



June 12th, 2026

Dear Church Family,

We are excited to share with you an executive summary of the Church Health Assessment Survey completed by our congregation during the month of May.

The results are very encouraging and provide a clear snapshot of who we are as a community of Christ followers. We cannot thank you enough for the time and care you invested in completing the survey. Your participation reflects your passion for what God is doing in our midst and your desire to provide input as we seek his direction for our future.

Recently, a group of 55 leaders (elders, staff, deacon and deaconess boards, ABF leaders, and Global Partnership Board members) gathered to hear a 2½-hour presentation of the full assessment report. During that meeting, our consultant, Nancy Moore, joined us via Zoom and encouraged us to view this assessment as an X-ray that allows us to make better decisions in a shorter amount of time. At that time, Nancy shared her company's theme verse and offered it as a prayer for us:

"And this is my prayer: that your love may abound more and more in knowledge and depth of insight, so that you may be able to discern what is best and may be pure and blameless until the day of Christ, filled with the fruit of righteousness that comes through Jesus Christ—to the glory and praise of God."

Philippians 1:9–11

She reminded us to pray that the information we are receiving would provide the depth of insight needed to help us discern God's direction as we consider these findings together before Him.

This information is especially valuable as we seek the Lord's guidance in identifying the next Senior Pastor for Calvary. The executive summary highlights several key findings:

- A significant number of people participated in the survey.
- The overall health of the church is strong and vibrant.
- Four top ministry priorities emerged and are shared across all age groups.
- We demonstrate strength in spiritual vitality, confidence in God's Word, and overall morale.
- We have opportunities to grow in flexibility and communication.
- We have a strong desire to reach those who do not yet know Christ.
- We are well-positioned for a pastor who can build upon the solid foundation already in place.

On June 14, during the Equipping Hour at 9:30 a.m., each ABF (Adult Bible Fellowship) and the SBF (Student Bible Fellowship) will review the report and discuss its findings. We invite you to share your thoughts and observations as you process the information. For those who do not currently attend an ABF, Pastor Chuck and some other leaders will host a special discussion in the Prayer Room. Each ABF will include at least one leader who attended the full report presentation and can help answer questions.

Please take time to read through the executive summary before June 14, as your observations and feedback will be an important part of the conversation. We look forward to hearing what stands out to you as you review the report. If you are unable to attend the ABF hour on June 14, please feel free to share your thoughts or feedback by emailing succession@calvarycommunity.net. This executive summary, as well as letters, FAQs, and other information, can be found on our website's Succession Plan page.



This assessment is an important first step in discerning God's direction for the profile of our next Senior Pastor. It reveals the need for a leader who is firmly rooted in God's Word, passionately devoted to Christ, and equipped to build upon the strong foundation which has already been laid. While the assessment provides valuable insight into our congregation, it represents only one step in a much larger process which will also include prayer, focus groups, interviews, congregational feedback, and continued biblical reflection.

We look forward to the annual meeting on July 19, where we will have the opportunity to review where we've been, where we are, and what is left in the succession process. We ask you to join us in prayer as we seek the members of the search team which will be formed by September 20 when N.L. Moore comes on site for focus group and other interviews to put the final description and profile in place.

Thank you for your continued prayers, participation, and commitment to the ministry of Calvary. Please continue to pray with us as this process moves forward and we faithfully run the race God has set before us.

With deep love and gratitude,
The Elders



The passing of the baton is in God's hands. By his grace, we will keep running this race together with faith, with unity, and with urgency, seeking to know and love Jesus more each day so that we can make him known... because the world needs Jesus.

Moses spoke to the Lord, saying, "Let the Lord, the God of the spirits of all flesh, appoint a man over the congregation who shall go out before them and come in before them, who shall lead them out and bring them in, that the congregation of the Lord may not be as sheep that have no shepherd."

