

# First Presbyterian Self-study survey

## 1. What I would like in our next pastor/head of staff

This section provides the opportunity to describe the qualities and skill sets for the next pastor/head of staff that you believe are most important to the future success of First Presbyterian Church of Ann Arbor.

1. In selecting the next pastor/head of staff, in your view how important are the following elements of background and training:

	Very Unimportant	Somewhat Unimportant	Neutral	Somewhat Important	Very Important
Experience with a large, multi-staff church	jq	jq	jq	jq	jq
Presbyterian theological training	jq	jq	jq	jq	jq
Experience in a church that has grown in the pastor's tenure	jq	jq	jq	jq	jq
Other	jq	jq	jq	jq	jq

Other (please specify)

2. In selecting the next pastor/head of staff, in your view how important are the following professional skill sets:

	Very Unimportant	Somewhat Unimportant	Neutral	Somewhat Important	Very Important
Teaching skills	jq	jq	jq	jq	jq
Interpersonal skills	jq	jq	jq	jq	jq
Preaching skills	jq	jq	jq	jq	jq
Inspirational leadership skills	jq	jq	jq	jq	jq
Theological insight	jq	jq	jq	jq	jq
Counseling skills	jq	jq	jq	jq	jq
Capital Fundraising skills	jq	jq	jq	jq	jq
Stewardship skills	jq	jq	jq	jq	jq
Change enactment skills	jq	jq	jq	jq	jq
Team building skills	jq	jq	jq	jq	jq
Conflict resolution skills	jq	jq	jq	jq	jq
Other	jq	jq	jq	jq	jq

Other (please specify)

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3. In your view how important is it for the next pastor/head of staff to have a special focus and ability in the following areas:

	Very Unimportant	Somewhat Unimportant	Neutral	Somewhat Important	Very Important
Managerial/administrative, including planning	100	100	100	100	100
Evangelism	100	100	100	100	100
Pastoral care	100	100	100	100	100
Ecumenical efforts in the community	100	100	100	100	100
Local mission (allowing for a variety of focus areas)	100	100	100	100	100
Mission areas beyond our community	100	100	100	100	100
Building inter-generational relationships in the church	100	100	100	100	100
Worship planning	100	100	100	100	100
Other	100	100	100	100	100

Other (please specify)

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4. In your view what are the five most important personal characteristics that should be considered in selecting the next pastor/head of staff:

Choose 5 Most important

Openness to a range of styles of worship	jñ
Openness over a range of theological matters	jñ
Openness over a range of personal issues	jñ
Intellect	jñ
Integrity	jñ
Sense of humor	jñ
Vision	jñ
Compassion	jñ
Energy	jñ
Self-assurance	jñ
Ease in relating to others	jñ
Strength of Conviction	jñ
Creativity	jñ
Patience	jñ
Willing to delegate	jñ
Optimism	jñ
Humility	jñ
Other	jñ

Description for "other" characteristic

## 2. Personal Faith

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1. Please indicate your level of agreement with the following statements about your personal faith ("Unsure" option is provided to indicate that you find it difficult to answer in terms of agreement/disagreement):

	Strongly Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Strongly Agree	Unsure how to answer
Jesus Christ is my Lord and Savior	jn	jn	jn	jn	jn	jn
The Holy Spirit lives within me and guides my life	jn	jn	jn	jn	jn	jn
Salvation is acted out by transforming the world into a place of peace, justice, and wholeness	jn	jn	jn	jn	jn	jn
Jesus Christ is the incarnation of God and head of the church	jn	jn	jn	jn	jn	jn
There is life after death	jn	jn	jn	jn	jn	jn
The Holy Spirit works through and leads the community of faith	jn	jn	jn	jn	jn	jn
God judges me by my daily behavior	jn	jn	jn	jn	jn	jn
God influences world events	jn	jn	jn	jn	jn	jn
Participation in worship/sacraments is essential to my faith	jn	jn	jn	jn	jn	jn
As a Christian, I should actively spread the Gospel	jn	jn	jn	jn	jn	jn

Comment on any of the above (optional)

5  
6

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2. At this point in my life, I have come to know God most consistently and progressively through:

	Unimportant	Somewhat Unimportant	Neutral	Somewhat Important	Very Important
Study of the Bible	jñ	jñ	jñ	jñ	jñ
The reflection of God in (an)other person(s)	jñ	jñ	jñ	jñ	jñ
Personal contemplation and prayer	jñ	jñ	jñ	jñ	jñ
Offering inspired service to those beyond my immediate family	jñ	jñ	jñ	jñ	jñ
An experience of the beauty and power of art or nature	jñ	jñ	jñ	jñ	jñ
Other	jñ	jñ	jñ	jñ	jñ

please describe "other" response

3. What are your 2 favorite hymns and why are these your favorites?

## 3. Faith in action

1. Please indicate your level of agreement with the following statements:

	Strongly Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Strongly Agree
Our church's long range financial goals are clear	jñ	jñ	jñ	jñ	jñ
I have a clear understanding of how my financial commitments are used	jñ	jñ	jñ	jñ	jñ

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2. As a church, our financial commitments to the following areas should:

	Decrease	Continue as is	Increase
Local mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lilly residency program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campus ministry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth ministry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mature adults ministry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Facility maintenance/upgrades	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Christian Education and nurture (all ages)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Music ministry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Facility expansion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Global mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Description for "other"

3. Please indicate your level of agreement with the following statements about our need and readiness for change. Please read all the questions in this set before responding:

	Strongly Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Strongly Agree
Our church needs to be more responsive to changes in the needs and expectations of society	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our church needs to reinterpret its role and mission in a changing world	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our church needs to be more flexible in its response to diverse views within the congregation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our church must be vigilant in preserving its traditions in the face of a rapidly changing world	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment on any of the above (optional)

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4. With regard to issues of inclusiveness and diversity, please indicate your level of agreement with the following statements:

	Strongly Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Strongly Agree
Our church must increase its membership and leadership from among people of color and diverse ethnic backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our church must increase its membership and leadership from among younger people	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lay ordination (deacons and elders) should be available to all persons without regard to sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We should make the church available to outside groups for community services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment on any of the above (optional)

## 4. Leadership

These questions relate to general characteristics and effectiveness of leaders in our church (both lay and professional)

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1. With regard to leadership of the church, please indicate your level of agreement with the following statements:

	Stongly Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Strongly Agree
I believe that the leaders of our church are representative of the people in our congregation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All members have an opportunity to become leaders in our church	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our church leaders represent a wide range of opinion on social issues in our congregation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The leaders of our church are able to accept a diversity of thought within Presbyterianism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am pleased with the process by which our congregation chooses and elects our leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe that too many of the same members serve repeatedly in leadership roles	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment on any of the above (optional)

2. Do you think we have adequate staff to support the ministries of our congregation?

Yes

No

What important area, if any, is underserved

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3. Leadership is the ability to influence people, events, the environment, and decisions in such a way as to cause something to happen or not to happen. The following listing of groups/individuals are designed to discover your sense of where the leadership in this congregations rests

	Exerting No Influence	Exerting Some Influence but in limited areas	Exerting Major Influence but in limited areas	Exerting Major Influence on major decisions affecting the church	Don't Know
Committees dealing with specific areas (worship, personnel, property, mission)	jñ	jñ	jñ	jñ	jñ
Deacons	jñ	jñ	jñ	jñ	jñ
Groups of individuals especially affected by/interested in a particular issue	jñ	jñ	jñ	jñ	jñ
Clergy	jñ	jñ	jñ	jñ	jñ
Elders	jñ	jñ	jñ	jñ	jñ
Well-known individuals in the congregation not currently on session	jñ	jñ	jñ	jñ	jñ
Non-ordained church staff	jñ	jñ	jñ	jñ	jñ
Major financial contributors	jñ	jñ	jñ	jñ	jñ
Other	jñ	jñ	jñ	jñ	jñ

Please describe "other"

## 5. How we Discuss and Decide Church matters

This section is intended to address our decisionmaking processes and handling of decision-related discussions within our church.

