

# Trinity Downtown Orlando, FL

## Congregation Survey

November 2015

Online/ 137 Respondents

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# Summary

- Top of Mind: 5 Most Important Functions of Senior Pastor Leadership, Spiritual, People Skills, Preaching, Teacher

- Ratings of Pastor Attributes as defined by Call Committee:

Preaching	9.7
Leadership	9.3
Worship	9.2
People Skills	9.1
Discipler	8.9
Cooperation	8.7
Family Ministry	8.5
Children/School Ministry	8.3
Administrator	8.2
Youth Ministry	8.1
Lay Leadership	7.9

- Trinity Church Perception Trend:

	<u>2013</u>	<u>2015</u>
Thriving	19%	7%
Treading Water	46%	67%
Legacy	18%	16%

# Summary

• Trinity CDC Perception Trend:	<u>2013</u>	<u>2015</u>
Thriving	60%	66%
Treading Water	10%	8%
Legacy	3%	1%
• Trinity K-8 Perception Trend:	<u>2013</u>	<u>2015</u>
Thriving	10%	6%
Treading Water	57%	49%
Legacy	16%	24%

## General Observations

- Increasing attendance/membership/ numbers = higher perceptions and more positive comments.
- Decreasing attendance/membership/numbers = lower perceptions and negative comments.
- There are numerous comments in all response areas about the lack of leadership.
- There are communication issues throughout the church, school, CDC, and congregation.
- Volunteer and congregation involvement has declined.
- There is a urgent desire for leadership to be resolved in the church and K-8.
- The CDC perception is growing.
- There is a sense that the focus of the overall ministry has shifted to the CDC and the K-8 is suffering as a result.

# Survey Respondents: N=137

<u>Gender</u>	<u>Trinity Respondents</u>	<u>Orange County</u>
Women	67.2%	51.4%
Men	32.8%	48.6%
<u>Age</u>	<u>Trinity Respondents</u>	<u>Orange County</u>
Average Age	52.8	44.4
18 - 24	0.0%	14.7%
25 - 34	10.2%	20.6%
35 - 49	31.4%	27.3%
50 - 64	37.2%	23.2%
65+	21.2%	14.2%
<u>Marital Status</u>	<u>Trinity Respondents</u>	<u>Orange County</u>
Married	78.1%	45.6%
Divorced	10.2%	9.2%
Single and have never been married	5.8%	*33.3%
Widowed	4.4%	5.7%
Separated	0.7%	N/A
Living with a domestic partner	0.7%	N/A
Living Together	N/A	6.2%

\*Indicates all single respondents. No “never married” criteria.

# Survey Respondents: N=137

<u>Occupation</u>	<u>Trinity Respondents</u>	<u>Orange County</u>
Professional	41.6%	11.0%
Retired	16.8%	16.3%
White collar	16.1%	27.3%
Manager	8.8%	10.1%
Sales	5.8%	N/A
Clerical	2.9%	7.3%
Homemaker	2.9%	7.3%
Health Care Professional	2.2%	N/A
Student	0.7%	5.0%
<u>Children in HH</u>	<u>Trinity Respondents</u>	<u>Orange County</u>
No Children	55.5%	61.5%
1 Child	21.9%	18.8%
2+ Children	22.6%	19.7%
<u>Ages of Children in HH</u>	<u>Trinity Respondents</u>	<u>Orange County</u>
5 years old or younger	41.0%	36.3%
Between 6 - 11 years old	44.3%	33.3%
Between 12 - 18 years old	45.9%	38.7%

# Survey Respondents: N=137

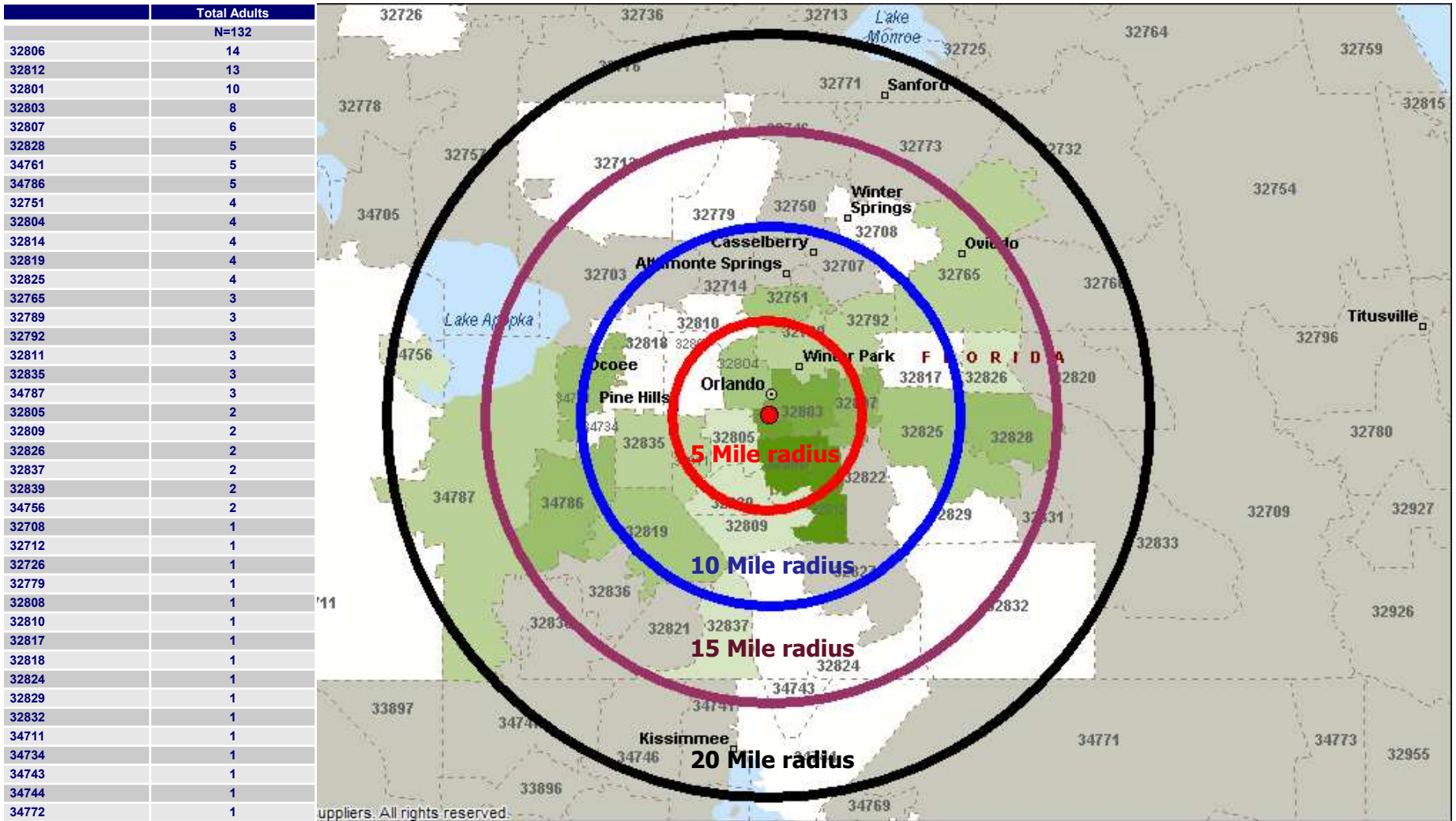
<b><u>Member At Trinity</u></b>	<b><u>Trinity Respondents</u></b>
Yes	89.8%
No	10.2%
<b><u>How Long a Member</u></b>	<b><u>Trinity Respondents/Member</u></b>
Less than 1 year	4.1%
1-5 years	21.1%
6-10 years	22.0%
11-15 years	11.4%
More than 15 years	41.5%
<b><u>How Often Attend Worship</u></b>	<b><u>Trinity Respondents/Member</u></b>
Twice a month or more	83.7%
Once a month	9.8%
Once every few months	4.1%
Depends on the season (don't live here year round)	1.6%
Refused	0.8%
<b><u>Member at Any Other Church</u></b>	<b><u>Trinity Respondents/Member</u></b>
No	92.7%
Yes	7.3%

# Trinity Respondents W/ Kids in HH: N=61

<b><u>Use Childcare for any child under 5</u></b>	<b><u>Trinity Respondents W/Kids in HH</u></b>
Yes	72.0%
No	28.0%
<b><u>Child enrolled at Trinity's CDC</u></b>	<b><u>Trinity Respondents W/ Kids in HH</u></b>
No	72.2%
Yes	27.8%
<b><u>Grade Level of Children in HH</u></b>	<b><u>Trinity Respondents W/ Kids in HH</u></b>
Elementary	63.6%
Middle School	31.8%
High School	31.8%
<b><u>Any Child Currently in K-8</u></b>	<b><u>Trinity Respondents W/ Kids in HH</u></b>
No	52.8%
Yes	47.2%
<b><u>Any Child 15-18 Attend Trinity for K-8</u></b>	<b><u>Trinity Respondents W/ Kids in HH</u></b>
No	61.5%
Yes	38.5%



# Trinity Respondent Zip Code Distribution



# MOST IMPORTANT FUNCTION OF PASTOR: Total Trinity Respondents

*Using one word, please name the most important function of a Senior Pastor.*

	Total Trinity Respondents
	N=132
Leadership	18.9%
Spiritual	15.2%
People Skills/ Connection	13.6%
Preaching/ Sermons	12.1%
Teacher	6.8%
Disciple	5.3%
Guidance	2.3%
Worship	2.3%
Committed	1.5%
Integrity	1.5%
Knowledgable	1.5%
Unifying	1.5%
Adaptable/ Versitle	1.5%
Minister	1.5%
Trustworthy	1.5%
Christ-Centered	0.8%
Community	0.8%
Counseling/listening	0.8%
Dynamic	0.8%
Enthusiasm	0.8%
Gospel	0.8%
Inspirational	0.8%
Love	0.8%
Model	0.8%
Organized	0.8%
Outreach	0.8%
Patience	0.8%
Proactive	0.8%
Reliability	0.8%
Serve	0.8%
Traditional	0.8%
Vision	0.8%

