

ANNOTATED SUMMARY



Vital Signs for

St. David's Episcopal Church, Austin, TX

generated from

The Congregation Assessment Tool

10/2/25

"And this is my prayer: that your love may abound more and more in knowledge and depth of insight, so that you may be able to discern what is best and may be pure and blameless until the day of Christ, filled with the fruit of righteousness that comes through Jesus Christ - to the glory and praise of God."

Philippians 1:9-11

ANNOTATED SUMMARY

Your name: _____

Presenter: _____

Date: _____



Table of Contents

Annotated Summary of Holy Cow! Consulting Report

	<i>Summary Pages</i>
Holy Cow! Consulting cover page	1
Table of Contents	2
Executive Summary	3
Key Indicators	4
Energy-Satisfaction Map and Key Drivers	5-6
Priorities Among Goals	7-8
Performance Dashboard and Indices	9-18
Critical Abilities for the Next Pastor	19
Support for Newer Ministries	20
Demographic Data	21-22

Note: This Table of Contents refers to the red Summary page numbers in the lower right corners. Some pages also have a page number centered at the bottom of the page, from the original Holy Cow! Consulting report.



Summary p. 2

Executive Summary

The Congregation Assessment Tool was recently administered in your church. 3461 persons were invited to participate; of these, 322 persons responded. A response from every member is not required to provide valid results. For a complete readout, please review the Vital Signs report that was sent to your church. A summary of that report is provided below.

Overall, approximately 66% of your members are clearly satisfied with things in the church. This, along with other information, indicates that the church has options which include growth, expansion, replication, and external impact. Whether any of these will be realized depends on the choices made.

Not every question is of equal importance to members. When asked how satisfied they are, members tend to focus on the issues addressed in the questions below. When they feel more positive in these areas, they tend to feel more positive overall.

- **The worship services at our church are exceptional in both quality and spiritual content.**
- **Persons who serve as leaders in our church are representative of the membership.**
- **In important decisions in our church, adequate opportunity for consideration of different approaches is usually provided.**
- **Our Rector articulates a clear vision for our church and keeps it before the people in a compelling way.**
- **The leaders of our church show a genuine concern to know what people are thinking when decisions need to be made.**

Conversely, when your members feel less positive about the areas above, they tend to feel less satisfied with their experience in the church overall.

Every church exhibits patterns in its life that contain strengths and potential weaknesses. Your church has potential strengths related to inclusiveness and advocacy. Potential weaknesses include a tendency to intellectualize every issue and difficulty in establishing identity and vision.

As members look to the future, their top four goals are

- **Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.**
- **Make necessary changes to attract families with children and youth to our church.**
- **Develop the spiritual generosity of the people to financially support the ministry of the church.**
- **Develop ministries that work toward healing those broken by life circumstances.**

In comparison to other churches, three goals that are unusually strong for your church are

- **Develop the spiritual generosity of the people to financially support the ministry of the church.**
- **Work as an advocate for social and institutional change so that society might better reflect the values of the kingdom of God.**
- **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.**

These may warrant attention from the leadership even if they are mid-level priorities.

All the information in this report should be explored and validated in further conversation. **Survey data is not the end of a conversation but the beginning.**

Summary p. 3

Key Indicators



Overall Satisfaction

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

Clearly agree	66%
On the fence	29%
Clearly disagree	5%
Rating of church satisfaction level	High

Overall Energy

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

Clearly agree	8%
On the fence	30%
Clearly disagree	61%
Rating of church energy level	High

Attendance Trend

Compared with 3 years ago, I attend worship...

Less	22%
Same	53%
More	24%
Average annual change in attendance	1%

Value of Activity Beyond Worship

On the whole, participation in church activities is very meaningful to me...

Clearly agree	62%
On the fence	31%
Clearly disagree	7%
Rating of church activity beyond worship	Average

Top Three Priorities

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

First	Question #59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Second	Question #57	Make necessary changes to attract families with children and youth to our church.
Third	Question #52	Develop the spiritual generosity of the people to financially support the ministry of the church.

Survey Process Statistics

Number of respondents	322
Response rate as percentage of average attendance	120%

Energy – Satisfaction Map and Key Drivers

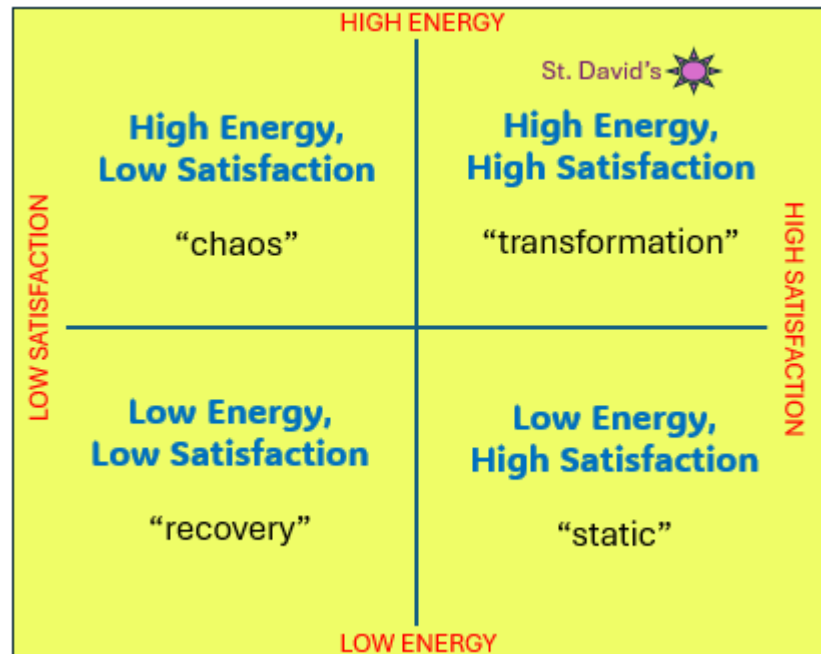
The Holy Cow assessment tool asked questions to gauge how members feel things are going overall at St. David's (Satisfaction) and asked for members' sense of the level of excitement at St. David's (Energy). The combination of responses placed St. David's in the most desirable quadrant: High Energy + High Satisfaction. This is called the "transformation" quadrant.

Churches in the **chaos quadrant** are often struggling to structure and channel their energy into a direction they feel good about.

Churches in the **recovery quadrant** require major changes to regain a significant level of vitality and health.

Churches in the **static quadrant** have normalized a low level of vitality in the church which enables them to be relatively satisfied.

Churches in the **transformation quadrant** are sources of new meaning and purpose for their members. They may also serve as mentors to other churches.



Drivers of Satisfaction

The pattern of responses from your members suggests that when they think about how satisfied they are with things in your church overall, they tend to focus on the areas below, called "Drivers of Satisfaction". The degree to which they focus on these items is indicated in the column to the right. This column does not tell us how you scored on the question, it tells us how important the item is to your members in determining how satisfied they are. (If there are no items listed below, it means that we are unable to identify what members are focused on from their responses.)

		Degree of Focus
Driver #1	The worship services at our church are exceptional in both quality and spiritual content.	High
Driver #2	Persons who serve as leaders in our church are representative of the membership.	High
Driver #3	In important decisions in our church, adequate opportunity for consideration of different approaches is usually provided.	High
Driver #4	Our Rector articulates a clear vision for our church and keeps it before the people in a compelling way.	High
Driver #5	The leaders of our church show a genuine concern to know what people are thinking when decisions need to be made.	High

Summary p. 5

Drivers of Energy

The pattern of responses from your members suggests that when members think about the level of excitement in your church overall they tend to focus in the areas below, called "Drivers of Energy." The degree to which they focus on these items is indicated in the column to the right. This column does not tell us how you scored on the question, it tells us how important the item is to your members in determining the energy in the church. (If there are no items listed below, it means that we are not able to identify what members are focused on from their responses.)

