

# ChurchTech's Glass Cockpit

prepared for

## Abounding Joy Des Moines, IA

In the aviation industry, pilots rely on a variety of instruments and gauges to keep them informed about the functioning of the various important subsystems that are all required to keep an aircraft safely in the air and on the proper course. As aircraft grew larger and more complex, their manufacturers faced two challenges. The first was just fitting all of the gauges into the limited space. The second was keeping the layout intuitive enough that pilots could quickly find the information that they needed. The solution came with the advent of LCD panels. Now, through a variety of video displays, pilots can access the information that they require with the level of detail appropriate to the situation.

Churches are much more complicated than airplanes. They represent the collective insights, biases, experience, wisdom, hopes, and fears of each of their members. They tend to rely on a limited staff and lots of volunteers. They are entrusted with a mission more critical than any aircraft has ever flown: the Great Commission. So, in order to help church leaders make wise decisions, ChurchTech has designed the Glass Cockpit to provide critical information about your congregation.

**Congratulations and Thank You for investing in the health and growth of your church! May your openness to exploring and learning more be a blessing to your church and each of its members.**



Brad Miller, founder of ChurchTech, has over 20 years of experience working to enhance ministry with the aid of technology. Starting in 1990 he began to organize and conduct ecumenical conferences and seminars on ministry and technology. He has also been a presenter on those same topics at seminars organized by others (like Christian Computing Magazine). Dr. Miller has been a featured presenter at conferences or seminars throughout the U.S. and abroad. He was the developer of the Church Database Design Kit, a set of Approach templates with an accompanying video. Through personal consultations, seminars, and conferences he has worked with hundreds of congregations.

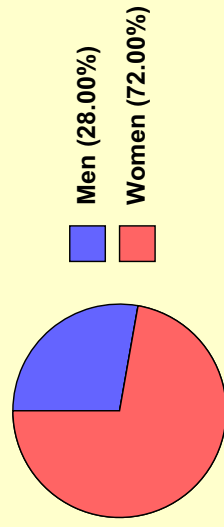
Dr. Miller received his B.S. In Public Affairs from Indiana University in 1987. He received his M. Div. From Wartburg Theological Seminary in 1992 and was ordained as a pastor in the Evangelical Lutheran Church in America that same year. He earned his D.Min. from Agape Seminary in 2006. He has served congregations in a variety of different contexts: urban & rural, large & small. He has experienced church planting and church construction. He frequently serves as an Interim Pastor for congregations in transition.

He is author of ChurchTech's Quicksheet series and Church Growth Primer. His wife, Pam Schroeder, is also a Lutheran pastor, currently serving as a Hospice Chaplain with Iowa Health Homecare Hospice. They have two teenage children.

Dr. Miller is available for congregational consultations and as a speaker on church health and growth topics.

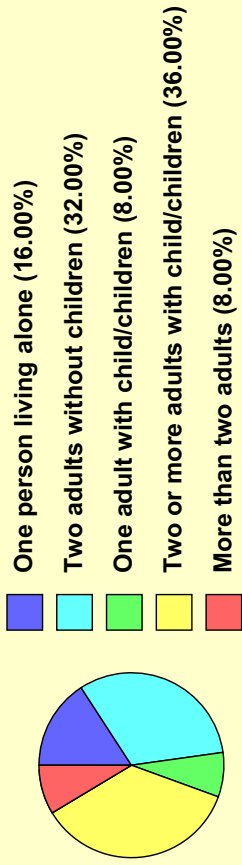
# Who took the survey for our church?

Total number of respondents:



Generation (date born)	Percent
Before 1927	16.00%
1927 to 1945	32.00%
1946 to 1964	8.00%
1965 to 1983	36.00%
1984 to 2002	8.00%
2003 to present	0.00%

# Who are we?

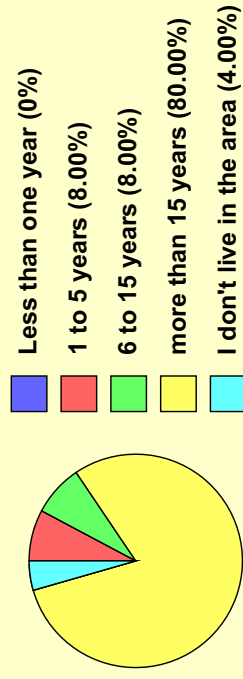


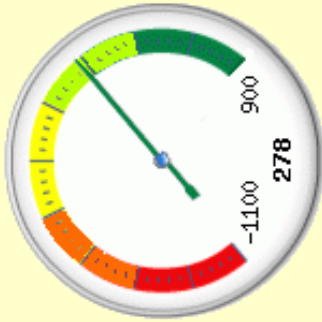
Household Composition

Marital Status	Percent
Single	8.00%
Divorced	8.00%
Widowed	12.00%
Married	68.00%
Other Committed Relationship	4.00%

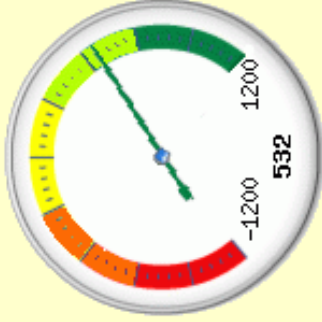
Employment Status	Percent
Retired	44.00%
Houseperson/Student	4.00%
Part-Time	8.00%
Full-Time	44.00%
Not Employed	0.00%

How long have you lived in this area?

