

Hi CAC Family! We had our second PEAK Team session this week. It was the session where the PEAK survey results were presented to us. There was a huge amount of information that was presented to us. I really hope this does not overwhelm you! As we go through the PEAK process, eventually everything will come together, and we are hoping to have some "Aha moments!"

I would like to gradually present you with the PEAK survey results over this month through multiple Elder Newsletters. Please feel free to talk to any of the PEAK Team participants if you need further clarification or explanation. The PEAK Team participants are Dennis Beatty, Brent Beck, Sandi Beck, Nick Charbonnier, Marilyn Greenleaf, Rachel Keen, Lindsey Lessley, Adam Mower, Marlin Myers, Nancy Pickett, Jeff Reister, Jenny Schuening, Joshua Stager, Jim Trigg, Mel Yamase.

First of all, I would like to give you general information about the survey: number of participants, demographics of the survey group, explanation of the 9 essential elements, and the meaning of the scores. I would like to show you the scores of the entire sample group then I would then like to show you a comparison between the congregation scores and the scores of anyone who is part of our church leadership (20 individuals).

We had a total of 129 respondents, which is about 52% of those who received the invitation to participate in the survey. This is an amazing number of participants. Thank you for being so engaged in this process!! Based on the statistical analysis, anything over 30% removes many of the uncertainties and biases so it enhances the statistical reliability of the results. All that to say, the results are very reliable because of how much greater than 30% our participation was.

Scoring is 1-5: 1-2: no development; 2.1-3.4 low development; 3.5-3.9 moderate development; 4-5 strong development.

The overall congregation demographics: 61% were female and 39% male. 74% were above 54 yo and 26% in the 13-53 yo. There was only 1 in the 17-21 yo range. Majority was white. 79% married, 5% single, 6% divorced and 9% widowed. 64% were members and 36% were not members. Most participants were Christ followers for a long time (greater than 10 yrs). 74% attended the church for >11 yrs and 16% attended the church less than 4 yrs. The vast majority were local residents.

The leadership demographics: 75% were male and 25% female. 85% were in the 38-72 yo range. Majority were Caucasian, church members and 100% were married. 70% attended the church for >11 yrs and 30% for 5-10 yrs. Once again, most were local residents with very short commutes.

---

The 9 essential categories:

1. **SPIRITUAL LEADERSHIP**: Spiritual Leadership is led by biblically qualified leaders who serve the church in the model of servant leadership to protect and care for the body of believers while empowering, teaching and leading according to discernment of God's will for the church. Titus 1;6-9, I Timothy 3:1-6.
2. **PERSONAL GROWTH**: Personal Growth intentionally fosters the spiritual growth of people towards the image of Christ with an increasing desire to serve the church and reach the world for the Gospel. Ephesians 3:14-21, Matthew 28:18, Colossians 3.
3. **MISSIONS FOCUS**: A Missions Focus advances the Kingdom of God by demonstrating and proclaiming the good news of Jesus to their community, region and world. Acts 1:8, Matthew 10, Luke 10.
4. **LOVING COMMUNITY**: A Loving Community fosters a welcoming environment where people feel a sense of belonging and can build loving and caring relationships to grow in community with God and others. Acts 2:45-47, Matthew 18:15-19, Hebrews 10:25.
5. **WORSHIP GATHERING**: A Worship Gathering welcomes the Spirit of God, glorifies God, and exemplifies the Gospel relevantly to children, youth and adults. I Corinthians 2:4-5, Psalms 100, Isaiah 6:1-8.
6. **VISION ALIGNMENT**: The church aligns their ministry according to God's unique mission, vision, and values for the church. Jeremiah 29:11, Psalms 32:8-11.
7. **ALLIANCE PARTNERSHIP**: Alliance Partnership is evident through living as the Christ Centered, Acts 1:8 family with active appropriation of the C&MA Values, Doctrines and Perspectives. Philippians 1:1-11.
8. **FINANCIAL STEWARDSHIP**: The church is a wise steward of their God given resources and fosters a culture of financial wisdom, accountability, and generosity within the church body. Luke 19:11-26, I Chronicles 29:14.
9. **EFFECTIVE ORGANIZATION**: Effective Organization supports the church to operate effectively and expand to attain the Mission, Vision and Values of the church. Hebrews 6:11, Luke 14:28-33, Exodus 18.

