



**Mission Study Report
Mission Study Committee
September 2006**

**RIVERSIDE
PRESBYTERIAN
CHURCH**
116 Barrypoint Road
Riverside, IL 60546

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Introduction

The Mission Study Committee of the Riverside Presbyterian Church (RPC) was called together by Session in May 2006 following the departure of Mark Barger-Elliott in August 2005 and the subsequent installation of Edward Dykstra as Interim Pastor in January of 2006. The committee's main task has been the research and writing of this study, which aimed to provide an accurate snapshot of the RPC congregation.

The committee's first task was to organize itself. A chair and co-chair were elected and the committee discussed how to proceed. Key to the committee's organization and activities were certain reference materials. The primary reference used by the committee was *Congregational Mission Studies: Mission Studies Notebook* (Version 2.0, June 1989)(the "Notebook"), copies of which were purchased from the Presbyterian Church USA. Reference materials also included (but not in any order of importance or preference) mission studies conducted by other churches, a Church Information Form (CIF) recently used in the search for an associate pastor, an RPC Facilities Planning Committee status report, membership information, and the 2005 Annual Report.

The Notebook provided a template for the organization of the study as well as various suggestions for the gathering of evidence, including small group discussions, individual interviews, and congregational surveys. While all methods were used, the primary source of information for this study was a congregational survey, included in Appendix A. The results of the survey were tabulated by the committee and included in subsequent Appendices B, C, and D.

The committee also organized itself into subgroups for the purpose of concentrating on the collection of data and writing of certain sections of the study. One member of the committee would volunteer to collect the separate submissions for the purpose of general editing in the attempt to make the study more cohesive.

The final product follows. The study itself highlights the strengths of RPC and makes suggestions for improvement, most of which, the committee respectfully points out, do not require a called pastor to implement, but rather may be done so by lay leadership.

The committee would like to thank the following for their energy, vision, insight, and support:

- The 103 members and friends who completed and returned the surveys;
- Nick Shargo, the Chicago Presbytery's liaison to the committee;
- Ed Dykstra; and
- Members of Session

Sincerely in Christ,

Vicky Vogel (Chair)

Matt Lisle (Co-Chair)

Janan Cain

Joe Dvorak

Nancy Jensen

Hollie Miezio

Lynda Nadkarni

Dennis Sadilek

Mission Statement

***We are called to celebrate God's presence;
Nurture the spiritual life of each individual;
Carry the light of Jesus Christ to the world;
and
Serve God by serving others.***

The RPC Mission Statement declares that we are a community of Christians who celebrate God's presence through worship, music and the Sacraments of Baptism and Holy Communion. We offer many opportunities for study and reflection to nurture the spiritual life of each individual and to help them discern how their unique talents can be utilized in mission and service to the community and to the world.

Remembering Our Biblical and Historical Calling

In one of our first meetings, the committee invited Session members to join us in an exercise aimed at discovering our shared Biblical calling. The entire group broke down into smaller discussion groups comprised of three or four individuals. Each group discussed a series of readings from the Bible, the Book of Confessions, and the Book of Order. The group then reconvened.

The ensuing discussion focused on answering three basic questions:

1. What does God promise us?
2. Who are we called to be?
3. What are we called to do?

God's Promises

- The power of God protects us
- Eternal life
- Salvation
- Participation in God's faith, life, unity, and mission
- Be our God's people
- Blessings
- Grace
- Hope as found in Jesus
- Love

Who are we called to be?

- His people
- Servants
- True believers
- Those who recognize our differences
- Those who recognize Jesus as our savior
- Faithful evangelists

What we are called to do?

- Believe in Jesus
- Maintain the faith
- Love our neighbors as ourselves
- Rightly worship and serve God and each other
- To testify in the midst of a sinful world
- Spread the Word
- Baptize and partake of the Sacraments

Examining Our Identity

History

The town of Riverside was envisioned and developed in 1869 by a group of businessmen who organized themselves into the Riverside Improvement Company (RIC). The RIC believed that the citizens of Chicago would be looking outside the city limits for cleaner, quieter and more spacious home sites. To this end, the RIC secured 1,600 acres along the Des Plaines River, 9 miles from the center of Chicago, and hired Frederick Law Olmsted (then the most famous landscape architect in America) to create a “village in a park.”

Once construction for homes, a hotel and other infrastructure was underway, the RIC realized a place of worship was needed for those visiting on weekends from Chicago. For this, Olmsted chose the corner of Barrypoint and Scottswood Roads for a church, although the location was serving as a cemetery known as Flat Creek Cemetery. The site was cleared and the cemetery was relocated to Wolf and Joliet Roads.

In 1869, a small church of uncut limestone and a slate roof providing seating capacity for 300 was built and named “Stone Chapel.” This non-denominational “Union” church hosted Presbyterians, Episcopalians and other protestant church groups taking turns arranging for Sunday services.

On the verge of financial ruin, the RIC was forced to mortgage the Stone Chapel. Presbyterians began meeting in the Refectory Building at the Riverside Hotel while the Episcopalians rented the church. In 1872, arrangements were made for the Presbyterians to take over the Stone Chapel. 15 members entered into a covenant under the name of Presbyterian Church of Riverside and gained admission into the Presbytery of Chicago. Presbyterian Church of Riverside is the first church entered on the Cook County books after the Great Chicago Fire of 1871.

The first acting pastor, Rev. Trowbridge, was paid \$750 for 6 months of service. Sunday School began in 1875 with a congregation of 48 members.¹

In 1878, the church bought the Stone Chapel from the mortgage holders for \$2,500, most of which was contributed by church members. Months later, in 1879, a fire broke out during Sunday Services due to a defective flue. The building burned almost to the ground. Only a few sections of wall remained standing, including the tower entrance. An architect was hired immediately and the church was rebuilt in the Gothic style. Workmen were able to use most of the stone from the original chapel. The newly built church was completed in 1880, with seating that faced south. Rev. Trowbridge served as acting pastor for 14 years until 1885.

In 1888, Rev. Sneed joined the church and Professor and Mrs. A.F. Ames became members. Prof. Ames was the first Superintendent of Schools and he and Mrs. Ames were valued members as they served actively for many years. The Ames family has been members for 4 generations— Prof. Ames’ daughter, Harriet Ames Carlson, was a member for 84 years and her daughter and family, the Elmer Kwetons.

¹ Famous Member— One of the first Elders for RPC was General E.N. Bates who had served in President Abraham Lincoln’s cabinet as the U.S. Attorney General.

In 1879, the church parlors were added to the south of the sanctuary to accommodate Sunday School Services for a cost of \$3,000. The Ladies Aid Society² contributed \$500 to the Building Fund and also furnished the Parlors.

In 1892, Rev. C.C. Snyder was hired for a salary of \$1,800. He arranged to supervise the Sunday School of Bethel Chapel across the river in Lyons. Superintendent Ames and other teachers walked across the river each week to teach Sunday School at both churches.

Rev. Snyder was very interested in his parishioners and often visited them at home. He reported to the Session that a member was drunk during his home visit. Consequently, the member was asked to appear before the Session but failed several times to respond, so was voted to be dismissed by the church.

In 1896, the congregation had grown to 177 and expansion was necessary. Riverside architect, Charles Whittlesey, altered the shape and size of the sanctuary. The original plan placed the organ and pulpit on the south wall. The new plan called for custom-made curved pews facing the west wall, the way it remains today. Seating for 400 and the manse was added. Ladies Aid Society donated \$1000 of the \$1,200 construction cost.

For 13 years, Dr. Herman Jenkins served and increased membership from 175 to 210. By 1912, the treasurer reported that the “general condition of finances is perhaps in more prosperous condition than ever existed before.”

Mrs. Ames organized a group of young people to meet in her home for Bible study in 1913. They later moved to the church and became known as the “Round Table.”

In 1923, membership stood at 361 and the mortgage (from additions) was almost eliminated.

Once again, the Ladies Aid Society made a charitable contribution by donating a vacant lot on Barrypoint Road from the south of the church property 76 feet for a cost \$2,500. The Session was very appreciative and accepted this generous gift. In 1923, plans were drawn up for the new Community House to be built on that lot.(The Community House was completed in 1928 for \$110,000 and was dedicated to Christian Education, and the social and recreational activities of the congregation and community.)

In 1925, Rev. Waldo, Pastor of RPC, founded the North Gate Sunday School, which was organized in the A.F. Ames School. There was no church serving this part of town and a general lack of transportation. For over 13 years, Rev. Waldo conducted the Devotional Service of the Sunday School in addition to pastoral service in the community. 95 people became members of RPC via the North Gate Sunday School since this organization was formed and overseen by the RPC Session. In March 1926, the North Gate Group acquired lots on

² Ladies Aid Society— There is no record of when this society was established but their fundraising provided much support to RPC, such as contributing to the enlargement of the kitchen during one of the remodeling phases, purchasing a piano and the present pipe organ in 1904, paying half of the organists salary, providing flowers for the church, giving gifts to the Trustees Treasury, providing curtains, stained glass windows, linens, china and silverware. They also made garments for Presbyterian Hospital and the city poor, as well as giving generously to Presbyterian Home. Unfortunately, the LAS disbanded in 1987 due to declining membership.

Nuttall Road (a bond issue was floated for these lots at a price of \$4,200) but funds were needed to build a church. Realizing how much good work the women could do if properly organized, Pastor Waldo wrote the following appeal in the RPC Vision, May 2, 1926:

“The Northgate Ladies Aid Society”: How would that sound? Or something like it, by another name, if you please? It would do immense good; build up our membership; promote friendliness and sociability; raise funds to meet our bond payment obligations. How about it, you good women? Consider it. Do it! Do it now!”

This urgent appeal brought results: 35 women met and formed the Northgate Woman’s Society. They contributed generously to the church, aided the Sunday School, donated funds for Bibles, paid taxes each year on the church lots, and more. Unfortunately, the Great Depression hit and changed the economic situation. The Trustees realized the community could not finance the proposed church building on Nuttall and sold the lots in 1938. At that time it was decided to hold the North Gate Sunday School at RPC. The last A.F. Ames School service was June 1938.

Construction of the new Community House caused the church to suffer terrible debt, with over \$38,000 in unpaid bonds and notes. A “Debt Retirement Fund” was started and over \$25,000 was raised.

Rev. Waldo retired in 1937 with 24 years of ministry service to RPC increasing the membership from 193 to 608 during his tenure.

In 1950, there was a record high membership of 1,124.

In 1964, another devastating fire broke out in the foyer of the Community House and spread mostly up the open wood staircases of that building causing \$250,000 in damage. The 36 year-old south wing was gutted but the historic stone sanctuary was saved. The congregation voted for an architecturally modern building, not the 1928 plan.

Riverside Presbyterian Church celebrated 100 years in 1972, with 819 members.

In 1981, an Endowment Fund was created with a \$20,000 donation given by an anonymous member. This Fund allowed the Church a steady flow of money. The Church dream was to have \$1,000,000 by the year 2000, although the dream never became a reality.

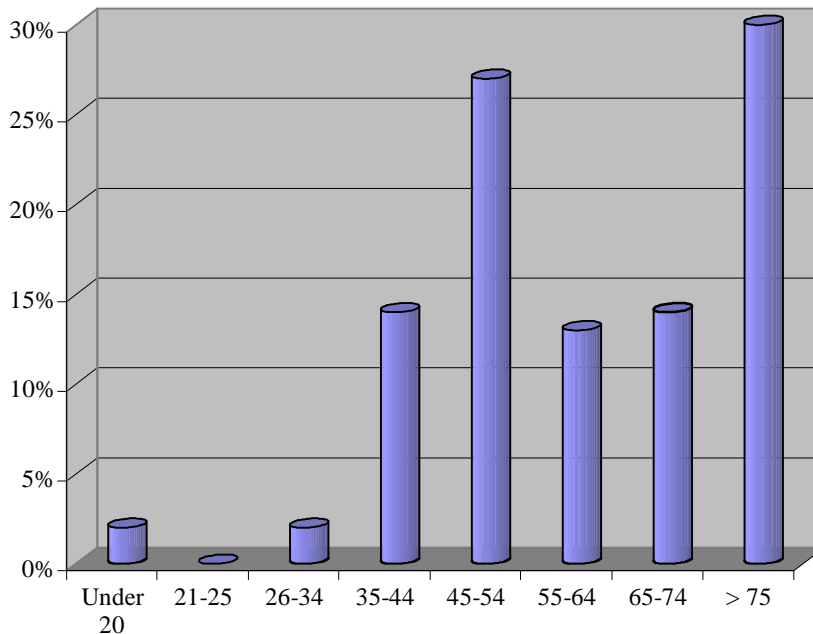
Today, RPC is 134 years old, has 486 members, has been served by 21 ministers, and has survived two World Wars, the Great Depression and two devastating fires.

