

How can Re:Vitality help your parish? Here is feedback from other congregations that have gone through the process:

Pastor Mathers came to Shepherd King on Tuesday, February 4th. He ate with us before the presentation. While we ate together he actively listened to members who shared their experiences filling out the survey.

Pastor Mathers went through the material in a thoughtful and careful way. He wanted the members of the congregation to understand the method and theology of Re:Vitality. I saw the greatest benefit with the Congregational Self-assessment when the small groups shared the goals and steps that came from the material. They were engaged in the process and began to see the benefits of being intentional with our next steps at Shepherd King.

I received positive comments from those who participated that night. The comments and ideas continued as various boards met in their regular meetings later that month. We are currently working on sharing the Congregational Self-assessment material in several small group sessions in February and March.

In Christ,
Pastor Tim Holzerland
The Lutheran Church of the Shepherd King
West Bloomfield, MI

Our council had a special meeting devoted exclusively to reviewing the results of the survey. There was a viewing of the video of Derek explaining the results beforehand. Our goal for the meeting was to pick three areas of improvement to begin taking actions on and pick three areas of success to celebrate.

We committed to taking action on Vision, Inactives, and Incorporation. The church went through a lengthy visioning process recently. It was our instinct to keep the vision statement that was produced, but to get it front and center and allow it to actually function as a vision statement; using it in marketing, bulletins, website, and even having a sermon series on the topic. We may even read it at the beginning of council meetings.

We followed Derek's advice in not having Finances be one of our areas of focus. Consecrated Stewards was a success. The financial aspect of that success is an increase in pledges. Beyond that, financial viability should follow as we focus on growth areas.

We chose unity, lack of conflict, and hospitality as areas to celebrate. We are going to have a ministry fair in the fall to celebrate our unity and mission. We are going to begin celebrating members of the congregation during the announcements on Sunday. We are going to begin thanking God intentionally for lack of conflict at congregational meetings.

Thank you both for your leadership and partnership. You are a blessing to me, Ascension, and the district!

Grace and Peace in Christ!
Pastor Joshua Ulm
Ascension Lutheran
North Olmsted, OH

Overall, I think doing the survey and having you come has been great. (I wish I would have done it months ago!) For instance, at our Council Meeting Monday night we spent some significant time

talking about evangelism and outreach ideas—instead of just business, business, business. It's gotten many of the people at Grace thinking and talking about outreach and how we might improve things at Grace. That's all been wonderful.

The people at Grace enjoyed you as a presenter and your love for the lost shone through nicely. I think the people (and myself) were wanting to jump right to solutions and ideas.

Overall, I think the survey and its results are a great tool (kudos to Rev. Wood for designing it) for a congregation, and I would highly recommend it to others.

Pastor Josh Moldenhauer
Grace Lutheran
Oberlin, OH

Once again thank you so much for coming to Peace last week to give the report on our ReVitaliTy survey. Those who were in attendance said they were glad they came and they feel encouraged and motivated to take the next step in the mission and ministry God has given us here.

I am planning the next couple of Sundays of presenting the material for those who were unable to be present when you were here.

Joyfully Living in Jesus,
Pastor Gregory Michel
Peace Lutheran Church
New Berlin, WI

Thanks again for being with us, I think it went very well and gave our people encouragement and hope for the future.

Blessings,
Pastor Stephen Alles
Saint John's Lutheran
Pembroke, ON

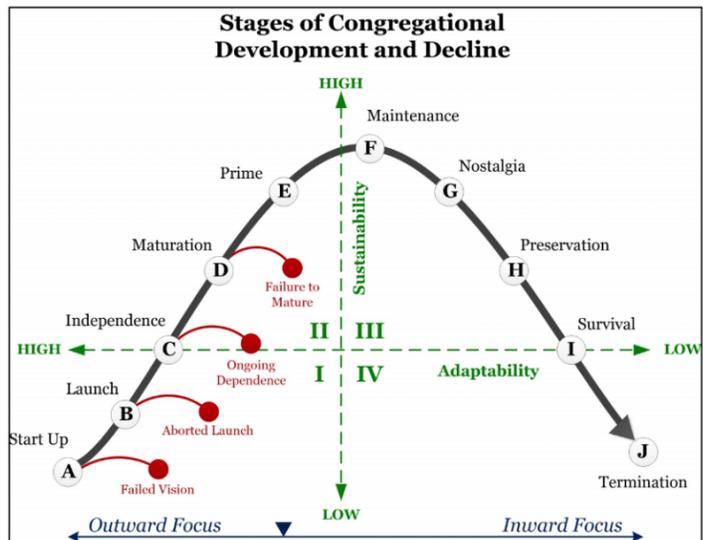
An assessment of your congregation’s stage of development or decline by the leading experts on your congregation and context—you!

