

# KINDLE Environmental Keys Summary Report

**Report for St. John's Lutheran, Grand Haven, MI**  
 19 Total Surveys (13 Lay Leaders, 6 Paid Staff)

<b>SCALE</b>	1 No	2 Weak	3 Some	4 Moderate	5 Strong	6 Very Strong
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Practices	EMPHASIS			EVIDENCE			DIFFERENCE		
	All	Lay	Staff	All	Lay	Staff	All	Lay	Staff
<b>1</b> People give voice to the vision of every person becoming a multiplying Christ-like servant leader.	3.47	3.54	3.33	2.56	2.58	2.50	0.92	0.96	0.83
<b>2</b> There is an ongoing, public focus on the importance of growing and multiplying Christ-like servant leaders.	3.53	3.54	3.50	2.68	2.85	2.33	0.84	0.69	1.17
<b>3</b> Resources of time and money are allocated to the development and deployment of Christ-like servant leaders.	3.70	3.62	3.86	2.89	3.08	2.57	0.81	0.53	1.29
<b>4</b> People have a variety of leadership opportunities from which to choose.	3.95	3.92	4.00	3.90	3.85	4.00	0.05	0.08	0.00
<b>5</b> People find it easy to identify servant leader opportunities.	3.84	3.67	4.14	3.05	2.92	3.29	0.79	0.74	0.86
<b>6</b> People are free to try new things in a safe and permission-giving environment.	4.20	4.00	4.57	3.55	3.54	3.57	0.65	0.46	1.00
<b>7</b> People are identified and invited to grow as Christ-like servant leaders.	4.05	3.77	4.57	3.40	3.15	3.86	0.65	0.62	0.71
<b>8</b> People are apprenticed and coached in their development as Christ-like servant leaders.	4.00	3.85	4.33	2.63	2.31	3.33	1.37	1.54	1.00
<b>9</b> People are maturing into multiplying Christ-like servant leaders.	3.79	3.77	3.83	2.95	2.69	3.50	0.84	1.08	0.33
<b>10</b> In order to sharpen one another, there is a regular gathering of Christ-like servant leaders.	3.85	3.85	3.86	3.05	3.31	2.57	0.80	0.54	1.29
<b>11</b> Leaders gather in order to hold one another accountable to pursue and develop Christ-like servant leader practices.	3.75	3.77	3.71	2.95	3.23	2.43	0.80	0.54	1.29
<b>12</b> Leaders gather with one another to celebrate growth and overcome challenges.	3.80	3.31	4.71	2.95	3.15	2.57	0.85	0.15	2.14
<b>13</b> People embrace the vision of Christ-like servant leaders being the welcoming presence of Christ in and beyond the local church.	3.85	3.85	3.86	2.75	2.85	2.57	1.10	1.00	1.29
<b>14</b> Christ-like servant leaders are supported as they seek Christ-like servant leader opportunities in their congregations, homes, workplaces, communities, and the world.	4.32	4.17	4.57	3.05	3.00	3.14	1.26	1.17	1.43
<b>15</b> Christ-like servant leaders are deployed as missionaries of the congregation to foster and multiply Christ-like servant leaders.	3.53	3.92	2.86	2.17	2.36	1.86	1.36	1.55	1.00

Environmental Keys	EMPHASIS			EVIDENCE			DIFFERENCE		
	All	Lay	Staff	All	Lay	Staff	All	Lay	Staff
<b>1</b> Leaders Being Valued (Practices 1-3)	3.57	3.56	3.56	2.71	2.84	2.47	0.86	0.73	1.10
<b>2</b> Leaders Given Opportunities (Practices 4-6)	4.00	3.86	4.24	3.50	3.44	3.62	0.50	0.43	0.62
<b>3</b> Leaders Being Developed (Practices 7-9)	3.95	3.79	4.25	2.99	2.72	3.56	0.95	1.08	0.68
<b>4</b> Leaders Gathering Together (Practices 10-12)	3.80	3.64	4.10	2.98	3.23	2.52	0.82	0.41	1.57
<b>5</b> Leaders Being Deployed (Practices 13-15)	3.90	3.98	3.76	2.66	2.74	2.52	1.24	1.24	1.24