Ministers of the Church

| | | |
|--|--------------|----------|
| 1. Rev. I.H. Trowbridge | 1872-1885 | 14 years |
| 2. Rev. W. G. Clarke | 1885-1887 | 2 years |
| 3. Rev. F. W. Sneed | 1888-1892 | 4 years |
| 4. Rev. Charles C. Snyder | 1892-1900 | 8 years |
| 5. Rev. Harmon D. Jenkins | 1900-1913 | 13 years |
| 6. Rev. Alfred F. Waldo | 1913-1937 | 24 years |
| 7. Rev. Paul Turner | 1937-1950 | 13 years |
| 8. Rev. William D. Barr, Assoc. Min. | 1945-1948 | 3 years |
| 9. Rev. Harry D. Johns, Assoc. Min. | 1950-1950 | 1 year |
| 10. Rev. J. Merion Kadyk | 1950-1957 | 7 years |
| 11. Rev. Harold J. King | 1958-1962 | 4 years |
| 12. Rev. Russell L. Jaberg | 1963-1967 | 4 years |
| 13. Rev. Glenn R. Ramsey, Jr. Assist. Min. | 1969-1971 | 2 years |
| 14. Rev. Herbert C. Eggleston | 1968-1978 | 10 years |
| 15. Rev. Roger Kunkel | 1978-1997 | 19 years |
| 16. Rev. Jay Groat, Assoc. Min. | 1987-1996 | 9 years |
| 17. Rev. Randy Boone (Interim) | 1997-2000 | 3 years |
| 18. Rev. Susan Zenka, Assoc. Min. | 1996-1997 | 1 year |
| 19. Rev. Juli Wilson Black, Assoc. Min. | 1998-2005 | 7 years |
| 20. Rev. Mark Barger-Elliott | 2000-2005 | 5 years |
| 21. Rev. Edwin Dykstra (Interim) | 2006-Present | |

Demographic Data from Survey

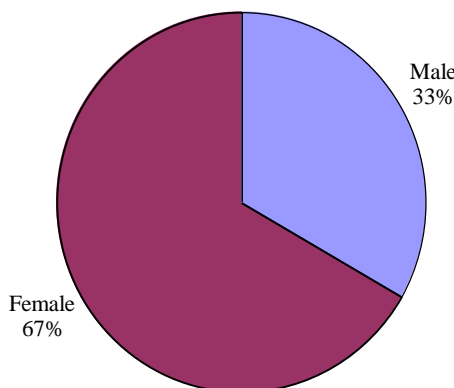
The following demographic statistics are taken from the 103 surveys received from members and friends of the church. While the committee believes the survey results conveyed a solid representation of the congregation, the **results in no way represent statistics for the entire congregation.**



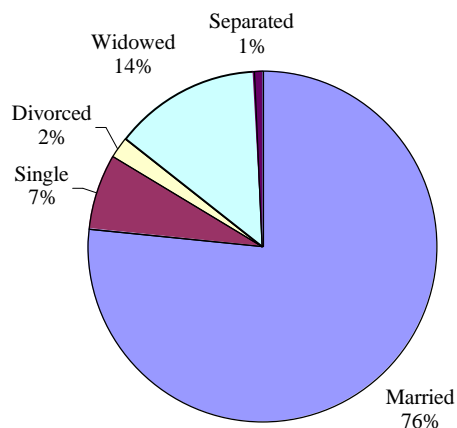
Age of Members*

Ages 34 and younger were underrepresented in the survey responses. A goal of RPC should be to recruit and involve more young adults.

Gender*



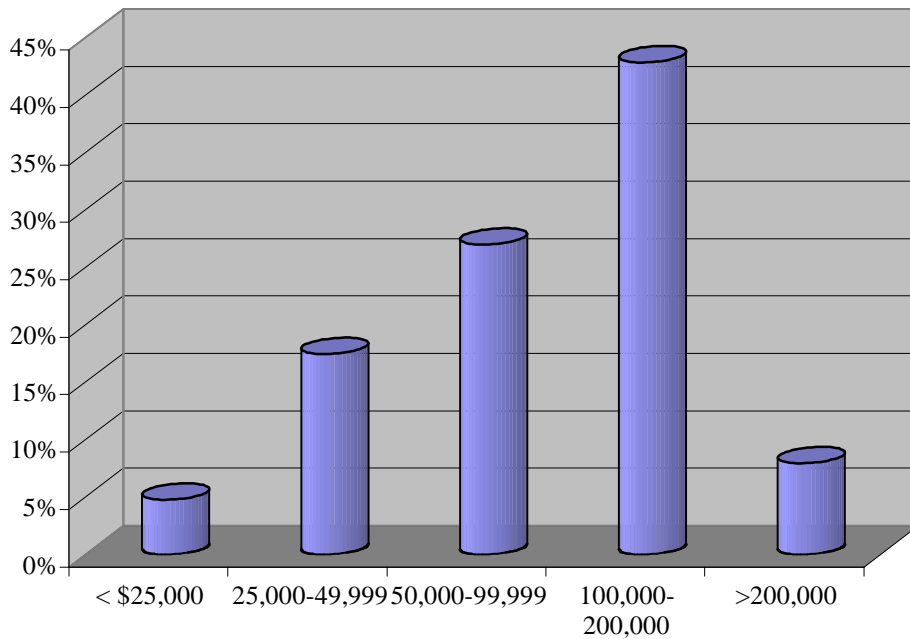
Marital Status*



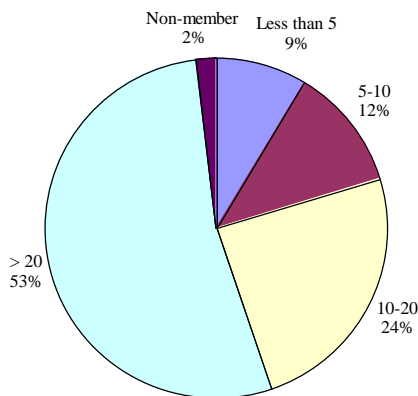
Ethnicity*

97% of survey respondents are White, with 3% African-American, Hispanic or Asian.

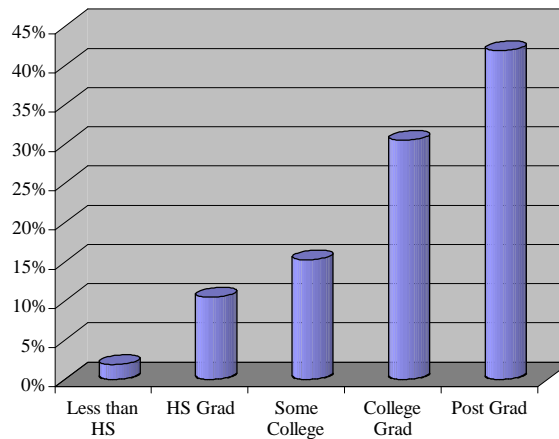
Income of Members*



Years of Membership*



Education*

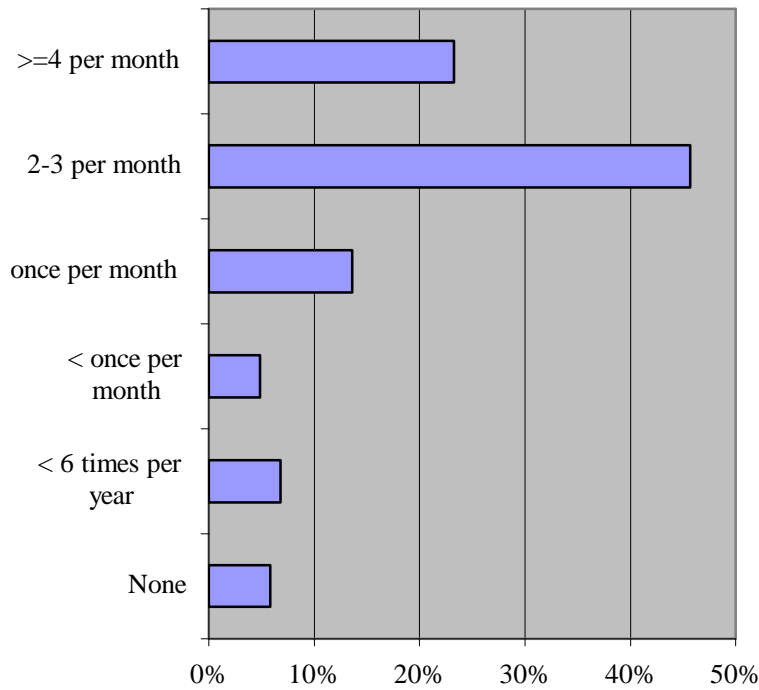


Occupations*

Members of the congregation work in various fields of administration, accounting, arts, government, management, medical, trade, educations, information, real estate, scientific, business ownership, legal, service and homemaking. One quarter of survey respondents are retired.

* The demographic statistics are taken from the 103 surveys received from members and friends of the church. **The results in no way represent statistics of the entire congregation.**

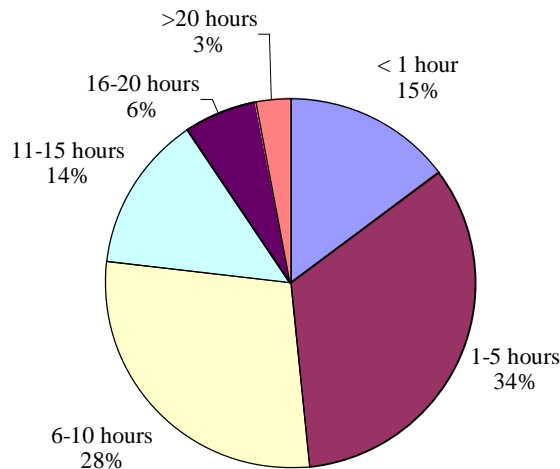
Church Attendance*



Distance members travel to RPC*

Approximately 80% of survey respondents live in Riverside. 13% of its members reside in the surrounding communities within 2-5 miles of the church. Less than 3% of the congregation travel 5-10 miles to RPC and only 4% travel more than 10 miles.

Per member hours spent on church business (monthly)*



* The demographic statistics are taken from the 103 surveys received from members and friends of the church. **The results in no way represent statistics of the entire congregation.**

Member Participation*

In the last two years, 22% of the survey respondents reported their participation has increased, whereas 31% have decreased. Nearly half of the membership's participation has remained the same.

RPC Positions*

Almost half (45%) of survey respondents hold a church position, such as an Elder, Deacon, Trustee, or Teacher.

Theological Climate

A majority (62%) of the respondents agree that the church should be concerned with spiritual matters, not material matters or politics. Almost one quarter are indifferent, while 12% disagreed with this statement.

Three-quarters of the respondents try hard to carry religion into all other dealings in life, while only 3% do not.

Half of the respondents feel that nothing is more important in their lives than religion, and consider themselves to be very dedicated to Christ.

Congregational Rituals and Traditions

Baptism- RPC's baptisms are a frequent part of the Sunday worship service. Children and adults stand before the congregation, while the Pastor conducts the baptism. Once baptized, babies are lovingly carried by the Pastor around the sanctuary as the congregation sings.

Communion/The Lord's Supper- Communion is served the first Sunday of each month. In the summer months, typically Communion is given by intinction. The rest of the year, Communion elements are served to the congregation seated in the pews.

New members- Approximately every four months, new members are introduced to the congregation during Sunday Worship Services. Typically, new members will select a sponsor who will attend this service and act as a spiritual guide. The congregation is asked to welcome and nurture those joining RPC's family.

Commission of Officers and Committee Heads- Periodically throughout the year, committee members, Sunday School Teachers, Elders, Deacons and other posts are presented to the congregation for vote and installation as variably required by Presbyterian rules. These officials are presented and announced at the head of the sanctuary.

Children's Sermon- During Sunday's Worship Service, children are asked to come forward to the front pew or floor below the pulpit for a special children's message before leaving the

* The demographic statistics are taken from the 103 surveys received from members and friends of the church. **The results in no way represent statistics of the entire congregation.**

sanctuary for care or supervision. This short message is delivered by the pastor, associate pastor or a volunteer, and is always a favorite of the congregation.

Strawberry Social- Each August RPC's deacons host their annual Strawberry Social. This favorite town event, which has been held for 85 years, features a cake walk, barber shop quartet, and of course strawberries and ice cream. RPC usually draws many Riversiders who are not church members.

Caring Christmas – In early December, members of the congregation volunteer to make Christmas decorations for shut-ins and those in need. This social event is a wonderful time for children and adults to bond with other church members while creating beautiful holiday decoration for those in need.

Advent/Christmas - The season is first celebrated by an annual community-chorus and professional musician performance of Handel's Messiah. On Christmas Eve, two services are held; a late-afternoon family lessons and carols or pageant, and a late night candlelight service.

Music – RPC boasts a full-time music director, active voice choir, and bell choir. Music rituals include accompaniments to weekly worship, featuring our voice choir, bell choir, or guest musicians. Weekly worship programs sometimes have musical themes (e.g., spirituals).

Easter- RPC features an Easter Sunrise Service in Swan Pond -the park adjacent to our church property.

Weddings - Wedding ministry to members and non-members alike is active at RPC with at least a dozen couples marrying each year.

Memorials - Memorial services, primarily for members and often in conjunction with the visitation, are held in the sanctuary. The Deacon's coordinate receptions in the social hall as requested by the family.

Outside Perceptions

THE FOLLOWING INDIVIDUALS WERE INTERVIEWED TO OBTAIN THEIR PERCEPTIONS OF THE CHURCH:

James Jeske, President of Riverside Kiwanis Club

Harold "Jack" Wiaduck, President of Village of Riverside

William Scanlon, President of Riverside Township Lions and Trustee of the Village of Riverside

Joseph Ballerine, Head of the Riverside Recreation Department and member of the Riverside Presbyterian Church

David Moravecek, President of Riverside Chamber of Commerce, Member of many other organizations, owner of Ivins Funeral Home

Addie Wallace, Former President and active member of the Riverside Chapter of the American Association of University Women

Janice Fisher, Director of the Village of Riverside Library

Cindy Gustafson, Leader of the Riverside Presbyterian Church Scout Pack 24 and Boy Scout Troop 24, Village Trustee and member of the church.

The individuals who were interviewed saw the church as a national landmark on a main thoroughfare of Riverside. They saw the church as well landscaped and maintained with a sanctuary which inspires a feeling of warmth and friendliness.

The interviewees felt that the church is well respected by the community and, as one individual stated, it has the respect of the community similar to the respect afforded to the Fourth Presbyterian Church by the City of Chicago. The citizens of the Village of Riverside see the church as a community church which has a strong preschool, scouting troop and youth group, which are open to the community even if the individuals are not members of the church. They also feel welcome to the other activities of the church, such as the strawberry social, music programs, summer church school, men's group and women's group. The interviewees who are not members of the church have attended weddings, funeral services and memorials at the church and found the members present to be welcoming to outsiders. While there are many elderly members of the church, they saw the church as being open to younger families.

