



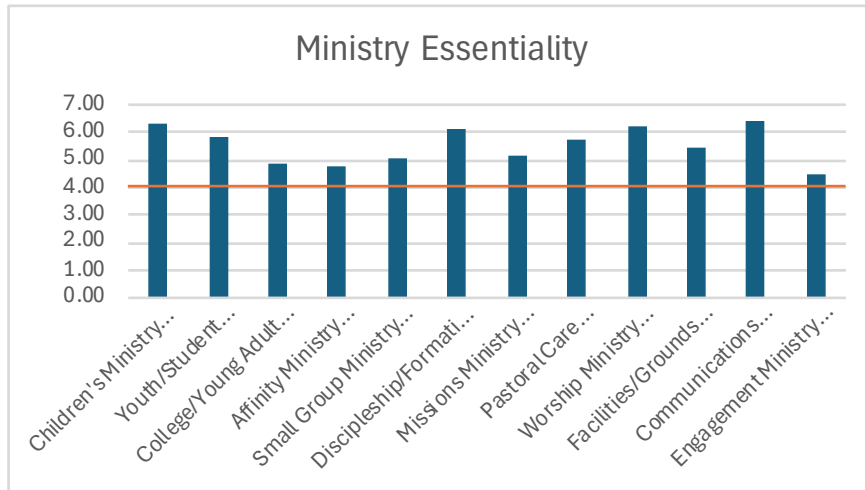
WORSHIP MINISTRY DATA REPORT

Campus 1

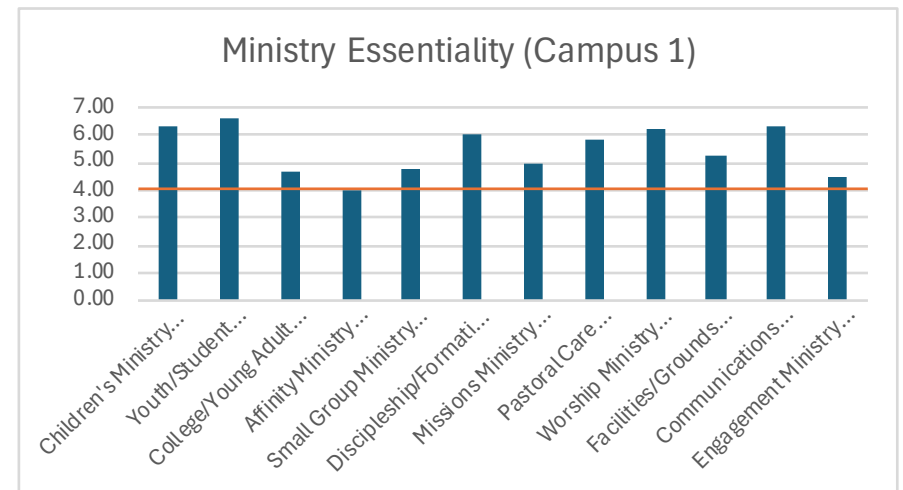
ESSENTIALITY OF MINISTRIES TO THE MISSION QUESTIONS

QUESTION: I believe that having an excellent [X] MINISTRY is essential for the church to fulfill its mission.

How did ALL PARTICIPANTS answer this question?

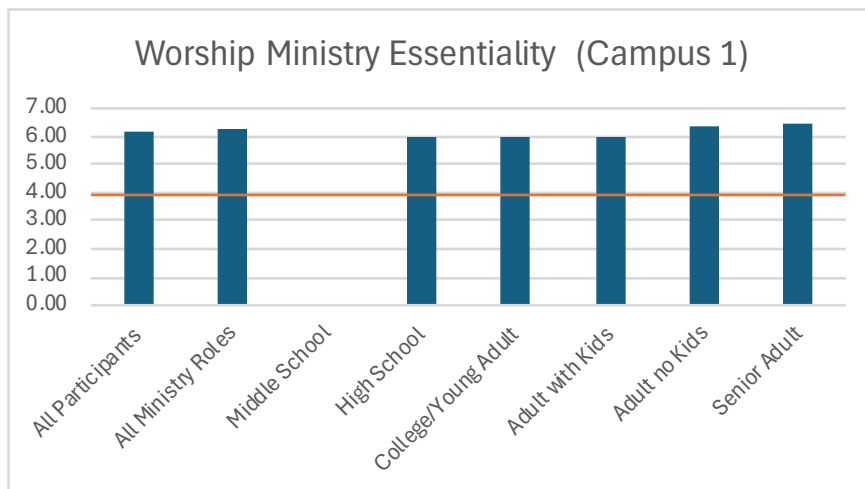


How did participants from MY CAMPUS answer this question?

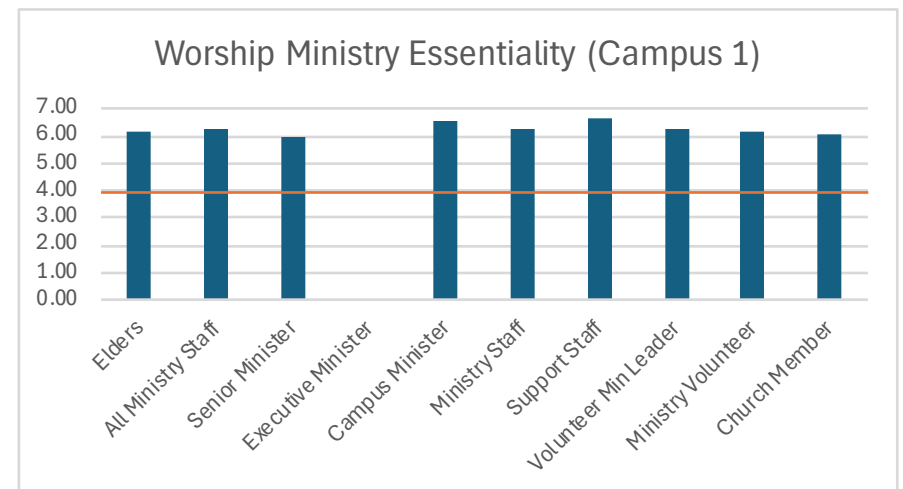


QUESTION: I believe that having an excellent WORSHIP MINISTRY is essential for the church to fulfill its mission.