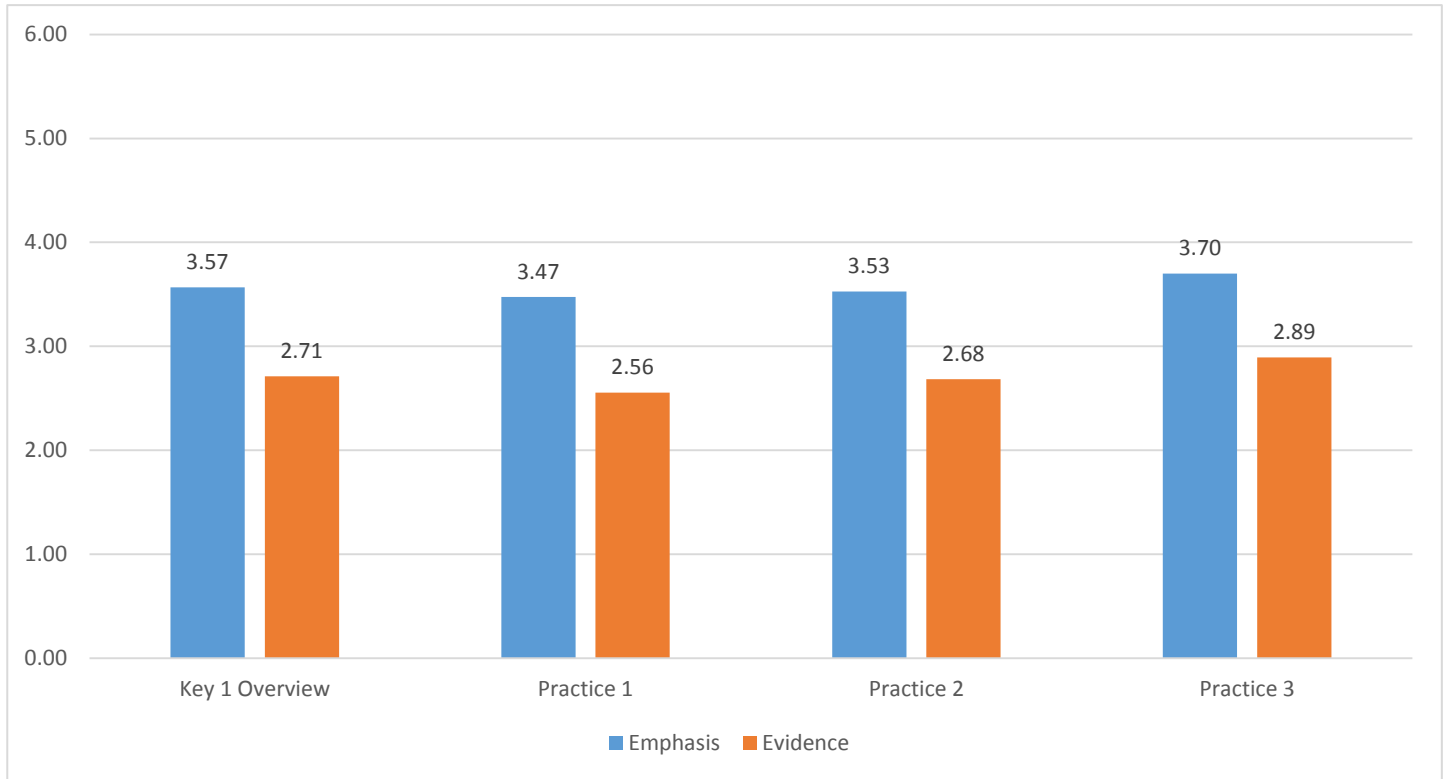
Regarding the **Difference** column: Negatives reflect an opportunity for **EDUCATION**. Positives an opportunity for **PRACTICE**.

# KINDLE Environmental Keys Summary Report

## Summary for Key 1: Leaders Being Valued

Report for St. John's Lutheran, Grand Haven, MI  
 19 Total Surveys (13 Lay Leaders, 6 Paid Staff)

SCALE	1	2	3	4	5	6
	No	Weak	Some	Moderate	Strong	Very Strong



Key Overview	EMPHASIS			EVIDENCE			DIFFERENCE		
	All	Lay	Staff	All	Lay	Staff	All	Lay	Staff
<b>1</b> Leaders Being Valued (Practices 1-3)	3.57	3.56	3.56	2.71	2.84	2.47	0.86	0.73	1.10

