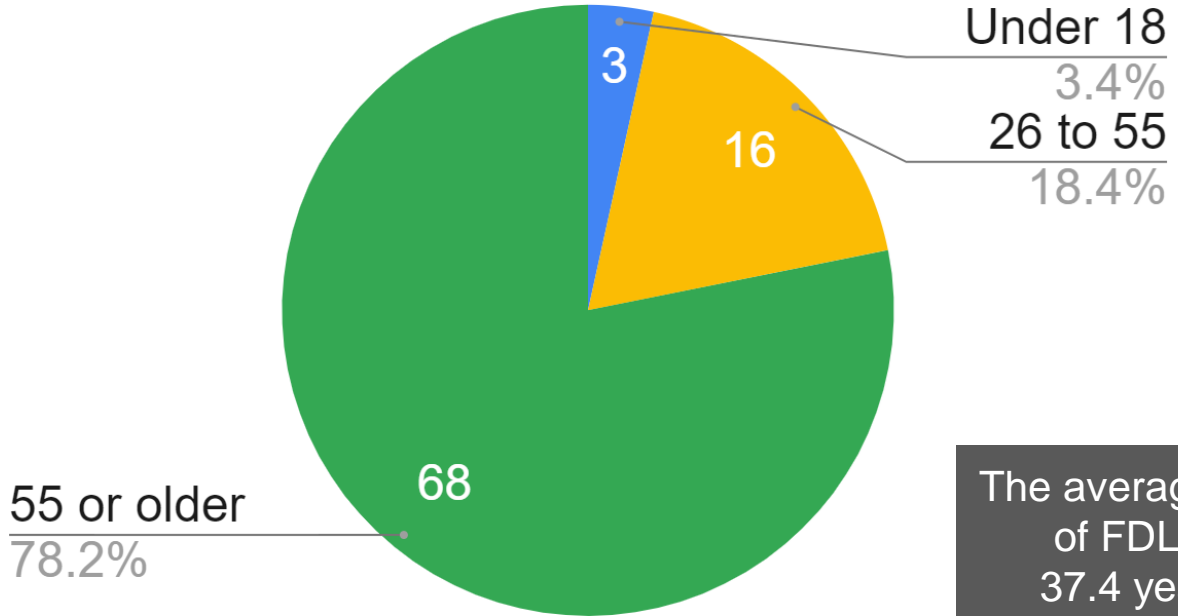


Congregational Mission Study Survey

We received a total of 87 responses.

How old are you?

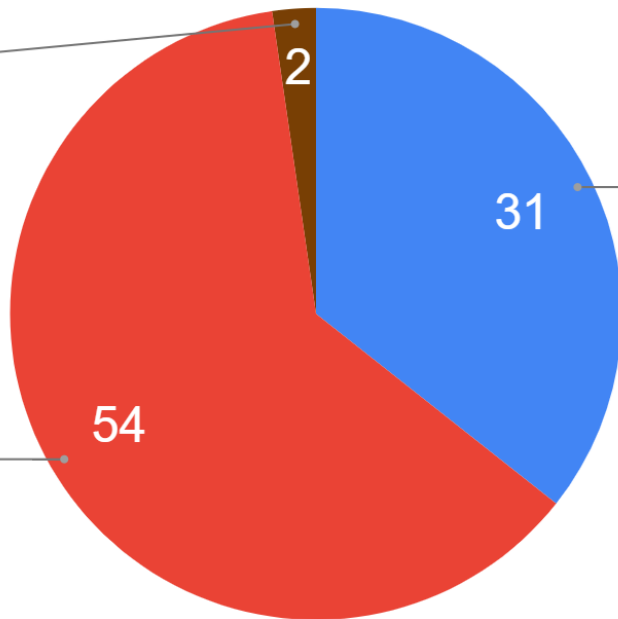


What is your gender?

N/A,Other
2.3%

Female
62.1%

Male
35.6%



FDL Population:
51.7% are female

Mainline Protestant:
55% are female

What is your marital status?

Divorced

4.6%

Widowed

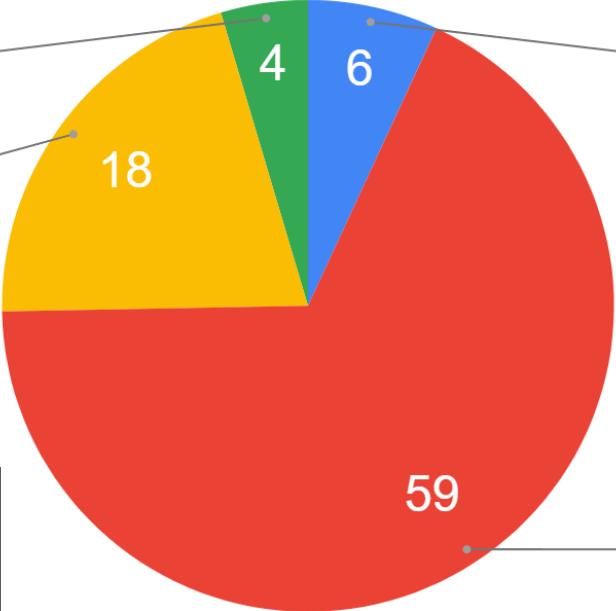
20.7%

Single

6.9%

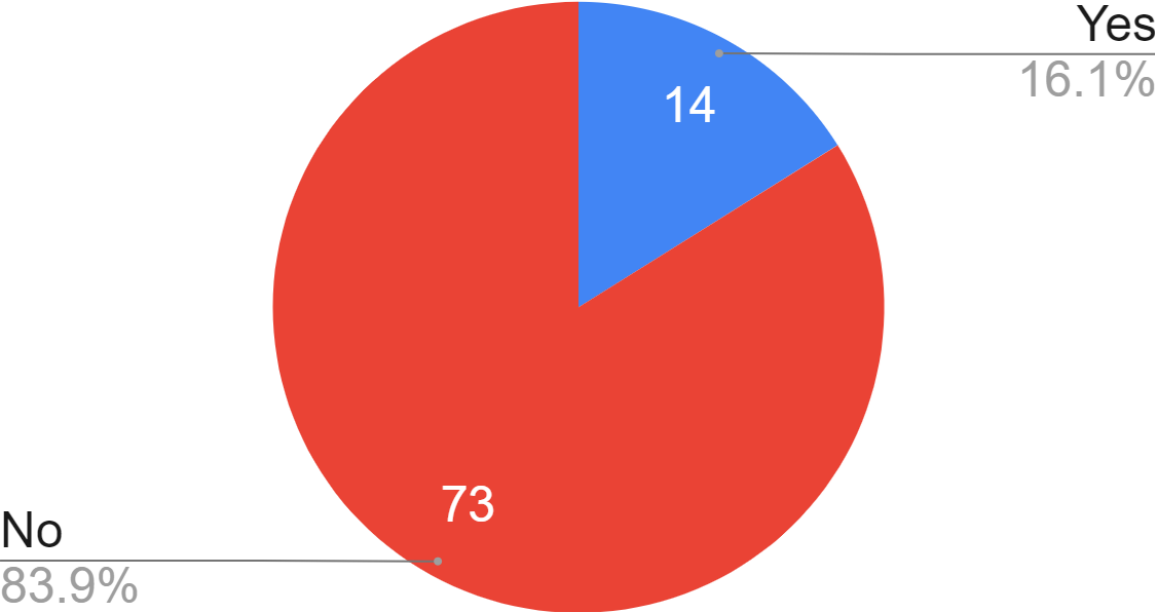
Married

67.8%



National Average:
53% of adults
are married

Do you have minor children living with you?



