

All Respondents



Landscape

Pittsburgh Presbytery
2/16/23



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.

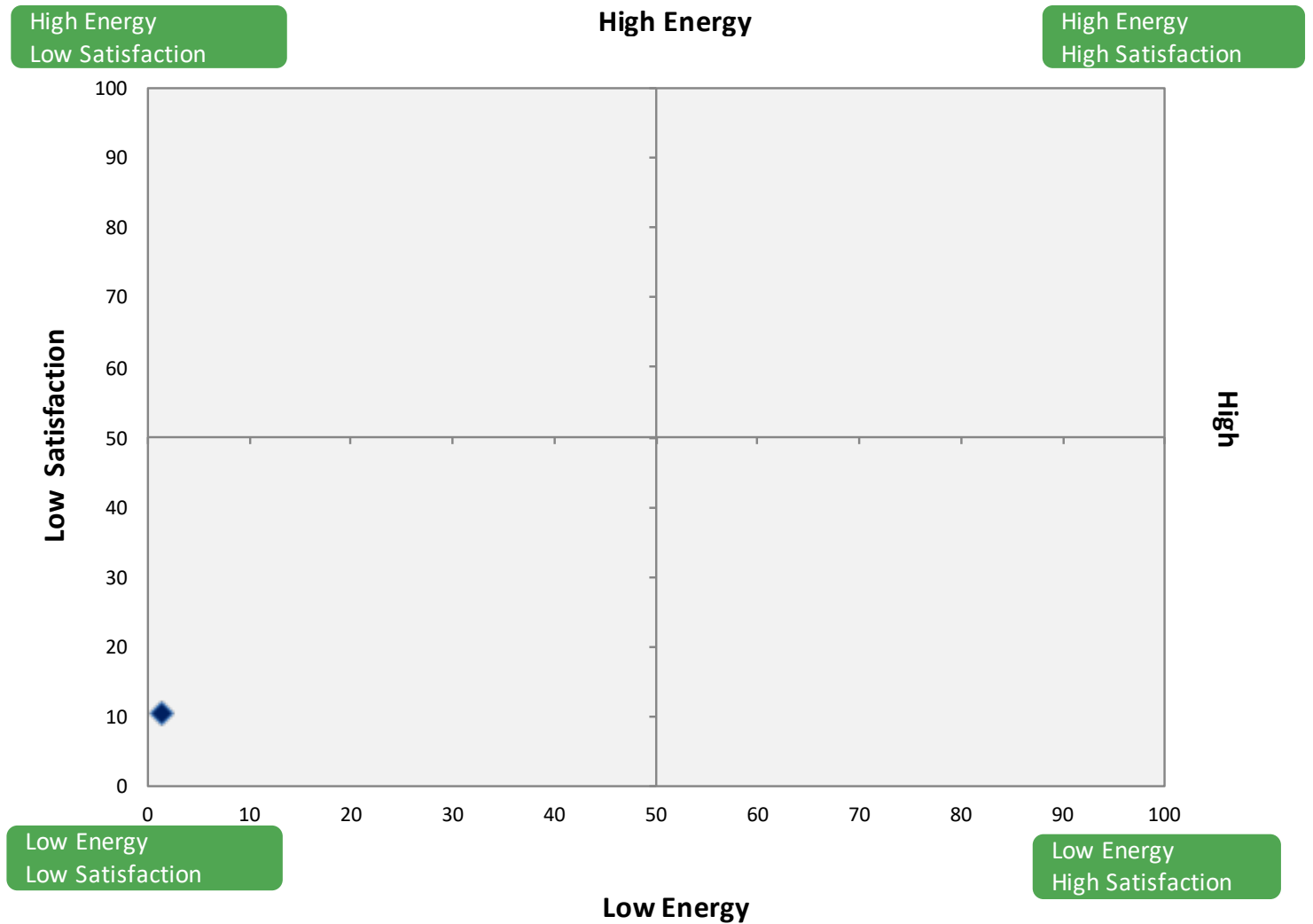
First	Equip Clergy and other leaders in congregations to help members become growing, vital disciples.
Second	Cultivate a higher level of trust within our Presbytery.
Third	Equip Clergy and other leaders in congregations with strategies that enable them to reach new members.

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

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.

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

Critical Success Factors for Improving Satisfaction

All Respondents



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

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

Question Text

All Respondents

*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.

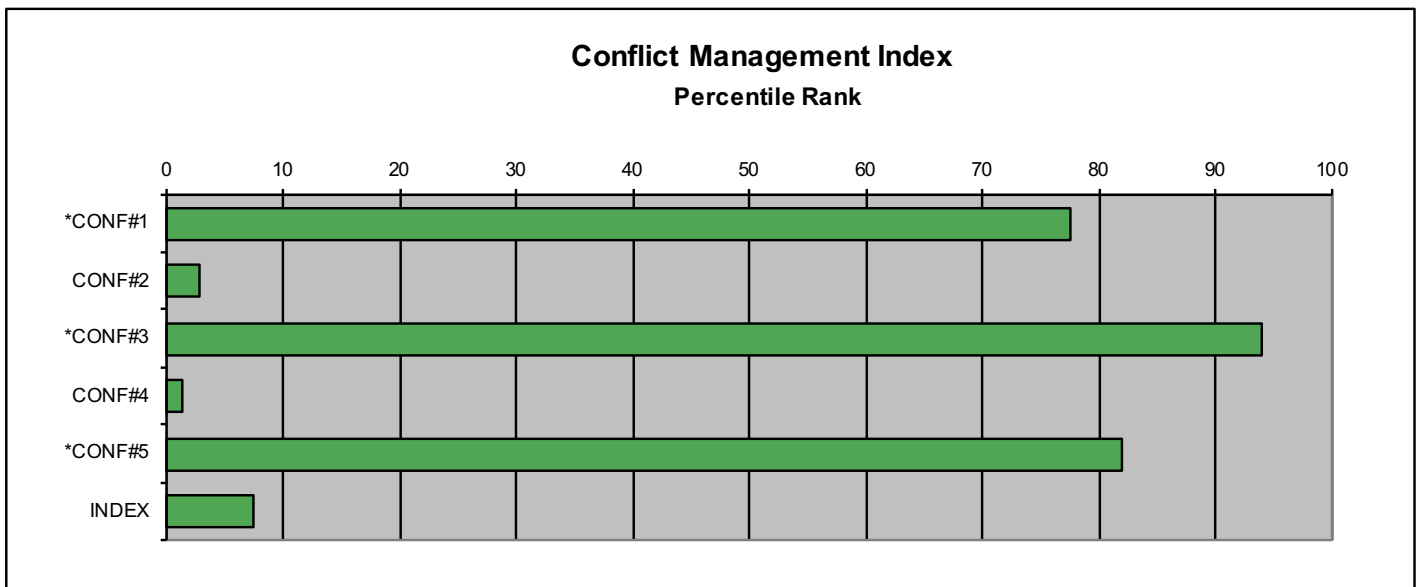
CONF#4 Among most of the members of our Presbytery there is a healthy tolerance of differing opinions and beliefs.

*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

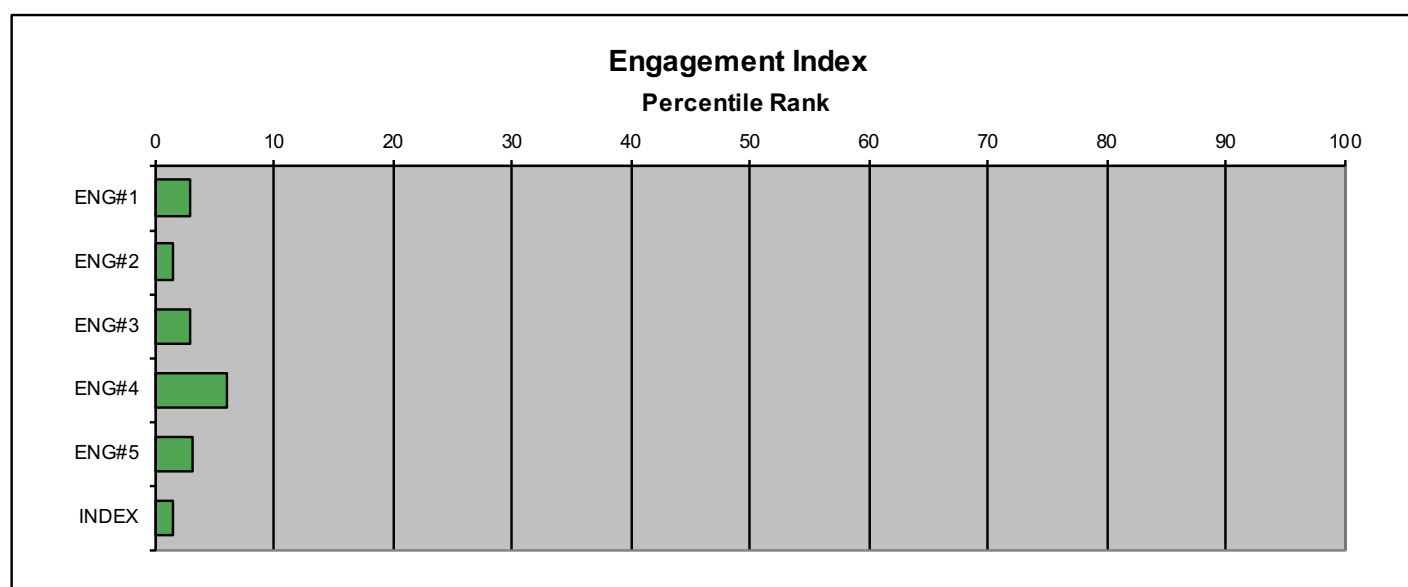
Question Text

- 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.)



Governance Index

Question Text

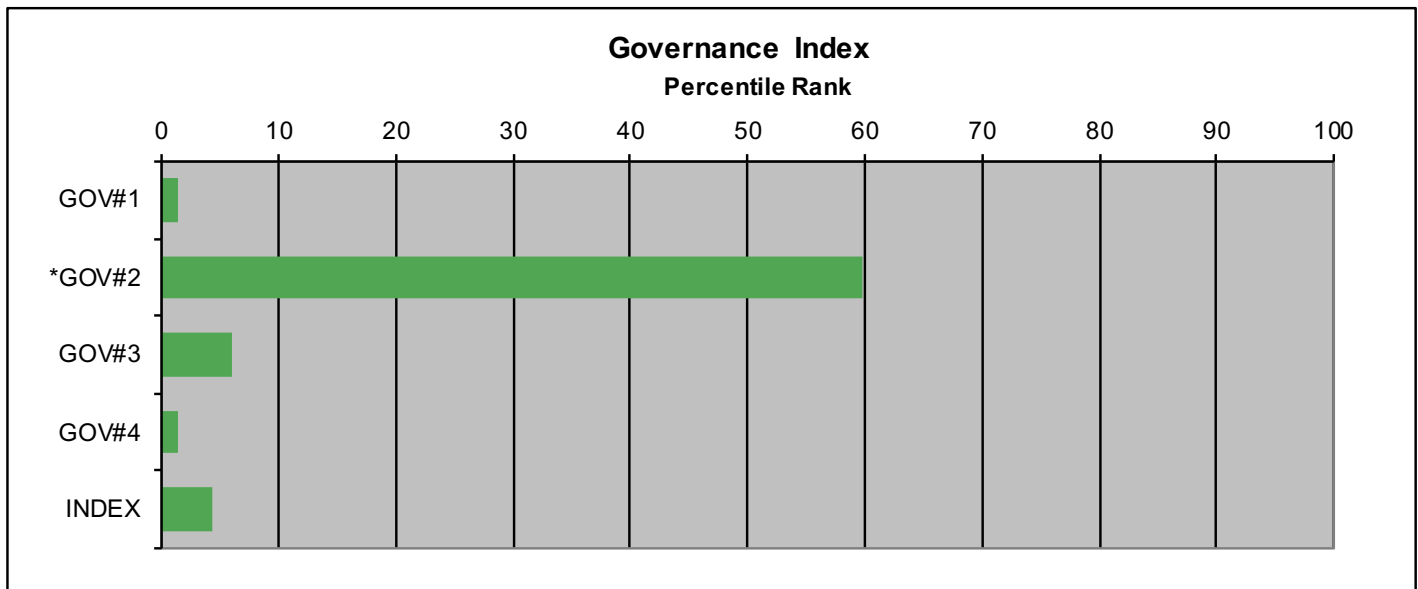
All Respondents

- GOV#1 The clergy and lay leaders of our Presbytery show a genuine concern to know what people are thinking when decisions need to be made.
- *GOV#2 Most important decisions about what our Presbytery should do as a whole are really made by the same, small group of people.
- GOV#3 In important decisions in our Presbytery, adequate opportunity for consideration of different approaches is usually provided.
- GOV#4 Persons who serve as leaders in our Presbytery are generally representative of the members.

