

The Congregational Assessment Tool (CAT) has been developed by [Holy Cow! Consulting](#). It's a survey-based tool that is grounded in over 30 years of experience. Steeped in the theory of Organizational Intelligence, the CAT provides leadership with clear insights into congregational vitality. You can also find a series of FAQs on the website as you scroll down the general CAT page.

When to use the CAT?

- While doing strategic planning and visioning
- When you wish to gauge your congregation's readiness for change
- During Pastoral Transition in partnership with the COM
- Prior to a building or capital fund campaign
- Generally every 3-5 years as a check-in with yourselves as a congregation

****How much does it cost?** *The cost of this instrument is based on your average worship attendance.*

- \$470 (35-149 persons)
- \$570 (150-499 persons)
- \$690 (500-749 persons)
- \$830 (750-999 persons)
- \$1230 (1000+ persons)

*The Presbytery offers matching grants to cover half the cost of a congregation's complete order. NCP provides trained interpreters for one-2hour interpretation and an executive summary to the whole congregation. The interpreters are paid a stipend from the Unified Mission Giving of NCP congregations. To inquire about this matching grant, contact staff support of NCP, Rev. Tara Spuhler McCabe, tspuhlermccabe@thepresbytery.org

*If you choose to add other modules (more than 2) or supplement reports, they will be added to your total cost. NCP will still reimburse half of the total cost. Not just for the main tool.

TO BEGIN

- Contact Rev. Tara Spuhler McCabe at tspuhlermccabe@thepresbytery.org to schedule a short "Introduction to the CAT" for your leadership: Session clerk, lay member, and pastor. If they choose to move forward, please let Tara know so she can help you schedule a time for Interpretation. The initial interpretation is a 2-hour presentation that can be in person or on ZOOM. You choose your date... we work to match Interpreters for that date and the congregation! The sooner you can do this, the more flexible we can be in scheduling!

- You can go online and order the CAT directly. If you have specific questions pertaining to the online order, you can contact the office at HolyCow! Once you send the invoice to Tara from your order, she will get a reimbursement check to the church for half of the total.
- Contact Amy at office@holycowconsulting.com, 888.546.4132, ext. 700 at [Holy Cow! Consulting](#) to begin the process of setting up your survey. Holy Cow has full directions on how to advertise your survey, administer it and 'tweak' it to make it your own. In addition to the standard survey (some 80 questions), you can also fine tune your CAT by adding two different modules (can be found on the CAT webpage, supplemental modules)- from Communications to Financial Campaigns, etc.

Suggested timeline?

Weeks 1 – 3ish - CAT is introduced to the congregation via announcements in Worship, emails, website, social media, etc.

Weeks 4 – 5 - CAT is administered to the church, and additional data (Statistical Report from the Clerk's report) is gathered and submitted to Holy Cow

Week 6-8 - CAT is interpreted to the Session and other Key Leaders of the congregation by NCP-trained interpreters. **This is a full 2hr. interpretation.** It is up to the Session for this to be included as a stated Session meeting, but it is not expected.

Week 7-9 - CAT is interpreted to the Congregation via the Session or guest interpreter from the Presbytery. We do recommend no later than a month after completion of the CAT (often during/after worship)

If your church is nimble with communications, you can shorten the first section to 2 weeks. It is important to make sure folks know what is happening, AND to make sure that everyone has a chance to respond. Once the materials are submitted to Holy Cow, the turnaround time is usually four days; however, the Interpreters need at least two weeks to chew through all the data and to plan the presentation.

Let the Presbytery know as soon as possible when you've decided on dates. There have been a few occasions when I've not been able to find Interpreters for requested dates, and that's caused Sessions to have to delay their meeting with the Congregation.