Practices	EMPHASIS			EVIDENCE			DIFFERENCE		
	All	Lay	Staff	All	Lay	Staff	All	Lay	Staff
<b>1</b> People give voice to the vision of every person becoming a multiplying Christ-like servant leader.	3.47	3.54	3.33	2.56	2.58	2.50	0.92	0.96	0.83
<b>2</b> There is an ongoing, public focus on the importance of growing and multiplying Christ-like servant leaders.	3.53	3.54	3.50	2.68	2.85	2.33	0.84	0.69	1.17
<b>3</b> Resources of time and money are allocated to the development and deployment of Christ-like servant leaders.	3.70	3.62	3.86	2.89	3.08	2.57	0.81	0.53	1.29

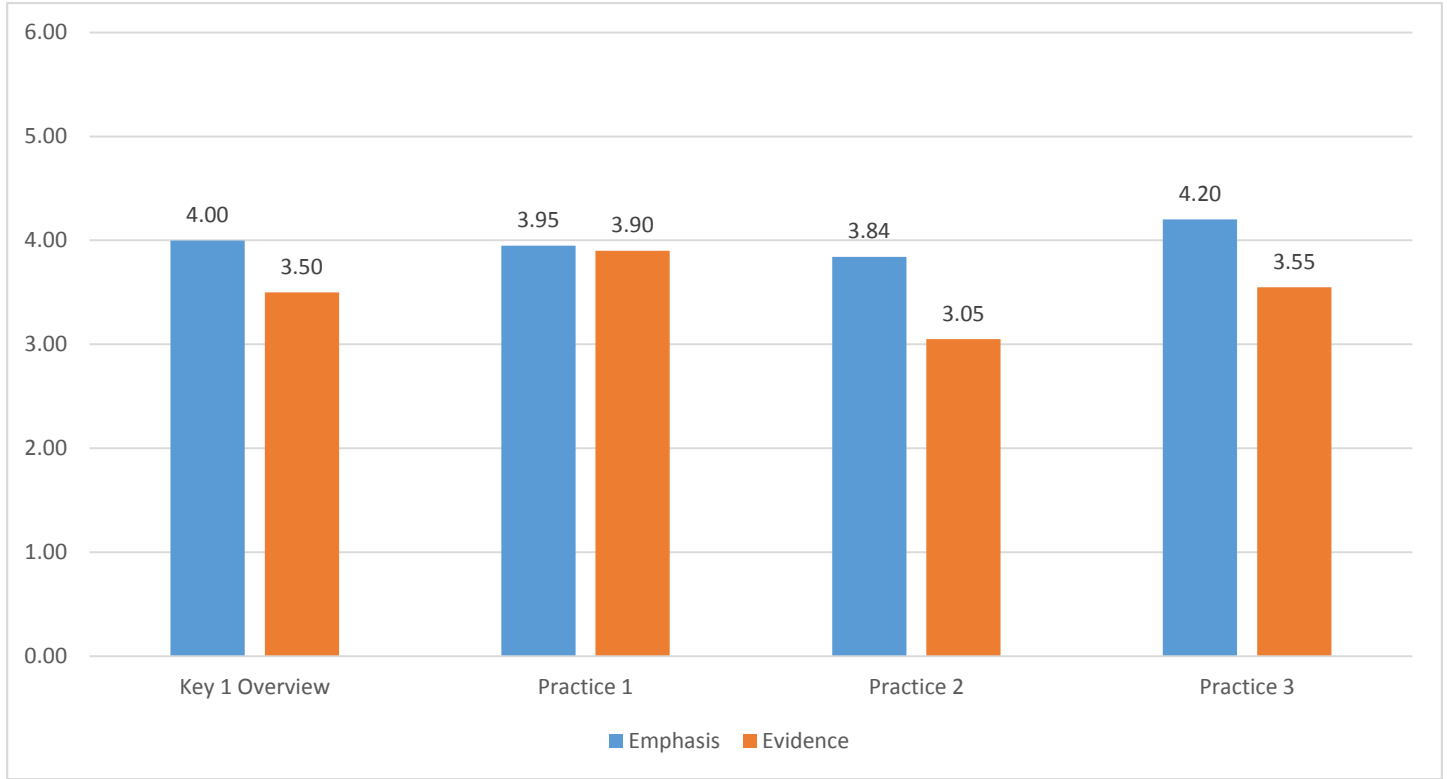
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# KINDLE Environmental Keys Summary Report

