

West Plano Presbyterian Church Mission Study Report June 2021



WPPC's Mission Statement:

West Plano Presbyterian Church is an intentional faith community which lives by the ebb and flow of liturgical worship and hands-on mission. To make space for all to hear God's call, we welcome questions, invite inquiry, defend mercy, advocate justice, love beauty, and practice joy.



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WPPC's 2021 Mission Study: Introduction

The Session of West Plano Presbyterian Church (WPPC) determined the need for a Mission Study Task Force (MSTF) in December 2020 when the pastor, Rev. Dr. David B. Batchelder, announced to the Session his plans for retirement on May 31, 2022. Two ruling elders were selected for the task force and, following the January 2021 Congregational Meeting, three members of the congregation agreed to participate as well. Grace Presbytery's Committee on Ministry assigned two individuals to serve as advisors to the task force. The members of the task force are shown below.

MISSION STUDY TASK FORCE TEAM

WPPC Members:

Mary Ann Dudko, moderator
Linda Isaacson
David Mueller
Laura Robinson
Linda Robinson

Grace Presbytery COM advisors:

Rev. Nicole Bates, NorthPark Presbyterian
Chris Ebling, Canyon Creek Presbyterian

The task force began meeting in early February 2021. Our purpose was to conduct a mission study and prepare a report that:

- 1) helps the congregation think about who we are as a church – our ministry; our past, present, and future challenges; and especially, our plans and goals for the future;
- 2) documents the current demographics of the area around our church; and
- 3) provides information for a pastor nominating committee (PNC) to use in seeking candidates to be considered as our new pastor.

The entire effort was conducted during the COVID-19 pandemic. At times we felt as though we were tasked to complete an assignment with one hand tied behind our backs. However, we did the best we could under the circumstances. We conducted small group discussions via Zoom, and we gathered valuable information about the opinions of WPPC's congregation and friends through a written survey.

Special Acknowledgements

The MSTF would like to thank Cheryl Helmick, Sara Jo Mueller, and Jerry Reece, members of WPPC, for their time, expertise, and efforts in providing valuable content for this report. You are all very much appreciated!

WPPC's History

West Plano Presbyterian Church (WPPC) was a joint development on the part of Covenant and Trinity Presbyteries. Under the leadership of organizing pastor Maurice Barnett, the congregation began meeting in homes in early 1974 and at Davis Elementary school in September 1974.

WPPC was officially organized on March 2, 1975 as a union church of the UPCUSA and the PCUS, with Maurice Barnett as the senior pastor and Rebecca Weaver as associate pastor. The church was known as "the church in West Plano" (which meant west of Central Expressway) and the name stuck.

Construction of the church building at 2709 Custer Road began in 1977 and was completed in 1978. The first worship service in the new building was on February 12, 1978, and the structure was officially dedicated on March 5, 1978. Also in 1978, Rebecca Weaver resigned to pursue graduate work.

The church welcomed a Mother's Day Out program and helped organize and provide space for the Plano Senior Citizens and Geriatric Center groups. The Senior Citizens group has since been taken over by the City of Plano and the Geriatric Center operates out of the Plano Senior Center. In partnership with Christ United Methodist Church, WPPC adopted a Vietnamese family of four, providing housing, health care, transportation and other hospitality services to a mother, her daughter and son-in-law, and a teenage son.

In 1980, the pastoral relationship with Maurice Barnett was dissolved and Rev. David Mack served as our interim pastor. Following a search, the church called Jim Serviss as pastor. Prior to coming to WPPC, he ministered to the Papago Indians in Arizona. It turned out to be a difficult transition for him to make, moving from the poverty of the Indian reservation to the relative affluence of Plano. After much good work, but a lot of accompanying frustration, Jim requested that the relationship be dissolved in 1983. Also in 1983, Leta Harrington was called as associate pastor.

At this time Grace Presbytery (the successor to Covenant and Trinity Presbyteries) asked Rev. Dr. Wesley Lackey to be stated supply. This proved to be a good fit and, with Presbytery's blessing, Wes was called and installed as pastor in June 1984.

In 1982, WPPC appointed a building committee to assess our need for more space and propose options. By 1985, we felt financially stable enough to begin a campaign to make additional program space a reality. A building fund was established and pledges were solicited. In February

1986, we broke ground on a new education wing that added eight classrooms, a fellowship hall and a youth loft, as well as an expanded kitchen. We were assisted in this endeavor with funds from the Canyon Creek Day School, which operated out of the new wing during the week. The school continued to use our building until they built and moved into their own building in 2002.

In the period leading up to the publication of the 1993 Book of Common Worship, the PC(USA) issued several liturgical resources. The Worship and Music Committee studied these resources and incorporated them in the liturgy at WPPC. As a result, worship and liturgy became an important element of the life of the church. We began a service at 8:30 with communion every Sunday and expanded Easter services to include an Easter Vigil. We also replaced the electric organ in the Sanctuary with a pipe organ in 1997.

In the 1980's and early 1990's WPPC had a large group of youth and formed a large youth choir. For several years the choir put together musical programs that they took on tour to other churches in Texas.

In August of 1993 Beth Fultz joined the church staff as Director of Christian Education and Youth Director. Beth initiated youth mission trips in 1994 that continued to 2014 and ranged across the United States. In addition, the youth put on youth plays and a group of adults did a mission trip to the campus ministry at the University of Kansas. Beth also started the Forever 39 group for senior adult activities that continued to meet monthly for fellowship and games, until the pandemic curtailed all activities.

In 1992, Grace Presbytery referred to WPPC a Hispanic family living in Dallas. The father, age 30 at the time, was blind due to meningitis. There were six children, then ranging in age from 18 months to 12 years. The mother was unable to work due to a lack of childcare. WPPC provided clothing and shoes, holiday gifts, and food during the year. Our activities were coordinated with Catholic Charities of Dallas. The two oldest children graduated from high school, and the family became able to support itself.

From March 1998 to January 2012, we were blessed with the talents of Martha Hopson as our organist and choir director. Her husband, composer Hal Hopson, occasionally played organ when Martha directed and helped with choir practice. Hal was designated the Composer in Residence at West Plano Presbyterian Church.

After serving WPPC for 18 years, Wes Lackey retired in November, 2000. Charles Taylor, who had been serving as Parish Associate, took on the job of Interim Pastor. In 2002 we called the Reverend Dr. David Batchelder and he was installed as WPPC's pastor in January 2003.

With David's interest in liturgical renewal, the Session and the Worship and Formation Ministry Team took a renewed examination of our worship services. The 8:30 service was discontinued

and we began to celebrate communion every week. A Worship and the Arts Committee was formed to create new art pieces to enhance the sanctuary for both Ordinary Time and the High Festivals. Observance of Easter Vigil was re-imagined as a multi-hour service involving many members of the congregation in the various readings and liturgy.

In 2002 WPPC established a relationship with the Casa de Ninos orphanage in Huejotitan, Mexico. We sent mission teams to Huejotitan for several years, until the security situation there made it unwise to go. We have continued our financial support with them and correspond with them regularly. Growing out of that relationship, WPPC organized a group of churches to create a scholarship to bring one of the students from Huejotitan to the Presbyterian Pan American School in Kingsville, Texas. She has since graduated and is attending Schreiner University in Kerrville, Texas.

In 2008, WPPC started a community garden called Jeremiah's Plot on an unused portion of our property. Gardeners are both church members and people from the neighborhood around WPPC, and at least 20% of the produce of each plot is donated to the Plano Food Pantry. In addition, WPPC collects food for the Plano Food Pantry once a month and is known as one of their most consistent and generous donors. We have also partnered with First Presbyterian Church in Plano to support their Clothes Closet, and, beginning in 2020, have held multiple clothing drives for their Streetside Shower Ministry.

In 2011, WPPC initiated a partnership of 14 churches in Collin County to form Family Promise of Collin County. This is a program that focuses on families with children who are suffering from homelessness. The churches provide shelter and meals for the families at the church, four times each year for a week at a time, while they receive counseling from the Family Promise staff.

Vacation Church School has always been an important activity at WPPC. In 2013 we began Kids' Camp, a 3- day long day camp that is attended by between 30 and 40 children, most of whom are not members of WPPC. The camp has a theme each year centered around a Bible passage and includes stories, crafts, cooking, mission activities, and singing.

With the onset of the COVID-19 pandemic in March 2020, life changed dramatically for WPPC, as it did for everyone. WPPC coped with the pandemic in a variety of ways.

