

# Vital Signs

Eastminster Presbyterian Church, Indialantic, FL

generated from

*The Congregation Assessment Tool*

9/21/2016

*"And this is my prayer: that your love may abound more and more in knowledge and depth of insight, so that you may be able to discern what is best and may be pure and blameless until the day of Christ, filled with the fruit of righteousness that comes through Jesus Christ - to the glory and praise of God."*

;

Philippians 1:9-11

Your name: \_\_\_\_\_

Presenter: \_\_\_\_\_

Date: \_\_\_\_\_

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## Notions

- T F If members authentically feel that their church is warm and supportive, all other problems tend to take care of themselves.
- T F The more people agree on a basic set of conservative Christian beliefs, the better they get along with one another.
- T F The best predictor for high morale in a church is the quality of pastoral care given by the clergy.
- T F The percentage of household income given in an average size church is about 4%.
- T F Churches that rank “reaching new members” as the highest priority tend to be growing.
- T F The strongest predictor of a growing church is its spiritual vitality.
- T F The best predictor for strong financial giving in a church is the priority given to developing stewardship programs.
- T F About 80% of the members of a typical parish are clearly satisfied with things in the church.
- T F In general, churches are much more interested in improving the music in worship than in improving their building.
- T F Churches where members indicate they have a vital faith have a more difficult time raising money.

Your Thoughts:

;

Lord, you are the God of all truth.

***You know us through and through.***

You reveal to us what we do not yet know.

***You bring us out of darkness and into your wonderful light.***

You invite us to return to the Garden where we know and are known.

***You offer us love that delivers us from fear and hiding.***

You reconcile us to our loved ones.

***You deliver us from blame and accusation.***

You disclose to us the gifts in the depths of our souls.

***You fill us with your Spirit and empower us for service.***

You open our eyes to the brokenness that cripples our best intentions.

***You pour oil into our wounds and carry us in your arms.***

You show us the patterns that keep us bound to failure.

***You open the bars of our captivity and set the prisoner free.***

You are patient with our resistances to change.

***Your judgment is always mixed with mercy.***

When our minds cast a shell about our hearts,

***Your love melts a pathway to the depth of our beings.***

Open our minds and our hearts to the witness of our brothers and sisters,

***Give us that love that casts out all fear.***

AMEN

# Key Indicators



## Overall Satisfaction

On the whole, I am satisfied with how things are in our church.

Clearly agree	69%
On the fence	29%
Clearly disagree	2%
Rating of church satisfaction level	High

## Overall Energy

It seems to me that we are just going through the motions of church activity. There isn't much excitement about it among our members.

Clearly agree	5%
On the fence	32%
Clearly disagree	63%
Rating of church energy level	Very high

## Attendance Trend

Compared with 3 years ago, I attend worship...

Less	6%
Same	71%
More	24%

Average annual change in attendance 6%

## Value of Activity Beyond Worship

On the whole, participation in church activities is very meaningful to me...

Clearly agree	68%
On the fence	27%
Clearly disagree	5%
Rating of church activity beyond worship	High

## Top Three Priorities

Where would you like additional energy placed to expand or improve our ministries?

First	Question #57	Make necessary changes to attract families with children and youth to our church.
Second	Question #59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Third	Question #58	Provide more opportunities for Christian education and spiritual formation at every age and stage of life.

## Survey Process Statistics

Number of respondents	135
Response rate as percentage of average attendance	44%

## Drivers of Member Satisfaction

When members are asked how they feel things are going in their church overall, they generally don't think about the entire array of ministries and qualities that characterize the congregation. Instead, they focus on a relatively small number of things. By way of analogy, when persons are asked what they like about their car, they generally focus on a few things that vary depending upon the person. One person might focus on fuel economy and reliability. Another might focus on luxury and performance. Hardly any will focus on things like the exhaust system or brakes, even though those items are very important. In other words, they are very focused on some things, less focused on others.

What members focus on is unique to every congregation, much like a fingerprint is unique for every individual. Some churches are more focused on the work of their clergy person (clergy-focused), some on the decision making group (power-focused), and some on the various ministries of the church (ministry-focused). In some cases, we can identify what people focus on when they think about how satisfied they are with the church overall. We call these areas of focus "Drivers of Satisfaction". In some cases, we can identify what people focus on when they think about the level of excitement in the church. We call these areas of focus "Drivers of Energy."

## Drivers of Satisfaction

The pattern of responses from your members suggests that when they think about how satisfied they are with things in your church overall, they tend to focus on the areas below, called "Drivers of Satisfaction". The degree to which they focus on these items is indicated in the column to the right. This column does not tell us how you scored on the question, it tells us how important the item is to your members in determining how satisfied they are. (If there are no items listed below, it means that we are unable to identify what members are focused on from their responses.)

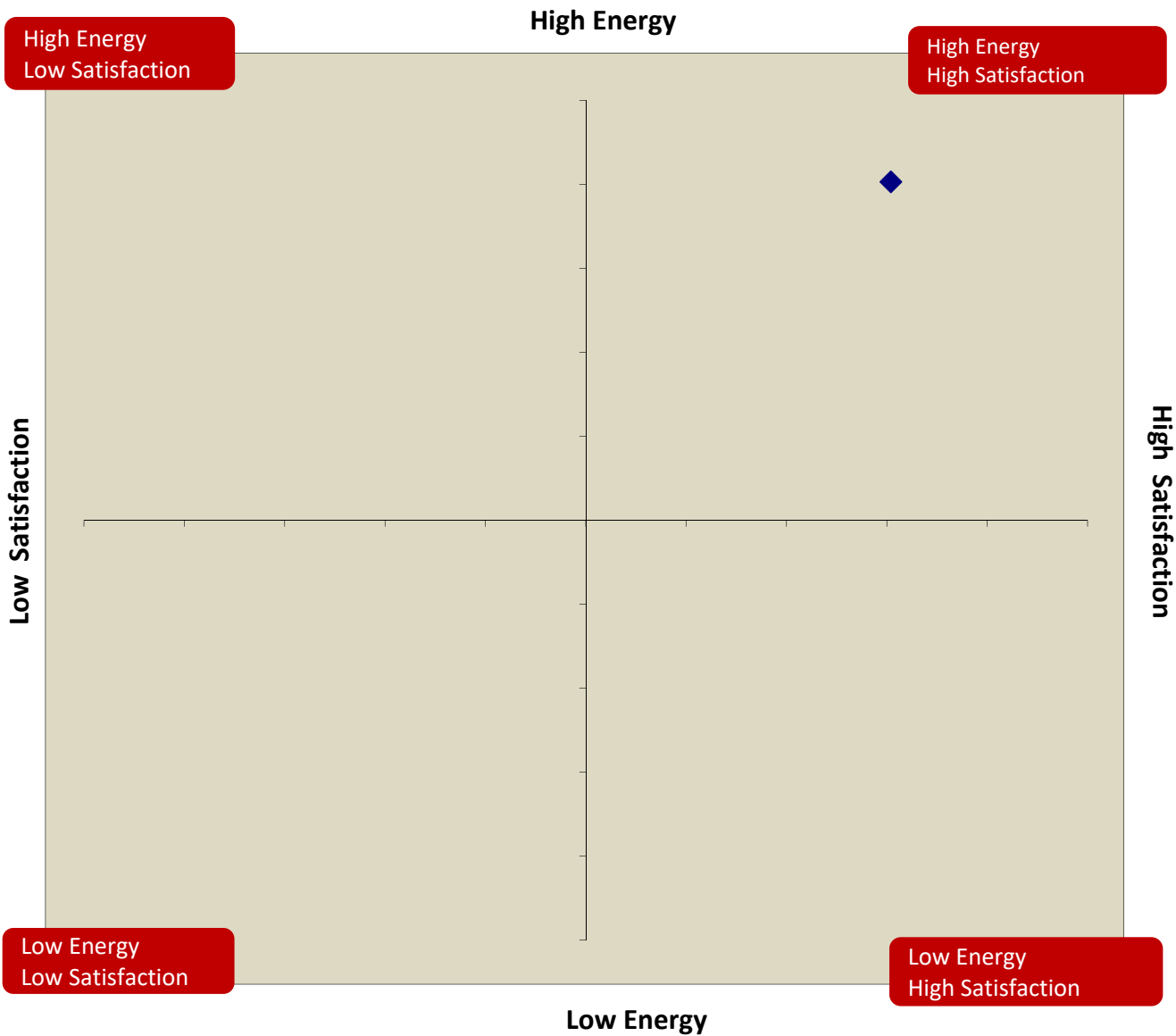
	<b>Degree of Focus</b>
<b>Driver #1</b> The worship services at our church are exceptional in both quality and spiritual content.	<b>High</b>
<b>Driver #2</b> Persons who serve as leaders in our church are representative of the membership.	<b>High</b>
<b>Driver #3</b> In important decisions in our church, adequate opportunity for consideration of different approaches is usually provided.	<b>Moderate</b>
<b>Driver #4</b> Our church does a good job supporting persons in ministry by reminding them that they are making a difference.	<b>Moderate</b>
<b>Driver #5</b> The leaders of our church show a genuine concern to know what people are thinking when decisions need to be made.	<b>Moderate</b>

## Drivers of Energy

The pattern of responses from your members suggests that when members think about the level of excitement in your church overall they tend to focus in the areas below, called "Drivers of Energy." The degree to which they focus on these items is indicated in the column to the right. This column does not tell us how you scored on the question, it tells us how important the item is to your members in determining the energy in the church. (If there are no items listed below, it means that we are not able to identify what members are focused on from their responses.)

	<b>Degree of Focus</b>
NO DRIVERS OF ENERGY EMERGED IN THE PATTERN OF YOUR MEMBER RESPONSES.	

# The Energy-Satisfaction Map



The levels of satisfaction and energy have been found to be reliable indicators of the health and vitality of a church. There are four quadrants on this map.

The **high energy-low satisfaction** quadrant is the chaos quadrant. Churches in this quadrant are often struggling to structure and channel their energy into a direction they feel good about.

The **low energy-low satisfaction** quadrant is the recovery quadrant. Churches in this quadrant require major changes in order to regain a significant level of vitality and health.

The **low energy-high satisfaction** quadrant is the static quadrant. Churches in this quadrant have normalized a low level of vitality in the church which enables them to be relatively satisfied.

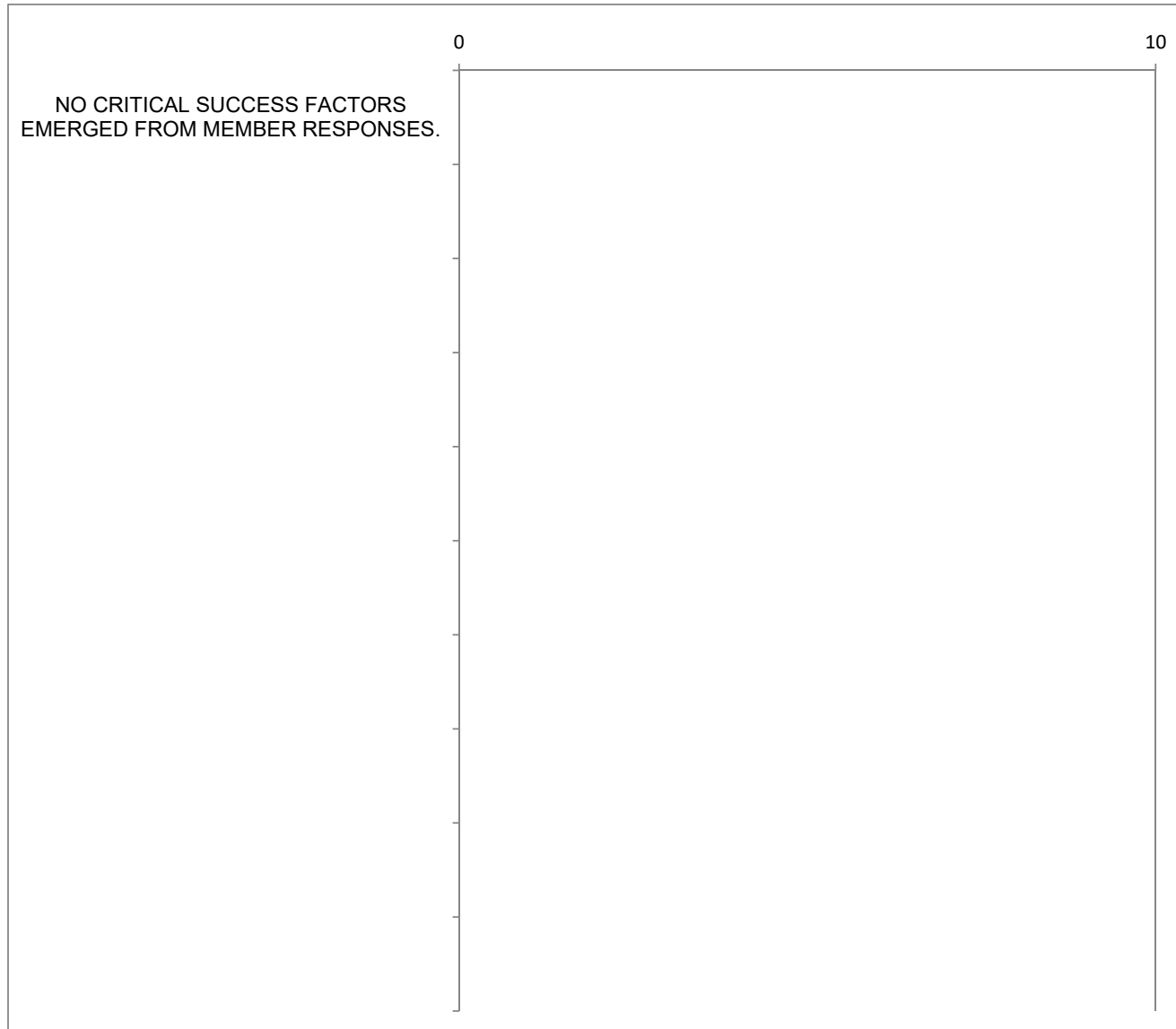
The **high energy-high satisfaction** quadrant is the transformation quadrant. Churches in this quadrant are sources of new meaning and purpose for their members. They may also serve as mentors to other churches.

# Critical Success Factors for Improving Satisfaction

If the goal is to move a church as high into the transformational quadrant as possible, where do leaders begin? The chart below suggests where improvements might have the biggest impact on how members are feeling about the church overall. The higher the factor on this chart, the more important it is. The longer the bar, the more urgent is the need to address that issue. Items that do not appear on the list may be important, but working on them may not change how people feel about the church overall.

Critical Success Factors in the *Urgent* range generally need immediate attention. External resources are often helpful to leadership teams dealing with these issues. These resources might be found in a regional or national association, through colleagues serving in other churches, or by contracting with professional consultants.

If there are no Critical Success Factors listed below, it means that the Church Assessment Tool did not identify any significant *internal* issues that need to be addressed. This suggests that the leadership can turn its attention to strategic options that include numeric growth, expansion of facilities or programs, replication in other locations (including mentoring of other leaders), or increased external impact.



**20-34 Significant**  
(discuss soon)

**35-50 Important**  
(address soon)

**>50 Urgent**  
(address now)

# Priorities

## Overall Priorities



85

When members were asked where they wanted additional energy placed, this is how they ranked the seventeen options on the survey:

Rank	Question #	Priority	Mean
First Average	Question #57	Make necessary changes to attract families with children and youth to our church.	3.73
Second Average	Question #59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.	3.63
Third Average	Question #58	Provide more opportunities for Christian education and spiritual formation at every age and stage of life.	3.20
Fourth High	Question #64	Work to renew and revitalize the community around the church by building coalitions with partners.	3.18
Fifth Average	Question #65	Develop ministries that work toward healing those broken by life circumstances.	3.09
Sixth Average	Question #54	Strengthen the process by which members are called and equipped for ministry and leadership.	3.05
Seventh Average	Question #66	Expand outreach ministries that provide direct services to those living on the margins of society.	3.03
Eighth Average	Question #51	Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc).	2.94
Ninth High	Question #62	Work as an advocate for social and institutional change so that society might better reflect the values of the kingdom of God.	2.86
Tenth Very low	Question #52	Develop the spiritual generosity of the people to financially support the ministry of the church.	2.79
Eleventh Average	Question #63	Strengthen the management and support of persons in various ministries.	2.73
Twelfth Average	Question #55	Strengthen the pastoral response of the church in serving people with special needs.	2.61
Thirteenth Average	Question #61	Adapt the opportunities provided by the church making them more accessible given the pace and schedule of my life.	2.56
Fourteenth Low	Question #50	Deepen our sense of connection to God and one another through stronger worship services.	2.53
Fifteenth Average	Question #53	Enlarge or improve the physical facilities of the church to expand or enhance our ministries.	2.37
Sixteenth Average	Question #60	Expand the international mission of the church with both financial resources and personal involvement.	2.34
Seventeenth Average	Question #56	Change or improve the music of the church to deepen our worship experience.	2.21

Note: Items can be at the bottom of this list for one of two reasons. An item can be at the bottom of the list because it is *less important to respondents*. Alternatively, it can be at the bottom of the list because it is very important to respondents, but *already being performed at such a high level* that additional energy is not required. The rating beneath the priority rank (**very low, low, average, high, very high**) indicates its strength compared to other churches.



