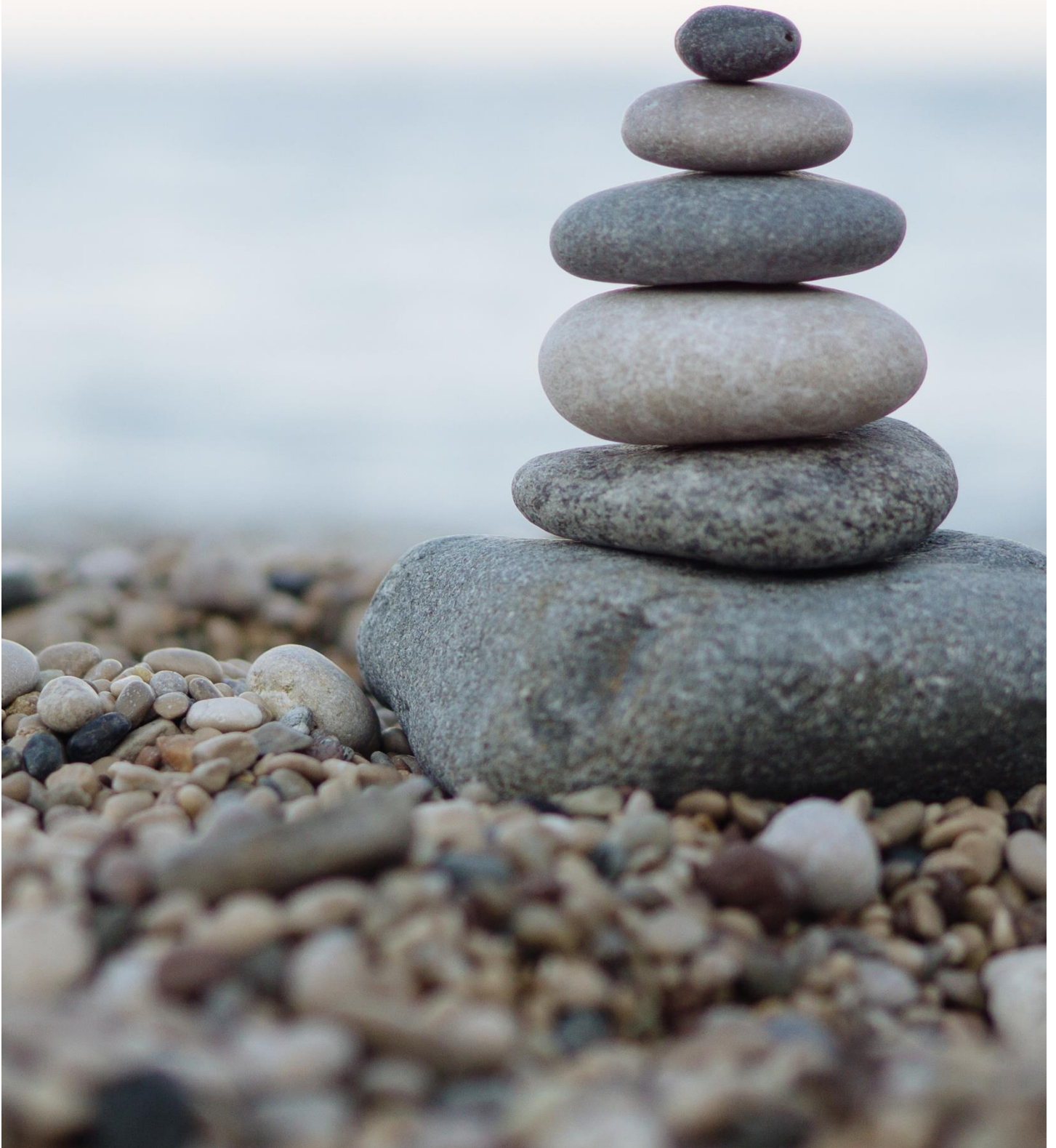


CGS Renewal Works



Subject: Embracing Renewal: A Message from Church Renewal Works

Dear Congregation

Grace and peace be unto you all! We trust this message finds you well and thriving in the love of our Lord. As we gather in spirit, we are excited to share with you the transformative journey we have undertaken as a congregation through the Church Renewal Works initiative.

