

Key Indicators

All Respondents

Overall Satisfaction

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

Clearly agree	21%
On the fence	46%
Clearly disagree	33%
Rating of satisfaction level	Very low

Overall Energy

In this Presbytery it seems to me that we are just going through the motions. There isn't much excitement about it among our members.

Clearly agree	32%
On the fence	51%
Clearly disagree	17%
Rating of energy level	Low

Satisfaction Trends

Compared to the overall strength of the Presbytery three years ago, would you say the Presbytery is

Weaker	44%
About the same	42%
Stronger	14%
Rating of strength trend	Very low

Top Three Priorities

Where respondents believe additional energy needs to be applied to expand or improve your work.

First	Equip Clergy and other leaders in congregations to help members become growing, vital disciples.
Second	Cultivate a higher level of trust within our Presbytery.
Third	Equip Clergy and other leaders in congregations with strategies that enable them to reach new members.

Survey Process Statistics

Congregation Member	85
Session Member Serving in the last 5 years	110
Ruling Elder who has served in Presbytery leadership in the last five years	64
Minister Member currently serving a congregation	88
Minister Member not currently serving a congregation.	56
Number of respondents	403

Key Indicators

Ministers in Congregations

Overall Satisfaction

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

Clearly agree	13%
On the fence	48%
Clearly disagree	39%
Rating of satisfaction level	Very low

Overall Energy

In this Presbytery it seems to me that we are just going through the motions. There isn't much excitement about it among our members.

Clearly agree	34%
On the fence	47%
Clearly disagree	19%
Rating of energy level	Low

Satisfaction Trends

Compared to the overall strength of the Presbytery three years ago, would you say the Presbytery is

Weaker	39%
About the same	44%
Stronger	17%
Rating of strength trend	Very low

Top Three Priorities

Where respondents believe additional energy needs to be applied to expand or improve your work.

First	Equip Clergy and other leaders in congregations to help members become growing, vital disciples.
Second	Cultivate a higher level of trust within our Presbytery.
Third	Equip congregations to be more effective in addressing problems affecting their surrounding communities.

Survey Process Statistics

Minister Member currently serving a congregation **88**

Number of respondents **88**

Key Indicators

Ministers Not Serving Congregations

Overall Satisfaction

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

Clearly agree	18%
On the fence	49%
Clearly disagree	33%
Rating of satisfaction level	Very low

Overall Energy

In this Presbytery it seems to me that we are just going through the motions. There isn't much excitement about it among our members.

Clearly agree	29%
On the fence	55%
Clearly disagree	17%
Rating of energy level	Low

Satisfaction Trends

Compared to the overall strength of the Presbytery three years ago, would you say the Presbytery is

Weaker	51%
About the same	36%
Stronger	13%
Rating of strength trend	Very low

Top Three Priorities

Where respondents believe additional energy needs to be applied to expand or improve your work.

First	Develop a discernment process to rethink how to be vital Presbyterian churches in our specific region.
Second	Equip Clergy and other leaders in congregations to help members become growing, vital disciples.
Third	Equip congregations to be more effective in addressing problems affecting their surrounding communities.

Survey Process Statistics

Minister Member not currently serving a congregation. **56**

Number of respondents **56**

Key Indicators

Ministers Not Serving Congregations

Overall Satisfaction

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

Clearly agree	18%
On the fence	49%
Clearly disagree	33%
Rating of satisfaction level	Very low

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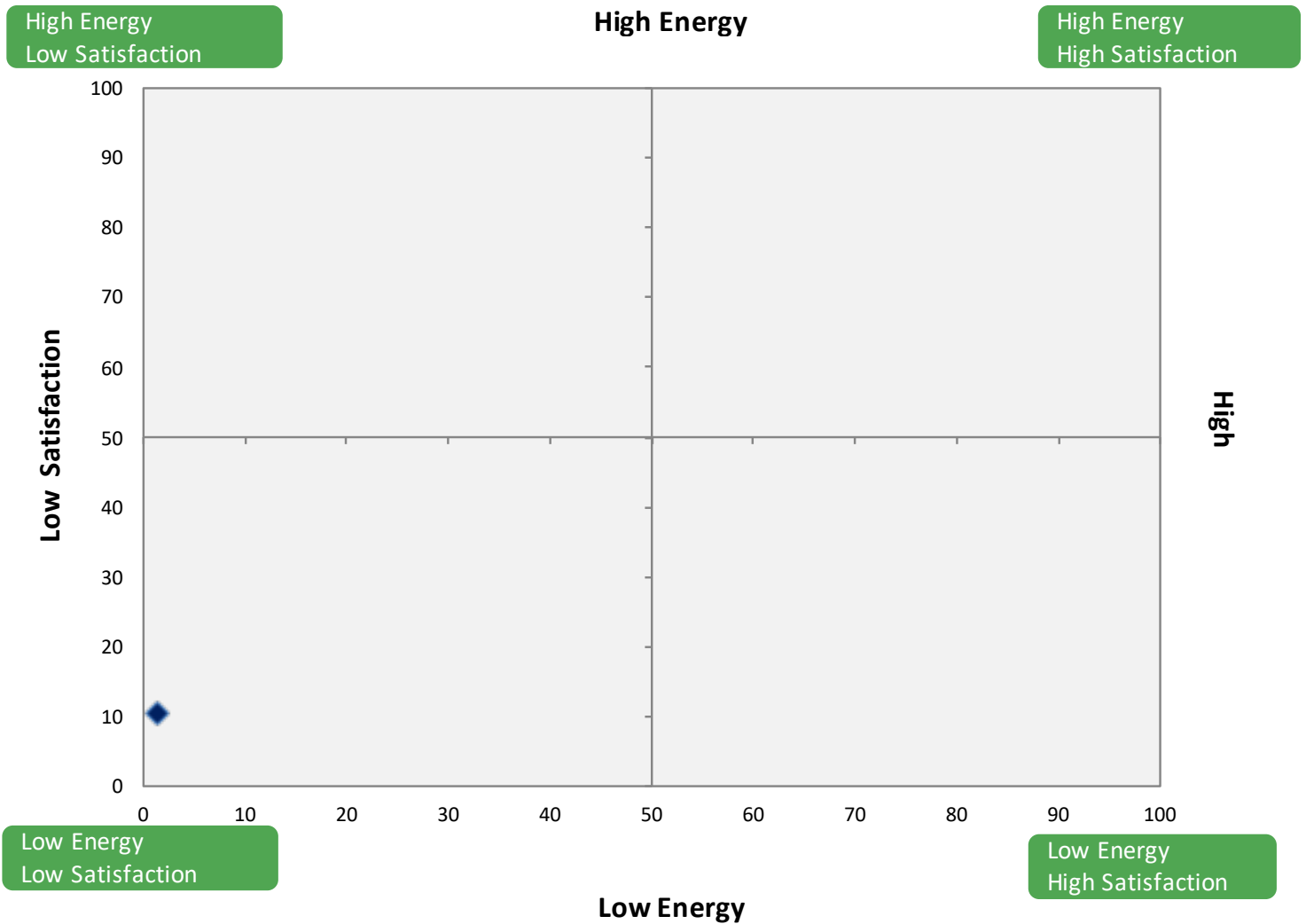
Survey Process Statistics