Overview

The Congregational Assessment of Development/Decline Status (CADDs) is a survey-based self-assessment tool designed to provide your congregation with a consistent and objective way of answering the question, “Where are we ... really?” CADDs is simple, straightforward, and nonintrusive—it does not require anyone from outside the congregation to assist in the assessment. Instead, CADDs relies on input from the people who know your congregation and context better than anyone else: you.

Critical Measurements

CADDs measures three critical elements of development and decline to assess your congregation’s well-being. The first is sustainability (also called viability). It reflects the congregation’s ability to continue ministry. The second element is adaptability, which measures the members’ openness to change. The third element considers the balance of the outward focus and inward focus of the congregation. These critical measurements can be demonstrated on a standard distribution curve that spans four quadrants of development and decline.



The CADDs Survey

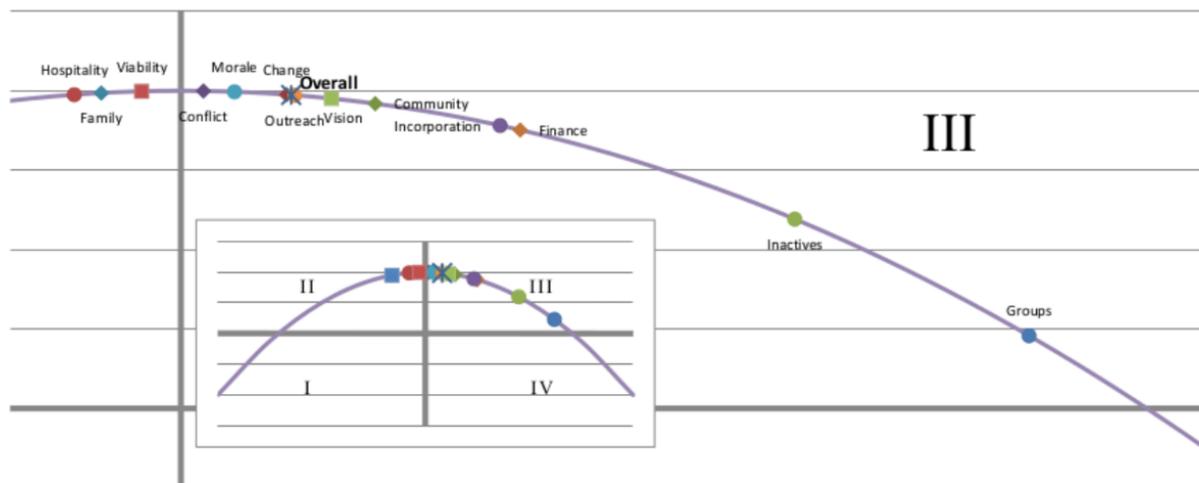
CADDs uses a scientifically developed 100-question survey to measure the three critical elements of congregational well-being. The survey is designed to be completed by any and all

	Strongly Agree	Agree	Not decided	Disagree	Strongly Disagree
1 I understand our congregation’s leaders’ vision of our future.	<input type="radio"/>				
2 The most important outcome of revitalization is that our congregation would be able to meet our financial obligations.	<input type="radio"/>				
3 The primary reason that our congregation exists is to share the Gospel with unchurched people in our community.	<input type="radio"/>				
4 A visitor is likely to see our facilities as well cared for.	<input type="radio"/>				
5 I feel that the congregation’s leaders value my gifts and talents.	<input type="radio"/>				
6 Our congregation would gladly merge with another congregation if doing so would make us more effective in ministry.	<input type="radio"/>				
7 I know the people who have most recently become members of our congregation.	<input type="radio"/>				

members of the congregation and other people with an interest in the congregation (e.g., non-member school families). The survey is completed online (an offline option is available). It takes about 20-25 minutes to complete.

The CADDs Report

The results of the CADDs survey are presented as a single page, graphical report based on the *Stages of Congregational Development and Decline* diagram. This simple report provides a clear snapshot that answers the question “Where are we ... really?” The report identifies an overall status to indicate the stage of development or decline (the asterisk labelled “Overall”) and plots the factors that are contributing to that status, both positively and negatively. The graphical report provides a concise depiction of the underlying data that avoids the paralysis by analysis that often results from comprehensive text and numbers reports.



*Results are based on 51 responses from people in the congregation.

By You, For You

The CADDs report is sent to our English District Mission Executive who will arrange a convenient time to visit your congregation to explain how to understand the results. He does not come as a consultant, he comes to serve your congregation and assist you with understanding the factors driving the stage of development—or decline. The purpose of the CADDs is to identify which *re: Vitality* resources would be most beneficial to your congregation. However, there is no obligation for you to take any further action after completing CADDs.

Cost

CADDs was developed and is supported by the LCMS Office of National Mission (ONM). ONM, together with the English District, provides both CADDs and the explanation services to English District LCMS congregations at no cost to the congregation.

More Information/Getting Started

Contact Pastor Derek Mathers, English District Mission Executive, via email at dmathers@englishdistrict.org for more information about CADDs or to begin the process for using CADDs for your congregation.