## Summary for Key 2: Leaders Given Opportunities

Report for St. John's Lutheran, Grand Haven, MI  
 19 Total Surveys (13 Lay Leaders, 6 Paid Staff)

SCALE	1	2	3	4	5	6
	No	Weak	Some	Moderate	Strong	Very Strong



Key Overview	EMPHASIS			EVIDENCE			DIFFERENCE		
	All	Lay	Staff	All	Lay	Staff	All	Lay	Staff
<b>2</b> Leaders Given Opportunities (Practices 4-6)	4.00	3.86	4.24	3.50	3.44	3.62	0.50	0.43	0.62

Practices	EMPHASIS			EVIDENCE			DIFFERENCE		
	All	Lay	Staff	All	Lay	Staff	All	Lay	Staff
<b>4</b> People have a variety of leadership opportunities from which to choose.	3.95	3.92	4.00	3.90	3.85	4.00	0.05	0.08	0.00
<b>5</b> People find it easy to identify servant leader opportunities.	3.84	3.67	4.14	3.05	2.92	3.29	0.79	0.74	0.86
<b>6</b> People are free to try new things in a safe and permission-giving environment.	4.20	4.00	4.57	3.55	3.54	3.57	0.65	0.46	1.00

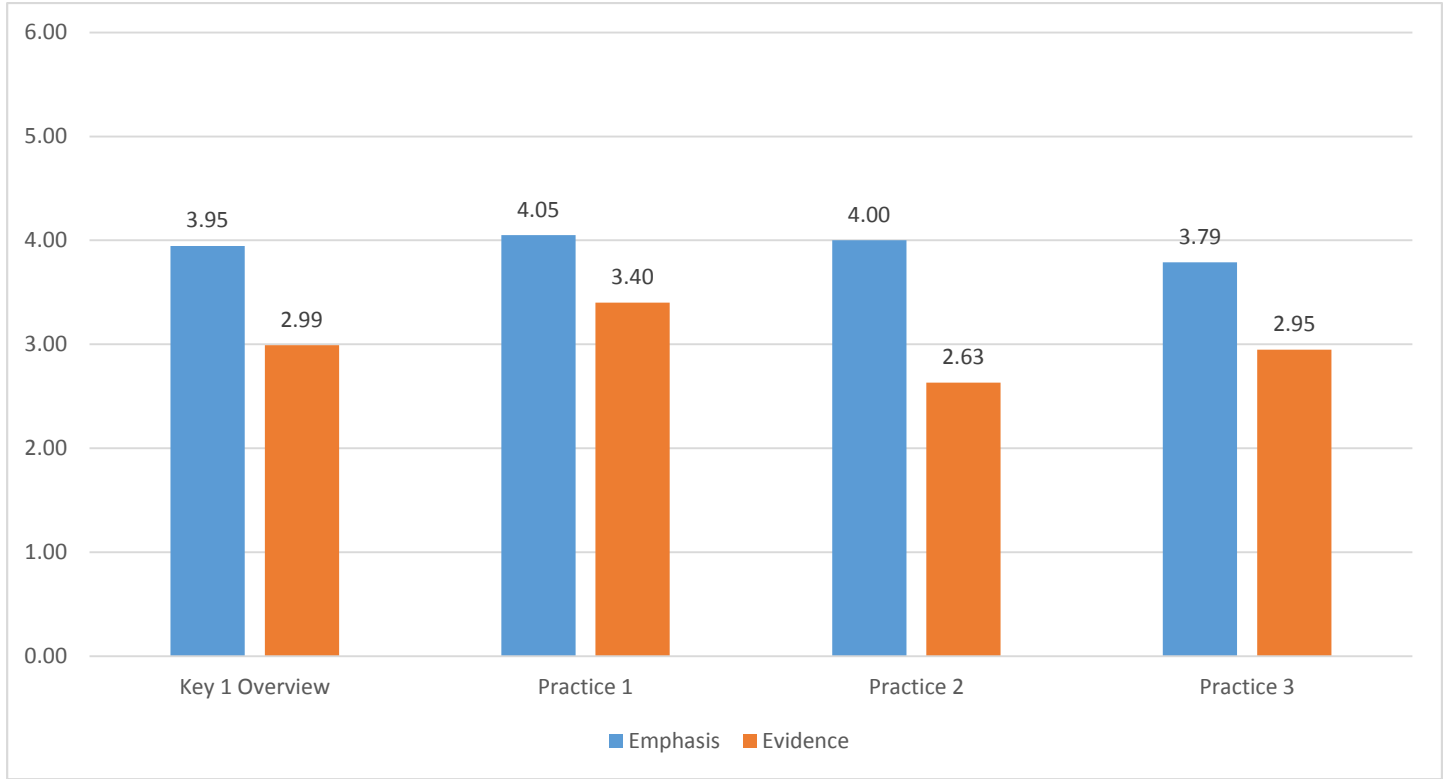
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# KINDLE Environmental Keys Summary Report

