



## Report for Calvary United – Prince Albert SK

ISSUED: January 2016

- Introduction
  - Purpose of IMNA
  - Methodology
  - Profile of Survey Respondents
  
- Detailed Results
  - Identity
    - What defines your church today?
  - Mission
    - What is your faith community's vision for mission and ministry?
  - Needs Analysis
    - What do you need to fulfil your mission and ministry?

*\*\* Be sure to check your IMNA Primer (delivered under separate cover) for important information on how to interpret and analyze the findings detailed in this report. \*\**



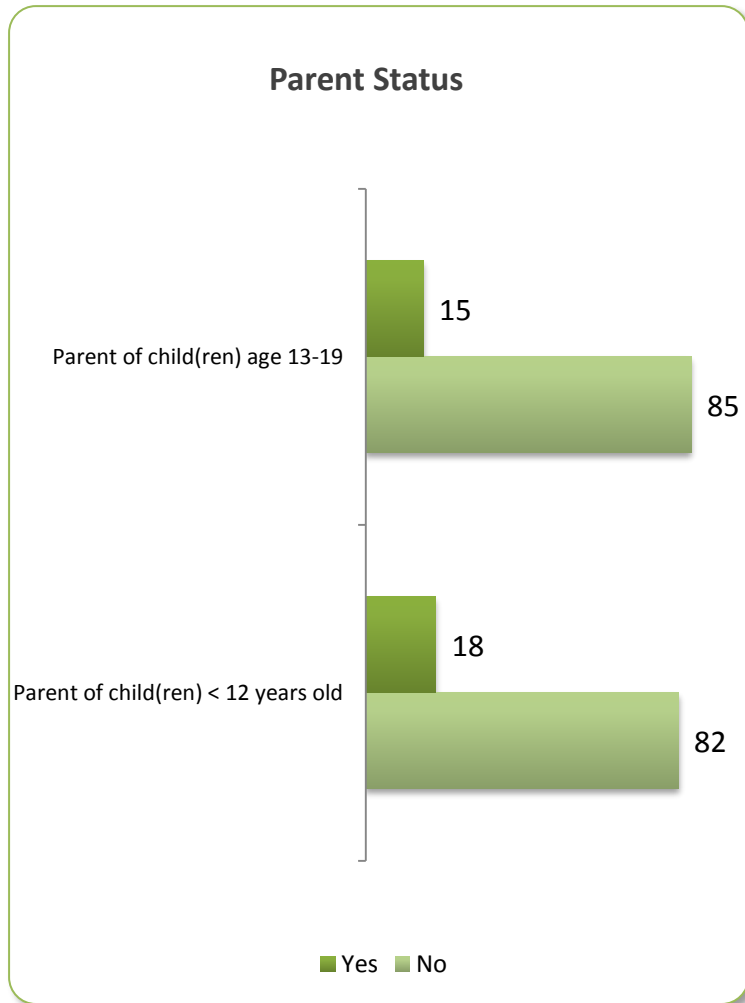
**imna**

IDENTITY | MISSION | NEEDS ANALYSIS

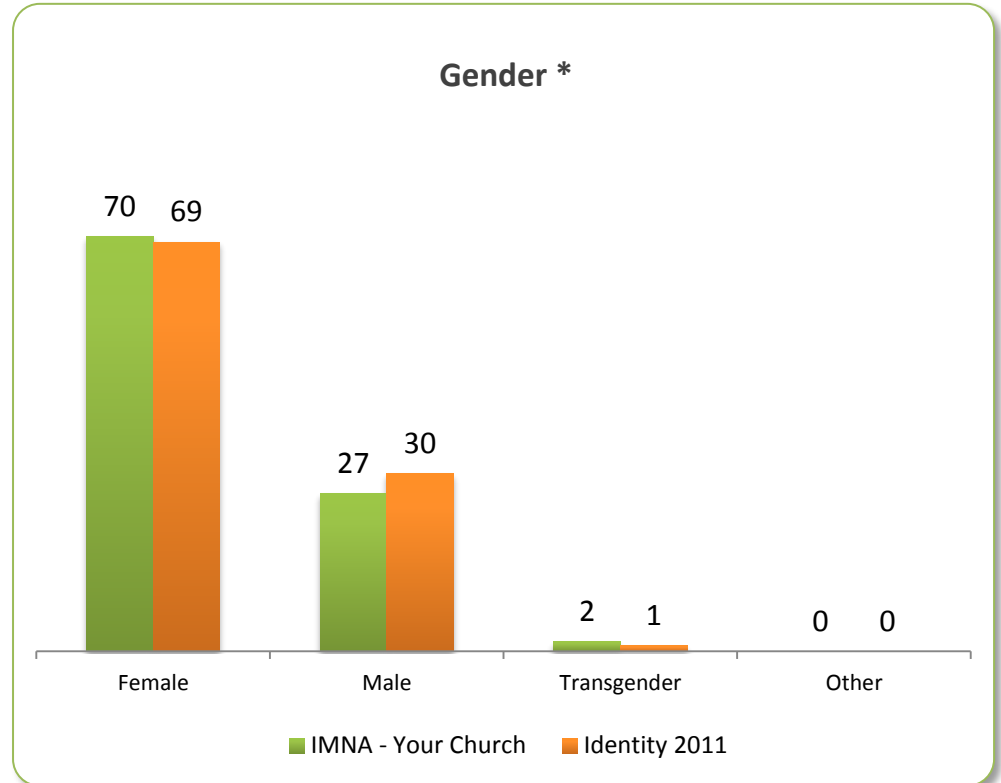
## Introduction

- IMNA is an online research tool to help you develop effective and sustainable ministry
- It will help you assess your current gifts and identity, and discover a clear and vital vision for future mission and ministry
- It can be used to complete a JNAC and dovetails with the Effective Leadership criteria used in some Conferences
- IMNA is intended to give everyone in your faith community a say about the identity, mission and needs of your church
- It will help you plan for this future with hope and joy

- Online survey, questionnaire available under separate cover
- Conducted among the people of your congregation
- Sample of 60 respondents
- Results are always expressed in percentages (unless otherwise noted)
- Results pertain to *your church* , except in those instances where, for comparison purposes, results are clearly marked as referring to the UCC's national Identity Survey (conducted among 7448 United Church people in 2011)

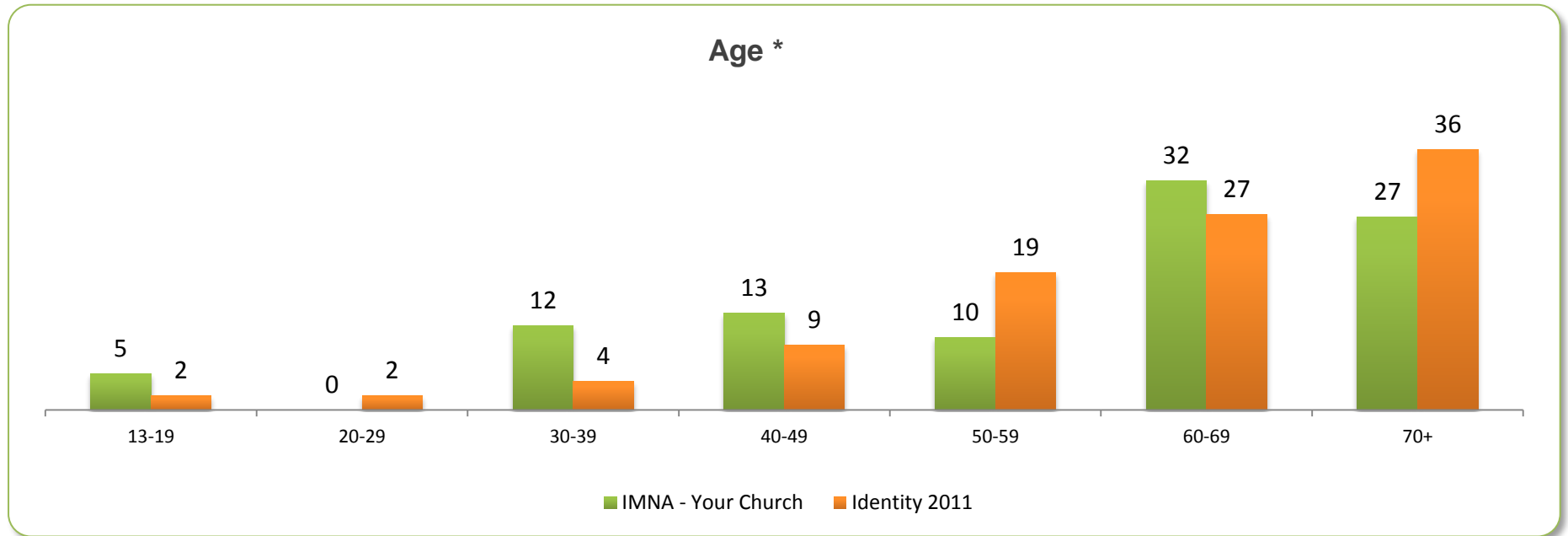


IMNA D5a, b



\* Slight change in question wording from 2011 Identity Survey to current IMNA survey

IMNA D2  
Identity Q52



IMNA D3, D4  
Identity Q1, 56

*Average (mean) time in congregation:*  
 Your church: 24 years                      Identity 2011: 23 years

\* Slight change in question wording from 2011 Identity Survey to current IMNA survey



**imna**

IDENTITY | MISSION | NEEDS ANALYSIS

## Detailed Results





**imna**

IDENTITY | MISSION | NEEDS ANALYSIS

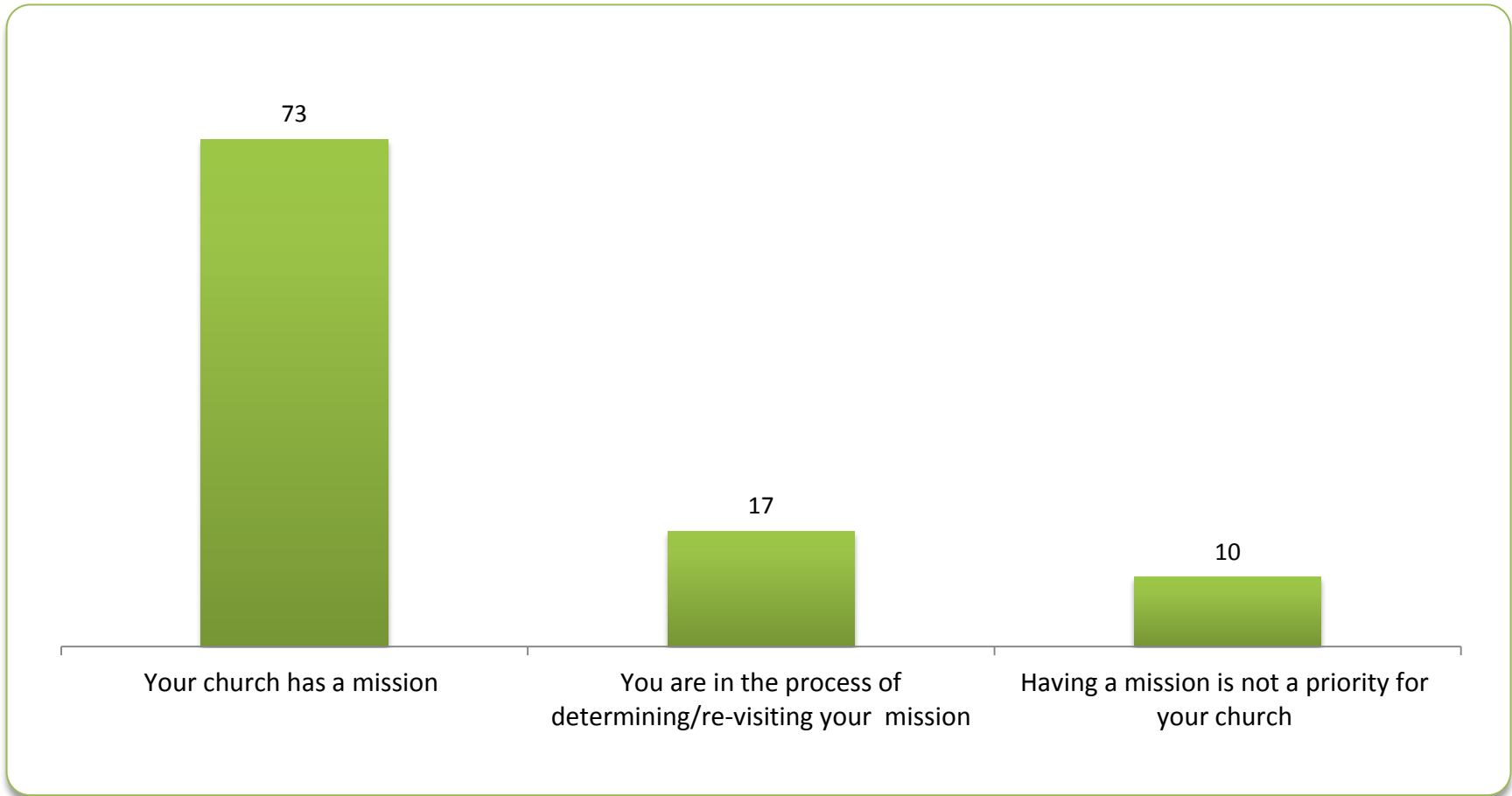
## Identity

What Defines Your  
Church Today?

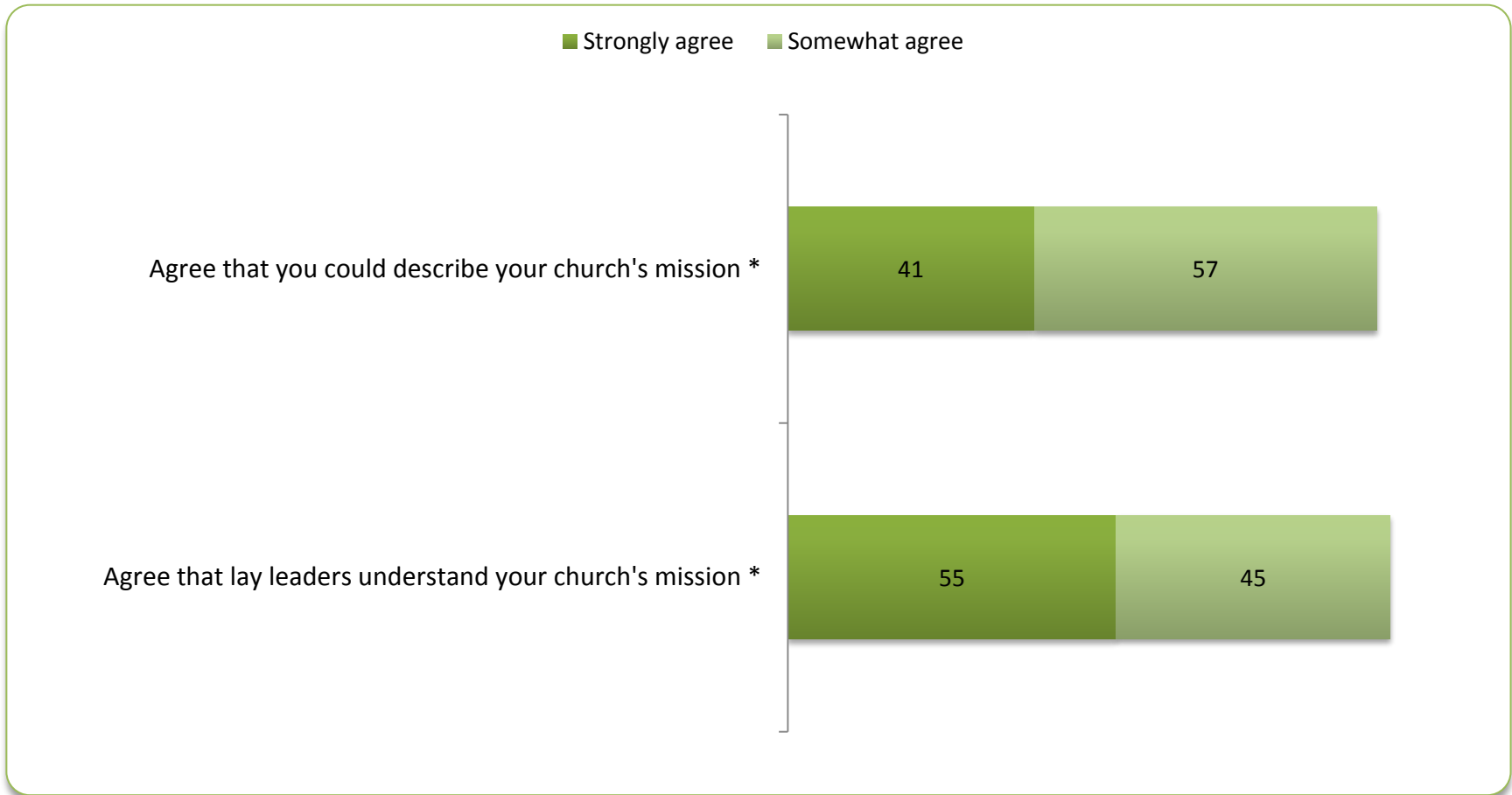


## IDENTITY

- Characteristics of Your Faith Community
  - **Clarity of Purpose**
  - Sense of Belonging
  - The Meaning of Church
  - Fundamentals of Faith
  - Values and Attitudes
  - Beliefs
- Stewardship Practices
- Leadership in Your Church
- Characteristics of Worship



IMNA Q3



\* Among those who believe your church has a mission

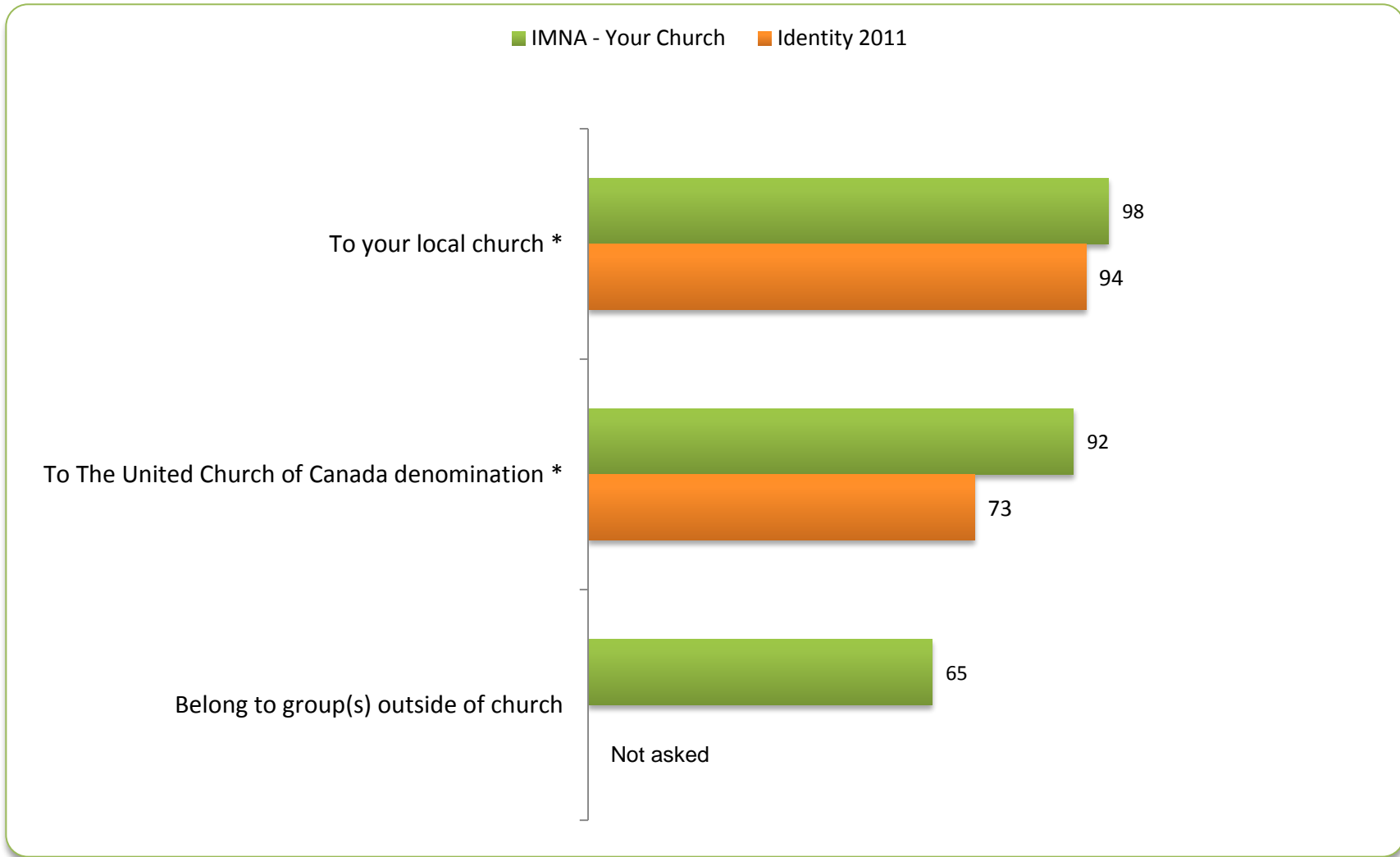
IMNA Q4a, b



## IDENTITY

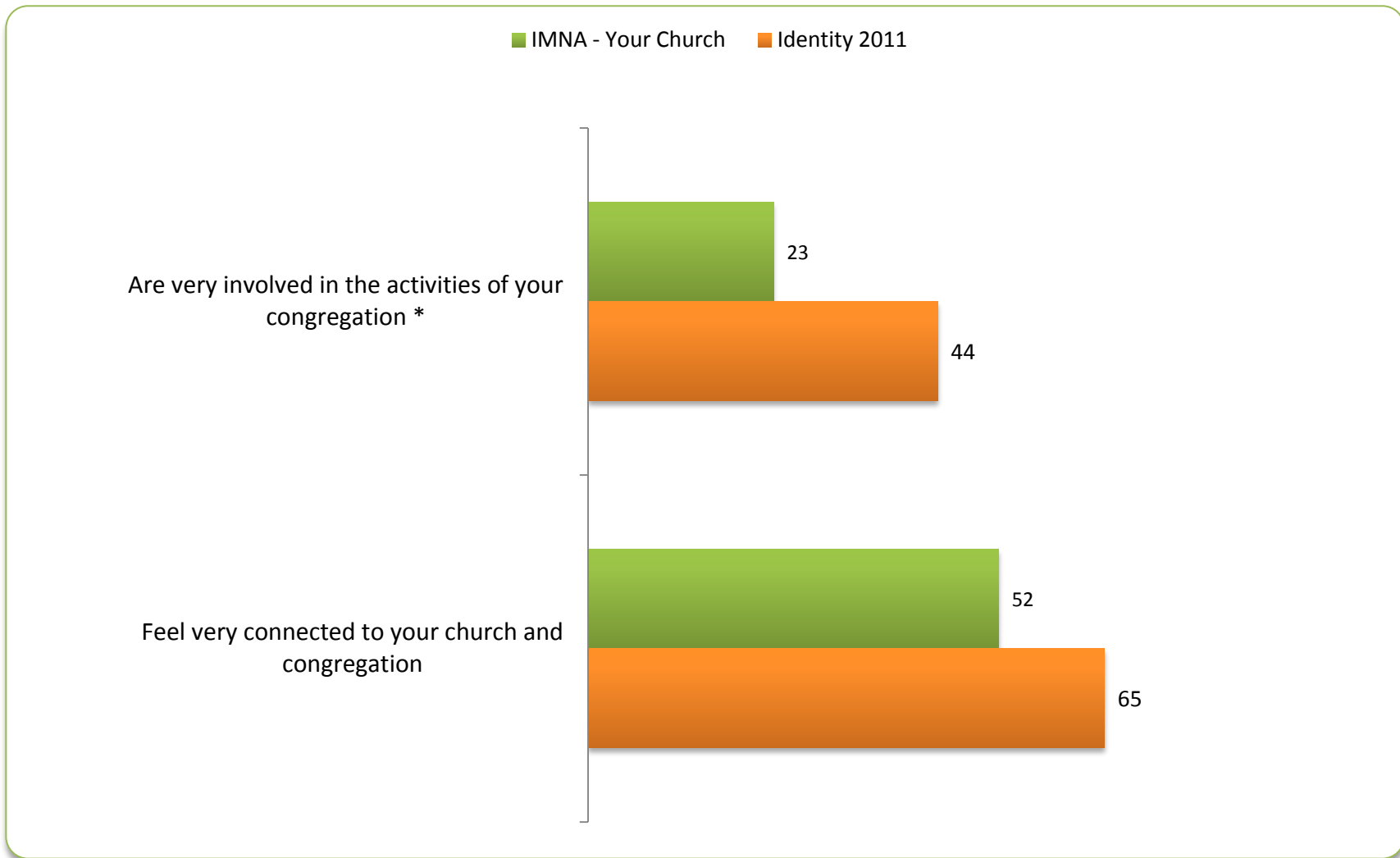
- Characteristics of Your Faith Community
  - Clarity of Purpose
  - **Sense of Belonging**
  - The Meaning of Church
  - Fundamentals of Faith
  - Values and Attitudes
  - Beliefs
- Stewardship Practices
- Leadership in Your Church
- Characteristics of Worship

# Sense of Belonging: To Local Church, The Denomination... And Other Groups Outside Church



\* Slight change in question wording from 2011 Identity Survey to current IMNA survey

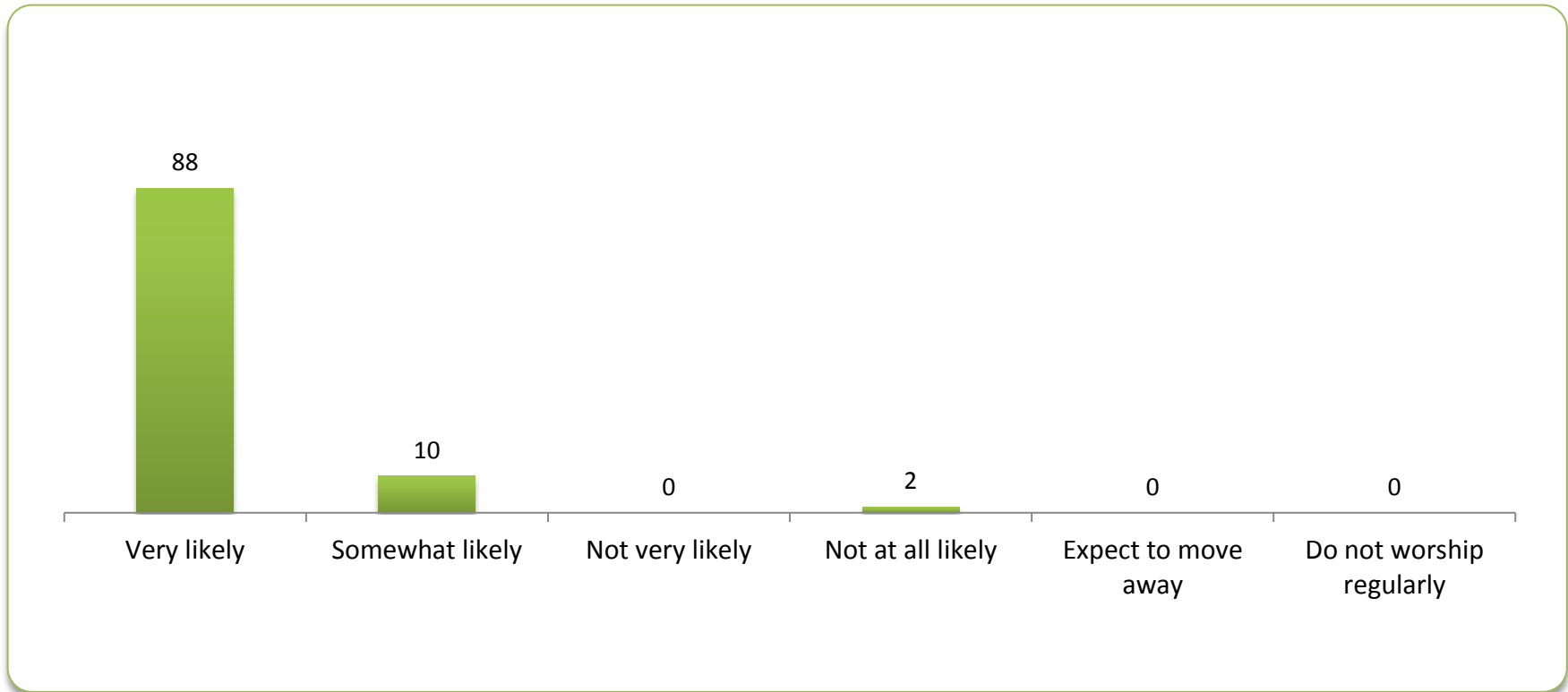
IMNA Q1a, b, 2  
Identity Q12a, b



\* Slight change in question wording from 2011 Identity Survey to current IMNA survey

IMNA Q7, 8  
Identity Q14, 16

Sense of Belonging: Likelihood of Worshipping With Your Current Congregation Over the Next Few Years