Percentage of respondents with a bachelor's degree or higher.

48% of adults in our church survey

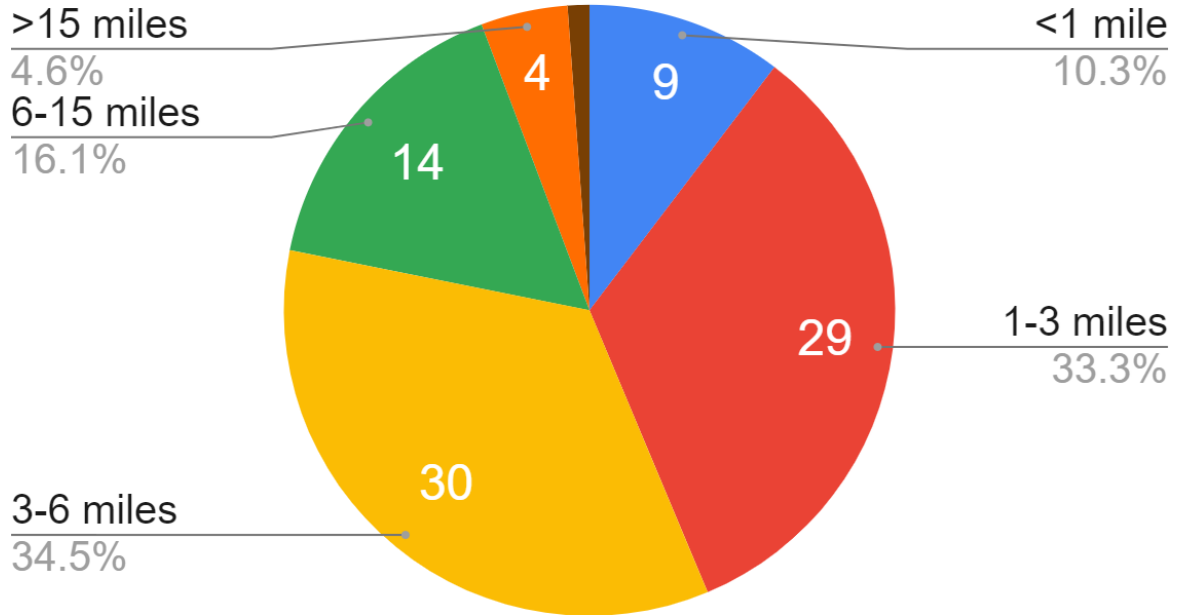
In comparison (adults age 25+):

23% of adults in Fond du Lac

31% of adults in Wisconsin

32.9% of adults nationwide

How far from church do you live?



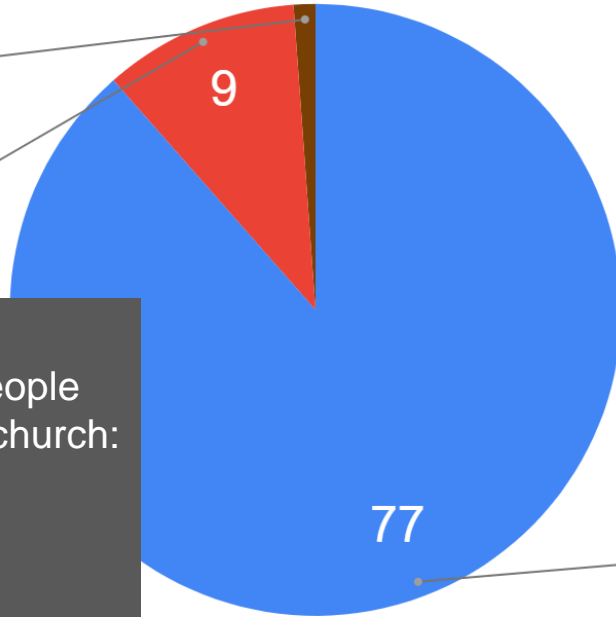
Are you a member?

N/A, Other

1.1%

No

10.3%



Yes

88.5%

(Based on Gallup-Poll)
Nationwide: percent of people
who were members of a church:

Year 2020: 47%

Year 1999: 70%

How often do you attend church?

Rarely

2.3%

Holidays/Speci...

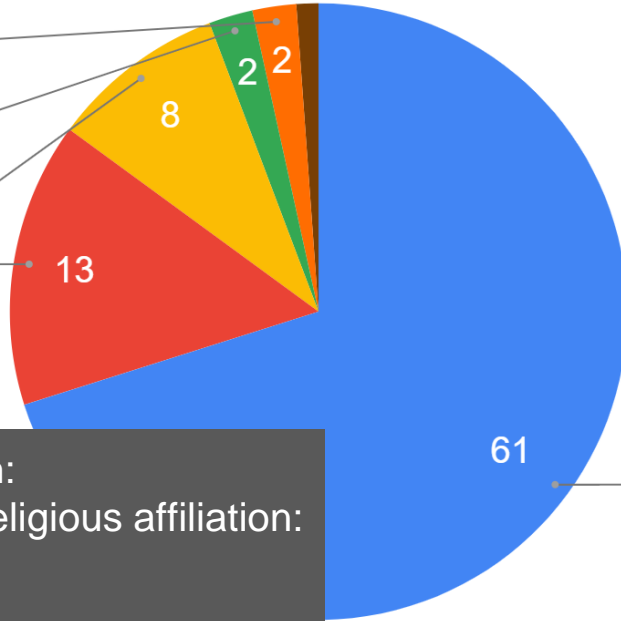
2.3%

Several Times/Yr.

9.2%

Few Times/Month

14.9%



Most Weeks

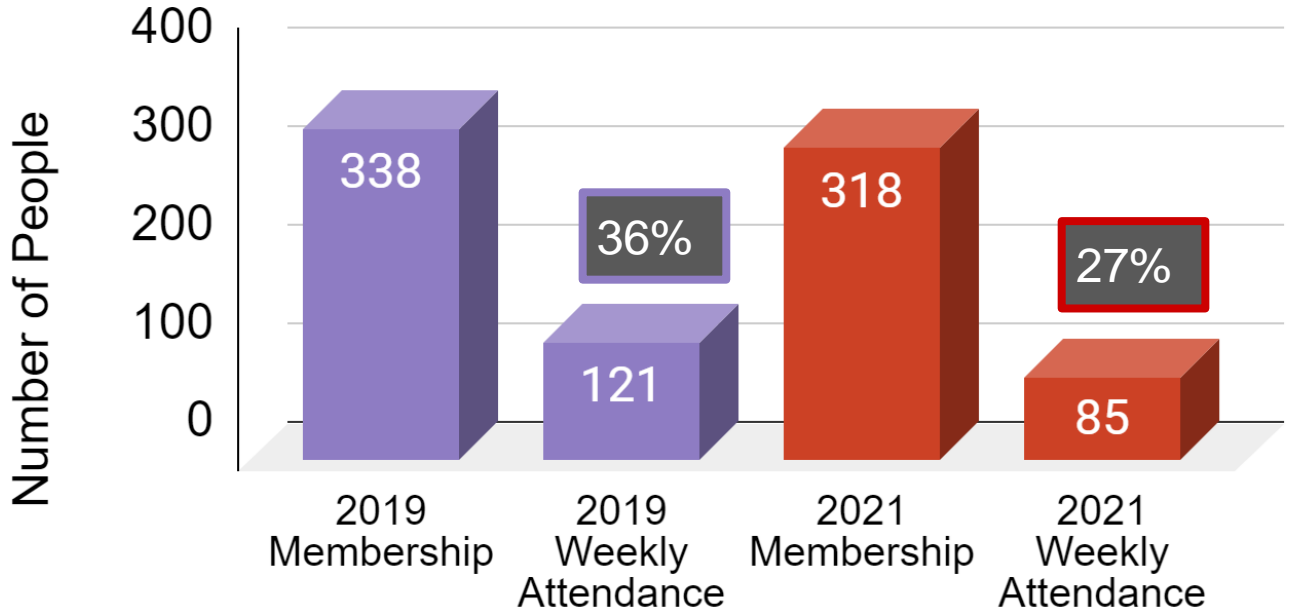
70.1%

Based on Pew Research:
Nationwide adults with religious affiliation:

36% attend every week

33% attend few times a month or year

2019 vs. 2022 Membership and Attendance



How long have you been attending First Pres?

