

# ***Landscape***®

Strategic Review

## **Presbytery of Anywhere**

generated from

*The Portal*®



## KEY INDICATORS

### Overall Satisfaction

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

Clearly agree	<b>33%</b>
On the fence	<b>54%</b>
Clearly disagree	<b>13%</b>
Satisfaction rating	<b>Average</b>

### 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	<b>18%</b>
On the fence	<b>56%</b>
Clearly disagree	<b>26%</b>
Energy rating	<b>Average</b>

### Strength Trend

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

Weaker	<b>15%</b>
Same	<b>40%</b>
Stronger	<b>46%</b>

### Top Three Priorities for the Future

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

- First      Equip Pastors and other leaders in congregations with strategies that enable them to reach new members.
- Second    Take a leadership role in working with churches that are struggling.
- Third      Develop a discernment process to rethink how to be vital Presbyterian churches in our specific region.

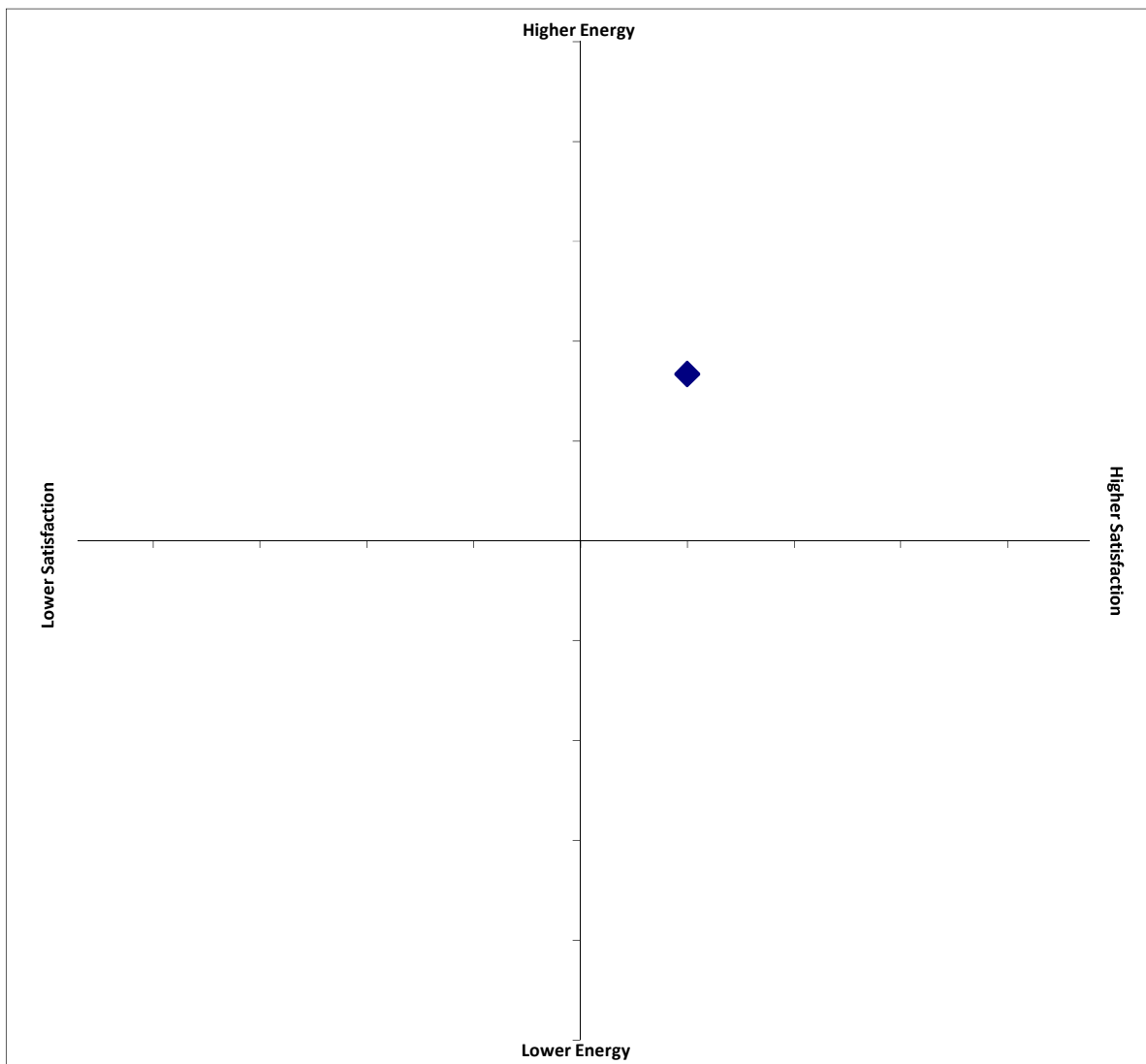
### Response Profile

Clergy member	<b>44</b>
Session member	<b>129</b>
Other congregational leader	<b>50</b>
Commissioner	<b>31</b>
Member of Presbytery committee	<b>37</b>
Paid staff member	<b>11</b>
None of these	<b>4</b>
<hr/>	
Total	<b>220</b>

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## SATISFACTION-ENERGY MAP

The Satisfaction-Energy Map is a graphical representation of two of the most important aspects of any organization: the level of satisfaction and the level of energy experienced by members. Though related, these two aspects are different. Satisfaction tends to relate to how members feel about the *operation* of the organization. Energy tends to relate to how members feel about the *purpose* and *meaning* of their activity within the organization. When members indicate that both satisfaction and energy are high in an organization, it will generally be performing at a high level. When either satisfaction or energy are low, it is a priority for leaders to identify the critical factors and take steps that address those factors.