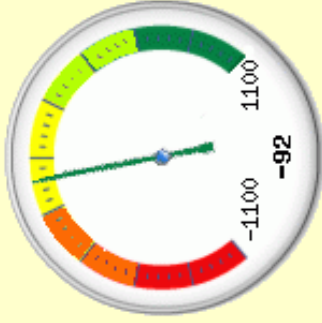




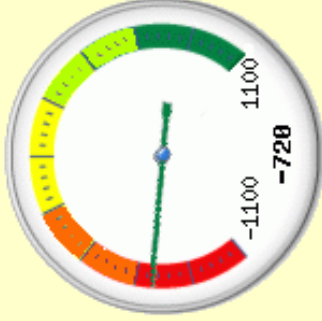
Leadership



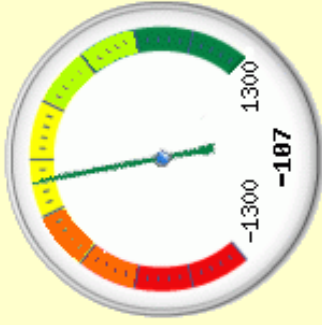
Worship



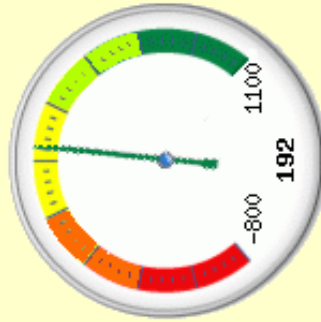
Gift Leverage



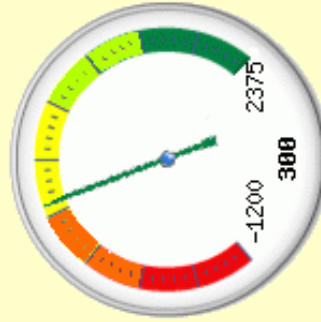
Small Groups



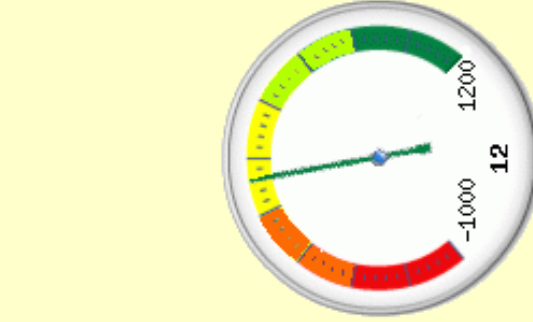
Governance



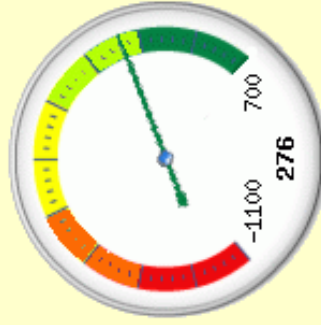
Worldview



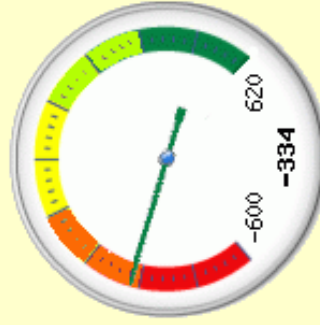
Evangelism



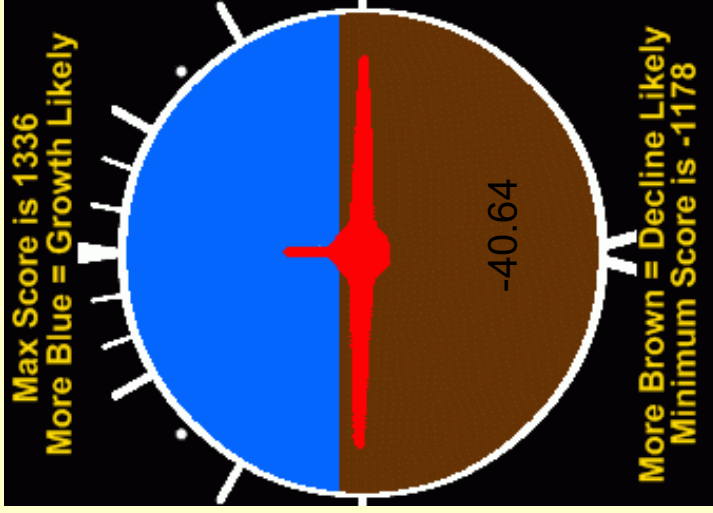
Vision



Facilities



Technology



Location

# Glass Cockpit Overview of Variables

## Leadership

- This variable measures the confidence of your leaders about the future, the spiritual health of your leaders, and the confidence that members have in the church staff.

## Gift Leverage

- This variable measures volunteerism, and teaching & encouragement to use spiritual gifts.

## Governance

- This variable measures understanding of and confidence in the church's governing structure.

## Worship

- This variable measures frequency of worship and perceptions about various elements of worship.

## Small Groups

- This variable measures confidence about and participation in small groups.

## Worldview

- This variable measures attitudes about scripture, as well as faith and financial habits.

# Glass Cockpit Overview of Variables - continued

## Facilities

- This variable measures perceptions about the condition and functionality of your building(s).

## Location

- This variable reflects trends for your zip code in addition to perceptions about your location.

## Evangelism

- This variable measures practices, habits, and attitudes about sharing the Good News of Jesus Christ.

## Vision

- This variable measures confidence about the direction of the church and hope about the future.

## Technology

- This variable indicates what technologies are being utilized and how frequently members use the website.

## Artificial Horizon

- The Artificial Horizon shows the likelihood that your congregation will either grow or decline. It incorporates all eleven scores, plus historical trends of your church.

# Usefulness and limitations of the Glass Cockpit

**The Glass Cockpit is an assessment tool. It is not an end in itself, but rather it is the starting point for more questions. As you review the pages of information that follow, ask yourself:**

- Does this describe us?
  - Remember, the anonymity of the survey allows people to express attitudes differently than they might in public.
- What variables are within our control?
  - The demographics of your zip code are largely beyond your control, but you can choose the number of different worship services that you offer each week.
- What things that we can change will yield the greatest benefit?
  - This is the ultimate question, but wrestling with it requires both a knowledge of your context and a broader expertise in church health and growth.

**You now possess a very useful collection of information about your church. But, alone, it can not tell the whole story or describe the best course for the future. It may be a sufficient springboard to aid you in planning for the future. However, many congregations may still be best served to hire a consultant. A good consultant who specializes in church health and growth will bring objectivity and knowledge of the field in a way that most churches simply can not replicate internally. ChurchTech certainly has consultants that can help, but other resources to consider are denominational offices, Church Doctor Ministries, or the various members of the American Society for Church Growth.**

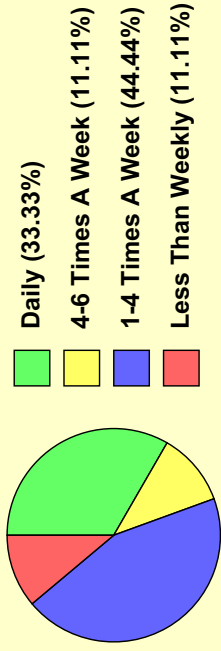
# Leadership Detail I

How much confidence do you have that this church will still be thriving in 20 years?		Do you have a leadership position in this church?		
		Very Much	Somewhat	Very Little
Yes	33.33%	55.56%	11.11%	
	0%	68.75%	31.25%	
No				

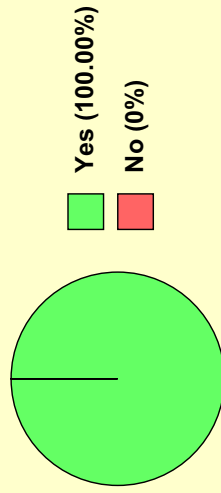


If a neighbor asked, I would describe our STAFF as...