# MOST IMPORTANT FUNCTION OF PASTOR: Top 7 Responses By Segment

*Using one word, please name the most important function of a Senior Pastor.*

Total Trinity Respondents	Trinity Respondents W/ Kids in HH	Women	Men	25 - 34	35 - 49	50 - 64	65+	Member 5 years or less	Member 6-15 Years	Member 15+ Years
Leadership	People Skills/ Connection	Leadership	Leadership	Leadership	People Skills/ Connection	Leadership	Preaching/ Sermons	Leadership	People Skills/ Connection	Spiritual
Spiritual	Leadership	People Skills/ Connection	Spiritual	People Skills/ Connection	Leadership	Spiritual	Spiritual	People Skills/ Connection	Preaching/ Sermons	Leadership
People Skills/ Connection	Spiritual	Spiritual	Teacher	Spiritual	Preaching/ Sermons	People Skills/ Connection	Leadership	Preaching/ Sermons	Teacher	Preaching/ Sermons
Preaching/ Sermons	Teacher	Preaching/ Sermons	Preaching/ Sermons	Counseling /listening	Disciple	Preaching/ Sermons	Adaptable/ Versatile	Teacher	Leadership	Worship
Teacher	Disciple	Disciple	People Skills/ Connection	Guidance	Teacher	Teacher	Committed	Disciple	Spiritual	People Skills/ Connection
Disciple	Preaching/ Sermons	Teacher	Worship	Proactive	Guidance	Disciple	Gospel	Spiritual	Guidance	Teacher
Guidance	Guidance	Committed	Disciple	Reliability	Knowledge able	Christ-Centered	Integrity	Trustworthy	Knowledge able	Disciple

## Other Attributes/ Key Themes

- Rode Model
- Serve
- Communication
- Outgoing
- Involved in School
- Leader
- Administrator
- Involved in School
- Outreach into the community
- Inspiring
- Preaching
- Counselor
- Teacher
- Ambassador of church to community
- Motivational
- Approachable
- Friendly
- Passionate
- Visionary
- Mentor
- Experience in building up churches
- Sense of humor

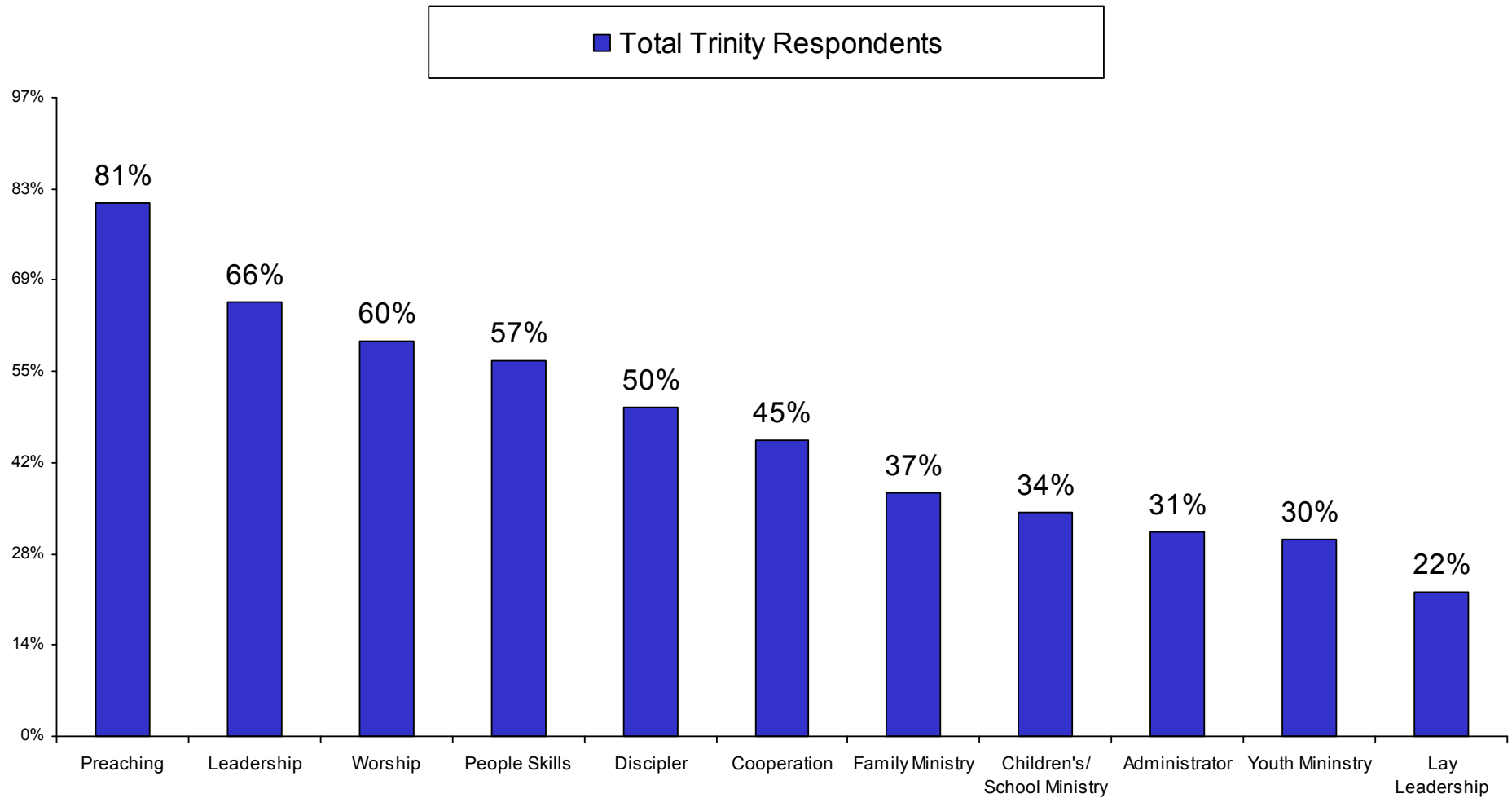
# Respondent Ratings Of Pastor Attributes

On a scale of 1 to 10, with 1 meaning not important and 10 meaning very important, please rate the importance of the Senior Pastor for \_\_\_\_\_?

	Total Adults
<b><u>Preaching Content and Delivery:</u></b> Preaches in a manner that makes the sermon interesting and understandable.	9.7
<b><u>Leadership:</u></b> Keeps before the people of Trinity a vision of where they are going and what they should be doing. Encourages support and participation and integrates both the church and school. Keeps everyone going in the same direction.	9.3
<b><u>Worship:</u></b> Understanding the nature of worship and prepares for each worship service	9.2
<b><u>People Skills and Tact:</u></b> Successfully working hard at getting along with all people and maintaining good relationships.	9.1
<b><u>Discipler:</u></b> helping people to grow in their faith and to put that faith into practice.	8.9
<b><u>Cooperation:</u></b> Seeks to work in concert with the leaders of Trinity Church and School.	8.7
<b><u>Family Ministry:</u></b> Sensitive to the needs of families	8.5
<b><u>Children's Ministry/School Commitment:</u></b> Relating and communicating with the children.	8.3
<b><u>Administration:</u></b> Works well with boards, committees, and individuals	8.2
<b><u>Youth Ministry:</u></b> for having an interest in Youth Ministry and has skills for working with young people.	8.1
<b><u>Lay Leadership:</u></b> Identifying people with leadership qualities then trains and encourages them to assume roles	7.9

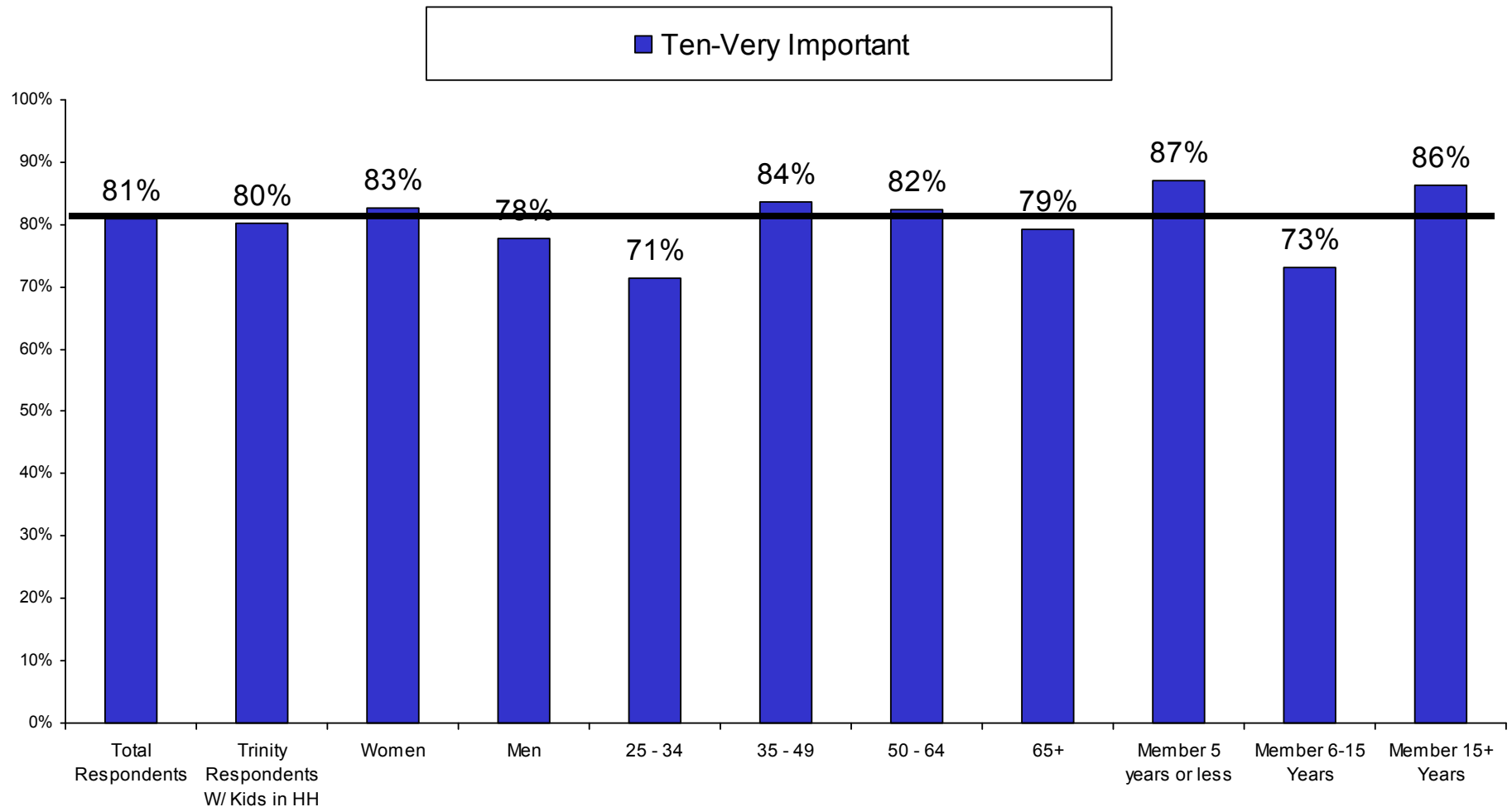
# Respondent Ratings Of Pastor Attributes: 10 Ratings By Attribute