How did participants from MY CAMPUS answer this question (by LIFE STAGE)?



How did participants from MY CAMPUS answer this question (by ROLE)?



What are the perspectives of ALL PARTICIPANTS related to Worship Ministry?

Worship	Essentiality	Excellence	Avg. Rating	Difference	Variance
All Participants	6.23	4.89	5.43	-0.54	0.80
Elders	6.17	4.39	5.25	-0.86	0.91
Senior Minister	6.00	7.00	5.56	1.44	0.44
Executive Minister	5.00	6.00	5.22	0.78	-0.22
Campus Minister	6.50	4.50	5.33	-0.83	1.17
Ministry Staff	6.28	4.44	5.38	-0.93	0.90
Support Staff	6.50	5.08	5.31	-0.22	1.19
Volunteer Ministry Lead	6.20	5.20	5.45	-0.25	0.75
Ministry Volunteer	6.29	4.67	5.40	-0.74	0.89
Church Member	6.12	5.13	5.55	-0.41	0.57
Middle School	#CALC!	#CALC!	#DIV/0!	#CALC!	#CALC!
High School	6.27	5.18	5.69	-0.51	0.59
College/Young Adult	6.50	5.00	5.39	-0.39	1.11
Adult WITH Kids at Home	6.08	4.81	5.29	-0.48	0.79
Adult NO Kids at Home	6.32	5.19	5.65	-0.46	0.67
Senior Adult	6.36	4.76	5.43	-0.67	0.93
Alignment		2.61	0.46		

COLUMN DEFINITIONS:

- Essentiality:** The average of the scores for the question, "I believe that having an excellent Weekend Worship Service is essential for the church to fulfill its mission."
- Excellence:** The average of the scores for the question, "I believe that the Weekend Worship Service is excellent."
- Avg. Rating:** The average of the scores given for ALL TEN Worship Ministry questions.
- Difference:** The difference between the Excellence score and the Avg. Rating score.
- Variance:** The difference between the Essentiality score and the Rating score.
- Alignment:** The difference between the highest and lowest rating in the respective column.

What are the perspectives of participants from MY CAMPUS related to Worship Ministry?

Worship (Campus 1)	Essentiality	Excellence	Avg. Rating	Difference	Variance
All Participants	6.18	4.44	5.15	-0.72	1.03
Elders	6.13	4.13	4.82	-0.69	1.31
Senior Minister	6.00	7.00	5.56	1.44	0.44
Executive Minister	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Campus Minister	6.50	4.50	5.33	-0.83	1.17
Ministry Staff	6.21	4.29	5.30	-1.02	0.91
Support Staff	6.67	4.33	4.89	-0.56	1.78
Volunteer Ministry Lead	6.29	5.08	5.21	-0.13	1.08
Ministry Volunteer	6.10	4.15	5.11	-0.96	0.99
Church Member	6.10	4.33	5.19	-0.86	0.90
Middle School	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
High School	6.00	4.67	4.93	-0.26	1.07
College/Young Adult	6.00	4.00	5.00	-1.00	1.00
Adult WITH Kids at Home	5.96	4.48	5.07	-0.59	0.89
Adult NO Kids at Home	6.36	4.41	5.25	-0.84	1.12
Senior Adult	6.41	4.38	5.24	-0.85	1.18
Alignment		3.00	0.74		

KEEP IN MIND AS YOU REVIEW THIS REPORT:

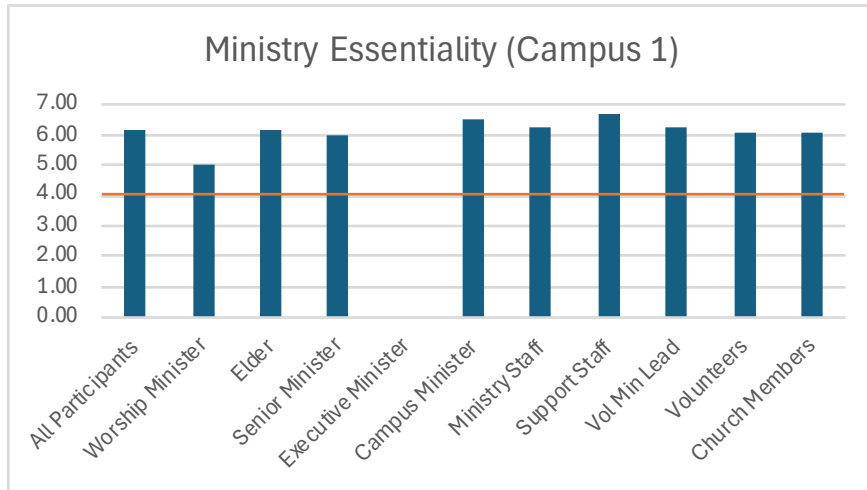
- This assessment measures *perceptions* of reality.
- The green, yellow, and red colors are subjective guidelines.
- 4.00 is neutral, so 4.01 or higher reflects a positive perception.
- The Avg. Rating score reflects the perceived overall quality of of the ministry as it emerges from scores from the nine questions.
- A positive number in the Difference column means that the general perception regarding the ministry's quality is TOO OPTIMISTIC compared to what the nine question scores would suggest.
- A high number associated with Alignment suggests that you have a PROBLEM with alignment, meaning there are significant differences in perspective due to conflicting values, priorities, perspectives, etc.
- A positive number associated with Variance means that participant perceptions of the ministry's excellence is NEGATIVE as compared to the assigned level of importance.



