



Mission Study Report - 2023

APPENDIX A: CONGREGATIONAL SURVEY



WESTMINSTER
PRESBYTERIAN CHURCH

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Introduction

The Mission Study Team decided early on in the study process that one of the best ways to collect data from the largest audience possible was through the use of a comprehensive survey. The MST reviewed Mission Studies from several churches affiliated with PCUSA. Most of the most informative studies included the use of a comprehensive survey. Additionally, the MST had access to the last Mission Study conducted by Westminster.

The MST compiled a list of questions and compared the questions to other available surveys. After several revisions, the MST finalized a list of thirty-nine questions.

The MST received approval from The Session to purchase a subscription to Survey Monkey, a web-based survey management tool. The survey was designed, finalized, and tested by the MST. Upon confirmation of the ability to accurately capture the desired information, the study was distributed to the congregation. Every member on the active rolls received an invitation to participate. The invitations were distributed via email and the US Postal Service.

The number of respondents far exceeded the MST's anticipated response. In total, eighty-one members and friends completed the survey. What follows is the list of questions included in the survey.

SURVEY INSTRUCTIONS

Your feedback to this survey will ultimately be used to guide the Pastor Nominating Committee when selecting our next pastor. With the exception of question 8, every question is optional, meaning you may skip the question if you prefer not to answer. Please consider your knowledge of the question before selecting your answer. If you do not have sufficient knowledge regarding what is being asked and there is no option that applies, skip the question.

Regarding question #8, membership is defined as listed in the church roles and having completed membership review, training (if applicable), approved by the Session, and recognized by the Clerk of Session before the congregation during worship.

SURVEY OVERVIEW

Section 1 - Who are we individually?

- Demographics
- Congregants' Personal History with WPC
- Congregants' Individual Identities as Presbyterians: Beliefs
- Congregants' Individual Identities as Presbyterians: Participation in Church Life

Section 2 - Who are we collectively?

- The Core of the Congregation's Collective Identity: Worship
- Additional Defining Elements of the Congregation's Collective Identity: Mission (Outreach) and Congregational Care

Section 3 - What do we do best?

Section 4 - What is God calling us to do and be?

- What Are We Being Called to Do and Be More Of?
- What Are We Being Called to Do and Be Less Of?

Section 5 - What do we want our next Pastor to do and be?

- Pastoral Roles
- Personal and Interpersonal Pastoral Qualities

Section 6 - How are we feeling about our future?

SECTION 1 - Who are we individually?

DEMOGRAPHICS

1. What is your age?
 - a. Under 18
 - b. 18-24
 - c. 25-34
 - d. 45-54
 - e. 55-64
 - f. 65-74
 - g. 75+

2. Please select the race that best describes you:
 - a. White
 - b. Black or African American
 - c. Asian
 - d. American Indian or Alaska Native
 - e. Native Hawaiian or Pacific Islander

3. What is your marital status?
 - a. Married
 - b. Separated
 - c. Divorced
 - d. Remarried
 - e. Widowed
 - f. Never married
 - g. Cohabiting

4. If you have children living in your household, HOW MANY fall in each of these age groups?
 - a. ___ Under 2
 - b. ___ 2-5
 - c. ___ Elementary school
 - d. ___ Middle school
 - e. ___ High school
 - f. ___ Post high school

5. Which of these descriptions BEST applies to you?
 - a. Employed full-time
 - b. Employed part-time
 - c. Seeking employment
 - d. Unemployed, but not seeking employment
 - e. Retired
 - f. Homemaker
 - g. Student

6. What is the highest level of education you have completed?
 - a. Elementary school
 - b. Junior high/Middle school
 - c. High school
 - d. Associate degree
 - e. Bachelor's degree
 - f. Master's degree
 - g. Doctoral degree

7. How long does it generally take you to travel from home to church?
 - a. Less than 5 minutes
 - b. 5-10 minutes
 - c. 10-15 minutes
 - d. 15-30 minutes
 - e. More than 30 minutes

CONGREGANT'S PERSONAL HISTORY WITH WPC

8. Are you a member of WPC? (See survey instructions if you need clarification on what constitutes a member)
 - a. Yes
 - b. No

9. How long have you been attending?
 - a. Less than a year
 - b. 1-2 years
 - c. 2-5 years
 - d. 5-10 years
 - e. 10-20 years
 - f. 20-30 years
 - g. More than 30 years

10. What originally attracted you to WPC?
- a. Presbyterian denomination
 - b. The preaching
 - c. The pastor
 - d. A member invited me
 - e. Friends or family already attended
 - f. Felt welcomed by the congregation
 - g. The music
 - h. Reformed theology
 - i. Beautiful sanctuary and campus
 - j. Convenient location
 - k. Adult Christian education opportunities
 - l. Reputation in the community
 - m. Programs for children
 - n. Programs for youth
 - o. Mission opportunities
 - p. Inclusive congregation
 - q. Opportunities for fellowship
 - r. Well-established church
 - s. Virtual worship services