On a scale of 1 to 10, with 1 meaning not important and 10 meaning very important, please rate the importance of the Senior Pastor for \_\_\_\_\_?



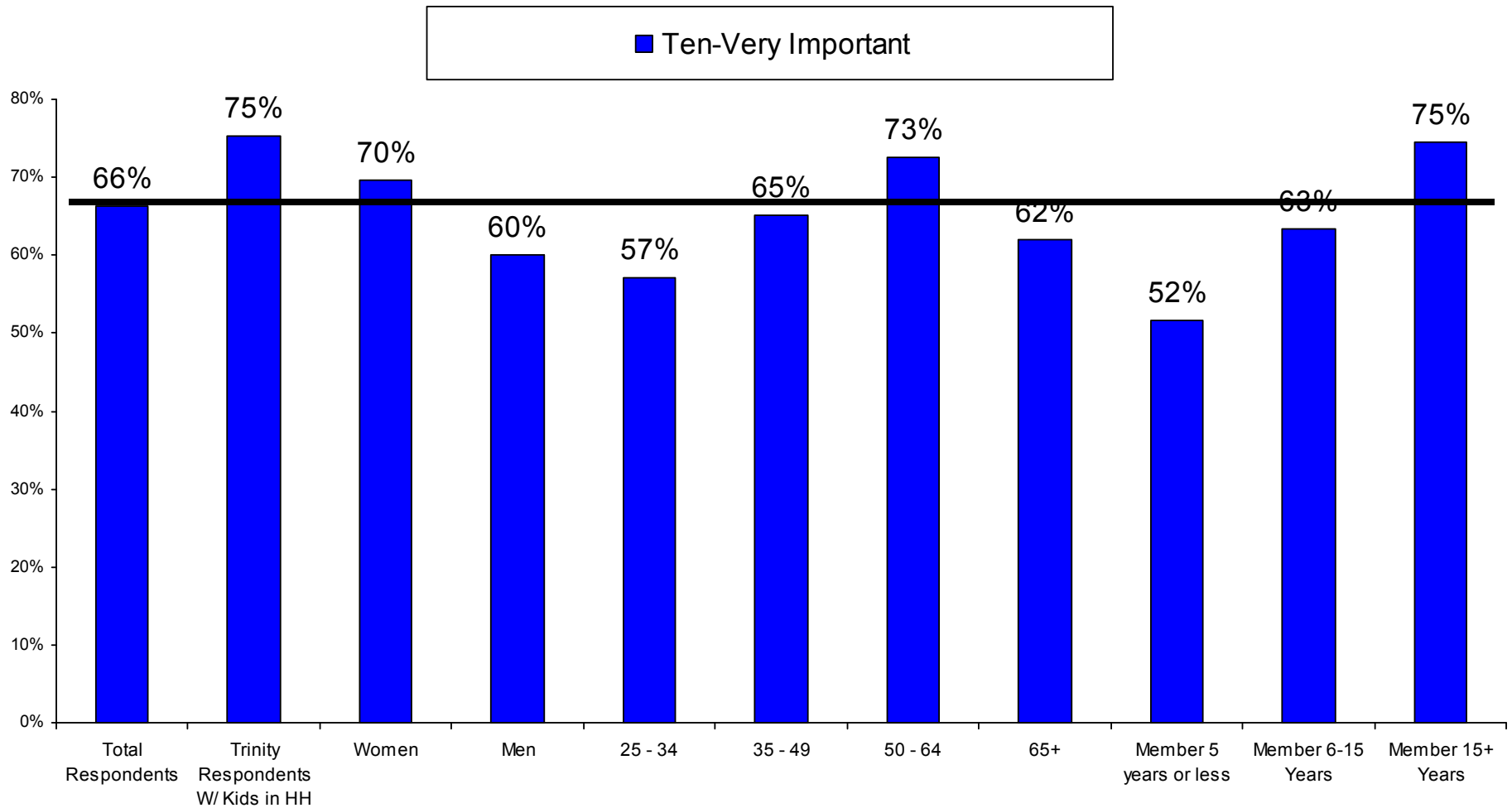
# RATE - PREACHING CONTENT and DELIVERY: By Segment

On a scale of 1 to 10, with 1 meaning not important and 10 meaning very important, please rate the importance of the Senior Pastor for Preaching Content and Delivery in a manner that makes the sermon interesting and understand?



# RATE - LEADERSHIP: By Segment

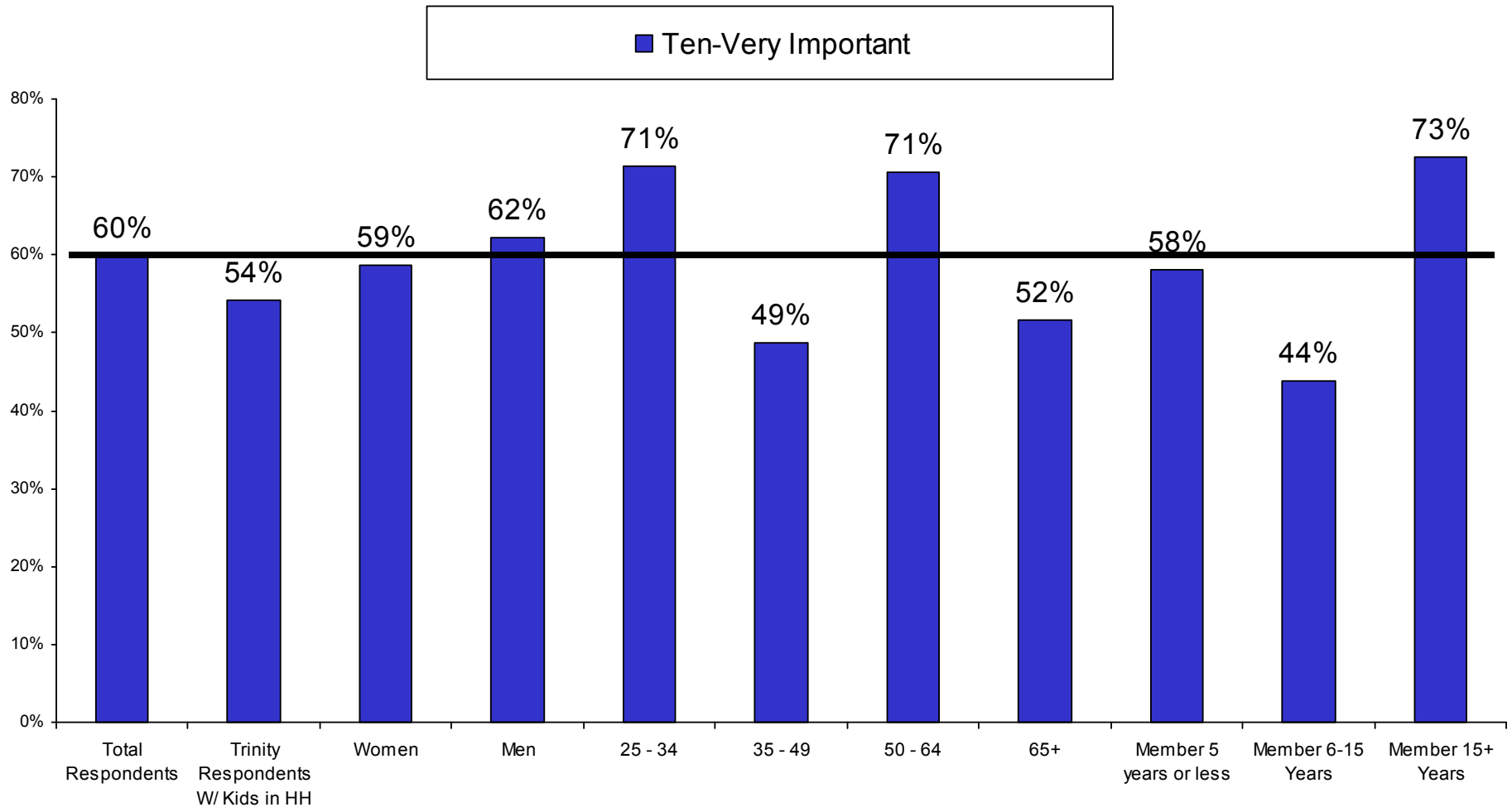
*On a scale of 1 to 10, with 1 meaning not important and 10 meaning very important, please rate the importance of the Senior Pastor for leadership. Keeps before the people of Trinity (church and school, staff and lay persons) a vision of where they are going and what they should be doing. Encourages support and participation and integrates both the church and school. Keeps everyone going in the same direction.*