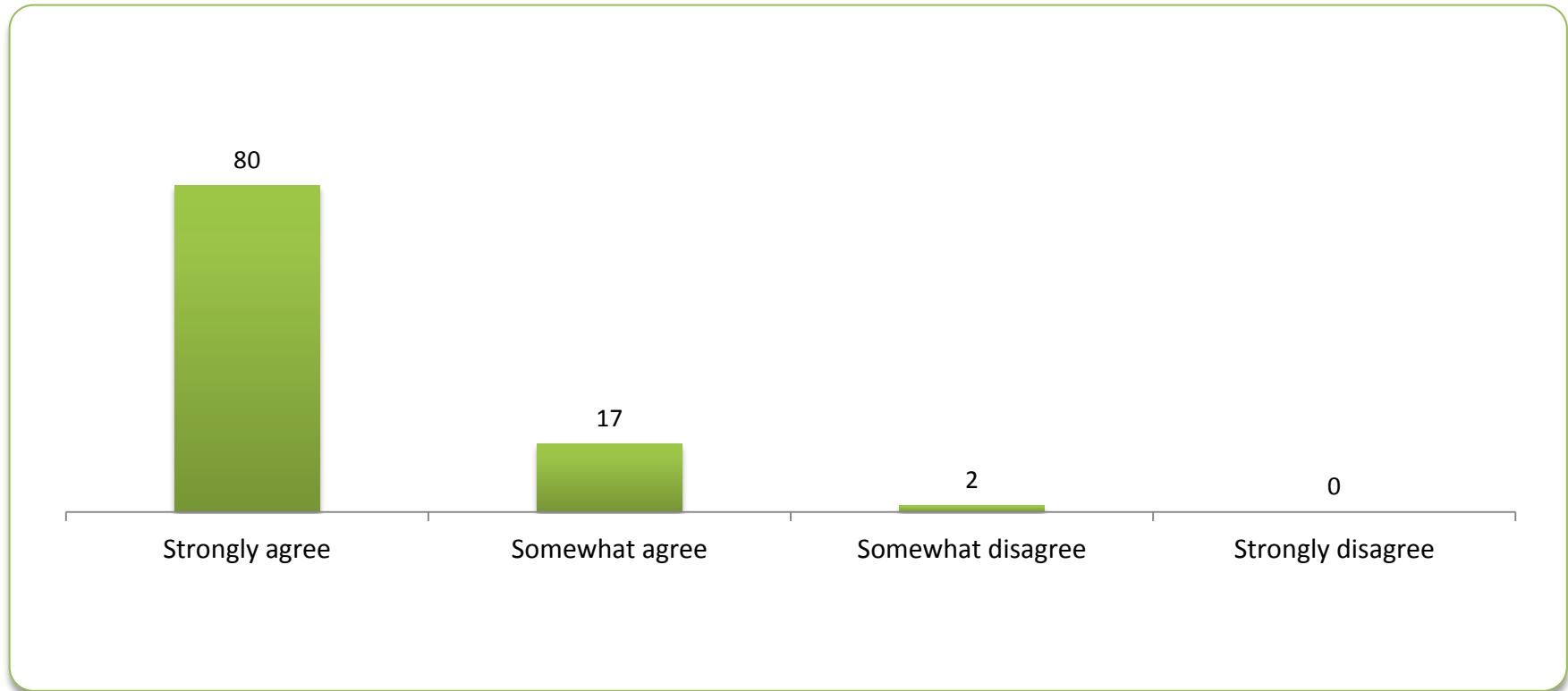
IMNA Q17



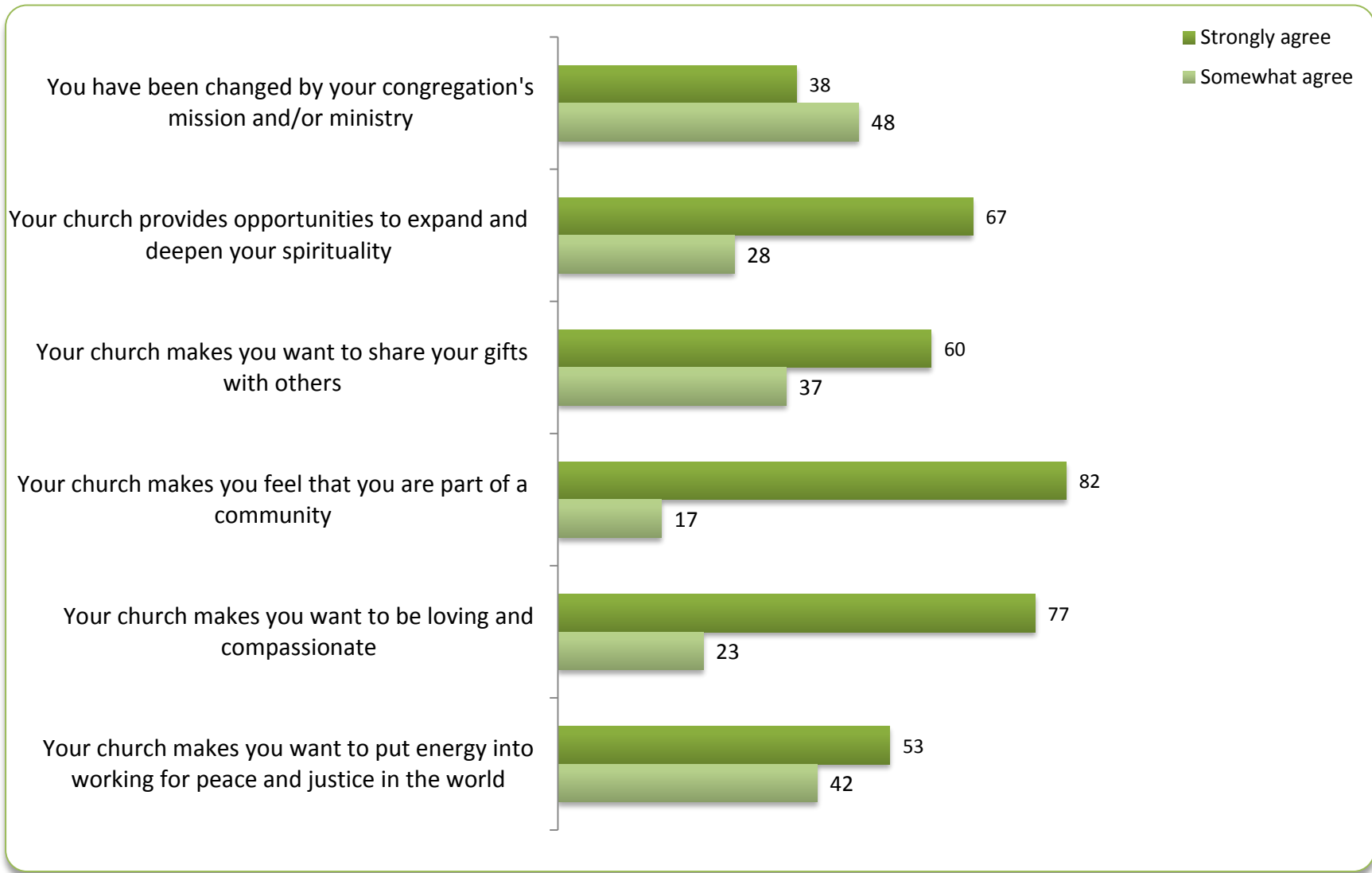


## IDENTITY

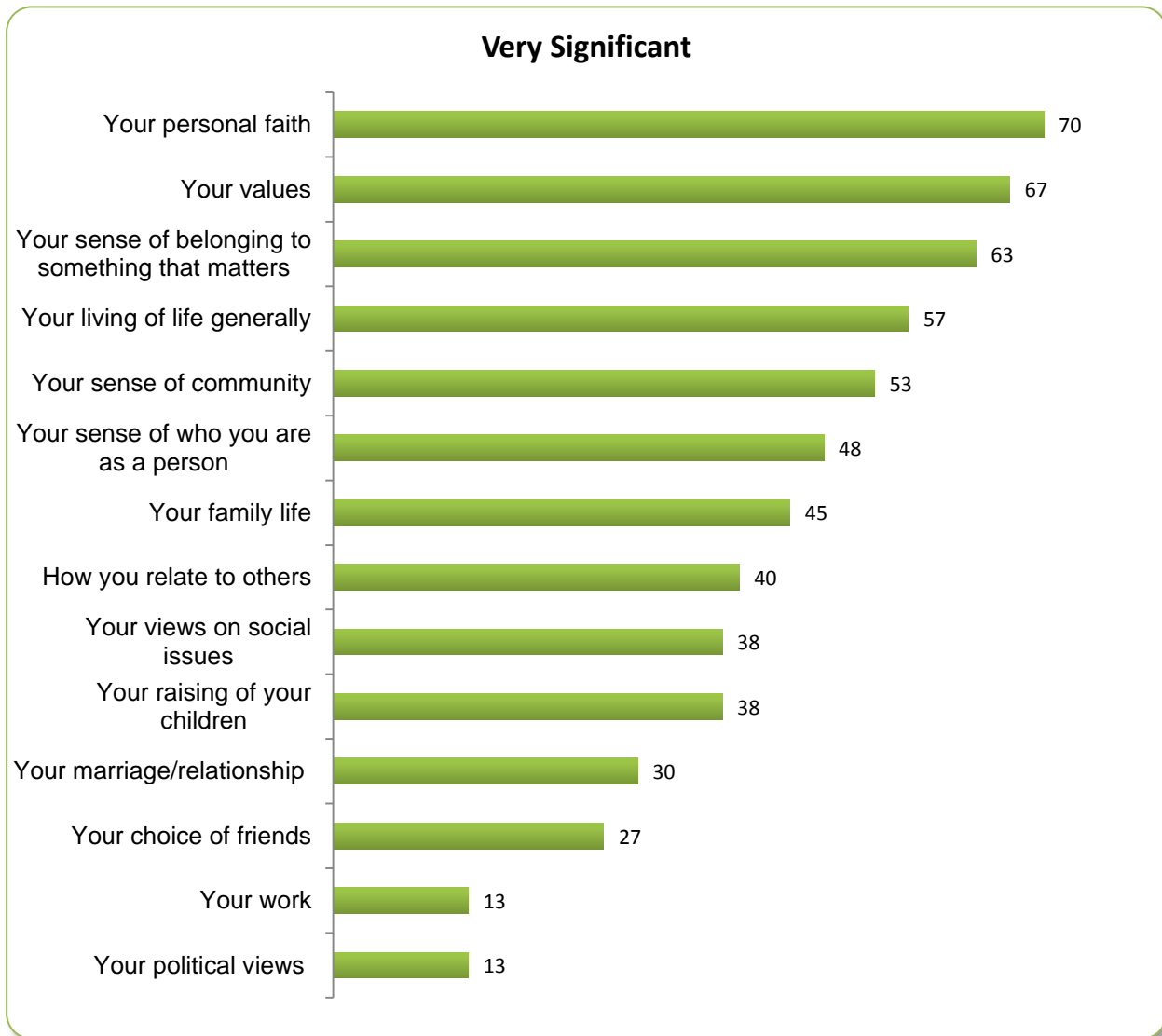
- Characteristics of Your Faith Community
  - Clarity of Purpose
  - Sense of Belonging
  - **The Meaning of Church**
  - Fundamentals of Faith
  - Values and Attitudes
  - Beliefs
- Stewardship Practices
- Leadership in Your Church
- Characteristics of Worship



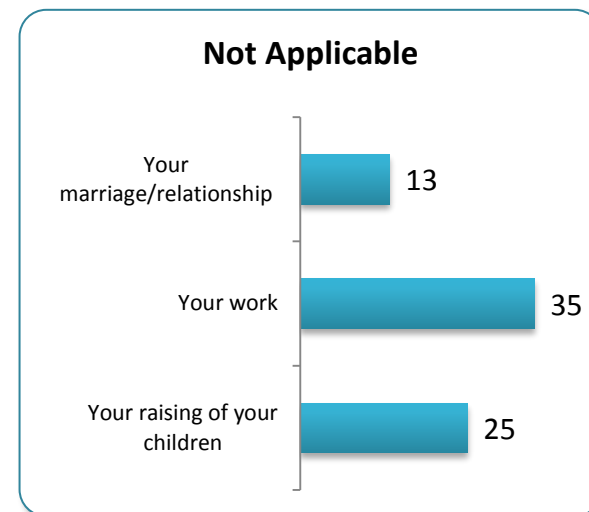
IMNA Q5b



IMNA Q5c, d, j, k, l, m

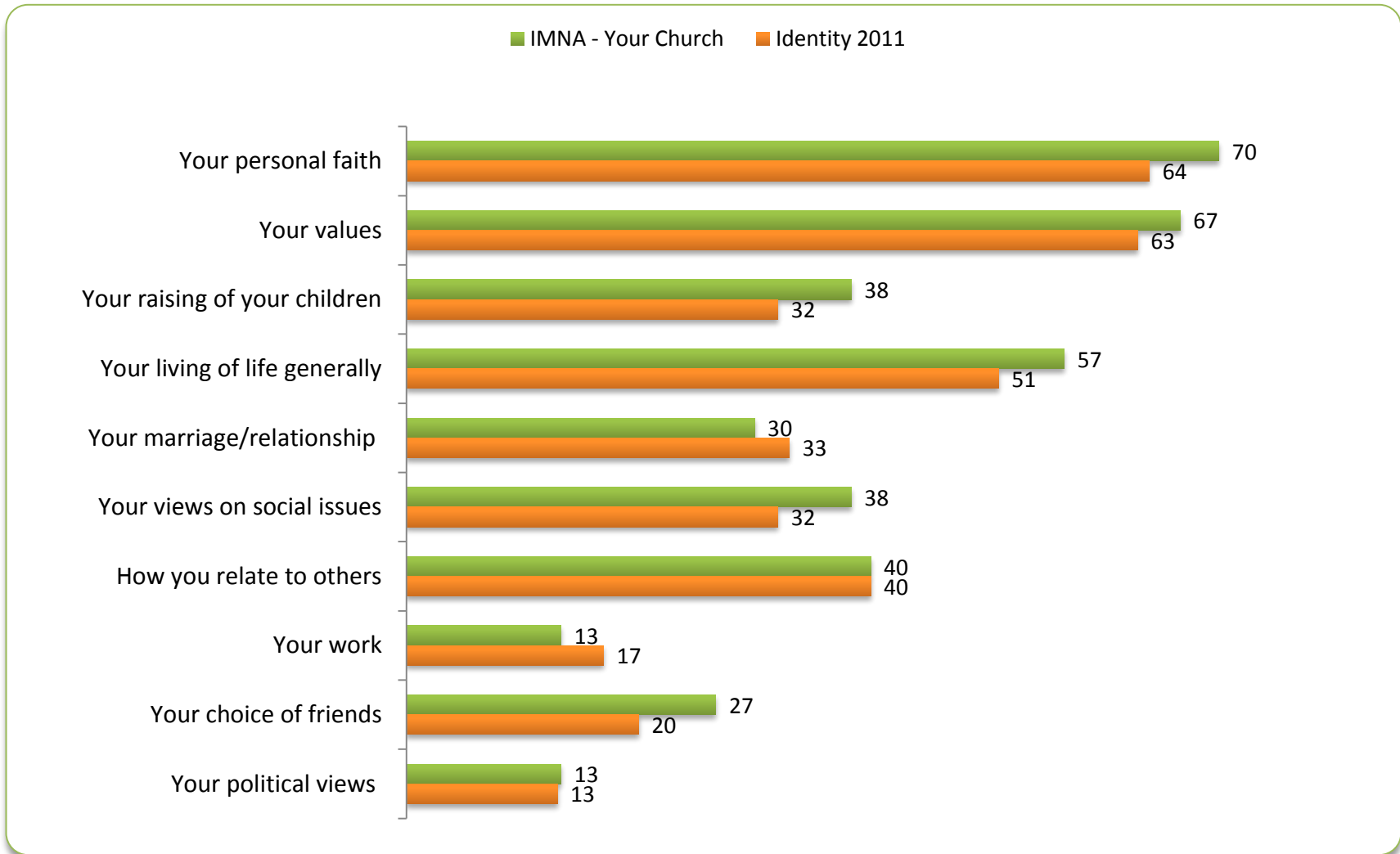


IMNA Q15



IMNA Q15n, d, g

# The Meaning of Church: How Significant a Role Does Church Play With Respect to...? ("Very Significant")

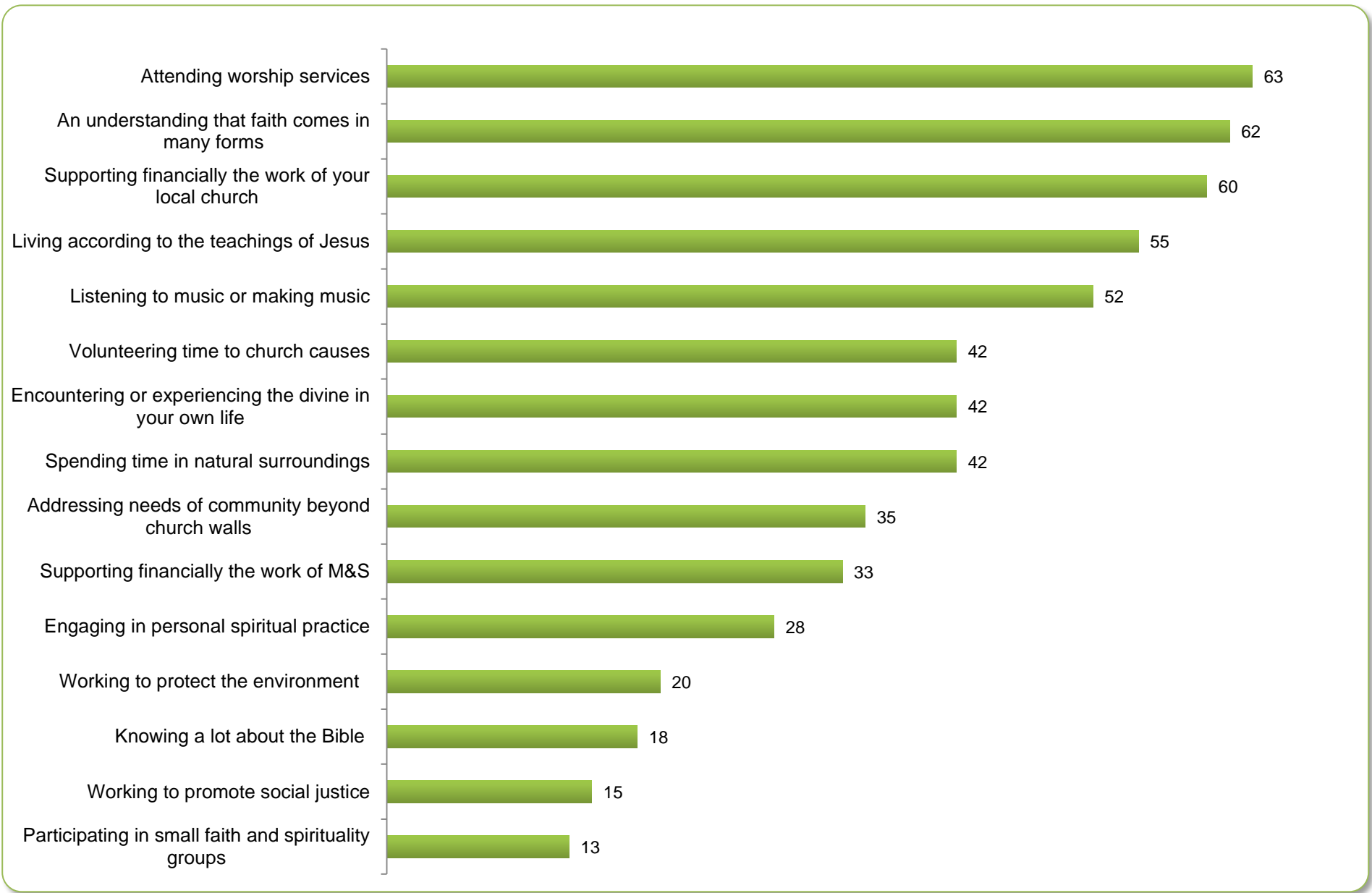


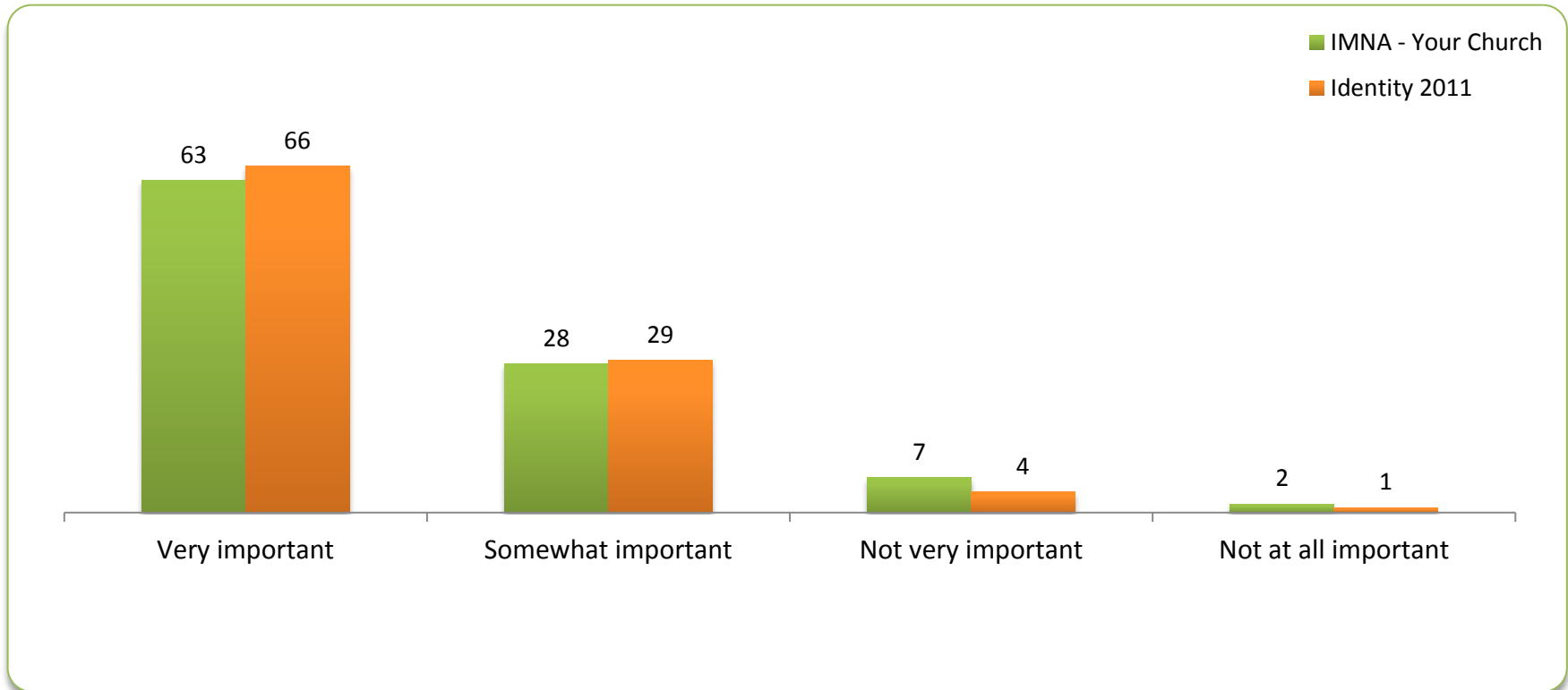
IMNA Q15a,b,n,c,d,e,f,g,h,i  
 Identity Q20a,b,c,d,e,f,g,h,i,k



## IDENTITY

- Characteristics of Your Faith Community
  - Clarity of Purpose
  - Sense of Belonging
  - The Meaning of Church
  - **Fundamentals of Faith**
  - Values and Attitudes
  - Beliefs
- Stewardship Practices
- Leadership in Your Church
- Characteristics of Worship





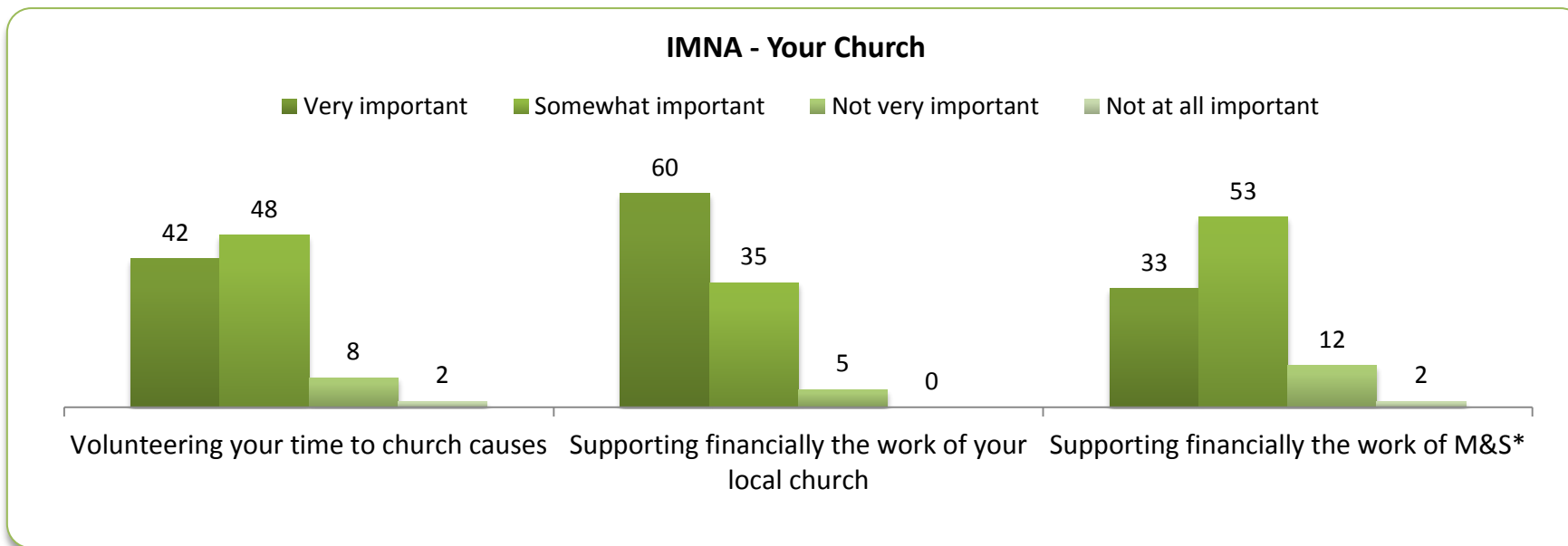
IMNA Q16a  
Identity Q21a

\* Slight change in question wording from 2011 Identity Survey to current IMNA survey

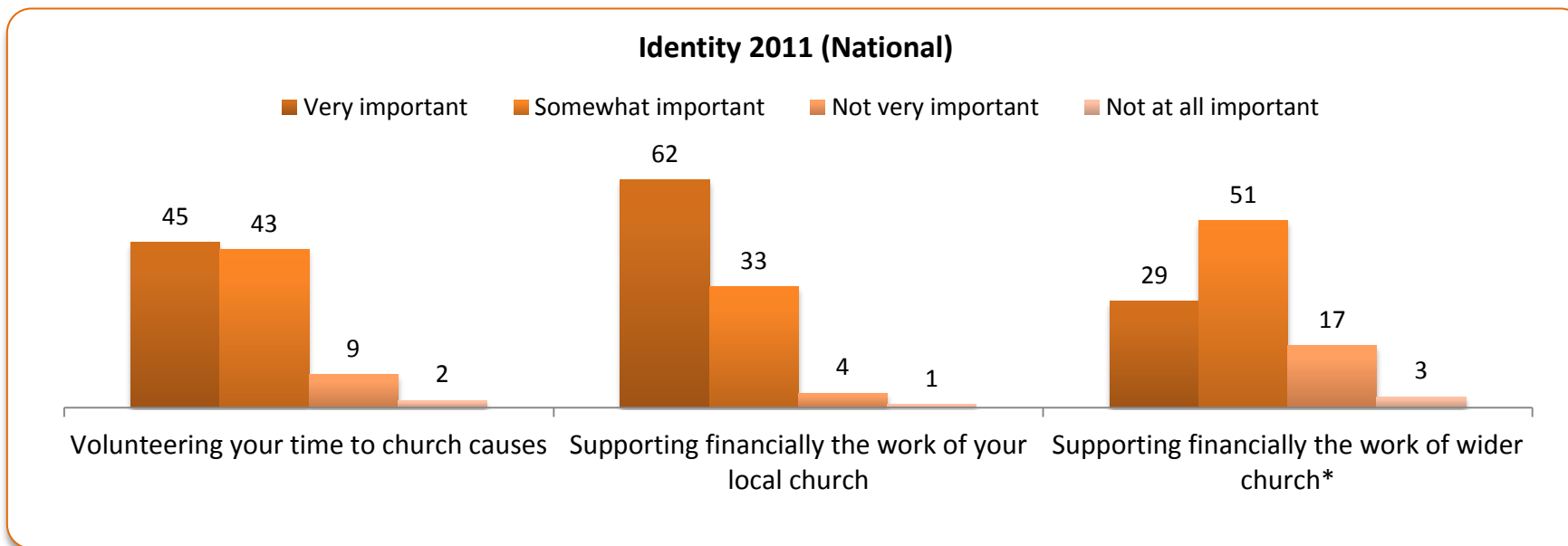




IMNA Q16h

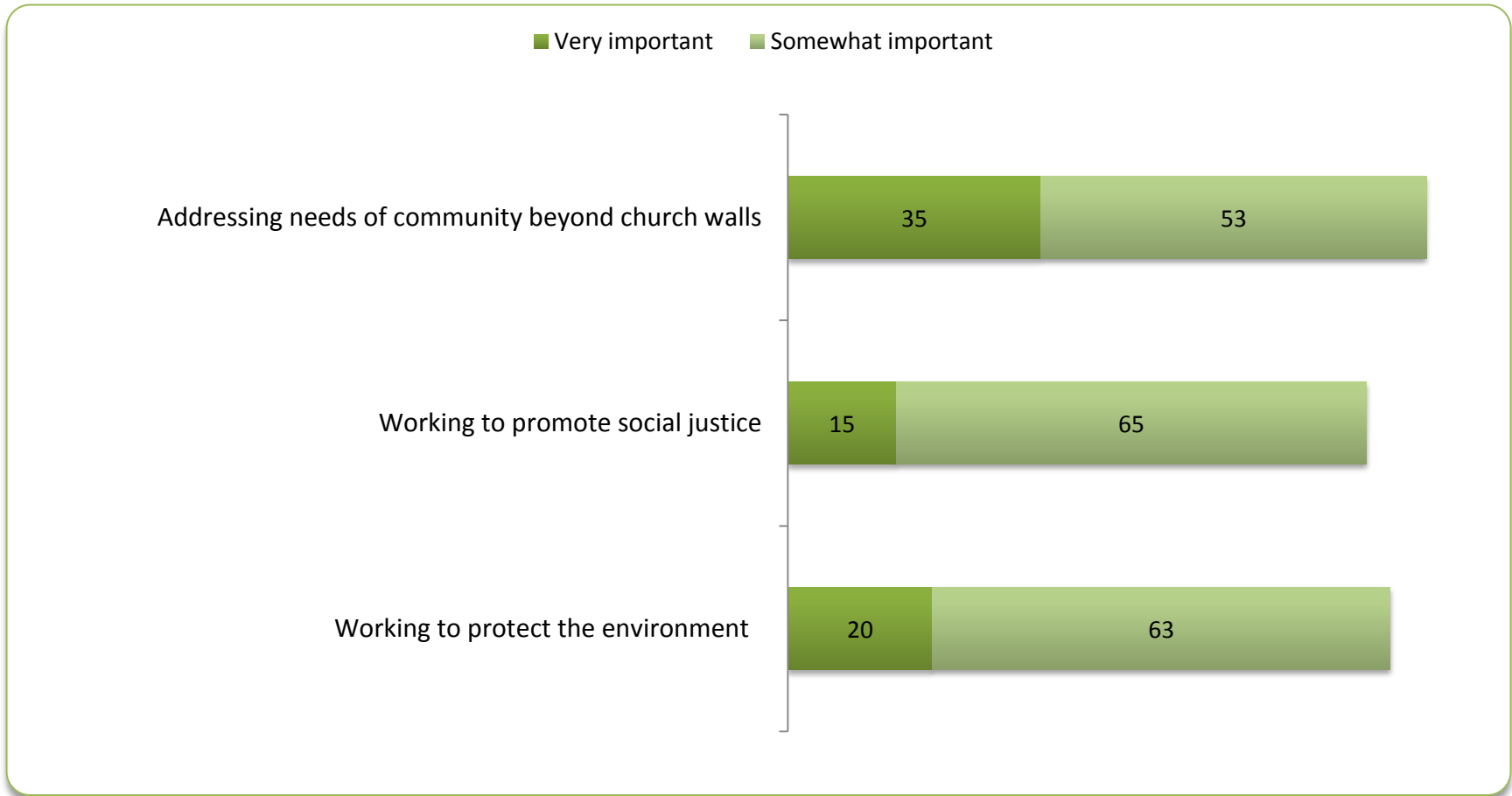


IMNA Q16b, c, d

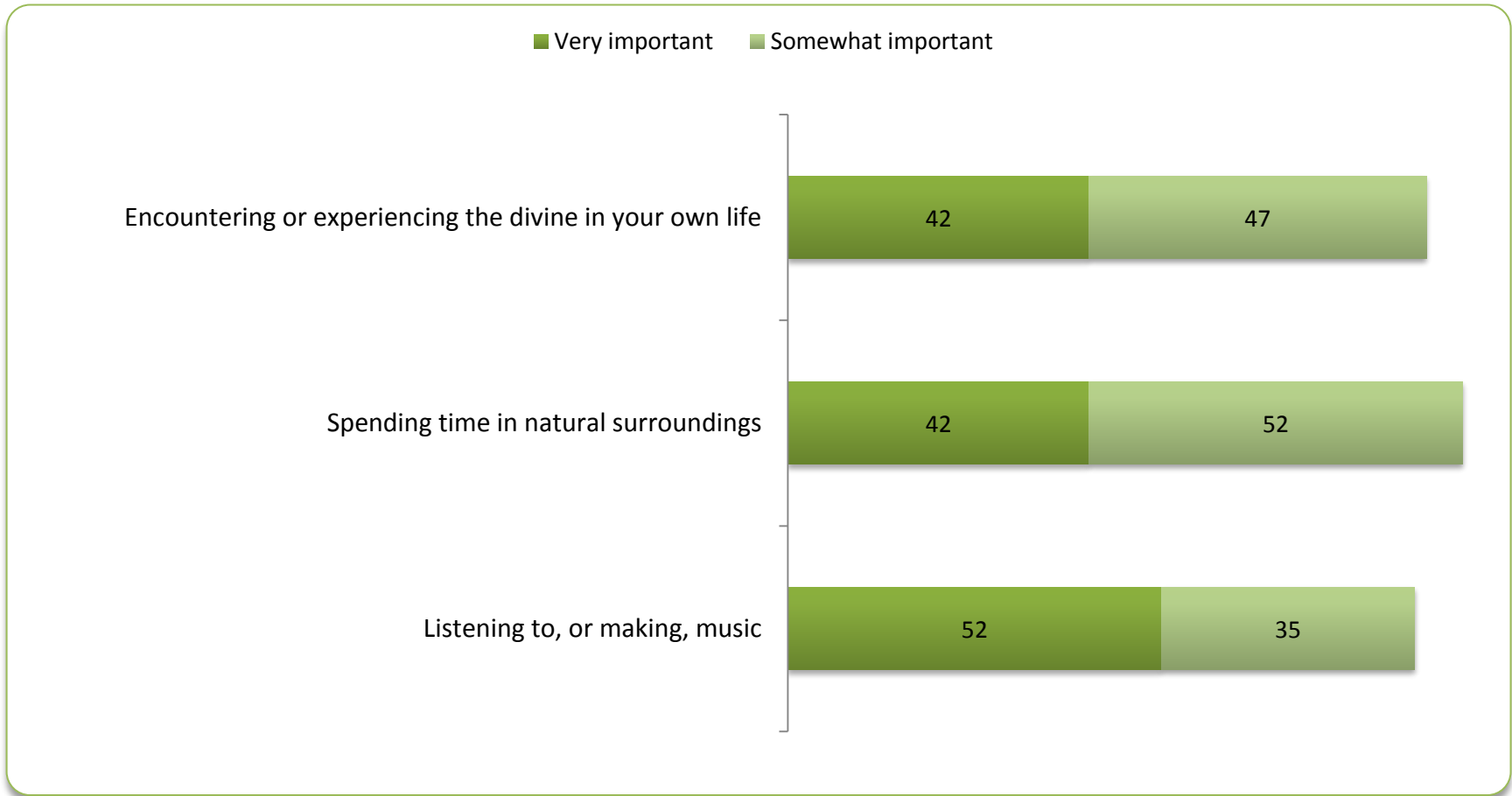


\* Slight change in question wording from 2011 Identity Survey to current IMNA survey