## Summary for Key 3: Leaders Being Developed

Report for St. John's Lutheran, Grand Haven, MI  
 19 Total Surveys (13 Lay Leaders, 6 Paid Staff)

SCALE	1	2	3	4	5	6
	No	Weak	Some	Moderate	Strong	Very Strong



Key Overview	EMPHASIS			EVIDENCE			DIFFERENCE		
	All	Lay	Staff	All	Lay	Staff	All	Lay	Staff
<b>3</b> Leaders Being Developed (Practices 7-9)	3.95	3.79	4.25	2.99	2.72	3.56	0.95	1.08	0.68

Practices	EMPHASIS			EVIDENCE			DIFFERENCE		
	All	Lay	Staff	All	Lay	Staff	All	Lay	Staff
<b>7</b> People are identified and invited to grow as Christ-like servant leaders.	4.05	3.77	4.57	3.40	3.15	3.86	0.65	0.62	0.71
<b>8</b> People are apprenticed and coached in their development as Christ-like servant leaders.	4.00	3.85	4.33	2.63	2.31	3.33	1.37	1.54	1.00
<b>9</b> People are maturing into multiplying Christ-like servant leaders.	3.79	3.77	3.83	2.95	2.69	3.50	0.84	1.08	0.33

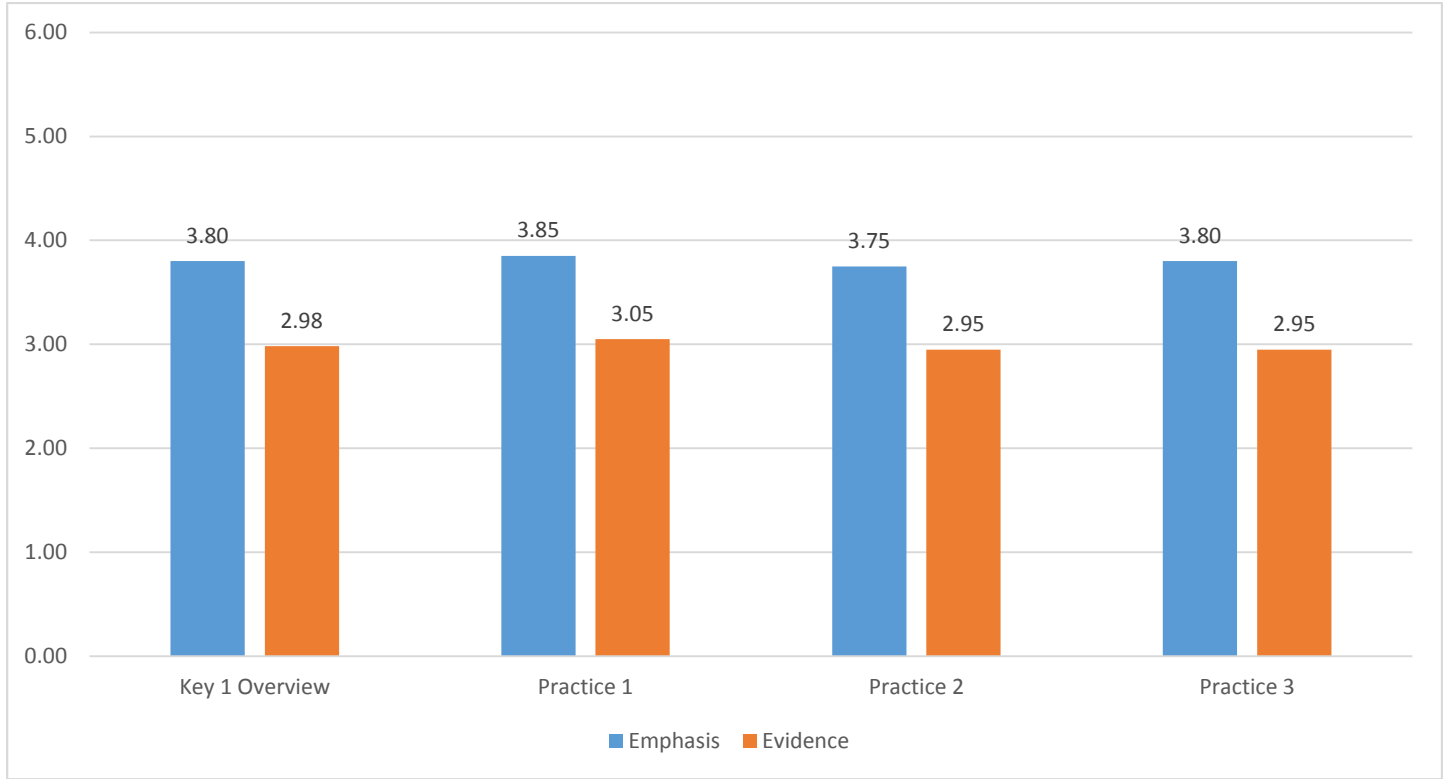
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# KINDLE Environmental Keys Summary Report

