

# MIPC

## Leadership Input Survey

### June 2010

Note: most items have been sorted in descending or ascending order, as appropriate

<b>1. Please rate how well our faith community is doing in the following aspects of our ministry:</b>	
Volunteers are necessary to sustain the programs/work of the church.	4.8
I am aware that our church suffers legitimate budget constraints.	4.6
Developing lay leadership opportunities is important for the future of MIPC.	4.6
It is important for lay people to help care for our congregation.	4.5
I am interested in developing a closer relationship to God	4.5
I feel a strong connection to MIPC.	4.5
I value diversity in our congregation.	4.5
I am comfortable calling a pastor if I have a personal need.	4.5
I feel a strong commitment to MIPC.	4.4
I value the diverse music offerings we have for worship.	4.4
Lay people can effectively deliver care to members of the congregation who are in need.	4.3
MIPC is an open congregation, accepting of all who choose to worship here.	4.3
Increasing worship attendance among the members should be a high priority.	4.3
I support the leadership and overall vision of MIPC.	4.2
I make it a priority to attend Worship each Sunday.	4.2
Volunteering within the MIPC community is a priority for me.	4.2
Regular Worship attendance is important to my spiritual development.	4.2
Our clergy work too many hours per week.	4.2
I am comfortable calling a church staff person if I have a personal need.	4.2
I am confident with the leadership of MIPC.	4.2
MIPC needs to explore different ways of reaching out to meet our spiritual needs.	4.2
Our clergy do a good job meeting the needs in our congregation.	4.1
It is important for MIPC to be recognized as a spiritual leader by the community and schools.	4.1
MIPC strengthens my connection to God.	4.1
MIPC does a good job of welcoming new members	4.0
I attend services based on our connectedness to that program and what I believe is the vision for that service (i.e. 8:15 am – family, 10:35 – traditional, 5:00 pm – contemporary).	4.0
MIPC does a good job of communicating with its members	4.0
The most important role of the senior pastor or co-senior pastors is preaching.	4.0
MIPC is a well-managed church.	3.9
Our clergy are available to provide an appropriate level of pastoral care.	3.9
I am inspired by the music at MIPC.	3.9
MIPC does a good job of knowing and caring for existing members	3.9
I feel a strong obligation to tithe and support our church.	3.9
MIPC has an appropriate level of Caring Ministries available to meet the needs of the congregation.	3.9
MIPC motivates me to be more Christ-like than I would otherwise be.	3.9
I am open to giving more to support Local Missions at MIPC.	3.9
Activities and partnerships with organizations outside of our church body are important.	3.9
I think the members, staff and leaders of MIPC are honest and open with each other.	3.8
It is important for MIPC to provide pastoral care and services for non-members and the community.	3.8
MIPC does a good job of listening to its members and valuing their input	3.8
The elected elders of the church (Session) are doing an effective job in leading the church.	3.8
A robust program of Adult Christian education is important to me.	3.8
I would like more opportunities to study the Bible.	3.8

The most optimal time for Adult Christian Education is the Sunday Morning CE Hour (9:15-10:15am).	3.7
I value the extra music offerings we have outside of worship.	3.7
It is important for our clergy to care for community members outside of the MIPC congregation.	3.6
There is a high degree of transparency with respect to finances and management.	3.5
MIPC has strong financial management.	3.5
After Dale leaves, MIPC has an adequate and appropriate number of clergy to serve its needs.	3.5
MIPC does a good job of caring and providing for its clergy	3.5
MIPC needs to cut back on its programs and services to live within our current budget.	3.5
There is a strong congregational sense of support and participation with our local mission partners.	3.5
MIPC operates with a clear and common mission and vision.	3.4
It is important for our clergy to be involved in community leadership and partnerships other than faith-related groups (for example: MIYFS events, Rotary clubs, Community Advisory Boards, MIHS Baccalaureate, etc.).	3.4
I attend services based on my schedule and time vs. type of service (breakfast, traditional, contemporary).	3.4
There is a strong congregational sense of support and participation with our international mission partners.	3.4
MIPC's staff work too many hours per week.	3.4
It is important to have three (instead of two) unique Worship services at MIPC.	3.4
MIPC does a good job of caring and providing for its staff	3.4
I find help with my life questions in the classes and sermons at MIPC.	3.3
Mission giving was reduced significantly in 2010 as a temporary way to help balance the budget. The % of budget devoted to Missions, <u>prior to this adjustment</u> , was at an appropriate level.	3.3
MIPC has an adequate level of programs and services for adults.	3.3
MIPC encourages and equips each member to offer their gifts and talents to serve God.	3.3
At the present time, MIPC has an adequate and appropriate level of staffing.	3.2
Tithing (giving 10% of income) to support the ministry of MIPC is an important goal for me.	3.2
I am open to giving more to support International Missions at MIPC.	3.2
I depend primarily on paid staff to organize and direct the programs of the church.	3.1
The church should focus on becoming a larger church with more members.	3.1
I am inspired by the Adult Education at MIPC.	3.0
I am inspired by the preaching at MIPC.	3.0
I am comfortable calling my Deacon if I have a personal need.	2.9
MIPC does a good job of retaining members	2.8
MIPC needs to continue to offer all the programs we have now, and I am open to giving more to support these ministries.	2.8
MIPC spends too much of its budget on staffing.	2.6
The congregation has a good understanding about what it takes financially to support the programs and mission of MIPC.	2.4
The congregation is actively engaged in Stewardship and tithing at an appropriate level for our church.	2.1
I attend services or participate at MIPC primarily because my children are involved in programs at the church.	2.0