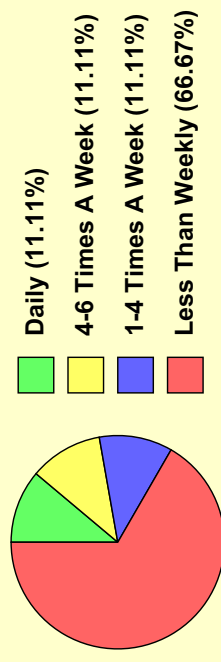
# Leadership Detail II



Outside of church events, how often do you pray (other than at meals)?  
*only those who identify themselves as leaders*



Do you believe in Jesus Christ as your Savior now?  
*only those who identify themselves as leaders*



Outside of church events, how often do you read the Bible?  
*only those who identify themselves as leaders*

# Leadership Unpacked

The church is the Body of Christ. The church is also an organization. Organizations are strongly influenced by the character and quality of their leaders. [Consider Deuteronomy 1:13] Think about the critical roles that leaders have played in the Old and New Testaments. In the best of times, quality leadership is important. In challenging times, leadership is even more important.

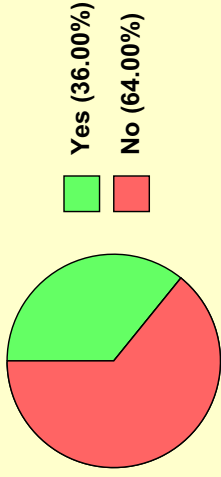
There are many resources available to help boost the character and quality of leadership in a church. Often, the issue is not the presence or absence of leaders, but rather the willingness of some to lead and others to follow. Consider the following:

- Do we burn-out our leaders or is their time of service an opportunity to grow spiritually?
- Do we utilize people according to their spiritual gifts or do we use them to fill blank spots on an organizational chart?
- Do we honor, respect, and pray for our leaders?
- Do we have high expectations for our leaders?
- Do we expect leaders to lead or to follow the perceived preferences of the crowd?

# Gift Leverage Detail

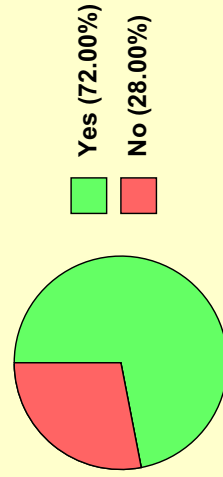


If a neighbor asked, I would describe our OPPORTUNITIES TO SERVE as...

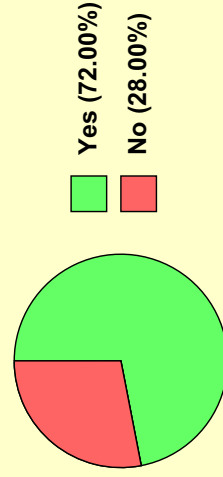


Have you learned about your spiritual gifts (as described in the Bible) at this church?

Have you been encouraged to exercise your spiritual gifts at this church?



Are you currently serving as a volunteer in any capacity at this church?



# Gift Leverage Unpacked

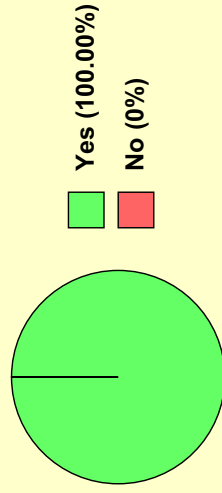
Churches vary in how they reconcile the different lists of spiritual gifts found in the New Testament. They also differ over cessationism (the view that certain charismatic gifts like prophecy or speaking in tongues have ceased to be gifted by the Holy Spirit). Those distinctions are not trivial. Nonetheless, wide experience indicates that whichever list of Spiritual Gifts is employed, it is essential that it actually be employed. Too many churches reserve Spiritual Gifting as strictly a sermon topic and not as an essential guide to staffing (whether paid or volunteer) in order to carry out the work of the local church.

- Read the 12th chapter of 1st Corinthians.
- Does it describe how your church functions?

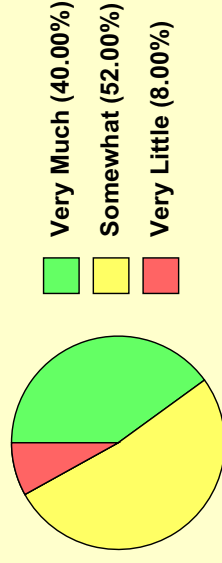
# Governance Detail

		Compared to 12 months ago my overall spiritual health has				
		Declined Much	Declined A Little	About the Same	Increased A Little	Increased Much
Do you have a leadership position in this church?	Yes	0%	11.11%	44.44%	33.33%	11.11%
	No	0%	25.00%	56.25%	12.50%	6.25%

Do you understand the governing structure of this church (how decisions are made)?



How much confidence do you have in the governing structure of this church?



# Governance Understanding and Trust

		How much confidence do you have in the governing structure of this church?		
		Very Much	Somewhat	Very Little
Do you understand the governing structure of this church (how decisions are made)?	Yes	40.00%	52.00%	8.00%
	No	0%	0%	0%

# Governance Unpacked

At some congregational meetings, copies of the constitution and Roberts Rules of Order are in more plentiful supply than Bibles. In other congregations, the constitution and bylaws are so seldom referred to that there are serious legal compliance issues.

Some churches have church councils or vestries or sessions; some have elders and deacons; some have a board of directors. Some have a mix of them all. There is not a singular perfect system for governing all congregations. Even when the “perfect” structure is in place, growing to a new size may require a new structure. Denominational rules or traditions may also limit the range of options.

Yet, with so many differences, we can apply some “yardsticks” to any structure:

- Does the system work? (Does it support rather than impede ministry?)
- Do people understand it?
- Do people trust it?
- Does it unduly burden those who lead?

# Worship Detail

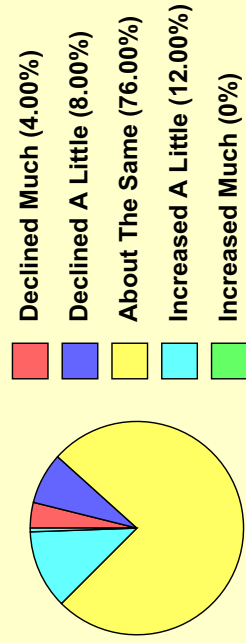


If a neighbor asked, I would describe our TOTAL WORSHIP EXPERIENCE as...



Over the past 12 months WORSHIP at this church has been \_\_\_\_\_ in my spiritual life.