WORSHIP MINISTRY-RELATED QUESTIONS (BY ROLE)

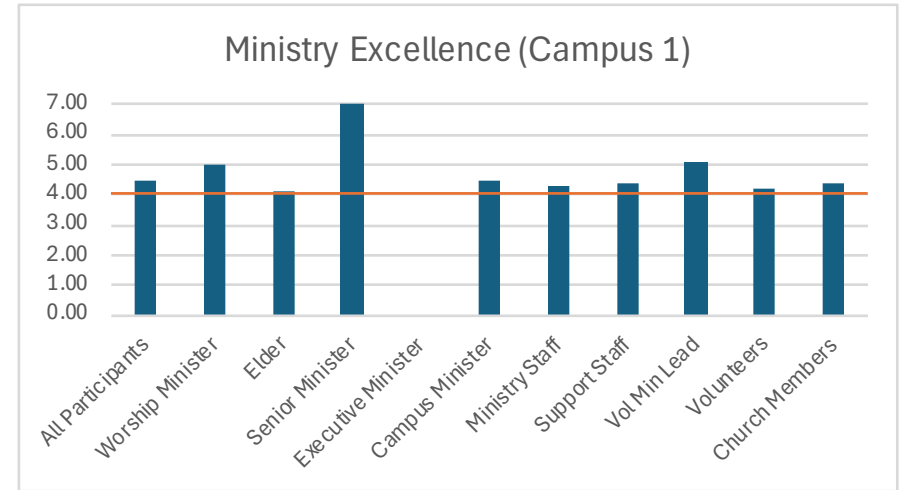
QUESTION: I believe that delivering an excellent weekend worship service is essential for the church to fulfill its mission.

How did participants from MY CAMPUS answer this question?



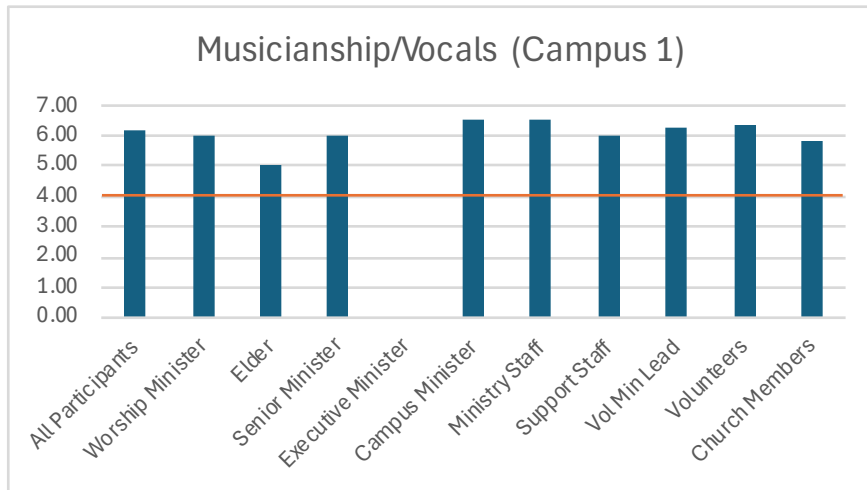
QUESTION: I believe that my church's weekend worship services are excellent.

How did participants from MY CAMPUS answer this question?



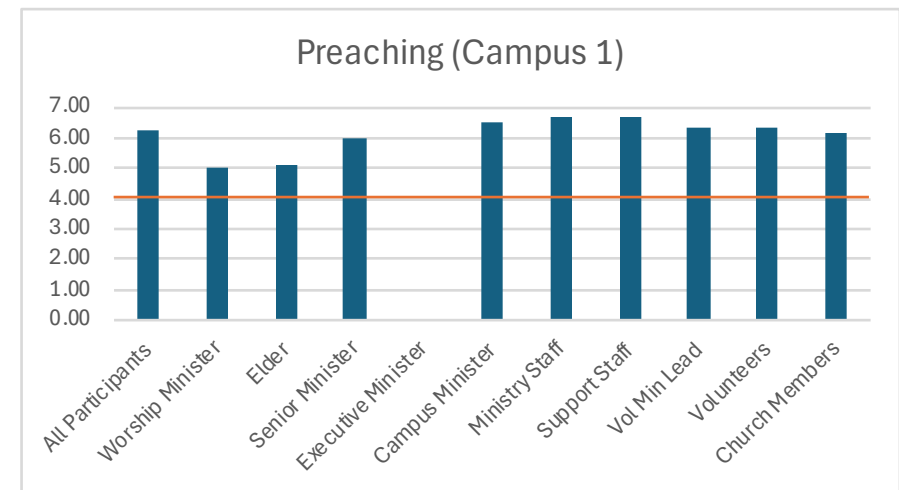
QUESTION: I believe that my church consistently delivers excellent musicianship and singing in weekend worship services.

How did participants from MY CAMPUS answer this question?



QUESTION: I believe that my church consistently delivers excellent preaching in weekend worship services.

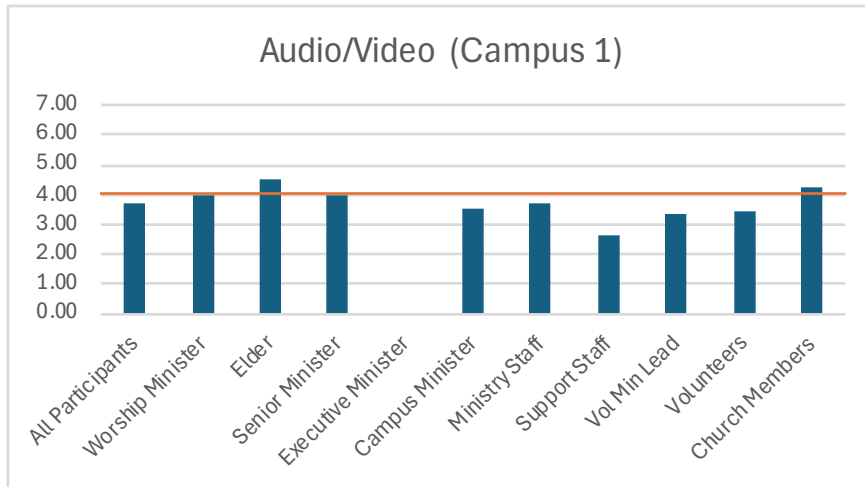
How did participants from MY CAMPUS answer this question?