# DRIVERS

## What is a Driver?

When the data from your Portal 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.

## Drivers of Satisfaction

*The top five drivers of satisfaction in your regional association are:*

The whole spirit in our Presbytery makes people want to get as involved as possible.

Level of  
Importance

Very high

The Presbytery leadership has done a good job of developing a shared vision that unites us.

Very high

The clergy and lay leaders of our Presbytery show a genuine concern to know what people are thinking when decisions need to be made.

Very high

As a Presbytery we do a good job communicating with one another in a way that keeps us aware and engaged.

Very high

The 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

*The top five drivers of energy in your regional association are:*

The Presbytery has been successful in helping congregations like mine become more vital and effective.

Level of  
Importance

High

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

High

The whole spirit in our Presbytery makes people want to get as involved as possible.

High

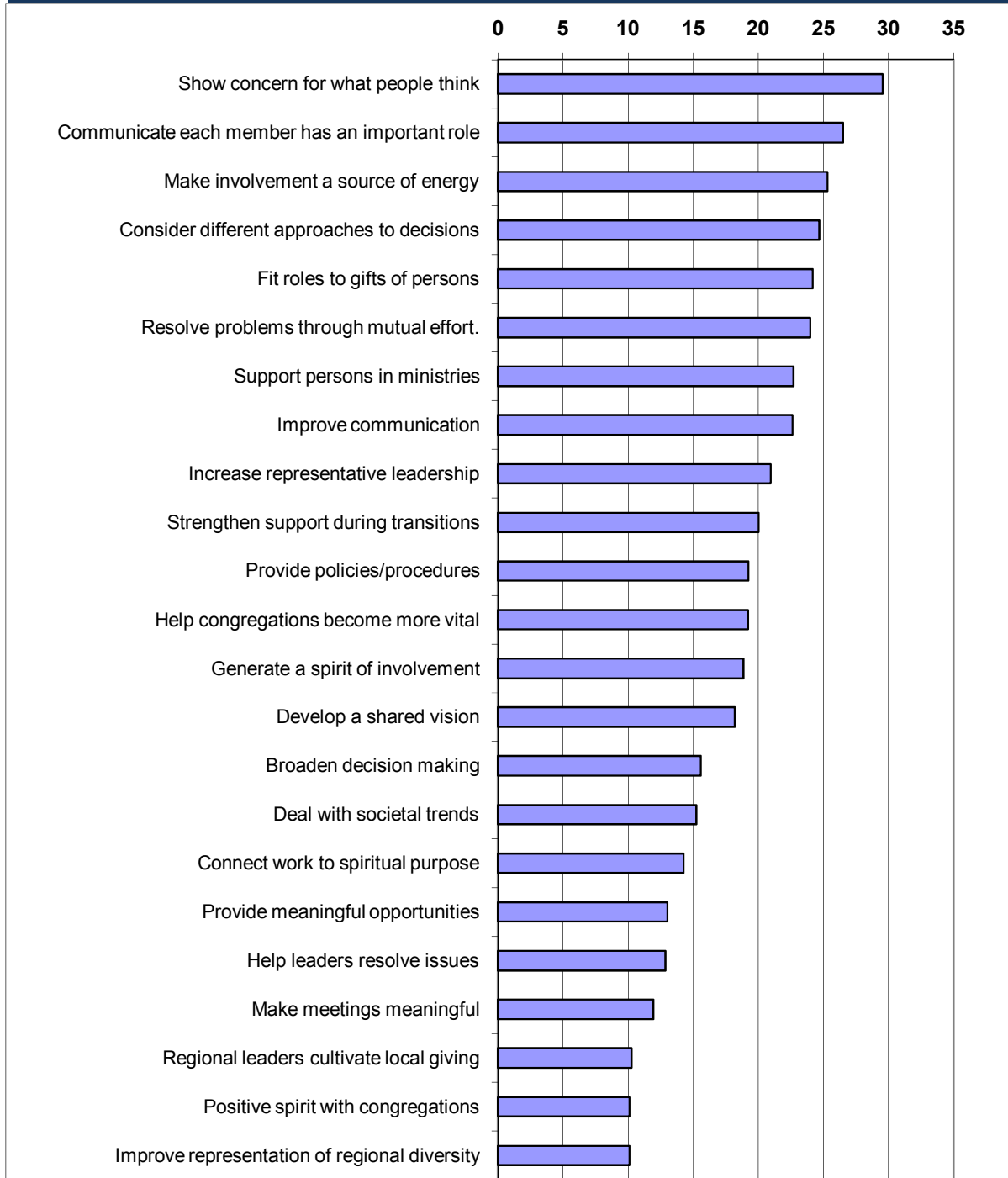
I find Presbytery meetings to be a good use of my time and energy.

Medium

Our Presbytery helps members become engaged by finding roles for people that fit their gifts.