**2. Please rate each of the following areas of the church in two different ways:**

<b>PRIORITY:</b>	Priority	Perf.	Diff
Management of MIPC's finances and budget	3.9	3.9	0.0
Preaching	3.9	3.0	(0.9)
Ministry – Youth/students	3.9	4.5	0.7
Ministry – Children	3.8	4.4	0.6

Pastoral care – members	3.8	4.4	0.6
Stewardship – pledges	3.8	3.1	(0.7)
Worship - Breakfast service	3.8	3.7	(0.1)
Missions – Local	3.8	3.9	0.1
Worship - Traditional service (10:35)	3.7	3.9	0.1
Stewardship – time and talents	3.7	3.1	(0.6)
Worship - 5 pm service	3.7	3.6	(0.1)
Prayer ministries	3.7	4.3	0.6
Communications	3.7	3.9	0.2
Lay Leadership Development	3.7	2.4	(1.2)
Music – traditional service (10:35)	3.7	4.4	0.7
Ministry – Adults & Adult Community Life	3.6	3.5	(0.2)
Ministry – Seniors	3.6	4.1	0.4
Music – 5 pm service	3.6	3.2	(0.5)
Spiritual Discipleship/Encouragement	3.6	3.0	(0.6)
Buildings/grounds	3.6	4.3	0.7
Welcoming support	3.6	3.7	0.1
Adult Christian Education - Sunday Morning	3.6	3.6	0.0
Staff Development	3.5	3.1	(0.5)
Ministry – Men’s	3.5	3.3	(0.2)
Ministry – Preschool	3.5	4.6	1.1
Adult Christian Education – bible study programs	3.5	2.7	(0.8)
Deacons ministries	3.5	3.8	0.2
Music – breakfast service	3.5	3.1	(0.3)
Ministry – Women’s	3.4	3.3	(0.1)
Ministry – Young Adults/Singles	3.4	3.3	(0.1)
Ministry – Small Groups	3.4	2.8	(0.6)
Weddings & memorials	3.3	4.3	1.0
Missions – International	3.3	4.1	0.8
Outreach (church growth beyond current membership)	3.3	3.0	(0.2)
Weddings & memorials	3.2	4.3	1.1
Outside speaker programs	3.2	3.3	0.0
Community support & relationships – schools	3.2	3.7	0.5
Diversity of membership	3.2	3.2	(0.0)
Hospitality (food service)	3.0	3.7	0.6
MIPC Foundation	3.0	3.3	0.3
Caring ministries – Community and Non-members	3.0	3.7	0.7
Community support & relationships - other	2.9	3.5	0.6
Presbytery support – Seattle/regional	2.9	3.0	0.1
Pastoral care – non-members	2.7	3.9	1.2
Other music ministries and concerts	2.7	3.9	1.2
Presbytery support – National	2.6	2.9	0.3
Ministry – Non-members	2.6	3.0	0.4
Ministry – Inactives	2.4	2.9	0.5

**PERFORMANCE:**

Ministry – Preschool	4.6
Ministry – Youth/students	4.5
Ministry – Children	4.4
Pastoral care – members	4.4
Music – traditional service (10:35)	4.4
Weddings & memorials	4.3
Prayer ministries	4.3
Weddings & memorials	4.3