The interviewees felt that the problems facing the Riverside Presbyterian Church are similar to those of other churches, such as the aging of the congregation and the short tenure of the clergy. While the church is open to non-profit groups, it is felt that the user fees were not competitive with some of the other local schools and churches. A couple of interviewees expressed negative feelings toward the previous minister for his occasional insensitivity to others and the lack of support for some of the programs of the church, such as the scouting group. However, it was also stated that the interim minister Edward Dykstra is open to the groups that use the church and is beginning to address the lack of support for their programs.

As far as the community, those interviewed felt that the issues facing the community were the decreasing average age, which places a strain on the schools and other Village services. It is also felt that the poor business climate, lack of parking, inflated real property values, and the proposed TIF district are concerns facing the community.

The outside perceptions of the church were mostly positive with a few exceptions, which can be remedied by the minister and the church.

Presbyterianism

RPC functions under the guidelines promulgated in the Constitution of the Presbyterian Church USA, and is guided by the Book of Order. The answers to the recent questionnaire indicated that about 50% of the respondents are somewhat knowledgeable regarding the Presbyterian doctrines. In about the same 50% proportion the respondents support the Presbyterian USA missions, with a slightly larger number showing a preference for the RPC mission outreach.

When considering the relative importance of spiritual matters and everyday dealings in life, about one third of the respondents placed an equal measure of importance on each. Over 50% of the responses considered the sermon and worship the most important components of

the Church experience. In an overview, it appears that the respondents do not consider the Church Life as the first priority over the daily events in their lives. There is a strong emphasis on youth oriented events and Mission outreach activities. People-to-people specific and identifiable care is a strong motivating factor in numerous efforts of the RPC congregation.

Building Analysis

The RPC facility, designated as a National Historical Landmark, is located on the southwest corner of Barrypoint and Scottswood Roads in Riverside. It consists of two separate, yet connected, buildings: 1) The main three-story stone and brick structure, featuring an 1871 cornerstone, houses the sanctuary, classrooms, offices, and a gym with a stage facility; 2) The auxiliary building, originally designed for use as a manse, is currently utilized for a variety of educational purposes. The main building has approximately 25,000 square feet of room space, including classrooms and service areas, but excluding hallways, stairways, and ante-rooms. The irregularly shaped sanctuary, featuring famous stained glass windows, has a seating capacity of approximately 400.

Overall, the Congregation is protective of the RPC facility and, over the years, has generously contributed substantial sums to property maintenance and upgrading. In fact, nine responses to the questionnaire found the overall facilities satisfactory. However, as detailed below, survey respondents had numerous suggestions for the improvement of the facility.

Recommendations

A total of twenty-four responses commented on the need to repair and/or upgrade the building. Many of the responses concerned using the manse more effectively. Building configuration ideas included the connection between the two structures and using the courtyard for Church activities. Other suggestions included upgrades to the facility to meet Americans with Disability Act standards, with emphasis on bathroom facilities, improved cleanliness, maintenance of the overall space, and the need for an elevator. Suggestions also included the upgrade and repair of the pipe organ and pianos. Thirteen responders would like to see an improvement in the "traffic flow" between the sanctuary, classrooms and the lower-level meeting hall. Other miscellaneous answers were concerned about deferred exterior maintenance, such as tuck-pointing and painting. Several suggestions dealt with room equipment, such as drapes and electrical wiring to facilitate better room utilization.

Some of these suggestions dealt with the subject matter of the Strategic Planning Committee, which has recently reviewed the status of the following projects:

Phase Zero / Atrium
2010 Vision / Five Year Plan
Weekly Prayer Group / Pew Prayer Card
Improve Congregation Communication / Kiosk Project

While the Strategic Planning Committee determined that all of these projects remain feasible, such projects are being held in abeyance during this period of transition

Reflecting On Our Context For Ministry

Ecumenical Climate

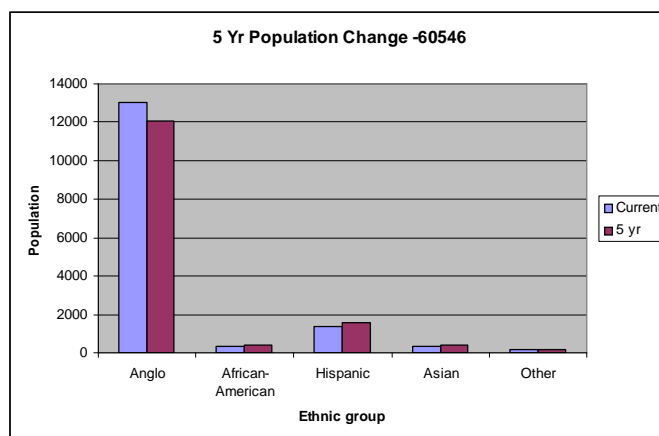
The Riverside area is predominately Roman Catholic. In addition to RPC, however, our village also contains churches of the Episcopal, Lutheran and Methodist faiths. St. Mary Catholic Church has approximately 5000 members of which 1000 actively participate. St. Paul's Episcopal Church has 175 members of which 70 are active. St. Peter and Paul Evangelical Lutheran Church has 375 members of which 90 participate in the English service, while 12 attend the Slovak service. Ascension Lutheran Church has 300 members of which 125 actively participate. The Riverside United Methodist Church has 100 members of which 40 are active. RPC takes an active leadership role in the Riverside/North Riverside Covenant of Churches, an ecumenical group that cooperates in presenting adult education programs, Vacation Bible School, and various community service projects throughout the year.

Community Demographics

Riverside is a community of about 9000 people located in the near southwest suburbs of Chicago with easy access to downtown Chicago via commuter rail lines and automobile. The majority of residents live in single-family homes, though there are some apartments, condominiums and townhouses.

The population is well-educated and employed in an upper-middle income bracket. There are a fair number of retired people in the community. The congregation is drawn from a wide socio-economic scale, but one that does not include either the extremely wealthy or the extremely poor.

A recent demographic study completed by Riverside Public Schools District 96, the local elementary school district (which includes Riverside, and small portions of several neighboring communities), indicates a stable overall population for the district of about 13,500. However, some population subgroups are growing: during the period 1990 – 2000, married households with children increased from 637 to 1324 (108%), a trend that is continuing. In that



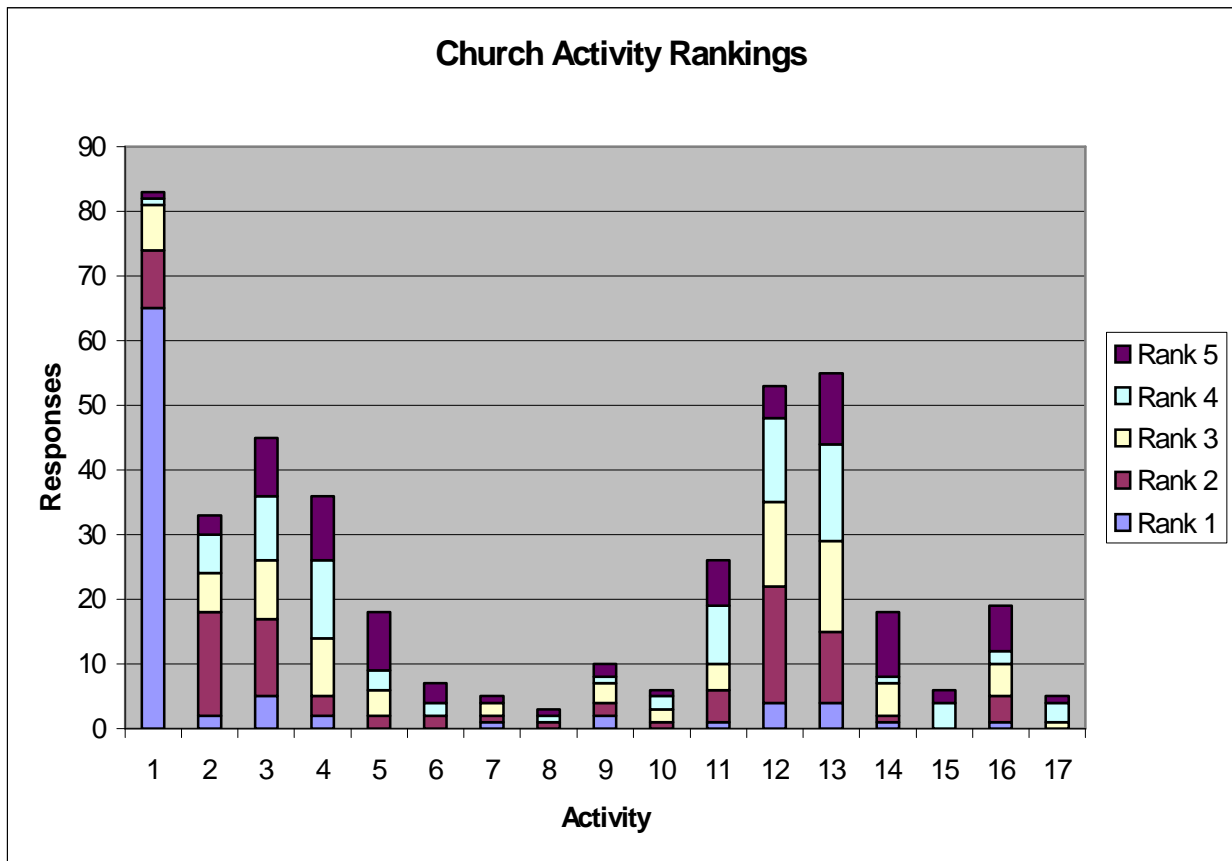
same time period, married families without children decreased 34%. Continued yearly enrollment increases in the district of 6% through 2010 are predicted. The chart shows predicted changes in the larger community population. (Data from the Percept Group)

Community Issues, Needs and Concerns

One of the primary community concerns is the recent influx of younger families and the future increase in school enrollment. The survey identified other primary concerns, such as assisting existing programs by promoting greater use of the church by other churches and community events. Other concerns of the community were maintaining food and toy drives for the needy and repairing local homes. The survey also identified some needs in our community. More outreach to seniors was mentioned as well as needs for physical or substance abuse, marriage and family counseling.

Reviewing Our Programs

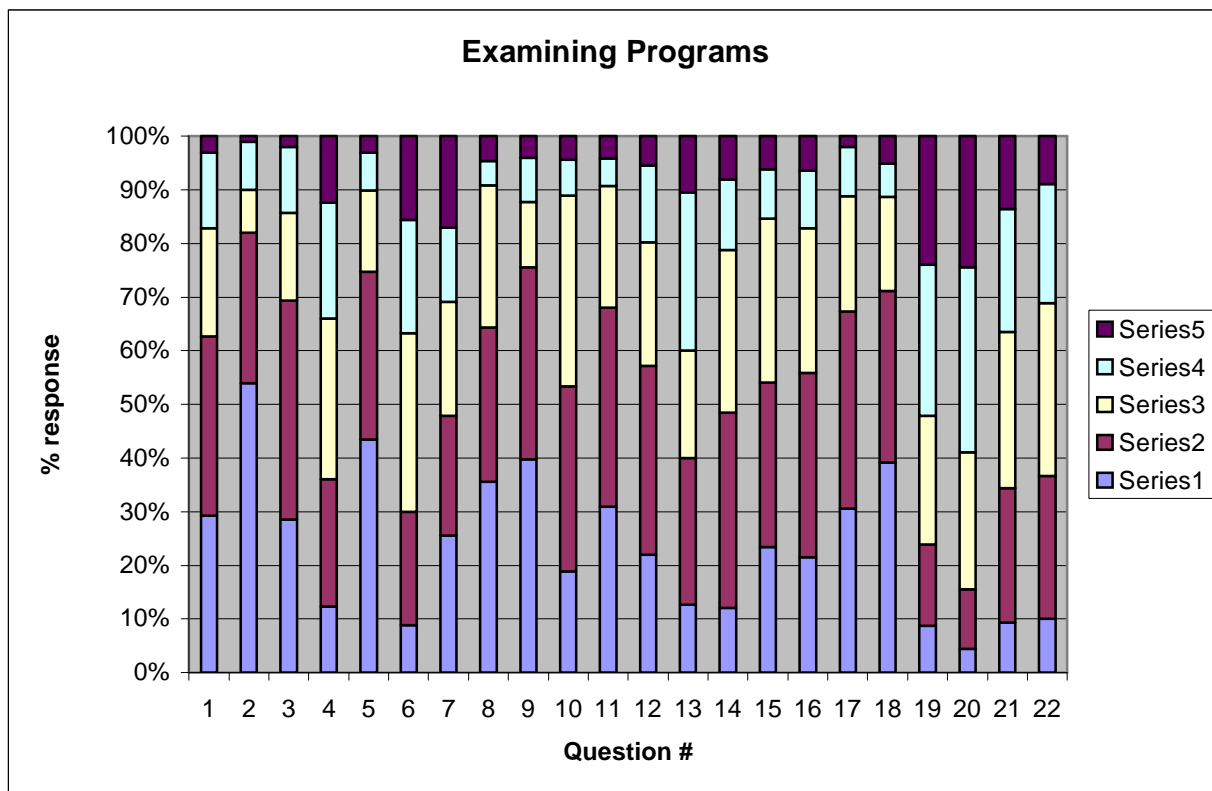
Two portions of the survey pertained to church programs. Part III of the survey asked respondents to rank church activities in order of importance to them. (1 = highest rank, 10 = lowest). The first graph below, entitled “Church Activity Rankings,” presents the responses to Part III:



The activity numbers in the above graph are:

- | | | |
|--------------------------|----------------------------------|-------------------------|
| 1. Sermon and Worship | 2. Sacraments | 3. Spiritual Guidance |
| 4. Visitation of Sick | 5. Visitation of Shut-Ins | 6. Prospective Members |
| 7. Visitation of Members | 8. Seeking Solns to Local Issues | 9. Long Range Planning |
| 10. Counseling | 11. Fellowship | 12. Christian Education |
| 13. Youth Group | 14. Local Mission | 15. National Mission |
| 16. Stewardship | 17. Ecumenical Activities | |

Part II of the survey asked a series of questions about how people felt about the programs at our church (1 agree – 5 disagree). These responses appear in the second graph on the following page. Both were used in the findings and suggestions portion of this document.