Minister Member not currently serving a congregation. **56**

Number of respondents **56**

Energy-Satisfaction

All Respondents



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

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

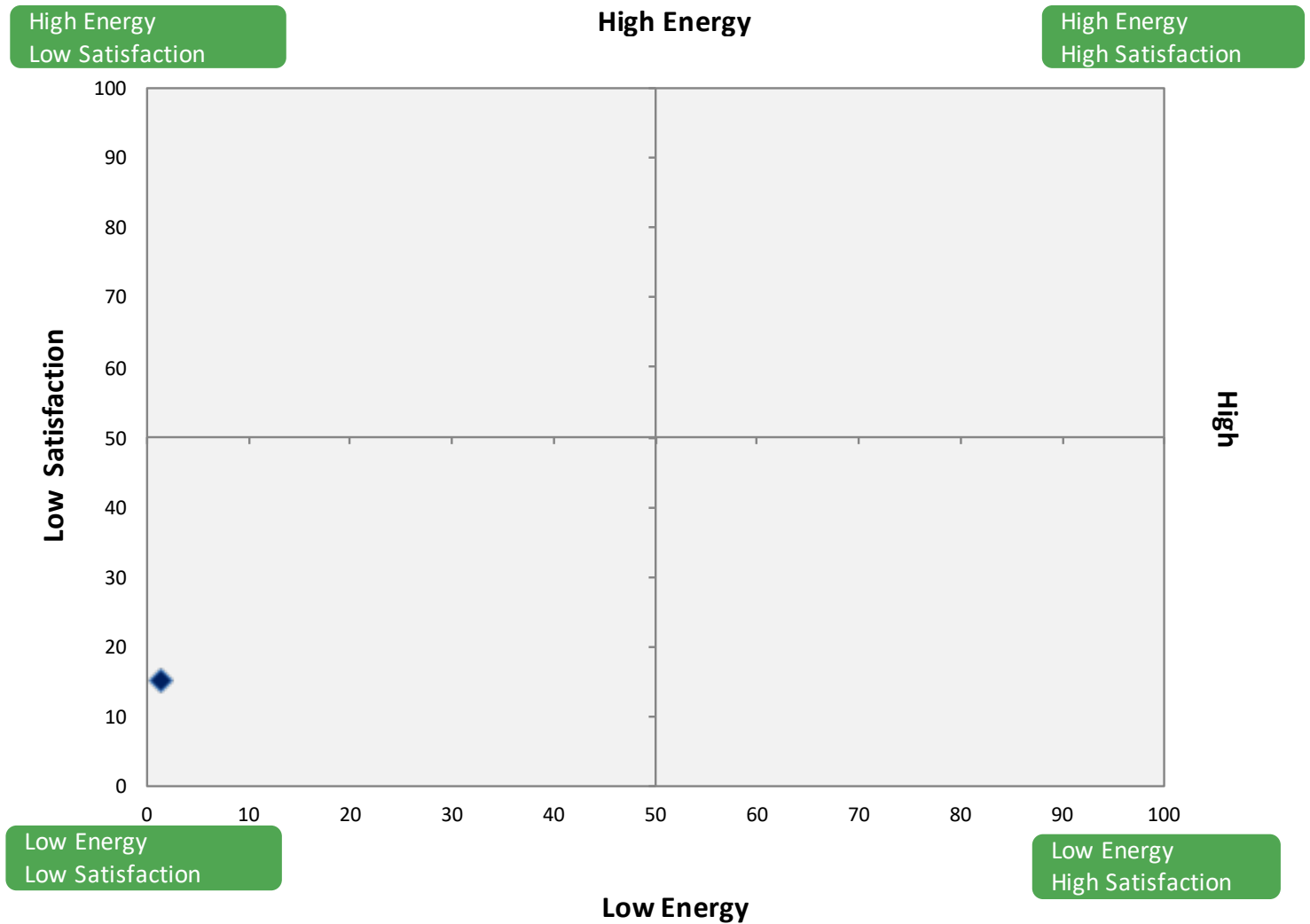
The **low energy-low satisfaction** quadrant is the recovery quadrant. Organizations in this quadrant require major changes in order to regain a significant level of vitality and health.

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

The **high energy-high satisfaction** quadrant is the transformation quadrant. Organizations in this quadrant may choose strategies of growth, expansion, replication, and impact.

Energy-Satisfaction

Ministers Not Serving Congregations



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

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

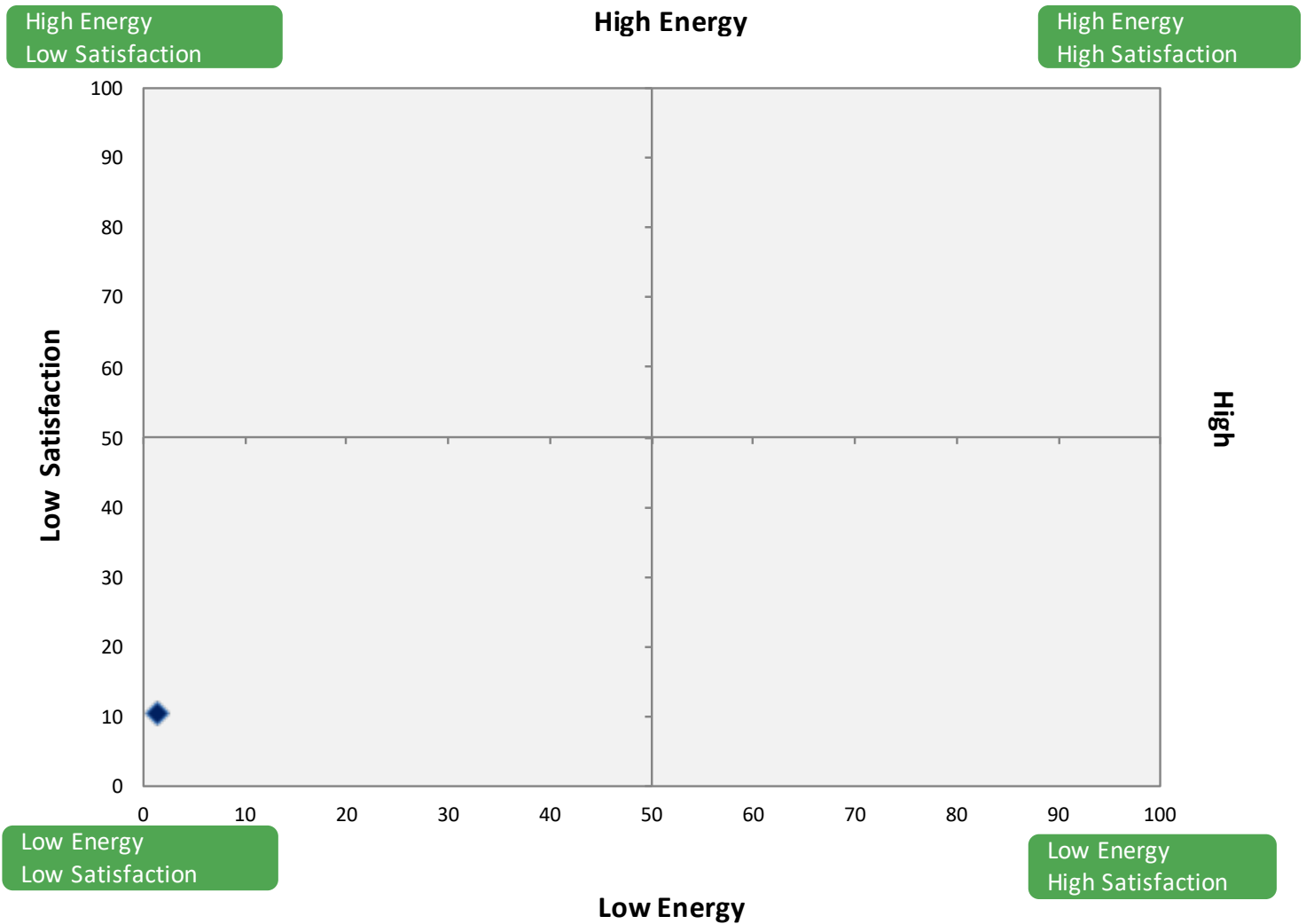
The **low energy-low satisfaction** quadrant is the recovery quadrant. Organizations in this quadrant require major changes in order to regain a significant level of vitality and health.