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1. Please indicate your level of agreement with the following statements about how we handle expressions of opinion and differences of opinion

	Strongly Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Strongly Agree
When individuals in our church disagree, we can usually talk about it openly and work it out	Jn	Jn	Jn	Jn	Jn
People in our congregation trust each other and work together to solve problems	Jn	Jn	Jn	Jn	Jn
When members and staff in our church disagree, we can usually talk about it openly and work it out	Jn	Jn	Jn	Jn	Jn
I am comfortable bringing my perspectives to members of Session (those charged with making most major decisions)	Jn	Jn	Jn	Jn	Jn

# First Presbyterian Self-study survey

2. Thinking about various decision-making processes within the church, please indicate your level of agreement with the following statements:

	Strongly Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Strongly Agree
Information about important decisions affecting this congregation (e.g., building projects, calling of ministers) is widely circulated so that members are well informed about the issues and the alternatives involved	Jn	Jn	Jn	Jn	Jn
The church organization provides sufficient channels for members to express opinions on key issues	Jn	Jn	Jn	Jn	Jn
I understand the decision-making process in our church	Jn	Jn	Jn	Jn	Jn
I understand how to participate effectively in the decision-making process of our church	Jn	Jn	Jn	Jn	Jn
After an important decision as been made, the decision and the reasons for it are clearly communicated to the congregation	Jn	Jn	Jn	Jn	Jn

3. Thinking about the important decisions First Presbyterian has made in the last 5 years, write what you consider THE most important in the space below. Please tell us your thoughts on that decision.

5

6

4. What in your view is the greatest need for this congregation in the future?

5

6

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5. Thinking about important decisions First Presbyterian is likely to face in the NEAR FUTURE, please indicate the level of importance you attach to each of the following areas (drawn from themes expressed within strengths, weaknesses, opportunities, and threats as revealed in the self-study small group exercises this fall)

	Very Unimportant	Somewhat Unimportant	Neutral	Somewhat Important	Very Important
Major commitment of resources to property maintenance	jn	jn	jn	jn	jn
Funding the Lilly Residency Program	jn	jn	jn	jn	jn
Strengthening the church's connection with and programs for college students	jn	jn	jn	jn	jn
Commitment of more resources to engaging youth in activities and worship	jn	jn	jn	jn	jn
Commitment of more resources to local mission and outreach	jn	jn	jn	jn	jn
Focusing on issues of aging in the community and our congregation	jn	jn	jn	jn	jn
Increasing the number of members of the church	jn	jn	jn	jn	jn
Increasing financial support for church operations and programs	jn	jn	jn	jn	jn
Strengthening the adult education program	jn	jn	jn	jn	jn
Supporting a variety of worship styles	jn	jn	jn	jn	jn
Utilizing the University of Michigan as a resource for programs and expertise	jn	jn	jn	jn	jn
Other	jn	jn	jn	jn	jn

Please describe "other"

## 6. Communication

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1. With regard to information sharing, please indicate your level of agreement with the following statements:

	Strongly Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Strongly Agree
The deacons in my chapel get in touch with me	Jn	Jn	Jn	Jn	Jn
People in our congregation are kept well informed about the programs and activities of the church	Jn	Jn	Jn	Jn	Jn
The decision-making groups and organizations in our church keep each other well informed about their work.	Jn	Jn	Jn	Jn	Jn
Session (the governing body in our congregation) keeps church members well informed about its work	Jn	Jn	Jn	Jn	Jn

2. I get my information about the church from:

	Never	Rarely	Sometimes	Most of the time	Always
First Press Newsletter via e-mail	Jn	Jn	Jn	Jn	Jn
First Press Newsletter hardcopy	Jn	Jn	Jn	Jn	Jn
Church service bulletin and worship announcements	Jn	Jn	Jn	Jn	Jn
Word of mouth	Jn	Jn	Jn	Jn	Jn
Group(s) in which I participate	Jn	Jn	Jn	Jn	Jn
First Presbyterian website	Jn	Jn	Jn	Jn	Jn
E-mail list serve (e.g., deacons' e-mail)	Jn	Jn	Jn	Jn	Jn

3. How could communications about church events and concerns be improved?

## 7. Revisiting Vision and Strategy Areas

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This section looks at the areas of vision and strategy that the congregation identified in 2006 - building blocks to grow spiritually as disciples of Jesus Christ. For each area - worship, connectedness, mission, and spiritual formation, this section provides an opportunity to provide input on how we are doing at the current time.