N/A, Other
3.4%

<1 Year
1.1%

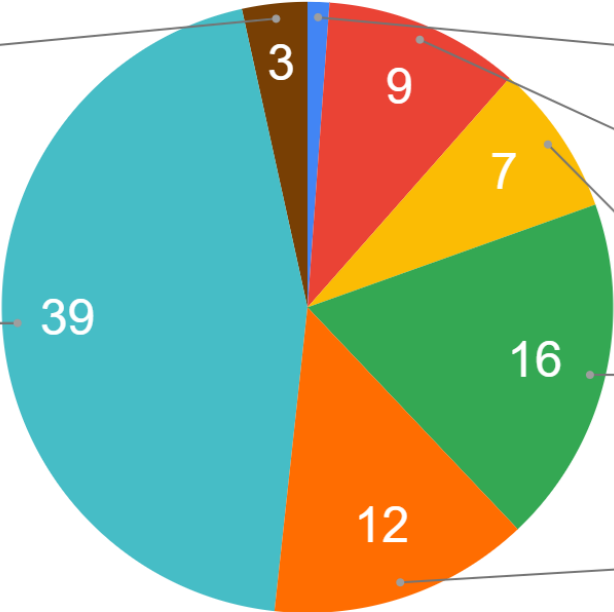
1-5 Years
10.3%

5-10 Years
8.0%

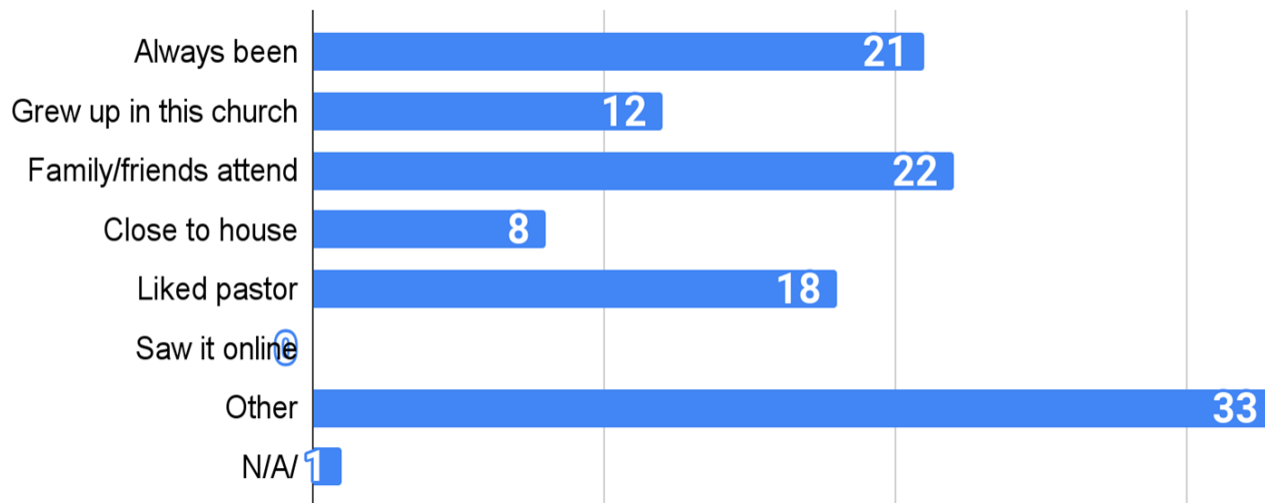
30+ Years
44.8%

10-20 Years
18.4%

20-30 Years
13.8%



Why did you begin attending First Pres?



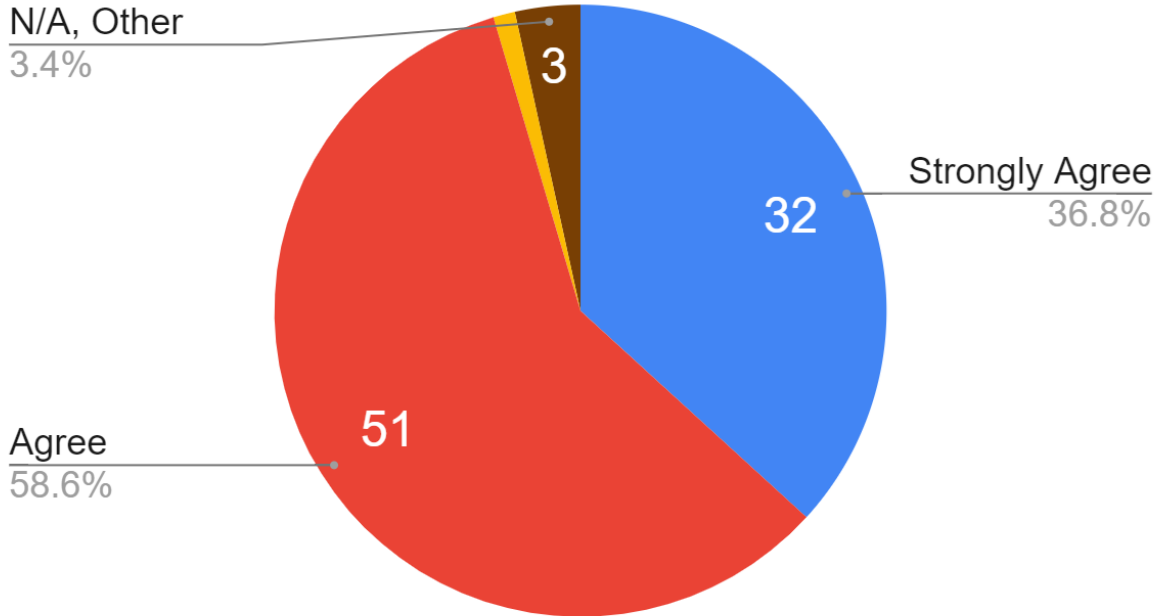
Which aspects of First Presbyterian Church mean the most to you?



What three words describe our church?



First Pres. meets my faith/spiritual needs



First Pres is an important part of my life.