Buildings/grounds	4.3
Missions – International	4.1
Ministry – Seniors	4.1
Other music ministries and concerts	3.9
Management of MIPC’s finances and budget	3.9
Worship - Traditional service (10:35)	3.9
Missions – Local	3.9
Pastoral care – non-members	3.9
Communications	3.9
Deacons ministries	3.8
Community support & relationships – schools	3.7
Welcoming support	3.7
Worship - Breakfast service	3.7
Hospitality (food service)	3.7
Caring ministries – Community and Non-members	3.7
Adult Christian Education - Sunday Morning	3.6
Worship - 5 pm service	3.6
Community support & relationships - other	3.5
Ministry – Adults & Adult Community Life	3.5
Ministry – Women’s	3.3
Ministry – Young Adults/Singles	3.3
Ministry – Men’s	3.3
MIPC Foundation	3.3
Outside speaker programs	3.3
Music – 5 pm service	3.2
Diversity of membership	3.2
Music – breakfast service	3.1
Stewardship – time and talents	3.1
Stewardship – pledges	3.1
Staff Development	3.1
Outreach (church growth beyond current membership)	3.0
Spiritual Discipleship/Encouragement	3.0
Preaching	3.0
Presbytery support – Seattle/regional	3.0
Ministry – Non-members	3.0
Presbytery support – National	2.9
Ministry – Inactives	2.9
Ministry – Small Groups	2.8
Adult Christian Education – bible study programs	2.7
Lay Leadership Development	2.4

**3. Please answer the following questions by checking the appropriate boxes:**

- A. I would attend worship services more often at MIPC if: (choose all that apply)
- |   |    |
|---|----|
| the preaching was improved                                | 32 |
| other _____   | 16 |
| the music was improved                                    | 13 |
| I felt more connected to the church and people at worship | 12 |
| I had more time   | 10 |
| I felt closer to God                                      | 7  |
| I agreed more with the broader views of the church        | 0  |
- B. Worship attendance at the service I typically attend is: (choose one)
- |            |    |
|------------|----|
| too low    | 30 |
| just right | 23 |
| too high   | 0  |

C.	Lay people don't participate in the life of the church more because: (choose all that apply)	
	they lack inspiration	37
	they don't have time	36
	other _____	19
	they don't have enough options	7
	they don't like the options	6
D.	To encourage people to participate more in the life of the church, MIPC should: (choose all that apply)	
	provide better leadership and support	27
	other _____	17
	provide better opportunities	16
	provide more opportunities	14
	provide more staff support	7
E.	Lay people don't volunteer to lead activities because: (choose all that apply)	
	they lack inspiration	38
	they don't have time	30
	they are burned out with respect to church activities	23
	other _____	14
	the church does not support them adequately	11
F.	MIPC expects: (choose one)	
	too little commitment from its members	38
	the right amount of commitment from its members	12
	too much commitment from its members	7
G.	MIPC's level of programs and services is: (choose one)	
	just right	31
	too high	9
	too low	6
H.	The level of pastoral care and services that are provided to non-members and the broader community is: (choose one):	
	just right	32
	too high	5
	too low	3
I.	If we have difficulties balancing our budget, we should focus on: (choose all that apply)	
	encourage greater giving	43
	reduce the amount of programs & services	29
	other _____	12
	reducing church staff	8
J.	If MIPC were to try to increase giving from its members it should focus on: (choose all that apply)	
	spiritual inspiration of the members	35
	having every member pledge	28
	other _____	12
	pursue a different model than pledging	10
	improving programs and services	10
	increasing contributions from those who already pledge	8
	increasing contributions from lead contributors	2
K.	With respect to our general beliefs, MIPC is:	
	just right	40
	a little too liberal	6
	a little too conservative	5
	too liberal	3
	too conservative	1

**4. Please rank each of the following 18 areas in order of importance to you (1-most, 18-least)**

Worship services	2.4
Supporting the spiritual development of our adults	4.6
Supporting & educating our children	4.7

Supporting & educating our teens	4.8
Caring for and supporting our congregation	6.9
Music offerings	7.4
Developing and supporting lay participation and leadership	8.9
Educating our adults	9.3
Inviting and welcoming newcomers	9.3
Supporting adults through events and activities	9.4
Sharing our time and money locally	10.6
Managing the church and our shared resources	10.7
Communicating within and outside our congregation	11.1
Generating shared resources – money, time, and talents	11.4
Sharing our time and money anywhere in the world	12.1
Encouraging and supporting diversity within the church	12.2
Supporting the congregation through preparing & sharing food	14.1
Caring for and supporting those outside our congregation and in the community	14.1