Identity Q21b, c, d

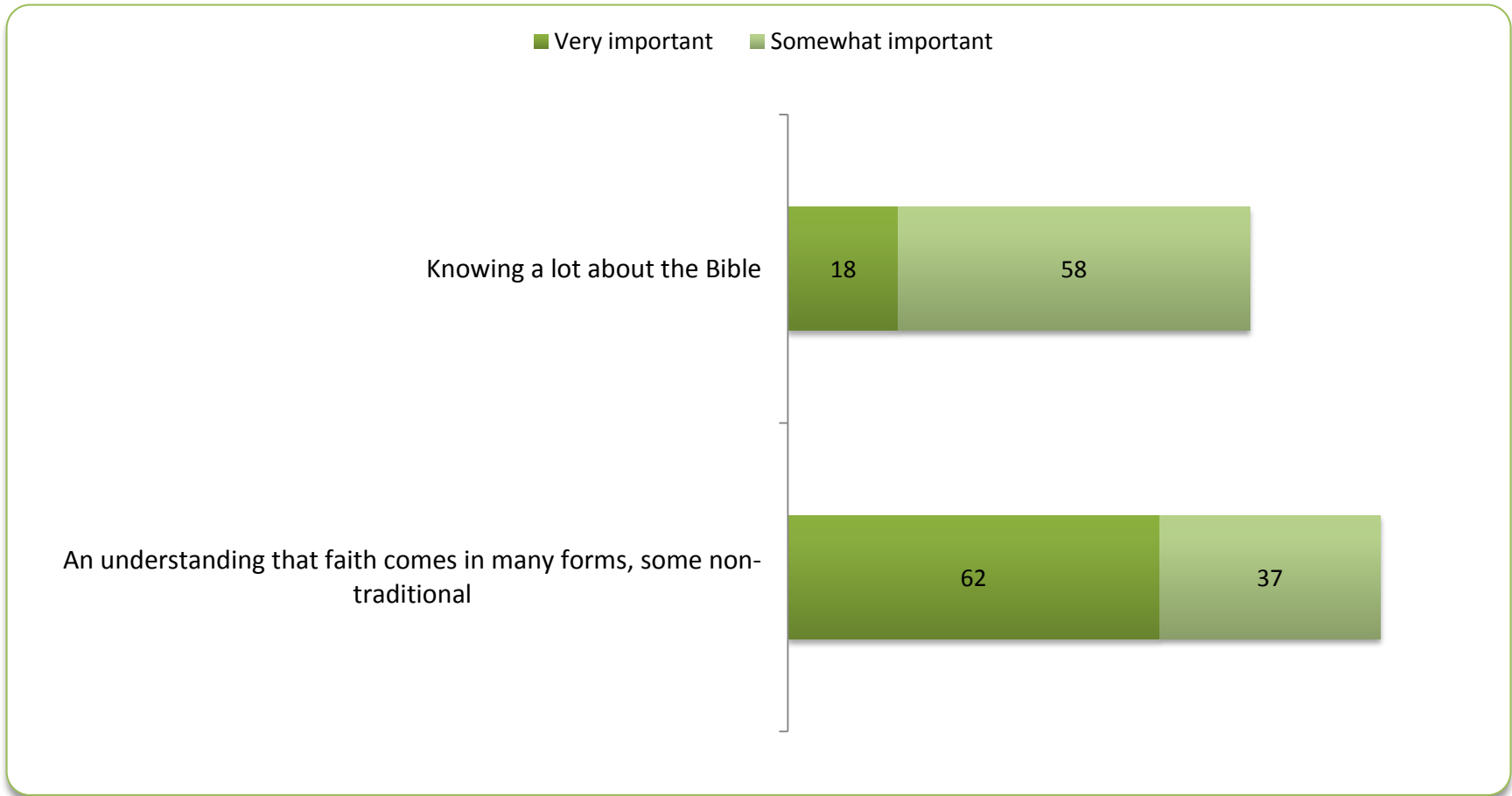


IMNA Q16e, k, n



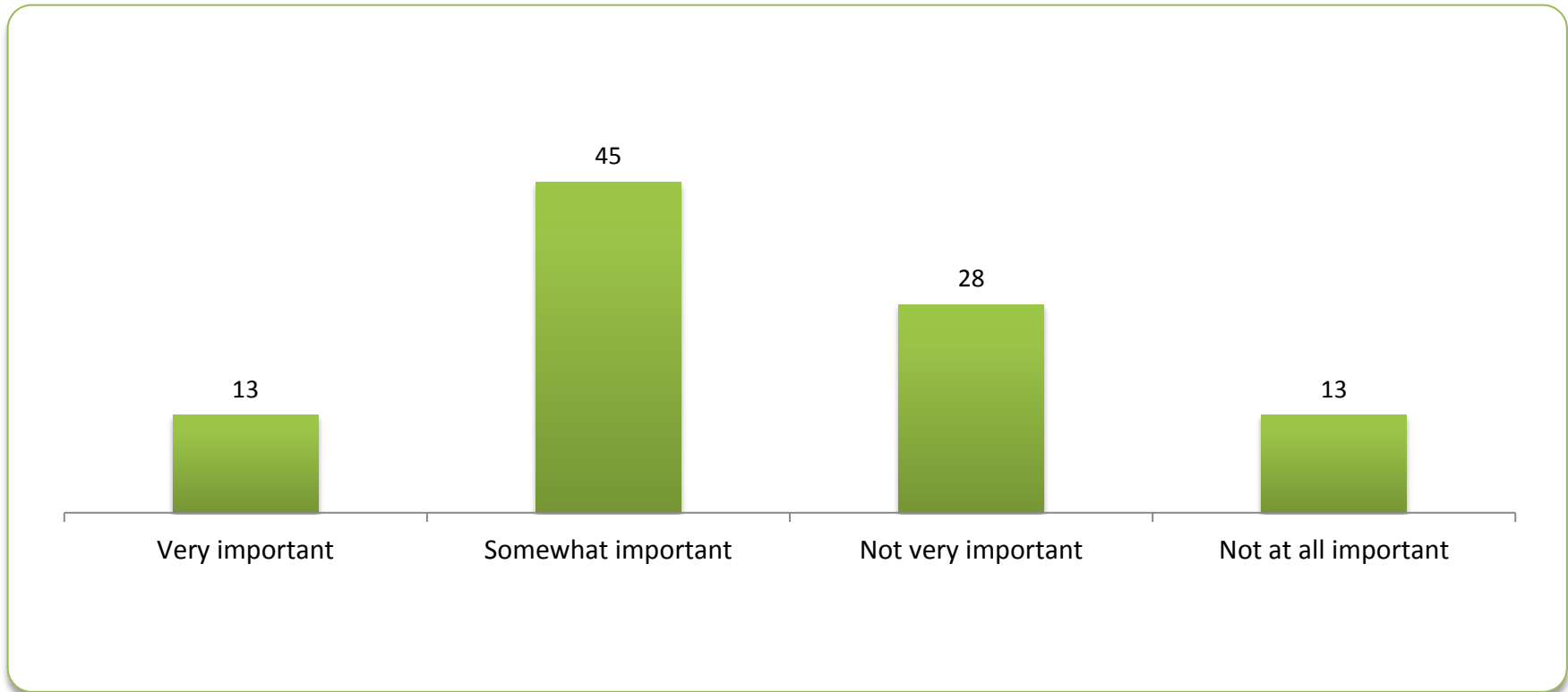
IMNA Q16i, l, m

# Fundamentals of Faith: How Important is... Knowledge and Understanding?

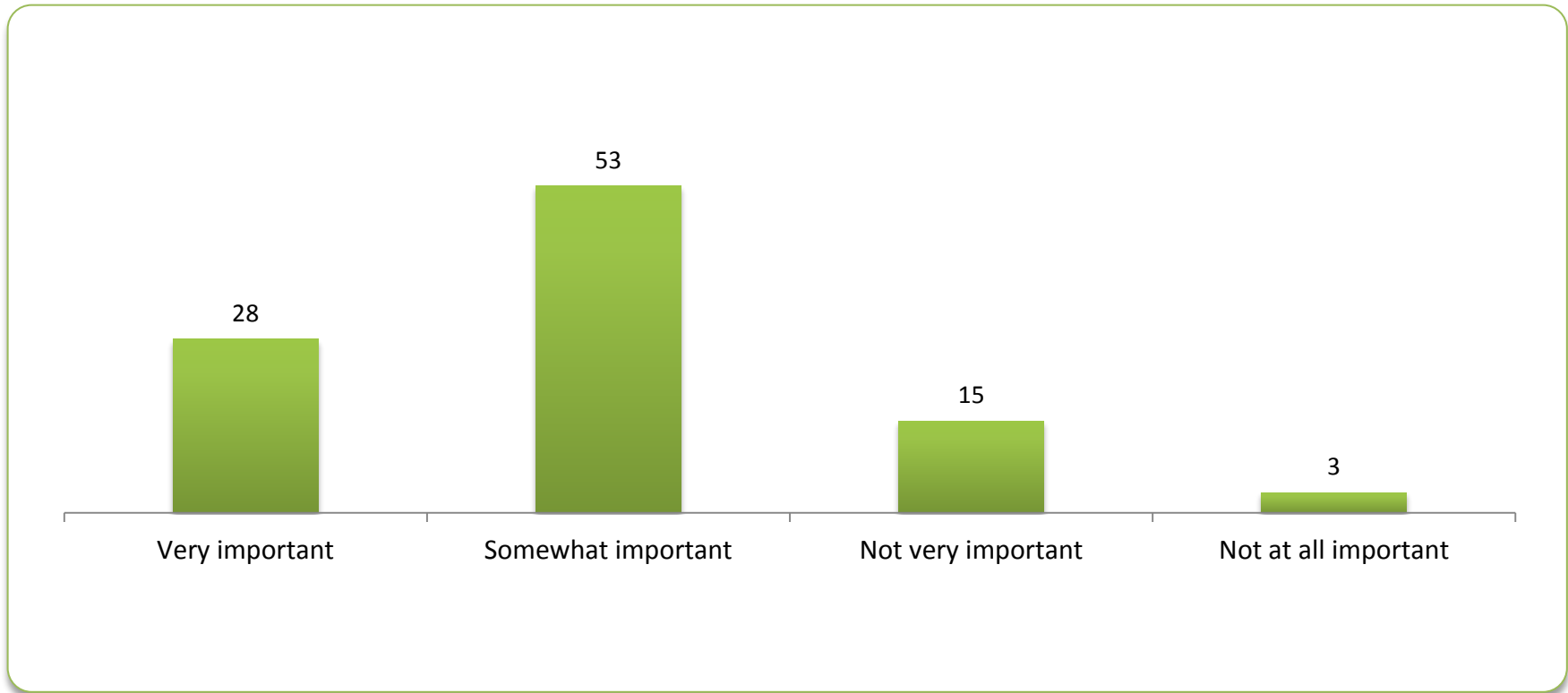


IMNA Q16g, j

Fundamentals of Faith: How Important is... Participation in Small Groups That Explore Faith and Spirituality?

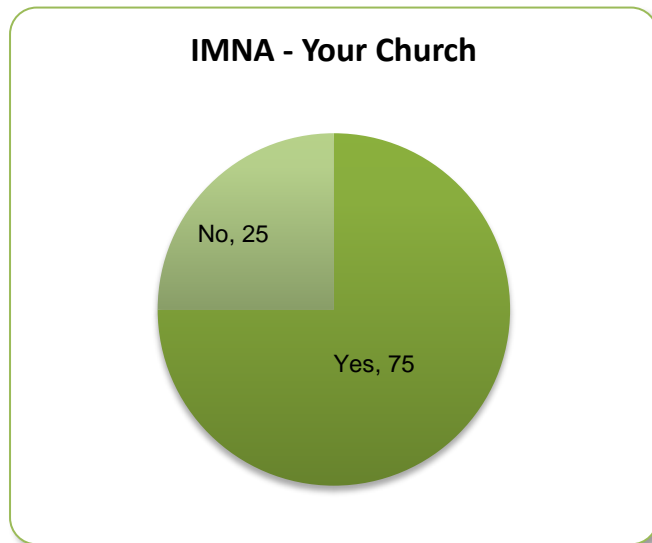


IMNA Q16o

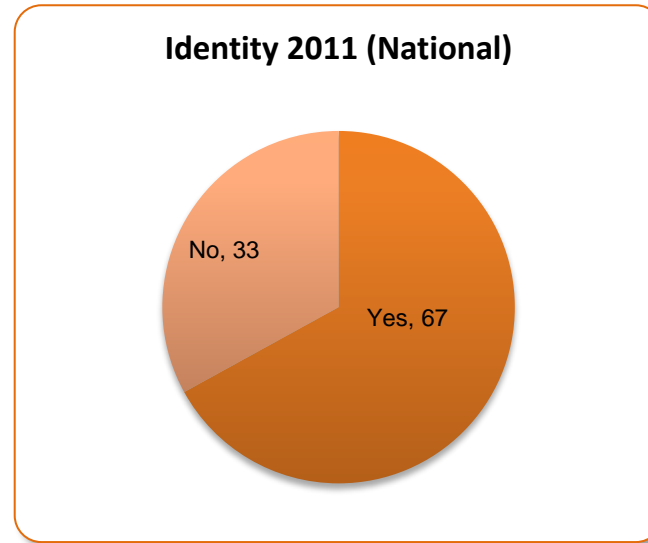


IMNA Q16f

Have you talked about your faith with someone who does not go to church?



IMNA Q13a



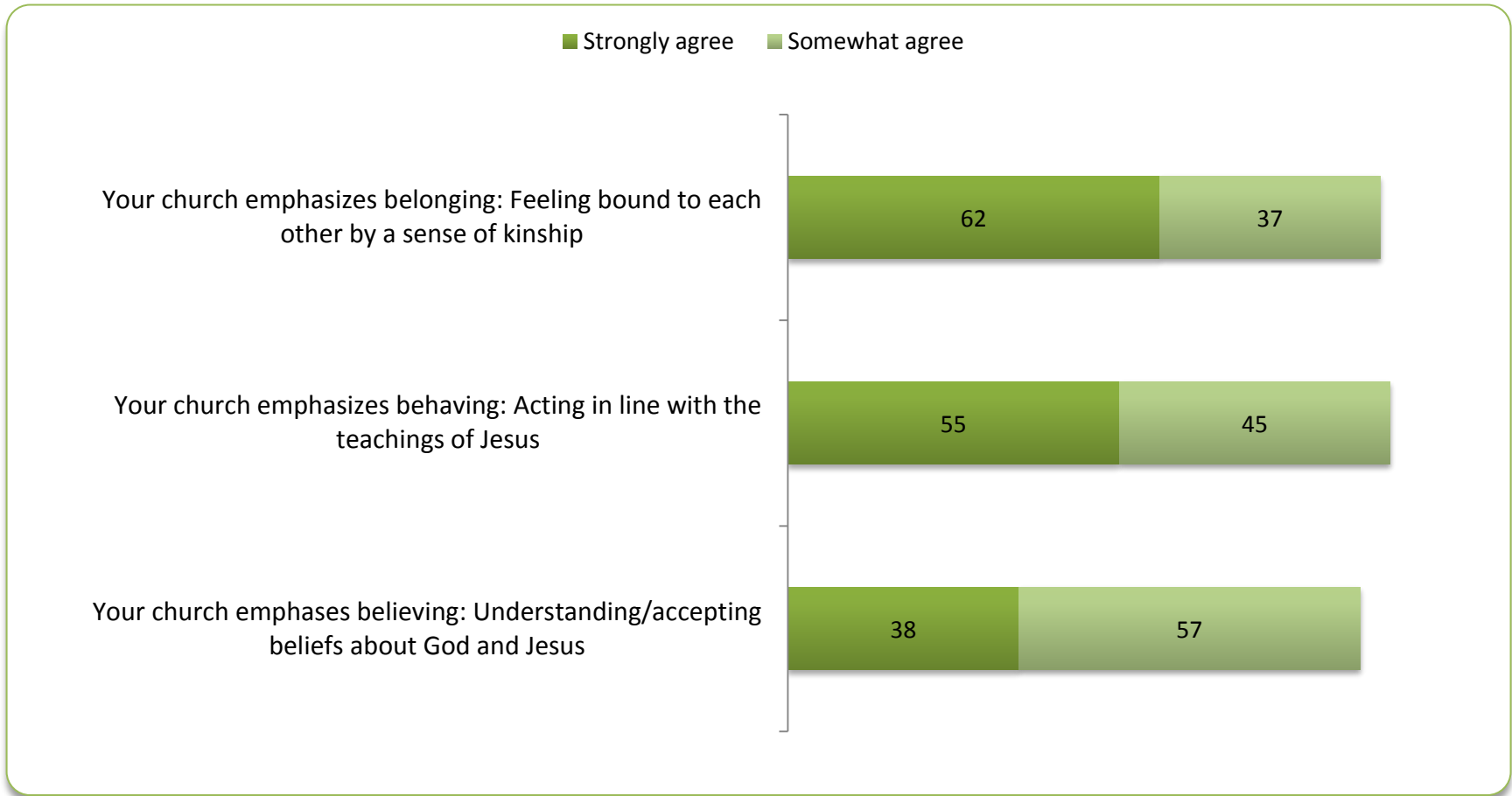
Identity Q18t



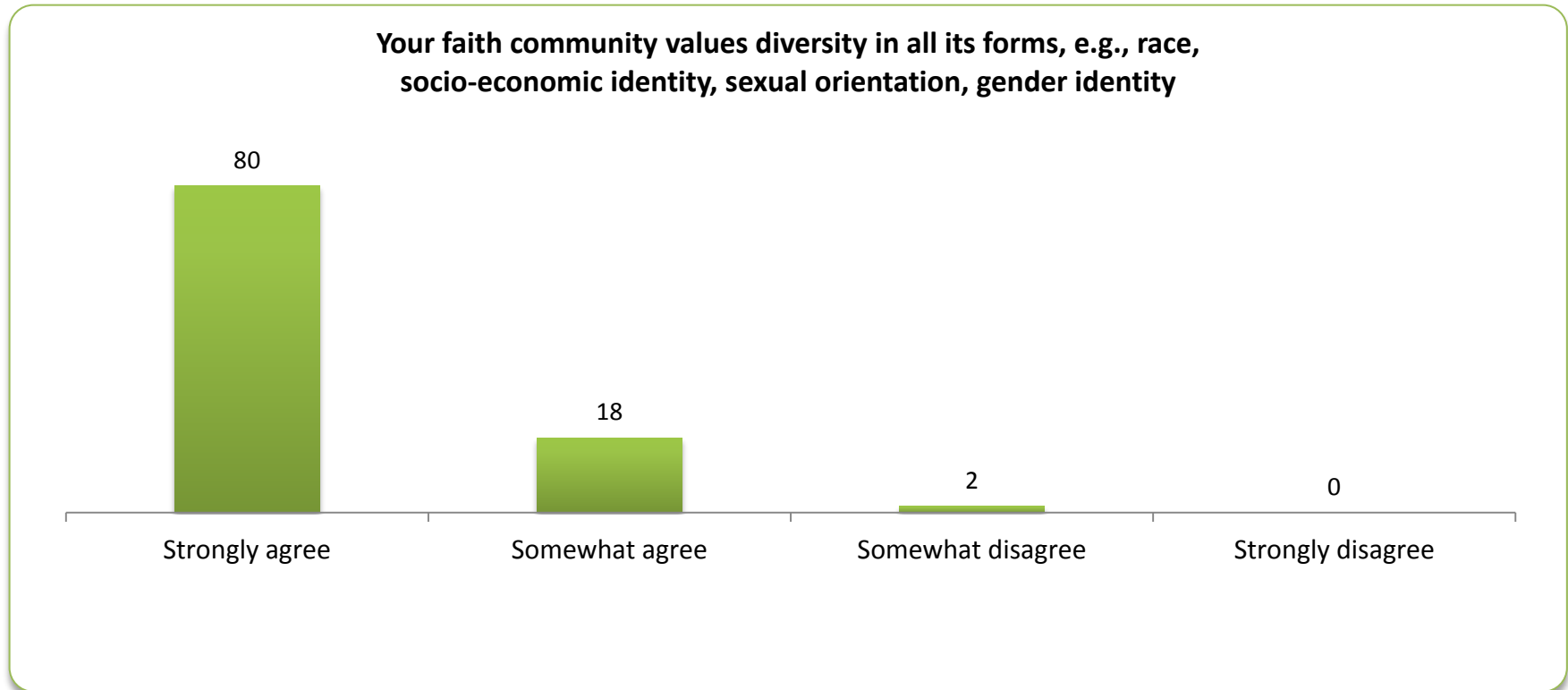


## IDENTITY

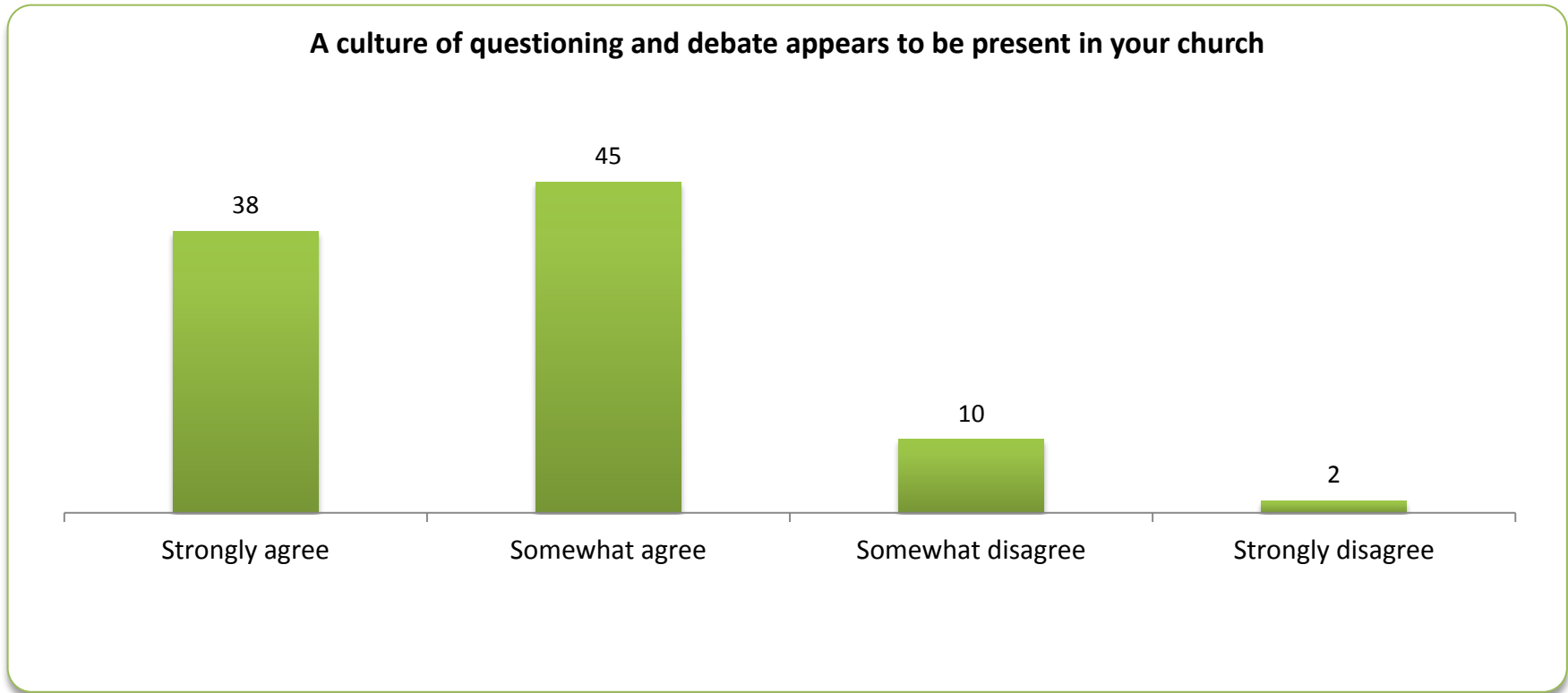
- Characteristics of Your Faith Community
  - Clarity of Purpose
  - Sense of Belonging
  - The Meaning of Church
  - Fundamentals of Faith
  - **Values and Attitudes**
  - Beliefs
- Stewardship Practices
- Leadership in Your Church
- Characteristics of Worship