Medium

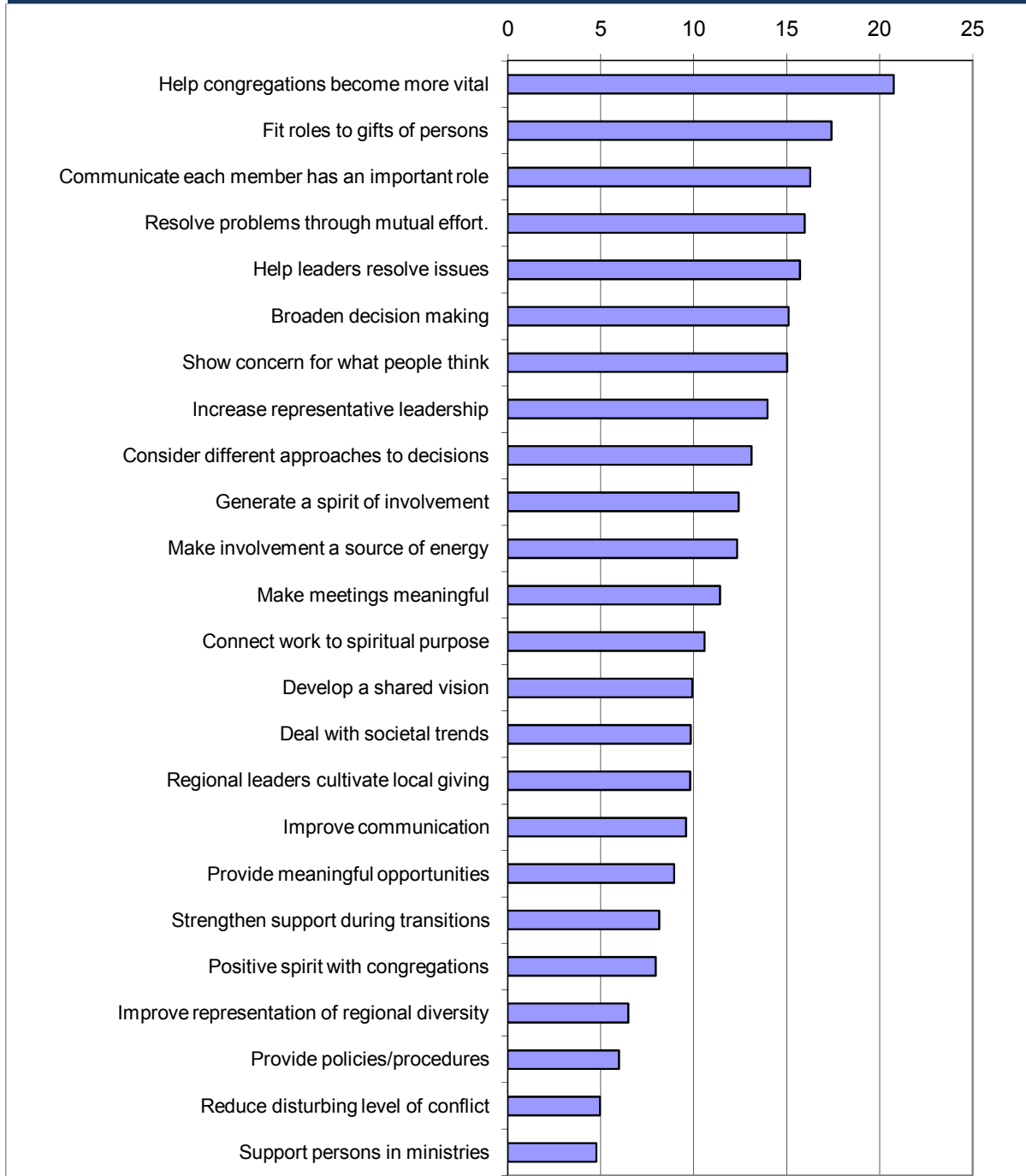
## CRITICAL SUCCESS FACTORS FOR HIGHER SATISFACTION



<b>0 - 10</b>	<b>Insignificant</b>	<b>20 - 35</b>	<b>Significant</b>
<b>10 - 20</b>	<b>Weak</b>	<b>35 - 50</b>	<b>Important</b>

>50    **Urgent**

## CRITICAL SUCCESS FACTORS FOR HIGHER ENERGY



<b>0 - 10</b>	<b>Insignificant</b>	<b>20 - 35</b>	<b>Significant</b>
<b>10 - 20</b>	<b>Weak</b>	<b>35 - 50</b>	<b>Important</b>
			<b>&gt;50</b> <b>Urgent</b>

## PRIORITIES FOR THE FUTURE

### Overall Priorities

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:

First <i>(Average)</i>	Equip Pastors and other leaders in congregations with strategies that enable them to reach new members.	3.79
Second <i>(High)</i>	Take a leadership role in working with churches that are struggling.	3.74
Third <i>(Average)</i>	Develop a discernment process to rethink how to be vital Presbyterian churches in our specific region.	3.53
Fourth <i>(Low)</i>	Equip Pastors and other leaders in congregations to help members become growing, vital disciples.	3.49
Fifth <i>(Average)</i>	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.40
Sixth <i>(High)</i>	Improve the programmatic resources that the Presbytery makes available to congregations to insure that they are the most effective ways to do ministry in the church today.	3.34
Seventh <i>(Average)</i>	Deepen our spiritual capacity as congregations to respond to life with serenity, confidence, and hope.	3.34
Eighth <i>(Average)</i>	Work with local congregations to increase the awareness of the Presbytery's mission and its unique impact upon the region that it serves.	3.34
Ninth <i>(Average)</i>	Make the Presbytery more responsive to requests for assistance in dealing with particular needs including pastoral transitions, financial issues, or other pressing concerns.	3.31
Tenth <i>(Very low)</i>	Cultivate a higher level of trust within the Presbytery.	3.30
Eleventh <i>(Average)</i>	Take a leadership role in new church development in promising regions of the Presbytery.	3.29
Twelfth <i>(Average)</i>	Streamline the Presbytery organizationally and administratively so that it makes better use of financial resources.	3.19
Thirteenth <i>(Average)</i>	Provide church leaders with the interpretive resources that will build more support for the work of the Presbytery among members of the congregation.	3.01
Fourteenth <i>(Average)</i>	Provide on-site stewardship consultants and programs to local churches in order to substantially increase the financial resources of congregations.	3.01

## PRIORITIES ACROSS GROUPS

### Clergy member

- First Equip Pastors and other leaders in congregations to help members become growing, vital disciples.
- Second Take a leadership role in working with churches that are struggling.
- Third Equip Pastors and other leaders in congregations with strategies that enable them to reach new members.
- Fourth Develop a discernment process to rethink how to be vital Presbyterian churches in our specific region.
- Fifth Equip congregations to be more effective in addressing problems affecting their surrounding communities.