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

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
GOV#1	8%	10%	19%	27%	26%	10%
*GOV#2	2%	10%	17%	36%	22%	14%
GOV#3	7%	15%	24%	32%	20%	3%
GOV#4	7%	19%	20%	31%	19%	3%

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



Collegiality Index

Question Text

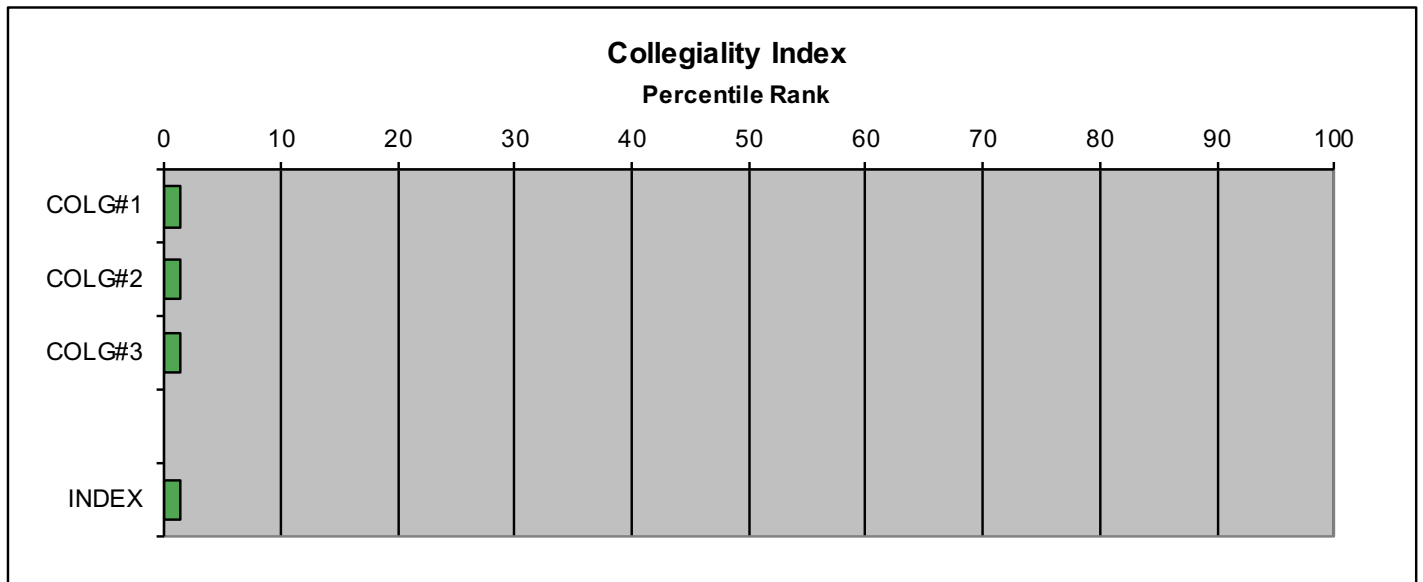
All Respondents

- COLG#1 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.
- COLG#2 Persons serving in various Presbytery endeavors exhibit a genuine hospitality toward one another and new persons entering into our Presbytery as new clergy or new lay leaders.
- COLG#3 A positive spirit exists between the leaders of my congregation and the leaders of Presbytery.

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

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
COLG#1	7%	17%	11%	24%	29%	12%
COLG#2	5%	11%	13%	27%	32%	12%
COLG#3	16%	13%	15%	22%	22%	11%

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



Leadership Index

All Respondents

Question Text

LEAD#1 Our Presbytery leadership has done a good job of developing a shared vision that unites us.

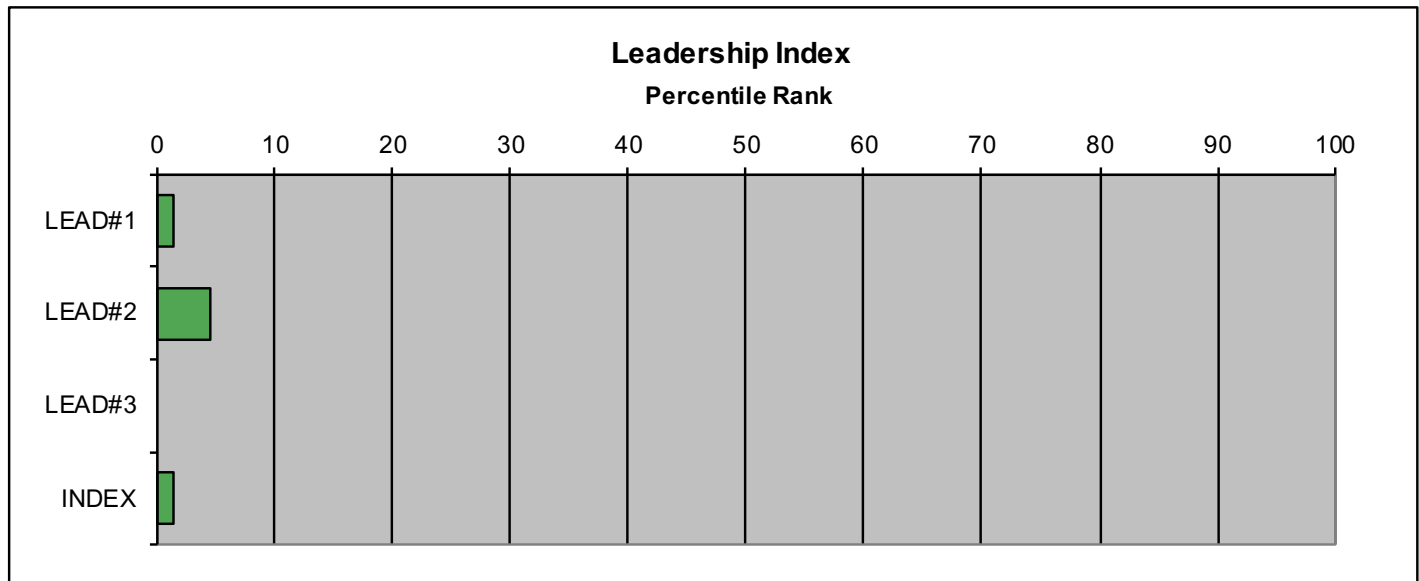
LEAD#2 Our Presbytery is effective in recognizing trends in the larger society and in helping us adapt in order to deal with those changes.

LEAD#3 I find Presbytery meetings to be a good use of my time and energy.

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

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
LEAD#1	16%	16%	22%	20%	22%	5%
LEAD#2	12%	17%	17%	27%	20%	8%
LEAD#3	18%	20%	23%	18%	17%	3%

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



Morale Index

All Respondents

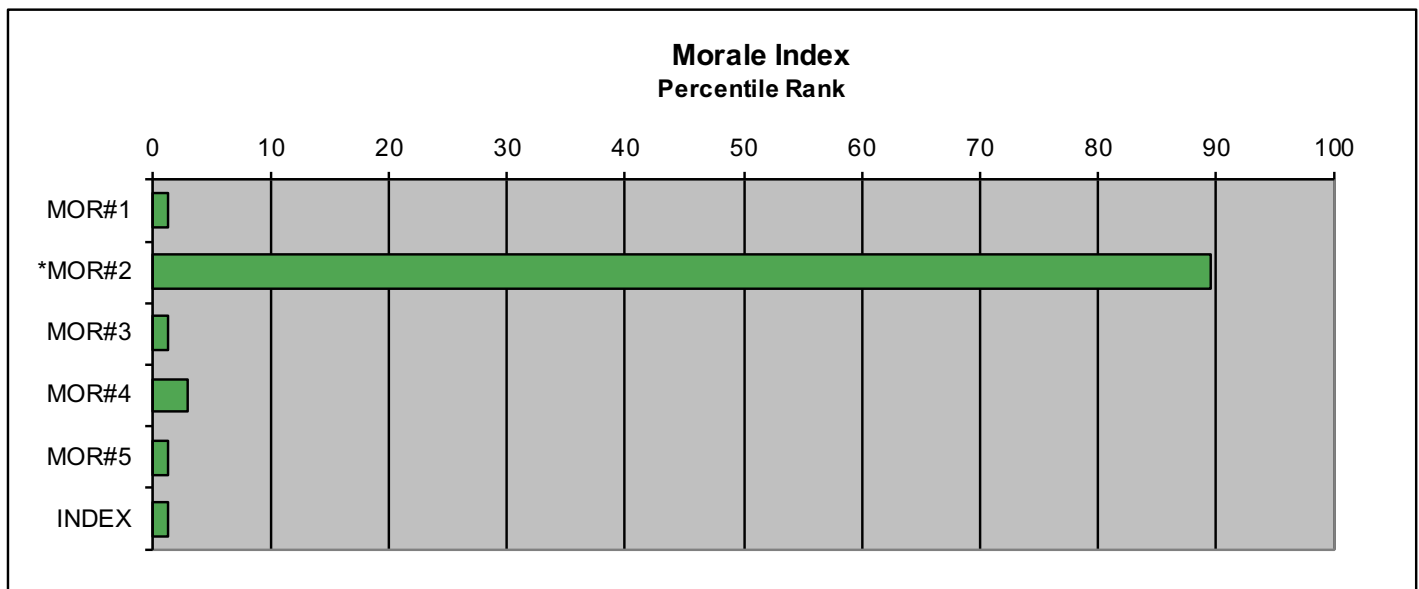
Question Text

- MOR#1 Members have discovered that involvement in the work of our Presbytery can be a source of energy and spiritual renewal.
- *MOR#2 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.
- MOR#3 On the whole, I am satisfied with how things are in our Presbytery.
- MOR#4 Because of my involvement in our Presbytery, I feel clearer about God's purpose for my life than I did three years ago.
- MOR#5 The whole spirit in our Presbytery makes people want to get as involved as possible.

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

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
MOR#1	8%	15%	18%	27%	23%	10%
*MOR#2	2%	15%	20%	31%	20%	12%
MOR#3	17%	16%	21%	25%	18%	3%
MOR#4	14%	23%	17%	21%	16%	9%
MOR#5	18%	25%	32%	18%	7%	1%

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



Support to Congregations Index

Question Text

All Respondents

SUPRT#1 The Presbytery makes available policies and procedures that are helpful in the day to day operation of a church.

SUPRT#2 Our Presbytery has been successful in helping congregations like mine become more vital and effective.

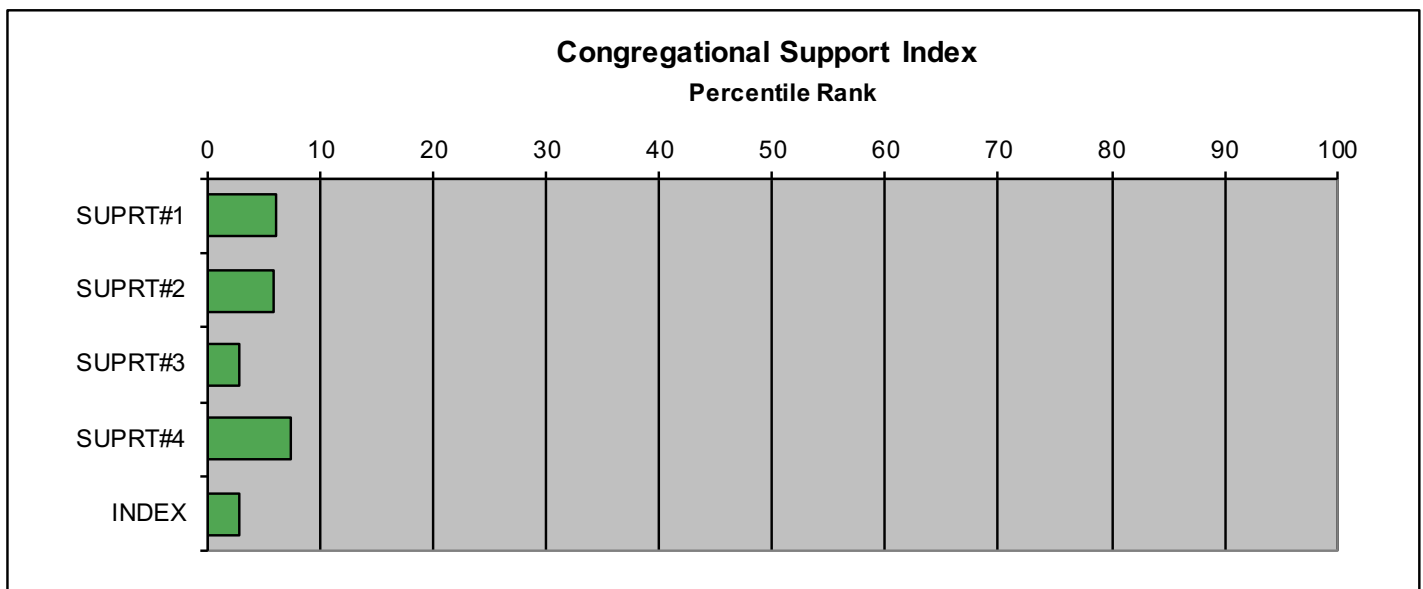
SUPRT#3 I trust our Presbytery leadership to provide strong and competent support to my congregation during challenging times such as changes in clergy or other transitions.

SUPRT#4 Our Presbytery leadership has been a valuable resource in helping my congregation cultivate the financial giving of our people.