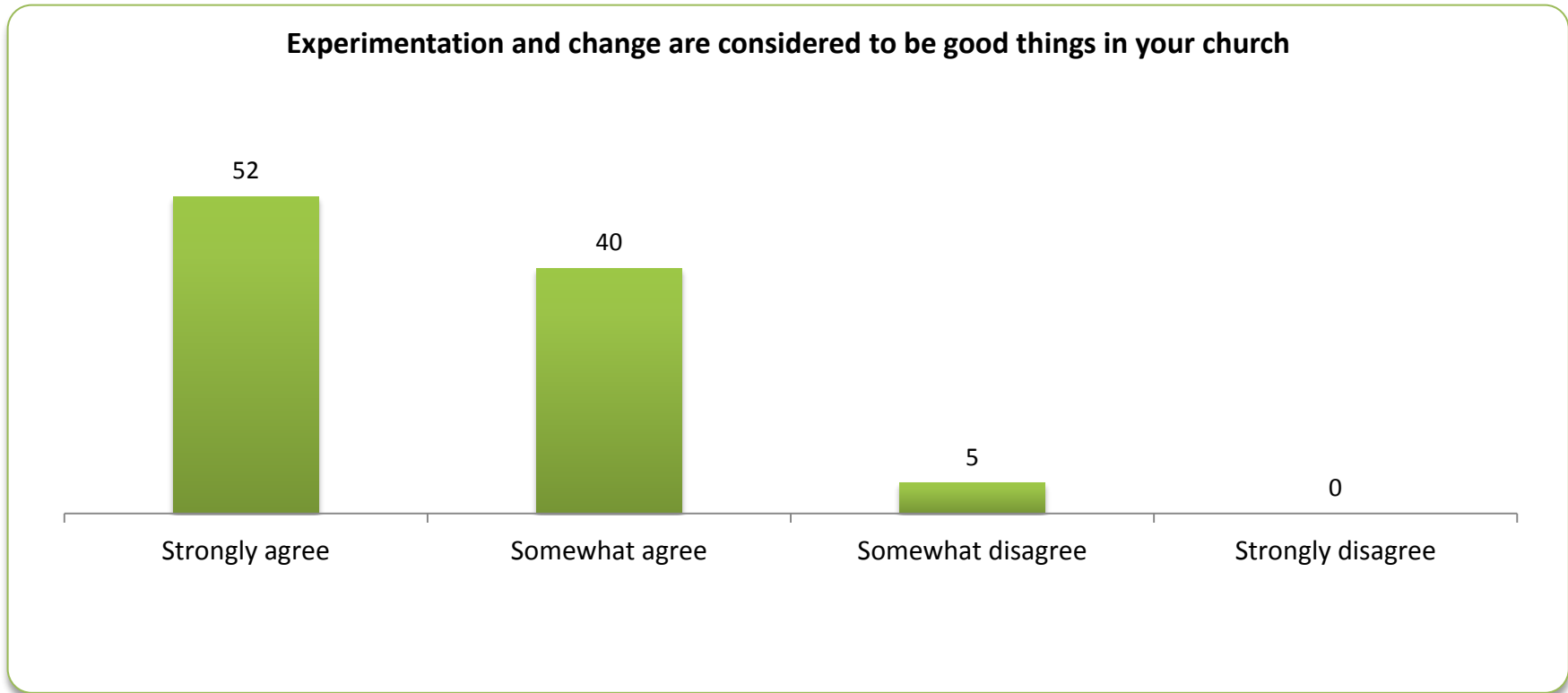
IMNA Q9a, b, c



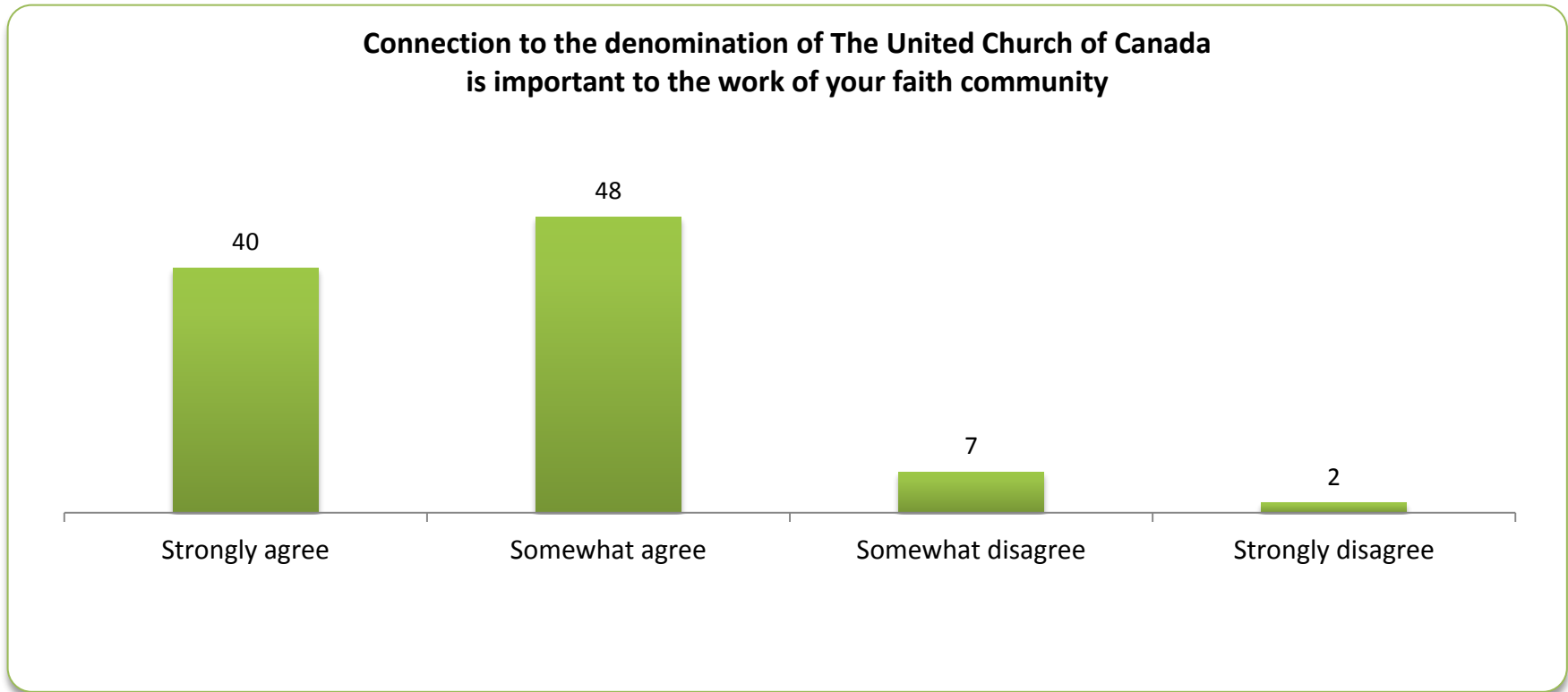
IMNA Q5p



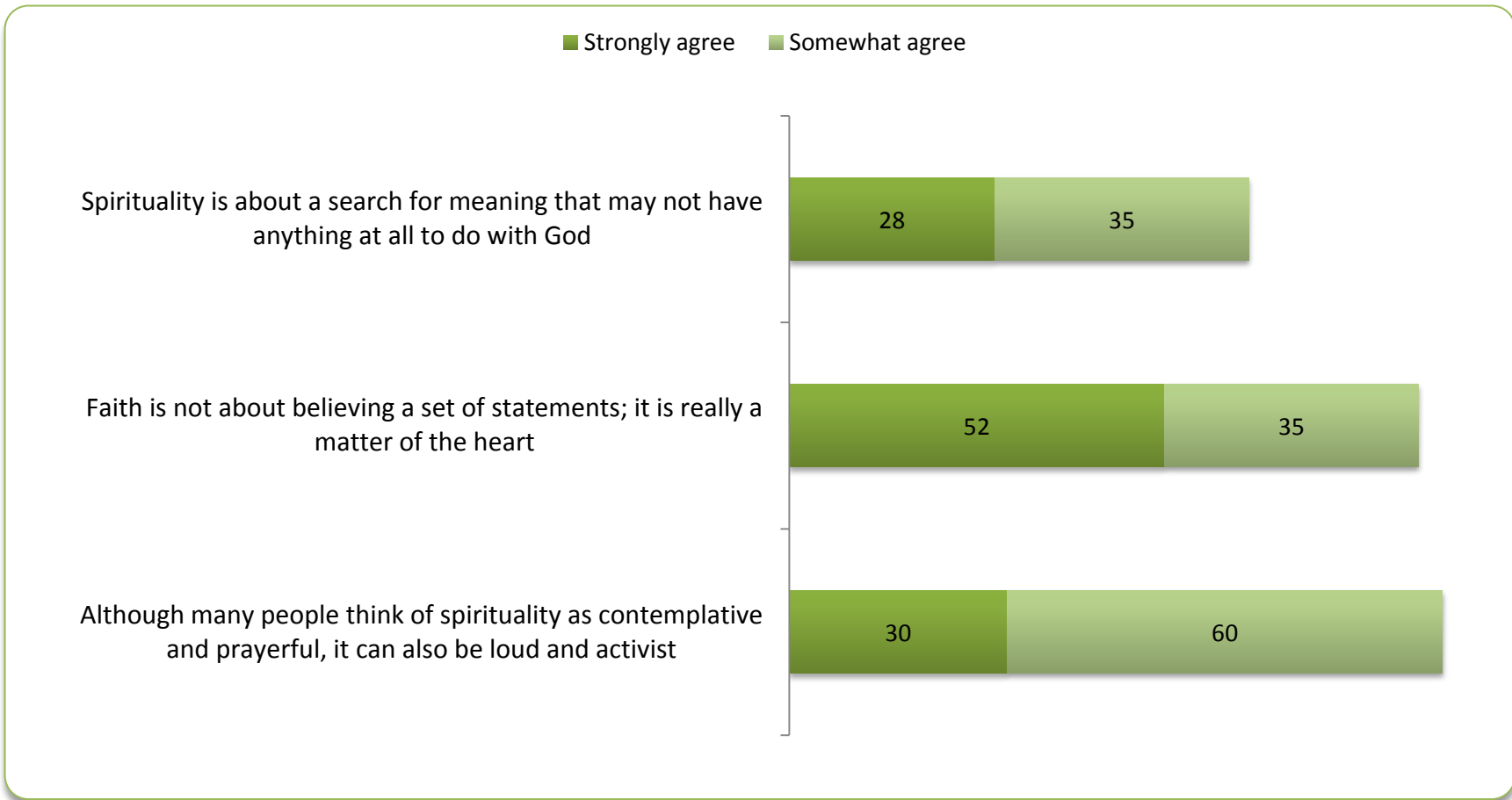
IMNA Q5o



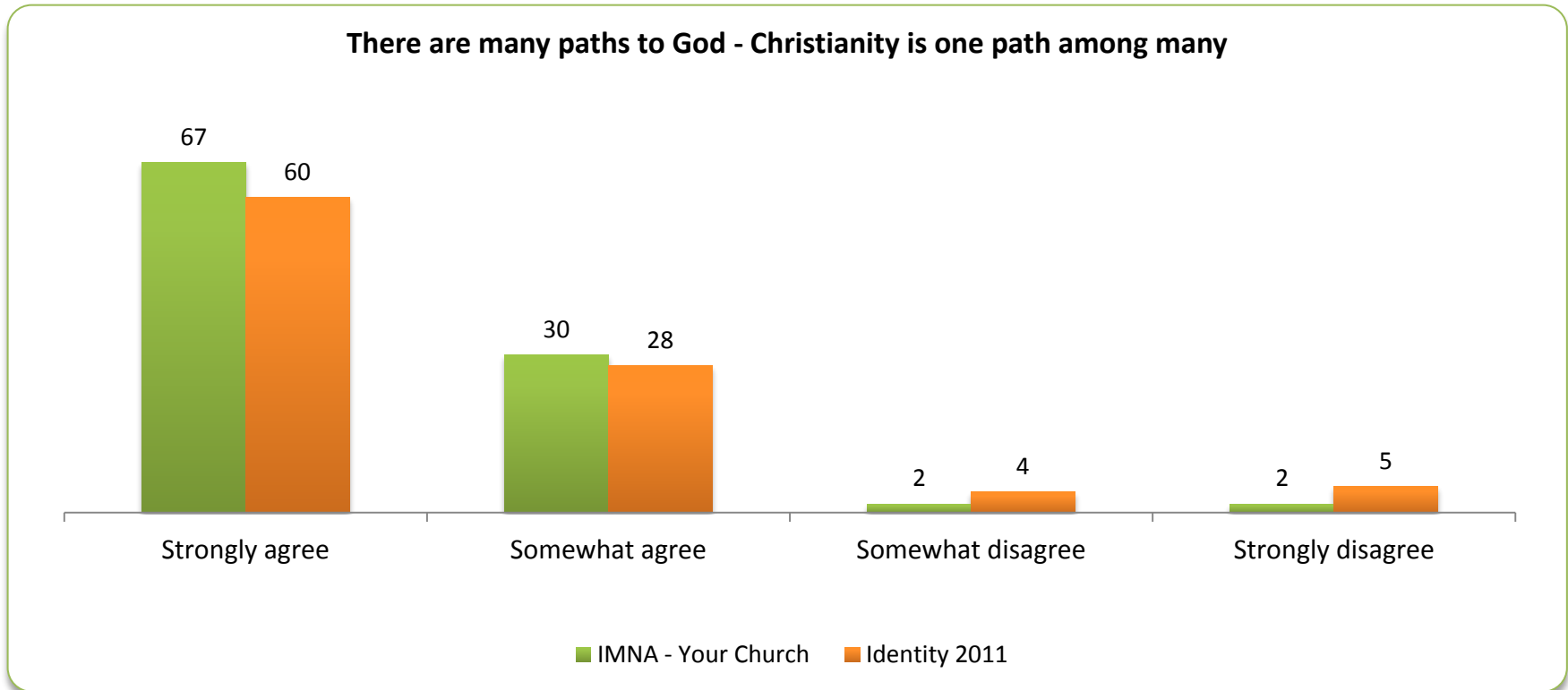
IMNA Q5n



IMNA Q20b

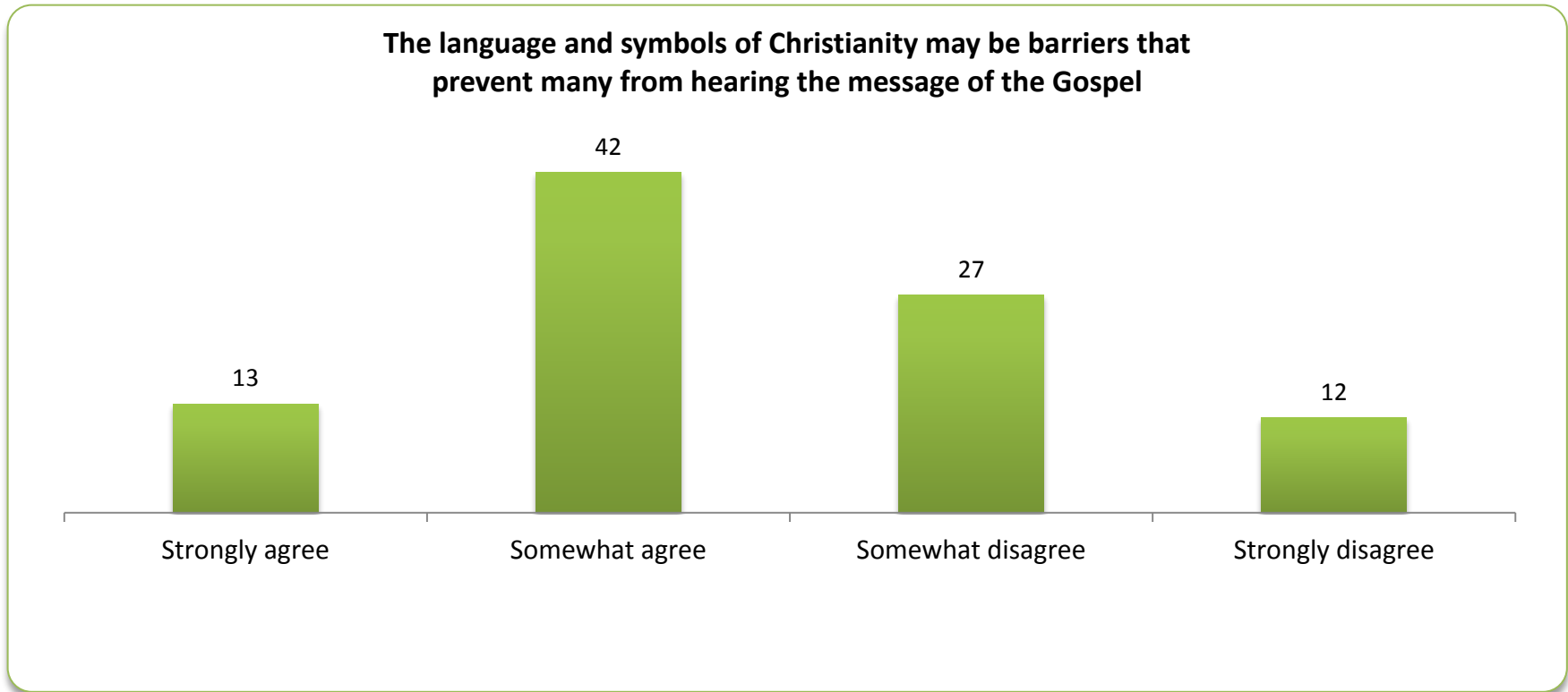


IMNA Q20g, h, i

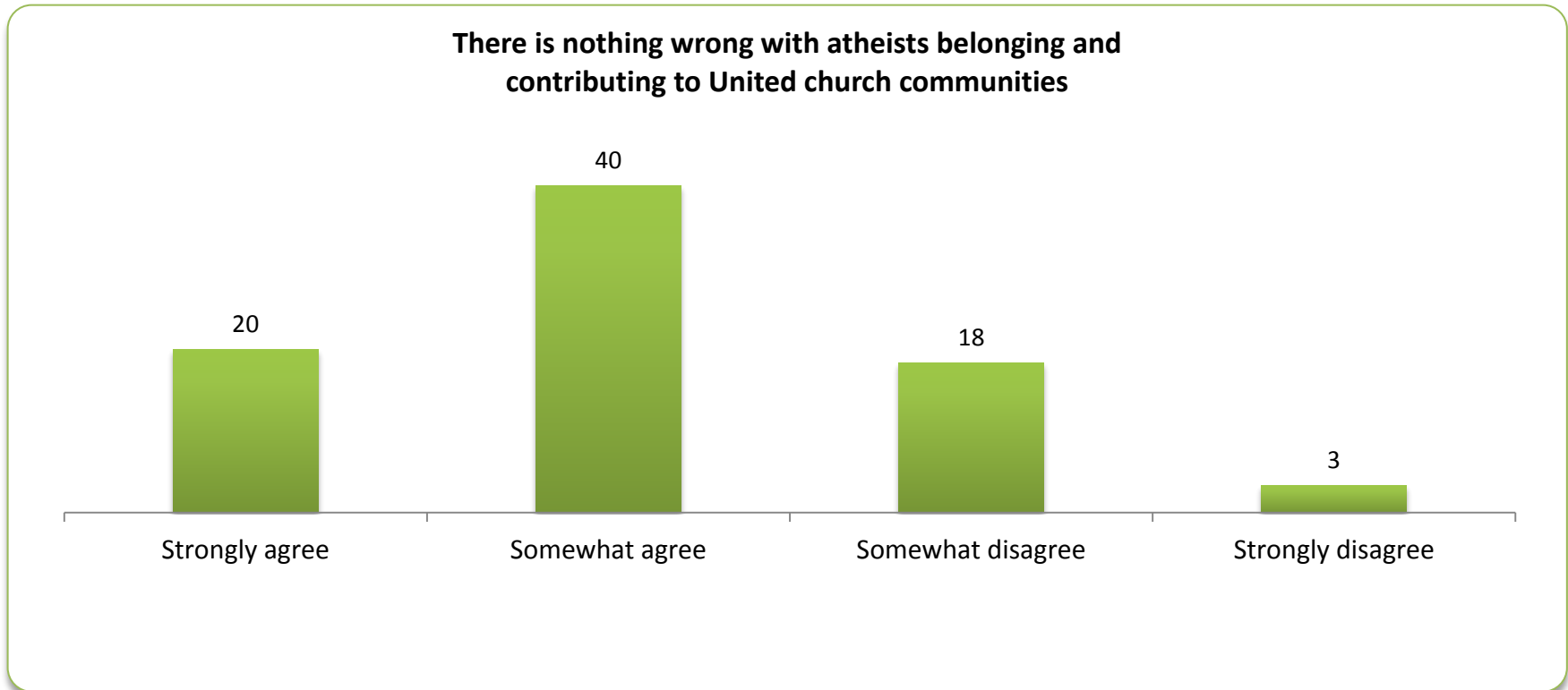


IMNA Q20a  
Identity Q34a

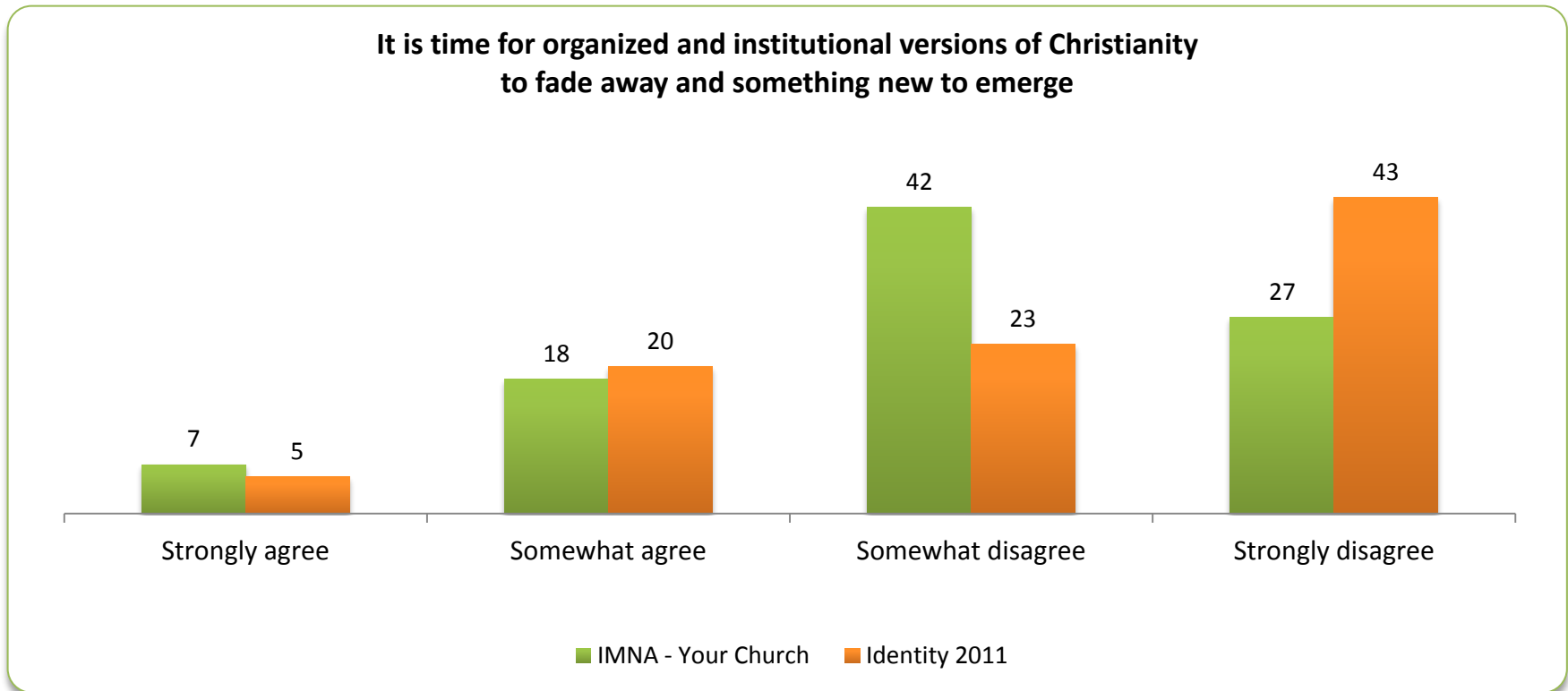




IMNA Q20k



IMNA Q20c

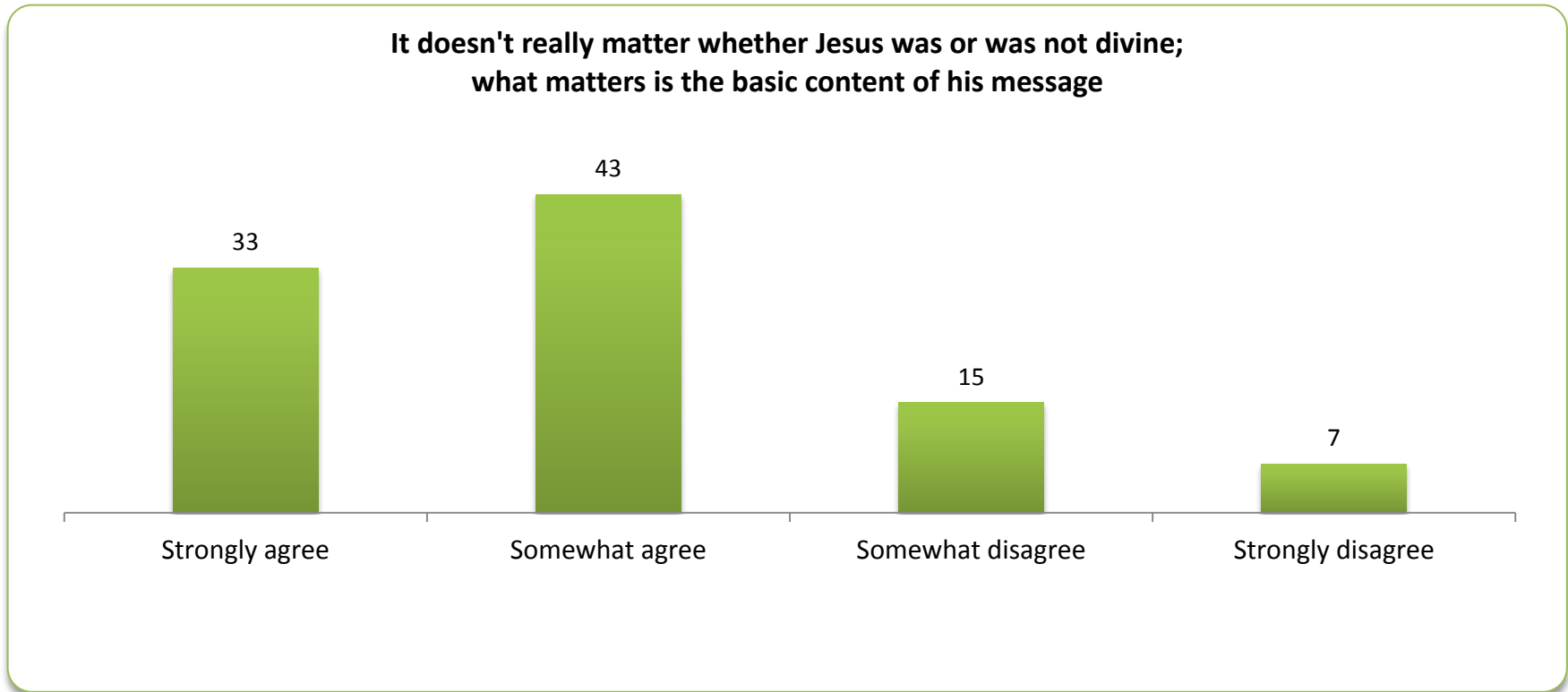


IMNA Q20f  
Identity Q34b

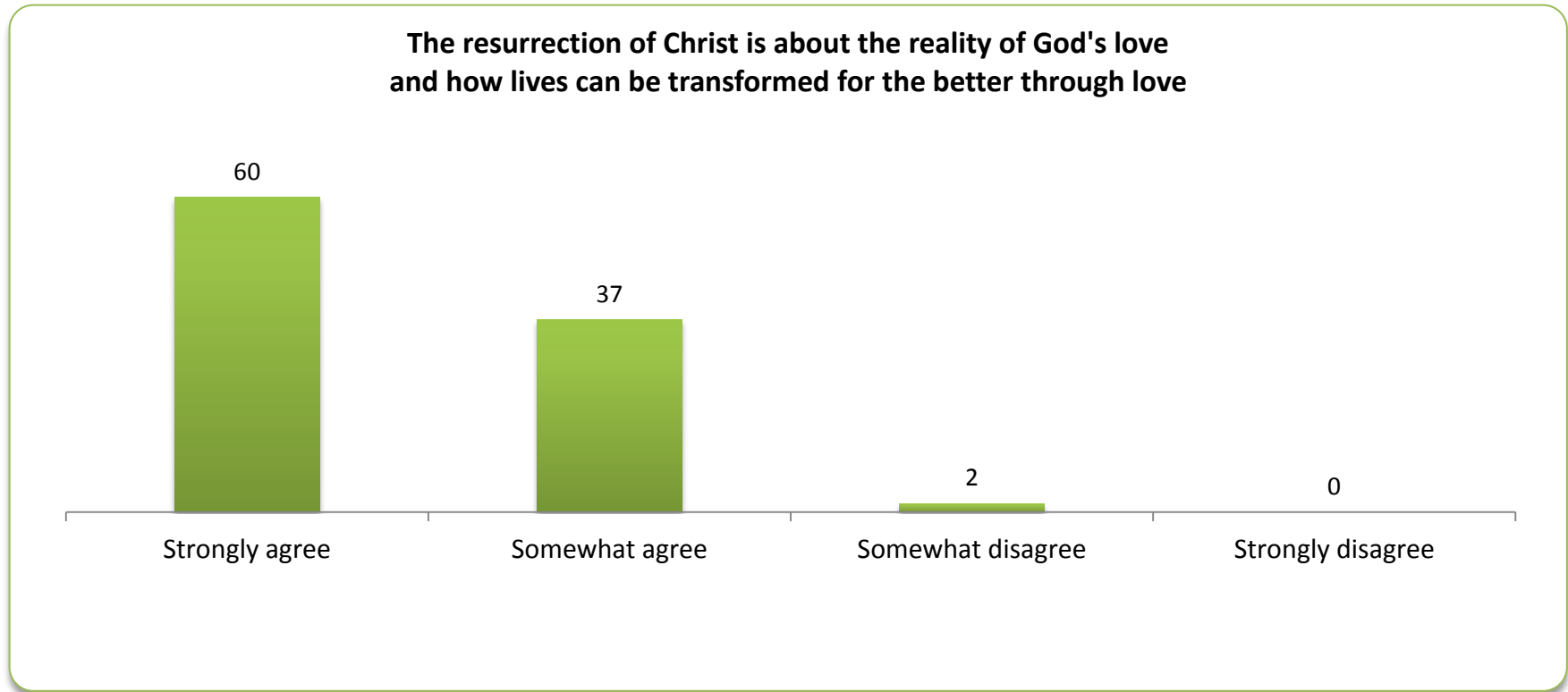


## IDENTITY

- Characteristics of Your Faith Community
  - Clarity of Purpose
  - Sense of Belonging
  - The Meaning of Church
  - Fundamentals of Faith
  - Values and Attitudes
  - **Beliefs**
- Stewardship Practices
- Leadership in Your Church
- Characteristics of Worship

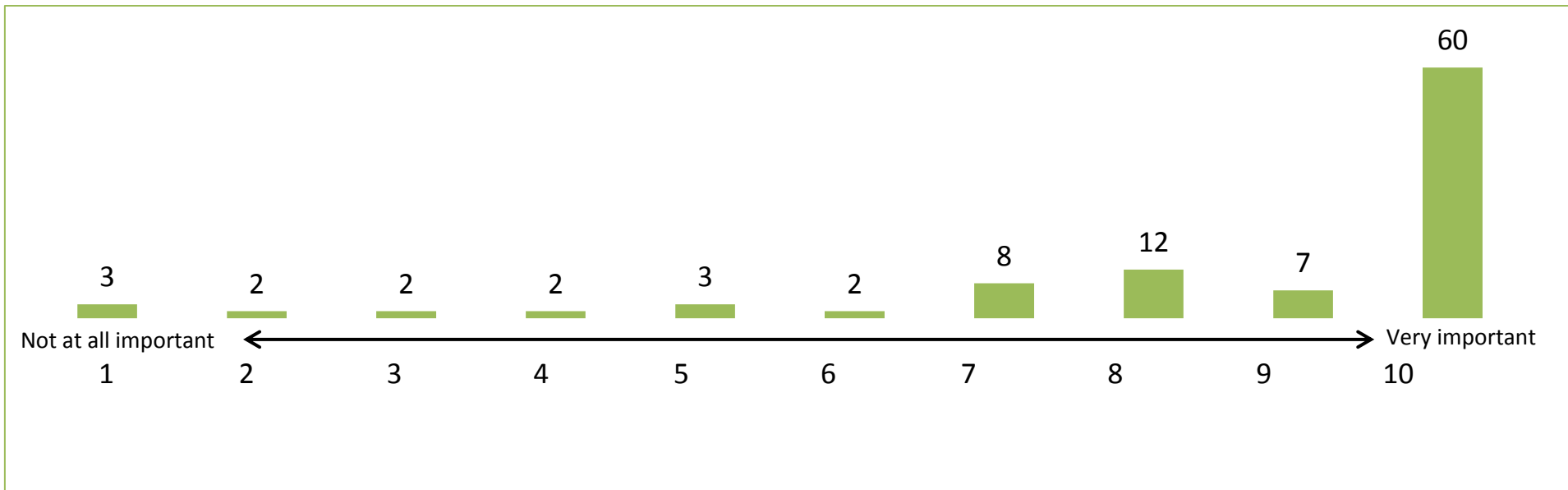


IMNA Q20d



IMNA Q20e

IMNA - Your Church



IMNA - Your Church

MEAN	TOP BOX "10"
8.6	60%

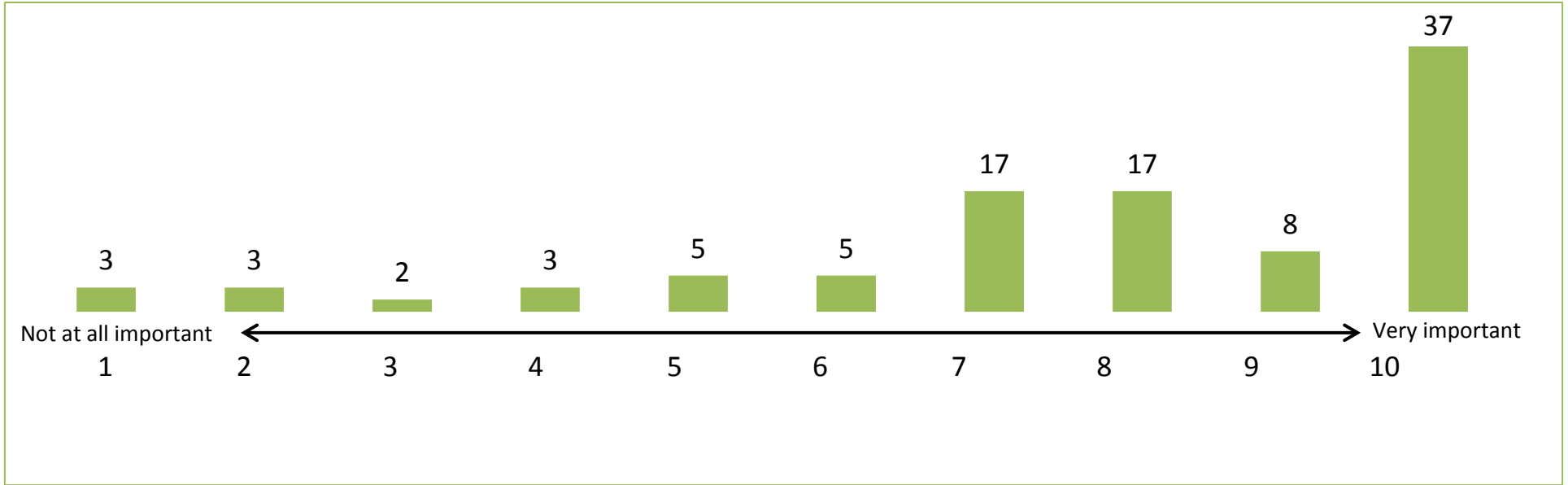
IMNA Q19

Identity 2011 (National)

MEAN	TOP BOX "10"
8.5	53%

Identity Q31

IMNA - Your Church



IMNA - Your Church

MEAN	TOP BOX "10"
7.8	37%

IMNA Q18

Identity 2011 (National)

MEAN	TOP BOX "10"
7.9	41%

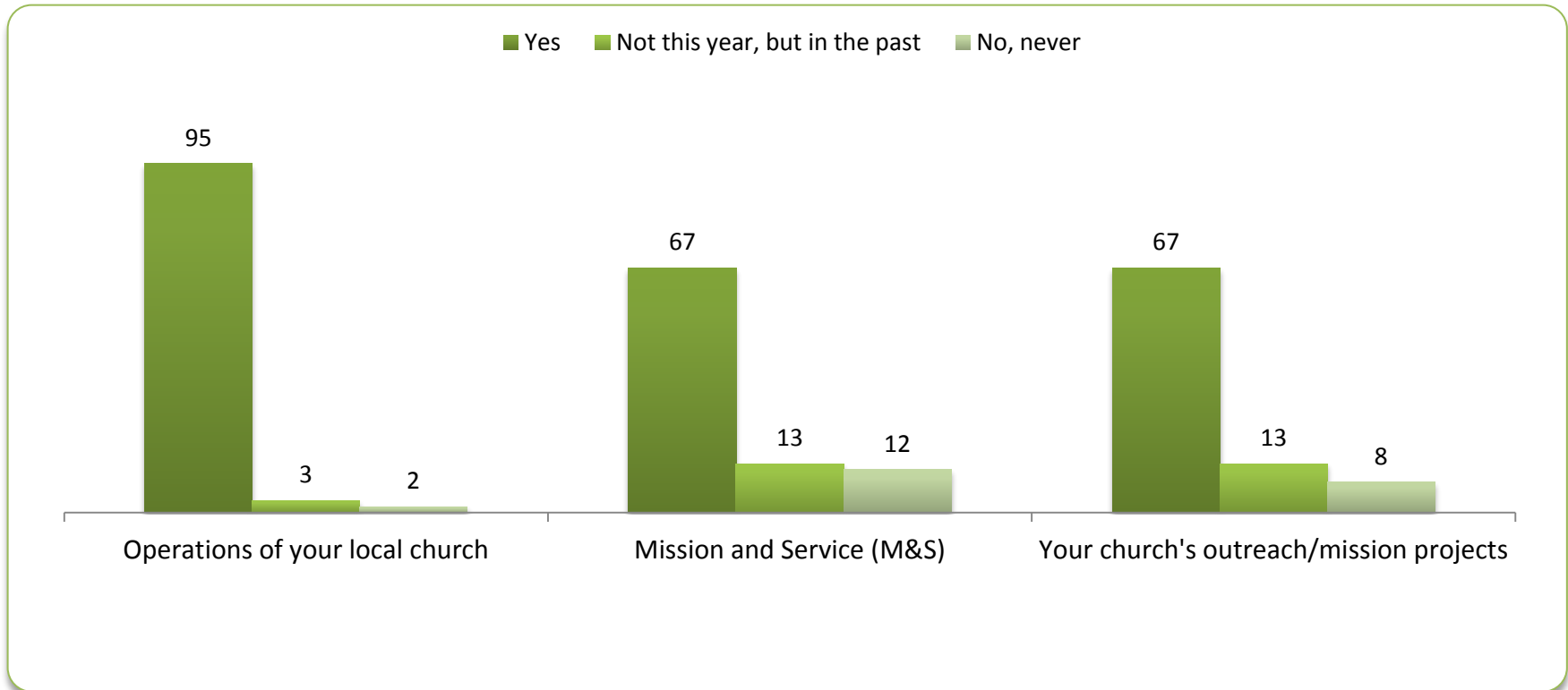
Identity Q30





## IDENTITY

- Characteristics of Your Faith Community
  - Clarity of Purpose
  - Sense of Belonging
  - The Meaning of Church
  - Fundamentals of Faith
  - Values and Attitudes
  - Beliefs
- **Stewardship Practices**
- Leadership in Your Church
- Characteristics of Worship



IMNA Q14a, b, c

In the past two years, have you...	Yes
Volunteered your time to the people of your congregation, for example, through membership on a committee, doing odd jobs around the church, helping at a fellowship event, leading a youth group, etc.	75
Attended your church's annual meeting	73
Contributed to your congregation's worship, for example, by singing in the choir, reading scripture, acting as a lay liturgist, decorating the sanctuary, etc.	70
Volunteered your time to help with your church's outreach activities in the community	48
Participated in, or led, small groups focused on worship or prayer, faith formation, peer support, etc.	30
Participated in some kind of non-traditional form of church (for example, a house church, a cell church, a skateboard church, a workplace prayer group or an intentional discipleship group)	30
Joined an activist group (unrelated to your church) that works to bring justice into the world, for example, environmental protection, improved literacy among incarcerated people, a decline in child poverty rates, etc.	17

IMNA Q13c, d, e, f, g, h, i

**In the past two years, have you...**

IMNA - Your Church:	Yes
Written to an elected government official such as your Member of Parliament (MP) about a church-sponsored issue	2

IMNA Q13b

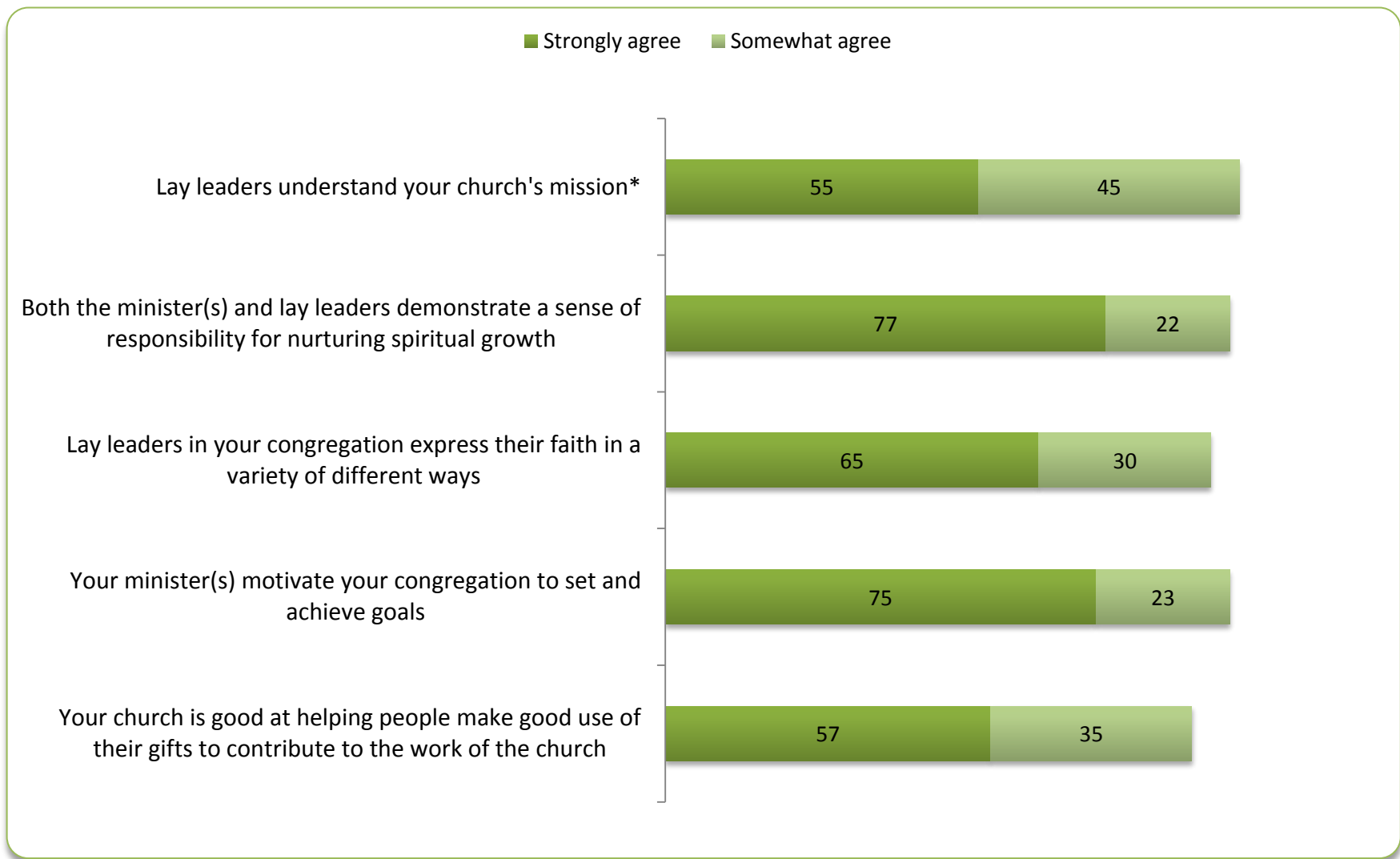
Identity 2011 (National):	Yes
Written to an elected government official such as your Member of Parliament (MP) about a church-sponsored issue	12

Identity Q18v



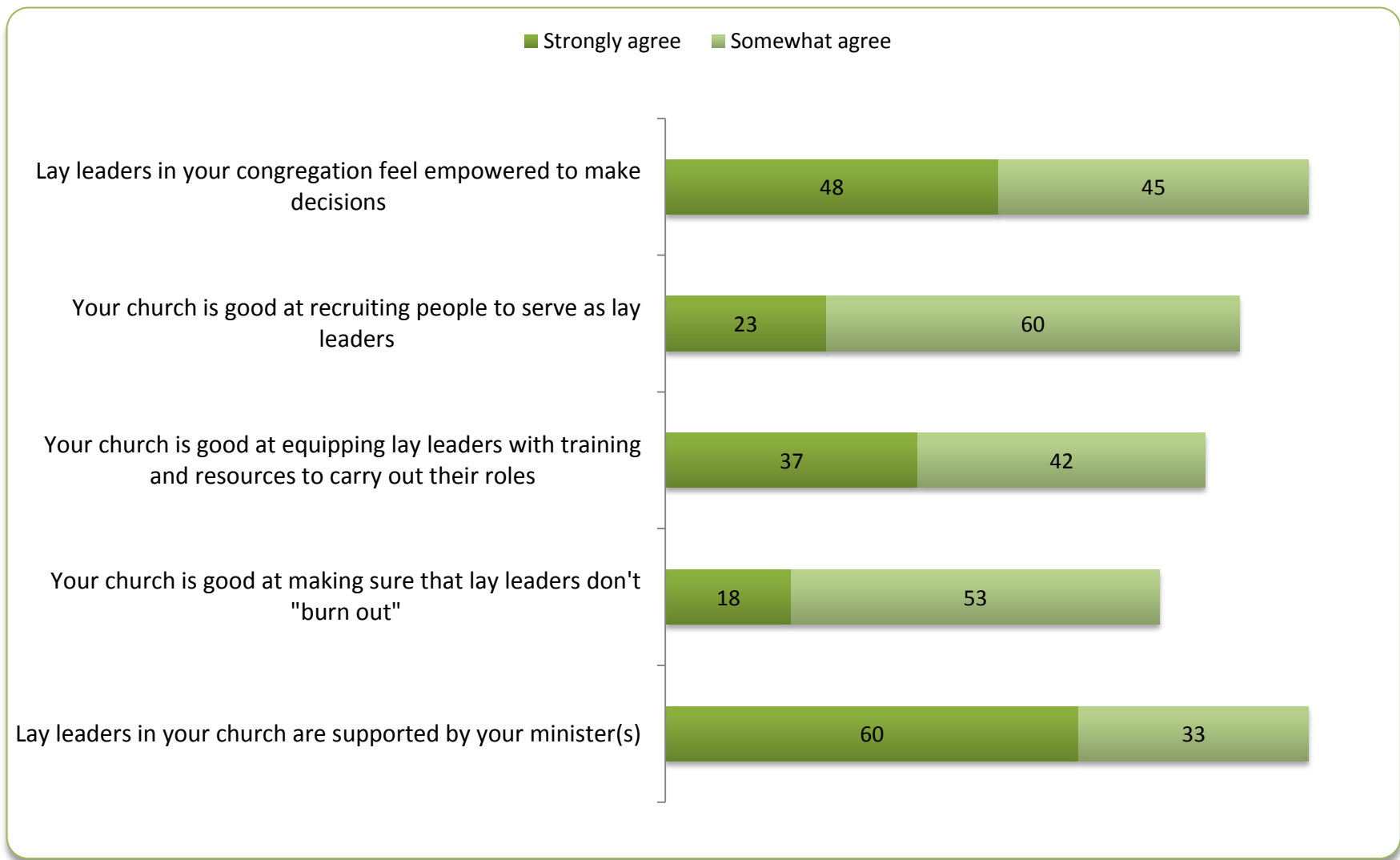
## IDENTITY

- Characteristics of Your Faith Community
  - Clarity of Purpose
  - Sense of Belonging
  - The Meaning of Church
  - Fundamentals of Faith
  - Values and Attitudes
  - Beliefs
- Stewardship Practices
- **Leadership in Your Church**
- Characteristics of Worship