Frequency of Worship compared to 12 months ago



# Worship – Music & Preaching

	High	Medium	Low
Preaching Helpfulness	72.00%	16.00%	12.00%
Preaching Appeal	68.00%	8.00%	24.00%
Music Appeal	80.00%	0.00%	20.00%

# Worship Unpacked

Few elements of church life (if any) rival worship for the blunt subjectiveness of the opinions called forth. At one church, a 15 minute sermon is too long. Across the street, a 40 minute sermon might be called too short. Music tempo, volume, and instrumentation cover all the extremes. Liturgical rules and the lectionary calendar define some churches, yet are completely foreign in others.

Your church has a "way" of worshipping. You might have more than one way if you use different service types each week to reach different groups of people. Don't over-analyze the individual worship components reflected in this chart. The preaching scores, especially, tend to be heavily shaded by overall satisfaction with the person preaching rather than with just what is preached. Focus on the collective worship experience.

- Are the people at your church having an experience that they perceive as a genuine encounter with God?
- In what ways can we enhance that experience?
- Can we make that experience more accessible to visitors?

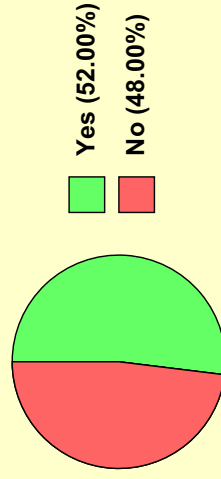
# Small Groups Detail



Over the past 12 months, how have the following influences aided your spiritual life: small groups at this church



Are you part of a church Small Group that meets regularly?



# Small Groups Unpacked

There were times that Jesus taught crowds of thousands. There were other times that he shared an important experience with just a few. As humans, we each have differing needs for interaction in large anonymous groups, mid-size groups where we are partly known, and smaller groups where we are very well known. The size of our families and workplaces, among other influences, shape each of us in the crowd sizes that we seek out. Churches need to help people connect at each of those different levels.

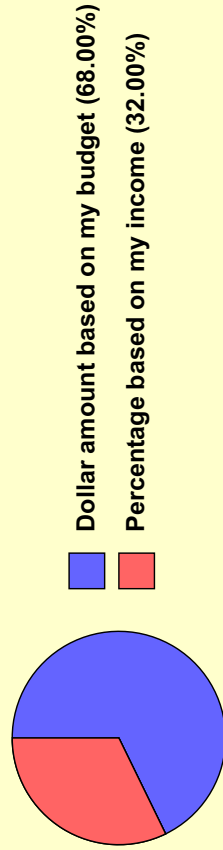
Small groups, implemented well, can have a transformative effect on individuals and on a whole congregation. Affinity groups are particularly effective, but other models work as well. Curriculum, or at least topics, can be defined for everyone or selected by each particular group. So:

- If you have small groups, how can you strengthen them and encourage more people to participate?
- If not, why not?

# Worldview Detail

Which statement BEST describes the purpose of the church?			
To be a place of fellowship	To take care of hurting people	To make disciples	To provide moral instruction
44.00%	0.00%	32.00%	24.00%

When you decide how much to give to the church, which of the following best describes your practice:



What percentage of your total household income do you give to the church?

	Percent
More than 10%	0.00%
About 10%	8.00%
8% to 9.9%	8.00%
5% to 7.9%	16.00%
3% to 4.9%	24.00%
1% to 2.9%	16.00%
Less than 1%	0.00%
I don't know	28.00%

# Worldview: Prayers and Bible Reading

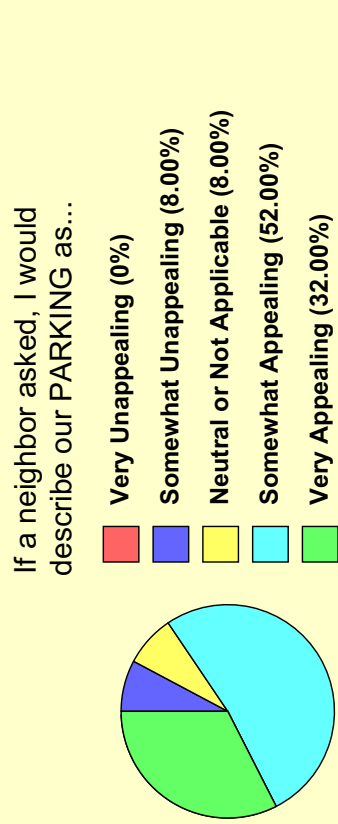
Outside of church events, how often do you read the Bible? how often do you pray (other than at meals)?	Daily	4-6 times a week	1-3 times a week	less than weekly
	8.00%	4.00%	20.00%	68.00%
	52.00%	20.00%	20.00%	8.00%

# Worldview Unpacked

In Matthew 22:37, Jesus reminds us of the imperative to "love the Lord your God with all your heart, and with all your soul, and with all your mind." If there was a single word to describe how we perceived and responded to the world around us it might be: "attitude." Worldview is our attitude about the world. Worldview is more than a philosophical perspective – it is the rudder that steers us through life. Churches are stronger and healthier when they are filled with lots of people whose rudders are pointed in a common, god-honoring direction. They grow when they can passionately communicate that perspective with others.

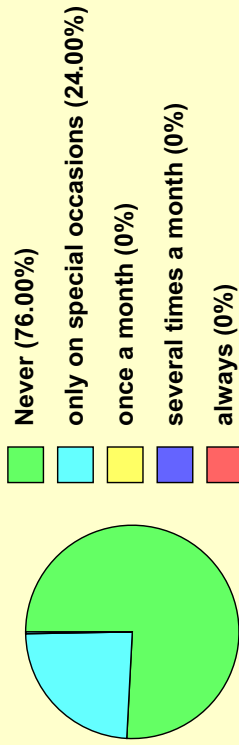
- Do we see the world and ourselves in a way that honors God?
- Do we seek God regularly through scripture, prayer, and worship?
- Do we accept God's claim on ourselves, our time, and our possessions?

# Facilities Detail

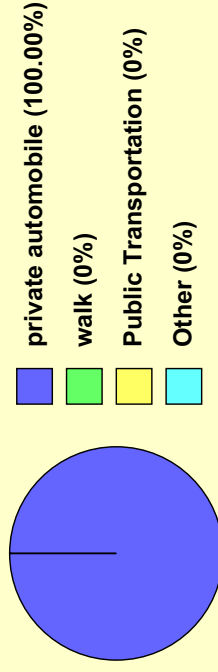


40 percent of worshippers at this church choose a particular worship service because of perceived crowding at other service(s)

# Facilities - Parking



How often do you have difficulty finding a parking space?