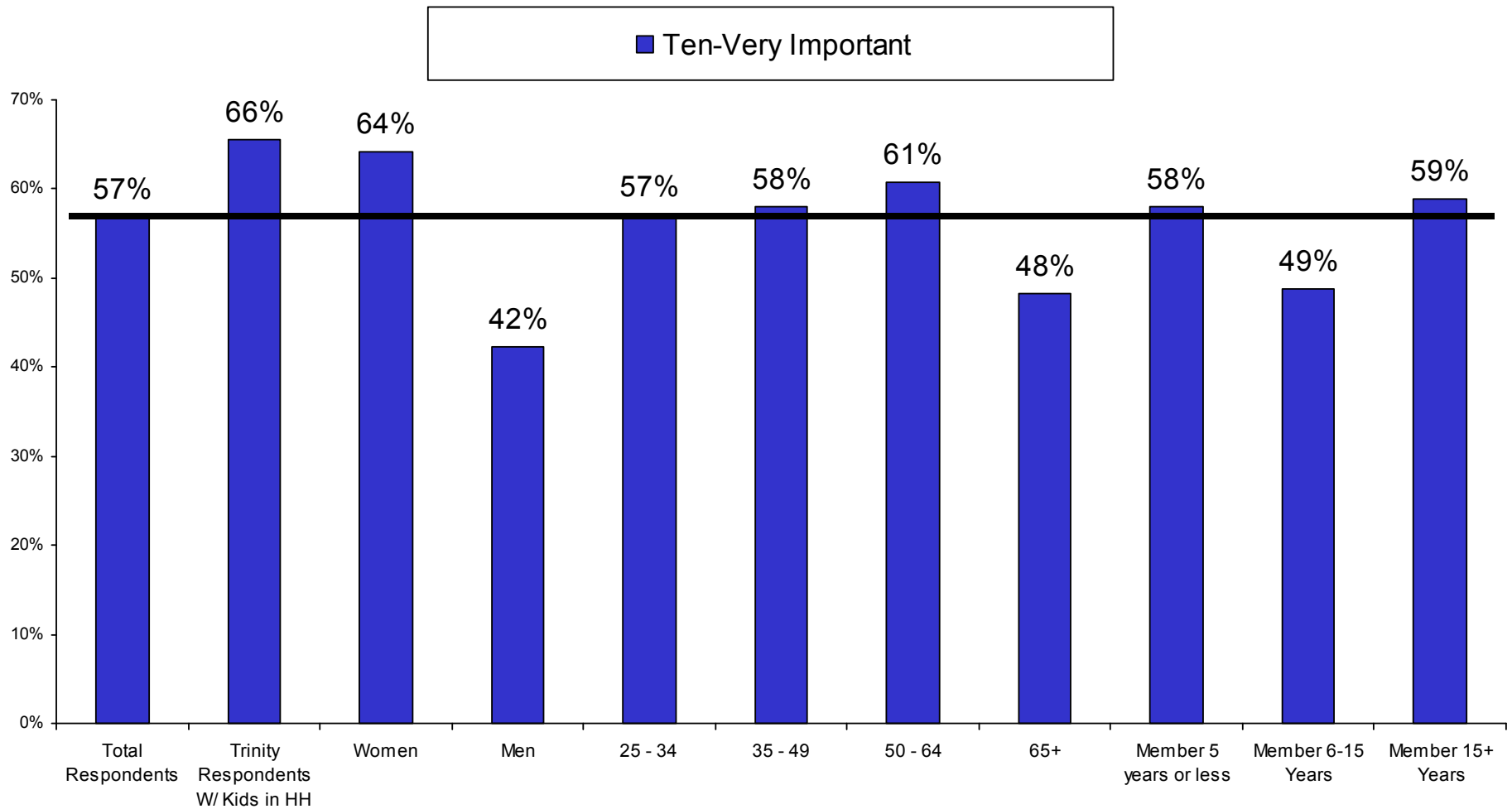
# RATE - WORSHIP: By Segment

On a scale of 1 to 10, with 1 meaning not important and 10 meaning very important, please rate the importance of the Senior Pastor for Understanding the nature of worship and prepares for each worship service.



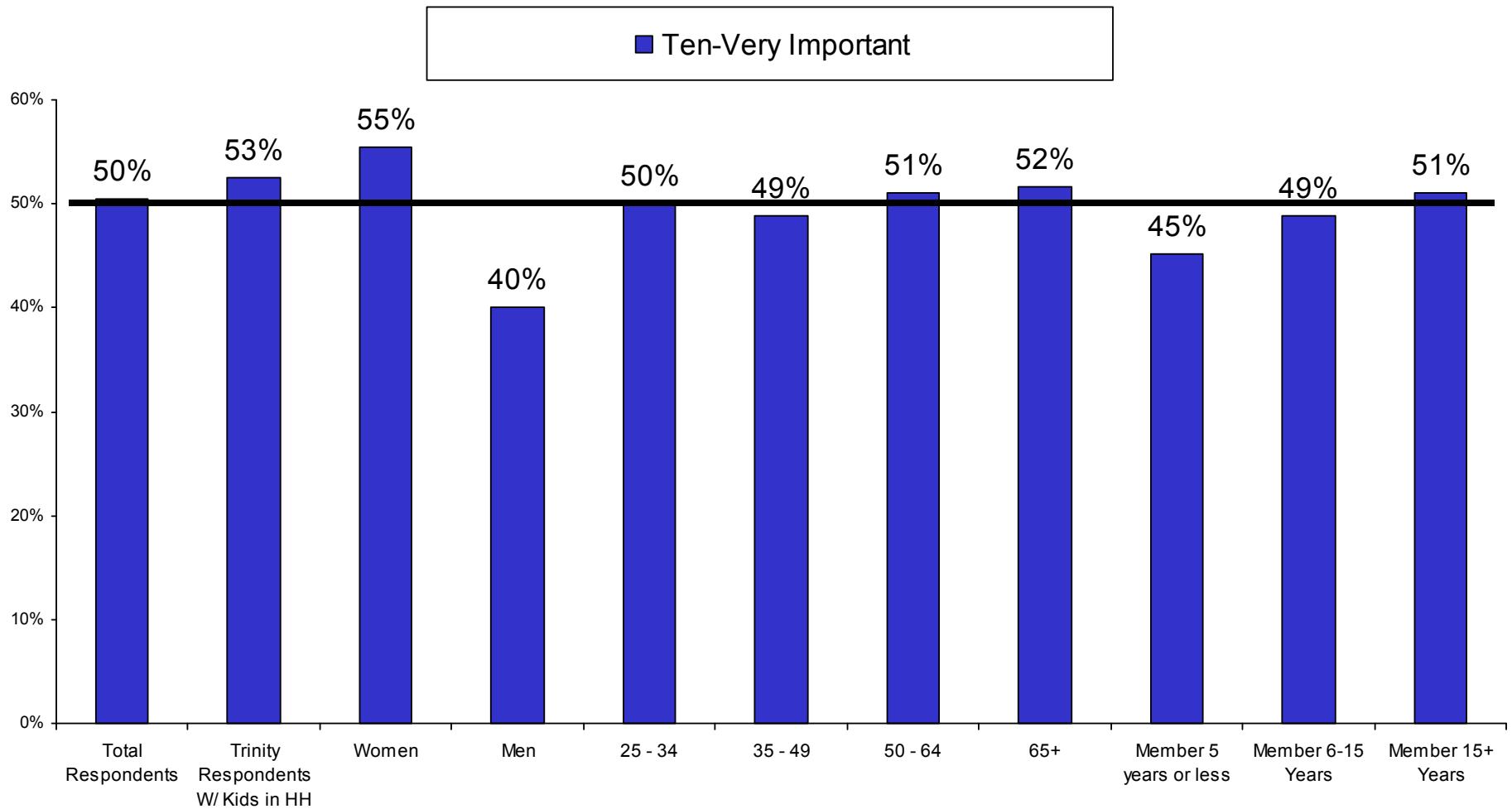
# RATE - PEOPLE SKILLS and TACT: By Segment

On a scale of 1 to 10, with 1 meaning not important and 10 meaning very important, please rate the importance for the Senior Pastor in successfully working hard at getting along with all people and maintaining good relationships.