		Degree of Focus
Driver #1	The whole spirit in our congregation makes people want to get as involved as possible.	Moderate
Driver #2	Our church does a good job helping each member understand that he or she is called to ministry.	Moderate

Critical Success Factors for Improving Satisfaction

With the goal of helping churches move as high into the "transformation" quadrant as possible, the Holy Cow assessment tool asks questions designed to point leaders to where to begin: which improvements might have the biggest impact on how members are feeling about the church overall?

Parishioners' responses to these questions also help assign a level of urgency to each issue:

Urgent = address now

Important = address soon

Significant = discuss soon

Consistent with St. David's already occupying a position in the upper right of the Energy – Satisfaction Map (p. 5), the assessment tool showed no internal issues for our church at the Urgent or Important levels, but identified one at the Significant level:

<i>Critical Success Factors for St. David's</i>	
LEVEL OF URGENCY	SUCCESS FACTOR
Urgent	<i>none identified</i>
Important	<i>none identified</i>
Significant	Care in times of need

Leaders at churches with few internal issues to be addressed are more able to turn their attention to strategic options including numeric growth, expansion of facilities or programs, replication in other locations (including mentoring of other leaders), or increased external impact. The Priorities Among Goals section (pp. 7-8 of this Summary) gives some indication of our members' priorities among these strategic options and other goals for St. David's.

Summary p. 6

Priorities Among Goals

On Questions 50-66 of the Holy Cow assessment tool, St. David's members were asked about 17 possible goals for the church, to discern where members believe additional energy needs to be applied. For each, members were asked to choose a level of additional energy, as in this sample:

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

- ☐ No additional energy
 ☐ Little additional energy
 ☐ Moderate additional energy
☐ Substantial additional energy
 ☐ High additional energy
 ☐ Don't know

The table below lists these goals in the order prioritized by the overall group of St. David's members who took the survey. The Mean Score is the average of the responses from 1 to a possible 5, with each "No additional energy" answer receiving a 1, "Little additional energy" receiving a 2, and so on up to a 5 for "High additional energy." Note: A low score doesn't necessarily mean a particular goal is unimportant; because the questions ask what *additional* energy should be applied, the goal could be an important one that parishioners believe is already receiving substantial attention and effort from St. David's leaders.

Finally, the Holy Cow assessment tool gives breakdowns of responses by subgroups, to show how priorities differ among these subgroups:

- Under 35 years of age
- 35 – 64 years of age
- 65+ years of age
- Infrequent attenders (once a month or less)
- Frequent attenders (more than once per month)

Rankings by these subgroups are shown in the right column below.

Goals, as prioritized by all respondents	Mean score	Rankings by subgroups
59. Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.	3.35	#1 for under 35 #1 for 35 to 64 #1 for 65+ #1 for infrequent attenders #1 for frequent attenders
57. Make necessary changes to attract families with children and youth to our church.	3.17	#2 for 35 to 64 #2 for 65+ #3 for infrequent attenders #2 for frequent attenders
52. Develop the spiritual generosity of the people to financially support the ministry of the church.	2.82	#3 for 35 to 64 #3 for frequent attenders
65. Develop ministries that work toward healing those broken by life circumstances.	2.81	#3 for 65+ #2 for infrequent attenders

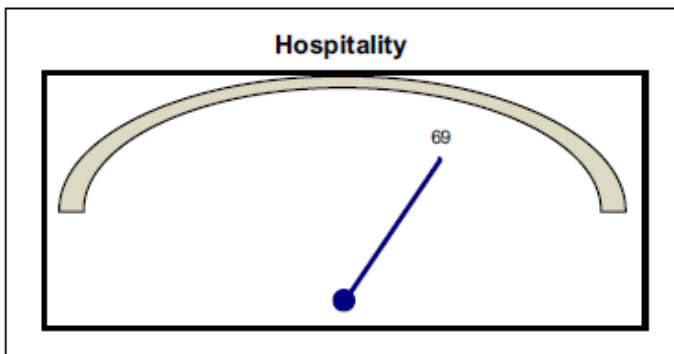
Summary p. 7

Goals, as prioritized by all respondents (continued)	Mean score	Rankings by subgroups
51. Create more opportunities for people to form meaningful relationships (e.g., small groups, nurtured friendships, shared meals, etc.)	2.77	#2 for under 35
64. Work to renew and revitalize the community around the church by building coalitions with partners.	2.76	
54. Strengthen the process by which members are called and equipped for ministry and leadership.	2.67	
62. Work as an advocate for social and institutional change so that society might better reflect the values of the kingdom of God.	2.62	
63. Strengthen the management and support of persons in various ministries.	2.59	
66. Expand outreach ministries that provide direct services to those living on the margins of society (e.g., homeless. Immigrant, transient persons).	2.58	#3 for under 35
58. Provide more opportunities for Christian education and spiritual formation at every age and stage of life.	2.54	
55. Strengthen the pastoral response of the church in serving people in times of need.	2.46	
61. Adapt the opportunities provided by the church making them more accessible given the pace and schedule of my life.	2.42	
50. Deepen our sense of connection to God and one another through stronger worship services.	2.28	
56. Change or improve the music of the church to deepen our worship experience.	2.26	
60. Expand the international mission of the church with both financial resources and personal involvement.	2.09	
53. Enlarge or improve the physical facilities of the church to expand or enhance our ministries.	1.78	

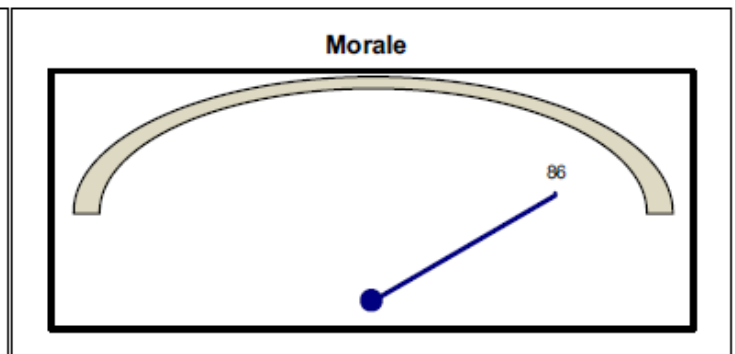
Summary p. 8

Performance Dashboard

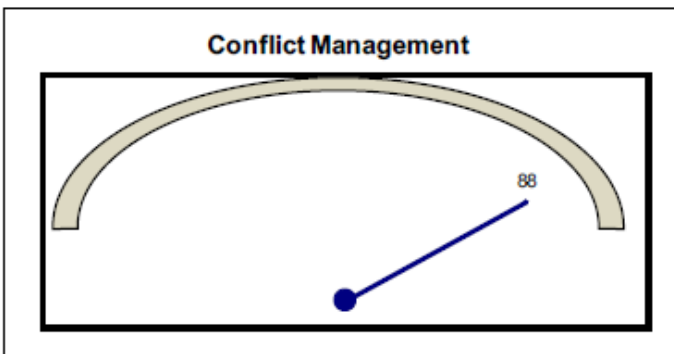
The church assessment tool assigns St. David's a rating on a variety of factors (hospitality, morale, conflict management, etc.), by comparing our responses to those in the large database of churches Holy Cow Consulting has worked with. The pictures below and on p. 10 have the ratings in visible dashboard form. Under each dashboard picture is a page reference to where in the Performance Indices section (pp. 11-18) you can find the relevant index with the specific survey questions and how we responded.



