

Grosse Pointe Memorial Church

Mission Study Team

Report



Affirmed and adopted by the session

Approved by the Presbytery of Detroit,
Commission on Ministry

In February 2020, the session commissioned Grosse Pointe Memorial Church's (GPMC) Mission Study Team (MST). The MST comprised 6 members, reflecting the congregation's diversity across a number of measures, including age, gender, and length of membership.

Mission Study Team Member List

1. Julie Huellmantel (chair)
2. Didi DeBoer
3. Don Ditmars
4. Chelsea Gilbert
5. Dan Grano
6. Suzanne Hofmann

Mission Study Team Staff Liaison

Mark Diehl, Interim Head Pastor





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Introduction







“I therefore, the prisoner in the Lord, beg you to lead a life worthy of the calling to which you have been called, with all humility and gentleness, with patience, bearing with one another in love, making every effort to maintain the unity of the Spirit in the bond of peace. There is one body and one Spirit, just as you were called to the one hope of your calling, one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all. But each of us was given grace according to the measure of Christ’s gift. “The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. We must no longer be children, tossed to and fro and blown about by every wind of doctrine, by people’s trickery, by their craftiness in deceitful scheming. But speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body’s growth in building itself up in love.”

– Ephesians 4:1-7,11-16A



Introduction: A Letter to our Congregation

Dear Friends,

Upon hearing that Peter Henry would be leaving our congregation in the Spring of 2019, one of our younger members asked, “Will there be another one?” In God’s gracious providence, the answer certainly is “yes” – but the identity of our next pastor remains as yet unknown to us. We are confident that we need have no fear, because God has loved us from the beginning and God’s love for us cannot be lost (1 John 4:17-19). Moreover, the book of Isaiah reminds us that the key is to remember who and whose we are – so that we proceed not from our own strength but because we are inhabited by God’s love, which drives out all fear (Isaiah 41:1-10; 43:1-7). And so we have continued to be the church together, traveling this interim season in hope, holding fast to the One who always holds fast to us.

During this season, our mission study process has provided space and time for us to process our deep feelings, to adjust, and to consider who we are, who God is calling us to be, and what kind of pastoral leadership we will need in our next season. We worked through this self-study with a goal of discerning how God is moving in our midst – and moving us toward God’s plan for our church. We’ve gathered demographic data, studied the church’s history, talked to community leaders, and asked you to describe and envision this church at its best.

Although the processes and procedures were unfamiliar to most of us, Mark and Sarah have led us faithfully and thoughtfully so that we’ve moved in confidence, embracing the words of Philippians 2:12: “It is God who is at work in you, enabling you both to will and to work for his good pleasure.” This is a time of transition from “what has been” to the next growing space. We give thanks for the past, for those who had vision, who planted and who watered so dreams could come true. We give thanks for tomorrow, full of surprises, knowing that whatever tomorrow may bring, the Word is our promise that we forever rest in God’s keeping, live in God’s love, and serve by God’s strength.

Through our conversations with you, we learned that GPMC comprises an amazing variety of diverse gifts, experiences, passions, and perspectives. And yet, we are held together by a shared inheritance and a common desire to participate in the creative, redemptive, and sustaining work of God in this community and abroad. Therefore, we look forward with eager anticipation and deep hope to learning how God will continue moving among us and working through us in the years to come.

With this report, our hope is to challenge and inspire the reader to be a part of God’s plan for Grosse Pointe Memorial Church. We wish to give special thanks to our program staff and to the many members of the church and our community who gave of their time and thought during interviews. We are also grateful to our families for giving us the space and time to do this work. Lastly, we want to recognize our larger family, the congregation, for joining us in prayer, study, and conversation. We are grateful to all of you.

It is with humility and gratitude to God that we present this report.

The Mission Study Team



A Brief History of Grosse Pointe Memorial Church

Grosse Pointe Memorial Church is a 1,200 member congregation of the Presbyterian Church (U.S.A.). Started in 1865 as the Grosse Pointe Evangelical Protestant Association, our long history is a rich one. The greatest treasures we have are our members. As a Presbyterian church, we are a congregation where every member is a minister.

While Grosse Pointe Memorial Church is served by an outstanding staff of ministers and lay people, we are all called to do God's work in the world, not just our pastors. In light of that commitment and all of the recent Congregational Conversations and our Congregational Survey, the following mission & vision statement has been adopted.

Grosse Pointe Memorial Church

"A Light By The Lakeshore"

Grosse Pointe Memorial Church is an engaged community of faith, celebrating and demonstrating God's love through worship and service throughout Grosse Pointe, the greater Detroit area and around the world. Grosse Pointe Memorial Church is a member of the Presbyterian Church (USA), and part of the reformed tradition.

Sealed by the Holy Spirit and marked as Christ's own forever, we are called and committed to living out our love for God. Through worship, study and service we strive to continue God's transforming work by worshipping God joyfully, welcoming others Graciously, supporting one another lovingly and faithfully responding to our community and world with compassion.

As one of the committees called to the interim process at Grosse Pointe Memorial Church, the “History-to Our -Story” Team (HOST) has been executing our charge to plan, enact, and engage the congregation in the history of GPMC up to the present time. Our membership has changed significantly over the past 5-10 years. By showing our history to the current members, it will give them a sense of connection to our faith community. We decided to create a beautiful mosaic digital archive which we plan to keep alive for years to come.

Telling our congregation’s story required the examination of the church’s historical timeline and watershed moments which put a spotlight on the values of our faith community over the years. The activity also helped us identify where God calls us to act as a “Light By the Lakeshore”, as we pass these values on to future generations.

The committee has been gathering photographs and analyzing historical archives from many sources within the church. The most important element of our project was reaching out and obtaining stories from individual members of the church so we could build our digital archive.

Many of the stories focused on three recurring ministries which have been identified as essential to our faith community: music; children and youth education; and outreach and diversity. In sharing their experiences and relationships at GPMC, God’s grace can be seen as alive and overflowing through the people of our church.

We had a lot of fun working together as a committee and bringing our vision to fruition. The finished project is planned to be released in late October. A copy of the historical timeline used in our work is attached.

Respectfully submitted,

HOST committee members: Michelle Deland, Tamara Gilbert, Sarah Godbehere, Jay Lady, Joe Masinick, Lois Palazzolo, Martha Speer and Chick VanDusen

1865-1955

1865	September 7, The Grosse Pointe Protestant Evangelical Association organized the founding of the church. Grosse Pointe, having been settled by the French, was from the beginning largely Roman Catholic, with St. Paul's Parish serving its spiritual needs. But by 1865 the area was assuming the character of a summer resort for Detroiters, and there were enough Protestants to feel the need for their own church.
1865	First library in Grosse Pointe established at Grosse Pointe Memorial church
1867	The first church building erected at the corner of Kerby and Lake Shore, on land donated for the purpose by Rufus M. Kerby, one of the founders.
1889	The corporate name changed to "The Grosse Pointe Protestant Society."
1890	The Reverend John Baldwin installed as the first full-time Minister.
1894	The Little Ivy Covered Church built on the site of the present sanctuary, the land having been given by Joseph H. Berry, whose home was nearby. A frame house in the area to the rear of the church was purchased for the manse.
1920	The membership voted to become Presbyterian, and the church was renamed "Grosse Pointe Presbyterian Church."
1925	A new church house – today incorporated within the present church-house was dedicated. At this time the name became "The Grosse Pointe Memorial Church." since funds for the new sanctuary being planned were given by Truman H. Newberry and John S. Newberry as a memorial to their parents.
1927	May 15, The present sanctuary dedicated, built on the site of the Little Ivy Covered Church, which had been torn down.
1928	Youth group of the church was first called TUXIS (Together Under Christ In Service).
1931	January 1, Dr. Frank Fitt began his twenty-seven years as pastor.
1954	The Seabourne Livingstone property between the church and the War Memorial purchased for parking space and future expansion needs.

1956-1972

1956	January 22, The Prayer Chapel (at first called the “Memorial Chapel”) dedicated.
1958	September 30, Dr. Fitt retired and became Pastor Emeritus.
1959	The Allen Shelden Memorial Organ installed, and the Chancel mosaics given in memory of Mrs. Henry B. Joy. October 1, The Reverend Bertram deHeus Atwood became senior minister, serving until June 1969.
1961	Circles started by the Women’s Association.
1962	January 24, Board of Deacons established with 24 members. April 1, The new building, containing Barbour Chapel, Fitt Library, Fellowship Hall, and additional facilities for Christian Education, dedicated. At the same time renovations made in the former church house, “Doctors to India” began, whereby members of the congregation volunteered time in their specialized fields to overseas missions, a program still continuing today.
1963	First Women Elders – Mrs. Thomas J. Litle III, (Virginia) and Mrs. Charles Wright (Jan).
1964	First Woman Clerk of Session – Mrs. Thomas J. Litle III, (Virginia). Endowment Fund Established.
1965	100th Anniversary celebrated.
1967	Reorganization of Session into Councils: Worship, Parish Life, Outreach, Christian Education, and Administration.
1969	The Reverend Bertram deHeus Atwood resigned to accept a call to Swarthmore, Pa.
1970	The Reverend Ray H. Kiely became senior minister. Ecumenical Men’s Breakfast began.
1972	The Women’s Association celebrated its 50th anniversary. It had been preceded by a church group known first as The Ladies Union and later as The Women’s Union.

1973-2007

1973	April 1, The new Worship Book of Services and Hymns first used.
1975	Columbarium completed, Interpretation and Support Council established.
1983	September 30, The Reverend Ray H. Kiely retired and became Pastor Emeritus.
1985	January 1, The Reverend Louis J. Prues II became Senior Pastor. November 10, The Reverend Louis J. Prues II resigned as Senior Pastor.
1988	June 19, The Rev. Dr. V. Bruce Rigdon became Pastor.
1989	New Klais organ was installed.
1990	The 125th Anniversary was celebrated. January 3, The Rev. Nancy Allison Mikoski and The Rev. Gordon A. Mikoski became Associate Pastors, developing the Youth Ministry before moving to Atlanta, GA in 1998.
1991	The Rev. R. Michael Foley became Associate Pastor, developing the Stephen Ministry program before answering a call to Snellville, GA in 2001.
1997	Major renovation project completed, funded primarily by the Ministry and Mission for a New Millennium. A new lakeside entry and reception area constructed at the former site of the church kitchen which was moved to the former site of Fellowship Hall stage area. Chancel enlarged and chancel walls restored to original angel choir. New sanctuary lighting, dimming, and sound systems installed. Sacristy created. Classrooms and office spaces renovated, and a new elevator installed in the center of the building. Parking lot renovated, lighting replaced and property lines realigned through swap with Grosse Pointe Club.
2000	In January, The Rev. Joanna L.J. Dunn and The Rev. Thomas F. Rice became Associate Pastors.
2002	December 31, The Rev. Dr. V. Bruce Rigdon retired and became Pastor Emeritus. He would serve for three more years as President of the Ecumenical Theological Seminary in Detroit.
2007	The Rev. Peter Henry becomes Pastor. An Associate Pastor Nominating Committee is formed to seek an installed Associate Pastor for Youth Ministry.

2008-2020

2008	First adult mission trip to Honduras to work with Tim and Gloria Wheeler.
2009	Matthew Parker Wrzeszcz is installed as Associate Pastor for Youth and Their Families.
2010	First summer with Growing with God garden for young children.
2011	James Biery hired as Organist and Minister of Music.
2013	“Building on Our Firm Foundation” capital campaign begins. Trinity Terrace (outdoor worship space) dedicated.
2014	Sarah Godbehere is installed as Associate Pastor for Youth and Their Families. Renovation and restoration work begins on stained glass windows and carillon (bell tower).
2015	GPMC celebrates 150 years of ministry. Members and friends pack 150,000 meals for Kids Against Hunger. Dedication of expanded outdoor columbarium.
2015	Adoption of the new red hymnal “Glory to God; over 800 hymns including new hymns/contemporary/Taize/Global Church
2016	Session forms Diversity Task Force to initiate interracial and interfaith relationships. High school youth travel to Cuba for a mission trip.
2017	Tak-Kin Ho receives the first Esther Porter Ecumenical Minister International Student Scholarship at Princeton Theological Seminary. First Trinity Terrace Triathlon at GPMC.
2017	Celebrated the 500 th Anniversary of the Reformation
2017	Youth Lounge renovations, including new furniture, lighting, carpet, paint, and games were completed. Sarah Godbehere served as acting head of staff during Peter Henry’s study leave from June through August. The Young Adult team went on its first mission trip to Texas for Hurricane Harvey relief work.
2018	Renovation of Mornings at Memorial and Crib and Toddler rooms begins. Gun Violence Advocacy Group started. Inclusion Ministries started.
2018	Outdoor sculpture donated to Columbarium
2019	Fellowship Hall Renovations

2019	July, The Rev. Dr. Peter J. M. Henry, Pastor, Head of Staff leaves after 12.5 years of ministry answering a call to Davidson, NC
2019	November, Mark E. Diehl arrives as Interim Pastor, Head of Staff
2019	Approved a self study process as part of the leadership transition that creates two study teams: the History of Our Story Team (HOST) and the Mission Study Team (MST). Upon completion and approval of the work of these two teams, GPMC will be authorized by the Presbytery of Detroit to elect a Pastor Nominating Committee to search for a new, permanent Head of Staff. The Session asked the Nominating Committee to propose members for the two study teams.
2019	New Art Commissioned; sculpture in outdoor columbarium and stained glass in Barbour chapel over indoor columbarium
2020	Third Adult Mission Trip to Cuba
2020	March, Worldwide COVID-19 Pandemic causes closing of the building and ends all face to face worship. Live Streaming and On-Line Worship becomes the norm as well as the Memorial Choir becoming a Virtual choir. Youth Programs, Church Meetings and eventually Adult Education are conducted via Zoom
2020	GPMC adopted as a Matthew 25 church and Initiated Our 313 Calling
2020	June, stained glass windows added to Barbour Chapel

The Mission Study Team

In the life of any organization, change is certain. GPMC is no different. In May 2019, Peter Henry was called to a new life of ministry in Davison, North Carolina following 12 years as our beloved pastor and head of staff. Because we served with Peter for so many years, many of our newer members weren't familiar with the interim process or the value of a mission study. Providentially, Mark Diehl arrived as our interim pastor in November 2019 to walk with us through this season of change. Mark's pastoral and administrative leadership were gratefully welcomed as he worked with our talented and committed programs, administrative staff and our faithful session. With Mark's guidance and counsel, the session commissioned GPMC's Mission Study Team (MST) in February 2020. The MST comprised 7 members, reflecting the congregation's diversity across a number of measures, including age, gender, and length of membership: Julie Huellmantel (chair), Didi DeBoer, Don Ditmars, Chelsea Gilbert, Dan Grano, Carolyn Harris, Suzanne Hofmann, and Staff - Mark Diehl. The session commissioned the MST to lead the congregation through the mission study. Specifically, the MST was charged to engage with the congregation and the larger community to discern God's voice and direction for GPMC. Our mission study involved careful and prayerful reflection on our history and demographic data, thoughtful listening to community leaders, and deep conversations with congregants about who we are and who God is calling us to be. Through the process of studying and praying together, the team endeavored to discern where God is calling this church family to serve in the next season of its life. This process also allows the MST to facilitate GPMC's reaching of a deep, honest, and mutual sense of call with a new head of staff when the time is right.

The entire process is described in detail in Appendix B.

Mission Study Team Activities

ENGAGING OUR CONGREGATION

The duration of our mission study has been a time to travel together, and provided the time and space for many of us to process deep feelings of grief and gratitude, as we adjusted to life and church in Peter's absence. It also provided us time to consider who we are, who God is calling us to be, and what kind of pastoral leadership we will need in our next season. Unique to our situation, as we began the mission study process, was the outbreak of the COVID-19 pandemic and the resulting limitations on our ability to gather. The Mission Study Team sought to listen carefully to our members' voices and to discern God's leading in all that was shared. In particular, the **Congregational Survey** and **Congregational Conversations(CC)** provided rich information. For Grosse Pointe Memorial Church, the mission study process has been at least as valuable as any data that it has produced. Participants in the process were open, engaged, and seemed eager to talk with one another, to share, and to be together (albeit virtually) in this transition time. There was a shared sense of good spirit, energy, and optimism in all the conversations. Many participants expressed gratitude for the opportunity to share their voices and to learn from one another.

CONGREGATIONAL SURVEY

The Congregational Survey captured both demographic data and thoughtful responses to open-ended questions that deepen our understanding of who we are and where we hear God calling us to act and serve. (See Appendix G) The survey, which was accessible in both hard-copy and on-line formats, was released to the congregation on June 23, 2020 and closed on August 31, 2020. We received nearly 176 survey submissions from GPMC participants.

CONGREGATIONAL CONVERSATIONS

Twelve Congregational Conversation gatherings took place throughout July and August. These gatherings were held during existing bible studies, youth group and young adult gatherings, preacher's workshops, book clubs, Outreach Council meeting, small group friend gatherings and 4 tailor-made Zoom gatherings accessible through Sign-up Genius. Individual meetings were also held with all program staff members. Most meetings lasted anywhere from 45 to 90 minutes and included both youth and adults members.

The MST gleaned rich insights into how members see GPMC, with a focus on the following questions: 1. Why do you participate in the life of University Presbyterian Church? 2. What do you think God is calling UPC to do and be? 3. How can we strengthen the congregation to respond to God's call? 4. What skills, experience, and personal characteristics in our new pastor would be most supportive of our work in response to God's call? The participants were given the questions ahead of time to reflect and write down their thoughts. (see Appendix G for Congregational Conversation reflections and discussion.)

Demographic Study of GPMC and Surrounding Community

The following graphs and statistics come from the Southeastern Michigan Council of Governments (SEMCOG). Data is for the five Grosse Pointes and Harper Woods. Graphs related to Population, Income, Race, and Education are included as they are most relevant to a church population and most informative for an incoming pastor to understand the larger community at a surface level. More information can be found at:

<https://semcog.org/community-profiles?communities=1065,1070,1075,1080,1085,1095/Communities=1065,1070,1075,1080,1085,1095>

Population and Households

Population and Households	Census 2010	Change 2000-2010	Pct Change 2000-2010	SEMCOG Jul 2019	SEMCOG 2045
Total Population	59,753	-2,201	-3.6%	60,297	58,820
Group Quarters Population	202	-21	-9.4%	457	546
Household Population	59,551	-2,180	-3.5%	59,840	58,274
Housing Units	26,024	255	1.0%	25,852	-
Households (Occupied Units)	23,861	-988	-4.0%	24,419	24,551
Residential Vacancy Rate	8.3%	4.7%	-	5.5%	-
Average Household Size	2.50	0.01	-	2.45	2.37

Source: U.S. Census Bureau, SEMCOG Population and Household Estimates, and SEMCOG 2045 Regional Development Forecast

Race and Hispanic Origin

Race and Hispanic Origin	Census 2010	Percent of Population 2010	ACS 2018	Percent of Population 2018	Percentage Point Change 2010-2018
Non-Hispanic	58,573	98%	56,886	98.2%	0.1%
White	47,583	79.6%	43,416	74.9%	-4.7%
Black	8,783	14.7%	10,500	18.1%	3.4%
Asian	1,108	1.9%	1,331	2.3%	0.4%
Multi-Racial	925	1.5%	1,475	2.5%	1%
Other	174	0.3%	164	0.3%	0%
Hispanic	1,182	2%	1,067	1.8%	-0.1%
Total	59,755	100%	57,953	100%	0%

Source: U.S. Census Bureau, Decennial Census, and 2014-2018 American Community Survey 5-Year Estimates

Annual Household Income



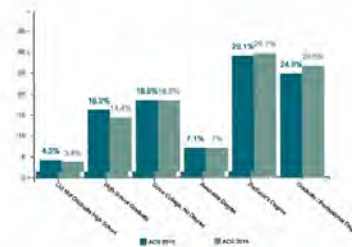
Annual Household Income	ACS 2018
\$200,000 or more	3,842
\$150,000 to \$199,999	2,244
\$125,000 to \$149,999	1,808
\$100,000 to \$124,999	2,258
\$75,000 to \$99,999	2,728
\$60,000 to \$74,999	1,752
\$50,000 to \$59,999	1,440
\$45,000 to \$49,999	660
\$40,000 to \$44,999	787
\$35,000 to \$39,999	603
\$30,000 to \$34,999	793
\$25,000 to \$29,999	728
\$20,000 to \$24,999	714
\$15,000 to \$19,999	480
\$10,000 to \$14,999	516
Less than \$10,000	919
Total	22,272

Source: U.S. Census Bureau, 2014-2018
American Community Survey 5-Year
Estimates

Highest Level of Education

Highest Level of Education*	ACS 2010	ACS 2018	Percentage Point Chg 2010-2018
Did Not Graduate High School	4.3%	3.8%	-0.5%
High School Graduate	16.2%	14.4%	-1.8%
Some College, No Degree	18.5%	18.5%	-0.1%
Associate Degree	7.1%	7%	-0.1%
Bachelor's Degree	29.1%	29.7%	0.6%
Graduate / Professional Degree	24.8%	26.6%	1.9%

* Population age 25 and over



Source: U.S. Census Bureau, 2006-2010 and
2014-2018 American Community Survey 5-Year
Estimates

Community Leaders Survey

The Mission Study Team developed a survey to be sent out to a cross-section of leaders in the Grosse Pointe area and surrounding community. The goal of the survey was to determine outside perceptions of Grosse Pointe Memorial Church and its perceived role in the community.

Surveys were sent out to leaders in the following categories that have a relationship with GPMC: Grosse Pointe/Harper Woods/Saint Clair Shores Mayors, Public and Private Grosse Pointe Principals, The Helm, Boy Scouts of America, Local Imam, Michigan Opera Theater, Detroit Symphony Orchestra, Local Paper Editors, Michigan State Representatives, Local NAACP chapter, Ecumenical Theological Seminary, GPPSS School Board/Superintendent, One GP, Family Center, Kevin's Song, Rotary Club, Life Remodeled, Grosse Pointe Foundation for Public Education, Grosse Pointe Ministerial Association, GPMC choir section leaders, Wayne State University CHAMPS program, Young Life, Henry Ford Estate, Alcoholics Anonymous, and AIAnon.

The Mission Study Team received 26 responses from the leaders in the following organizations: Grosse Pointe Principals, GPPSS School Board/Superintendent, Local Paper Editors, Michigan State Representatives, Family Center, GP Ministerial Association, Rotary Club, Grosse Pointe Foundation for Public Education, GPMC choir section leaders, Wayne State University CHAMPS program, and The Henry Ford Estate.

A condensed summary of the data is presented below. The full summary of survey responses and the letter sent to potential participants is available in Appendix E.

A SUMMARY OF COMMUNITY LEADER SURVEY

- 1) Are you familiar with Grosse Pointe Memorial Church (GPMC) located on Lakeshore Dr in Grosse Pointe Farms (next to the Grosse Pointe War Memorial)?**
 - a) Yes, 25 respondents (96.15%)
 - b) No, 1 respondent (3.85%)

2) What is the first thing that comes to mind when you think of Grosse Pointe Memorial Church?

- a) Music
- b) Community involvement
- c) Traditional, old, beautiful building/grounds/sanctuary
- d) Service projects
- e) Programs: children's education, weddings, funerals, carillon, nursery school, meeting place
- f) War Memorial

3) What do you think is the general impression in the community of Grosse Pointe Memorial Church?

- a) Positive impression
- b) Family and community-centered church/community leader
 - i) Collaborative with other churches in our community
- c) GPMC cares about their community and provides tremendous outreach and support in many different areas of need.
 - i) Faith and humanitarian efforts to help all people
- d) Welcoming to all Christians
- e) Very supportive of the young people.
- f) Traditional, but evolving/progressive
- g) All-inclusive/inclusive approach
- h) Big, historic congregation
- i) The liturgy is thoughtful and embraces educated text
 - i) Not focused on simple easy fluff theology through happy clappy praise bands but a place that embraces thoughtful text published through the ages
- j) Embraces the music and text through the ages, medieval, plainchant, renaissance, baroque, classical, romantic, impressionist, modern classic
- k) Very welcoming
- l) Old Grosse Pointe wealth
- m) Known by its building, and presumed to be a high church
- n) It is well-regarded by those who know about the church

- o) Not known by its actual active community. People don't seem to know it's denomination
 - i) Is that part of the War Memorial? Oh, no just the church NEXT TO the War Memorial.....

4) In the next five years, what challenges and opportunities do you anticipate for the Grosse Pointe and Detroit Communities? Can a local faith community play a vital role in addressing those challenges and opportunities? How?

- a) Community
 - i) Continue to engage families through the church and provide community support during the pandemic
 - ii) Faith communities have access to resources and flexibility to serve the needs of the community. They also have the social capital in the congregation of people to help.
 - iii) A new virtual role of the church. Connecting the local suburban and the urban community with outreach.
 - iv) There are deep divisions in the community and the nation. We have lost sight of the values that unite us and become distracted by the issues that separate us. Churches can play a role in meeting the challenges faced by these political, ideological, and personal divisions by encouraging people to look to how God unites us and then build on that connection. Churches can bring people together from varying points of view to do God's work of caring for all those who need love and grace.
 - v) Positivity and proactivity in facing future challenges.
 - vi) Creating programs for and involving young members and families.
 - vii) Mental health demands with COVID
 - viii) Continue the integration work that Peter brought to the community. Embrace Judaism from whence Christ's ministry sprung. Embrace Islam that sprung from Abraham Judaism. Embrace the poor and ailing for they are not seen but are in our community. Avoid "we/they" thinking between Detroit churches and GPMC. How? By attending Jewish, Islam, etc joint education and worship. Work the food banks. Embrace the "Other" people in GP autism, cancer, poor, disabled.. they are in GP, but they hide because it is not familiar in GP culture.



- b) Economic
 - i) Regional economic issues will continue to be a priority, especially with the COVID-19 impacts we have been seeing
 - ii) Support for jobless, struggling families
- c) Tolerance, Diversity, Inclusion
 - i) Lend support to the African American community as they continue to struggle for justice.
 - (1) Racial justice training
 - (2) Knowledge of our community and its privilege
 - ii) Addressing systemic racism in our church and community. This does NOT mean ‘diversifying’ our congregation but accepting how far we have yet to go in understanding our role and thereby using our position of power to change oppressive systems.
 - iii) Combine a multi-culture atmosphere
 - iv) Address the differences between the "have's" and "have not's" along racial and economic lines, and the role of spirituality in healing these differences
 - v) Inclusion
- d) Education
 - i) Help for youth
 - ii) Uncertain future academic landscape
 - iii) Declining population and student enrollment is a serious problem for both the Grosse Pointes and Detroit
- e) Hunger
 - i) GPMC does a lot for the homeless and hungry--that effort should be expanded upon and done year round
- f) Detroit
 - i) The greatest challenge will likely be the reconnection between Detroit and G.P. following the COVID-19 pandemic. Detroit has been greatly affected while suburbs like G.P. have been less affected. This is also a great opportunity for Memorial Church to be a vocal advocate for partnership with Detroit.
 - (1) Look for post-covid opportunities off site to engage with Detroit (e.g with young families)

5) Can you identify any unmet or emerging needs in Metro Detroit that Grosse Pointe Memorial Church could address?

- a) Community
 - i) Continue the partnership that GPMC has had with the Grosse Pointe Schools
 - ii) Active presence in community concern
 - iii) Hunger, homelessness, stress management, and opportunities for the surrounding communities
 - iv) Participation in the GP Victory Garden
 - v) Mental health help for teens. Suicide awareness and local help lines.
 - vi) Continue the embracing and being a part of the wider needs of Metro Detroit. It is ok to say we need healthcare for all. It is ok to say that homelessness exists and our country needs to address it not as a problem but a solution we can be a part of.
 - vii) Work with and interact with Metro Detroit churches.
 - viii) Kindness matters when we have so much division and differences. Keep the Christ-like attitude alive and well in our community.
 - ix) Due to its legitimacy, GPMC could certainly serve as a convener to bring disparate groups together to talk about unmet issues in and around the community
- b) Economic
 - i) Unemployment will likely be a significant concern in the near and not-so-near future. A potential housing crisis will ensue and the loss of revenues at the city government will be a challenge for assisting those in crisis
- c) Tolerance, Diversity, Inclusion
 - i) Civil discourse
 - ii) Equal rights, justice for African Americans
 - iii) Racism continues to be a concern for our community, a tension just below the surface. Diversity issues need to be explored and addressed
 - iv) Inclusiveness

- d) Education
 - i) The long pause in formal education will have a long-term effect on many children, inside and outside of the Detroit area. Everything from accumulating information, learning strategies, and simply having an age-appropriate attention span will all have suffered.
- e) Hunger
 - i) Continuing support of the local food banks. There will be more families that will become food insecure if the recession deepens.
 - ii) Housing and food for needy people
- f) Detroit
 - i) Grosse Pointe churches can help improve the neighborhoods in Detroit.
 - ii) We still have far too many homeless and hungry in Detroit. This pandemic is surely to cause evictions and more homeless. Can we create a homeless shelter in Grosse Pointe?
 - iii) This pandemic has certainly opened the eyes of people as to how much poverty there is in Detroit. If we can continue to provide the assistance we have to our first responders to the people still struggling, it would help get people reengaged.

6) Is there anything else you think Grosse Pointe Memorial Church should consider as we discern our future role in the Grosse Pointe and Metro Detroit areas?

- a) Are there partnerships that can be created, or existing partnerships related to safe and affordable housing that GPMC might pursue apart from Habitat for Humanity?
- b) Pledge to address the gap between our communities and find ways to close the gap in all things that the systemic racism has caused
- c) African Americans feel welcome in the Grosse Pointe area
- d) Continue educated ministry. Jesus and God's word is complicated and should not be broken down to entertainment to bring people to church. We should consider that it is ok to be challenged with the 2000 years of learn"ed" text... discernment should be part of the community. If we focus on entertainment as a marketing tool to bring people to the community, then the community investment into the church will be transient and superficial.
- e) Be present

-
- f) Putting aside the political discord between red/blue people. It's not about party allegiance or race, but access to resources. I think GP Memorial has always been a leader in that regard
 - g) Many people need therapy, would be great if the pastor could offer that in a way of guidance
 - h) Grosse Pointe is still considered elite and snobbish to some. Also, it seems to me, too many young people automatically think of Macomb and Oakland Counties as places to raise a family rather than Grosse Pointe. We need to get more young families to move here! Of course, we need to provide alternatives for seniors to move out of their big Grosse Pointe homes. One problem is seniors who have lived in their big Grosse Pointe home find out they will pay more taxes by moving into a smaller home. Perhaps we could maintain the Headlee cap on homes purchased by those 65 (or 55?) and older.
 - i) I feel GPMC is really engaged already with mission trips and youth programming. It may be helpful to stay engaged with other groups in our community such as The Family Center and Helm
 - j) Reaching out to see what will draw more community involvement to match and meet Community needs. Opening the bubble

Congregational Survey

The Mission Study Team developed a survey to be sent out to the members and participants of Grosse Pointe Memorial Church. The goal of the survey was to assess GPMC from an internal point of view. The survey was broken into five categories: congregational tasks, worship, the head pastor, participation, and demographics. We assessed both the current climate of GPMC and the future desires of our congregants.

Surveys were sent out via email to everyone who has subscribed to the GPMC email list and hard copies of surveys were mailed out to the list of those who don't have internet access. The MST received a combined 176 electronic and hard copy responses to the survey. A condensed summary of the data is presented below with the full responses available in Appendix F.

SURVEY LETTER

Dear GPMC Members,

Since our formation, your Mission Study Team (MST) has been hard at work collecting data to paint a picture of our church's vision for our future. We are currently working on a self-study of our church and we want you to fill out our survey. We are asking you to let us know which direction the church should be moving in and what kind of pastor we should be looking for to take us there.

Please complete the survey and send it back in the stamped envelope as soon as possible. On July 25, we will draw five names to win a gift card to Starbucks or TCBY—if you would like to be included in the drawing, please write your name and preferred contact information at the end of your survey.

We look forward to hearing your thoughts about Grosse Pointe Memorial's direction for the present and future.

Sincerely,

The GPMC Mission Study Team

- 1) Listed below are a number of tasks that a congregation likely performs. Please respond to each item by indicating what emphasis you believe GPMC places on the task.

	Too Much Emphasis	Appropriate Emphasis	Needs More Emphasis
Using effective language, liturgy, and music to express the Gospel in worship	1.17%	94.15%	4.68%
Providing a meaningful experience of God and the Christian tradition in worship	1.17%	93.57%	5.26%
Providing Christian education for children and youth	0.59%	93.49%	5.92%
Providing Christian education, Bible study, and other educational programs for adults	1.16%	91.28%	7.56%
Providing a caring ministry for the sick, shut-ins, and the bereaved	0.60%	91.07%	8.33%
Providing pastoral care and counseling to help members deal with personal problems	1.78%	89.29%	8.93%
Engaging in acts of support and service to persons in need	1.16%	83.23%	15.61%
Supporting the global mission of the church/denomination	4.76%	82.74%	12.5%
Sharing the good news of the Gospel with others	1.76%	81.18%	17.06%
Expressing and embracing our denominational heritage and tradition	3.57%	82.14%	14.29%
Helping members deepen their personal, spiritual relationship with God	0.58%	75.44%	23.98%
Providing fellowship opportunities for members	2.37%	76.33%	21.3%
Helping members understand their use of money, time, and talents as expressions of Christian stewardship	2.96%	74.56%	22.48%

Helping members discover their own gifts for ministry and service	1.81%	66.26%	31.93%
Encouraging members to act on the relationship of the Christian faith to social, political, and economic issues	10.00%	64.12%	25.88%
Participating in activities and programs with other local religious groups or congregations	5.33%	60.95%	33.72%

2) Overall, which THREE tasks does GPMC do best?

Providing a meaningful experience of God and the Christian tradition in worship	55.09%
Providing Christian education for children and youth	49.1%
Using effective language, liturgy, and music to express the Gospel in worship	44.31%
Providing Christian education, Bible study, and other educational programs for adults	32.93%
Engaging in acts of charity and service to persons in need	31.74%
Providing a caring ministry for the sick, shut-ins, and the bereaved	26.95%
Providing pastoral care and counseling to help members deal with personal problems	12.57%
Helping members deepen their personal, spiritual relationship with God	9.58%
Providing fellowship opportunities for members	8.98%
Expressing and embracing our denominational heritage and tradition	7.19%
Sharing the good news of the Gospel with others	4.19%
Encouraging members to act on the relationship of the Christian faith to social, political, and economic issues	4.19%
Helping members understand their use of money, time, and talents as expressions of Christian stewardship	4.19%
Supporting the global mission of the church/denomination	3.59%

Participating in activities and programs with other local religious groups or congregations	3.59%
Helping members discover their own gifts for ministry and service	2.4%

3) For your own personal involvement at GPMC, which ONE task of the above would you like to see strengthened?

Encouraging members to act on the relationship of the Christian faith to social, political, and economic issues	22.15%
Helping members deepen their personal, spiritual relationship with God	19.62%
Participating in activities and programs with other local religious groups or congregations	8.86%
Engaging in acts of charity and service to persons in need	7.59%
Providing a meaningful experience of God and the Christian tradition in worship	5.06%
Using effective language, liturgy, and music to express the Gospel in worship	5.06%
Helping members understand their use of money, time, and talents as expressions of Christian stewardship	5.06%
Helping members discover their own gifts for ministry and service	5.06%
Providing Christian education for children and youth	3.8%
Providing a caring ministry for the sick, shut-ins, and the bereaved	3.8%
Providing pastoral care and counseling to help members deal with personal problems	3.8%
Providing fellowship opportunities for members	3.16%
Providing Christian education, Bible study, and other educational programs for adults	2.53%
Supporting the global mission of the church/denomination	1.9%
Sharing the good news of the Gospel with others	1.27%
Expressing and embracing our denominational heritage and tradition	1.27%

Comments

- Our church starts relationships, but doesn't put in effort to make them last--increase involvement with Detroit churches
- Need more relationship to current life rather than the bible
- Increase involvement with Woods Presbyterian Church
- Joint retreats/activities for youth with other area Presbyterian churches
- Increase engagement/interaction with youth and families for middle and high school
- Interfaith engagement needed
- During this pandemic time, and as always, the music is so meaningful and beautifully calming
- More intergenerational gatherings and service projects

4) In order to carry out its ministry, every congregation must deal with certain organizational issues, such as making decisions, sharing information, and developing resources. Listed below are a number of statements describing such issues. To what extent do you agree or disagree that each statement describes GPMC? A "Don't Know" response is provided, but please use it ONLY when absolutely necessary.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know
Members help each other in times of trouble	46.99%	49.4%	1.81%	0.6%	1.2%
Every member who is capable and interested has an equal opportunity to hold key leadership positions	24.4%	53.57%	12.5%	2.98%	6.55%
Members are well informed about what the various teams/committees and groups at GPMC are doing	20.24%	56.54%	21.43%	0.6%	1.19%
GPMC leaders are provided the training they need for their team assignments and responsibilities	15.06%	54.22%	11.45%	1.2%	18.07%

Important decisions about the life of the church are rarely made without open discussions by GPMC leaders and members	15.06%	60.24%	15.06%	3.62%	6.02%
Cooperative programs with churches of other denominations are highly valued in GPMC	14.46%	53.61%	21.08%	2.41%	8.43%
The current morale of GPMC membership is high	14.02%	42.68%	23.17%	3.67%	16.46%
Members are encouraged to discover their particular gifts for ministry and service	13.17%	56.29%	23.35%	1.8%	5.39%
It is easy to summarize for visitors and non-members how our congregation differs from other ones in the area	12.05%	47.59%	26.51%	3.61%	10.24%
There is a sense of excitement among members about GPMC's future	10.91%	39.39%	29.09%	1.82%	18.79%
Study of the needs of the congregation and community is regularly undertaken as the basis for GPMC planning	10.12%	49.4%	25.0%	2.38%	13.1%
Members and groups get significant support and encouragement for trying something new in the congregation	10.18%	53.89%	24.55%	2.4%	8.98%
The theological and biblical implications of important decisions are regularly discussed	10.18%	50.3%	22.75%	3.59%	13.17%
The activities taking place at GPMC are well publicized to the local community	7.15%	49.4%	36.31%	1.19%	5.95%
Disagreements and conflicts are dealt with openly rather than hushed up or hidden behind closed doors	5.45%	37.58%	29.09%	5.45%	22.43%

- 5) **All congregations have an identity, or a sense of who they are, that all members generally share in, and yet any individual member may stand somewhat apart from. Please rate your agreement or disagreement with the following statements from your own personal perspective looking at GPMC's overall identity and vision.**

	Strongly Agree	Agree	Disagree	Strongly Disagree
Being at this church has made a difference in my spiritual life	51.2%	40.37%	7.23%	1.2%
I have a strong sense of belonging to this congregation	46.39%	45.18%	6.62%	1.81%
Our congregation's identity, as it is, is one with which I feel comfortable	36.75%	55.42%	7.83%	0.0%
It is easy for me to tell my friends what is unique about our congregation	33.94%	50.30%	15.76%	0.0%
I have a clear understanding of what our church stands for	30.73%	55.42%	13.25%	0.6%
An effective effort was made to instruct me in our church's mission	20.49%	52.41%	25.9%	1.2%

- 6) **In your judgment, how high or low a priority would you like each of the following to be for the way GPMC could be involved with community social issues?**

	High Priority	Moderate Priority	Low Priority	No Priority
Calling attention to social, community, and world issues from the pulpit and in study groups	49.1%	34.13%	15.57%	1.2%
Providing or supporting social services for persons in need	48.47%	47.23%	3.07%	1.23%

Partnering with other faith communities	41.46%	44.51%	12.2%	1.83%
Providing meeting rooms in GPMC's facilities for community groups working on various concerns of the community	35.72%	51.19%	11.9%	1.19%
Helping organize or support disadvantaged groups to advocate for their own needs	28.74%	49.7%	17.37%	4.19%
Encouraging the minister to use a portion of his/her time working with community groups	27.11%	54.22%	18.07%	0.6%
Giving money to denominational programs and missions	27.27%	55.15%	16.36%	1.22%
Linking interested members to denominational, ecumenical or non-church social service or advocacy programs	24.1%	53.62%	21.08%	1.2%
Speaking to business and governmental officials about peace and justice issues	22.7%	42.33%	28.22%	6.75%
Organizing advocacy or action groups	20.12%	41.46%	31.71%	6.71%
Giving money to ecumenical or nondenominational programs	15.07%	58.43%	22.89%	3.61%

7) For you personally, how important are each of the following in the total mix of qualities that make a good worship service?