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

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
SUPRT#1	6%	10%	15%	29%	29%	11%
SUPRT#2	19%	16%	27%	22%	10%	6%
SUPRT#3	14%	12%	15%	22%	22%	16%
SUPRT#4	18%	28%	29%	15%	7%	2%

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



Change and Vision Clarity

All Respondents

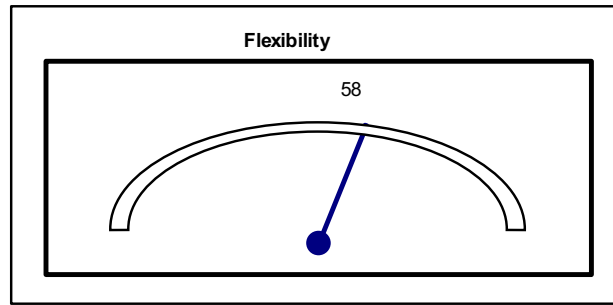
Flexibility

Our Presbytery tends to stay very close to established ways of doing things

Response	Percentage
Strongly disagree	1%
Disagree	8%
Tend to disagree	15%
Tend to agree	44%
Agree	23%
Strongly agree	9%

(lower rating desirable)

Rating: Average



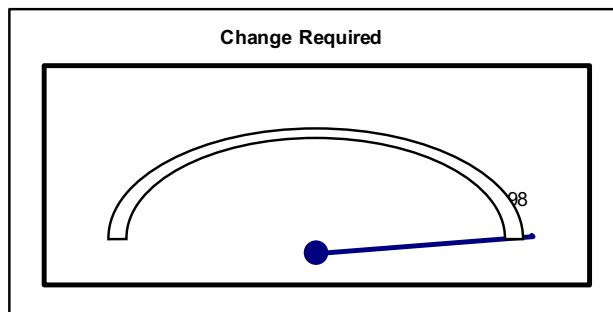
Change Required

In order to make significant progress toward your vision for our Presbytery, how much change will be required?

Response	Percentage
Almost no change	1%
Small amount of change	7%
Moderate amount of change	36%
Large amount of change	38%
Change nearly everything	17%

(lower rating desirable)

Rating: Very high

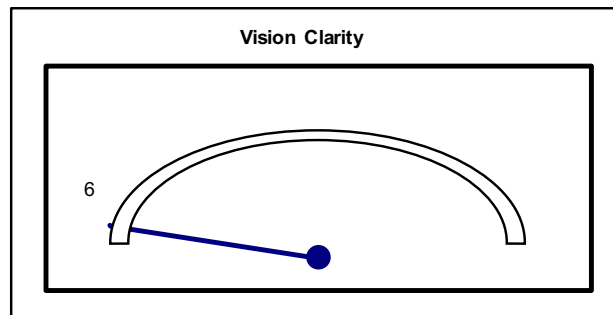


Vision Clarity

I am clear regarding where the Presbytery is headed and how we are going to get there.

Response	Percentage
Strongly disagree	17%
Disagree	29%
Tend to disagree	28%
Tend to agree	20%
Agree	5%
Strongly agree	1%

Rating: Very low

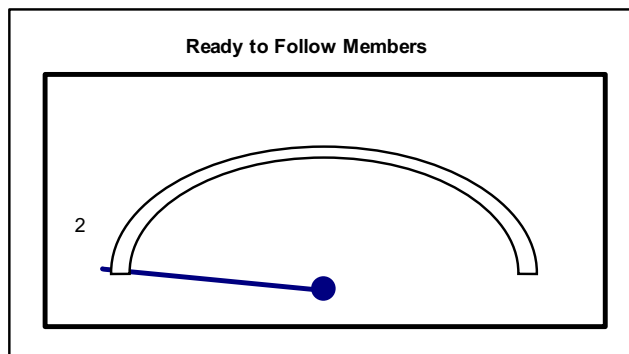


Member Readiness to Follow

In their actions, our members demonstrate open-mindedness and readiness to follow the lead of our Executive Presbyter and other Presbytery leaders.

Response	Percentage
Strongly disagree	7%
Disagree	17%
Tend to disagree	18%
Tend to agree	42%
Agree	14%
Strongly agree	2%

Rating: Very low



Engagement and Utilization

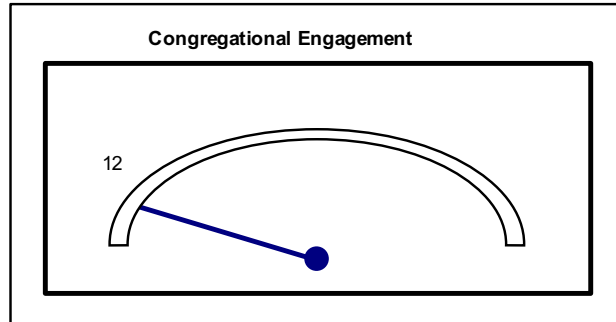
All Respondents

Congregational Engagement

Rating: Low

Beyond sending representatives to annual Presbytery meetings, how engaged would you say that your congregation has been with any phase of the Presbytery's life and work in the last 12 months?

Response	Percentage
Not engaged	16%
Little engagement	40%
Moderately engaged	31%
Highly engaged	13%

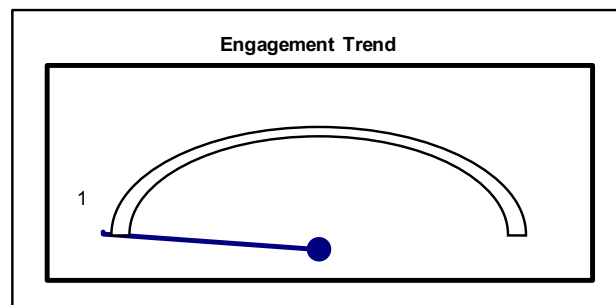


Engagement Trend

Rating: Very low

Over the last three years how has your congregation's engagement with the Presbytery changed?

Response	Percentage
Less engaged	26%
About the same	56%
More engaged	18%

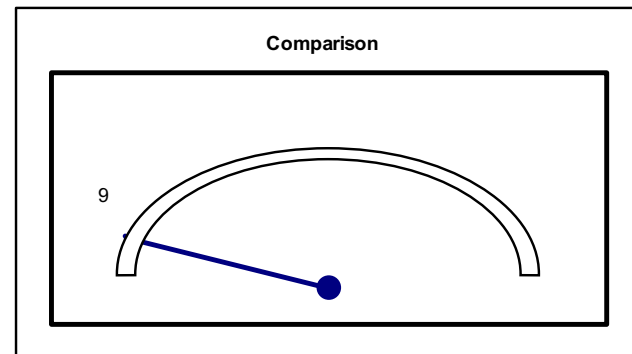


Comparison

Rating: Very low

If you have served in leadership positions of other Presbyteries/congregations, how would you compare your level of satisfaction with our Presbytery to other Presbyteries you have worked with?

Response	Percentage
Less satisfied here	49%
About the same	27%
More satisfied here	24%

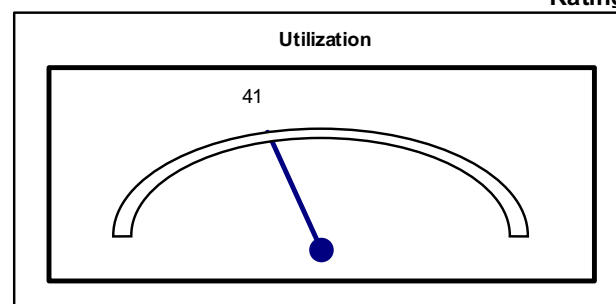


Utilization

Rating: Average

When I think about my gifts, interests, and time, I often feel that I have something to give our Presbytery but don't know how to give it.

Response	Percentage
Strongly disagree	10%
Disagree	29%
Tend to disagree	22%
Tend to agree	22%
Agree	10%
Strongly agree	7%



Respondent Profile

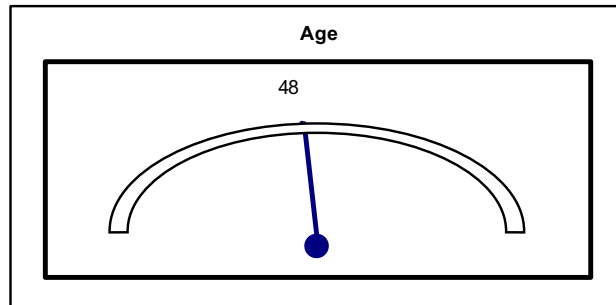
All Respondents

Age

My age is...

Response	Percentage
Below 19	0%
19 to 24	0%
25 to 34	4%
35 to 44	14%
45 to 54	8%
55 to 64	24%
65 +	49%

Rating: Average



Ethnic Background

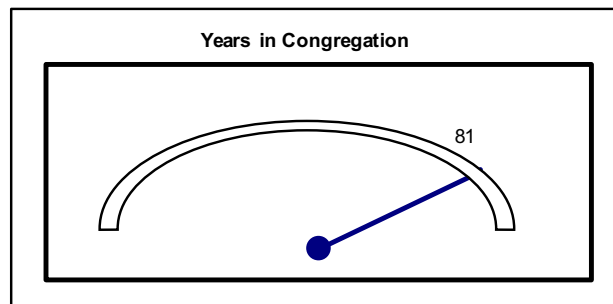
Response	Percentage
Black/African American	7%
White	82%
Indigenous/First Nations People	1%
Latino/Hispanic/Spanish Origin	1%
Asian	2%
Other	9%

Years in Congregation

I have been involved in my congregation...

Response	Percentage
Less than 1 year	3%
1 to 2 years	8%
3 to 5 years	12%
6 to 10 years	12%
11 to 20 years	22%
20+ years	44%

Rating: High

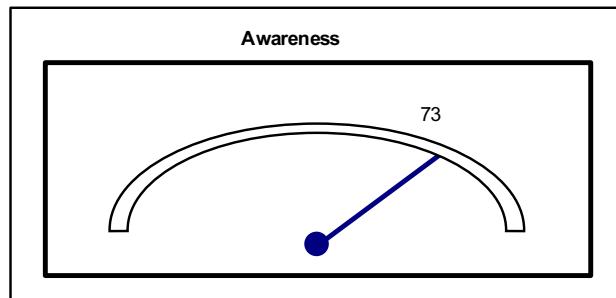


Awareness

What would you say is your level of awareness regarding the work of our Presbytery?

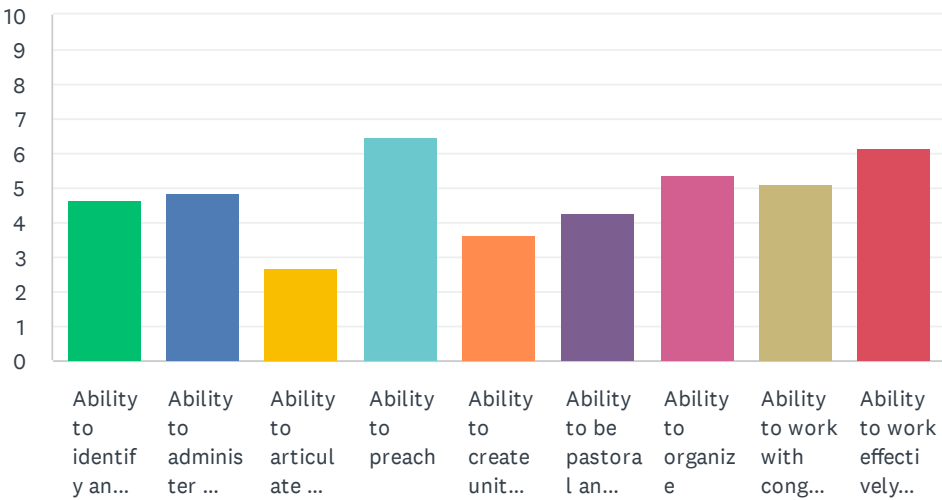
Response	Percentage
Unaware	4%
Somewhat aware	21%
Moderately aware	37%
Very aware	37%

Rating: High



Q59 What are the CRITICAL ABILITIES our new Presbyter needs to possess in order to be effective in our Presbytery? You may consider many abilities to be important, but some are more important than others. Please RANK the abilities in the list below. Because you are RANKING these items, you can only have one "1st", one "2nd", etc. NOTE: Personal qualities/characteristics will be addressed in the next section.