# Priorities by Group



## Top Priorities for Persons Under 35 Years

First	Q#57	Make necessary changes to attract families with children and youth to our church.
Second	Q#66	Expand outreach ministries that provide direct services to those living on the margins of society. (i.e. homeless, immigrant, transient persons)
Third	Q#62	Work as an advocate for social and institutional change so that society might better reflect the values of the kingdom of God.
Fourth	Q#51	Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc).
Fifth	Q#59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Sixth	Q#58	Provide more opportunities for Christian education and spiritual formation at every age and stage of life.

## Top Priorities for Persons 35 to 64 Years

First	Q#57	Make necessary changes to attract families with children and youth to our church.
Second	Q#59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Third	Q#64	Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.
Fourth	Q#58	Provide more opportunities for Christian education and spiritual formation at every age and stage of life.
Fifth	Q#66	Expand outreach ministries that provide direct services to those living on the margins of society. (i.e. homeless, immigrant, transient persons)
Sixth	Q#65	Develop ministries that work toward healing those broken by life circumstances.

## Top Priorities for Persons 65+ Years

First	Q#57	Make necessary changes to attract families with children and youth to our church.
Second	Q#59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Third	Q#65	Develop ministries that work toward healing those broken by life circumstances.
Fourth	Q#64	Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.
Fifth	Q#58	Provide more opportunities for Christian education and spiritual formation at every age and stage of life.
Sixth	Q#54	Strengthen the process by which members are called and equipped for ministry and leadership.

## Priorities by Group

### Top Priorities for Infrequent Attenders (Less than once per month)

First	Q#59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Second	Q#64	Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.
Third	Q#66	Expand outreach ministries that provide direct services to those living on the margins of society. (i.e. homeless, immigrant, transient persons)
Fourth	Q#57	Make necessary changes to attract families with children and youth to our church.
Fifth	Q#65	Develop ministries that work toward healing those broken by life circumstances.
Sixth	Q#52	Develop the spiritual generosity of the people to financially support the ministry of the church.

### Top Priorities for Frequent Attenders (Once per month or more)

First	Q#57	Make necessary changes to attract families with children and youth to our church.
Second	Q#59	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
Third	Q#58	Provide more opportunities for Christian education and spiritual formation at every age and stage of life.
Fourth	Q#64	Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.
Fifth	Q#54	Strengthen the process by which members are called and equipped for ministry and leadership.
Sixth	Q#65	Develop ministries that work toward healing those broken by life circumstances.

## Priorities by Group

The Bubble Chart on the next page provides you with a large amount of information at a glance. The larger the bubble, the more important the goal is to your church. The largest bubbles on the page represent the highest priorities of your church. Members want a lot of additional energy invested in these. The smallest bubbles on the page represent the lowest priorities of your church. Members want little additional energy invested in these, either because they are less important or because they are being done well already. Small bubbles represent areas where members do not want to see many changes made.

You can explore the priorities of seven different groups on this page:

- Persons under 35 years
- Persons from 35 to 64 years
- Persons 65 years plus
- Infrequent attendees (less than once a month)
- Frequent attendees (once a month or more)
- Backdoor (worshipping less than three years ago)
- Frontdoor (worshipping more than three years ago)

Look across the groups (columns) to discover which rows have bubbles that are about the same size. (You might want to draw a horizontal box around the bubbles that are about the same size.) These are goals that are common across all the groups. These are points of unity to build on, especially if they are higher priorities.

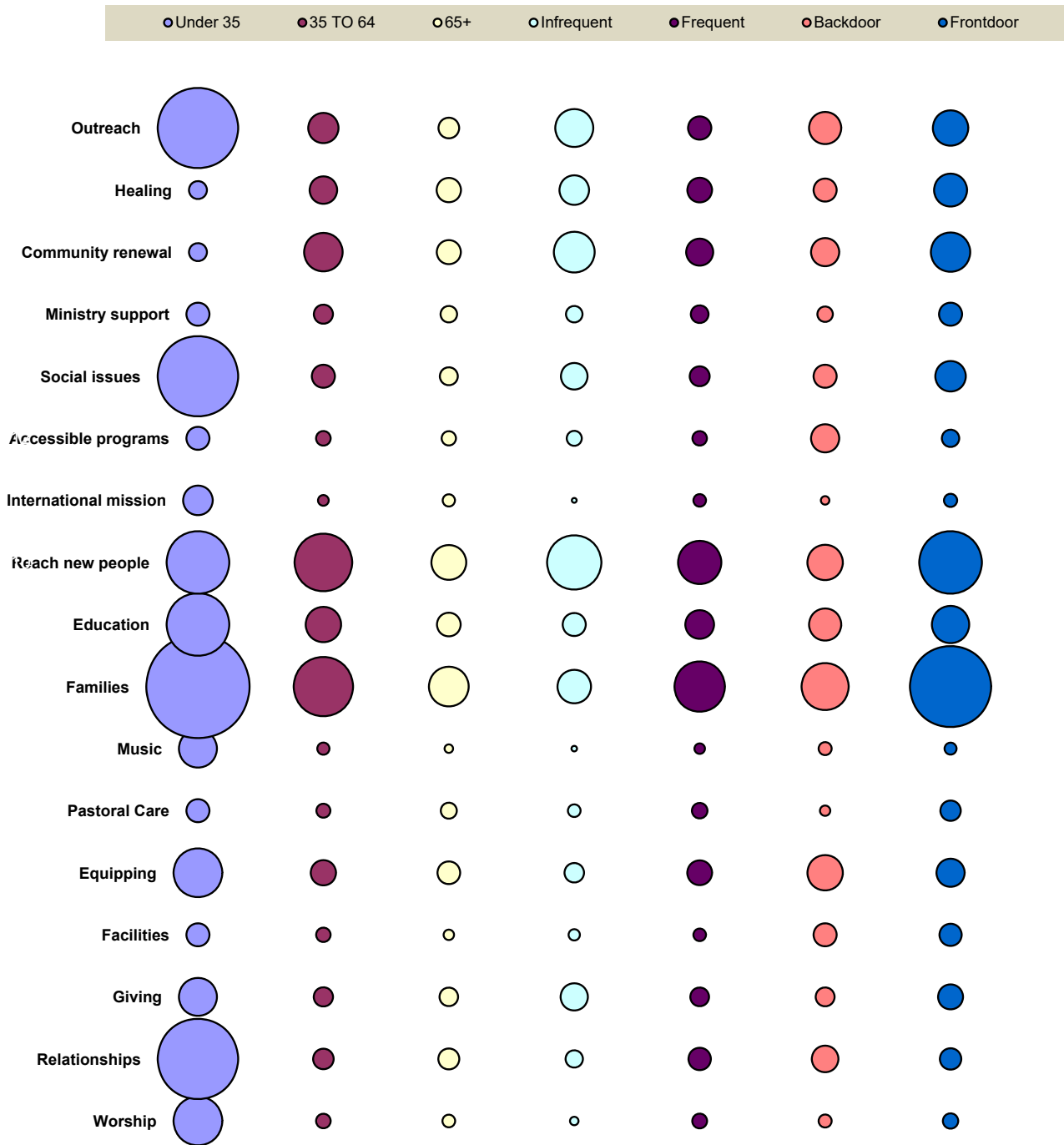
Look across the groups to discover which rows have bubbles that are very different in size. (As above, you might also want to draw a box around the bubbles that are very different in size). These are goals that are different for these groups. The greater the difference in size, the larger is the difference in priority across the different groups. These are points that will need to be negotiated.

If the Vital Signs report indicates that one of the priorities is reaching families with children and youth, the leadership might want to pay particular attention to the distribution of bubble sizes in the "Under 35" column.

It can also be instructive to look at the size of the bubbles in the "Backdoor" column. Unusually large bubbles there can give the leadership hints about why folks are becoming less involved.

If the page has a large number of bigger bubbles, it usually indicates that respondents are looking for changes in a large number of areas. This needs to be compared/contrasted with the Flexibility Score on the Descriptive Map. If the page has a small number of bigger bubbles, it usually indicates that respondents are not looking for as many changes.

# Priorities by Group



## Theological Perspective Index

The Theological Perspective Index is a measure of the degree to which members of the congregation hold more conservative or progressive views regarding such issues as the nature of the Scripture, the role of conversion in social change, and their relationship to the historic declarations of the church.

Unlike the other indices such as Hospitality or Morale, the value of the Theological Perspective Index varies from leader to leader. Some pastors may want to see the index increased. Others may feel personal growth requires that it decrease. Each church will have to prayerfully consider how they feel led in developing the theological climate of the congregation.

### Question Text

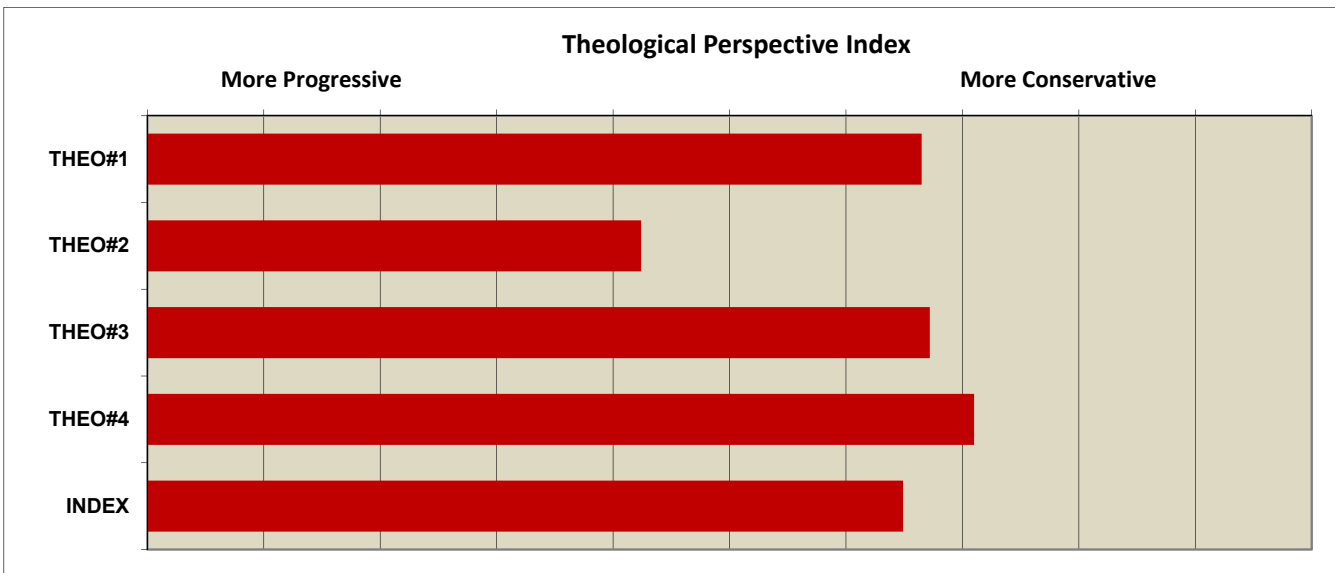
- THEO#1    Converting persons to Christ must be the first step in creating a better society.
- THEO#2    Our congregation is committed to abide by the unchanging, historic faith as handed down through the centuries.
- THEO#3    Scripture is the literal Word of God without error, not only in matters of faith, but also in historical, geographical, and other secular matters.
- THEO#4    The main purpose of Christian education is to help people know what is in the Bible.

### Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
THEO#1	4.9	10.6	13.0	26.8	27.6	17.1
THEO#2	2.7	9.1	12.7	30.0	33.6	11.8
THEO#3	16.3	13.8	12.2	22.0	19.5	16.3
THEO#4	0.8	10.3	23.0	31.7	29.4	4.8

### Comparative Profile (These show how your scores compared with other churches.)

Compared with other churches your theological diversity is: Average



## Flexible Style Index

The Flexible Style Index registers the degree to which the church is willing to make adjustments in the way it goes about its ministry. The more flexible a church, the more likely it is to adapt to the particular context in which it is serving to meet either the needs of its members or those of the community. The less flexible a church, the more likely it is to believe that a particular style is central to its identity.

The degree of flexibility in a church should be consistent with its strategic priorities. For example, if a church indicates that one of its priorities is to make necessary changes to attract families with children and youth, it should have the degree of flexibility necessary to achieve that goal.

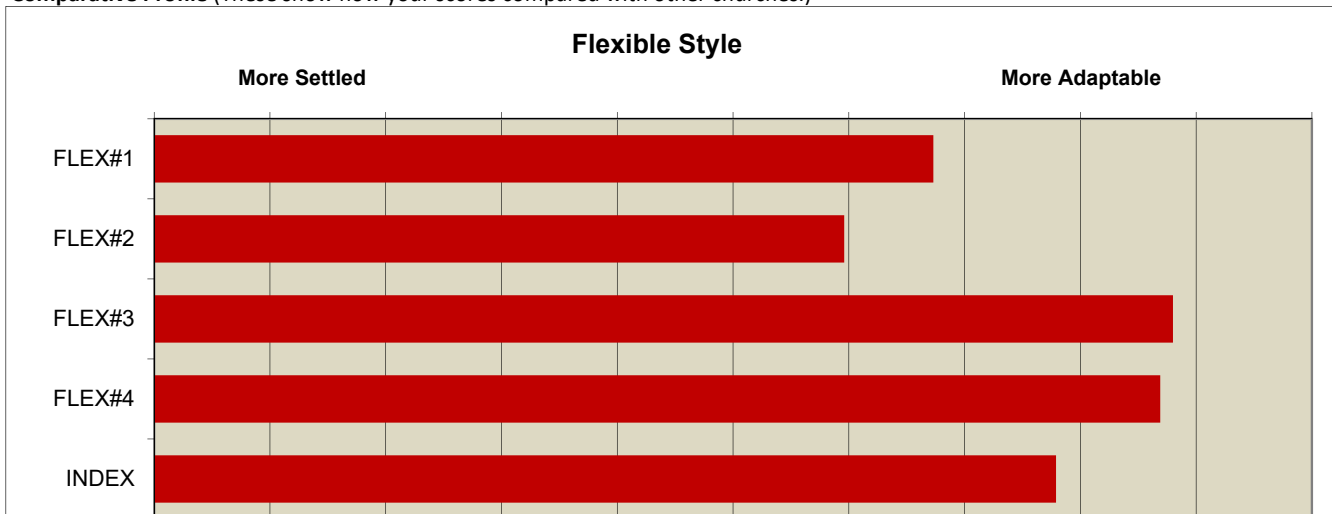
### Question Text

- FLEX#1 Our members welcome changes in worship.
- FLEX#2 Our church tends to stay very close to established ways of doing things.
- FLEX#3 We are willing to adapt our worship to the needs and circumstances of the people we want to reach in our local community.
- FLEX#4 Our church changes its program from time to time to meet the changing needs of its members.

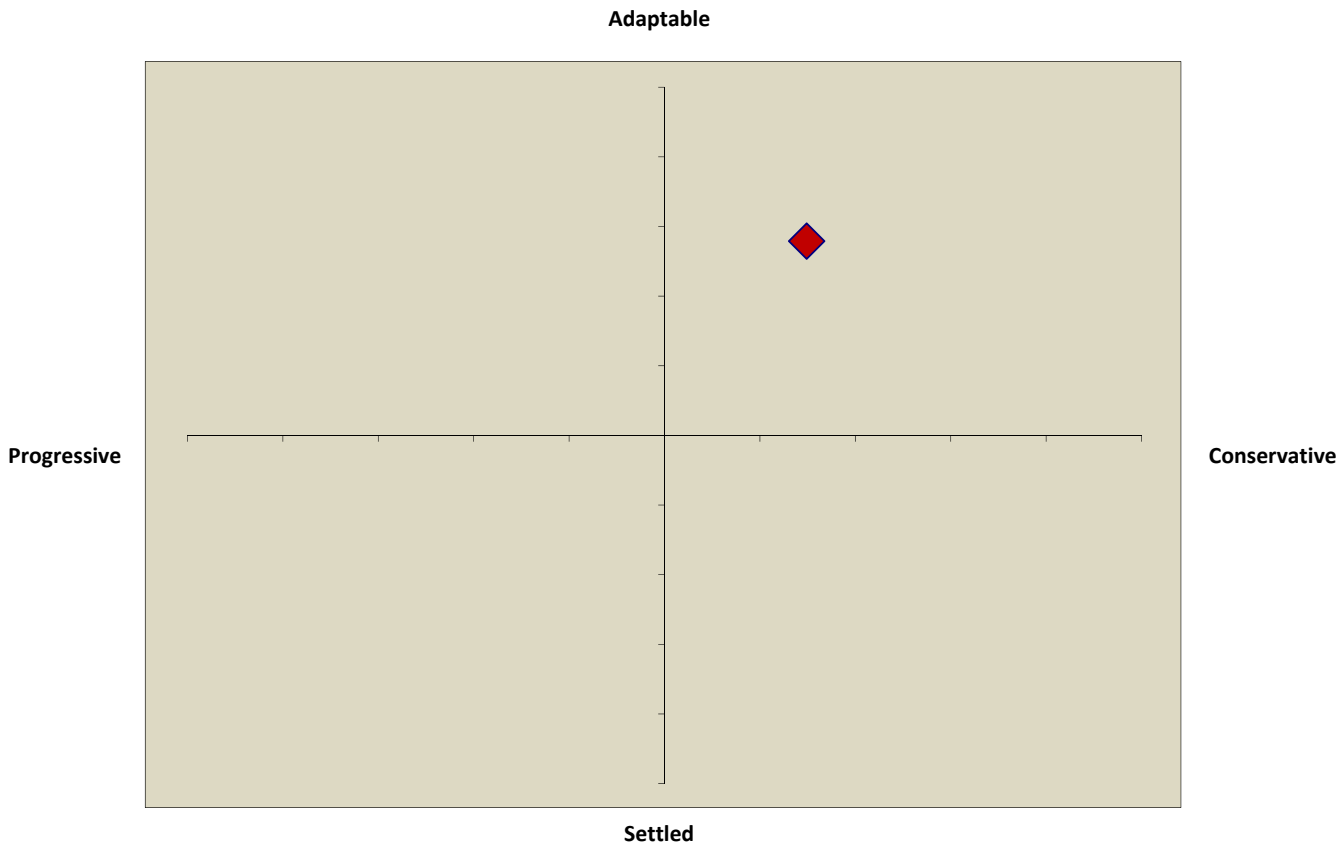
**Response Percentages** (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
FLEX#1	0.9	6.5	29.6	37.0	21.3	4.6
FLEX#2	0.8	3.1	18.8	44.5	28.1	4.7
FLEX#3	0.9	0.9	8.2	38.2	39.1	12.7
FLEX#4	0.0	1.8	4.5	38.4	46.4	8.9

**Comparative Profile** (These show how your scores compared with other churches.)



Note: Question two (2) is negatively worded relative to the index. In the Comparative Profile, the polarity has been reversed. In every case a longer bar suggests a more adaptable evaluation.