**5. Which of the following describes you? (Please check all that apply):**

<b>Age:</b> 41-55	26
<b>Age:</b> 65+	16
<b>Age:</b> 56-64	13
<b>Age:</b> 26-40	4
<b>Age:</b> 15-18	0
<b>Age:</b> 19-25	0
<b>Marital Status:</b> Married	42
<b>Marital Status:</b> Single	8
<b>Gender:</b> Female	28
<b>Gender:</b> Male	10
<b>Age(s) of children, if any:</b> Post high-school, living elsewhere	22
<b>Age(s) of children, if any:</b> Post high-school, living in the Seattle area	15
<b>Age(s) of children, if any:</b> In middle school or high school	14
<b>Age(s) of children, if any:</b> Not yet in school	5
<b>Age(s) of children, if any:</b> In grade school	5
<b>Age(s) of children, if any:</b> Post high-school, living at home	4
<b>Membership Status:</b> Not a member	6
<b>Membership Status:</b> Member for _____ years (please specify)	14.82
<b>Residence Location:</b> Mercer Island	42
<b>Residence Location:</b> Off-Island	12
<b>Stewardship Participation:</b> I/We pledge	39
<b>Stewardship Participation:</b> I/We typically tithe and pledge	13
<b>Level of Biblical knowledge:</b> low	11
<b>Stewardship Participation:</b> I/We contribute, but don't pledge	5
<b>Level of Biblical knowledge:</b> medium	35
<b>Level of Biblical knowledge:</b> high	13
<b>Community Life Participation:</b> I have led or helped with activities other than Sunday worship during the past year	51
<b>Community Life Participation:</b> I have participated in activities other than Sunday worship services during past year	48
<b>Community Life Participation:</b> I attend Sunday worship service 3+ times/month	41
<b>Community Life Participation:</b> I attend Sunday worship service 1-2 times/month	11
<b>Community Life Participation:</b> I attend Sunday worship service <1 time/month	1

**6. Please list 5 things MIPC could do to address weaknesses and improve itself: (see separate tab)**

(1)	44
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(2)	36
(3)	30
(4)	25
(5)	18

**7. Please list what you feel the top 5 priorities of the church currently are: (see separate tab)**

(1)	43
(2)	42
(3)	39
(4)	34
(5)	27

**8. Please list what you feel the top 5 priorities of the church should be: (see separate tab)**

(1)	45
(2)	42
(3)	38
(4)	35
(5)	32

**9. Other Input I want to offer to the strategic planning process:**

Note: See separate word document.

## MIPC Leadership Input Survey

### Composition of "other" for Question #3

#### A. I would attend worship services more often at MIPC if: (choose all that apply)

simply checked x with no explanation - 3

I attend elsewhere

Attend regularly

I attend nearly every Sunday

kids were more connected

I always attend

I attend weekly

Attend every week when in town

n/a

Shorter message more relevant to my daily life

I attend regularly

MIPC was culturally relevant

Babysit often on weekends

if I wasn't out of town so much

I attend weekly

I feel connected, I love Dale's and Sheri's preaching, I have the time, I love God, I love the music, I attend almost every Sunday, I love church for all reasons

I attend faithfully

not applicable

#### C. Lay people don't participate in the life of the church more because: (choose all that apply)

simply checked x with no explanation - 5

preaching, connection to others

not a priority

lack of commitment, lack of guidance

they aren't feeling connected &/or no one reaches out to them on a personally--feeling that the same group of leaders is always tapped and other's aren't in the club.

Clergy are too in charge

Don't know all the options/aren't asked

not asked

Prefer giving \$, don't realize how they impose on others

don't fee; comfortable

believe others will do it

don't feel that it is important to them-don't want to

Lay people do participate

They lack loving challenge

not a priority

expectation is that ou must be a "pro" (pastor) to lead

It's scary - not explained enough, not montored when first join something. Get "dumped on" with too big a project. they have not been asked by peers or others

#### D. To encourage people to participate more in the life of the church, MIPC should: (choose all that apply)

simply checked x with no explanation - 5

create, thorough care/development of lay leaders, more lay leadership

develop lay leadership - spiritual gifts

inspire people to participate through worship

seek broader representation and new leaders

know members better and ask for their participation

Turn over to lay leaders

Ask- explain the consequences

provide more diverse programs  
Provide more mentoring in spiritual formation  
Set higher expectations of ourselves & others  
develop ongoing groups based on life stages  
have a compelling/burning vision/mission  
ask for more input from congregation re: what we want/like/need and vice-versa  
organization/trust in a plan  
Focus - fewer opportunities  
communication about adult opportunities  
more small groups to discover one's talents  
added, next to "staff support" - admin support