11. What KEEPS you at WPC? (Select as many factors as you like.)
- a. Presbyterian denomination
 - b. The preaching
 - c. The pastor(s)
 - d. My friends or family attend
 - e. The welcoming congregation
 - f. The music ministry
 - g. My participation in the music ministry
 - h. Reformed theology
 - i. Beautiful sanctuary and campus
 - j. Convenient location
 - k. My participation in adult Christian Formation
 - l. Reputation in the community
 - m. My children's participation in Children's or Youth Ministries
 - n. My participation in Youth Ministries
 - o. My participation in Local or Global Outreach initiatives
 - p. Inclusive congregation
 - q. My participation in fellowship activities
 - r. Well-established church
 - s. Virtual worship services
 - t. A sense of belonging and connectedness
 - u. My spiritual needs are being met
 - v. My gifts and talents are being utilized and nurtured
 - w. Being a recipient of congregational care
 - x. Being a provider of congregational care
 - y. Being a recipient of pastoral care
 - z. My participation on the Session
12. Which statement BEST describes the role of Presbyterianism in your choice to attend WPC?
- a. I purposely sought out a Presbyterian church. I have studied what distinguishes Presbyterianism from other denominations, and it is important to me to be faithful to Presbyterian doctrine.
 - b. I purposely sought out a Presbyterian church. I was raised as a Presbyterian or have a family connection to Presbyterianism, so I wanted continuity with what was familiar to me.
 - c. I value Presbyterianism but chose WPC primarily for other reasons.

CONGREGANTS' INDIVIDUAL IDENTITIES AS PRESBYTERIANS: BELIEFS

13. How would you describe your knowledge of Presbyterian Reformed theology?

- a. Much less than average
- b. Somewhat less than average
- c. Average
- d. Somewhat more than average
- e. Much more than average

14. How would you describe your knowledge of the Bible?

- a. Much less than average
- b. Somewhat less than average
- c. Average
- d. Somewhat more than average
- e. Much more than average

15. Which statement BEST describes your view of the Bible?

- a. I'm not sure whether the Bible is the Word of God, but it offers many valuable moral precepts.
- b. The Bible is the Word of God, but its historical and cultural context limits its applicability in today's world.
- c. The Bible is the Word of God, and its basic teachings are reliable and valid, even if there is some human error.
- d. The Bible is the Word of God and serves as a rule for faith and practice.
- e. The Bible is the revealed Word of God.
- f. The Bible is the literal Word of God.

16. Which statement BEST describes your readiness to talk to others about your faith?

- a. I do not need to talk about my faith; my life and actions speak for themselves.
- b. I believe that most people aren't receptive, so I don't talk about my faith.
- c. I am comfortable talking about my faith if an opportunity presents itself.
- d. I am very comfortable talking about my faith and actively seek opportunities to do so.

CONGREGANTS' INDIVIDUAL IDENTITIES AS PRESBYTERIANS: PARTICIPATION IN CHURCH LIFE

17. About how often did you attend Sunday worship services during 2022?
- Rarely or never
 - Occasionally
 - Once a month
 - Two or three times a month
 - Every week
18. If your active participation has DECREASED over the last three years, what are the reasons for that? (Select all that apply.)
- COVID-19
 - Lack of time/schedule conflicts
 - Gave up a former responsibility at the church
 - Declining health
 - Weakened faith
 - Increased family responsibilities
 - Increased responsibilities at work
 - Less positive attitude about the church
 - My participation has NOT DECREASED
19. If your active participation has INCREASED over the last three years, what are the reasons for that? (Select all that apply.)
- COVID-19
 - More time available
 - Accepted new responsibility at the church
 - Better health
 - Stronger faith
 - Fewer family responsibilities
 - Fewer responsibilities at work
 - More positive attitude about the church
 - My participation has NOT INCREASED

SECTION 2 - Who are we collectively?

