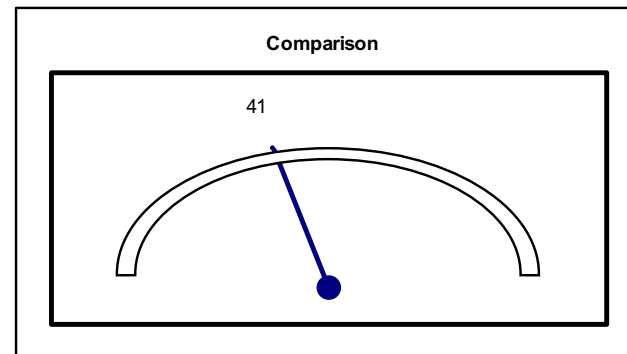


Comparison

Rating: Average

If you have served in leadership positions of other Dioceses or Episcopal congregations, how would you compare your level of satisfaction with our Diocese to other Dioceses with whom you have worked?

Response	Percentage
Less satisfied here	31%
About the same	35%
More satisfied here	33%

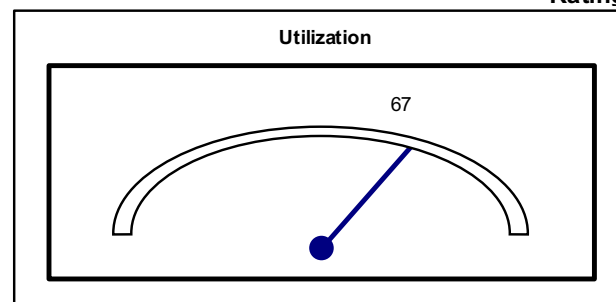


Utilization

Rating: Average

When I think about my gifts, interests, and time, I often feel that I have something to give the Diocese but don't know how to give it.

Response	Percentage
Strongly disagree	10%
Disagree	23%
Tend to disagree	24%
Tend to agree	21%
Agree	14%
Strongly agree	7%



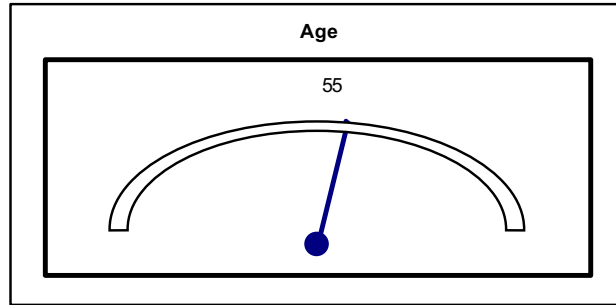
Respondent Profile

Age

Rating: Average

My age is...

Response	Percentage
Below 19	0%
19 to 24	0%
25 to 34	4%
35 to 44	9%
45 to 54	16%
55 to 64	28%
65 +	42%



Gender

My gender is...

Response	Percentage
Male	44%
Female	56%

Ethnic Background

What is your ethnic background?

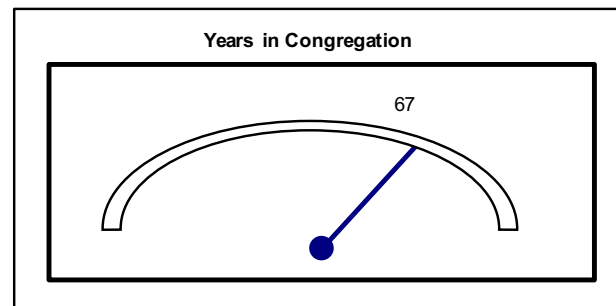
Response	Percentage
Black/African American	1%
White	97%
American Indian/Alaskan Native	0%
Latino/Hispanic/Spanish Origin	0%
Asian	0%
Other	2%

Years in Congregation

Rating: Average

I have been involved in my congregation...

Response	Percentage
Less than 1 year	3%
1 to 2 years	5%
3 to 5 years	12%
6 to 10 years	24%
11 to 20 years	18%
20+ years	39%



Awareness

Rating: Very high

What would you say is your level of awareness regarding the work of the Diocese?

Response	Percentage
Unaware	1%
Somewhat aware	14%
Moderately aware	37%
Very aware	48%