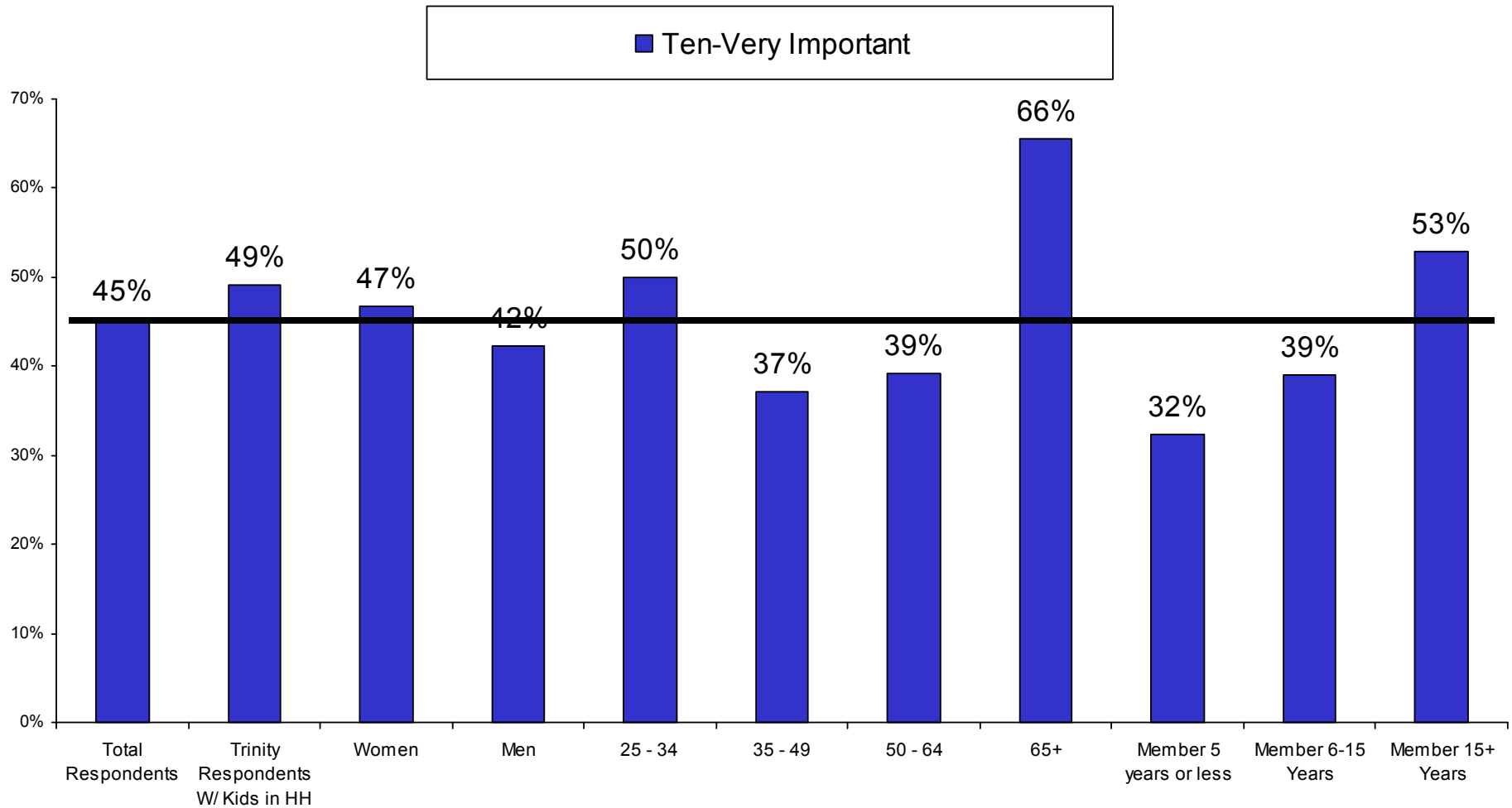
# RATE - DISCIPLER: By Segment

On a scale of 1 to 10, with 1 meaning not important and 10 meaning very important, please rate the importance for the Senior Pastor being a Discipeler with helping people to grow in their faith and to put that faith into practice.



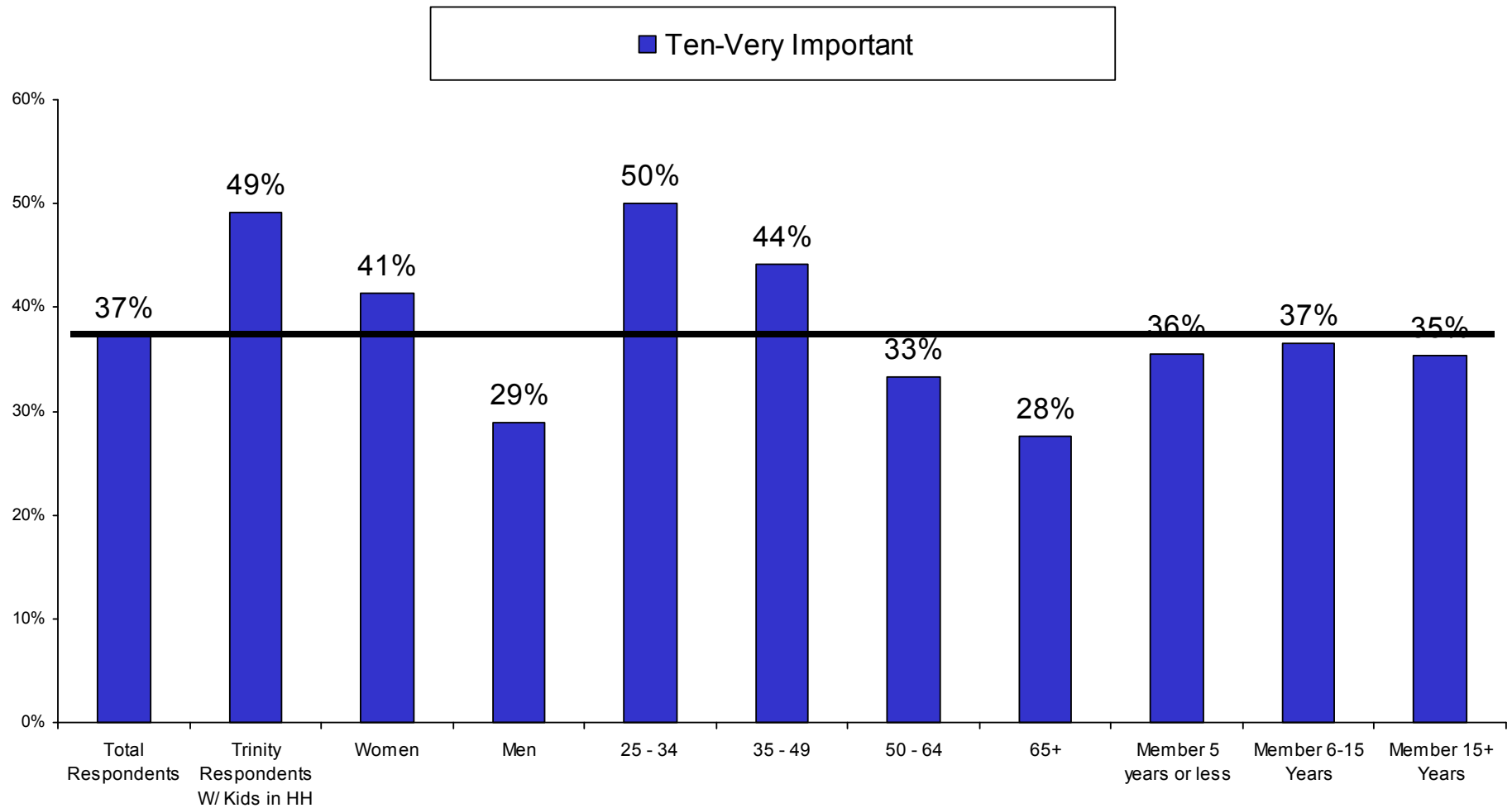
# RATE - COOPERATION: By Segment

*On a scale of 1 to 10, with 1 meaning not important and 10 meaning very important, please rate the importance of for the Senior Pastor in Cooperating with the people as the Priesthood of Believers, seeks to work in concert with the leaders of Trinity Church and School.*