THE CORE OF THE CONGREGATION'S COLLECTIVE IDENTITY: WORSHIP

20. How important is EACH of the listed elements in determining a compelling WORSHIP SERVICE?

Passing of the peace

- a. Unimportant
- b. Of little importance
- c. Somewhat important
- d. Very important
- e. Essential

Familiar order of worship

- a. Unimportant
- b. Of little importance
- c. Somewhat important
- d. Very important
- e. Essential

Sermon

- a. Unimportant
- b. Of little importance
- c. Somewhat important
- d. Very important
- e. Essential

Strong theological roots

- a. Unimportant
- b. Of little importance
- c. Somewhat important
- d. Very important
- e. Essential

Choir music

- a. Unimportant
- b. Of little importance
- c. Somewhat important
- d. Very important
- e. Essential

Learning something new

- a. Unimportant
- b. Of little importance
- c. Somewhat important
- d. Very important
- e. Essential

Formality, structure, ritual

- a. Unimportant
- b. Of little importance
- c. Somewhat important
- d. Very important
- e. Essential

Lay participation in leading worship

- a. Unimportant
- b. Of little importance
- c. Somewhat important
- d. Very important
- e. Essential

Being motivated toward Christian action

- a. Unimportant
- b. Of little importance
- c. Somewhat important
- d. Very important
- e. Essential

ADDITIONAL DEFINING ELEMENTS OF THE CONGREGATION'S COLLECTIVE IDENTITY: MISSION OUTREACH AND CONGREGATIONAL CARE

21. Indicate the degree to which you agree with EACH of these statements regarding WPC outreach initiatives.

We should extend our outreach efforts to a greater number of mission partners.

- a. Strongly disagree
- b. Somewhat disagree
- c. No opinion
- d. Somewhat agree
- e. Strongly agree

We should focus more on Local Outreach than on Global Outreach.

- a. Strongly disagree
- b. Somewhat disagree
- c. No opinion
- d. Somewhat agree
- e. Strongly agree

We should limit the number of mission partners, but increase the amount of support we provide to each one.

- a. Strongly disagree
- b. Somewhat disagree
- c. No opinion
- d. Somewhat agree
- e. Strongly agree

We should develop a new Local Outreach initiative that would be unique to WPC and would not overlap existing programs in the community.

- a. Strongly disagree
- b. Somewhat disagree
- c. No opinion
- d. Somewhat agree
- e. Strongly agree

SECTION 3- What do we do best?

22. Rate the effectiveness of EACH of these ministries at meeting the needs of our church and community over the past FIVE years. Rate ONLY those ministries about which you have sufficient knowledge to support an informed assessment.

Sunday worship services

- a. Not at all effective
- b. Slightly effective
- c. Somewhat effective
- d. Very effective
- e. Extremely effective

Taize worship

- a. Not at all effective
- b. Slightly effective
- c. Somewhat effective
- d. Very effective
- e. *Extremely effective*

Praise & Prayer

- a. Not at all effective
- b. Slightly effective
- c. Somewhat effective
- d. Very effective
- e. Extremely effective

Music ministry

- a. Not at all effective
- b. Slightly effective
- c. Somewhat effective
- d. Very effective
- e. Extremely effective

Youth ministry

- a. Not at all effective
- b. Slightly effective
- c. Somewhat effective
- d. Very effective
- e. Extremely effective

Thursday Night Live

- a. Not at all effective
- b. Slightly effective
- c. Somewhat effective
- d. Very effective
- e. Extremely effective

Monday morning study

- a. Not at all effective
- b. Slightly effective
- c. Somewhat effective
- d. Very effective
- e. Extremely effective

Plant a Row (P.A.R.) Garden

- a. Not at all effective
- b. Slightly effective
- c. Somewhat effective
- d. Very effective
- e. Extremely effective

Deacons Pantry

- a. Not at all effective
- b. Slightly effective
- c. Somewhat effective
- d. Very effective
- e. Extremely effective

23. Rate the importance of EACH of these events and programs at meeting the needs of our church and community over the past TEN years. Rate ONLY those events and programs about which you have sufficient knowledge to support an informed assessment.

Field of Flags

- a. Not at all effective
- b. Slightly effective
- c. Somewhat effective
- d. Very effective
- e. Extremely effective

Monmouth Children's Clinic Christmas Party

- a. Not at all effective
- b. Slightly effective
- c. Somewhat effective
- d. Very effective
- e. Extremely effective

Community Outreach Group (COG)

- a. Not at all effective
- b. Slightly effective
- c. Somewhat effective
- d. Very effective
- e. Extremely effective

Habitat for Humanity

- a. Not at all effective
- b. Slightly effective
- c. Somewhat effective
- d. Very effective
- e. Extremely effective

Bethlehem

- a. Not at all effective
- b. Slightly effective
- c. Somewhat effective
- d. Very effective
- e. Extremely effective

Walk with Jesus

- a. Not at all effective
- b. Slightly effective
- c. Somewhat effective
- d. Very effective
- e. Extremely effective

Disaster Relief

- a. Not at all effective
- b. Slightly effective
- c. Somewhat effective
- d. Very effective
- e. Extremely effective

SECTION 4 - What is God call us to do and be?**WHAT ARE WE BEING CALLED TO DO AND BE MORE OF?**

24. Which of the following would you like to see WPC work on in the next FIVE years?

(Select as many as you like.)