Examining Our Programs – Survey questions

1. There is something for everyone in our worship services.
2. The music makes a positive contribution to our worship.
3. RPC is friendly towards worship visitors.
4. RPC has programs to encourage visitors to join.
5. RPC would welcome anyone in our community to membership.
6. New or inactive members are contacted and encouraged to become more involved.
7. I know some members that have felt left out of the RPC church family.
8. RPC has supported me in my times of need.
9. In general, RPC supports those with personal needs (sickness, sorrow, etc).
10. RPC's education program helps me develop my Christianity.
11. There is variety in RPC's educational programs.
12. RPC's education programs meet the needs of all ages in my family.
13. RPC is active in helping the poor and needy in our community.
14. RPC gives me enough information about the work of the Presbyterian Church USA global mission efforts such as Blankets for Hope.
15. RPC gives me ample opportunity and information to support RPC-sponsored mission efforts.
16. At RPC, we talk about church finances in open, honest and constructive ways.
17. I know how my financial gifts are being used.
18. RPC helps me see a financial pledge as one part of my faith commitment.
19. RPC's long-range financial goals are clear.
20. RPC's long-range development plans are clear.
21. RPC prepares members to take leadership on the Session and other boards or committees.
22. RPC supports its leaders and officers through ongoing training and skill development

Worship, Music Ministry, and Member Care

RPC has one worship service at 10:00 a.m. on Sunday mornings and occasional special services on days such as Christmas Eve, Ash Wednesday, Maundy Thursday and Good Friday. We often hold member memorial services and have a strong history of wedding ministry, regardless of a couples' religious affiliation. School-year worship averages 160 people in attendance. This is halved in the summer months.

The **Chancel choir** and bell choir share their music throughout the academic year, with special music in summer such as soloists and instrumentalists. Our organ is 100+ years old. The music program has a long history of performing the Messiah with professional musicians and soloists and a community-wide chorus on the Sunday preceding Christmas. The music ministry is led by Sally Sloane B.M., M.M., D.M.A. who has been on staff for three years. Two children's choirs will be added in 2006; children Kindergarten – Sixth Grade may participate in Riverside Singers (4:15 – 4:45) and Ringers (4:45 –5:15) to learn music fundamentals, note reading, vocal techniques and hand chimes.

The **Worship Committee** carries out the following to ensure worship:

- Securing four members of our church to serve as ushers for every worship service;
- Attaining members of Session to serve as participating Elders for every Sunday worship and communion servers for the first Sunday of every month;
- Coordinate two memorial flower programs, one during Lent and one during Advent;
 - Memorial program provides opportunity to donate to the Endowment Fund, the Memorial Fund, or the Music Ministry Fund;
- § Retaining pulpit supply;
- § Set-up, take-down, cleaning and maintenance of the Advent wreath and weekly candles;
- § Purchasing of supplies for sanctuary and special worship services.

Current **Membership** is 486. Membership Committee Activities include assisting the Pastor in hosting meetings for prospective members and corresponding with visitors. Future goals for the committee are to issue a current membership directory to the congregation and to establish a membership database which will contain all membership information in a format which will be updated regularly.

True to the mission to “serve God as we serve Others,” the **Deacons** seek to reach out to those within and outside our church family, especially to those in need. Through our Deacon Districts, they attempt to facilitate this outreach in a direct, personal and timely manner in this regard. Deacons are each assigned members by last name for their district (e.g., Deacon #1 covers members with “A” and “B” last names). The ministry efforts of the Deacons are wide and varied, from providing a monthly worship service at the British Home for their residents, to weekly delivery of flowers and periodic delivery of meals to members facing difficult times. In addition, they aid the church operationally by coordinating monthly communion, as well as memorial

services as requested. They also have an integral role in the social life of the church through sponsorship of annual events, such as the Bake Sale, Strawberry Social and annual all-church picnic, Family Nights, and Caring Christmas.

The Deacons budget is separate from that of the church, requiring the group to raise its own funds. The Strawberry social has been the main source of revenue. In 2006, however, a service auction was resurrected, an event which has not been presented by Deacons in some years, which raised nearly \$8,000.

Held in mid-January, an annual *Steak Fry* continues as our tradition of saying farewell and thanking Deacons who have completed their term, in addition to welcoming new Deacons on board. The Board of Deacons meets on the third Tuesday of each month at 7:00 pm.

Program Effectiveness

- Sermon and worship is the highest priority activity at RPC;
- Majority of members feel generally satisfied by the worship experience;
- Music is a valuable part of the worship experience and many people prefer traditional hymns;
- Visitation of the Sick and Shut-Ins is a high-priority activity for RPC members;
- RPC is perceived as welcoming to all, however programs to encourage visitors are considered lacking;
- New and inactive members may not be encouraged to be involved;
- In general, members feel supported in times of personal need;
- Fellowship opportunities are an important facet of member care;
- Feeling by many that the Deacons' activities are spread too thin as they have responsibility for social activities and ministering to members;
- Member Deacon visits in 2006 were well-received and a repeat was requested by many members.

Suggestions for Improvement

- Sermon quality is very important to our members, and the called pastor should be a skilled speaker, able to deliver an inspirational, spiritual message;
- Second worship service should be considered;
- Explore expanded roles for youth and lay persons in worship;
- Expand fellowship offerings, especially for families and young adults;
- Maintain and improve one-on-one pastoral visits to elderly/shut-ins and sick;
- Consider offering Stephen Ministry program again;
- Expand membership committee efforts to encourage and follow-up with visitors;
- Deacons should communicate with their District members more regularly;
- Deacons create a system for learning of members joys and concerns for the purpose of follow-up; and
- Revive a prayer/support group and or prayer chain;

Christian Education and Complementary Programs

Christian Education (CE) has been staffed in five different ways over as many years. From a full-time associate pastor to a full-time equivalent (FTE) job share between trained clergy, to a $\frac{3}{4}$ FTE job share of a pastor and a lay-person, to the current $\frac{1}{2}$ time lay congregant with a $\frac{1}{4}$ time congregant overseeing youth activities.

Fall 2006 launches the fifth year of RPC's **Passport to the Promised Land Sunday School** program for school-aged children, Kindergarten – Jr. High. Average attendance is 30 children per week. This program is based on the rotational model, which takes one Bible lesson or story for each unit and teaches it to the children a different way each Sunday for the five Sundays of that unit. Normally, the classes consist of a cooking class, an arts and crafts class, a gym class, a map or Bible study class and a story teller using the Cornerstones curriculum. Although enrollment was down in '05-'06, the quality of the classes rose with seasoned volunteers, and all the children attending have benefited from the smaller class sizes. Second and Third graders have a special rotation every-other-year in preparation for receiving their own Bibles. This rotation focuses on the order of worship, music as worship, books of the Bible, and being Presbyterian. The Sunday School offering is for Heifer Project.

Preschool Sunday School has evolved many times over the last few years. Initially, they were part of the rotation. Then, preschoolers had two classes (2-3 yr. old and pre-K) at the same time as the older children, but instead used the Group Publishing curriculum. Attendance dwindled and one class was held for older 3-year-olds – pre-k children. In fall 2006, it evolved again, this time running concurrently with worship. This change was made because there were more preschoolers in childcare during worship than those attending during Sunday School an hour earlier. In addition, having a structured activity after the children's sermon will prepare the children for Godly Play.

Godly Play, held after the Children's Sermon, is a Montessori-based worship education which recognizes that children have the potential to experience God in deep and meaningful ways. The goal is to encourage that potential through the telling of Bible stories and allowing children to work with the story materials. Leaders and children worship together utilizing song, sign language, artwork, and prayer as responses to God's love. Each week requires a leader and greeter to deliver the service of worship for children kindergarten – second grade.

In addition to these programs, **childcare** is provided Sunday mornings for infants and toddlers by a three-person team of paid staff. An average of four children per week are cared for in the infant room and eight per week in the toddler room. **Vacation Bible School**, held in July one evening per week for four weeks, is coordinated through CE. It has had little attendance overall, with about 4 RPC families attending.

The coordination of the family worship at 4:00 pm. on **Christmas Eve** is by the CE director. Traditionally a pageant, in 2005 became the only service (a second service had been held at 11:00 pm.) and was changed to a "lessons and carols" format. This is the plan again for 2006,

with the new children's choirs, adult choir and bell choir providing music and youth readers of the lessons.

Wednesday Night Live (WNL) is a mid-week ecumenical fellowship and educational program which began in 2004. It took a hiatus in the 2005-06 school year and has started back up again for fall 2006. An inter-generational program for the whole community, Wednesday Night Live (WNL) is composed of eight-week sessions, one in fall, winter (January-February ending before lent) and spring (post-Easter). WNL meets at 6:00 p.m. for a shared meal, with vespers at 6:45. At 7:00 p.m., there are activities for the whole family. There is a registration cost of \$35 for adults and \$20 for children to offset the meals and materials. Junior High-aged children attend Centercourt Youth Group from 7:00 – 8:00. Younger school-aged children participate in a creative learning time, while adults have a program of contemporary Christian issues. Childcare is provided for the youngest family members.

Beginning fall 2006, immediately preceding WNL, children Kindergarten – Sixth Grade participate in Riverside Singers (4:15 – 4:45) and Ringers (4:45 –5:15) to learn music fundamentals, note reading, vocal techniques and hand chimes. This is our children's choir, a change for Dr. Sally Sloan rehearsing with children for 10 minutes before Sunday School. It is anticipated that this will provide children a higher quality music experience and give Sally a consistent and reliable group of children who will share their talents at worship and in the community. In between Singers and Ringers, and WNL, children are invited to stay for Skills and Games, a Senior High supervised time to work on homework and work off some energy. RPC's Adult Bell Choir and Chancel choir also rehearse on Wednesday evenings from 6:30 – 8:30 and a few members participate in the shared meal portion of the evening.

There are two **youth group** opportunities for teens. Centercourt Junior High youth group now meets as a part of WNL. Currently, their activities are social in nature. In past years, there has been a local (Rockford, Milwaukee, etc.) mission trip opportunity and something mission related in the community.

The Senior High group has a 20-plus year tradition of a summer week-long mission trip. In 2006, the senior highs and adults visited the New Orleans area to help with Katrina recovery projects. New in 2006 and well-received, was a requirement of eight hours of service to the church in preparation for attending the summer Mission Trip. The service both helped the RPC facility and its people as well as teaching the youth the skills which would be used in Louisiana.

Traditionally, an Italian Dinner was held to offset the cost of the trip for the youths. This was replaced by a letter-writing appeal in 2006, with good results. Annually, the adult cost is paid in-full by donations through the mail and at a party, hosted by members of the church, which includes a silent auction, many items of which are services provided by the youth such as babysitting and home care. This group meets on Sundays either after worship or in the evening depending on their activity.

Confirmation for the freshman class has changed as much as CE staff has turned over. In 2006, it was led by two men, one a member and the other a friend of the church. Their program was well-planned and executed and it is hoped they will repeat it in 2007.

Riverside Presbyterian Preschool serves both children of our congregation as well as the surrounding communities. There are 60 children enrolled in two sessions (morning and afternoon), 2½ hours in length, meeting 3 days a week: Tuesday, Wednesday and Thursday. The staff meets for a half-day of planning each week on Monday. The teachers make home visits prior to enrollment to ensure new children feel comfortable in their first school setting. Our Preschool provides a high quality; developmentally-appropriate education for children ages 3 to 5 through play-based curriculum, each year with a new theme, ensuring creative thinking. The Preschool is proud of providing a great beginning to so many children and is one of the most active ministries of our Church. Nancy Dvorak has been the director for 25 years. Our teachers continue to earn continuing education hours by attending Early Childhood Conferences and 5 staff members are CPR/First Aid certified.

The Preschool is administered by a Board of members and friends. Within their oversight is the Tuition Assistance Program to address the needs of families unable to afford full tuition. It has supported 11 families so far. The Board members are beginning a Capital Improvement Campaign to address the Preschool's need to update and maintain its play ground and classrooms.

The support of the parents is a great strength of the program. Every parent signs up to help with various tasks from play yard clean up, classroom laundry to recycling cans for the homeless. There is a monthly Parent Partnership calendar. Other communications include "Good News Gazette" in November and parent/teacher conferences in January. Various parent-initiated fundraisers also help keep our tuition and field trip costs down. A Wish List was posted and many of our parents contributed generously to our "wishes."

We are proud of our community outreaches: visiting the British & Scottish Homes, designing Easter Bunny centerpieces and sending over 350 pieces of candy to the Christian Industrial League for their Easter dinner, saving cancelled commemorative stamps to support bird sanctuaries in Illinois, and recycling aluminum cans for BEDS, are a few.

Men's Forum and Women's Forum, ecumenical groups meet weekly for fellowship, Bible study and prayer. Men's Forum, established more than 20 years ago, is held at 6:30 a.m. on Tuesdays and Women's Forum, established about 20 years ago, at 6:30 a.m. on Thursdays. Annually, they each host a retreat for three days and two nights with a concentrated study and fellowship.