Over the past several months, our faith community has engaged in a process of introspection, self-discovery, and discernment, seeking the guidance of the Holy Spirit to illuminate the path toward renewal. Today, we stand on the cusp of a new chapter in our collective spiritual journey, and we are eager to unveil the insightful findings that have emerged from this profound exploration.

The process we followed was:

1. We asked parishioners to fill out a survey. Our thanks to all who did.
2. The survey results provided by Renewal Works organization. They anonymized the data and brought their expertise developed by helping other congregations through the process.
3. Our team met to analyze the results and reflect on the lessons it them.
4. We developed recommendations for changes we should make.
5. We authored this report to explain what we found to the whole parish.

In the pages that follow, you will discover the rich tapestry of our strengths, the areas where growth is beckoning, and the promising opportunities that lie before us. Through this report, we aim to foster a deeper understanding of our shared mission, celebrate the diverse gifts within our congregation, and chart a course toward a vibrant and flourishing future.

May this message serve as an invitation to embrace change with faith-filled hearts, knowing that through renewal, we draw closer to the divine purpose set before us. Let us come together as one body, ready to embark on this exciting journey of renewal and rediscovery.

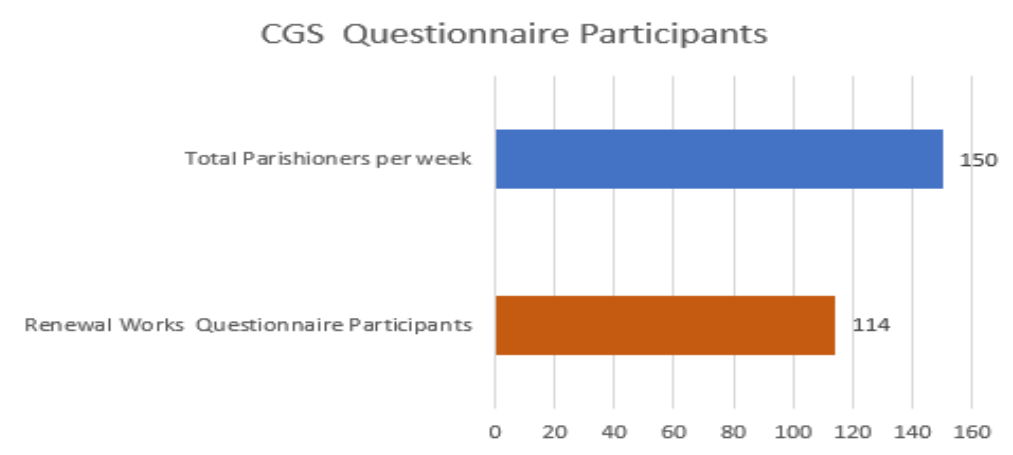
In His Service,

CGS Renewal Works Team

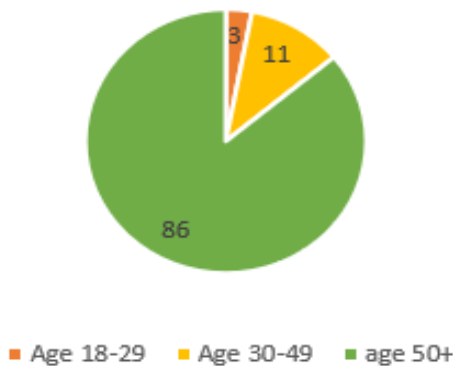
Sarah Patton, Susan Nutting, Pastor Kathy Boss, Theresa Belanger, Kathy Blair, Marcie Byrd, Amy Cooley, Sandra Desharnais, Michael Engelsen, Julia Gower, Linda Mayer, Elliott Pavlovich, Paige Schaller, Jeff Snow, Mary Beth Snow, Mark Saylor, Diane Temple