NUMBERS 27:15-17



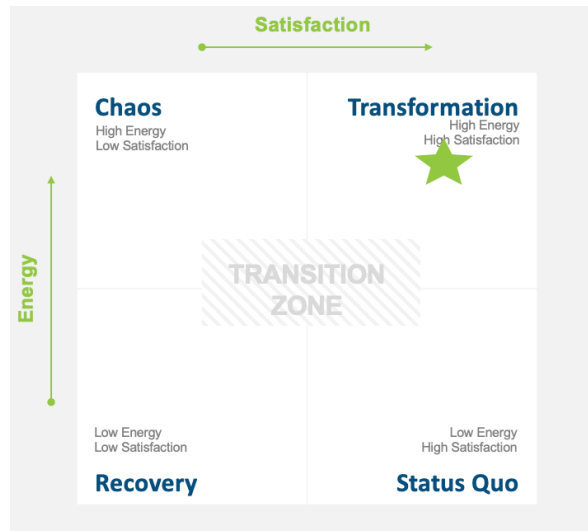
CALVARY COMMUNITY CHURCH

EXECUTIVE SUMMARY

Congregational Assessment Results

NL Moore & Associates and HC!C recently administered the Congregational Assessment Tool in your church. Your average adult Sunday attendance is 680, and 497 adults, or 73 percent of your average adult attendance took the assessment. Calvary Community Church met the threshold of validity and reliability of results at 99% +/-3. Well done! A complete readout of the Vital Signs Report was delivered to your church leadership. An Executive Summary of those results is below.

In more than 30 years of assessment, we've learned the general health and vitality of a congregation can be discerned by measuring its overall satisfaction (think: fulfilled contentment) and energy (think: level of engagement).



WHAT THIS MEANS

We hope every church is thriving with high energy and high satisfaction. We call this healthy church posture: “Transformation.” By God’s grace, Calvary Community finds itself high in “Transformation,” (green star above) meaning it is a healthy and vital congregation. This is great news! These are the churches we hope will expand, multiply or serve as mentors to other churches. Calvary is ready for more and poised to make an even greater Kingdom impact. The church is encouraged to explore ways to continue to innovate and improve its current ministries while considering new opportunities to advance its mission.

TOP PRIORITIES

Where would this congregation like additional energy placed to expand or improve its ministries?

1. Create more opportunities for people to form meaningful relationships, e.g., small groups, nurtured friendships, shared meals, etc.
2. Strengthen the process by which attenders are called and equipped for ministry and leadership.
3. Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
4. Expand outreach ministries that provide direct services to those living on the margins of society.

The top shared priorities of a congregation are part of what distinguishes it from the other churches. Often, a congregation will share two or three priorities across all age groups, but Calvary shares four priorities across all age groups (under 35 years, 35 to 64, and 65+). This internal unity is an excellent strength and one the church can build upon! The desire for meaningful relationships and connection is strong at Calvary. As the church looks to the future, developing intentional opportunities and pathways for people to form meaningful relationships will be valued. Clarifying and strengthening the process for people to understand their God-given gifts and to deploy them with purpose in ministry and leadership is another clear priority. The church also hopes to create a meaningful blueprint to reach new people and grow the church. Expanding outreach ministries to serve those who need the help and hope found only in Jesus is another way Calvary desires to make an impact for the Kingdom in the community. Placing energy toward these priorities will further unify and align the church with purpose.