Answered: 280 Skipped: 123



Landscape for Pittsburgh Presbytery

	MOST IMPORTANT	2ND MOST IMPORTANT	3RD MOST IMPORTANT	4TH MOST IMPORTANT	5TH MOST IMPORTANT	6TH MOST IMPORTANT	7TH MOST IMPORTANT	8TH MOST IMPORTANT
Ability to identify and develop new leaders	10.30% 24	16.74% 39	12.88% 30	10.73% 25	11.16% 26	10.73% 25	10.30% 24	
Ability to administer and insure fiscal responsibility	5.13% 12	13.25% 31	17.09% 40	14.10% 33	9.83% 23	13.25% 31	9.83% 23	
Ability to articulate a clear vision for the future	40.08% 103	21.01% 54	13.62% 35	8.56% 22	5.84% 15	2.33% 6	2.72% 7	
Ability to preach	5.68% 13	2.62% 6	5.24% 12	13.54% 31	7.86% 18	6.99% 16	11.35% 26	
Ability to create unity of purpose among diverse groups	19.44% 49	22.22% 56	16.27% 41	10.32% 26	7.54% 19	10.32% 26	5.56% 14	
Ability to be pastoral and approachable	12.08% 29	13.75% 33	14.58% 35	15.42% 37	13.75% 33	12.08% 29	9.58% 23	
Ability to organize	2.61% 6	6.09% 14	10.87% 25	11.74% 27	16.09% 37	20.00% 46	22.17% 51	
Ability to work with congregations of all sizes	9.02% 22	10.66% 26	9.02% 22	11.07% 27	13.52% 33	11.07% 27	15.57% 38	
Ability to work effectively within our regional culture	6.88% 17	5.67% 14	10.53% 26	4.05% 10	10.12% 25	9.31% 23	10.12% 25	

#	WHAT OTHER CRITICAL ABILITIES DO YOU BELIEVE ARE IMPORTANT FOR OUR NEW PRESBYTER?	DATE
1	To believe in the Word of God, that Jesus is the only way to eternal life.	12/22/2022 4:18 PM
2	We need someone who can lead with integrity.	12/21/2022 2:55 PM
3	Demonstrated ability to engage themselves and engage others in innovative, dynamic thinking (out of the box, creative)	12/20/2022 7:17 PM
4	Strategic thinking	12/20/2022 5:28 PM
5	to be future oriented in team building what will become our regional presence going forward, critical thinking/analysis skills about assets on hand - or simply capacities for amplifying conclusions of those who DO have strengths with such skills, and to be a genial persuader/influencer of DIVERSE stakeholders with priority for spaces that are growing/have younger generations/are experimenting in ministry	12/20/2022 12:46 PM
6	The ability to support and strengthen our non-white congregations.	12/20/2022 11:25 AM

Landscape for Pittsburgh Presbytery

7	A willingness to hear and encourage others to hear all voices, including conservative voices and viewpoints. A recognition that small churches simply don't function or have the resources of bigger churches.	12/20/2022 9:19 AM
8	They must be able to engage conflict, balance a sense of vision with sound fiscal stewardship, good listener	12/19/2022 7:39 PM
9	Creativity, supportive of women and diversity,	12/19/2022 7:24 PM
10	Spiritual Discernment	12/19/2022 7:08 PM
11	Ability to articulate Presbyterian theology and explain PCUSA policies.	12/19/2022 6:13 PM
12	We need someone who can communicate well with younger generations of church leaders.	12/19/2022 4:51 PM
13	Ability to connect ecumenically with other Christian churches	12/19/2022 4:21 PM
14	A zeal for evangelism and outreach, desire for revival and discipleship to thrive in our region. A desire to pursue unity in faith.	12/19/2022 4:05 PM
15	Effective communicator, ability to create personal relationships beyond a small core of individuals, willingness to listen and respond, be a leader.	12/19/2022 10:44 AM
16	My most important observation about current Presbytery leadership is that there is an imbalance between the role of the staff and of the chosen leadership of Presbytery and Presbytery committees. Much more than in other presbyteries I am aware of, the staff seems to take the lead in and dominate the decision making process of the community. This strikes me as unhealthy and not quite fitting the nature of presbyterian government. I hope this process of self-reflection and calling new staff will have us look critically at these dynamics. I also believe there's a tendency to focus on procedures rather than discernment, on "getting things done" rather than on enticing communal reflection where God is leading us next. But a time like ours, in which the church will have to navigate such enormous cultural shifts, calls for deep spiritual leadership that invites congregations and presbytery to care less about institutional success and more about doing something that, frankly, Presbyterians are not good at: listening together to what God might be telling us and where God is leading us next.	12/17/2022 11:01 PM
17	To effectively and continuously communicate what the role of a Christian (1st) and Presbyterian (2nd) is in today's society.	12/17/2022 1:16 PM
18	A clear, demonstrable and vital faith in Jesus Christ.	12/16/2022 12:03 PM
19	Ability to relate to persons of varying theological perspectives.	12/16/2022 11:14 AM
20	Ability to articulate the vision and engage/excite pastors, members, and the community's representatives and people about the vision of the church - Presby and otherwise! That's not "preaching," it's engaging.	12/16/2022 10:29 AM
21	Respect for congregations who hold to biblical views of marriage and sexuality.	12/15/2022 10:35 PM
22	Be a man or woman of great faith, prayer and Biblical knowledge.	12/15/2022 9:53 PM
23	CROSS-CULTURAL (ETHNIC/RACIAL) COMPETENCE	12/15/2022 9:09 PM
24	Visibility	12/15/2022 7:13 PM
25	#1 is more than pastoral, the ability to build and elicit trust #2 is the ability to exhibit and develop a missionary mindset in the presbytery	12/15/2022 5:09 PM
26	Be a Theologian! Know and practice our Reformed Tradition!	12/15/2022 3:55 PM
27	With many on the conservative side leaving for other denominations over the last seven years, it has caused the remaining people on the conservative side to become a minority. In some ways, it has been a role reversal where the more liberal side had been more of a minority and is now more of a majority. I feel it will be important that the new Presbyter helps these remaining conservative churches pastors feel like they still have a place so they, too, don't leave from feeling ostracized.	12/15/2022 3:45 PM
28	knowledgeable of PCUSA polity and policies Conflict management skills	12/15/2022 3:37 PM
29	Strong Listening Skills, Balance, Careful Discernment Abilities.	12/15/2022 3:24 PM
30	Keep our presbytery together and be approachable.	12/15/2022 12:06 PM

Landscape for Pittsburgh Presbytery

31	I believe our new leader needs to tap into the creativity and intelligence of our members to explore how our Presbytery and our congregations can be more faithful and effective at meeting the needs of God's people, to support Christ's work in underserved communities and to become known in our region as a force for positive change on behalf of those on the margins	12/15/2022 11:06 AM
32	communication	12/14/2022 5:27 PM
33	Organizational skills and vision	12/14/2022 12:58 PM
34	Ability to not be influenced by political and social issues.	12/13/2022 8:01 PM
35	I have no idea but i would think that these things would be in a job description.	12/13/2022 3:47 PM
36	Return to Reformed Biblical beliefs and practices.	12/13/2022 1:35 PM
37	Must effectively communicate fairness but in light of reformed theology and our unique polity when requires saying "no" to ideas that do not put God and His promises first	12/13/2022 11:08 AM
38	Sealed in the Spirit	12/13/2022 9:36 AM
39	Theological aptitude	12/12/2022 8:51 PM
40	To only ordain pastors that are 100 percent Biblically correct. Political correctness has infiltrated the church. The scriptures are our guidelines and Jesus is the ONLY way to heaven. We must follow the scriptures only.	12/12/2022 7:00 PM
41	Conflict mediation that is gracious and yet which results in clearly communicated expectations or resolutions.	12/11/2022 2:38 PM
42	Communication with individual congregations and communicate with these congregations.	12/10/2022 6:15 PM
43	A person of prayer who is blessed with a close walk with the Lord Jesus Christ and able to draw deeply upon His virtues in the midst of stress.	12/9/2022 3:13 PM
44	Must be able to communicate effectively with all individuals regardless of socioeconomic, cultural, or ecumenical background.	12/9/2022 9:12 AM
45	Ability to engage conflict and difficult conversations clearly and directly! Ability to facilitate/convene creative and healthy conversations in community.	12/8/2022 5:38 PM
46	to experiment, to risk, to try new things, to check in on each minister and congregation, to effectively identify a new vision for the purpose of our work together as a presbytery, to not be hesitant to expand and deepen our opportunities at presbytery meetings	12/8/2022 2:31 PM
47	Ability to balance listening well and leading decisively	12/6/2022 4:12 PM
48	transparency	12/6/2022 10:39 AM
49	Ability to inspire others to step out into the unfamiliar territory when God calls	12/5/2022 10:00 PM
50	Ability to envision the church 10 years ahead In particular help congregations merge	12/5/2022 3:49 PM
51	The ability to attract young members to join the church and be active members.	12/5/2022 9:58 AM
52	Leadership under pressure	12/4/2022 9:44 PM
53	Promoting Diversity and inclusion	12/2/2022 5:09 PM
54	Knowledge of denominational and other resources.	12/2/2022 4:09 PM
55	In years past, I appreciated Jim Mead's ability to lead from a strong theological perspective in a humble accessible style. I would love to see that return to Pgh. Pres.	12/2/2022 12:58 PM
56	Leadership!!! We've been missing baseline leadership. We do not need more politics masquerading as theology in email form.	12/2/2022 12:42 PM
57	We need someone who gets into the trenches of the local church. To that end, this position should require a minimum of preaching in presbytery pulpits 3 of 4 Sundays a month.	12/2/2022 12:33 PM
58	Future-thinking, collaborative, plays well with others, balcony-view, synthesis	12/1/2022 8:16 PM

Landscape for Pittsburgh Presbytery

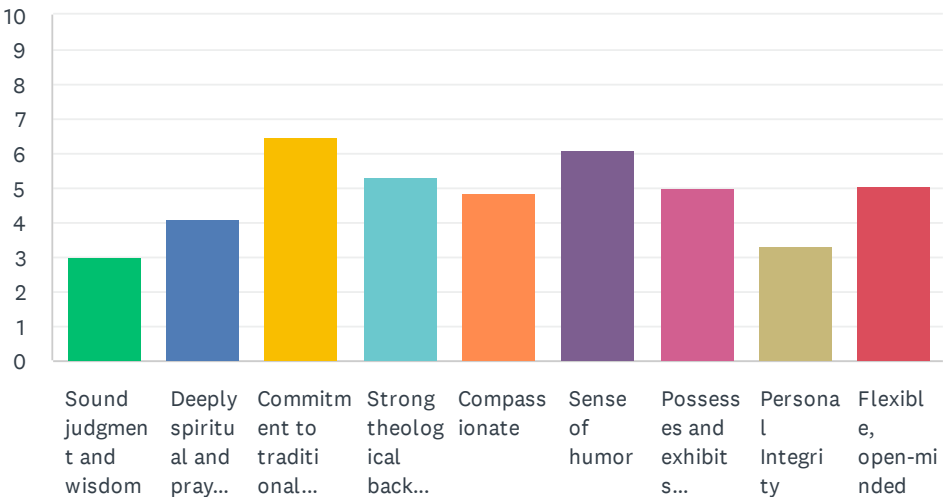
59	Willingness to try new things for the right reasons	12/1/2022 8:03 PM
60	Conflict Resolution, Diversity Training	12/1/2022 3:14 PM
61	I have noticed that conflict in our presbytery seems to be addressed in veiled terms as opposed to being handled directly and in a way that honors our Lord. Newsletter articles are not conflict resolution - if anything they inflame the tensions among us, as readers are left feeling like the bully pulpit is employed on a weekly basis. My strong conviction is that our new Presbyter needs to have the ability to handle conflict directly. Second, I believe our new presbyter needs to be able to consistently articulate a clear conviction concerning the Gospel. By this I mean that the articulation of faith does not change depending upon who is in the room. Rather, this individual needs to be able to stand by his/her convictions.	12/1/2022 11:33 AM
62	All of the above abilities are important. Just because I put Ability to Organize next to last doesn't mean that I want the person not to be organized. I would also add that the person needs to be a good listener, and then be able to take what he/she hears and discern how to connect what is heard to the new vision for the Presbytery.	12/1/2022 11:10 AM
63	Ability to confront and resolve conflict; Ability to understand and articulate orthodox biblical and theological convictions as expressed through Scripture and the Book of Confessions; Ability to live and lead with grace and truth in the midst of a culture wherein those values are a rarity; Ability to address political perspectives in a biblically balanced, nuanced way...	12/1/2022 11:08 AM
64	The Executive Presbyter must understand how to handle conflict properly and not be conflict avoidant.	11/30/2022 6:33 PM
65	The person has to be willing to leave their writing desk i.e. they have to be willing to engage people.	11/30/2022 3:36 PM
66	Ability to allow minority conservative viewpoints to be heard and carry weight.	11/30/2022 3:31 PM
67	The ability to take a stand on difficult topics, rather than smooth things over. A passion for interfaith and ecumenical relationships. A passion for mission in the community. An openness to something different from the past.	11/30/2022 12:59 PM
68	With the dramatic decline in the denomination, and the even more dramatic decline coming, understanding the need to help churches revitalize is crucial. We can start all sorts of new churches, but without turning around existing ones by training pastors and churches to do so, the presbytery will be severely diminished in 10 years.	11/30/2022 12:44 PM
69	Ability to support both conservative and liberal viewpoints on issues.	11/30/2022 10:47 AM
70	Ability to not only articulate a vision for the future, but also work towards that vision in tangible, persistent ways.	11/30/2022 9:26 AM
71	Skilled communicator. Evidence of Spiritual Fruit.	11/30/2022 8:55 AM
72	Ability to lead the presbytery in spiritual discernment	11/30/2022 8:53 AM
73	to discern God's will for the people of the presbytery	11/30/2022 8:15 AM
74	Preaching Unites and inspires, which would be 4th. Experience pulling diverse efforts/gifts/passions into a United vision.	11/30/2022 1:11 AM
75	Ability to understand and to be flexible in discerning the changing climate in ministry.	11/29/2022 10:33 PM
76	Work collaboratively. Have the courage to speak a word of correction to any Presbytery leader when they behave in ways that damage presbytery credibility and witness. (Comment edited)	11/29/2022 9:32 PM
77	A leader who is clear about vision for the future of this Presbytery. He/She needs to listen to the Clergy and leaders. He/She needs to equip the church for the future in a time when churches are struggling by inspiring the congregations to reach out to the community and engage in transforming relationships.	11/29/2022 8:01 PM
78	The abilities to listen and serve - with a whole heartedness.	11/29/2022 6:09 PM
79	Ability to actually handle conflict is most important and I'm stunned it isn't on this list	11/29/2022 4:51 PM
80	Ability to institute change at a tolerable pace	11/29/2022 3:14 PM
81	Willingness to deal with conflict in a straightforward manner; to address it head-on and refuse	11/29/2022 3:07 PM

to throw people under the bus.