Response Rate and Demographics

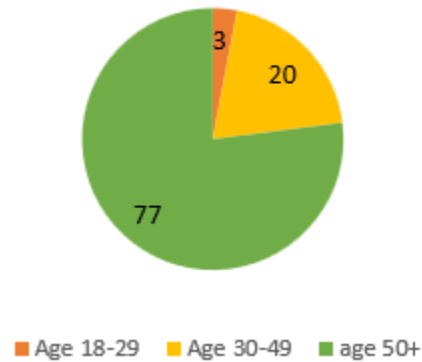
Based on our average Sunday attendance of 150, 114 people responded to the Spiritual Life Inventory, resulting in an incredibly positive 76% response rate. Our goal was 100 participants, and we went over that bar.



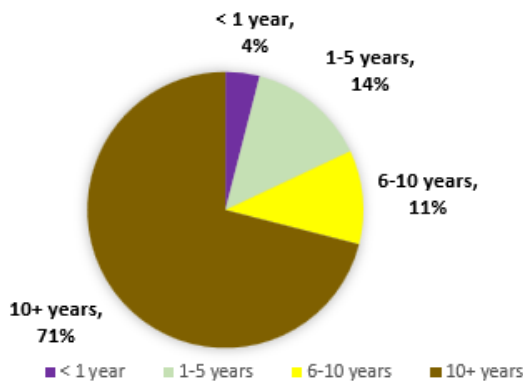
CGS Age Range



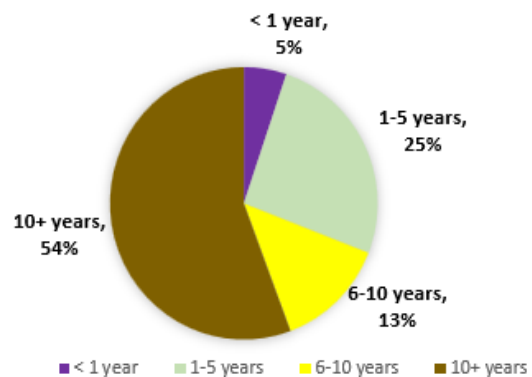
Episcopal Norm Age Range



CGS TENURE



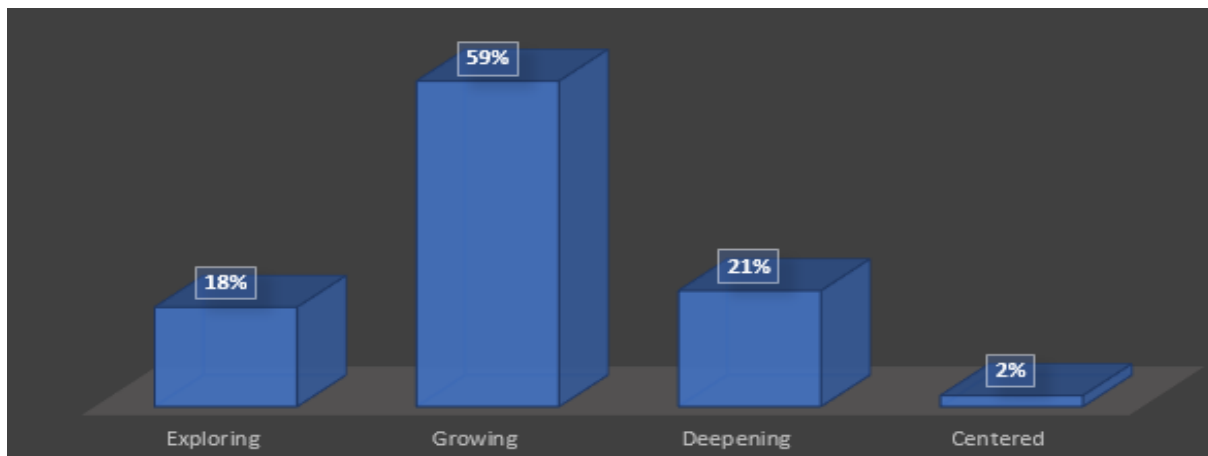
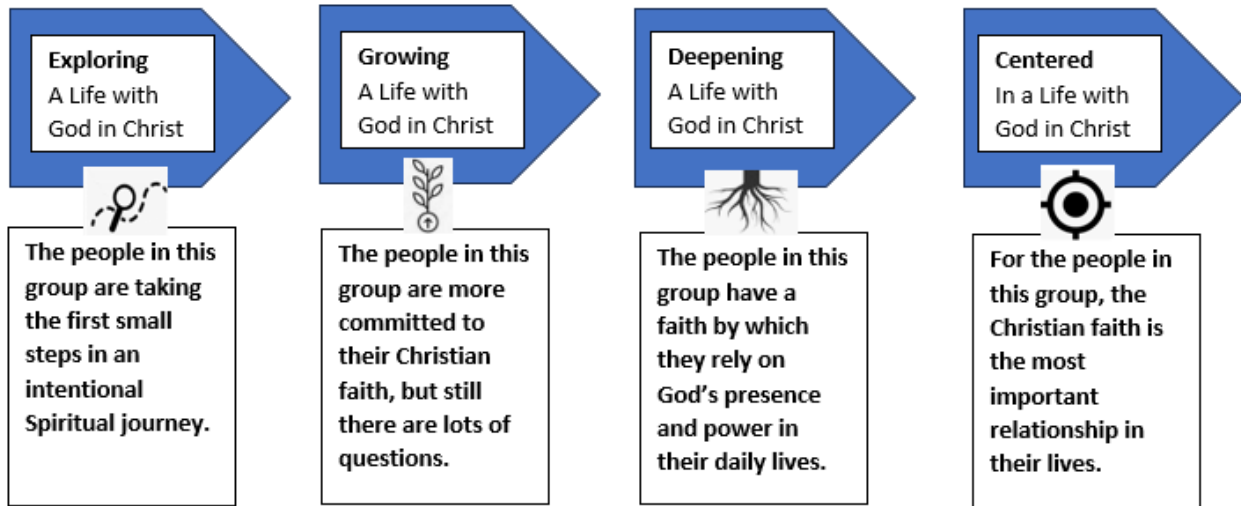
EPISCOPAL NORM TENURE