E. Lay people don't volunteer to lead activities because: (choose all that apply)

simply checked x with no explanation - 5  
all above sometime  
need more guidance  
We have created a culture where assumption is either that we need staff to lead or if staff don't know that must mean that the area is unimportant.  
Clergy are in charge  
Leadership can be too long term; and they'll miss out on other offerings.  
They don't understand how activities are linked to spiritual formation – how is MIPC different than their clubs?  
Too many competing obligations, fear, not personally rewarding  
they wait for other to say yes first  
not comfortable  
it's too boring and old-fashioned and I fear being sucked dry

they are too overwhelming / too big, rather than building spiritual growth and relationship with God they are tasks  
maybe they need to be invited  
they feel inadequate or afraid

I. If we have difficulties balancing our budget, we should focus on: (choose all that apply)

simply checked x with no explanation - 4  
encourage members to pledge  
Priority should be to increase giving, but if we can't we must live within our means.  
rearrange or change focus  
Consider consultant to evaluate & transform current giving system  
Reach out better  
finding a vision worth sacrificing joyfully for  
Increase membership  
Hire a great preaching pastor & younger  
ask congregation what they want and ask people to step up. Let things die that don't get leadership  
Create culture of tithing – giving as spiritual growth  
encourage greater giving less often  
Lay leadership to lead  
ask the congregation  
(re: encourage greater giving) "teach this and inspire"

J. If MIPC were to try to increase giving from its members it should focus on: (choose all that apply)

simply checked x with no explanation - 3  
giving as spiritual practice  
encourage those who do not give  
Teach basic giving and tithing  
Increase members spiritual involvement  
Consider consultant to evaluate and transform the current giving system.  
Autopay for per capita (credit card)  
Provide more social activity  
a vision/narrative around money, God and community

communicate specific needs & ask for additional contributions  
getting people more connected w/ea other and plugged in so they perceive the benefit of giving  
having every member tithe  
make the needs known  
Invest in a consultant who can help us in this (can't read) time

# MIPC Leadership Input Survey - 2010

## 6. Please list 5 things MIPC could do to address weaknesses and improve itself:

#	1	2	3	4	5
1	provide greater freedom to clergy for sermon prep (time)	provide greater freedom to clergy for worship prep (time)	set a precedent for great preaching - expect it, demand it	create a system of nurture/care/development for lay leadership	off load administration from clergy
2					
3	stronger preaching	spiritual growth	pastoral staff time for personal spiritual growth	adult education	
4	more lively, personal, timely sermons				
5	more lay leadership				
6	young parents involvement developed by inspiring program	educating congregation about financial problems	outreach program in local area		
7	stronger preaching	more education on what it means to be a Christian, Presbyterian, etc.			
8	worship energize	CE speakers from SPU, VW, SU	Restore mission budget		
9	lay leadership development				
10	Sermons - relevant to current events, inspirational	take home ways to improve our spiritual lives, + just life			
11	more emphasis on planning - yearly refresh of strategic planning	have a shared vision tied to objectives + activities at the program level	encourage + develop lay leaders	completely rework session meeting format/ make it relevant	have an elder for communication
12	Increase spiritual maturity in our congregation	increase involvement of adults	create high quality lay leadership prgm	figure out how to connect/be in relationship w/ adults	create common vision that everyone supports/ preaching - improve
13	Be more attentive to members who no longer attend				
14	Friendlier to strangers	Try to involve everyone with something in the church	More memorable sermons	Less international missions until we are financially better	
15	Provide a strong and inspirational male preacher to balance Sheri's voice	Increase lay participation and training	Develop a joint seniors/youth program for the benefit of each.		
16	Improve sermons and worship	Improve sense of community	Increase level of openness overall	Build and develop lay leadership	
17	Instill a culture of giving (time and \$)	Make sermons more challenging and thought-provoking	Create opportunities for adults to form relationships	Create opportunities for families to stay connected with one another over time	Inventory talents and interests of members more regularly (not just new members).
18	Help people understand MIPC is not just a community center--but is something you support as a part of your relationship with God We are viewed as much of a community center. Help people deepen their idea of what a church is.				
19					
20	Develop a sense of participating beyond worship	Encourage involvement of adults after children have moved on	Develop & support lay leadership	Continue to develop adult activities	
21	Enrich the spiritual lives of its memebers	Better, more engaging preaching	Reinvent stewardship	Be more transparent	More lay leadership and input
22	Improve sermons-more relevant to daily life, different formats	Offer small group activities for adults, not on Sunday am	Focus on women in the church and acivities for them	More local mission opportunities	Train more lay leadership
23	Deepen lay leadership	Enhance Bible knowledge	Alter confirmation to focus upon making young people see the value of life-time service study, and giving		
24	Improve preaching--more engaging, shorter, tighter, relevant, inspirational.	Increase/improve adult/ family life offerings, retreats, activities	Ask more members and non-members to get involved.	Utilize MIPC's web site to make it more dynamic/relevant.	More transparent communication/dialogue with congregation about budget, missions, etc.
25	small group community building	) sermons - offer challenges - current issues			
26	Better preaching - more personal and practical, less "book knowledge"	Increase Alan's salary to market rate	Increase connection for adults - meaningful small groups	decrease expectation for pastors to do all things at all times	Increase participation in programs/worship of non-church people
27					
28	It's OK to change, do things differently	"Relevant" - issues of life be a part of the church	Develop a systematic, robust, relevant, consistant approach to developing "lay leaders" along side pastors and staff.	Develop an attitude/culture of giving/giving to God. Tithing and Spiritual development. Generosity's power through God.	