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

The **high energy-high satisfaction** quadrant is the transformation quadrant. Organizations in this quadrant may choose strategies of growth, expansion, replication, and impact.

Energy-Satisfaction

Ministers in Congregations



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

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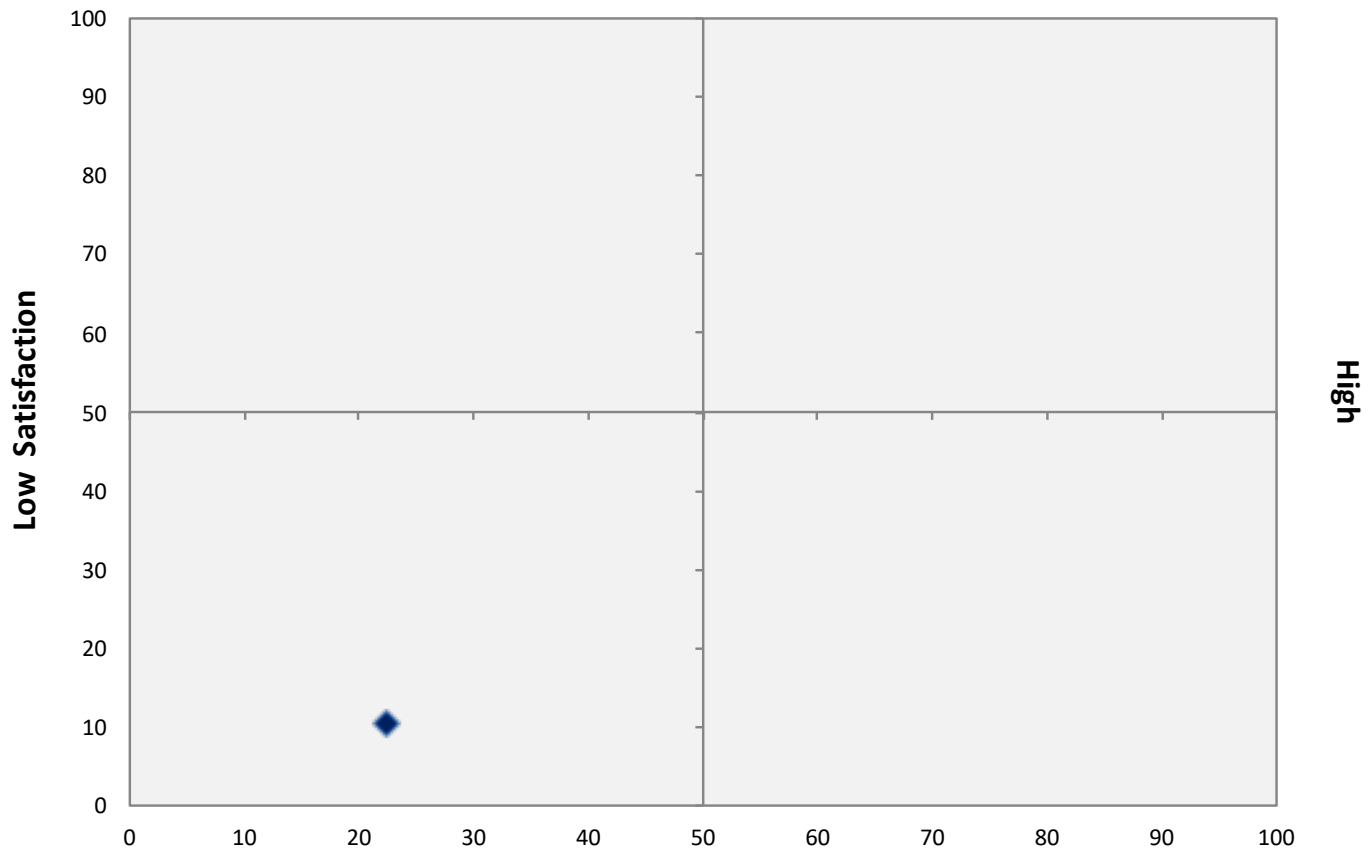
Energy-Satisfaction

Ruling Elders Active in Presbytery

High Energy
Low Satisfaction

High Energy

High Energy
High Satisfaction



Low Energy
Low Satisfaction

Low Energy

Low Energy
High Satisfaction

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

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

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Drivers of Satisfaction and Energy

All Respondents

What Is a Driver?

When the data from your Landscape Assessment is analyzed it discloses that not all questions are of equal importance. Questions that are more important are called drivers. A driver is an aspect of your regional association that significantly impacts how people feel or behave towards the organization. Drivers point to the critical services that members use to evaluate how well the body is addressing their concerns and what is impacting their level of satisfaction or energy. By attending to drivers, your regional association can focus attention on the services that may have the greatest impact on their members.

Another way of saying it is that the drivers comprise a lens through which members are viewing and evaluating their overall experience of the regional association; they color how members see nearly everything related to the regional association.

Drivers of Satisfaction

Respondents tend to feel more satisfied about their overall experience of the regional association when they feel positive in the following areas:

		Importance
Driver #1	Our Presbytery leadership has done a good job of developing a shared vision that unites us.	Very high
Driver #2	Members have discovered that involvement in the work of our Presbytery can be a source of energy and spiritual renewal.	Very high
Driver #3	As a Presbytery we do a good job communicating with one another in a way that keeps us aware and engaged.	Very high
Driver #4	Our Presbytery provides adequate opportunities for members to engage in work that is meaningful.	High
Driver #5	The whole spirit in our Presbytery makes people want to get as involved as possible.	High

Drivers of Energy

Respondents tend to feel more energized about their overall experience of the regional association when they feel positive in the following areas:

		Importance
Driver #1	Our Presbytery has been successful in helping congregations like mine become more vital and effective.	High
Driver #2	The whole spirit in our Presbytery makes people want to get as involved as possible.	Moderate
Driver #3	Our Presbytery helps members become engaged by finding roles for people that fit their gifts.	Moderate
Driver #4	Our Presbytery leadership has done a good job of developing a shared vision that unites us.	Moderate
Driver #5	I find Presbytery meetings to be a good use of my time and energy.	Moderate

Drivers of Satisfaction and Energy

Ministers in Congregations

What Is a Driver?

When the data from your Landscape Assessment is analyzed it discloses that not all questions are of equal importance. Questions that are more important are called drivers. A driver is an aspect of your regional association that significantly impacts how people feel or behave towards the organization. Drivers point to the critical services that members use to evaluate how well the body is addressing their concerns and what is impacting their level of satisfaction or energy. By attending to drivers, your regional association can focus attention on the services that may have the greatest impact on their members.

Another way of saying it is that the drivers comprise a lens through which members are viewing and evaluating their overall experience of the regional association; they color how members see nearly everything related to the regional association.