Program Effectiveness

- Christian Education is a high priority RPC activity;
- Most members are fairly satisfied with the Christian Education Program, especially the Sunday School program, and feel it helps them develop their Christianity; and
- Preschool, Sunday School, and Youth Group are considered very important outreach programs to draw new members.

Suggestions for Improvement

- Hire an associate pastor or professional educator(s) to oversee and further develop the education program and provide leadership and consistency in the Youth Group;
- Communicate with and garner parental support of the youth groups;
- Focus the Junior High on mission and broaden the Senior High mission focus;
- Commit to summer Christian Education and improve upon Vacation Bible School participation;
- Consider development of more varied Adult Christian Education programming, including Bible studies and programs for older adults.

Mission

The Mission Committee oversees and participates in many projects. Their goal is to expand participation to 100 members each completing one mission opportunity in 2006-07.

Starlight Soup Suppers are held from November through April, and we prepare and serve our famous Night Ministry Vegetable Beef Soup and PB&J sandwiches to 200 persons on the 2nd Friday of each month. Moonlight Picnics take place in May through October, and we serve hot dogs, chips, and cookies. Each month, 10-15 people shop, prepare and serve the food.

As an active member of the Riverside-North Riverside Covenant of Churches (COC), RPC participates in special programs such as the support of a Hurricane Katrina evacuee family. COC efforts include: financial support for housing, furnishing apartments, providing clothing and necessities for the family, helping individuals find employment and creating a Christmas for the family. As part of our participation in the Riverside/North Riverside COC, members of RPC also participate in the CROP Walk.

This committee oversees the Church-wide Special Offerings such as: One Great Hour of Sharing, Pentecost, Peacemaking, Basic Mission Giving and RPCs pledge to the Chicago Presbytery Missions.

The **CARERS Committee** requests hard goods from the congregation, sorts, and distributes them to the recipients: BEDS, Food of the Month, Constance Morris House, First Presbyterian Church, Interfaith House, Kemmerer Village, Pine Avenue Church Pantry, University of Chicago Children's Hospital and Cards for Prisoners. Additionally, members sponsor trips to visit and provide hands-on service to these organizations.

The year 2006 marked the 53rd year of the existence of **Presbyterian Women**. The Coordinating Team meets the first Thursday of each month, September-June, excluding January. Monthly gatherings, held at the Scottish Home, are on the second Wednesday of each month, with the exception of January, July and August, with interesting and varied programs. A Bible study by members is the fourth Wednesday of the month at the church.

Presbyterian Women have a budget separate from that of RPC. Through active fundraising and donation of members, Mission Project donations are made to groups such as Chicago Christian Industrial League, Church World Service, Constance Morris House, Doctors Without Borders, First

Presbyterian Church of Chicago, Geneva Place/Presbyterian Home, Greater Chicago Food Depository, H.O.M.E. (Housing Opportunities & Maintenance for the Elderly), Hurricane Katrina Relief, Lake View Academy, Little Brothers-Friends of the Elderly, Morris Forks Crafts, People Care, Sarah's Circle, and Stars & Stripes. This group oversees details of the Church-wide "Rainbow of Caring-Blanket/Tools of Hope" Sunday. In addition, a sale of pecans to benefit Erie House Women's Auxiliary is held annually.

Program Effectiveness

- National mission (Presbyterian Church USA) programs are not a high priority activity for RPC;
- Local mission activities are a high priority activity for RPC;
- Members feel fairly informed about national mission opportunities and about the RPC-sponsored local activities;
- Many members feel RPC could be doing more to help the needy in our local communities.

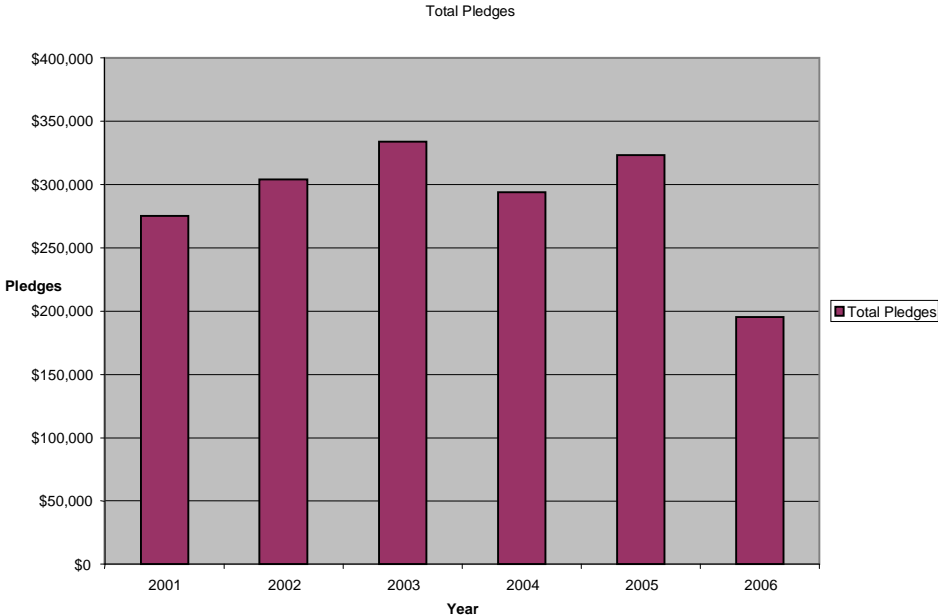
Suggestions for Improvement

- Build on existing programs in the community to avoid duplication of efforts;
- Focus efforts more effectively (quality over quantity);
- Explore ways to use our facilities (manse, gym, kitchen, social hall) to be more open to the community and more supportive of local mission efforts;
- Explore ecumenical partnerships for local mission;
- Explore more opportunities to involve youth in local mission and with inter-generational opportunities.

Stewardship and Finance

Financial accountability and predictability is the main concern of Session committees. The Finance Committee has had the responsibility of reviewing RPC financial statements on a month-to-month basis, which are presented to the committee by the RPC treasurer. The committee reviews and monitors all receipts and expenditures and tracks month-to-month progress to ensure compliance with the goal of a balanced budget. The RPC Financial Secretary completed the computerization of RPC finance reporting in 2006.

Pledges decreased in 2006, which was predictable given certain member deaths, members leaving the area, and the instability due to the departure of the pastor in mid-2005. In contrast to 2006, RPC had shown strong growth in pledges for the three previous years (as shown in the chart below). The Stewardship Committee has appealed to members to sustain the mission and vision of RPC during this time of transition.



Program Effectiveness

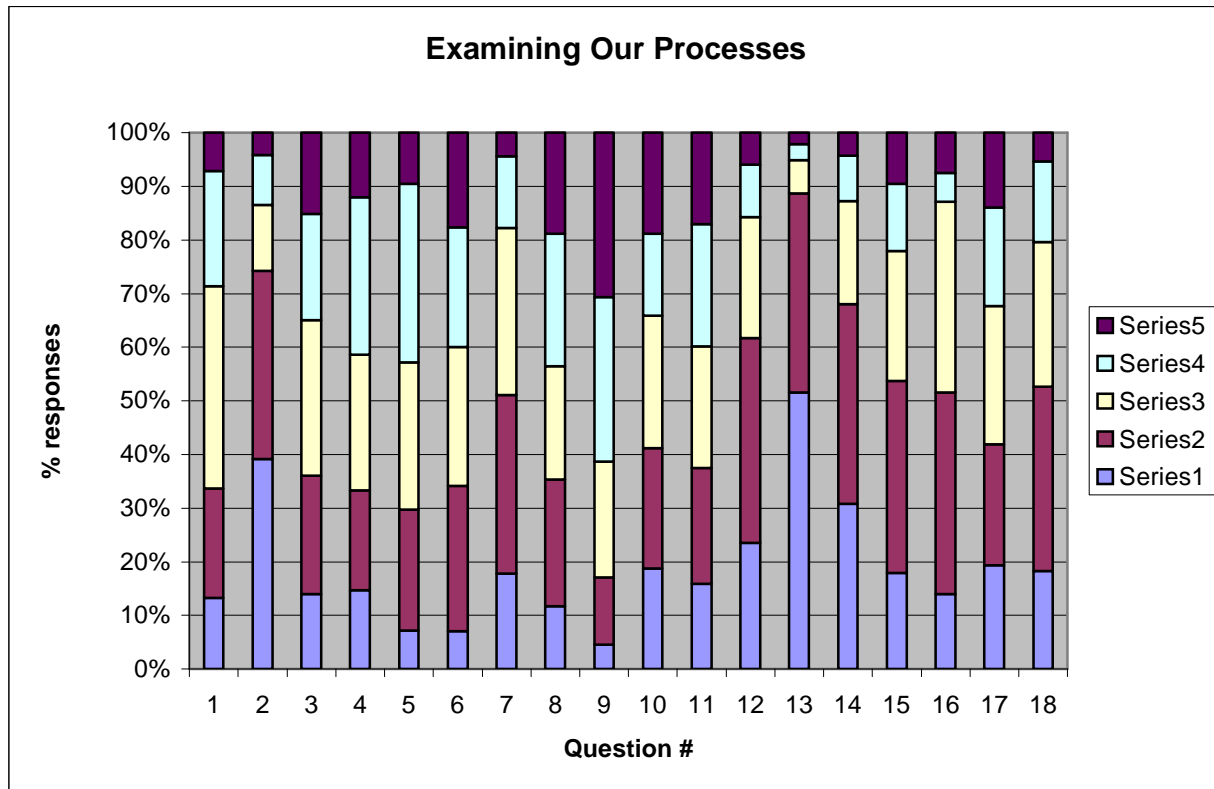
- Stewardship is a moderately high priority activity;
- A majority think finances are talked about in open, honest constructive ways, know how their gifts are being used, and see their pledge as part of a faith commitment; and
- Long-range financial goals and development plans are not clear to the majority of the congregation.

Suggestions for Improvement

- Develop and communicate to members long-term financial and development plans;
- Consider more specialized “wish list” fundraising in addition to general pledge fundraising;
and
- Develop and communicate more in-depth information in connection with member pledging.

Exploring Our Processes

Part II of the survey asked a series of questions about how people felt about processes at our church (1 agree – 5 disagree). These responses appear in the following graph.



Examining our Processes – Survey Questions

- Members of RPC's congregation are kept well informed about decisions and activities.
- I know someone I would talk to about any church concerns I might have.
- The boards and committees keep each other well informed about their work.
- There is a lot of conflict in our congregation right now.
- When people in RPC disagree, we can usually talk openly and work it out.
- There are opposing groups or factions in our congregation that work against each other
- People in our congregation tend to trust each other and work together to solve a problem.
- People tend to blame certain persons or groups when a problem arises.
- There is a lot of interpersonal hostility or anger among people in our congregation.
- Some people are upset and threatening to leave.
- Some people or groups see the winning of their cause to be more important than getting along.
- I feel the leaders of RPC are representative of the congregation.
- All members have an opportunity to become leaders at RPC.
- I feel good about the way RPC chooses and elects its leaders.
- The important decisions in the life of RPC are made by a small group of people.
- I trust the way that decisions are made in our church.
- When important decisions are made, everyone has a chance to participate and voice an opinion.
- When I have concerns about decisions that are being made in the life of our church, my opinion is taken seriously and I feel the leadership listens to me.

Communication Patterns

- Most of the survey respondents know someone to speak with about church concerns;
- Many respondents do not think they are kept well informed about RPC decisions and activities; and
- Many respondents do not think boards and committees keep each other well informed.

Conflict Management

- Most respondents feel that there is little conflict in the congregation and little interpersonal hostility or anger among people;
- Most of the respondents feel that we can do a better job talking openly to work out problems;
- A majority agree that we trust each other and have the capability to work together to solve problems;
- Most respondents think that the people in the congregation value getting along with each other to be more important than winning their cause;
- Most respondents believe that most of the congregation is not upset or threatening to leave; and
- Most respondents do not think that there are opposing groups or factions that work against each other, and do not think that we tend to blame certain persons or groups when problems arise.

Leadership Selection

- Most respondents feel strongly that all members have an opportunity to become leaders at RPC;
- Most respondents agree that leaders are representative of the congregation as a whole and have no concerns with how those leaders are chosen and elected.

Decision Making

- A slight majority of respondents believe that important decisions are made by a small group of people;
- Most of the respondents trust the way decisions are made in our church;
- Many respondents feel that not everyone has a chance to participate and voice an opinion; and
- Most respondents believe that their opinion is taken seriously when they have concerns about a decision that is being made.

Program Effectiveness

- Communication among the congregation occurs through the Sunday bulletin, announcements during Sunday worship, word of mouth, and the monthly Vision newsletter;
- There is very little, if any, animosity among congregants or groups of congregants;
- The congregation as a whole trusts each other and works well together to solve problems; and
- Leadership is open to any member and the current leadership is representative of RPC.

Suggestions for Improvement

- Promote better dialogue among members in connection with RPC issues and involve the congregation more in important decision-making;
- Create a new membership directory;
- Extend office hours;
- Acknowledge volunteer contributions; and
- Promote better communication to members.

Appendix A – Survey Questions

Riverside Presbyterian Church Mission Study Committee Congregational Survey

August 2006

RPC is in a time of transition. One step in the transition process is completion of a Mission Study which is used for direction by the Pastoral Nominating Committee in its search for a called pastor for RPC. The cornerstone of the Mission Study is the enclosed Congregational Survey.

Collectively, the survey results will form the description of *who we are and who we want to be*. The accuracy of that description, however, will entirely depend on the amount and quality of responses to the survey. Thus, it is critical that your voice is heard. By completing the survey, you will help continue the proud history of RPC and influence its future leadership.