Disagree

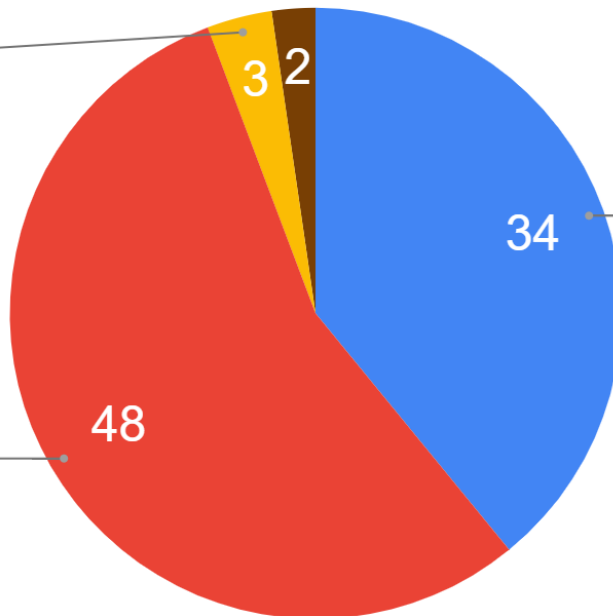
3.4%

Agree

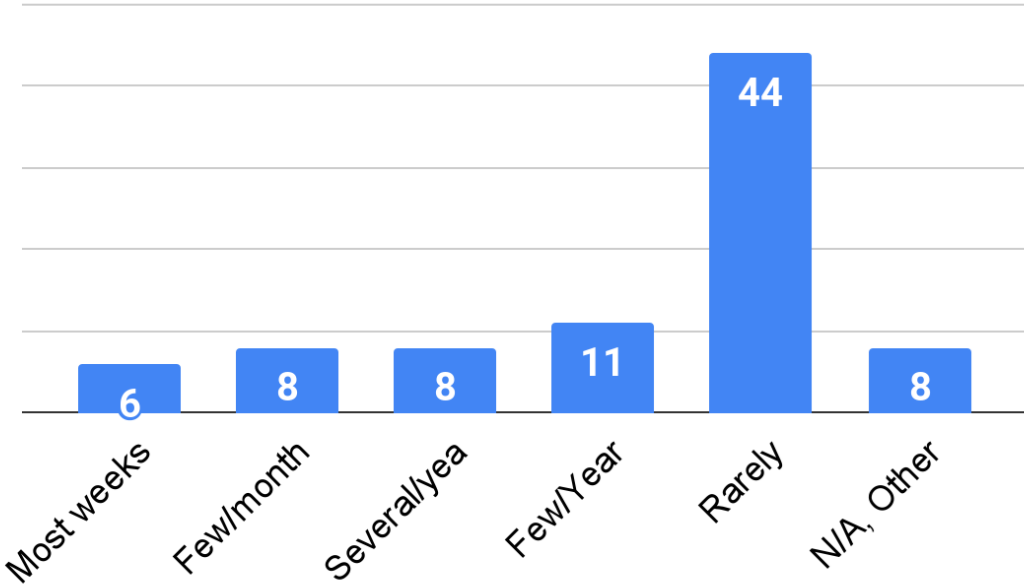
55.2%

Strongly Agree

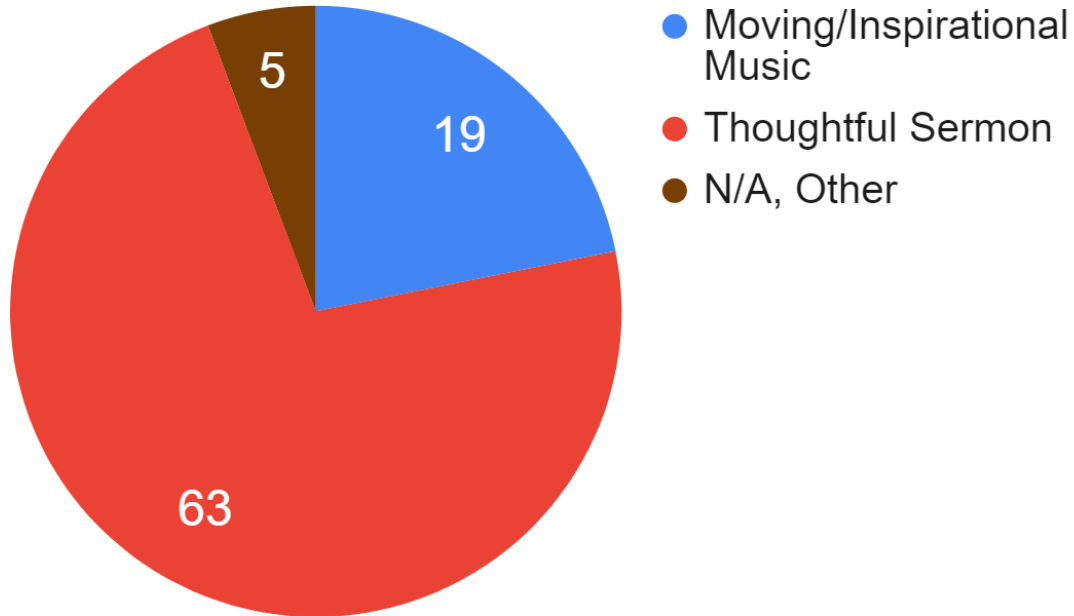
39.1%



Do you attend Adult Faith Formation?



Which one is more important to you?

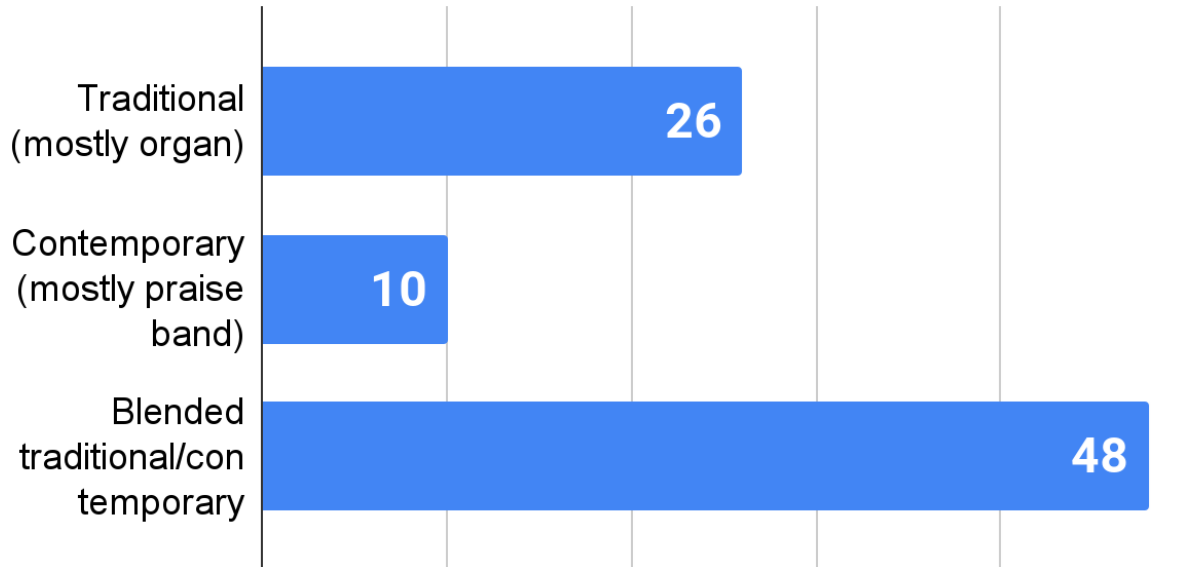


Reasons for attending a place of worship

	Major Factor	Minor Factor	Not a Factor
	%	%	%
Sermons	76	16	8
Spiritual programs for kids and teens	64	21	15
Community outreach with volunteer opportunities	59	27	13
Dynamic leaders	54	28	17
Social activities	49	36	14
Good music program	38	36	25

<https://news.gallup.com/poll/208529/sermon-content-appeals-churchgoers.aspx>

What type of service do you prefer?