Drivers of Satisfaction

Respondents tend to feel more satisfied about their overall experience of the regional association when they feel positive in the following areas:

Importance

Driver #1	Our Presbytery provides adequate opportunities for members to engage in work that is meaningful.	Very high
Driver #2	I experience a high level of collegiality as members work together in various Presbytery functions including the annual convention, on boards and committees, in collaborative ministries, and in	Very high
Driver #3	Our Presbytery has been successful in helping congregations like mine become more vital and effective.	Very high
Driver #4	The whole spirit in our Presbytery makes people want to get as involved as possible.	Very high
Driver #5	Members have discovered that involvement in the work of our Presbytery can be a source of energy and spiritual renewal.	High

Drivers of Energy

Respondents tend to feel more energized about their overall experience of the regional association when they feel positive in the following areas:

Importance

Driver #1	Our Presbytery helps members become engaged by finding roles for people that fit their gifts.	High
Driver #2	Our Presbytery provides adequate opportunities for members to engage in work that is meaningful.	High
Driver #3	I find Presbytery meetings to be a good use of my time and energy.	High
Driver #4	Our Presbytery does a good job helping each member understand that he or she has an important role to play.	Moderate
Driver #5	A positive spirit exists between the leaders of my congregation and the leaders of Presbytery.	Moderate

Drivers of Satisfaction and Energy

Ministers Not Serving Congregations

What Is a Driver?

When the data from your Landscape Assessment is analyzed it discloses that not all questions are of equal importance. Questions that are more important are called drivers. A driver is an aspect of your regional association that significantly impacts how people feel or behave towards the organization. Drivers point to the critical services that members use to evaluate how well the body is addressing their concerns and what is impacting their level of satisfaction or energy. By attending to drivers, your regional association can focus attention on the services that may have the greatest impact on their members.

Another way of saying it is that the drivers comprise a lens through which members are viewing and evaluating their overall experience of the regional association; they color how members see nearly everything related to the regional association.

Drivers of Satisfaction

Respondents tend to feel more satisfied about their overall experience of the regional association when they feel positive in the following areas:

Importance

Driver #1	I find Presbytery meetings to be a good use of my time and energy.	Very high
Driver #2	Our Presbytery does a good job helping each member understand that he or she has an important role to play.	Very high
Driver #3	As a Presbytery we do a good job communicating with one another in a way that keeps us aware and engaged.	High
Driver #4	Our Presbytery leadership has done a good job of developing a shared vision that unites us.	High
Driver #5	Our Presbytery is effective in recognizing trends in the larger society and in helping us adapt in order to deal with those changes.	High

Drivers of Energy

Respondents tend to feel more energized about their overall experience of the regional association when they feel positive in the following areas:

Importance

Driver #1	I find Presbytery meetings to be a good use of my time and energy.	Very high
Driver #2	Our Presbytery has been successful in helping congregations like mine become more vital and effective.	Very high
Driver #3	Problems between groups in this Presbytery are usually resolved through mutual effort.	Very high
Driver #4	Our Presbytery is effective in recognizing trends in the larger society and in helping us adapt in order to deal with those changes.	Very high
Driver #5	As a Presbytery we do a good job communicating with one another in a way that keeps us aware and engaged.	High

Drivers of Satisfaction and Energy

Ruling Elders Active in Presbytery

What Is a Driver?

When the data from your Landscape Assessment is analyzed it discloses that not all questions are of equal importance. Questions that are more important are called drivers. A driver is an aspect of your regional association that significantly impacts how people feel or behave towards the organization. Drivers point to the critical services that members use to evaluate how well the body is addressing their concerns and what is impacting their level of satisfaction or energy. By attending to drivers, your regional association can focus attention on the services that may have the greatest impact on their members.

Another way of saying it is that the drivers comprise a lens through which members are viewing and evaluating their overall experience of the regional association; they color how members see nearly everything related to the regional association.

Drivers of Satisfaction

Respondents tend to feel more satisfied about their overall experience of the regional association when they feel positive in the following areas:

Importance

Driver #1	I trust our Presbytery leadership to provide strong and competent support to my congregation during challenging times such as changes in clergy or other transitions.	Very high
Driver #2	Our Presbytery leadership has done a good job of developing a shared vision that unites us.	Very high
Driver #3	Our Presbytery is effective in recognizing trends in the larger society and in helping us adapt in order to deal with those changes.	Very high
Driver #4	I find Presbytery meetings to be a good use of my time and energy.	Very high
Driver #5	Our Presbytery does a good job supporting persons who are serving in various Presbytery ministries.	Very high

Drivers of Energy

Respondents tend to feel more energized about their overall experience of the regional association when they feel positive in the following areas:

Importance

Driver #1	The whole spirit in our Presbytery makes people want to get as involved as possible.	Moderate
Driver #2	Among most of the members of our Presbytery there is a healthy tolerance of differing opinions and beliefs.	Moderate
Driver #3	Our Presbytery has been successful in helping congregations like mine become more vital and effective.	Moderate
Driver #4	Problems between groups in this Presbytery are usually resolved through mutual effort.	Moderate
Driver #5	I experience a high level of collegiality as members work together in various Presbytery functions including the annual convention, on boards and committees, in collaborative ministries, and in partnership with the Presbytery staff	Moderate