I am going to attach:

- (1) PEAK SUMMARY (PAGE 4): Summary of the 9 scores for the Essential Elements;
- (2) PEAK REVIEW (PAGE 5): Comparative review between the congregation and the leadership of the church;
- (3) PEAK KIDS (PAGE 17): Families with children and families with youth were asked to answer questions about the ministry to children and youth against the same 9 Essential Elements.

A few comments about these scores:

- a) Our highest scores are in Spiritual Leadership, Worship Gathering and Financial Stewardship.
- b) Our lowest scores are Loving Community and Alliance Partnership.
- c) We are 3.6 or greater in all categories except Personal Growth, Loving Community and Alliance Partnership.

- 
- d) Looking at the comparison between congregation and leadership scores, we correlate very closely! The graph on page 5 is probably more important than page 4! In the comparison graph, a difference of 0.3 or greater is statistically most significant.
  - e) The highest children's ministry scores were in Spiritual Leadership, Personal Growth, Loving Community, Stewardship and Effective Organization. The highest was Loving Community. The lowest was in Missions Focus.
  - f) The highest youth scores were in Spiritual Leadership, Loving Community, Stewardship and Effective Organization. The lowest scores were in Missions Focus and Worship Gathering.

I am encouraged by the overall scores that this survey revealed. I like that our highest scores are in Spiritual Leadership, Worship Gathering and Financial Stewardship. I was a bit surprised and saddened that Loving Community was our lowest score. We have some work in this area especially since we know it is by our love that they will know we are aligned with Jesus. Having just attended the National C&MA gathering, I see that we definitely need to develop stronger ties and partnerships with the Alliance. Having Personal Growth scores as one of our lowest three scores tells me we need to spend more time sitting at the feet of Jesus and fall more in love with Him because it is out of our deep love for the Lord that we experience heart and life changes.

The comparison graph on 5 is very encouraging because both congregation and leaders agree on what our strengths and weaknesses are. Our PEAK leaders said they have not seen this kind of close correlation ever before! This means that the congregation and leaders agree on where we are with respect to these 9 Essential Elements and we don't have to convince each other where we need to start with these 9 Essential Elements. That is already half the battle!

For the children and youth ministry, they were strongest in Loving Community which is the lowest category for the overall congregation score. Hmm, is there something we need to learn from our children and youth ministries?

It is important to remember that we are just trying to understand the data and the information, and we are trying to look at the strengths and what we can celebrate, in addition to what areas we scored low in and where we can improve.

WE ARE NOT TRYING TO FORMULATE A FIX TO THE PROBLEMS YET. At this stage, if we focus on a solution or a fix, we will miss important understanding of the data.

The survey analysis looks at each of the 9 Essential Elements and breaks it down into more specific subcategories. This allows us to better understand the scores on a more detailed level. In subsequent Newsletters, I want to look at a number of these subcategories under each of the 9 Essential Elements to allow us to get a more detailed view of what these Essential Elements mean.

In Elder Newsletter 9.2, I would like to focus on Spiritual Leadership and Personal Growth and Missions Focus.

---

In Elder Newsletter 9.3, I would like to focus on Loving Community, Worship Gathering and Vision Alignment.

In Elder Newsletter 9.4, I would like to focus on Alliance Partnership, Financial Stewardship and Effective Organization.

***Lord, thank you for this tool and for how much it has shed light on our church. Thank you for the strengths we have. Thank you for the weakness we have identified. I am so grateful that we have this tool to help us understand CAC better. Lord, help us as we dissect this further to get more specific information. We pray that this is the start of a great transformational work in our local body. We pray that this information will guide us in who Pastor Next should be. Amen***

I am looking forward to sharing more of the PEAK survey with all of you!