	Too Much Emphasis	Appropriate Emphasis	Needs More Emphasis
Attention given to the sacraments (baptism and communion)	2.56%	94.23%	3.21%
Having parts of worship service focused especially for children	4.49%	94.23%	1.28%
Use of creeds or statements of faith (such as the Apostles' Creed)	1.94%	88.39%	9.68%

Corporate prayer/liturgy in which the entire congregation participates	5.16%	87.74%	7.10%
Providing time for members to greet one another	5.13%	86.54%	8.33%
Participation by lay members in leading worship	7.1%	85.16%	7.74%
Silent prayer/meditation	0.65%	85.16%	14.19%
The role of music in our outreach, fellowship, and mission	3.87%	83.23%	12.9%
Providing worship at times other than Sunday morning	3.87%	80.65%	15.48%
Providing worship that is intellectually challenging	1.92%	78.85%	19.23%
Providing worship that is emotionally moving	0.0%	77.56%	22.44%
Use of inclusive, gender-neutral language	15.69%	71.9%	12.41%
Use of contemporary worship styles, music, language, and liturgy	12.26%	68.39%	19.35%
Use of new or unfamiliar hymns	25.32%	62.99%	11.69%

8) For you personally, how important are each of the following in the mix of qualities that make a good sermon?

	Essential	Important	Important if in Right Situation	Not Very Important	Distracting/Irrelevant
Is skillfully delivered and engaging	61.54%	32.69%	4.49%	1.28%	0.0%
Is challenging and thought provoking	51.92%	41.03%	5.77%	1.28%	0.0%
Is spiritually moving and inspirational	50.64%	35.26%	12.82%	1.28%	0.0%

Is carefully composed and prepared	50.33%	39.87%	7.84%	1.96%	0.0%
Sets forth a clear faith position as a guide for making decisions and living a faithful life	47.74%	40.65%	9.68%	1.94%	0.0%
Makes me reflect on issues and events that go beyond my personal life and local community	39.74%	44.88%	13.46%	1.92%	0.0%
Touches directly on my everyday life	38.06%	45.81%	13.55%	2.58%	0.0%
Is biblically based and theologically sound	37.66%	37.01%	18.84%	6.49%	0.0%
Sets forth various sides of an issue fairly without advocating for only "one true Christian position"	30.97%	35.48%	22.58%	6.45%	4.52%
Is comforting and reassuring	25.97%	31.17%	30.52%	11.04%	1.3%
Obviously flows from the depth of the preacher's own personal faith and spiritual convictions	24.52%	42.58%	25.15%	7.1%	0.65%
Based on a clear, unambiguous religious authority	19.35%	32.9%	36.13%	10.97%	0.65%
Contains scholarly or literary illustrations	13.55%	37.42%	36.77%	11.61%	0.65%

9) To what extent are you satisfied with the following aspects of the congregation's worship?

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied
The ambiance of the worship space in the sanctuary	70.32%	29.03%	0.65%	0.0%
The music provided during worship (choirs, anthems, instrumentals, special musical presentations)	69.68%	23.87%	5.8%	0.65%
Special services with seasonal emphases (Advent, Christmas Eve, Holy Week, Easter, All Saints)	65.38%	32.69%	1.93%	0.0%
The level of comfort of seating and air conditioning	58.71%	38.06%	3.23%	0.0%
The level of congregational participation in liturgy (Call to Worship, Prayers, Affirmation of Faith, etc.)	57.05%	39.74%	3.21%	0.0%
The ways your spiritual needs are being met in the services of worship	42.58%	50.32%	5.81%	1.29%
The acoustics and sound system in the sanctuary	41.03%	41.67%	15.38%	1.92%

10) For the pastor of GPMC, how high or low a priority would you like each of the following to be?

	High Priority	Moderate Priority	Low Priority	No Priority
Preparing and preaching inspiring sermons	86.18%	13.82%	0.0%	0.0%
Providing leadership for engaging the congregation's vision and fulfilling its calling to ministry	66.67%	31.33%	2.0%	0.0%
Planning and leading worship sensitive to the needs of the congregation	61.22%	36.73%	2.05%	0.0%
Providing managerial leadership to staff, Session, Deacons, Trustees, and the organization's committees/teams	54.05%	41.22%	4.73%	0.0%
Directly involving church members in the planning, leadership and implementation of programs and events	38.78%	49.67%	11.56%	0.0%
Emphasizing the spiritual development of members	31.97%	56.46%	11.56%	0.0%
Communicating and interpreting to the congregation the mission of GPMC and opportunities for involvement and leadership by members	24.83%	65.77%	9.4%	0.0%
Presenting peace and justice issues to the congregation	20.13%	55.03%	18.12%	6.72%
Spending time in personal reflection, Bible study, and prayer	19.86%	55.48%	21.24%	3.42%
Developing and supporting religious education programs for children and youth	16.67%	52.67%	28.0%	2.66%
Participating in local community activities, issues, and concerns	16.11%	60.4%	20.81%	2.68%

Planning creative services of worship that might include more contemporary forms of worship and music	16.22%	47.3%	30.4%	6.08%
Visiting the sick, the shut-ins, and the bereaved	14.77%	61.74%	20.81%	2.68%
Pastoral counseling of members having personal, family, and/or work-related problems	14.77%	65.1%	19.46%	0.66%
Actively and visibly supporting GPMC's stewardship program	13.61%	72.79%	12.93%	0.67%
Developing and leading adult education programs	12.75%	63.76%	22.82%	0.67%
Supporting the world mission of the congregation and denomination	9.59%	52.74%	34.93%	2.74%
Planning and leading a program of new member recruitment	6.08%	59.46%	33.11%	1.35%
Participating in denominational activities beyond the local church [at the regional and national level of the denomination (Presbytery, General Assembly)]	6.12%	46.26%	41.5%	6.12%
Visiting members in their homes	1.37%	36.99%	52.74%	8.9%

11) Listed below are ten images or dominant roles toward which ministers orient their ministry. To what extent would you like to see the pastor of this congregation emphasize or embody each of these roles? (see description of each quality in Appendix F)

	Essential	Important	Not Very Important	No Importance
Minister of the Word/Teacher of the Congregation	58.28%	39.07%	2.65%	0.0%
Celebrant/Worship Leader	53.64%	40.4%	5.96%	0.0%
Friend/Companion on the Journey	50.33%	41.72%	6.62%	1.33%
Spiritual Guide	34.0%	49.33%	14.67%	2.0%
Church Administrator	19.87%	68.21%	10.6%	1.32%
Social Activist	14.0%	52.0%	28.0%	6.0%
Group Facilitator	12.0%	62.0%	24.67%	1.33%
Counselor/Healer	11.26%	42.38%	43.05%	3.31%
Witness/Evangelist	5.33%	37.33%	48.0%	9.34%
Community Chaplain	3.33%	40.0%	49.33%	7.34%

12) Which of these ten roles do you believe to be the most important for the pastor of this congregation to fulfill?

Minister of the Word/Teacher of the Congregation	55.26%
Celebrant/Worship Leader	17.11%
Friend/Companion on the Journey	13.82%
Spiritual Guide	7.24%
Social Activist	3.95%
Counselor/Healer	1.32%
Group Facilitator	0.66%
Witness/Evangelist	0.66%
Church Administrator	0.0%
Community Chaplain	0.0%

13) Which of these ten roles do you feel is the least important?

Social Activist	31.79%
Witness/Evangelist	26.49%
Community Chaplain	19.21%
Church Administrator	7.95%
Group Facilitator	7.28%
Friend/Companion on the Journey	3.97%
Counselor/Healer	2.65%
Spiritual Guide	0.66%

Minister of the Word/Teacher of the Congregation	0.0%
Celebrant/Worship Leader	0.0%

14) In thinking about what ORIGINALLY attracted you to GPMC, select from the list below those reasons that best match your reasons for coming. You may select more than one.

The minister	48.67%
The worship style	41.33%
The music program	35.33%
Friendliness of welcome	35.33%
My family is here	34.0%
Educational program for children or youth	32.67%
Fellowship	27.33%
An atmosphere that contributes to spiritual growth	23.33%
My friends are here	20.67%
Opportunities to participate in mission outreach	18.67%
Denominational ties	15.33%
The congregation's reputation	12.67%
Educational program for adults	12.0%

Comments:

- Born into the church/parents brought them here as a youth
- Feels like a great place between Catholic and Non-Denominational styles
- The church felt comfortable/warm feeling
- Outdoor service
- Most socially active church in GP

15) In thinking about what **KEEPS** you as part of this congregation, select from the list below those reasons that best match your reasons for staying. You may select more than one.

The music program	50.67%
The worship style	44.0%
The minister	43.33%
An atmosphere that contributes to spiritual growth	40.67%
Fellowship	39.33%
My friends are here	37.33%
Friendliness of welcome	29.33%
Opportunities to participate in mission outreach	27.33%
Educational program for adults	25.33%
My family is here	22.67%
Educational program for children or youth	19.33%
Denominational ties	14.67%
The congregation's reputation	9.33%

Comments

- Tradition
- Love and inspiration from the congregation
- Spiritual support and assistance
- Fellowship needs improvement
- Ministerial staff's warmth and kindness
- New minister needs to be younger, modern thinking, engaging

16) How long have you been a member of GPMC?

25-34 years	26.67%
10-24 years	19.33%
50 years or more	16.0%
35-49 years	13.33%
5-9 years	12.67%
2-4 years	6.0%
One year or less	3.33%
Not a member	2.67%

17) If you are not a member, what is keeping you from joining?

- Not joiners
- Pandemic/interim status

18) On average, about how many times do you attend church worship during a typical year?

Four times a month or more	50.68%
About two or three times a month	37.84%
About once a month	6.76%
Once or twice every three months	4.73%
None	0.0%
About once or twice a year	0.0%

19) In how many church organizations, committees, and groups do you participate (not including regular worship)?

One	28.57%
Two	23.81%
None	16.33%
Three	16.33%
Four or more	14.97%

20) Has your involvement in the congregation increased, decreased, or remained about the same in the last few years?

Remained the same	36.0%
Increased	34.0%
Decreased	30.0%

21) If your participation has INCREASED, which of the following are reasons for that? (check all that apply)

Accepted an office or other new responsibility in the church	63.27%
More time available	53.06%
Stronger faith	20.41%
More positive attitude or perspective about the church	18.37%
Because of children	4.08%
Better health	2.04%

Comments:

- Asked to help
- Trying more diligently to connect with other members
- Unable to be on councils while employed

**22) If your participation has DECREASED, which of the following are reasons for that?
(check all that apply)**

Less time available	45.0%
Health reasons	37.5%
Because of children	17.5%
Given up an office or other responsibility in the church	17.5%
More negative attitude or perspective about the church	12.5%
Decreased faith	2.5%

Comments:

- Age
- Moved away/gone for some of the year
- Covid-19
- Not asked
- Too much social commentary from pulpit
- Loss of spouse/no transportation

23) How many persons or families have you invited to visit or join the church in the past year?

None	38.78%
One	22.45%
Two	21.09%
Four or more	9.52%
Three	8.16%

24) What is the best thing you've done at GPMC in the past 5 years?

- Bible study
- Contribute Funds/sponsor music worship
- Served as a Deacon/Elder/Trustee
- Worked in the nursery
- Served on a committee
- Mission trips (adult and youth)
- Taught Sunday School/Young Children in Worship/Logos/Life/Tuxis
- Outreach (kids against hunger, everyone eats, shelter week, angel tree)
- Grown closer to God
- Worship/online service/5 pm service/Christmas/Easter/inspired by sermons
- Sang in the choir/music
- Interacted with the staff
- Being a lay reader
- Gun Advocacy workshops
- Experience the love of the congregation/connected with church family
- Worked on centennial celebration
- Visit family in columbarium
- Ecumenical Men's Breakfast
- Social events (bowling, softball)
- Stephen Ministry
- Groups (book groups, soul crafters)

25) What would you never want to change at GPMC?

- Music program/Music at Memorial
- Outdoor services
- Open and inviting atmosphere/inclusiveness
- Captivating sermons/strong preaching
- Adult education
- Children's programs
- Traditional service
- Beautiful sanctuary/building/stained glass windows
- Alternative worship/5pm service
- Special services (Christmas, holy week)
- Balance of tradition and openness to changing times
- Deacons
- Parish life
- Carol Marks/Pastoral Care
- Outreach (shelter week, life remodeled)
- Mission trips
- Church family/fellowship/relationship between staff and congregation
- Sense of community involvement and the willingness to speak the truth, even if it is uncomfortable
- Our mission/dedication to mission statement
- Range of programs offered

26) What is your age?

65 to 74	28.08%
55 to 64	26.03%
75 or older	22.6%
45 to 54	10.27%
25 to 34	6.16%
35 to 44	5.48%
20 to 24	1.37%
Under 20	0.0%

27) What gender do you identify with?

Female	68.97%
Male	28.97%
Prefer not to say	2.07%
Non-binary	0.0%
Prefer to self-describe	0.0%

28) Which of the following best describes your current relationship status?

Married	67.57%
Widowed	15.54%
Separated or divorced	6.08%
Single, never married	6.08%
Living in a committed relationship	4.73%

29) If you have children living at home, how many are in each age group? (specific responses in Appendix F)

Age 19 or over	56.41%
Age 13-18	28.21%
Age 0-5	25.64%
Age 6-12	15.38%

30) Which of the following categories best describes your employment status?

Retired	42.86%
Employed, working full-time	34.69%
Employed, working part-time	5.44%
Retired and working part-time	5.44%
Not employed, NOT looking for work	4.76%
Not employed, looking for work	4.08%
Work in the home	2.04%
Student	0.68%

31) If married, which of the following categories best describes your spouse's employment status?

Employed, working full-time	43.0%
Retired	40.0%
Employed, working part-time	7.0%
Retired and working part-time	4.0%
Work in the home	4.0%
Not employed, looking for work	2.0%
Not employed, NOT looking for work	0.0%
Student	0.0%

32) How long does it usually take you to travel from home to GPMC?

6-10 minutes	36.49%
5 minutes or less	33.78%
11-15 minutes	20.27%
31-45 minutes	4.05%
16-30 minutes	3.38%
More than 45 minutes	2.03%

33) Where do you get your church activity information from? (select all that apply)

Bulletin	83.56%
Email Blast	69.86%
Church Website	58.22%
Carillon	45.89%
Social Media	15.07%

34) What else would you like the leadership team to know?

- Communications
 - Frequently updated published church directory with ongoing new member updates
 - How to communicate with people without the internet?
 - Great communications during pandemic
- Desired New Pastor Qualities
 - Younger, up-and-coming over pastors nearing end of career
 - Energetic

- Vision and passion rooted in scripture
- Ability to teach and motivate
- Strong preaching skills
- Interpersonal
- Involvement in community, if possible
- Church has history of very different head pastors over the past 30 years--we need to know our church's identity for our call
- Ability to relate everyday life to biblical text
- Sermons
 - (1) Focused on lectionary text
 - (2) Focused on recent events in community and the world
- Consider Rev. Sarah Godbehere as the next head of staff
 - (1) Sarah is the right fit for Memorial
- Programs/Worship
 - Continue to offer alternative worship & music
 - Continue online service
 - Continue excellence in music
 - Maximum of two choir-only Christmas Eve hymns
 - Pastoral care/Carol Marks is a strength in our church
 - Build up lay leadership
 - Strive to keep worship services at one hour
 - Many comments of praise and thanksgiving
 - Need more emphasis on activities/care of 40-60 year olds
 - Commendations of Rev Sarah's preaching
- Church Needs
 - Recommendations were made to hire additional pastoral support
 - (1) GPMC previously had four full-time pastors and associates with fewer active members
 - (2) Need associate pastors who can be responsible for helping members grow in their faith and develop their gifts to grow our ministries
 - (3) Head Pastor cannot be all things to all people
 - More emphasis on direct relationships to build church family (worship and fellowship time)
 - Need new active membership plan

-
- Use our vast resources to improve church life and outreach
 - Keep our traditions with our eye on the changing times
 - Continued focus on spreading unity and the ministry of Jesus
 - Quick, but thorough search for a new pastor
 - Continue ability to adjust during challenging times
 - Mission trips for adults and youth
 - Reassurance and calm during pandemic
 - Church Involvement in Community
 - Comments were made to put emphasis on social justice within community, while some suggested less social, political, and community issues coming from the pulpit
 - Need staff involved in local schools/listening to student voices

Congregational Conversations

Small group conversations were offered 15 times throughout the summer in person and via zoom meetings to members of the church. Members were given the following to consider:

In preparation for thoughtful participation in the small-group conversations, please consider the following questions:

1 Why do you participate in the life of Grosse Pointe Memorial Church?

2 What do you think God is calling GPMC to do and be?

3 How can we strengthen our congregation to respond to God's call?

Our Mission Study Team designed the following process to engage our members in helping to discern God's voice and mission for our church. The process involved careful and prayerful consideration of who we are and who God is calling us to be, as well as the identification of our collective experiences, gifts, passions, perspectives, and the strengths and needs of our community. The following passages and questions were used to guide each of the discussions.

Remembering

Have a volunteer read Deuteronomy 6:10-12

(Remembering is an important component of our faith. This passage from Deuteronomy reminds us to take heed, "lest you forget." In light of this message think about the following questions.)

1. What is one of the most significant events in the life of the congregation since you became a member/regular participant
2. List special traditions our congregation does every year
3. Why do you participate in the life of GPMC

The Strengths of Our Church

Have a volunteer read aloud I Corinthians 12:4-13

Discuss and share your answers.

(A healthy church exhibits strengths, as outlined in Paul's letter. This question asks us to identify those strengths and compare them to our church.)

1. What does Paul's description say to you about the Church?
2. What three factors from Paul's description ought to apply to all churches?
3. How does Paul's description fit Grosse Pointe Memorial Church?
4. What are some of the needs of our community

As a group devise a list of the strengths of our church.

What is Our Vision

Have a volunteer read aloud Philippians 3:12-14 Write individual responses to the questions or discuss the questions as a group.

1. What do Paul's words say to you about setting goals for the future?
2. What does Scripture say to you about planning (what are we called to do)?
3. How can we equip GPMC to respond to what Paul says we are called to do? (what do we need to strengthen)

Mission Study Team Conclusion

Gratitude

In the Presbyterian Church (USA), a congregation planning to call a new pastor must first conduct a Mission Study. This time of self-study and reflection helps a church to prepare for its next season of ministry, embrace a new beginning, and call a new installed pastor. The session called a Mission Study Team and a History of Our Story Team (HOST) to develop a report of who we are and where we are going as a church. This project was made much harder by COVID-19, and the closing of the church building, forcing us to use video conferencing and technology to conduct and facilitate most of the study.

Our goal in the prior pages was to paint a clear picture of where we have been, where we are today, and where God is leading us into the future. It is our hope that the Mission Study Report will help GPMC gain clarity about its core values, recognize its context for ministry and how it affects current and future possibilities for growth. We also hope it identifies hopes and dreams for the future that the Session and the new installed pastor can develop into a vision for ministry.

We would like to thank the many congregants and staff who attended the Congregational Conversation and responded to the Congregational Survey. The thoughtful, honest responses allowed this study to be informative, enlightening, and provided a strong foundation for the ensuing pastoral search.

A special thank you to Rev. Mark Diehl for his leadership and encouragement throughout the process. We hope that the Session, the Congregation, and the future Pastor Nominating Committee will use this Mission Study Report as a reference for building on the many gifts of GPMC as we look to the new direction God will show us in our next decades of ministry.

Vision Statement

Roughly eight years ago, the congregation studied its future in a long-term study process and redeveloped its vision and mission statements. We recommend that almost the entire vision and mission statements be kept with some minor tweaks. Our proposed vision statement is:

“A Light By The Lakeshore”

Grosse Pointe Memorial Church is an engaged community of faith, celebrating and demonstrating God’s love through worship and service throughout Grosse Pointe, the greater Detroit area and around the world. Grosse Pointe Memorial Church is a member of the Presbyterian Church (USA), and part of the reformed tradition.

Mission Statement

Sealed by the Holy Spirit and marked as Christ’s own forever, we are called and committed to living out our love for God. Through worship, study and service we strive to continue God’s transforming work by worshipping God joyfully, welcoming others graciously, supporting one another lovingly, and faithfully responding to our community and world with compassion.

Suggested Qualities for the Next Pastor

This congregation has been blessed with extraordinary leadership over the course of its history and especially for the last 12 years. Our study has affirmed a desire to maintain strong leadership from the head pastor position. Grosse Pointe Memorial Church is poised to grow on its firm foundation, and our members are seeking a new pastor who will inspire us to continue our growth spiritually and in service to our community. We also seek a pastor who will help us engage in the community to attract new members and young families. The new pastor should have these qualities:

- Excellent communicator
- Continue teaching through bible studies and adult education
- Teach at the level that matches the faith of those being taught

-
- Preaches bible-based, inspirational, thought-provoking sermons
 - Continue excellence in programming and worship offerings
 - Inspire members to attend worship
 - Facilitate conversations regarding what changes, if any, worship needs
 - Help us reach out to the “unchurched” in our community

Appendices

Appendix A: Mission Study Team Timeline

The Mission Study Team (MST) began meeting in March 2020. We were put on a brief hiatus at the beginning of the COVID-19 pandemic and then resumed meeting in May, June, July and August. The team's initial meetings were focused on team building, understanding the process outlined in the provided Manual for the Mission Study Team (MST) Grosse Pointe Memorial Church, and defining the scope, key activities, and process for the mission study as described below.

The MST focused on listening for God's voice in all that we heard during this time, including scripture, the congregants' voices, the voices coming from beyond GPMC's walls, the team members' own voices, and GPMC's stories in its history. Because no single church can be all things to all people, the team listened for our particular needs and calling at this place and time.

DEFINING THE SCOPE OF THE MISSION STUDY

Concurrent with the Mission Study guide, conversation with GPMC's liaison to The Presbytery of Detroit's Commission on Ministry, and guidance from Mark Diehl, the scope of the mission study was defined to include an exploration of the history, current status, and future directions for the congregation in the areas of:

- Spiritual health
- Mission
- Membership
- Finances and stewardship
- Roles in and relationship to our community
- Relationship to our presbytery

DEFINING KEY ACTIVITIES

To engage, listen, and gather data, the team carried out the following Key Activities:

- Financial Review
- Demographic Study of the congregation and community

-
- Historical Review of GPMC
 - Congregational Survey
 - Congregational Conversations
 - Community Leader Survey
 - Vision and Mission statement

These key activities are sections of the Mission Study Report that are required by the Presbytery of Detroit's Commission on Ministry.

REFLECTION AND PLANNING

The MST members reflected on the scope, areas of exploration, and Key Activities defined above. The team met to brainstorm around the goals, key stakeholders, and potential report contents for each Key Activity. Each team member then identified his or her match for interest and skill-set from among the Key Activities. These leaders then individually used relevant resources (including books, other church Mission Studies, websites, church experts, etc.) to map the time-line, needs, resources, and process for each Key Activity, with reports to and reviews by other team members.

ENGAGING AND GATHERING DATA


Information was gathered by engagement with GPMC members, participants, community leaders, and other stakeholders through the Key Activities listed above. While certain Key Activities were led by one or two individual team members, other Key Activities required a larger team effort, such as the Congregational Gatherings and the Congregational Survey.

FINANCIAL REVIEW

With the help of GPMC's Director of Finance and Operations, Jim Schultz, CPA, the MST studied GPMC's financial and stewardship data, with a focus on the past ten years.

DEMOGRAPHIC STUDY

The MST collected demographic data from PC(USA) Research Services, from the Congregational Survey, and the Southeast Michigan Council of Governments (SEMCOG) Community Profiles. These data describe aspects of who we and our neighbors are currently, and



who we and our neighbors will be in the coming years. This provided valuable information about the needs of our community as well as how we might reach out to our nearby community and potential new members.

CONGREGATIONAL SURVEY

The Congregational Survey captured both demographic data and thoughtful responses to open-ended questions that deepen our understanding of who we are and where we hear God calling us to act and serve.

CONGREGATIONAL CONVERSATIONS

Twelve Congregational Conversations took place throughout July and August.

COMMUNITY LEADER SURVEY

Through emails, phone calls, and a short survey, members of the MST reached out to 25 groups of community leaders and organizations to learn more about key needs in our community, the role of organizations of faith, and how our neighbors view us. The MST deliberated on the leaders' responses in an effort to discern where and how our passions can be directed to serve our neighbors.

ANALYZE AND SUMMARIZE

Once collected, the MST set out to thoroughly review and analyze all information from research, conversations and survey data. We worked both individually and jointly to succinctly summarize the findings that apply to our history, as well as to our current and future direction. We have attempted to synthesize the vast amounts of information gathered into a thoughtful analysis that will be valuable to our church family, and those outside our walls who may be interested in a deeper understanding of Grosse Pointe Memorial Church

Appendix B: Communications

Emails, Letters, bulletin posts, etc about the MST progress and announcements:

CONGREGATIONAL SURVEY BULLETIN ANNOUNCEMENT

Do you like giving your opinion? Do you want to win a gift card for ice cream or coffee? We want you! Your Mission Study Team has been hard at work collecting data to paint a picture of our church's vision for our future. Take our survey to let us know which direction the church should be moving in and what kind of pastor we should be looking for to take us there. On July 25, we will draw five names to win a gift card to Starbucks or TCBY, so get your surveys in before then! <https://www.surveymonkey.com/r/GPMCsurvey2020>

CONGREGATIONAL CONVERSATIONS BULLETIN ANNOUNCEMENT

The Mission Study Team continues leading our congregation's self-study and is learning about our community. We are now moving toward the culminating **Mission Study Report** that will be submitted first to our Session, and then to Presbytery's Commission on Ministry for approval. The Mission Study Report will be informed by the six key activities of our mission study: *Congregational Gatherings*, *Congregational Survey*, *Financial Review*, *Demographic Study*, and *Community Study*.

The Mission Study Team invites you to participate in our mission study in what will be the most critical part of this process: conversation with our congregation. Due to the unique circumstances surrounding our ability to gather in person, we will be hosting "Congregational Conversations" via Zoom meetings during existing bible studies and book studies and also through specifically designed Congregational Conversation Zoom meetings. Over the next few weeks, your participation and input will form the shape of our Mission Study Report. Please make note of the following Zoom meeting dates, and plan to sign up through the signup genius below for **ONE** of the small-group conversations occurring at the following times/dates:
July 28, 7:00 pm

August 2, 10:15 am (middle hour)

August 4, 7:00 pm

August 16 10:15 (middle hour)

In preparation for thoughtful participation in the small-group conversations, please consider the following questions:

- 1 Why do you participate in the life of Grosse Pointe Memorial Church?**
- 2 What do you think God is calling GPMC to do and be?**
- 3 How can we strengthen our congregation to respond to God's call?**

Our Mission Study Team has designed this process to engage you in helping to discern God's voice and mission for our church. Our process will involve careful and prayerful consideration of who we are and who God is calling us to be, as well as the identification of our collective experiences, gifts, passions, perspectives, and the strengths and needs of our community. Please join us as we set off down this path together!

MISSION STUDY TEAM BULLETIN ANNOUNCEMENT

Congregational Conversations: The Mission Study Team continues leading our congregation's self-study and is learning about our community. We are moving toward the culminating Mission Study Report that will be submitted first to our Session, and then to Presbytery's Commission on Ministry for approval. The Mission Study Report will be informed by the six key activities of our mission study: Congregational Gatherings, Congregational Survey, Financial Review, Demographic Study, and Community Study. Thank you to those who participated in our Congregational Conversations and in helping to discern God's voice and mission for our church. Our process involves careful and prayerful consideration of who we are and who God is calling us to be, as well as the identification of our collective experiences, gifts, passions, perspectives, and the strengths and needs of our community.

Appendix C: Demographic Information



Church Report 2010

PIN Number	3166		
Presbytery Number	040172		
Church	Grosse Pointe Memorial		
Address	16 Lakeshore Dr		
City/State	Grosse Pointe Farms, MI 48236-3783		
Phone	313-882-5330		
Email	jschultz@gpmchurch.org		
Web Site	www.gpmchurch.org		
Fax	313-882-7675		
Membership			
Prior Active Members	1212	Inactive	215
Gains		Losses	
17 & Under	13	Certificate	10
18 & Over	34	Deaths	27
Certificate	15	Other	10
Other	2		
Total Gains	64	Total Losses	47
Total Active Members	1229		
Baptized	251		
Other Participants	0		
Total Adherents	1480		
Female Members	732		
Average Attendance 438			
Affiliate Members 26			
Baptisms		Officers	
Child Baptisms	14	Male Session	11
Adult Baptisms	2	Female Session	12
		Male Deacons	15
		Female Deacons	17
Age Distribution of Active Members			
		Male	Female
25 & Under	197	0	0
26 - 45	344	0	0
46 - 55	221	0	0
56 - 65	194	0	0
Over 65	273	0	0
Total Distribution	1229	0	0

People with Disabilities

Hearing	33
Sight	5
Mobility	39
Other	0

Christian Education

Birth 3	25	Grade 7	2
Age 4	10	Grade 8	7
Kindergarten	10	Grade 9	14
Grade 1	17	Grade 10	6
Grade 2	18	Grade 11	5
Grade 3	10	Grade 12	4
Grade 4	8	Young Adults	3
Grade 5	9	Over 25	262
Grade 6	13	Teachers/Officers	22
Total	445		

Racial Ethnic	Membership	Elders	Deacons	Male	Female
Asian	10	0	0	0	0
Black	6	0	0	0	0
African American	0	0	0	0	0
African	0	0	0	0	0
Middle Eastern	0	0	0	0	0
Hispanic	0	0	0	0	0
Native American	0	0	0	0	0
White	1211	23	32	0	0
Other	2	0	0	0	0
Totals	1229	23	32	0	0

Potential Giving Units 678**Budgeted Income** 1,747,646**Budgeted Expense** 1,756,976

Receipts

Regular Contributions	1,180,763	Bequests	32,955
Capital Building Fund	0	Other Income	77,344
Investment Income	203,698	Subsidy or Aid	0

Expenditures

Local Program	1,429,867	Per Capita Apprt	29,484
Local Mission	140,344	Validated Mission	50,627
Capital Expenditures	87,675	Theological Fund	502
Investment Expenditures	30,933	Other Mission	14,025



Church Report 2011

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Email	jschultz@gpmchurch.org
Web Site	www.gpmchurch.org
Fax	313-882-7675

Membership			
Prior Active Members	1229		
Gains		Losses	
17 & Under	10	Certificate	10
18 & Over	14	Deaths	24
Certificate	18	Other	9
Other	4		
Total Gains	46	Total Losses	43

Total Active Members	1232
Baptized	253
Other Participants	0
Total Adherents	1485
Female Members	725

Average Attendance	415
Affiliate Members	4

Baptisms		Officers	
Child Baptisms	17	Male Session	9
Adult Baptisms	1	Female Session	11
		Male Deacons	16
		Female Deacons	16

Age Distribution of Active Members		Male	Female
25 & Under	197	81	116
26 - 45	345	142	203
46 - 55	222	91	131
56 - 65	191	79	112
Over 65	277	114	163
Total Distribution	1232	507	725

People with Disabilities

Hearing	33
Sight	4
Mobility	40
Other	

Christian Education

Birth 3	33	Grade 7	14
Age 4	20	Grade 8	4
Kindergarten	10	Grade 9	14
Grade 1	20	Grade 10	16
Grade 2	20	Grade 11	13
Grade 3	13	Grade 12	12
Grade 4	8	Young Adults	31
Grade 5	9	Over 25	258
Grade 6	7	Teachers/Officers	75
Total	577		

Racial Ethnic	Membership	Elders	Deacons	Male	Female
Asian	6			2	4
Black				0	0
African American	3	0	0	1	2
African	0	0	0	0	0
Middle Eastern	0	0	0	0	0
Hispanic				0	0
Native American				0	0
White	1217	20	32	500	717
Other	6			4	2
Totals	1232	20	32	507	725

Potential Giving Units 620**Budgeted Income** 1,730,791**Budgeted Expense** 1,753,462

Receipts

Regular Contributions	1,727,241	Bequests	11,000
Capital Building Fund		Other Income	206,986
Investment Income	257,048	Subsidy or Aid	

Expenditures

Local Program	1,661,295	Per Capita Apprt	27,997
Local Mission	203,709	Validated Mission	40,320
Capital Expenditures	20,650	Theological Fund	
Investment Expenditures		Other Mission	13,760



Church Report 2012

PIN Number	3166
Presbytery Number	040172

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Phone	313-882-5330
Email	jschultz@gpmchurch.org
Web Site	www.gpmchurch.org
Fax	313-882-7675

Membership			
Prior Active Members	1232		
Gains		Losses	
17 & Under	16	Certificate	11
18 & Over	16	Deaths	21
Certificate	14	Other	39
Other	9		
Total Gains	55	Total Losses	71

Total Active Members	1216
Baptized	244
Other Participants	0
Total Adherents	1460
Female Members	686

Average Attendance	419
Affiliate Members	3

Baptisms		Officers	
Child Baptisms	14	Male Session	11
Adult Baptisms		Female Session	10
		Male Deacons	18
		Female Deacons	14

Age Distribution of Active Members		Male	Female
25 & Under	219	96	123
26 - 45	292	128	164
46 - 55	193	85	108
56 - 65	196	86	110
Over 65	316	135	181
Total Distribution	1216	530	686

People with Disabilities

Hearing	33
Sight	3
Mobility	40
Other	

Christian Education

Birth 3	33	Grade 7	19
Age 4	9	Grade 8	11
Kindergarten	30	Grade 9	5
Grade 1	33	Grade 10	8
Grade 2	32	Grade 11	15
Grade 3	31	Grade 12	12
Grade 4	27	Young Adults	45
Grade 5	18	Over 25	244
Grade 6	13	Teachers/Officers	74
Total	659		

Racial Ethnic	Membership	Elders	Deacons	Male	Female
Asian	5			2	3
Black				0	0
African American	5	0	1	3	2
African	0	0	0	0	0
Middle Eastern	0	0	0	0	0
Hispanic				0	0
Native American				0	0
White	1200	21	31	521	679
Other	6			4	2
Totals	1216	21	32	530	686

Potential Giving Units 638**Budgeted Income** 1,769,358**Budgeted Expense** 1,769,358

Receipts

Regular Contributions	1,806,871	Bequests	11,000
Capital Building Fund	266,550	Other Income	238,413
Investment Income	179,739	Subsidy or Aid	

Expenditures

Local Program	1,665,272	Per Capita Apprt	28,857
Local Mission	176,933	Validated Mission	51,138
Capital Expenditures	30,834	Theological Fund	
Investment Expenditures		Other Mission	29,500



Church Report 2013

PIN Number	3166
Presbytery Number	040172

Church	Grosse Pointe Memorial
Address	16 Lakeshore Dr
City/State	Grosse Pointe Farms, MI 48236-3783
Phone	313-882-5330
Email	jschultz@gpmchurch.org
Web Site	www.gpmchurch.org
Fax	313-882-7675

Membership			
Prior Active Members	1216		
Gains		Losses	
17 & Under	6	Certificate	3
18 & Over	24	Deaths	26
Certificate	19	Other	13
Other			
Total Gains	49	Total Losses	42