# MIPC Leadership Input Survey - 2010

## 6. Please list 5 things MIPC could do to address weaknesses and improve itself:

#	1	2	3	4	5
29	we try to do too much	We burn out members	we ask too often for money	Inspire lay members to lead	Don't ask them to lead
30	Better communication between leaders and members	better/more bible driven sermons	Exchange pulpits	Lay leader speakers	more openness, less structure re:time
31	Preaching	Connectedness of church family	Challenging members to grow/give	Increasing community message	connecting men of church
32	Be sure there is adequate support staff for the pastor - paid and volunteer	Help the pastor focus on the most important tasks - being willing to relinquish some pastoral care		Enlist and train members to be involved in mission	Support groups and activities - Adult investment
33					
34	Create Vision vision vision - leadership in every level must have this gift collectively. Vision is more than values.	Communicate vision effectively	Using pulpit/preaching to communicate vision	Using teaching/service to communicate vision	Communication in general - Elder for communication?
35	Engage a consultant to eval & transform our current system of giving	See Below			
36					
37	Create more oppostunities for fellowship/relationship building	Sermons that relate to our everyday lives & challenges	More intergenerational local mission opportunities	More energy & joy in music choices at times (5pm)	More personal connections among members in general
38	Utilize lay people more				
39	Better preaching - practical & applies to my life	Encourage more membership involvement - state needs	Small group bible study	Explain church budget & more detail to congregation	
40	Build a new foundation of support - 18-40 & youth	More focus on local visible missions w/ short active volunteer options	Revamp communication to utilize social media tools	Move to more dynamic preaching that reflects real life. Tighter, shorter, interactive	Move w/ confidence in requiring self-funding of youth programs 1) Differential pricing 2) Higher prices and more scholarships
41	Establish different levels of bible instructions	More instruction for deacons on how to better serve members	Church would benefit from organizing with a cell structure	Church should provide more frequent prayer times for its members	Snacks or meals should be offered
42	Greater focus on preaching	Support/training/expansion of lay leadership & participation	Reduce or eliminate programs & services not supported by congregation (ie lay involvement & funding)	Eliminate co-pastor model for the future	Greater focus on supporting & developing adults to increase commitment funding and involvement
43	Focus time and energy on creating "out of the box" inspiring worship (spirit filled)	Spiritual development	Increase knowledge of the bible	Establish core beliefs(who are we really)	Expect God to do miraculous things
44					
45					
46	More comprehensive membership process	More focus on denomicantional polity	More connection with a connected denomination		
47					
48					
49	much more emphasis on change current musical onew musical leader in 5 pm serviceofferings in 5 pm service to more familiar songs to teens and adultsbiblical teaching in sermons			more emphasis and support of lack of memorization of Bible verses in childrens ministiresyouth ministries	
50					
51					
52					
53	spiritual renewal among leadership	find a communal sense of God's enjoyment of us			
54					
55					
56	Increase use of non-paid staff	Provide more opportunities for organized service	Increase sense of mystery & inspiration in worship		
57					
58	Improve preaching - the message and how it is conveyed				
59	opportunities for graduated high school students and young adults to participate in mission/ outreach	consider how to educate the congregation on financial problems/budgets/specific needs	singles		