Critical Success Factors for Improving Satisfaction

All Respondents



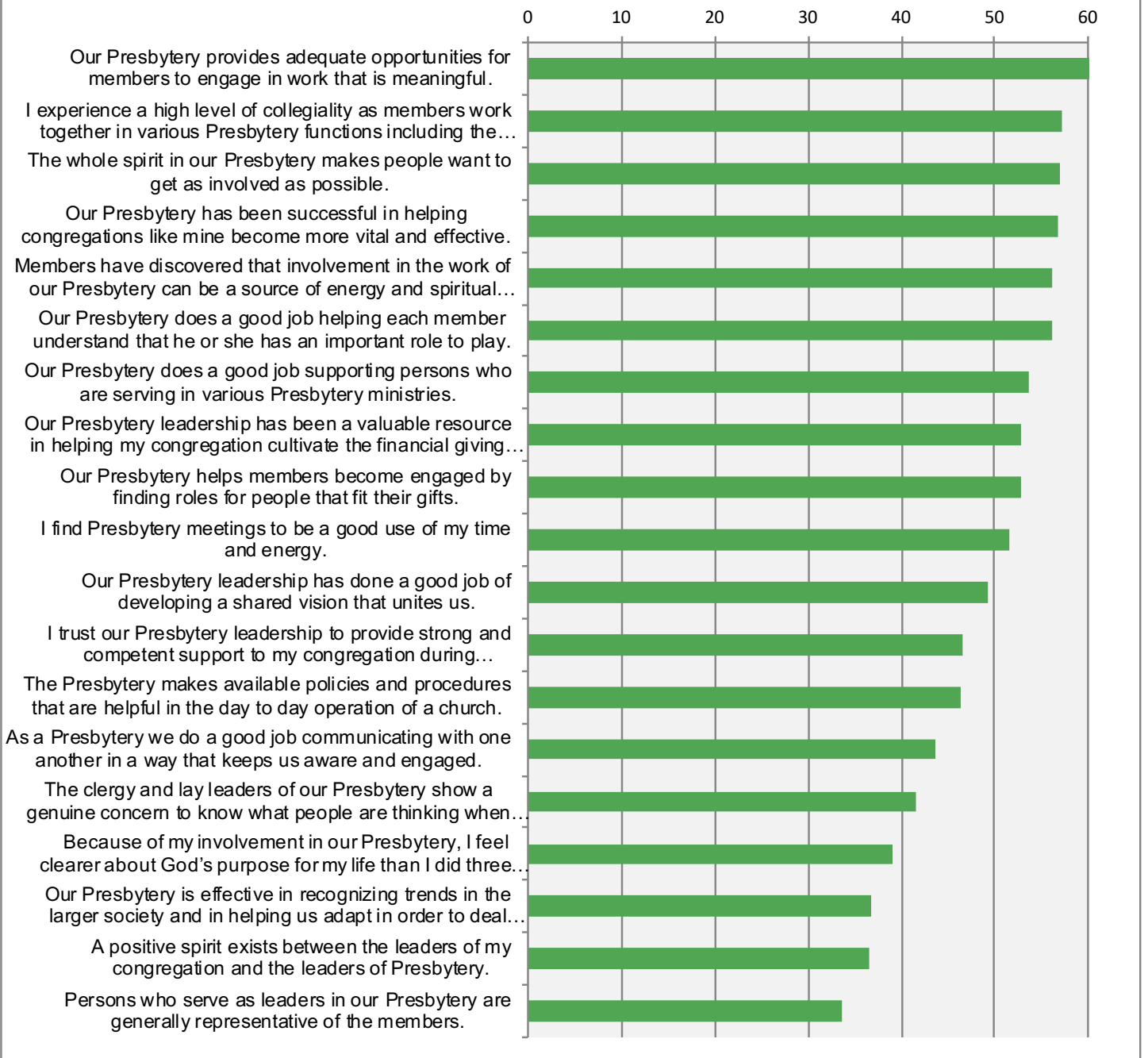
20 - 35 Significant

35 - 50 Important

>50 Urgent

Critical Success Factors for Improving Satisfaction

Ministers in Congregations



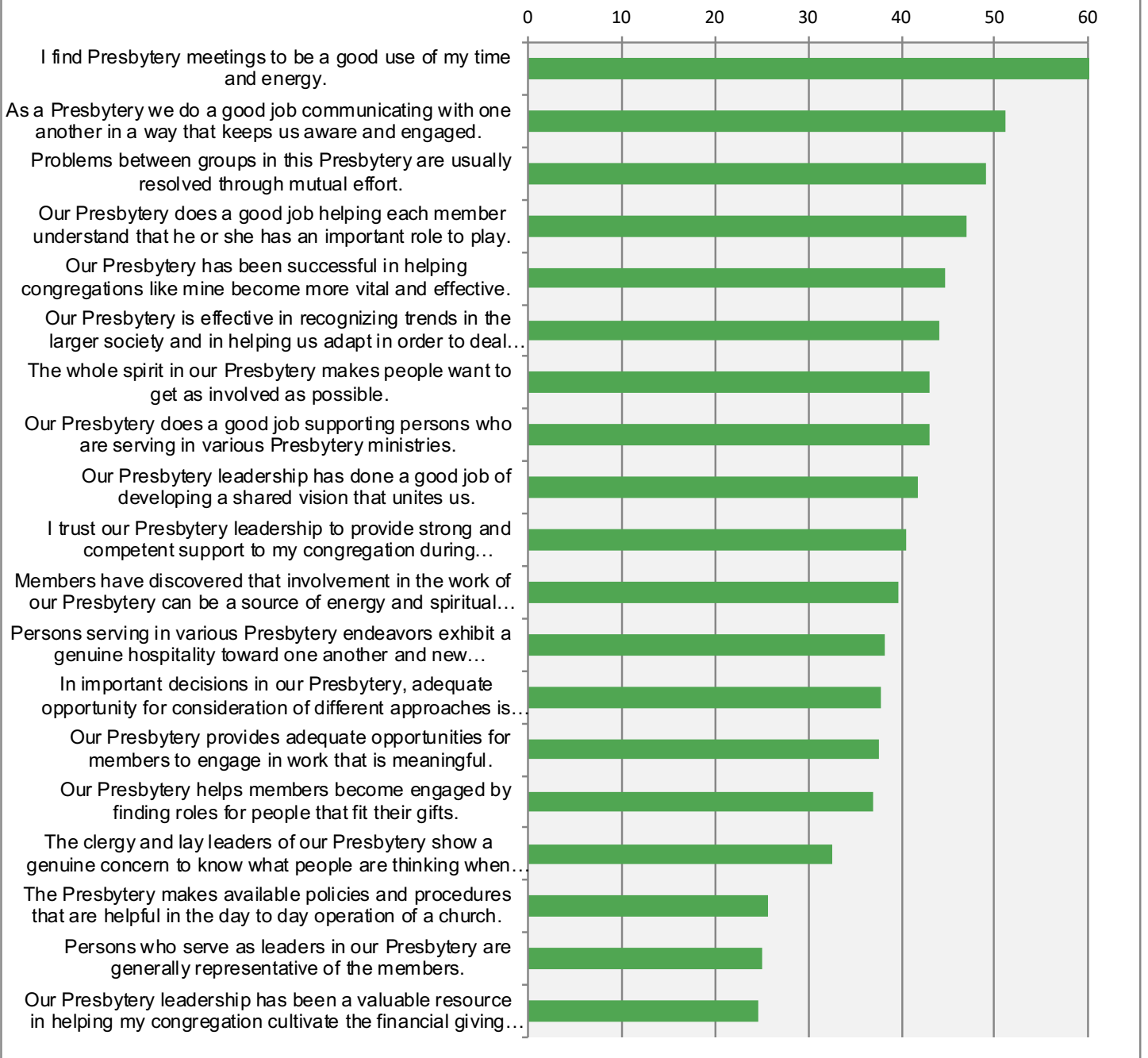
20 - 35 Significant

35 - 50 Important

>50 Urgent

Critical Success Factors for Improving Satisfaction

Ministers Not Serving Congregations



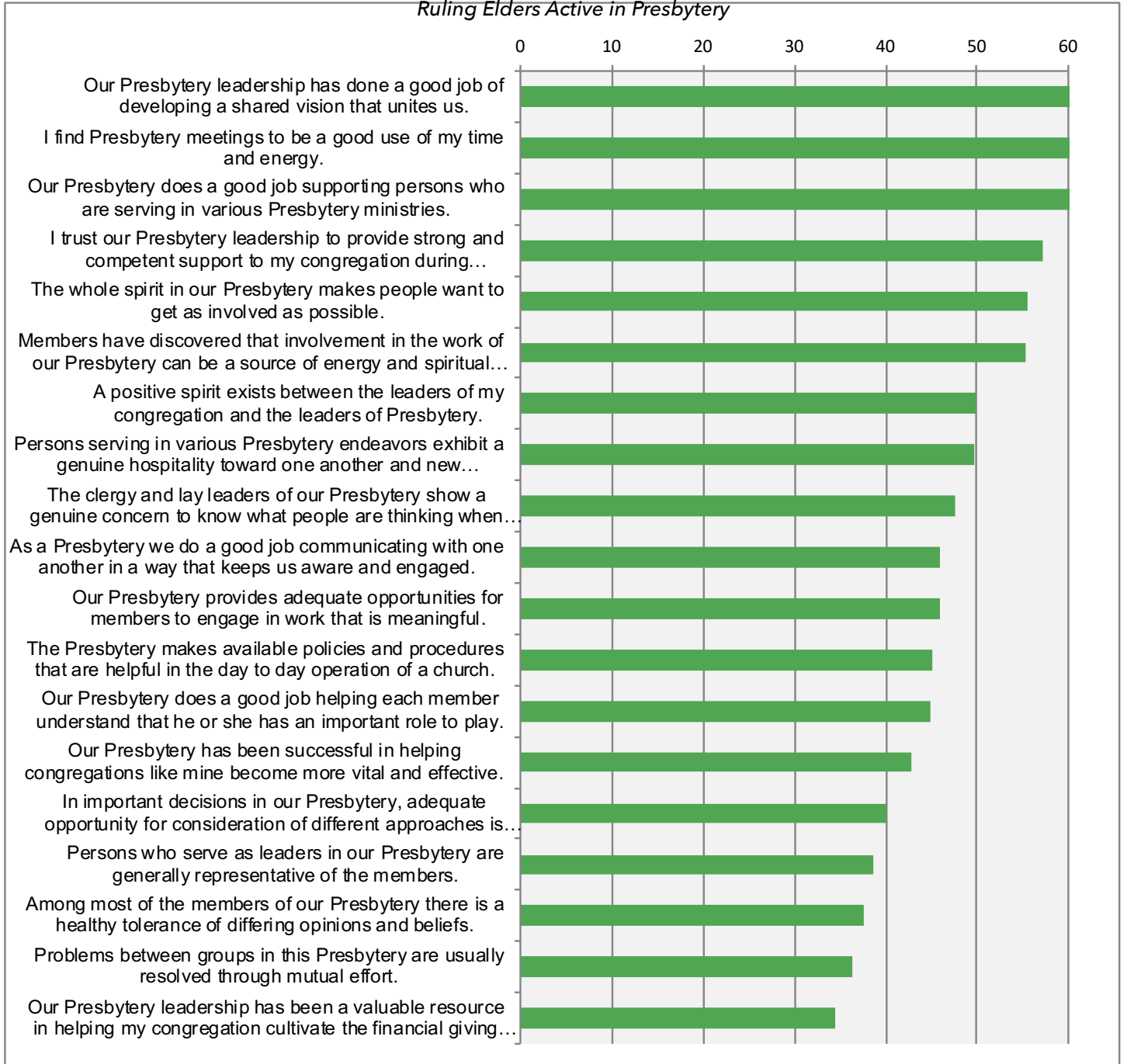
20 - 35 Significant

35 - 50 Important

>50 Urgent

Critical Success Factors for Improving Satisfaction

Ruling Elders Active in Presbytery



20 - 35 Significant

35 - 50 Important

>50 Urgent

Future Priorities

All Respondents

When members were asked where they believed additional energy needed to be applied to expand or improve the work of your regional association they indicated the following priorities:

Rank	Priority	Mean	Rating
First	Equip Clergy and other leaders in congregations to help members become growing, vital disciples.	3.66	Average
Second	Cultivate a higher level of trust within our Presbytery.	3.64	Very high
Third	Equip Clergy and other leaders in congregations with strategies that enable them to reach new members.	3.52	Average
Fourth	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.47	Average
Fifth	Develop a discernment process to rethink how to be vital Presbyterian churches in our specific region.	3.43	Average
Sixth	Take a leadership role in working with churches that are struggling.	3.37	Low
Seventh	Make our Presbytery more responsive to requests for assistance in dealing with particular needs including pastoral transitions, financial issues, or other pressing concerns.	3.20	Average
Eighth	Deepen our spiritual capacity as congregations to respond to life with serenity, confidence, and hope.	3.19	Average
Ninth	Improve the programmatic resources that our Presbytery makes available to congregations to insure that they are the most effective ways to do ministry in the church today.	3.15	Average
Tenth	Provide on-site stewardship consultants and programs to local churches in order to substantially increase the financial resources of congregations.	3.14	Average
Eleventh	Work with local congregations to increase the awareness of our Presbytery's mission and its unique impact upon the region that it serves.	3.06	Average
Twelfth	Streamline our Presbytery organizationally and administratively so that it makes better use of financial resources.	3.05	Average
Thirteenth	Provide church leaders with the interpretive resources that will build more support for the work of our Presbytery among members of our congregations.	2.81	Average
Fourteenth	Take a leadership role in new church development in promising regions of our Presbytery.	2.81	Low

Future Priorities

Ministers in Congregations

When members were asked where they believed additional energy needed to be applied to expand or improve the work of your regional association they indicated the following priorities:

Rank	Priority	Mean	Rating
First	Equip Clergy and other leaders in congregations to help members become growing, vital disciples.	3.86	Average
Second	Cultivate a higher level of trust within our Presbytery.	3.56	Very high
Third	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.46	Average
Fourth	Develop a discernment process to rethink how to be vital Presbyterian churches in our specific region.	3.31	Average
Fifth	Provide on-site stewardship consultants and programs to local churches in order to substantially increase the financial resources of congregations.	3.31	Very high