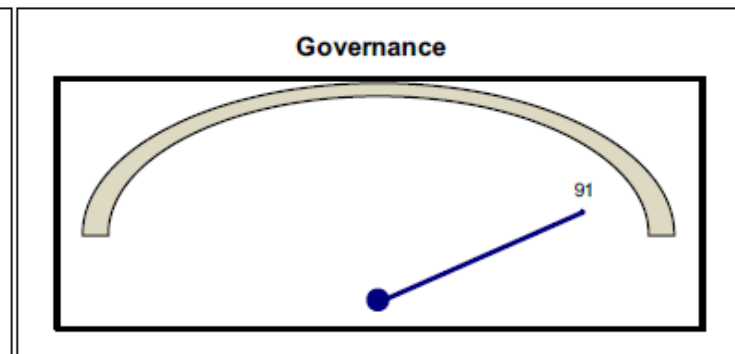
See the Hospitality Index
on page 11 of this Summary



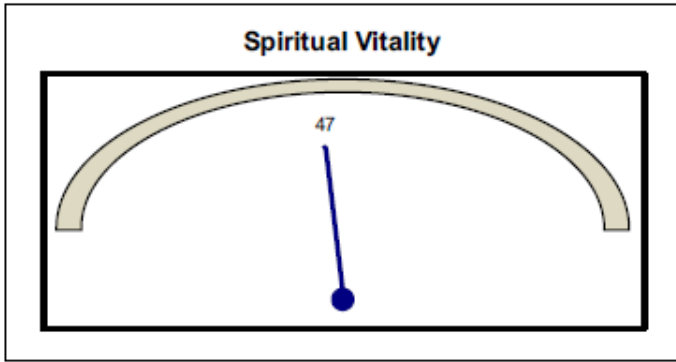
See the Morale Index
on page 12 of this Summary



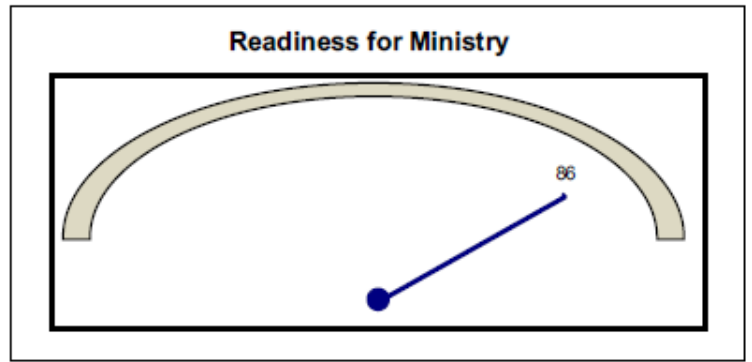
See the Conflict Management Index
on page 13 of this Summary



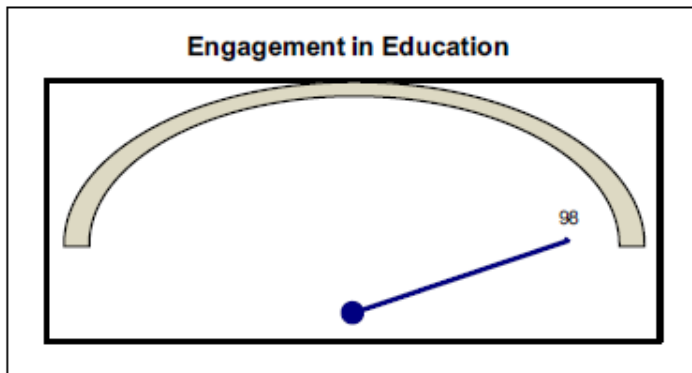
See the Governance Index
on page 14 of this Summary



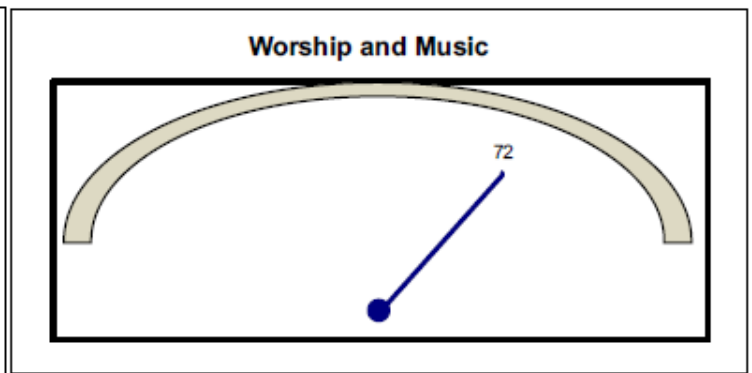
See the Spiritual Vitality Index
on page 15 of this Summary



See the Readiness for Ministry Index
on page 16 of this Summary



See the Educational Engagement Index
on page 17 of this Summary



See the Worship and Music Index
on page 18 of this Summary

Performance Indices

Hospitality Index

The Hospitality Index seeks to measure the degree to which members perceive that the congregation is engaged in offering themselves and their resources to folks who are new, different, or in need. Persons generally expect that churches will be inviting and supportive communities. However, church communities have decidedly different "temperatures" to those who enter them. Some churches feel cold. Others feel warm. It can be difficult for members to gauge this accurately since some may have a network of relationships that others do not. If scores in this indices are low, it is important to give it priority.

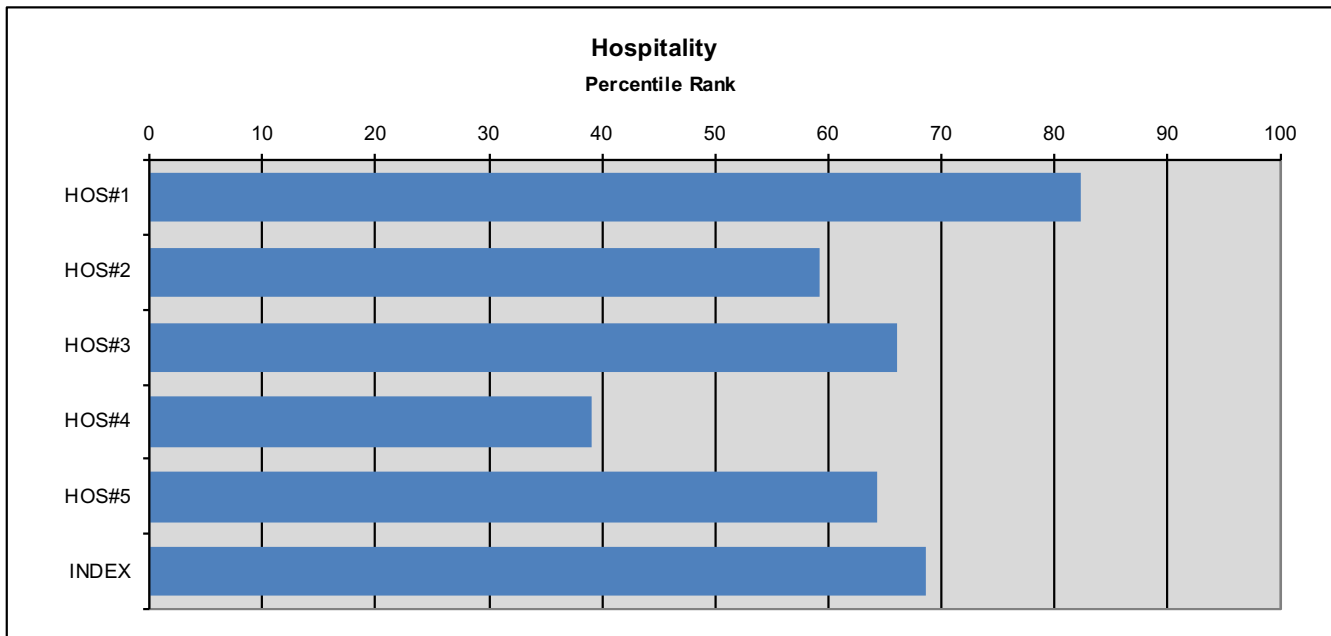
Question Text

HOS#1	Our church welcomes and is enriched by persons from many different walks of life.
HOS#2	Being part of this church community has given new meaning to my life.
HOS#3	A friendly atmosphere prevails among the members of our church.
HOS#4	I sense an atmosphere of genuine care and concern among our members in time of personal need.
HOS#5	Members in our church have been prepared to personally welcome guests in worship services.

Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
HOS#1	0.3	2.7	5.3	15.0	31.9	44.9
HOS#2	1.0	3.8	5.8	24.6	34.8	30.0
HOS#3	1.0	0.3	3.5	13.5	35.1	46.5
HOS#4	0.7	1.5	2.9	17.3	39.7	37.9
HOS#5	0.8	3.1	8.3	29.9	33.5	24.4

Comparative Profile (These show how your scores compared with other churches.)



Performance Indices

Morale Index

Morale is the positive, passionate, and persuasive engagement of members in the mission of the church. It is positive in that people find energy generated in their experiences with the church. It is passionate in that it engages people emotionally and not simply conceptually or in dutiful behavior. It is persuasive in that people sense the need to bring others into the experience.

Developing high morale must be a critical long term strategy. It is not as easily changed as the Hospitality Index. It requires clear direction, the ability to set goals and meet them, and the development of a sense that the work of the church is very important in the world.

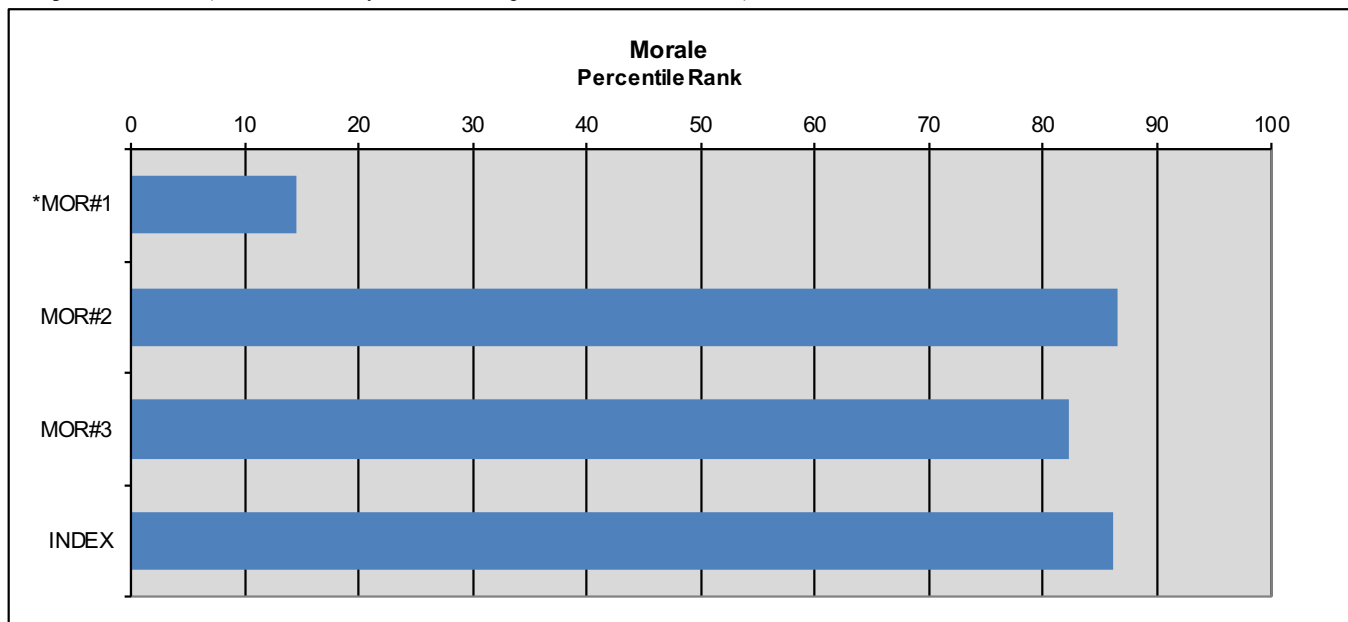
Question Text

*MOR#1	It seems to me that we are just going through the motions of church activity. There isn't much excitement about it among our members.
MOR#2	The whole spirit in our congregation makes people want to get as involved as possible.
MOR#3	On the whole, I am satisfied with how things are in our church.

Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
*MOR#1	25.8	35.7	21.2	9.2	3.9	4.2
MOR#2	1.4	3.2	15.1	30.9	36.0	13.3
MOR#3	2.2	3.3	5.8	23.0	33.6	32.1

Comparative Profile (These show how your scores compared with other churches.)



Note: A question with an asterisk is negatively worded relative to the index. In the Comparative Profile, a shorter bar is preferred for questions that are negatively worded. The overall index scores takes this into account in its calculation.

Performance Indices

Conflict Management Index

The Conflict Management Index measures the degree to which members believe that conflict is appropriately managed and, where possible, resolved. It is important to note that the Conflict Management Index does not correlate strongly with the Hospitality Index or the Spiritual Vitality Index. This means that a congregation can perceive itself as having a strong faith and a genuine concern for one another, yet still experience painful conflict. This is because the tools required to deal with conflict go beyond good intentions, and involve specific training that nearly anyone can learn...if they choose to do so.