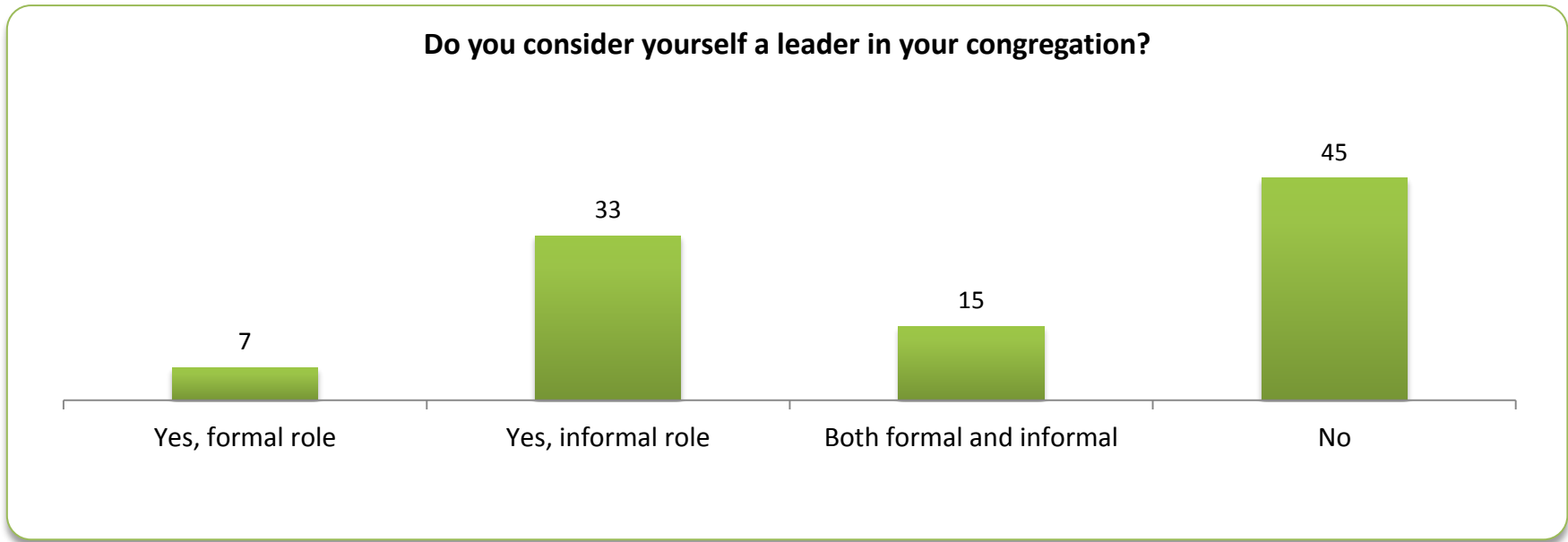


\*Among those who believe your church has a mission

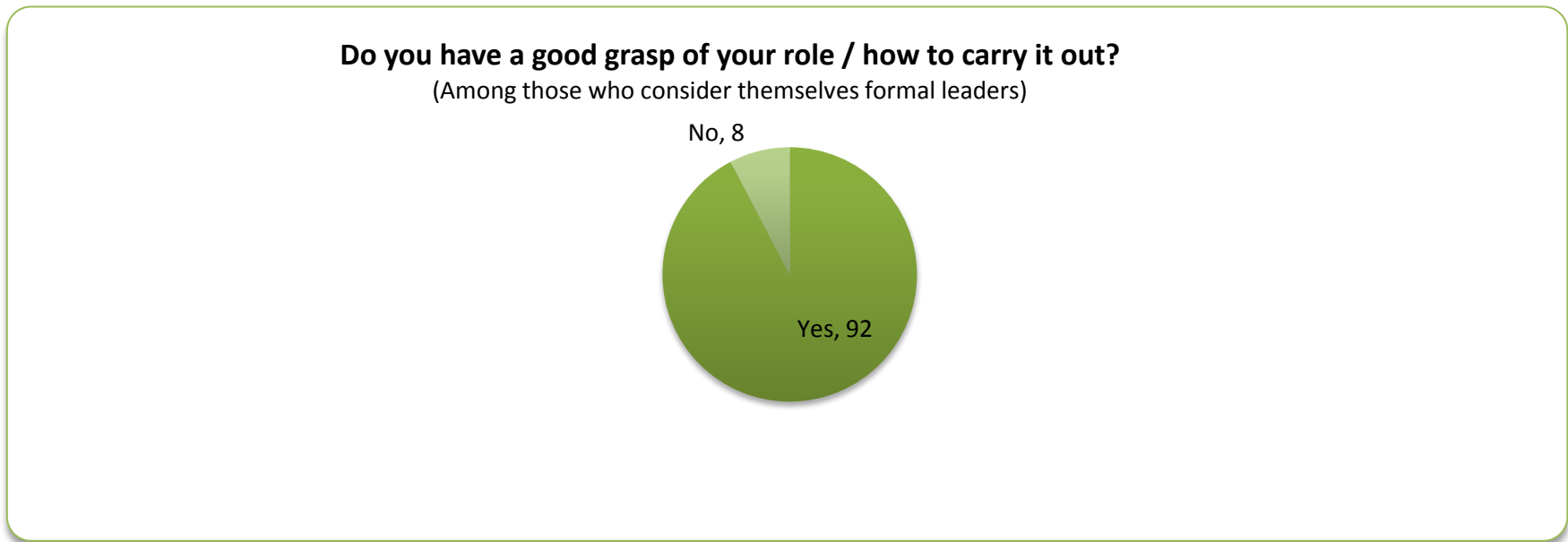
IMNA Q4b\*, 5e, g, h, i



IMNA Q5f, 10a, b, c, d



IMNA Q11



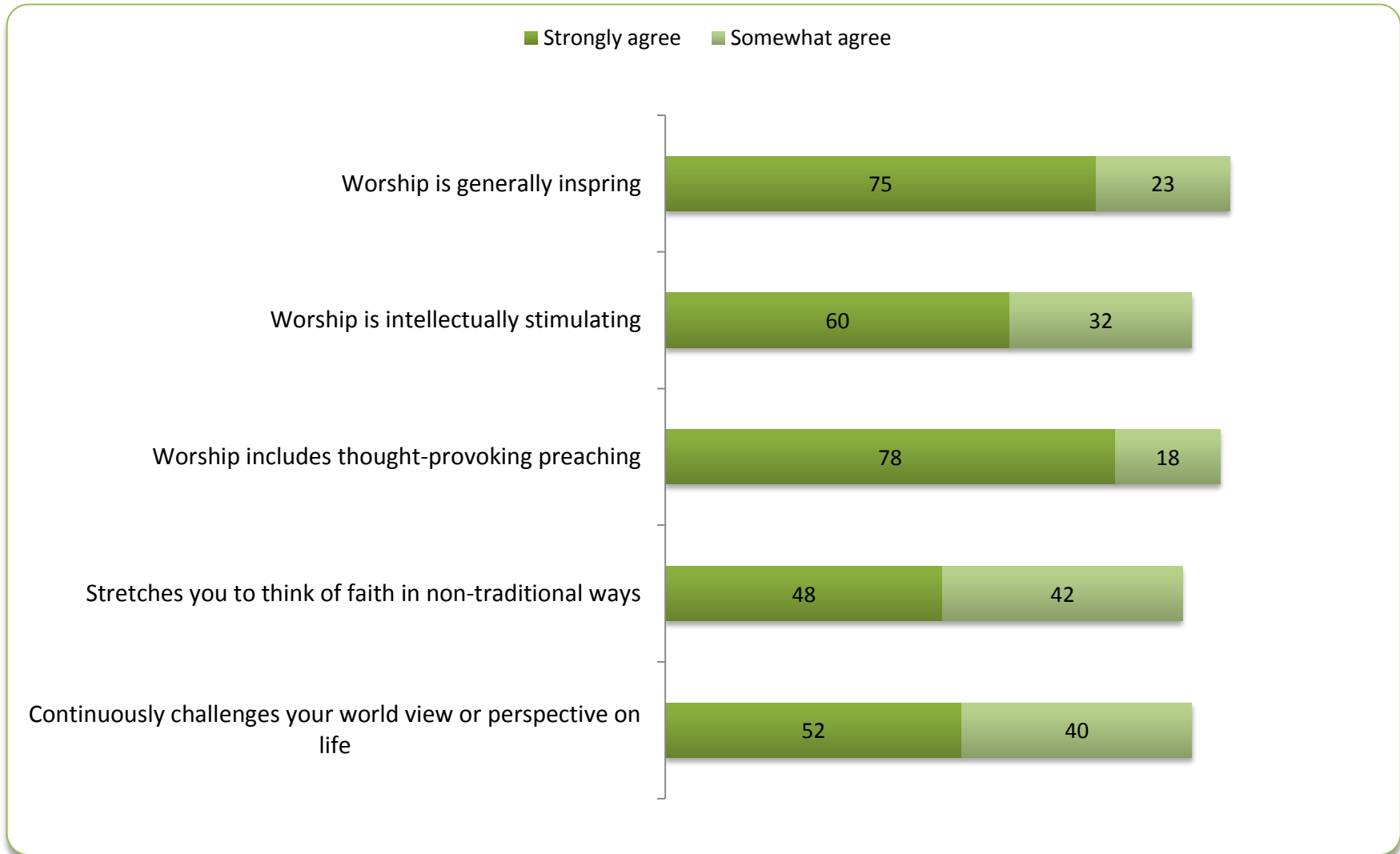
IMNA Q12



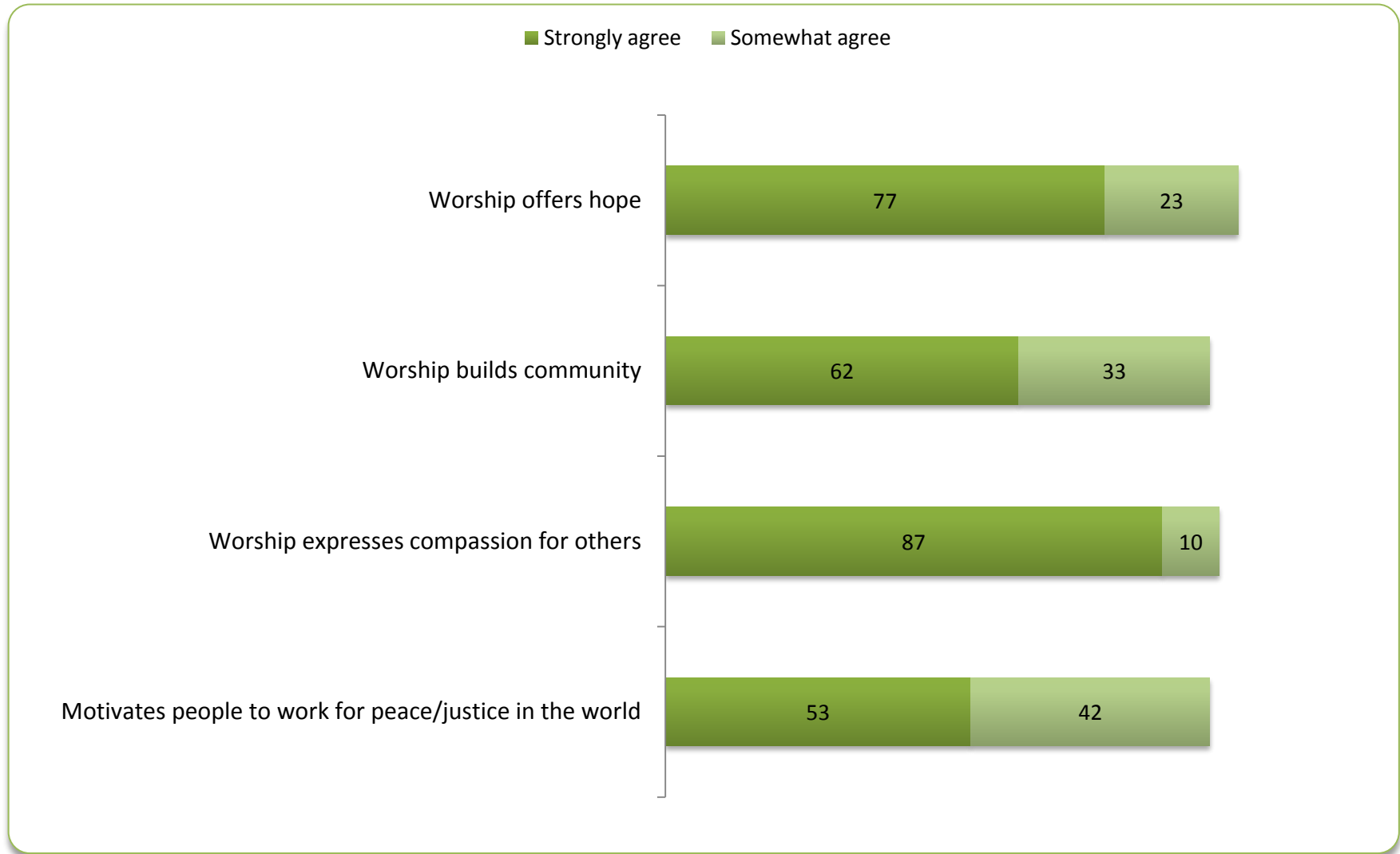


## IDENTITY

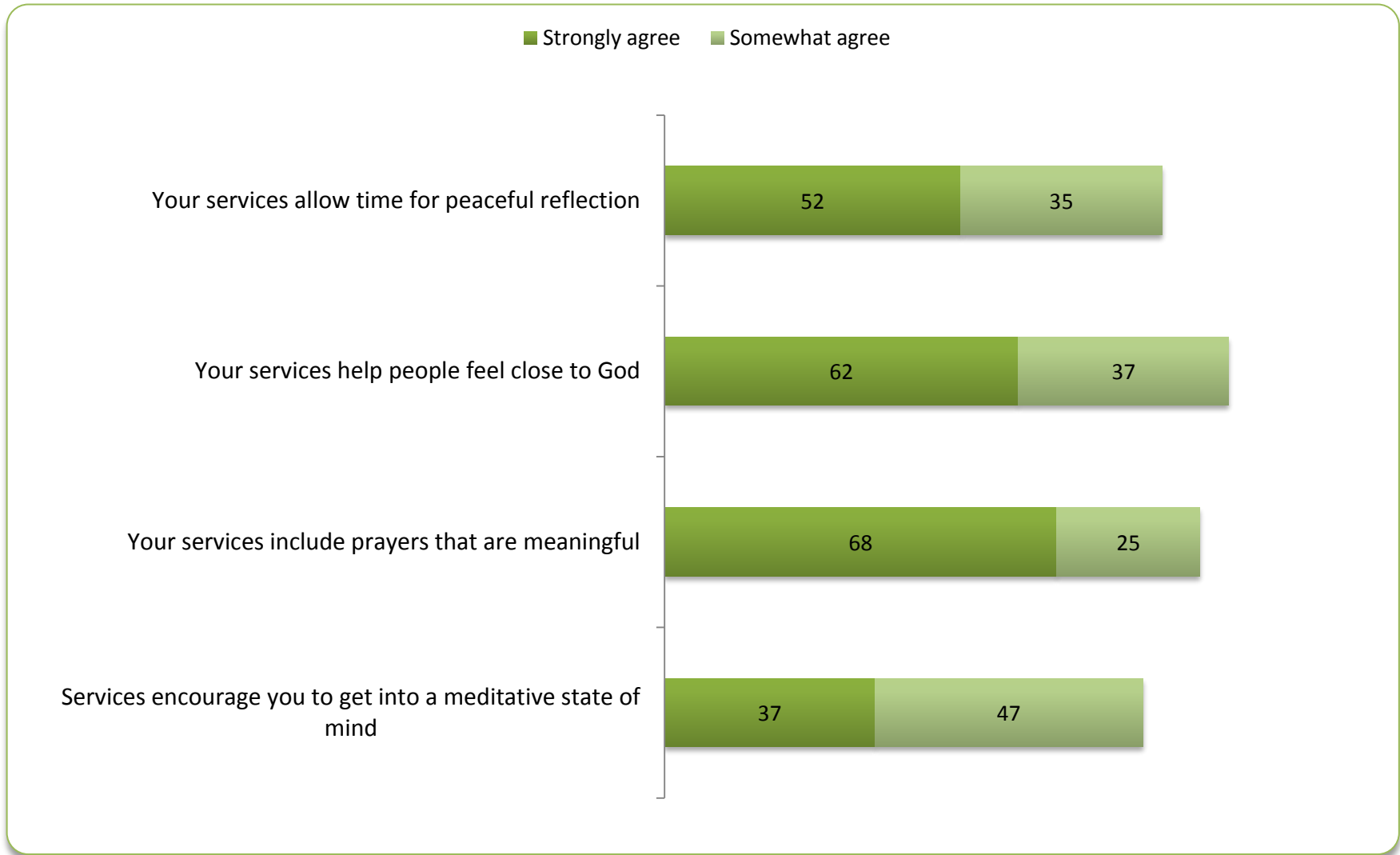
- Characteristics of Your Faith Community
  - Clarity of Purpose
  - Sense of Belonging
  - The Meaning of Church
  - Fundamentals of Faith
  - Values and Attitudes
  - Beliefs
- Stewardship Practices
- Leadership in Your Church
- Characteristics of Worship**



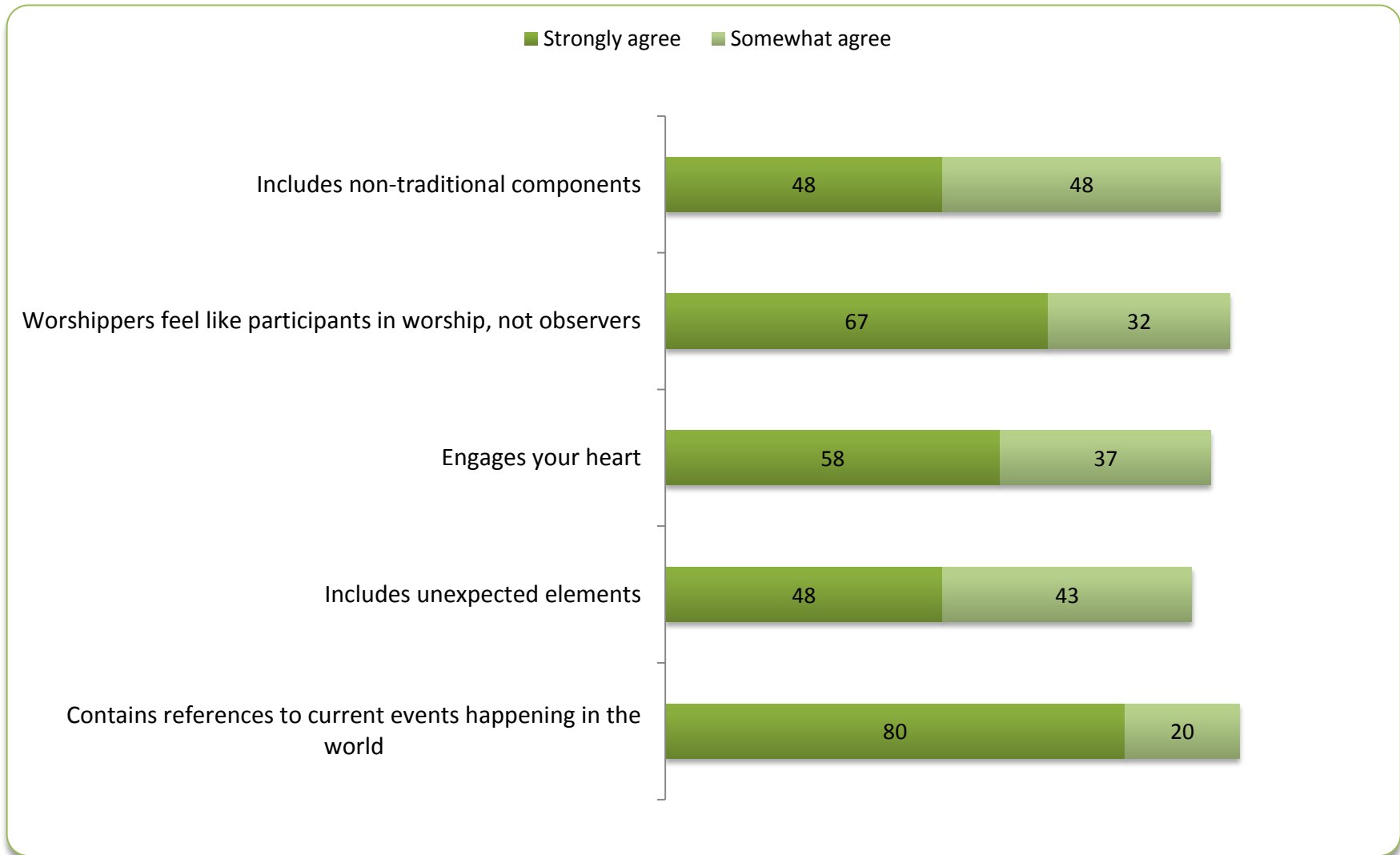
IMNA Q6a, b, n, o, t



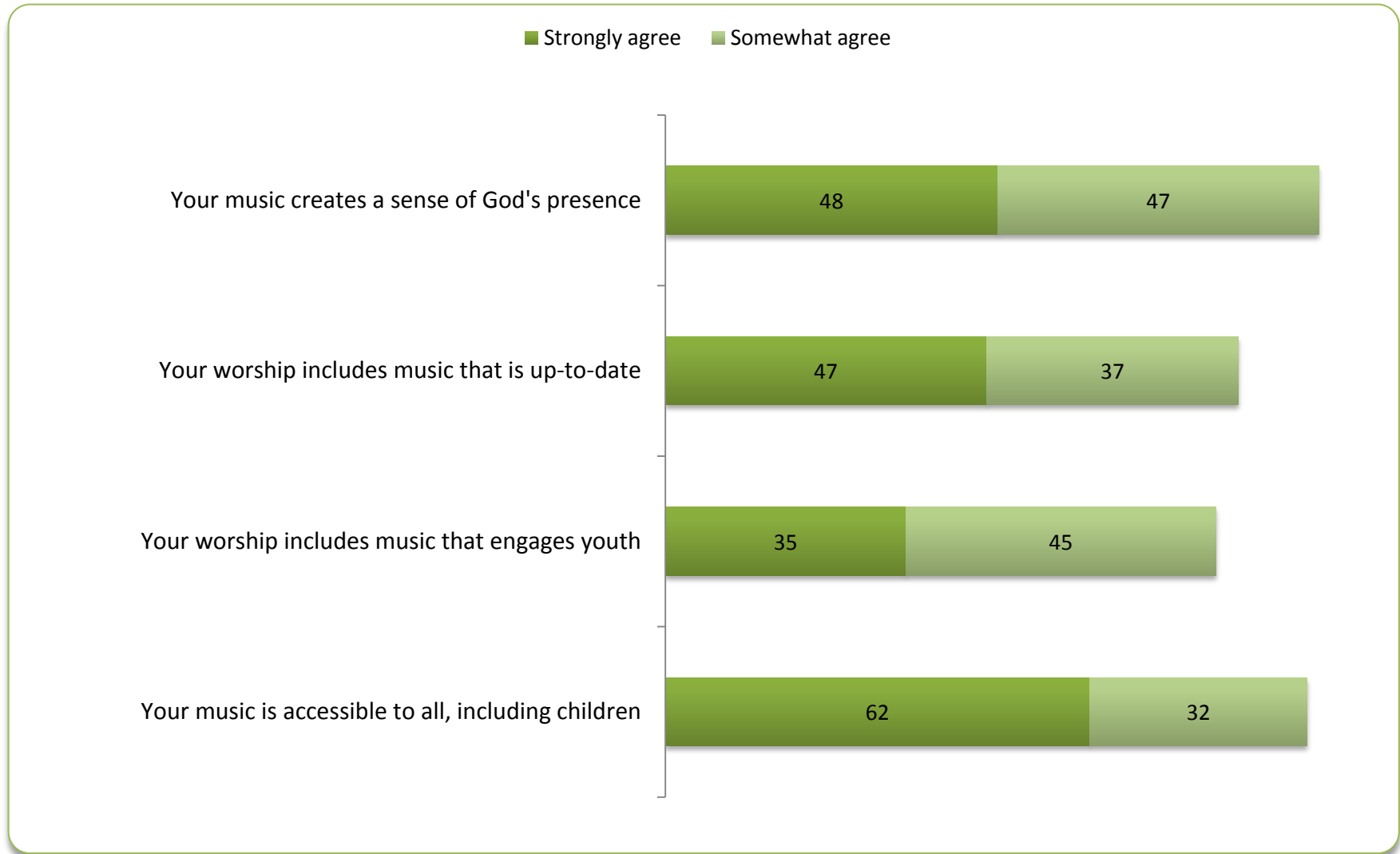
IMNA Q6j, k, l, m



IMNA Q6c, d, e, p



IMNA Q6q, r, s, u, v



IMNA Q6f, g, h, i



## Mission

What Is Your Faith  
Community's Vision for  
Mission and Ministry?



## MISSION

- Attributes of an Ideal Church – Overall Ranking
  - A Welcoming Church
  - A Church That Accompanies People on Their Life Journey
  - A Church that turns Faith into Action
  - A Church That is Engaging and Dynamic
  - A Church that is Focused on Discipleship
  - A Church that Helps to Bring People Closer to God
  - A Diverse and Intercultural Church



<b>Importance (on a scale of 1 to 10 where 10 is very important)</b>	<b>IMNA Your Church</b>
	<b>MEAN</b>
That is inviting and welcoming to everyone	9.7
That accompanies people through the most difficult times of their life	9.6
In which the people of the congregation demonstrate their faith by showing respect for all people, regardless of their sexual orientation	9.5
That values the presence and contribution of people of all ages, from children and youth to seniors	9.4
Where God's presence is felt	9.4
That helps people grow spiritually	9.3
In which the people of the congregation demonstrate their faith by showing respect for diversity in all its forms, for example, race, socio-economic identity, gender identity	9.3
Where the worship services feel comfortable and familiar	9.1
That approaches life's deepest issues with a respect for personal freedom and choice	9.1
Where people are encouraged to translate their personal faith into action in their daily lives	9.1
Where the people of the congregation demonstrate their faith by showing respect for the earth and the environment	9.0
That helps people to live according to the teachings of Jesus	9.0
That encourages the people of the congregation to pray	9.0
That is open to changing the way it does things	9.0

IMNA Q22

<b>Importance</b> (on a scale of 1 to 10 where 10 is very important)	<b>IMNA</b> <b>Your Church</b>
	<b>MEAN</b>
That places an emphasis on helping people with the day-to-day issues in their lives	8.9
That supports same sex couples in marriage	8.9
That invites people to grow in their relationship with Jesus	8.9
That offers the people of the congregation a place to build deep personal relationships	8.9
That reaches out to those in the local community who need help	8.9
That offers opportunities to help make decisions about the direction of the church	8.9
That actively tries to build relationships among people of differing faith traditions and cultures	8.9
That uses many different styles of music	8.9
That works with impoverished or poor people to find ways to improve their situation	8.8
That offers the people of the congregation worship and study opportunities that engage both the emotions and the intellect	8.8
That offers opportunities to get involved in church activities outside of worship	8.7
That encourages questioning and debate	8.7
Where people are continually in the process of discovering new ways of looking at and understanding their faith	8.6
In which the people of the congregation work for justice in the world	8.6

IMNA Q22

Importance (on a scale of 1 to 10 where 10 is very important)	IMNA Your Church
	MEAN
That has a culture of encouraging regular financial donations to support the work of the church locally, nationally and around the world	8.5
That is more concerned with helping people live full lives in the "here and now" than with ensuring that they go to heaven in the "hereafter"	8.5
That tries to be understandable and accessible to people whose first language is not the primary language of worship in the congregation	8.5
That encourages newcomers to Canada to maintain connections with faith communities in their home country	8.4
That offers the possibility of personal transformation, for example, turning one's life around or changing the way one looks at the world	8.4
Where the people of the congregation are encouraged to follow Jesus as disciples	8.4
That performs same sex marriages	8.3
That encourages and provides ways for people to engage in spiritual practices such as meditation	8.1
That seeks out opportunities to recognize and celebrate diverse identities, histories and contexts (for example, Black History Month)	7.9
That uses expansive language for God, for example, in which God is referred to, not just as Father, but also as Mother, Creator, Holy One, etc.	7.7
Where the Bible is the primary focus of preaching	7.3
That uses inclusive language, for example, changing the words of old hymns to include both men and women, not just men	6.9
That at times uses prayers or readings from other non-Christian faiths in worship	6.7

IMNA Q22

	Importance (on a scale of 1 to 10 where 10 is very important)	IMNA Your Church		Identity 2011	
	IMNA Q22h,v,z,aa,bb,jj Identity Q22h,v,z,bb,jj	MEAN	TOP BOX "10"	MEAN	TOP BOX "10"
<b>A</b> <i>Welcoming Church</i>	That values the presence and contribution of people of all ages, from children and youth to seniors	9.4	70	9.2	65
	That is inviting and welcoming to all	9.7	82	9.3	71
	That performs same sex marriage	8.3	57	6.6	28
	That supports same sex couples in marriage	8.9	60	NA	NA
	Where worship feels comfortable and familiar	9.1	53	8.2	37
	That uses inclusive language, for example, changing the words of old hymns to include both men and women, not just men	6.9	30	6.3	21

## Attributes of an Ideal Church: Accompanies People on Their Life Journey

	Importance (on a scale of 1 to 10 where 10 is very important)	IMNA Your Church		Identity 2011	
	IMNA Q22d, e, m, s, x Identity Q22d, e, m, s, x	MEAN	TOP BOX "10"	MEAN	TOP BOX "10"
<b><i>A Church That Accompanies People on Their Life Journey</i></b>	That accompanies people through the most difficult times of life	9.6	78	9.1	60
	That offers you a place to build deep personal relationships	8.9	48	7.8	29
	That approaches life's deepest issues with respect for personal freedom and choice	9.1	63	8.7	47
	That places an emphasis on helping people with the day-to-day issues in their lives	8.9	48	8.5	39
	That helps people grow spiritually	9.3	63	8.9	55

***A Church That Turns Faith Into Action***

Importance (on a scale of 1 to 10 where 10 is very important)	IMNA Your Church		Identity 2011	
	MEAN	TOP BOX "10"	MEAN	TOP BOX "10"
IMNA Q22g, i, k, o, p, r, u, cc, nn Identity Q22g, i, k, o, p, r, u, cc				
That has a culture of encouraging regular financial donations to support the work of the church locally, nationally and around the world	8.5	40	7.7	26
In which members demonstrate their faith by showing respect for all people regardless of sexual orientation	9.5	72	8.8	57
In which members demonstrate their faith by showing respect for the earth and the environment	9.0	53	8.5	43
That reaches out to those in the local community who need help	8.9	55	8.9	50
That works with impoverished or poor people to find ways to improve their situation	8.8	48	8.4	39
Whose members work for justice in the world	8.6	38	8.4	40
In which people are encouraged to translate their personal faith into action in their daily lives	9.1	57	8.5	42
That offers opportunities to get involved in church activities outside of worship	8.7	42	8.1	33
That is more concerned with the here and now than the hereafter	8.5	52	NA	NA

***A Church That is Engaging and Dynamic***

Importance (on a scale of 1 to 10 where 10 is very important)	IMNA Your Church		Identity 2011	
	MEAN	TOP BOX "10"	MEAN	TOP BOX "10"
IMNA Q22a, c, l, t, dd, hh Identity Q22a, c, l, t, dd, hh				
That is open to changing the way it does things	9.0	50	8.3	38
Where people are continually in the process of discovering new ways of looking at and understanding their faith	8.6	45	8.3	38
That encourages questioning and debate	8.7	45	8.4	40
That offers its members worship and study opportunities that engage both the emotions and the intellect	8.8	47	8.3	37
That offers opportunities to help make decisions about the direction of the church	8.9	45	8.4	36
That uses many different styles of music	8.9	45	7.9	32

	Importance (on a scale of 1 to 10 where 10 is very important)	IMNA Your Church		Identity 2011	
	IMNA Q22b, f, j, n, oo Identity Q22b, f, j, n	MEAN	TOP BOX "10"	MEAN	TOP BOX "10"
<b><i>A Church That is Focused on Discipleship</i></b>	That offers the possibility of personal transformation, for example, turning one’s life around or changing the way one looks at the world	8.4	43	7.9	32
	That invites members to grow in their relationship with Jesus	8.9	52	8.2	40
	Where members are encouraged to follow Jesus as disciples	8.4	38	7.9	36
	Where the Bible is the primary focus of preaching	7.3	22	7.3	24
	That helps people to live according to the teachings of Jesus	9.0	55	NA	NA



	Importance (on a scale of 1 to 10 where 10 is very important)	IMNA Your Church		Identity 2011	
	IMNA Q22q, y, mm Identity Q22q, y	MEAN	TOP BOX "10"	MEAN	TOP BOX "10"
<b><i>A Church That Helps Bring People Closer to God</i></b>	Where God's presence is felt	9.4	65	9.0	61
	That encourages its members to pray	9.0	58	8.2	40
	That encourages and provides ways for people to engage in spiritual practices such as meditation	8.1	32	NA	NA

***A Diverse and Intercultural Church***

	Importance (on a scale of 1 to 10 where 10 is very important)	IMNA Your Church		Identity 2011	
		MEAN	TOP BOX "10"	MEAN	TOP BOX "10"
	IMNA Q22w, ee, ff, gg, ii, kk, ll Identity Q22w, ee, ff, gg, ii, kk,				
	That actively tries to build relationships among people of differing faith traditions and cultures	8.9	50	8.0	33
	That encourages newcomers to Canada to maintain connections with faith communities in their home country	8.4	42	6.5	16
	That at times uses prayers or readings from other non-Christian faiths in worship	6.7	17	6.3	13
	That seeks opportunities to recognize and celebrate diverse identities*	7.9	25	6.6	15
	That tries to be understandable and accessible to people whose first language is not the primary language of worship in the congregation	8.5	35	7.5	25
	That uses expansive language for God, for example, in which God is referred to, not just as Father, but also as Mother, Creator, Holy One, etc	7.7	37	6.6	23
	In which the people of the congregation demonstrate their faith by showing respect for diversity in all its forms	9.3	65	NA	NA

\* Slight change in question wording from 2011 Identity Survey to current IMNA survey



**imna**

IDENTITY | MISSION | NEEDS ANALYSIS

## Needs Analysis

What Do You Need to Fulfil  
Your Mission and Ministry?



