



CAT Modules

Transition Module

This module is recommended for all churches engaging in a clergy search.

In this section, we would like to know how you anticipate your involvement in the church may change during the transition to our next Rector. We would also like to know how you feel about the transition and your thoughts about the future direction of the church.

* 1. It could take a number of months to complete a pastoral transition.

During that time I intend to be

- Much less involved Less involved About the same More involved
 Much more involved Don't know

* 2. There are a number of additional responsibilities that may arise during the pastoral transition (for example, prayer, focus groups, committee work). Please indicate your level of availability to help with additional responsibilities as they arise:

- Much less available Less available About the same More available
 Much more available Don't know

* 3. There are a number of additional financial costs during a pastoral transition (for example, search costs, relocation costs, etc). Please indicate below your anticipated level of giving during the transition.

- Much lower giving Lower giving About the same Higher giving
 Much higher giving Don't know

* 4. During the pastoral transition, I am thinking about exploring other churches.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 5. I believe that the leadership at our church needs to be more representative of the congregation as a whole (gender, age, length of membership, points of view).

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 6. I am comfortable with the timing of a pastoral transition. I feel it is time for this change.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 7. In the future, I believe the church should continue in the same overall direction that it has taken in the recent past.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 8. I believe the next Rector we call should have approximately the same skills and responsibilities as our former Rector (for example, balance between preaching, administration, pastoral care, and leadership).

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know



CAT Modules

Interim Module

In this section we would like to know your perspectives on how you think the church is doing during this interim period of our transition.

* 9. When you think about the overall strength of the church now compared to the strength of the church just prior to the resignation announcement of your former Rector would you say the congregation is

- Much weaker Weaker About the same Stronger Much stronger
 Don't know

* 10. The leadership is doing a good job communicating with the congregation during our transition to a new Rector.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 11. At this point, I believe that the congregation has adjusted well to the loss of the former Rector.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 12. I am comfortable with the pace of our transition process including our search for a new Rector.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 13. I believe that members of the congregation are being well utilized to help with our transition to a new Rector.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 14. If the search committee were to discover a new Rector for us today, I believe we are ready to follow his or her leadership.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know



CAT Modules

Designated Rector Module

In this section, we want to understand how you believe the church is doing under the leadership of your Designated Rector.

* 15. When you think about the overall strength of the church now compared to the strength of the church just prior to the resignation announcement of your former Rector would you say the congregation is

- Much weaker Weaker About the same Stronger Much stronger
 Don't know

* 16. The leadership is doing a good job communicating with the congregation during our time under the leadership of our Designated Rector.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 17. At this point, I believe that the congregation has adjusted well to the loss of the former Rector.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 18. I believe that members of the congregation are being well utilized to help under the leadership of our Designated Rector

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 19. I believe that our church is ready to make a decision regarding the status of our Designated Rector.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know



CAT Modules

Critical Ability Module

This module is recommended for churches engaged in a clergy search.



CAT Modules

Strategic Planning Module

Your answers to these questions are designed to help your leaders develop a strategic plan for your church.

* 21. Our church has been effective in fulfilling the mission as expressed in our current mission statement.

- Strongly disagree
- Disagree
- Tend to disagree
- Tend to agree
- Agree
- Strongly agree
- I am not familiar with our current mission statement

* 22. Our church needs to rethink its basic purpose and mission if it is to be effective in the future.

- Strongly disagree
- Disagree
- Tend to disagree
- Tend to agree
- Agree
- Strongly agree
- Don't know

* 23. How much change is required to realize your vision for the church?

- No change
- Some change
- Moderate change
- Substantial change
- Change nearly everything
- Don't know

* 24. I often feel like I have something to give the church, but don't know how to give it.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

25. In a few sentences, tell about an experience you had in the church where you walked away feeling, "Now THAT'S what it means to be the church!"