Diversity – Our church is represented by several ethnic races, 95% of respondents are white and the 5% are from diverse races. Nashua is 73% white and 27% diverse races.

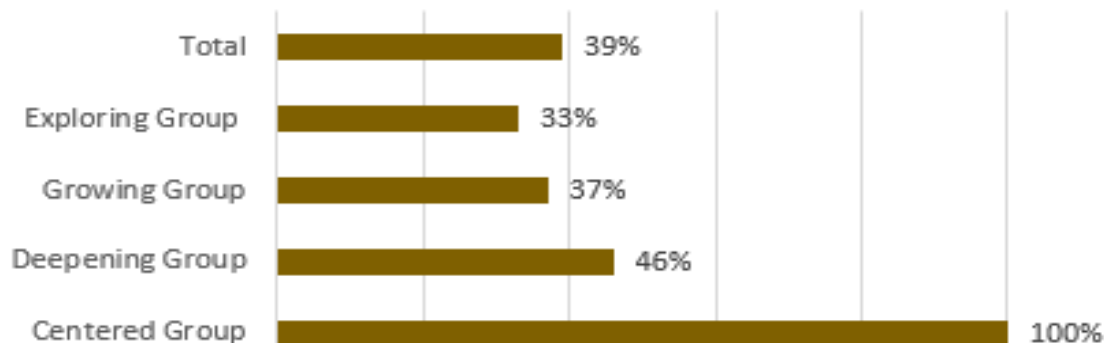
Spiritual Continuum Profile

This chart profiles how our parishioners view their place on the spiritual continuum. Our hope is that parishioners will continue to deepen that relationship and continue to move along the continuum. As you progress through the continuum, one Explores, Grows, Deepens and Centers one's life in God and Christ.