## Summary for Key 4: Leaders Gathering Together

Report for St. John's Lutheran, Grand Haven, MI  
 19 Total Surveys (13 Lay Leaders, 6 Paid Staff)

SCALE	1	2	3	4	5	6
	No	Weak	Some	Moderate	Strong	Very Strong



Key Overview	EMPHASIS			EVIDENCE			DIFFERENCE		
	All	Lay	Staff	All	Lay	Staff	All	Lay	Staff
<b>4</b> Leaders Gathering Together (Practices 10-12)	3.80	3.64	4.10	2.98	3.23	2.52	0.82	0.41	1.57

Practices	EMPHASIS			EVIDENCE			DIFFERENCE		
	All	Lay	Staff	All	Lay	Staff	All	Lay	Staff
<b>10</b> In order to sharpen one another, there is a regular gathering of Christ-like servant leaders.	3.85	3.85	3.86	3.05	3.31	2.57	0.80	0.54	1.29
<b>11</b> Leaders gather in order to hold one another accountable to pursue and develop Christ-like servant leader practices.	3.75	3.77	3.71	2.95	3.23	2.43	0.80	0.54	1.29
<b>12</b> Leaders gather with one another to celebrate growth and overcome challenges.	3.80	3.31	4.71	2.95	3.15	2.57	0.85	0.15	2.14

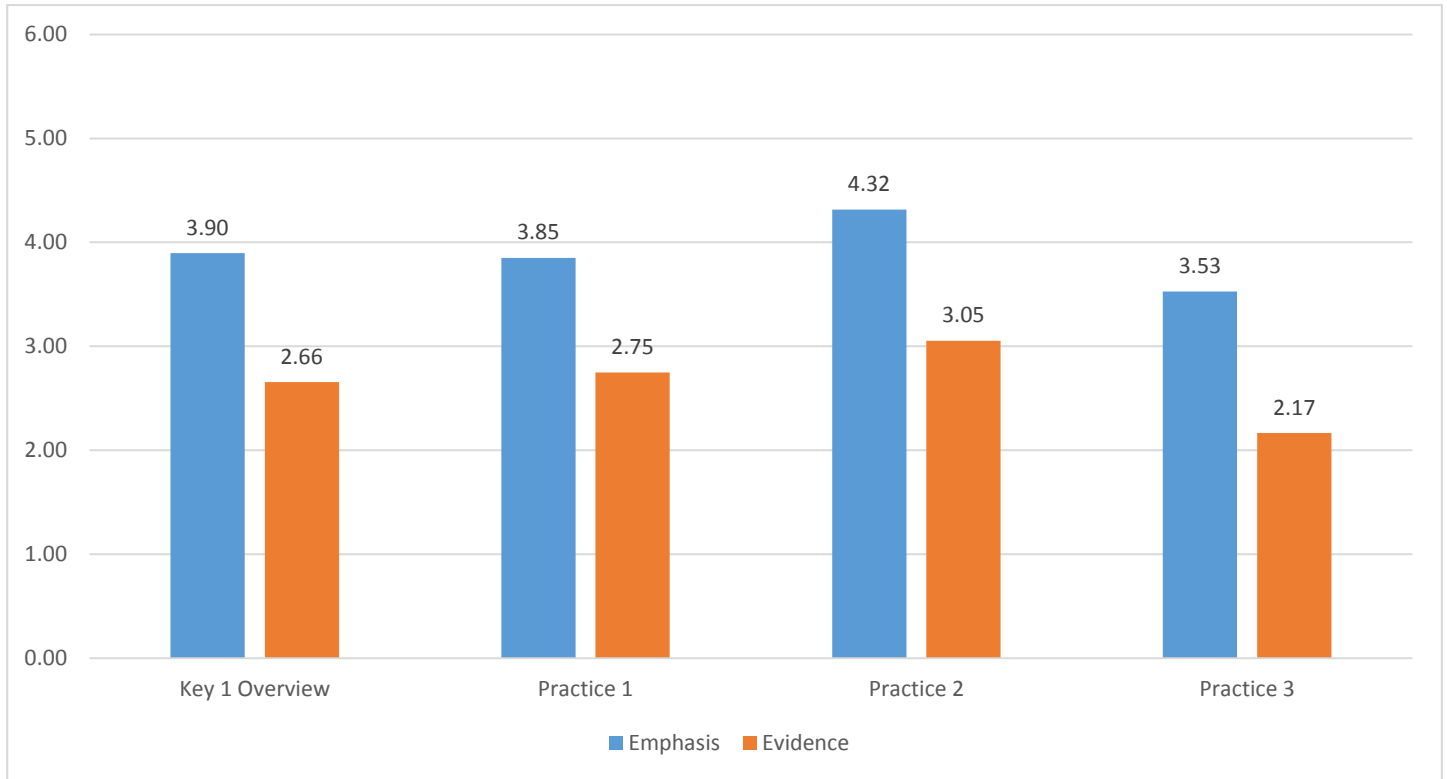
Regarding the **Difference** column: Negatives reflect an opportunity for **EDUCATION**. Positives an opportunity for **PRACTICE**.