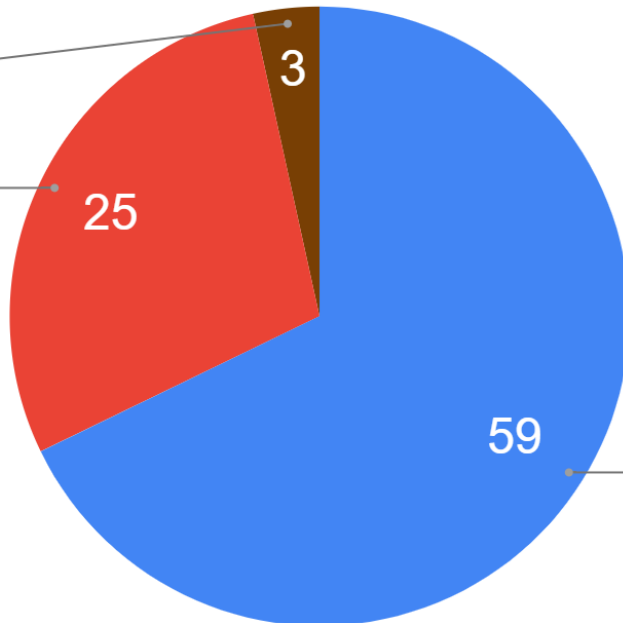
Do you feel knowledgeable about Presbyterian beliefs?

N/A, Other

3.4%

No

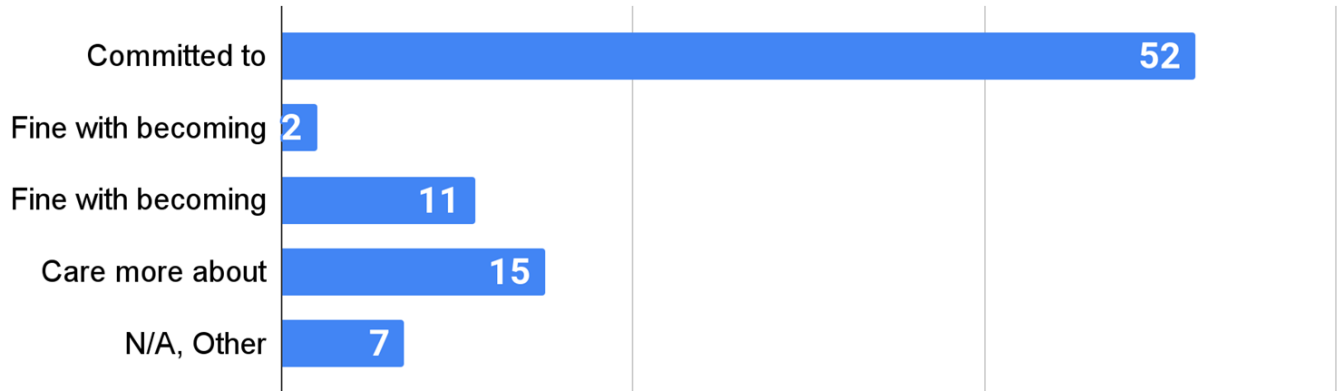
28.7%



Yes

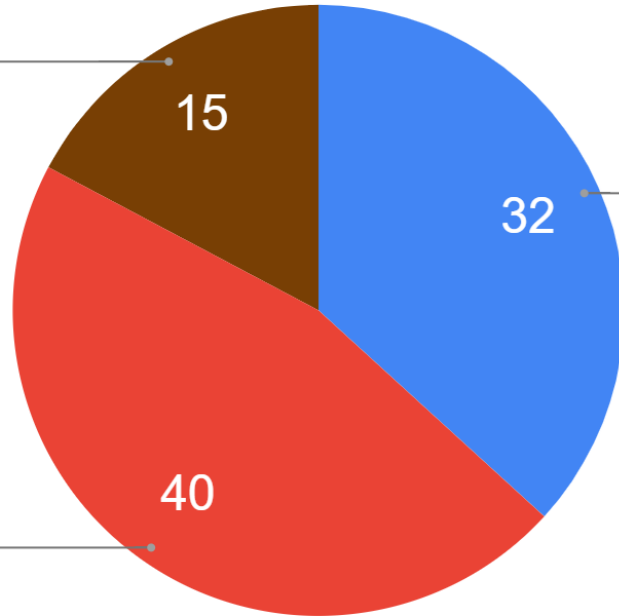
67.8%

How do you feel about belonging to PC (USA)?



Theologically, I lean toward being:

N/A, Other
17.2%

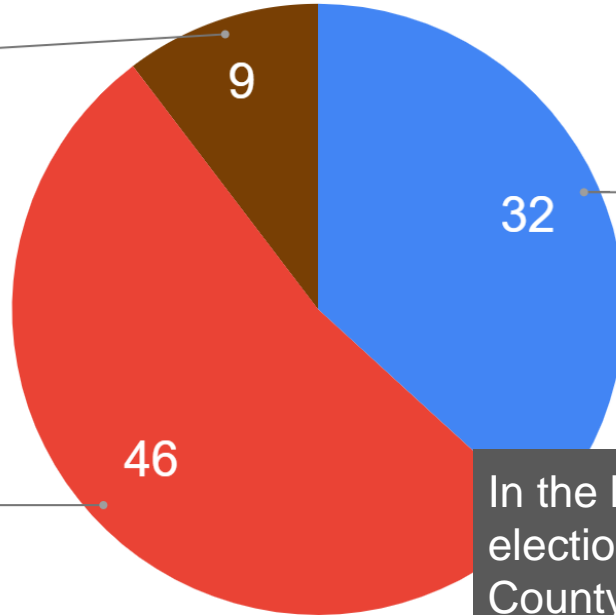


"Liberal"
36.8%

"Conservati...
46.0%

Politically, I lean toward:

N/A, Other
10.3%

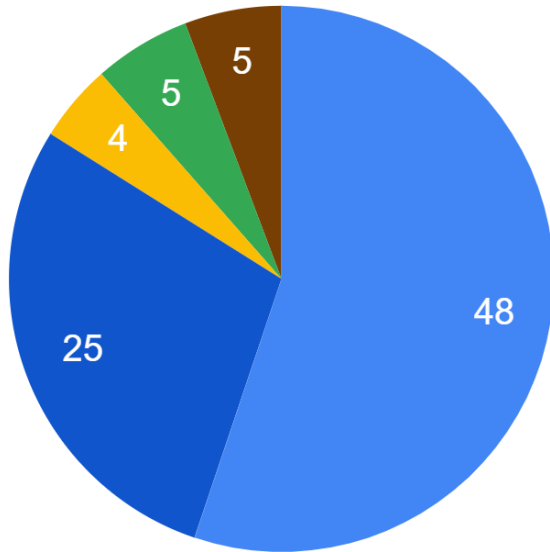


"Liberal"
36.8%

"Conservative"
52.9%

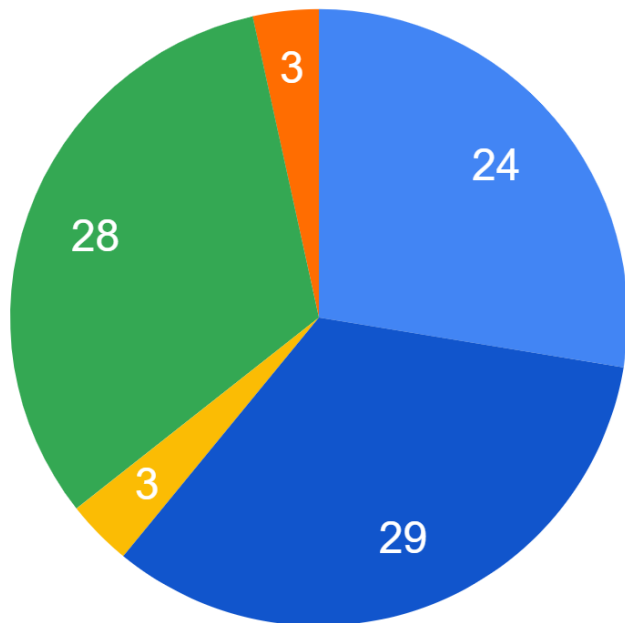
In the last presidential election, 62.5% of FDL County voted Republican

How do you feel about hiring a pastor from a minority ethnic group?