How do you normally get to church?

# Facilities Unpacked

Ever since King David was overly eager to build the temple in Jerusalem, there has been a danger in reducing our communal faith experience to the building in which it is centered. Architecture can stand as a soaring testimonial honoring God – or honoring architects. We tend to focus too much on buildings to the exclusion of more important attributes of church health and growth. Church buildings should be springboards for ministry in the world – not boxes to contain and limit ministry.

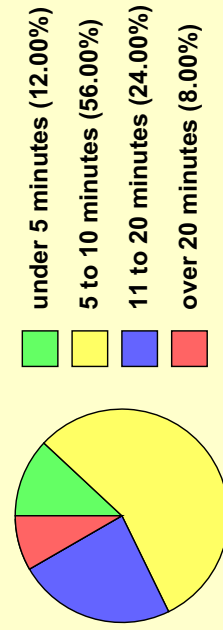
Hence, as long as we have buildings - they ought to be done well, maintained well, and adapted as necessary to function in furtherance of the mission and vision of the church. And, if people need to come to our building for worship, education, or programs, then it is important that they be able to find a parking space and then find the right door to enter. The higher the percentage of people that arrive at our location by private automobile, the greater the importance of having adequate parking.

- Does our building work? (Does it support our vision and mission?)
- Is there enough parking?
- Are the best parking spaces reserved for visitors?

# Location Detail

New Vistor Appeal	Very Unappealing	Somewhat Unappealing	Neutral or Not Applicable	Somewhat Appealing	Very Appealing
Location - visibility	0%	12.00%	0%	44.00%	44.00%
Location - Proximity to You	0%	16.00%	0%	20.00%	64.00%
Location - Ease of Access	0%	4.00%	4.00%	28.00%	64.00%

How long does it normally take you to get to church?



36 percent of our survey respondents first became aware of our church by driving past it.

# Location – more details I

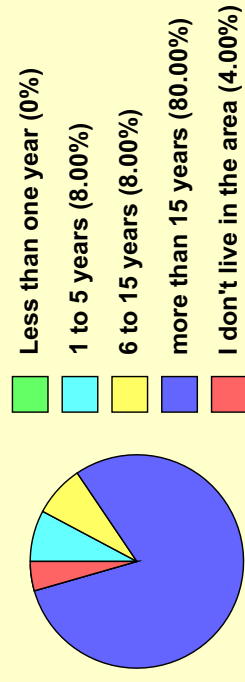
	Population of 50315
2000	35854
2008 *	34970

**\* 2008 Population Projection**

The population in our church's zip code increased/decreased by a projected -2.47 percent from 2000 to 2008

# Location – more details II

8.00 percent of respondents to your survey are part year residents of this area. (The accuracy of this statistic, naturally, depends upon the participation of your part year residents.)



How long have you lived in this area?

# Location Unpacked

Location, Location, Location: the three top variables in real estate valuation. Location is central to the identity of many churches. Consider how many towns have a First Baptist Church (or Lutheran, or Assemblies of God, etc.) of that particular town. What constitutes a desirable location for a church has changed radically over the past sixty years. When churches were neighborhood-based and many people walked to church, the ideal location was nestled on a quiet residential street. Today, most people drive (or ride) to church. Therefore, visible locations with convenient access to major roads are the preferred option. Relocation decisions are among the most difficult that congregations deal with. Consider using an outside facilitator to guide this portion of your discussion.

- Can first-time visitors find your church?
- Do you have enough acreage for future expansion?

# Evangelism Detail

How did you become aware of this church?	Percent
I grew up in this church	12%
Someone I knew brought me to the church	8%
Someone I knew told me about the church	4%
Church website	0%
Advertisement	0%
I drove past the facility	36%
A TV or radio program	0%
a mailing from the church	4%
a special event at the church	4%
a program hosted by the church	4%
I was looking for a particular denomination	28%

Compared to 12 months ago my witnessing of my faith...				
Declined Much	Declined A Little	About the Same	Increased A Little	Increased Much
0%	20.00%	52.00%	20.00%	8.00%

If a neighbor asked, I would describe our SPECIAL EVENTS as...



# Evangelism – Habits

How many people have you...	over 10	7 to 10	4 to 6	1 to 3	none
told about this church in the last year?	16.00%	4.00%	24.00%	40.00%	16.00%
invited to this church in the last year?	4.00%	8.00%	16.00%	44.00%	28.00%
brought to this church in the last year?	0%	4.00%	16.00%	8.00%	72.00%

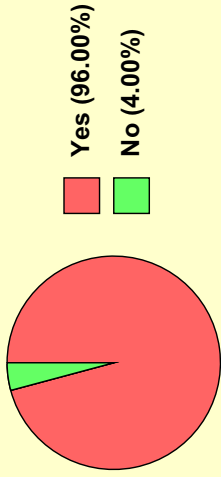
# Evangelism Unpacked

For generations, many congregations grew through a powerful numeric tool – household size. A century ago, the average U.S. family had more than two children. Today, after a century of fairly steady decline, the average family has less than two children. More than two children per couple means a net gain in each generation, while less than two means a net decline. Combine that trend with changing realities about institutional loyalty and you find a landscape filled with slowly shrinking churches.

Yet, we are also in an unprecedented era of mega-church growth. What accounts for the growth? Motivation is a big factor – churches that are passionate about sharing the good news for the sake of the recipient tend to be much more effective than those driven by a perceived need for more members. Programs are also significant, especially if the programs respond to a particular need that is felt in the community. All eleven factors in this report matter, but ultimately, inviting habits are key. Churches whose members talk (positively) about their church, invite people to it, and bring people to it generally grow.

- Do our members talk, invite, and bring?
- Do first time guests return?

# Vision Detail



Are you anxious about the future of this congregation?

If a neighbor asked, I would describe our CLEAR VISION FOR FUTURE as...

	very much	somewhat	very little
How much confidence do you have...			
that this church will still be thriving in 20 years?	12.00%	64.00%	24.00%
in the soundness of doctrine preached at this church?	56.00%	32.00%	12.00%
in the soundness of doctrine taught at this church??	48.00%	44.00%	8.00%

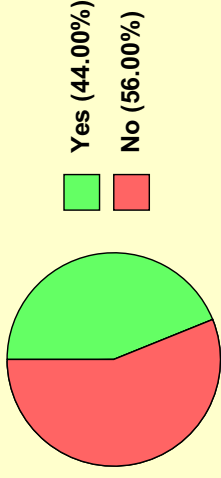
# Vision Unpacked

Have you ever left on vacation with no idea where you were going? Few of us are that spontaneous. We may not know all of the details, but we want to have at least a general idea where our journey will lead us. Church participation is much the same. People need to know what future the leaders of the church are working toward for two reasons: trust & mobilization. If people don't trust the direction that a church is headed, then they will be reluctant to continue on the journey. If people aren't passionately sold on the vision for the future, then it is hard to mobilize them to work toward that goal. The future is, to some degree, abstract. A key element of defining vision is pointing to those current realities that are bedrock principles and will not change. With that foundation, the elements of change can then be communicated.