# KINDLE Environmental Keys Summary Report

## Summary for Key 5: Leaders Being Deployed

Report for St. John's Lutheran, Grand Haven, MI  
 19 Total Surveys (13 Lay Leaders, 6 Paid Staff)

SCALE	1	2	3	4	5	6
	No	Weak	Some	Moderate	Strong	Very Strong



Key Overview	EMPHASIS			EVIDENCE			DIFFERENCE		
	All	Lay	Staff	All	Lay	Staff	All	Lay	Staff
<b>5</b> Leaders Being Deployed (Practices 13-15)	3.90	3.98	3.76	2.66	2.74	2.52	1.24	1.24	1.24

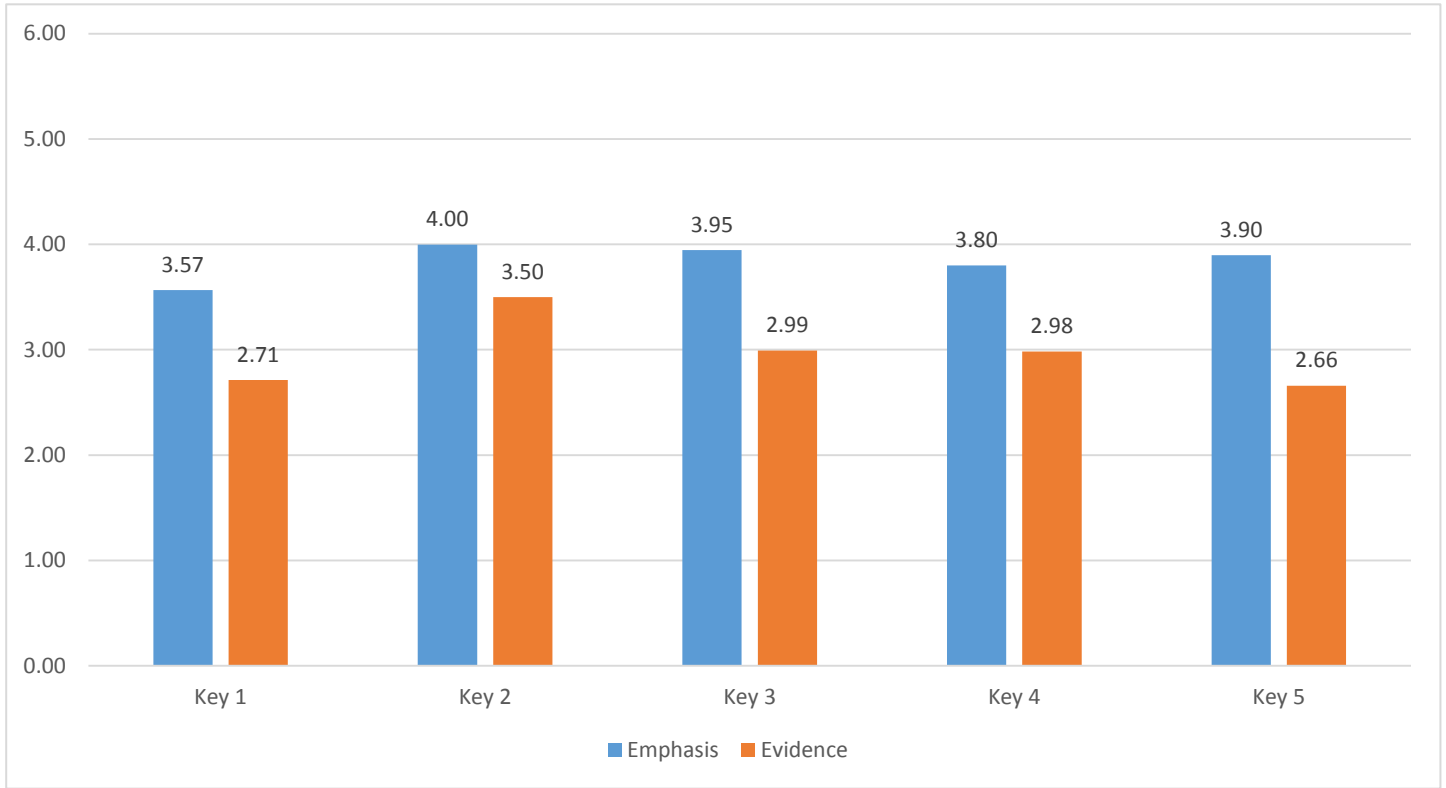
Practices	EMPHASIS			EVIDENCE			DIFFERENCE		
	All	Lay	Staff	All	Lay	Staff	All	Lay	Staff
<b>13</b> People embrace the vision of Christ-like servant leaders being the welcoming presence of Christ in and beyond the local church.	3.85	3.85	3.86	2.75	2.85	2.57	1.10	1.00	1.29
<b>14</b> Christ-like servant leaders are supported as they seek Christ-like servant leader opportunities in their congregations, homes, workplaces, communities, and the world.	4.32	4.17	4.57	3.05	3.00	3.14	1.26	1.17	1.43
<b>15</b> Christ-like servant leaders are deployed as missionaries of the congregation to foster and multiply Christ-like servant leaders.	3.53	3.92	2.86	2.17	2.36	1.86	1.36	1.55	1.00