** Note: We are in line with the norm, growing stage is very normal range in Episcopal churches.

Satisfaction with our Church's Role in Spiritual Growth

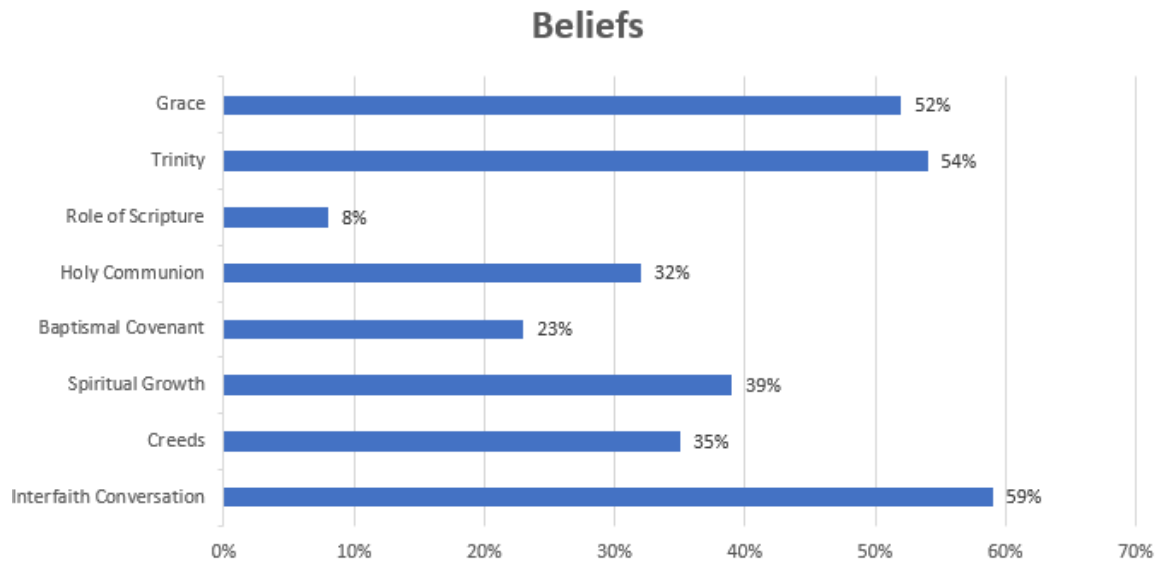


**Note: Percentages reflect people who selected extremely or very satisfied

Spiritual Vitality Components – beliefs, practices, and faith in action – make up the measurement of the spiritual vitality of our parish.

Beliefs

A key element to understanding spiritual vitality is the extent to which people understand and embrace core Episcopal beliefs. How do people understand the eucharist, language of the trinity, or the notion of salvation by grace?



**Note: Percentages reflect people who selected Strongly Agree to the following statements

Grace - God loves me unconditionally, and nothing I do or have done earns that love.

Trinity - I believe in the Trinity: Father, Son, and Holy Spirit.

Role of Scripture - I believe the scriptures have authority over what I say and do.

Holy Communion - I believe participating in Holy Communion gives me strength to persevere in my spiritual life.

Baptismal Covenant - I believe the Baptismal Covenant is the central guide for my spiritual life.

Spiritual Growth - I believe we are called by God always to be moving deeper in our faith and making a difference in our world.

Creeds - I believe the words I say when I recite the Nicene and Apostles' creeds.

Practices

Everyone has a responsibility for the practice of his or her faith, not just for an hour on Sunday but in his or her own life. There is an element of ownership here, a call to take responsibility for one's own spiritual journey much like you would for your physical well-being. We cannot overstate the power of personal spiritual practices to catalyze spiritual growth.