- Do your leaders have a sense of the missional priorities at your church 5 or 15 years from now?
- Is that vision widely known and supported?
- Is that vision restated and reinforced often?
- Can you discern progress toward those future goals?

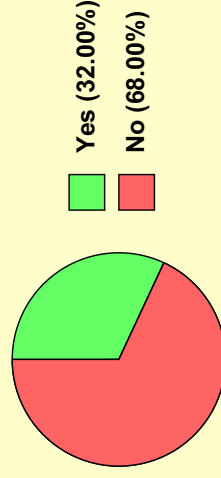
# Technology Detail

	Yes/No
Do you have an audio cassette ministry?	No
Do you have a CD distribution ministry?	No
Do you have a DVD that describes your church for newcomers?	No
Do you have a recurring radio or TV program?	No
Do you have a video projector?	No
Do you regularly use a video projector for at least one worship service?	No
Are your sermons available as a podcast?	No
Are computers at your church networked?	No



Have you ever visited the church website?

Have you visited the church website in the last 60 days?



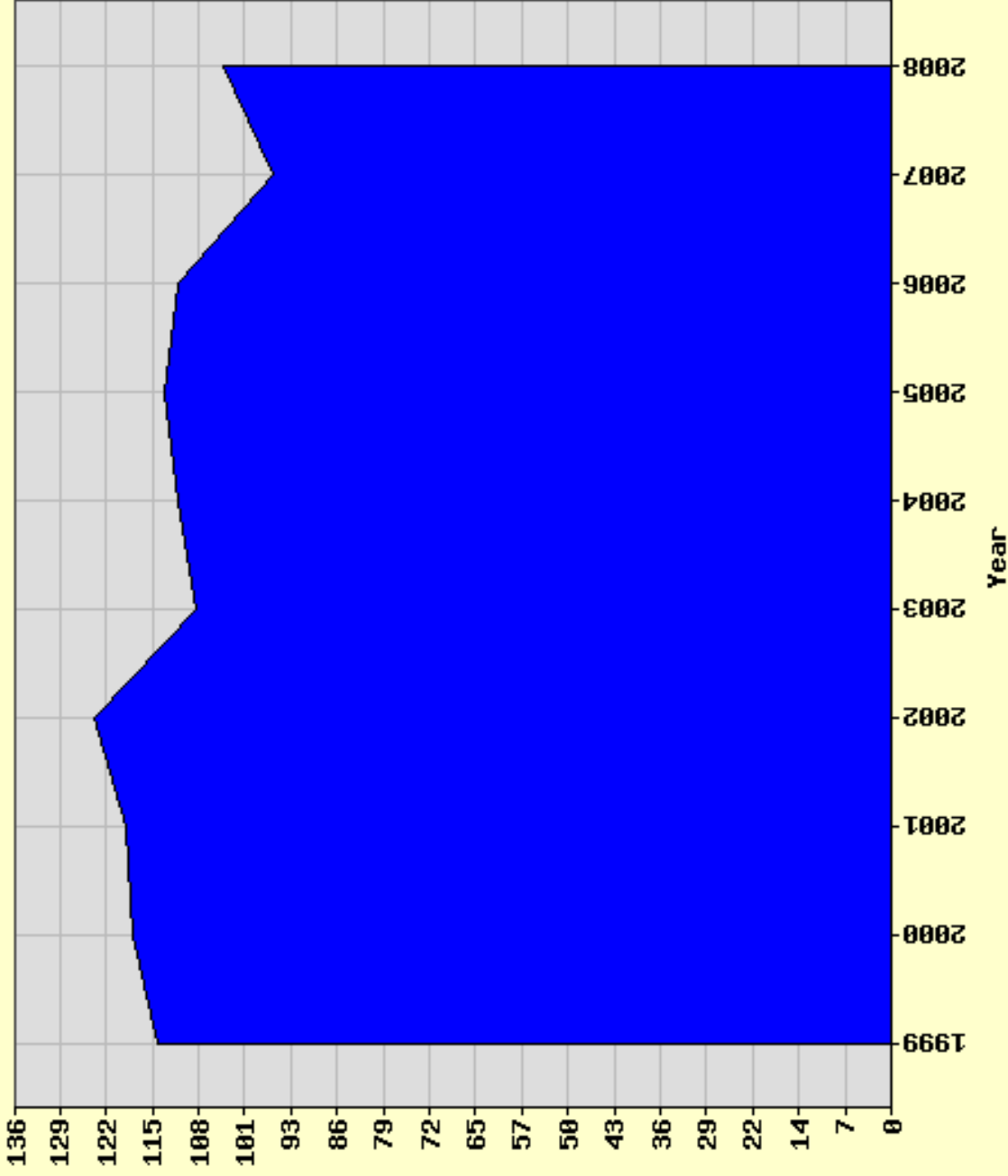
# Technology Unpacked

The Apostle Paul used the Roman transportation network. Martin Luther used the printing press. Billy Graham used television. Pastors in Kenya (living in huts without plumbing or electricity) use cellphones to connect with their flocks and their ministry network. Effective ministries have always utilized the best resources available to them.

Technology is a leverage tool. It allows us to accomplish more than we could without it. A computer sitting in an office won't bring new members to your church – but the tasks that are accomplished with that machine may result in better printed materials to catch a visitor's eye, better recordkeeping to follow-up with prospective members, and an up-to-date website that helps newcomers find you.

- Are we using technology broadly to maximize the impact of our ministry?
- If not, what is holding us back?