### Session member

- First Equip Pastors and other leaders in congregations with strategies that enable them to reach new members.
- Second Take a leadership role in working with churches that are struggling.
- Third Develop a discernment process to rethink how to be vital Presbyterian churches in our specific region.
- Fourth Equip Pastors and other leaders in congregations to help members become growing, vital disciples.
- Fifth Improve the programmatic resources that the Presbytery makes available to congregations to insure that they are the most effective ways to do ministry in the church today.

### Other congregational leader

- First Equip Pastors and other leaders in congregations with strategies that enable them to reach new members.
- Second Take a leadership role in working with churches that are struggling.
- Third Work with local congregations to increase the awareness of the Presbytery's mission and its unique impact upon the region that it serves.
- Fourth Cultivate a higher level of trust within the Presbytery.
- Fifth Equip congregations to be more effective in addressing problems affecting their surrounding communities.

## PRIORITIES ACROSS GROUPS

### Commissioner

- First Equip Pastors and other leaders in congregations with strategies that enable them to reach new members.
- Second Take a leadership role in working with churches that are struggling.
- Third Improve the programmatic resources that the Presbytery makes available to congregations to insure that they are the most effective ways to do ministry in the church today.
- Fourth Develop a discernment process to rethink how to be vital Presbyterian churches in our specific region.
- Fifth Equip congregations to be more effective in addressing problems affecting their surrounding communities.

### Member of Presbytery committee

- First Take a leadership role in working with churches that are struggling.
- Second Equip Pastors and other leaders in congregations to help members become growing, vital disciples.
- Third Take a leadership role in new church development in promising regions of the Presbytery.
- Fourth Work with local congregations to increase the awareness of the Presbytery's mission and its unique impact upon the region that it serves.
- Fifth Develop a discernment process to rethink how to be vital Presbyterian churches in our specific region.

### Paid staff member

- First Develop a discernment process to rethink how to be vital Presbyterian churches in our specific region.
- Second Equip Pastors and other leaders in congregations to help members become growing, vital disciples.
- Third Equip Pastors and other leaders in congregations with strategies that enable them to reach new members.
- Fourth Take a leadership role in working with churches that are struggling.
- Fifth Cultivate a higher level of trust within the Presbytery.

# CONFLICT MANAGEMENT

## Conflict Management Question Text

*Q#6	There is frequently a small group of members in the Presbytery that opposes what the majority want to do.
Q#8	Problems between groups in this Presbytery are usually resolved through mutual effort.
*Q#18	Some leaders in my congregation have unresolved issues with the leadership of the Presbytery that get in the way of our working together.
Q#21	Among most of the members of our Presbytery there is a healthy tolerance of differing opinions and beliefs.
*Q#27	There is a disturbing amount of conflict in our Presbytery.

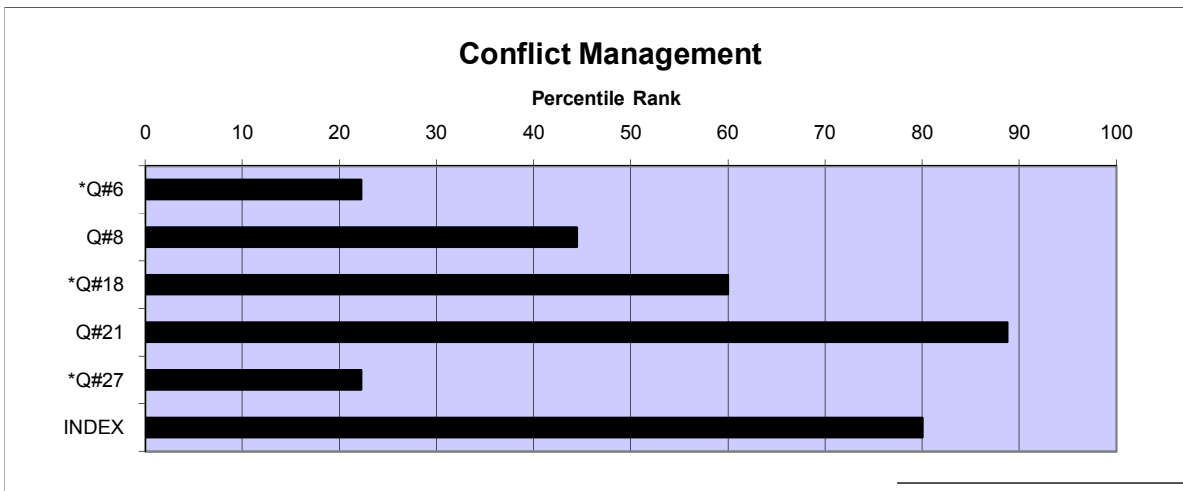
## Response Percentages

*These are the percentage responses from your members.*

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
*Question #6	0.0%	17.6%	23.1%	31.5%	22.2%	5.6%
Question #8	3.6%	5.4%	17.9%	38.4%	29.5%	5.4%
*Question #18	2.9%	28.3%	21.7%	26.1%	12.3%	8.7%
Question #21	1.3%	1.3%	10.7%	34.7%	40.7%	11.3%
*Question #27	13.6%	38.4%	36.8%	6.4%	3.2%	1.6%

## Comparative Profile

*These percentiles are a comparison of the average scores on your questions with other regional bodies.*



# MEMBER ENGAGEMENT

## Member Engagement Question Text

Q#12	As a Presbytery we do a good job communicating with one another in a way that keeps us aware and engaged.
Q#13	Our Presbytery does a good job helping each member understand that he or she has an important role to play.
Q#14	Our Presbytery does a good job supporting persons who are serving in various Presbytery ministries.
Q#25	Our Presbytery helps members become engaged by finding roles for people that fit their gifts.
Q#28	Our Presbytery provides adequate opportunities for members to engage in work that is meaningful.