Total Active Members	1223
Baptized	252
Other Participants	0
Total Adherents	1475
Female Members	712

Average Attendance	428
Affiliate Members	3

Baptisms	Officers	
Child Baptisms	13	
Adult Baptisms		
	Male Session	11
	Female Session	10
	Male Deacons	19
	Female Deacons	13

Age Distribution of Active Members	Male	Female
25 & Under	220	100
26 - 45	294	125
46 - 55	196	79
56 - 65	196	85
Over 65	317	122
Total Distribution	1223	511

People with Disabilities

Hearing	33
Sight	3
Mobility	41
Other	

Christian Education

Birth 3	23	Grade 7	7
Age 4	10	Grade 8	13
Kindergarten	21	Grade 9	4
Grade 1	26	Grade 10	6
Grade 2	26	Grade 11	14
Grade 3	19	Grade 12	8
Grade 4	18	Young Adults	6
Grade 5	15	Over 25	245
Grade 6	10	Teachers/Officers	67
Total	538		

Racial Ethnic	Membership	Elders	Deacons	Male	Female
Asian	5			2	3
Black				0	0
African American	5	0	1	3	2
African	0	0	0	0	0
Middle Eastern	0	0	0	0	0
Hispanic				0	0
Native American				0	0
White	1207	21	31	492	715
Other	6			4	2
Totals	1223	21	32	501	722

Potential Giving Units 660**Budgeted Income** 1,762,037**Budgeted Expense** 1,762,037

Receipts

Regular Contributions	1,704,354	Bequests	
Capital Building Fund	2,283,217	Other Income	271,818
Investment Income	231,853	Subsidy or Aid	

Expenditures

Local Program	1,734,558	Per Capita Apprt	29,483
Local Mission	169,101	Validated Mission	41,696
Capital Expenditures	793,758	Theological Fund	
Investment Expenditures		Other Mission	29,650



Church Report 2014

PIN Number	3166
Presbytery Number	040172

Church	Grosse Pointe Memorial
Address	16 Lakeshore Dr
City/State	Grosse Pointe Farms, MI 48236-3783
Phone	313-882-5330
Email	jschultz@gpmchurch.org
Web Site	www.gpmchurch.org
Fax	313-882-7675

Membership			
Prior Active Members	1223		
Gains		Losses	
17 & Under	13	Certificate	3
18 & Over	17	Deaths	25
Certificate	11	Other	22
Other			
Total Gains	41	Total Losses	50

Total Active Members	1214
Baptized	247
Other Participants	0
Total Adherents	1461
Female Members	694

Average Attendance	428
Affiliate Members	3

Baptisms		Officers	
Child Baptisms	9	Male Session	9
Adult Baptisms		Female Session	9
		Male Deacons	18
		Female Deacons	13

Age Distribution of Active Members		Male	Female
25 & Under	247	117	130
26 - 45	287	124	163
46 - 55	189	77	112
56 - 65	194	83	111
Over 65	297	119	178
Total Distribution	1214	520	694

People with Disabilities

Hearing	35
Sight	4
Mobility	45
Other	

Christian Education

Birth 3	23	Grade 7	7
Age 4	15	Grade 8	6
Kindergarten	12	Grade 9	10
Grade 1	13	Grade 10	2
Grade 2	26	Grade 11	5
Grade 3	16	Grade 12	14
Grade 4	16	Young Adults	25
Grade 5	13	Over 25	243
Grade 6	11	Teachers/Officers	80
Total	537		

Racial Ethnic	Membership	Elders	Deacons	Male	Female
Asian	5			2	3
Black				0	0
African American	5	0	0	3	2
African	0	0	0	0	0
Middle Eastern	2	1	0	1	1
Hispanic				0	0
Native American				0	0
White	1196	17	31	510	686
Other	6			4	2
Totals	1214	18	31	520	694

Potential Giving Units 715**Budgeted Income** 1,773,900**Budgeted Expense** 1,773,900

Receipts

Regular Contributions	1,134,510	Bequests	100,000
Capital Building Fund	396,986	Other Income	326,746
Investment Income	232,139	Subsidy or Aid	

Expenditures

Local Program	1,675,254	Per Capita Apprt	29,475
Local Mission	216,026	Validated Mission	32,941
Capital Expenditures	422,861	Theological Fund	
Investment Expenditures		Other Mission	26,764



Church Report 2015

PIN Number	3166
Presbytery Number	040172

Church	Grosse Pointe Memorial
Address	16 Lakeshore Dr
City/State	Grosse Pointe Farms, MI 48236-3783
Phone	313-882-5330
Email	jschultz@gpmchurch.org
Web Site	www.gpmchurch.org
Fax	313-882-7675

Membership			
Prior Active Members	1214		
Gains		Losses	
17 & Under	10	Certificate	4
18 & Over	26	Deaths	29
Certificate	7	Other	98
Other			
Total Gains	43	Total Losses	131

Total Active Members	1126
Baptized	234
Other Participants	0
Total Adherents	1360
Female Members	681

Average Attendance	430
Affiliate Members	4

Baptisms		Officers	
Child Baptisms	29	Male Session	10
Adult Baptisms		Female Session	9
		Male Deacons	16
		Female Deacons	17

Age Distribution of Active Members		Male	Female
25 & Under	250	120	130
26 - 45	240	105	135
46 - 55	175	67	108
56 - 65	180	80	100
Over 65	281	108	173
Total Distribution	1126	480	646

People with Disabilities

Hearing	35
Sight	5
Mobility	50
Other	

Christian Education

Birth 3	29	Grade 7	15
Age 4	15	Grade 8	14
Kindergarten	22	Grade 9	11
Grade 1	27	Grade 10	12
Grade 2	12	Grade 11	23
Grade 3	24	Grade 12	11
Grade 4	23	Young Adults	47
Grade 5	20	Over 25	350
Grade 6	16	Teachers/Officers	81
Total	752		

Racial Ethnic	Membership	Elders	Deacons	Male	Female
Asian	5			2	3
Black				0	0
African American	0	0	0	0	0
African	5	0	0	3	2
Middle Eastern	2	1	0	1	1
Hispanic				0	0
Native American				0	0
White	1114	18	33	439	675
Other				0	0
Totals	1126	19	33	445	681

Potential Giving Units 665**Budgeted Income** 1,792,000**Budgeted Expense** 1,792,000

Receipts

Regular Contributions	1,143,826	Bequests	342,980
Capital Building Fund	332,050	Other Income	435,338
Investment Income		Subsidy or Aid	

Expenditures

Local Program	1,854,999	Per Capita Apprt	30,318
Local Mission	181,606	Validated Mission	61,537
Capital Expenditures	814,694	Theological Fund	
Investment Expenditures	71,910	Other Mission	9,955



Church Report 2016

PIN Number	3166
Presbytery Number	040172

Church	Grosse Pointe Memorial
Address	16 Lakeshore Dr
City/State	Grosse Pointe Farms, MI 48236-3783
Phone	313-882-5330
Email	jschultz@gpmchurch.org
Web Site	www.gpmchurch.org
Fax	313-882-7675

Membership			
Prior Active Members	1126		
Gains		Losses	
17 & Under	11	Certificate	
18 & Over	12	Deaths	34
Certificate	30	Other	6
Other	1		
Total Gains	54	Total Losses	40

Total Active Members	1140
Baptized	230
Other Participants	0
Total Adherents	1370
Female Members	678

Average Attendance	432
Affiliate Members	4

Baptisms		Officers	
Child Baptisms	15	Male Session	10
Adult Baptisms	1	Female Session	9
		Male Deacons	16
		Female Deacons	17

Age Distribution of Active Members		Male	Female
25 & Under	265	127	138
26 - 45	255	112	143
46 - 55	185	74	111
56 - 65	184	82	102
Over 65	251	98	153
Total Distribution	1140	493	647

People with Disabilities

Hearing	35
Sight	5
Mobility	50
Other	

Christian Education

Birth 3	38	Grade 7	12
Age 4	9	Grade 8	9
Kindergarten	16	Grade 9	19
Grade 1	9	Grade 10	12
Grade 2	15	Grade 11	11
Grade 3	8	Grade 12	13
Grade 4	16	Young Adults	30
Grade 5	22	Over 25	372
Grade 6	15	Teachers/Officers	97
Total	723		

Racial Ethnic	Membership	Elders	Deacons	Male	Female
Asian	8			2	3
Black				0	0
African American	5	0	0	0	0
African	0	0	0	3	2
Middle Eastern	2	1	0	1	1
Hispanic				0	0
Native American				0	0
White	1125	18	33	450	678
Other				0	0
Totals	1140	19	33	456	684

Potential Giving Units 675**Budgeted Income** 1,792,000**Budgeted Expense** 1,792,000

Receipts

Regular Contributions	1,177,805	Bequests	
Capital Building Fund	425,220	Other Income	520,232
Investment Income	860,554	Subsidy or Aid	

Expenditures

Local Program	1,952,195	Per Capita Apprt	30,399
Local Mission	211,958	Validated Mission	59,338
Capital Expenditures	943,948	Theological Fund	
Investment Expenditures	73,320	Other Mission	



Church Report 2017

PIN Number	3166
Presbytery Number	040172

Church	Grosse Pointe Memorial
Address	16 Lakeshore Dr
City/State	Grosse Pointe Farms, MI 48236-3783
Phone	313-882-5330
Email	jschultz@gpmchurch.org
Web Site	www.gpmchurch.org
Fax	313-882-7675

Membership			
Prior Active Members	1140		
Gains		Losses	
17 & Under	17	Certificate	5
18 & Over	16	Deaths	20
Certificate	10	Other	12
Other	2		
Total Gains	45	Total Losses	37

Total Active Members	1148
Baptized	249
Other Participants	0
Total Adherents	1397
Female Members	684

Average Attendance	382
Affiliate Members	4

Baptisms		Officers	
Child Baptisms	16	Male Session	12
Adult Baptisms	3	Female Session	13
		Male Deacons	13
		Female Deacons	23

Age Distribution of Active Members		Male	Female
25 & Under	282	137	145
26 - 45	257	113	144
46 - 55	187	75	112
56 - 65	185	82	103
Over 65	237	91	146
Total Distribution	1148	498	650

People with Disabilities	
Hearing	36
Sight	5
Mobility	51
Other	0

Christian Education			
Birth 3	32	Grade 7	14
Age 4	10	Grade 8	11
Kindergarten	17	Grade 9	27
Grade 1	12	Grade 10	9
Grade 2	20	Grade 11	4
Grade 3	12	Grade 12	9
Grade 4	15	Young Adults	35
Grade 5	20	Over 25	331
Grade 6	17	Teachers/Officers	76
Total	671		

Racial Ethnic	Membership	Elders	Deacons	Male	Female
Asian	8	0	0	3	5
Black	0	0	0	0	0
African American	5	0	0	2	3
African	0	0	0	0	0
Middle Eastern	2	0	0	1	1
Hispanic	0	0	0	0	0
Native American	0	0	0	0	0
White	1133	25	36	458	675
Other	0	0	0	0	0
Totals	1148	25	36	464	684

Potential Giving Units	660
Budgeted Income	1,907,300
Budgeted Expense	1,907,300

Receipts			
Regular Contributions	1,175,940	Bequests	0
Capital Building Fund	232,759	Other Income	356,963
Investment Income	2,169,546	Subsidy or Aid	0

Expenditures			
Local Program	1,739,830	Per Capita Apprt	29,197
Local Mission	188,402	Validated Mission	76,861
Capital Expenditures	471,025	Theological Fund	0
Investment Expenditures	76,607	Other Mission	11,382

2018 Church Statistical Report

Church Grosse Pointe Memorial PIN 3166
Presbytery Detroit
Address 16 Lakeshore Dr, Grosse Pointe Farms, MI 48236-3783
Phone 313-882-5330 Fax 313-882-7675
Email jschultz@gpmchurch.org
Web Site www.gpmchurch.org



Membership			
Prior Active Members	1148	Adjusted membership	1148
Gains		Losses	
Certificate	13	Certificate	3
Youth Professions	15	Deaths	17
Professions & Reaffirmations	19	Deleted for any Other Reason	22
Total Gains	47	Total Losses	42
Total Ending Active Members	1153		
Baptisms			
Presented by Others	14	Average Weekly Worship Attendance	382
At Confirmation	0	Female Members	700
All Other	1	Friends of the Congregation	4
		Ruling Elders on Session	0
		Do you have Deacons?	Yes
Age Distribution of Active Members		People with Disabilities	
25 & Under	297	Hearing impairment	40
26 - 40	265	Sight impairment	5
41 - 55	195	Mobility impairment	50
56 - 70	278	Other impairment	5
Over 70	118		
Total Age Distribution	1153		
Christian Education			
Birth - 3	26	Grade 7	12
Age 4	9	Grade 8	15
Kindergarten	13	Grade 9	15
Grade 1	19	Grade 10	12
Grade 2	10	Grade 11	8
Grade 3	17	Grade 12	11
Grade 4	7	Young Adults	25
Grade 5	15	Over 25	371
Grade 6	16	Teachers/Officers	71
		Total Christian Education	672
Racial Ethnic			
Asian/Pacific Islander/South Asian	10	Native American/Alaska Native/Indigenous	0
Black/African American/African	6	White	1135
Middle Eastern/North African	2	Multiracial	0
Hispanic/Latino-a	0		
		Total Racial Ethnic	1153
Financial Data			
Annual Income	1,880,866	Mission Expenses	303,385
Annual Expenses	1,880,609	Personnel Expenses	1,208,581
		Facilities Expenses	178,965

2019 Church Statistical Report

Church	Grosse Pointe Memorial	PIN	3166
Presbytery	Detroit		
Address	16 Lakeshore Dr, Grosse Pointe Farms, MI 48236-3783		
Phone	313-882-5330	Fax	313-882-7675
Email	jschultz@gpmchurch.org		
Web Site	www.gpmchurch.org		



Membership			
Prior Active Members	1153	Adjusted membership	1153
Gains		Losses	
Certificate	10	Certificate	10
Youth Professions	9	Deaths	29
Professions & Reaffirmations	17	Deleted for any Other Reason	20
Total Gains	36	Total Losses	59
Total Ending Active Members	1130		

Baptisms		Average Weekly Worship Attendance	392
Presented by Others	18	Female Members	677
At Confirmation	0	Friends of the Congregation	0
All Other	1	Ruling Elders on Session	20
		Do you have Deacons?	Yes

Age Distribution of Active Members		People with Disabilities	
25 & Under	300	Hearing impairment	40
26 - 40	260	Sight impairment	5
41 - 55	190	Mobility impairment	50
56 - 70	270	Other impairment	5
Over 70	110		
Total Age Distribution	1130		

Christian Education			
Birth - 3	32	Grade 7	15
Age 4	14	Grade 8	12
Kindergarten	8	Grade 9	14
Grade 1	13	Grade 10	12
Grade 2	18	Grade 11	11
Grade 3	8	Grade 12	4
Grade 4	16	Young Adults	25
Grade 5	11	Over 25	330
Grade 6	10	Teachers/Officers	92
		Total Christian Education	645

Racial Ethnic			
Asian/Pacific Islander/South Asian	10	Native American/Alaska Native/Indigenous	
Black/African American/African	6	White	1112
Middle Eastern/North African	2	Multiracial	
Hispanic/Latino-a			
		Total Racial Ethnic	1130

Financial Data			
Annual Income	1,906,746	Mission Expenses	248,401
Annual Expenses	1,909,896	Personnel Expenses	1,219,586
		Facilities Expenses	197,429

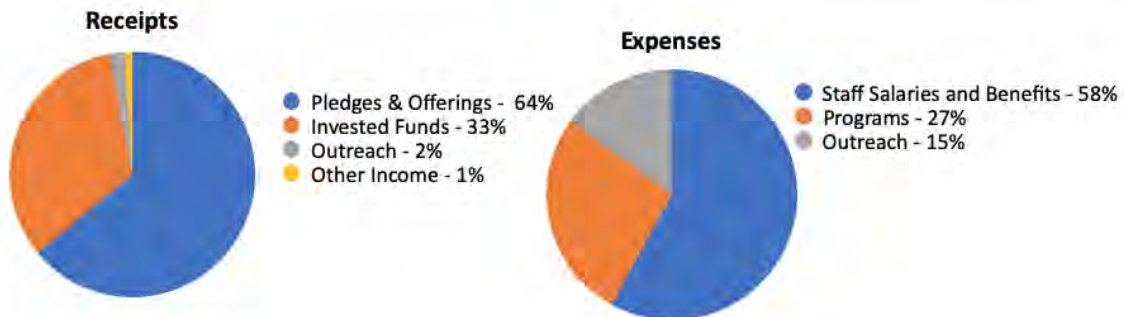
Appendix D: Budget Summary

2013 ACTUAL



	2013 Budget	2013 Actual	Variance
Receipts	\$1,762,037	\$1,729,079	-\$32,958
Expenses	\$1,762,037	\$1,741,599	+ \$20,438
Deficit	-0-	\$ 12,520	\$12,520

2013 ACTUAL

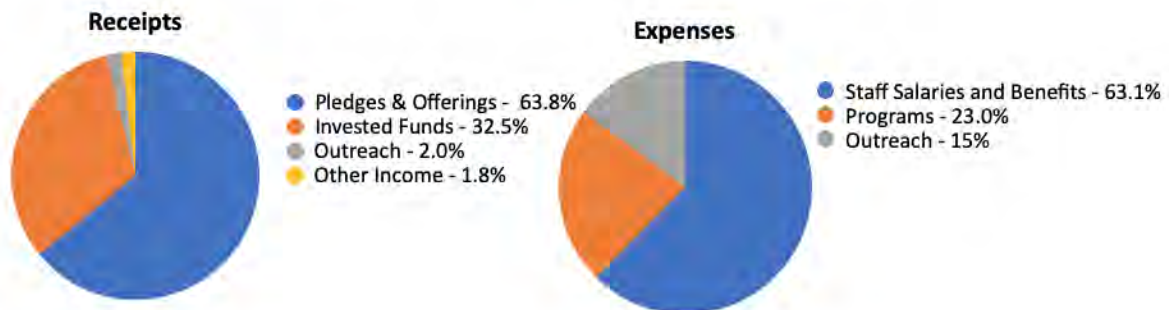


2014 Actual vs. Budget



	2014 Budget	2014 Actual	Variance
Receipts	\$1,799,900	\$1,783,292	-\$16,608
Expenses	\$1,799,900	\$1,785,452	+\$14,447
Deficit	-0-	\$ 2,161	\$2,161

2014 Receipts and Expenses



2015 OPERATING RECEIPTS AND EXPENSES



SESSION AND TRUSTEES: 2016 BUDGET



PLEDGE CONTRIBUTIONS	1,171,100
OTHER CONTRIBUTIONS	12,400
OTHER GIFTS AND OFFERINGS	33,800
OTHER INCOME AND FEES	31,700
INTERFUND TRANSFERS	543,000
TOTAL RECEIPTS	1,792,000
MINISTERIAL STAFF	379,200
MUSIC STAFF	178,800
CHRISTIAN EDUCATION STAFF	208,500
ADMINISTRATIVE STAFF	176,250
BUILDINGS & GROUNDS STAFF	177,000
MINISTERIAL PROGRAM EXPENSES	13,450
WORSHIP AND MUSIC PROGRAM	28,500
CHRISTIAN EDUCATION PROGRAM	27,150
CHURCH ADMINISTRATION	140,500
BUILDING AND GROUNDS	199,800
PARISH LIFE PROGRAM	3,850
BENEVOLENCES	259,000
TOTAL DISBURSEMENTS	1,792,000
SURPLUS (DEFICIT)	0

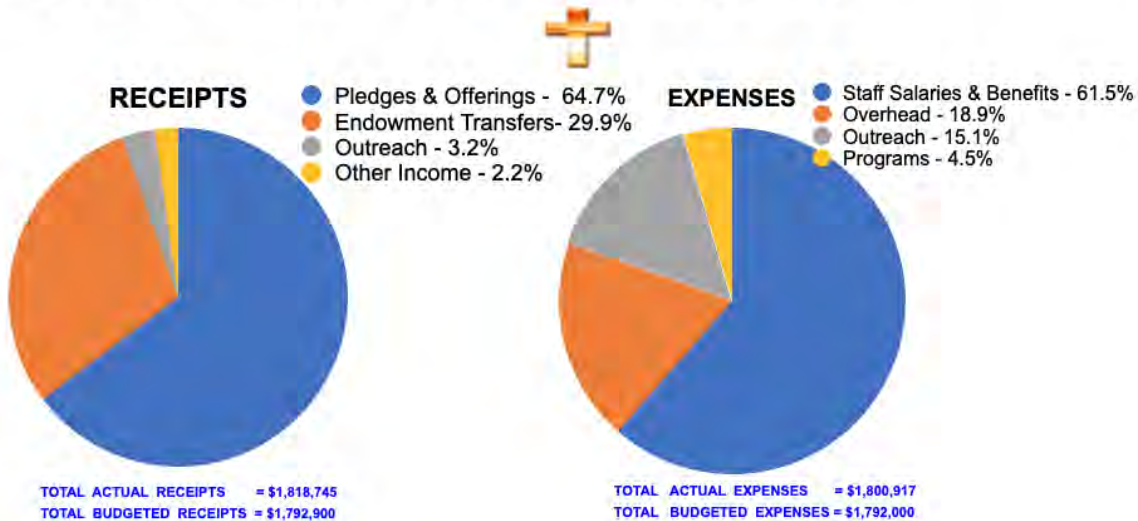
HIGHLIGHTS:

- 1% Increase in Total Receipts
- 1% Increase in Total Disbursements
- \$21,000 added for Refugee Resettlement Program
- 2% Salary Increase for Staff
- 3% Reduction in Endowment Draw

BUDGET COMMITTEE:

Bill Steiner - President, Board of Trustees
 Jim Schultz - Director of Finance & Operations
 Lois Palazzolo - Treasurer
 Dave Buckler - Assistant Treasurer
 Mark Cory - Trustee
 Beverly Burns - Trustee
 Patty McCracken - Session Representative
 Joe Reed - Session Representative
 Peter Henry - Pastor

2016 OPERATING RECEIPTS AND EXPENSES



2017 OPERATING BUDGET

PLEDGE CONTRIBUTIONS	1,209,100
OTHER CONTRIBUTIONS	15,500
OTHER GIFTS AND OFFERINGS	64,800
OTHER INCOME AND FEES	34,000
ENDOWMENT TRANSFERS	536,000
TOTAL RECEIPTS	1,859,400
MINISTERIAL STAFF	388,400
MUSIC STAFF	185,850
CHRISTIAN EDUCATION STAFF	225,850
ADMINISTRATIVE STAFF	185,000
BUILDINGS & GROUNDS STAFF	178,900
MINISTERIAL PROGRAM EXPENSES	23,950
WORSHIP AND MUSIC PROGRAM	37,500
CHRISTIAN EDUCATION PROGRAM	34,200
CHURCH ADMINISTRATION	139,500
BUILDING AND GROUNDS	190,700
PARISH LIFE PROGRAM	3,800
OUTREACH	265,750
TOTAL DISBURSEMENTS	1,859,400
SURPLUS (DEFICIT)	0

HIGHLIGHTS:

Modest 3.3% increase in Operating Expenses

REVENUES :

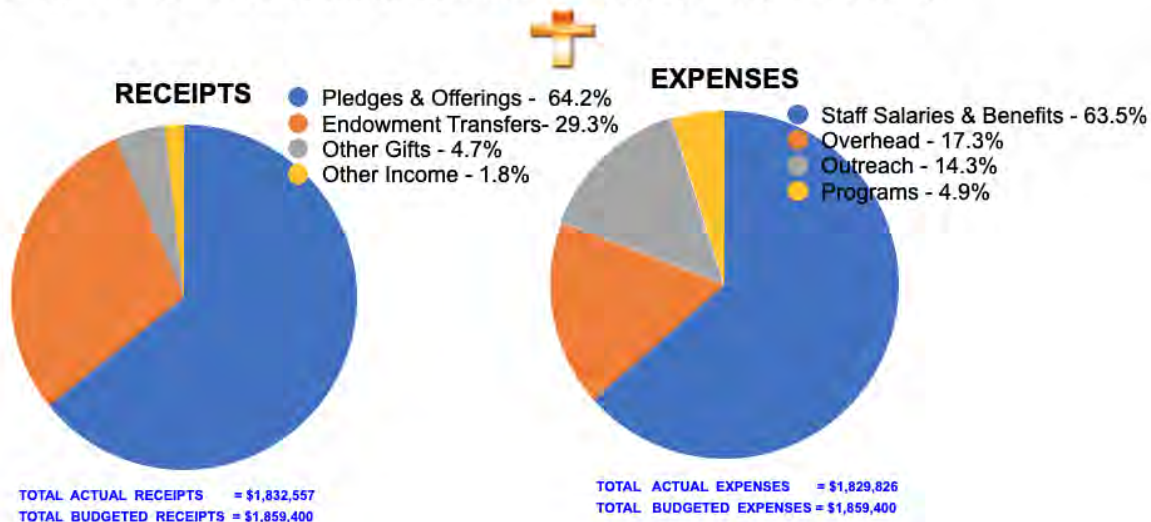
- Pledge contributions are 65% of Revenues
- Endowment Transfers fund 29% of Operations

EXPENSES :

- Costs as % of Total Expenses:
 - Salaries & Benefits – 62.3% (\$1,164,000)
 - Administration & Building & Grounds – 17.8%
 - Outreach – 14.3%
 - Non-Salary Program Expenses – 5.3%

Budget prepared and reviewed by Staff and Councils with input from Trustee and Session representatives.

2017 OPERATING RECEIPTS & EXPENSES



2018 OPERATING BUDGET

PLEDGE CONTRIBUTIONS	1,226,850
OTHER CONTRIBUTIONS	16,250
OTHER GIFTS AND OFFERINGS	84,700
OTHER INCOME AND FEES	27,500
ENDOWMENT TRANSFERS	552,000
TOTAL RECEIPTS	\$1,907,300
COMPENSATION & BENEFITS	1,218,950
CHURCH ADMINISTRATION	140,150
BUILDING AND GROUNDS	183,000
BENEVOLENCES	263,750
OTHER PROGRAM EXPENSES	101,450
TOTAL DISBURSEMENTS	\$1,907,300
SURPLUS (DEFICIT)	0

HIGHLIGHTS:

Modest 4.2% increase in Operating Expenses

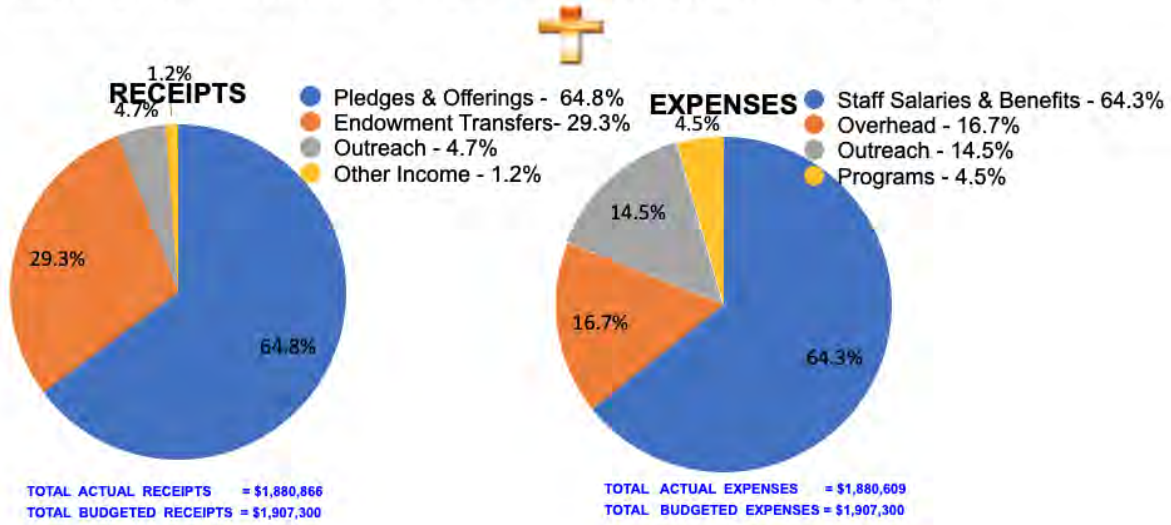
REVENUES :

- Pledge contributions are **64.3%** of Revenues
 - 2018 pledges flat to prior year but significant 2017 pledge revenues received in Jan 2018
- Endowment Transfers fund **28.9%** of Revenue
 - Annual draw = 4.5%; 19.1% yield in 2017

EXPENSES :

- Costs as % of Total Expenses:**
 - Salaries & Benefits – **63.9%**
 - 2.5% salary increase + inflationary benefit adjustments
 - Administration – **7.3%**
 - Building & Grounds – **9.6%**
 - Outreach – **13.8%**
 - Long-term goal is 15%
 - Non-Salary Program Expenses – **5.3%**

2018 OPERATING RECEIPTS & EXPENSES



2019 OPERATING BUDGET

PLEDGE CONTRIBUTIONS	1,207,500
OTHER CONTRIBUTIONS	17,250
OTHER GIFTS AND OFFERINGS	83,750
OTHER INCOME AND FEES	47,500
ENDOWMENT TRANSFERS	578,000
TOTAL RECEIPTS	1,934,300
MINISTERIAL STAFF	418,150
MUSIC STAFF	203,650
CHRISTIAN EDUCATION STAFF	238,650
ADMINISTRATIVE STAFF	194,100
BUILDINGS & GROUNDS STAFF	187,400
MINISTERIAL PROGRAM EXPENSES	31,450
WORSHIP AND MUSIC PROGRAM	36,450
CHRISTIAN EDUCATION PROGRAM	35,500
CHURCH ADMINISTRATION	144,700
BUILDING AND GROUNDS	193,000
PARISH LIFE PROGRAM	3,950
OUTREACH	247,000
TOTAL DISBURSEMENTS	1,934,300
SURPLUS (DEFICIT)	0

HIGHLIGHTS:

Modest 2.8% increase in Operating Expenses

REVENUES :

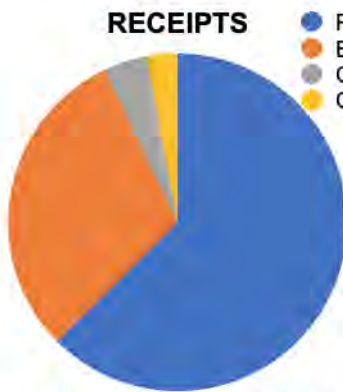
- Pledge contributions are 62.4% of Revenues
- Endowment Transfers fund 29.9% of Operations

EXPENSES :

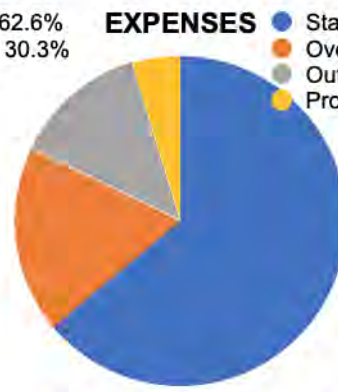
- Costs as % of Total Expenses:
 - Salaries & Benefits – 64.2% (\$1,241,950)
 - Administration & Building & Grounds – 17.5%
 - Outreach – 12.8%
 - Non-Salary Program Expenses – 5.5%

Budget prepared and reviewed by Staff with input from Councils, Trustees, and Session representatives.

2019 OPERATING RECEIPTS & EXPENSES



TOTAL ACTUAL RECEIPTS = \$1,906,746
 TOTAL BUDGETED RECEIPTS = \$1,934,000



TOTAL ACTUAL EXPENSES = \$1,909,896
 TOTAL BUDGETED EXPENSES = \$1,934,000

2020 OPERATING BUDGET



PLEDGE CONTRIBUTIONS	1,190,000
OTHER CONTRIBUTIONS	18,000
OTHER GIFTS AND OFFERINGS	79,000
OTHER INCOME AND FEES	46,000
ENDOWMENT TRANSFERS	593,000
TOTAL RECEIPTS	1,926,000
MINISTERIAL STAFF	375,500
MUSIC STAFF	207,700
CHRISTIAN EDUCATION STAFF	249,500
ADMINISTRATIVE STAFF	184,900
BUILDINGS & GROUNDS STAFF	192,000
MINISTERIAL PROGRAM EXPENSES	36,600
WORSHIP AND MUSIC PROGRAM	36,900
CHRISTIAN EDUCATION PROGRAM	31,400
CHURCH ADMINISTRATION	158,300
BUILDING AND GROUNDS	200,500
PARISH LIFE PROGRAM	4,200
OUTREACH	248,500
TOTAL DISBURSEMENTS	1,926,000
SURPLUS (DEFICIT)	0

HIGHLIGHTS:

Slight decrease in Receipts & Expenses from prior year

REVENUES :

- Pledge contributions are 62.6% of Revenues
- Endowment Transfers fund 30.7% of Operations

EXPENSES :

- Costs as % of Total Expenses:
 - Salaries & Benefits – 62.8% (\$1,209,600)
 - Administration & Building & Grounds – 18.6%
 - Outreach – 12.9%
 - Non-Salary Program Expenses – 5.7%

Budget prepared and reviewed by Staff with input from Councils, Trustees, and Session representatives.



GPMC Pledge History

Year	Total Pledges	Count	Ave. per pledge
2020	973,426.97	331	2,940.87
2019	993,277.51	340	2,921.40
2018	987,193.45	380	2,597.88
2017	965,072.69	372	2,594.28
2016	1,016,939.92	400	2,542.35
2015	1,003,309.46	412	2,435.22
2014	876,673.12	385	2,277.07
2013	942,163.60	417	2,259.39
2012	886,202.92	423	2,095.04
2011	862,166.00	390	2,210.68

Appendix E: Community Leader Survey

LETTER TO COMMUNITY LEADERS

Dear Grosse Pointe Community Leader,

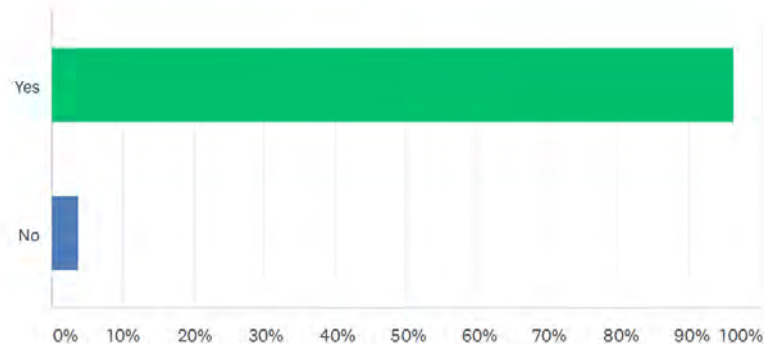
Grosse Pointe Memorial Church is in the process of conducting a self-study to help guide us in the process of selecting our new senior pastor. This study will help us determine how we can potentially engage with our community, in Grosse Pointe and the Metro Detroit region at large. We are hoping you can help us by answering the following six questions. Thank you in advance for your helping in discerning the path for our future.

Sincerely,

The Mission Study Team
Grosse Pointe Memorial Church

Q1 Are you familiar with Grosse Pointe Memorial Church (GPMC) located on Lakeshore Dr in Grosse Pointe Farms (next to the Grosse Pointe War Memorial)?

Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	96.15%	25
No	3.85%	1
TOTAL		26

Q2 What is the first thing that comes to mind when you think of Grosse Pointe Memorial Church?

Answered: 26 Skipped: 0

#	RESPONSES	DATE
1	As a member, I think about raising my family through Christ and fellowship. As a school leader, I think about the presence Pastor Henry had as a positive voice for education and unity in the Grosse Pointe community.	6/3/2020 9:49 AM
2	Majest	5/29/2020 9:29 PM
3	Great music.	5/29/2020 8:40 PM
4	Its faithful witness to the Grosse Pointe community.	5/29/2020 3:17 PM
5	The continued support from your congregation.	5/29/2020 2:58 PM
6	Music	5/28/2020 8:47 PM
7	Traditional	5/28/2020 8:19 PM
8	Beautiful building and grounds	5/28/2020 8:03 PM
9	Imposing. May be the location	5/28/2020 7:30 PM
10	Active in community and in world service	5/28/2020 5:48 PM
11	Peter Henry and Trinity Terrace mass	5/28/2020 2:42 PM
12	A beautiful old church and day care.	5/28/2020 2:18 PM
13	The beautiful sanctuary!	5/28/2020 1:18 PM
14	A loving place that embraces discernment, thought-filled educated ministry.	5/28/2020 1:11 PM
15	Beautiful church where I've attended many weddings and funerals, carillon bells, nursery school where my kids attended	5/28/2020 1:10 PM
16	Great meeting place	5/28/2020 1:07 PM
17	Solid leadership. Community helper. Awesome musical support	5/28/2020 12:18 PM
18	Historic. Men's Ecumenical Breakfast. Foundation for Exceptional Children.	5/28/2020 12:03 PM
19	landmark institution	5/28/2020 11:58 AM
20	An outstanding reputation for community and service	5/28/2020 11:15 AM
21	Inclusive and community oriented.	5/28/2020 11:04 AM
22	That they offer some good programs for children.	5/28/2020 11:00 AM
23	Community involvement	5/28/2020 10:54 AM
24	Caring and professional clergy and congregation with a community attitude.	5/28/2020 10:05 AM
25	War Memorial	5/28/2020 9:17 AM
26	An anchor in the Grosse Pointe community where locals have the opportunity to fellowship. A partner with the GP War Memorial.	5/27/2020 11:13 AM

Q3 What do you think is the general impression in the community of Grosse Pointe Memorial Church?