- a. Growing our membership in general
- b. Attracting more young families
- c. Increase emphasis and expand our youth ministry
- d. Enhancing our community presence and involvement
- e. Increasing the diversity of our congregation
- f. Better utilizing our facilities throughout the week
- g. Making our facilities available for use by those outside the congregation
- h. Getting more people involved in the music ministry
- i. Initiating creative intergenerational activities
- j. Developing support groups, such as a marriage ministry or bereavement support group
- k. Increasing collaborative worship and activities with other local churches
- l. Developing activities that bring multiple churches in our Presbytery together
- m. Further developing and expanding our virtual ministries

WHAT ARE WE BEING CALLED TO DO AND BE LESS OF?

25. Is there anything you would like WPC to do or be LESS of in the next five years?

SECTION 5 - What do we want our next pastor to do and be?

PASTORAL ROLES

26. A Pastor embodies many important roles, but no single individual can possibly excel at them all. Keeping this in mind, rate the importance of EACH of these potential roles for our next Pastor?

Worship planner and leader

- a. Unimportant
- b. Of little importance
- c. Somewhat important
- d. Very important
- e. Essential

Church administrator

- a. Unimportant
- b. Of little importance
- c. Somewhat important
- d. Very important
- e. Essential

Minister/teacher of the Word

- a. Unimportant
- b. Of little importance
- c. Somewhat important
- d. Very important
- e. Essential

Social activist

- a. Unimportant
- b. Of little importance
- c. Somewhat important
- d. Very important
- e. Essential

Spiritual guide

- a. Unimportant
- b. Of little importance
- c. Somewhat important
- d. Very important
- e. Essential

Witness/evangelist

- a. Unimportant
- b. Of little importance
- c. Somewhat important
- d. Very important
- e. Essential

Group facilitator

- a. Unimportant
- b. Of little importance
- c. Somewhat important
- d. Very important
- e. Essential

Pastoral caregiver

- a. Unimportant
- b. Of little importance
- c. Somewhat important
- d. Very important
- e. Essential

Visionary long-term planner

- a. Unimportant
- b. Of little importance
- c. Somewhat important
- d. Very important
- e. Essential

27. Of these potential roles for our next Pastor which ONE is MOST essential?

- a. Worship planner and leader
- b. Church administrator
- c. Minister/teacher of the Word
- d. Social activist
- e. Spiritual guide
- f. Witness/evangelist
- g. Group facilitator
- h. Pastoral caregiver
- i. Visionary long-term planner

28. Of these potential roles for our next Pastor which ONE is LEAST important?

- a. Worship planner and leader
- b. Church administrator
- c. Minister/teacher of the Word
- d. Social activist
- e. Spiritual guide
- f. Witness/evangelist
- g. Group facilitator
- h. Pastoral caregiver
- i. Visionary long-term planner

The following are potential qualities of our next Pastor, listed in pairs. For EACH pair, select the ONE quality you would generally prefer. (These pairs were intentionally designed to pose tough choices!)

29. I would generally prefer a Pastor who:

- a. Provides strong, decisive leadership
- b. Empowers church leaders and the congregation to make decisions

30. I would generally prefer a Pastor who:

- a. Honors the way things have always been done
- b. Welcomes innovative approaches

31. I would generally prefer a Pastor who:

- a. Firmly grounds preaching and teaching in a Biblical context
- b. Explores contemporary social issues

32. I would generally prefer a Pastor who:

- a. Facilitates the theological and Biblical education of the congregation
- b. Promotes the spiritual development of the congregation

33. I would generally prefer a Pastor who:

- a. Spends more time talking
- b. Spends more time listening

34. I would generally prefer a Pastor who:

- a. Has a relaxed, friendly interpersonal style
- b. Has a formal, reserved interpersonal style

35. I would generally prefer a Pastor who:

- a. Skillfully mediates conflicts
- b. Encourages people to resolve conflicts on their own

36. If there is anything you would like to tell us about what you would prefer in our future Pastor, tell us here.

SECTION 6- How are we feeling about our future?

37. Do you expect to be an active participant in the life of WPC five years from now?
- No
 - Not sure
 - Yes
38. As you look ahead to the next chapter in our collective journey as a community of faith, describe your level of commitment to WPC.
- Very low
 - Low
 - Not sure
 - High
 - Very high
39. As we wait to discern what God is calling us to do and be, how hopeful are you about our future as a church family?
- Not hopeful
 - Slightly hopeful
 - Not sure
 - Somewhat hopeful
 - Very hopeful