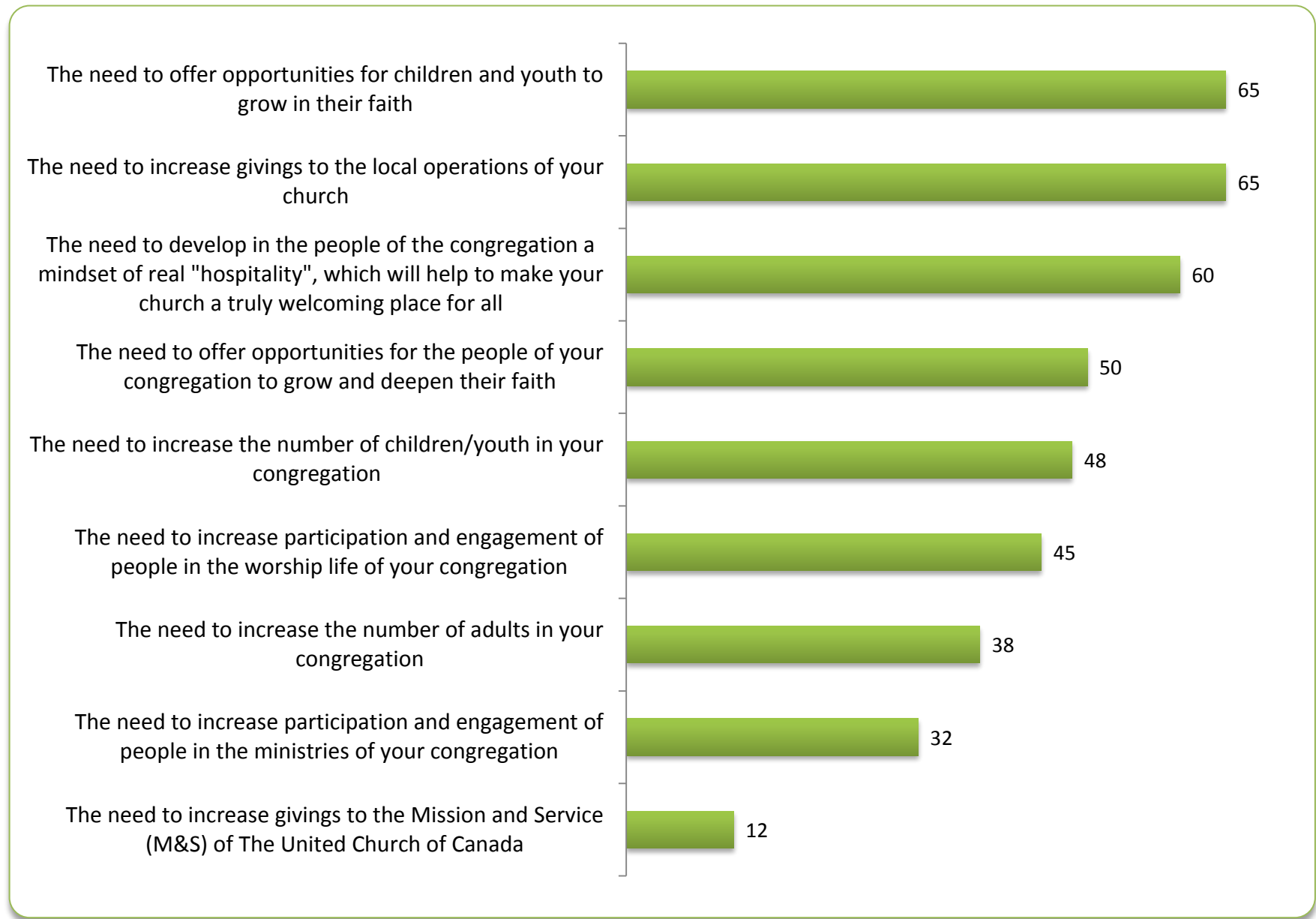
## NEEDS ANALYSIS

- Overall Needs in Your Church Today
- What is Needed to Create Meaningful Worship?
- What is Needed to Promote Engagement with Mission and Ministry?
- Ministry Personnel Needs
  - Desirable attributes in ministry personnel
  - Your faith community's openness to diversity

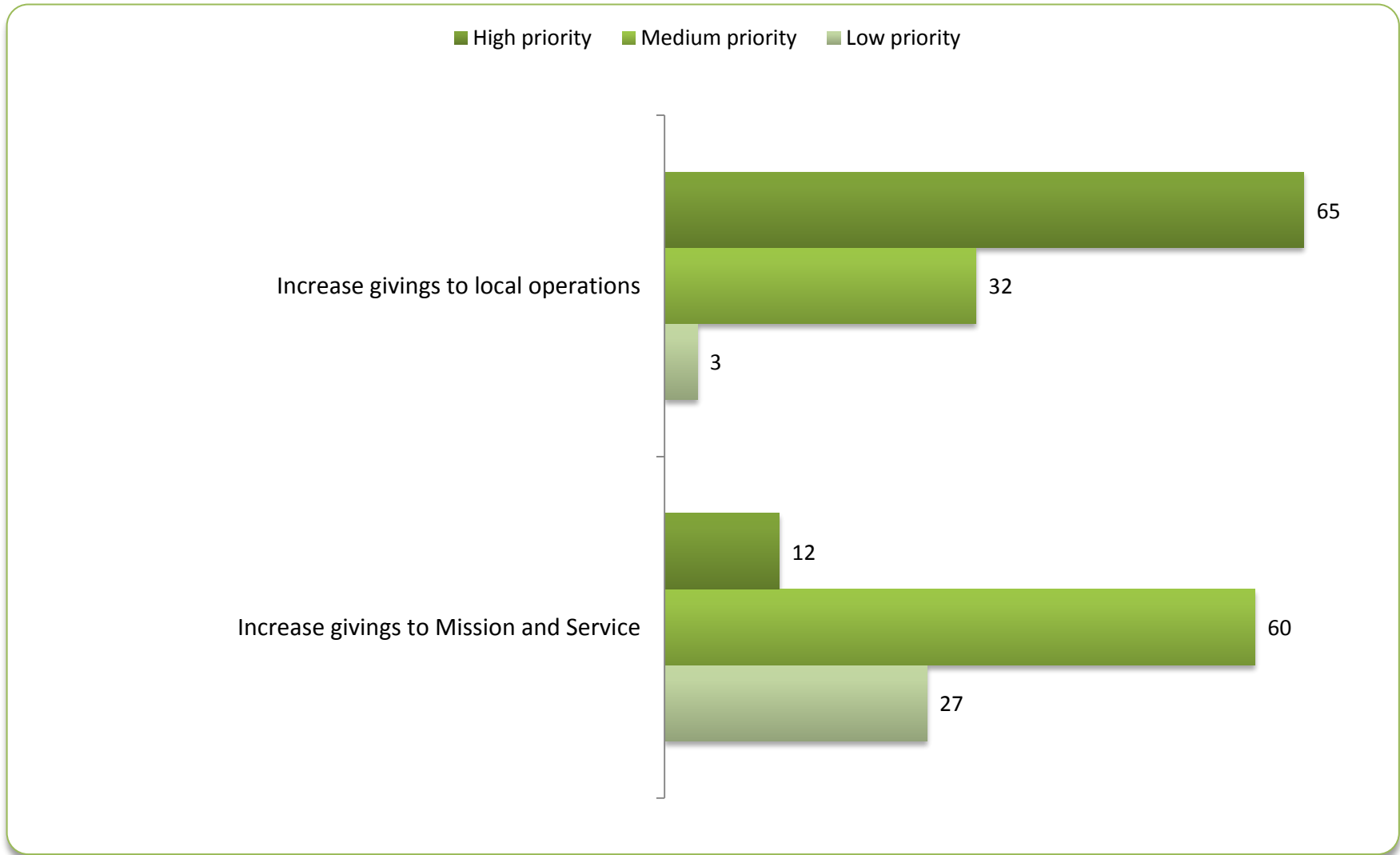


## NEEDS ANALYSIS

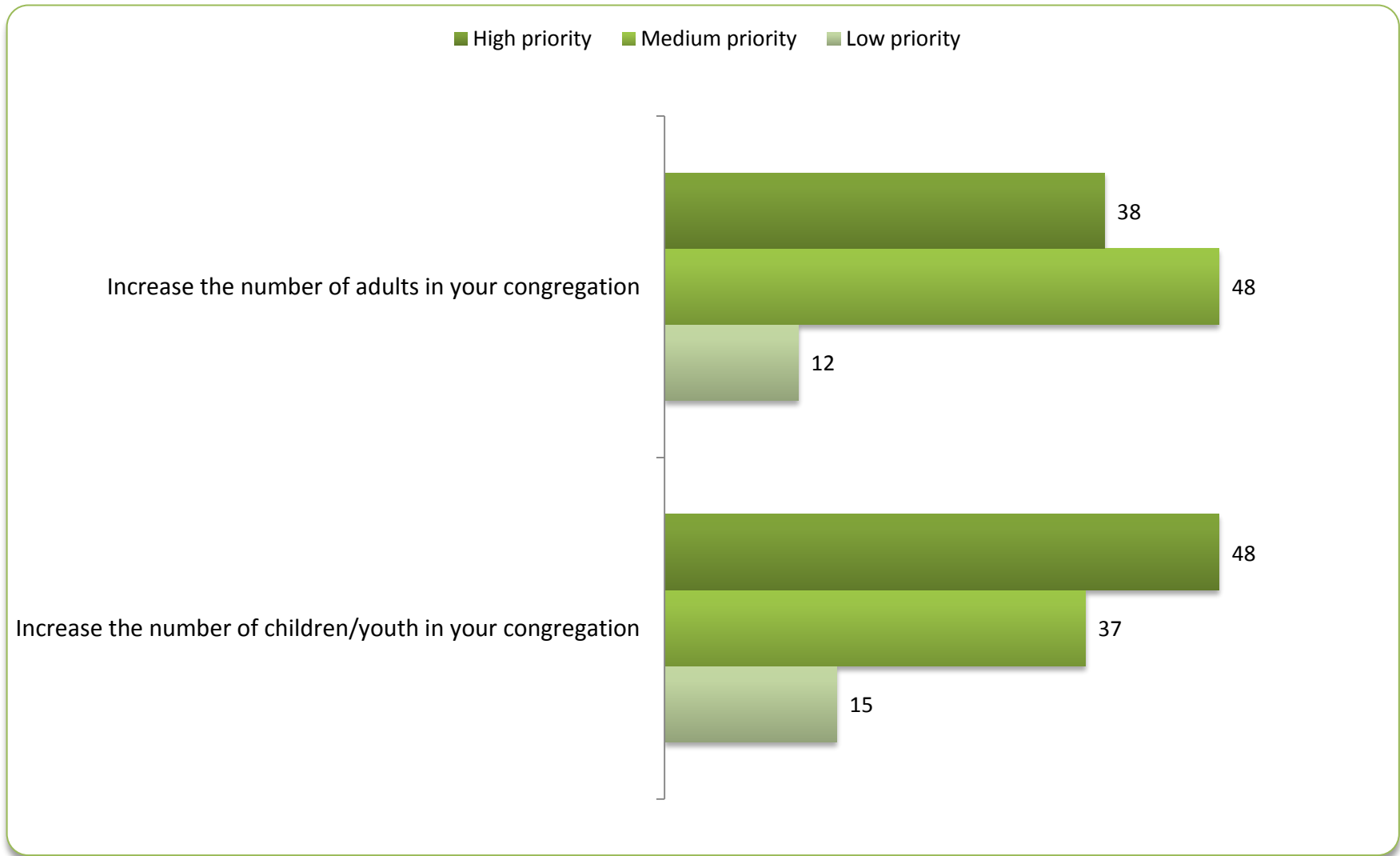
- **Overall Needs in Your Church Today**
- What is Needed to Create Meaningful Worship?
- What is Needed to Promote Engagement with Mission and Ministry?
- **Ministry Personnel Needs**
  - Desirable attributes in ministry personnel
  - Your faith community's openness to diversity



IMNA Q23

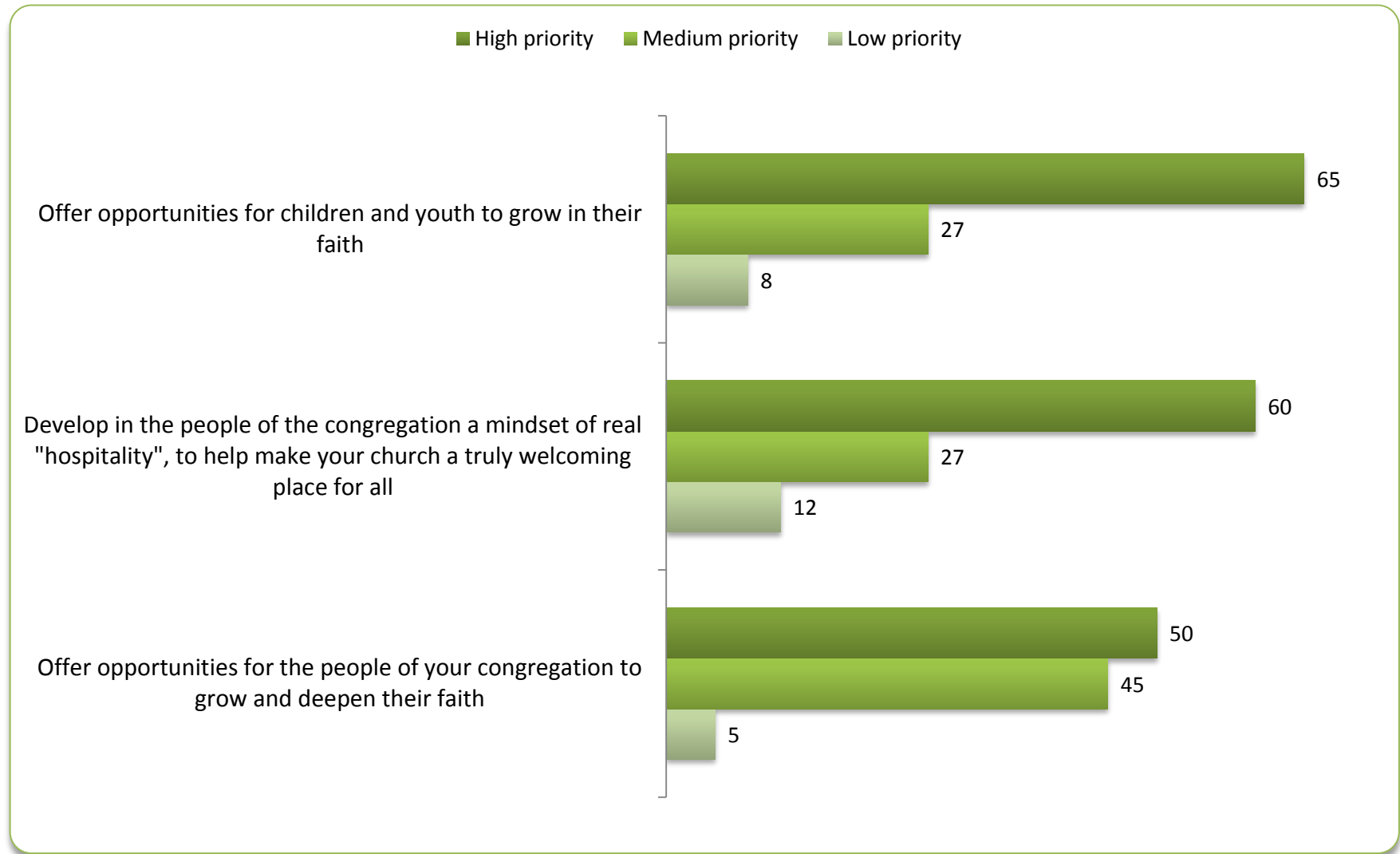


IMNA Q23g, h

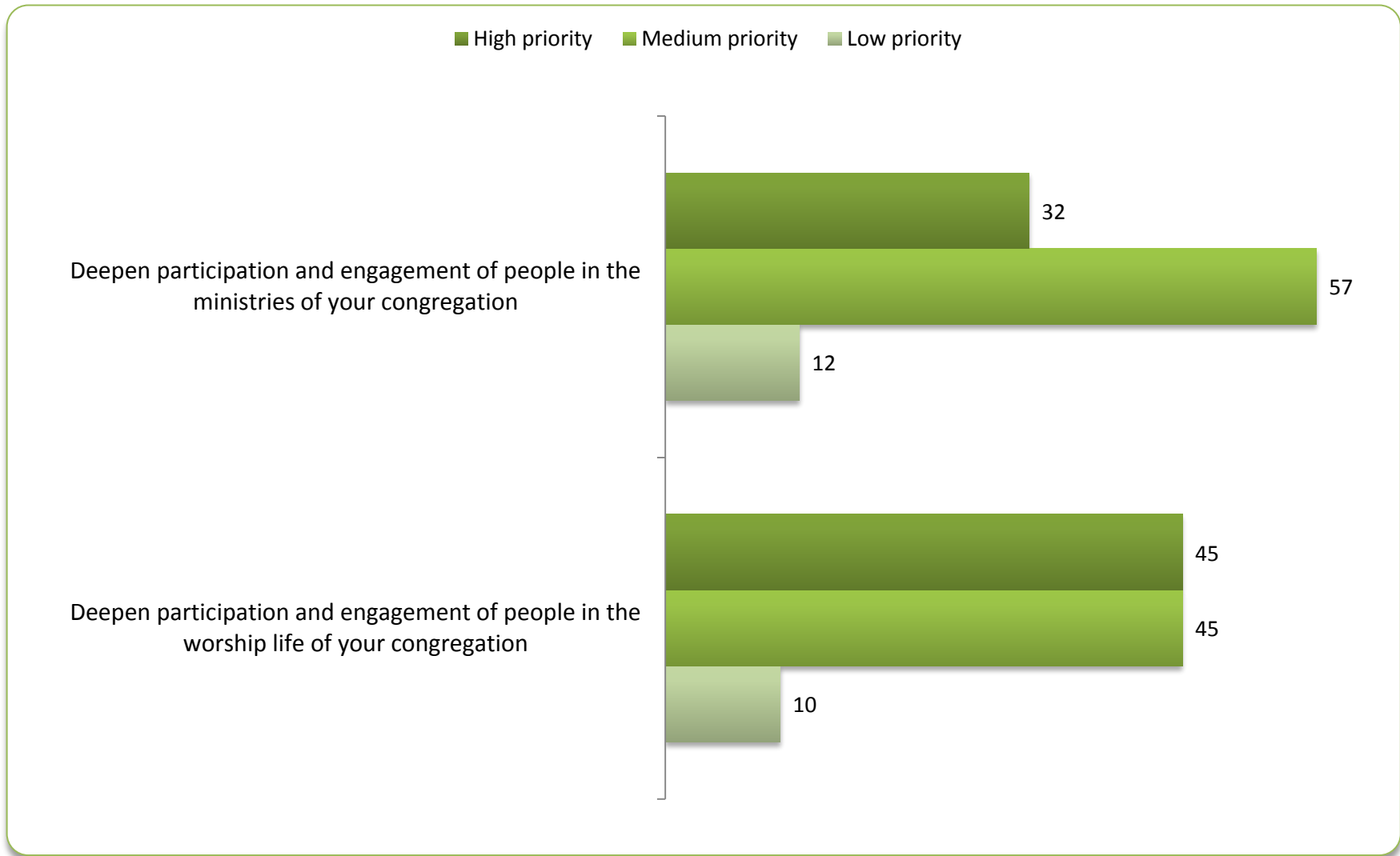


IMNA Q23e, f





IMNA Q23a, d, i



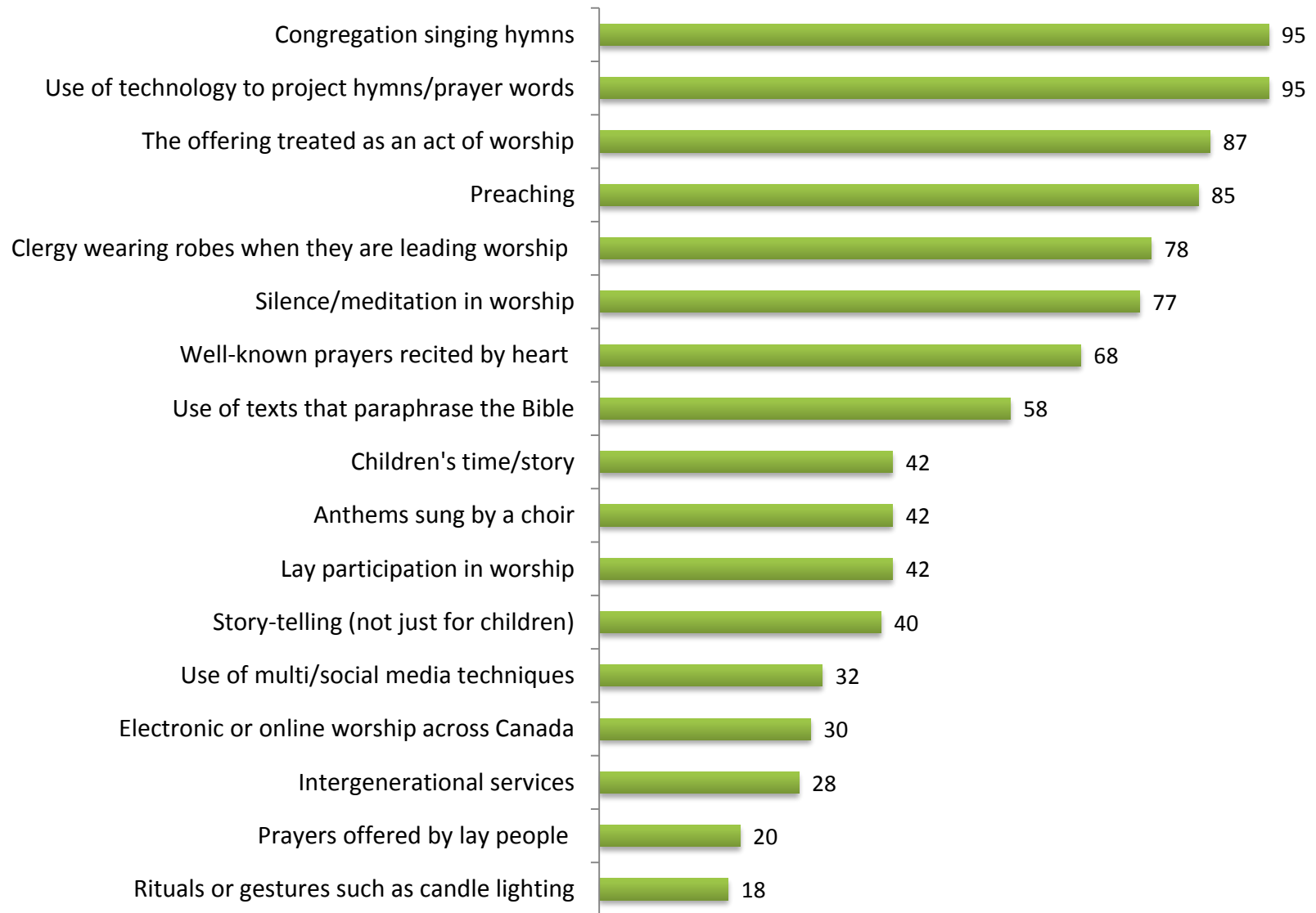
IMNA Q23b, c



## NEEDS ANALYSIS

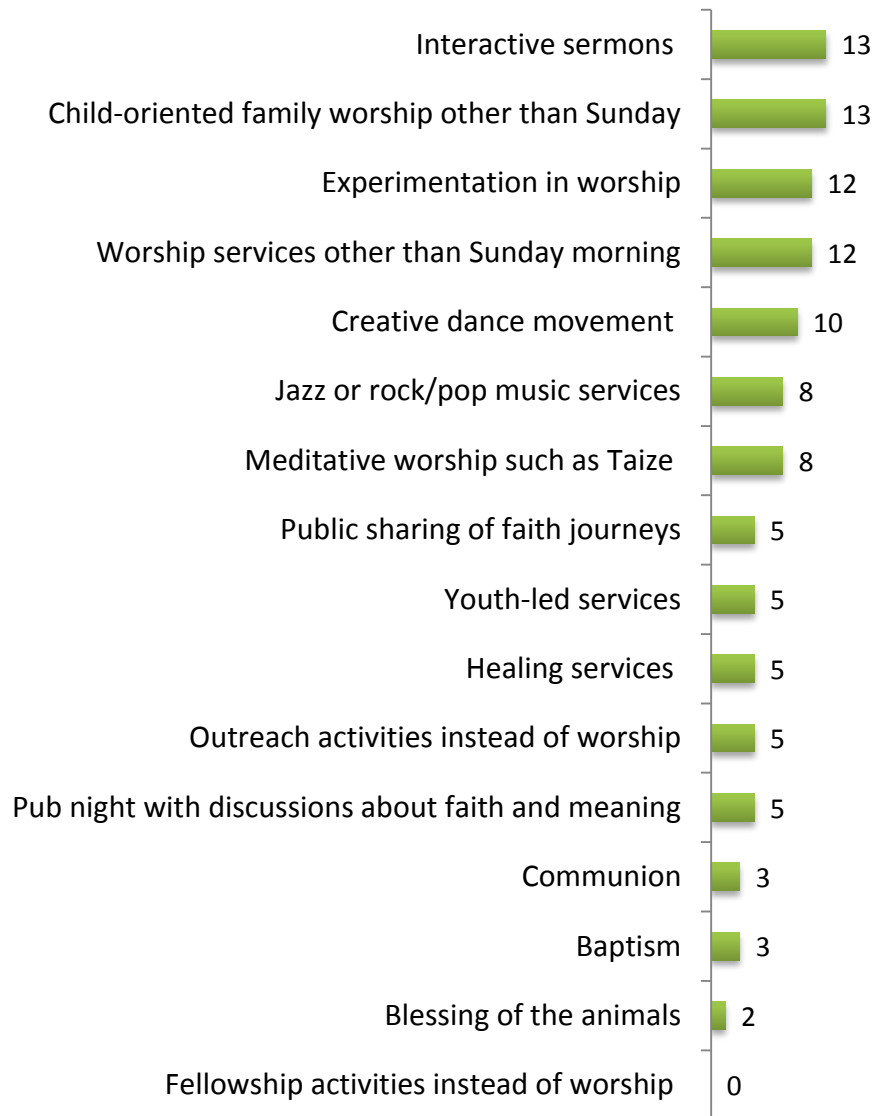
- Overall Needs in Your Church Today
- What is Needed to Create Meaningful Worship?**
- What is Needed to Promote Engagement with Mission and Ministry?
- Ministry Personnel Needs
  - Desirable attributes in ministry personnel
  - Your faith community's openness to diversity

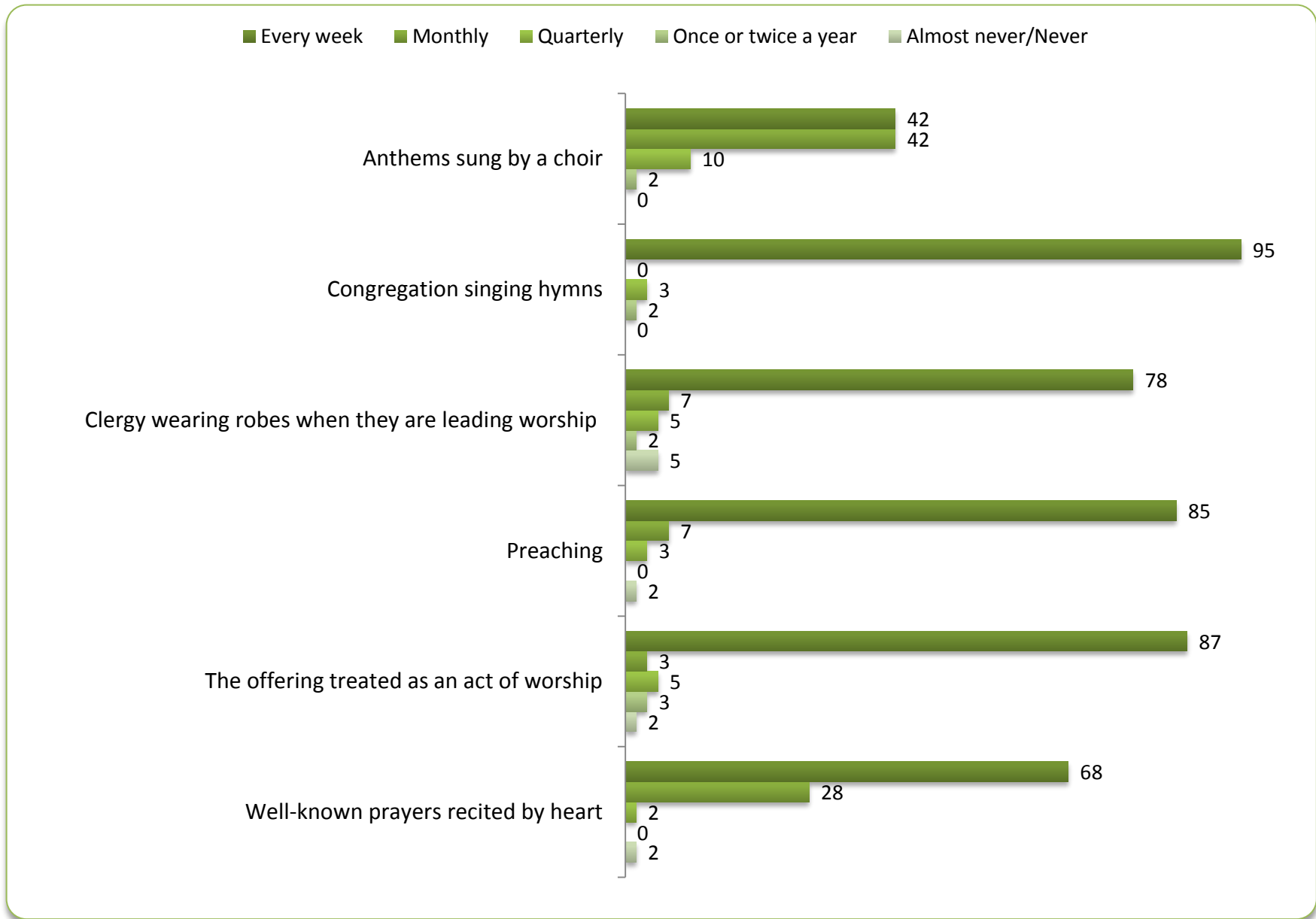
## Summary of Priorities for Meaningful Worship (Needed on a Weekly Basis)



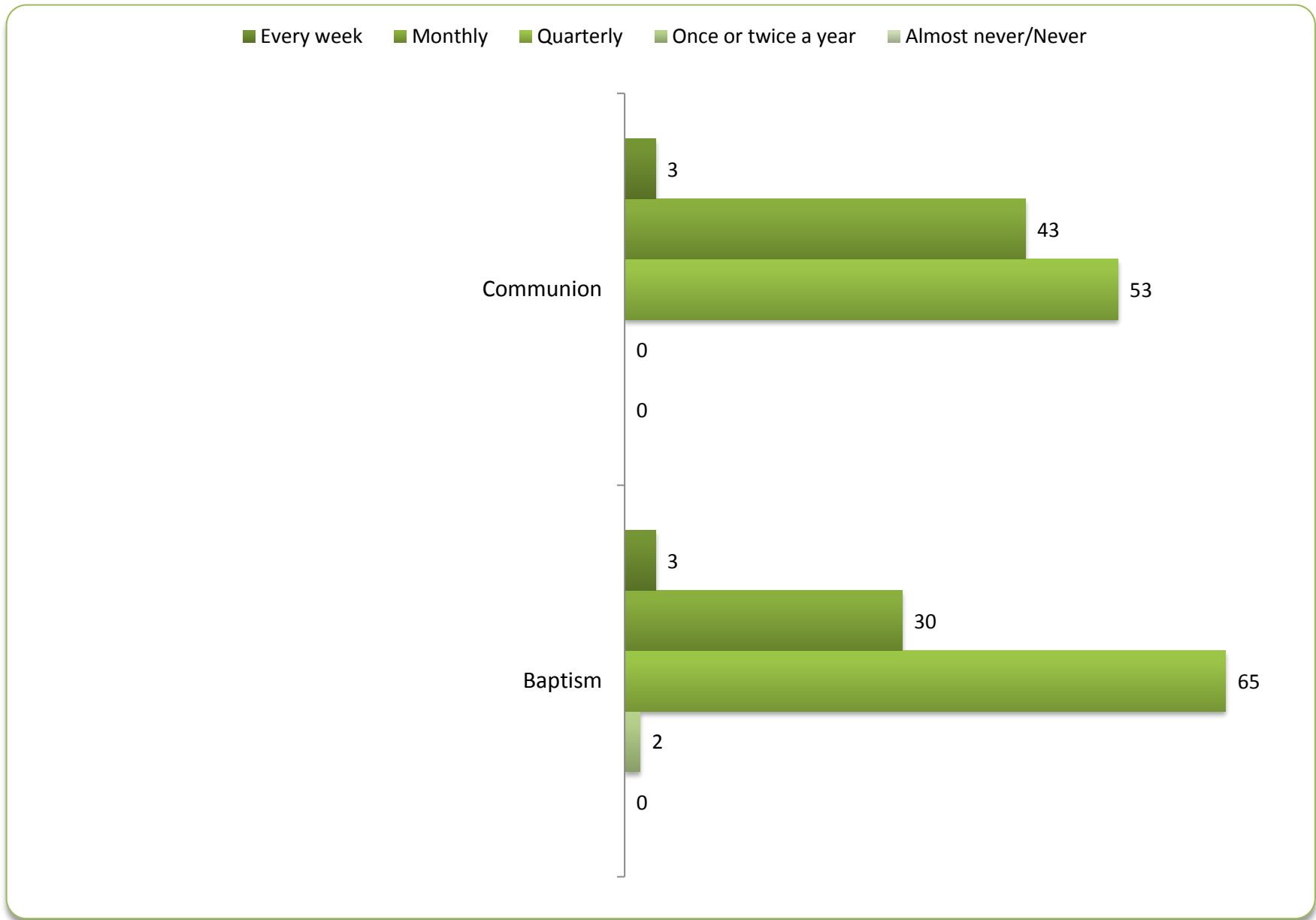
IMNA Q21

Summary of Priorities for Meaningful Worship  
(Needed on a Weekly Basis), Cont'd