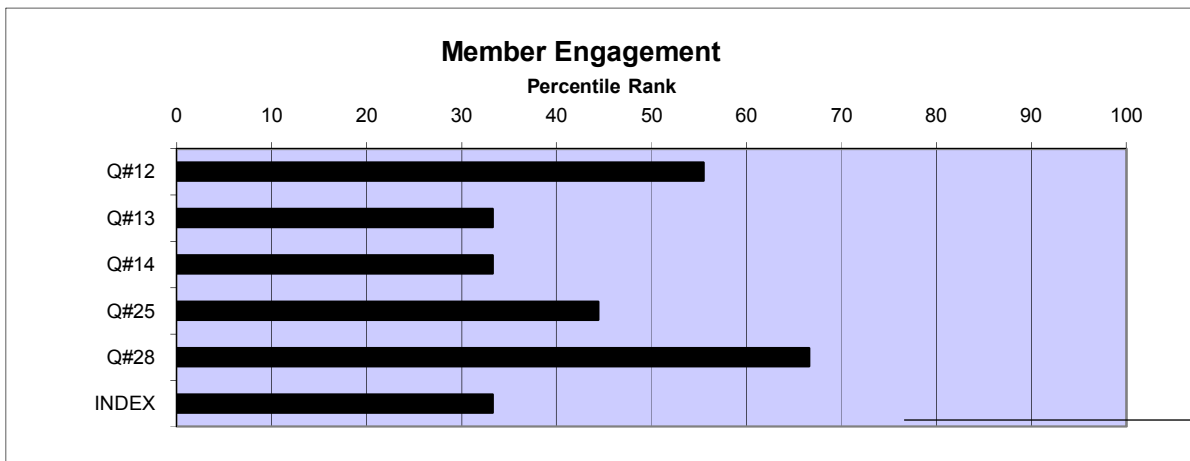
## Response Percentages

*These are the percentage responses from your members.*

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
Question #12	4.9%	6.7%	31.7%	32.9%	17.1%	6.7%
Question #13	4.2%	10.3%	29.1%	33.9%	17.0%	5.5%
Question #14	2.1%	3.6%	14.3%	36.4%	35.7%	7.9%
Question #25	3.1%	13.8%	23.8%	34.6%	18.5%	6.2%
Question #28	0.7%	4.1%	12.4%	43.4%	31.0%	8.3%

## Comparative Profile

*These percentiles are a comparison of the average scores on your questions with other regional bodies.*



# MORALE

## Morale

### Question Text

Q#7	Members have discovered that involvement in the work of the Presbytery can be a source of energy and spiritual renewal.
*Q#16	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.
Q#20	On the whole, I am satisfied with how things are in our Presbytery.
Q#24	Because of my involvement in the Presbytery, I feel clearer about God's purpose for my life than I did three years ago.
Q#30	The whole spirit in our Presbytery makes people want to get as involved as possible.

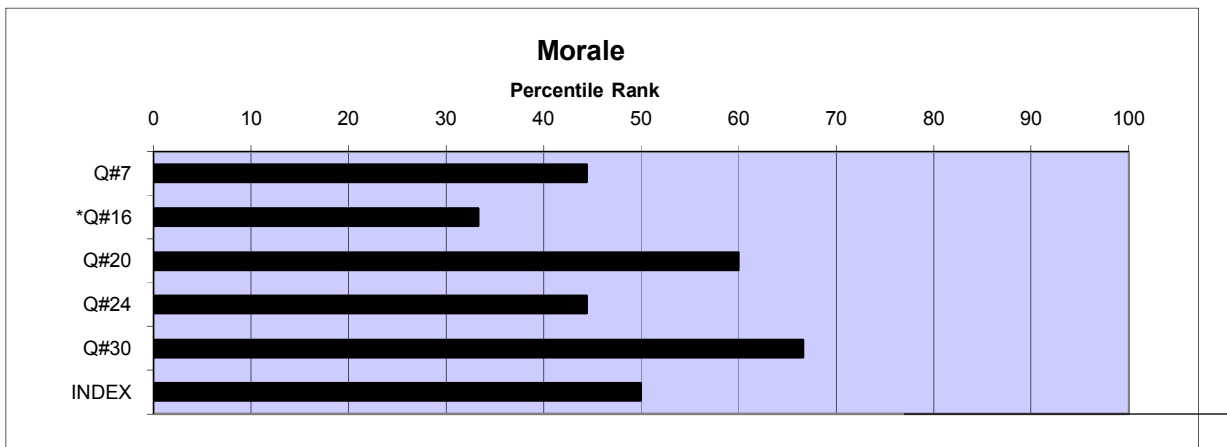
### Response Percentages

*These are the percentage responses from your members.*

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
Question #7	2.7%	5.4%	9.5%	29.7%	37.8%	14.9%
*Question #16	4.4%	21.9%	31.3%	25.0%	10.6%	6.9%
Question #20	3.1%	9.9%	20.4%	34.0%	27.2%	5.6%
Question #24	5.3%	13.2%	17.8%	23.0%	28.9%	11.8%
Question #30	2.5%	11.4%	32.3%	35.4%	14.6%	3.8%

### Comparative Profile

*These percentiles are a comparison of the average scores on your questions with other governing bodies.*



# GOVERNANCE

## Governance

### Question Text

Q#3	The clergy and lay leaders of our Presbytery show a genuine concern to know what people are thinking when decisions need to be made.
*Q#10	Most important decisions about what the Presbytery should do as a whole are really made by the same, small group of people.
Q#11	In important decisions in our Presbytery, adequate opportunity for consideration of different approaches is usually provided.
Q#29	Persons who serve as leaders in our Presbytery are generally representative of the members.