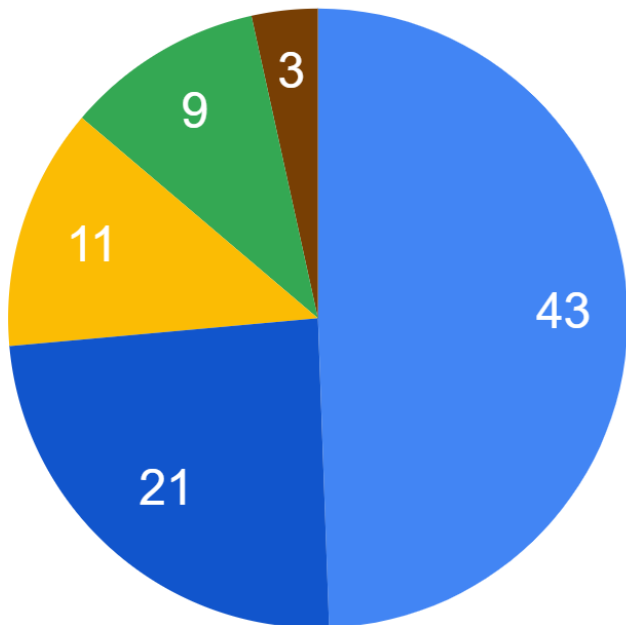
- I am fine with it
- I am fine, but concerned it might create tension.
- I feel ambivalent
- I am opposed
- N/A, Other

How do you feel about hiring a LGBTQIA+ pastor?



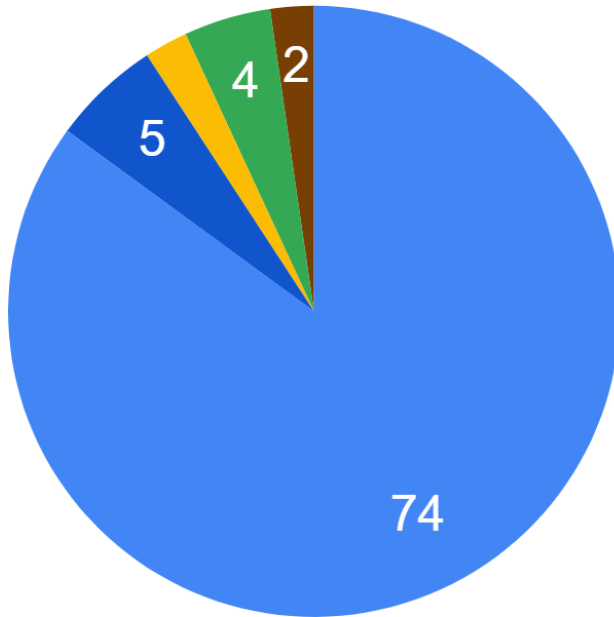
- I am fine with it
- I am fine, but concerned it might create tension.
- I feel ambivalent
- I am opposed
- N/A, Other

How do you feel about hiring LGBTQIA+ staff (not pastor)?



- I am fine with it
- I am fine, but concerned it might create tension.
- I feel ambivalent
- I am opposed
- N/A, Other

How do you feel about hiring a female pastor?



- I am fine with it
- I am fine, but concerned it might create tension.
- I feel ambivalent
- I am opposed
- N/A, Other

How often do you volunteer?

N/A, Other

2.3%

I don't volunt...

26.4%

Few/Year

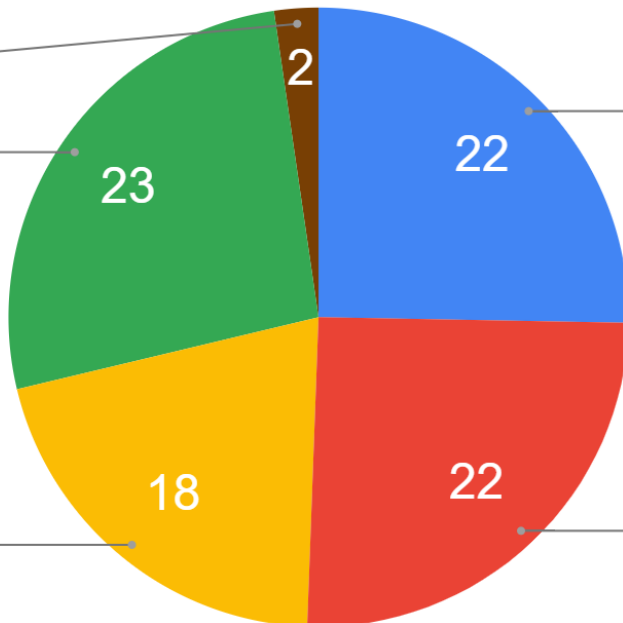
20.7%

Several/Month

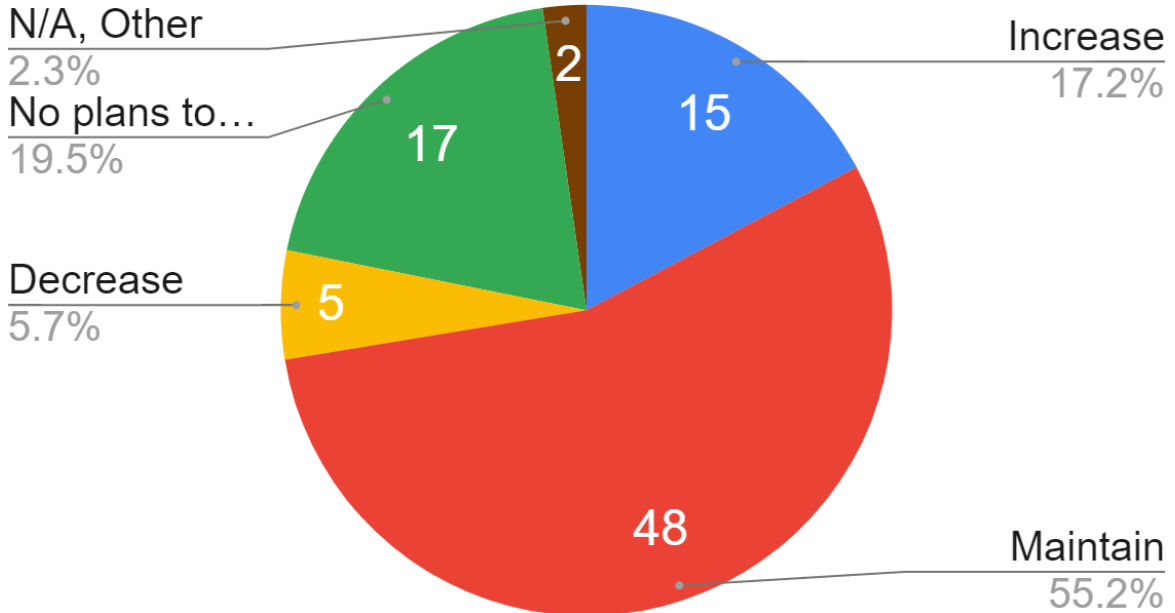
25.3%

Several/Year

25.3%



How often do you hope to volunteer next year?

