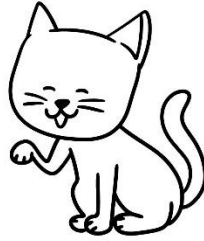


**Where Is God Calling Us?
Where is the Holy Spirit Moving?
How Does Jesus' Love Dwell Within Us?**



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

#1 – Transition Profile

Zion-Redeemer Parish ... How do we feel about this period of transition?

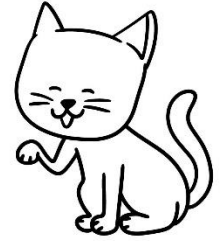
Knowing that we've already been without a called pastor since the end of August 2022, it could take a number of months yet to complete the pastoral call process. During this transition time, 70% of Zion-Redeemer members answered their involvement in the church will remain "about the same." 23% stated that they will be "more involved" or "much more involved."

84% of members agree with the statement, "I am comfortable with the timing of the pastoral transition. I feel it is time for a change."
16% disagree with the statement.

Having answered "Agree" or "Strongly Agree," 5% of survey respondents are thinking about exploring other churches during the pastoral transition. And additional 7% answered "Tend to Agree."

Considering the additional financial costs that will be incurred during a pastoral transition (search costs, relocation costs, etc.), 88% indicated that they continue to provide the same financial support and 11% intend to increase their giving.

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When asked about the future,

- 51% believe our church should continue in the same overall direction that it has taken in the recent past.
- 69% believe our next pastor should have approximately the same skills and responsibilities as our former pastor when it comes to the balance between preaching, administration, pastoral care and leadership.

Pertaining to the gender, age, length of membership and points of view, 48% believe that the leadership needs to be more representative of the congregation(s) as a whole. 52% believe that Zion-Redeemer's leadership represents the parish 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 responsibilities of the pastor.
- Most congregation members will continue to give at the same level despite additional costs associated with calling a new pastor. **How can you help? Can you give more time, money, or skills/expertise in an area of ministry?**
- With approximately half of the parish agreeing that the current parish and congregational leadership represents the parish well and feel the church should continue in the same overall direction, new ideas and voices are encouraged. **Prayerfully consider how you can share ideas and get involved in the mission and ministry of Zion-Redeemer Parish.**

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