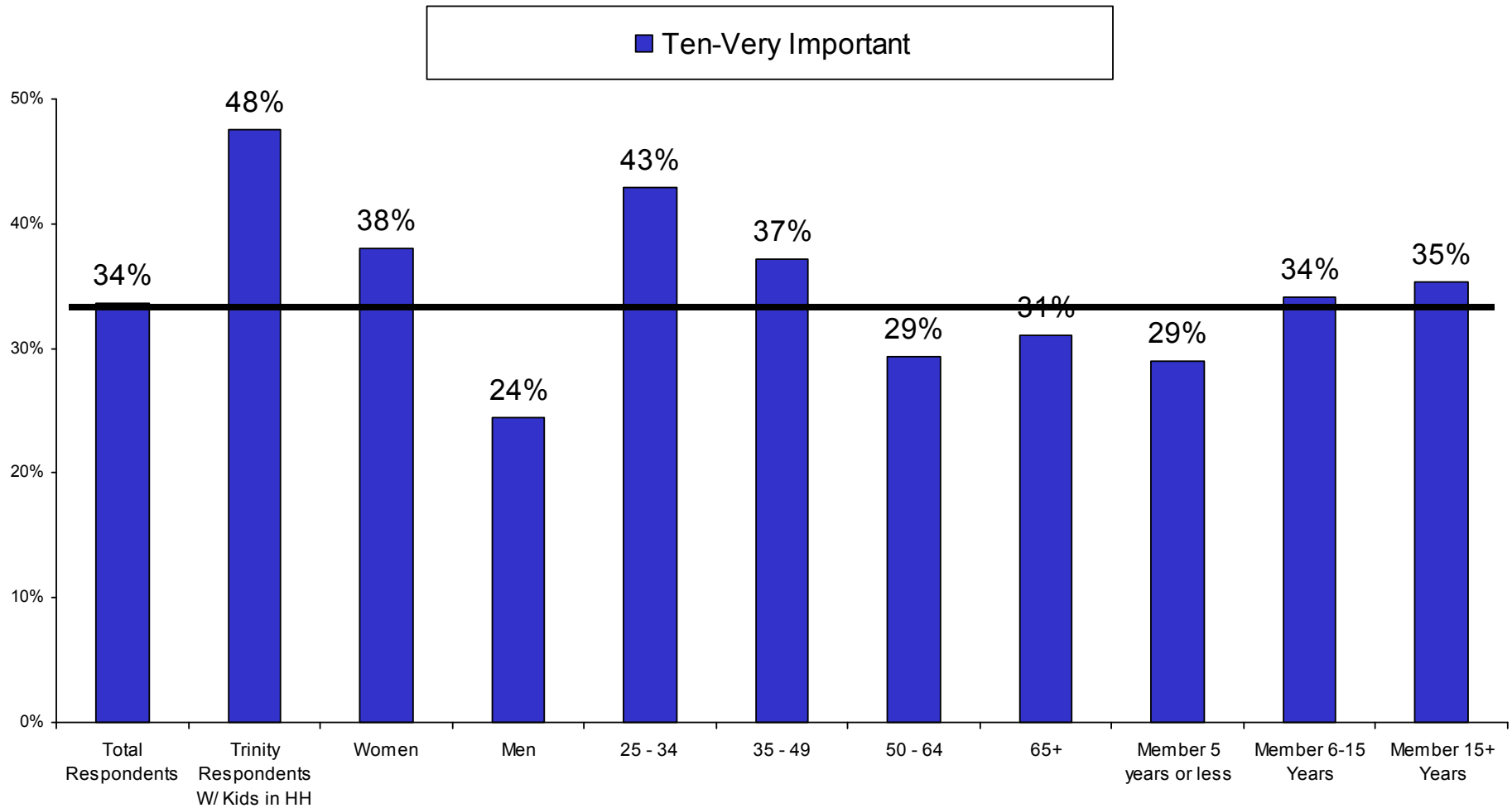
# RATE - FAMILY MINISTRY: By Segment

On a scale of 1 to 10, with 1 meaning not important and 10 meaning very important, please rate the importance for the Senior Pastor in Family Ministry in being sensitive to the needs of families.



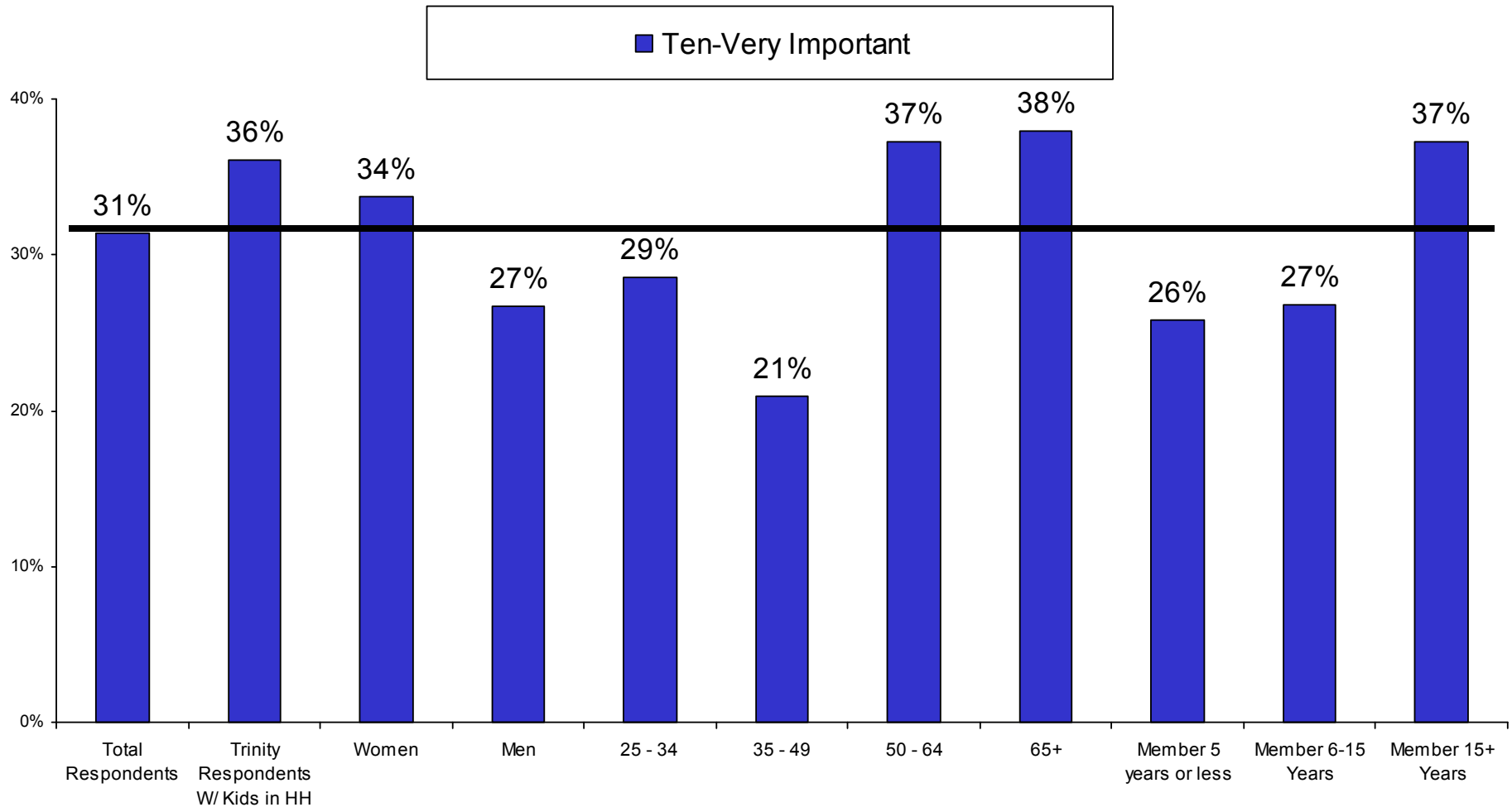
# RATE - CHILDREN'S MINISTRY/SCHOOL COMMITMENT: By Segment

On a scale of 1 to 10, with 1 meaning not important and 10 meaning very important, please rate the importance for the Senior Pastor in Children's Ministry/School Commitment and relating and communicating with the children.



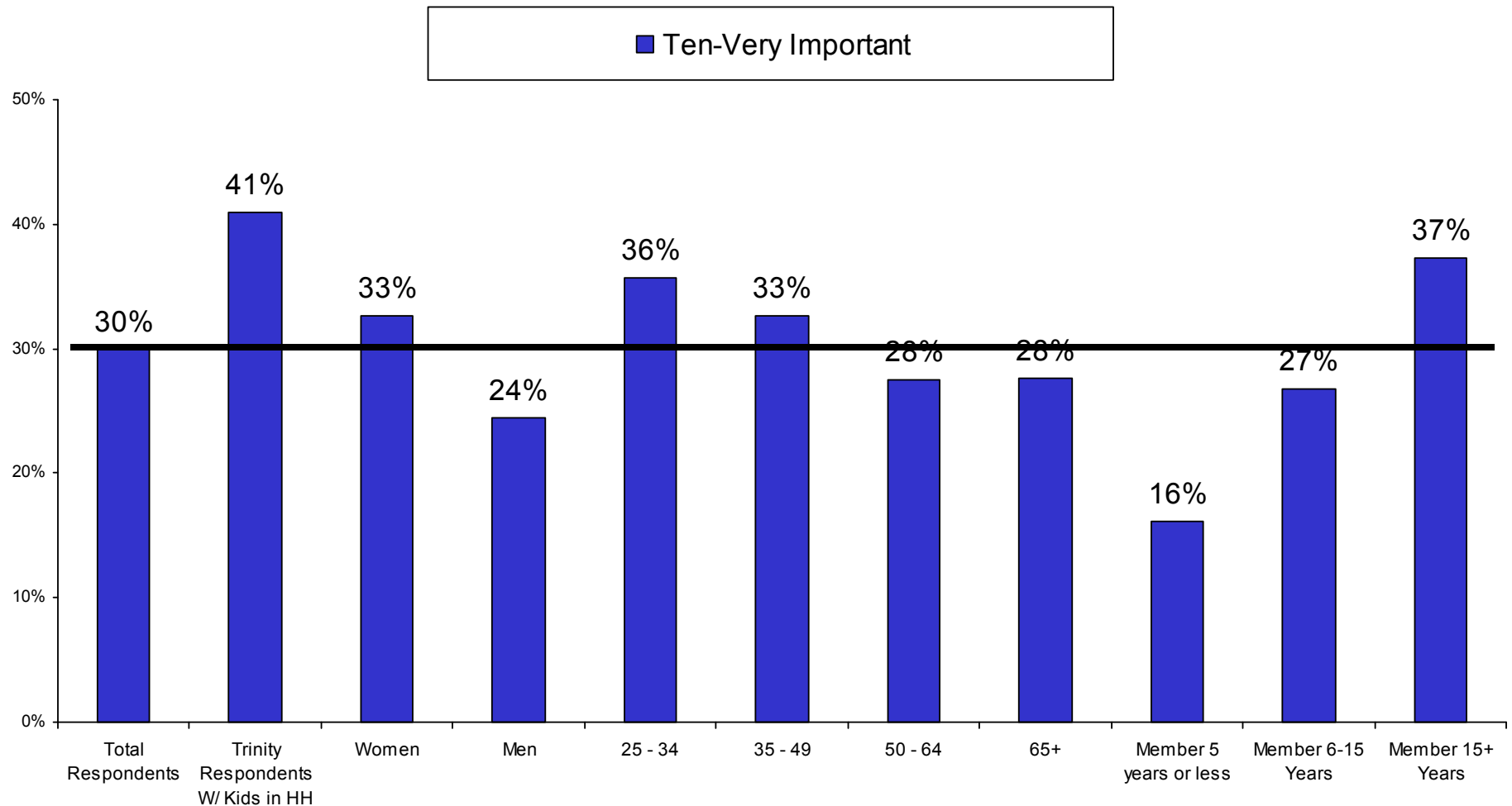
# RATE - ADMINISTRATION: By Segment

On a scale of 1 to 10, with 1 meaning not important and 10 meaning very important, please rate the importance of the Senior Pastor for Administration in working well with boards, committees, and individuals.