- Worship continued online via Zoom, with music from the sanctuary. This was done without communion, since we could not assemble in person.
- We conducted occasional in-person open-air services, with communion, in our parking lot, including the full Triduum (Maundy Thursday, Good Friday, and Easter Vigil) in 2021.
- Church meetings were conducted via Zoom.

- We provided materials and “kits” to support home celebration of the church seasons – Advent, Epiphany, Lent, and Pentecost.
- The deacons conducted an active call ministry to members to stay in touch. They met every two weeks via Zoom to review congregational needs.
- We established two new gatherings for adults via Zoom: Wednesday in the Wilderness twice a month on Wednesday evenings for study; and the Seventh Inning Stretch every Thursday evening for socializing.
- The 2020 Kids’ Camp was conducted via Zoom, with materials provided to families.
- Children’s studies took place on Zoom after church.
- Youth studies took place on Sunday afternoons in person outside the church – masked and physically distanced.

As a result of these efforts, WPPC has remained a vibrant and active congregation throughout this trying time.

WPPC's Congregation: Demographics and Participation

WPPC currently has 94 members. Of those, 56 are female and 38 are male.

While we do not have the actual birthdates of members, we estimate that the approximate composition of WPPC's congregation by age is as follows.

Under age 19: 1 individual

Age 19-25: 8 individuals

Age 26-40: 9 individuals

Age 41-60: 25 individuals

Age 61-80: 35 individuals

Over age 80: 16 individuals

In addition, there are a number of others who participate in the life of the church in various ways. These include:

Children age 11 or under: 5 individuals

Youths over the age of 11: 3 individuals

Grace Presbytery members: Rev. Matt Calvert (WPPC's parish associate and previously a longtime member of WPPC) and Rev. David Mack.

The racial-ethnic composition of WPPC's 94 church members is predominantly Caucasian (89 members), with 2 members of African-American descent and 3 members of Middle Eastern descent.

WPPC's average number of people in attendance at worship in 2019 was 60. Average attendance during Zoom worship services, which began in March 2020, is 68; this includes people from outside the area.

Participation in ways other than attendance at worship is very high. About 66 percent of WPPC's members and friends participate in a leadership or other special role.

WPPC's Finances

An overview of WPPC's budget for 2021 and finances for the last 5 years is provided below.

WPPC Summary Financial Information for 2016-2021

| | Budget 2021 | Actuals 2020 | Actuals 2019 | Actuals 2018 | Actuals 2017 | Actuals 2016 |
|-----------------|----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| INCOME | | | | | | |
| Pledge Income | 240,304 | 238,437 | 244,835 | 266,240 | 267,989 | 271,777 |
| # of Pledges | 51 | 54 | 57 | 58 | 70 | 71 |
| Average pledge | 4,712 | 4,415 | 4,295 | 4,590 | 3,828 | 3,828 |
| Other Income | 3,500 | 11,087 | 11,468 | 9,871 | 9,603 | 14,580 |
| Cash Carryover | 29,218 | 11,405 | 7,724 | 31,730 | 22,898 | 3,111 |
| Total | 273,022 | 260,929 | 264,027 | 307,841 | 300,490 | 289,469 |
| EXPENSES | | | | | | |
| Personnel | 165,611 | 153,960 | 179,245 | 184,354 | 191,551 | 186,615 |
| Property | 61,615 | 56,307 | 53,396 | 72,439 | 47,051 | 47,554 |
| Programs | 21,786 | 12,326 | 13,745 | 26,435 | 18,258 | 15,465 |
| Administrative | 23,919 | 9,168 | 8,817 | 16,889 | 11,901 | 17,848 |
| Total | 272,931 | 231,761 | 255,203 | 300,117 | 268,760 | 267,481 |
| Net | 91 | 29,168 | 8,825 | 7,724 | 31,730 | 21,988 |

Here are some comments on that information.

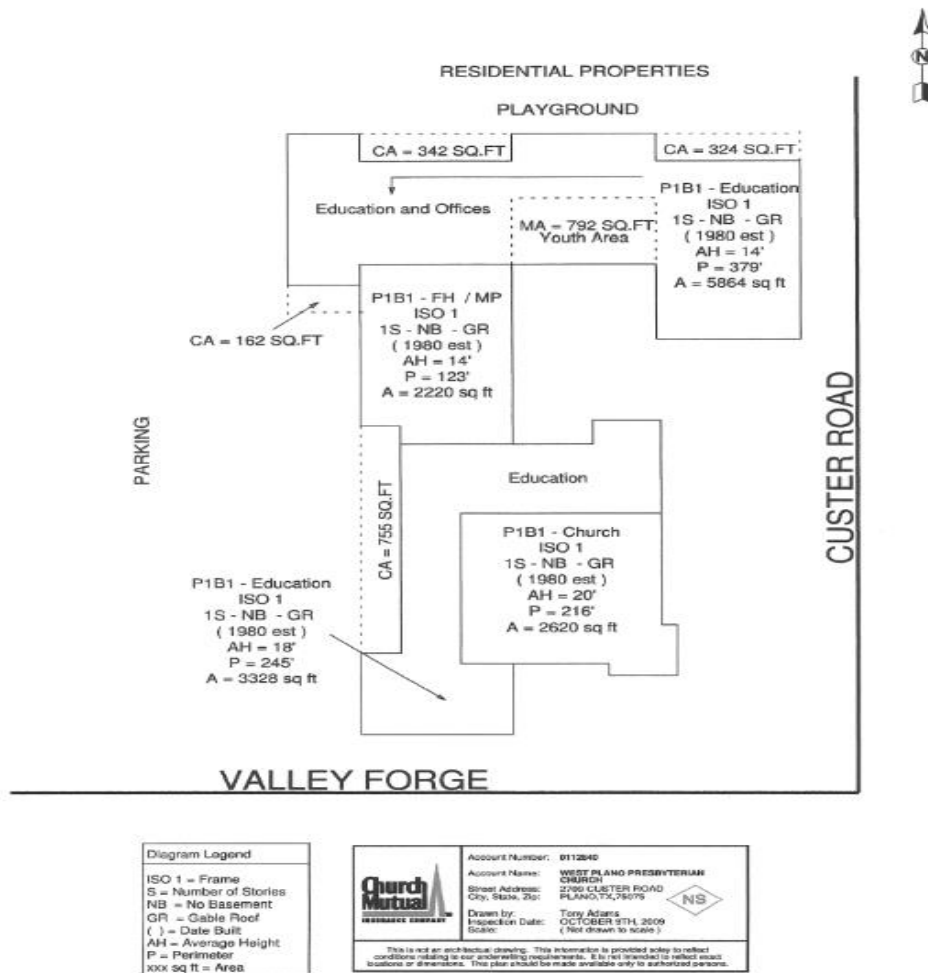
1. Pledge totals have decreased over this period mainly due to the decrease in membership. However, the average pledge size has grown in some years and remained

fairly stable. The sharp decrease in number of pledges in 2018 was due to an unusually large number of deaths and people with worsening health issues or who moved away.

2. Personnel for 2021 consists of one full time pastor, a half time administrative assistant, and a part time organist/choir director. We have not needed nursery workers since the beginning of the pandemic in March 2020, although we paid our excellent nursery staff thru August 2020. Also in 2020, we took advantage of the Board of Pensions offer of a 3-month forgiveness of dues. Since 2016, we have transitioned from a Director of Music Ministry position to an organist/choir director position and from an operations manager to an administrative assistant.
3. In 2021, we have budgeted for additional property costs due to returning to in-person worship. In 2018, property costs were high due to resurfacing the parking lot and repairing the lighting. We also had to do duct work, replace gutters, and replace an air conditioner.
4. The programs line includes worship, Christian formation, and mission. The 2021 budget includes expenses related to virtual worship and the hope that we may again be able to send our children and youth to camps and conferences.
5. The administration line includes office- type expenses, and costs for communications and media, Session, and hospitality. The budget for 2021 includes money to buy equipment to do live streaming when we return to in-person worship. The administration line was large in 2016 because we replaced the phone system and also in 2018 because we had to re-do the phone system due to the originally sloppy work.

WPPC's Building and Grounds

WPPC's original building consisted of the sanctuary, three classrooms with attached restrooms for young children, three offices, storage room, closets, restrooms, kitchen, and a large multi-purpose room. It was completed in 1978. An addition to the building was completed in 1986, made up of eight classrooms with restrooms between them, two specialty rooms, closets, offices, a loft, two attics for storage, the Fellowship Hall, an expanded kitchen, and pantry. The building now has a total of approximately 15,000 square feet.