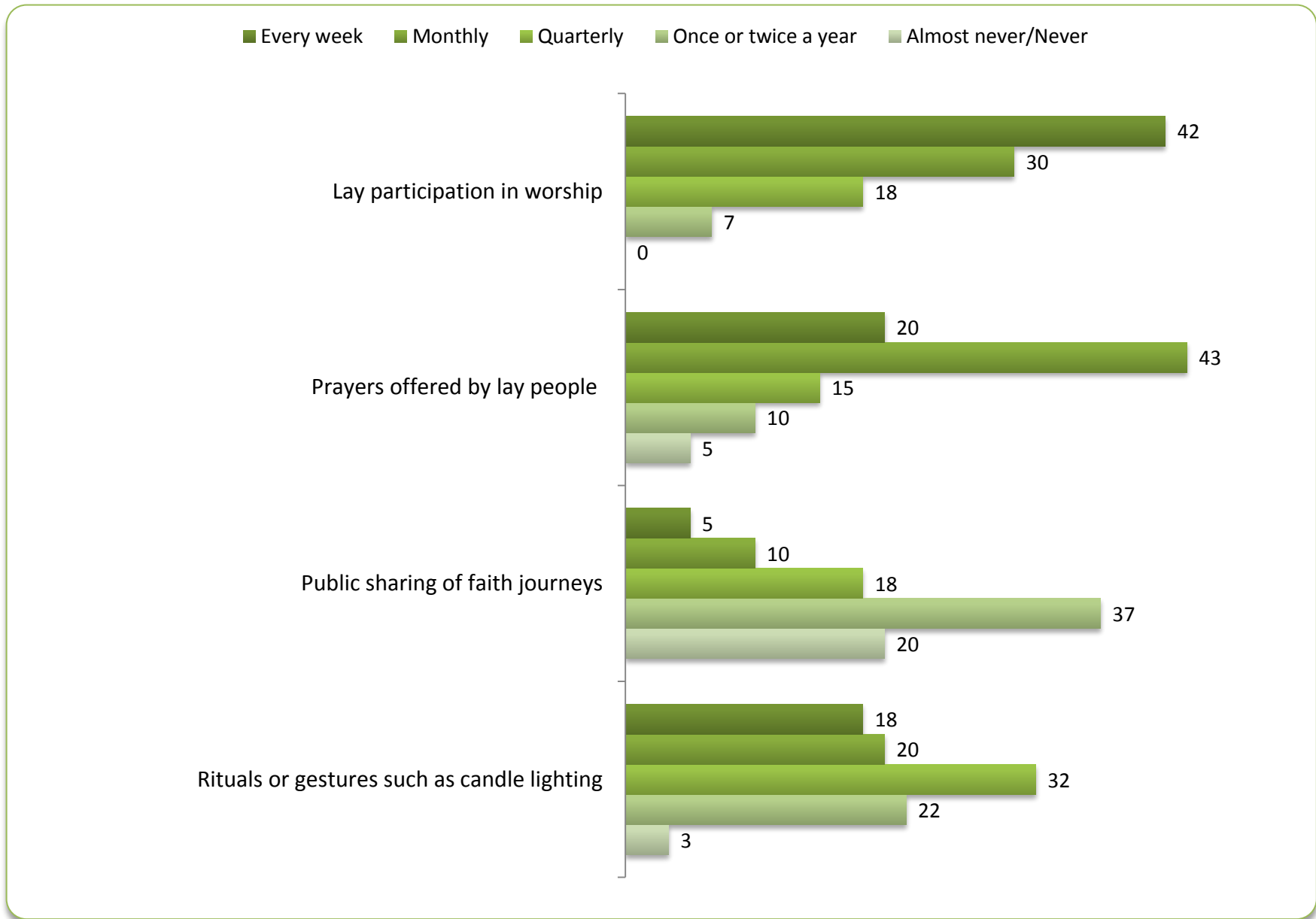




IMNA Q21b, c, e, g, h, dd

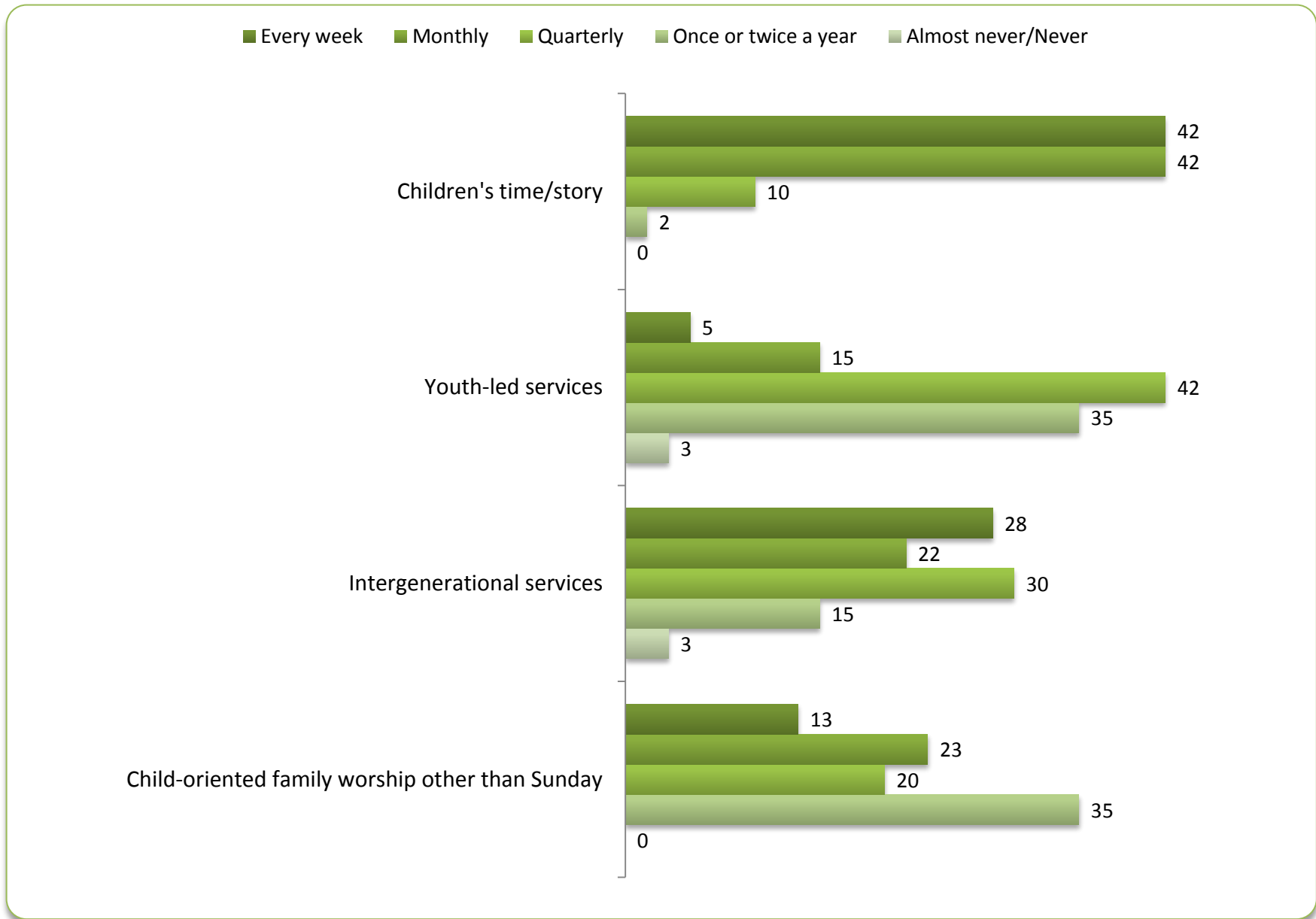


IMNA Q21i, j

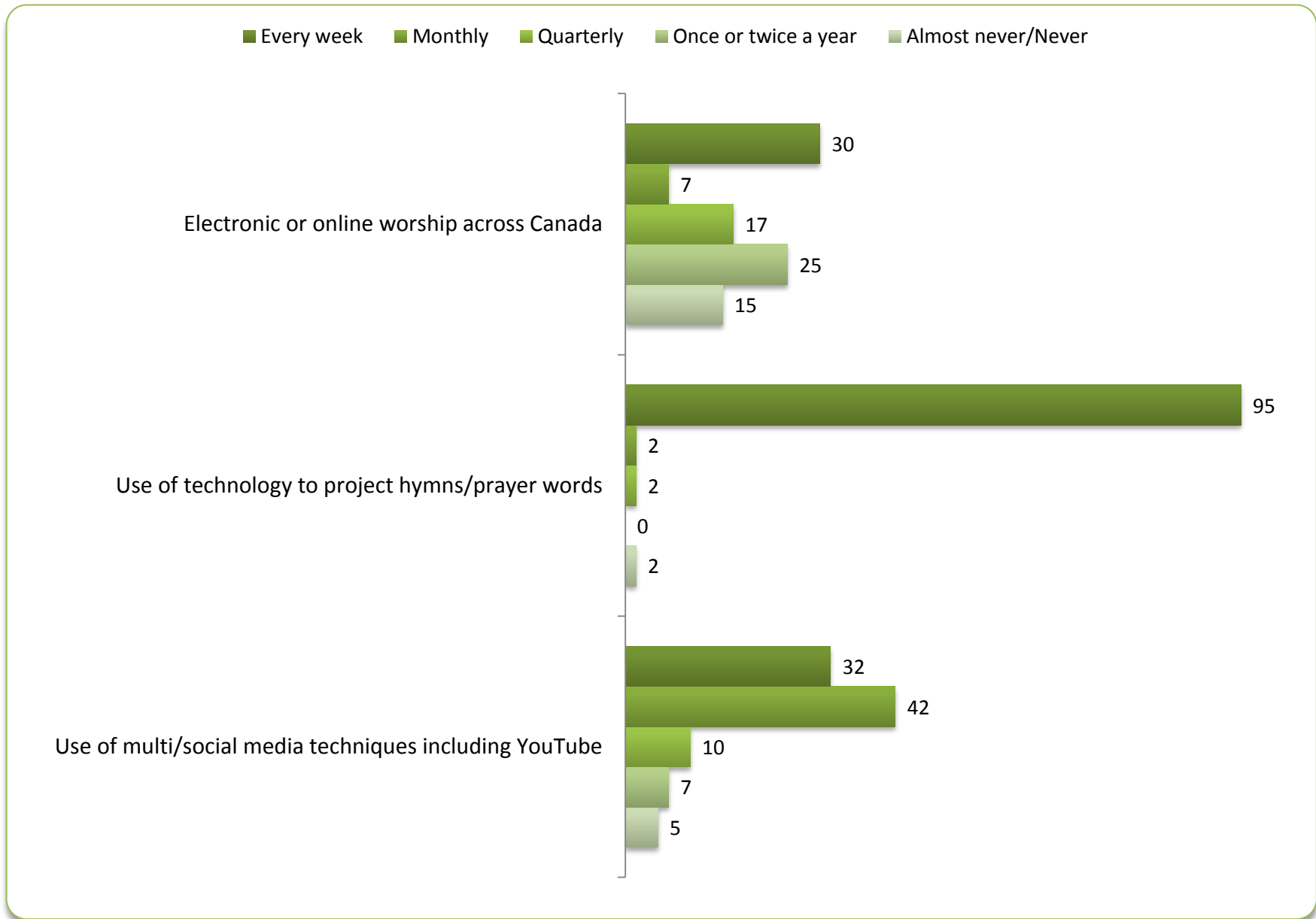


IMNA Q21d, f, k, aa

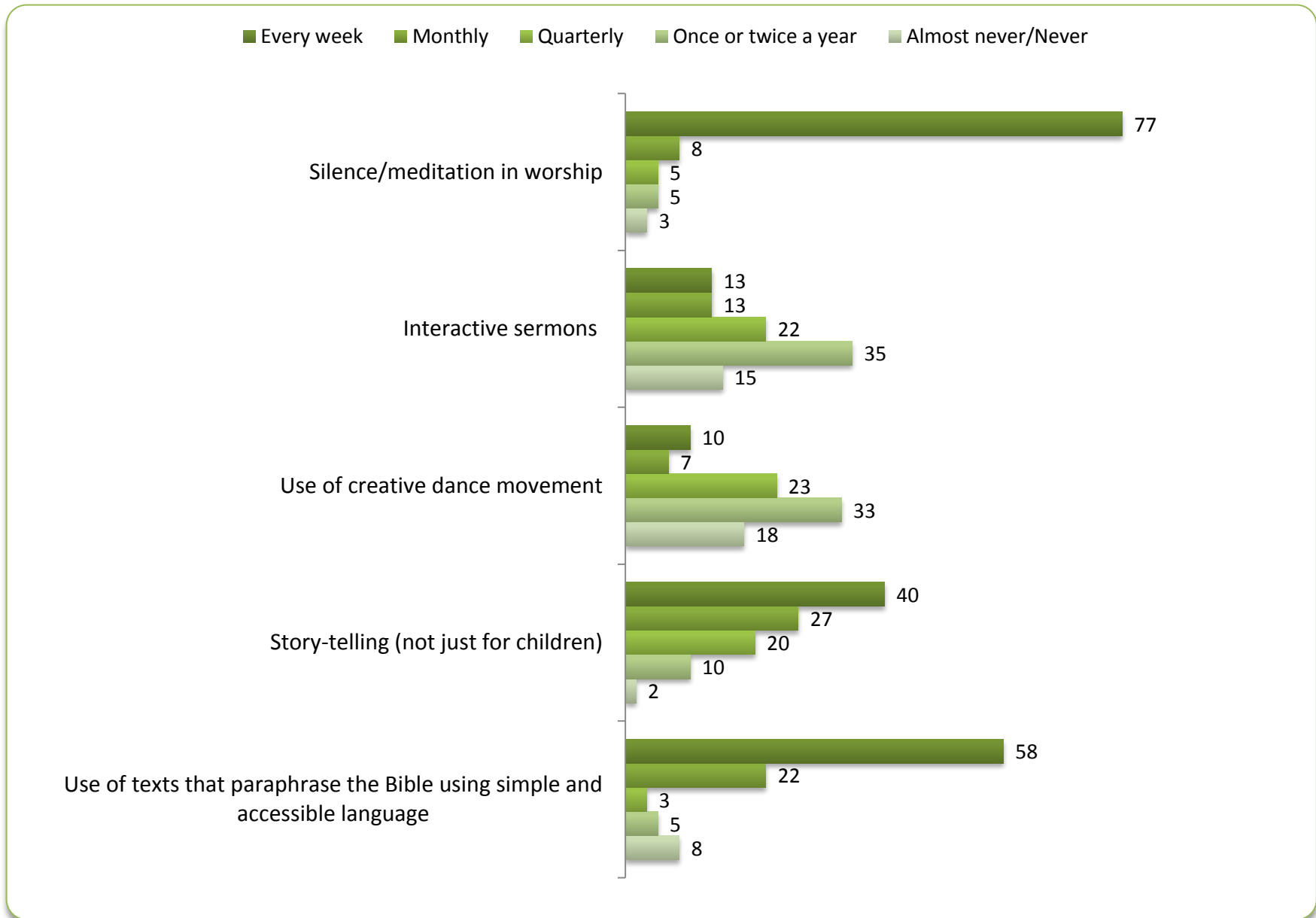




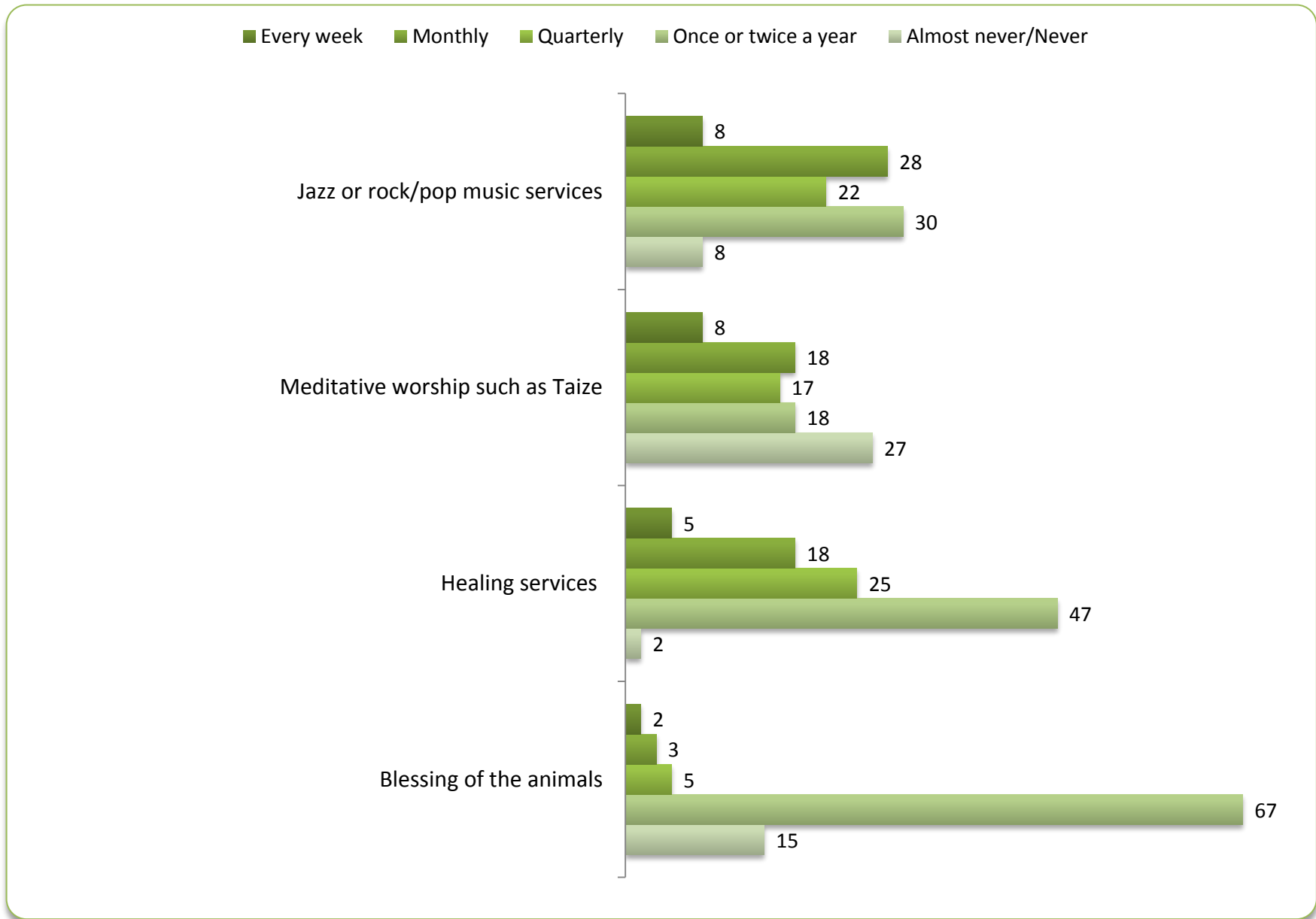
IMNA Q21a, o, r, w



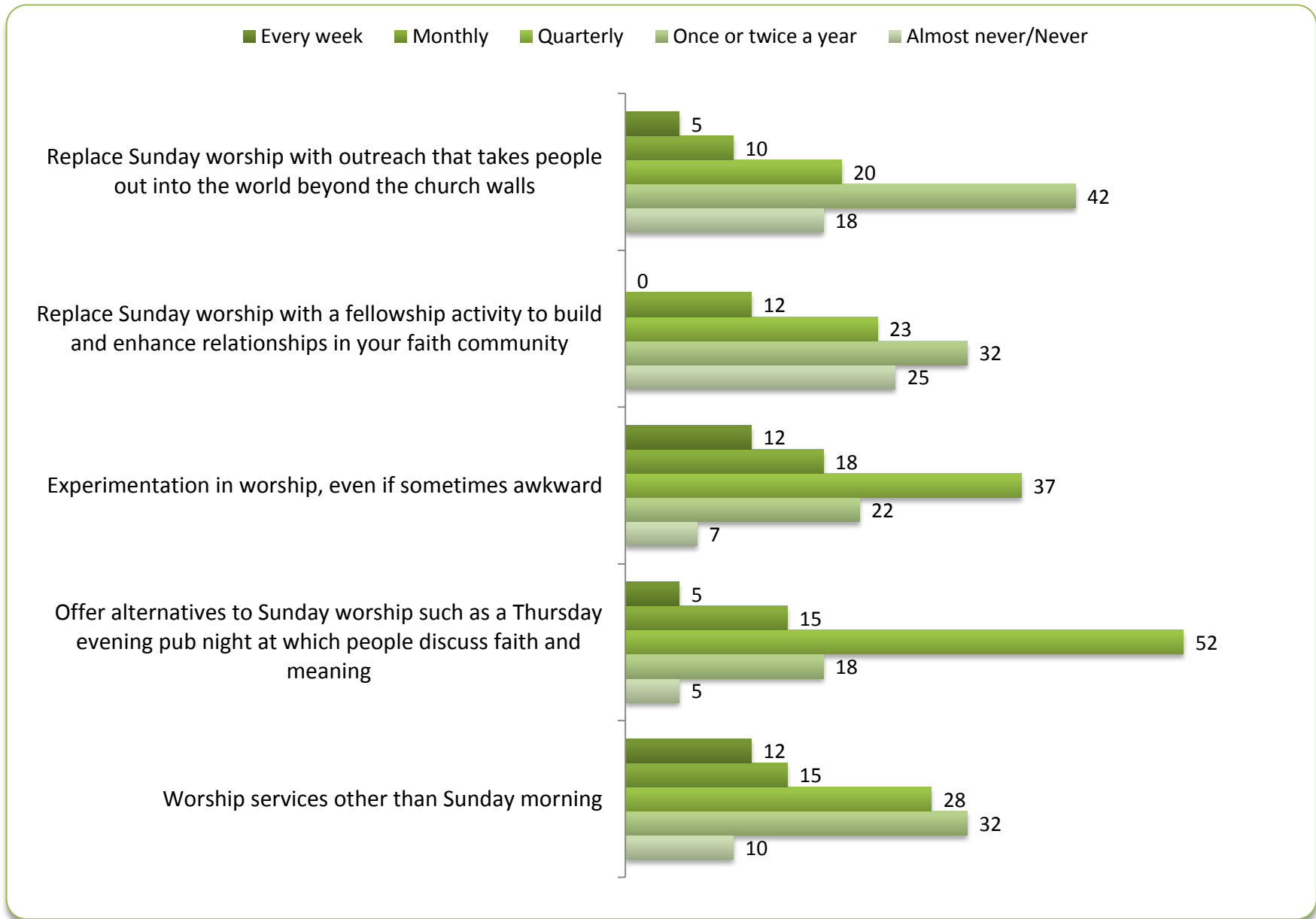
IMNA Q21v, x, z



IMNA Q21l, p, s, u, y



IMNA Q21m, n, q, t



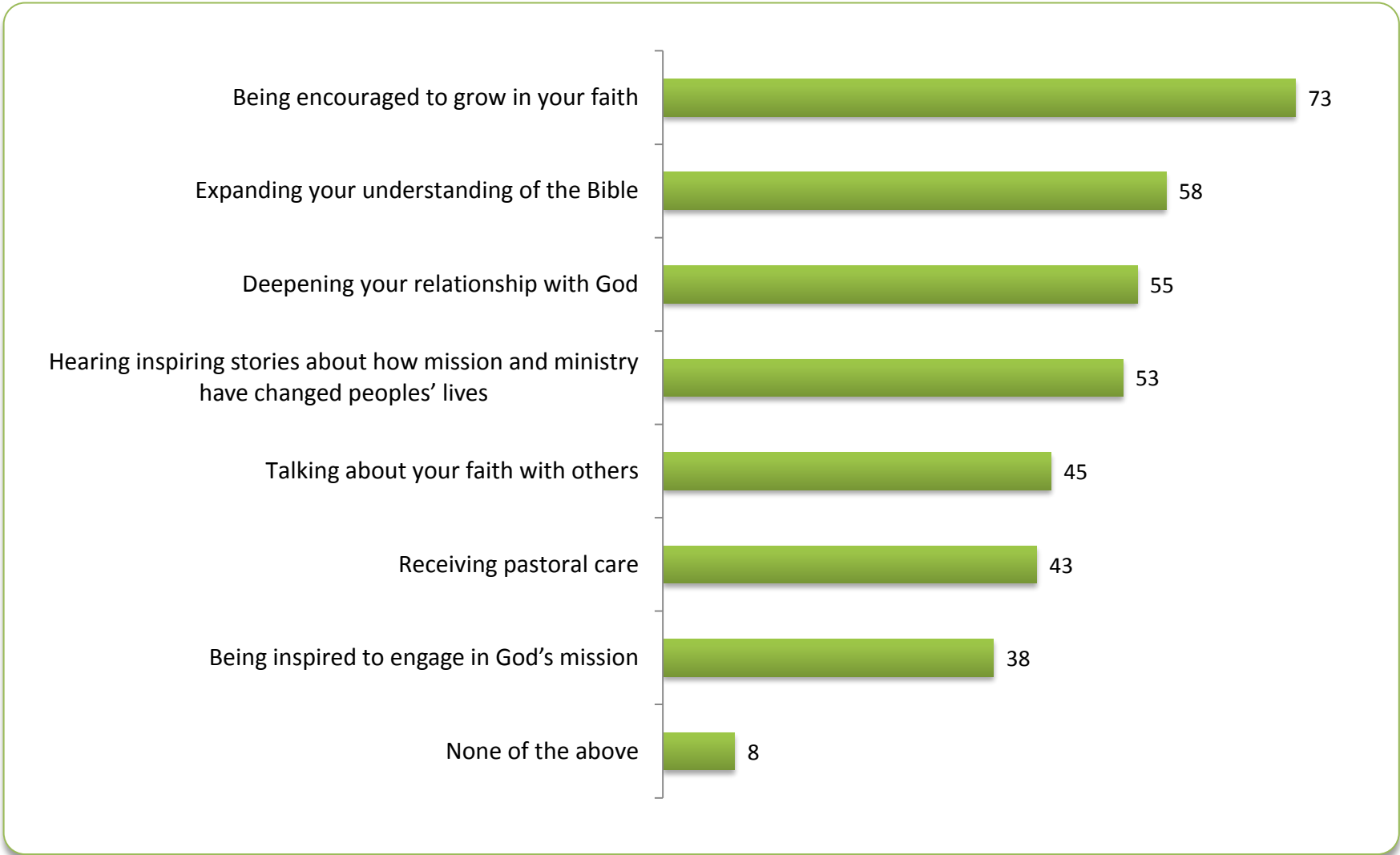
IMNA Q21bb, cc, ee, ff, gg



## NEEDS ANALYSIS

- Overall Needs in Your Church Today
- What is Needed to Create Meaningful Worship?
- What is Needed to Promote Engagement with Mission and Ministry?**
- Ministry Personnel Needs
  - Desirable attributes in ministry personnel
  - Your faith community's openness to diversity

# What is Needed to Maintain or Increase Engagement in Your Congregation's Mission and Ministry?



IMNA Q28

Note: Percentages denote the proportion of respondents who say each item applies to them; multiple responses allowed

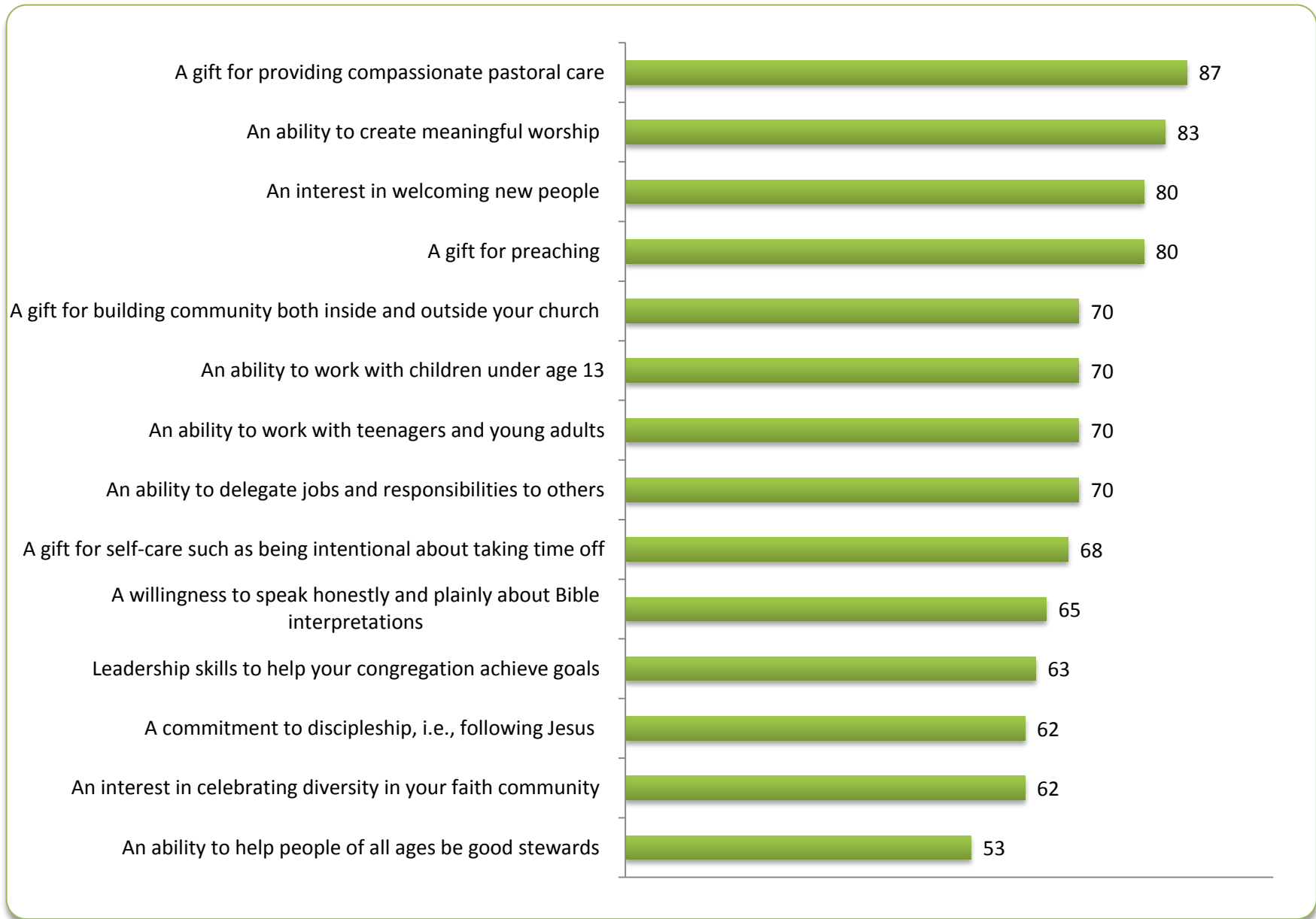


## NEEDS ANALYSIS

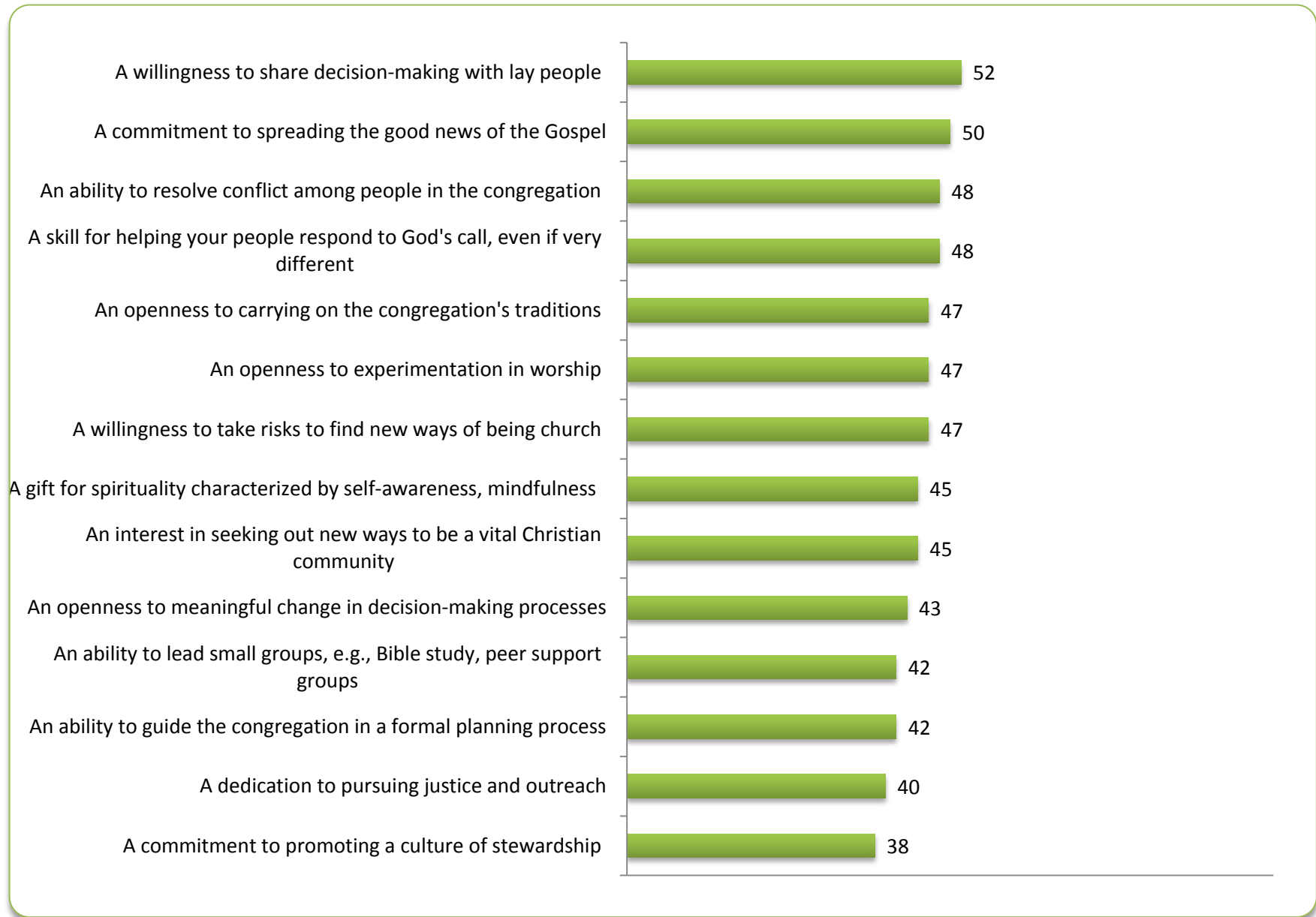
- Overall Needs in Your Church Today
- What is Needed to Create Meaningful Worship?
- What is Needed to Promote Engagement with Mission and Ministry?
- Ministry Personnel Needs**
  - Desirable attributes in ministry personnel**
  - Your faith community's openness to diversity