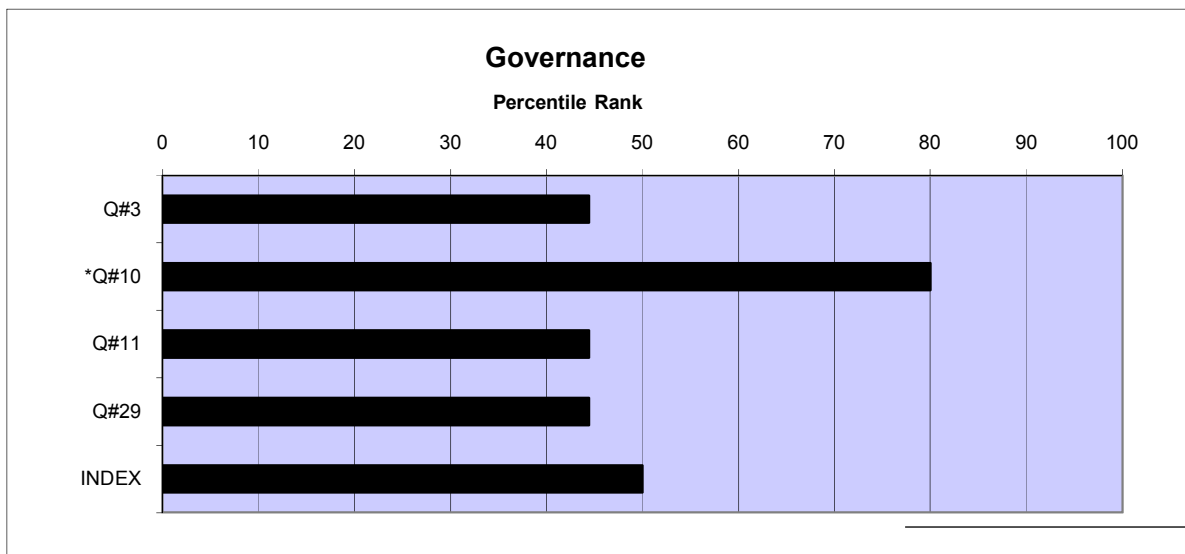
### Response Percentages

*These are the percentage responses from your members.*

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
Question #3	2.4%	6.1%	11.5%	30.3%	33.9%	15.8%
*Question #10	0.0%	6.0%	15.8%	42.1%	22.6%	13.5%
Question #11	4.5%	4.5%	26.3%	31.6%	27.8%	5.3%
Question #29	2.8%	4.9%	16.0%	44.4%	26.4%	5.6%

### Comparative Profile

*These percentiles are a comparison of the average scores on your questions with other governing bodies.*



# COLLEGIALITY

## Collegiality

### Question Text

Q#2	I experience a high level of collegiality as members work together in various Presbytery functions including Presbytery meetings, on boards and committees, in collaborative ministries, and in partnership with the Presbytery staff.
Q#5	Persons serving in various Presbytery endeavors exhibit a genuine hospitality toward one another and new persons entering into our Presbytery (new clergy, staff, boards, committees, Presbytery meetings, collaborative ministries, etc).
Q#15	A positive spirit exists between the leaders of my congregation and the leaders of our Presbytery.
Q#31	In our Presbytery, we are mindful of the cultural diversity and regional complexity of our communities.

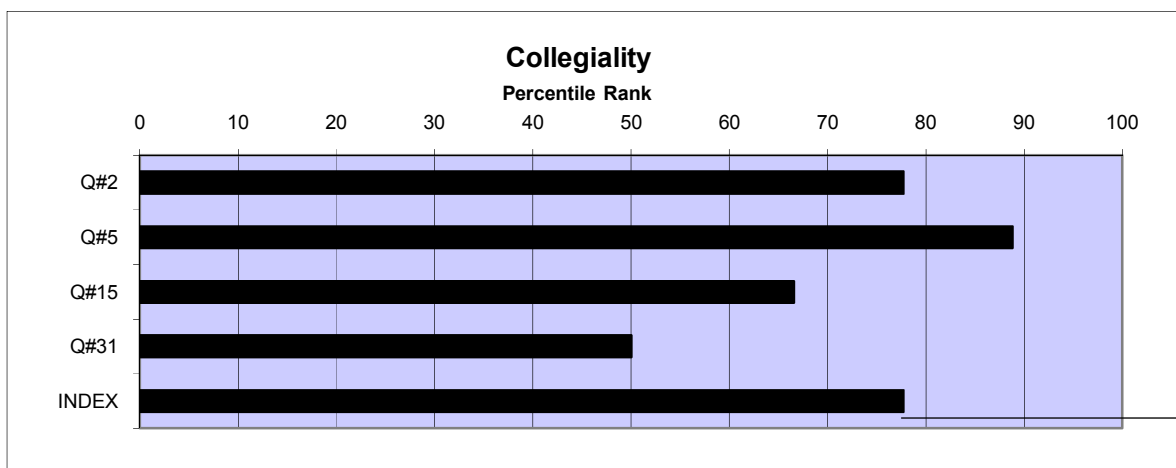
### Response Percentages

*These are the percentage responses from your members.*

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
Question #2	1.4%	3.4%	9.6%	30.1%	26.7%	28.8%
Question #5	0.7%	2.1%	4.2%	23.1%	41.3%	28.7%
Question #15	3.6%	3.0%	8.4%	26.9%	40.1%	18.0%
Question #31	1.8%	4.8%	13.3%	36.4%	32.7%	10.9%