# MIPC Leadership Input Survey - 2010

## 7. Please list what you feel the top 5 priorities of the church currently are:

Sur	1	2	3	4	5
1	program management	youth (students)	children	pastoral care	mission
2					
3	budget	pastoral care	preaching	children/youth	mission
4					
5	care for congregation	youth ministries	childrens ministries	worship	spiritual growth
6	worship	youth program	mission	music	education
7	10:35 music	planning/strategy/admin	youth	seniors	caring/deacons
8	children and youth	worship	caring	missions	community life
9	worship	missions	children	youth	diversity
10	workable, reasonable pastoral staffing plan	staying within our budget			
11	children and youth	children and youth	children and youth	children and youth	children and youth
12	mission	diversity	outh	children	
13	Checking on members who are ill				
14	Balancing the budget	Getting everyone to pledge "something"	Balancing the workload	Encouraging more lay people to help	
15	Balancing the budget	Satisfying a diversity of worship needs/demands	International missions	Adequate staffing to meet the demands of the congregation	
16	Worship	Mission	Caring Ministries	Student Ministries	Childrens ministries
17	Worship services: diverse offerings	Prayer	Adult community life	Children & Youth programs	Missions
18	Worship	Music	Children/Youth	Mission	Community
19	Worship/Music	Programs for Children	Mission at home and abroad		
20	Worship	Mission	Education		
21	Finances	Programs	Pastoral Care	Transitioning well	Family ministry
22	Children	Youth	Mission	Worship	Community Involvement
23	Focus on clergy, their roles and attending to their needs	Diversity	Survival		
24	Children	Missions			
25	worship	caring for others	music	childrens' ministries	student ministries
26	Put on a Sunday show (very traditional) (this sounds harsher than I mean it)		minister to youth and kids :)	support tent city	have a lot of meetings
27		Toot horn about our global missions			
28					
29	Develop members' faith	educate	stewardship	community	youth
30	Membership as it is	Keeping staus quo happy	Facilities		
31	Youth programs	Worship/Music	Mission (international)	Facilities	Local Community
32	Youth Ministries	Children's ministries	Worship	Mission	
33					
34	care of members	international mission SE Asia	diversity	budget	transitions
35	Giving/Asking \$ /Being more transparent about #	Youth Programs	Building maintenance	Caring for ea other	Praying for ea other
36					
37	Int'l missions	Youth programs	Children's programs	Education/worship	Local missions
38	Pastoral staffing	Mission			
39	Int'l missions	Preschool/children	Youth ministries	Deacons/care	
40	Services	Youth programs	Pre-school	Int'l missions	Adult ed
41	Worship (preaching)	Teaching	Pastoral leadership	Music	Healing
42	Continuing current level of programs/services at all costs	Doing programs/services instead of enabling & supporting lay participation	Pastoral care/other care to all regardless of membership at mipc	Meeting all requests vs. prioritizing (ie non-member weddings/memorials).	Youth/children ministries
43	Transition planning	Youth/children's	Finances	Social issues	
44					
45					
46	Adjusting to change	maintaining quality programs	connecting the 3 worship service attendees	building support during staffing changes	listening
47					
48	affirming gays & lesbians	accepting everyone - diversity	missions international	programs for social justice	dealing with budget crisis
49	children/youth ministries	worship services	support of members		
50					

## MIPC Leadership Input Survey - 2010

7. Please list what you feel the top 5 priorities of the church currently are:

Sur	1	2	3	4	5
51					
52					
53	Providing the experience/product we think members want	keeping congregational discomfort/anxiety down	paying the bills	keeping the peace	staying afloat
54					
55					
56	Mission	Service	Diversity	Giving	Worship
57					
58					
59	spiritual growth of congregation	creating an open and accepting place of worship	youth programs	creating a more vibrant adult program	