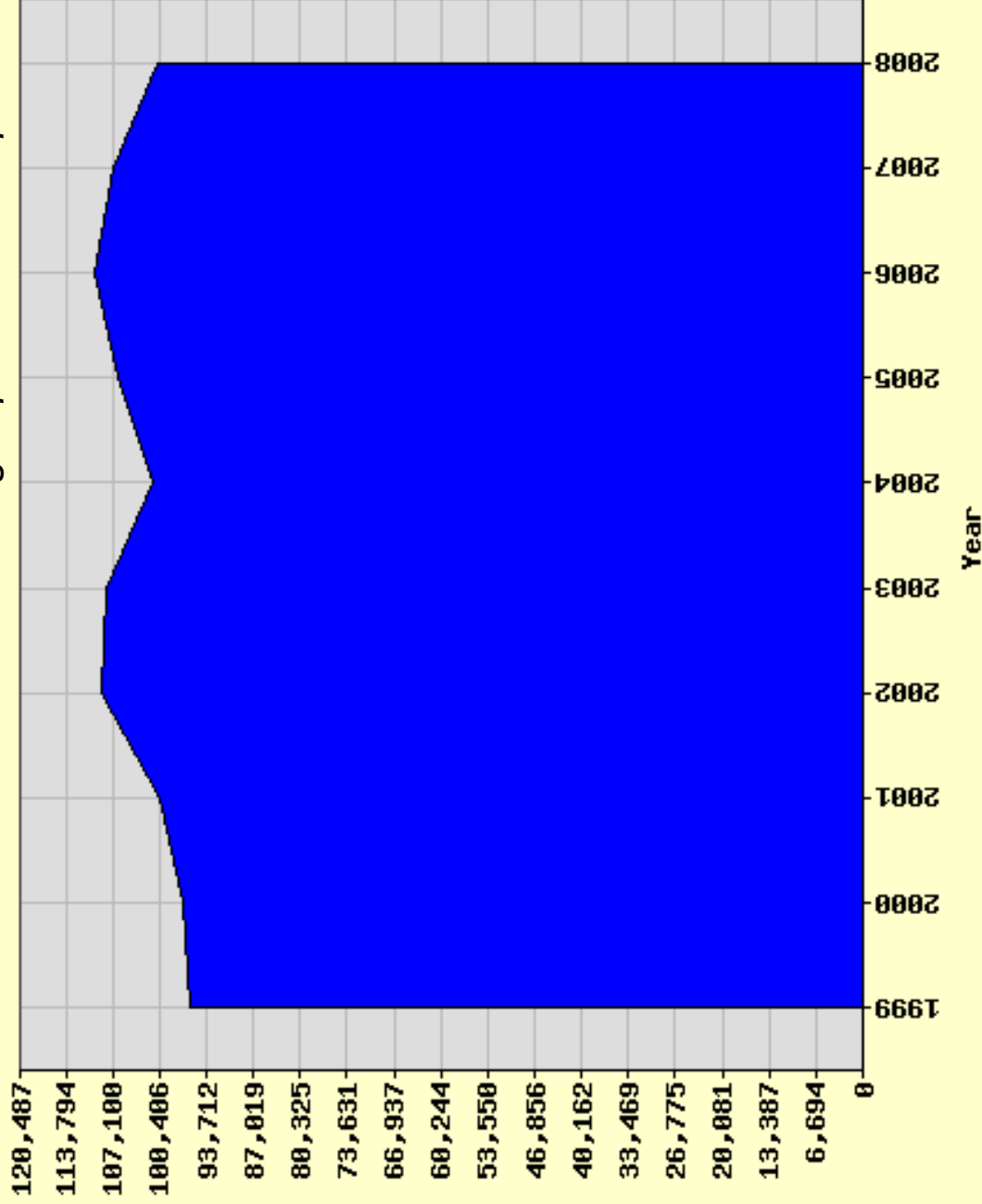
# Attendance Trendline



Your Decadal Growth  
Rate is: -8.77 percent.

# Unadjusted Regular Giving Trendline

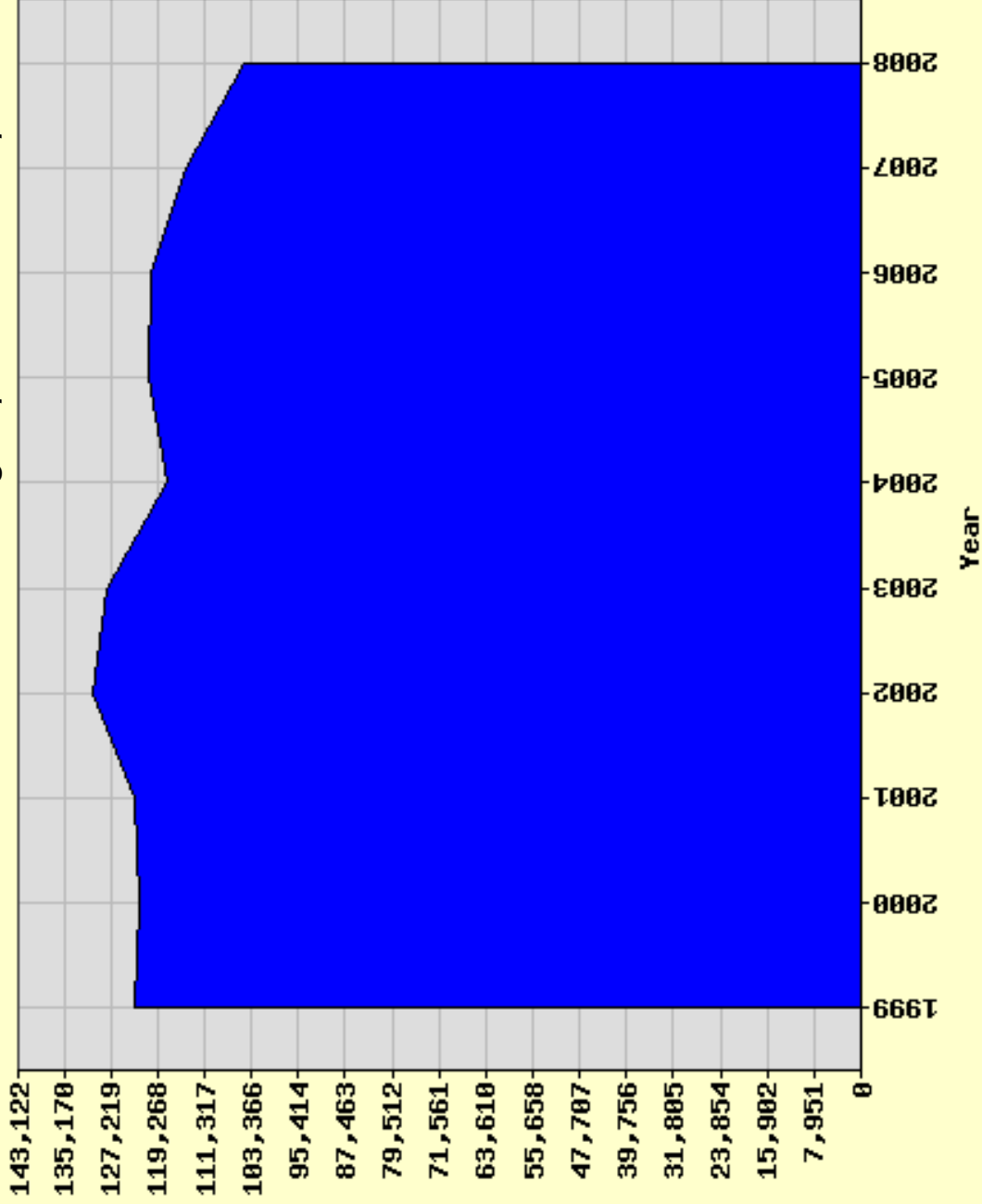
*\* not including capital or other special appeals*



Your Financial Giving  
Growth Rate is: 4.86  
percent.