WORSHIP MINISTRY-RELATED QUESTIONS (BY ROLE) *cont.*

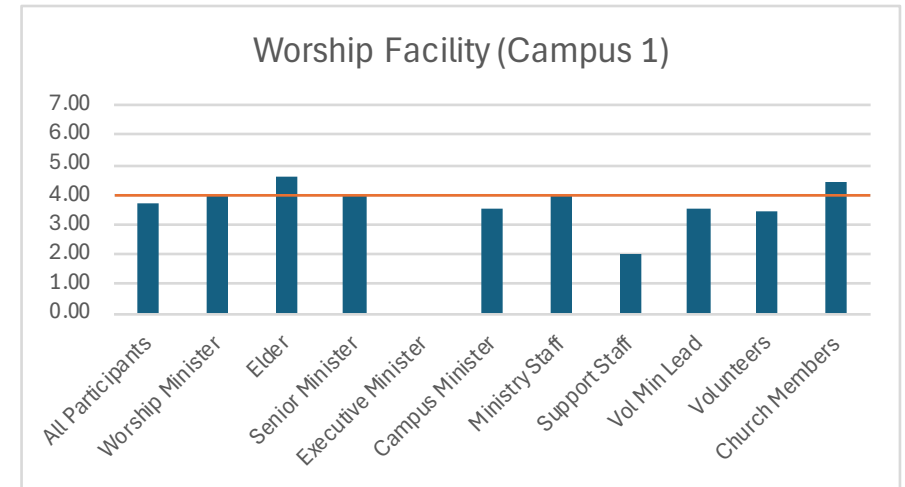
QUESTION: I believe that my church consistently delivers excellent sound, video, lighting, music slides, etc. during weekend worship services.

How did participants from MY CAMPUS answer this question?



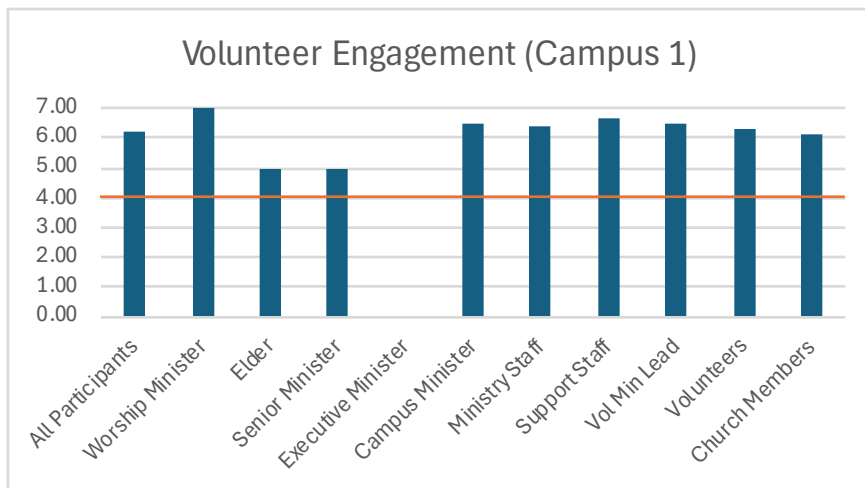
QUESTION: I believe that my church's primary worship facility is excellent.

How did participants from MY CAMPUS answer this question?



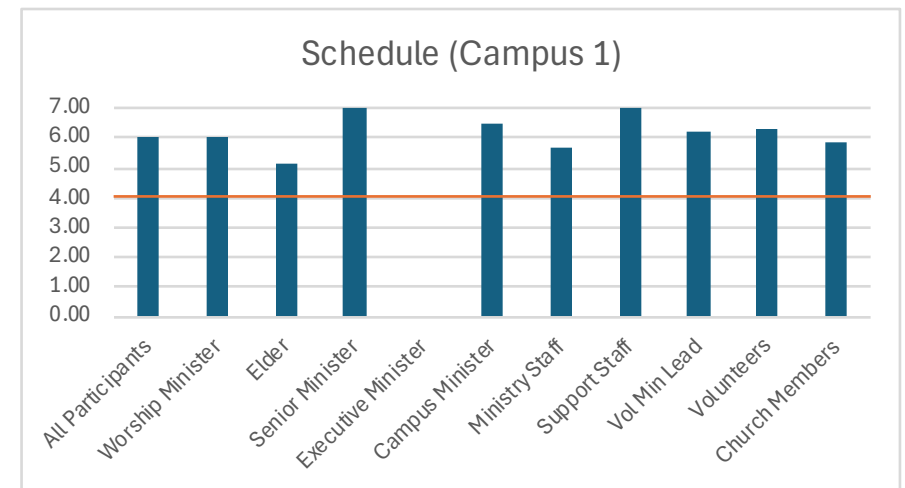
QUESTION: I believe that my church has enough high-quality volunteers for the Worship Ministry.

How did participants from MY CAMPUS answer this question?



QUESTION: I believe that my church's weekend worship services are scheduled at excellent times.

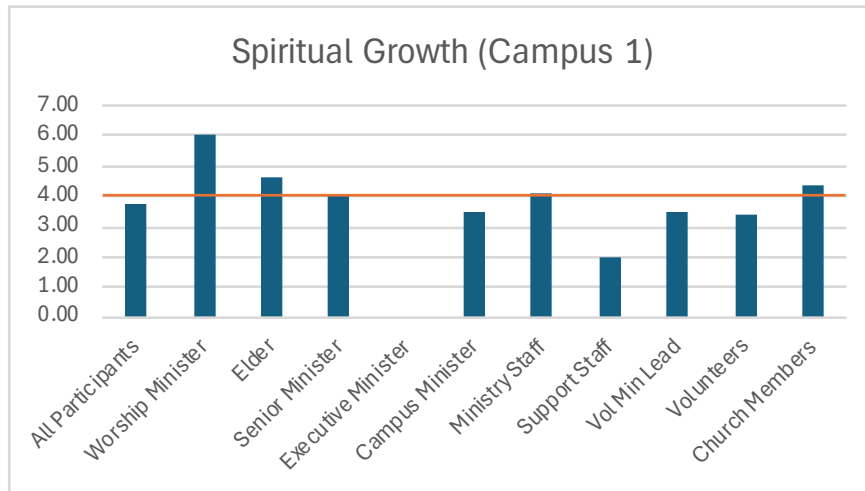
How did participants from MY CAMPUS answer this question?