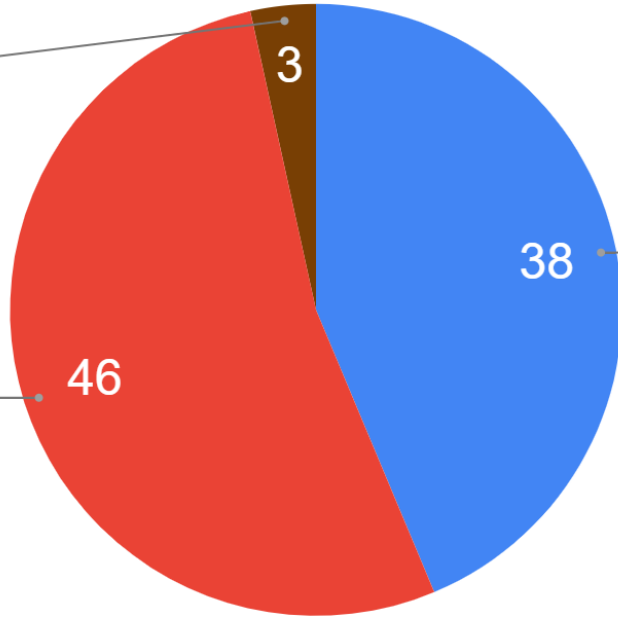


Have you ever served on our session?

N/A, Other
3.4%

No
52.9%

Yes
43.7%



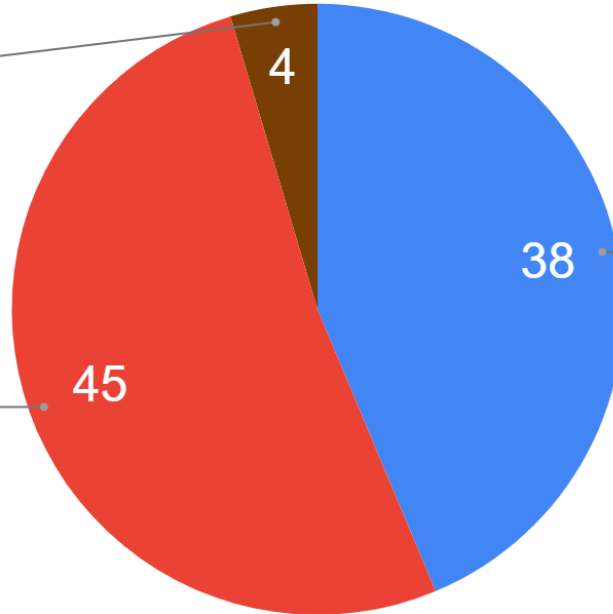
Have you ever served as a deacon in our church?

N/A, Other

4.6%

No

51.7%



4

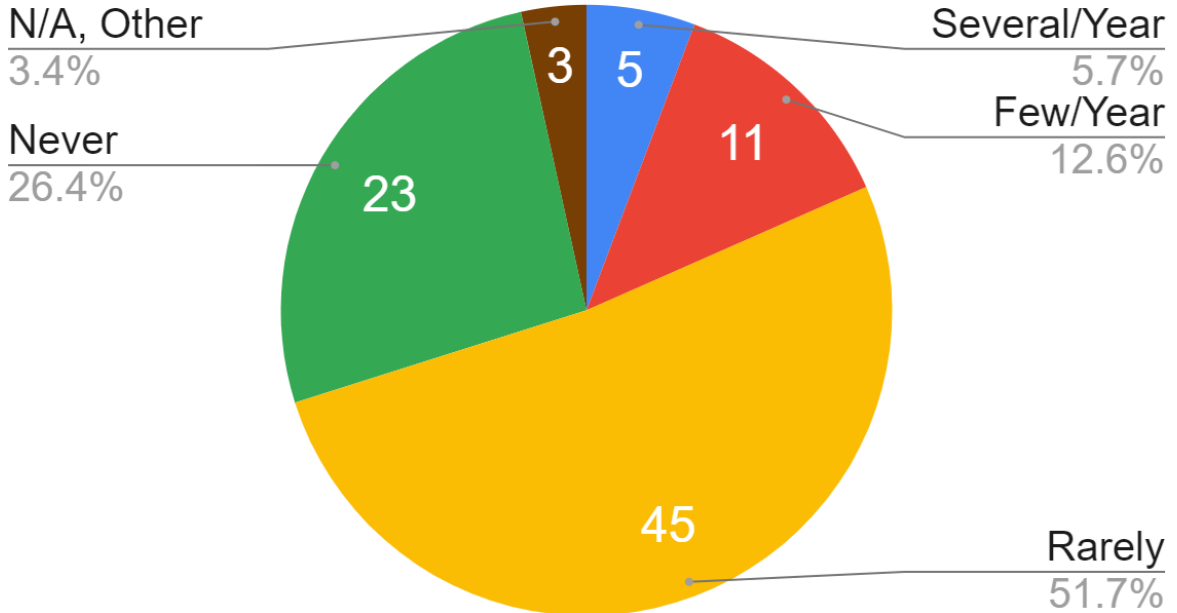
38

45

Yes

43.7%

How often do you invite people to church?



Annual Individual Income

\$100K+

6.7%

\$75-\$100K

10.7%

\$50-\$75K

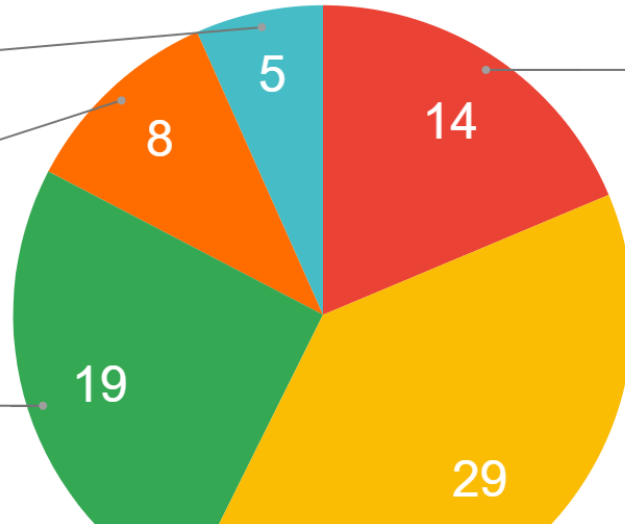
25.3%

Under \$25K

18.7%

\$25-\$50K

38.7%



Average individual annual income in FDL is \$38,320

Average total household annual income in FDL is \$68,292

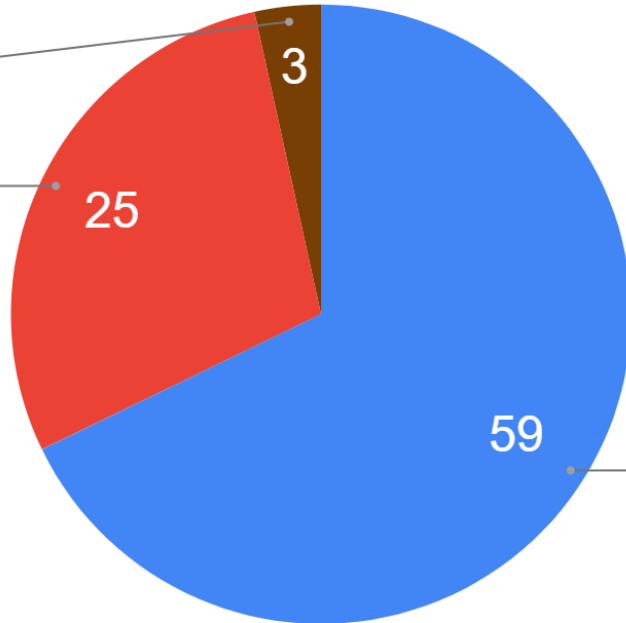
Do you have a firm understanding of the church budget?