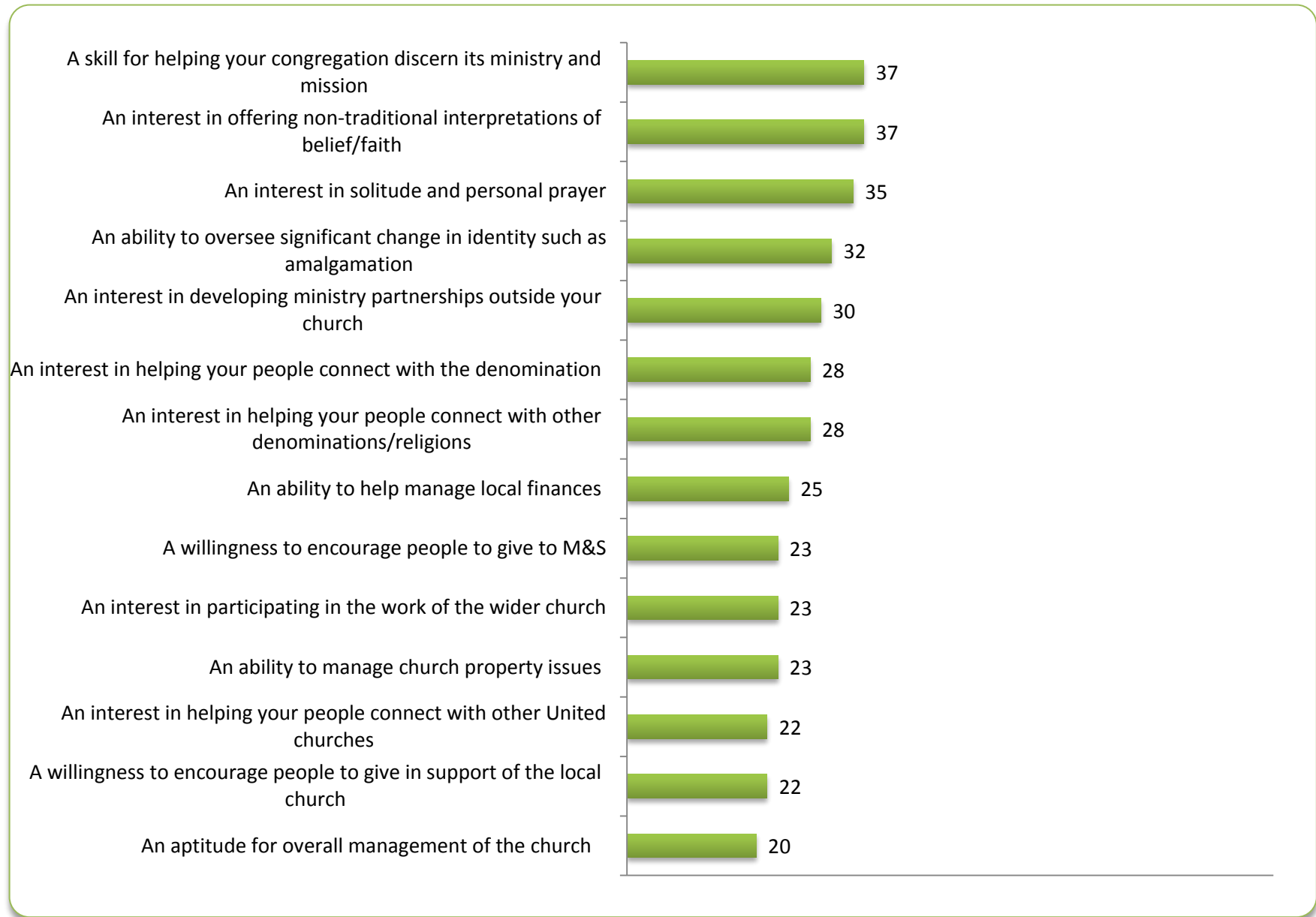
## Summary of Desirable Attributes in Ministry Personnel ("Strongly Agree")

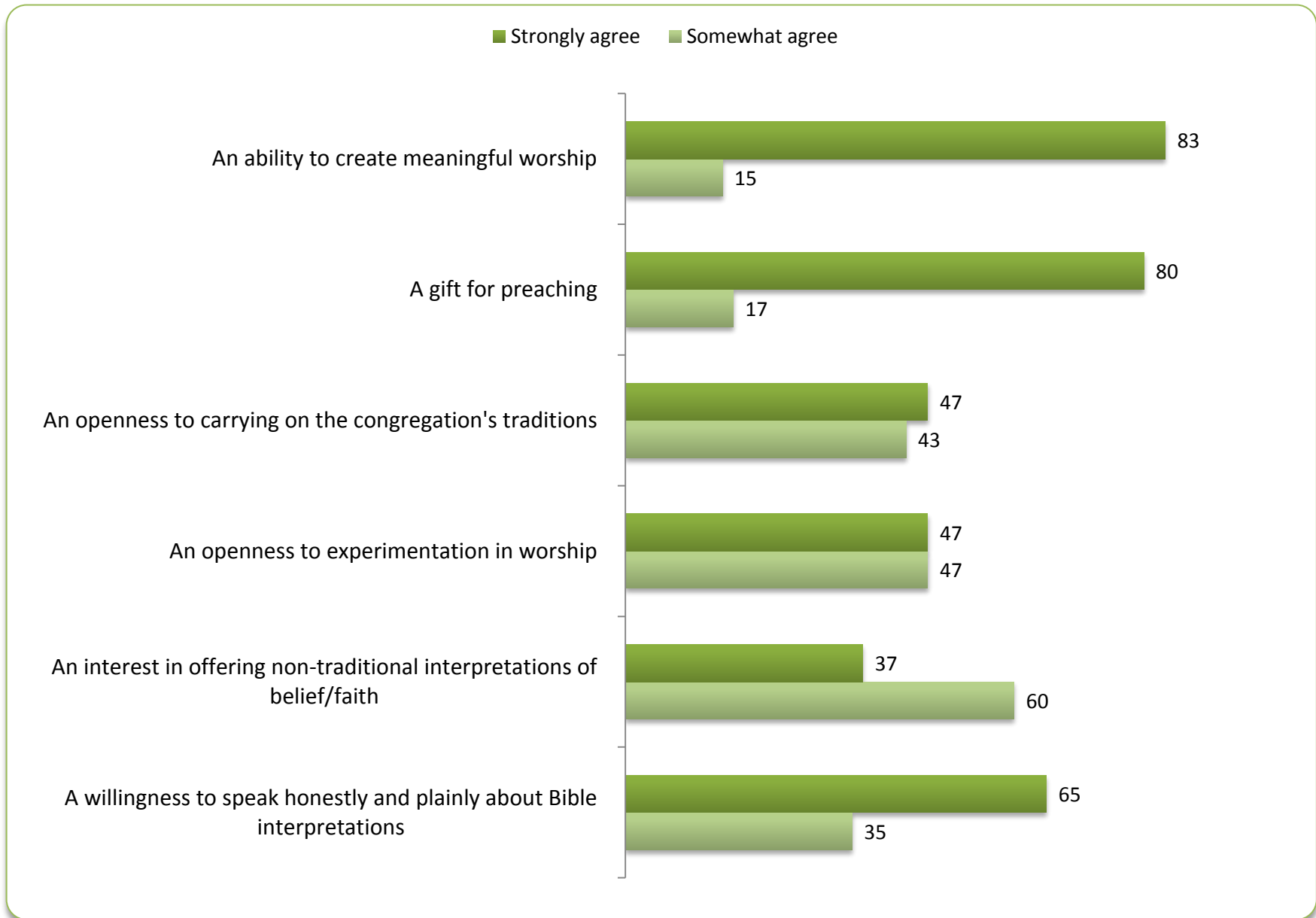


Summary of Desirable Attributes in Ministry Personnel  
("Strongly Agree"), Cont'd

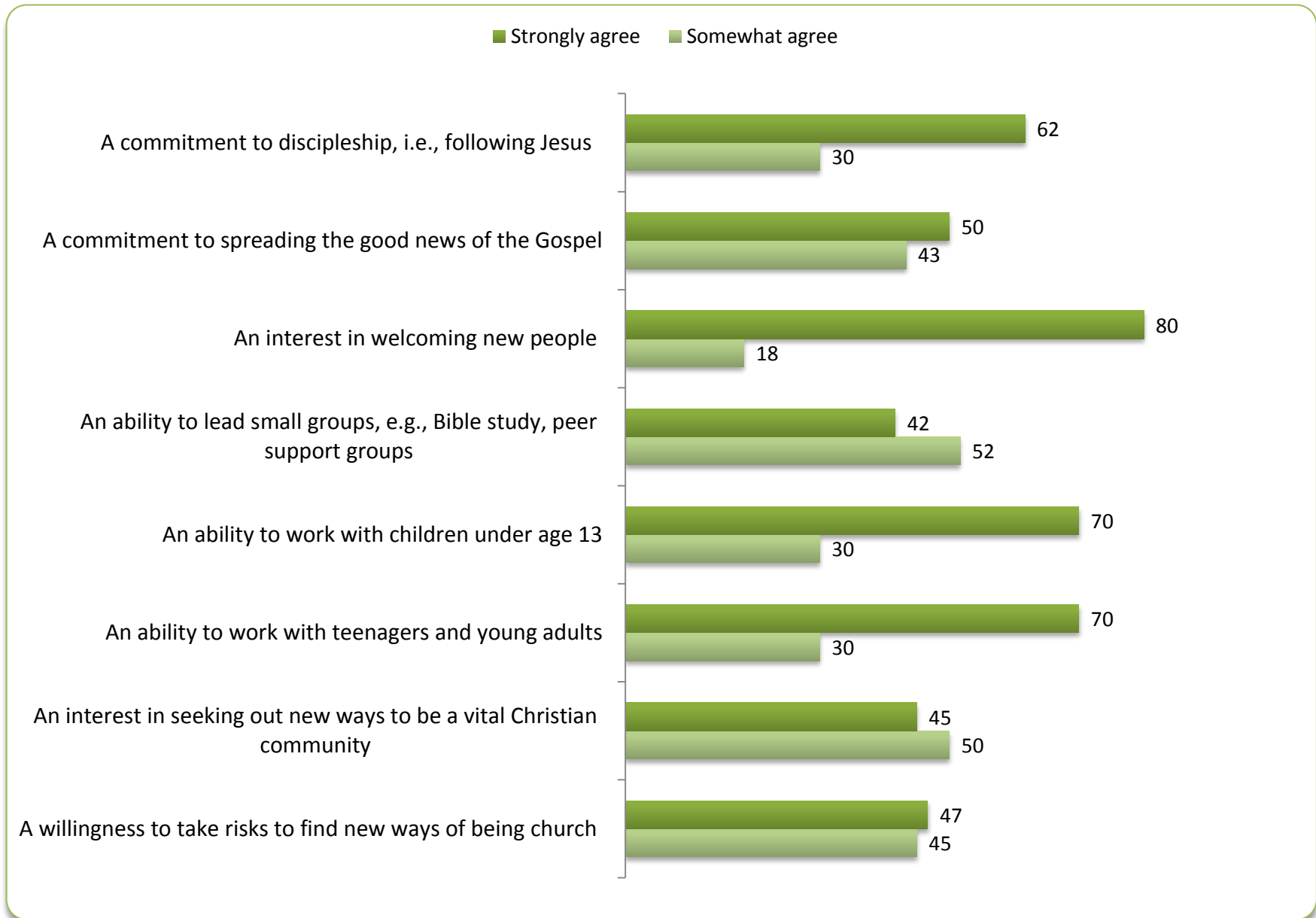


Summary of Desirable Attributes in Ministry Personnel  
("Strongly Agree"), Cont'd

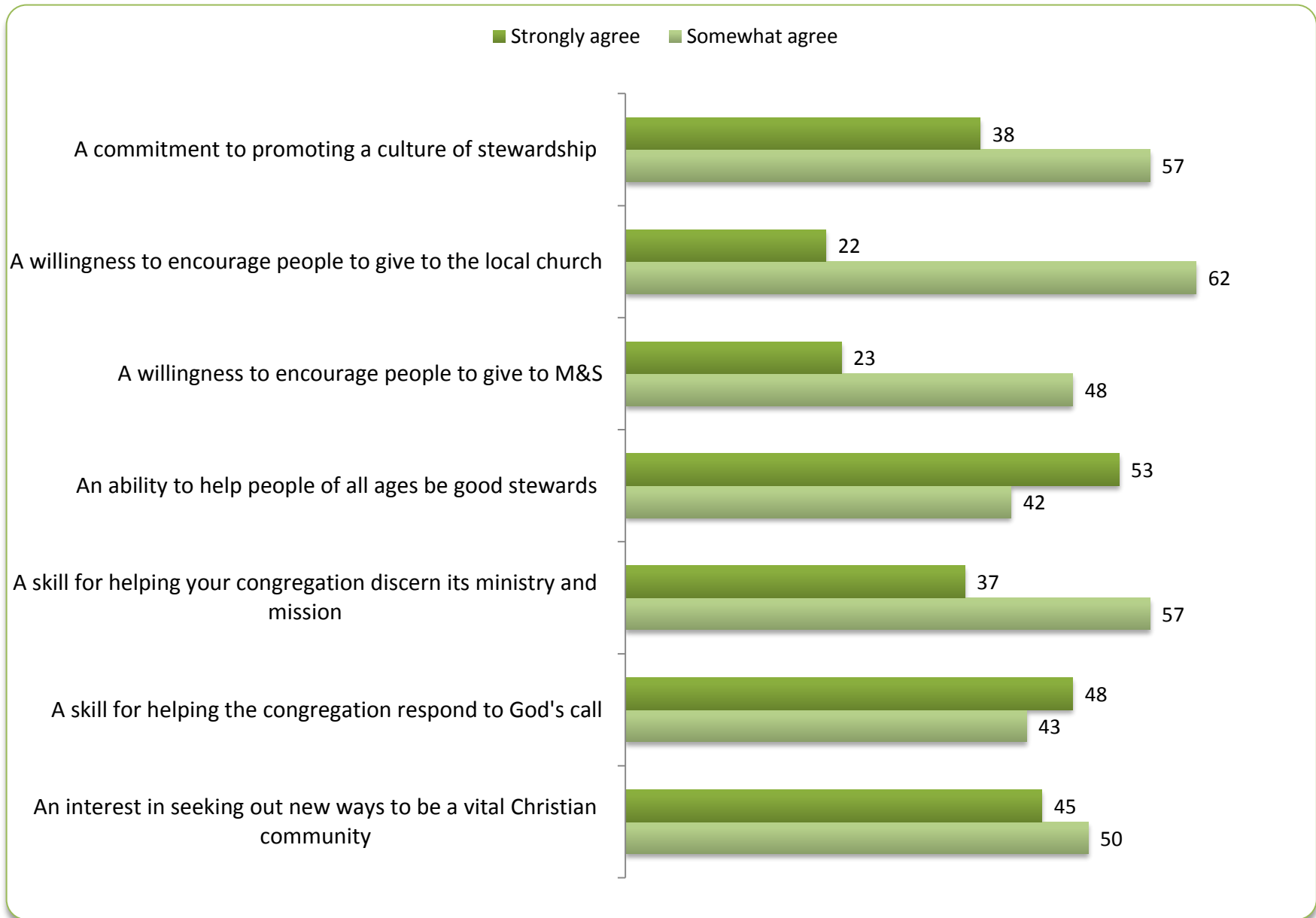




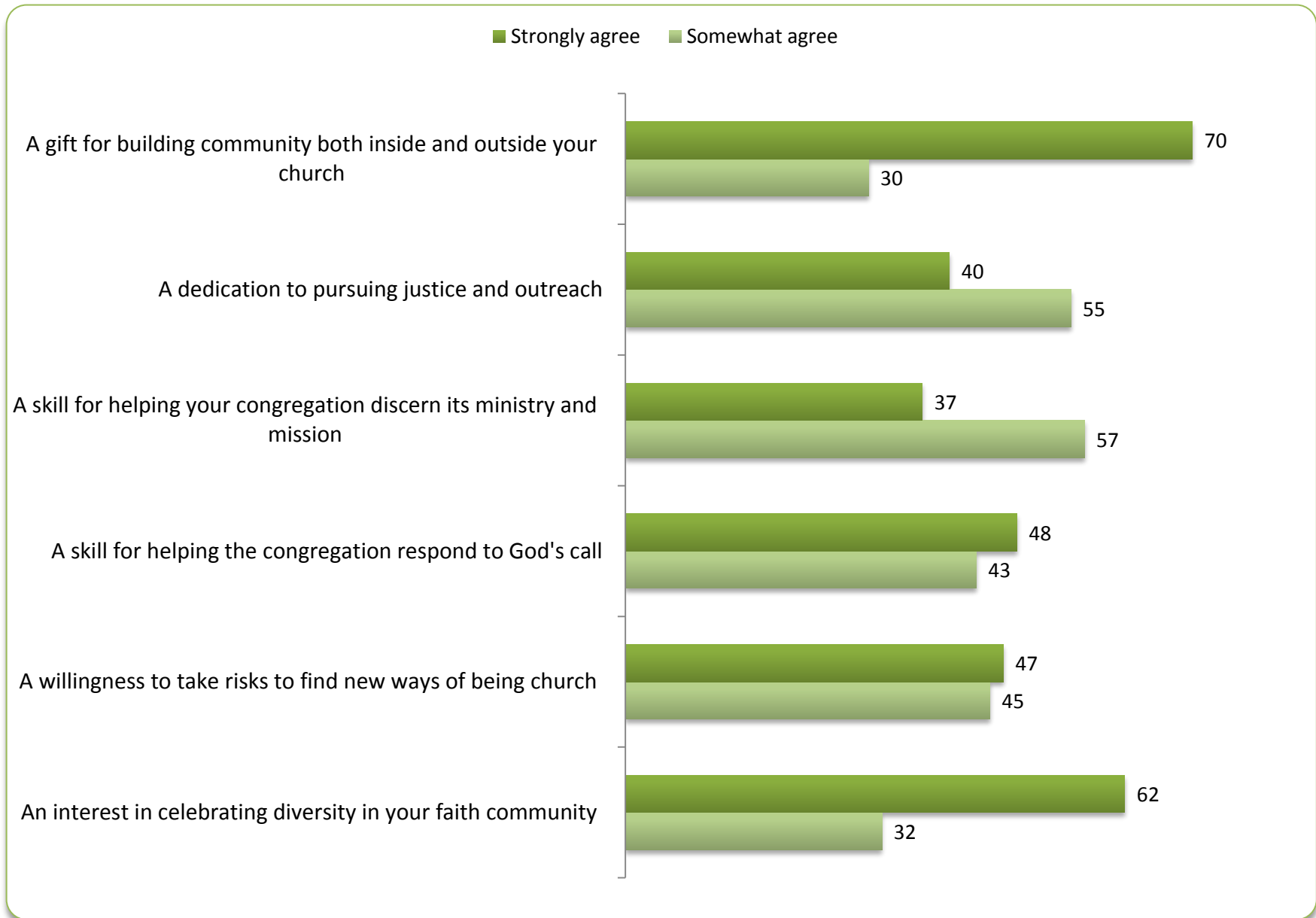
IMNA Q24b, dd, ii, kk, mm, nn



IMNA Q24c, d, m, u, v, w, gg, oo

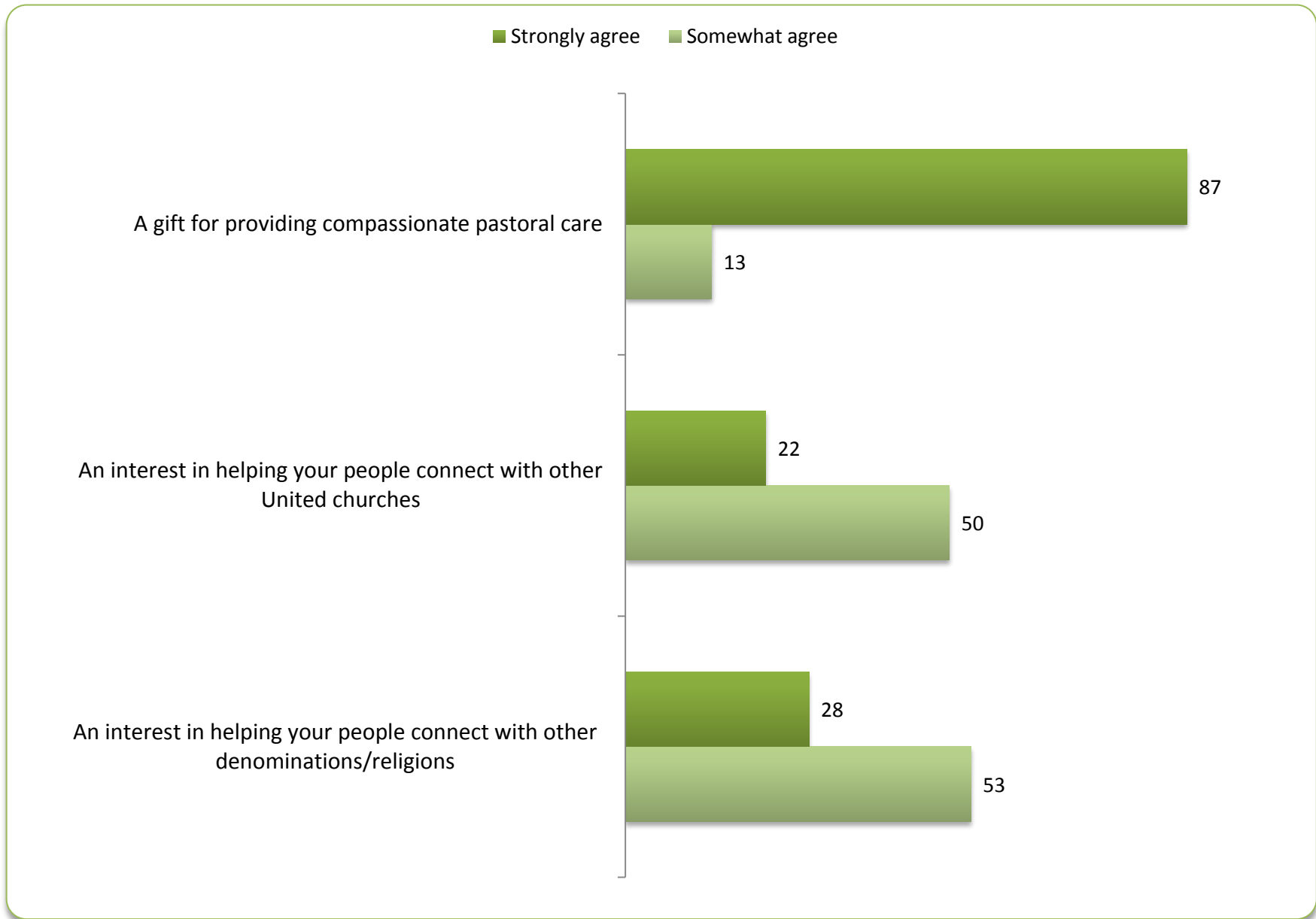


IMNA Q24i, r, s, t, y, z, gg



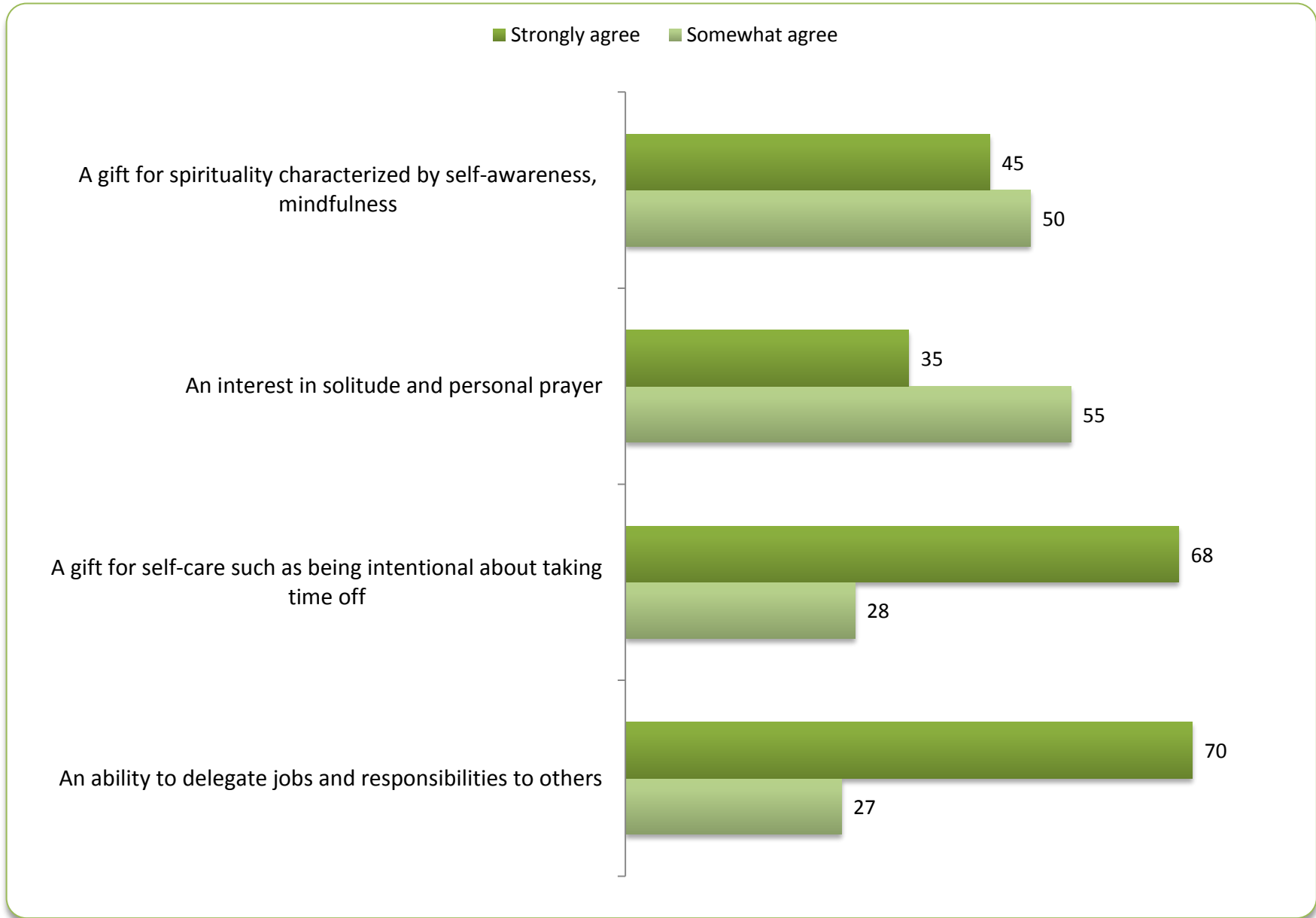
IMNA Q24f, g, y, z, oo, pp

# Desirable Attributes in Ministry Personnel: Pastoral and Spiritual Care

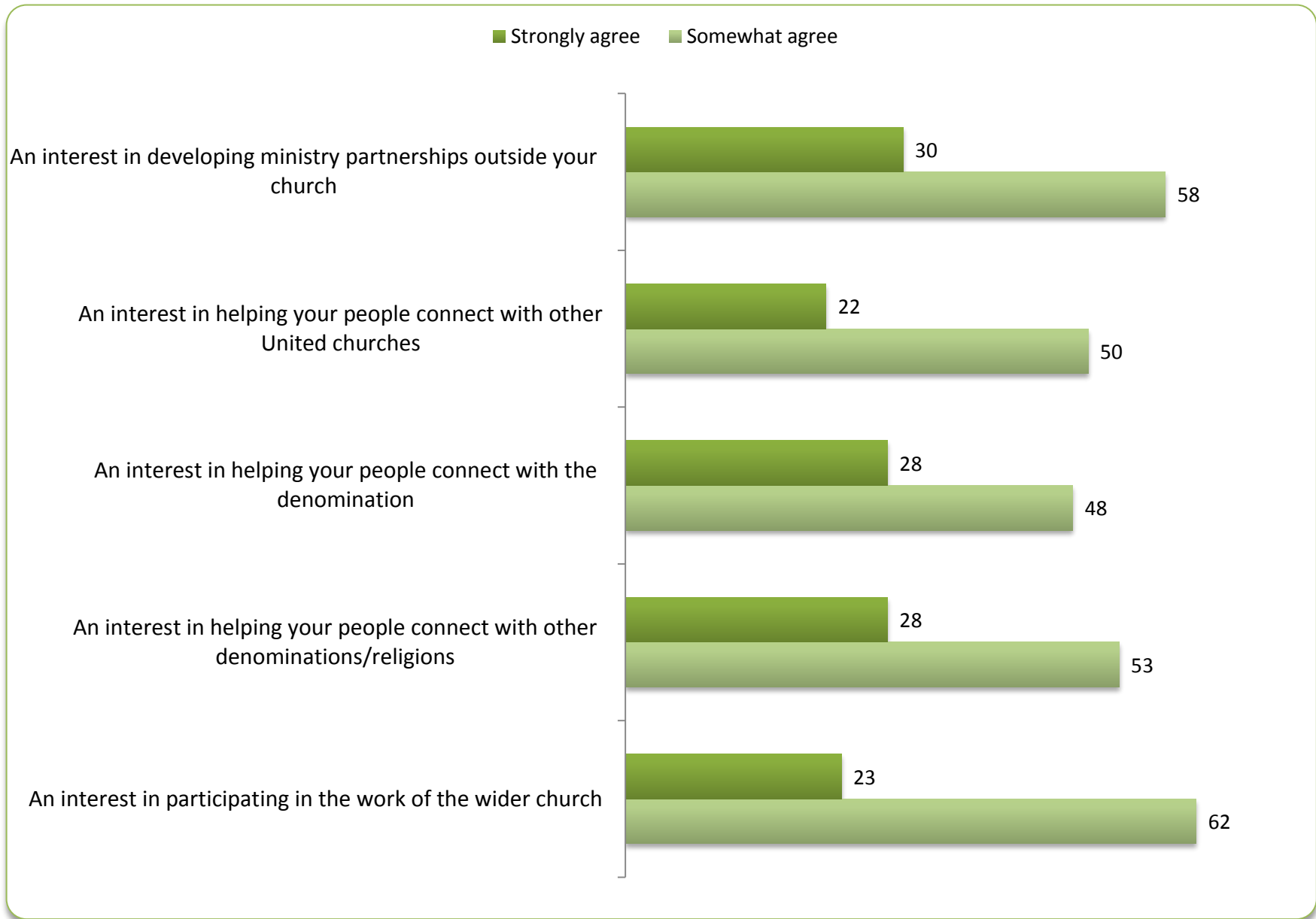


IMNA Q24e, o, q

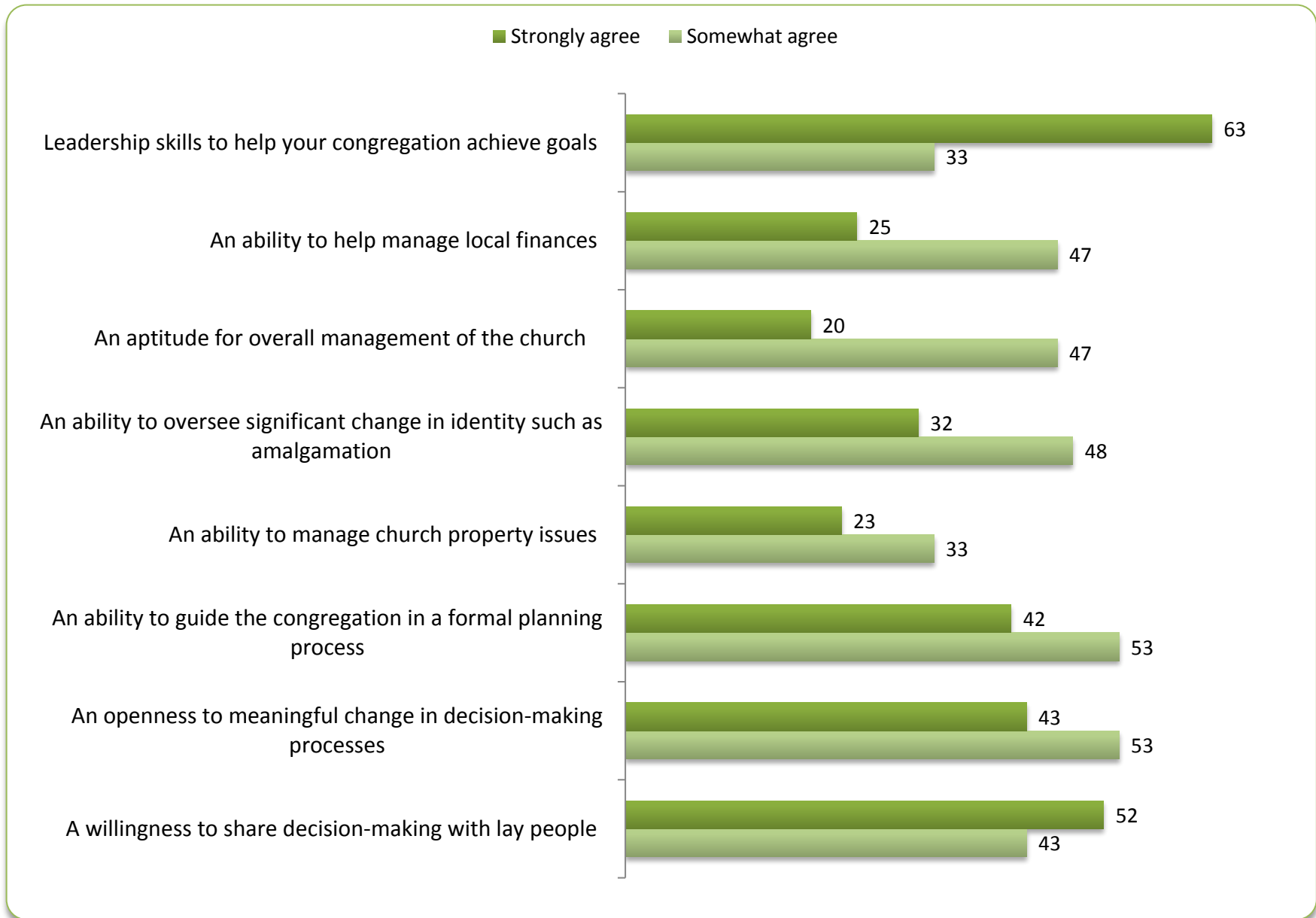




IMNA Q24j, k, l, ee



IMNA Q24h, o, p, q, cc



IMNA Q24a, x, aa, bb, ff, hh, jj, ll



## NEEDS ANALYSIS

- Overall Needs in Your Church Today
- What is Needed to Create Meaningful Worship?
- What is Needed to Promote Engagement with Mission and Ministry?
- Ministry Personnel Needs**
  - Desirable attributes in ministry personnel
  - Your faith community's openness to diversity**

	IMNA Q25, 26, 27 Identity Q23, 24, 25	IMNA Your Church		Identity 2011	
		Very comfortable	Somewhat comfortable	Very comfortable	Somewhat comfortable
<b>How comfortable are you with...</b>	A male minister	92	7	95	4
	A female minister	100	0	90	7
	One male, one female minister	95	5	91	6
	Two male ministers	77	17	75	18
	Two female ministers	93	7	71	19
	A minister from a visible minority	82	18	72	21
	A gay/lesbian/bisexual minister	62	28	50	27
	A minister whose first language is not the primary language of the congregation	33	48	35	43
	A transgender minister	47	30	27	32



**imna**

IDENTITY | MISSION | NEEDS ANALYSIS

**The End**