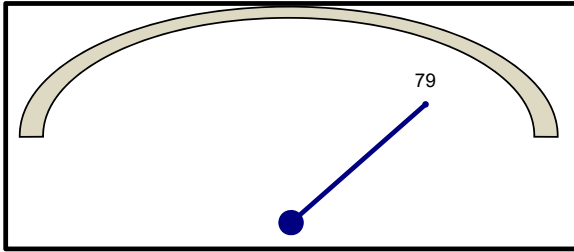
This map indicates the particular style of a church using two characteristics. The first characteristic is whether the church is theologically conservative or progressive. The second characteristic is whether the church is more adaptable or settled in its approach to its life. The combination of these two characteristics produces the four different possibilities for the overall style of a church. These are noted in the four quadrants of the map.

1. **Progressive-Adaptable** churches
2. **Progressive-Settled** churches
3. **Conservative-Adaptable** churches
4. **Conservative-Settled** churches

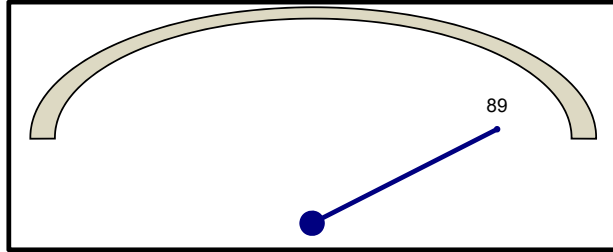
Each of these quadrants represent core values that need to be clarified relative to theology and style. It can also be helpful to explore whether strengths have been fully developed and to identify opportunities for further development. Leaders can also work to understand how the vulnerabilities inherent in their type can be hampering vitality and growth.

# Performance Dashboard

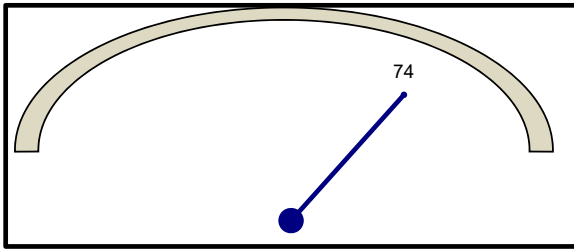
**Hospitality**



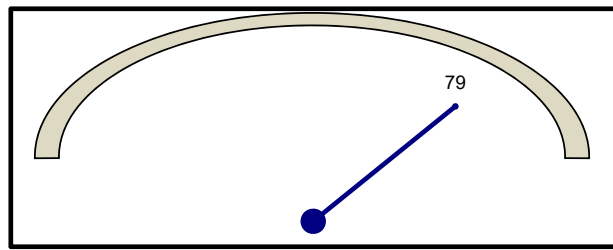
**Morale**



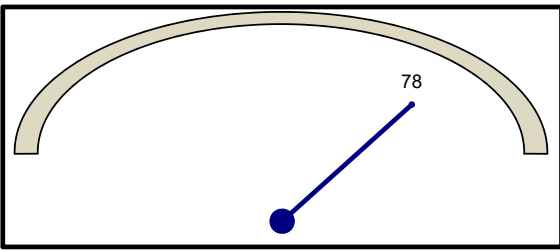
**Conflict Management**



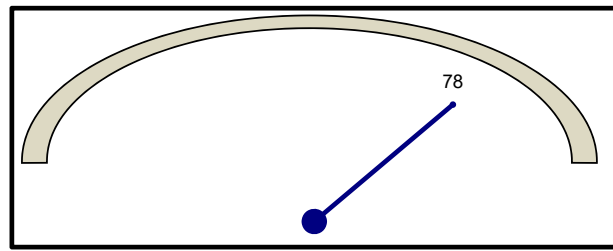
**Governance**



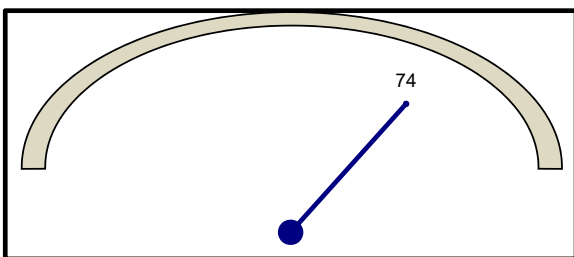
**Spiritual Vitality**



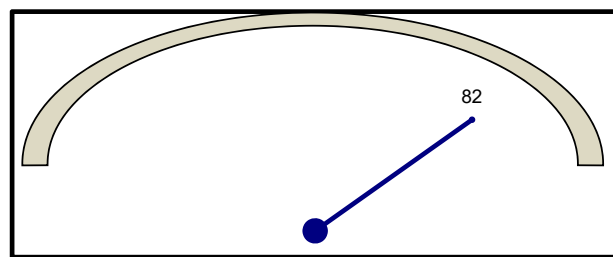
**Readiness for Ministry**



**Engagement in Education**



**Worship and Music**





# Performance Indices

## Hospitality Index

The Hospitality Index seeks to measure the degree to which members perceive that the congregation is engaged in offering themselves and their resources to folks who are new, different, or in need. Persons generally expect that churches will be inviting and supportive communities. However, church communities have decidedly different "temperatures" to those who enter them. Some churches feel cold. Others feel warm. It can be difficult for members to gauge this accurately since some may have a network of relationships that others do not. If scores in this indices are low, it is important to give it priority.

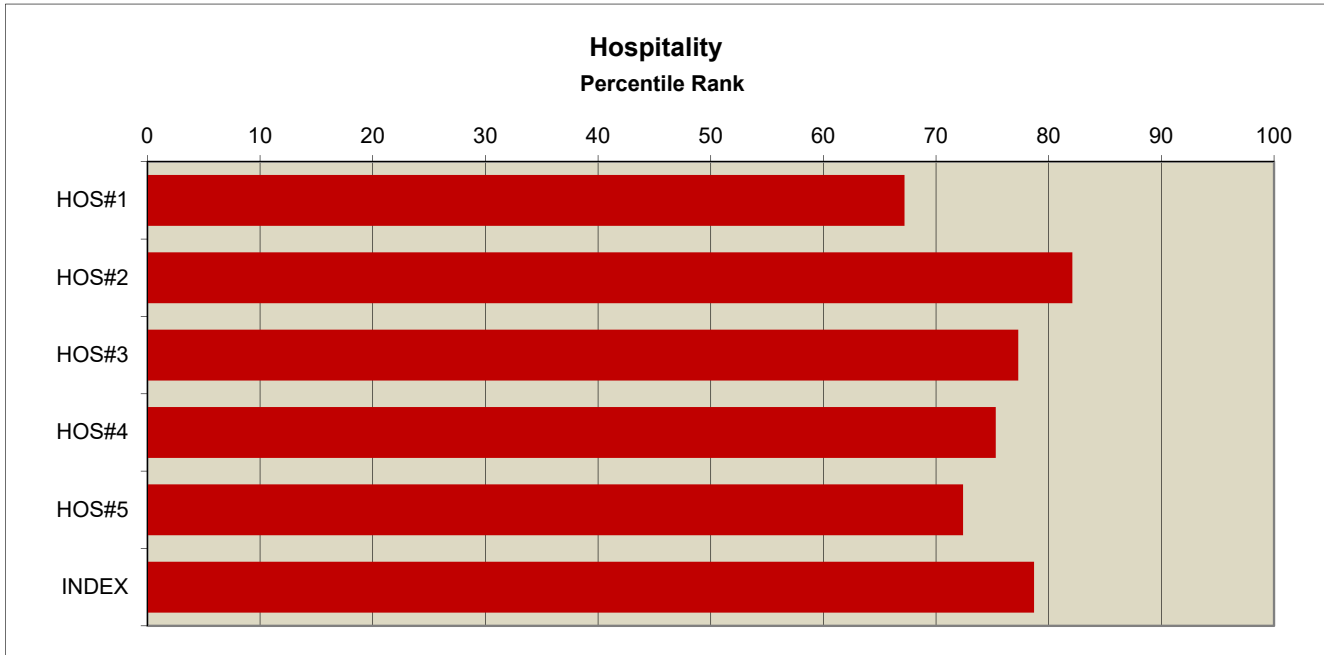
### Question Text

- HOS#1 Our church welcomes and is enriched by persons from many different walks of life.
- HOS#2 Being part of this church community has given new meaning to my life.
- HOS#3 A friendly atmosphere prevails among the members of our church.
- HOS#4 I sense an atmosphere of genuine care and concern among our members in time of personal need.
- HOS#5 Members in our church have been prepared to personally welcome guests in worship services.

### Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
HOS#1	0.0	0.8	7.8	15.5	48.1	27.9
HOS#2	0.0	2.3	4.7	21.7	36.4	34.9
HOS#3	0.8	0.0	1.6	12.5	35.9	49.2
HOS#4	0.0	0.0	2.5	11.5	35.2	50.8
HOS#5	1.7	1.7	9.2	20.2	42.0	25.2

### Comparative Profile (These show how your scores compared with other churches.)



# Performance Indices

## Morale Index

Morale is the positive, passionate, and persuasive engagement of members in the mission of the church. It is positive in that people find energy generated in their experiences with the church. It is passionate in that it engages people emotionally and not simply conceptually or in dutiful behavior. It is persuasive in that people sense the need to bring others into the experience.

Developing high morale must be a critical long term strategy. It is not as easily changed as the Hospitality Index. It requires clear direction, the ability to set goals and meet them, and the development of a sense that the work of the church is very important in the world.

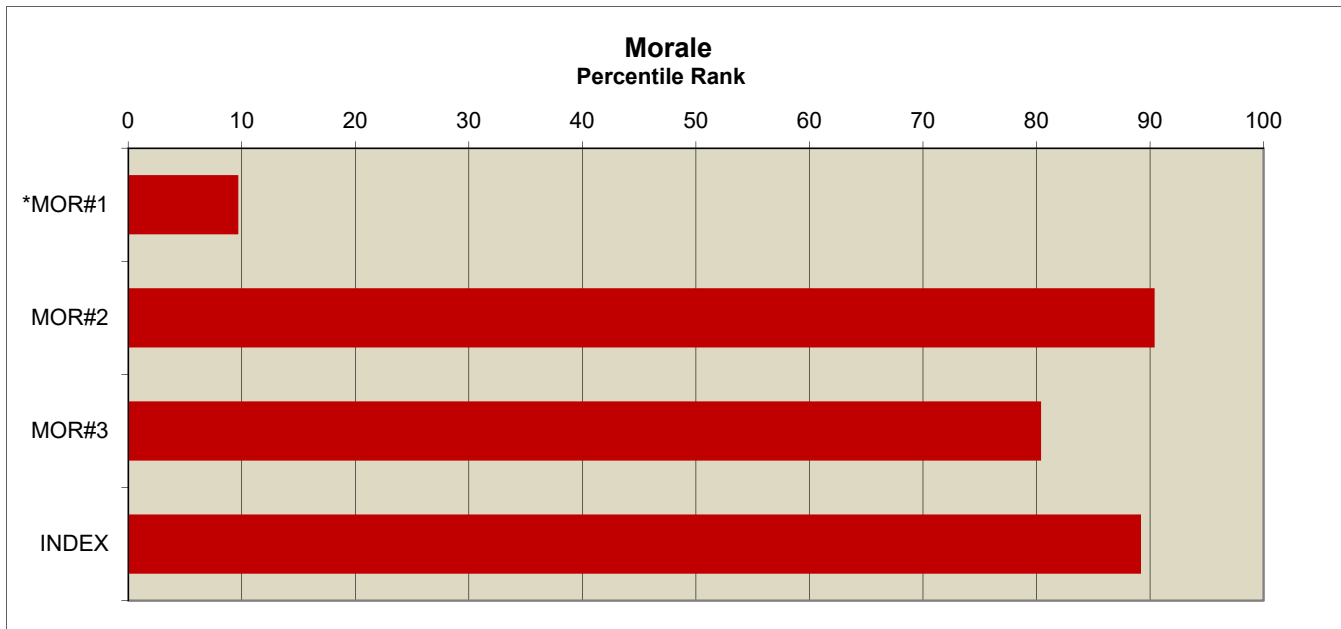
### Question Text

- \*MOR#1 It seems to me that we are just going through the motions of church activity. There isn't much excitement about it among our members.
- MOR#2 The whole spirit in our congregation makes people want to get as involved as possible.
- MOR#3 On the whole, I am satisfied with how things are in our church.

Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
*MOR#1	23.6	39.4	23.6	8.7	1.6	3.1
MOR#2	0.8	3.2	10.5	29.8	40.3	15.3
MOR#3	0.0	1.6	9.7	19.4	44.4	25.0

Comparative Profile (These show how your scores compared with other churches.)



Note: A question with an asterisk is negatively worded relative to the index. In the Comparative Profile, a shorter bar is preferred for questions that are negatively worded. The overall index scores takes this into account in its calculation.

# Performance Indices

## Conflict Management Index

The Conflict Management Index measures the degree to which members believe that conflict is appropriately managed and, where possible, resolved. It is important to note that the Conflict Management Index does not correlate strongly with the Hospitality Index or the Spiritual Vitality Index. This means that a congregation can perceive itself as having a strong faith and a genuine concern for one another, yet still experience painful conflict. This is because the tools required to deal with conflict go beyond good intentions, and involve specific training that nearly anyone can learn...if they choose to do so.

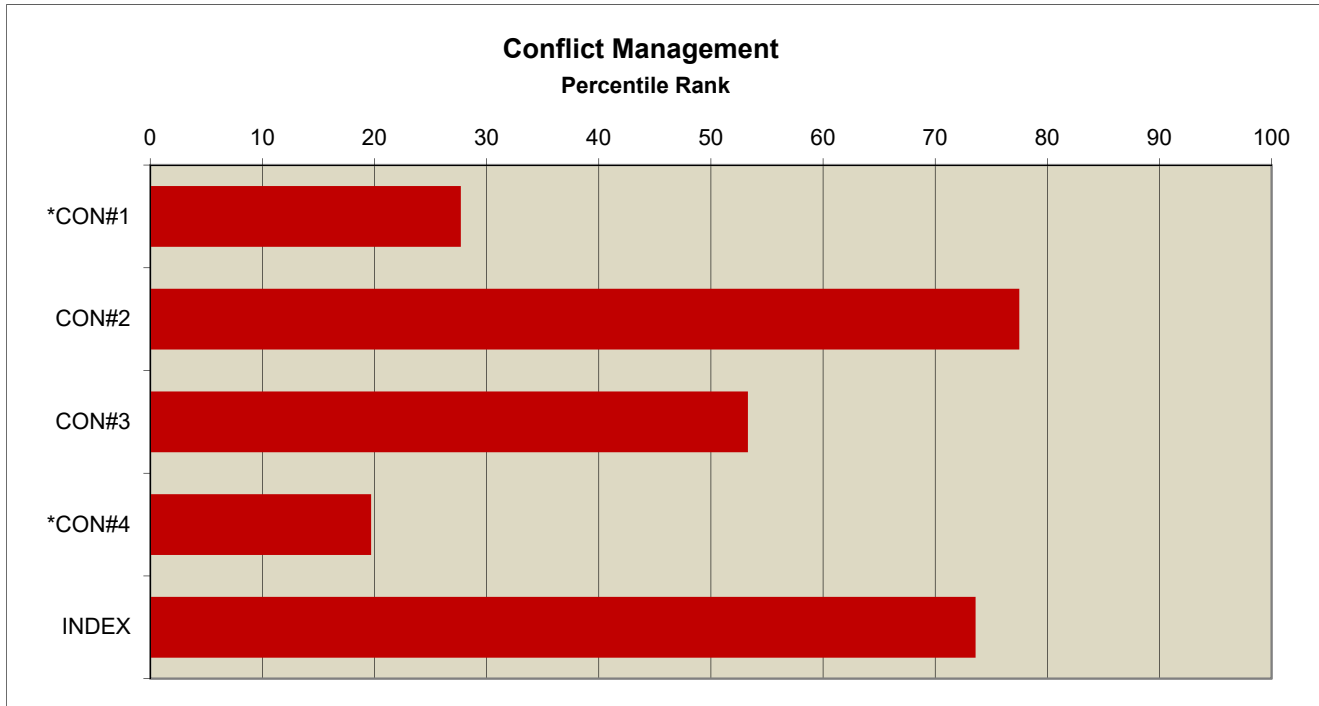
### Question Text

- \*CON#1 There is a disturbing amount of conflict in our congregation.
- CON#2 Problems between groups in this church are usually resolved through mutual effort.
- CON#3 Among most of our members there is a healthy tolerance of differing opinions and beliefs.
- \*CON#4 There is frequently a small group of members that opposes what the majority want to do.

Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
*CON#1	15.7	50.0	23.1	9.3	1.9	0.0
CON#2	0.0	1.1	9.8	31.5	48.9	8.7
CON#3	0.0	3.5	9.7	36.3	40.7	9.7
*CON#4	10.3	28.2	30.8	20.5	9.0	1.3

Comparative Profile (These show how your scores compared with other churches.)



Note: A question with an asterisk is negatively worded relative to the index. In the Comparative Profile, a shorter bar is preferred for questions that are negatively worded. The overall index scores takes this into account in its calculation.

# Performance Indices

## Governance Index

The Governance Index measures the degree to which members believe that the decision making structures and processes of the church are open to their concerns and input. While church polity may lodge almost all decision-making in one group of persons, a Board for example, there are many creative ways in which that authority can be delegated or shared. Committees, commissions, task forces, leadership assemblies, and joint meetings expand the decision-making circle. Regular input from surveys, focus groups, and interviews can give people a sense of involvement in the way decisions are made. As people perceive openness in the way leaders make decisions, they are more likely to have high morale and support the decisions that have been made.

### Question Text

GOV#1 The leaders of our church show a genuine concern to know what people are thinking when decisions need to be made.

\*GOV#2 The same small group of people seem to make most of the important decisions in our church.

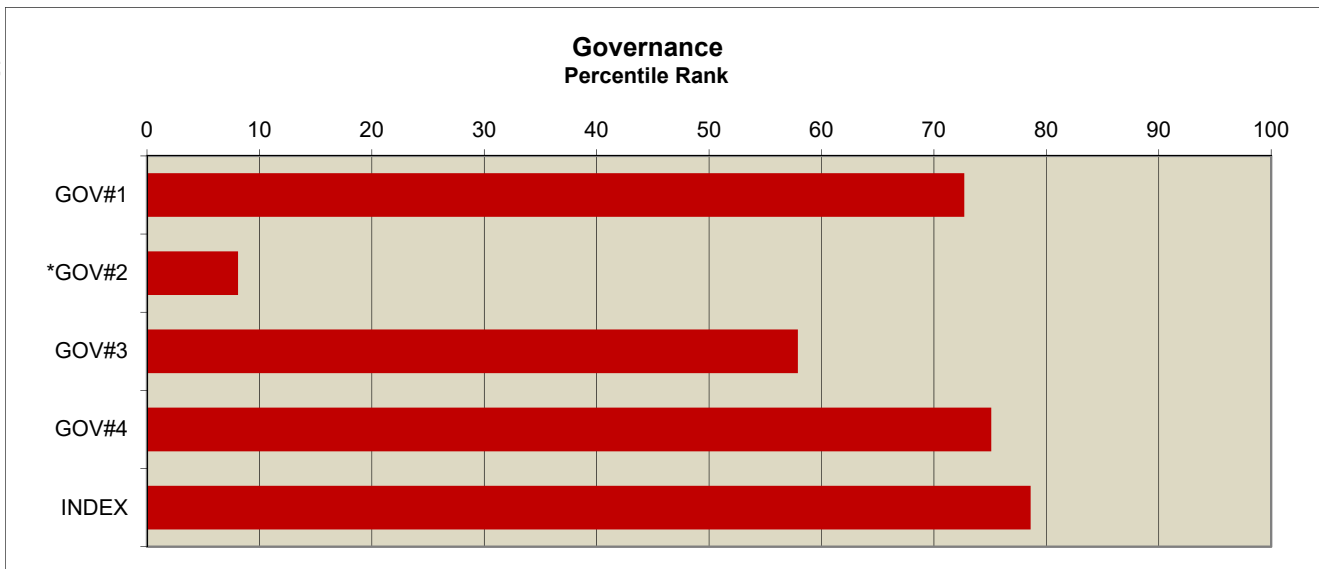
GOV#3 In important decisions in our church, adequate opportunity for consideration of different approaches is usually provided.

GOV#4 Persons who serve as leaders in our church are representative of the membership.

**Response Percentages** (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
GOV#1	0.8	2.5	6.7	21.0	43.7	25.2
*GOV#2	2.8	17.0	22.6	27.4	16.0	14.2
GOV#3	0.9	2.8	15.9	26.2	40.2	14.0
GOV#4	0.0	0.9	4.4	29.2	40.7	24.8

**Comparative Profile** (These show how your scores compared with other churches.)



Note: A question with an asterisk is negatively worded relative to the index. In the Comparative Profile, a shorter bar is preferred for questions that are negatively worded. The overall index scores takes this into account in its calculation.

# Performance Indices

## Spiritual Vitality Index

The Spiritual Vitality Index measures the degree to which members believe that their faith is central to their lives rather than peripheral or episodic. It is an important index in that it correlates mildly with the Hospitality Index. In addition, the Spiritual Vitality Index relates strongly to the percent of household income that members give to the church. This would seem to confirm what Jesus said: "Where your treasure is, there will your heart be also."

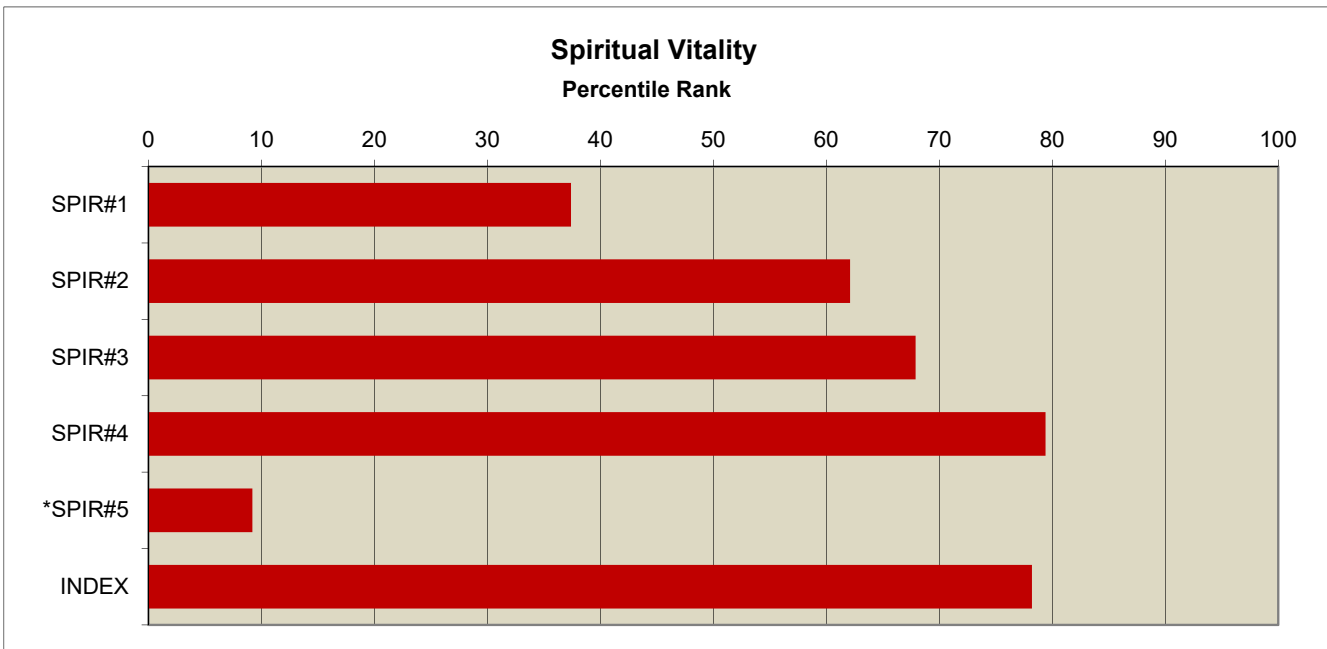
### Question Text

SPIR#1	My spiritual experiences often impact the way I look at life.
SPIR#2	My spirituality is really the basis of my whole approach to life.
SPIR#3	I experience the presence of God in my life.
SPIR#4	I work to connect my faith to all the other aspects of my life.
*SPIR#5	Although my faith is important to me, I feel there are other things more pressing in my life right now.

Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
SPIR#1	5.2	0.7	0.7	11.1	33.3	48.9
SPIR#2	2.2	1.5	7.4	18.5	31.9	38.5
SPIR#3	2.3	0.0	1.5	9.8	29.3	57.1
SPIR#4	1.6	0.0	6.3	10.2	45.7	36.2
*SPIR#5	21.8	36.3	21.0	13.7	7.3	0.0

Comparative Profile (These show how your scores compared with other churches.)



Note: A question with an asterisk is negatively worded relative to the index. In the Comparative Profile, a shorter bar is preferred for questions that are negatively worded. The overall index scores takes this into account in its calculation.

# Performance Indices

## Readiness for Ministry Index

In the last thirty years, a shift has taken place in our understanding of ministry. Some churches call it lay ministry, some lay leadership, others, the ministry of the baptized. In each case the basic concept is that all members of a church are called to ministry, and it is the responsibility of the church to help members identify their gifts and connect to ministries that best fit those gifts. The Readiness for Ministry Index measures the degree to which the church has helped members make this transition in their understanding and equipped them for their own particular ministry,

### Question Text

RMIN#1 Our church does a good job helping each member understand that he or she is called to ministry.

RMIN#2 Our church prepares our members for ministry by helping them discern their gifts.

RMIN#3 Our church provides opportunities for members to engage in active ministry within the church and to the world.

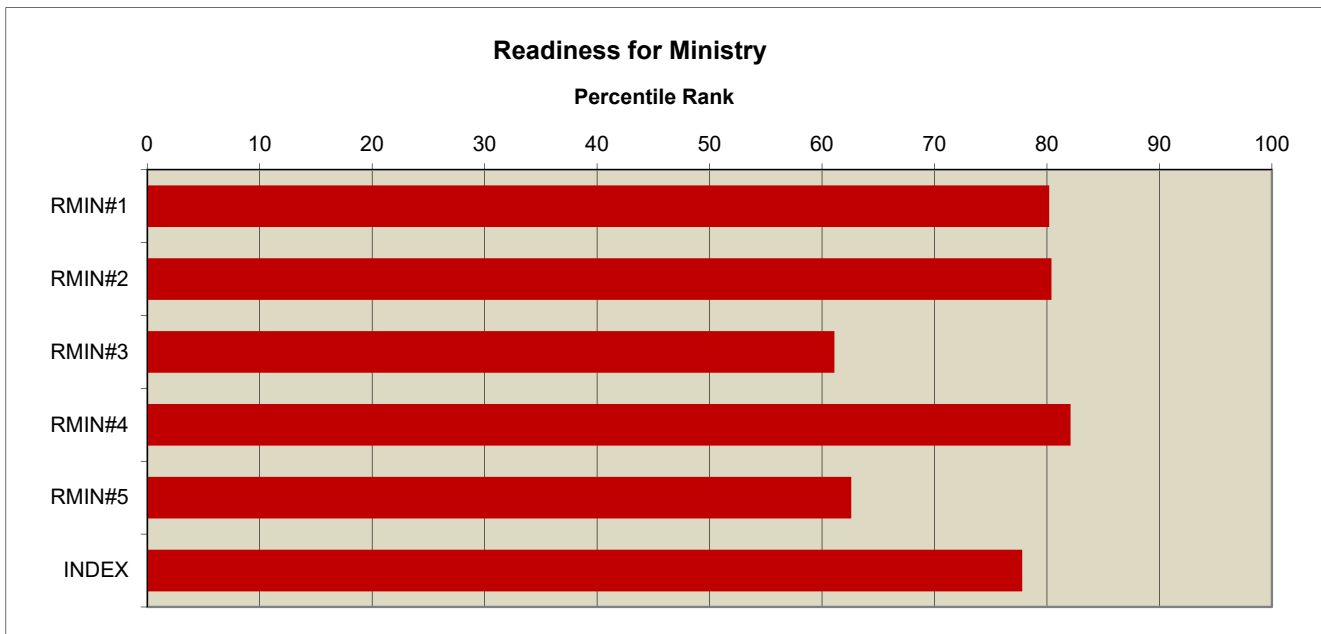
RMIN#4 Our church does a good job supporting persons in ministry by reminding them that they are making a difference.

RMIN#5 In our congregation the laity work with the Pastor in leading and planning worship services.

### Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
RMIN#1	0.9	3.4	13.7	29.1	40.2	12.8
RMIN#2	0.0	3.7	13.9	43.5	29.6	9.3
RMIN#3	0.0	1.7	2.5	21.0	46.2	28.6
RMIN#4	0.0	0.0	5.7	27.6	45.7	21.0
RMIN#5	0.0	4.5	9.1	22.7	50.0	13.6

### Comparative Profile (These show how your scores compared with other churches.)



# Performance Indices

## Educational Engagement Index

Christian education is a life-long process that enriches a person's spiritual life and better prepares him or her for service in the world. The Educational Engagement Index measures the degree to which members share in that understanding. It also gauges the degree to which the church provides developmentally appropriate education across the entire span of life. In addition, it recognizes that members are living with a variety of schedules and that education must be provided in a way that adapts to member needs.

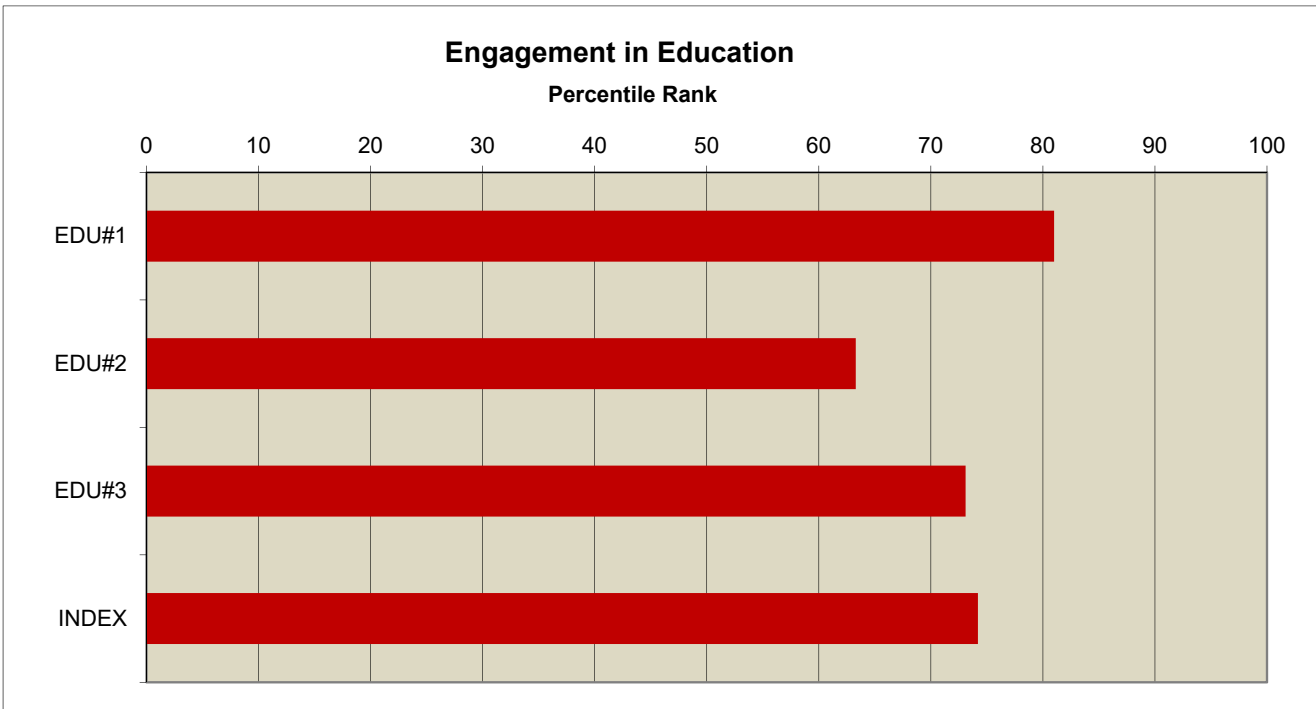
### Question Text

EDU#1	Our members understand that they have a spiritual responsibility for life-long learning and formation.
EDU#2	Our church provides opportunities for education and formation in a variety of ways so that I can find one that fits my complex lifestyle.
EDU#3	Our church provides high quality education that is appropriate to every age and stage of life.

Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
EDU#1	0.0	0.0	7.8	33.0	47.8	11.3
EDU#2	0.0	2.3	11.6	30.2	41.1	14.7
EDU#3	0.9	3.6	14.3	20.5	46.4	14.3

Comparative Profile (These show how your scores compared with other churches.)



# Performance Indices

## Worship and Music Index

The worship experience is central to the vitality and growth of a congregation. While members are often engaged in a wide variety of activities, worship is the one experience that every member shares. Research suggests that worship is a primary factor in the morale of a congregation and that when the worship experience of a congregation is vibrant, members also tend to feel energized about the work of the church. The Worship and Music Index seeks to capture the congregation's feelings about the quality of the worship experience.

### Question Text

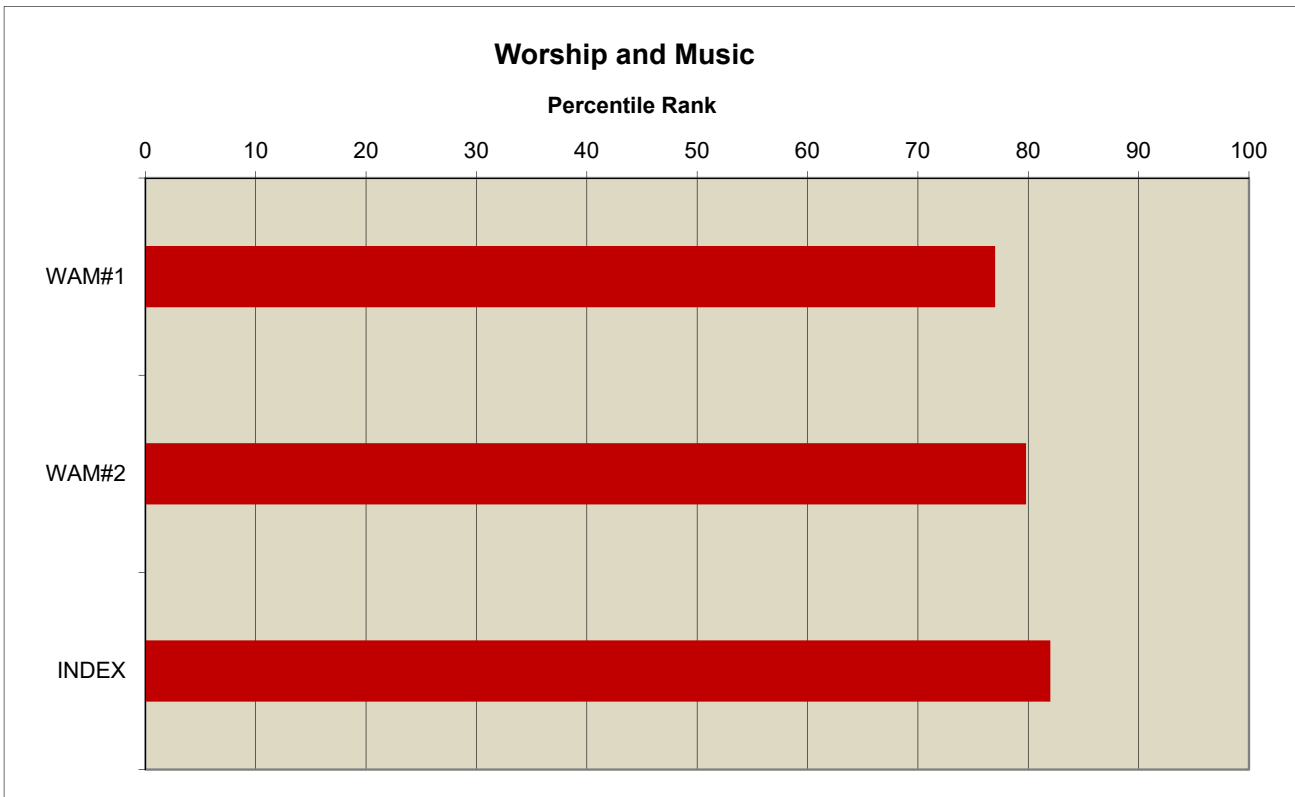
WAM#1 The music at our church is outstanding in quality and appropriate in style to our congregation.

WAM#2 The worship services at our church are exceptional in both quality and spiritual content.

Response Percentages (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
WAM#1	2.4	0.8	3.9	7.1	26.0	59.8
WAM#2	0.8	0.8	7.1	19.0	38.9	33.3

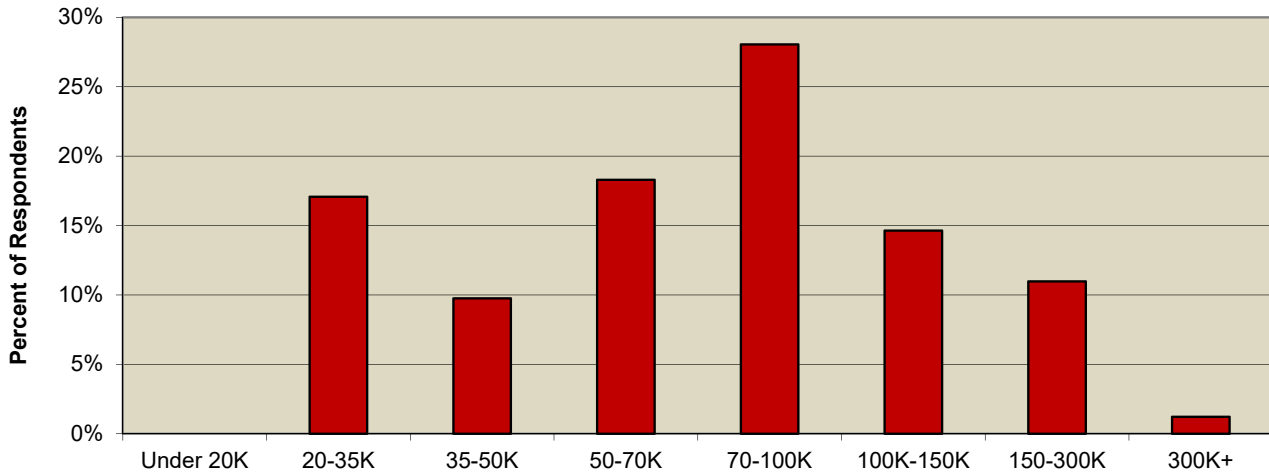
Comparative Profile (These show how your scores compared with other churches.)



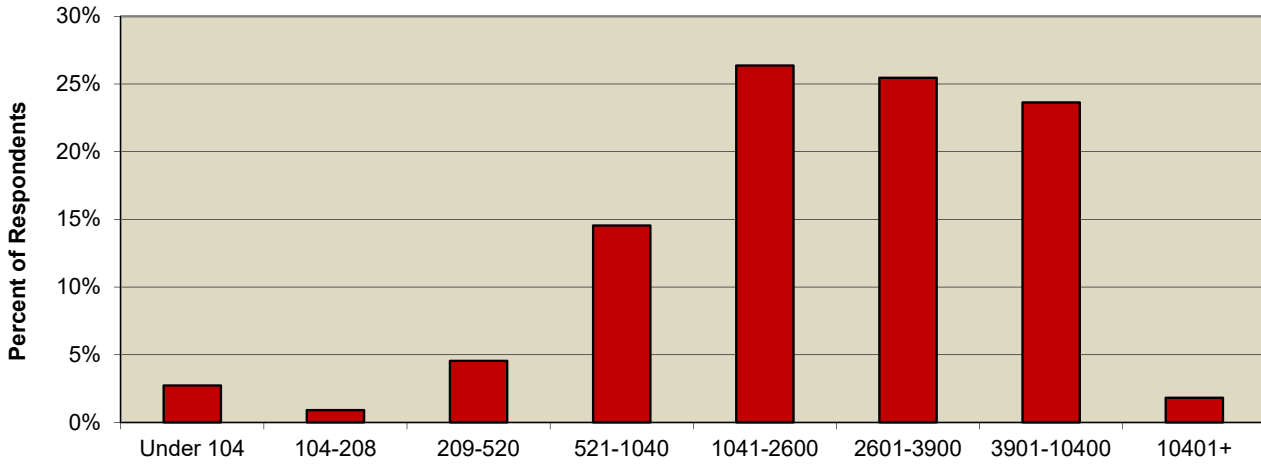


# Financial Information

### Income



### Contributions



Total church income	\$577,659
Contribution per household	\$1,516
Average household income	\$90,915
Average percent of income given	1.67%
Percentile rank	29

# Demographic Data

<b>Age</b>	Below 19	19-24	25-34	35-44	45-54	55-64	65+
	0%	0%	3%	5%	8%	18%	66%
<b>Tenure</b>	Under one year	1-2 years	3-4 years	5-10 years	11-15 years	16-20 years	Over 20 years
	11%	15%	6%	16%	7%	9%	37%
<b>Distance to Church</b>	Under 4 blocks	5-8 blocks	1-2 miles	3-4 miles	5-9 miles	10-15 miles	Over 15 miles
	2%	3%	16%	19%	42%	18%	2%
<b>Attendance</b>	None	1-4 times	Once per month	Twice per month	Three times a month	All but 4 weeks	Every week
	1%	3%	4%	7%	27%	18%	41%
<b>Attendance Trend*</b>	Third as much	Half as much	Somewhat less	Same	Somewhat more	Twice as much	Three times as much
	1%	3%	3%	71%	9%	8%	7%
<b>Gender</b>	Male	Female					
	36%	64%					
<b>Ethnic Background</b>	Black/African American	White	American Indian/Alaskan Native	Latino/Hispanic/Spanish origin	Asian	Other	
	0%	98%	0%	1%	0%	1%	
<b>Level of Education</b>	Less than high school	Some high school	High school grad	Some college	College graduate	Some post graduate	Graduate degree
	0%	0%	5%	17%	18%	9%	51%
<b>Persons in Household Total</b>	One	Two	Three	Four	Five	Six or more	
	24%	63%	6%	5%	3%	0%	
<b>0 - 5 years</b>	None	One	Two	Three	Four	Five	Six or more
	99%	1%	0%	0%	0%	0%	0%
<b>6 - 12 years</b>	94%	4%	1%	1%	0%	0%	0%
<b>13-18 years</b>	94%	4%	2%	0%	0%	0%	0%
<b>19-24 years</b>	99%	0%	1%	0%	0%	0%	0%
<b>25 or older</b>	33%	16%	45%	5%	1%	0%	0%

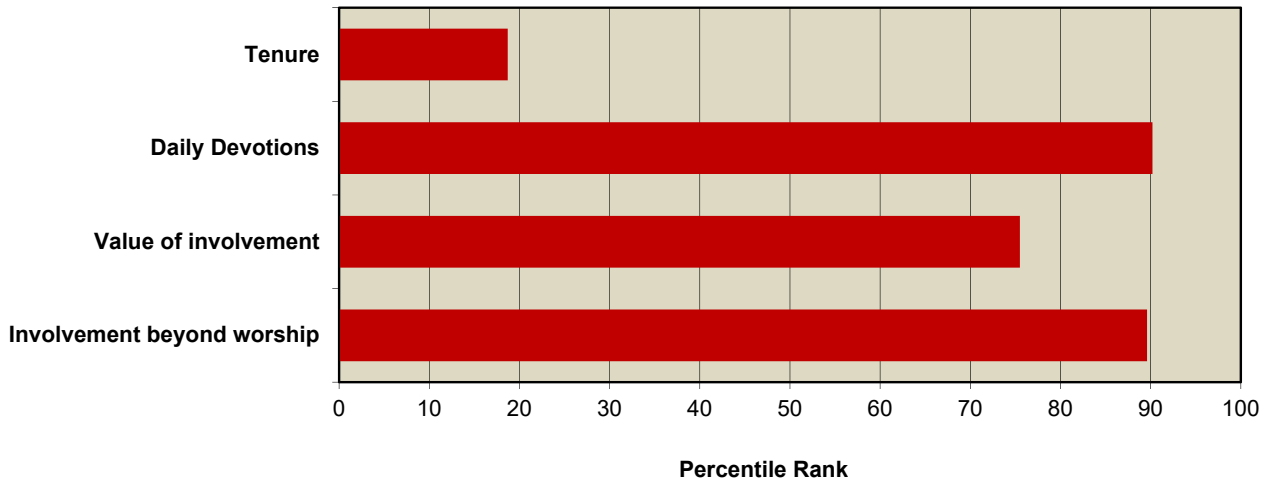
The population during the past three years within one mile of your church building has slowly increased.

A church where the income in the neighborhood within one mile of the church has not changed over the last three years

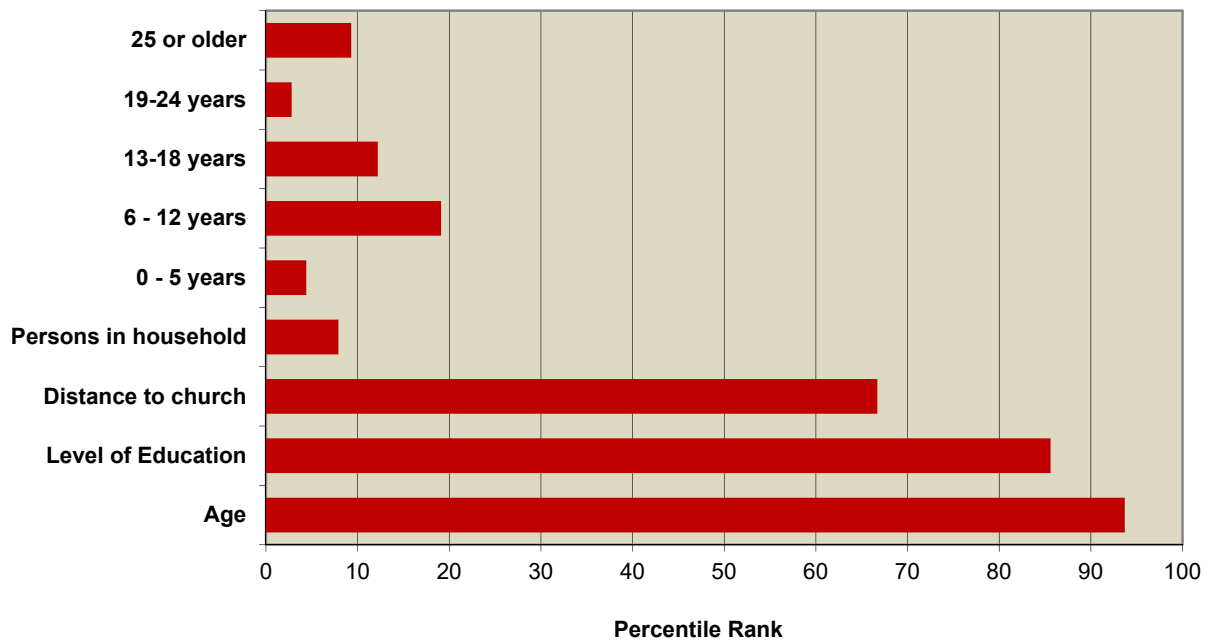
\*compared with three years ago

# Activity and Demographic Data

## Activity



## Household



## Church Data Form

Most recent membership	529
One year earlier	523
Two years earlier	514
Three years earlier	569
Most recent new members	17
One year earlier	34
Two years earlier	19
Three years earlier	5
Most recent average Sunday attendance	307
One year earlier	289
Two years earlier	251
Three years earlier	254
Church Assessment Roll	1064
Number of households	381
Givers of record	227
Letters sent out	1064
Number returned/participated	135
Total receipts most recent	\$ 577,659
Total receipts one year earlier	\$ 518,035
Total receipts two years earlier	\$ 722,520

## Community

Population trend

A church where the community within one mile of the church has a population that has been slowly increasing over the last three years

Income trend

A church where the income in the neighborhood within one mile of the church has not changed over the last three years

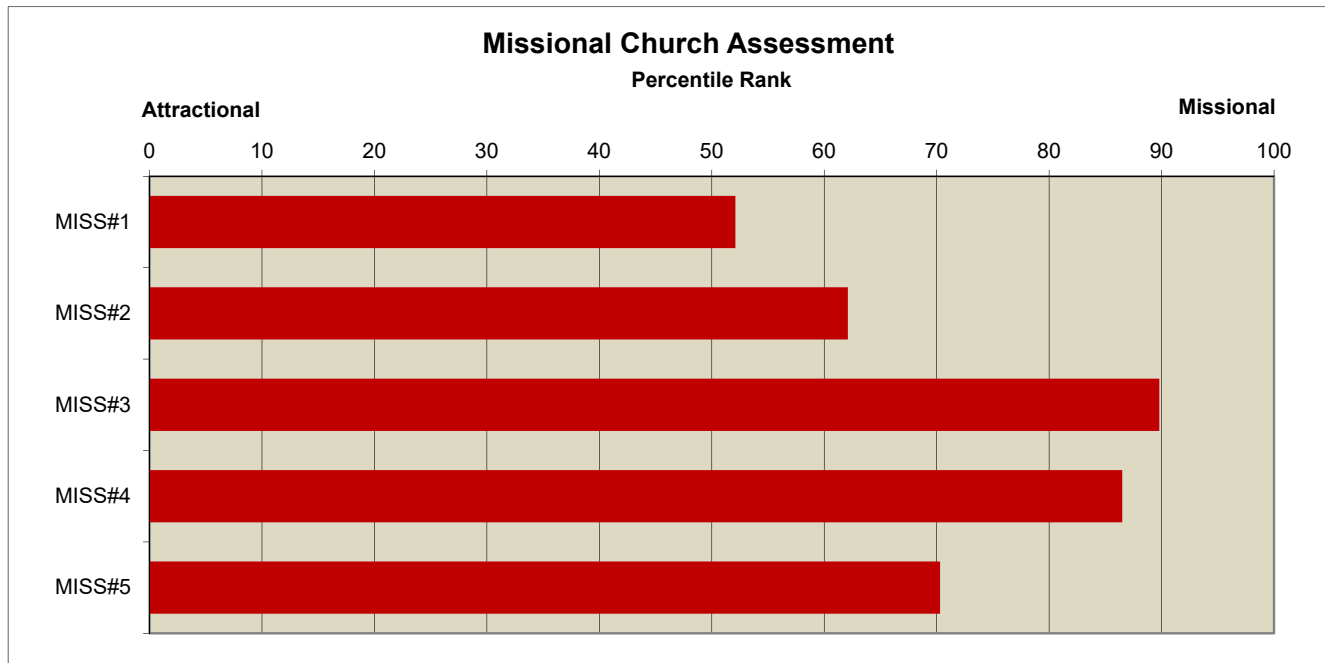
# Missional Church Profile

- MISS#1 Most members of our church would be comfortable sharing faith-stories with persons in the communities where they live and work.
- MISS#2 Some small groups from our church intentionally meet out in the community rather than in the church building in an effort to reach others.
- MISS#3 Our church has targeted specific groups within our community (e.g. businesses, schools, service clubs, health care workers) that we want to reach with the message of the Kingdom of God.
- MISS#4 Many different ministries within our church (education, fellowship, worship, missions) are taking steps to reach persons in our community rather than only serve our own members.
- MISS#5 Our members spend time listening to the needs of people in our community so that they can respond to those needs as a Christian witness.