# RATE - YOUTH MINISTRY: By Segment

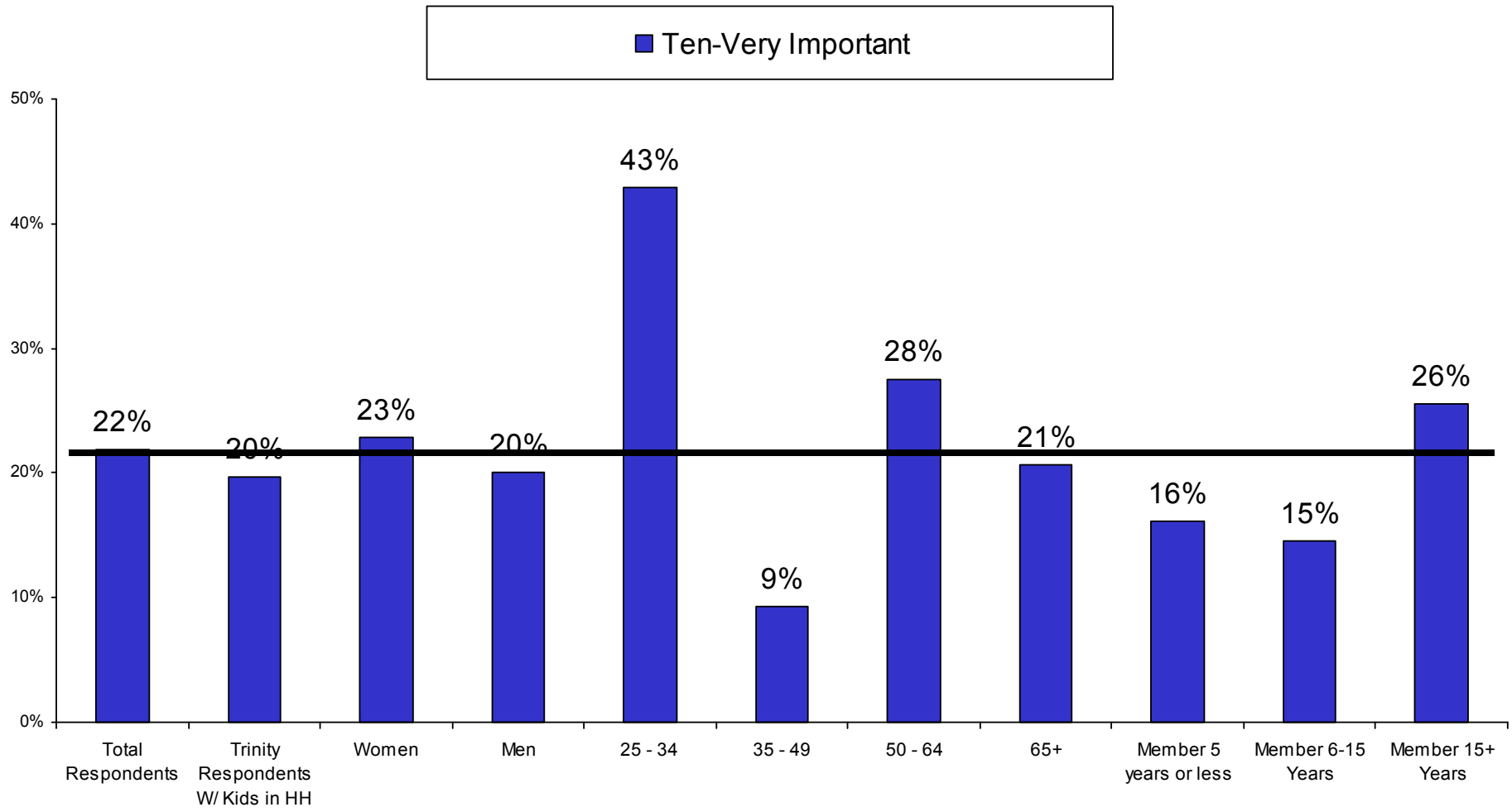
On a scale of 1 to 10, with 1 meaning not important and 10 meaning very important, please rate the importance of the Senior Pastor for having an interest in Youth Ministry and has skills for working with young people.





# RATE – LAY LEADERSHIP: By Segment

On a scale of 1 to 10, with 1 meaning not important and 10 meaning very important, please rate the importance of the Senior Pastor for identifying people with leadership qualities then trains and encourages them to assume roles.



# Thriving/ Treading Water/ Legacy

Survey respondents rated the three core ministries at Trinity; 1) The Church; 2) The CDC; and 3) The K-8 School as either Thriving, Treading Water, or Legacy. The definitions of each term is listed below.

## **Thriving**

*These congregations are highly relational. They are engaged with their communities, providing multiple entry points by which people who aren't a part of the congregation can enter. They are characterized by strong lay leaders who take the initiative for ministry and work in partnership with the professional staff, holding one another mutually accountable. They are strategic – they have short term and long range plans by which they seek to fulfill the mission of the church.*

*Their focus is on sharing the Gospel and connecting people to the life giving message of God's love in Jesus Christ.*

## **Treading Water**

*These congregations focus on the programs they offer. They rely heavily on their professional staff to initiate and drive these efforts. Congregations in this category may have a strong history of ministry in their community, but there is a growing anxiety that it is slipping away. This has led to tension and an uncomfortable uncertainty. They tend to operate in isolation of their communities and the congregations that are near to them. Life in these congregations isn't bad, but there is concern that it may be going in that direction.*

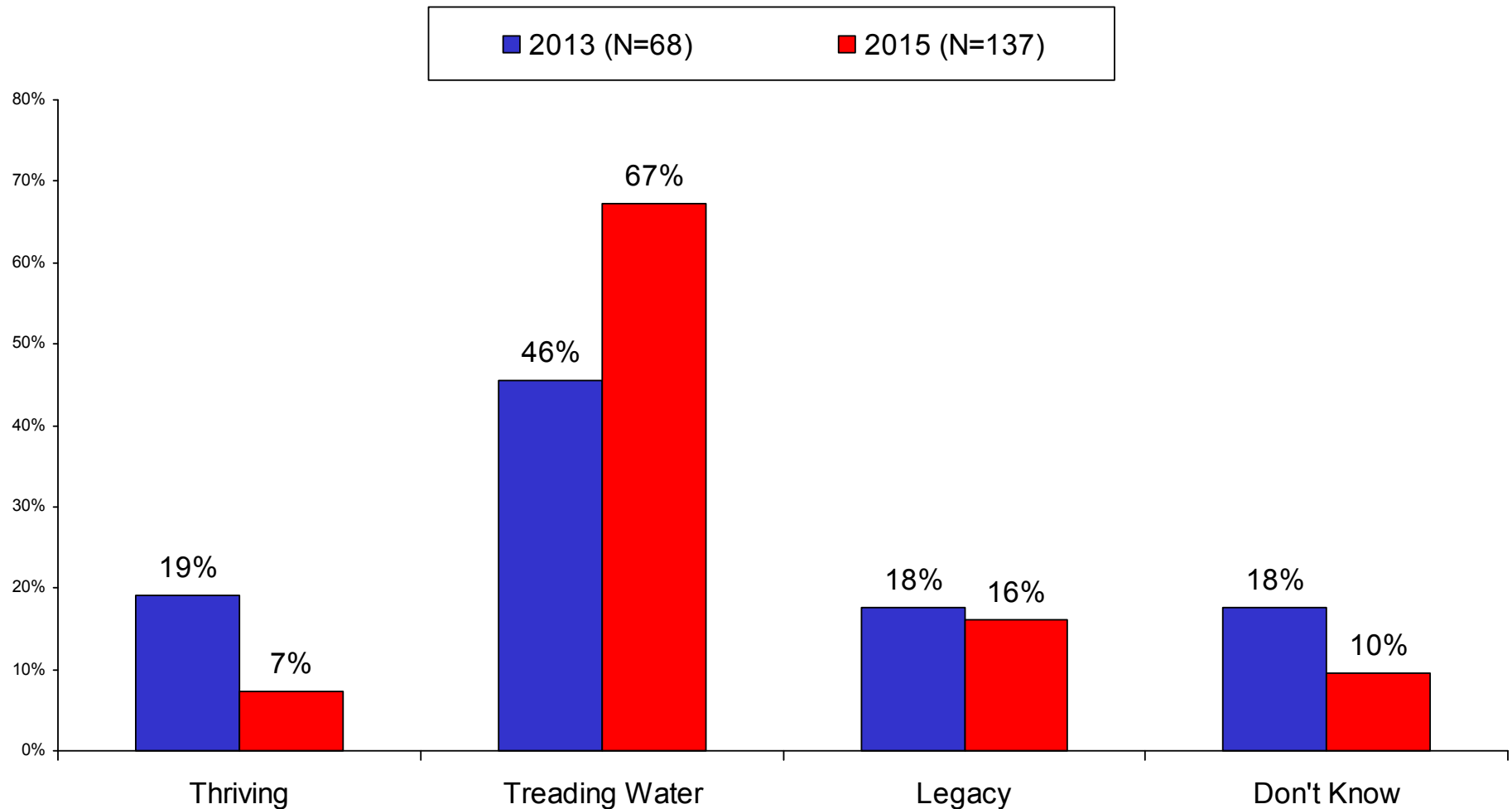
## **Legacy**

*These congregations are concerned about survival. They face a steadily declining membership and declining financial and people resources. They may be in a community that has undergone demographic changes since they began, and they are having a hard time adjusting to these changes. These congregations may not be able to afford a full time pastor. Their facilities might be in need of major repair or remodeling. The people feel like "it's only a matter of time" before they have to close.*

# DESCRIBE TRINITY CHURCH: Trend 2013-2015

Which of the following best describes Trinity's Church?