82	Curiosity, playfulness, sense of humor.	11/29/2022 2:50 PM
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Q60 What are the PERSONAL QUALITIES our new Presbyter needs to possess in order to be effective in our Presbytery? You may consider many qualities to be important, but some are more important than others. Please RANK the qualities in the list below. Because you are RANKING these items, you can only have one "1st", one "2nd", etc.

Answered: 285 Skipped: 118



Landscape for Pittsburgh Presbytery

	MOST IMPORTANT	2ND MOST IMPORTANT	3RD MOST IMPORTANT	4TH MOST IMPORTANT	5TH MOST IMPORTANT	6TH MOST IMPORTANT	7TH MOST IMPORTANT	8TH MOST IMPORTANT
Sound judgment and wisdom	29.55% 78	19.32% 51	19.32% 51	10.61% 28	7.95% 21	6.44% 17	2.27% 6	
Deeply spiritual and prayerful	17.86% 45	14.68% 37	14.29% 36	13.49% 34	10.71% 27	6.75% 17	7.94% 20	
Commitment to traditional Creeds of the Christian Church	5.88% 14	5.88% 14	6.30% 15	5.88% 14	7.14% 17	10.08% 24	10.92% 26	
Strong theological background	7.41% 18	8.64% 21	11.93% 29	10.70% 26	9.88% 24	13.99% 34	15.23% 37	
Compassionate	6.30% 15	8.40% 20	8.40% 20	18.91% 45	18.49% 44	16.81% 40	15.13% 36	
Sense of humor	2.13% 5	7.23% 17	9.79% 23	9.36% 22	11.06% 26	12.34% 29	10.64% 25	
Possesses and exhibits humility	4.27% 10	9.83% 23	14.10% 33	12.39% 29	14.53% 34	16.67% 39	16.67% 39	
Personal Integrity	25.29% 65	22.18% 57	15.56% 40	11.67% 30	6.61% 17	5.45% 14	5.45% 14	
Flexible, open-minded	12.75% 32	15.14% 38	9.56% 24	5.58% 14	11.16% 28	8.37% 21	9.96% 25	

#	WHAT OTHER PERSONAL QUALITIES DO YOU BELIEVE ARE IMPORTANT FOR OUR NEW PRESBYTER?	DATE
1	We need a leader who tells the truth in love plainly, as opposed to someone who morphs to fit the moment. Sorry. That's just been my intuition.	12/21/2022 2:55 PM
2	Comfort or willingness to be in discomfort/uncomfortableness; ability to speak/resonate with marginalized people & communities	12/20/2022 7:17 PM
3	Pragmatism	12/20/2022 5:28 PM
4	that their inner life is in order, that everything else of ministry is an outflow of shalom in connection with God, self, others, care of all creation (clearly aspirational, we're all struggling humans...); no skills, apart from such a foundation, are sufficient to draw God's people into our call of beloved community	12/20/2022 12:46 PM
5	The ability to have a strong vision for the future of the Presbytery and the ability to bring the congregations together under the Presbytery.	12/20/2022 11:25 AM
6	Continue to see the importance and supports our small congregations. I feel we have let too many small congregation close their doors.	12/20/2022 10:57 AM
7	Commitment to Justice for all humanity local and international	12/20/2022 10:46 AM
8	A willingness to hear and encourage others to hear all voices, including conservative voices.	12/20/2022 9:19 AM
9	One who puts the LORD first. Someone who knows how to pray in all situations, trusting the Lord in all things.	12/19/2022 8:22 PM
10	Honesty, comfort with, commitment to & ability to engage diversity, equitable, authentic	12/19/2022 7:39 PM
11	Is a people person and likes being among the people	12/19/2022 7:24 PM
12	approachable	12/19/2022 7:08 PM

Landscape for Pittsburgh Presbytery

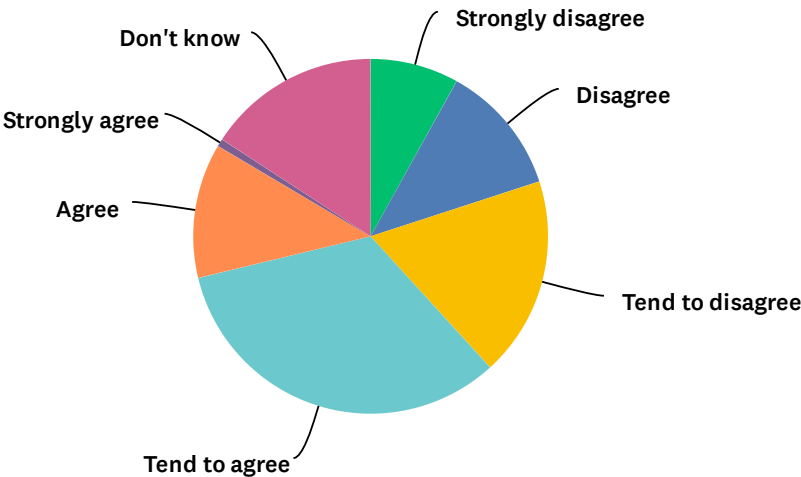
13	Above all, that we indeed love one another as Christ loves us.	12/17/2022 7:36 AM
14	passionate and joyful about the good news of God's love in Jesus Christ.	12/16/2022 11:14 AM
15	Winsomeness. Engaging, so that judgment/wisdom can permit/encourage creative ideas from throughout the community.	12/16/2022 10:29 AM
16	Trustworthiness Genuine love	12/15/2022 5:09 PM
17	Pastoral over Administrative	12/15/2022 3:55 PM
18	Strong Listening Skills, Balance, Careful Discernment Abilities.	12/15/2022 3:24 PM
19	Experience in researching social trends regarding the impact of the culture upon Christian faith formation and a clear sense of response to the data.	12/15/2022 2:34 PM
20	Smart, humble and humor.	12/15/2022 12:06 PM
21	Statistically, we're in a time of decline, and we certainly can't be all things to all people. I believe we need a leader with optimism, energy, openness to new ideas, and a willingness to focus us on the most productive places to invest our energy, intelligence, imagination and love.	12/15/2022 11:06 AM
22	Ability to listen and offer ideas for solutions	12/14/2022 12:58 PM
23	Strong leadership qualities	12/13/2022 8:01 PM
24	Boldness to uphold the Word of God and not bend to cultural demands.	12/13/2022 4:24 PM
25	This is workable. He should be a committed believer and disciple maker. Possess the fruit of the Spirit and rely on whole on Him for guidance and be wisdom	12/13/2022 3:47 PM
26	All of these traits are good but we need someone who leads and isn't trying to be our buddy or gain consensus.	12/13/2022 11:08 AM
27	Collaborative	12/12/2022 8:51 PM
28	Racially aware and committed to racial justice that is rooted in a well-articulated theological foundation.	12/11/2022 2:38 PM
29	Strong Christology, understanding of tradition, commitment to allowing God to use them as an instrument to do a new thing; hopefully reaching those yet unreached by the Gospel of Jesus Christ.	12/9/2022 9:12 AM
30	Curiosity and ability to listen and learn from others within and beyond the church.	12/8/2022 5:38 PM
31	to feel that part of their sense of call is to actively reach out, care for, and place front and center in our minds as a presbytery all justice issues -- especially but not limited to gender and ability issues, lgbtqia+ concerns, and of course racism in our congregations and presbytery this is a personal quality-- because their motivation should come from within, and not as part of a duty in this role alone.	12/8/2022 2:31 PM
32	A compassionate, caring and someone who is willing to step out of the traditional way of doing things	12/8/2022 2:10 PM
33	Confidence, collegiality, non-anxious	12/6/2022 4:12 PM
34	Good writing skills for communicating to the congregations, clergy and staff.	12/5/2022 10:00 PM
35	Ability to bring change versus just studying and discussing possible change.	12/5/2022 3:49 PM
36	Promoting diversity and inclusion	12/2/2022 5:09 PM
37	Hopefulness	12/2/2022 4:09 PM
38	Hopefulness	12/2/2022 12:42 PM
39	We need a leader who engages people of all theological perspectives, not simply those touting catch phrases of the current cultural conversation.	12/1/2022 11:03 PM
40	Strong abilities to adapt and think outside of the box.	12/1/2022 9:41 PM
41	timely, dispassionate, passionate, differentiated, conflict-capable	12/1/2022 8:16 PM

Landscape for Pittsburgh Presbytery

42	Creativity and optimism We cannot evolve and change for good if we do not believe we can (or know why we should)	12/1/2022 8:03 PM
43	Our presbyter needs to have a high level of personal faith and the courage to act. We need someone who clearly understands that Christian faith and American culture are two different things i.e. woke agenda takes a backseat to the inherited faith of the saints.	12/1/2022 11:33 AM
44	I believe an extroverted personality is needed. It was a mistake made some years ago to hire an introvert for such a public position.	12/1/2022 11:13 AM
45	Again...all of these are important and the leader needs to possess each of these qualities. I put strong theological background next to last, but it's not that it's not important. I would suggest the person needs to demonstrate the qualities of a good listener and then respond in a way that demonstrates that he/she heard the issue before determining what needs to be done.	12/1/2022 11:10 AM
46	Strong commitment to obey Scripture.	12/1/2022 11:08 AM
47	Faith in Christ the Son of God	12/1/2022 10:37 AM
48	The new Presbyter has to live a life of integrity and hear/ listen to the views of others with whom he/she may or may not agree.	11/30/2022 6:33 PM
49	This individual must have a willingness to handle conflict directly. In fact, I am surprised that conflict resolution is not included above. I also believe that honesty (personal integrity above) is super important. It appears to me that this issue has plagued us for the past decade.	11/30/2022 3:36 PM
50	Care for each pastor in the presbytery. Being a woman.	11/30/2022 12:59 PM
51	Willingness to put aside personal perspectives to ensure the majority of congregations being served are heard and understood	11/30/2022 10:47 AM
52	Ability to be a non-anxious presence	11/30/2022 9:26 AM
53	N/a	11/30/2022 8:55 AM
54	Be very inclusive of people and beliefs. Engaging- easy to talk with and discuss ideas with.	11/30/2022 1:11 AM
55	cultural proficiency; cultural humility; understanding of racism and white supremacy as they operate in our presbytery, churches, & region.	11/29/2022 9:32 PM
56	The new Pastor of the Presbytery will have many challenges - this is not an easy time for the PCUSA. This leader needs to be strong in their conviction that the work of God in Pittsburgh and the world is important for the future. He/She needs to be creative about how the presence of a PCUSA church in a particular community will make a difference. He/She needs to be strategic about resources - there are many communities with several small PCUSA churches who are struggling. A time of visioning about the future with key leaders can make a difference. For example, Grandview PC on Mt Washington could have been a strategic location for weddings, spiritual retreats, conferences... but the building was neglected and now the church family cannot worship there. The new Pastor for the Presbytery needs to gather a group of people to discuss, what is the vision for the future of the church in Pittsburgh?	11/29/2022 8:01 PM
57	All of the above are most important for a good leader for Pittsburgh Presbytery.	11/29/2022 3:32 PM
58	approachable and transparent	11/29/2022 3:07 PM

Q61 Our Presbytery has been effective in fulfilling the mission as expressed in our current mission statement.

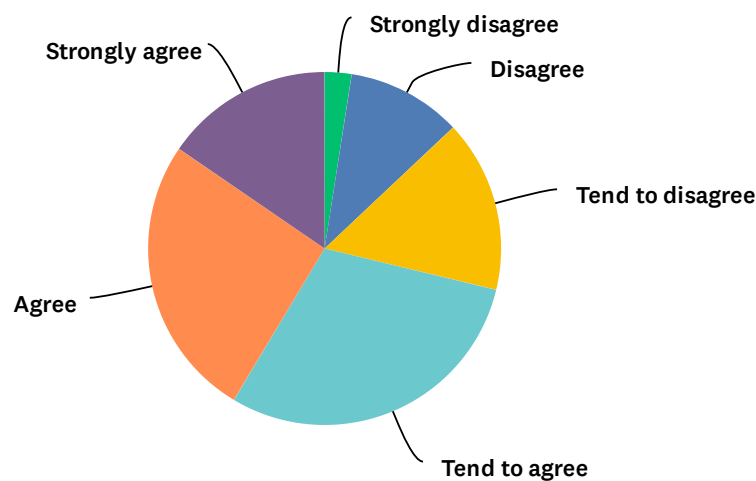
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ANSWER CHOICES	RESPONSES	
Strongly disagree	8.07%	23
Disagree	11.93%	34
Tend to disagree	18.25%	52
Tend to agree	32.98%	94
Agree	12.28%	35
Strongly agree	0.70%	2
Don't know	15.79%	45
TOTAL		285

Q62 Our Presbytery needs to rethink its basic purpose and mission if it is to be effective in the future.