**Response Percentages** (These are the scores from your congregation.)

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
MISS#1	1.2%	8.2%	43.5%	29.4%	15.3%	2.4%
MISS#2	0.0%	14.1%	29.7%	34.4%	20.3%	1.6%
MISS#3	0.0%	14.3%	12.7%	33.3%	34.9%	4.8%
MISS#4	0.0%	3.4%	12.6%	34.5%	40.2%	9.2%
MISS#5	0.0%	6.1%	13.4%	46.3%	30.5%	3.7%

**Comparative Profile** (These show how your scores compared with other churches.)



# Stewardship Profile

Number of households	381	Total church income	\$ 577,659	% Given	1.67%
Givers of record	227	Average household income	\$ 90,915		

;

	Strongly disagree	Disagree	Tend to disagree	Tend to agree	Agree	Strongly Agree	Don't know
(51) On the whole, I am in favor of having an annual stewardship appeal.	0.8%	4.1%	9.0%	20.5%	41.0%	18.0%	6.6%

	Household Income	Much lower	Lower	About the Same	Higher	Much higher	Don't know
(52) My total financial giving to the church in the next year is likely to be	<b>Below \$20,000</b>	0	0	0	0	0	0
	<b>\$20,000 - \$34,999</b>	0	1	8	4	1	0
	<b>\$35,000 - \$49,999</b>	0	1	4	1	1	1
	<b>\$50,000 - \$69,999</b>	0	0	14	1	0	0
	<b>\$70,000 - \$99,999</b>	0	2	15	4	0	1
	<b>\$100,000 - \$149,999</b>	0	0	6	6	0	0
	<b>\$150,000 - \$299,999</b>	0	0	5	4	0	0
	<b>\$300,000 +</b>	0	0	1	0	0	0
	<b>Total Percent</b>	<b>0.0%</b>	<b>4.9%</b>	<b>65.4%</b>	<b>24.7%</b>	<b>2.5%</b>	<b>2.5%</b>

	Least Important	4th most important	3rd most important	2nd most important	Most important
(85) My personal faith and understanding of being generous in supporting God's work in the world	4.1%	9.8%	7.4%	18.9%	59.8%
(93) How well the church manages its finances	5.7%	27.9%	29.5%	27.0%	9.8%
(60) How engaged our church is in reaching out to the needs of the world	14.8%	32.0%	37.7%	13.9%	1.6%
(4) The current state of the economy	64.8%	11.5%	5.7%	10.7%	7.4%
(22) The effectiveness of our church's ministry in making a real difference in my life and in the lives of others	10.7%	18.9%	19.7%	29.5%	21.3%

	Strongly disagree	Disagree	Tend to disagree	Tend to agree	Agree	Strongly Agree	Don't know
(73) My church does a good job providing me with the information that enables me to give joyfully to the work of the church.	0.0%	2.5%	7.4%	25.4%	41.0%	19.7%	4.1%
(41) I am frustrated that our church spends so much time talking about finances.	16.4%	38.5%	27.9%	3.3%	1.6%	2.5%	9.8%

# *Vital Signs*

## Summary Documents

generated from

*The Church Assessment Tool*

9/21/2016

*"And this is my prayer: that your love may abound more and more in knowledge and depth of insight, so that you may be able to discern what is best and may be pure and blameless until the day of Christ, filled with the fruit of righteousness that comes through Jesus Christ - to the glory and praise of God."*

Philippians 1:9-11

## Executive Summary

The Congregation Assessment Tool was recently administered in your church. 1064 persons were invited to participate; of these, 135 persons responded. A response from every member is not required to provide valid results. For a complete readout, please review the Vital Signs report that was sent to your church. A summary of that report is provided below.

Overall, approximately 69% of your members are clearly satisfied with things in the church. This, along with other information, indicates that the church has options which include growth, expansion, replication, and external impact. Whether any of these will be realized depends on the choices made.

Not every question is of equal importance to members. When asked how satisfied they are, members tend to focus on the issues addressed in the questions below. When they feel more positive in these areas, they tend to feel more positive overall.

- **The worship services at our church are exceptional in both quality and spiritual content.**
- **Persons who serve as leaders in our church are representative of the membership.**
- **In important decisions in our church, adequate opportunity for consideration of different approaches is usually provided.**
- **Our church does a good job supporting persons in ministry by reminding them that they are making a difference.**
- **The leaders of our church show a genuine concern to know what people are thinking when decisions need to be made.**

Conversely, when your members feel less positive about the areas above, they tend to feel less satisfied with their experience in the church overall.

Every church exhibits patterns in its life that contain strengths and potential weaknesses. Your church has potential strengths related to relevance and religious experience. Potential weaknesses include a fear of authenticity and difficulty facing personal and corporate shortcomings.

As members look to the future, their top four goals are

- **Make necessary changes to attract families with children and youth to our church.**
- **Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.**
- **Provide more opportunities for Christian education and spiritual formation at every age and stage of life.**
- **Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.**

In comparison to other churches, three goals that are unusually strong for your church are

- **Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.**
- **Work as an advocate for social and institutional change so that society might better reflect the values of the kingdom of God.**
- **Expand outreach ministries that provide direct services to those living on the margins of society. (i.e. homeless, immigrant, transient persons)**

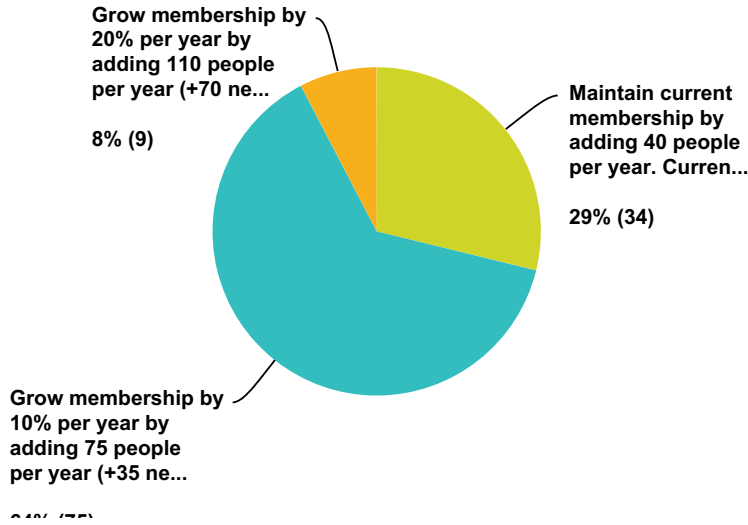
These may warrant attention from the leadership even if they are mid-level priorities.

All the information in this report should be explored and validated in further conversation. **Survey data is not the end of a conversation but the beginning.**



**Q96 There are several options for Eastminster growth going forward. Please select the one which reflects your opinion.**

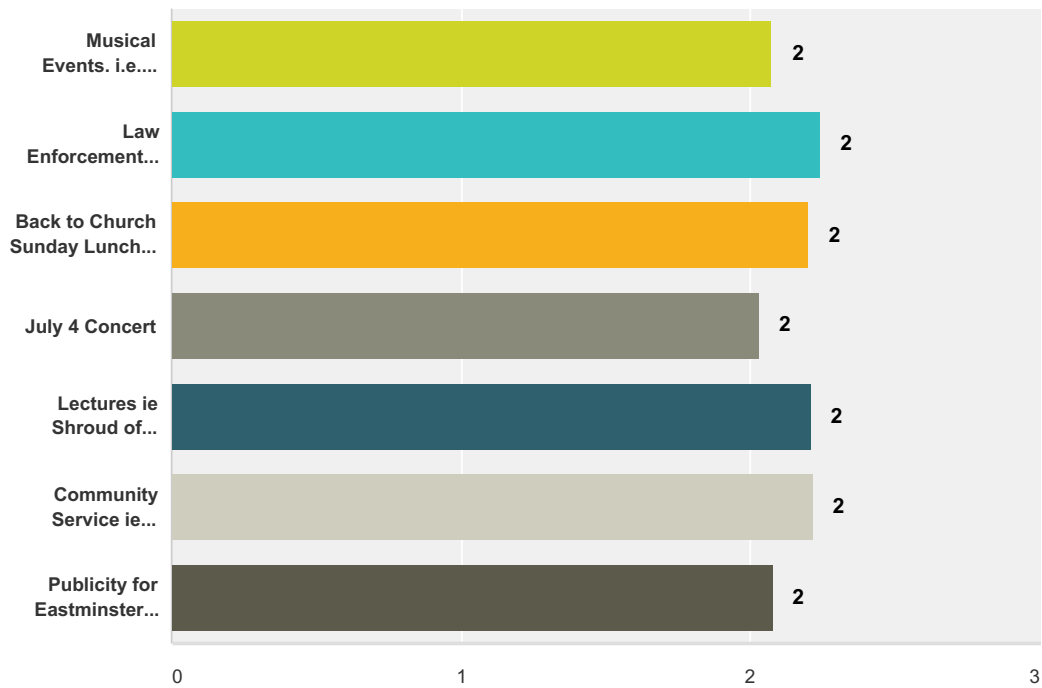
Answered: 118 Skipped: 17



Answer Choices	Responses
Maintain current membership by adding 40 people per year. Current membership at 525; only 350 are active. Business as usual. Would not require additional budget or staff.	29% 34
Grow membership by 10% per year by adding 75 people per year (+35 net). Nominal growth; requires effective Outreach programs. Would double active membership in 7 years. Would require a full time Outreach staff person and additional budget.	64% 75
Grow membership by 20% per year by adding 110 people per year (+70 net). Would require Outreach plus aggressive development programs. Would require several full time Outreach staff persons and additional budget.	8% 9
<b>Total</b>	<b>118</b>

### Q97 Please rate the following Outreach programs.

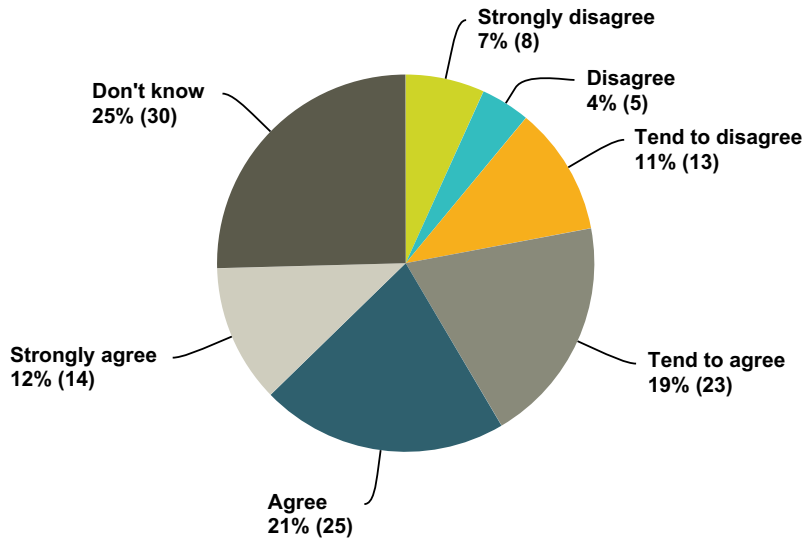
Answered: 118 Skipped: 17



	Not effective	Effective	No opinion	Total
Musical Events. i.e. Good Friday Concert	3.39% 4	86.44% 102	10.17% 12	118
Law Enforcement Recognition	8.47% 10	59.32% 70	32.20% 38	118
Back to Church Sunday Lunch and program	5.08% 6	69.49% 82	25.42% 30	118
July 4 Concert	7.63% 9	81.36% 96	11.02% 13	118
Lectures ie Shroud of Turin; Big Bang	8.47% 10	61.86% 73	29.66% 35	118
Community Service ie Healthy Yogo presentation; Praise & Pizza (contemporary praise music concerts); Courage & Coping (dealing with death of loved ones)	1.69% 2	74.58% 88	23.73% 28	118
Publicity for Eastminster events (Christmas, Easter special)	3.39% 4	84.75% 100	11.86% 14	118

**Q98 I would be willing to support a significant capital campaign (\$300,000) to either renovate Melvin Hall to make it usable space for our congregation and our community or to raze the building and construct new usable facilities?**

Answered: 118 Skipped: 17



Answer Choices	Responses	
Strongly disagree	7%	8
Disagree	4%	5
Tend to disagree	11%	13
Tend to agree	19%	23
Agree	21%	25
Strongly agree	12%	14
Don't know	25%	30
<b>Total</b>		<b>118</b>

## Q99 What other type of events or outreach ministries would you like to see?

Answered: 76 Skipped: 59

#	Responses	Date
1	Additional emphasis on young families and youth programs through outreach into neighborhoods. Church has done a good job, we just need innovative ways of reaching our youth.	9/20/2016 11:07 PM
2	There could be more choices for Adult Sunday School	9/19/2016 3:49 PM
3	Strong Presbyterian Women brought back	9/19/2016 1:52 PM
4	Dances; Christmas caroling; Study of other religions to better understand our diverse world and community	9/19/2016 1:36 PM
5	Something to get younger families involved in our church	9/19/2016 1:22 PM
6	Singles group, perhaps even two age groups: Under 50 (Silver) Over 50 (Golden)	9/18/2016 4:04 PM
7	Outreach to people in need, partnering with other churches. Food and clothing ministries that benefit the working poor and homeless.	9/18/2016 9:04 AM
8	Newspaper ads (once a month, e.g.) concerning EPC broadcast services.	9/16/2016 2:58 PM
9	Intergenerational-Beach Bash, Dance under the stars	9/16/2016 11:10 AM
10	You are doing well, Keep it up!	9/16/2016 11:00 AM
11	Spiritual Development	9/16/2016 10:52 AM
12	Times when families are together	9/15/2016 3:50 PM
13	Single clubs, couples workshops, and family activities; bring young and older together; Dinner & Dancing. Couples bible study and more workshops; from divorce to marriage, dealing with coping issues; communication skills...	9/13/2016 2:32 PM
14	0	9/13/2016 9:58 AM
15	healing ministry for those struggling with addiction to pornography	9/12/2016 12:39 PM
16	Events that would draw local residents	9/12/2016 10:35 AM
17	Special Needs Support group for Parents/Grandparents. Parents/Grandparents Night Out where they can drop children off for a few hours. This will encourage young people to attend. We need to encourage the growth of support for parents/grandparents of special needs children.	9/12/2016 10:02 AM
18	as is	9/11/2016 6:26 PM
19	There are lots of people in the working poor suffering (who may or may-not be Christain) and I personally have no idea how to help them. I really wish we did more to find ways to help our local community	9/11/2016 5:36 PM
20	None	9/11/2016 4:46 PM
21	More outside speakers like Burkes and Robert Marx	9/11/2016 1:35 PM
22	More small group activities	9/11/2016 8:53 AM
23	Bible & faith based programs	9/10/2016 10:02 PM
24	Retreat weekends for adults Mission trips to Haiti etc.	9/10/2016 9:50 PM
25	Don't know	9/10/2016 2:38 PM
26	Already doing a good job; strengthen and expand current programs	9/10/2016 1:09 PM
27	Do not know.	9/10/2016 10:18 AM
28	I would like to see a speaker series, which emphasize a mainline point of view, with diverse speakers covering a range of topics. I believe that we have an opportunity to market ourselves as a thinking, compassionate, inclusive church. We also need to do this same thing on a micro level, by having some sort of a coffee chat, which allows people to have a safe space to actually talk about the hard issues that folks are afraid to discuss, in a civil, loving, constructive way.	9/9/2016 10:40 PM
29	Providing Sunday dinner once every other month for His Place Ministry's Street Life.	9/9/2016 7:36 PM