Each member and friend of the church should complete a survey. Members of the church are all adults and those children who are freshmen in high school and older in a particular household. Friends are those that have yet to become members but whom nevertheless have the best interests of RPC at heart. Additional copies may be obtained from RPC or on the website at <http://www.rpcusa.org>. Please return your completed survey to the church office by **August 21**. Thank you for working with us in this critical undertaking in the life of RPC.

The Mission Study Committee

Vicki Vogel (Chair)

Joe Dvorak

Lynda Nadkarni

Matt Lisle (Co-Chair)

Nancy Jensen

Dennis Sadilek

Janan Cain

Hollie Miezio

I. Examining Our Identity

a) Demographics

1. Age:

Under 20

21-25

26-34

35-44

45-54

55-64

65-74

over 75

2. Gender: Male Female

3. Marital status: Married Single Divorced Widowed Separated

4. Ethnicity: White Black Hispanic Asian Other

5. What is your highest level of formal education?

Less than high school

High school graduate

Some college, trade or vocational school

College degree

Post graduate work or degree

6. How many years have you been a member of RPC? _____

7. Family Income: (Optional)

<\$25,000

\$25,000-49,999

\$50,000-99,999

\$100,000-200,000

> \$200,000

8. Occupation [check more than one, if necessary]:

- | | |
|--|---|
| <input type="checkbox"/> Admin & Clerical (Office staff, etc.) | <input type="checkbox"/> Accounting, Finance, Insurance |
| <input type="checkbox"/> Arts, Entertainment and Recreation | <input type="checkbox"/> Education |
| <input type="checkbox"/> Government | <input type="checkbox"/> Information (IT, Computer, etc.) |
| <input type="checkbox"/> Medical, Healthcare & Social Services | <input type="checkbox"/> Real Estate |
| <input type="checkbox"/> Service (Professional, Food, etc) | <input type="checkbox"/> Scientific or Technical services |
| <input type="checkbox"/> Management | <input type="checkbox"/> Small business owner/operator |
| <input type="checkbox"/> Trade/craft | <input type="checkbox"/> Legal Profession |
| <input type="checkbox"/> Homemaker | <input type="checkbox"/> Retired |
| <input type="checkbox"/> Student | |

9. How far do you travel to RPC?

- | | |
|--|--|
| <input type="checkbox"/> Less than 2 miles | <input type="checkbox"/> 2-5 miles |
| <input type="checkbox"/> 5-10 miles | <input type="checkbox"/> Greater than 10 miles |

10. On the average, about how many times did you attend worship at RPC during the last year?

- | | |
|---|--|
| <input type="checkbox"/> None | <input type="checkbox"/> About once a month |
| <input type="checkbox"/> Less than 6 times | <input type="checkbox"/> About 2-3 times a month |
| <input type="checkbox"/> Less than once a month | <input type="checkbox"/> 4 or more times a month |

11. How much time do you spend during an average month in RPC's affairs (including worship, study groups, meetings, committee work, lesson preparation, etc.)?

- | | |
|---|--|
| <input type="checkbox"/> Less than one hour | <input type="checkbox"/> 11-15 hours |
| <input type="checkbox"/> 1-5 hours | <input type="checkbox"/> 16-20 hours |
| <input type="checkbox"/> 6-10 hours | <input type="checkbox"/> Over 20 hours |

12. In the last two years, has your participation at RPC

- | | | |
|-------------------------------------|-------------------------------------|---|
| <input type="checkbox"/> Increased? | <input type="checkbox"/> Decreased? | <input type="checkbox"/> Remained the same? |
|-------------------------------------|-------------------------------------|---|

13. Do you currently hold a position at the church: (Session, Deacon, Trustee, Teacher, etc.)

- | | |
|------------------------------|-----------------------------|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No |
|------------------------------|-----------------------------|

b) Theological Climate [The following questions require a sliding-scale measure of your agreement or disagreement. Note that 1=Strongest Agreement and 5=Strongest Disagreement]

1. The church should be concerned with spiritual matters, not material matters or politics.

Agree 1 2 3 4 5 Disagree

2. I try hard to carry my religion into all my other dealings in life.

Agree 1 2 3 4 5 Disagree

3. Although I believe in my religion, I feel there are other things more important in my life.

Agree 1 2 3 4 5 Disagree

4. In terms of my commitment to Christ, I see myself as very dedicated.

Agree 1 2 3 4 5 Disagree

5. I consider myself knowledgeable about the Bible and the reformed faith.

Agree 1 2 3 4 5 Disagree

c) *Presbyterianism*

1. RPC should support Presbyterian Church USA mission programs instead of independent mission groups and programs.

Agree 1 2 3 4 5 Disagree

2. The national and regional staff of the Presbyterian Church USA supports the needs of our congregation.

Agree 1 2 3 4 5 Disagree

3. I have a good understanding of the meaning of Presbyterianism today.

Agree 1 2 3 4 5 Disagree

d) *Facility Analysis*

1. RPC's facility is conducive to the work of the Church and its mission outreach

Agree 1 2 3 4 5 Disagree

2. RPC's facilities are member and visitor friendly.

Agree 1 2 3 4 5 Disagree

3. I support building an atrium that would combine the former manse and the Church proper.

Agree 1 2 3 4 5 Disagree

e) *Staffing*

1. I would like RPC to plan for the hiring of an associate pastor.

Agree 1 2 3 4 5 Disagree

2. I feel the church office is staffed a sufficient number of hours.

Agree 1 2 3 4 5 Disagree

II. Examining Our Programs

a) *Reviewing Current Programs*

1. There is something for everyone in our worship services.

Agree 1 2 3 4 5 Disagree

2. The music makes a positive contribution to our worship.

Agree 1 2 3 4 5 Disagree

3. RPC is friendly towards worship visitors.

Agree 1 2 3 4 5 Disagree

4. RPC has programs to encourage visitors to join.

Agree 1 2 3 4 5 Disagree

5. RPC would welcome anyone in our community to membership.

Agree 1 2 3 4 5 Disagree

6. New or inactive members are contacted and encouraged to become more involved.

Agree 1 2 3 4 5 Disagree

7. I know some members that have felt left out of the RPC church family.
 Agree 1 2 3 4 5 Disagree
8. RPC has supported me in my times of need.
 Agree 1 2 3 4 5 Disagree
9. In general, RPC supports those with personal needs (sickness, sorrow, etc).
 Agree 1 2 3 4 5 Disagree
10. RPC's education program helps me develop my Christianity.
 Agree 1 2 3 4 5 Disagree
11. There is variety in RPC's educational programs.
 Agree 1 2 3 4 5 Disagree
12. RPC's education programs meet the needs of all ages in my family.
 Agree 1 2 3 4 5 Disagree
13. RPC is active in helping the poor and needy in our community.
 Agree 1 2 3 4 5 Disagree
14. RPC gives me enough information about the work of the Presbyterian Church USA global mission efforts such as Blankets for Hope.
 Agree 1 2 3 4 5 Disagree
15. RPC gives me ample opportunity and information to support RPC-sponsored mission efforts.
 Agree 1 2 3 4 5 Disagree
16. At RPC, we talk about church finances in open, honest and constructive ways.
 Agree 1 2 3 4 5 Disagree
17. I know how my financial gifts are being used.
 Agree 1 2 3 4 5 Disagree
18. RPC helps me see a financial pledge as one part of my faith commitment.
 Agree 1 2 3 4 5 Disagree
19. RPC's long-range financial goals are clear.
 Agree 1 2 3 4 5 Disagree
20. RPC's long-range development plans are clear.
 Agree 1 2 3 4 5 Disagree
21. RPC prepares members to take leadership on the Session and other boards or committees.
 Agree 1 2 3 4 5 Disagree
22. RPC supports its leaders and officers through ongoing training and skill development.
 Agree 1 2 3 4 5 Disagree

III. Examining Our Processes

a) *Communications*

1. Members of RPC's congregation are kept well informed about the decisions and activities in the church.

Agree 1 2 3 4 5 Disagree

2. I know someone I would talk to about any church concerns I might have.

Agree 1 2 3 4 5 Disagree

3. The boards and committee in RPC keep each other well informed about their work.

Agree 1 2 3 4 5 Disagree

4. I get most of my information about the decisions and activities at RPC through:

RPC's newsletter, The Vision RPC's website
 The Sunday bulletin and worship announcements
 Word of mouth Other _____

b) *Conflict Management*

1. There is a lot of conflict in our congregation right now.

Agree 1 2 3 4 5 Disagree

2. When people in RPC disagree, we can usually talk about it openly and work it out.

Agree 1 2 3 4 5 Disagree

3. There are opposing groups or factions in our congregation that work against each other.

Agree 1 2 3 4 5 Disagree

4. People in our congregation tend to trust each other and work together to solve a problem.

Agree 1 2 3 4 5 Disagree

5. People in our congregation tend to blame certain persons or groups when a problem arises.

Agree 1 2 3 4 5 Disagree

6. There is a lot of interpersonal hostility or anger among people in our congregation.

Agree 1 2 3 4 5 Disagree

7. Some people are upset and threatening to leave RPC.

Agree 1 2 3 4 5 Disagree

8. Some people or groups in our church see the winning of their cause to be more important than getting along with each other and working together.

Agree 1 2 3 4 5 Disagree

c) *Leadership Selection*

1. I feel that the leaders of RPC are representative of the people in our congregation.

Agree 1 2 3 4 5 Disagree

2. All members have an opportunity to become leaders at RPC.

Agree 1 2 3 4 5 Disagree

3. I feel good about the way RPC chooses and elects its leaders.

Agree 1 2 3 4 5 Disagree

d) Decision Making

1. The important decisions in the life of RPC are made by a small group of people.

Agree 1 2 3 4 5 Disagree

2. I trust the way that decisions are made in our church.

Agree 1 2 3 4 5 Disagree

3. When important decisions are made at RPC, everyone has a chance to participate and voice an opinion.

Agree 1 2 3 4 5 Disagree

4. When I have concerns about decisions that are being made in the life of our church, my opinion is taken seriously and I feel that the leadership listens to me.

Agree 1 2 3 4 5 Disagree

I. Church activities and services –

Please choose the 10 most important to you and rank them 1-10 (1 most important to you.)

Sermon and worship services

Marriage/Family Counseling

Administration of Sacraments

Fostering Member Fellowship

Spiritual Guidance

Education Programs

Visitation of the Sick

Youth Group Programs

Visitation of Shut-Ins

Local Mission Opportunities

Visitation of Prospective Members

National Mission Opportunities

Visitation of Members

Promoting good stewardship

Seeking solutions to local issues

Supporting ecumenical activities

Promoting long range planning

II. Open ended responses; please share your thoughts and ideas. Please be as specific and constructive as possible. (i.e. a suggestion to host a “bring a friend to Worship Sunday” is more helpful than “increase worship attendance.” If you need more space, please use the back of this sheet.

1. **Facilities** – Which of RPC’s facilities need upgrade and modification?

2. **Community** – What are the greatest needs in the communities surrounding RPC and how can the church best help with those needs?

3. **Worship** - How may we improve the content of our worship service?

4. **Member care** - How may we improve the ways we care for each other; visitation programs, fellowship and recreation programs, prayer and support groups?

5. **Education** - How can RPC improve our Christian education program; Sunday School, youth ministry; special and seasonal programs?

6. **Mission/Service** – How can RPC improve our service to others and better utilize our facilities and resources for the communities around us?

7. **Outreach/Membership** – How can RPC improve our outreach to potential members and in preparing and receiving new members?

8. **Stewardship** - What would motivate you to increase your financial commitment to RPC?

9. Why do you participate in RPC? (Not why you joined, but why do you continue to participate?) What would motivate you to volunteer more of your time?