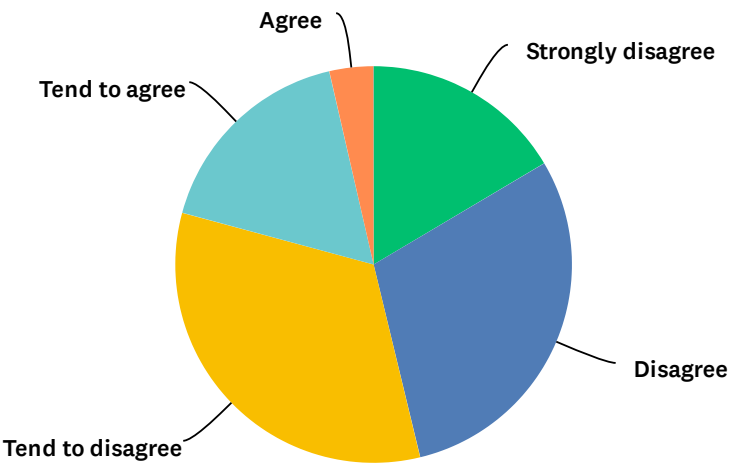
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ANSWER CHOICES	RESPONSES	
Strongly disagree	2.46%	7
Disagree	10.53%	30
Tend to disagree	15.79%	45
Tend to agree	29.82%	85
Agree	25.96%	74
Strongly agree	15.44%	44
TOTAL		285

Q63 Most Presbytery members are clear about how the role they play will help the Presbytery achieve its vision.

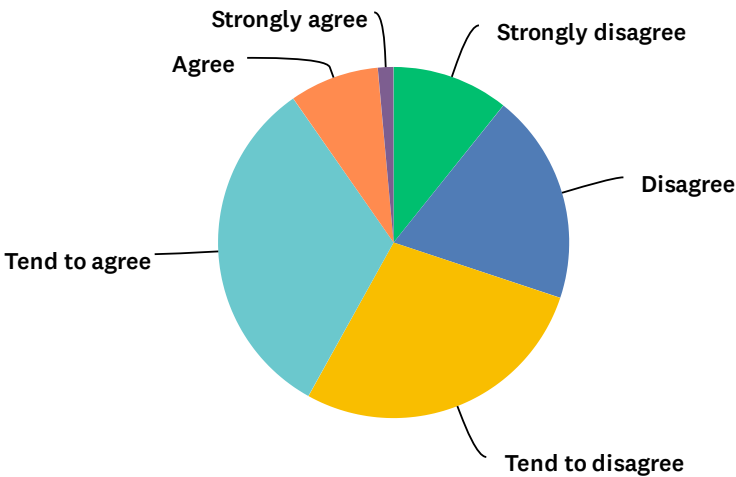
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ANSWER CHOICES	RESPONSES	
Strongly disagree	16.49%	46
Disagree	29.75%	83
Tend to disagree	32.97%	92
Tend to agree	17.20%	48
Agree	3.58%	10
Strongly agree	0.00%	0
TOTAL		279

Q64 As Presbytery members work collaboratively on various projects, conversations and plans are clearly influenced by the vision for the Presbytery.

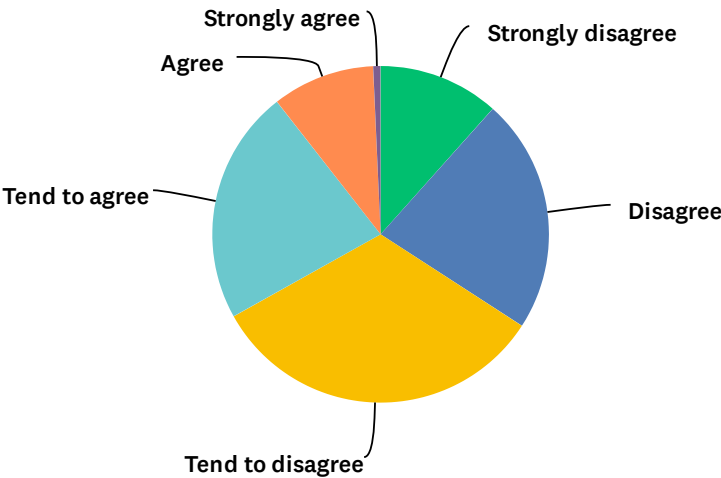
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ANSWER CHOICES	RESPONSES	
Strongly disagree	10.75%	30
Disagree	19.35%	54
Tend to disagree	27.96%	78
Tend to agree	32.26%	90
Agree	8.24%	23
Strongly agree	1.43%	4
TOTAL		279

Q65 Our Presbytery does a good job communicating how our congregations' financial support is used in our Presbytery's work.

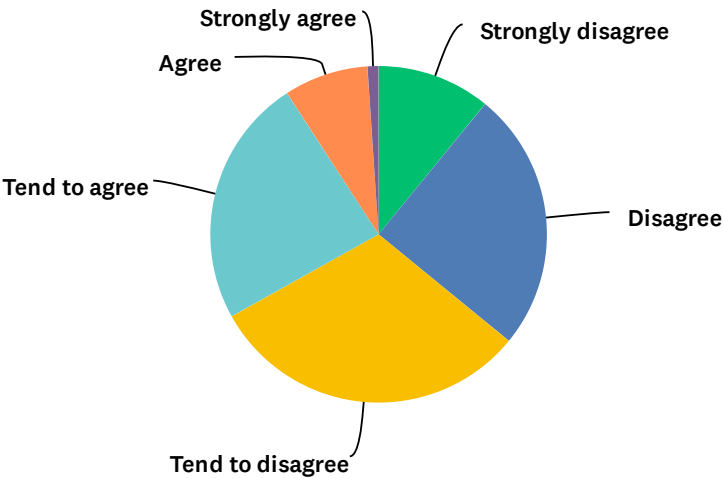
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ANSWER CHOICES	RESPONSES	
Strongly disagree	11.62%	33
Disagree	22.54%	64
Tend to disagree	32.75%	93
Tend to agree	22.54%	64
Agree	9.86%	28
Strongly agree	0.70%	2
TOTAL		284

Q66 Our Presbytery communicates in a way that gives me clarity about what services and support it offers congregations like mine.

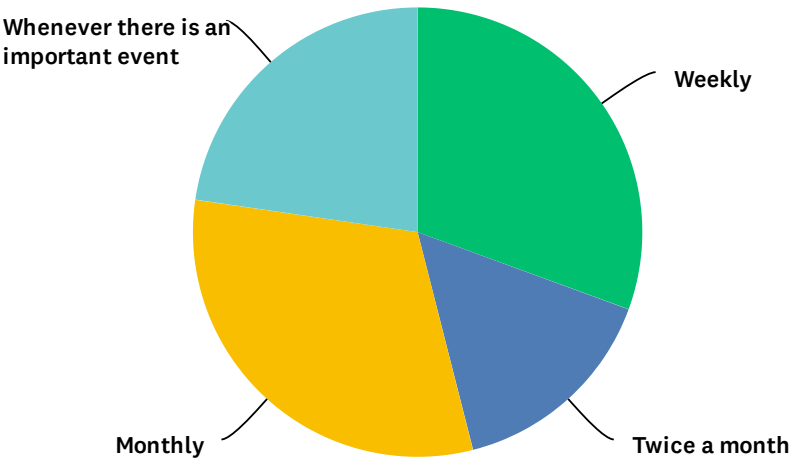
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ANSWER CHOICES	RESPONSES	
Strongly disagree	10.92%	31
Disagree	25.00%	71
Tend to disagree	30.99%	88
Tend to agree	23.94%	68
Agree	8.10%	23
Strongly agree	1.06%	3
TOTAL		284

Q67 To stay informed with what is happening with our Presbytery, I prefer to receive information:

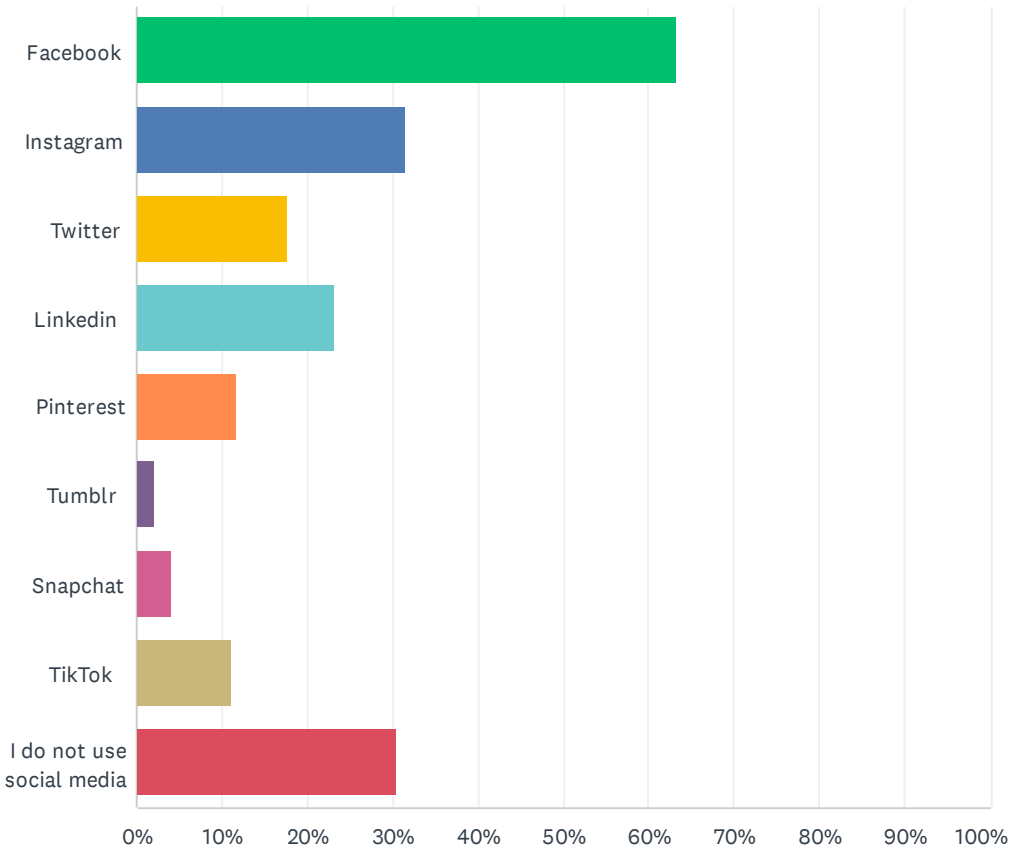
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ANSWER CHOICES	RESPONSES	
Weekly	30.58%	89
Twice a month	15.46%	45
Monthly	31.27%	91
Whenever there is an important event	22.68%	66
TOTAL		291

Q68 Which types of social of media do you use? (Please check all that apply)

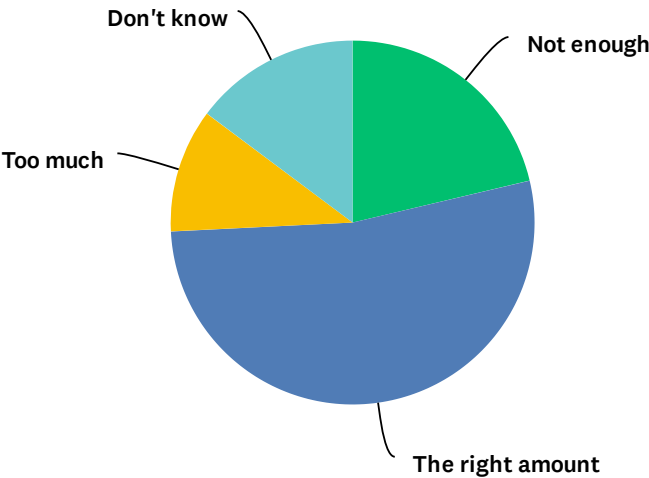
Answered: 289 Skipped: 114



ANSWER CHOICES	RESPONSES	
Facebook	63.32%	183
Instagram	31.49%	91
Twitter	17.65%	51
LinkedIn	23.18%	67
Pinterest	11.76%	34
Tumblr	2.08%	6
Snapchat	4.15%	12
TikTok	11.07%	32
I do not use social media	30.45%	88
Total Respondents: 289		

Q69 Overall, the frequency of communications from our Presbytery is:

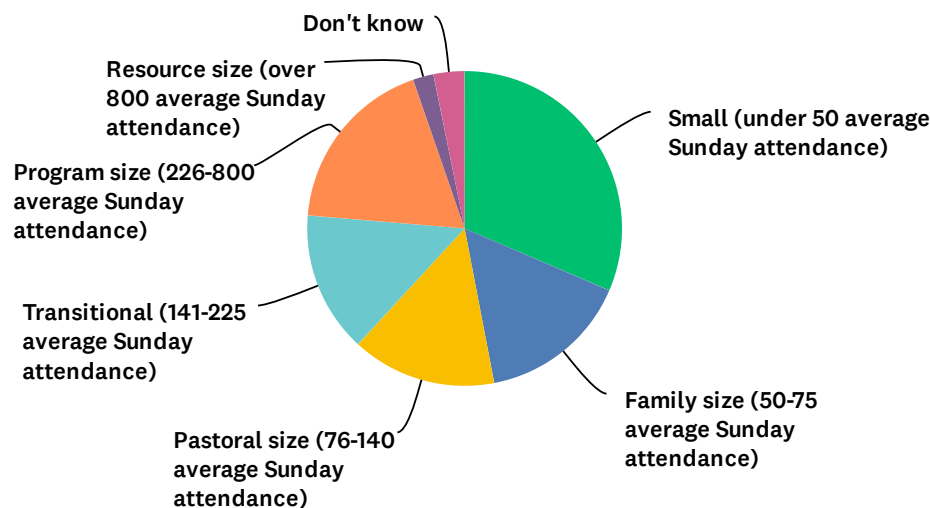
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ANSWER CHOICES		RESPONSES	
Not enough		21.31%	62
The right amount		52.92%	154
Too much		11.00%	32
Don't know		14.78%	43
TOTAL			291