Here are the remaining sessions:

*October 3 – Compass Session–What aligns us? First understand what we mean by Leadership, Mission and Discipleship so we can have a common understanding of these terms. Determining the cardinal directions in Leadership, Missions and Discipleship.*

*November 7 – Impact Session part 1–What is our “Critical Gospel Impact”? Understanding how this intersects in the context which God has placed us.*

*December 5 – Impact Session part 2*

*January 9 – Story Session–what do we need to know about our church so we can repeat what is good, redeem what needs to be accounted for and restore wounds we have inflicted or received.*

*January 30 – Map Session–How will we know we are on track? MAP provides a framework to ensure we stay on track with our cardinal directions, CGI and what our story revealed to us.*

*March 5 – Remember Session–what do we need to remember from our PEAK journey?*

Your faithful servants,

**Mel Yamase**

Cell 503-201-3268

Home 503-266-4441

moongoonspoon@gmail.com

**Jim Trigg**

503-708-1767

jimbustrigg@yahoo.com

**Marlin Myers**

503-545-6014

marstarfar@yahoo.com

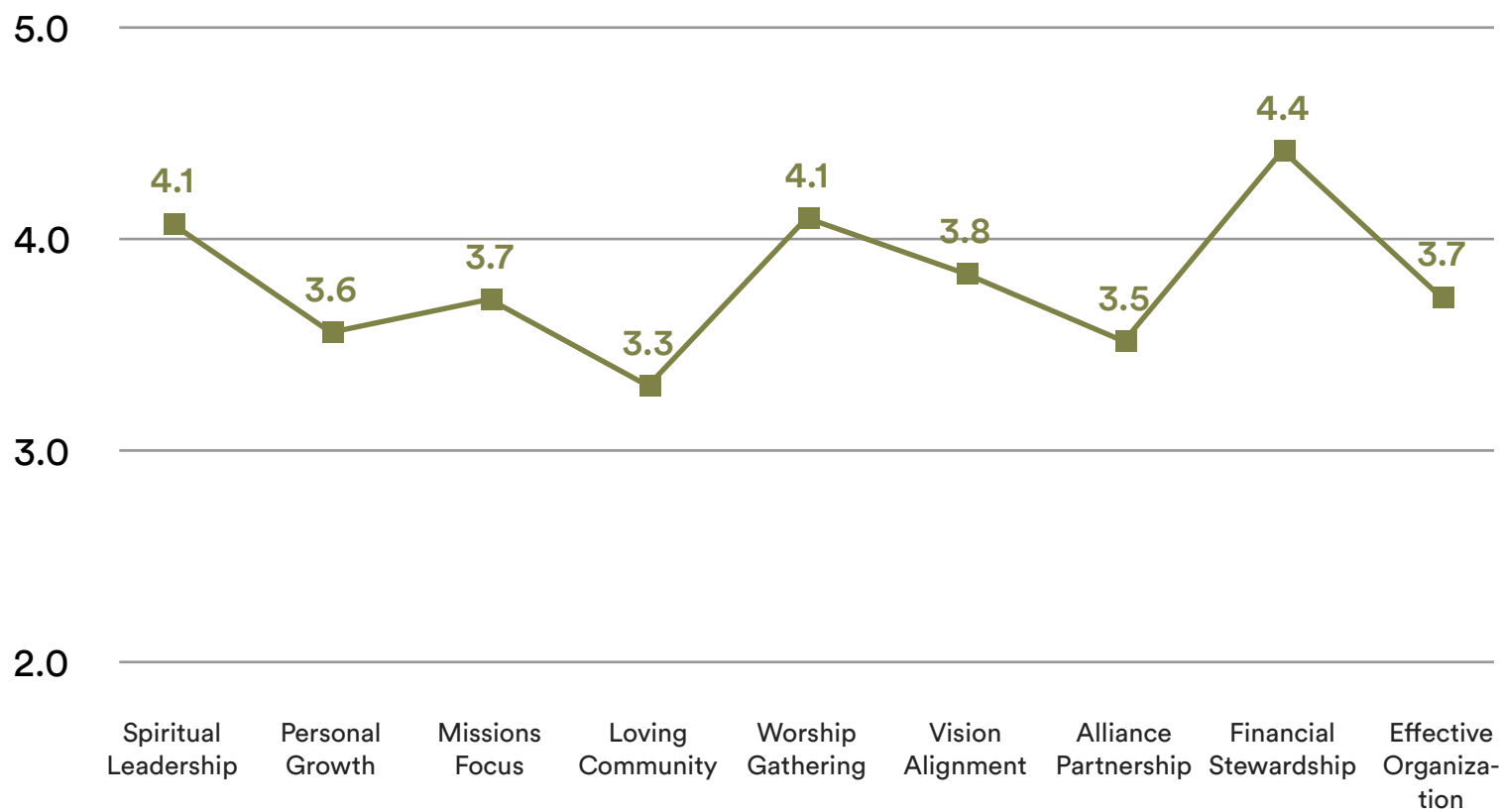
**Jeff Reister**

503-522-1592

jareister@icloud.com

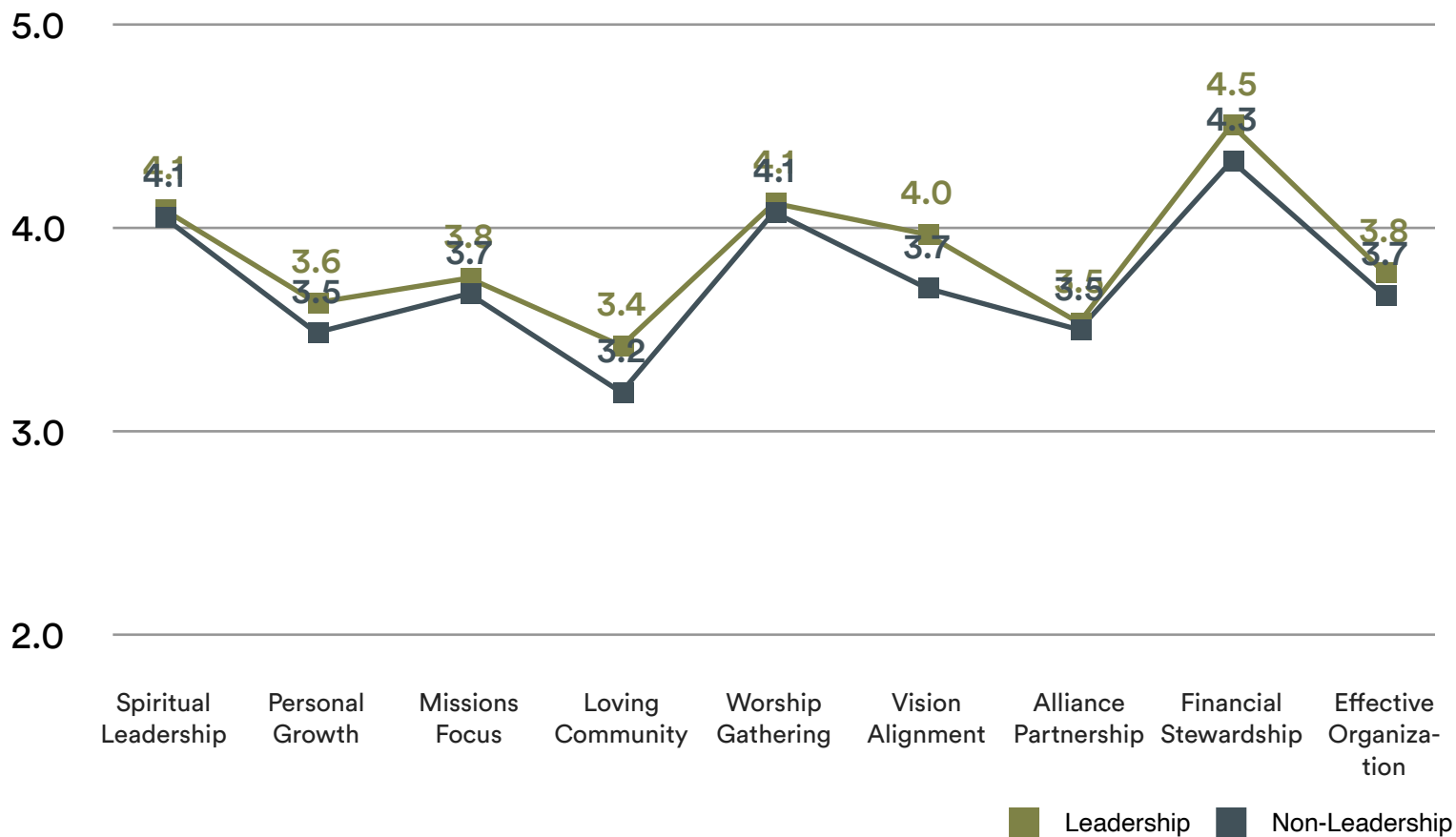
# PEAK Summary

Summary of development for the Essential Elements



# PEAK Review

Comparative review between the congregation and the leadership of the church



# PEAK Kids

Families with children and youth participating in children and/or youth ministries in the church were asked questions to evaluate the development of the Children's & Youth Ministries in alignment with the Essential Elements.