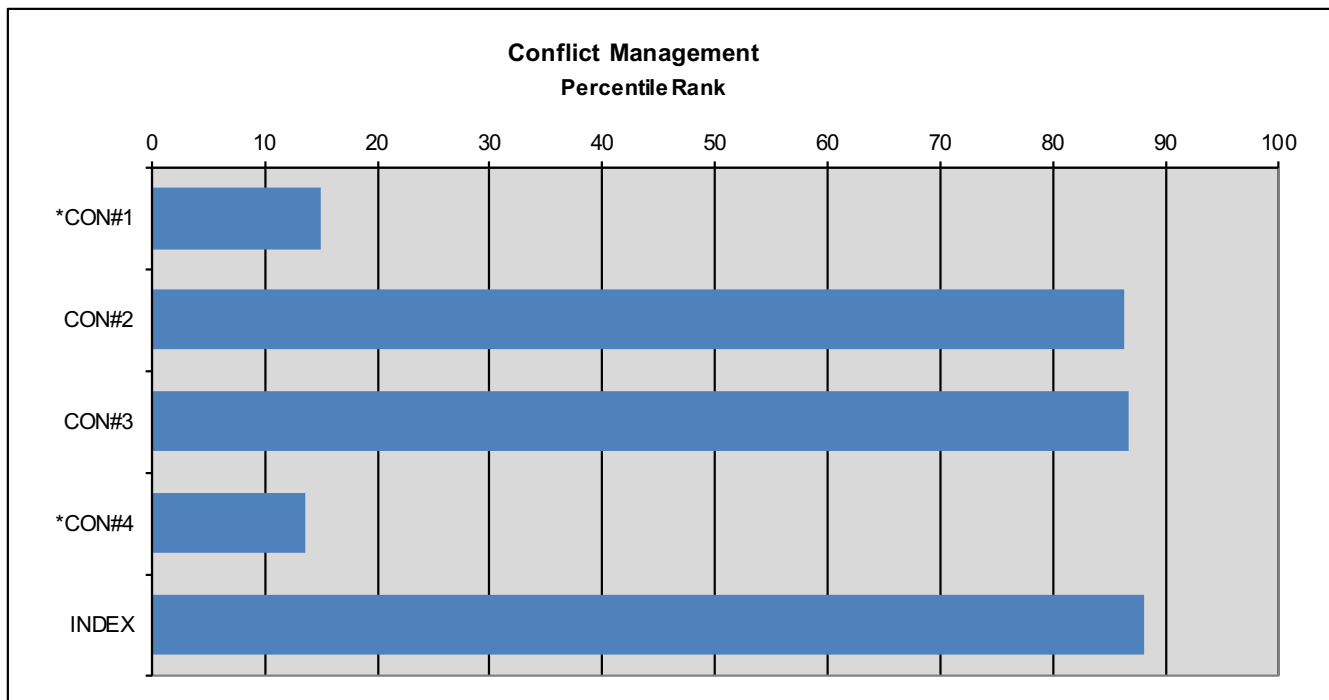
Question Text

- *CON#1 There is a disturbing amount of conflict in our congregation.
- CON#2 Problems between groups in this church are usually resolved through mutual effort.
- CON#3 Among most of our members there is a healthy tolerance of differing opinions and beliefs.
- *CON#4 There is frequently a small group of members that opposes what the majority want to do.

Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
*CON#1	33.3	43.1	16.7	4.5	1.6	0.8
CON#2	1.1	2.2	5.0	26.8	46.9	17.9
CON#3	1.5	2.2	6.3	26.7	43.0	20.4
*CON#4	5.1	54.7	25.6	11.1	1.7	1.7

Comparative Profile (These show how your scores compared with other churches.)



Note: A question with an asterisk is negatively worded relative to the index. In the Comparative Profile, a shorter bar is preferred for questions that are negatively worded. The overall index scores takes this into account in its calculation.

Summary p. 13

Performance Indices

Governance Index

The Governance Index measures the degree to which members believe that the decision making structures and processes of the church are open to their concerns and input. While church polity may lodge almost all decision-making in one group of persons, a Board for example, there are many creative ways in which that authority can be delegated or shared. Committees, commissions, task forces, leadership assemblies, and joint meetings expand the decision-making circle. Regular input from surveys, focus groups, and interviews can give people a sense of involvement in the way decisions are made. As people perceive openness in the way leaders make decisions, they are more likely to have high morale and support the decisions that have been made.

Question Text

GOV#1 The leaders of our church show a genuine concern to know what people are thinking when decisions need to be made.

*GOV#2 The same small group of people seem to make most of the important decisions in our church.

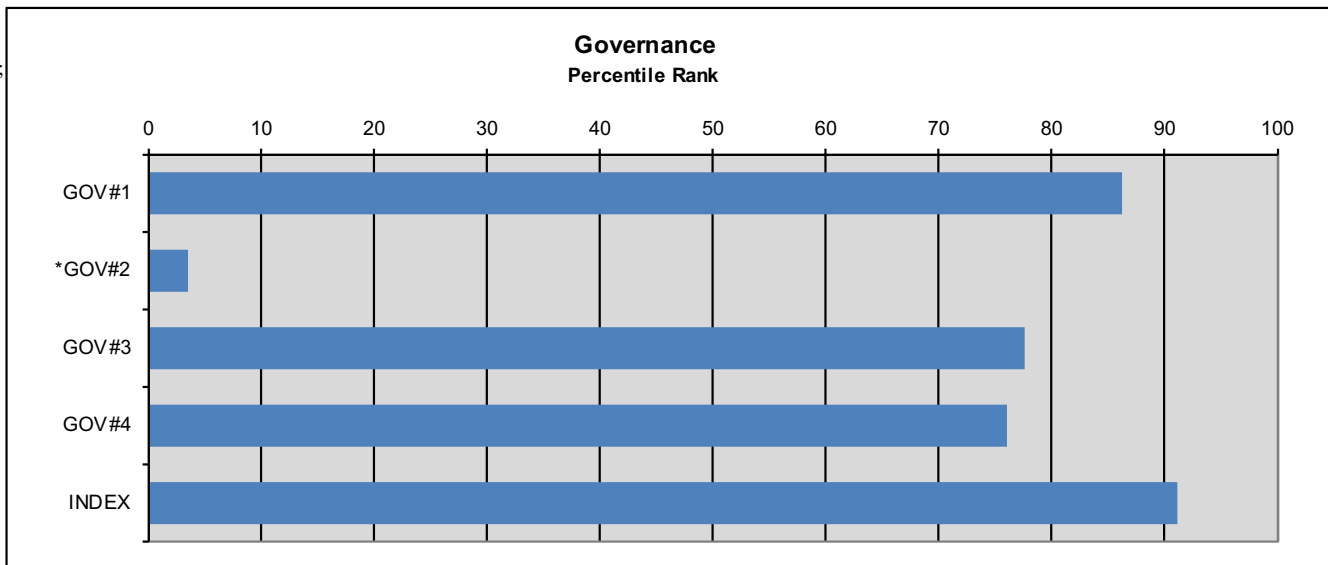
GOV#3 In important decisions in our church, adequate opportunity for consideration of different approaches is usually provided.

GOV#4 Persons who serve as leaders in our church are representative of the membership.

Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
GOV#1	1.8	2.9	4.3	15.9	43.0	32.1
*GOV#2	4.8	15.8	28.2	24.9	17.7	8.6
GOV#3	0.9	5.9	6.4	26.5	45.2	15.1
GOV#4	0.4	2.5	2.9	24.9	46.9	22.4

Comparative Profile (These show how your scores compared with other churches.)



Note: A question with an asterisk is negatively worded relative to the index. In the Comparative Profile, a shorter bar is preferred for questions that are negatively worded. The overall index scores takes this into account in its calculation.

Summary p. 14

Performance Indices

Spiritual Vitality Index

The Spiritual Vitality Index measures the degree to which members believe that their faith is central to their lives rather than peripheral or episodic. It is an important index in that it correlates mildly with the Hospitality Index. In addition, the Spiritual Vitality Index relates strongly to the percent of household income that members give to the church. This would seem to confirm what Jesus said: "Where your treasure is, there will your heart be also."