Answered: 26 Skipped: 0

#	RESPONSES	DATE
1	From my perspective, it is rooted in tradition, but has a progressive and inclusive approach.	6/3/2020 9:49 AM
2	Unknown	5/29/2020 9:29 PM
3	That GPMC is a church devoted to helping out the community and surrounding communities.	5/29/2020 8:40 PM
4	It is well-regarded by those who know about the church.	5/29/2020 3:17 PM
5	That GPMC cares about their community and provides tremendous outreach and support in many different areas of need.	5/29/2020 2:58 PM
6	Known by its building, and presumed to be high church. Not known by it's actual active community. People don't seem to know it's denomination	5/28/2020 8:47 PM
7	Traditional but evolving	5/28/2020 8:19 PM
8	High class.	5/28/2020 8:03 PM
9	not sure	5/28/2020 7:30 PM
10	Positive -active membership	5/28/2020 5:48 PM
11	Love it!	5/28/2020 2:42 PM
12	Old Grosse Pointe wealth.	5/28/2020 2:18 PM
13	Very welcoming!	5/28/2020 1:18 PM
14	Impression: the community is love and has the desire to embrace diversity. Jesus embraced all. The liturgy is thoughtful and embraces educated text. The ministry embraces the music and text through the ages, medieval, plainchant, renaissance, baroque, classical, romantic, impressionist, modern classic... It is a place that is not focused on simple easy fluff theology through happy clappy praise bands but a place that embraces thoughtful text published through the ages.	5/28/2020 1:11 PM
15	Is that part of the War Memorial? Oh, no just the church NEXT TO the War Memorial.....	5/28/2020 1:10 PM
16	It's a hub for the community but we are not Presbyterian	5/28/2020 1:07 PM
17	Big, historic congregation.	5/28/2020 12:18 PM
18	Progressive. All-inclusive. Community leader/supporter.	5/28/2020 12:03 PM
19	active church involved in the community	5/28/2020 11:58 AM
20	I think there is a positive impression of GPMC	5/28/2020 11:15 AM
21	Very positive They are collaborative with other churches in our community and are very supportive of each other and the young people.	5/28/2020 11:04 AM
22	Family and community centered church is my general thought.	5/28/2020 11:00 AM
23	Welcoming to all Christians	5/28/2020 10:54 AM
24	Positive and proactive in helping meet the needs of the community and surrounding area. Faith and humanitarian efforts to help all people.	5/28/2020 10:05 AM
25	Positive	5/28/2020 9:17 AM
26	Very positive in my opinion.	5/27/2020 11:13 AM

Q4 In the next five years, what challenges and opportunities do you anticipate for the Grosse Pointe and Detroit Communities? Can a local faith community play a vital role in addressing those challenges and opportunities? How?

Answered: 26 Skipped: 0

#	RESPONSES	DATE
1	It's hard to not think about the current crises going on in our country. First, how do we continue to engage families through the church and provide community support during the pandemic. Second, how do we lend support to the African American community as they continue to struggle for justice.	6/3/2020 9:49 AM
2	Yes, but things are too fluid now to project opportunities.	5/29/2020 9:29 PM
3	I think the upcoming economic crisis as a result of the coronavirus will affect the Detroit especially hard. I think GPMC does a lot for the homeless and hungry, but I think that effort should be expanded upon and done year round.	5/29/2020 8:40 PM
4	The greatest challenge will likely be the reconnection between Detroit and G.P. following the COVID-19 pandemic. Detroit has been greatly affected while suburbs like G.P. have been less affected. This is also a great opportunity for Memorial Church to be a vocal advocate for partnership with Detroit.	5/29/2020 3:17 PM
5	I believe faith communities have unique roles in addressing challenges in the surrounding area. Faith communities have access to resources and flexibility to serve those needs. They also have the social capital in the congregation of people with all kinds of vantage points in the community to identify areas with needs. By having the buy-in from your congregation, you are able to have a far reach in terms of who is able to benefit.	5/29/2020 2:58 PM
6	Racial justice training. Emotional maturity. And knowledge of our community and it's privilege. Addressing systemic racism in our church and community. This does NOT mean 'diversifying' our congregation but accepting how far we have yet to go in understanding our role and thereby using our position of power to change oppressive systems.	5/28/2020 8:47 PM
7	Increased tolerance, diversity and economic downturn	5/28/2020 8:19 PM
8	Combine a multi-culture atmosphere	5/28/2020 8:03 PM
9	Tolerance, diversity and inclusion	5/28/2020 7:30 PM
10	Post-Covid there will be issues to address - health care for all, economic recovery, hunger. Yes, a faith community can be active in these areas.	5/28/2020 5:48 PM
11	A new virtual role of the church. Connecting the local suburban and the urban community with outreach.	5/28/2020 2:42 PM
12	Connecting Grosse Pointe with local Detroit communities. Engaging young families in the area, not only in Grosse Pointe but in Detroit. Faith communities can play a vital role in the revitalization of Detroit.	5/28/2020 2:18 PM
13	Attendance in large numbers	5/28/2020 1:18 PM
14	Challenges: we need to continue the integration work that Peter brought to the community. Embrace Judaism from whence Christ's ministry sprung. Embrace Islam that sprung from Abraham Judaism. Embrace the poor and ailing for they are not seen but are in our community. Avoid we/they thinking between Detroit churches and GPMC. How? By attending Jewish, Islam, etc joint education and worship. Work the food banks. Embrace the "Other" people in GP autism, cancer, poor, disabled.. they are in GP but, they hide because it is not familiar in GP culture.	5/28/2020 1:11 PM

15	The GP/Detroit divide may become greater post Covid-19 and bridging the gap through outreach and partner projects will be important. City mission work. interactions taking place off site.	5/28/2020 1:10 PM
16	People need access and information free of drama	5/28/2020 1:07 PM
17	Support for jobless, struggling families. Help for youth.	5/28/2020 12:18 PM
18	Declining population and student enrollment is a serious problem for both the Grosse Pointes and Detroit. Our local faith community can help make the Pointes more inviting for you families of all faiths and ethnicity as well provide support for Detroit residents and neighborhoods.	5/28/2020 12:03 PM
19	addressing the differences between the "have's" and "have not's" along racial and economic lines. and the role of spirituality in healing these differences	5/28/2020 11:58 AM
20	Economic hardship. mental health demands with COVID. fear of the disintegration of the community due to physical distancing requirements. Uncertain future academic landscape. the political landscape is so divisive and who knows what is next. I think GPMC could definitely positively impact these challenges.	5/28/2020 11:15 AM
21	Personally I am seeing a decrease in people involved in the faith community. Maybe this pandemic has brought families together. Bringing ways to support families through organized activities which the faith community can provide.	5/28/2020 11:04 AM
22	Yes! A faith community is a wonderful resource for families, both young and old, and creating a sense of community and individual value.	5/28/2020 11:00 AM
23	Getting young members and their families involved in church community with regular attendance and participation Churches need to provide programs that meet young families needs and schedules	5/28/2020 10:54 AM
24	Keep the values and traditions in place with an eye on future needs. Being positive and proactive is the right approach.	5/28/2020 10:05 AM
25	There are deep divisions in the community. I think we have lost sight of the values that unite us and become distracted by the issues that separate us. We are unable to work with others who think differently from us because we have vilified them. How do you work with someone when you've convinced yourself and others that they are the "enemy"? This has happened on all sides of almost every major issue our community faces. My worry is that people are putting their faith in worldly institutions and not looking to God. I have been guilty of this myself. I absolutely think churches can play a role in meeting the challenges faced by these political, ideological, and personal divisions by encouraging people to look to how God unites us and then build on that connection rather than allowing the enemy to continue to divide us by focusing us on worldly leaders and institutions. We need to look higher. Churches can bring people together from varying points of view to do God's work of caring for all those who needs love and grace. I am willing to help in this work in any way possible.	5/28/2020 9:17 AM
26	I believe regional economic issues will continue to be a priority, especially with the COVID-19 impacts we have been seeing. Yes, local faith institutions will play a key role in helping residents navigate the uncertainty of COVID-19.	5/27/2020 11:13 AM

Q5 Can you identify any unmet or emerging needs in Metro Detroit that Grosse Pointe Memorial Church could address?

Answered: 26 Skipped: 0

#	RESPONSES	DATE
1	Continue the partnership that GPMC has had with the Grosse Pointe Schools.	6/3/2020 9:49 AM
2	?active presence in community concern	5/29/2020 9:29 PM
3	Hunger, homelessness, stress management, and opportunities for the surrounding communities.	5/29/2020 8:40 PM
4	Unemployment will likely be a significant concern in the near and not-so-near future. A potential housing crisis will ensue and the loss of revenues at the city government will be a challenge for assisting those in crisis.	5/29/2020 3:17 PM
5	I cannot identify a need that is unmet.	5/29/2020 2:58 PM
6	I think I answered that in the last one but I'll go further in saying all the things we currently do are terrific, but we need to come at it from a different angle. I'd love to see participation in the gp victory garden	5/28/2020 8:47 PM
7	Civil discourse	5/28/2020 8:19 PM
8	Equal rights, justice for African American	5/28/2020 8:03 PM
9	N/A	5/28/2020 7:30 PM
10	Racism continues to be a concern for our community, a tension just below the surface. Diversity issues need to be explored and addressed.	5/28/2020 5:48 PM
11	Mental health help for teens. Suicide awareness and local help lines.	5/28/2020 2:42 PM
12	Not off of the top of my head.	5/28/2020 2:18 PM
13	Not particularly	5/28/2020 1:18 PM
14	Continue the embracing and being a part of the wider needs of Metro Detroit. It is ok to say we need healthcare for all. It is ok to say that homelessness exists and our country needs to address it not as a problem but a solution we can be a part of.	5/28/2020 1:11 PM
15	Continuing support of the local food banks. There will be more families that will become food insecure if the recession deepens.	5/28/2020 1:10 PM
16	Inclusiveness	5/28/2020 1:07 PM
17	Work with and interact with Metro Detroit churches.	5/28/2020 12:18 PM
18	While downtown Detroit is enjoying a renaissance, the neighborhoods are not so much. Anything Grosse Pointe churches can do to help improve the neighborhoods would be helpful. Of course, we still have far too many homeless and hungry in Detroit. This pandemic is surely to cause evictions and more homeless. Can we create a homeless shelter in Grosse Pointe? Would residents allow it?	5/28/2020 12:03 PM
19	no	5/28/2020 11:58 AM
20	see question 4	5/28/2020 11:15 AM
21	This pandemic has certainly opened the eyes of people as to how much poverty there is in Detroit. If we can continue to provide the assistance we have to our first responders to the people still struggling, it would help get people re engaged.	5/28/2020 11:04 AM
22	I would imagine that the long pause in formal education will have a long-term effect on many children, inside and outside of the Detroit area. Everything from accumulating information, learning strategies, and simply having an age-appropriate attention span will all have suffered.	5/28/2020 11:00 AM
23	Housing and food for needy people	5/28/2020 10:54 AM
24	Kindness matters when we have so much division and differences. Keep the Christ like attitude alive and well in our community.	5/28/2020 10:05 AM
25	Economic disparity	5/28/2020 9:17 AM
26	Due to its legitimacy, GPMC could certainly serve as a convener to bring disparate groups together to talk about unmet issues in and around the community. For example, could GPMC bring together families at different economic classes to discuss our economy.	5/27/2020 11:13 AM

Q6 Is there anything else you think Grosse Pointe Memorial Church should consider as we discern our future role in the Grosse Pointe and Metro Detroit areas?

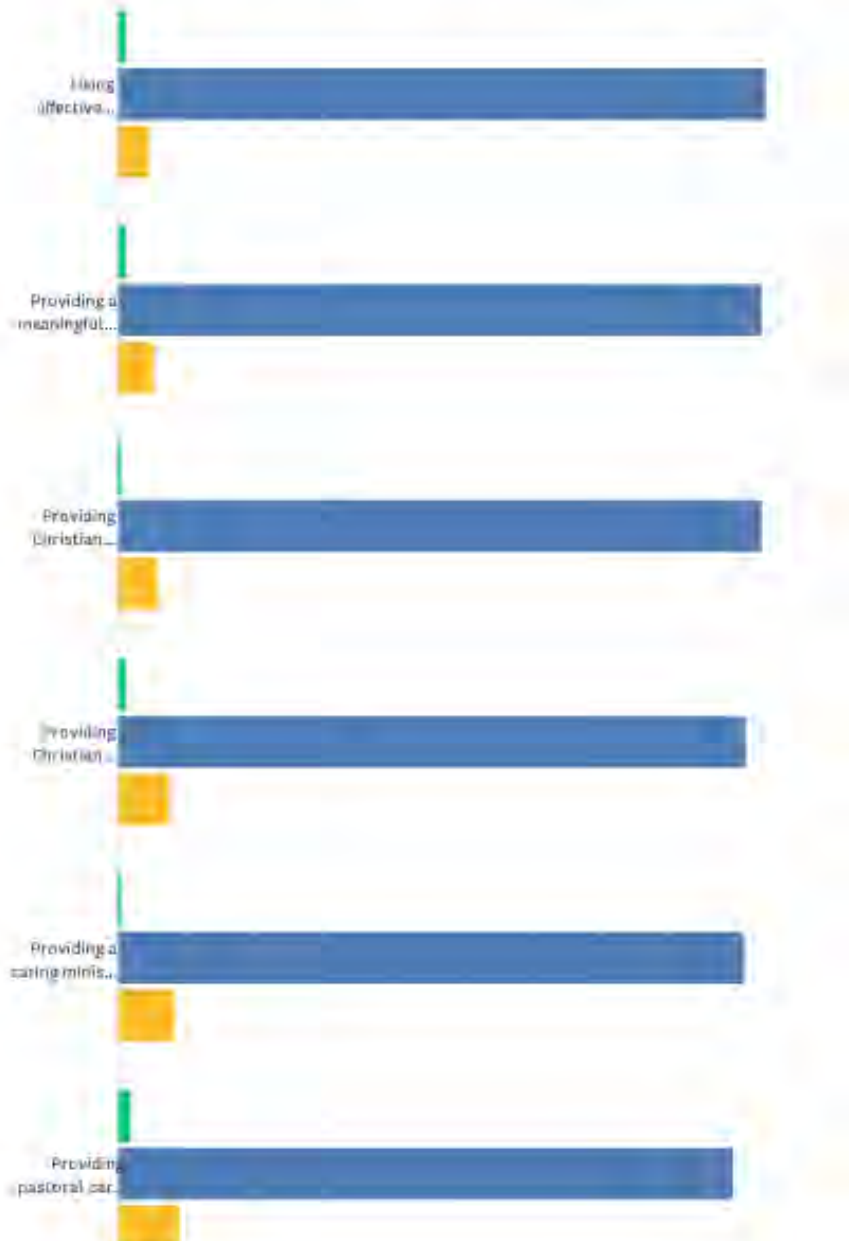
Answered: 17 Skipped: 9

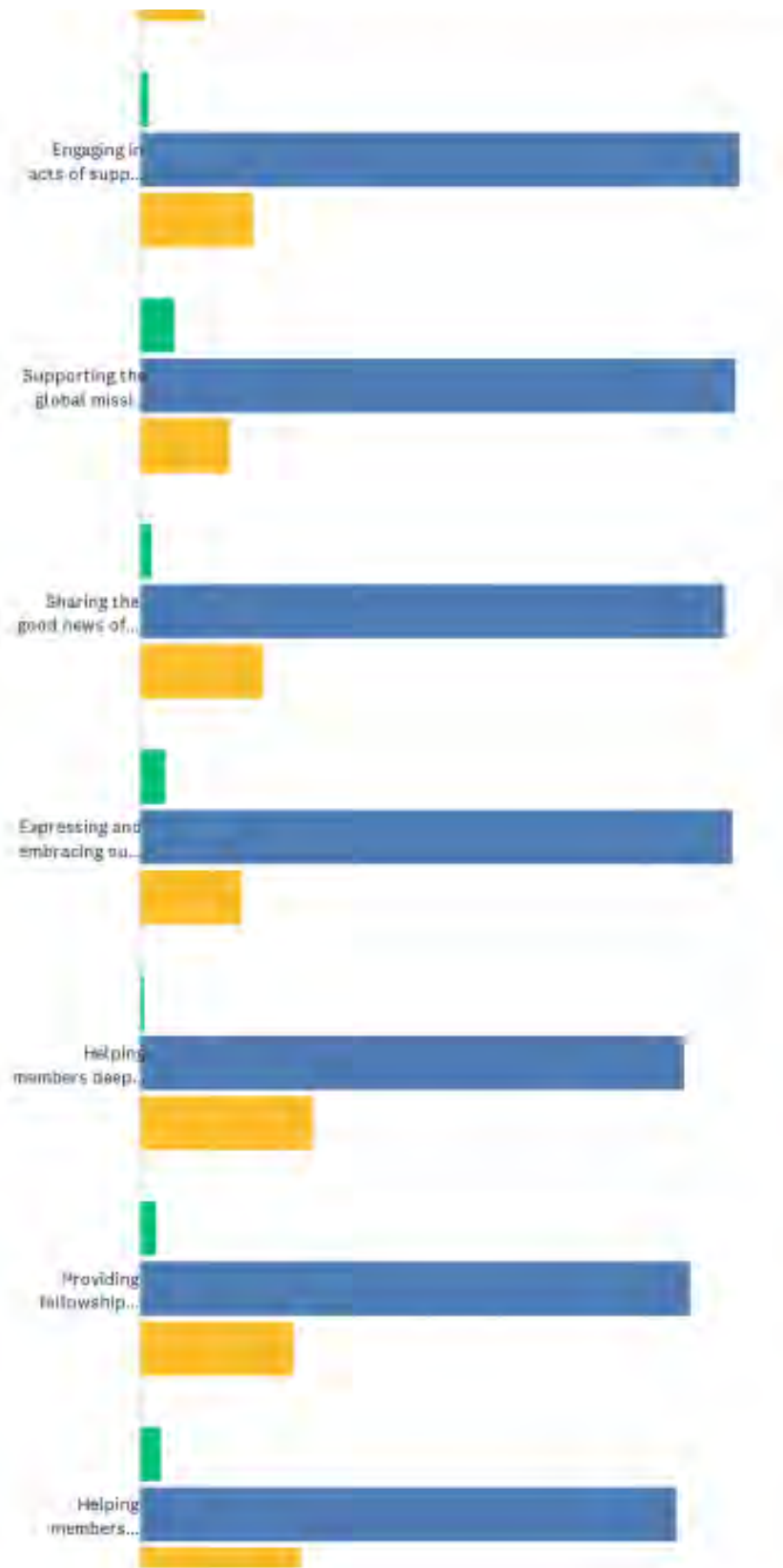
#	RESPONSES	DATE
1	Personally, I would love to see someone who is raising his or her family along side mine (we have a 3 and a 1 year old). This is more of a personal request than what you are looking for in this survey ;)	6/3/2020 9:49 AM
2	Be present.	5/29/2020 9:29 PM
3	Are there partnerships that can be created, or existing partnerships related to safe and affordable housing that GPMC might pursue apart from Habitat for Humanity?	5/29/2020 3:17 PM
4	Pledge to address the gap between our communities and find ways to close the gap in all things that the systemic racism has caused.	5/28/2020 8:47 PM
5	African Americans feel welcome in Grosse Pointe area	5/28/2020 8:03 PM
6	The above issues will keep any faith community busy for years.	5/28/2020 5:48 PM
7	Not right now.	5/28/2020 2:18 PM
8	Continue educated ministry. Jesus and God's word is complicated and should not be broken down to entertainment to bring people to church. We should consider that it is ok to be challenged with the 2000 years of learn"ed" text... discernment should be part of the community. If we focus on entertainment as a marketing tool to bring people to the community, then the community investment into the church will be transient and superficial.	5/28/2020 1:11 PM
9	Putting aside the political discord between red/blue people. It's not about party allegiance or race, but access to resources. I think GP Memorial has always been a leader in that regard.	5/28/2020 1:10 PM
10	Many people need therapy, would be great if the pastor could offer that in a way of guidance.	5/28/2020 1:07 PM
11	Grosse Pointe is still considered elite and snobbish to some. Also, it seems to me, too many young people automatically think of Macomb and Oakland Counties as places to raise a family rather than Grosse Pointe. We need to get more young families to move here! Of course, we need to provide alternatives for seniors to move out of their big Grosse Pointe homes. One problem is seniors who have lived in their big Grosse Pointe home find out they will pay more taxes by moving into a smaller home. Perhaps we could maintain the Headlee cap on homes purchased by those 65 (or 55?) and older.	5/28/2020 12:03 PM
12	no	5/28/2020 11:58 AM
13	no	5/28/2020 11:15 AM
14	I feel GPMC is really engaged already with mission trips and youth programming. It may be helpful to stay engaged with other groups in our community such as The Family Center and Helm.	5/28/2020 11:04 AM
15	Unfortunately I am not familiar enough with the church and the programs to know what is or is not currently being offered.	5/28/2020 11:00 AM
16	Reaching out to see what will draw more community involvement to match and meet Community needs., Opening the bubble!	5/28/2020 10:05 AM
17	Thank you so much for this survey and for including us in it. Please feel free to let me know if there is anything I can do to help you going forward.	5/28/2020 9:17 AM

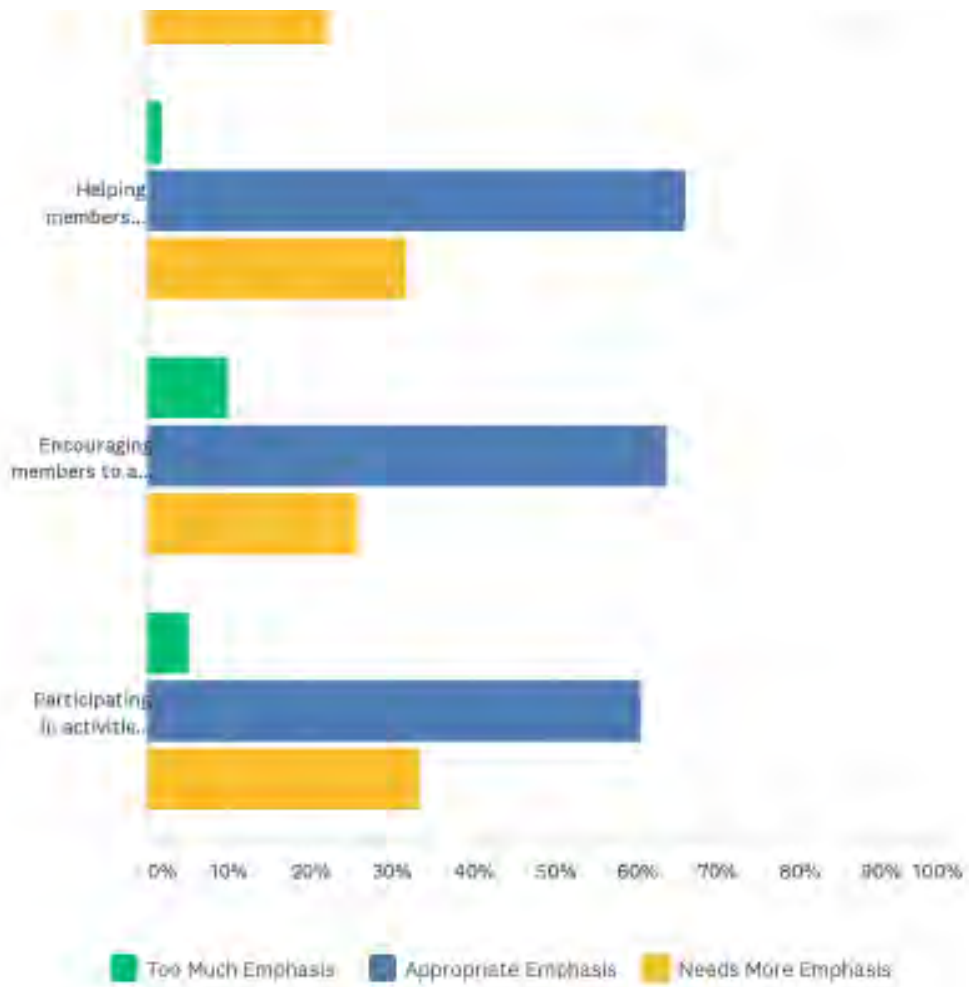
Appendix F: Congregational Survey

Q1 Listed below are a number of tasks that a congregation likely performs. Please respond to each item by indicating what emphasis you believe GPMC places on the task.

Answered: 1/3 Skipped: 3



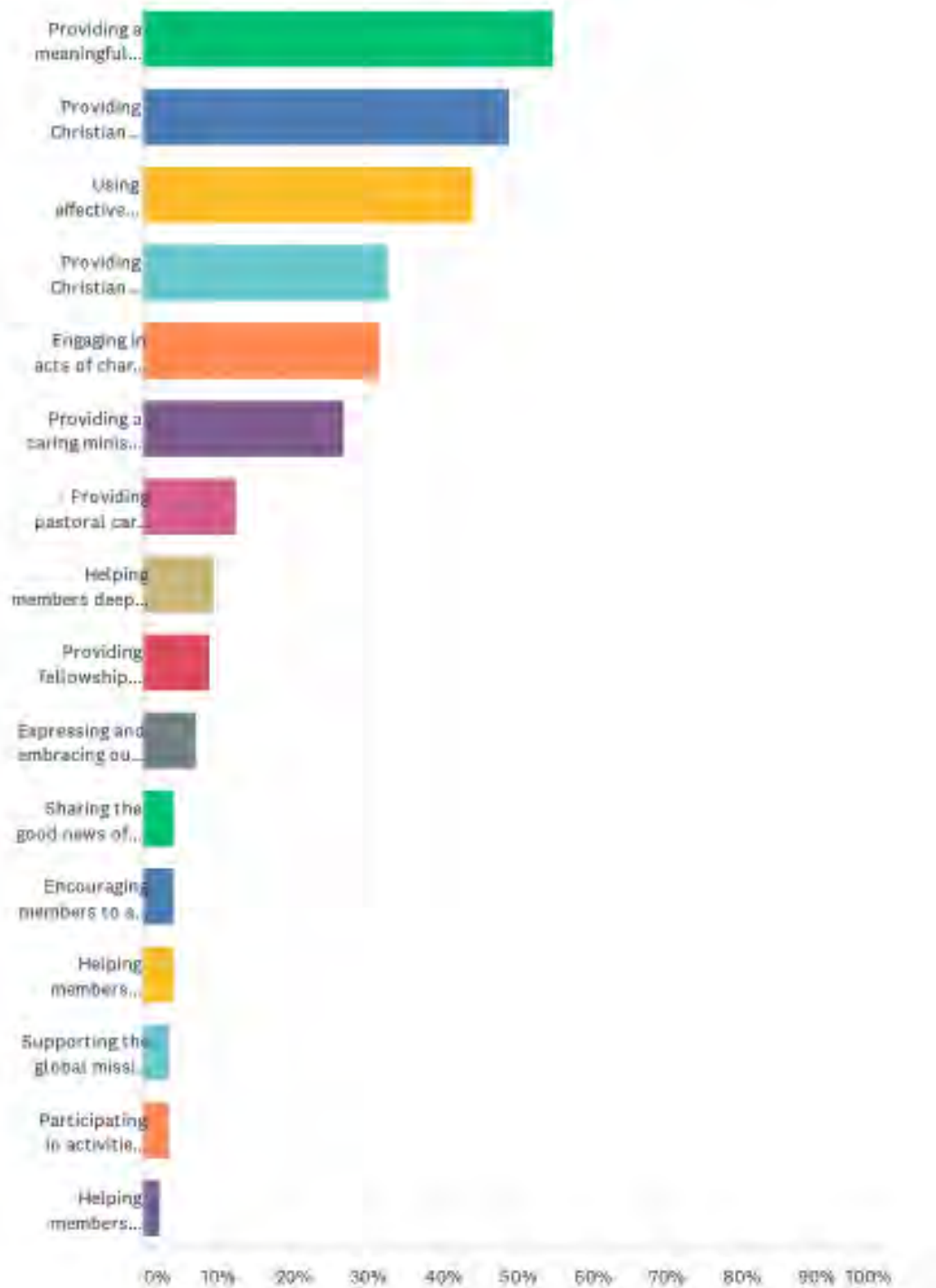




	TOO MUCH EMPHASIS	APPROPRIATE EMPHASIS	NEEDS MORE EMPHASIS	TOTAL
Using effective language, liturgy, and music to express the Gospel in worship	1.17% 2	94.15% 161	4.68% 8	171
Providing a meaningful experience of God and the Christian tradition in worship	1.17% 2	93.57% 160	5.26% 9	171
Providing Christian education for children and youth	0.59% 1	93.49% 158	5.92% 10	169
Providing Christian education, Bible study, and other educational programs for adults	1.16% 2	91.28% 157	7.56% 13	172
Providing a caring ministry for the sick, shut-ins, and the bereaved	0.60% 1	91.07% 153	8.33% 14	168
Providing pastoral care and counseling to help members deal with personal problems	1.79% 3	89.29% 150	8.93% 15	168
Engaging in acts of support and service to persons in need	1.16% 2	83.24% 144	15.61% 27	173
Supporting the global mission of the church/denomination	4.76% 8	82.74% 139	12.50% 21	168
Sharing the good news of the Gospel with others	1.76% 3	81.18% 138	17.06% 29	170
Expressing and embracing our denominational heritage and tradition	3.57% 6	82.14% 138	14.29% 24	168
Helping members deepen their personal, spiritual relationship with God	0.58% 1	75.44% 129	23.98% 41	171
Providing fellowship opportunities for members	2.37% 4	76.33% 129	21.30% 36	169
Helping members understand their use of money, time, and talents as expressions of Christian stewardship	2.96% 5	74.56% 126	22.49% 38	169
Helping members discover their own gifts for ministry and service	1.81% 3	66.27% 110	31.93% 53	166
Encouraging members to act on the relationship of the Christian faith to social, political, and economic issues	10.00% 17	64.12% 109	25.88% 44	170
Participating in activities and programs with other local religious groups or congregations	5.33% 9	60.95% 103	33.73% 57	169

Q2 Overall, which THREE tasks does GPMC do best?

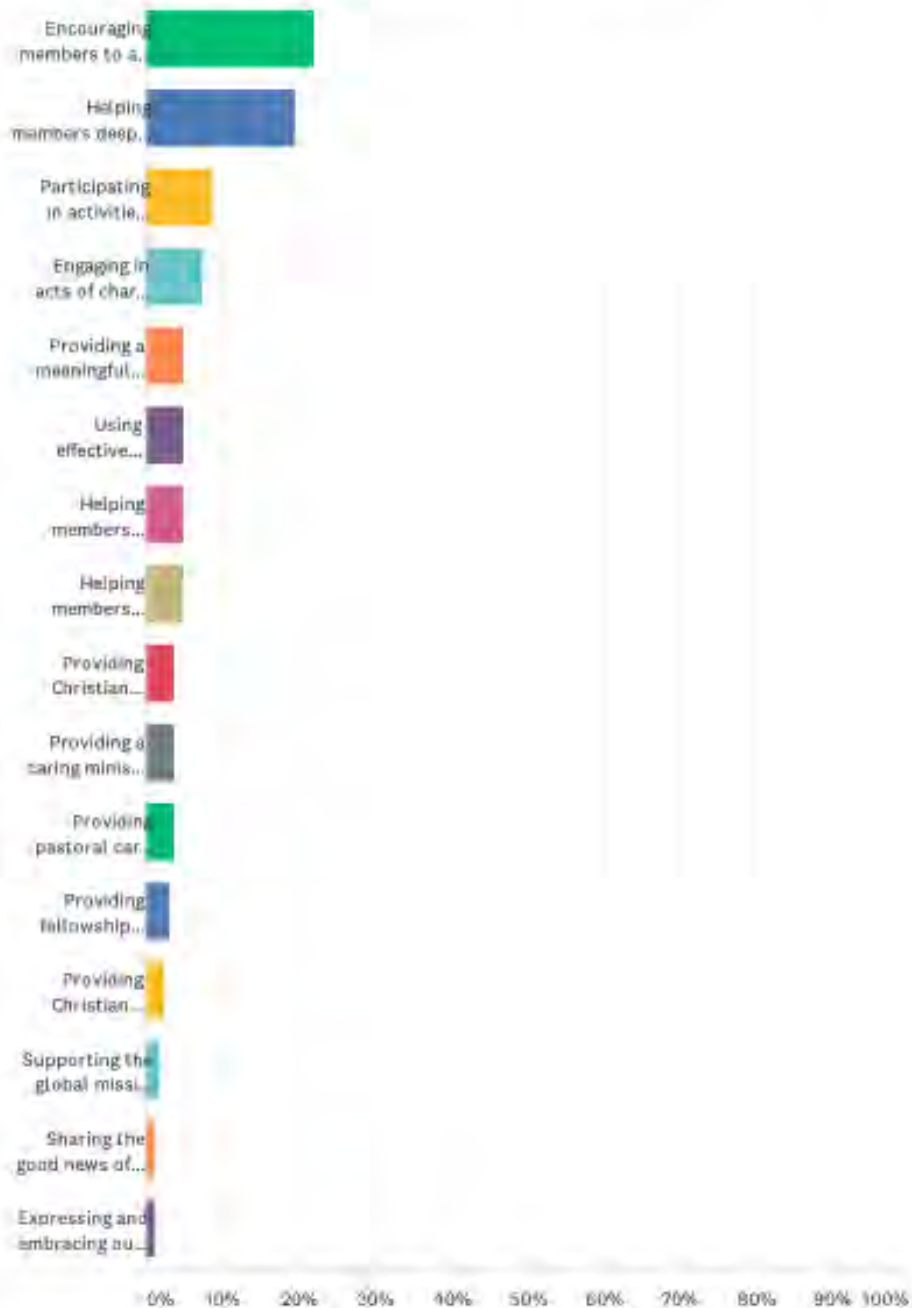
Answered: 167 Skipped: 9



ANSWER CHOICES	RESPONSES	
Providing a meaningful experience of God and the Christian tradition in worship	55.09%	92
Providing Christian education for children and youth	49.10%	82
Using effective language, liturgy, and music to express the Gospel in worship	44.31%	74
Providing Christian education, Bible study, and other educational programs for adults	32.93%	55
Engaging in acts of charity and service to persons in need	31.74%	53
Providing a caring ministry for the sick, shut-ins, and the bereaved	26.95%	45
Providing pastoral care and counseling to help members deal with personal problems	12.57%	21
Helping members deepen their personal, spiritual relationship with God	9.58%	16
Providing fellowship opportunities for members	8.98%	15
Expressing and embracing our denominational heritage and tradition	7.19%	12
Sharing the good news of the Gospel with others	4.19%	7
Encouraging members to act on the relationship of the Christian faith to social, political, and economic issues	4.19%	7
Helping members understand their use of money, time, and talents as expressions of Christian stewardship	4.19%	7
Supporting the global mission of the church/denomination	3.59%	6
Participating in activities and programs with other local religious groups or congregations	3.59%	6
Helping members discover their own gifts for ministry and service	2.40%	4
Total Respondents: 167		

Q3 For your own personal involvement at GPMC, which ONE task of the above would you like to see strengthened?