CAT Modules

Missional Church Module

* 26. Most members of our church would be comfortable sharing faith-stories with persons in the communities where they live and work.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 27. Some small groups from our church intentionally meet out in the community rather than in the church building in an effort to reach others.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 28. Our church has targeted specific groups within our community (e.g. businesses, schools, service clubs, health care workers) that we want to reach with the message of the Kingdom of God.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 29. Many different ministries within our church (education, fellowship, worship, missions) are taking steps to reach persons in our community rather than only serve our own members.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 30. Our members spend time listening to the needs of people in our community so that they can respond to those needs as a Christian witness.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know



CAT Modules

Debt Reduction Module

These questions are designed to learn your perspectives on the campaign to reduce the church's capital debt. Your candid responses are extremely important.

* 31. On the whole, I am in favor of our congregation moving forward with a debt reduction/retirement campaign.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 32. In light of our need to reduce/retire our debt, my total financial giving to the church in the next three years is likely to be

- Much less Less About the same More Much more
 Don't know

* 33. There are a number of tasks involved in a successful debt reduction/retirement campaign. Please indicate below your availability to help with these tasks.

- Not available Somewhat available Moderately available Very available
 Don't know

* 34. As you think about your financial giving to the church, what influences your decision-making? Please RANK the influences below by order of importance. Note: You can only use each ranking option once.

	Least important	4th most important	3rd most important	2nd most important	Most important
My personal faith and understanding of being generous in supporting God's work in the world	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How well the church manages its finances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How engaged our church is in reaching out to the needs of the world	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The current state of the economy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The effectiveness of our church's ministry in making a real difference in my life and in the lives of others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 35. My church does a good job providing me with the information that enables me to give joyfully to the work of the church.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 36. I am frustrated that our church spends so much time talking about finances.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know



CAT Modules

Building Fund Campaign Module

These questions have been developed to learn your perspectives on the proposed campaign to make changes to our facilities that are designed to strengthen the ministry and mission of our church. Your candid responses are extremely important.

* 37. On the whole, I am in favor of our congregation moving forward with a capital campaign to fund the proposed changes in our facilities.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 38. In light of our plans to make changes in our facilities, my total financial giving to the church in the next three years is likely to be

- Much less Less About the same More Much more
 Don't know

* 39. There are a number of tasks involved in a successful building campaign. Please indicate below your availability to help with these tasks.

- Not available Somewhat available Moderately available Very available
 Don't know

* 40. As you think about your financial giving to the church, what influences your decision-making? Please RANK the influences below by order of importance. Note: You can only use each ranking option once.

	Least important	4th most important	3rd most important	2nd most important	Most important
My personal faith and understanding of being generous in supporting God's work in the world	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How well the church manages its finances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How engaged our church is in reaching out to the needs of the world	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The current state of the economy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The effectiveness of our church's ministry in making a real difference in my life and in the lives of others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 41. My church does a good job providing me with the information that enables me to give joyfully to the work of the church.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know



CAT Modules

Stewardship Appeal Module

These questions are designed to learn your perspectives on our upcoming stewardship appeal to fund the ministries and mission of our church. Your candid responses are extremely important.

* 42. On the whole, I am in favor of having an annual stewardship appeal.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 43. My total financial giving to the church in the next year is likely to be

- Much less Less About the same More Much more
 Don't know

* 44. As you think about your financial giving to the church, what influences your decision-making? Please RANK the influences below by order of importance. Note: You can only use each ranking option once.

	Least important	4th most important	3rd most important	2nd most important	Most important
My personal faith and understanding of being generous in supporting God's work in the world	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How well the church manages its finances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How engaged our church is in reaching out to the needs of the world	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The current state of the economy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The effectiveness of our church's ministry in making a real difference in my life and in the lives of others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 45. My church does a good job providing me with the information that enables me to give joyfully to the work of the church.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 46. I am frustrated that our church spends so much time talking about finances.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know



CAT Modules

Flow Module

As Christians, we are called to be living water flowing out into the world. The following questions have been designed to determine how much we are "flowing" by estimating the resources that members are investing in ministry beyond themselves as expressions of Christian discipleship. All responses are totally anonymous. Your thoughtful and realistic estimates are greatly appreciated.