The building sits on just over 4 acres. The grounds include a large partially fenced play area. A landscaped courtyard occupies an open space between the two units of the building. A blacktopped parking lot covers approximately one third of the acreage. Our community garden, Jeremiah's Plot, is situated behind the parking lot. A small flower garden is maintained at the main entrance to the church and sanctuary area.

In 2019 WPPC obtained, through Grace Presbytery, a property value assessment for the building and grounds. The appraisal indicated that the value was between \$1.7 and \$2.4 million, based on the opinion of the assessment firm that continued use as a church would yield the highest purchase price. At that time, we also obtained a property maintenance and repair cost estimate of about \$225,000, based on quotes from various contractors.



Fast forward to February 2021 and “The Big Freeze.” As a result of prolonged extreme cold and power outages, fourteen (14!) pipes in our building burst, causing enormous damage throughout, with the sanctuary as the only major exception. Working with the insurance company and contractors, we are working towards a claim settlement that will, with the addition of a modest amount of our own funds, result in the interior of the church being completely refreshed over the summer of 2021.

Here's what will be done, in every room except the sanctuary and main bathrooms.

- Remove “popcorn” from all ceilings.
- Tape, texture, level and paint all ceilings.
- Remove all fluorescent lighting; replace with canned lights and surface mount LED lights.
- Replace all flooring -- 3000 sq ft of carpet, 7400 sq ft of vinyl planks.
- Add new drywall as needed.
- Repair as necessary and paint the walls in all rooms and hallways.
- Add new insulation throughout.
- Install new folding partition walls between Classrooms 1 & 2 and Fellowship Hall.
- Replace windows in Fellowship Hall and elsewhere as needed.
- Purchase new blinds in Fellowship Hall, as well as elsewhere in the building.
- Replace damaged doors.

WPPC's Leadership, Worship, and Programs

Leadership

WPPC's paid staff is comprised of a full-time pastor, a part-time administrative assistant, and a part-time organist/choir director.

The Session consists of nine ruling elders elected by the congregation, with the pastor as the moderator. Elders on the Session serve 2-year terms, subject to a maximum of 3 consecutive terms. The work of the Session is organized into these ministry teams and committees.

- Worship and Formation
- Mission, Justice, and Society
- Communications and Technology
- Property
- Personnel
- Nominating

In addition, the Session has these ministry function positions: Treasurer, Finance Administrator, Clerk of Session, Communications Coordinator, and Hospitality Coordinator.

WPPC's Diaconate ministers to the needs of the congregation. Thirteen deacons are currently serving to provide the following ministries of care.

- Visitation of the homebound
- Hospital visitation
- Prayer ministry
- Care for the dying and bereaved
- Transportation needs
- Food ministry

Worship

WPPC offers a single worship service at 10 a.m. each Sunday. The pattern we use for the service has ancient roots and is shared broadly among many Christian churches and denominations. At its heart is the weekly celebration of Word and Sacrament, organized according to the Revised Common Lectionary. Our vibrant, highly participatory service reflects the Reformed liturgical tradition as expressed in *Book of Order - Directory for Worship* and the most recent editions (1993 and 2018) of the *Book of Common Worship*, with some texts borrowed from the larger ecumenical community. We practice a weekly celebration of the Lord's Supper, except during

the pandemic when we were not able to worship together in person. Children are an important part of our worship; they are encouraged to remain in the service with their families and participate fully.

Programs

Music Ministry

WPPC believes and invests in high caliber, creative, and inspiring music, offered to the glory of God and for the edification of God's people. We have a Schudi organ, Opus 42 (a pipe/digital hybrid instrument), and a Steinway and Sons baby grand piano, as well as timpani, handbells, tone instruments, drums, and tambourines. Our organist/choir director works with a talented choir of 12-15 members, some of whom serve as cantors for responsorial Psalm singing, and several instrumentalists. All music is thoughtfully chosen to support the lectionary and, since music is a global language, also to be representative of a myriad of ethnic groups. In addition to leading the congregation in singing hymns during worship, the choir offers special music from time to time, especially during the Advent, Christmas, and Easter seasons.

Worship and the Arts

WPPC's Worship and the Arts program is dedicated to providing a liturgical environment that promotes the full, conscious, and active participation of the worshipping assembly. This purpose is guided by fundamental theological and liturgical principles governing the use of aesthetics in worship.

Faith Formation

WPPC's faith formation programs include: children and youth ministries, Threshold and Lectionary Studies for adults, and summer Kids' Camp.

Children and Youth Ministries. Children, youth, and adult leaders gather each Sunday to read and engage with scripture, discuss, pray, participate in mission initiatives, and reflect on the experience of worship. The full participation of children and youth in worship makes possible a richly experiential model of faith formation and provides many opportunities to grow alongside all our sisters and brothers in the faith. We also engage children, youth, and adults in Grace Presbytery and Synod of the Sun camps and conferences and support their participation in the PCUSA Triennium.

Threshold. Adults gather following worship and fellowship each Sunday to explore what it means to *live out* what we've just celebrated in the Sunday liturgy. We call this time "Threshold" because we are metaphorically on the threshold between gathering and dispersing, between worshipping together and re-entering the world in all the places God has called us. This time of reflection is generally hosted by the pastor.

Lectionary Studies. Monday morning Lectionary Study with the pastor is not a scholarly Bible Study but a great place to read the texts coming up the next Sunday and ask whatever questions are on our minds. There is no better way to learn the Bible than week by week discussion of the readings that appear each Sunday in our worship. It provides a very informal, lively interaction with others seeking to experience enriching liturgy and “get more out of the sermon.”

Kids’ Camp. Kids’ Camp is a summer three-day expeditionary and experiential opportunity for children of WPPC and the families in the community to encounter God. A central biblical image or metaphor is chosen as a focal point around which we bake, play music and sing, gather for story time and crafts, engage in mission, and reflect on the camp’s theme. We have used such images as bread, water, light, names for God, peace, God’s Hands are Our Hands, trees, fruits of the spirit, and stones & stories.

Mission, Justice, and Society Ministries

WPPC provides many opportunities for members and friends of the congregation to give of their time, talent, and treasures, and also to participate in educational and social justice initiatives. Here are a few examples of some major mission projects led or supported by WPPC.

- Monthly collections for the Plano Food Pantry
- Jeremiah’s Plot Community Garden, contributing at least 20 percent of the produce to food pantries
- Mexico Missions, providing funds to Mexican orphanages as well as a student’s scholarship for attendance at the Presbyterian Pan-American School and Schreiner University
- Family Promise of Collin County, offering food, shelter, and other assistance to homeless families
- Participation in the Souper Bowl of Caring, a mission initiative led by WPPC’s youth
- Collections of clothing for the Streetside Shower Ministry of First Presbyterian Church of Plano
- PCUSA’s four yearly denominational offerings, with the local portions often donated to Presbyterian Children’s Homes & Services

Over the years, WPPC has joined with various partner organizations to advocate for a just society and has taken a stand on some important social justice issues. For example, the messages that are currently displayed in rotation on our electronic sign include “Black Lives Matter,” “No Justice No Peace,” and “Blessed are the Peacemakers.” Quite a few people have contacted the church to comment or inquire about these messages, and reactions have been mixed. A document that explains the reasoning behind each message is available on the church website and is sent to all those who inquire about the sign.



Fellowship Opportunities

Prior to the onset of the COVID-19 pandemic in March of 2020, WPPC made it a practice to gather for a community meal 4 to 6 times each year, often for lunch immediately following worship. Other pre-pandemic fellowship opportunities included the Forever 39 dinner and games group, a Reel to Real group that views and discusses films, and the Bookies book club. During the pandemic, WPPC members have gathered virtually via Zoom, for the Wednesdays in the Wilderness study on Wednesday evenings, the Seventh Inning Stretch social hour on Thursday evenings, and periodic congregational meetings.

WPPC'S Mission Study Small Group Discussions Summary

The Mission Study Task Force invited and encouraged WPPC's members and friends to participate in a small group discussion. There were five small group discussions with a total of 36 participants (including the members of the Mission Study Team) out of WPPC's membership of 94 people. The discussions took place via Zoom during the last two weeks of March 2021 – the first on March 14 and the last on March 29. All five groups discussed the same questions. This report provides those questions and summarizes the responses of the participants.