1. Please share your thoughts on our worship services by indicating your level of agreement with the statements below and providing additional comments as needed:

	Strongly Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Strongly Agree
Our worship services are generally helpful and inspirational	jn	jn	jn	jn	jn
The music makes a positive contribution to our worship	jn	jn	jn	jn	jn
Our worship reflects God's love	jn	jn	jn	jn	jn
Our worship services are welcoming to newcomers and non-members	jn	jn	jn	jn	jn
We have adequate diversity in worship styles	jn	jn	jn	jn	jn
Our worship services prepare me to serve Christ in the world	jn	jn	jn	jn	jn

Comments (optional)

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2. Please share your thoughts on connectedness within our church by indicating your level of agreement with the statements below:

	Strongly Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Strongly Agree
There is someone on the church staff that I could talk to about any church concerns I might have	jn	jn	jn	jn	jn
In general, our church supports those with personal needs (sickness, sorrow, etc)	jn	jn	jn	jn	jn
I feel that First Presbyterian is a deeply caring church for its members	jn	jn	jn	jn	jn
Our church does a good job of identifying and welcoming visiting worshipers	jn	jn	jn	jn	jn
Our fellowship times are welcoming to newcomers and non-members	jn	jn	jn	jn	jn

Comments (optional)

3. What groups are not being adequately served and what needs within the church are we as a congregation not adequately meeting?

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4. Please share some of your thoughts on mission by indicating your level of agreement with the following statements and providing additional comments as needed about mission as practiced at First Presbyterian:

	Strongly Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Strongly Agree
Most of my local charitable giving and activity is through First Presbyterian church projects	Jn	Jn	Jn	Jn	Jn
Our church is active in helping the poor and needy in our community	Jn	Jn	Jn	Jn	Jn
Our church gives me ample opportunity to financially support local mission	Jn	Jn	Jn	Jn	Jn
Our church gives me ample opportunity to share my time and skills to support local needs	Jn	Jn	Jn	Jn	Jn
Our church gives me enough information about international mission opportunities	Jn	Jn	Jn	Jn	Jn
Our church gives me an opportunity to support international mission efforts	Jn	Jn	Jn	Jn	Jn
Our local mission activities should extend to include other areas in southeast Michigan	Jn	Jn	Jn	Jn	Jn

Comments (optional)



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5. Please indicate your level of agreement with the following statements about our church's role in building your spiritual life:

	Strongly Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Stongly Agree
Our church challenges me to deepen my discipleship	jn	jn	jn	jn	jn
Our church gives me tools and training to enhance my effectiveness in ministry	jn	jn	jn	jn	jn
Our church gives me ample opportunity to grow spiritually and in the knowledge of God	jn	jn	jn	jn	jn
Our Christian education offerings meet the spiritual needs of me and my family	jn	jn	jn	jn	jn

Comments (optional)

6. What is your most cherished dream for the church?

## 8. Programs

This is a section to celebrate and describe the events, programs, groups and events of interest to you

1. Pick up to 3 programs, events, groups or classes that you have been particularly involved in and describe the following:

How you are or were involved...

The best thing about this program is...

The one thing that could make this program better is....

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## 9. Respondent information

This section is intended to gather information about you to better understand the demographics of the congregation

### 1. Age

15-24

25-34

35-44

45-54

55-64

65-74

75+

### 2. Gender

Male

Female

### 3. Marital Status

Single

Married

In a committed relationship

Widowed

### 4. Ethnicity

African American/Black

Asian/Pacific

Caucasian

Hispanic/Latino

Multi-racial

Other

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## 5. Educational Level

- High School
- College
- Post-graduate

## 6. ZIP Code

ZIP Code/Postal Code

## 7. Years a member of the church/membership status

- 0-2 (joined 2008 on)
- 3-5 (joined 2005 to 2007)
- 6-9 (joined 2001 to 2004)
- 10-19 (joined 1991 to 2000)
- 20+ (joined 1990 and before)
- Non-member
- University student and non-member

## 8. As best as you can estimate, how often do you participate in the following church activities:

	Rarely	Sometimes	Often	Almost always (weekly)
Attend Sunday worship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attend social, study, or ministry group during the week (other than committee/deacon/session, which is covered separately)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## 9. Please indicate if you participated in the following in the past 6 years:

- A member of Session
- A deacon
- A committee member for church business