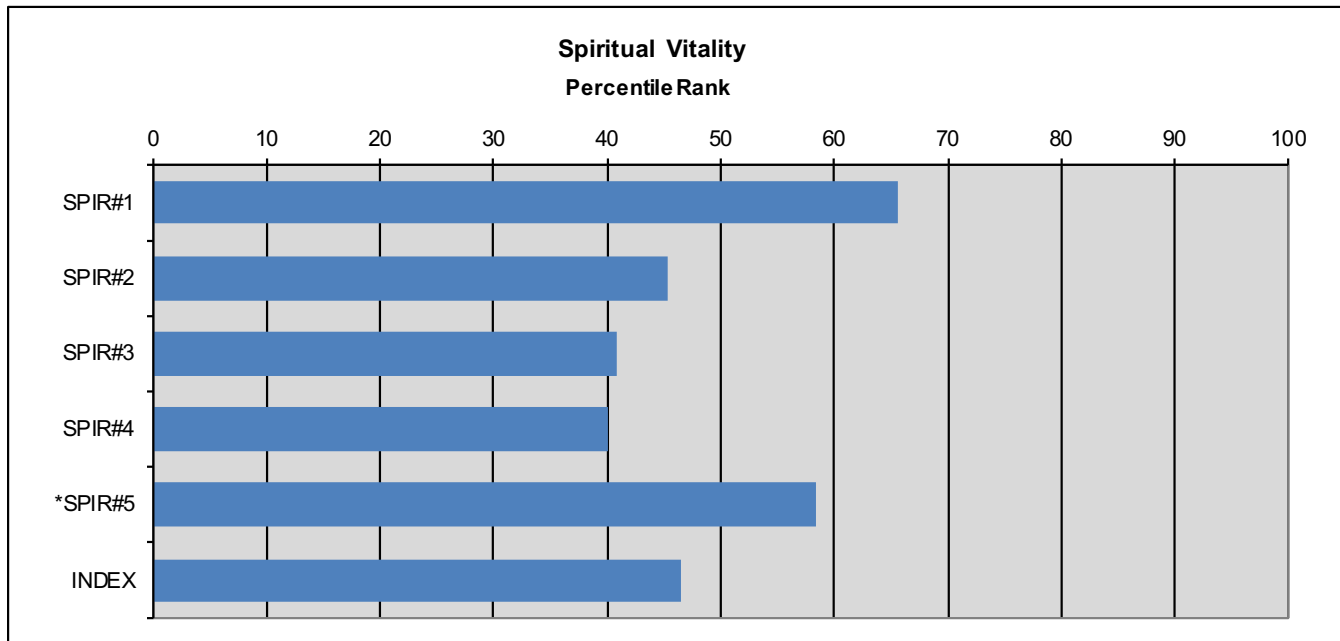
Question Text

SPIR#1	My spiritual experiences often impact the way I look at life.
SPIR#2	My spirituality is really the basis of my whole approach to life.
SPIR#3	I experience the presence of God in my life.
SPIR#4	I work to connect my faith to all the other aspects of my life.
*SPIR#5	Although my faith is important to me, I feel there are other things more pressing in my life right now.

Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
SPIR#1	2.2	1.9	1.9	15.8	30.6	47.6
SPIR#2	0.6	3.2	9.5	24.9	32.2	29.7
SPIR#3	0.3	3.2	2.6	14.8	32.2	46.9
SPIR#4	2.1	2.1	5.2	25.1	33.4	32.1
*SPIR#5	11.1	28.9	28.5	21.1	6.7	3.7

Comparative Profile (These show how your scores compared with other churches.)



Note: A question with an asterisk is negatively worded relative to the index. In the Comparative Profile, a shorter bar is preferred for questions that are negatively worded. The overall index scores takes this into account in its calculation.

Performance Indices

Readiness for Ministry Index

In the last thirty years, a shift has taken place in our understanding of ministry. Some churches call it lay ministry, some lay leadership, others, the ministry of the baptized. In each case the basic concept is that all members of a church are called to ministry, and it is the responsibility of the church to help members identify their gifts and connect to ministries that best fit those gifts. The Readiness for Ministry Index measures the degree to which the church has helped members make this transition in their understanding and equipped them for their own particular ministry.

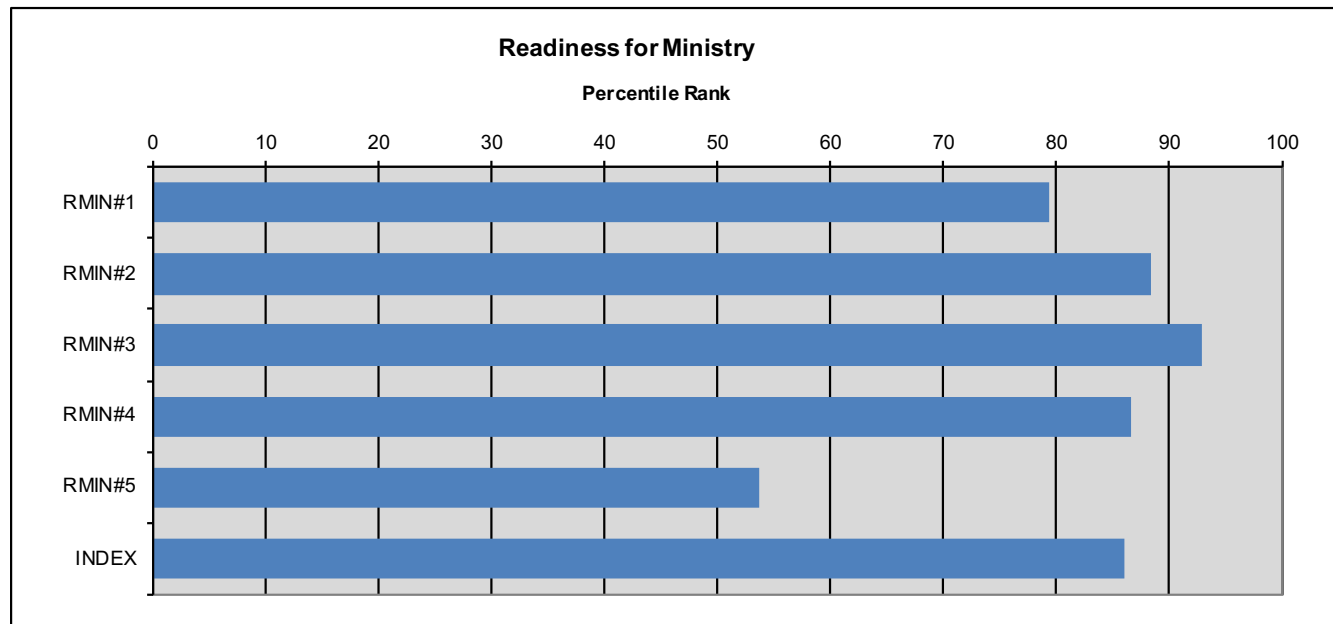
Question Text

- RMIN#1 Our church does a good job helping each member understand that he or she is called to ministry.
- RMIN#2 Our church prepares our members for ministry by helping them discern their gifts.
- RMIN#3 Our church provides opportunities for members to engage in active ministry within the church and to the world.
- RMIN#4 Our church does a good job supporting persons in ministry by reminding them that they are making a difference.
- RMIN#5 In our congregation lay people work with the Rector in leading and planning worship services.

Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
RMIN#1	0.4	6.2	12.3	30.0	39.2	11.9
RMIN#2	0.9	4.5	13.8	38.4	31.7	10.7
RMIN#3	0.4	0.7	2.9	12.3	41.7	42.0
RMIN#4	1.7	1.7	3.8	20.5	47.4	24.8
RMIN#5	2.4	4.7	9.5	25.4	42.6	15.4

Comparative Profile (These show how your scores compared with other churches.)



Performance Indices

Educational Engagement Index

Christian education is a life-long process that enriches a person's spiritual life and better prepares him or her for service in the world. The Educational Engagement Index measures the degree to which members share in that understanding. It also gauges the degree to which the church provides developmentally appropriate education across the entire span of life. In addition, it recognizes that members are living with a variety of schedules and that education must be provided in a way that adapts to member needs.

Question Text

EDU#1 Our members understand that they have a spiritual responsibility for life-long learning and formation.