# MIPC Leadership Input Survey - 2010

8. Please list what you feel the top 5 priorities of the church should be:

Sur	1	2	3	4	5
1	inspired/inspiring worship	pastoral care	nurture of leaders (clergy, staff, lay)	adult spiritual formation/education	youth/children spiritual formation/education
2					
3	preaching/teaching	pastoral care	adults	children	youth
4	future vision & leadership	worship	pastoral care	finances	community life
5	care for congregation	youth ministries	childrens ministries	worship	spiritual growth
6	worship	education	music	mission	youth program
7	worship	preaching	family ministries	spiritual development, all ages	presence/voice in social concerns (like the Aids walk)
8	worship	children and youth	spiritual development	missions	CE
9	worship	lay leadership development	missions	adult mistries/fellowship	
10					
11	spiritual growth of all members	outreach and mission	building relationships between members	outward focus on the neediest in our community and worth	challenging members to work for change in the world
12	relationship building	increased commitment/involvement of congregation	improve preaching	develop lay leadership model	common vision for MIPC that everyone owns
13	Not in a position to answer				
14	Covering the needs of the members	Being fiscally solvent	Having missions within budget constraints	Maybe cutting down on the number of services	
15	Spiritual growth fo adults as well as youth and children.	Improved preaching--more challenging and inspiring.	Increased revenues.	Lay participation and training.	Local missions.
16	Same, but add/continue to make adult a high focus--but with increased and worship will come greater adult				
17	Worship: Engaging and Inspiring	Creating a strong sense of community among members	Creating a culture of service	Creating a culture of giving	Praying for each other & the world
18	Jesus/God/Relationship	Spiritual formation for all ages	Mission	Children/Youth	Preaching
19	Same as above	Encouraging fellowship			
20	Worship	Participation			
21	Preaching and worship services (more diverse)	Transitioning well	Staff and lay support/clergy support	Updating, becoming more relevant	More fun and improving plugging people in
22	Adults	Children	Youth	Mission	Worship/preaching
23	Develop and empower lay leaders	Enhance Bible knowledge	Increase level of commitment by church members generally		
24	Preaching	Families; single, children, no children; spiritual relevancy.	Unifying themes across all offerings.	Well communicated vision for the church.	More involvement from more people, members and non-members; more giving.
25					
26	Get people connected to each other	Get people excited about Good News of God's love	provide real worship - honest and moving and relevant	care for people's spirits - youth, kids, adults	care for people's lives - education (some), weddings, memorials, pastoral care
27					
28	Spiritual development of congreagation/ all ages. "turned on to God, turn on everything"	Develop a common vision for MIPC			
29	Same, but continue to attract adults				
30	Lay leader education	Open ministries and church	Open and affirming		
31	Worship/Spiritual Graowth	Teen/Children's programs	Adult/Family Life Support	Local Community	Mission
32	Worship	Adult development and "transformational" involvement	Some pastoral care shifted to Deacons and lay support persons to relieve pastors-		Continue our quality children and youth programs
33					
34	create vision	empower clergy and staff to do ministry and equip us to be ministers	develop and equip lay leadership	stewardship - hire a consultant to work w/stewardship team	
35	Spiritual formation of adults	Empowering adults to be missionaries in the community	Vibrant worship that engages life events, recognizeds seasons & milestones	Welcoming that embraces diversity & deepens relationships	Vibrant youth & children programs that mirror adult spiritual formation goals.
36					
37	Stronger worship experience to draw people in	Local missions that encourage large numbers to participate	Youth programs	Adult programs	Children's programs
38	Pastoral staffing	Missions	Prayer services	Consolidating # of services	Control budget

## MIPC Leadership Input Survey - 2010

### 8. Please list what you feel the top 5 priorities of the church should be:

Sur	1	2	3	4	5
39	Adults & spiritual growth	Inspirational/life challenging preaching	Youth ministries	Membership care - Deacons	
40	Local missions	Youth programs	Spiritual growth	Community outreach	Emotionally uplifting engaging activities in our services
41	Worship (preaching)	Teaching	Healing for members with family/social problems	Service to non-christian community	Ministry to children
42	Lay participation & leadership - development & support	Adult development & commitment	Better leveraging clergy & staff time - less "doing", more training & support of lay participation	Focus on unified/common vision	Current level of service to members; lower/different level to non-members
43	Worship/inspiration/music & arts	Spiritual development/prayer	Community building	Outreach to Seattle area	Education/equipping for service
44					
45					
46	I think we are focused correctly at the moment	future - spiritual development	creatively building worship services	continued focus on mission/service	quality programming for all ages
47					
48	preaching the Word	educating children and teens in promoting a community of believers in Jesus Christ the Word		Biblical teaching for adults	handling current budget crisis so church will be solvent
49	childrens/youth ministries	worship services	support members		
50					
51					
52					
53	being set aflame by an awareness of God's delight in us	foolishly dreaming about Christ's impossible kingdom	drowning in grace and patience and kindness	coming to life in strength, wisdom, soberness, focus	pouring ourselves out as an extravagant offering
54	worship	music	children	teens	caring
55	Worship services	childrens programs	teen programs	welcoming, being friendly & supportive to visitors, all ages, diversity	activities that include all ages
56	Mission	Service	Worship	Evangelism	Diversity
57					
58					
59	spiritual growth of congregation	open and accepting place of worship	create more multigenerational opportunities for congregation to build bridges within our church community	youth programs	increasing adult outreach and programs