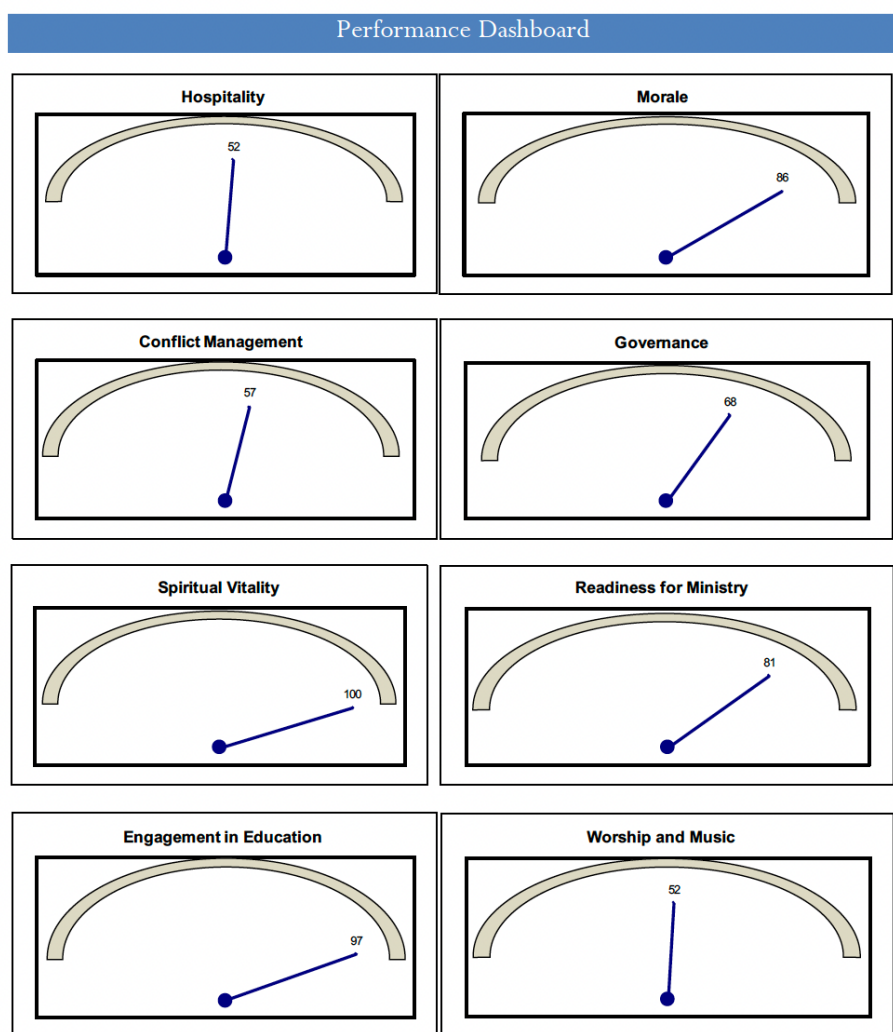
THEOLOGICAL PERSPECTIVE & FLEXIBILITY INDEX

Calvary Community is a theologically conservative congregation with a high view of Scripture and very low internal diversity in its theological perspective. People enjoy engaging in biblical learning so depth in biblical teaching is very important here. With regard to flexibility, Calvary is moderately flexible. However, the church responds best when clear, advanced communication and rationale is offered prior to implementing suggested changes. **An important note:** A direct correlation exists between the flexibility of a congregation and its ability to achieve its stated goals and priorities. Continued flexibility, not in biblical or theological essentials, but in the practical implementation of ministry will enhance Calvary's potential.

CALVARY COMMUNITY CHURCH'S PERFORMANCE DASHBOARD

The performance dashboard below displays how the church is doing compared to 2,900 other churches in a comparative dataset. The number represents where the church landed as a percentile rank within that benchmark data. Like a gas gauge, if the line is pointing closer to the right, the fuller the tank and indicates an area of strength. If the line is pointing toward the left, it indicates an area for potential improvement or development.

Please note: Spiritual Vitality is the only measure that is a personal indicator and not corporate or shared measure of health. While personal spiritual vitality does not correlate to organizational health, it does measure the degree to which individuals believe their faith is central to their lives rather than peripheral or episodic.



SUMMARY

So much of what happens at Calvary Community Church resonates with attenders. The personal spiritual vitality of those who attend the church is exceptionally strong and congregants report a vibrant personal walk with Jesus. While there is always room for improvement, it is clear that church ministries are making a positive spiritual impact on the lives of those who call Calvary their church home. The church is ready to challenge itself to connect into deeper, more meaningful relationships while further advancing the mission to know Christ and make Him known. As Calvary invests its strengths for the Kingdom of God, there is no doubt exciting days are ahead!