## Eastminster Presbyterian Church, Indialantic, FL

30	Concentrate on getting the families that send their children to our pre-school to join church - ask them what they want in a church.	9/9/2016 3:17 PM
31	Small group meetings at Daily Bread to discover and meet the needs of the clients.	9/9/2016 1:57 PM
32	Outreach to men of the community and church.	9/9/2016 10:01 AM
33	Continue with excellent music programs, combined concerts. But also more programs like Dr Burkes, The Big Bang, etc.	9/9/2016 9:42 AM
34	I think we are doing a good job at this time.	9/8/2016 6:12 PM
35	involving more young families	9/7/2016 8:01 PM
36	Anything that will attract and encourage young families to want to be a part of the congregation.	9/7/2016 9:49 AM
37	Increased involvement in local and national missions.	9/7/2016 8:26 AM
38	Bring in young families	9/6/2016 7:58 PM
39	Sponsorship of a scout troop.	9/6/2016 3:10 PM
40	a better focus on addressing our members in need, they fall through the cracks	9/5/2016 5:28 PM
41	Continue to improve the A/V (Audio/Visual) outreach of the Sunday and special services. Consider placing the weekly ad in the Saturday Florida Today issue Religious Services section.	9/4/2016 8:49 PM
42	Singles ministry, Not seniors singles though. Have that already...	9/4/2016 2:58 PM
43	Fund raising events such as Youth Galas/dinners; Christmas Gala with plated dinner/dancing.	9/4/2016 12:23 PM
44	I would like to see that we work with community leaders in addressing needs of homeless and indigence persons. Perhaps sponsoring a home for same.	9/3/2016 4:48 PM
45	Stronger Adult Faith Formation opportunities. A) a good (progressive) scholarly Bible Study B) Presentations that help "translate" our faith into our daily lives: how we spend, how we vote, how we use the earth, etc.	9/2/2016 1:47 PM
46	Build on what we have and follow the needs of our members, community and depend on God's leading.	9/2/2016 11:05 AM
47	More adult classes to encourage life-long learning	9/1/2016 9:16 AM
48	Organized small group social and spiritual experiences	8/31/2016 9:50 PM
49	Think we need more events to bring in younger adults and families. Donot know the answer to what will work in this area	8/31/2016 3:05 PM
50	I would like to see proper care of the grounds and especially the Memorial Garden.	8/31/2016 11:14 AM
51	I believe our activities at present are representing our church in a great and maintable outreach program.	8/29/2016 11:35 PM
52	More dances/events for adolescents	8/29/2016 9:44 PM
53	Couples retreats open to members and non members	8/29/2016 7:19 PM
54	Enhance and encourage additional prayer ministries.Additional community outreach programs. Match seniors with pre-school families?	8/29/2016 5:51 PM
55	Strengthen mission activities.	8/29/2016 5:24 PM
56	more weddings,	8/28/2016 10:16 AM
57	Regular service event for families each month or more.	8/27/2016 9:59 PM
58	Not sure.	8/27/2016 9:45 PM
59	Events that attract younger families with children.	8/27/2016 9:12 AM
60	More youth and family events. Ministries out in the community	8/27/2016 7:28 AM
61	Something spirit-filled that would touch people's lives.	8/26/2016 11:33 PM
62	I would like to see programs that would better engage the members who are not involved at this point.	8/26/2016 9:09 PM
63	keeping in tune with what is going on in the community that the church could take advantage of via use of facilities as an outreach exposure to more non members	8/26/2016 10:08 AM
64	More articles in the local newspaper about our events and more local advertising	8/25/2016 9:42 PM
65	Sports programs for youth	8/25/2016 7:42 PM

## Eastminster Presbyterian Church, Indialantic, FL

66	More adult education classes not on Sunday	8/25/2016 5:10 PM
67	don't know	8/25/2016 2:21 PM
68	Outreach events hosted at Eastminster, e.g. service clubs, health care, education, senior services, etc.	8/25/2016 10:14 AM
69	Parenting Classes, Financial Peace University, more intergenerational events	8/25/2016 10:05 AM
70	outreach to mothers of children of all ages, not segregated. Helping homeless, food insecure, children in need, etc.	8/25/2016 8:58 AM
71	Bond with other Christian denominations.	8/24/2016 9:50 PM
72	Young adult ministry	8/24/2016 9:15 PM
73	More involvement with needy	8/24/2016 9:09 PM
74	Christian music concerts with well known local and/or national groups	8/24/2016 9:04 PM
75	Youth/adult athletic teams	8/24/2016 6:11 PM
76	To and with medical personnel	8/24/2016 4:36 PM

**Q100 Please give us your description of Eastminster. Eastminster is a church which is...**

Answered: 99 Skipped: 36

#	Responses	Date
1	growing with great leadership. Congregation is warm and receptive. The session is doing a good job identifying the needs of the church and actively working to grow our church with new ideas, programs and solutions for all.	9/20/2016 11:07 PM
2	warm	9/20/2016 1:05 PM
3	Friendly, outgoing	9/20/2016 12:56 PM
4	God led. Comforting. Friendly. Longtime Christian. Friendships are made. Many opportunities to serve, get involved.	9/19/2016 3:49 PM
5	Friendly spiritual growing welcoming concerned	9/19/2016 1:52 PM
6	rebuilding after division; redefining its raiszon d'etre	9/19/2016 1:36 PM
7	on the right track	9/19/2016 1:22 PM
8	Led by a man of God; a congregation seeking to do God's will; a blessing in my life	9/19/2016 1:05 PM
9	doing everything well	9/19/2016 12:54 PM
10	welcoming	9/18/2016 8:43 PM
11	caring, enthusiastic, blessed.	9/18/2016 4:04 PM
12	filled with potential, but lacks in commitment to meet its potential. Eastminster has every resource to reach out and make a difference in the community, but still stays confined in its own walls.	9/18/2016 9:04 AM
13	Faithful to the gospel, joyous in worship and service meetings, helpful to those needing help	9/16/2016 2:58 PM
14	Filled with the spirit	9/16/2016 11:10 AM
15	Welcoming and Friendly	9/16/2016 11:00 AM
16	Comforatable	9/16/2016 10:52 AM
17	My heart.	9/15/2016 3:50 PM
18	most familiar to me.	9/15/2016 1:20 PM
19	Friendly, accepting of differences, great message and ministry with fantastic music.. (traditional service)	9/13/2016 2:32 PM
20	Meeting my spiritual needs at this time. Being elderly and having served in many positions in churches in my lifetime, my opinions will not be the same as much younger people. I enjoy attending and still participating in activities where I am able to. People in their 80's are facing illnesses, and other things never faced in their lifetimes. Hey, this is a description of "us" and not of the church, huh? Sorry.	9/13/2016 10:43 AM
21	0	9/13/2016 9:58 AM
22	resiliant, warm, friendly, innovative, caring, and community minded.	9/12/2016 12:39 PM
23	Continuing to struggle.	9/12/2016 12:35 PM
24	Changing	9/12/2016 10:35 AM
25	a church, that with it's current leadership, will continue to build a great congregation for broad age groups while still keeping with tradition.	9/12/2016 10:02 AM
26	in transition	9/11/2016 6:26 PM
27	Eastminster is a sterile church which loves God and will happily let anyone come and join in.	9/11/2016 5:36 PM
28	Growing	9/11/2016 4:46 PM
29	Strongly overcoming serious past adversity with courage and dedication of the staff, a great pastoral team and dedicated volunteers.	9/11/2016 1:35 PM

## Eastminster Presbyterian Church, Indialantic, FL

30	welcoming with a pastor that preaches the Gospel.	9/11/2016 8:53 AM
31	Comfortable & affluent, live and let live	9/10/2016 10:02 PM
32	I feel very much a part of the church. I feel like I am part of the church family.	9/10/2016 9:50 PM
33	Friendly and welcoming, supports a strong music program, and reaches out to the community.	9/10/2016 2:38 PM
34	Supportive and welcoming	9/10/2016 2:20 PM
35	caring, concerned and effective.	9/10/2016 1:09 PM
36	Friendly, sincere, loving and making strides to improve community relationships.	9/10/2016 10:52 AM
37	Spiritual, Concerning & Giving.	9/10/2016 10:18 AM
38	Eastminster is the thinking church. We are the church where you can attend, without leaving one's brain at the home. Eastminster is the church that does music well, where God is glorified through great hymns of praise, anthems, and our prayers (both individual and corporate). Eastminster is a place where everyone is welcome, regardless of who they love, what neighborhood they are from, or where they are on this journey of faith and life. We are a church that seeks to be the hands and feet of Christ, sharing God's love in tangible ways, amidst a world that needs us.	9/9/2016 10:40 PM
39	Lovely community church. Gone through a time of turmoil. Seems to have survived. Appeals to more families now.	9/9/2016 7:36 PM
40	Great folks, but old and getting older.	9/9/2016 3:17 PM
41	healing and growing stronger each month. Members of our congregation have many valuable skills and talents that are being used more and more.	9/9/2016 1:57 PM
42	like a family.	9/9/2016 1:11 PM
43	Friendly, joyous and welcoming to all.	9/9/2016 10:01 AM
44	Loving, Friendly, Christ-Centered, Caring, Praying.	9/9/2016 9:42 AM
45	Eastminster is a church which cares.	9/8/2016 8:00 PM
46	People are made to feel welcome and given many opportunities for spiritual growth.	9/8/2016 6:12 PM
47	caring: I appreciate Stephen Ministry	9/8/2016 3:11 PM
48	doing well in outreach	9/8/2016 11:02 AM
49	place where you can spiritually grow and make friends	9/7/2016 8:01 PM
50	Primarily made up of old members and is not attracting young adults and families	9/7/2016 9:49 AM
51	joyful and welcoming to all people.	9/7/2016 8:26 AM
52	feels like home.	9/6/2016 7:58 PM
53	Loving and caring	9/6/2016 7:33 PM
54	A church that is friendly and inviting.	9/6/2016 3:10 PM
55	healing and encouraging	9/5/2016 5:28 PM
56	a loving and caring church for all who attend or are in need.	9/4/2016 8:49 PM
57	Steadily pursuing an upward growth in spirit, community, and stewardship.	9/4/2016 5:39 PM
58	not the "Frozen Chosen"! Warm and inviting is what we are now....	9/4/2016 2:58 PM
59	Friendly and welcoming	9/4/2016 2:17 PM
60	Friendly, caring, and welcoming.	9/4/2016 12:23 PM
61	rather conventional.	9/3/2016 4:48 PM
62	proud of it's history, but looking forward to it's future. I consider it a place still discerning it's call/mission	9/2/2016 1:47 PM
63	God is at work here! This exercise alone is praise to how He is moving us forward!	9/2/2016 11:05 AM
64	essential for the health of the greater Melbourne community.	9/1/2016 10:15 AM
65	welcoming, engaging, and transparent	9/1/2016 9:16 AM
66	people have an opportunity to be apart of Christ's ministry	8/31/2016 9:50 PM



## Eastminster Presbyterian Church, Indialantic, FL

67	I think we are a loving church, but it takes each member to become involved and put themselves out there and to build relationships with others both to members and newcomers to the church. We have to be fearless in talking to each other	8/31/2016 3:05 PM
68	A recovering old line church in an increasingly secular world.	8/31/2016 2:25 PM
69	Growing and improving all aspects of a Christian Church.	8/31/2016 11:14 AM
70	Friendly, open minded, creative, talented and committed to spreading Christ's love.	8/29/2016 11:35 PM
71	Trying to adapt to new generations	8/29/2016 9:44 PM
72	Loving	8/29/2016 9:34 PM
73	loving, caring and deeply committed to Jesus Christ. It has a faithful congregation that is committed to its successful future by doing the work of God. The congregation just needs direction to do God's will. I believe we are cohesive and one body.	8/29/2016 7:19 PM
74	sERVING the Lord.	8/29/2016 6:03 PM
75	Recovering and revitalizing. Finding joy again in services and programs. Welcoming and inviting.	8/29/2016 5:51 PM
76	Friendly and supportive	8/29/2016 5:24 PM
77	loving, giving, serving	8/29/2016 9:54 AM
78	On the move.	8/27/2016 9:59 PM
79	Friendly and caring.	8/27/2016 9:45 PM
80	a dynamic environment for spiritual growth with a loving congregation, an excertional Pastor and outstanding music	8/27/2016 9:12 AM
81	A loving accepting place.	8/27/2016 7:28 AM
82	Caught in the middle of hope and despair.	8/26/2016 11:33 PM
83	A loving warm place filed with the Holy Spirit.	8/26/2016 9:09 PM
84	filled with good service oriented individuals. A welcoming church. A unified church. finally :-)	8/26/2016 4:12 PM
85	an all inclusive Body of Christ	8/26/2016 10:08 AM
86	located in a beautiful setting and has a great community of members	8/25/2016 9:42 PM
87	friendly, caring and the membership is very active.	8/25/2016 7:42 PM
88	friendly and warm	8/25/2016 5:10 PM
89	A welcoming church	8/25/2016 2:21 PM
90	friendly, caring, attractive, good worship and music programs, fellowship events.	8/25/2016 10:14 AM
91	faithfully seeking God and what God is calling the church to do and be in the here and now while looking towards the future.	8/25/2016 10:05 AM
92	is kind,	8/24/2016 9:50 PM
93	Friendly, unified, and deep	8/24/2016 9:15 PM
94	Is loving, caring and accepting	8/24/2016 9:09 PM
95	friendly, and has too old of a membership to last without an influx of younger members soon, and facilities need to be updated and/or renovated soon	8/24/2016 9:04 PM
96	friendly with some need for motivation	8/24/2016 8:53 PM
97	Friendly and welcoming	8/24/2016 7:37 PM
98	Aging and needs an influx of youth and families.	8/24/2016 6:11 PM
99	Seeks to heal the hurting	8/24/2016 4:36 PM

## Q101 I go to Eastminster because...

Answered: 97 Skipped: 38

#	Responses	Date
1	I am spiritually fed and enjoy the congregation, the music, and the sermons.	9/20/2016 11:07 PM
2	I enjoy everything about it	9/20/2016 12:56 PM
3	God led, music, friendships and opportunities to serve	9/19/2016 3:49 PM
4	I love this church	9/19/2016 1:52 PM
5	Moved away. Moved back. Grew up in this church in the late 50s and 60s. Am discerning where it stands on issues now.	9/19/2016 1:36 PM
6	I feel at home there. I enjoy the music program	9/19/2016 1:22 PM
7	Led by a man of God; a congregation seeking to do God's will; a blessing in my life	9/19/2016 1:05 PM
8	I like it	9/19/2016 12:54 PM
9	of welcoming atmosphere and music program	9/18/2016 8:43 PM
10	I love to sing, to worship, to grow.	9/18/2016 4:04 PM
11	It is my church.	9/18/2016 9:04 AM
12	It best fits my faith commitment, preferred style of worship, and provides me the opportunity to serve as visitation pastor!	9/16/2016 2:58 PM
13	The worship	9/16/2016 11:10 AM
14	I like the warm welcome	9/16/2016 11:00 AM
15	It's PCUSA and our friends are here	9/16/2016 10:52 AM
16	I agree with the doctrine, I love the people, my children are loved by the congregation.	9/15/2016 3:50 PM
17	many of my friends go there.	9/15/2016 1:20 PM
18	I feel extremely welcome. Love the messages (and humility) from Tim & Julie.	9/13/2016 2:32 PM
19	This is where I choose to worship God, have fellowship with my brothers and sisters in Christ, and have Christian fellowship. Hearing the Word of God each week enriches my life.	9/13/2016 10:43 AM
20	0	9/13/2016 9:58 AM
21	I appreciate all of the above qualities, and because I think it probably has the best music program of any church in the area. I also have many dear friends here.	9/12/2016 12:39 PM
22	I consider it to be my home church.	9/12/2016 12:35 PM
23	I love my church	9/12/2016 10:35 AM
24	I believe in the vitality and the excitement of the church and it's current leadership. The church helps encourage my spiritual growth.	9/12/2016 10:02 AM
25	life long presbyterian	9/11/2016 6:26 PM
26	A couple of long time friends go and I like what they try and do in the community, I like the sermons, and I feel the people generally try and live the love of God and I see potential.	9/11/2016 5:36 PM
27	We agree with Presbyterian beliefs and we like the Minister	9/11/2016 4:46 PM
28	It sas very welcoming to me and my wife, an this has continued strongly since our first encounter.	9/11/2016 1:35 PM
29	of Pastor Tim.	9/11/2016 8:53 AM
30	Our friends attend here. Reformed	9/10/2016 10:02 PM
31	I checked other churches and this was where I was most comfortable and found that I could be more spiritual	9/10/2016 9:50 PM
32	I like the style of worship and the wonderful music program.	9/10/2016 2:38 PM