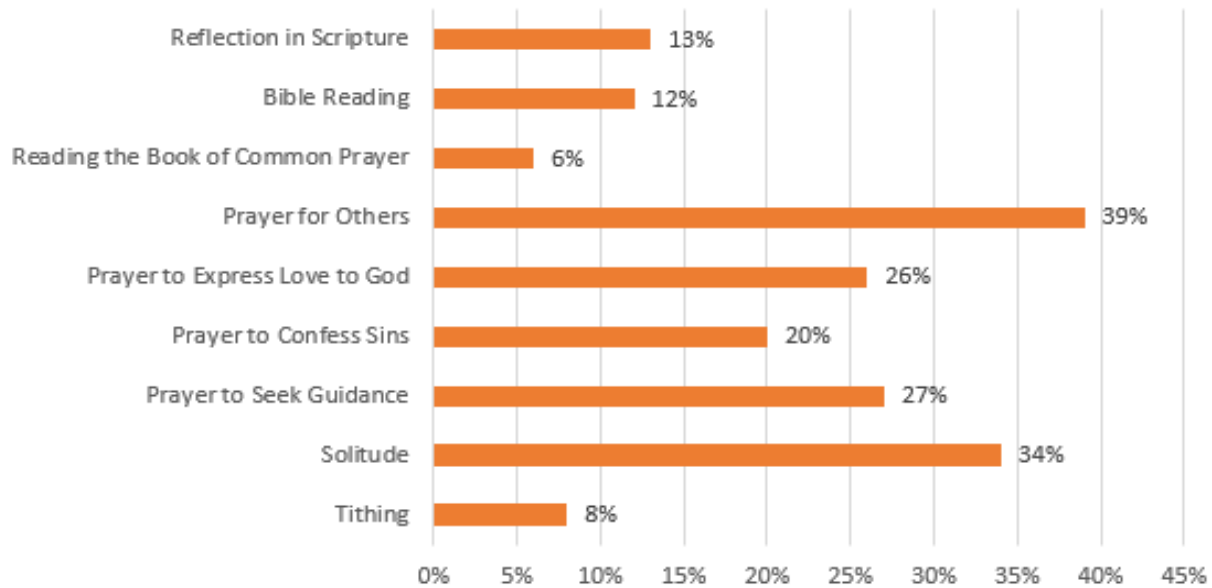
Daily Practices:

Reflection in Scripture, Bible Reading, Reading the Book of Common Prayer, Prayer for Others, Prayer to Express Love to God, Prayer to Confess Sins, Prayer to Seek Guidance