WORSHIP MINISTRY-RELATED QUESTIONS (BY ROLE) *cont.*

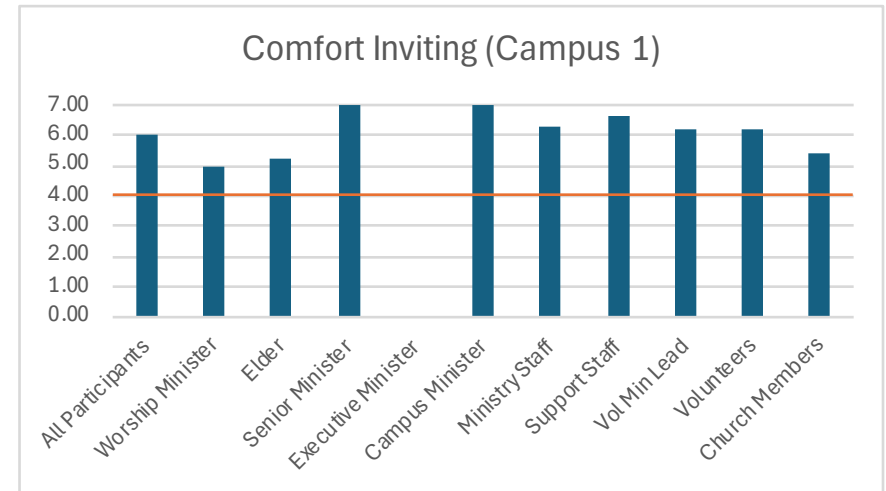
QUESTION: I believe that my church's weekend worship service is a significant contributor to personal spiritual growth outcomes.

How did participants from MY CAMPUS answer this question?



QUESTION: I am very comfortable inviting my non-Christian friends and family members to my church's weekend worship service.

How did participants from MY CAMPUS answer this question?



What are the perspectives of participants from MY CAMPUS (by ROLE) related to the Worship Ministry questions?

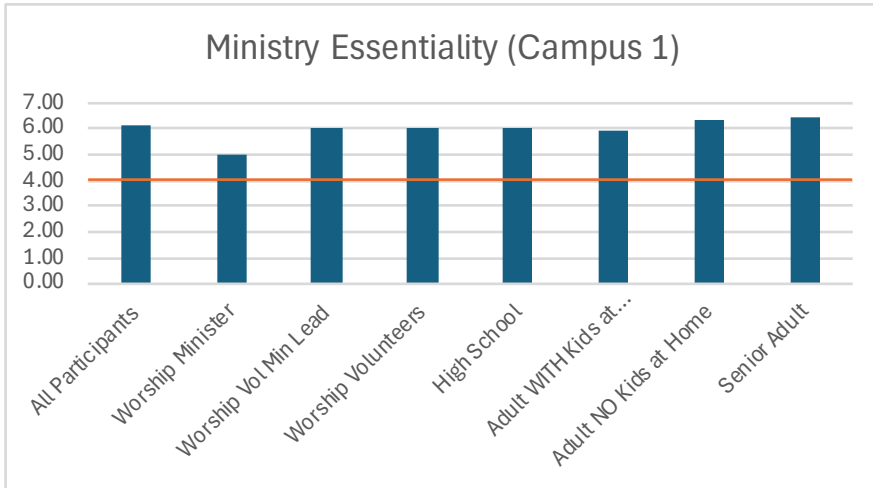
Worship (Campus 1)	All Participants	Worship Minister	Elder	Senior Minister	Executive Minister	Campus Minister	Ministry Staff	Support Staff	Vol Min Lead	Volunteers	Church Members
Ministry Essentiality	6.18	5.00	6.13	6.00		6.50	6.21	6.67	6.29	6.10	6.10
Ministry Excellence	4.44	5.00	4.13	7.00		4.50	4.29	4.33	5.08	4.15	4.33
Musicianship/Vocals	6.15	6.00	5.00	6.00		6.50	6.50	6.00	6.25	6.36	5.86
Preaching	6.29	5.00	5.13	6.00		6.50	6.71	6.67	6.38	6.38	6.14
Audio/Video	3.68	4.00	4.50	4.00		3.50	3.71	2.67	3.38	3.46	4.24
Worship Facility	3.75	4.00	4.63	4.00		3.50	4.00	2.00	3.50	3.44	4.38
Volunteer Engagement	6.21	7.00	5.00	5.00		6.50	6.43	6.67	6.46	6.28	6.10
Schedule	6.05	6.00	5.13	7.00		6.50	5.64	7.00	6.17	6.31	5.86
Spiritual Growth	3.77	6.00	4.63	4.00		3.50	4.14	2.00	3.50	3.44	4.38
Comfort Inviting	6.03	5.00	5.25	7.00		7.00	6.29	6.67	6.21	6.18	5.43



WORSHIP-RELATED QUESTIONS (BY CONSTITUENCY)