N/A, Other

3.4%

No

28.7%



Yes

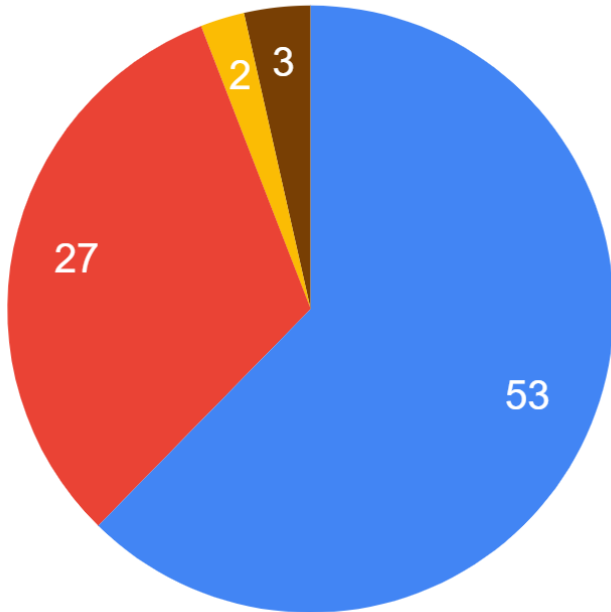
67.8%

25

3

59

How do you feel about financially supporting our church?



- High priority
- Important, but not high priority
- I don't financially support the church
- N/A, Other

According to Vanco Faith:

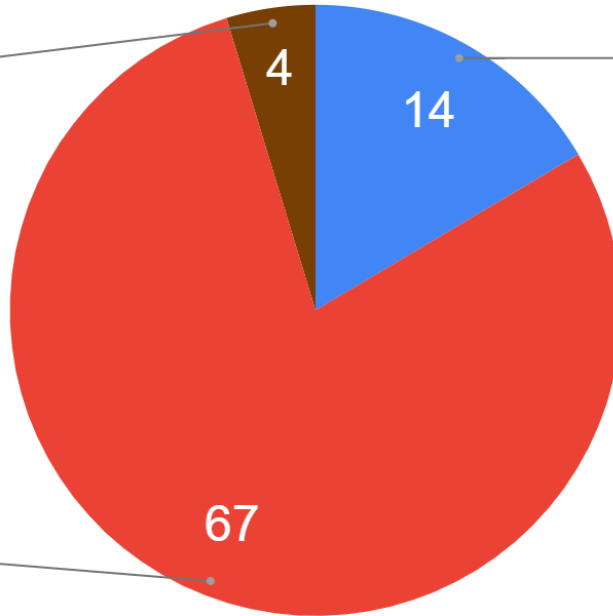
Only 5% of churchgoers tithe 10% or more of their income.

Have you remembered our church in your will?

N/A, Other
4.7%

Yes
16.5%

No
78.8%



I believe that we are:

N/A, Other

9.2%

8

3

Overstaffed

3.4%

Understaffed

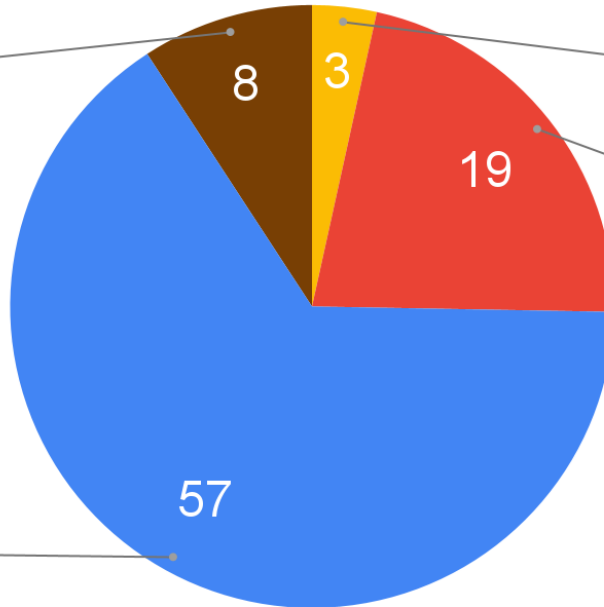
21.8%

19

Just Right

65.5%

57



According to Vanderbloemen, the average church spends 52% of their budget on staff compensation, with 60% on the high end.

<https://www.vanderbloemen.com/blog/cost-efficient-employees-church>

RATIO OF WEEKLY CHURCH ATTENDANCE TO STAFF	
Top 10%	1 staff: 133+ attendees
Above Average	1 staff: 95+ attendees
Average	1 staff: 77+ attendees
Below Average	1 staff: 50+ attendees
Bottom 10%	1 staff: less than 50 attendees

Position	Number of Hours
Financial Assistant	28
Communications Coordinator	24
Contracted Cleaning Crew	20
Pastor	40
Director of Christian Education	40
Worship Coordinator	40
	192
192 total hours/40 hours	4.8

We have the equivalent of 4.8 full-time staff

This equals:

1 staff: 18 attendees

We spend 69% of our total budget on staff.

Warning signs to look for when a church has become overstaffed:

1. Has the church become Insider Focused?

Typically an overstaffed church is paying people to do ministry and run programs to keep long-time people in the church happy.

2. Does the church have a Poor Culture of Volunteerism?

There is a direct connection between staffing and volunteerism at churches. Generally the more a church spends on staffing the less likely attenders are to serve.

3. Has the church stopped growing?

There is also a direct connection between staffing and church growth. The more a church spends on staff the more the rate of attendance growth slows.

WARNING SIGN 1:

**Has the church become
Insider Focused?**

Unstuck Group at: <http://www.paulalexanderblog.com/leadership/how-many-people-should-your-church-have-on-staff/#.Ywa7rnbMJEZ>

WARNING SIGN 2:

**Does the church have a
Poor Culture of Volunteerism?**

Unstuck Group at: <http://www.paulalexanderblog.com/leadership/how-many-people-should-your-church-have-on-staff/#.Ywa7rnbMJEZ>

WARNING SIGN 3:

**Has the church
Stopped Growing?**

Unstuck Group at: <http://www.paulalexanderblog.com/leadership/how-many-people-should-your-church-have-on-staff/#.Ywa7rnbMJEZ>

4 Decisions to Make:

Decision #1:

What do we want to do about inviting people to church?

4 Decisions to Make:

Decision #2:

How are we going to align church ministry to match our true level of volunteering and skills?

4 Decisions to Make:

Decision #3:

What do we want to do regarding staffing?

4 Decisions to Make:

Decision #4:

How are we going to balance our budget?

*We are a blessed
congregation!!!*



Well-Educated

Resourceful

We Care About Each Other

Very Skilled

Amazing Building

Creative

Strong Community Relationships

Your opportunity to weigh in...

September 25, during worship.

Where Do We Think God Wants Us to Go?

October 9, during worship.

Attributes We Will Need in Our Next Pastor.