



Lakeside Community Lutheran Church
28626 County Road H
Webster, WI 54893
Phone: 715-635-7791



Dear Members, Associates, and Friends of Lakeside Community Lutheran Church (LCLC)

Our Council and Call Team are moving forward in an endeavor to enlist **every voice** of the congregation to participate in an assessment, which will provide us in-depth insight and perspective for our future as we continue the call process for a new pastor and respond to the many challenges that churches are facing today.

Beginning Sunday, June 18 and ending Sunday, July 9, we want **every adult** in the household and **teens age 16 and older** to complete the ***Congregational Assessment Tool (CAT)*** which is customized for our church. We will provide you the link to complete the online assessment during that 3-week period.

The CAT is an easy online tool that takes about 20-25 minutes to complete. It must be done in one sitting. It cannot be saved to come back to and completed later. **VERY IMPORTANT: All responses are and will remain anonymous. No one will see your responses and know that they are yours.**

If you need assistance or online access, please contact Marsha Bruner, Church Office or Ken Dobson. We will work with you to make it possible for you to complete the CAT assessment on-line. **Please note: all completed assessments will be strictly confidential.** More information on this will be forthcoming.

We are working in collaboration with Mustard Seed Consulting to do this assessment. The CAT will provide us many significant insights into our congregation. It will help us to:

- Measure the level and sources of satisfaction and energy in the congregation.
- Identify the factors for improving and growing satisfaction.
- Discover where members would like the church direction to go in the future.
- Gauge our flexibility, morale, and trust in governance and more.
- Uncover any sources of conflict, as well as potential resources and ideas for improvement we may be missing.

The CAT is also a “benchmarked” instrument, which means we will see how we compare to the other 2000 churches in the CAT database.

Right now, we want to impress upon you how important it is that you participate in our assessment. LCLC will be well served for the future when of the people comprising our average worship attendance in recent years take the CAT. This includes:

- Members and associates who aren’t currently worshipping in person or on-line.
- Friends and regular visitors who join us in worship, in person or online.

The wider the participation, the deeper and more reliable our results will be to consider as we plan our church community future for the sake of our mission in Christ.

Your participation by **completing the CAT by July 9** will provide us meaningful evidence to make better informed decisions and actions in less time and with more confidence.



Lakeside Community Lutheran Church
28626 County Road H
Webster, WI 54893
Phone: 715-635-7791



Please do not hesitate to contact Mick Peterson, Ken Dobson or Marsha Bruner with questions and assistance. Please watch your email for further information in the following days and weeks. Thank you for your timely commitment to this project.

Sincerely,

Mick Peterson and Ken Dobson

Frequently Asked Questions About Congregation Assessment Tool (CAT)

Where does the CAT come from? The CAT is the property of Holy Cow! Consulting based in Ohio. J. Russell Crabtree developed it. It's been used in over 2000 churches across the USA. Read more at holycowconsulting.com.

What is Mustard Seed Consulting? The Mustard Seed Consulting, (MSC), Cumberland, WI was formed by Pastor Kurt Jacobson in 2016. MSC works with churches to engage members and bring relevant, data driven evidence to a wide range of endeavors and challenges churches face.

Pastor Jacobson is a trained interpretive consultant of Holy Cow! , that provides assessment tools to churches across the country. He has provided this service to over 40 congregations in the NW Synod of WI. An ordained pastor of the ELCA he served Trinity Lutheran Church, Eau Claire for 28 years until retirement.

He holds a BA in Business/Hospital Administration and Organizational Communications from Concordia College, Moorhead, MN and a Master of Divinity degree from Luther Seminary, St. Paul, MN. He holds a certificate in Intentional Interim Ministry from the National Association of Lutheran Interim Pastors.

Why take time for a church assessment? Because the information it offers will help us understand the range of views that exist in our congregation, our priorities and opportunities as we seek to make plans for this challenging future including our call process to attract and hire a new pastor.

How long will it take to complete? Plan to spend 20-25 minutes in one sitting. We need every adult and teen (age 16 and older) to complete the CAT in order to get a clear picture.

Is the CAT anonymous? Yes! The answers will be handled anonymously. No one will see your responses and know they are yours. If you lack online availability or need assistance, please contact Marsha Bruner at the church office or Ken Dobson for online access and assistance. As a last resort, a printed assessment may be made available. Marsha or Ken will do their best to accommodate your needs and ensure confidentiality.

How is this different from other surveys? The process that CAT offers us is unique as it gives all members an equal voice in assessing our church. This is distinguished from other processes churches employ to gain insight, such as:



Lakeside Community Lutheran Church
28626 County Road H
Webster, WI 54893
Phone: 715-635-7791



Ø Impression-driven process, which relies on internal thoughts and feelings of persons in leadership to gauge reality.

Ø Anecdotally driven process, which relies on conversation with individuals, or groups that aren't necessarily representative of the entire church.

Ø Authority-driven process which rely more on the perspectives of those in positions of volunteer leadership

What comes from the CAT? A 28 page report called Vital Signs© details the levels of satisfaction, energy, culture and climate present in the congregation. It also identifies priorities by age groups, critical success factors, and evaluative insight into key factors such as worship and music, morale, governance, conflict management, pastoral leadership, hospitality and more. All the evidence is aimed to inform leaders/congregation and guide them in making better decisions, in less time, with greater effectiveness for the sake of the congregation's future. Additionally, there will be pertinent insights applicable to the process

of calling a new pastor and what desired skills and experiences we feel are important for our church in the next pastor.

How Will We Learn About the Results? The Council and Call Team will meet with Pastor Kurt Jacobson of Mustard Seed Consulting as he presents his analysis of the CAT on July 26, at 6:00pm. Thereafter a printed report will be shared with all members and the Council and Call Team will find other ways to share results with you.

What does this cost the Church? The cost is \$850. The money is in the church budget.

This assessment is very important to the future of Lakeside. Thank you for supporting and participation!

Respectfully,

Council and Call Team