1. What difference would it make if WPPC didn't exist?

- ***In your life:*** Virtually everyone said it would make a huge difference in their lives if WPPC didn't exist. Specifically, people said they would miss: worshiping with people who have become like family, worshiping where they raised their children and where their families had been supported, WPPC's liturgical worship style, WPPC's integration of worship with Christian education, the involvement of children and youth in worship and in the life of the church and the resulting beneficial intergenerational relationships, David's preaching, David's clear teaching, WPPC's welcoming and accepting congregation, the opportunities for mission, the meaningful work they do for the church as part of WPPC's team leadership structure, seeing friends at church activities, the choir, the music, and weekly communion.

A number of people said that they would maintain their friendships with other WPPC members, but that it would be much harder to do that without WPPC and they still would miss worshiping with them. Another observation was that, although the friendships would continue, the "safety net" that WPPC's members provide for members during hard times would be gone. A lot of people said that it had taken a long time for them to become as involved as they are, and that starting over at another church was hard to imagine.

Most said they would look for another church, but they expected it would be difficult or even perhaps impossible to find a similar church. A few said they would look within another denomination. A few others said they weren't sure they would look for another church, because of the effort and their doubt that they would be able to find anything similar.

- ***In the community:*** Collectively, the groups said that, without WPPC, the community would miss: our regular monthly donations to the Plano Food Pantry, especially since that organization says we have been one of their largest and most consistent donors;

donations of produce for the Food Pantry from our community garden, Jeremiah's Plot; the influence of passionate WPPC members who have helped start important ministries, including the original Plano Senior Center and Family Promise of Collin County; our help with clothing for needy children attending nearby Davis Elementary School; our support and contributions towards Dallas Areas Interfaith, especially the Skill Quest program and its participants; our contributions to the Street Side Shower Ministry of First Presbyterian Church of Plano; and our witness for social justice (as shown in the social justice messages displayed on our electronic sign).

- ***In Grace Presbytery:*** There was overall agreement it would make a big difference in Grace Presbytery if WPPC didn't exist. WPPC supports presbytery with benevolences and contributions to the four denominational offerings. Also WPPC has always had a disproportionate number of members who actively serve in various ways in Grace Presbytery. WPPC's pastors (especially David and also Wes) have been noteworthy for their involvement in the larger church, including but not limited to Grace Presbytery. WPPC's youth programs and support of the participation of youth in Presbytery and PC-USA youth activities, like Youth Synod and Youth Triennium, have influenced at few of our young people in their choice of vocation and have had other positive "ripple effects" as the youth have moved into the adult world. Some people said that WPPC has helped Grace Presbytery as a voice advocating for the importance of social justice and for the liturgical movement in the PCUSA.
- ***In the world:*** Everyone's first thought was that our long-term support of and involvement with orphanages in Mexico would be missed, sending funds and also mission teams when it was safe to do so. Also, it was WPPC members who initiated and recruited other churches to join together to create the Presbyterian Pan American School Scholarship for a student from the orphanage and the continuation of the scholarship to the college level, with Yaya as the first recipient. Several people pointed out the substantial work that was accomplished during WPPC's many past youth mission trips and the one adult mission trip (all within the United States, but away from Plano.) The fact that we regularly pray for the world, for people and places that we don't know personally, was also pointed out as something that would make a difference in the world if WPPC didn't exist.

A number of people commented that we have done and continue to do a lot of important mission work, despite our small size. Some expressed that WPPC's influence is greater than just the sum of each of the individual things about WPPC's work and witness we can think of to list.

2. What changes or trends have you noticed about WPPC since you have been a member?

Virtually everyone commented that, over the years, WPPC has gotten much older and much smaller as a congregation. There are fewer people to do the same amount work. We have reduced the size of our staff. We have only one service instead of two each Sunday. We have fewer children and youth, so the youth program has gotten much smaller. We have fewer activities for special groups, such as the now-discontinued women's group. The size of the Session has decreased and we have dropped several standing committees. Fewer people are involved in the work and decision making of the church. We have fewer visitors, which may be related to our shrinking size and the fact that "reach-out" no longer exists as a formal committee. The process of becoming a member has become lengthier and more complex. Also, our building has aged and maintenance of the aging building has become a challenge, both physically and financially. More of our members are on fixed incomes.

On the positive side, everyone agreed that the establishment of the diaconate at WPPC has been a great change. Another positive change at WPPC over the years is the development of member-initiated hands-on mission activities, above and beyond our support of the PCUSA's four denominational offerings and benevolences to Grace Presbytery. WPPC's Kids' Camp was noted as a wonderful and unique program that has come about despite the fact that we now have few children and youth at WPPC. The involvement of children and youth in worship has increased even as the church has gotten smaller. An observation by a few that was seconded by a number of others is that WPPC's congregation has gotten deeper, more contemplative about various ways to open ourselves to God, and more purposeful about discerning what the Holy Spirit reveals to us, as individuals and through group discussion. Over the years, the focus on the liturgy has grown, and communion is served every Sunday (except during the pandemic.) There has been a growing focus on faith formation for all ages, not just for children and youth.

3. What changes would you make in any aspect of WPPC's worship and activities?

Comments on wished -for changes in activities are summarized below. They were often combined with comments about how feasible it might be to actually make that change. There was a general recognition of the fact that adding activities adds work, and the group available to do that work keeps getting smaller and is suffering exhaustion and burnout.

- Have more children and youth, as we used to when WPPC was larger
- Focus on reaching out into the community to get more people interested in visiting and joining, and follow up with visitors

- Have more fun activities, like pot lucks, a chili cookoff, an ice cream social, another book-reading or similar activity that includes all ages, ecumenical activities with other churches
- Schedule activities in the afternoon or encourage use of Uber by older members
- Schedule pot luck meals in the afternoon instead of right after church to avoid rushing
- Have more visitor-friendly practices in worship and during fellowship time, with people assigned to help visitors feel welcome and answer their questions
- Do more community meals and try to get more of the community to come
- Let people know about us and reach like-minded people, perhaps using Facebook, Instagram, the website, etc.
- Add something like a “Kids’ Camp” for the older folks, so they know they are not forgotten

There were also a few wishes for changes in WPPC’s worship.

- Keep the length of the worship service to 60 minutes or less. Two reasons were given: to meet the expectations of most visitors and to avoid interfering with formation classes. Suggestions included fewer hymns, fewer verses of hymns, and putting a lectern at the bottom of the steps.
- Have a little less music
- Have a little more variety in the type of music
- Speak, rather than sing, the Lord’s Prayer, to include those who are not comfortable singing it
- While continuing with the intentionality and formality of WPPC’s current worship style, have a little more variety in worship, with more upbeat music, especially – but not exclusively -- to attract new and younger members
- Figure out if there are ways we could broaden, small changes we could live with, in the liturgy, the music, etc., that would help us attract new members, especially young families.
- Two people said they preferred not to hear comments about politics at church.

4. What would you *not* like to see changed in WPPC’s worship and activities?

Several people said they would not want anything about WPPC’s current worship to change. One person who feels that way said, “WPPC is unique and beautiful and everything we do has meaning.”

Most individuals expressed a wish for WPPC to continue, and not change, these things: weekly communion, the intergenerational character of the church, the involvement of

children and youth in the worship service, Kids' Camp, the liturgical worship style, the focus on mission, being a welcoming and inclusive church, the use of music in the worship service, and the diaconate. A number of people said we should continue to offer online worship once we resume in-person for those who cannot attend in person. Other things that were mentioned are: the focus on social justice, the emphasis on baptism, coming forward to receive communion, Forever 39, and Lectionary Studies. One person who feels strongly about continuing weekly communion said it would be acceptable to make some changes so that it would take less time.

5. **If you were talking with a pastor candidate, how would you describe WPPC:**

- **Our strengths:** strong and clear teaching; courage; strong identity as a church; welcoming and accepting; inter-generational approach; “scrappy” with a can-do attitude; hard-working members; talented members; members who are passionate about mission and social justice; members who are committed to the church; members who understand and are committed to the liturgy; members who have knowledge of the PCUSA’s *Book of Order*; members who are involved in Presbytery and the connectional church; and members who have relationships with each other and care for one another.
- **Our challenges:** Everyone agreed that the major challenges are: we are not growing; our members are getting older and less able-bodied; our current leaders and workers are spread very thin and getting burned out; we have few children and youth; we have an aging building; and our small and aging congregation can’t give as much money as when it was larger and younger. There were also these observations from a few people.
 - We don’t have as much fun together as we used to.
 - We have a tendency to talk mostly with those in our own groups, inadvertently excluding others in need of friendship.
- **Our needs:** Everyone agreed that, in addition to our need for a new pastor when David retires, WPPC’s greatest need is to grow, and that we especially need younger members, including children and youth. Here are a few other needs that were mentioned by several people.
 - Reach out more in order to grow
 - New energy and new ideas
 - Creativity in many new areas
 - Address the needs of the elderly
 - More personal pastoring

6. What would you tell a pastor candidate about the qualities needed in a pastor for WPPC?

There were a number of similar individual comments and comments that were widely supported by others in the group, summarized below.