### Comparative Profile

*These percentiles are a comparison of the average scores on your questions with other governing bodies.*



## SUPPORT TO CONGREGATIONS

### Support to Congregations

#### Question Text

Q#1	The Presbytery makes available policies and procedures that are helpful in the day to day operation of a church.
Q#17	The Presbytery has been successful in helping congregations like mine become more vital and effective.
Q#22	I trust the Presbytery leadership to provide strong and competent support to my congregation during challenging times such as changes in clergy or other transitions.
Q#23	The Presbytery leadership has been a valuable resource in helping my congregation cultivate the financial giving of our people.

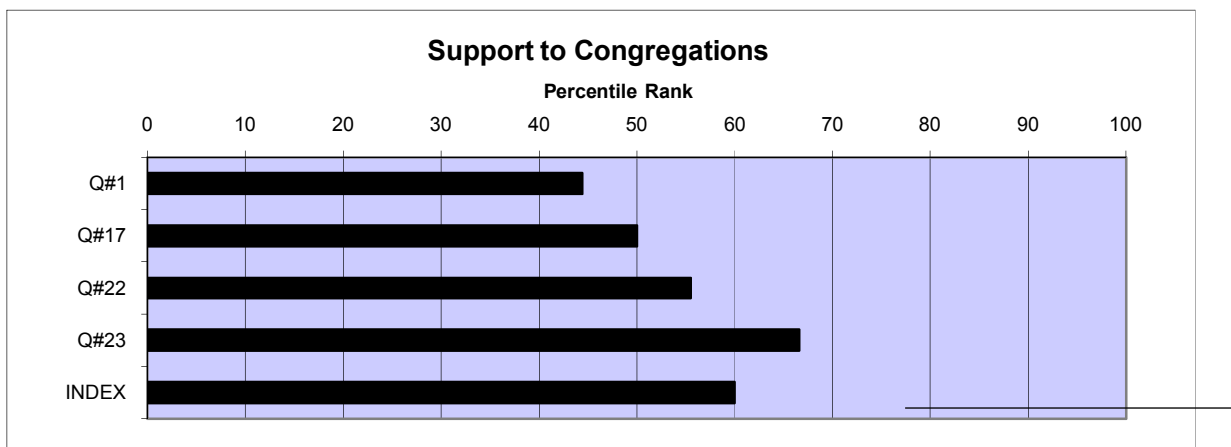
#### Response Percentages

*These are the percentage responses from your members.*

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
Question #1	1.3%	4.7%	16.1%	35.6%	38.3%	4.0%
Question #17	4.2%	7.3%	29.7%	30.3%	22.4%	6.1%
Question #22	4.7%	4.1%	17.1%	24.1%	32.9%	17.1%
Question #23	5.1%	10.8%	37.6%	21.7%	21.7%	3.2%

#### Comparative Profile

*These percentiles are a comparison of the average scores on your questions with other governing bodies.*



# LEADERSHIP

## Leadership

### Question Text

Q#4	The Presbytery leadership has done a good job of developing a shared vision that unites us.
Q#9	The Presbytery is effective in recognizing trends in the larger society and in helping us adapt in order to deal with those changes.
Q#19	I find Presbytery meetings to be a good use of my time and energy.

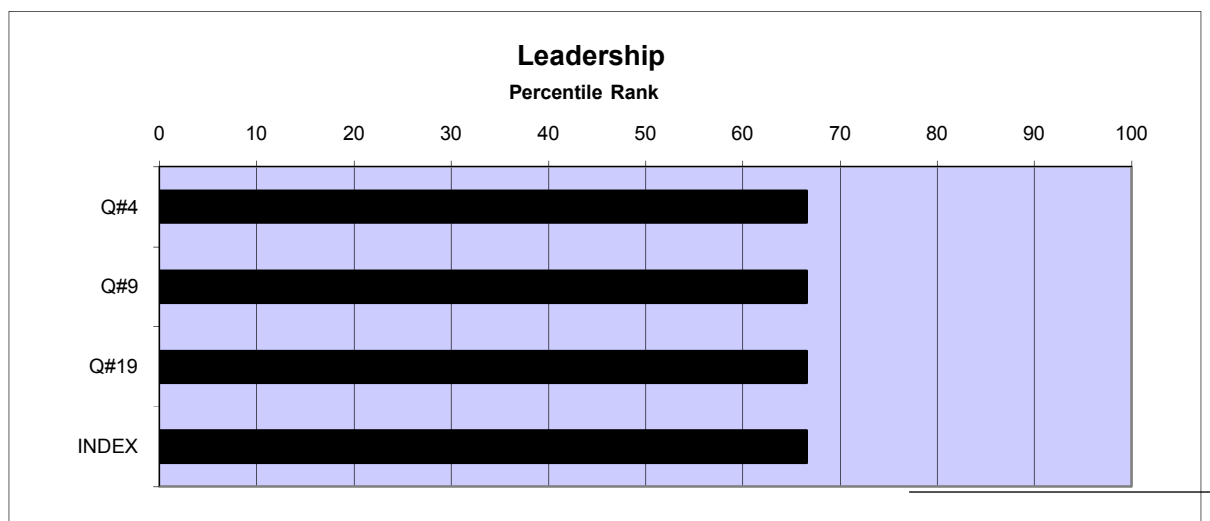
### Response Percentages

*These are the percentage responses from your members.*

Question	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
Question #4	4.2%	9.7%	17.0%	32.7%	27.9%	8.5%
Question #9	2.6%	8.4%	20.1%	34.4%	26.0%	8.4%
Question #19	4.1%	2.5%	22.3%	32.2%	28.1%	10.7%