Q70 The size of my congregation could best be described as:

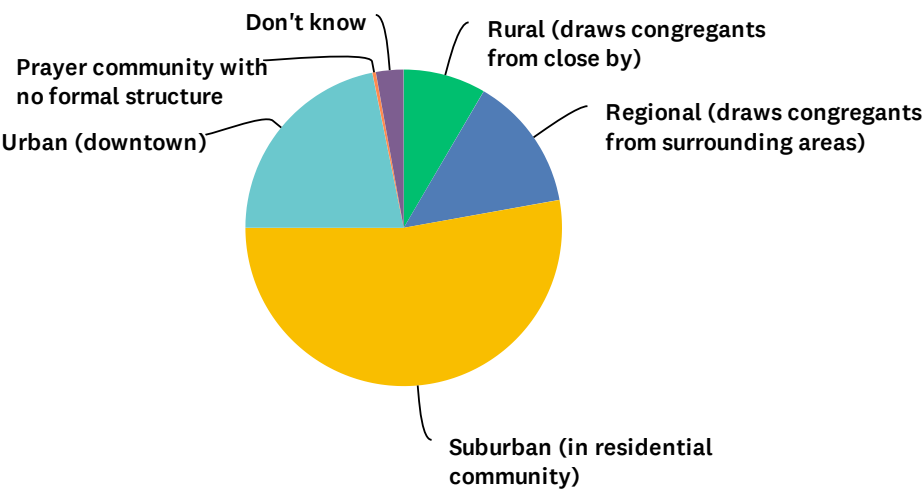
Answered: 283 Skipped: 120



ANSWER CHOICES	RESPONSES	
Small (under 50 average Sunday attendance)	31.45%	89
Family size (50-75 average Sunday attendance)	15.55%	44
Pastoral size (76-140 average Sunday attendance)	14.84%	42
Transitional (141-225 average Sunday attendance)	14.49%	41
Program size (226-800 average Sunday attendance)	18.37%	52
Resource size (over 800 average Sunday attendance)	2.12%	6
Don't know	3.18%	9
TOTAL		283

Q71 The context of my congregation could best be described as:

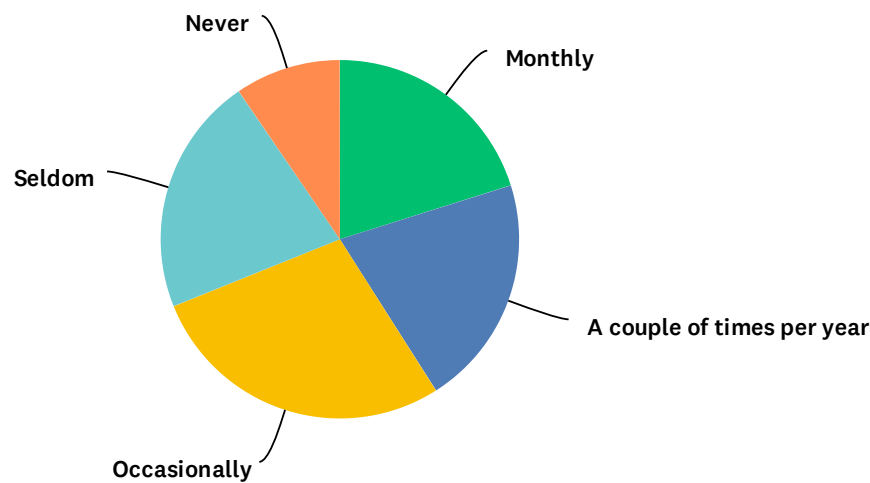
Answered: 284 Skipped: 119



ANSWER CHOICES	RESPONSES	
Rural (draws congregants from close by)	8.45%	24
Regional (draws congregants from surrounding areas)	13.73%	39
Suburban (in residential community)	52.82%	150
Urban (downtown)	21.83%	62
Prayer community with no formal structure	0.35%	1
Don't know	2.82%	8
TOTAL		284

Q72 How often does your congregation regularly work with another congregation? Examples would be: Sharing a pastor/staff, shared worship services, shared service/mission projects, shared events, etc. Weekly

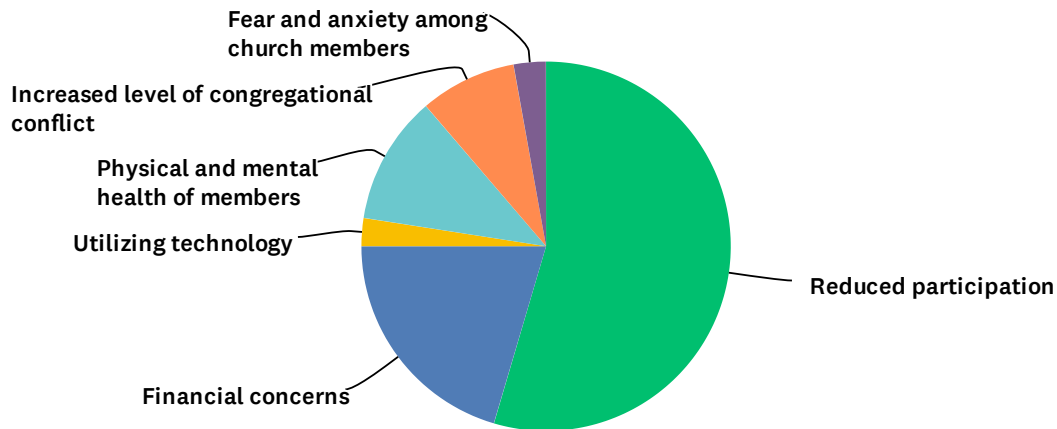
Answered: 283 Skipped: 120



ANSWER CHOICES	RESPONSES	
Monthly	20.14%	57
A couple of times per year	20.85%	59
Occasionally	27.92%	79
Seldom	21.55%	61
Never	9.54%	27
TOTAL		283

Q73 As we emerge from the COVID-19 pandemic, what is the greatest source of anxiety?

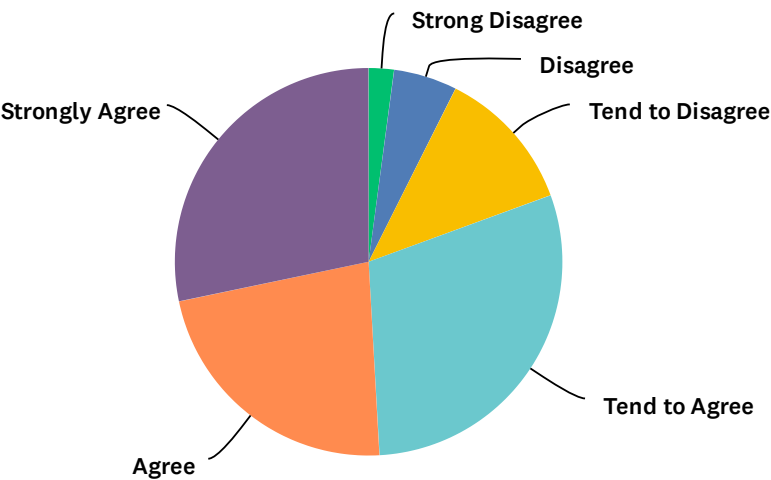
Answered: 284 Skipped: 119



ANSWER CHOICES	RESPONSES	
Reduced participation	54.58%	155
Financial concerns	20.42%	58
Utilizing technology	2.46%	7
Physical and mental health of members	11.27%	32
Increased level of congregational conflict	8.45%	24
Fear and anxiety among church members	2.82%	8
TOTAL		284

Q74 Our Presbytery needs to rethink its primary purpose and mission if it is to be effective in the future.

Answered: 283 Skipped: 120



ANSWER CHOICES	RESPONSES	
Strong Disagree	2.12%	6
Disagree	5.30%	15
Tend to Disagree	12.01%	34
Tend to Agree	29.68%	84
Agree	22.61%	64
Strongly Agree	28.27%	80
TOTAL		283

Q75 What did your congregational or Presbytery leadership do during that pandemic that you're grateful for?

Answered: 177 Skipped: 226

#	RESPONSES	DATE
1	Required precautions and recorded services that could be watch online.	1/21/2023 7:44 PM
2	Provided worship services remotely.	12/22/2022 4:23 PM
3	We missed a few Sunday	12/21/2022 10:59 PM
4	nohung	12/21/2022 8:34 PM
5	I was grateful (am grateful!) for the steadiness with which they guided our church.	12/21/2022 2:56 PM
6	The articles from our Executive Presbyter, Mr. Sorge, were not very insightful nor were they helpful...they just stirred the pot in a way that caused division in several churches I know. We need someone who will get out of their office and preach in a church 3 Sundays a month. I am also thankful for my church leaders who stood the test of time.	12/21/2022 2:48 PM
7	ZOOM MEETINGS AND WORSHIP LIVESTREAMING	12/20/2022 8:09 PM
8	Regular communications of ideas and issues.	12/20/2022 7:55 PM
9	Provide services online and opportunities online for fellowship	12/20/2022 7:48 PM
10	Moved with caution in terms of mitigating the effects of Covid, while continuing to offer weekly free meals via takeout	12/20/2022 7:25 PM
11	Nothing	12/20/2022 5:30 PM
12	Our fellowship did not allow the pandemic to distract us from the true fight for LGBTQ+ progress.	12/20/2022 4:45 PM
13	online worship options, online fellowship	12/20/2022 12:50 PM
14	Our congregation increased our use of technology to provide live stream and recorded worship services and developed online giving.	12/20/2022 12:21 PM
15	OFFERED ACCESS TO ONLINE RESOURCES AND HELP IN OPTIONS FOR WORSHIP OPPORTUNITIES	12/20/2022 12:15 PM
16	engaging in the technology to develop an online campus early on and make the services available for re-view at convenient times to effectively reach those who became unable to attend and reach a wider congregation of viewers from other states.	12/20/2022 12:11 PM
17	Presbytery assisted with technology.	12/20/2022 12:02 PM
18	survived	12/20/2022 11:42 AM
19	Congregational leadership enabled us to use technology in an effort for the congregation to worship and maintain a sense of unity	12/20/2022 11:35 AM
20	Keep us connected to one another, even though most of it was virtual and/or through hybrid technology.	12/20/2022 11:29 AM
21	The congregation as a whole, stayed in touch with each other through phone conversations. All without being prompted to do so. They continue to do this now as we still have members who have returned to Worship- most due to age related problems.	12/20/2022 11:03 AM
22	They were adaptive, creative, and flexible--trusting in the Lord to guide us forward in hope.	12/20/2022 9:22 AM
23	moved quickly to get the services broadcast on video to all	12/20/2022 9:07 AM
24	Developed a zoom service along with in person service that has continued as Covid lessened.	12/20/2022 8:53 AM

Landscape for Pittsburgh Presbytery

25	Presbytery staff provided meaningful training on livestreaming, thinking through our strategy for incorporating livestreaming into our vision for worship as a congregation.	12/20/2022 7:52 AM
26	Kept the church doors open	12/20/2022 7:20 AM
27	We continued twice weekly services -- Wednesday and Sunday -- without the minister missing a beat because he got the family to help. We had hymns and sermons straight through. First, on Facebook; later, in "the courtyard" between the church building and the program center. We seemed to reach people from way outside the bounds, as in Florida and Minnesota, for instance. Seems we also reached Australia and South Africa, due to friends who happened to be away at the moment of world lock down. I'm glad he had a tech savvy son! And, I suspect, Brian Wallace!	12/20/2022 3:28 AM
28	Helped congregations develop technology to remain in contact with their members.	12/19/2022 9:25 PM
29	Continued to have services	12/19/2022 8:59 PM
30	Continued to provide pastoral care through phone calls and cards. Provided live stream services.	12/19/2022 8:46 PM
31	Zoom Services, Bible Study	12/19/2022 8:33 PM
32	Was there to talk to and pray with	12/19/2022 8:05 PM
33	I was grateful for Sheldon's clear messaging around safety; I was grateful for hybrid offerings	12/19/2022 7:43 PM
34	Hybrid meetings which presbytery should continue to offer as COVID rates fluctuate	12/19/2022 7:28 PM
35	strong leadership regarding Covid response	12/19/2022 7:12 PM
36	Kept us informed of how churches were responding to COVID and Sheldon provided theological reflections related to COVID.	12/19/2022 6:18 PM
37	increased mission work for the community.	12/19/2022 6:16 PM
38	Shift to online services, continue to make vital functions of the church happen	12/19/2022 4:24 PM
39	I continue to be grateful for Brian Wallace and his pastoral care for me as a minister in a specialized call.	12/19/2022 4:08 PM
40	My congregation routinely and regularly prayed for me and followed up with me to see how I was and how my family was doing personally.	12/19/2022 10:47 AM
41	They made way for us to meet!	12/18/2022 11:39 AM
42	Expanded virtual communications for services, meetings, etc.	12/18/2022 11:21 AM
43	Close church building but streamed Services and some meetings.	12/18/2022 12:34 AM
44	Zoom small groups, worship service online	12/17/2022 11:11 PM
45	Did a good job of staying in contact and involving members. Did a good job of encouraging members to continue pledging.	12/17/2022 1:50 PM
46	The energy and commitment of our pastor to offer worship options (e.g., online or, when conditions permitted, in-person) in a safe yet continuous manner.	12/17/2022 1:23 PM
47	loved each other.	12/17/2022 12:43 PM
48	Help from Brian getting worship on-line	12/17/2022 11:14 AM
49	streaming online, and weekly letters	12/17/2022 10:47 AM
50	Online services and phone calls, emails, etc.	12/17/2022 7:40 AM
51	Virtual Bible study	12/17/2022 7:01 AM
52	online service	12/16/2022 8:42 PM
53	Communications through video channels for worship, regular email newsletters, etc.	12/16/2022 6:05 PM
54	Zoom services	12/16/2022 3:56 PM