- A pastor with a strong personal faith, honesty, integrity, and knowledge of the Bible
- A pastor with high intelligence who can deliver sermons with depth
- A pastor who is dedicated to liturgical worship, rather than one who can lead any form of worship
- A pastor who has a broad outlook and is connected beyond our local area, with Grace Presbytery and beyond
- A pastor who is dedicated to mission
- A pastor who is a strong leader but not authoritarian
- A pastor who is invitational and growth-oriented
- A pastor who is outgoing and projects warmth and compassion to others
- A pastor who is a good listener and a good communicator away from the pulpit
- A pastor who visits those who are ill and homebound
- A pastor who wants children to be involved in worship
- A pastor with new ideas who can lead us to new ways of thinking
- A pastor who is married with children, to help us attract young families

In some of the group discussions, there was good humored agreement that they were asking for a lot – maybe “for Jesus himself or his thirteenth disciple.”

7. What kind of experience do we need in a pastor for WPPC?

Here is a summary of the responses.

- Someone who is not close to retirement
- Someone who has experience and is steeped in the Presbyterian tradition
- Someone who has the liturgy and running the church down pat
- Someone who has experience working with a small staff
- Someone who has experience with older members
- Someone who can be an effective administrator for our church and lead the Session
- The amount of experience is not crucial – we need to find the right person.
- We need to remember that some people enter seminary as mature adults, so some recent graduates are older with a lot of life experience.
- We need to trust the process and the movement of the Holy spirit, listen to what excites each candidate about WPPC, how they fit WPPC, and what they think God wants WPPC to be and become.

8. What about the possibility of a part-time minister?

Overall, here were the comments.

- A few people have been members of other churches who have done this successfully.
- Because of our size, WPPC may not be able to find a full time pastor, so we may have to do this.
- We should be open to this, but we still need a pastor who will do all that we need.

9. Are there other issues that haven't been addressed that you would like to discuss?

Most group members felt all issues had been discussed, but there were a few other comments.

- Since WPPC is not a “program church,” it may have lost sight of what programs can do in terms of attracting new members.
- We need to ask candidates their views on church development, how they would grow our congregation, and how they would function with minimal staff until growth allows for a larger staff.
- As we think about growing WPPC, we need to consider an area that is wider than our immediate neighborhood. We already have several members who drive a ways to get to us.
- There is some thinking that growing churches need to have a parking lot that is readily visible from the main road. We might consider adding a small parking lot and a playground in front of the church.
- It would be wonderful if WPPC had greater diversity of culture and color.

WPPC's Mission Study Congregational Survey Results

WPPC's 2021 Mission Study process included a 6-page survey that was mailed out in March to members of the congregation and other friends of the church who participate in its life and ministry. We received 44 completed surveys out of the 88 that were sent out – a very good return rate of 50 percent. The survey was divided into these topical groups.

CONGREGATIONAL SURVEY TOPIC GROUPS

Tasks of the church: Worship (6 items), Mission and Outreach (6 items), Caring and Community (4 items), Faith Formation (8 items); and Stewardship (2 items)

Organizational characteristics of the church: Communication (5 items) and Church Identity (3 items)

Tasks of the Pastor (15 items)

Style of Ministry (15 items)

For the tasks of the church and organizational characteristics of the church, those completing the survey indicated how important each item was and how satisfied they were with WPPC with respect to that item. For the tasks of the pastor, those completing the survey indicated the level of priority that a pastor of WPPC should place on each. For the style of ministry characteristics, the respondents indicated how strongly they preferred that characteristic in a pastor of WPPC. The 2021 Mission Study Survey Tables, provided as Appendix 2, show the survey results, which are summarized below.

Worship

The six items in this category were deemed important by 98 to 84 percent of the respondents, with 100 to 85 percent satisfaction. The importance and satisfaction percentages matched well. The two items ranked most important by the congregation were:

- “worship that provides a connection to issues and situations that confront the community and the world,” which was deemed important or very important by 98 percent of respondents, with 93 percent satisfied or very satisfied; and
- “sermons based on the lectionary,” also deemed important or very important by 98 percent, with 97 percent satisfied or very satisfied.

The item with the lowest importance score was: “weekly opportunity for Holy Communion in the worship service,” with a combined importance score of 88 percent and a combined satisfaction score of 85 percent.

Mission and Outreach

Of the six items in the mission and outreach category, the ones ranked most important were: “mission activities initiated by individual members are nurtured and supported,” with an importance percentage of 100 percent and a satisfaction percentage of 95 percent; and “caring for the community (food pantry, Family Promise, Jeremiah’s Garden, etc.),” with a 98 percent importance score and a matching 98 percent satisfaction score. The lowest scoring items was: “ecumenical involvement with other faith communities,” which had an 88 percent importance score and an 89 percent satisfaction score.

Caring and Community

All four of the items in the caring and community category had very high importance percentages, ranging from 100 percent to 91 percent. The item with the highest scores was: “providing a caring ministry to each other (meals for sick and shut-ins, visitation, transportation, etc.),” with an importance percentage of 100 and a satisfaction percentage of 93. The item with the lowest scores was: “providing fellowship opportunities for specific interests,” with an importance percentage of 91 and a satisfaction percentage of 93.

Faith Formation

All eight of the items in the faith formation category had very high importance percentages, ranging from 100 to 95 percent. For six of the eight items, the importance and satisfaction percentages matched quite well. For example, 100 percent of respondents ranked “preparing youth for becoming member of the congregation” as important, and 97 percent of respondents reported being satisfied on this item. The two that were not as well aligned in terms of importance and satisfaction were: “providing intergenerational opportunities for fellowship and spiritual growth,” with an importance score of 100 percent and a satisfaction score of 82 percent; and “preparing adults for becoming members of the church,” with an importance score of 98 percent and a satisfaction score of 82 percent.

Stewardship

Both of the stewardship items in the survey had an importance score of 100 percent. “Educating and challenging members to support the work of the church through financial commitment” had a satisfaction score of 92 percent, and “educating and challenging members to support the work of the church through active participation” had a satisfaction score of 85 percent.

Communication

The importance scores for the five items in the communications category ranged from 93 to 100 percent, with satisfaction scores ranging from 30 to 95 percent. The item with the highest importance score was “The Session communicates to the congregation effectively,” which had an importance score of 100 percent and a satisfaction score of 78 percent. The item with the lowest importance score was

“The community around WPPC is well informed about the activities taking place in the church,” which had an importance score of 93 percent and a satisfaction score of 30 percent.

Church Identity

The item in this group of three with the highest importance score was “WPPC is known for being a caring, inclusive community of faith,” which had an importance score of 100 percent and a satisfaction score of 95 percent. The one with the lowest importance score was “It is easy to summarize for visitors and non-members how WPPC differs from other congregations in the area,” which had an importance score of 85 percent and a satisfaction score of 68 percent.

Tasks of the Pastor

Of the fourteen pastoral tasks listed in this group, these three were ranked as having the highest priority:

- Preaching that helps members understand the word of God (95 percent)
- Planning and leading worship (93 percent)
- Developing and supporting faith formation for all ages (93 percent)

The next highest -ranked group of three pastoral tasks were: “attending to the spiritual development of members” (91 percent); “listening to people and responding to their needs with care” (86 percent); and “developing a strong sense of community among WPPC members” (86 percent).

Style of Ministry

The characteristics of the minister that were the most preferred by those completing the survey were:

- works well with Session (95 percent); and
- skilled in counseling (approachable, sensitive, good listener, etc.) (95 percent).