Regarding the **Difference** column: Negatives reflect an opportunity for **EDUCATION**. Positives an opportunity for **PRACTICE**.

# KINDLE Environmental Keys Summary Report Summary for All Keys

**Report for St. John's Lutheran, Grand Haven, MI**  
19 Total Surveys (13 Lay Leaders, 6 Paid Staff)

<b>SCALE</b>	1 No	2 Weak	3 Some	4 Moderate	5 Strong	6 Very Strong
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<b>Environmental Keys</b>	<b>EMPHASIS</b>			<b>EVIDENCE</b>			<b>DIFFERENCE</b>		
	All	Lay	Staff	All	Lay	Staff	All	Lay	Staff
<b>1</b> Leaders Being Valued (Practices 1-3)	3.57	3.56	3.56	2.71	2.84	2.47	0.86	0.73	1.10
<b>2</b> Leaders Given Opportunities (Practices 4-6)	4.00	3.86	4.24	3.50	3.44	3.62	0.50	0.43	0.62
<b>3</b> Leaders Being Developed (Practices 7-9)	3.95	3.79	4.25	2.99	2.72	3.56	0.95	1.08	0.68
<b>4</b> Leaders Gathering Together (Practices 10-12)	3.80	3.64	4.10	2.98	3.23	2.52	0.82	0.41	1.57
<b>5</b> Leaders Being Deployed (Practices 13-15)	3.90	3.98	3.76	2.66	2.74	2.52	1.24	1.24	1.24

Regarding the **Difference** column: Negatives reflect an opportunity for **EDUCATION**. Positives an opportunity for **PRACTICE**.