10. What are the strengths of RPC?

11. What are your concerns for RPC, and how can they be remedied?

Appendix B – Tally of Survey Responses

| I. Examining our Identity | | | | | | | | |
|--|-----|-----|---------------------------------------|-----|-----|------------------------------|-----|-----|
| a) Demographics | | | | | | | | |
| a1. Age | | | a5. Education completed | | | a8. Occupation | | |
| <u>Under 20</u> | 2 | 2% | <u>Less than HS</u> | 2 | 2% | Admin | 6 | 5% |
| <u>21-25</u> | 0 | 0% | <u>HS Grad</u> | 11 | 10% | Arts | 1 | 1% |
| <u>26-34</u> | 2 | 2% | <u>Some College</u> | 16 | 15% | Government | 4 | 3% |
| <u>35-44</u> | 14 | 14% | <u>College Grad</u> | 32 | 30% | Medical | 11 | 9% |
| <u>45-54</u> | 27 | 27% | <u>Post Grad</u> | 44 | 42% | Service | 6 | 5% |
| <u>55-64</u> | 13 | 13% | <u>Total responses</u> | 105 | | Management | 6 | 5% |
| <u>65-74</u> | 14 | 14% | | | | Trade | 2 | 2% |
| <u>> 75</u> | 30 | 30% | | | | Homemaker | 19 | 15% |
| <u>Total responses</u> | 100 | | | | | Student | 2 | 2% |
| | | | | | | Accounting | 7 | 6% |
| | | | | | | Education | 15 | 12% |
| a2. Gender | | | | | | Information | 1 | 1% |
| <u>Male</u> | 33 | 33% | a6. Years a Member | | | Real Estate | 1 | 1% |
| <u>Female</u> | 66 | 67% | <u>Less than 5</u> | 9 | 9% | Scientific | 2 | 2% |
| <u>Total responses</u> | 99 | | <u>5-10</u> | 12 | 12% | Small business own | 4 | 3% |
| | | | <u>10-20</u> | 25 | 24% | Legal | 3 | 2% |
| a3. Marital | | | <u>> 20</u> | 55 | 53% | Retired | 35 | 28% |
| Status | | | <u>Non-member</u> | 2 | 2% | <u>Total responses</u> | 125 | |
| <u>Married</u> | 79 | 77% | <u>Total responses</u> | 103 | | | | |
| <u>Single</u> | 7 | 7% | | | | | | |
| <u>Divorced</u> | 2 | 2% | | | | a9. Travel to Church | | |
| <u>Widowed</u> | 14 | 14% | | | | <u>< 2 miles</u> | 82 | 80% |
| <u>Separated</u> | 1 | 1% | | | | <u>2-5</u> | 13 | 13% |
| <u>Total responses</u> | 103 | | | | | <u>5-10</u> | 3 | 3% |
| | | | a7. Family Income | | | <u>> 10</u> | 4 | 4% |
| a4. Ethnicity | | | <u>< \$25,000</u> | 3 | 5% | <u>Total responses</u> | 102 | |
| <u>White</u> | 94 | 97% | <u>25,000-49,999</u> | 11 | 17% | | | |
| <u>Black</u> | 1 | 1% | <u>50,000-99,999</u> | 17 | 27% | a10. Attendance | | |
| <u>Hispanic</u> | 1 | 1% | <u>100,000-200,000</u> | 27 | 43% | <u>None</u> | 6 | 6% |
| <u>Asian</u> | 0 | 0% | <u>>200,000</u> | 5 | 8% | <u>< 6 times per year</u> | 7 | 7% |
| <u>Other</u> | 1 | 1% | <u>Total responses</u> | 63 | | <u>< once per month</u> | 5 | 5% |
| <u>Total responses</u> | 97 | | | | | <u>once per month</u> | 14 | 14% |
| | | | a12. Has your participation... | | | <u>2-3 per month</u> | 47 | 46% |
| a11. Hours per month for church | | | <u>Increased</u> | 22 | 22% | <u>>=4 per month</u> | 24 | 23% |
| <u>< 1 hour</u> | 14 | 15% | <u>Decreased</u> | 31 | 31% | <u>Total responses</u> | 103 | |
| <u>1-5 hours</u> | 32 | 34% | <u>Same</u> | 48 | 48% | | | |
| <u>6-10 hours</u> | 27 | 28% | <u>Total responses</u> | 101 | | | | |
| <u>11-15 hours</u> | 13 | 14% | | | | | | |
| <u>16-20 hours</u> | 6 | 6% | a13. Hold a church position? | | | | | |
| <u>>20 hours</u> | 3 | 3% | <u>Yes</u> | 44 | 45% | | | |
| <u>Total responses</u> | 95 | | <u>No</u> | 54 | 55% | | | |
| | | | <u>Total responses</u> | 98 | | | | |
| | | | | | | | | |
| | | | | | | | | |

| MISSION STUDY SURVEY TALLY | | | | | | | | | | | | | | |
|--|----|----|----|----|----------|-----|-----|-----|-----|-----|-----|--|--|--|
| I. Examining our Identity | | | | | | | | | | | | | | |
| b) Theological Climate | | | | | | | | | | | | | | |
| Agree | | | | | Disagree | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | Total | Avg | 1 | 2 | 3 | 4 | 5 | | | |
| 1. The church should be concerned with spiritual matters, not material matters or politics. | | | | | | | | | | | | | | |
| 32 | 30 | 21 | 10 | 1 | 94 | 2.1 | 34% | 32% | 22% | 11% | 1% | | | |
| 2. I try hard to carry my religion into all my other dealings in life. | | | | | | | | | | | | | | |
| 33 | 34 | 29 | 2 | 1 | 99 | 2.0 | 33% | 34% | 29% | 2% | 1% | | | |
| 3. Although I believe in my religion, I feel there are other things more important in my life. | | | | | | | | | | | | | | |
| 1 | 24 | 26 | 18 | 28 | 97 | 3.5 | 1% | 25% | 27% | 19% | 29% | | | |
| 4. In terms of my commitment to Christ, I see myself as very dedicated. | | | | | | | | | | | | | | |
| 20 | 27 | 35 | 11 | 3 | 96 | 2.5 | 21% | 28% | 36% | 11% | 3% | | | |
| 5. I consider myself knowledgeable about the Bible and the reformed faith. | | | | | | | | | | | | | | |
| 7 | 24 | 31 | 23 | 15 | 100 | 3.2 | 7% | 24% | 31% | 23% | 15% | | | |
| 6. RPC should support Pres. Church USA mission programs instead of independent mission groups. | | | | | | | | | | | | | | |
| 10 | 9 | 30 | 23 | 20 | 92 | 3.4 | 11% | 10% | 33% | 25% | 22% | | | |
| 7. The national and regional staff of the Pres. Church USA supports the needs of our congregation. | | | | | | | | | | | | | | |
| 4 | 14 | 35 | 22 | 9 | 84 | 3.2 | 5% | 17% | 42% | 26% | 11% | | | |
| 8. I have a good understanding of the meaning of Presbyterianism today. | | | | | | | | | | | | | | |
| 2 | 12 | 28 | 29 | 12 | 83 | 3.4 | 2% | 14% | 34% | 35% | 14% | | | |
| 9. RPC's facility is conducive to the work of the Church and its mission outreach. | | | | | | | | | | | | | | |
| 26 | 31 | 29 | 9 | 2 | 97 | 2.3 | 27% | 32% | 30% | 9% | 2% | | | |
| 10. RPC's facilities are member and visitor friendly. | | | | | | | | | | | | | | |
| 35 | 34 | 17 | 8 | 3 | 97 | 2.1 | 36% | 35% | 18% | 8% | 3% | | | |
| 11. I support building an atrium that would combine the former manse and the Church proper. | | | | | | | | | | | | | | |
| 14 | 14 | 15 | 14 | 34 | 91 | 3.4 | 15% | 15% | 16% | 15% | 37% | | | |
| 12. I would like RPC to plan for the hiring of an associate pastor. | | | | | | | | | | | | | | |
| 41 | 20 | 12 | 9 | 15 | 97 | 2.4 | 42% | 21% | 12% | 9% | 15% | | | |
| 13. I feel the church office is staffed a sufficient number of hours. | | | | | | | | | | | | | | |
| 23 | 25 | 21 | 16 | 13 | 98 | 2.7 | 23% | 26% | 21% | 16% | 13% | | | |

| MISSION STUDY SURVEY TALLY | | | | | | | | | | | | | | |
|--|----|-------|----|----|----|-------|----------|-----|-----|-----|-----|-----|--|--|
| II. Examining | | Agree | | | | | Disagree | | | | | | | |
| Our Programs | 1 | 2 | 3 | 4 | 5 | Total | Avg | 1 | 2 | 3 | 4 | 5 | | |
| 1. There is something for everyone in our worship services. | 29 | 33 | 20 | 14 | 3 | 99 | 2.3 | 29% | 33% | 20% | 14% | 3% | | |
| 2. The music makes a positive contribution to our worship. | 54 | 28 | 8 | 9 | 1 | 100 | 1.8 | 54% | 28% | 8% | 9% | 1% | | |
| 3. RPC is friendly towards worship visitors. | 28 | 40 | 16 | 12 | 2 | 98 | 2.2 | 29% | 41% | 16% | 12% | 2% | | |
| 4. RPC has programs to encourage visitors to join. | 12 | 23 | 29 | 21 | 12 | 97 | 3.0 | 12% | 24% | 30% | 22% | 12% | | |
| 5. RPC would welcome anyone in our community to membership. | 43 | 31 | 15 | 7 | 3 | 99 | 1.9 | 43% | 31% | 15% | 7% | 3% | | |
| 6. New or inactive members are contacted and encouraged to become more involved. | 8 | 19 | 30 | 19 | 14 | 90 | 3.1 | 9% | 21% | 33% | 21% | 16% | | |
| 7. I know some members that have felt left out of the RPC church family. | 24 | 21 | 20 | 13 | 16 | 94 | 2.7 | 26% | 22% | 21% | 14% | 17% | | |
| 8. RPC has supported me in my times of need. | 31 | 25 | 23 | 4 | 4 | 87 | 2.1 | 36% | 29% | 26% | 5% | 5% | | |
| 9. In general, RPC supports those with personal needs (sickness, sorrow, etc.). | 39 | 35 | 12 | 8 | 4 | 98 | 2.0 | 40% | 36% | 12% | 8% | 4% | | |
| 10. RPC's education program helps me develop my Christianity. | 17 | 31 | 32 | 6 | 4 | 90 | 2.4 | 19% | 34% | 36% | 7% | 4% | | |
| 11. There is variety in RPC's educational programs. | 30 | 36 | 22 | 5 | 4 | 97 | 2.1 | 31% | 37% | 23% | 5% | 4% | | |
| 12. RPC's education programs meet the needs of all ages in my family. | 20 | 32 | 21 | 13 | 5 | 91 | 2.5 | 22% | 35% | 23% | 14% | 5% | | |
| 13. RPC is active in helping the poor and needy in our community. | 12 | 26 | 19 | 28 | 10 | 95 | 3.0 | 13% | 27% | 20% | 29% | 11% | | |
| 14. RPC gives me enough information about the work of the Pres. Church USA global mission efforts. | 12 | 36 | 30 | 13 | 8 | 99 | 2.7 | 12% | 36% | 30% | 13% | 8% | | |
| 15. RPC gives me ample opportunity and information to support RPC- sponsored mission efforts. | 23 | 30 | 30 | 9 | 6 | 98 | 2.4 | 23% | 31% | 31% | 9% | 6% | | |
| 16. At RPC, we talk about church finances in open, honest and constructive ways. | 20 | 32 | 25 | 10 | 6 | 93 | 2.5 | 22% | 34% | 27% | 11% | 6% | | |
| 17. I know how my financial gifts are being used. | 30 | 36 | 21 | 9 | 2 | 98 | 2.2 | 31% | 37% | 21% | 9% | 2% | | |
| 18. RPC helps me see a financial pledge as one part of my faith commitment. | 38 | 31 | 17 | 6 | 5 | 97 | 2.1 | 39% | 32% | 18% | 6% | 5% | | |
| 19. RPC's long-range financial goals are clear. | 8 | 14 | 22 | 26 | 22 | 92 | 3.4 | 9% | 15% | 24% | 28% | 24% | | |
| 20. RPC's long-range development plans are clear. | 4 | 10 | 23 | 31 | 22 | 90 | 3.6 | 4% | 11% | 26% | 34% | 24% | | |
| 21. RPC prepares members to take leadership on the Session and other boards or committees. | 9 | 24 | 28 | 22 | 13 | 96 | 3.1 | 9% | 25% | 29% | 23% | 14% | | |
| 22. RPC supports its leaders and officers through ongoing training and skill development. | 9 | 24 | 29 | 20 | 8 | 90 | 2.9 | 10% | 27% | 32% | 22% | 9% | | |

| MISSION STUDY SURVEY TALLY | | | | | | | | | | | | | | |
|---|-------|----|----|----|----|----------|-----|--|-----|-----|-----|-----|-----|--|
| III. Examining | Agree | | | | | Disagree | | | | | | | | |
| Our Processes | 1 | 2 | 3 | 4 | 5 | Total | Avg | | 1 | 2 | 3 | 4 | 5 | |
| 1. Members of RPC's congregation are kept well informed about decisions and activities in the church. | 13 | 20 | 37 | 21 | 7 | 98 | 2.9 | | 13% | 20% | 38% | 21% | 7% | |
| 2. I know someone I would talk to about any church concerns I might have. | 38 | 34 | 12 | 9 | 4 | 97 | 2.0 | | 39% | 35% | 12% | 9% | 4% | |
| 3. The boards and committees in RPC keep each other well informed about their work. | 12 | 19 | 25 | 17 | 13 | 86 | 3.0 | | 14% | 22% | 29% | 20% | 15% | |
| 4. There is a lot of conflict in our congregation right now. | 11 | 14 | 19 | 22 | 9 | 75 | 3.1 | | 15% | 19% | 25% | 29% | 12% | |
| 5. When people in RPC disagree, we can usually talk about it openly and work it out. | 9 | 19 | 23 | 28 | 8 | 87 | 3.1 | | 10% | 22% | 26% | 32% | 9% | |
| 6. There are opposing groups or factions in our congregation that work against each other. | 6 | 23 | 22 | 19 | 15 | 85 | 3.2 | | 7% | 27% | 26% | 22% | 18% | |
| 7. People in our congregation tend to trust each other and work together to solve a problem. | 16 | 30 | 28 | 12 | 4 | 90 | 2.5 | | 18% | 33% | 31% | 13% | 4% | |
| 8. People in our congregation tend to blame certain persons or groups when a problem arises. | 10 | 20 | 18 | 21 | 16 | 85 | 3.2 | | 12% | 24% | 21% | 25% | 19% | |
| 9. There is a lot of interpersonal hostility or anger among people in our congregation. | 4 | 11 | 19 | 27 | 27 | 88 | 3.7 | | 5% | 13% | 22% | 31% | 31% | |
| 10. Some people are upset and threatening to leave RPC. | 16 | 19 | 21 | 13 | 16 | 85 | 2.9 | | 19% | 22% | 25% | 15% | 19% | |
| 11. Some people see the winning of their cause to be more important than getting along with each other. | 14 | 19 | 20 | 20 | 15 | 88 | 3.0 | | 16% | 22% | 23% | 23% | 17% | |
| 12. I feel that the leaders of RPC are representative of the people in our congregation. | 24 | 39 | 23 | 10 | 6 | 102 | 2.4 | | 24% | 38% | 23% | 10% | 6% | |
| 13. All members have an opportunity to become leaders at RPC. | 50 | 36 | 6 | 3 | 2 | 97 | 1.7 | | 52% | 37% | 6% | 3% | 2% | |
| 14. I feel good about the way RPC chooses and elects its leaders. | 29 | 35 | 18 | 8 | 4 | 94 | 2.2 | | 31% | 37% | 19% | 9% | 4% | |
| 15. The important decisions in the life of RPC are made by a small group of people. | 17 | 34 | 23 | 12 | 9 | 95 | 2.6 | | 18% | 36% | 24% | 13% | 9% | |
| 16. I trust the way that decisions are made in our church. | 13 | 35 | 33 | 5 | 7 | 93 | 2.5 | | 14% | 38% | 35% | 5% | 8% | |
| 17. When important decisions are made at RPC, everyone has a chance to participate/voice an opinion. | 18 | 21 | 24 | 17 | 13 | 93 | 2.8 | | 19% | 23% | 26% | 18% | 14% | |
| 18. When I have concerns about decisions being made in our church my opinion is taken seriously. | 17 | 32 | 25 | 14 | 5 | 93 | 2.5 | | 18% | 34% | 27% | 15% | 5% | |