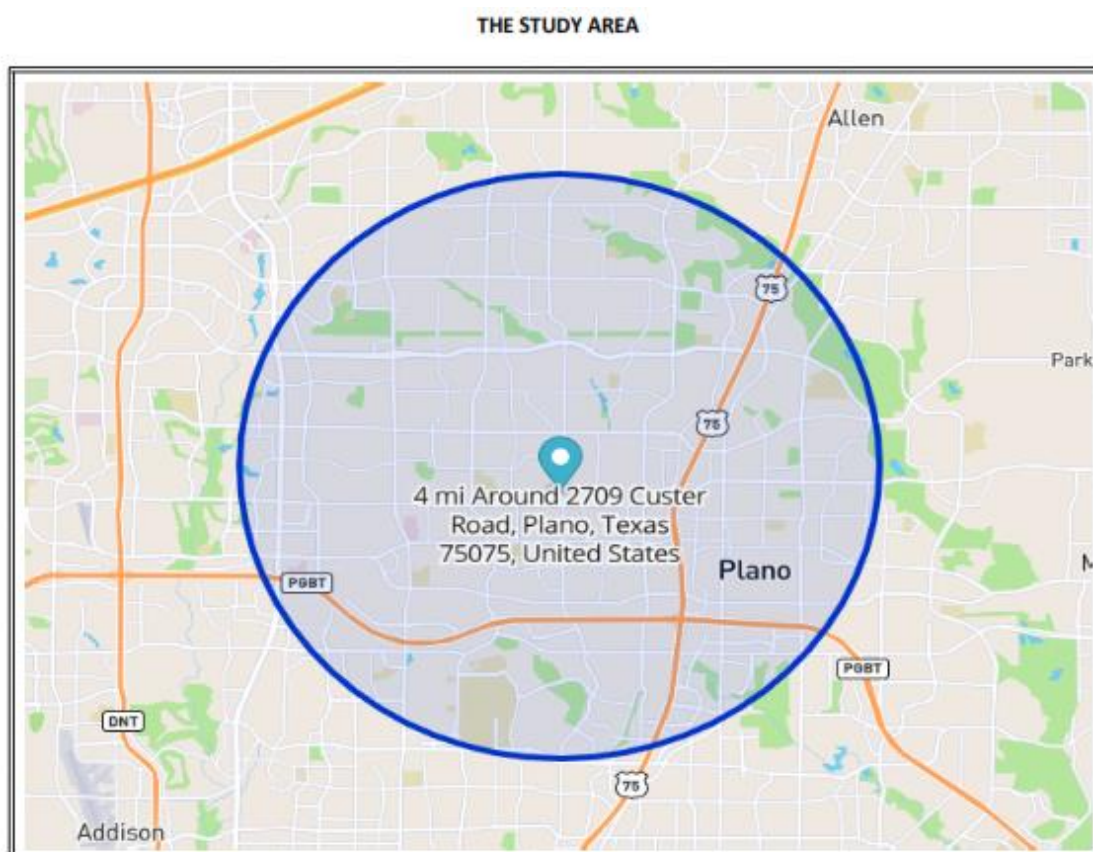
There were a number of ministry style characteristics that were preferred by 80 to 88 percent of the respondents, including: “preaches challenging sermons” (88 percent); and “actively involved with formation of children, youth, and adults” (88 percent).

Comments Offered by Respondents

The instructions for completing the survey invited everyone to provide written comments if they liked, with assurances of their anonymity. Twenty (20) different individuals provided at least one written comment, and 66 comments were provided in all. The written comments were very similar to those voiced by those who participated in the group discussions. Since everyone was invited to participate in a small group discussion and also complete the survey, it is reasonable to suppose that, in many cases, the same individuals who made particular comments in the group discussions also provided those comments in written form when completing the survey. “WPPC’s Mission Study Small Group Discussions Summary” summarizes the comments made in the discussions.

WPPC's Community: Statistical Information

The Mission Study Task Force used the MissionInsite tool to gather data on the area surrounding the church. We selected a 4-mile radius around the location of the church for this study.



The MissionInsite Reports provided by Grace Presbytery contain a plethora of data and trends on the following:

| | | |
|------------------------|---------------------------------|--------------------------|
| Population | Households | Families |
| Racial-Ethnic makeup | Average age comparisons | Education comparisons |
| School aged children | Household income | Per capita income |
| Family income | Median income by race/ethnicity | Households with children |
| Marital Status by Type | Adult educational attainment | Population by Employment |
| MOSAIC Segments | | |

In brief, what the report says about the people living within a 4-miles radius of WPPC is as follows.

- The population will peak at approximately 216,318 in 2020, slightly decline by 1.05% by 2025, then, tick upward by .59% by 2030.
- The number of households are declining, but not as fast as the population.
- The population per household (# of people living together in one household) remains relatively steady throughout this timeframe. This can only happen when more people are added either through birth, or through other process such as young adults in multiple roommate households or young adults returning to live with parents.
- The racial makeup of the area is:
 - 58% White
 - 17% Hispanic/Latino
 - 14% Asian
 - 7% Black/African American
 - 3% Pacific Islander/American Indian/Other
- The racial makeup is predicted to change slightly from 2020 to 2025 with a 1.89% decline in the White population.
- The average age of the study area trends higher than the average age of the population of the State of Texas:

| Average Age Trends | Year 2000 | Year 2010 | Year 2020 | Year 2025 | Year 2030 |
|--------------------|-----------|-----------|-----------|-----------|-----------|
| Study Area | 33.61 | 36.76 | 39.25 | 40.03 | 40.56 |
| Texas | 33.94 | 34.65 | 36.79 | 37.58 | 38.28 |

- Phases of Life – The study area shows increases in the Before Formal Schooling (Ages 0-4), Required Formal Schooling (Ages 5-17), and the Retirement Opportunities (Age 65+) phases of life.
- In the School Aged Children Trends, Early Elementary children are projected to increase, late elementary to Middle School aged children populations are declining as a percentage of children and High School aged children are increasing as a percentage of children.
- In this study area, the estimated current year average household income is \$109,790, and expected to grow by 11.8% by 2025.
- Median income by race & ethnicity is a subset of household income. For 2020, the median income for the study area is:

| | |
|--|-----------------|
| Asian household income | \$96,872 |
| Black, African American household income | \$68,828 |
| Hispanic/Latino household income | \$60,415 |
| White/Anglo household income | \$92,569 |
| P IS/Am Indian Other household income | \$67,363 |
| Average | \$77,209 |

- Household and Children Trends – The study area is dissimilar to the state in that the number of Married couple households with children vs single parent households is higher than that of the

state. The study area contains 77% married couple with children households and 23% single parent with children households.

- In this study area, adults are more likely to be married than the state average, and the percentage ‘single never married’ is lower than the state average for adults.
- The overall educational attainment of the adults in this community is greater than the state with 21.9% having some college, 7.1% having an Associate’s degree, 19.1% a Bachelor’s degree, and 10.1% a Graduate or higher degree.
- This study area is well above the state average for White Collar (76.3) workers and well below the average for Blue Collar workers (23.7%).

MOSAIC Segments for our Area

“MOSAIC Segments” represent households clustered into groups with multiple common characteristics, including income, educational level, presence of children, occupations, etc. Here are the top 15 Mosaic segments for this study area and their relationship to the state of Texas.

| Mosaic Segment | 2020 | 2020 % | State % | Comp Index | Relative to TX Avg. |
|--|-------|--------|---------|------------|------------------------------|
| 054 Singles & Starters – Striving Singles Scene | 9,507 | 11.3% | 6.3% | 179 | Well above state avg |
| C13 Booming with Confidence – Silver Sophisticates | 7,725 | 9.2% | 1.7% | 546 | Well above state avg |
| A01 Power Elite – American Royalty | 5,697 | 6.8% | 2.2% | 301 | Well above state avg |
| C11 Booming with Confidence – Age of Aquarius | 5,617 | 6.7% | 2.5% | 264 | Well above state avg |
| B07 Flourishing Families – Generational Soup | 4,567 | 5.5% | 2.6% | 214 | Well above state avg |
| A02 Power Elite Platinum Prosperity | 3,568 | 4.2% | 1.8% | 236 | Well above state avg |
| F22 Promising Families – Fast Track Couples | 3,283 | 3.9% | 4.5% | 87 | Somewhat below the state avg |
| D16 Suburban Style – Settled in Suburbia | 3,258 | 3.9% | 0.7% | 540 | Well above state avg |
| K37 Significant Singles Wired for Success | 2,937 | 3.5% | 1.3% | 274 | Well above state avg |
| Q65 Golden Year Guardians – Senior Discounts | 2,696 | 3.2% | 1.6% | 201 | Well above state avg |
| A05 Power Elite – Couples with Clout | 2,438 | 2.9% | 1.8% | 165 | Well above state avg |
| B10 Flourishing Families – Cosmopolitan Achievers | 2,073 | 2.5% | 0.5% | 483 | Well above state avg |
| J34 Autumn Years – Aging in Place | 1,910 | 2.3% | 2.4% | 95 | Somewhat below the state avg |

| | | | | | |
|--|-------|------|------|-----|----------------------|
| A03 Power Elite – Kids & Cabernet | 1,884 | 2.2% | 1.6% | 140 | Well above state avg |
| A04 Power Elite – Picture Perfect Families | 1,799 | 2.1% | 0.9% | 242 | Well above state avg |

What Are People Who Live in this Study Area Looking for in a Church?