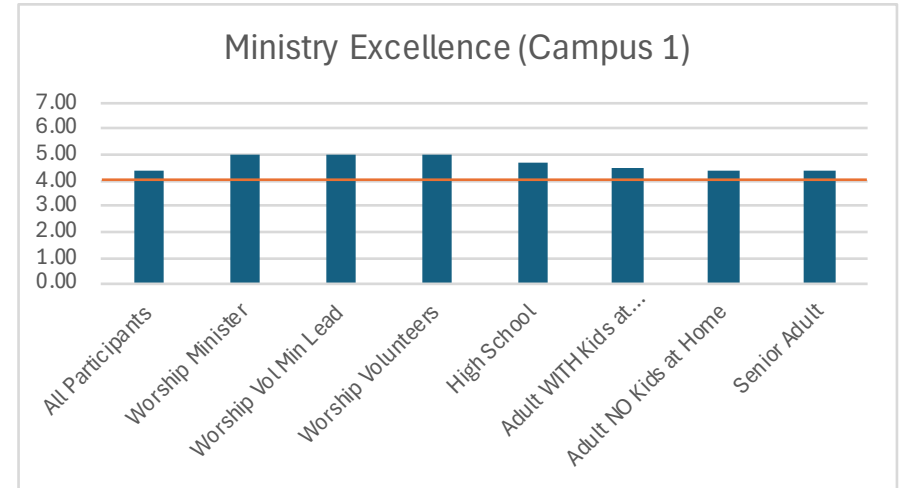
QUESTION: I believe that delivering an excellent weekend worship service is essential for the church to fulfill its mission.

How did participants from MY CAMPUS answer this question?



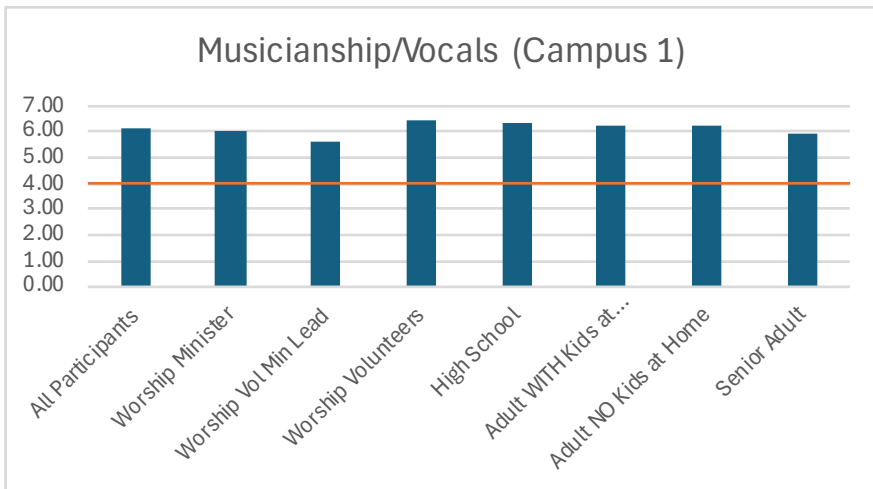
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How did participants from MY CAMPUS answer this question?



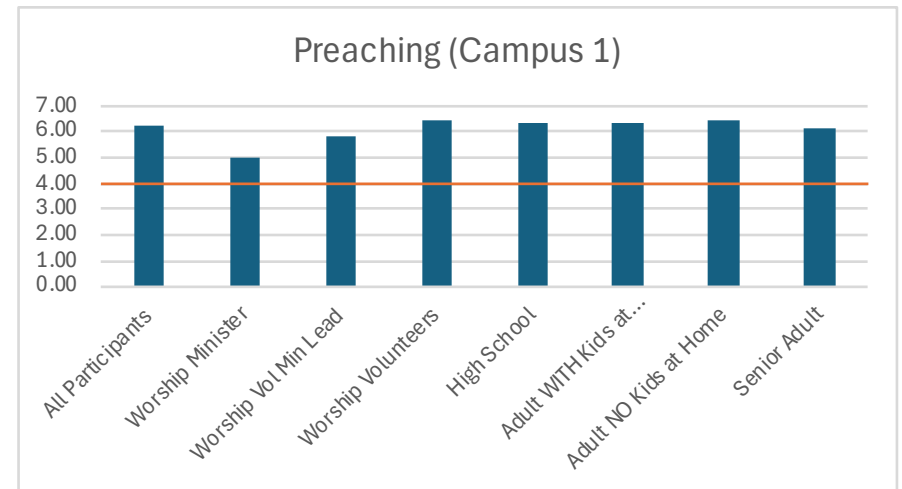
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How did participants from MY CAMPUS answer this question?



QUESTION: I believe that my church consistently delivers excellent preaching in weekend worship services.

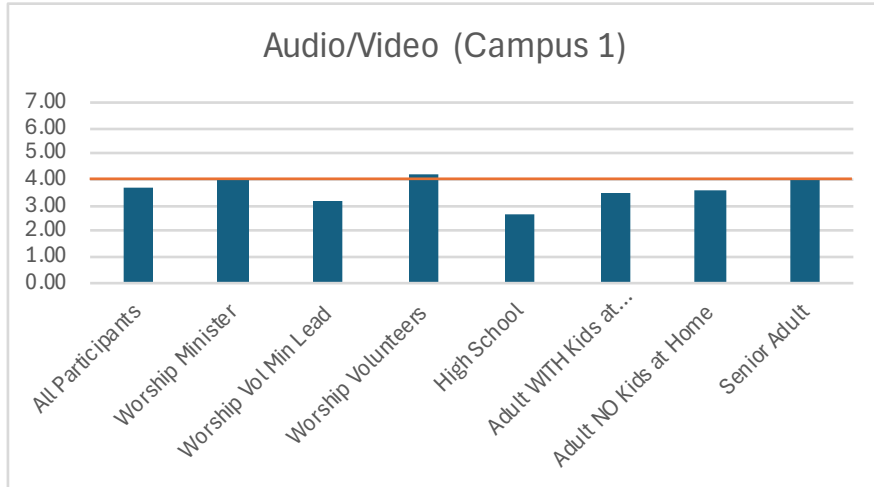
How did participants from MY CAMPUS answer this question?