### Comparative Profile

*These percentiles are a comparison of the average scores on your questions with other governing bodies.*



## CHANGE

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

Less engaged	<b>3.4%</b>
About the same	<b>66.2%</b>
More engaged	<b>30.4%</b>

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

Almost no change	<b>1.3%</b>
Small amount of change	<b>7.9%</b>
Moderate amount of change	<b>57.0%</b>
Large amount of change	<b>26.5%</b>
Change in nearly every area	<b>7.3%</b>

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

Much weaker	<b>0.7%</b>
Weaker	<b>14.2%</b>
About the same	<b>39.6%</b>
Stronger	<b>42.5%</b>
Much Stronger	<b>3.0%</b>

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

Strongly disagree	<b>1.5%</b>
Disagree	<b>2.9%</b>
Tend to disagree	<b>32.1%</b>
Tend to agree	<b>38.7%</b>
Agree	<b>19.0%</b>
Strongly agree	<b>5.8%</b>

Tolerance of change compared to other regional associations **very high**

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

Strongly disagree	<b>1.3%</b>
Disagree	<b>5.1%</b>
Tend to disagree	<b>12.1%</b>
Tend to agree	<b>49.7%</b>
Agree	<b>22.9%</b>
Strongly agree	<b>8.9%</b>

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

Strongly disagree	<b>3.3%</b>
Disagree	<b>13.2%</b>
Tend to disagree	<b>40.8%</b>
Tend to agree	<b>30.3%</b>
Agree	<b>10.5%</b>
Strongly agree	<b>2.0%</b>

## ENGAGEMENT LEVEL AND POTENTIAL

Beyond sending representatives to regular 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?

Not engaged	4.3%
Little engagement	29.3%
Moderate engagement	41.5%
Highly engaged	25.0%

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

Unaware	0.6%
Somewhat aware	25.6%
Moderately aware	39.3%
Very aware	34.5%

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?

Less satisfied here	24.4%
About the same	27.9%
More satisfied here	47.7%

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

Strongly disagree	6.1%
Disagree	26.4%
Tend to disagree	30.1%
Tend to agree	24.5%
Agree	9.8%
Strongly agree	3.1%

## RESPONDENT PROFILE

My gender is...

Male	<b>42.7%</b>
Female	<b>57.3%</b>

My age is...

Below 19	<b>0.0%</b>
19-24	<b>0.0%</b>
25-34	<b>3.1%</b>
35-44	<b>8.6%</b>
45-54	<b>14.8%</b>
55-64	<b>34.6%</b>
65+	<b>38.9%</b>

I have been involved in my congregation...

Less than 1 year	<b>3.6%</b>
1-2 years	<b>9.5%</b>
3-5 years	<b>16.1%</b>
6-10 years	<b>23.2%</b>
11-20 years	<b>19.6%</b>
20+ years	<b>28.0%</b>

What is your ethnic background?

Black	<b>0.0%</b>
Caucasian	<b>96.4%</b>
Native	<b>0.0%</b>
Latino	<b>0.6%</b>
Asian	<b>0.0%</b>
Other	<b>3.0%</b>

***Landscape***®  
Executive Summary

generated from  
*The Portal*®



## EXECUTIVE SUMMARY

The Portal was recently administered in your regional association. Persons in a wide range of roles were invited to participate in the assessment including clergy and lay leaders of local congregations. 220 persons responded to the online instrument. A response from every person is not required to provide valid results. For a complete readout, please review the Landscape report that was sent to your regional office. A summary of that report is provided below.

Overall, approximately 33% of the respondents are clearly satisfied with how things are in your regional association. This, in combination with other factors, suggests that compared to other regional associations your morale is average. Compared to three years ago, respondents indicate your regional association is much stronger.

At this point, the factors that seem most important to respondents and where additional energy could have the biggest impact include

- Show concern for what people think
- Communicate each member has an important role
- Make involvement a source of energy
- Consider different approaches to decisions
- Fit roles to gifts of persons

At this point the level of urgency in dealing with one or more of these factors is moderate. It is likely that one or more of the factors on this list is important enough to eventually take action.

The conflict management rating for your regional association is high compared to other similar bodies. Your regional association has become relatively skilled at dealing with potentially divisive issues that arise from time to time.

As respondents look to the future, their top priorities include

- Equip Pastors and other leaders in congregations with strategies that enable them to reach new members.
- Take a leadership role in working with churches that are struggling.
- Develop a discernment process to rethink how to be vital Presbyterian churches in our specific region.
- Equip Pastors and other leaders in congregations to help members become growing, vital disciples.

37% of respondents indicate, to one degree or another, that they often feel they have something to give your regional association, but don't know how to give it.

Survey data is always the beginning of a conversation, not the end.

***Landscape***®  
Supplemental Responses

**Presbytery of Anywhere**

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# ***Landscape***®

Free Text Responses

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