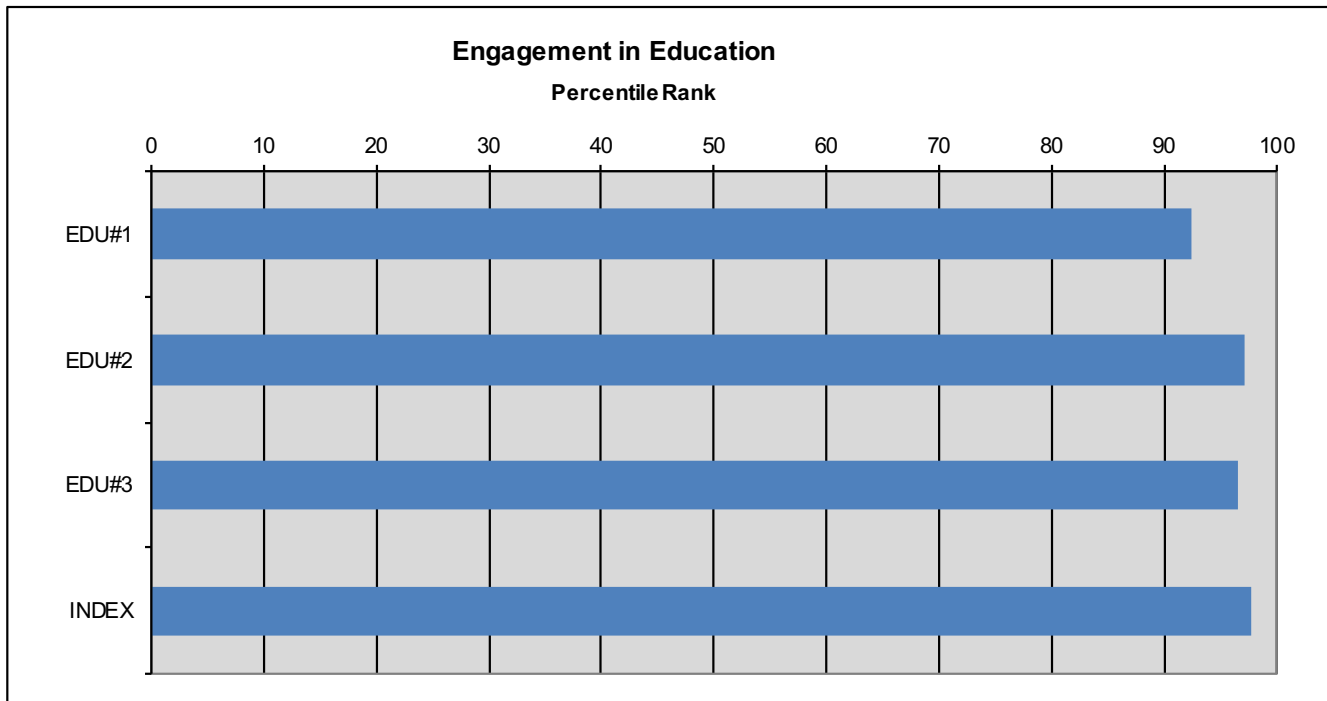
EDU#2 Our church provides opportunities for education and formation in a variety of ways so that I can find one that fits my complex lifestyle.

EDU#3 Our church provides high quality education that is appropriate to every age and stage of life.

Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
EDU#1	0.0	1.5	2.9	28.7	50.0	16.9
EDU#2	0.7	2.7	6.1	19.0	36.7	34.7
EDU#3	1.9	1.9	4.2	22.3	42.0	27.7

Comparative Profile (These show how your scores compared with other churches.)



Summary p. 17

Performance Indices

Worship and Music Index

The worship experience is central to the vitality and growth of a congregation. While members are often engaged in a wide variety of activities, worship is the one experience that every member shares. Research suggests that worship is a primary factor in the morale of a congregation and that when the worship experience of a congregation is vibrant, members also tend to feel energized about the work of the church. The Worship and Music Index seeks to capture the congregation's feelings about the quality of the worship experience.

Question Text

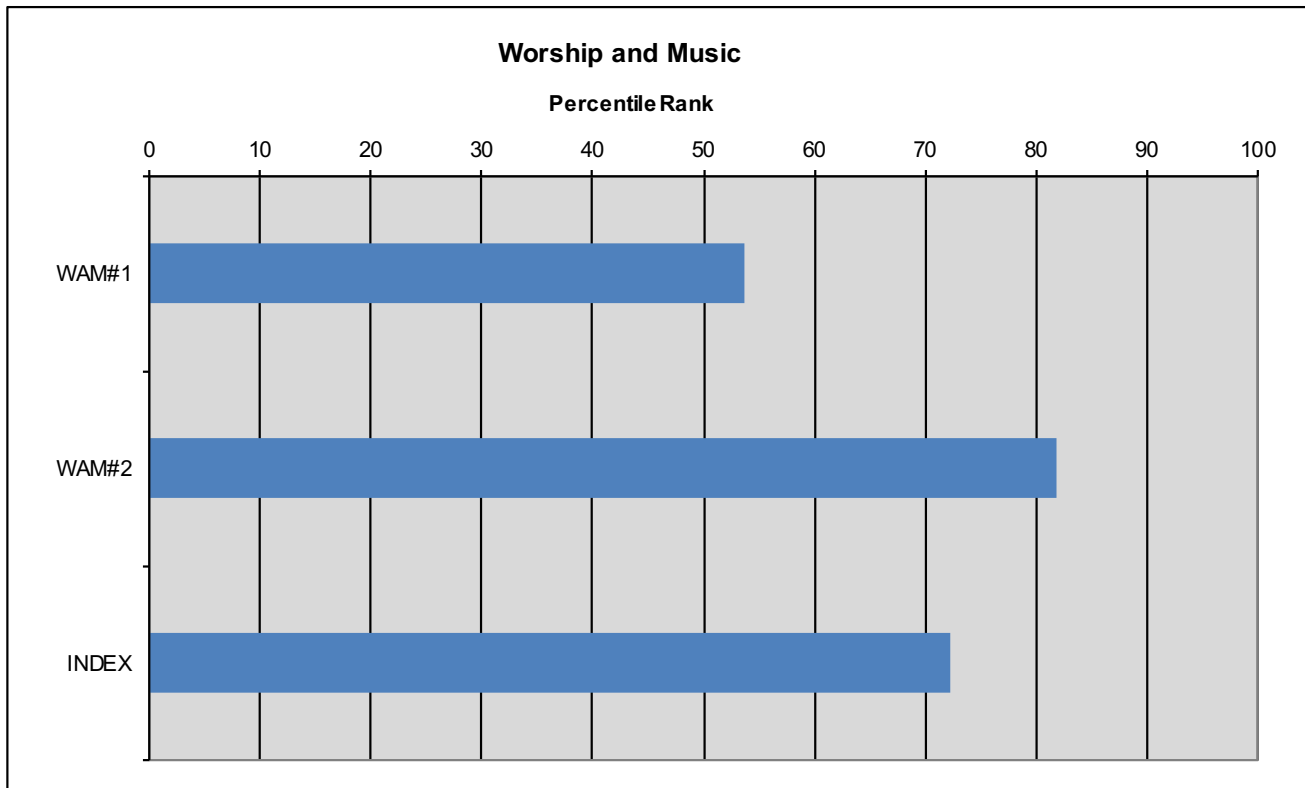
WAM#1 The music at our church is outstanding in quality and appropriate in style to our congregation.

WAM#2 The worship services at our church are exceptional in both quality and spiritual content.

Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
WAM#1	2.2	2.9	5.4	16.5	23.4	49.6
WAM#2	1.1	2.5	5.0	20.9	34.9	35.6

Comparative Profile (These show how your scores compared with other churches.)



Summary p. 18

Critical Abilities for the Next Pastor

	Least important	7th most important	6th most important	5th most important	4th most important	3rd most important	2nd most important	Most important
Preaching	9	3	3	10	14	31	56	125
Strategic leadership	7	12	12	19	24	41	74	62
Change management	29	33	41	38	31	41	24	14
Teaching/Training	23	41	40	48	54	27	16	3
Pastoral care	2	11	17	50	56	50	41	24
Negotiate/resolve conflict	41	46	83	40	25	9	4	4
Administration	38	63	31	28	29	31	22	9
Community catalyst	103	43	25	18	18	20	14	11

Numbers in cells represent total persons indicating that priority.