* 47. On the whole, I would say that my current level of engagement to impact the world as an expression of my Christian discipleship is

- | | |
|--|---|
| <input type="radio"/> Much lower than I would like | <input type="radio"/> Higher than I would like |
| <input type="radio"/> Lower than I would like | <input type="radio"/> Much higher than I would like |
| <input type="radio"/> About right | <input type="radio"/> Don't know |

* 48. How many hours do you spend a month volunteering services to the community and world that are sponsored by your church? (Examples: food pantry, homeless shelter, scouts, mission teams, tutoring)

- | | |
|--|--|
| <input type="radio"/> Not currently involved | <input type="radio"/> 10 to 19 hours per month |
| <input type="radio"/> 1 to 2 hours per month | <input type="radio"/> 20 to 29 hours per month |
| <input type="radio"/> 3 to 4 hours per month | <input type="radio"/> 30+ hours per month |
| <input type="radio"/> 5 to 9 hours per month | <input type="radio"/> Don't know |

* 49. How many hours do you spend a month volunteering services to the community and world through activities that are NOT sponsored by your church? (Examples: Habitat for Humanity, prison ministry, hospital board, Young Life)

- Not currently involved
- 1 to 2 hours per month
- 3 to 4 hours per month
- 5 to 9 hours per month
- 10 to 19 hours per month
- 20 to 29 hours per month
- 30+ hours per month
- Don't know

* 50. If you have a job for which you are compensated to what extent do you experience your work simply as a way to make a living and to what extent do you experience your work as an opportunity for Christian service?

- Just a way to make a living
- Mostly a way to make a living, somewhat as Christian service
- Half and half
- Mostly as Christian service, sometimes just a way to make a living
- Definitely as Christian service
- The work I currently do is not compensated
- Don't know

* 51. As you think about ways you might become involved in impacting your community and the world, what influences your decision making? Please RANK the influences below by order of importance.

Note: You can only use each ranking option once.

	Least important	4th most important	3rd most important	2nd most important	Most important
Whether people I know and enjoy are also involved, such as family, friends, and associates.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The degree to which opportunities are a good fit for my gifts and interests.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How well opportunities fit into my schedule and lifestyle.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The effectiveness of the opportunity in making a real difference in my life and in the lives of others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The degree to which an opportunity will help me develop the skills and abilities to be a more effective disciple.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 52. How much money PER YEAR does your household contribute to charitable causes OTHER THAN your church? Include all contributions you make to charitable causes OTHER THAN your church including contributions to other churches or church ministries. Please have only one person per household respond to this question.

- None at this time
- \$1 to \$199
- \$200 to \$499
- \$500 to \$999
- \$1,000 to \$1,999
- \$2,000 to \$4,999
- \$5,000+
- Don't know or another person from my household is responding to this question

* 53. What percentage of your total household income would you estimate that you contribute to ALL charitable causes, including your church? Please have only one person in your household respond to this question.

- None at this time
- Less than 1%
- 1% to 1.9%
- 2% to 2.9%
- 3% to 3.9%
- 4% to 4.9%
- 5% to 7.4%
- 7.5% to 10%
- More than 10%
- Don't know or another person in my household is responding to this question



CAT Modules

Communication Module

The purpose of this module is to help the leadership develop a better understanding of (1) What information you find useful and (2) How best to communicate with you. Thank you for responding to these important questions.

* 54. The entire communication system of the church (website, emails, print materials) is very effective in helping me know how I can personally contribute to fulfilling the church's mission.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know the church's mission

* 55. The entire communication system of the church (website, emails, print materials) is very effective in helping me live out my faith in the world.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 58. What kinds of information would help you live out your faith in the world?

	Not helpful	Somewhat helpful	Moderately helpful	Very helpful
Devotional material	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Calendar of events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Educational or faith formation material	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community concerns	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conversations about hard questions or life matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Messages from leaders about church's mission and vision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 59. Which category below BEST describes your role in the church?

- Inactive Attend worship Involved in one regular activity beyond worship
 On a church board Paid staff None of these

60. What forms of social media do you most likely use? (check all that apply)

- Social networking (Facebook, LinkedIn, Google)
 Microblogging (Twitter, Tumblr)
 Photo sharing (Instagram, Snapchat, Pinterest)
 Video sharing (Youtube, Facebook live, Periscope, Vimeo)



CAT Modules

Worship Experience Module

These questions will ask about your experience with the worship service in your congregation.