Answered: 158 Skipped: 18



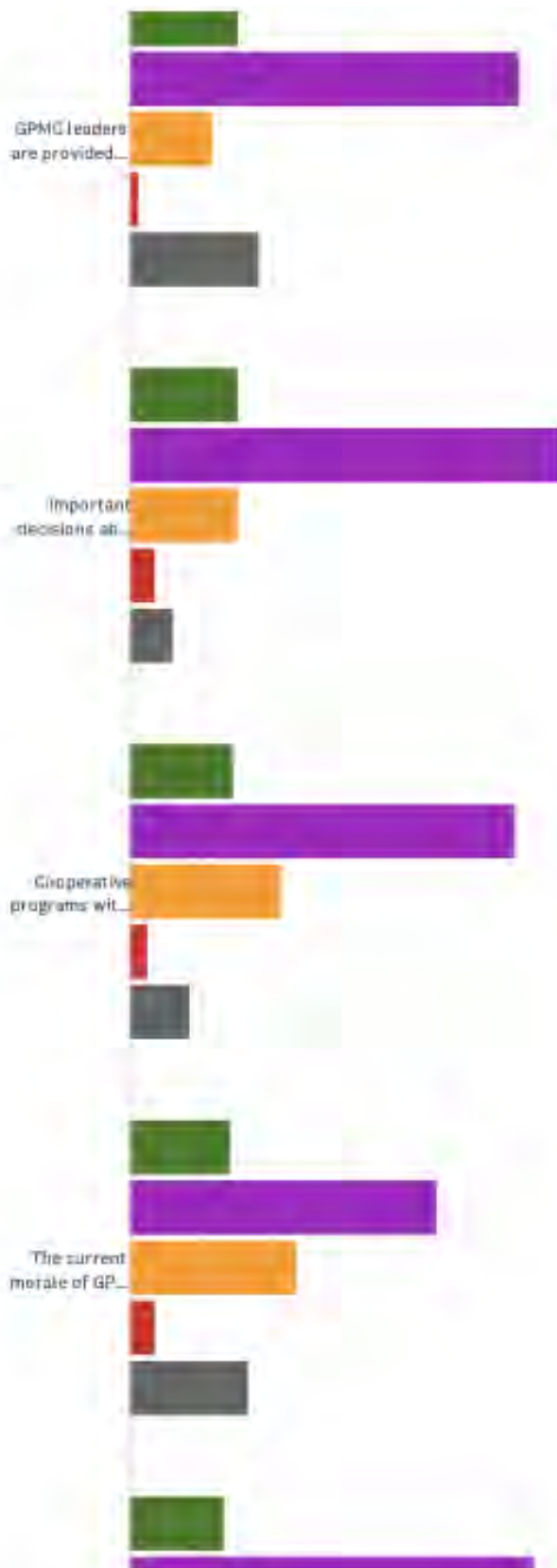
ANSWER CHOICES	RESPONSES
Encouraging members to act on the relationship of the Christian faith to social, political, and economic issues	22.15% 35
Helping members deepen their personal, spiritual relationship with God	19.62% 31
Participating in activities and programs with other local religious groups or congregations	8.86% 14
Engaging in acts of charity and service to persons in need	7.59% 12
Providing a meaningful experience of God and the Christian tradition in worship	5.06% 8
Using effective language, liturgy, and music to express the Gospel in worship	5.06% 8
Helping members understand their use of money, time, and talents as expressions of Christian stewardship	5.06% 8
Helping members discover their own gifts for ministry and service	5.06% 8
Providing Christian education for children and youth	3.80% 6
Providing a caring ministry for the sick, shut-ins, and the bereaved	3.80% 6
Providing pastoral care and counseling to help members deal with personal problems	3.80% 6
Providing fellowship opportunities for members	3.16% 5
Providing Christian education, Bible study, and other educational programs for adults	2.53% 4
Supporting the global mission of the church/denomination	1.90% 3
Sharing the good news of the Gospel with others	1.27% 2
Expressing and embracing our denominational heritage and tradition	1.27% 2
TOTAL	158

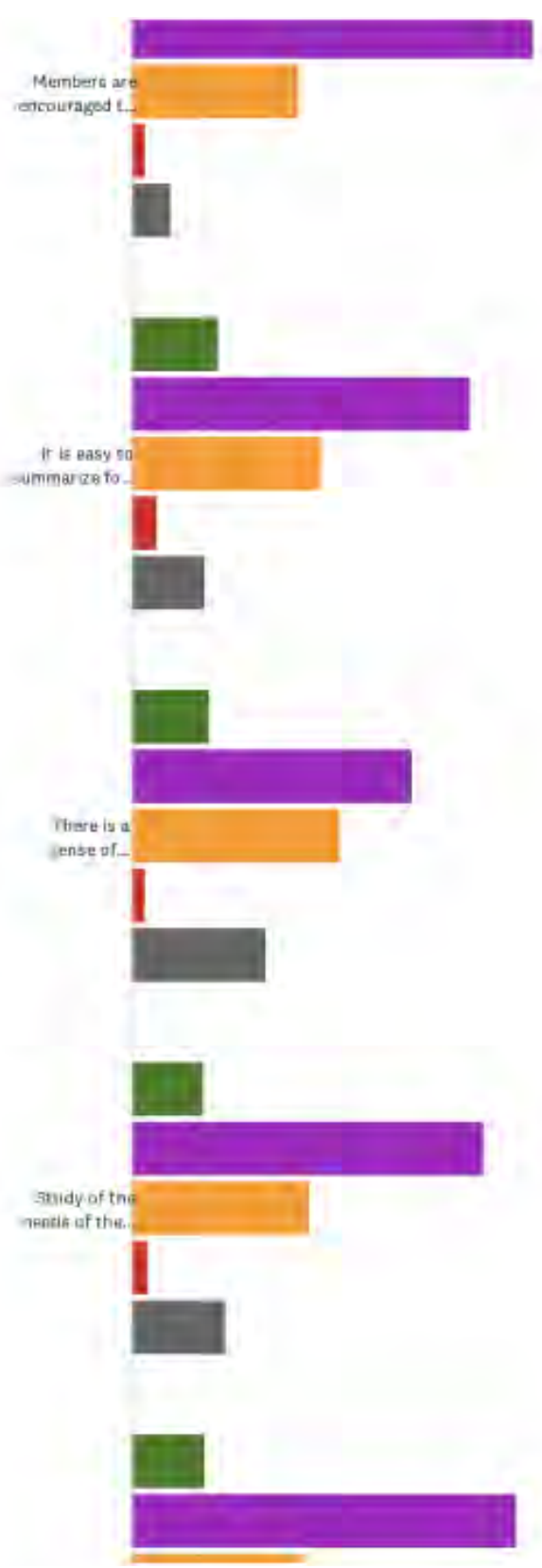
#	COMMENTS	DATE
1	Our church has changed and enhanced my life in the most tangible ways.	8/16/2020 1:58 PM
2	We should continue to build on our strengths and definitely share them with others	7/27/2020 6:41 PM
3	It seems like our church kind of starts relationships, but we don't put in effort to make them last. It would be nice to be more involved with Detroit churches	7/27/2020 4:11 PM
4	Once I have become more stable with respect to some medical challenges, and also feel comfortable regarding the threats of Covid-19 (e.g. have access to safe/effective vaccine), I would like to be personally more involved with the above ministry.	7/20/2020 12:58 PM
5	Need more relationship to current life rather than the bible	7/2/2020 9:55 AM
6	I often wonder why GPMC doesn't do anything with Woods Presbyterian Church.	6/28/2020 4:45 PM
7	I believe GPMC already does a good job of participating in activities & programs with other local religious groups & congregations but perhaps they could do this more often with the youth at our church. ie: joint retreats for seekers with other area presbyterian churches.	6/23/2020 3:43 PM
8	middle school and high school programs can be stronger. i do not feel that the current leadership is doing enough to engage and interact with both the children/students AND families.	6/23/2020 1:05 PM
9	Interfaith engagement especially needed.	6/23/2020 11:05 AM
10	During this pandemic time, and as always, the music is so meaningful and beautifully calming.	6/23/2020 10:30 AM
11	Would love to see more intergenerational gatherings and service projects. We have some, but would love to see more - I think those events are some of the most important fellowship and community opportunities.	6/23/2020 9:29 AM

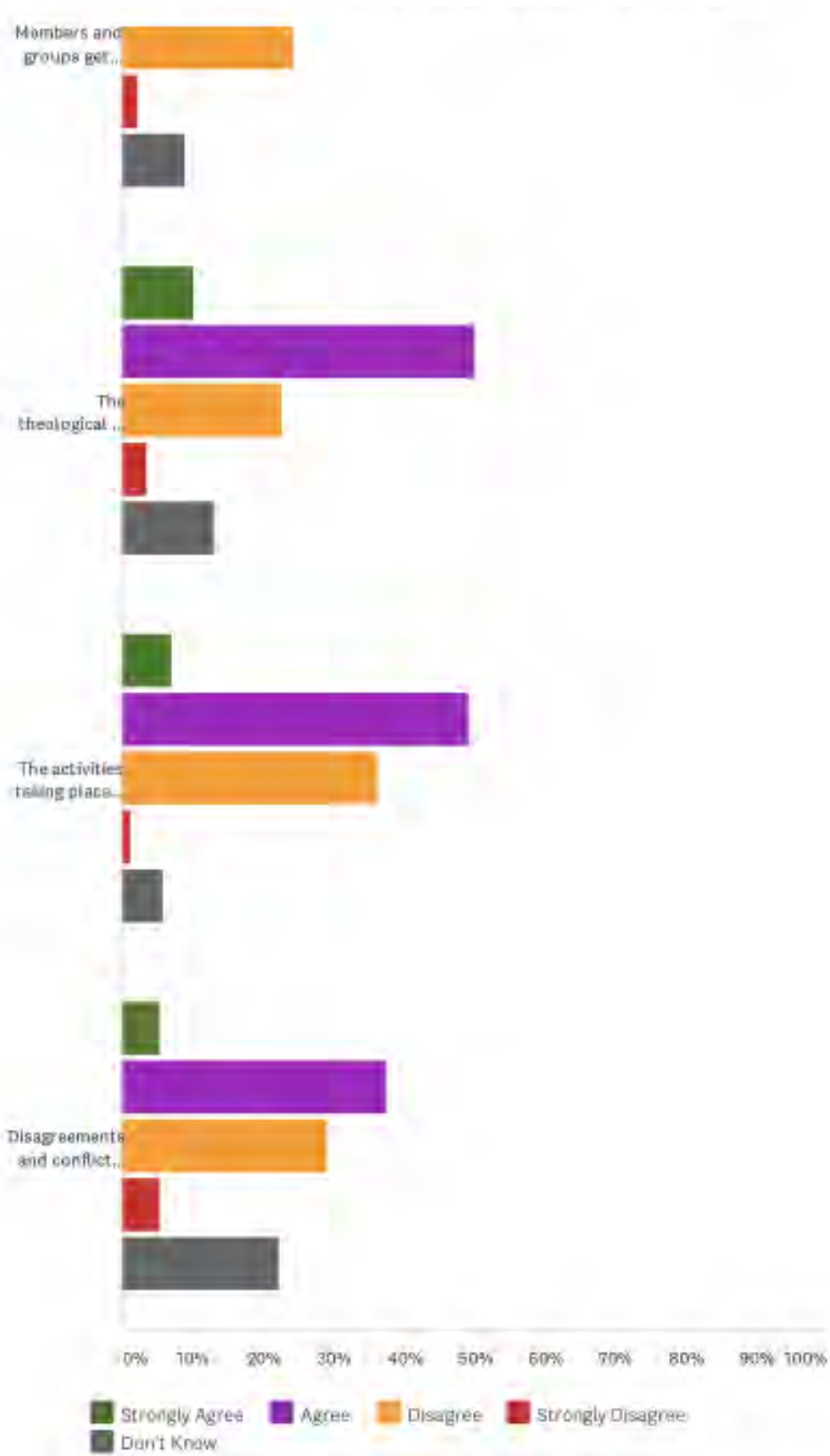
Q4 In order to carry out its ministry, every congregation must deal with certain organizational issues, such as making decisions, sharing information, and developing resources. Listed below are a number of statements describing such issues. To what extent do you agree or disagree that each statement describes GPMC? A "Don't Know" response is provided, but please use it ONLY when absolutely necessary.

Answered: 170 Skipped: 5





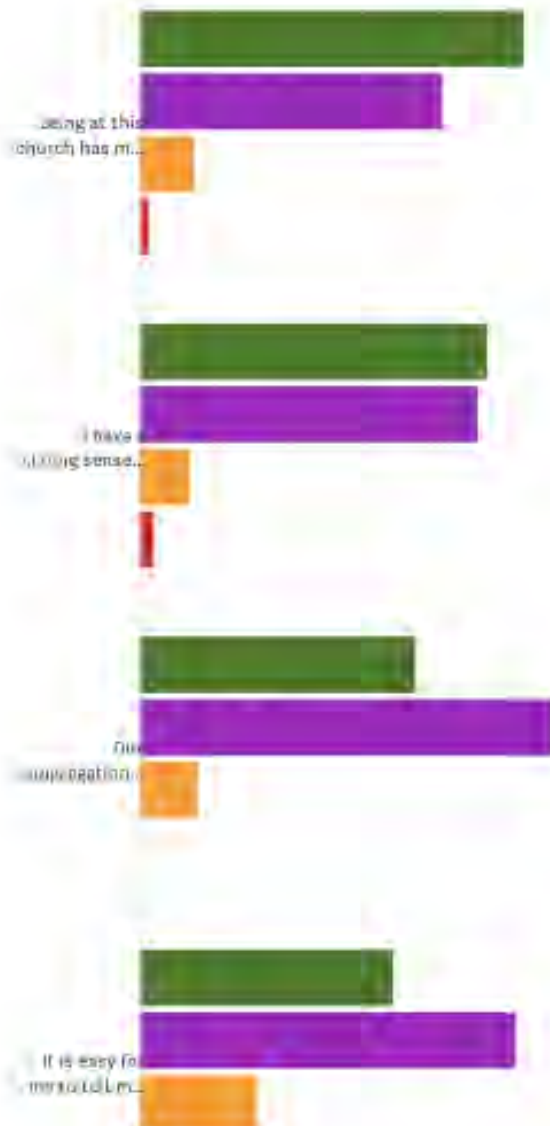


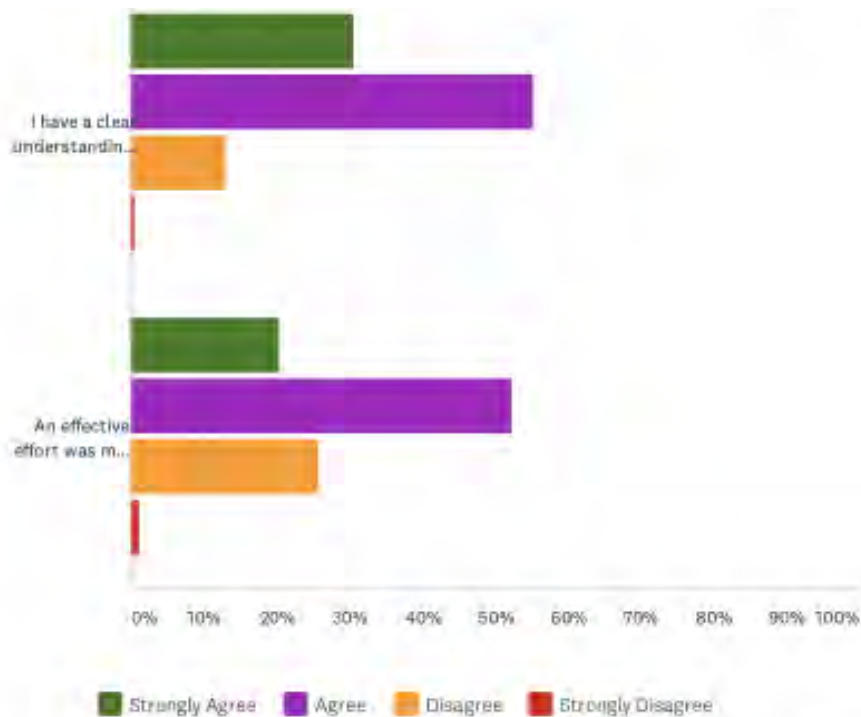


	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DONT KNOW	TOTAL
Members help each other in times of trouble	46.99% 78	49.40% 82	1.81% 3	0.60% 1	1.20% 2	166
Every member who is capable and interested has an equal opportunity to hold key leadership positions	24.40% 41	53.57% 90	12.50% 21	2.98% 5	6.55% 11	168
Members are well informed about what the various teams/committees and groups at GPMC are doing	20.24% 34	56.55% 95	21.43% 36	0.60% 1	1.19% 2	168
GPMC leaders are provided the training they need for their team assignments and responsibilities	15.06% 25	54.22% 90	11.45% 19	1.20% 2	18.07% 30	166
Important decisions about the life of the church are rarely made without open discussions by GPMC leaders and members	15.06% 25	60.24% 100	15.06% 25	3.61% 6	6.02% 10	166
Cooperative programs with churches of other denominations are highly valued in GPMC	14.46% 24	53.61% 89	21.08% 35	2.41% 4	8.43% 14	166
The current morale of GPMC membership is high	14.02% 23	42.68% 70	23.17% 38	3.66% 6	16.46% 27	164
Members are encouraged to discover their particular gifts for ministry and service	13.17% 22	56.29% 94	23.35% 39	1.80% 3	5.39% 9	167
It is easy to summarize for visitors and non-members how our congregation differs from other ones in the area	12.05% 20	47.59% 79	26.51% 44	3.61% 6	10.24% 17	166
There is a sense of excitement among members about GPMC's future	10.91% 18	39.39% 65	29.09% 48	1.82% 3	18.79% 31	165
Study of the needs of the congregation and community is regularly undertaken as the basis for GPMC planning	10.12% 17	49.40% 83	25.00% 42	2.38% 4	13.10% 22	168
Members and groups get significant support and encouragement for trying something new in the congregation	10.18% 17	53.89% 90	24.55% 41	2.40% 4	8.98% 15	167
The theological and biblical implications of important decisions are regularly discussed	10.18% 17	50.30% 84	22.75% 38	3.59% 6	13.17% 22	167
The activities taking place at GPMC are well publicized to the local community	7.14% 12	49.40% 83	36.31% 61	1.19% 2	5.95% 10	168
Disagreements and conflicts are dealt with openly rather than hushed up or hidden behind closed doors	5.45% 9	37.58% 62	29.09% 48	5.45% 9	22.42% 37	165

Q5 All congregations have an identity, or a sense of who they are, that all members generally share in, and yet any individual member may stand somewhat apart from. Please rate your agreement or disagreement with the following statements from your own personal perspective looking at GPMC's overall identity and vision.

Answers: 166 Skipped: 10

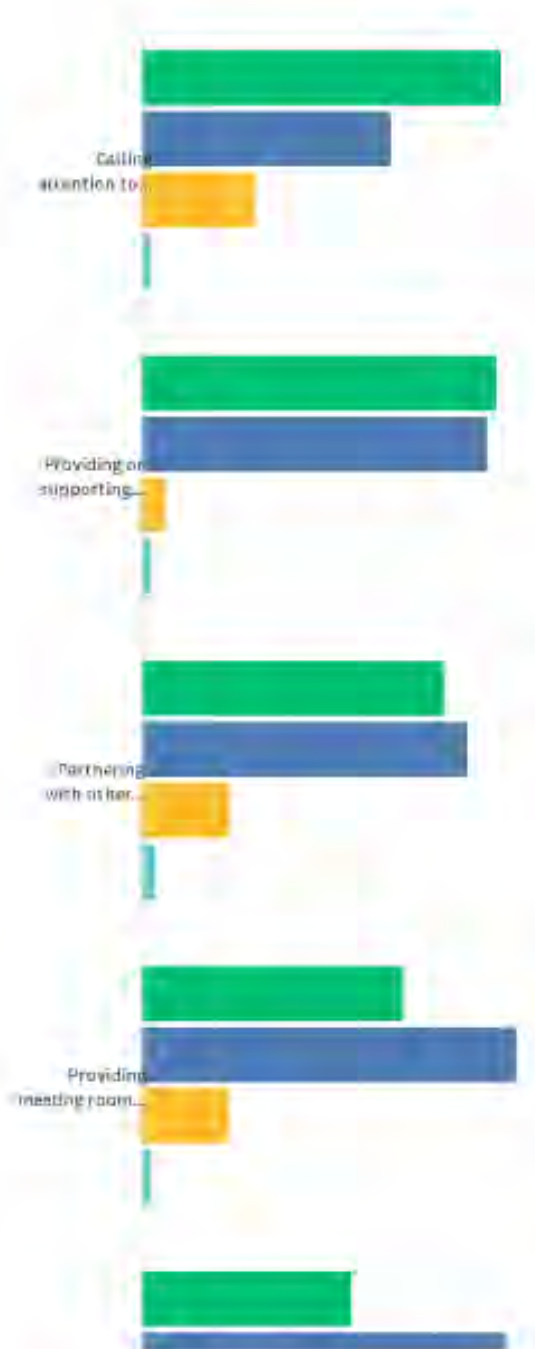


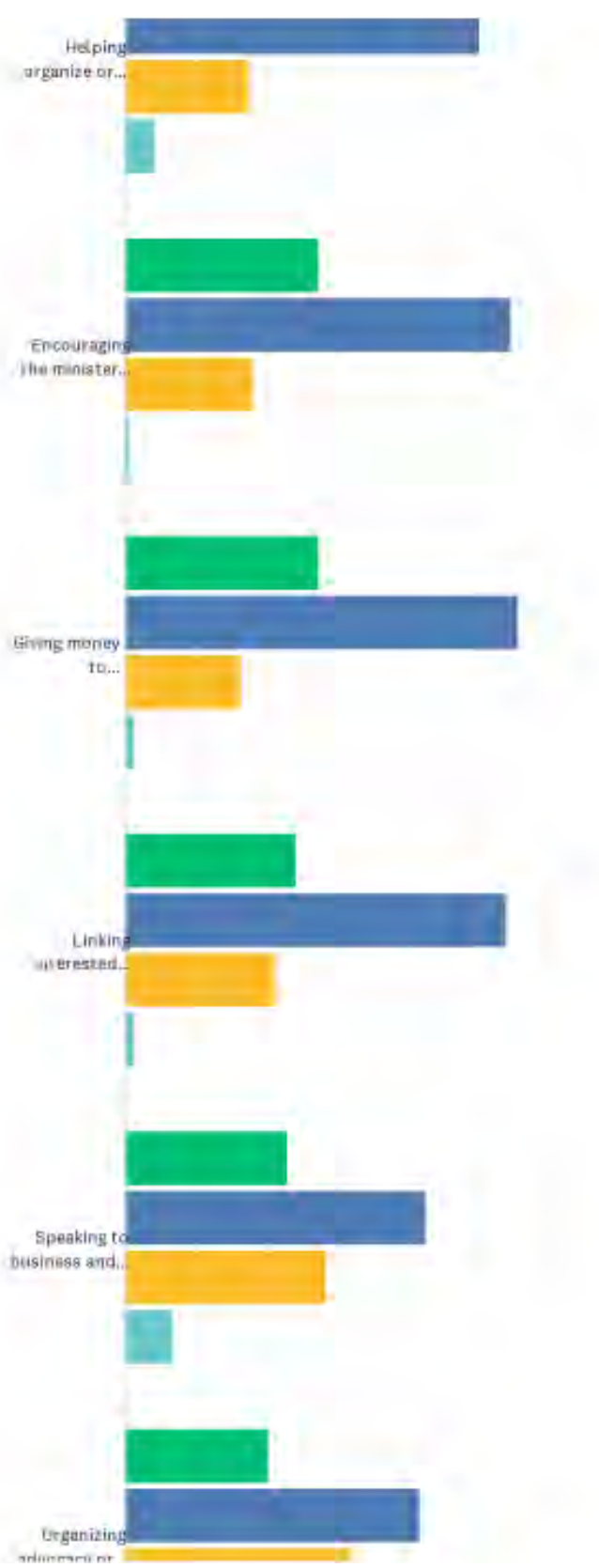


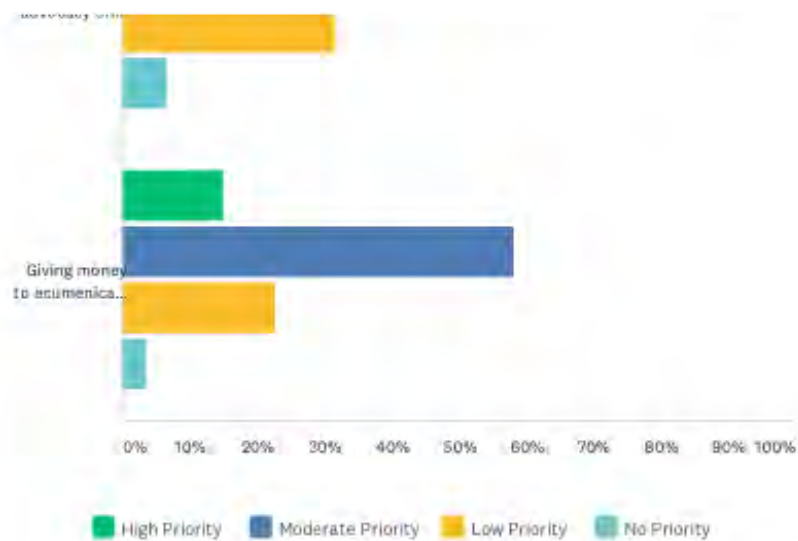
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	TOTAL
Being at this church has made a difference in my spiritual life	51.20% 65	40.36% 67	7.23% 12	1.20% 2	166
I have a strong sense of belonging to this congregation	46.39% 77	45.18% 75	6.63% 11	1.81% 3	166
Our congregation's identity, as it is, is one with which I feel comfortable	36.75% 61	55.42% 92	7.83% 13	0.00% 0	166
It is easy for me to tell my friends what is unique about our congregation	33.94% 56	50.30% 83	15.76% 26	0.00% 0	165
I have a clear understanding of what our church stands for	30.72% 51	55.42% 92	13.25% 22	0.60% 1	166
An effective effort was made to instruct me in our church's mission	20.48% 34	52.41% 87	25.90% 43	1.20% 2	166

Q6 In your judgment, how high or low a priority would you like each of the following to be for the way GPMC could be involved with community social issues?

Answered: 169 Skipped: 7



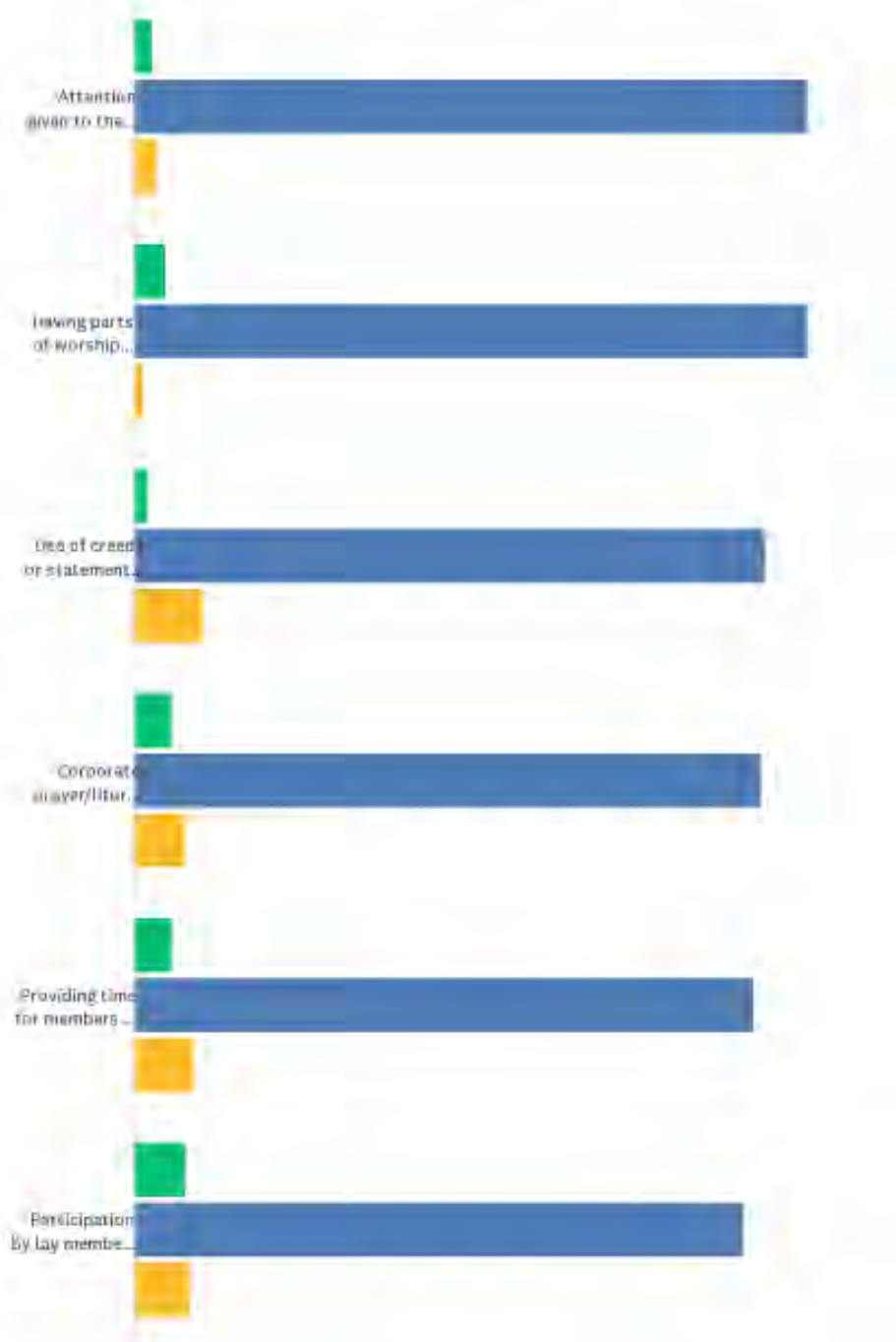


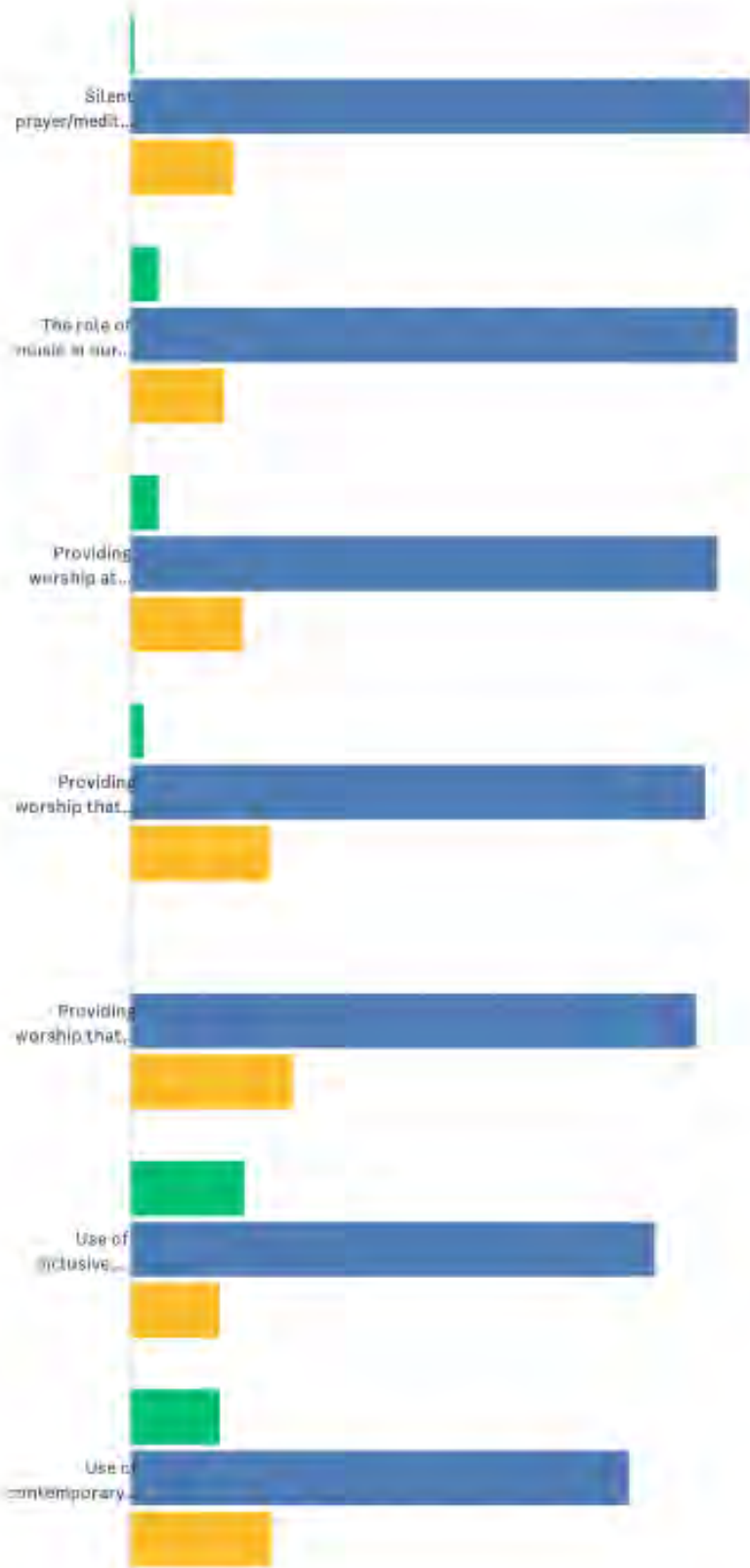


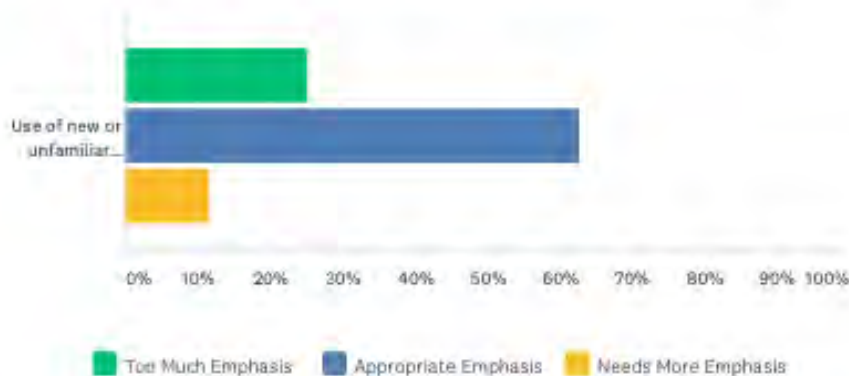
	HIGH PRIORITY	MODERATE PRIORITY	LOW PRIORITY	NO PRIORITY	TOTAL
Calling attention to social, community, and world issues from the pulpit and in study groups	49.10% 82	34.13% 57	15.57% 26	1.20% 2	167
Providing or supporting social services for persons in need	48.47% 79	47.24% 77	3.07% 5	1.23% 2	163
Partnering with other faith communities	41.46% 68	44.51% 73	12.20% 20	1.83% 3	164
Providing meeting rooms in GPMC's facilities for community groups working on various concerns of the community	35.71% 60	51.19% 86	11.90% 20	1.19% 2	168
Helping organize or support disadvantaged groups to advocate for their own needs	28.74% 48	49.70% 83	17.37% 29	4.19% 7	167
Encouraging the minister to use a portion of his/her time working with community groups	27.11% 45	54.22% 90	18.07% 30	0.60% 1	166
Giving money to denominational programs and missions	27.27% 45	55.15% 91	16.36% 27	1.21% 2	165
Linking interested members to denominational, ecumenical or non-church social service or advocacy programs	24.10% 40	53.61% 89	21.08% 35	1.20% 2	166
Speaking to business and governmental officials about peace and justice issues	22.70% 37	42.33% 69	28.22% 46	6.75% 11	163
Organizing advocacy or action groups	20.12% 33	41.46% 68	31.71% 52	6.71% 11	164
Giving money to ecumenical or nondenominational programs	15.06% 25	58.43% 97	22.89% 38	3.61% 6	166

Q7 For you personally, how important are each of the following in the total mix of qualities that make a good worship service?