The Mission Study Task Force team also wanted to understand what people who live in our area wanted in terms of religious preferences and practices, as well as why attendance to organized religious programs has decreased in recent years.

Top 15 Ministry /Program Recommendations Based on this Study Area

| Ranking | Program | Ratio | Strength of Preference |
|---------|---|-------|------------------------------|
| 1 | Warm and friendly encounters | 5.0 | Very strong preference |
| 2 | The quality of sermons | 2.4 | Strong preference |
| 3 | Adult social activities | 1.9 | Strong preference |
| 4 | Opportunities for volunteering in the community | 1.9 | Strong preference |
| 5 | Holiday programs/activities | 1.6 | Strong preference |
| 6 | Traditional worship experiences | 1.5 | Strong preference |
| 7 | Family oriented activities | 1.3 | Moderately Strong preference |
| 8 | Involvement in social causes | 1.3 | Moderately Strong preference |
| 9 | Cultural programs (music, drama, art) | 1.0 | Minimal preference |
| 10 | Seniors/retiree activities | 0.9 | Minimal preference |
| 11 | Bible or Scripture study/prayer groups | 0.9 | Minimal preference |
| 12 | Spiritual discussion groups | 0.8 | Minimal preference |
| 13 | Contemporary worship experiences | 0.8 | Minimal preference |

| | | | |
|----|------------------------------|-----|--------------------|
| | | | |
| 14 | Social justice advocacy work | 0.8 | Minimal preference |
| 15 | Youth social activities | 0.7 | Minimal preference |

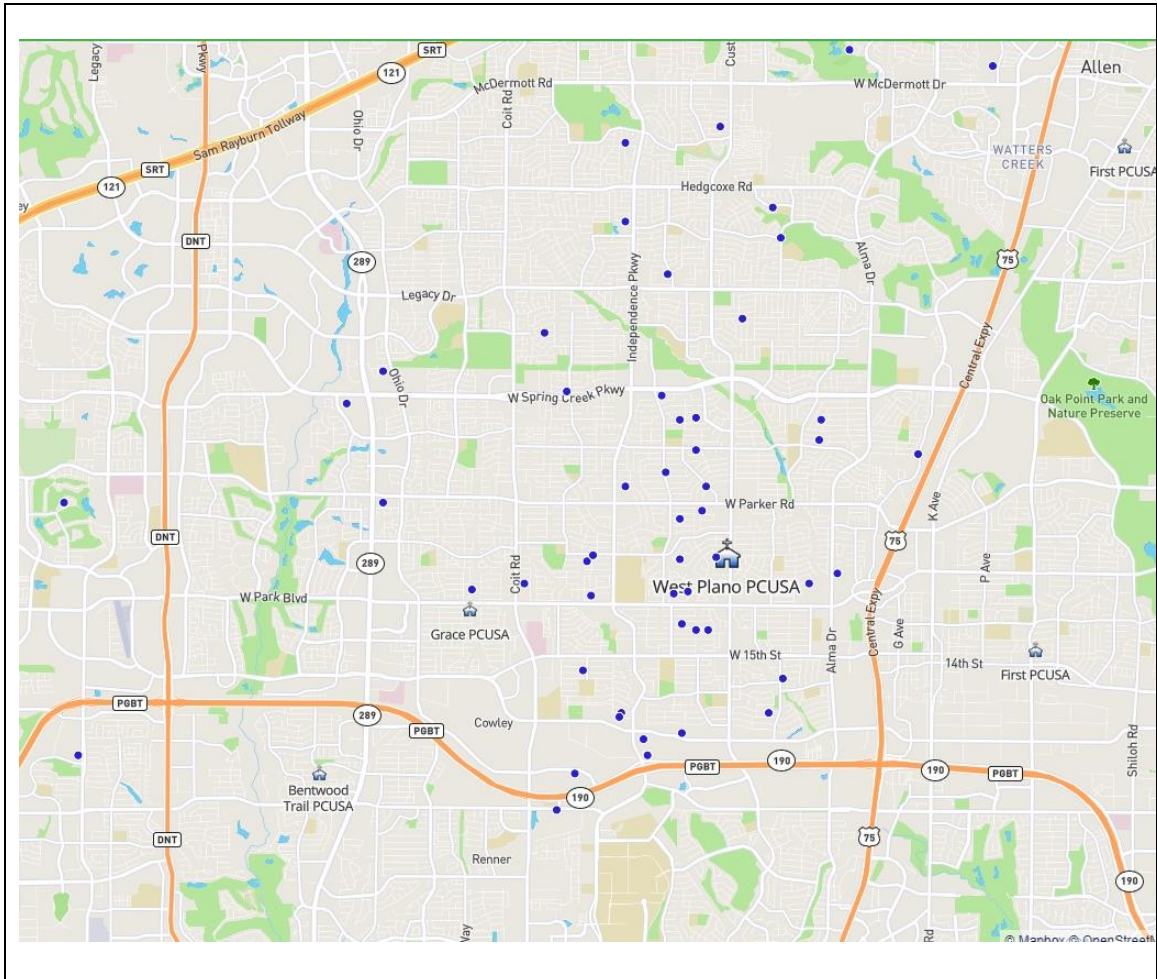
Why has Church Attendance Declined in Recent Years?

Here is what the MissionInsite data says about why church attendance has declined in recent years.

Reasons for Non-Participation – Those Outside of a Religious Congregation or Community

| Ranking | Program | Ratio | Strength of Reason |
|---------|---------------------------------|-------|------------------------|
| 1 | Religious people too judgmental | 3.1 | Very Strong Reason |
| 2 | Religion too focused on money | 2.6 | Very Strong Reason |
| 3 | Don't trust organized religion | 2.4 | Very Strong Reason |
| 4 | Disillusionment with religion | 2.1 | Very Strong Reason |
| 5 | Don't trust religious leaders | 2.1 | Very Strong Reason |
| 6 | Wasn't relevant to my life | 1.9 | Very Strong Reason |
| 7 | Don't believe in God | 1.7 | Somewhat Strong Reason |
| 8 | Strict/inflexible beliefs | 1.7 | Somewhat Strong Reason |
| 9 | No longer believe | 1.5 | Somewhat Strong Reason |
| 10 | Moved from community | 1.3 | Somewhat Strong Reason |

Where Do WPPC's Members Live?



As shown by the dots on the map above, most of the members live in an area bounded by President George Bush Tollway (190) to the south, the Dallas North Tollway to the west, West McDermott Drive to the north, and Central Expressway (75) to the east.

While the word “West” is in our name, the church is no longer considered to be located in the western part of Plano, as it was when it first was founded decades ago. At that time, what is now west Plano had not yet been developed. Now that Plano is almost 100% developed, the church could be considered to be centrally located in the city.

Mission Study Task Force

Comments and Recommendations

After careful reflection on all the information gathered and presented in this report, the Mission Study Task Force believes that WPPC's current mission statement, shown below and on the front page of this report, provides an accurate picture of what WPPC is and strives to be – and what WPPC's faith community wants to continue to be as we enter our next chapter under a new pastor.

WPPC's Mission Statement:

West Plano Presbyterian Church is an intentional faith community which lives by the ebb and flow of liturgical worship and hands-on mission. To make space for all to hear God's call, we welcome questions, invite inquiry, defend mercy, advocate justice, love beauty, and practice joy.

This statement captures the fact that the liturgical approach to worship that we practice is our organizing principle, not the whole of who we are. WPPC is just as much a missional church as we are a church that practices a vibrant and participative formal worship style. WPPC is as committed to being welcoming and inclusive as we are to weekly communion. WPPC is as interested in social justice as in following the lectionary and observing the seasons of the church. We recognize that perhaps we are not perceived in this multi-dimensional way. In the future, we need to do a better job of getting the word out about WPPC to like-minded people so we can thrive and grow.