* 61. Our worship services prepare me to live a Christian life that makes a difference in the world.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 62. I often leave worship energized and inspired.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 63. A sermon that speaks to me and helps in my Christian walk is (check all that apply):

- Expository: brings out or exposes the truth that may be hidden beneath the words in a section of scripture.
- Biographical: a biography that explores the faith story of an individual's life.
- Analytical: relates to the detailed analyzing of a subject in order to extract the greatest amount of truth from it.
- Analogical: communicates a truth contained in an analogy for clarification purposes.
- Topical: short scripture or biblical stories applied through analysis to a topic that has direct life applications.

* 64. Our worship services help me examine my faith and how to effectively apply that faith in my day to day life.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 65. I find the service that I primarily attend to be child and family friendly.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 66. I believe that prayer is a central element of vital worship.

- Strongly disagree Disagree Tend to disagree Tend to agree
 Agree Strongly agree Don't know

* 67. Please rank from most important to least important the things about your regular worship service that are important to you: (Please note you can only make one choice per column)

	Least Important	6th	5th	4th	3rd	2nd	Most Important
Hymnal Music	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Choral Music	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The engagement of the children in the service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time of the service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Day of the service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Location of the service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Length of the service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

68. If I could add one thing to our worship it would be:



CAT Modules

Online Worship

These questions are designed to help the congregation think about online worship and the needs of those who attend worship online.

69. How often do you attend online worship?

- Never
- A few times a year
- Once a month
- Twice a month
- Every week

70. Do you ever attend in-person worship?

- Yes
- No but I would be interested in attending in the future
- No and I am not interested in attending in person services

71. Do you ever attend church programming or church sponsored service programs?

- Yes
- No and that is not something I am interested in
- No but I would be interested in attending in the future

72. What are your biggest reasons for attending online worship? Please check all that apply. If you do not attend online worship please skip to the next question.

- Work conflict
- Scheduling conflict
- Physical or medical needs
- Behavioral or mental health needs
- Care of a dependent
- Other (please specify)

73. How long have you been attending online worship?

- Less than 6 months
- 6 month to a year
- A year to two years
- More than two years
- I do not attend online worship

74. The technology we use creates a quality online worship experience.

- Strongly disagree
- Disagree
- Tend to disagree
- Tend to agree
- Agree
- Strongly agree
- Don't know

75. I believe continuing to offer online worship is important.

- Strongly disagree
- Disagree
- Tend to disagree
- Tend to agree
- Agree
- Strongly agree
- Don't know

76. When I think about online worship it is important because (please check all that apply):

- It is a ministry we can offer people who cannot be here in person.
- It is an opportunity for growth in membership.
- It allows us to connect with people from around the country.
- It is an opportunity for more tithing.
- It is a way to rewatch services.
- Other (please specify)

77. How can we connect and create a supportive community between online and in-person worshippers?



CAT Modules

Merging Congregations Module

In this section we would like to know how you anticipate your involvement as your congregations look to merge and how it will evolve during the first year of the merged congregation's existence. We would also like to know how you feel about the consolidation and your thoughts about the future direction of the church.

* 78. If the merger is to proceed, it could take a number of months to fully merge the congregations. During that time I intend to be

- Much less involved Less involved About the same More involved
 Much more involved Don't know

* 79. There are a number of additional responsibilities that may arise during the first year after the congregations are merged (for example, prayer, focus groups, special committees, etc.). Please indicate your level of availability to help with additional responsibilities as they arise:

- Much less available Less available About the same More available
 Much more available Don't know

* 80. There are a number of additional financial costs during this merger period and for the first year after the merger (i.e. legal costs, exploring new facilities, right sizing the staff, etc). Please indicate below your anticipated level of giving during the transition:

- Much lower giving Lower giving About the same Higher giving
 Much higher giving Don't know

congregation in
the community.

Conduct a
comprehensive
REVIEW of our
new merged
congregation's
vitality (spiritual,
financial,
programmatic,
etc.) 12-18
months after the
completion of
this assessment.