Answered: 158 Skipped: 30



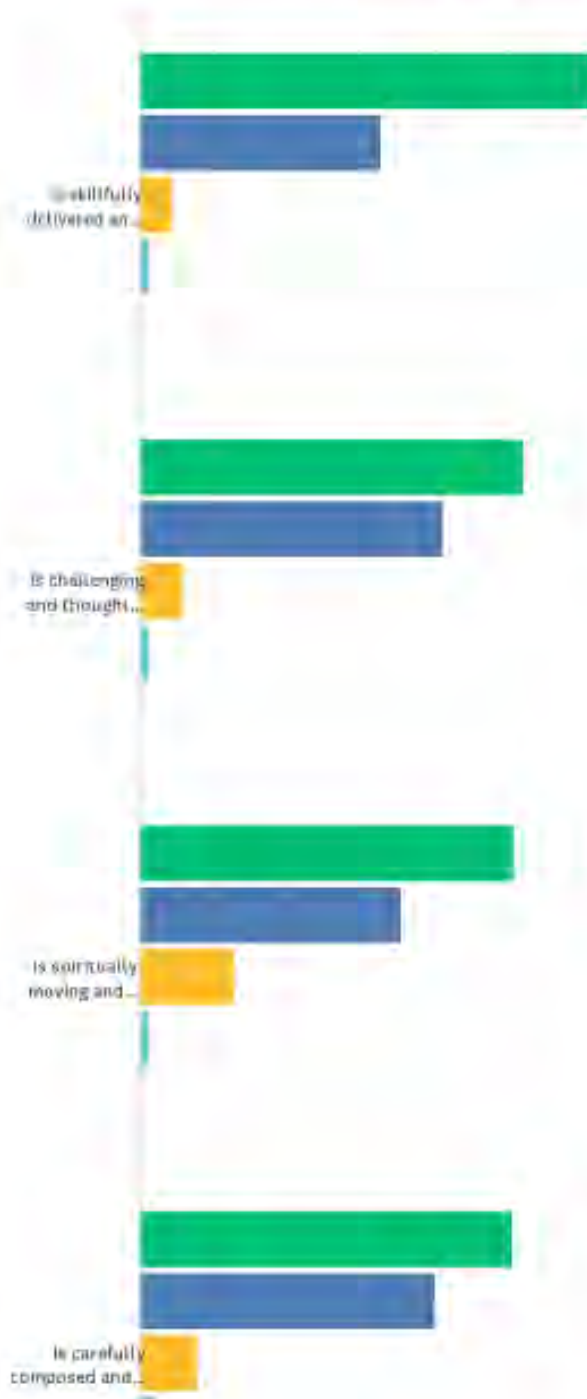


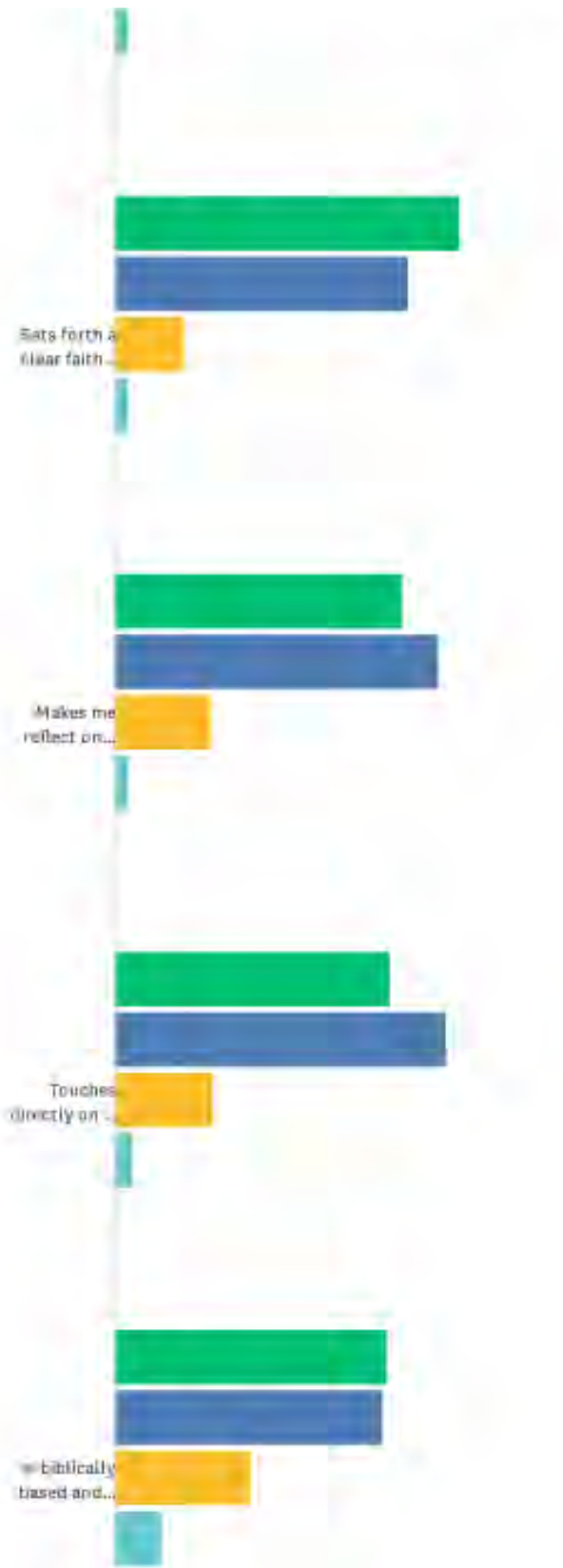


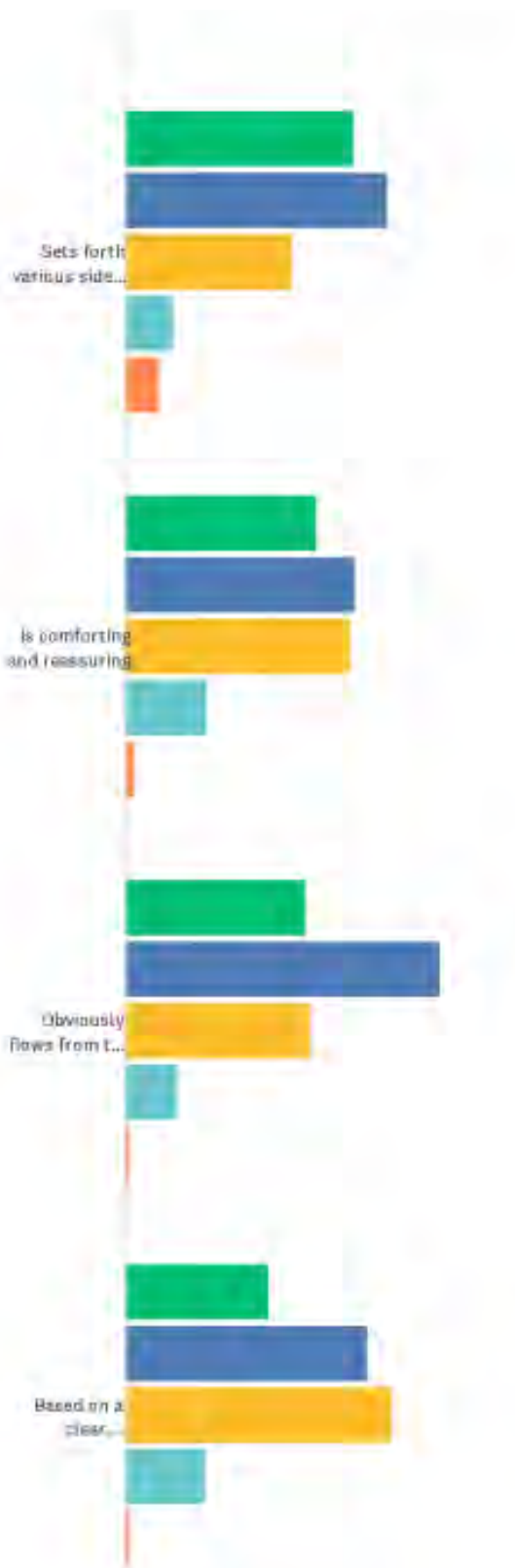
	TOO MUCH EMPHASIS	APPROPRIATE EMPHASIS	NEEDS MORE EMPHASIS	TOTAL
Attention given to the sacraments (baptism and communion)	2.56% 4	94.23% 147	3.21% 5	156
Having parts of worship service focused especially for children:	4.49% 7	94.23% 147	1.28% 2	156
Use of creeds or statements of faith (such as the Apostles' Creed)	1.94% 3	88.39% 137	9.68% 15	155
Corporate prayer/liturgy in which the entire congregation participates	5.16% 8	87.74% 136	7.10% 11	155
Providing time for members to greet one another	5.13% 8	86.54% 135	8.33% 13	156
Participation by lay members in leading worship	7.10% 11	85.16% 132	7.74% 12	155
Silent prayer/meditation	0.65% 1	85.16% 132	14.19% 22	155
The role of music in our outreach, fellowship, and mission	3.87% 6	83.23% 129	12.90% 20	155
Providing worship at times other than Sunday morning	3.87% 6	80.65% 125	15.48% 24	155
Providing worship that is intellectually challenging	1.92% 3	78.85% 123	19.23% 30	156
Providing worship that is emotionally moving	0.00% 0	77.56% 121	22.44% 35	156
Use of inclusive, gender-neutral language	15.69% 24	71.90% 110	12.42% 19	153
Use of contemporary worship styles, music, language, and liturgy	12.26% 19	68.39% 106	19.35% 30	155
Use of new or unfamiliar hymns	25.32% 39	62.99% 97	11.69% 18	154

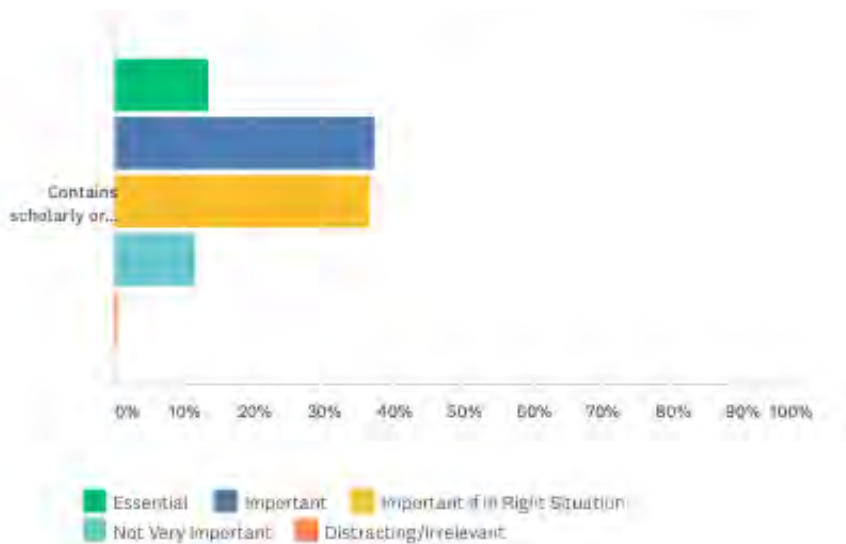
Q8 For you personally, how important are each of the following in the mix of qualities that make a good sermon?

Answered: 158 Skipped: 30





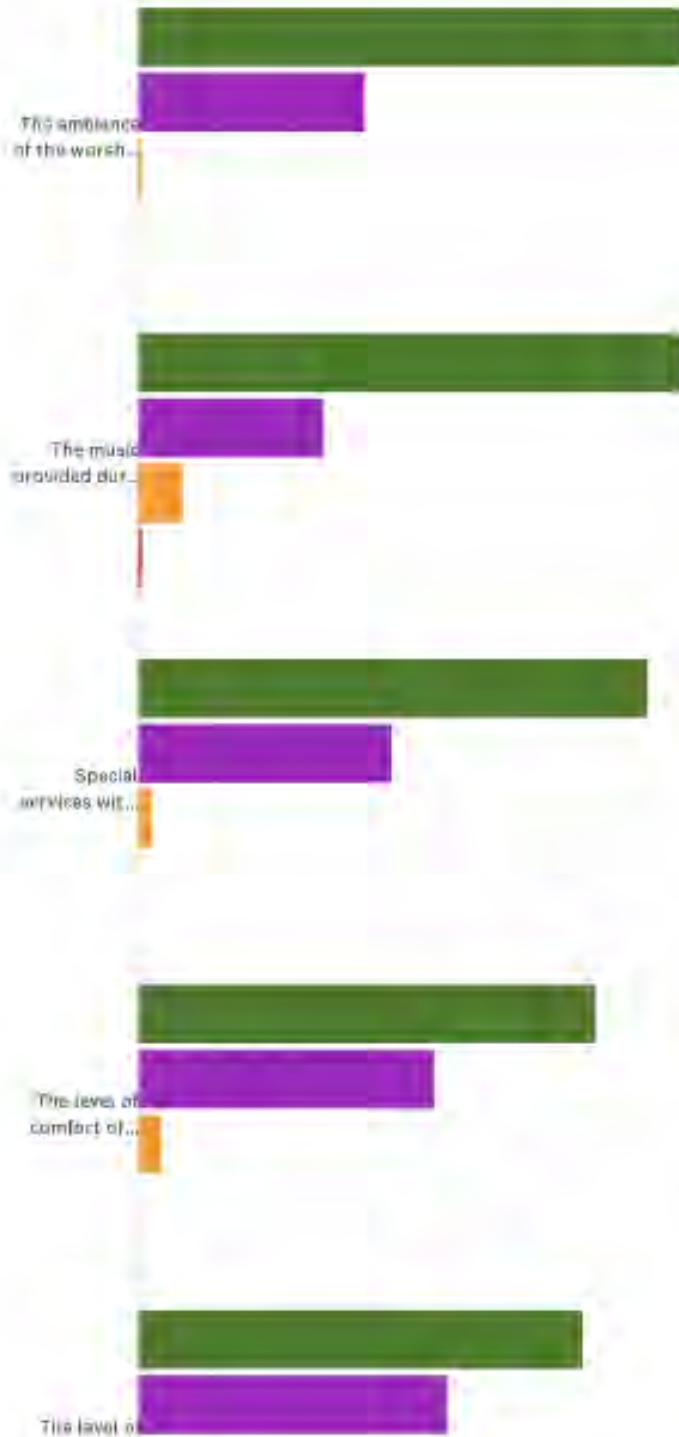


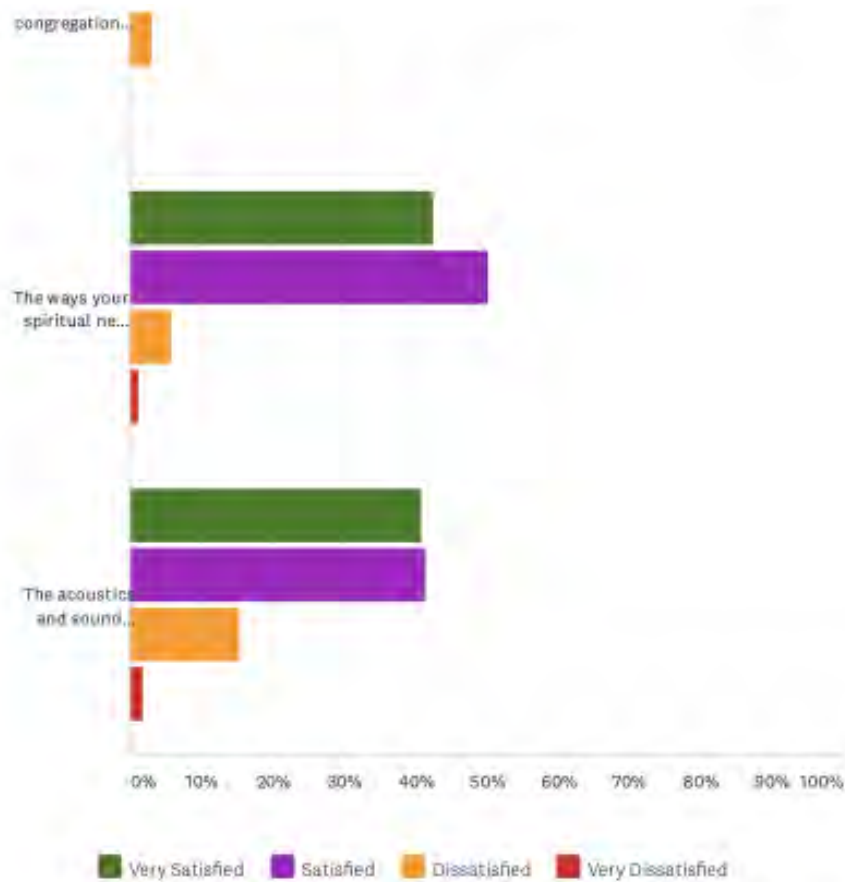


	ESSENTIAL	IMPORTANT	IMPORTANT IF IN RIGHT SITUATION	NOT VERY IMPORTANT	DISTRACTING/IRRELEVANT	TOTAL
Is skillfully delivered and engaging	61.54% 96	32.69% 51	4.49% 7	1.28% 2	0.00% 0	156
Is challenging and thought provoking	51.92% 81	41.03% 64	5.77% 9	1.28% 2	0.00% 0	156
Is spiritually moving and inspirational	50.64% 79	35.26% 55	12.82% 20	1.28% 2	0.00% 0	156
Is carefully composed and prepared	50.33% 77	39.87% 61	7.84% 12	1.96% 3	0.00% 0	153
Sets forth a clear faith position as a guide for making decisions and living a faithful life:	47.74% 74	40.65% 63	9.68% 15	1.94% 3	0.00% 0	155
Makes me reflect on issues and events that go beyond my personal life and local community	39.74% 62	44.87% 70	13.46% 21	1.92% 3	0.00% 0	156
Touches directly on my everyday life	38.06% 59	45.81% 71	13.55% 21	2.58% 4	0.00% 0	155
Is biblically based and theologically sound	37.66% 58	37.01% 57	18.83% 29	6.49% 10	0.00% 0	154
Sets forth various sides of an issue fairly without advocating for only "one true Christian position"	30.97% 48	35.48% 55	22.58% 35	6.45% 10	4.52% 7	155
Is comforting and reassuring	25.97% 40	31.17% 48	30.52% 47	11.04% 17	1.30% 2	154
Obviously flows from the depth of the preacher's own personal faith and spiritual convictions	24.52% 38	42.58% 66	25.16% 39	7.10% 11	0.65% 1	155
Based on a clear, unambiguous religious authority	19.35% 30	32.90% 51	36.13% 56	10.97% 17	0.65% 1	155
Contains scholarly or literary illustrations	13.55% 21	37.42% 58	36.77% 57	11.61% 18	0.65% 1	155

Q9 To what extent are you satisfied with the following aspects of the congregation's worship?

Answered: 158 Skipped: 30

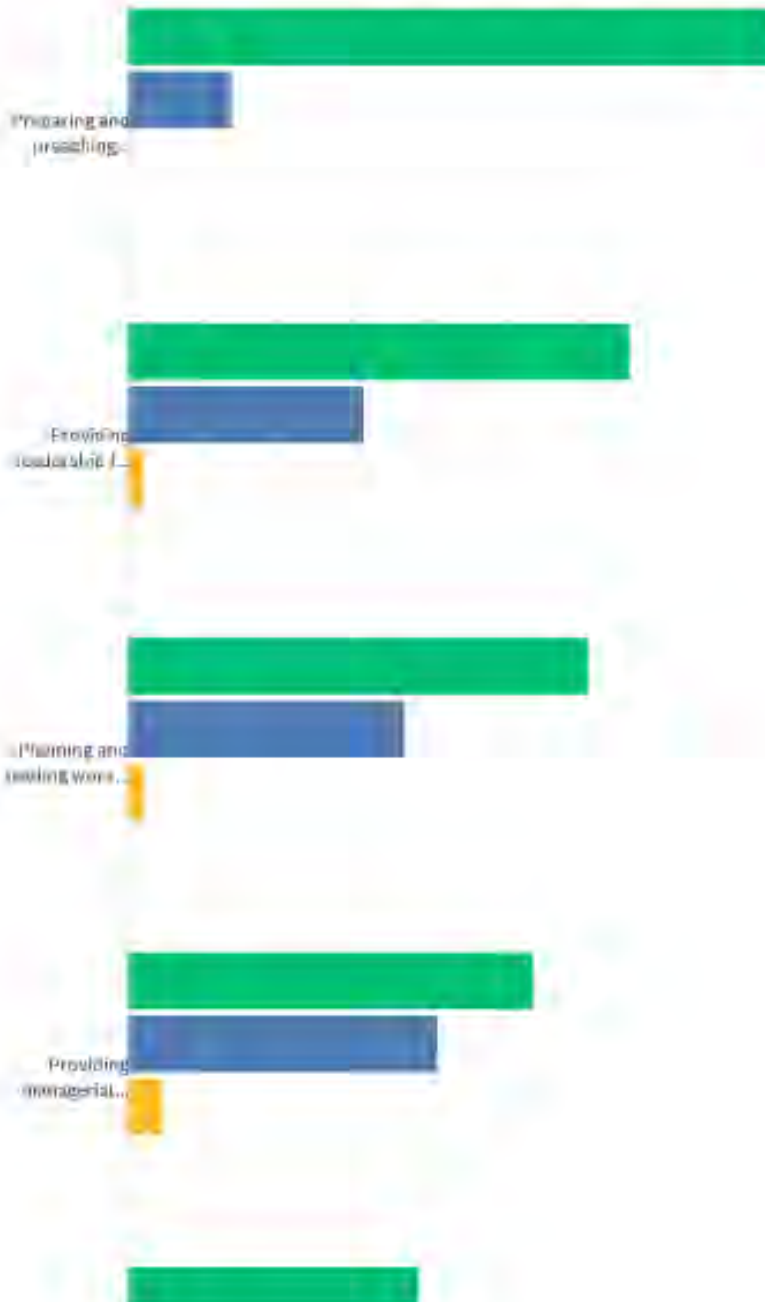


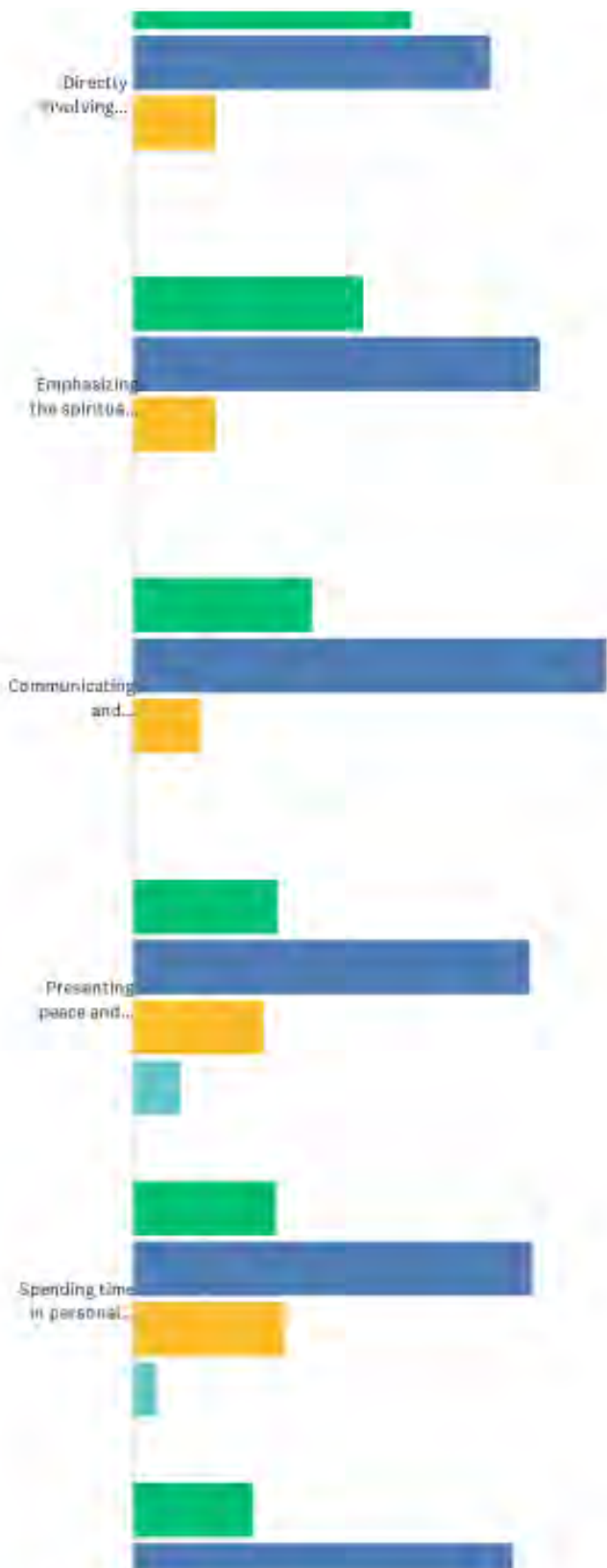


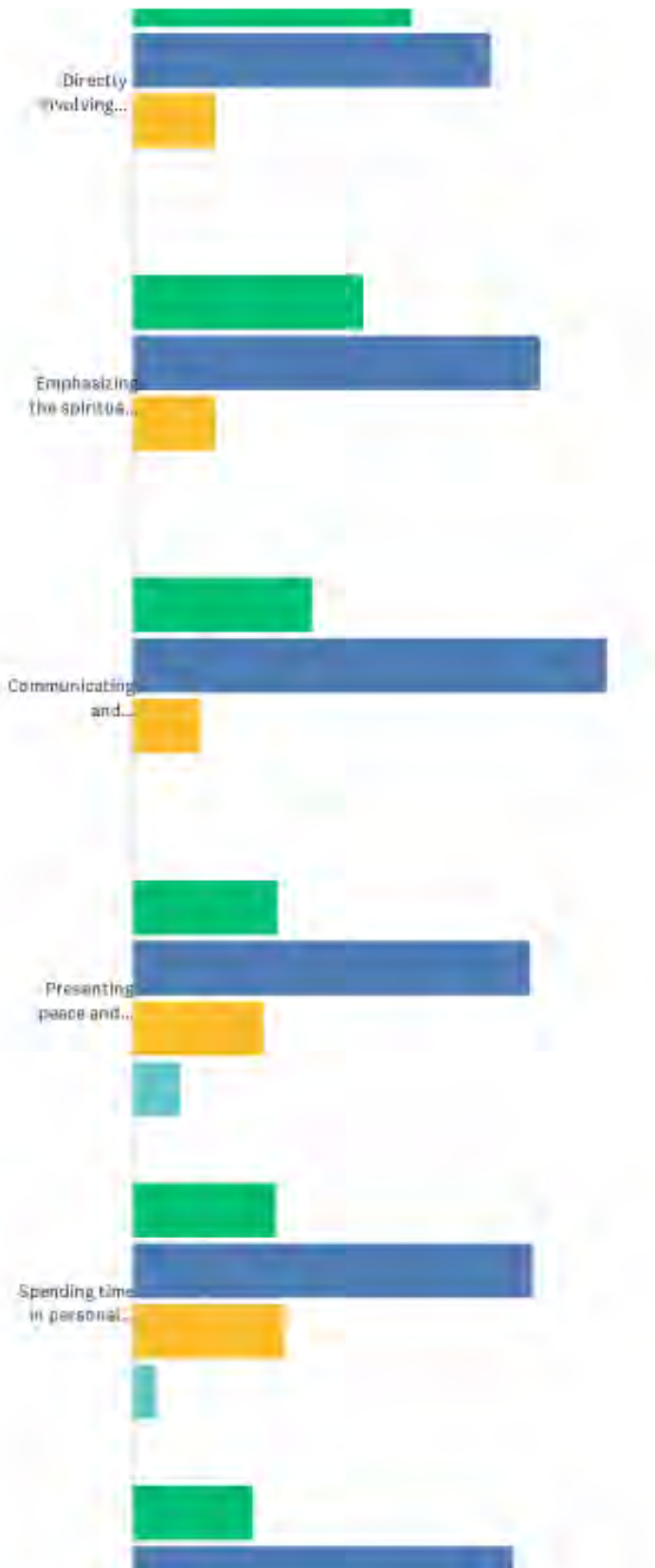
	VERY SATISFIED	SATISFIED	DISSATISFIED	VERY DISSATISFIED	TOTAL
The ambiance of the worship space in the sanctuary	70.32% 109	29.03% 45	0.65% 1	0.00% 0	155
The music provided during worship (choirs, anthems, instrumentals, special musical presentations)	69.68% 108	23.87% 37	5.81% 9	0.65% 1	155
Special services with seasonal emphases (Advent, Christmas Eve, Holy Week, Easter, All Saints)	65.38% 102	32.69% 51	1.92% 3	0.00% 0	156
The level of comfort of seating and air conditioning	58.71% 91	38.06% 59	3.23% 5	0.00% 0	155
The level of congregational participation in liturgy (Call to Worship, Prayers, Affirmation of Faith, etc.)	57.05% 89	39.74% 62	3.21% 5	0.00% 0	156
The ways your spiritual needs are being met in the services of worship	42.58% 66	50.32% 78	5.81% 9	1.29% 2	155
The acoustics and sound system in the sanctuary	41.03% 64	41.67% 65	15.38% 24	1.92% 3	156

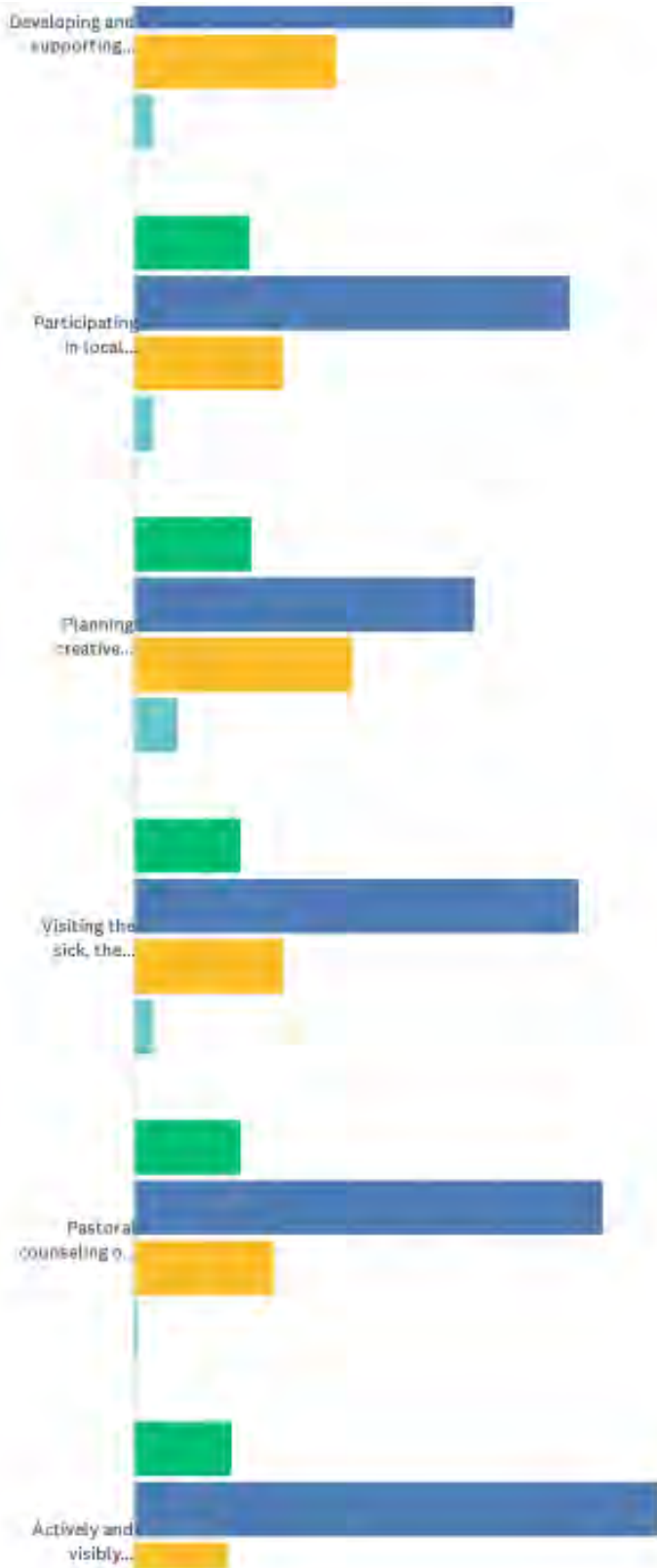
Q10 For the pastor of GPMC, how high or low a priority would you like each of the following to be? (Please remember that not every task can be of the highest priority, and so you should choose only 3 or 4 to be the highest. You may want to read the entire list before making your rankings.)

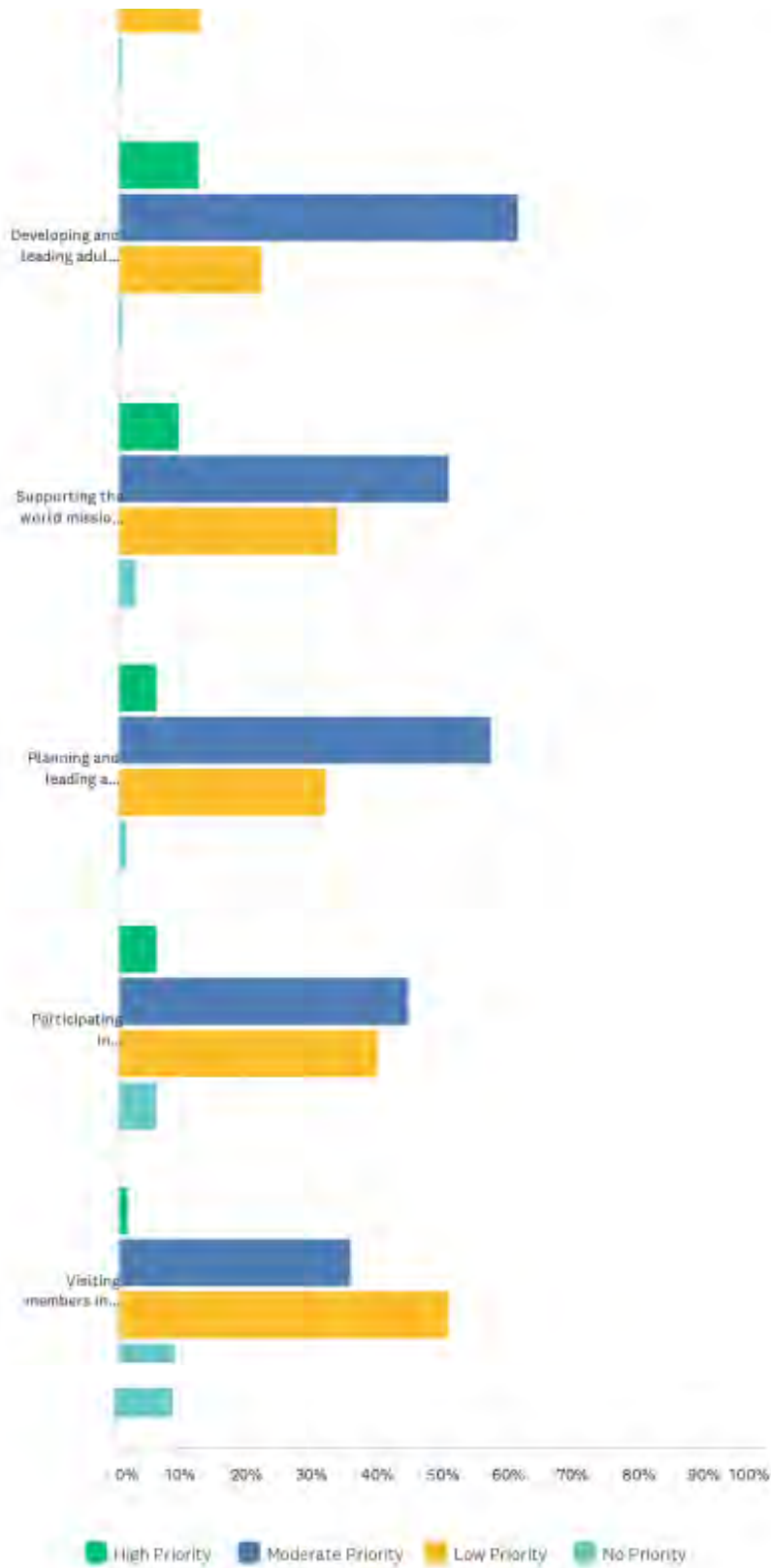
Answered: 153 Skipped: 28







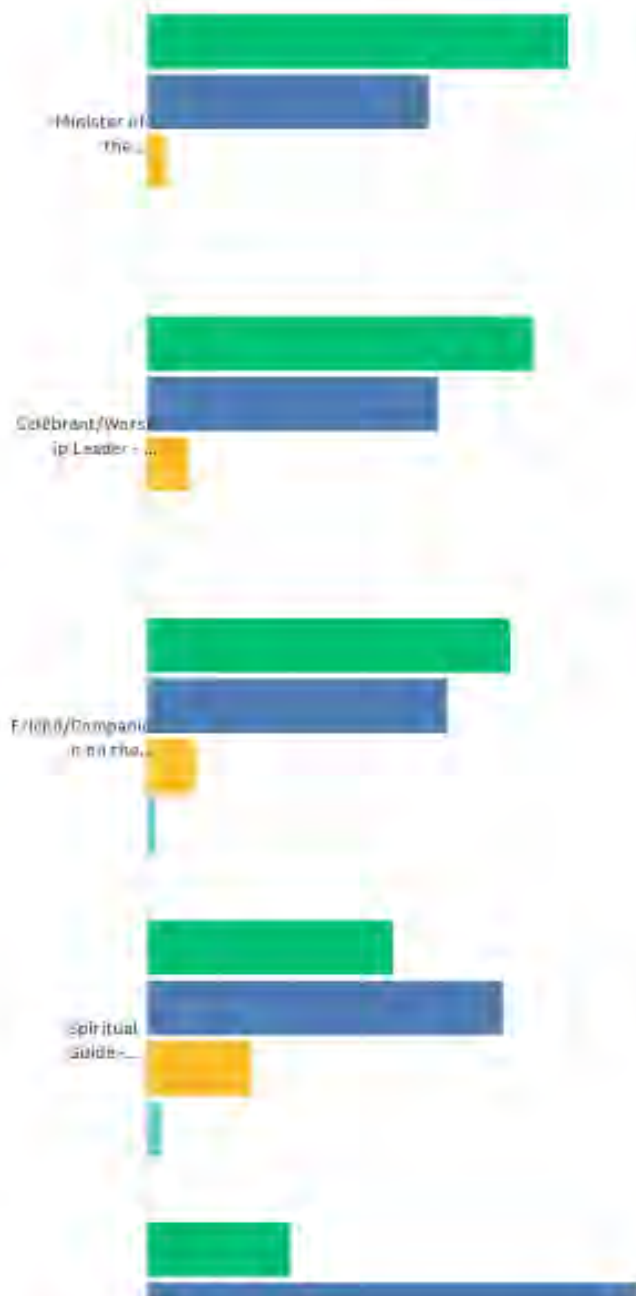


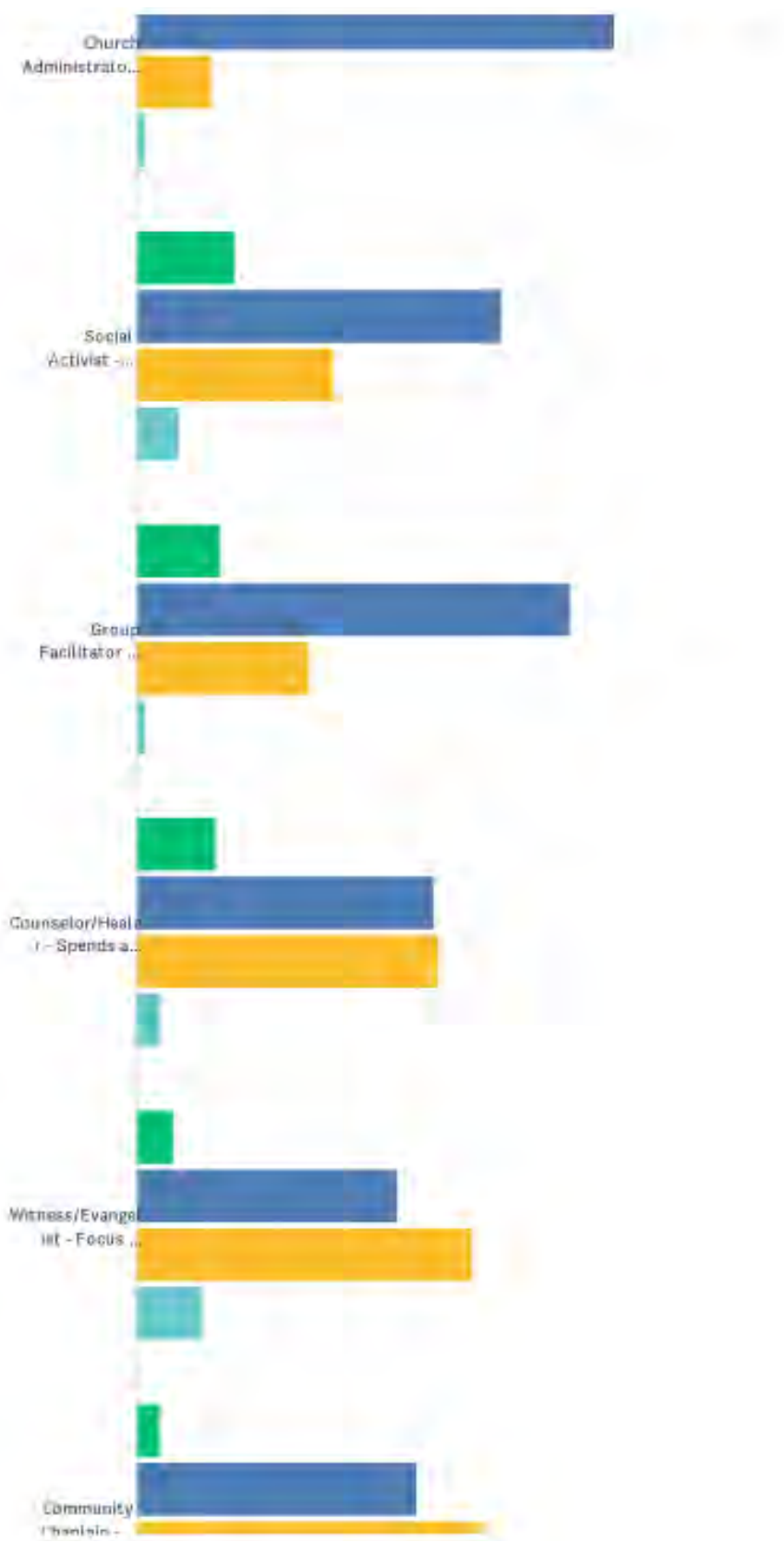


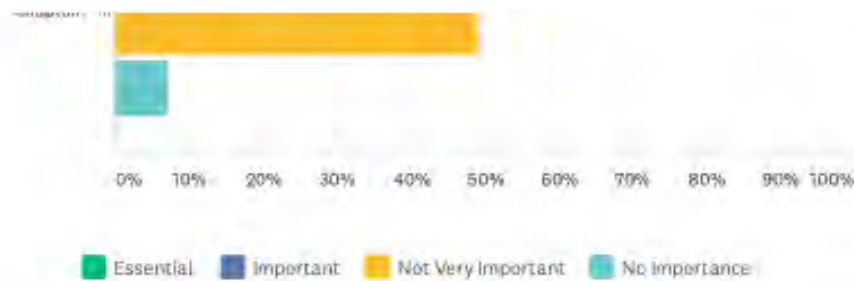
	HIGH PRIORITY	MODERATE PRIORITY	LOW PRIORITY	NO PRIORITY	TOTAL
Preparing and preaching inspiring sermons	86.18% 131	13.82% 21	0.00% 0	0.00% 0	152
Providing leadership for engaging the congregation's vision and fulfilling its calling to ministry	66.67% 100	31.33% 47	2.00% 3	0.00% 0	150
Planning and leading worship sensitive to the needs of the congregation	61.22% 90	36.73% 54	2.04% 3	0.00% 0	147
Providing managerial leadership to staff, Session, Deacons, Trustees, and the organization's committees/teams	54.05% 80	41.22% 61	4.73% 7	0.00% 0	148
Directly involving church members in the planning, leadership and implementation of programs and events	38.78% 57	49.66% 73	11.56% 17	0.00% 0	147
Emphasizing the spiritual development of members	31.97% 47	56.46% 83	11.56% 17	0.00% 0	147
Communicating and interpreting to the congregation the mission of GPMC and opportunities for involvement and leadership by members	24.83% 37	65.77% 98	9.40% 14	0.00% 0	149
Presenting peace and justice issues to the congregation	20.13% 30	55.03% 82	18.12% 27	6.71% 10	149
Spending time in personal reflection, Bible study, and prayer	19.86% 29	55.48% 81	21.23% 31	3.42% 5	146
Developing and supporting religious education programs for children and youth	16.67% 25	52.67% 79	28.00% 42	2.67% 4	150
Participating in local community activities, issues, and concerns	16.11% 24	60.40% 90	20.81% 31	2.68% 4	149
Planning creative services of worship that might include more contemporary forms of worship and music	16.22% 24	47.30% 70	30.41% 45	6.08% 9	148
Visiting the sick, the shut-ins, and the bereaved	14.77% 22	61.74% 92	20.81% 31	2.68% 4	149
Pastoral counseling of members having personal, family, and/or work-related problems	14.77% 22	65.10% 97	19.46% 29	0.67% 1	149
Actively and visibly supporting GPMC's stewardship program	13.61% 20	72.79% 107	12.93% 19	0.68% 1	147
Developing and leading adult education programs	12.75% 19	63.76% 95	22.82% 34	0.67% 1	149
Supporting the world mission of the congregation and denomination	9.59% 14	52.74% 77	34.93% 51	2.74% 4	146
Planning and leading a program of new member recruitment	6.08% 9	59.46% 88	33.11% 49	1.35% 2	148
Participating in denominational activities beyond the local church [at the regional and national level of the denomination (Presbytery, General Assembly)]	6.12% 9	46.26% 68	41.50% 61	6.12% 9	147
Visiting members in their homes	1.37% 2	36.99% 54	52.74% 77	8.90% 13	146

Q11 Listed below are ten images or dominant roles toward which ministers orient their ministry. To what extent would you like to see the pastor of this congregation emphasize or embody each of these roles?