Appendix C – Church Activities – Ranking 1-10

The question requested those surveyed to rank between 1 and 10, what church activities were most important, with 1 meaning the most important. The Table below reflects the total number of 1s, 2s, 3s, etc for each particular activity. The Table also shows how many surveys did not mention a particular activity, which is indicated in the “Os” column.

| | 1 | 2 | 3 | 4 | 5 | Os |
|------------------------|----|----|----|----|----|----|
| Sermon and Worship | 65 | 9 | 7 | 1 | 1 | 3 |
| Sacraments | 2 | 16 | 6 | 6 | 3 | 42 |
| Spiritual Guidance | 5 | 12 | 9 | 10 | 9 | 22 |
| Visitation of Sick | 2 | 3 | 9 | 12 | 10 | 16 |
| Visitation of Shut-ins | 0 | 2 | 4 | 3 | 9 | 23 |
| Prospective Members | 0 | 2 | 0 | 2 | 3 | 58 |
| Visitation of Members | 1 | 1 | 2 | 0 | 1 | 69 |
| Seeking Solutions | 0 | 1 | 0 | 1 | 1 | 71 |
| Long Range Planning | 2 | 2 | 3 | 1 | 2 | 47 |
| Counseling | 0 | 1 | 2 | 2 | 1 | 63 |
| Fellowship | 1 | 5 | 4 | 9 | 7 | 25 |
| Education | 4 | 18 | 13 | 13 | 5 | 9 |
| Youth Group | 4 | 11 | 14 | 15 | 11 | 9 |
| Local Mission | 1 | 1 | 5 | 1 | 10 | 30 |
| National Mission | 0 | 0 | 0 | 4 | 2 | 55 |
| Stewardship | 1 | 4 | 5 | 2 | 7 | 28 |
| Ecumenical | 0 | 0 | 1 | 3 | 1 | 56 |

The following table shows as many as the top six church activities listed within each ranking (i.e. 65 surveys listed “Sermon & Worship” as its #1, followed by “Spiritual Guidance” with 5).

| | 1 | 2 | 3 | 4 | 5 | 0s |
|----------|----------------------------------|---------------------------------|---------------------------------|--------------------------------|------------------------------------|-----------------------------------|
| 1 | Sermon & Worship (65) | Education (18) | Youth Group (14) | Youth Group (13) | Youth Group (11) | Seeking Solutions (71) |
| 2 | Spiritual Guidance (5) | Sacraments (16) | Education (13) | Education (13) | Visitation of Sick (10) | Visitation of Members (69) |
| 3 | Education (4) | Spiritual Guidance (12) | Spiritual Guidance (9) | Visitation of Sick (12) | Local Mission (10) | Counseling (63) |
| 4 | Youth Group (4) | Youth Group (11) | Visitation of Sick (9) | Spiritual Guidance (10) | Spiritual Guidance (9) | Prospective Members (58) |
| 5 | | Sermon & Worship (9) | Sermon & Worship (7) | Fellowship (9) | Visitation of Shut-Ins (9) | Ecumenical (56) |
| 6 | | Fellowship (5) | Sacraments (6) | Sacraments (6) | Fellowship/ Stewardship (7) | National Mission (55) |

Appendix D – Open Ended Response Tally

1. **Facilities** – Which of RPC’s facilities need upgrade and modification?

Nine respondents find our **facilities fine** as they are

Five believe we need attention in **general maintenance** and cleaning of carpet, flooring, and furnishings

Seven cite general **handicap accessibility** and installing of an elevator.

Bathroom maintenance and decorating was mentioned three times and bathroom handicap accessible/elderly friendly needs, eight times

The **Sanctuary** was cited by three as needing general maintenance/cleaning; two responses suggest improving the layout, and eight people request repair and restoration of the windows

24 comments were made about the **manse** from “repair and upgrade” to “put to better use”

13 comments suggest improving the **public areas/hallways/traffic flow/social hall**

Three believe we should modernize the **kitchen**

The **gym** –upgrade, use more, mixed use – was cited four times

The **exterior** – paint/tuck pointing – was mentioned twice

Preschool expansion or improve rooms and improved outdoor play area were each suggested twice

Building configuration ideas were Connect the “annex” with the main central hallway by the office, relocate library and office, re-open entry to courtyard (as original), and three “build atrium”

It was suggested we use the courtyard for seasonal events

A variety of miscellaneous suggestions received were upgrade computer systems, regulate air conditioning (two), maintain organ, improve cork board by office (three), wall off “alligator pit”, enlarge parking lot (two), extend office hours, in this economy shouldn’t spend money on our facility (two), put black out curtains in the parlor – too hot and sunny, expand library space
keep facilities child-centered, improve energy efficiency, upgrade wiring/remove extension cords

2. **Community** – What are the greatest needs in the communities surrounding RPC and how can the church best help with those needs?

16 people believe we should assess and assist existing community programs

Ten suggest promoting greater use of church by others (community events, other churches)

Counseling (Physical or substance abuse, marriage and family) was mentioned six times

More outreach to seniors was cited nine times

Six people believe we should offer literacy/tutoring programs

Promoting youth programs and leadership opportunities was mentioned three times

Promoting greater ethnic diversity was cited twice

Other suggestions include maintain food/toy drives for needy, repairing local homes, and a church walk

3. **Worship** - How may we improve the content of our worship service?

Nine people thought worship is good as-is

Three comments were made about use of other media and performing art

Three people mentioned a desire to balance new with tradition

Ten people remarked about more youth parts in worship service and/or expanding roles for lay participants

Joys and concerns response was mixed with four comments about liking them and two suggesting they be omitted; two additional comments that they should be repeated by the pastor

Five comments were received about the organ music and bells being quieter

The variety in music was complimented three times

Hymns were commented upon 17 times including mention of preference for the traditional, singing less or fewer stanzas, announcing the hymn number, printing the words

Three responses remarked about communion being welcoming and open

11 mentions were made about the need for sermons to be more inspiring, speak to a wider audience, or generally be improved

Formation of a children's choir was mentioned 3 times

Two people suggested eliminating the passing of the peace

One comment was received on each of the following: saying the Apostle's Creed each week, ceasing applause, returning the flag to the sanctuary, and adding another service

4. **Member care** - How may we improve the ways we care for each other; visitation programs, fellowship and recreation programs, prayer and support groups?

Three people said we do a good job at this

Programs were most often mentioned as a way to care for members with 10 suggestions of more fellowship events like potlucks, family nights, four believing recreational/social programs for young adults/single adults/20-30 somethings should be offered and four ideas about intergenerational programs (such as pair adult with teen/help with chores)

Formation of a prayer group and better communication about members in need (email list/prayer chain/phone chain) were each mentioned once

Deacons services were often mentioned including:

- phone calls to shut-ins/people who aren't attending
- one on one visits to members in need (pastoral/lay),
- offering rides to elderly/shut-ins
- having deacons call members in their district periodically to ask how they're doing
- welcoming new members with tour/gift/coffee hour
- reinstating the meal delivery program

One person said the new Deacon board has some great ideas and seem to have enthusiasm for carrying them out

Another suggested forming a fellowship committee to sponsor fellowship events (deacons shouldn't have to do everything!)

Communications mentioned to aid in member care were printing new phone directory and updating member info periodically in Vision

A variety of responses, one each, suggest some of the most involved members are fatigued after stepping up following the departure of last minister ...we need R & R, restructure coffee hour so burden isn't on one host, be more inclusive, require each member to contact another member outside his family once per week, extend office hours, acknowledge volunteer contributions

5. **Education** - How can RPC improve our Christian education program; Sunday School, youth ministry; special and seasonal programs?

12 responses indicate our Sunday school program is great as is

11 believe we should hire a professional educator or associate pastor

15 comments were received on improving the adult Christian Ed program (i.e. Bible study, compare/explore other spiritual practices, study of Middle Eastern culture during Jesus' time)

13 mention needing leadership and consistency for youth program (i.e. hire associate or youth pastor), and better communications

Two people suggest eliminating so many paid positions

A separate service for children was mentioned twice

One respondent would like Sunday school held during the church service

Vacation Bible school's low participation by RPC members was mentioned by one person

6. **Mission/Service** – How can RPC improve our service to others and better utilize our facilities and resources for the communities around us?

13 comments reflected on our need to be open to the community through open-gym, use of the manse and social hall

Five specifically mentioned being open to non-profits for their work and meetings and four more believe RPC should be a BEDS site

Two people had a desire for us to hold after school programs

Three suggestions were about informing the congregation more about mission and especially teaching younger members

Five remarks indicated RPC should adopt one or two specific projects rather than trying to support too many ideas in many directions

Two believe adult Mission opportunities should be a focus

Seven comments were received that suggest a discussion or partnering with nearby churches regarding Mission

One suggested opening the Celestial Cinema up for community movie nights

7. **Outreach/Membership** – How can RPC improve our outreach to potential members and in preparing and receiving new members?

Encouraging potential members was suggested in the following ways:

- “Guest Sunday”/bring a friend to church (ten responses)
- welcome new residents with RPC mailing/invite new neighbors/visit new residents
- church banner – “You Are Welcome Here” or “All Are Welcome Here”
- put RPC brochure in preschool registration packet
- contact members that have left

Four people said membership is everyone's job, not just the membership committee and that we need to “teach me how to invite people”

The membership committee should be a committee that brainstorms idea for the congregation to implement, be sales oriented with extroverted members and a strong leader

Welcoming visitors by greeting and send postcards to visitors (five responses), being a welcoming and open congregation (four), and a visitor welcome table were ideas offered

Program as a membership tool such as strong youth programs (four responses), continued successful outreach through preschool program, Sunday School, and music programs (mentioned twice)

Publicity/communications were often suggested with five people believing we should advertise in mass media/LIFE newspaper/RBTV, and one mention of an improved website

8. *Stewardship* - What would motivate you to increase your financial commitment to RPC?

Eleven people responded we should show greater fiscal responsibility

Eight already increase pledges every year

Eight would give more if could

Ten will make additional gifts to projects earmarked for specific contributions

Six believe we should improved communication about financial needs/expenditures of church

Firm goals/plans for RPC were cited four times

Three say a new dynamic pastor would impact their giving

Two responses each were received that indicate wanting to know that the congregation is valued for more than money, they will contribute to capital improvements to building, wanting the knowledge that most members are equally committed, for RPC to be more welcoming of diversity (non-traditional views, sexuality, race, gender)

One response each cited increasing and honoring our benevolences – mission/giving and emphasizing the importance of stewardship

9. Why do you participate in RPC? (Not why you joined, but why do you continue to participate?)

26 responses indicated the church is a community of fellowship; people feel at home

Six specified loving the other members; the friendships that are formed

Two said they have long been involved or were raised in the denomination

Eight cited the spiritual foundation of worship for their family

Four remarked on the Christian environment

Eight comments mentioned a specific program such as music or Sunday School

One comment was made on each of the following: it makes me feel good, I believe in our mission, and volunteering is part of being a community

What would motivate you to volunteer more of your time?

Two people need to feel more valued by the church

Three said their age or health prohibited additional volunteering

Two said they volunteer as much as time allows

Five comments indicated that leadership from the pastor or Session would motivate their volunteerism

Two indicated that new programs would attract their attention

One suggestion was made that every member should pitch in an hour a week

10. What are the strengths of RPC?

13 reflect on our traditions/history/presence in community

Four seven people it is our location

The facility – beautiful sanctuary/windows/manse was mentioned 20 times

The people/members – devoted, talented, sharing spirit, friendly, role models were also mentioned 20 times

Seven people reflect on our openness to everyone, including communion

The youth programs/Christian Ed were mentioned seven times

Four cite the preschool

Six respondents believe the worship service is a strength

The music program was mentioned five times

Three people said our mission work/commitment to others

One comment each was received about the staff, our willingness to grow, the Deacons – hard work and fellowship, the Trustees – take care of building, and the Session – should be experienced, not new members

11. What are your concerns for RPC, and how can they be remedied?

Transition/Instability was the greatest concern with four people saying we never had an open acknowledgement of Mark's departure/time to heal, nine commenting the transition is too slow

21 people believe the transition is leading to decreasing attendance/loss of members

10 more specifically mention decreasing member participation/fatigue from volunteering

One noted the youth group decline

14 are concerned for our unstable finances

12 comments addressed a **negative environment** including anger of the congregation, our being unwelcoming, a lack of diversity, and country club atmosphere

Staffing was often cited with 13 comments and suggestions concerning the new called pastor, two office support concerns, and two suggestions we hire additional permanent staff

9 comments addressed the lack of sound communication to members, including RPC goals/planning and church activities

Certain comments addressed concerns and issues with RPC leadership, including seven desiring the new pastor is a good leader and four concerns about lay leadership

7 comments were received that showed concern for RPC growing away from its non-secular purposes

2 comments addressed the need for better and more church programs