WORSHIP MINISTRY-RELATED QUESTIONS (BY CONSTITUENCY) *cont.*

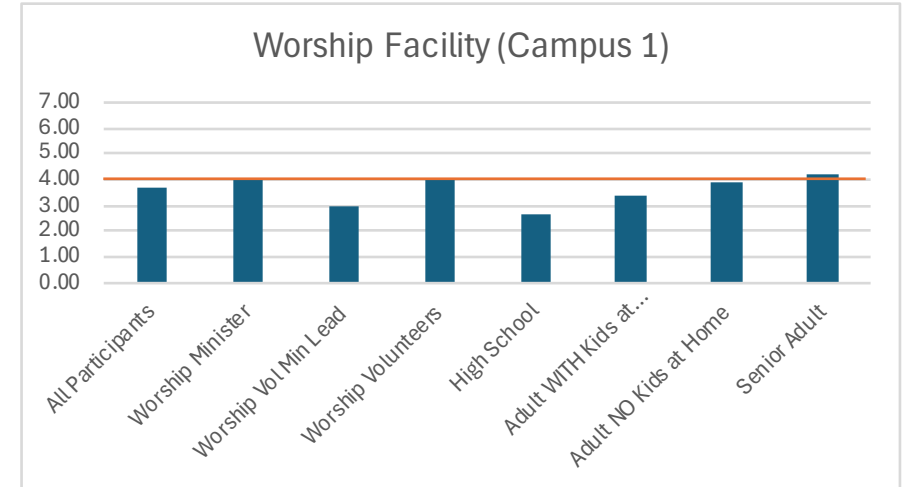
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How did participants from MY CAMPUS answer this question?



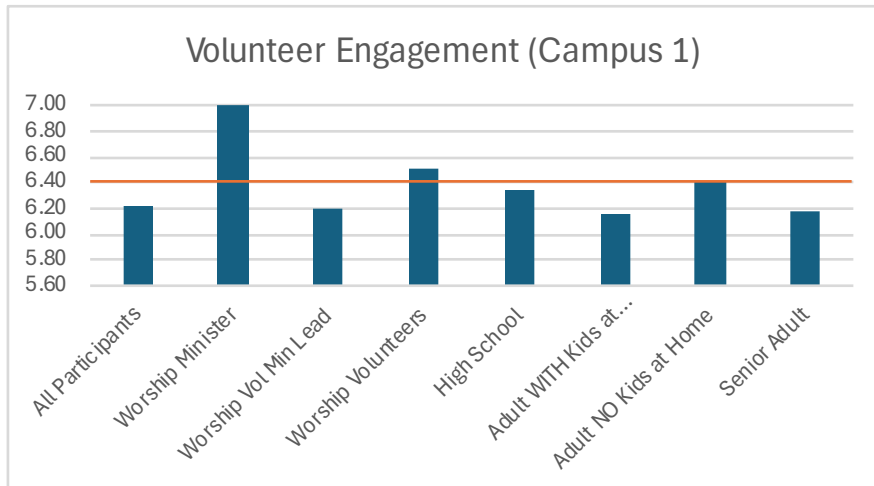
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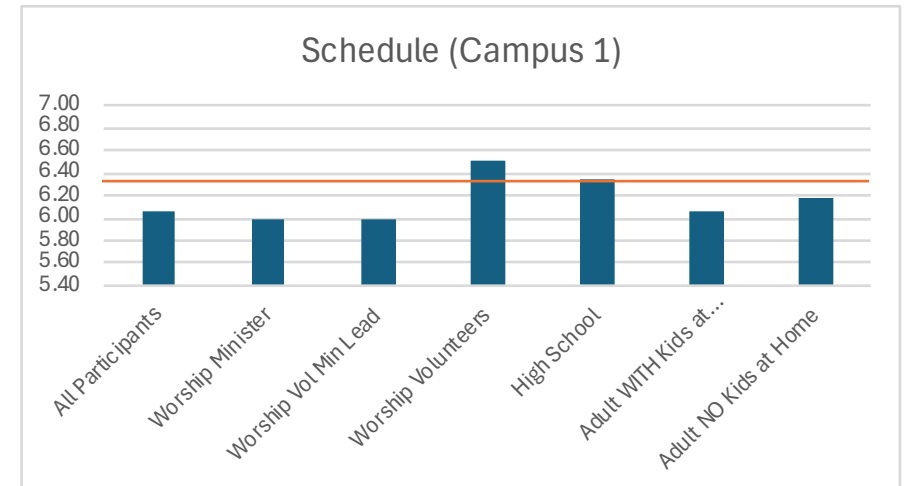
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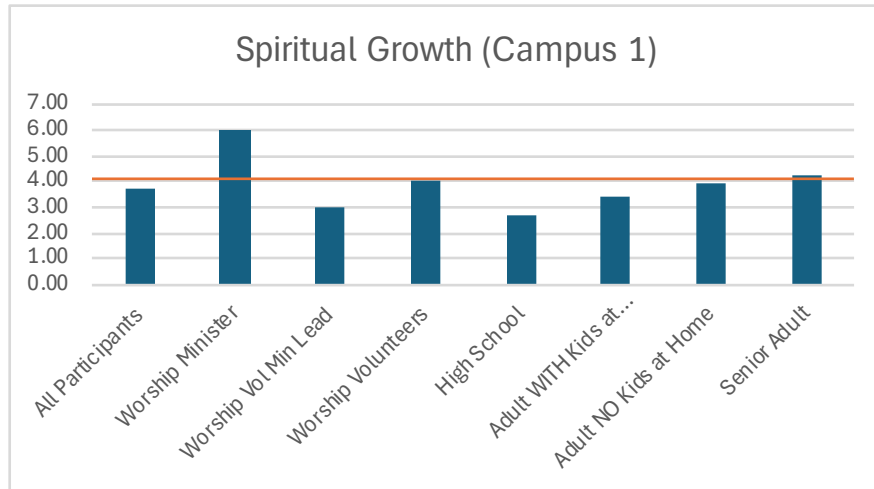
How did participants from MY CAMPUS answer this question?