Answered: 153 Skipped: 23



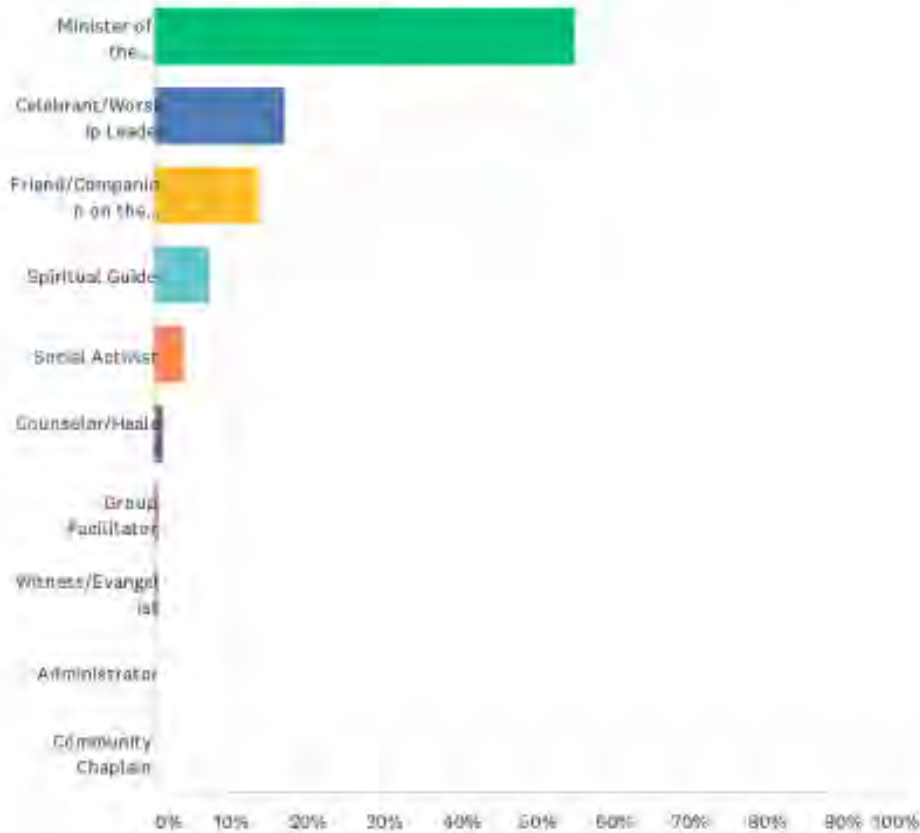




	ESSENTIAL	IMPORTANT	NOT VERY IMPORTANT	NO IMPORTANCE	TOTAL
Minister of the Word/Teacher of the Congregation - Finds primary fulfillment in preaching and teaching, and is attracted to a congregational with a strong educational emphasis	58.28% 88	39.07% 59	2.65% 4	0.00% 0	151
Celebrant/Worship Leader - Is most at home leading the congregation in worship; deep appreciation for theology embodied in the liturgy of the church, in both formal and informal settings	53.64% 81	40.40% 61	5.96% 9	0.00% 0	151
Friend/Companion on the Journey - Warm and loving person who relates to others as an ordinary human being; compassionate and a good listener; not afraid to reveal personal pain and struggle; a "wounded healer"	50.33% 76	41.72% 63	6.62% 10	1.32% 2	151
Spiritual Guide - Encourages development of all members' spiritual lives; works intensely with those interested in pursuing spiritual disciplines; minister is developing a variety of his/her own approaches to spiritual practice based on practices found in the church	34.00% 51	49.33% 74	14.67% 22	2.00% 3	150
Church Administrator - Fulfillment comes in administering and managing a productive and effective church program, organization, and staff	19.67% 30	68.21% 103	10.60% 16	1.32% 2	151
Social Activist - Ministry centers in relating the Gospel to the social needs of society, and enjoys being on the cutting edge of social concerns and community affairs	14.00% 21	52.00% 78	28.00% 42	6.00% 9	150
Group Facilitator - Centers ministry around work with small groups of people, helping them relate particular interests and needs to the Gospel, organizes the church around a variety of interests, study, and task groups	12.00% 18	62.00% 93	24.67% 37	1.33% 2	150
Counselor/Healer - Spends a major part of each week in pastoral and hospital visitation, checking in on people, and providing counseling of members as needed	11.26% 17	42.38% 64	43.05% 65	3.31% 5	151
Witness/Evangelist - Focus of ministry is sharing the Gospel with those not in the church and equipping members for an effective evangelistic witness	5.33% 8	37.33% 56	48.00% 72	9.33% 14	150
Community Chaplain - Finds fulfillment in civic roles and leadership; often serves on community boards and committees; may be a chaplain to community groups or organizations	3.33% 5	40.00% 60	49.33% 74	7.33% 11	150

Q12 Which of these ten roles do you believe to be the most important for the pastor of this congregation to fulfill?

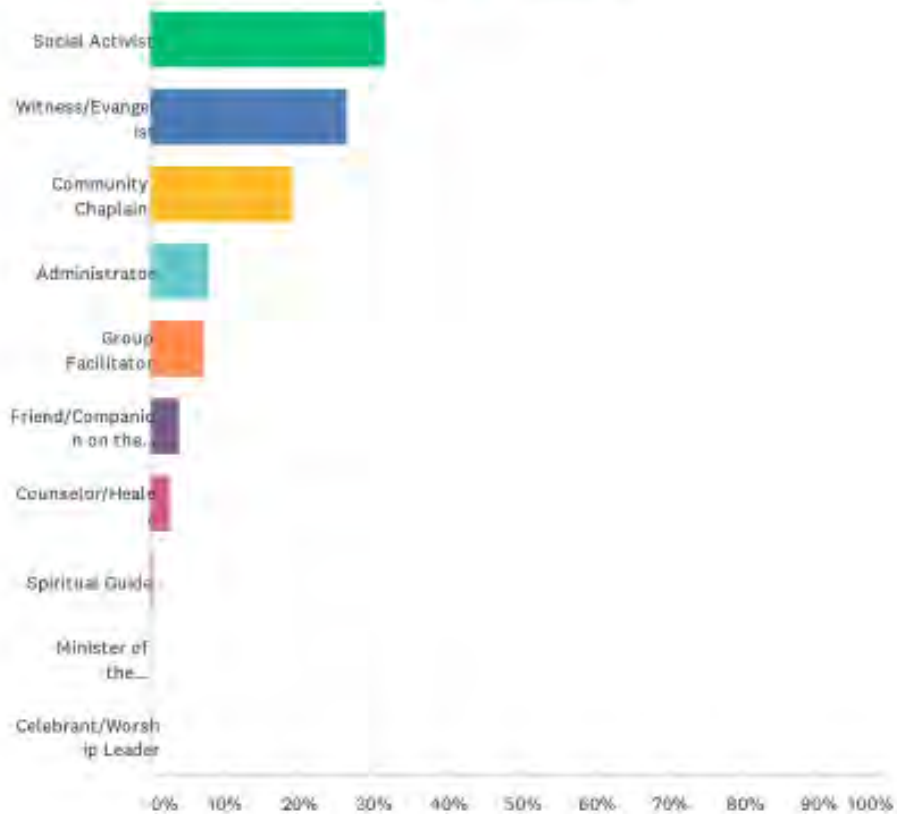
Answers: 152 Skipped: 24



ANSWER CHOICES	RESPONSES	
Minister of the Word/Teacher of the Congregation Church	55.26%	84
Celebrant/Worship Leader	17.11%	26
Friend/Companion on the Journey	13.82%	21
Spiritual Guide	7.24%	11
Social Activist	3.95%	6
Counselor/Healer	1.32%	2
Group Facilitator	0.66%	1
Witness/Evangelist	0.66%	1
Administrator	0.00%	0
Community Chaplain	0.00%	0
TOTAL		152

Q13 Which of these ten roles do you feel is the least important?

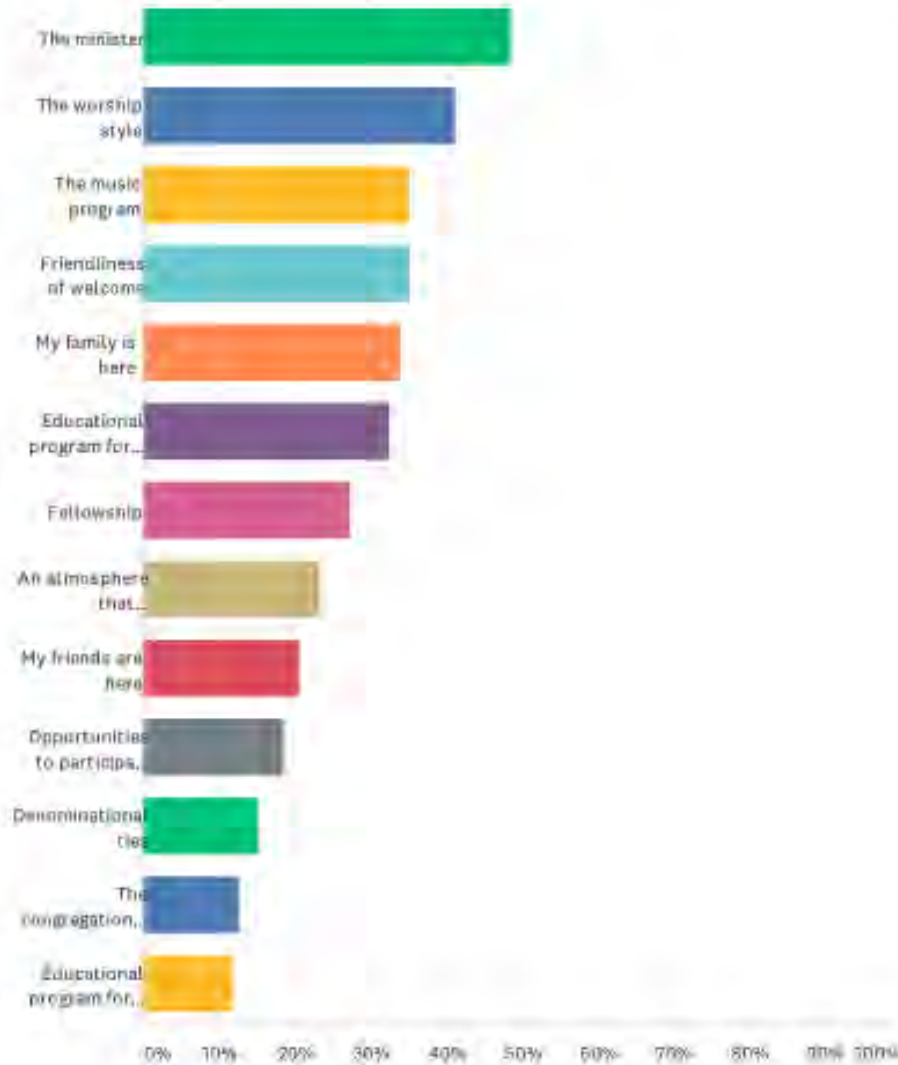
Answered: 151 Skipped: 25



ANSWER CHOICES	RESPONSES	
Social Activist	31.79%	48
Witness/Evangelist	26.49%	40
Community Chaplain	19.21%	29
Administrator	7.95%	12
Group Facilitator	7.28%	11
Friend/Companion on the Journey	3.97%	6
Counselor/Healer	2.65%	4
Spiritual Guide	0.66%	1
Minister of the Word/Teacher of the Congregation Church	0.00%	0
Celebrant/Worship Leader	0.00%	0
TOTAL		151

Q14 In thinking about what ORIGINALLY attracted you to GPMC, select from the list below those reasons that best match your reasons for coming. You may select more than one.

Answered: 150 Skipped: 26

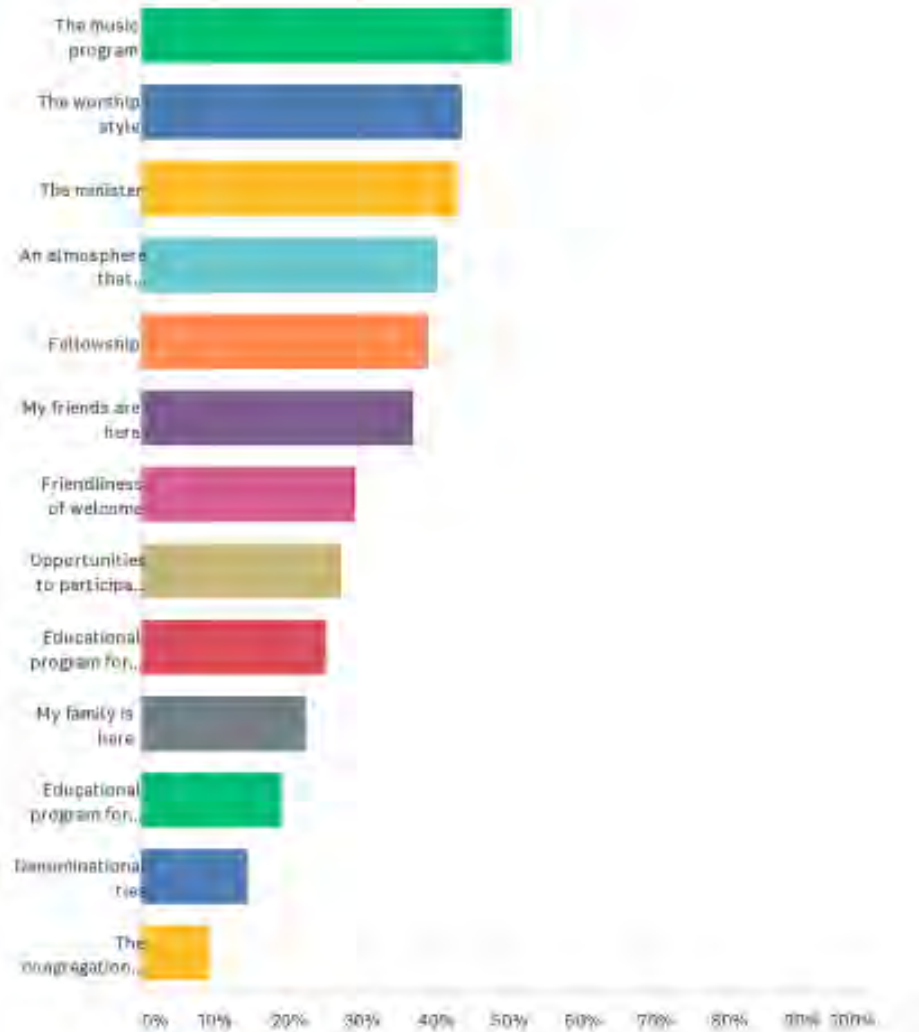


ANSWER CHOICES	RESPONSES	
The minister	48.67%	73
The worship style	41.33%	62
The music program	35.33%	53
Friendliness of welcome	35.33%	53
My family is here	34.00%	51
Educational program for children or youth	32.67%	49
Fellowship	27.33%	41
An atmosphere that contributes to spiritual growth	23.33%	35
My friends are here	20.67%	31
Opportunities to participate in mission outreach	18.67%	28
Denominational ties	15.33%	23
The congregation's reputation	12.67%	19
Educational program for adults	12.00%	18
Total Respondents: 150		

#	COMMENTS	DATE
1	I have felt embraced from day one.	8/16/2020 2:28 PM
2	my parents were married at GPMC, I was christened atGPMC	8/2/2020 4:31 PM
3	In the 1960s Bert Atwood this church membership to 3 services and the new Barbour Chapel. My husband and I brought our parents here as new members	7/27/2020 6:48 PM
4	I was an employee the congregation was very welcoming! So I joined was raised as a Baptist. Joined Usher team to learn member names.	7/27/2020 5:14 PM
5	I was born into this church, but these are the reasons i liked coming	7/27/2020 4:33 PM
6	We joined because of family, but stayed because of Peter Henry's preaching style.	7/22/2020 12:46 PM
7	I was 12 when I began attending so it was my parent's decision	7/20/2020 10:57 AM
8	I felt comfortable attending this church. I had negative or neutral experiences attending other churches in the area.	7/18/2020 9:34 PM
9	I have always been Presbyterian and that's where I am most comfortable worshipping.	7/15/2020 2:31 PM
10	Later the minister, worship style ability to expand.	7/11/2020 9:47 AM
11	outdoor service	7/2/2020 1:45 PM
12	I was a Presbyterian before moving here	6/25/2020 11:31 AM
13	My grandparents and parents attend(ed).	6/24/2020 5:16 PM
14	Logos	6/24/2020 11:15 AM
15	Grew up in church; most socially active of all churches in GP. Welcomes all.	6/23/2020 3:16 PM
16	My grandparents and parents attended this church. I grew up in the church.	6/23/2020 12:24 PM
17	The warm feeling one got upon entering g the building set the stage, too.	6/23/2020 10:52 AM
18	GPMC extended itself in my family's time of need when we weren't even members of the congregation. I'll never be able to repay GPMC for its graciousness.	6/23/2020 10:00 AM
19	GPMC was the first church we visited when we moved her over 10 years ago. We had decided we would visit a few churches before deciding on our new church home. From the moment we walked in, we were welcomed by congregants. The minister, the music, the outreach programs and the general feel of a family committed to their vision, had us look no further.	6/23/2020 9:58 AM
20	I came back to the Church because I could relate with Peter Henry's style of sermons, he tied the Bible to every day life circumstances. I looked forward to Sunday morning. Sarah does a good job with modern themes.	6/23/2020 9:32 AM
21	The music.	6/23/2020 9:25 AM
22	Felt like a great place between catholic and non denominational styles	6/23/2020 9:22 AM

Q15 In thinking about what KEEPS you as part of this congregation, select from the list below those reasons that best match your reasons for staying. You may select more than one.

Answered: 150 Skipped: 26

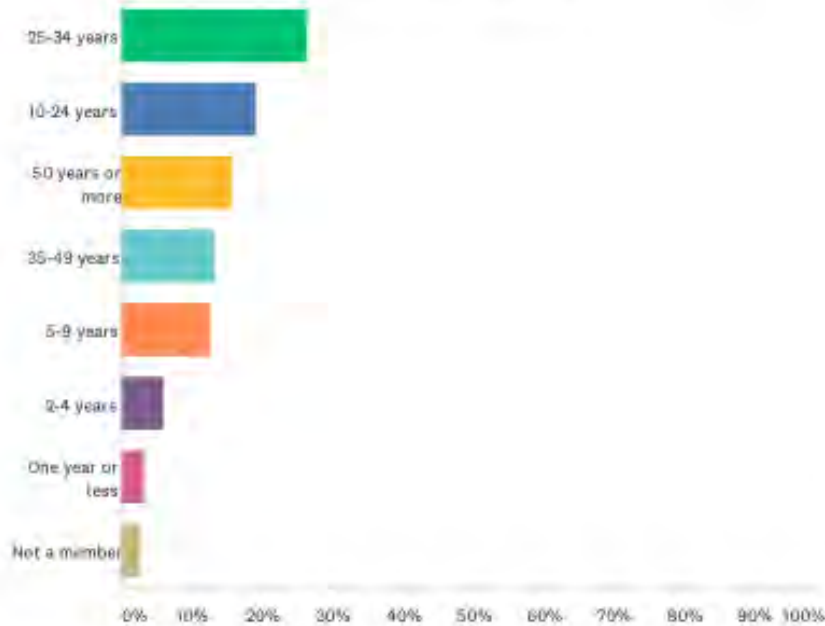


ANSWER CHOICES	RESPONSES	
The music program	50.67%	76
The worship style	44.00%	66
The minister	43.33%	65
An atmosphere that contributes to spiritual growth	40.67%	61
Fellowship	39.33%	59
My friends are here	37.33%	56
Friendliness of welcome	29.33%	44
Opportunities to participate in mission outreach	27.33%	41
Educational program for adults	25.33%	38
My family is here	22.67%	34
Educational program for children or youth	19.33%	29
Denominational ties	14.67%	22
The congregation's reputation	9.33%	14
Total Respondents: 150		

#	COMMENTS	DATE
1	Music program is outstanding	8/26/2020 8:15 PM
2	Love and inspiration from our congregation.	8/16/2020 2:28 PM
3	Tradition	8/2/2020 4:31 PM
4	Please find this new leader	7/27/2020 6:48 PM
5	The entire ministerial staff's warmth and kindness	7/27/2020 5:46 PM
6	The spiritual support and assistance that I and my wife have received from staff and church family over the past 39 months during major medical challenges I and my wife have continuously experienced have been life saving and life changing.	7/20/2020 1:55 PM
7	I have been active at gpmc for over 20 years and continue to find it the least welcoming church I have ever attended, the lack of emphasis on Christ as a Savior and the need for a Savior, I have asked for opportunities to lead serve and always been denied, I stayed because of Peter Henry.	7/15/2020 2:31 PM
8	Decidedly not the fellowship	7/15/2020 2:08 PM
9	Increasing engagement.	7/11/2020 9:47 AM
10	The engagement of the minister is key to participation and attendance	6/25/2020 11:31 AM
11	I was christened at GPMC	6/23/2020 12:49 PM
12	Sarah, Carol and Susan are my reasons for staying and I hope the new Pastor won't be a stiff or I'll have to leave. I realize that sounds cheeky but I really mean it.	6/23/2020 10:00 AM
13	We need younger, modern thinking Ministers to attract new members and relate to existing members, in my opinion	6/23/2020 9:32 AM

Q16 How long have you been a member of GPMC?

Answered: 150 Skipped: 26



ANSWER CHOICES	RESPONSES	
25-34 years	26.67%	40
10-24 years	19.33%	29
50 years or more	16.00%	24
35-49 years	13.33%	20
5-9 years	12.67%	19
2-4 years	6.00%	9
One year or less	3.33%	5
Not a member	2.67%	4
TOTAL		150

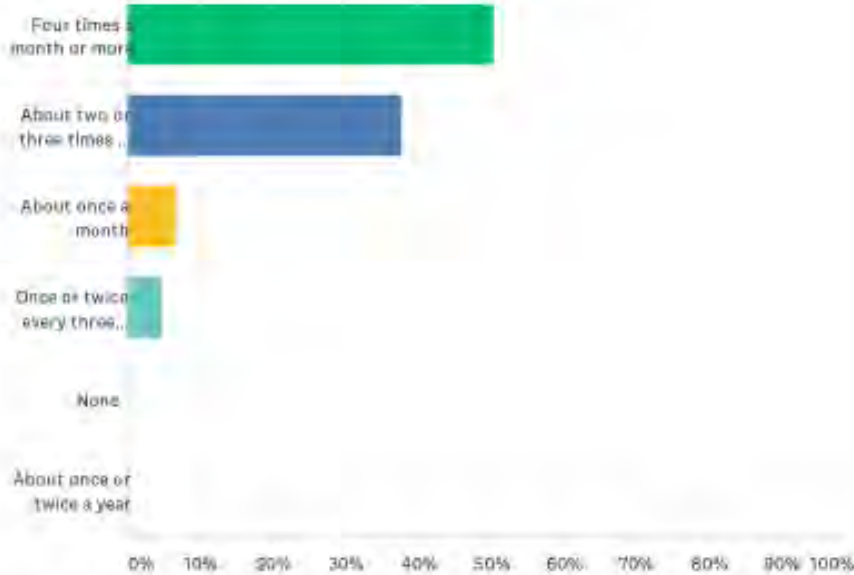
Q17 If you are not a member, what is keeping you from joining?

Answered: 3 Skipped: 173

#	RESPONSES	DATE
1	n/a	8/16/2020 2:28 PM
2	We are not joiners	6/27/2020 11:44 AM
3	The pandemic and interim Minister. I can't relate to his sermons. They don't tie present day living with scripture.	6/23/2020 9:32 AM

Q18 On average, about how many times do you attend church worship during a typical year?

Answered: 148 Skipped: 28

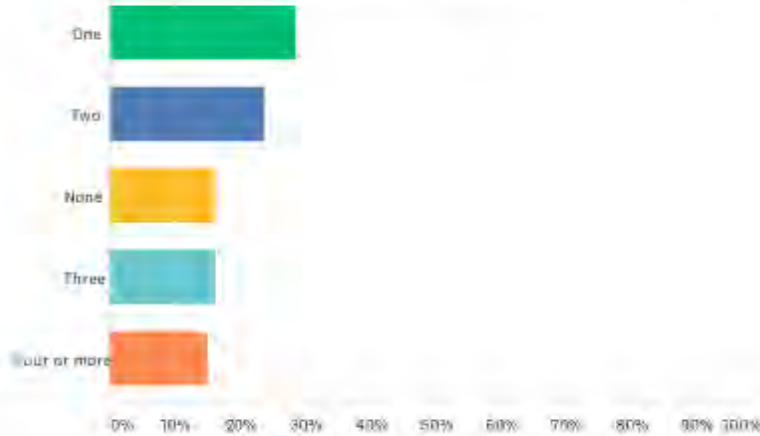


ANSWER CHOICES	RESPONSES	
Four times a month or more	50.68%	75
About two or three times a month	37.84%	56
About once a month	6.76%	10
Once or twice every three months	4.73%	7
None	0.00%	0
About once or twice a year	0.00%	0
TOTAL		148

#	COMMENTS	DATE
1	When in Grosse Pointe and not out of town for the winter months. I miss it there & wish it could remain on YouTube in the future	8/26/2020 8:15 PM
2	I miss walking into church and being with everyone in worship and friendship.	8/16/2020 2:28 PM
3	before the pandemic	7/27/2020 6:48 PM
4	Every Sunday first service	7/27/2020 5:14 PM
5	Immunocompromised so watch online services and continue to contribute financially	7/25/2020 7:19 PM
6	I currently live outside the area but partake online when available	7/22/2020 7:43 PM
7	With the challenges of Covid-19 present, I do not foresee physically attending church until a safe and effective vaccine is made available.	7/20/2020 1:55 PM
8	Although the last 2 years it has been less	7/20/2020 10:57 AM
9	Health issues or being out of town keep me away.	7/18/2020 9:34 PM
10	The church is how we have chosen I to center my life. there isn't a better choice on this side of town.	7/15/2020 2:31 PM
11	Online participant as I live more than 1200 miles away. I always attend when I visit Grosse Pointe.	7/9/2020 4:03 PM
12	Whenever possible. Sometimes there are conflicts.	6/27/2020 11:44 AM
13	Especially during this Covid time, the sermon is #1. Music is an essential.	6/25/2020 11:31 AM
14	I only miss church if I am out of town or ill.	6/24/2020 5:16 PM
15	When in town	6/23/2020 5:24 PM
16	During the Summer months, as I spend the Winters in Florida/	6/23/2020 3:42 PM
17	When in town also many meetings	6/23/2020 12:49 PM
18	I have a second home up north so in the summer I attend when I am in town.	6/23/2020 12:24 PM
19	Weekly except when out of town, which is frequent for me.	6/23/2020 11:20 AM
20	since peter left, rarely	6/23/2020 11:06 AM
21	I have always come regularly, meani g every Sunday u til the pandemic.	6/23/2020 10:52 AM
22	Every Sunday and all holidays	6/23/2020 9:25 AM

Q19 In how many church organizations, committees, and groups do you participate (not including regular worship)?

Answered: 147 Skipped: 29

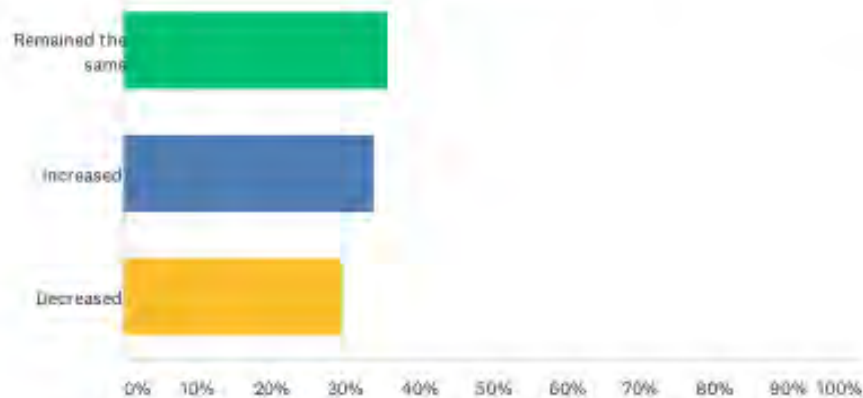


ANSWER CHOICES	RESPONSES	
One	28.57%	42
Two	23.81%	35
None	16.33%	24
Three	15.33%	24
Four or more	14.97%	22
TOTAL		147

#	COMMENTS	DATE
1	I have been a deacon, Stephen Minister, and usher and look forward to serving for years to come.	8/16/2020 2:28 PM
2	Have served in countless roles in the past.	8/2/2020 9:26 AM
3	before the pandemic	7/27/2020 6:48 PM
4	Age has slowed involvement	7/27/2020 6:36 PM
5	Deacon & usher	7/27/2020 5:14 PM
6	Volunteered for Logos, Taxis and Worship Enrichment between 2008 and 2017	7/20/2020 10:57 AM
7	Nothing else to be a part of, definitely lack social groups for my age and stage, tables of 8 was great but got cancelled so we didn't offend anyone. We are too busy trying not to offend the "singles" in our congregation and we assume all couples have friends from church. Wrong assumption.	7/15/2020 2:31 PM
8	Several in the past. None currently	7/2/2020 3:11 PM
9	None currently	7/2/2020 10:07 AM
10	Everyone Eats.	6/27/2020 11:44 AM
11	I was on the Education Council	6/25/2020 4:52 PM
12	no longer use to	6/25/2020 1:29 PM
13	Stephen Minister	6/23/2020 11:59 AM
14	I am always happy to help in any way I can.	6/23/2020 10:52 AM
15	My past involvements speak for itself. At my age and circumstances, it is best to step aside.	6/23/2020 10:09 AM
16	None right now. fomier member / chair of Worship Council	6/23/2020 9:25 AM

Q20 Has your involvement in the congregation increased, decreased, or remained about the same in the last few years?