## Eastminster Presbyterian Church, Indialantic, FL

33	I like the music and the sermons.	9/10/2016 2:20 PM
34	it meets my spiritual needs.	9/10/2016 1:09 PM
35	I love God and the people that are there. Attending church puts joy in my heart.	9/10/2016 10:52 AM
36	I enjoy the service, the congregation and especially Pastor Tim!	9/10/2016 10:18 AM
37	1) Excellent traditional worship 2) World class preaching 3) The people of the church welcomed me, when many congregations refused to do so. 4) I have found effective ways to use my gifts, hat benefit the church, and allow me to expand my knowledge and strengthen my faith.	9/9/2016 10:40 PM
38	I don't. I am still on the membership role but I go weekly and am active in His Place. It is more suited to what I believe and am interested in. I feel bad about it but I found a new church home. I do not have a young family and that is the wonderful appeal of Eastminster. I still love the church but my heart is elsewhere at His Place.	9/9/2016 7:36 PM
39	I enjoy it generally, but truthfully, out of habit.	9/9/2016 3:17 PM
40	I receive spiritual support from the services and believe we are having an impact on our community.	9/9/2016 1:57 PM
41	it has meaningful messages and is a beautiful place to be.	9/9/2016 1:11 PM
42	I love the church and love the friends I have there. They were a comfort after the death of my husband.	9/9/2016 10:01 AM
43	I love the music and I get filled and renewed every Sunday. I even try to live-stream when I can't be there physically!	9/9/2016 9:42 AM
44	I go to Eastminster because it is close to my home.	9/8/2016 8:00 PM
45	It makes me feel welcome and loved. It provides support in difficult times.	9/8/2016 6:12 PM
46	I am very elderly and can not go to church on a regular basis, but Melva sends me the weekly pastor's message which I truly appreciate	9/8/2016 3:11 PM
47	We are "snowbirds" and the music programs drew us to attend as well as being Presbyterians in our home church.	9/8/2016 11:02 AM
48	for spiritual refreshments	9/7/2016 8:01 PM
49	I love the ministry, the traditions and I feel it is a place I feel close to God.	9/7/2016 9:49 AM
50	I believe in the tenets of the church, and I love participating in the programs and missions of the church.	9/7/2016 8:26 AM
51	the atmosphere is friendly and caring.	9/6/2016 7:58 PM
52	I feel like I am with my family.	9/6/2016 7:33 PM
53	It fills a real need, I like the people. Been going so long that I can't imagine going anywhere else.	9/6/2016 3:10 PM
54	it is a loving family and I love the music.	9/5/2016 5:28 PM
55	We have been members for 42 years and have made many lasting friendships and participated in many changes in our church lives, both good and bad, over the years.	9/4/2016 8:49 PM
56	I love the faith and spirit exemplified by the members.	9/4/2016 5:39 PM
57	Grew up in this church. Parents brought my sis and I in 1958> Loved all the pastors that I can remember. Music and outreach to community is awesome!	9/4/2016 2:58 PM
58	I am trying to find a new church	9/4/2016 2:17 PM
59	It's my church family....from the first day I stepped inside back in the 70's, I knew this was the church for me....primarily due to the music program/directors.	9/4/2016 12:23 PM
60	I was raised as a Presbyterian, and found this church to be nicest within a reasonable proximity to where we live.	9/3/2016 4:48 PM
61	it is a progressive (tolerant and on the liberal side) congregation. I feel welcome theologically. AND the choir is tremendously welcoming. AND the location is easy.	9/2/2016 1:47 PM
62	God continues to use me here and has not moved me.	9/2/2016 11:05 AM
63	of the fellowship and support of the others who attend services and participate in activities there. These are my friends.	9/1/2016 10:15 AM
64	of Tim's biblical preaching and high quality worship and music	9/1/2016 9:16 AM
65	of the music program and the personal growth I experience	8/31/2016 9:50 PM
66	I like the traditional feel of the service but still relaxed enough to be warm & friendly. Love the music and Pastor Tim as he is so approachable and concerned for others	8/31/2016 3:05 PM

## Eastminster Presbyterian Church, Indialantic, FL

67	Friendly church. My friends are at Eastminster. My life to a large extent is center on Eastminster.	8/31/2016 2:25 PM
68	It fits my needs.	8/31/2016 11:14 AM
69	I feel loved and worthy. I feel part of a group of like minded people working towards spreading God's love and peace. The worship and music are beautiful and inspirational to me.	8/29/2016 11:35 PM
70	I am engaged by the sermons	8/29/2016 9:44 PM
71	I feel that God is alive there.	8/29/2016 9:34 PM
72	I believe in its mission. I believe we as a church are actively reaching in, reaching up and reaching out." I believe it is not a place of judgement buy rather a place of acceptance, care and love. It is alive and well.	8/29/2016 7:19 PM
73	The presence of the Lord is there, people are friendly,, the music is beautiful, people come to praise God,, everyone feels welcome.	8/29/2016 6:03 PM
74	The church encourages spiritual growth and congregation is friendly. The music program has carried us through the ups and downs of the life at EPC, It is a strong component of our church and needs to remain so.	8/29/2016 5:51 PM
75	The congregation	8/29/2016 5:24 PM
76	it is loving, giving, serving	8/29/2016 9:54 AM
77	The people are inspirational.	8/27/2016 9:59 PM
78	I like the activities and the worship service.	8/27/2016 9:45 PM
79	of the stated reasons above---wonderful Pastoral leadership, outstanding music program and a caring and cohesive congregation.	8/27/2016 9:12 AM
80	It's a wonderful place that I feel God has called me to worship and serve in.	8/26/2016 11:33 PM
81	I love everything about it.	8/26/2016 9:09 PM
82	I enjoy the opportunity to serve and my "church family" is very important to me.	8/26/2016 4:12 PM
83	I feel nourished by the Spirit by the positive atmosphere and the strong since of Love & belonging	8/26/2016 10:08 AM
84	the location, the pastor and the people that attend.	8/25/2016 9:42 PM
85	I enjoy the service/music and fellowship with friends.	8/25/2016 7:42 PM
86	Hear the sermons and music. Also people are friendly	8/25/2016 5:10 PM
87	Music and location	8/25/2016 2:21 PM
88	the worship, fellowship and volunteer opportunities meet my needs and interests.	8/25/2016 10:14 AM
89	the people are a family. Extension of family in the family of God.	8/25/2016 10:05 AM
90	fits me.	8/24/2016 9:50 PM
91	Longevity and engagement	8/24/2016 9:15 PM
92	We feel accepted as a family, love Saturday night service. Tim is an amazing preacher! Great youth group.	8/24/2016 9:09 PM
93	The friendliness of the people and the wonderful ministers we have had over the years.	8/24/2016 9:04 PM
94	preaching, music, opportunities for growth	8/24/2016 8:53 PM
95	Good music, friendly people, good location, nice pastor	8/24/2016 7:37 PM
96	I consider it my spiritual home.	8/24/2016 6:11 PM
97	I am inspired and loved	8/24/2016 4:36 PM

## Q102 What else would you like your leadership to know?

Answered: 84 Skipped: 51

#	Responses	Date
1	I personally am very satisfied. I am not interested in becoming a mega church. I like that there are ministries for members to serve on.	9/19/2016 3:49 PM
2	I like the direction the church is taking	9/19/2016 1:52 PM
3	I think that you are doing a very fine job	9/19/2016 1:22 PM
4	Their great	9/19/2016 12:54 PM
5	Use more home-grown talent from our own congregation.	9/18/2016 4:04 PM
6	Don't let your job description define who you are.	9/18/2016 9:04 AM
7	How highly I regard pastor Tim, Robert McBride and our employed and volunteer workers in the office; also the quality of our session members.	9/16/2016 2:58 PM
8	I would like more personal invitations to functions	9/16/2016 11:00 AM
9	We need deeper spirituality we need to know and do the word of God	9/16/2016 10:52 AM
10	Keep up the good work.	9/15/2016 3:50 PM
11	That we need to listen more to the suggestions. Be a little more flexible when it comes to suggestions. Ask more questions	9/13/2016 2:32 PM
12	Leadership at Eastminster, I believe, is called by God to be leaders and they are doing a great job.	9/13/2016 10:43 AM
13	0	9/13/2016 9:58 AM
14	Even though Eastminster takes the Bible and commitment to Christ seriously, I am not always happy about the path the PCUSA is taking.	9/12/2016 12:39 PM
15	The music at the Saturday night service is painfully loud and unpleasant and goes on for too long, especially at the end of the service. I would like to see traditional hymns incorporated into the praise music occasionally.	9/12/2016 12:35 PM
16	Secrets will divide and destroy us	9/12/2016 10:35 AM
17	We love our church. It is exciting to see the life and future of the church. Thank you!	9/12/2016 10:02 AM
18	I was half tempted not to fill out the survey since I don't come often enough and what I am looking for may just not be here or I may be the wrong kind of person for it and so therefore can't find it.	9/11/2016 5:36 PM
19	Nothing	9/11/2016 4:46 PM
20	We should have an evening or a series of evenings on the topic "What Presbyterians believe in."	9/11/2016 1:35 PM
21	It is important to bring younger members into the fold.	9/11/2016 8:53 AM
22	The Session practices selective transparency and only little. Live within our financial means!	9/10/2016 10:02 PM
23	They are doing a good job!!!	9/10/2016 9:50 PM
24	They have brought us safely through a major time of crisis in the church and are providing excellent guidance for the future.	9/10/2016 2:38 PM
25	I appreciate you.	9/10/2016 2:20 PM
26	that their leadership is appreciated.	9/10/2016 1:09 PM
27	I plan to retire this year and become more active in the church. Volunteer where needed at least one day per week.	9/10/2016 10:52 AM
28	Nothing else at this time.	9/10/2016 10:18 AM

## Eastminster Presbyterian Church, Indialantic, FL

29	1) We need to do more to grow our youth group, and to promote Christian Education. 2) We need to do more to participate with our denomination, and our presbytery. We need to offer a "what is a PCUSA Presbyterian" class, or something like it. Many people in our community do not know what denomination we are a part of!! 3) We NEED a young adult ministry. 4) We need to deal with the LGBT issue. We cannot simply straddle the fence. This does nothing but frustrate the LGBT folks we do have, and those opposed to becoming more open simply aren't going to consider joining a PC(USA) congregation. I have invited several openly gay Friends who are unchurched to try us out, but after years of abuse by their former churches, they won't give us a chance, unless they see evidence that this is a safe place for them. with our denomination's recent decisions, we have a golden opportunity to reach a new demographic, with God's grace, through Jesus Christ! This will take courage, but it can be done in a way that is respectful to both sides. Let's commit to getting the conversation started!	9/9/2016 10:40 PM
30	I still enjoy receiving the emails and newsletters. You have so many very fine members and a gorgeous facility. I was married there and have been an elder and deacon. However, when we went through "our troubles" I grew impatient with all the interim ministers, etc. It appears that you are strengthening and doing well. Frankly, I have only heard the minister about 6 times. I am sure he is sincere and seems like a good fit for you. However, I did not feel he was outstanding in the pulpit. This is probably inaccurate because I have heard that folks like him tremendously. I am probably too hasty in my assessment; however, Roy was so good and Elmer was excellent. The fellow who got in some domestic trouble, Jeff, was not a good fit however, he was a fantastic preacher. Highly intelligent, challenging, excellent messages. A true schoker and I do appreciate that.	9/9/2016 7:36 PM
31	YOUTH !!!!!!!!!!!!!!! By that I mean < 40	9/9/2016 3:17 PM
32	I am amazed at how our leadership cooperates and encourages one other.	9/9/2016 1:57 PM
33	Sunday school for children should be improved and eliminate the children's sermon during the Sunday 10:00 a.m. service.	9/9/2016 10:01 AM
34	Let's get that huumm in the live feed fixed! We are headed in the right direction! Keep Christ first and continue moving forward.	9/9/2016 9:42 AM
35	I would like to have the early Sunday service (8:00 or 8:15) reinstated.	9/8/2016 8:00 PM
36	I am happy with the direction the church is headed and I look forward to the coming years.	9/8/2016 6:12 PM
37	I pray daily for our church and ask the Lord to guide the Session and the pastors in all decision making.	9/8/2016 3:11 PM
38	We would like to take part in more of the activities at Eastminster but we have so many things competing for our time at our Park during the winter.	9/8/2016 11:02 AM
39	be involved in community	9/7/2016 8:01 PM
40	I am very happy with Pastor Tim and the rest of the staff. I hope Eastminster can grow significantly in the next 5 years.	9/7/2016 9:49 AM
41	I am grateful to all those in leadership positions for serving.	9/7/2016 8:26 AM
42	I feel we have come a long way in the past two years. Would like to see the young families and youth increase.	9/6/2016 7:58 PM
43	I feel that they are doing a terrific job.	9/6/2016 3:10 PM
44	Very pleased with the progress made in stabilizing staff and reconstituting programs in decline.	9/4/2016 8:49 PM
45	I believe the church is facing the future with strength and a commitment to make our faith a beacon to the community.	9/4/2016 5:39 PM
46	Nothing I can think of now....	9/4/2016 2:58 PM
47	Maintaining church size may require more growth than listed in #96 based on the church age structure.	9/4/2016 2:17 PM
48	Would prefer to speak one-on-one to express my opinion in this category.	9/4/2016 12:23 PM
49	I have concerns about where the money is being spent, and the effectiveness of the programs it does sponsor. I do not find that much information is divulged to the membership, in general.	9/3/2016 4:48 PM
50	I think name tags should be encouraged EVERY SUNDAY. Leadership could set an example of touching others to read them, to encourage others to really read them to get to know names. Adult Ed or Adult Faith Formation is a great opportunity to nurture relationships.	9/2/2016 1:47 PM
51	Pastor Tim's vision to build Eastminster should weigh heavily in final decision-making. Surveys like this are appreciated and should be updated on occasion. Successfully attracting the 25-44 demographic should be amongst the highest church priorities.	9/2/2016 11:37 AM
52	You have my prayers and support on the good days and especially the not so good days.	9/2/2016 11:05 AM

## Eastminster Presbyterian Church, Indialantic, FL

53	Ensure preaching remains strong, both content and delivery. Relevant to the inner struggles some people face in our secular-oriented media and society. Stories and anecdotes good (Pastor Tim rather excels at this), especially if they serve as bookends to re-enforce a sermon's main points.	9/1/2016 10:15 AM
54	spiritual formation is the catalyst for involvement in ministry	9/1/2016 9:16 AM
55	They're leadership is appreciated	8/31/2016 9:50 PM
56	I am not a very inspired person but think that all of leadership can come up with ideas to help us grow and serve in the decade to come	8/31/2016 3:05 PM
57	Continue to experiment with ways to grow the church. Don't abandon that which is good about our Christian community.	8/31/2016 2:25 PM
58	Much more emphasis on 99.	8/31/2016 11:14 AM
59	We must encourage activities and programs that bring young adults and families to our church. We have programs for the old and a successful youth program( thanks Julie).	8/29/2016 11:35 PM
60	Get on Twitter and Facebook to engage the younger generations	8/29/2016 9:44 PM
61	More variety in music such as different styles: Jazz, soloists, men's ensemble, etc	8/29/2016 9:34 PM
62	I think a renovation off Melvin Hall should be done to use this facility for community outreach.	8/29/2016 7:19 PM
63	Everyone can improve his/her life and that includes the church; however, disagreements often cause losing people who can contribute positive, Godly leadership. I do not want that to happen at Eastminster.	8/29/2016 6:03 PM
64	Keep on working hard and praying for wisdom and clear direction.	8/29/2016 5:51 PM
65	Keep up the good communication, make it even better . Determine the optimum size of the membership and minister to it.	8/29/2016 5:24 PM
66	I pray for you.	8/29/2016 9:54 AM
67	yogo here in NOT Christian base at all. Should not be here	8/28/2016 10:16 AM
68	Great work.	8/27/2016 9:59 PM
69	If the PCUSA keeps making terrible decisions more people will keep leaving. The PCUSA has given Presbyterians a bad name.	8/27/2016 9:45 PM
70	How committed and dedicated everyone is to help the church move forward with its ministry.	8/27/2016 9:12 AM
71	We need to be truthful to our people and speak the word of the Lord to them.	8/26/2016 11:33 PM
72	Thank You	8/26/2016 9:09 PM
73	Keep up the good work; I strongly feel we are headed in the right direction	8/26/2016 10:08 AM
74	Need a good plan going forward. Let all know what it is and allow all to participate in making it happen	8/25/2016 9:42 PM
75	Be truly transparent rather than selectively transparent.	8/25/2016 7:42 PM
76	oo	8/25/2016 2:21 PM
77	Stay the course we're on, with new effort to include more community inclusion and modestly grow the congregation.	8/25/2016 10:14 AM
78	Keep seeking God in the midst of change and transition being fully aware of the many types of people represented in the community and congregation.	8/25/2016 10:05 AM
79	Need to be more transparent about the budget.	8/24/2016 9:50 PM
80	Appreciate all the hard work.	8/24/2016 9:09 PM
81	Lets not talk to long and act to slowly on the needs we finally see are needed from this survey.	8/24/2016 9:04 PM
82	Need to get into the "black" before spending more money.	8/24/2016 7:37 PM
83	Our Pastor is doing a fantastic job; he's one of the main reasons I'm at the church.	8/24/2016 6:11 PM
84	You are doing a great job	8/24/2016 4:36 PM