WORSHIP MINISTRY-RELATED QUESTIONS (BY CONSTITUENCY) *cont.*

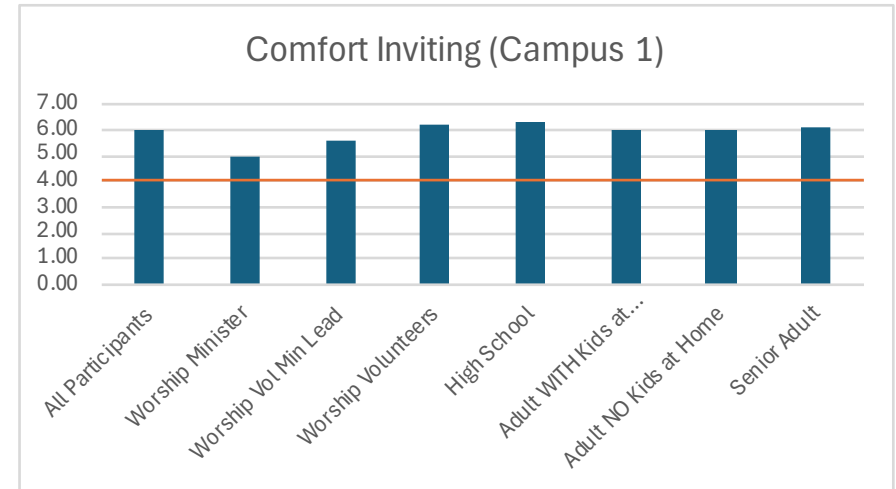
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How did participants from MY CAMPUS answer this question?



What are the perspectives of MY MINISTRY'S CONSTITUENTS from MY CAMPUS related to the Worship Ministry questions?

	All Participants	Worship Minister	Worship Vol Min Lead	Worship Volunteers	High School	Adult WITH Kids at Home	Adult NO Kids at Home	Senior Adult	Alignment
Worship (Campus 1)									
Ministry Essentiality	6.18	5.00	6.00	6.00	6.00	5.96	6.36	6.41	1.41
Ministry Excellence	4.44	5.00	5.00	5.00	4.67	4.48	4.41	4.38	0.62
Musicianship/Vocals	6.15	6.00	5.60	6.50	6.33	6.21	6.27	5.97	0.90
Preaching	6.29	5.00	5.80	6.50	6.33	6.33	6.41	6.18	1.50
Audio/Video	3.68	4.00	3.20	4.25	2.67	3.54	3.64	4.00	1.58
Worship Facility	3.75	4.00	3.00	4.00	2.67	3.42	3.95	4.21	1.54
Volunteer Engagement	6.21	7.00	6.20	6.50	6.33	6.15	6.41	6.18	0.85
Schedule	6.05	6.00	6.00	6.50	6.33	6.06	6.18	5.94	0.56
Spiritual Growth	3.77	6.00	3.00	4.00	2.67	3.46	3.95	4.21	3.33
Comfort Inviting	6.03	5.00	5.60	6.25	6.33	6.02	6.00	6.06	1.33



NEXT STEPS

One of the most common things that happens when an organization gathers data is, well, *nothing*. Sometimes the data reveals inconvenient truths. Sometimes it sheds a poor light on the organization and/or its leaders. Sometimes it identifies difficult or expensive problems to fix. For these and many other reasons, gathering data is the easy part. Translating data into strategic decision-making and improvement is what separates great leaders from average leaders. Don't just put this report on a shelf because it represents an opportunity to pick low hanging fruit, consolidate wins, shore up areas of weakness, build momentum, and improve alignment related to mission, vision, values, and perceptions of reality.

It is also worth noting that participation in, service to, and financial support of a church are totally voluntary--that is, people choose to participate based on their own reasons with no guarantee that they will continue to do so. So while it is certainly essential that ministries are executed with excellence and in alignment with the mission, it is equally if not more important that constituents *perceive* those things to be true *and that they perceive* that the ministry aligns with their personal values. If people don't *believe* that the ministry is excellent or that values are not aligned, they are at a significantly increased risk of disengaging. Thus, highly effective church leaders carefully manage the relationship between reality and perceived reality. They execute at a high level, they constantly emphasize the mission and goals, and they tirelessly communicate why and how the ministry is effectively living out shared values.

Take your ministry and leadership to the next level by working through the following exercises:

DATA ANALYSIS

Answer the following questions to gain clarity, pursue intellectual honesty, and identify the issues that are most important to address/leverage:

- 1) What results were you most surprised to see, and why?
- 2) What results were you most satisfied to see, and why?
- 3) What results were you most disappointed to see, and why?
- 4) What results were you most confused by, and what are your preliminary explanations?
- 5) What area(s) received an unacceptably low rating, and what do you think depressed them?
- 6) What area(s) received an extremely high rating, and what do you think elevated them?
- 7) What area(s) do you believe are the most critical to your ministry's mission?
- 8) In what areas are your constituents least aligned, and what do you think drives it?
- 9) In what areas are your constituents most aligned, and what do you think drives it?
- 10) What groups had the largest Variances, and what do you think caused them?
- 11) What topics were repeated in the open responses, and what does it mean?
- 12) What other key insights emerged from the data, and why are they important?

VALIDATION

Confirm that your insights from the data analysis questions are valid and accurate. Hone them, clarify them, and rate each one according to their importance to the mission:

- 1) Review the insights on your own.
- 2) Review the insights with your team.
- 3) Review the insights with a group of your ministry's constituents.
- 4) Review the insights with your supervisor.

EXECUTION

Identify the key insights that you will tackle and build specific and measurable goals, action steps, and a timeline:

- 1) What issue(s) can you address that would make the single greatest impact?
- 2) What issue(s) would be relatively easy to address?
- 3) What issue(s) represent the biggest threat to the success of your ministry or church?
- 4) What issue(s) cause you the most anxiety, unwanted work, and/or conflict?
- 5) What issue(s) exist only because no one has been willing to address it?
- 6) What issue(s) can you leverage to increase buy-in and confidence?
- 7) What issue(s) would be the most fun/fulfilling to work on?
- 8) What issue(s), if addressed, would unleash innovation?
- 9) What issue(s), if addressed, would multiply the number of volunteers?
- 10) What issue(s), if addressed, would free you for other important tasks?