Several Times a week: Solitude

10% or more: Tithing

Practices

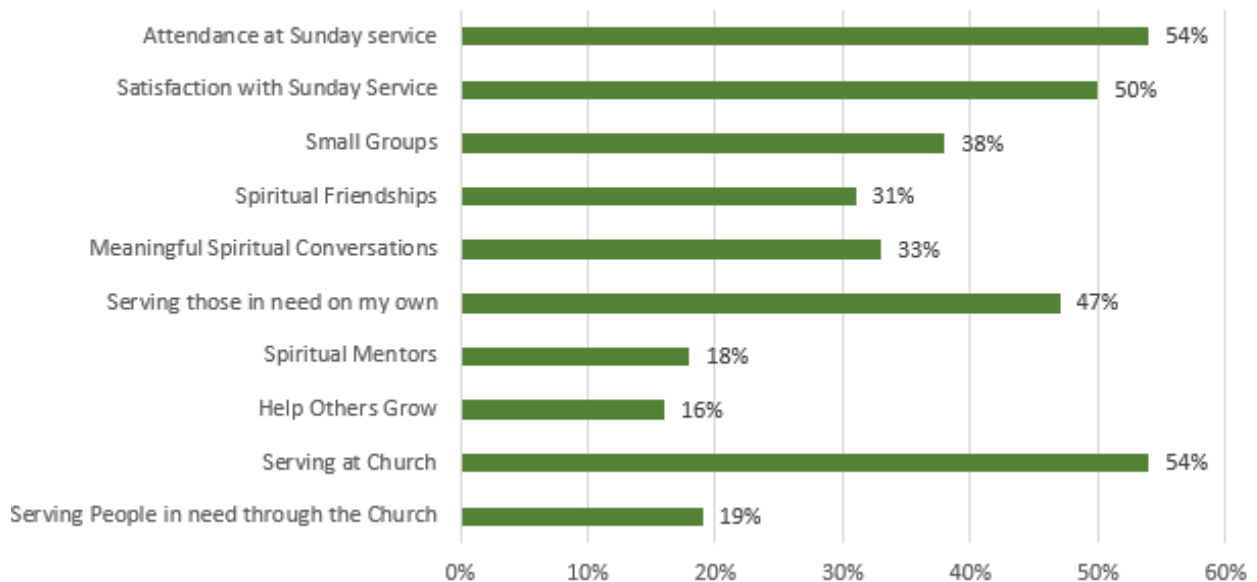


**Note: Percentages reflect people who selected Strongly Agree

Faith in Action

Sometimes referred to as service, faith in action is the way that parishioners seek and serve Christ in all persons, in fulfillment of the baptismal covenant. This service can take many forms, inside or outside of the church. As the New Testament letter to James says, faith without works is dead, so one measure of spiritual vitality is service.

Faith in Action



**Note: Percentages reflect people who selected Strongly Agree

Summary:

The data shows the congregation has a persistent hunger for a focus on spiritual growth that is not currently being met. They are interested in, and open to, more focus on spiritual movement. Parishioners are not complacent about their faith and church but are in fact seeking to go deeper in their spiritual journey. Currently they do not feel they have the tools to do so or that the leadership is challenging them to grow in this area.

Strength Opportunities

1. Spiritual Beliefs and Attitudes
2. Personal Spiritual Practices
3. Organized Church Activities
4. Faith in Action

Top Five selections from the Dissatisfied – by ranking based on level of importance.

1. Helps me feel like I belong.
2. Provides worship that is challenging and thought provoking.
3. Helps me understand the Bible in greater depth.
4. Provides training in how to integrate my faith with service to those in need.
5. Provides opportunities to gain experience spiritually through relationships with others.

Areas Of Opportunities: Result of CGS Renewal Works team collaboration.

- Embed the Bible
 - Highlight special Bible education programs.
 - Like the Advent series – in progress – started Dec 6th, 2023
 - Empower the many small groups and encourage more groups and participation at CGS.
 - Engage in a Bible study group – currently happening and will be a forum to discuss Feb 4th, 2024.
 - Encourage Daily office readings – pamphlets available in the church.
- Create Ownership
 - Increase involvement in existing groups and foster new groups.
 - Greetings/Welcoming - Encourage deeper relationships inside and outside of church. **Note Foyer groups, bible study groups and coffee hour is a great way to practice this.
- Heart of the Leader
 - Identify and train new leaders.
 - Leadership development – discernment and support
 - Discussion/conversation with newcomers inviting opportunities for involvement.
 - Time & Talent - Focus more on the experience and service less on tasking.

Pastor Kathy has encouraged all groups to start with a prayer, have a bible verse to represent purpose and close with the Lord's prayer.

Next Steps – 5 Specific and attainable program initiatives or Cultural shifts

1. **REDESIGN** Time & Talent form to focus **MORE** on **SERVICE** and the experience of service, and **LESS** on tasks.
[Create Ownership]
2. **INCLUDE** Prayer and Scripture Study at all meetings and gatherings.
[Embed the Bible, Create Ownership, Heart of the Leader]
3. **CREATE** a strong Welcoming Committee to engage and welcome everyone.
[Create Ownership]
4. **TRAIN and SUPPORT** Lay Leaders and Small Group Leaders.
[Heart of the Leader]
5. **PROVIDE** resources to and for individuals and small groups for regular engagement with scripture such as Daily Office, Day by Day, Prayer apps, etc.
[Embed the Bible]

Thank you for reading this report. It not only reflects the collective efforts of our dedicated members but also represents a testament to our commitment to growth, unity, and the flourishing of our shared faith. As we navigate the landscape of these findings, we invite you to join us in a spirit of openness, curiosity, and prayerful reflection. We welcome all feedback and look forward to the journey for our spiritual growth opportunities.