The Mission Study Task Force recommends that WPPC should seek a pastor who:

- is committed to liturgical worship with full participation of the congregation;
- follows the lectionary with all four readings and continues our tradition of weekly communion;
- supports our focus on mission and community involvement, as we are a missional church;
- provides pastoral care in cooperation with the deacons; and
- will help the church to reach out and attract new members.

Because of the size and age of our congregation, we believe that WPPC should consider these possibilities in searching for a new pastor.

- Reducing our pastoral compensation to something closer to the Presbytery minimum
- Sharing a pastor with another congregation
- A part-time pastor who has another source of income

Appendix 1: WPPC's 2021 Congregational Survey Results

Worship (6 survey items on this topic)

| Worship | Combined Unimportant | Combined Important | Combined Dissatisfied | Combined Satisfied |
|---|----------------------|--------------------|-----------------------|--------------------|
| 1. Worship that provides a connection to issues and situations that confront the community and the world. | 2% | 98% | 7% | 93% |
| 6. Sermons based on the lectionary. | 2% | 98% | 3% | 97% |
| 2. Worship that follows our current liturgical practice. | 9% | 91% | 8% | 93% |
| 3. Worship that includes music and the choir as an integral part of the service. | 9% | 91% | 7% | 93% |
| 4. Weekly opportunity for Holy Communion in the worship service. | 12% | 88% | 15% | 85% |
| 5. Worship that includes all four lectionary readings for that day. | 16% | 84% | 0% | 100% |

Mission And Outreach (6 survey items on this topic)

| Mission and Outreach | Combined Unimportant | Combined Important | Combined Dissatisfied | Combined Satisfied |
|---|----------------------|--------------------|-----------------------|--------------------|
| 6. Mission activities initiated by individual members are nurtured and supported | 0% | 100% | 5% | 95% |
| 1. Caring for the community (food pantry, Family Promise, Jeremiah's Garden, etc. | 2% | 98% | 2% | 98% |
| 5. Special mission giving opportunities such as the Peace Offering and Joy Offering | 7% | 93% | 0% | 100% |

| | | | | |
|--|-----|-----|-----|------|
| 3. Involvement in the Presbytery | 9% | 91% | 0% | 100% |
| 2. Ecumenical involvement with other faith communities | 12% | 88% | 11% | 89% |
| 4. Encouraging members to understand and act on the relationship of the Christian faith to social, political, and economic issues. | 12% | 88% | 5% | 95% |

Caring And Community (4 Survey Items on this topic)

| Caring and Community | Combined Unimportant | Combined Important | Combined Dissatisfied | Combined Satisfied |
|--|----------------------|--------------------|-----------------------|--------------------|
| 2. Providing a caring ministry to each other (meals for sick and shut-ins, visitation, transportation, etc.) | 0% | 100% | 7% | 93% |
| 3. Extending hospitality to visitors and guests | 0% | 100% | 14% | 86% |
| 1. Providing fellowship opportunities in which member can be with and get to know each other | 2% | 98% | 10% | 90% |
| 4. Providing fellowship opportunities for specific interests (Reel to Real, Forever 39, etc.) | 9% | 91% | 8% | 93% |

Faith Formation (8 survey items on this topic)

| Faith Formation | Combined Unimportant | Combined Important | Combined Dissatisfied | Combined Satisfied |
|---|----------------------|--------------------|-----------------------|--------------------|
| 5. Preparing youth for becoming members of the congregation | 0% | 100% | 3% | 97% |

| | | | | |
|---|----|------|-----|------|
| 1. Providing faith formation for children and youth (Sunday Studies, Kids' Camp, etc.) | 0% | 100% | 5% | 95% |
| 3. Providing intergenerational opportunities for fellowship and spiritual growth | 0% | 100% | 18% | 82% |
| 2. Including children and youth through full participation in worship | 2% | 98% | 8% | 93% |
| 6. Providing adult education opportunities (Threshold, Lectionary studies, book studies, etc.) | 2% | 98% | 5% | 95% |
| 7. Preparing adults for becoming members of the church | 2% | 98% | 18% | 82% |
| 8. Resources are provided for prayer and reflection during special seasons (Advent, Lent, Epiphany) | 5% | 95% | 0% | 100% |
| 4. Providing opportunities for children and youth in Presbytery and Synod events (KidQuake, workshops, SHYSE, etc.) | 5% | 95% | 3% | 97% |

Stewardship (2 survey items on this topic)

| Stewardship | Combined Unimportant | Combined Important | Combined Dissatisfied | Combined Satisfied |
|--|----------------------|--------------------|-----------------------|--------------------|
| 2. Educating and challenging members to support the work of the church through financial commitment. | 0% | 100% | 8% | 92% |
| 1. Educating and challenging members to support the work of the church through active participation. | 0% | 100% | 15% | 85% |

Communication (5 survey items on this topic)

| Communication | Combined Unimportant | Combined Important | Combined Dissatisfied | Combined Satisfied |
|--|----------------------|--------------------|-----------------------|--------------------|
| 5. The Session communicates to the congregation effectively. | 0% | 100% | 23% | 78% |
| 1. I am well informed about the activities taking place in WPPC. | 2% | 98% | 5% | 95% |
| 2. I feel comfortable talking to the pastor, Session, and other members about any concerns I may have | 5% | 95% | 13% | 88% |
| 4. Members are well informed about the concerns, needs and activities of the neighborhood/community around WPPC. | 5% | 95% | 62% | 38% |
| 3. The community around WPPC is well informed about the activities taking place in the church | 8% | 93% | 70% | 30% |

Church Identity (3 survey items on this topic)

| Church Identity | Combined Unimportant | Combined Important | Combined Dissatisfied | Combined Satisfied |
|--|----------------------|--------------------|-----------------------|--------------------|
| 3. WPPC is known for being a caring, inclusive community of faith. | 0% | 100% | 5% | 95% |
| 2. There is common agreement among members as to what WPPC stands for. | 10% | 90% | 29% | 71% |
| 1. It is easy to summarize for visitors and non-members how WPPC differs from other congregations in the area. | 15% | 85% | 32% | 68% |

Tasks of the Pastor (14 survey items on this topic)

| Tasks of the Pastor | Moderate/ Low | High/ Highest |
|--|------------------|------------------|
| 7. Preaching that helps members understand the Word of God | 5% | 95% |
| 6. Planning and leading worship | 7% | 93% |
| 13. Developing and supporting faith formation for all ages | 7% | 93% |
| 8. Attending to the spiritual development of members | 9% | 91% |
| 10. Listening to people and responding to their needs with care | 14% | 86% |
| 11. Developing a strong sense of community among WPPC members | 20% | 80% |
| 9. Visiting the sick and bereaved | 23% | 77% |
| 14. Interpreting biblical and theological perspectives on current issues | 23% | 77% |
| 12. Supporting the mission activities of WPPC | 26% | 74% |
| 5. Active participation in Presbytery, Synod and/or General Assembly | 44% | 56% |
| 15. Responds to the ideas of others and helps them to implement them | 44% | 56% |
| 1. Handling administrative tasks effectively and efficiently | 45% | 55% |
| 3. Involvement in local community activities, issues and problems | 54% | 46% |
| 4. Involvement in ecumenical activities | 63% | 37% |
| 2. Stewardship development | 64% | 36% |

Style of Ministry (15 survey items on this topic)

| Style of Ministry | No/Low Preference | Moderate/High Preference |
|--|-------------------|--------------------------|
| 15. Works well with Session | 5% | 95% |
| 11. Skilled in counseling (approachable, sensitive, good listener, etc.) | 5% | 95% |
| 13. Preaches challenging sermons | 12% | 88% |

| | | |
|--|-----|-----|
| 3. A warm, outgoing, engaging personality | 12% | 88% |
| 5. Actively involved with formation of children, youth and adults | 12% | 88% |
| 1. Expertise in Biblical and theological matters | 12% | 88% |
| 7. Sensitive to the feelings of others | 13% | 88% |
| 10. Interprets biblical and theological perspectives on current issues | 14% | 86% |
| 14. Is open to discussing a range of ideas or issues | 15% | 85% |
| 9. Tends to be comforting and reassuring | 20% | 80% |
| 4. Identifies and encourages the use of members' gifts and talents | 29% | 71% |
| 12. Is a strong administrator | 34% | 66% |
| 2. Inspires and motivates members to be involved in the community | 38% | 63% |
| 6. Works hard to accomplish tasks | 41% | 59% |
| 8. Tends to be provoking and challenging | 50% | 50% |