Rank	Critical Ability	Score	Compared to other churches your score is
First	Preaching - Capacity to inspire and connect people to God's word	1712.00	Average
Second	Strategic leadership - Capacity to cast a vision and lead the church toward realization of the vision	1523.00	Average
Third	Pastoral care - Capacity to engage people empathetically and care for persons in times of need	1334.00	Average
Fourth	Change management - Capacity to lead a church through a significant and necessary period of change	1051.00	Average
Fifth	Teaching/Training - Capacity to deepen understanding, form character, and equip members with new skills	985.00	Average
Sixth	Administration - Capacity to manage a church operationally including facilities, finances and staff	926.00	High
Seventh	Negotiate/resolve conflict - Capacity to help a church deal with conflict through training, negotiation, and mediation	781.00	Average
Eighth	Community catalyst - Capacity to function on a larger stage beyond the church and to rally a variety of individuals and groups to address critical issues	732.00	Average

Summary p. 19

Support for Newer Ministries

The final section of our survey asked people about feelings toward a few ministries in our church that have emerged in only the very recent past (advocacy) or are newer relative to some other efforts (community engagement, LGBTQ+).

We found strong support for these ministries:

- **Community engagement:** 82% of respondents marked “agree” or “strongly agree” when asked about the importance of having a committee to guide these efforts.
- **LGBTQ+:** 72% of respondents agreed or strongly agreed with the importance of having an LGBTQ+ ministry
- **Advocacy:** 65% of respondents agreed or strongly agreed with the importance of having a committee to discern when St. David’s should be involved in advocacy.

People supported these ministries irrespective of whether they personally wanted to be involved in this work: fewer than half of respondents agreed or strongly that it was important that they personally be involved in either community engagement or advocacy.

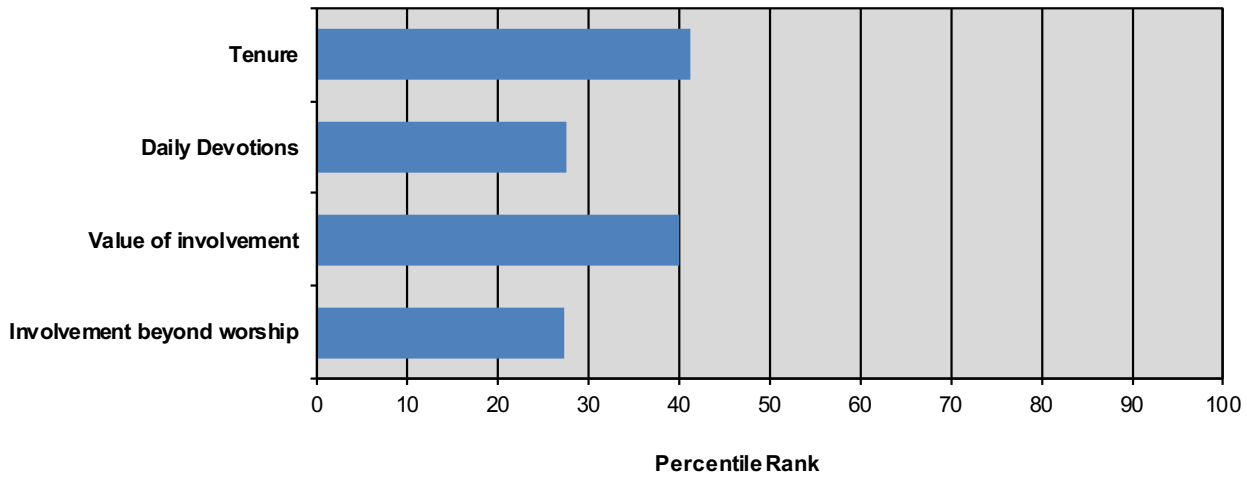
Demographic Data

Age	Below 19	19-24	25-34	35-44	45-54	55-64	65+
	0%	1%	2%	6%	17%	21%	52%
Tenure	Under one year	1-2 years	3-4 years	5-10 years	11-15 years	16-20 years	Over 20 years
	6%	4%	7%	17%	17%	10%	40%
Distance to Church	Under 4 blocks	5-8 blocks	1-2 miles	3-4 miles	5-9 miles	10-15 miles	Over 15 miles
	0%	3%	11%	10%	33%	25%	17%
Attendance	None	1-4 times	Once per month	Twice per month	Three times a month	All but 4 weeks	Every week
	5%	9%	7%	14%	24%	22%	19%
Attendance Trend*	Third as much	Half as much	Somewhat less	Same	Somewhat more	Twice as much	Three times as much
	6%	6%	9%	53%	15%	3%	7%
Ethnic Background	Black/African American	White	American Indian/Alaskan Native	Latino/Hispanic/Spanish origin	Asian	Multi-ethnic	
	1%	91%	0%	5%	2%	2%	
Level of Education	Less than high school	Some high school	High school grad	Some college	College graduate	Some post graduate	Graduate degree
	0%	0%	1%	5%	30%	6%	57%
Persons in Household Total	One	Two	Three	Four	Five	Six or more	
	30%	46%	10%	10%	1%	2%	
0 - 5 years	None	One	Two	Three	Four	Five	Six or more
	96%	3%	0%	0%	0%	0%	0%
6 - 12 years	91%	7%	2%	0%	0%	0%	0%
13-18 years	90%	8%	2%	0%	0%	0%	0%
19-24 years	89%	8%	3%	0%	0%	0%	0%
25 or older	27%	22%	46%	2%	1%	0%	0%

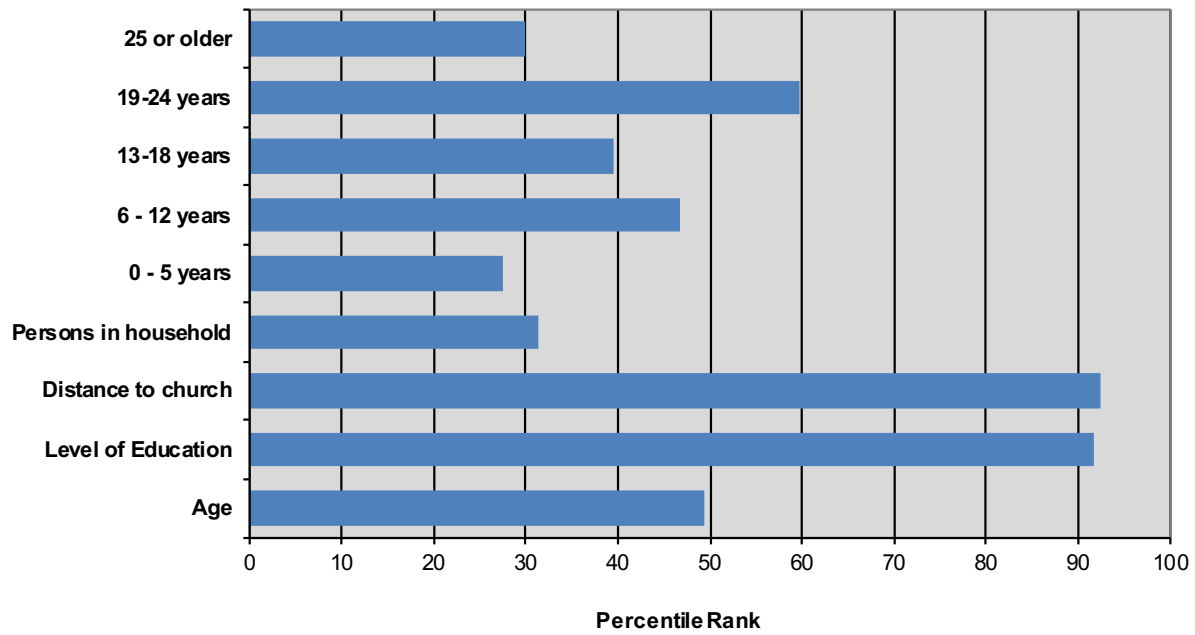
Summary p. 21

Activity and Demographic Data

Activity



Household



Summary p. 22