# Inflation Adjusted Regular Giving Trendline

*\* not including capital or other special appeals*



Your Inflation Adjusted  
Financial Giving Growth  
Rate is: -24.85 percent.

# Spiritual Health in the Past Year - General

Compared to 12 months ago	Declined Much	Declined A Little	About the Same	Increased A Little	Increased Much
my frequency of worship has...	4.00%	8.00%	76.00%	12.00%	0%
my reading of scripture has...	0%	4.00%	84.00%	12.00%	0%
my knowledge of scripture has...	0%	4.00%	72.00%	24.00%	0%
my prayer life has...	0%	4.00%	64.00%	24.00%	8.00%
my relationships within the church...	4.00%	24.00%	44.00%	16.00%	12.00%
my witnessing of my faith...	0%	8.00%	72.00%	16.00%	4.00%
my percent of income given to ministry has...	4.00%	12.00%	40.00%	44.00%	0%
my overall spiritual health has...	0%	20.00%	52.00%	20.00%	8.00%

# Spiritual Health in the Past Year - Men

Compared to 12 months ago	Declined Much	Declined A Little	About the Same	Increased A Little	Increased Much
my frequency of worship has...	0%	0%	71.43%	28.57%	0%
my reading of scripture has...	0%	14.29%	71.43%	14.29%	0%
my knowledge of scripture has...	0%	0%	71.43%	28.57%	0%
my prayer life has...	0%	0%	85.71%	14.29%	0%
my relationships within the church...	0%	14.29%	42.86%	28.57%	14.29%
my witnessing of my faith...	0%	14.29%	71.43%	14.29%	0%
my percent of income given to ministry has...	0%	28.57%	28.57%	42.86%	0%
my overall spiritual health has...	0%	28.57%	28.57%	42.86%	0%

# Spiritual Health in the Past Year - Women

Compared to 12 months ago	Declined Much	Declined A Little	About the Same	Increased A Little	Increased Much
my frequency of worship has...	5.56%	11.11%	77.78%	5.56%	0
my reading of scripture has...	0	0	88.89%	11.11%	0
my knowledge of scripture has...	0	5.56%	72.22%	22.22%	0
my prayer life has...	0	5.56%	55.56%	27.78%	11.11%
my relationships within the church...	5.56%	27.78%	44.44%	11.11%	11.11%
my witnessing of my faith...	0	5.56%	72.22%	16.67%	5.56%
my percent of income given to ministry has...	5.56%	5.56%	44.44%	44.44%	0
my overall spiritual health has...	0	16.67%	61.11%	11.11%	11.11%

# Spiritual Health in the Past Year *those born before 1927*

*This table omitted because there were less than 2 responses from this demographic group.*

# Spiritual Health in the Past Year those born between 1927 and 1945

Compared to 12 months ago	Declined Much	Declined A Little	About the Same	Increased A Little	Increased Much
my frequency of worship has...	0	9.09%	72.73%	18.18%	0
my reading of scripture has...	0	0	100.00%	0	0
my knowledge of scripture has...	0	0	90.91%	9.09%	0
my prayer life has...	0	0	72.73%	9.09%	18.18%
my relationships within the church...	0	18.18%	63.64%	18.18%	0
my witnessing of my faith...	0	9.09%	63.64%	18.18%	9.09%
my percent of income given to ministry has...	0	18.18%	27.27%	54.55%	0
my overall spiritual health has...	0	9.09%	54.55%	27.27%	9.09%

# Spiritual Health in the Past Year those born between 1946 and 1964

Compared to 12 months ago	Declined Much	Declined A Little	About the Same	Increased A Little	Increased Much
my frequency of worship has...	0	10.00%	80.00%	10.00%	0
my reading of scripture has...	0	10.00%	70.00%	20.00%	0
my knowledge of scripture has...	0	10.00%	60.00%	30.00%	0
my prayer life has...	0	10.00%	60.00%	30.00%	0
my relationships within the church...	0	40.00%	30.00%	10.00%	20.00%
my witnessing of my faith...	0	10.00%	90.00%	0	0
my percent of income given to ministry has...	0	10.00%	50.00%	40.00%	0
my overall spiritual health has...	0	30.00%	50.00%	20.00%	0

# Spiritual Health in the Past Year those born between 1965 and 1983

Compared to 12 months ago	Declined Much	Declined A Little	About the Same	Increased A Little	Increased Much
my frequency of worship has...	33.33%	0	66.67%	0	0
my reading of scripture has...	0	0	66.67%	33.33%	0
my knowledge of scripture has...	0	0	33.33%	66.67%	0
my prayer life has...	0	0	33.33%	66.67%	0
my relationships within the church...	33.33%	0	0	33.33%	33.33%
my witnessing of my faith...	0	0	33.33%	66.67%	0
my percent of income given to ministry has...	33.33%	0	33.33%	33.33%	0
my overall spiritual health has...	0	33.33%	33.33%	0	33.33%

Spiritual Health in the Past Year  
those born between 1984 and 2002

*This table omitted because there were less  
than 2 responses from this demographic group.*

Spiritual Health in the Past Year  
*those at the church less than 2 years*

*This table omitted because there were less than 2 responses from this demographic group.*

# Children & Youth Perception of Appeal - General

	Very Unappealing	Somewhat Unappealing	Neutral or Not Applicable	Somewhat Appealing	Very Appealing
Young children's ministries (0-11)	8.00%	12.00%	36.00%	36.00%	8.00%
Youth ministries (12-18)	24.00%	24.00%	32.00%	16.00%	4.00%
Childcare	8.00%	12.00%	64.00%	16.00%	0%

# Children & Youth Perception of Appeal – by Households with Children

	Very Unappealing	Somewhat Unappealing	Neutral or Not Applicable	Somewhat Appealing	Very Appealing
Young children's ministries (0-11)	10.00%	20.00%	30.00%	40.00%	0%
Youth ministries (12-18)	10.00%	20.00%	30.00%	40.00%	0%
Childcare	10.00%	20.00%	30.00%	40.00%	0%