Sixth	Make our Presbytery more responsive to requests for assistance in dealing with particular needs including pastoral transitions, financial issues, or other pressing concerns.	3.30	Average
Seventh	Equip Clergy and other leaders in congregations with strategies that enable them to reach new members.	3.28	Very low
Eighth	Take a leadership role in working with churches that are struggling.	3.19	Very low
Ninth	Improve the programmatic resources that our Presbytery makes available to congregations to insure that they are the most effective ways to do ministry in the church today.	3.19	Average
Tenth	Deepen our spiritual capacity as congregations to respond to life with serenity, confidence, and hope.	3.11	Low
Eleventh	Streamline our Presbytery organizationally and administratively so that it makes better use of financial resources.	3.06	Average
Twelfth	Work with local congregations to increase the awareness of our Presbytery's mission and its unique impact upon the region that it serves.	2.86	Average
Thirteenth	Provide church leaders with the interpretive resources that will build more support for the work of our Presbytery among members of our congregations.	2.65	Average
Fourteenth	Take a leadership role in new church development in promising regions of our Presbytery.	2.57	Low

Future Priorities

Ministers Not Serving Congregations

When members were asked where they believed additional energy needed to be applied to expand or improve the work of your regional association they indicated the following priorities:

Rank	Priority	Mean	Rating
First	Develop a discernment process to rethink how to be vital Presbyterian churches in our specific region.	3.96	High
Second	Equip Clergy and other leaders in congregations to help members become growing, vital disciples.	3.94	Average
Third	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.93	Average
Fourth	Cultivate a higher level of trust within our Presbytery.	3.73	High
Fifth	Equip Clergy and other leaders in congregations with strategies that enable them to reach new members.	3.62	Low
Sixth	Deepen our spiritual capacity as congregations to respond to life with serenity, confidence, and hope.	3.61	Average
Seventh	Take a leadership role in working with churches that are struggling.	3.55	Very low
Eighth	Take a leadership role in new church development in promising regions of our Presbytery.	3.22	High
Ninth	Make our Presbytery more responsive to requests for assistance in dealing with particular needs including pastoral transitions, financial issues, or other pressing concerns.	3.17	Low
Tenth	Improve the programmatic resources that our Presbytery makes available to congregations to insure that they are the most effective ways to do ministry in the church today.	3.14	Average
Eleventh	Work with local congregations to increase the awareness of our Presbytery's mission and its unique impact upon the region that it serves.	3.02	Average
Twelfth	Streamline our Presbytery organizationally and administratively so that it makes better use of financial resources.	2.95	Average
Thirteenth	Provide on-site stewardship consultants and programs to local churches in order to substantially increase the financial resources of congregations.	2.89	Average
Fourteenth	Provide church leaders with the interpretive resources that will build more support for the work of our Presbytery among members of our congregations.	2.63	Average

Future Priorities

Ruling Elders Active in Presbytery

When members were asked where they believed additional energy needed to be applied to expand or improve the work of your regional association they indicated the following priorities:

Rank	Priority	Mean	Rating
First	Cultivate a higher level of trust within our Presbytery.	3.69	Very high
Second	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.49	High
Third	Develop a discernment process to rethink how to be vital Presbyterian churches in our specific region.	3.47	Average
Fourth	Equip Clergy and other leaders in congregations to help members become growing, vital disciples.	3.35	Average
Fifth	Take a leadership role in working with churches that are struggling.	3.28	Low
Sixth	Equip Clergy and other leaders in congregations with strategies that enable them to reach new members.	3.26	Very low
Seventh	Provide on-site stewardship consultants and programs to local churches in order to substantially increase the financial resources of congregations.	3.25	Very high
Eighth	Work with local congregations to increase the awareness of our Presbytery's mission and its unique impact upon the region that it serves.	3.22	Average
Ninth	Improve the programmatic resources that our Presbytery makes available to congregations to insure that they are the most effective ways to do ministry in the church today.	3.17	Average
Tenth	Make our Presbytery more responsive to requests for assistance in dealing with particular needs including pastoral transitions, financial issues, or other pressing concerns.	3.15	Low
Eleventh	Deepen our spiritual capacity as congregations to respond to life with serenity, confidence, and hope.	3.10	Low
Twelfth	Take a leadership role in new church development in promising regions of our Presbytery.	3.00	Average
Thirteenth	Provide church leaders with the interpretive resources that will build more support for the work of our Presbytery among members of our congregations.	2.80	Average
Fourteenth	Streamline our Presbytery organizationally and administratively so that it makes better use of financial resources.	2.71	Average

Top Priorities by Role

Congregation Member

All Respondents

First	Equip Clergy and other leaders in congregations with strategies that enable them to reach new members.	3.87
Second	Cultivate a higher level of trust within our Presbytery.	3.85
Third	Equip Clergy and other leaders in congregations to help members become growing, vital disciples.	3.69
Fourth	Take a leadership role in working with churches that are struggling.	3.44
Fifth	Streamline our Presbytery organizationally and administratively so that it makes better use of financial resources.	3.40

Session Member Serving in the last 5 years

First	Equip Clergy and other leaders in congregations with strategies that enable them to reach new members.	3.69
Second	Cultivate a higher level of trust within our Presbytery.	3.51
Third	Equip Clergy and other leaders in congregations to help members become growing, vital disciples.	3.49
Fourth	Take a leadership role in working with churches that are struggling.	3.48
Fifth	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.30

Ruling Elder who has served in Presbytery leadership in the last five years

First	Cultivate a higher level of trust within our Presbytery.	3.69
Second	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.49
Third	Develop a discernment process to rethink how to be vital Presbyterian churches in our specific region.	3.47
Fourth	Equip Clergy and other leaders in congregations to help members become growing, vital disciples.	3.35
Fifth	Take a leadership role in working with churches that are struggling.	3.28

Minister Member currently serving a congregation

First	Equip Clergy and other leaders in congregations to help members become growing, vital disciples.	3.86
Second	Cultivate a higher level of trust within our Presbytery.	3.56
Third	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.46
Fourth	Develop a discernment process to rethink how to be vital Presbyterian churches in our specific region.	3.31
Fifth	Provide on-site stewardship consultants and programs to local churches in order to substantially increase the financial resources of congregations.	3.31

Top Priorities by Role

All Respondents

Minister Member not currently serving a congregation.

First	Develop a discernment process to rethink how to be vital Presbyterian churches in our specific region.	3.96
Second	Equip Clergy and other leaders in congregations to help members become growing, vital disciples.	3.94
Third	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.93
Fourth	Cultivate a higher level of trust within our Presbytery.	3.73
Fifth	Equip Clergy and other leaders in congregations with strategies that enable them to reach new members.	3.62

Conflict Management Index

All Respondents

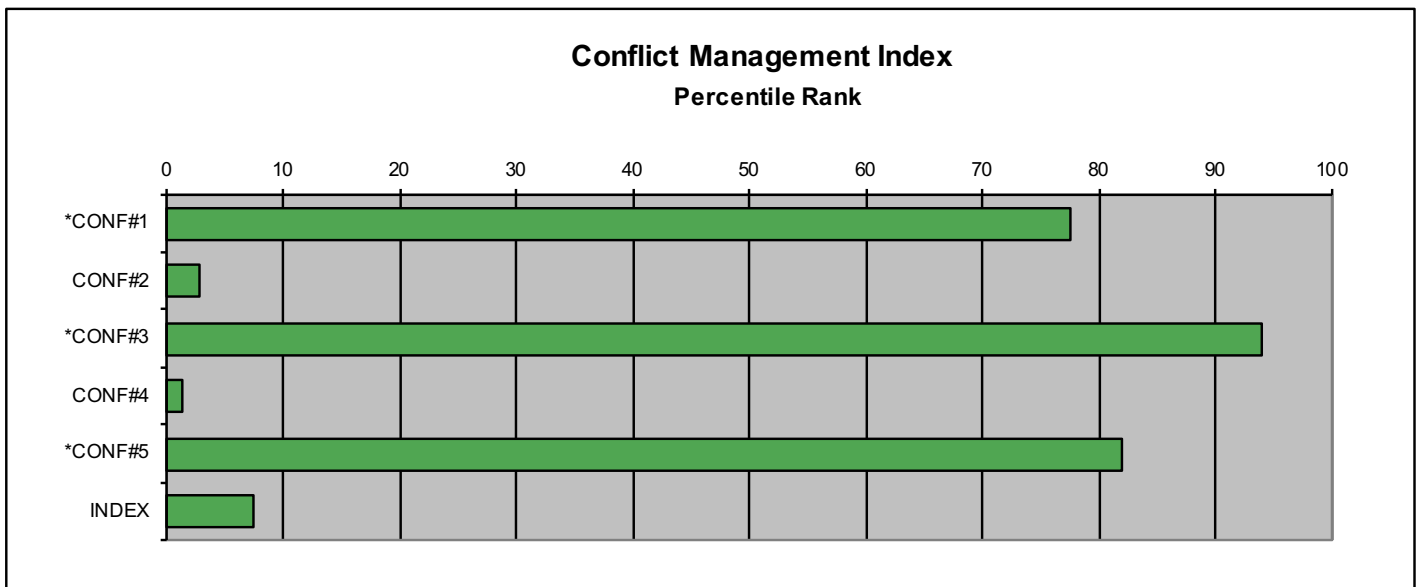
Question Text

- *CONF#1 There is frequently a small group of members in our Presbytery that opposes what the majority want to do.
- CONF#2 Problems between groups in this Presbytery are usually resolved through mutual effort.
- *CONF#3 Some leaders in my congregation have unresolved issues with the leadership of our Presbytery that get in the way of our working together.
- CONF#4 Among most of the members of our Presbytery there is a healthy tolerance of differing opinions and beliefs.
- *CONF#5 There is a disturbing amount of conflict in our Presbytery.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
*CONF#1	1%	7%	14%	47%	20%	11%
CONF#2	7%	15%	22%	33%	19%	4%
*CONF#3	8%	23%	16%	23%	16%	14%
CONF#4	10%	9%	19%	36%	22%	5%
*CONF#5	5%	28%	27%	20%	13%	8%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Engagement Index