## Total Respondents



# Trinity Church Thriving: 7% of Respondents

## Key Themes

- New things being tried
- Members excited
- New opportunities available
- Pastor Martin “old school” and he gets it
- Old members returning.

# Trinity Church Treading Water: 67% of Respondents

## Key Themes

- Lack of leadership
- No Vision
- Congregation complacent
- Small group of people control too much
- Declining attendance
- Fewer volunteers/ No congregation involvement
- Lay leadership can't fix problems
- Lack of permanent pastors
- Too much expected from staff

# Trinity Church Legacy: 16% of Respondents

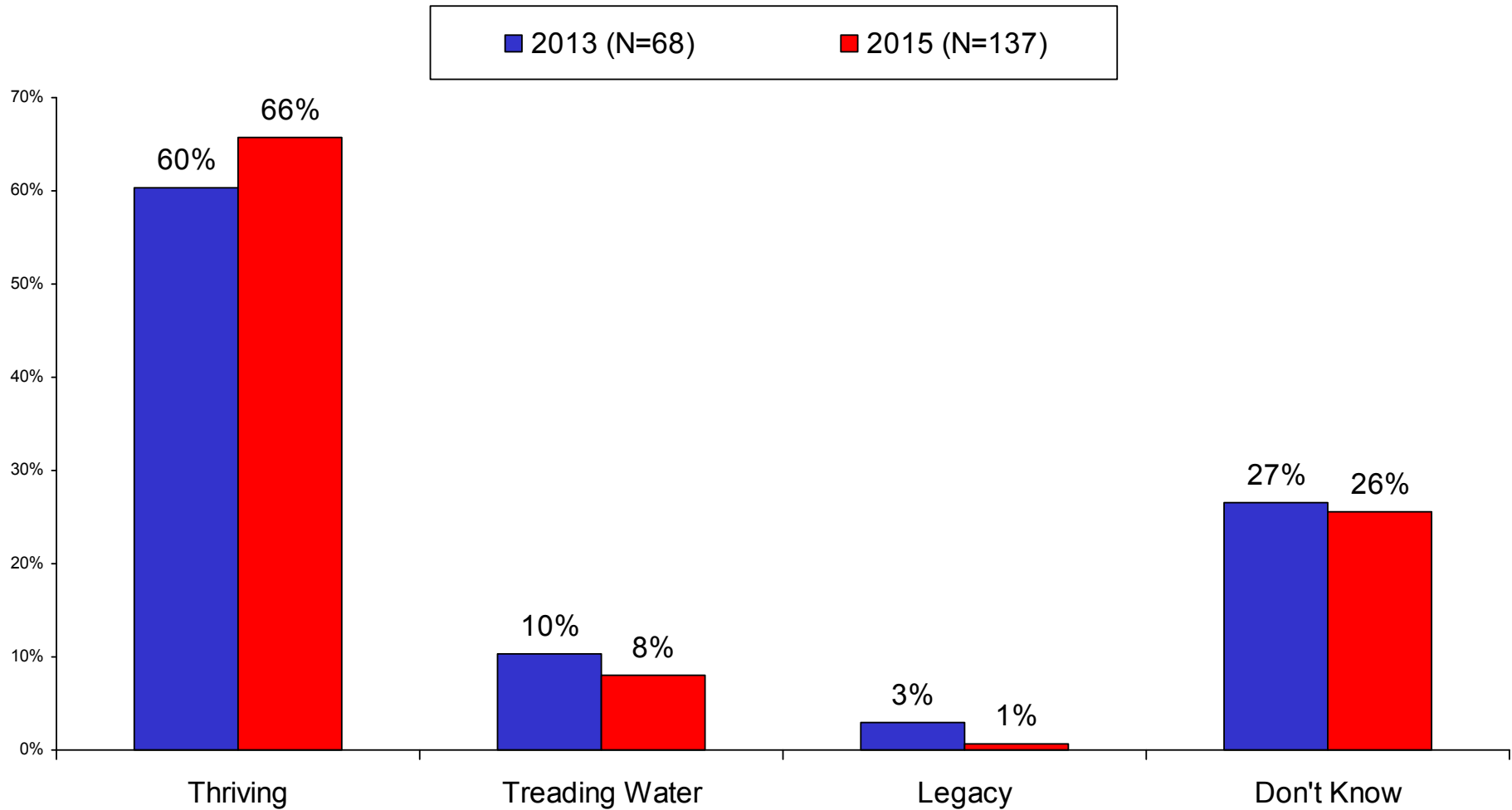
## Key Themes

- No Leadership
- Declining attendance
- CDC is paying for church and school
- No youth opportunities

# DESCRIBE TRINITY CDC: Trend 2013-2015

Which of the following best describes Trinity's CDC?

## Total Respondents



# CDC Thriving: 66% of Respondents

## Key Themes

- Increasing attendance
- Fills a need in the community
- Reaching kids and families in the mission field
- Great leadership
- Great teachers
- New facilities
- High quality
- Good reputation



# CDC Treading Water: 8% of Respondents

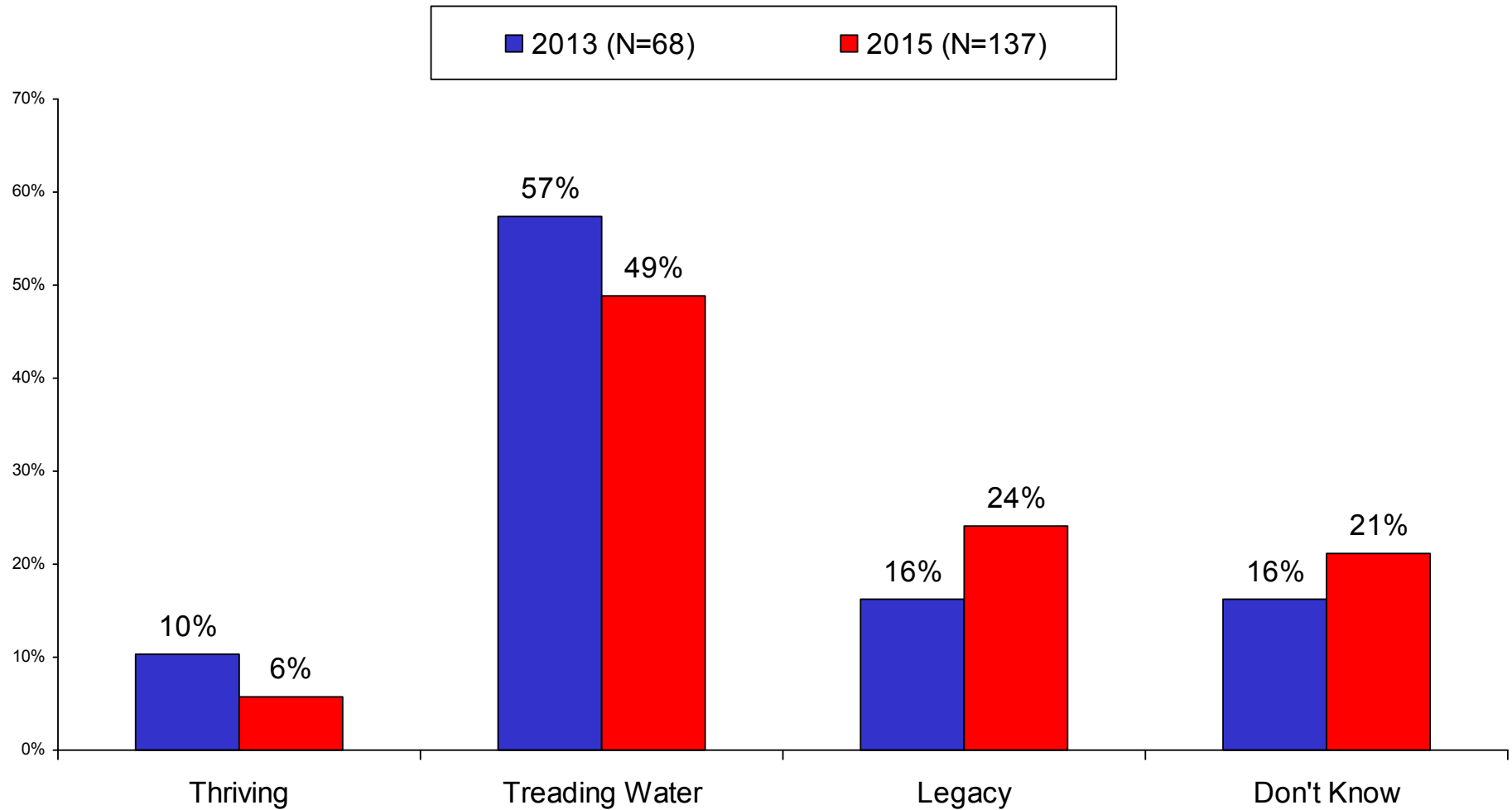
## Key Themes

- Low pay for staff
- Poor communication with church and school
- Debt due to building

# DESCRIBE TRINITY K-8: Trend 2013-2015

Which of the following best describes Trinity's K-8 School?

## Total Respondents



# Trinity K-8 Thriving: 6% of Respondents

## Key Themes

- Principal is effective
- CDC is helping the school

# Trinity K-8 Treading Water: 49% of Respondents

## Key Themes

- Unlimited potential yet to be realized
- Temporary leadership
- No leadership
- Economy has hurt
- Lack of support from church staff/congregation
- Teacher turnover
- Low pay
- Money problems

# Trinity K-8 Legacy: 24% of Respondents

## Key Themes

- Declining enrollment
- Teacher turnover
- More secular/ losing focus on Christ
- No communication
- All attention is on CDC
- Church families send kids elsewhere
- Low salaries