Landscape for Pittsburgh Presbytery

55	zoom worship	12/16/2022 10:35 AM
56	ZOOM well done. Ongoing encouragement about keeping the church ministering. Less grateful -- attention to the financial aspects of families' engagement.	12/16/2022 10:35 AM
57	Guidance for Covid protocols.	12/16/2022 10:20 AM
58	Help in getting online	12/15/2022 10:37 PM
59	On line worship weekly; zoom meetings; deacons reached out more directly with materials for study to all members	12/15/2022 10:19 PM
60	We had a Task Force that made recommendations to our pastor and Session.	12/15/2022 9:58 PM
61	Resource congregations through grants to be an effective witness and mission outpost for their communities.	12/15/2022 9:37 PM
62	BEING AVAILABLE VIA WHATEVER MEANS POSSIBLE & PROVIDING HOPE	12/15/2022 9:20 PM
63	Nothing at all.	12/15/2022 9:00 PM
64	weekly worship, even if online	12/15/2022 8:23 PM
65	Supportive of technology solutions for churches	12/15/2022 7:34 PM
66	Online worship and meetings	12/15/2022 5:27 PM
67	Our congregation published weekly sermons, music and information online and via mail to those not connected. Stayed connected via phone, internet and in person where able.	12/15/2022 4:54 PM
68	Livestream the services.	12/15/2022 4:18 PM
69	Transition steadily to technological & media solutions	12/15/2022 4:00 PM
70	The check-ins were helpful. Even though I didn't always take advantage of them, it was good to know they were there. Also, I appreciated some of the different videos and resources put out during this time.	12/15/2022 3:49 PM
71	Stay in communication with us	12/15/2022 3:40 PM
72	Electronic Church services, Weekly Mailers, wellness check-in calls. Especially grateful for recorded services from Staff!!!	12/15/2022 3:30 PM
73	Steadily walking into the unknown with all members	12/15/2022 2:59 PM
74	My church leaders did a ton!...not sure what Presbytery people did.	12/15/2022 2:46 PM
75	We kept gathering in worship despite the instructions not to. We were small enough to keep the social distancing expected by the CDC, wore masks, and asked those with COVID to follow CDC guidelines before returning. However, we continued to meet and sing in worship. Our congregation did not suffer COVID cases during the first nine months.	12/15/2022 2:41 PM
76	0	12/15/2022 2:26 PM
77	Helped small congregations with technology to get livestreams up and running	12/15/2022 2:13 PM
78	embrace Zoom meetings	12/15/2022 1:28 PM
79	develop live streaming.	12/15/2022 12:09 PM
80	I think the Presbytery was thoughtful and helpful in adapting to online meetings and encouraging churches to abide by public health guidelines.	12/15/2022 11:12 AM
81	Improved livestream broadcasts of services and did a good job of communication with church members.	12/15/2022 8:50 AM
82	Pastor and his family live streamed "worship" from their living room including hymns, readings, prayers, and sermons.	12/14/2022 9:09 PM
83	Learned to use technology such as YouTube and Zoom to keep people engaged	12/14/2022 8:48 PM
84	Wore masks	12/14/2022 7:26 PM
85	still active	12/14/2022 5:30 PM

Landscape for Pittsburgh Presbytery

86	As far as I know presbytery did nothing. Our pastor started virtual church and meetings and games to engage members.	12/14/2022 3:06 PM
87	Providing a clear policy for all to follow.	12/14/2022 1:02 PM
88	on line services	12/14/2022 12:46 AM
89	Online service. Calls to members to check on needs. Outdoor service.	12/13/2022 8:30 PM
90	Deacons and some Elders made regular phone calls to check on members	12/13/2022 8:07 PM
91	Live stream services	12/13/2022 7:00 PM
92	??	12/13/2022 3:51 PM
93	We worked hard at keeping our members informed and engaged.	12/13/2022 1:40 PM
94	Repeated CDC guidelines and offered advice on how to be a church while separated.	12/13/2022 11:12 AM
95	Limit the number of Sunday's where we did not meet	12/13/2022 9:40 AM
96	Stayed open and also used zoom for those who were fearful. It was a real blessing to go to church or zoom the service.	12/12/2022 7:09 PM
97	Different ways to reach out & give us opportunities to worship safely	12/12/2022 12:49 PM
98	Addressed race and LGBTQ+ issues	12/11/2022 9:16 PM
99	Stepped up zoom opportunities to gather for prayer and spiritual nourishment in addition to Sunday worship	12/11/2022 2:42 PM
100	The worship service was available on line. I still felt I was part of the congregation, communication was still available and that our church was still there regardless of the pandemic. Our staff worked very hard to still be part of the community.	12/10/2022 6:26 PM
101	Addressed our concerns and showed their support.	12/10/2022 5:45 AM
102	Presbytery encouraged and supported leadership and congregation to engage community.	12/9/2022 9:18 AM
103	Maintained support of New Worshiping Communities.	12/8/2022 5:41 PM
104	Live stream worship services and offer Bible study and meetings online	12/8/2022 2:37 PM
105	resources for pastors to have a Sunday off, with recorded services by the staff	12/8/2022 2:34 PM
106	Open zoom service.	12/8/2022 2:15 PM
107	food banks	12/8/2022 10:38 AM
108	Zoom worship	12/8/2022 9:54 AM
109	Zoom calls for larger congregations was helpful	12/8/2022 9:36 AM
110	Provided mutual support, found creative ways to stay connected, made effective use of PPP loan availability to help with pandemic-related financial challenges	12/8/2022 9:33 AM
111	Provide online worship; provide telephone contact with members every two weeks or so with a member of leadership so needs of members could be addressed	12/8/2022 9:09 AM
112	Pastoral voice; offering technical help	12/7/2022 4:32 PM
113	Wearing masks or if you were sick stay home	12/7/2022 12:55 PM
114	Stayed connected through electronic means.	12/6/2022 4:15 PM
115	Worked hard to deliver high quality on-line services.	12/6/2022 3:01 PM
116	Provided online services.	12/6/2022 8:25 AM
117	Suggested a "Designated Pastor" position for our search.	12/5/2022 10:05 PM
118	On line services continue. Sessions and Deacons and PW met many needs but Our numbers declined substantially despite lots of effort from a few active members	12/5/2022 3:58 PM

Landscape for Pittsburgh Presbytery

119	zoom servies	12/5/2022 10:59 AM
120	Congregation tried very hard to stay in touch with members. Presbytery dealt efficiently and swiftly with congregational crises.	12/5/2022 10:06 AM
121	We provided a video feed for those who chose not to attend. However, this has caused a decrease in attendance, but not in financial commitments.	12/5/2022 10:01 AM
122	On-line worship services	12/3/2022 12:03 PM
123	Worship service on Facebook. Bible Studies on Zoom.	12/2/2022 9:26 PM
124	Transitioned to virtual worship	12/2/2022 9:00 PM
125	Task force	12/2/2022 5:14 PM
126	Gathering clergy weekly over zoom in the early stages of the lockdown was very helpful	12/2/2022 4:12 PM
127	Learned to strengthen its online presence.	12/2/2022 3:42 PM
128	on-line worship, keeping up with normal communions from the church	12/2/2022 2:19 PM
129	Built a strong online presence	12/2/2022 12:22 PM
130	The leaders in our church stayed put.	12/1/2022 11:04 PM
131	Committed to continual live streaming no matter what, upgraded our sound system. The presbytery helped us greatly in that as well.	12/1/2022 9:49 PM
132	Online videos on racial reconciliation. Covid grants	12/1/2022 8:07 PM
133	Balance between concern for safety and maintaining meaningful communication and relationships in congregation and Preabytery	12/1/2022 4:34 PM
134	Broadened perspective beyond our church Gave insight into how pandemic disproportionately affected youth and children Connected through online resources	12/1/2022 4:00 PM
135	guidelines for how to provide worship during pandemic	12/1/2022 3:46 PM
136	I was grateful for Presbytery staff who was a listening ear and resource for conflict resolution	12/1/2022 3:20 PM
137	Zoom	12/1/2022 11:52 AM
138	intentional one-on-one conversations to check in	12/1/2022 11:46 AM
139	Our church was amazing!	12/1/2022 11:35 AM
140	Unified front from staff and church leaders to develop opportunities for in-depth congregational care during Covid restrictions; The production of high quality weekly worship services online that were accessible to almost all members of our church family; Creativity to help members of our church family remain relationally connected even while quarantined or during heightened social gathering restrictions.	12/1/2022 11:19 AM
141	Continuing services via the internet were important in connecting people to the church.	12/1/2022 11:13 AM
142	Started the "Coffee with Clergy" weekly group meeting.	12/1/2022 11:07 AM
143	Graciously trusted me and listened to me when I was concerned.	12/1/2022 10:50 AM
144	continue to provide worship	12/1/2022 10:40 AM
145	Returned to safe worship services as soon as was possible.	12/1/2022 10:36 AM
146	Congregation was open to trying many new methods of reaching people.	12/1/2022 8:02 AM
147	nothing	12/1/2022 7:58 AM
148	Livestream	11/30/2022 6:37 PM
149	Presbytery leadership was late to the party! Our congregational leaders were all over it though. Super grateful for that.	11/30/2022 3:51 PM
150	Stayed open	11/30/2022 3:39 PM

Landscape for Pittsburgh Presbytery

151	Livestream, developed a congregational care call system with teams to reach every member	11/30/2022 3:34 PM
152	Moved to livestream worship	11/30/2022 3:25 PM
153	Lack of fights in our church! Presbytery was resourceful, encouraging, supportive Help with live stream very helpful Opportunities for online mutual support Guidance, raising good Qs as circumstances changed	11/30/2022 3:05 PM
154	They helped us obtain resources and finances to address the need for an online form of worship.	11/30/2022 1:17 PM
155	Our congregation went through a transition and a high level of conflict. I'm thankful specifically for Brian Wallace and the care he gave this congregation; he showed up, was firm, but was also compassionate. He admitted the weaknesses of the system but worked hard to not just put a bandaid on the wound but to seek the root of the issue. Once the conflict exploded, the presbytery's response was wonderful; it would have been more helpful if it hadn't gotten to that point.	11/30/2022 1:03 PM
156	looked out for the needs of others in the congregation	11/30/2022 12:34 PM
157	Had regular online meetings; helped congregations realize the importance of new technologies; provided services or sermons online when the churches were shut down.	11/30/2022 12:27 PM
158	Persevered	11/30/2022 11:58 AM
159	Technology support and financial help with technology	11/30/2022 10:51 AM
160	connecting clergy through zoom meetings was helpful. Providing technology grants to smaller congregations was an excellent development as well.	11/30/2022 9:35 AM
161	Weekly pastor calls as a source of support, commiseration, and fellowship	11/30/2022 9:29 AM
162	Continued meeting weekly virtually. Made deliveries to congregant's houses.	11/30/2022 9:01 AM
163	My congregation was willing to try new ideas, be flexible, and see what worked. They were willing to fail, and were gracious with one another along the way.	11/30/2022 8:56 AM
164	The church where I worship developed excellent online worship, increased diversity of communication medium, maintained staffing, cared for the sick.	11/30/2022 8:24 AM
165	Worship grew & restrictions did not lead to conflict	11/30/2022 7:43 AM
166	Monday chats. Offering special services on line- I think it was Holy Week.	11/30/2022 1:15 AM
167	We started live-streaming the Sunday worship which has expanded our outreach to more people.	11/29/2022 10:39 PM
168	They provided financial and tech support through a CoVid grant for Live-streaming.	11/29/2022 8:05 PM
169	Clearly learned from experience and changed approaches as that learning became clear and circumstances allowed.	11/29/2022 6:13 PM
170	Was compassionate with people having different ideas about how to proceed	11/29/2022 5:31 PM
171	Our pastor was great at reaching out via phone or zoom The live streaming was very good and started quickly	11/29/2022 5:06 PM
172	Kept people in touch	11/29/2022 4:53 PM
173	Encouraging and inspirational messages from General Presbyter on regular basis. Logistical recommendations on how to respond to pandemic as new information became available.	11/29/2022 4:22 PM
174	I appreciated the sermons that were available for congregations to use when the pastor was off for a Sunday, thus encouraging pastors to still use their time off.	11/29/2022 3:36 PM
175	These are wildly different questions combined into one.	11/29/2022 3:18 PM
176	I am deeply grateful for the many instances in which my congregational leaders went above and beyond with great bravery - learning new skills like streaming, thinking creatively about sacraments, looking for ways to care for each other. On a Presbytery level, I am grateful for some assistance we received in tech issues and providing information about webinars early	11/29/2022 3:11 PM

on. Mostly, though, I am disappointed in the Presbytery's response to congregational crises and needs during the pandemic.

177	Coffee with the Pastors	11/29/2022 2:51 PM
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