All Respondents

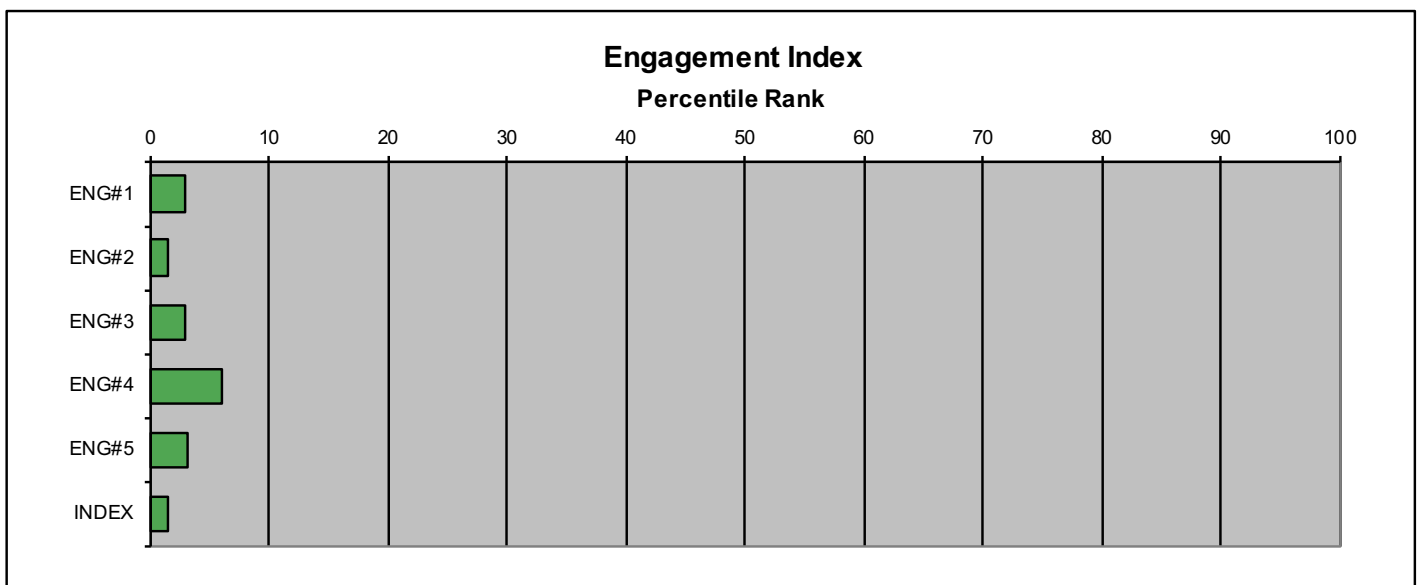
Question Text

- ENG#1 As a Presbytery we do a good job communicating with one another in a way that keeps us aware and engaged.
- ENG#2 Our Presbytery does a good job helping each member understand that he or she has an important role to play.
- ENG#3 Our Presbytery does a good job supporting persons who are serving in various Presbytery ministries.
- ENG#4 Our Presbytery helps members become engaged by finding roles for people that fit their gifts.
- ENG#5 Our Presbytery provides adequate opportunities for members to engage in work that is meaningful.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
ENG#1	12%	17%	21%	28%	18%	4%
ENG#2	14%	18%	27%	23%	14%	4%
ENG#3	10%	13%	15%	28%	24%	9%
ENG#4	9%	21%	24%	25%	18%	3%
ENG#5	7%	14%	19%	32%	24%	4%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Conflict Management Index

Ministers in Congregations

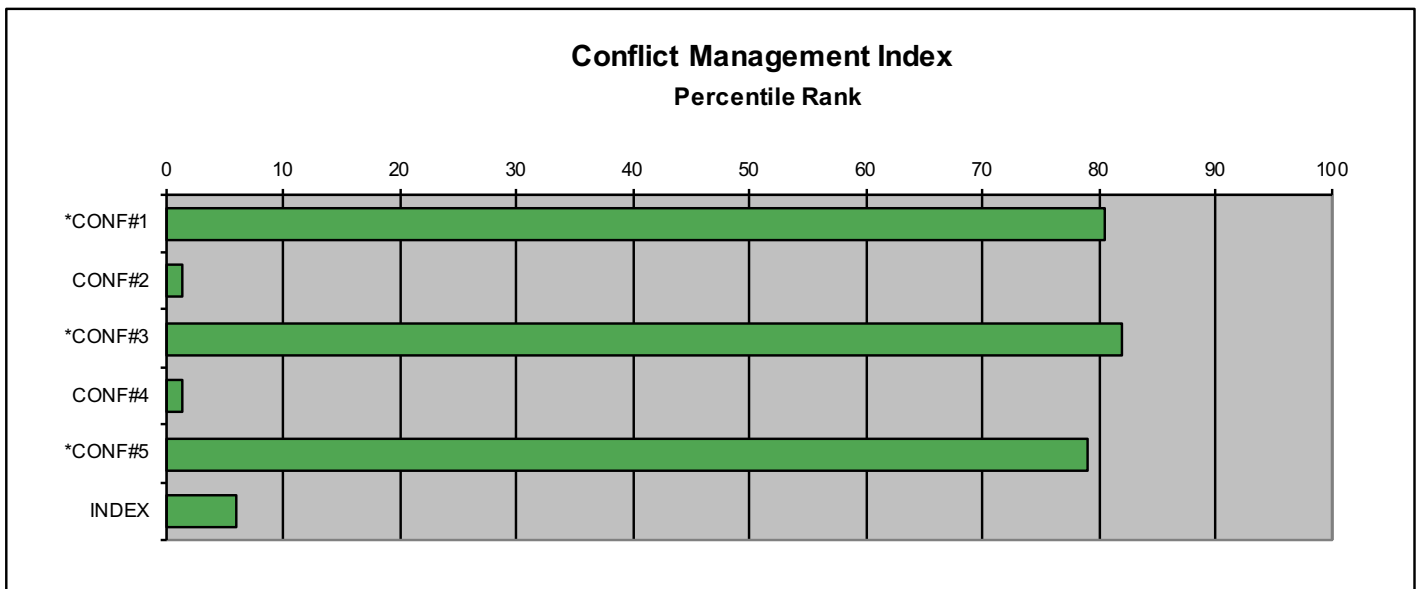
Question Text

- *CONF#1 There is frequently a small group of members in our Presbytery that opposes what the majority want to do.
- CONF#2 Problems between groups in this Presbytery are usually resolved through mutual effort.
- *CONF#3 Some leaders in my congregation have unresolved issues with the leadership of our Presbytery that get in the way of our working together.
- CONF#4 Among most of the members of our Presbytery there is a healthy tolerance of differing opinions and beliefs.
- *CONF#5 There is a disturbing amount of conflict in our Presbytery.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
*CONF#1	2%	8%	16%	42%	17%	16%
CONF#2	6%	19%	27%	29%	16%	2%
*CONF#3	9%	31%	9%	24%	14%	12%
CONF#4	11%	14%	21%	33%	16%	5%
*CONF#5	4%	34%	32%	16%	8%	5%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Engagement Index

Ministers in Congregations

Question Text

- ENG#1 As a Presbytery we do a good job communicating with one another in a way that keeps us aware and engaged.
- ENG#2 Our Presbytery does a good job helping each member understand that he or she has an important role to play.
- ENG#3 Our Presbytery does a good job supporting persons who are serving in various Presbytery ministries.
- ENG#4 Our Presbytery helps members become engaged by finding roles for people that fit their gifts.
- ENG#5 Our Presbytery provides adequate opportunities for members to engage in work that is meaningful.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
ENG#1	18%	13%	21%	29%	18%	1%
ENG#2	20%	18%	28%	19%	14%	1%
ENG#3	14%	18%	11%	26%	22%	10%
ENG#4	11%	29%	21%	20%	17%	1%
ENG#5	12%	19%	15%	26%	25%	3%

Comparative Profile (These show how your scores compared with those from other regional associations.)