Answered: 150 Skipped: 26

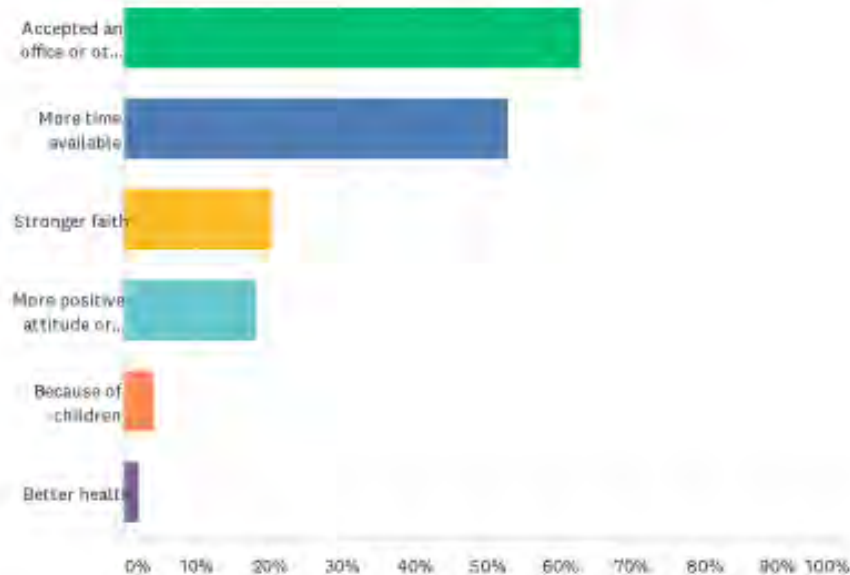


ANSWER CHOICES	RESPONSES	
Remained the same	36.00%	54
Increased	34.00%	51
Decreased	30.00%	45
TOTAL		150

#	COMMENTS	DATE
1	age & health related	8/26/2020 8:29 PM
2	Professional and personal demands have been a factor, but the future is promising.	8/16/2020 2:28 PM
3	I'm getting OLD! Interesting groups opened up: daytime. Too old & tired for night activities	7/27/2020 6:57 PM
4	before the pandemic, decreased due to my lack of computer, zoom and other technical devices	7/27/2020 6:48 PM
5	until 2019	7/27/2020 4:57 PM
6	Immunocompromised so watch online services and continue to contribute financially	7/25/2020 7:19 PM
7	I moved out of the area	7/22/2020 7:43 PM
8	Because of illness, I have had to decrease my physical church involvement. I miss my friends and colleagues there very much, and appreciate all their support!	7/20/2020 1:55 PM
9	Same as above. Different stage of life. Out of town more frequently	7/2/2020 3:11 PM
10	Getting older. Younger folks with fresh ideas should be in charge.	6/24/2020 2:17 PM
11	age	6/23/2020 5:24 PM
12	Same amount of time, but activities in which I am involved change from year to year.	6/23/2020 11:20 AM
13	Aging has made a difference in ability to serve.	6/23/2020 10:52 AM
14	see above	6/23/2020 10:09 AM

Q21 If your participation has INCREASED, which of the following are reasons for that (check all that apply)

Answered: 49 Skipped: 127

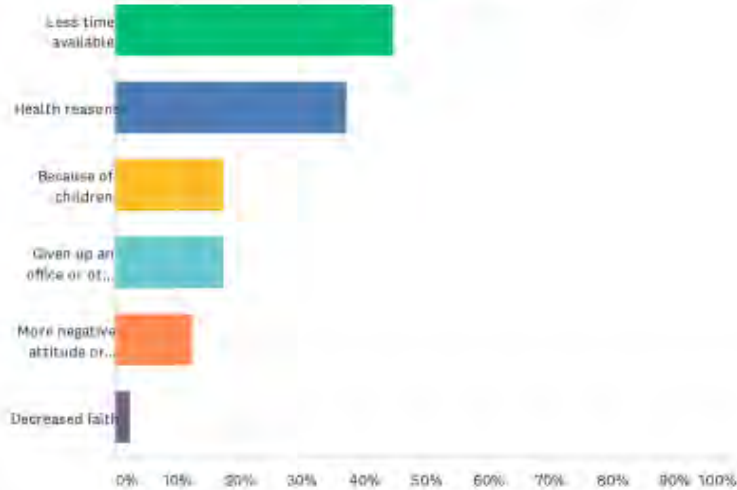


ANSWER CHOICES	RESPONSES
Accepted an office or other new responsibility in the church	63.27% 31
More time available	53.06% 26
Stronger faith	20.41% 10
More positive attitude or perspective about the church	18.37% 9
Because of children	4.08% 2
Better health	2.04% 1
Total Respondents: 49	

#	COMMENTS	DATE
1	Other: I was asked to help.	8/12/2020 7:53 PM
2	Unable to be on councils while employed	7/27/2020 5:14 PM
3	One thing leads to another. Peter Henry actively recruited me for various activities.	6/25/2020 11:31 AM
4	None of the above. Simply, trying more diligently to connect with other members	6/23/2020 9:54 AM

Q22 If your participation has DECREASED, which of the following are reasons for that (check all that apply)

Answered: 40 Skipped: 136

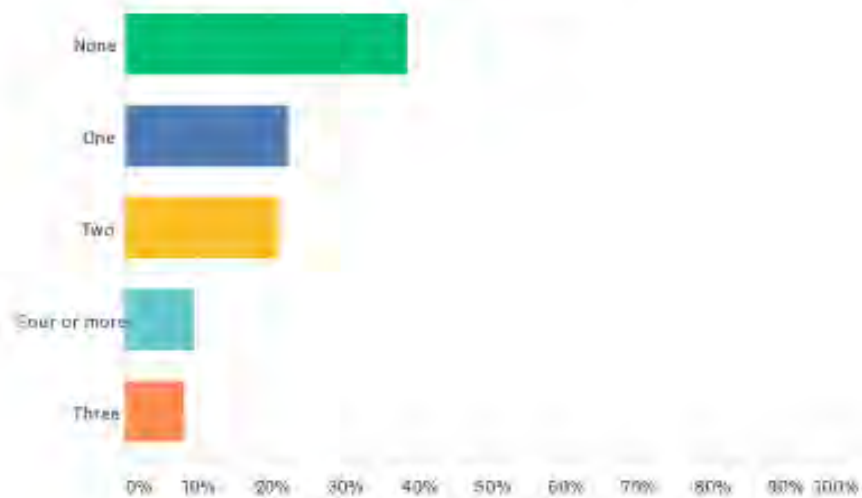


ANSWER CHOICES	RESPONSES
Less time available	45.00% 18
Health reasons	37.50% 15
Because of children	17.50% 7
Given up an office or other responsibility in the church	17.50% 7
More negative attitude or perspective about the church	12.50% 5
Decreased faith	2.50% 1
Total Respondents: 40	

#	COMMENTS	DATE
1	Age	8/26/2020 8:00 PM
2	We need a minister	7/27/2020 6:36 PM
3	Loss of spouse; giving up transportation (car)	7/27/2020 6:16 PM
4	It was time for a change in Head of Staff	7/25/2020 7:19 PM
5	I physically moved	7/22/2020 7:43 PM
6	I moved to Florida.	7/22/2020 1:07 PM
7	My positive feelings towards God, staff and our church family have increased immensely from the support I and my wife have received during the past 38 months of medical challenges.	7/20/2020 1:55 PM
8	COVID 19	7/8/2020 8:20 AM
9	Too much social commentary from the pulpit. We are all intelligent and decent human beings. Being force fed East Coast liberalism is too much.	7/2/2020 11:15 AM
10	Not asked	7/2/2020 10:07 AM
11	COVID-19 has also been a factor	6/25/2020 4:52 PM
12	My participation has decreased due to the CORVID virus	6/25/2020 10:05 AM
13	age	6/23/2020 5:24 PM
14	Spend winter away	6/23/2020 10:27 AM
15	Children have grown and less direct involvement t in those activities at church	6/23/2020 9:40 AM

Q23 How many persons or families have you invited to visit or join the church in the past year?

Answered: 147 Skipped: 29



ANSWER CHOICES	RESPONSES	
None	38.78%	57
One	22.45%	33
Two	21.09%	31
Four or more	9.52%	14
Three	8.16%	12
TOTAL		147

Q24 What is the best thing you've done at GPMC in the past 5 years?

Answers: 121 Skipped: 55

#	RESPONSES	DATE
1	Involved in Bible study	8/26/2020 8:29 PM
2	Involved in Everyone Eats	8/26/2020 8:15 PM
3	Contribute funds	8/26/2020 8:00 PM
4	Raised money and provided direction	8/20/2020 4:21 PM
5	Served as a Deacon under Carol Marks	8/20/2020 4:01 PM
6	Worked in the nursery.	8/20/2020 3:39 PM
7	Accepted calling to be involved in committees and groups	8/17/2020 8:53 PM
8	Found an even closer friendship with our Lord.	8/16/2020 2:28 PM
9	Bible Study Honduras mission trip	8/16/2020 9:56 AM
10	I volunteered with a church group.	8/12/2020 7:53 PM
11	Teach young children in worship	8/3/2020 3:44 PM
12	Personally - organized and executed the Flint Water Donation drive	8/2/2020 7:47 PM
13	OUTREACH	8/2/2020 4:31 PM
14	Taught Sunday School	8/2/2020 10:33 AM
15	Mission trips	8/2/2020 10:31 AM
16	Help lead downtown bible study/MST.	8/2/2020 9:29 AM
17	fostered a conversion from inward focus to outward focus through new programs, infrastructure and pastoral selection process	8/2/2020 9:26 AM
18	Regular attendance	7/29/2020 4:23 PM
19	Become more active in various programs	7/28/2020 10:24 PM
20	Sang with the choir!	7/27/2020 6:57 PM
21	celebrated my 90th birthday at the church Oct 2019	7/27/2020 6:48 PM
22	Working with Carol Marks, a great asset to our church	7/27/2020 6:16 PM
23	Sing in the choir	7/27/2020 6:06 PM
24	Christmas Service	7/27/2020 5:56 PM
25	Inspired often by subject of sermons	7/27/2020 5:46 PM
26	Retired and became a deacon	7/27/2020 5:14 PM
27	Served on committees, volunteered for youth mission trip assistance	7/27/2020 4:57 PM
28	Mission trips--both leading youth trips and going on adult trips	7/27/2020 4:33 PM
29	Joined the choir and went to CUBA	7/24/2020 4:27 PM
30	I've lead children's groups and supported different groups when they needed people/hands to complete tasks	7/22/2020 7:43 PM
31	Kept in touch with the pastors.	7/22/2020 1:07 PM
32	Every interaction with Carol Marks has made my day better. So grateful for her roll in the church	7/22/2020 12:46 PM
33	Youth group leadership	7/20/2020 4:40 PM
34	Before illness, gotten more involved with the volunteers working with our high school youth.	7/20/2020 1:55 PM
35	Taught bible study classes for the Logos program.	7/20/2020 10:57 AM

36	Being a lay reader	7/18/2020 9:34 PM
37	That's a difficult choice, I love the fun and energy of Kids Against Hunger, but I would have to go with participating as a leader in the Gun Advocacy workshops during middle hour. We can meaningfully address divisive social issues and still be a Big Tent church!	7/17/2020 6:02 PM
38	Serving on Outreach Participating in short story theology	7/16/2020 9:06 PM
39	bible study	7/16/2020 4:22 PM
40	Sing in the choir.	7/15/2020 2:31 PM
41	?	7/15/2020 2:08 PM
42	Mission trips and women's bible class	7/14/2020 1:25 PM
43	Joined a council	7/13/2020 8:32 PM
44	Minute for Mission, Session service, Stewardship Council & Bible Study.	7/11/2020 9:47 AM
45	Attend the online worship services.	7/9/2020 4:03 PM
46	Experience the love of the congregation	7/8/2020 4:06 PM
47	Choir	7/8/2020 12:09 PM
48	Being a Trustee	7/8/2020 8:20 AM
49	Joined the Men's bible study on Saturday	7/6/2020 11:12 AM
50	Deacons	7/5/2020 6:25 PM
51	Choir	7/5/2020 2:44 PM
52	Outreach Council!	7/5/2020 11:35 AM
53	Outreach Council!	7/5/2020 11:06 AM
54	serve on session	7/5/2020 10:14 AM
55	Worked on the centennial celebration	7/2/2020 3:11 PM
56	involved in a youth mission trip	7/2/2020 1:45 PM
57	sponsor music worship with family visit family in the columbarium	7/2/2020 11:15 AM
58	Join Tuxis as a youth advisor	6/30/2020 8:01 PM
59	Participated in Outreach programs	6/29/2020 5:04 PM
60	Bible study with Peter Henry	6/29/2020 4:49 PM
61	OUTREACH	6/29/2020 4:01 PM
62	Adult mission trips.	6/28/2020 5:15 PM
63	See my children be involved in the church	6/28/2020 8:32 AM
64	Worship	6/27/2020 11:44 AM
65	Participate in programs that serve the underserved population	6/27/2020 12:07 AM
66	Served on Session	6/26/2020 5:48 PM
67	Lead 5PM Service	6/26/2020 5:33 PM
68	outreach committee	6/26/2020 11:13 AM
69	Go on mission trips (2)	6/26/2020 9:18 AM
70	Outreach	6/26/2020 6:15 AM
71	Past 10 years . . . Work with youth, mission trips, everyone eats	6/25/2020 6:05 PM
72	I participated in the Education Council which allowed me to meet other members of the church as well as participate in the wonderful events GPMC provides each year.	6/25/2020 4:52 PM

73	Connected with the Church Family	6/25/2020 2:01 PM
74	Becoming a Deacon.	6/25/2020 1:50 PM
75	Being involved in Adult Education	6/25/2020 1:24 PM
76	Committee and Trustee/Deacons. Deacons have been most fun.	6/25/2020 11:31 AM
77	Participated in the Women's Bible Study. Being able to help with social activities	6/25/2020 10:05 AM
78	Involvement on Stewardship Council	6/25/2020 7:32 AM
79	Served as a deacon.	6/24/2020 5:16 PM
80	Lead the Ecumenical Men's Breakfast	6/24/2020 2:17 PM
81	become a Deacon	6/24/2020 11:15 AM
82	I have very much enjoyed my participation in adult mission trips. I would want to see adult mission trips continue to be available to the congregation. I feel strongly that international and inter-denominational fellowship is a path towards world peace and understanding.	6/24/2020 1:11 AM
83	Attended various social events like bowling and softball games, and attended some adult educational opportunities during middle hour.	6/23/2020 8:41 PM
84	Participate in Foreign Missionary Trips and Stephen Ministry	6/23/2020 7:33 PM
85	Been involved in the 5pm worship.	6/23/2020 5:55 PM
86	Getting involved in the Outreach Council and Shelter Week	6/23/2020 3:58 PM
87	Served as a deacon and participated in Everyone Eats.	6/23/2020 3:56 PM
88	Thanking and encouraging ministers personally for their outstanding sermons.	6/23/2020 3:42 PM
89	Gone on Mission Trip	6/23/2020 3:16 PM
90	Mission Trip	6/23/2020 2:02 PM
91	Deacon Jobs	6/23/2020 1:25 PM
92	Used my musical talents	6/23/2020 12:54 PM
93	Outreach	6/23/2020 12:49 PM
94	Attended church, provided financial support	6/23/2020 12:44 PM
95	Working on different councils and becoming a Stephen Minister.	6/23/2020 12:24 PM
96	Soulcrafters	6/23/2020 12:12 PM
97	Stephen Ministry	6/23/2020 11:59 AM
98	Outreach Council, Teaching Sunday School, Stephen Minister	6/23/2020 11:55 AM
99	2020 mission trip to Cuba	6/23/2020 11:36 AM
100	Stephen Ministry	6/23/2020 11:33 AM
101	Stephen Ministry	6/23/2020 11:20 AM
102	kids against hunger and involvement with children of church	6/23/2020 11:06 AM
103	I have enjoyed working in the kitchen to help support the Logos program immensely. Spending the night during Shelter Week was rewarding.	6/23/2020 10:52 AM
104	More involved	6/23/2020 10:43 AM
105	Mission outreach	6/23/2020 10:33 AM
106	Stephen Ministry	6/23/2020 10:18 AM
107	Gone to Cuba on a mission trip	6/23/2020 10:17 AM
108	Easter sunrise service / 5k	6/23/2020 10:12 AM

109	teaching Sunday school	6/23/2020 10:12 AM
110	Worked on Angel Tree and Shelter Week	6/23/2020 10:11 AM
111	worship	6/23/2020 10:09 AM
112	Served on Session	6/23/2020 10:08 AM
113	I joined the Caring Committee because the Caring Committee, and Sarah and Carol, were instrumental during our family crisis and went WAY above and beyond. (We weren't even members at the time of our crisis.)	6/23/2020 10:00 AM
114	Become involved in church committees and adult education.	6/23/2020 9:58 AM
115	Continued work in the Music program!	6/23/2020 9:49 AM
116	joined the church	6/23/2020 9:40 AM
117	My children's travel for international mission	6/23/2020 9:40 AM
118	Enjoyed services	6/23/2020 9:32 AM
119	Become a member of the music progra	6/23/2020 9:25 AM
120	Being a Deacon	6/23/2020 9:21 AM
121	spread the word about Jesus	6/23/2020 9:13 AM

Q25 What would you never want to change at GPMC?

Answers: 121 Skipped: 55

#	RESPONSES	DATE
1	The fantastic music program!	8/26/2020 8:29 PM
2	No interest in social activism. It is personal and particular. Can be divisive.	8/20/2020 4:21 PM
3	The music & the outdoor services on Trinity Terrace	8/20/2020 4:01 PM
4	Our fabulous music!	8/20/2020 3:39 PM
5	Open and inviting atmosphere; The message of inclusion reflected in sermons	8/17/2020 8:53 PM
6	The smiles.	8/16/2020 2:28 PM
7	Captivating Sunday sermons Variety of groups and activities which give opportunity to care about each other & the greater community Adult education Children's programming	8/16/2020 9:56 AM
8	Preaching and carefully done music being central features of Sunday morning worship.	8/12/2020 7:53 PM
9	The beautiful sanctuary and the traditional service.	8/3/2020 3:44 PM
10	I would hate for my friends to leave but look forward to making new friends.	8/2/2020 7:47 PM
11	WE ARE PRESBYTERIAN, WE HAVE THINGS TO DO, FROM THE MOMENT WE ARRIVE WE ESTABLISHING A CONTACT, RESOLVING AN ISSUE, OR PREPARING FOR A MEETING. VISITORS ARE PUT OFF BY AN APPARENT INWARD FOCUS.	8/2/2020 4:31 PM
12	Alternative worship	8/2/2020 10:33 AM
13	Opportunity for alternative worship styles, as in the 5 pm service	8/2/2020 10:31 AM
14	Special services ie Christmas, holy week etc.	8/2/2020 9:29 AM
15	It's Presbyterian-ness if that is a word. We collectively uphold the protestant traditions while listening for opportunity to revise and reform those same traditions. It is a remarkable balance to achieve.	8/2/2020 9:26 AM
16	Traditional and excellent music	7/29/2020 4:23 PM
17	Welcoming nature and acceptance by members	7/28/2020 10:24 PM
18	The Deacons and Parish Life committees	7/27/2020 7:14 PM
19	The excellence in music (thanks Jim) & choir which I LOVED	7/27/2020 6:57 PM
20	the warmth of the congregation, the outstanding leadership, the beauty of church, the inspiring message, and special music--thankfulness for God's grace and blessing	7/27/2020 6:48 PM
21	The physical plant!	7/27/2020 6:36 PM
22	Carol Marks	7/27/2020 6:06 PM
23	Carol Marks & her role	7/27/2020 5:56 PM
24	Various service options such as 5 o'clock. Dynamic & relatable/relevant Minister & Assistant Minister	7/27/2020 4:57 PM
25	The hands-on outreach--mission trips, shelter week, life remodeled, etc	7/27/2020 4:33 PM
26	The core of traditional worship and superior quality music program	7/24/2020 4:27 PM
27	The family that has been created by spending nearly my entire life here	7/22/2020 7:43 PM
28	It is rather off-putting how political GPMC has become. As a young family in the church, we question the direction we are headed	7/22/2020 2:07 PM
29	Welcoming spirit	7/22/2020 1:21 PM
30	The music program.	7/22/2020 1:07 PM
31	It's welcoming nature	7/22/2020 12:46 PM
32	Openness of the congregation	7/20/2020 4:40 PM

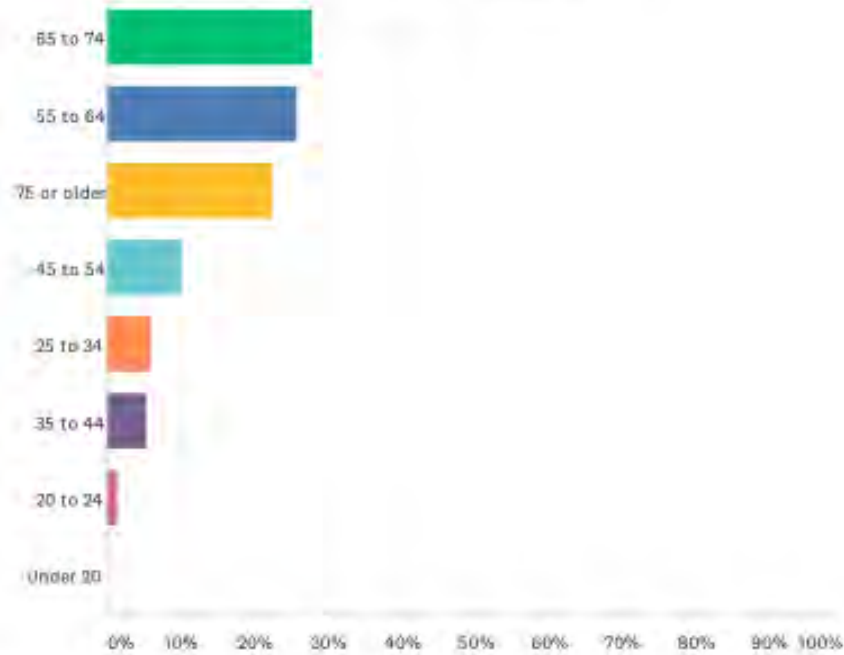
33	The Outreach efforts/ministry of GPMC.	7/20/2020 1:55 PM
34	Our music program	7/20/2020 10:57 AM
35	The pastoral care provided by Carol Marks.	7/18/2020 9:34 PM
36	The music program, both in worship service and in Music at Memorial. As far as "modern" Christian music, when the screen comes down and the hands go up. I go out.	7/17/2020 6:02 PM
37	I would always want it to be friendly and welcoming	7/16/2020 9:06 PM
38	the choir	7/16/2020 4:22 PM
39	The desire for an out standing Sr Pastor with preaching and interpersonal skills.	7/15/2020 2:31 PM
40	Strong preaching	7/15/2020 2:08 PM
41	Openness To changing times	7/14/2020 1:25 PM
42	Outdoor service	7/13/2020 8:32 PM
43	Our commitment to member service.	7/11/2020 9:47 AM
44	The loving warmth and God's presence here!	7/9/2020 4:03 PM
45	the caring nature of the congregation	7/8/2020 4:06 PM
46	Having a good percentage of the music be classical.	7/8/2020 12:09 PM
47	Friendliness	7/8/2020 8:20 AM
48	The music programs and concerts	7/6/2020 2:34 PM
49	Outside Service in the summer	7/6/2020 11:12 AM
50	I've no issue with any change that is an improvement	7/5/2020 6:25 PM
51	The legacy Peter Henry left us: spiritual and organization!	7/5/2020 11:35 AM
52	Peter Henry's legacy to our congregation!	7/5/2020 11:06 AM
53	Atmosphere. Traditional church but stays involved with current times	7/2/2020 3:11 PM
54	having a service outside of Sunday mornings	7/2/2020 1:45 PM
55	The deeply rooted and respectful worship in the Presbyterian tradition. Emphasis on liturgy, traditional worship music and traditional recitation of Apostle's Creed, Nicene Creed and The Lord's Prayer.	7/2/2020 11:15 AM
56	The constant opportunities for outreach and service	6/30/2020 8:01 PM
57	We need a welcoming well spoken pastor that understands the current world. My preference would be someone who has young children that understands the community.	6/30/2020 5:44 AM
58	Hope, joy, love and the assurance of God's grace proclaimed by the leadership.	6/29/2020 5:04 PM
59	Non-political, non-divisive inclusiveness	6/29/2020 4:49 PM
60	I love my church family...very caring and loving.	6/28/2020 5:15 PM
61	How welcoming GPMC is to visitors and non-members	6/28/2020 8:32 AM
62	We are very happy.	6/27/2020 11:44 AM
63	Worship style, customs and music	6/27/2020 12:07 AM
64	The Trinity Terrace services, the time for fellowship, and the multitude of programs.	6/26/2020 5:48 PM
65	Our Mission and Vision Statements and our commitment to them.	6/26/2020 5:33 PM
66	outdoor summer service	6/26/2020 9:18 AM
67	Social advocacy and outreach	6/26/2020 6:15 AM
68	Incredible preaching, welcome atmosphere,	6/25/2020 6:05 PM

69	GPMC is a safe and nurturing congregation which provides many opportunities for its members and guests to grow spiritually.	6/25/2020 4:52 PM
70	The dynamic and enriching difference between ministers and service participants.	6/25/2020 2:01 PM
71	The closeness of staff and the congregation.	6/25/2020 1:50 PM
72	Music Program, Friendliness, Adult Education.	6/25/2020 1:24 PM
73	Basic format of the main worship service.	6/25/2020 11:31 AM
74	In person gatherings.	6/25/2020 10:05 AM
75	Inclusiveness, progressiveness	6/25/2020 7:32 AM
76	The feeling of community, family/children offerings	6/24/2020 7:30 PM
77	The incredible music program and the strong youth program.	6/24/2020 5:16 PM
78	Music program	6/24/2020 2:17 PM
79	Inter-Faith outreach	6/24/2020 11:15 AM
80	I would not want to change the friendliness, fellowship and inclusive atmosphere of the congregation. See the answer to number 24 for details about continuing adult mission trips.	6/24/2020 1:11 AM
81	Inclusion of all	6/23/2020 8:41 PM
82	Traditional worship service and music	6/23/2020 7:59 PM
83	organ recitals	6/23/2020 7:33 PM
84	The outdoor services during the summer.	6/23/2020 5:55 PM
85	Level of music & quality, and worship experience	6/23/2020 3:58 PM
86	The level of fellowship.	6/23/2020 3:56 PM
87	The stability of our pastoral care under the leadership of our Director of Pastoral Care, Carol Marks.	6/23/2020 3:42 PM
88	Care - Outreach of Deacons. Outreach in community.	6/23/2020 3:16 PM
89	Commitment of members	6/23/2020 2:02 PM
90	Friendliness with one another.	6/23/2020 1:25 PM
91	Friendly atmosphere	6/23/2020 12:54 PM
92	Music	6/23/2020 12:49 PM
93	The music programs	6/23/2020 12:44 PM
94	The Music program.	6/23/2020 12:24 PM
95	Fellowship found in small sewing ministry	6/23/2020 12:12 PM
96	Not sure	6/23/2020 11:59 AM
97	The music program—I love it!	6/23/2020 11:55 AM
98	The friendly people	6/23/2020 11:36 AM
99	Music program headed by Jim Beery	6/23/2020 11:33 AM
100	Emphasis on Christian education	6/23/2020 11:20 AM
101	traditional style of worship	6/23/2020 11:06 AM
102	The music program is outstanding.	6/23/2020 10:52 AM
103	Fellowship	6/23/2020 10:43 AM
104	Adult education	6/23/2020 10:33 AM
105	Closeness of congregation and willingness to help others	6/23/2020 10:18 AM

106	The traditional style of worship service	6/23/2020 10:17 AM
107	Candlelight Christmas Eve service	6/23/2020 10:12 AM
108	5 PM Sunday Service	6/23/2020 10:11 AM
109	our mission	6/23/2020 10:09 AM
110	Traditional worship service with the highest quality of music	6/23/2020 10:08 AM
111	The 'live and let live' attitude that it has.	6/23/2020 10:00 AM
112	The sense of community involvement and the willingness to speak the truth, even if it is uncomfortable. This is not found in many churches. I am so proud of our church community.	6/23/2020 9:58 AM
113	Outreach	6/23/2020 9:51 AM
114	The excellent quality of the Music program!	6/23/2020 9:49 AM
115	children education and music	6/23/2020 9:40 AM
116	Youth international mission	6/23/2020 9:40 AM
117	The Building	6/23/2020 9:34 AM
118	The music program, camaraderie and warmth of congregation, and friendship	6/23/2020 9:25 AM
119	Diversity of programs	6/23/2020 9:22 AM
120	The stability and kindness of the church while allowing new ideas to flourish	6/23/2020 9:21 AM
121	stained glass windows	6/23/2020 9:13 AM

Q26 What is your age?

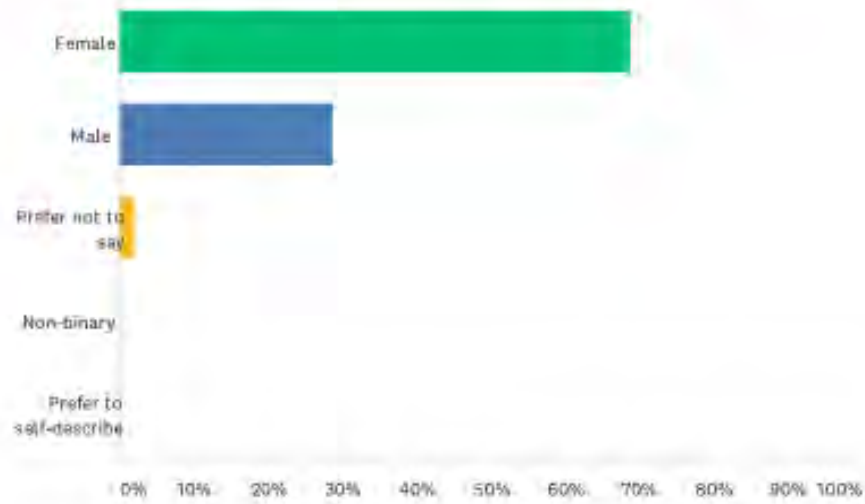
Answered: 146 Skipped: 30



ANSWER CHOICES	RESPONSES	
65 to 74	28.08%	41
55 to 64	26.03%	38
75 or older	22.60%	33
45 to 54	10.27%	15
25 to 34	6.16%	9
35 to 44	5.48%	8
20 to 24	1.37%	2
Under 20	0.00%	0
TOTAL		146

Q27 What gender do you identify with?

Answered: 145 Skipped: 31

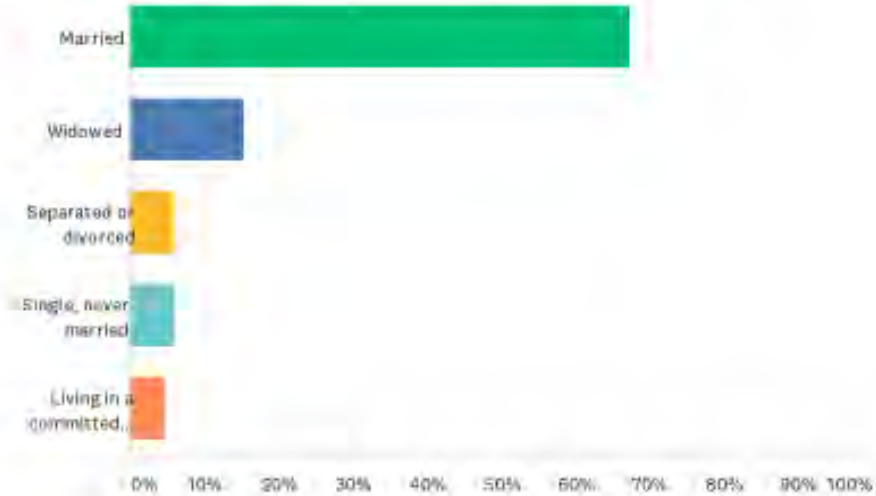


ANSWER CHOICES	RESPONSES	
Female	68.97%	100
Male	28.97%	42
Prefer not to say	2.07%	3
Non-binary	0.00%	0
Prefer to self-describe	0.00%	0
TOTAL		145

#	PREFER TO SELF-DESCRIBE	DATE
	There are no responses.	

Q28 Which of the following best describes your current relationship status?

Answered: 148 Skipped: 28



ANSWER CHOICES	RESPONSES	
Married	67.57%	100
Widowed	15.54%	23
Separated or divorced	6.08%	9
Single, never married	6.08%	9
Living in a committed relationship	4.73%	7
TOTAL		148

Q29 If you have children living at home, how many are in each age group?

Answered: 39 Skipped: 137

ANSWER CHOICES	RESPONSES	
Age 0-5	25.64%	10
Age 6-12	15.38%	6
Age 13-18	28.21%	11
Age 19 or over	56.41%	22

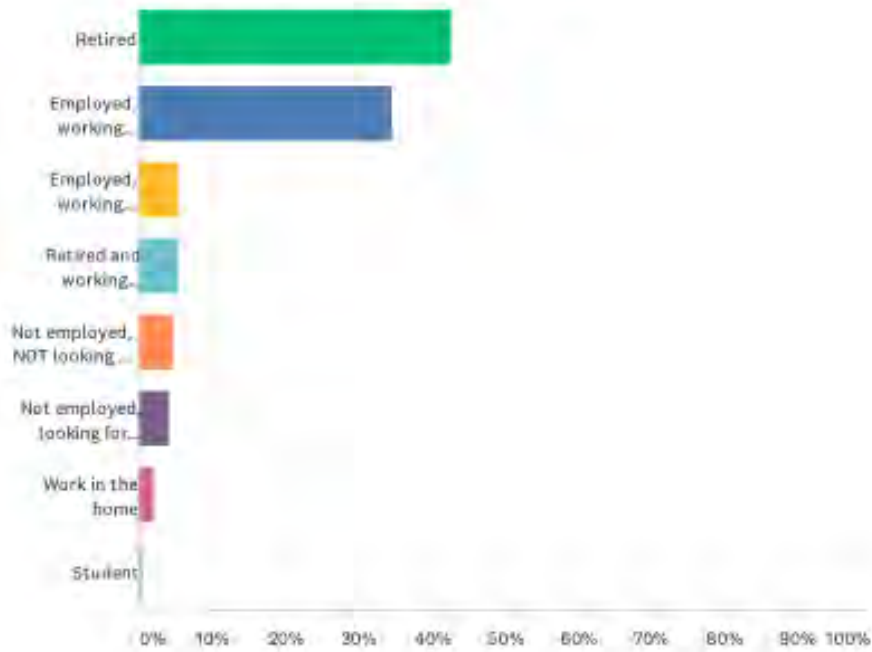
#	AGE 0-5	DATE
1	1	8/26/2020 8:01 PM
2	0	8/2/2020 4:33 PM
3	2	8/2/2020 9:31 AM
4	1	6/30/2020 5:45 AM
5	2	6/25/2020 4:53 PM
6	2	6/25/2020 2:04 PM
7	2	6/23/2020 8:42 PM
8	None	6/23/2020 3:46 PM
9	2	6/23/2020 10:15 AM
10	1	6/23/2020 9:41 AM

#	AGE 6-12	DATE
1	2	8/3/2020 3:46 PM
2	1	8/2/2020 9:31 AM
3	1	6/30/2020 5:45 AM
4	1	6/28/2020 8:33 AM
5	2	6/24/2020 7:32 PM
6	1	6/23/2020 10:13 AM

#	AGE 13-18	DATE
1	1	8/3/2020 3:46 PM
2	1	8/2/2020 9:28 AM
3	1	7/27/2020 4:59 PM
4	2	7/20/2020 11:00 AM
5	1	6/30/2020 5:45 AM
6	2	6/28/2020 8:33 AM
7	1	6/25/2020 6:06 PM
8	1	6/23/2020 11:58 AM
9	2	6/23/2020 11:11 AM
10	1	6/23/2020 10:13 AM
11	2	6/23/2020 9:42 AM
#	AGE 19 OR OVER	DATE
1	1	8/20/2020 4:23 PM
2	2	8/17/2020 8:54 PM
3	2	8/2/2020 9:28 AM
4	2	7/29/2020 9:31 PM
5	1	7/27/2020 5:26 PM
6	2	7/24/2020 4:28 PM
7	1	7/17/2020 6:05 PM
8	They are all over the place!	7/15/2020 2:41 PM
9	2 now with the pandemic	7/13/2020 8:34 PM
10	1	7/6/2020 2:34 PM
11	1	7/2/2020 1:47 PM
12	4	6/29/2020 5:05 PM
13	1	6/26/2020 5:36 PM
14	1	6/26/2020 6:17 AM
15	2	6/25/2020 6:06 PM
16	1	6/23/2020 5:57 PM
17	1	6/23/2020 3:59 PM
18	1	6/23/2020 2:17 PM
19	1	6/23/2020 11:11 AM
20	1	6/23/2020 10:20 AM
21	1	6/23/2020 9:42 AM
22	2	6/23/2020 9:24 AM

Q30 Which of the following categories best describes your employment status?

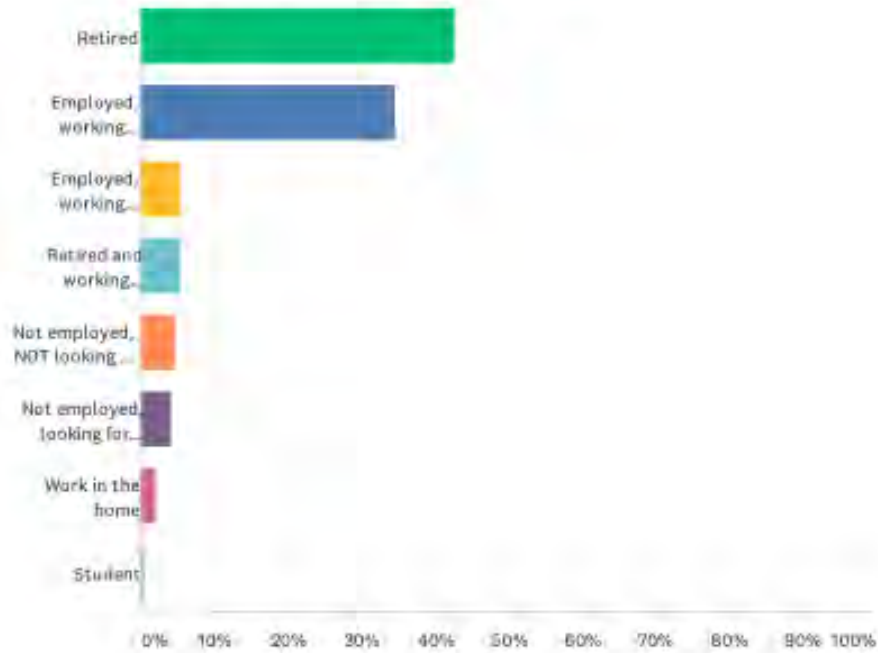
Answered: 147 Skipped: 29



ANSWER CHOICES	RESPONSES	
Retired	42.86%	63
Employed, working full-time	34.69%	51
Employed, working part-time	5.44%	8
Retired and working part-time	5.44%	8
Not employed, NOT looking for work	4.76%	7
Not employed, looking for work	4.08%	6
Work in the home	2.04%	3
Student	0.68%	1
TOTAL		147

Q30 Which of the following categories best describes your employment status?

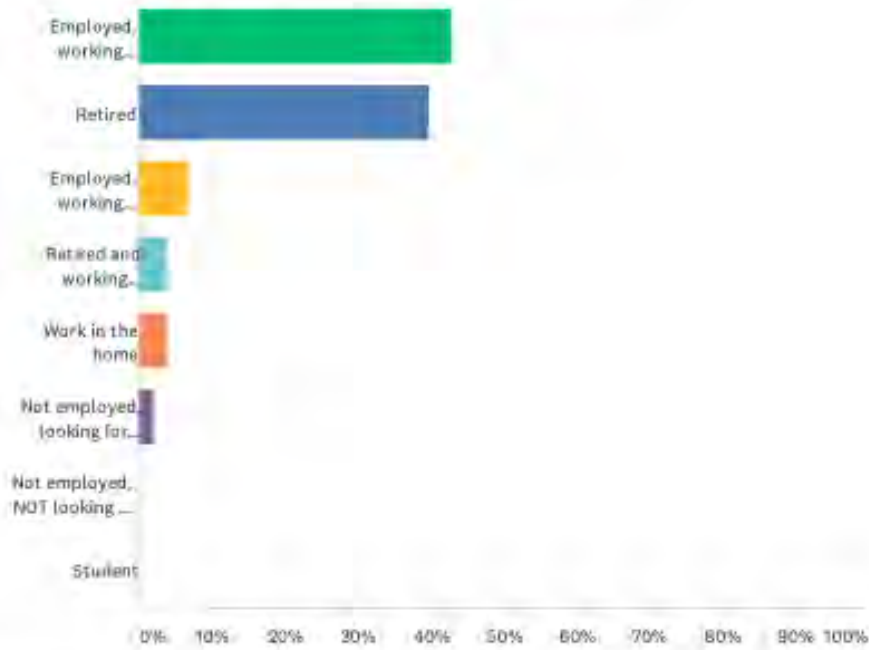
Answered: 147 Skipped: 29



ANSWER CHOICES	RESPONSES	
Retired	42.86%	63
Employed, working full-time	34.69%	51
Employed, working part-time	5.44%	8
Retired and working part-time	5.44%	8
Not employed, NOT looking for work	4.76%	7
Not employed, looking for work	4.08%	6
Work in the home	2.04%	3
Student	0.68%	1
TOTAL		147

Q31 If married, which of the following categories best describes your spouse's employment status?

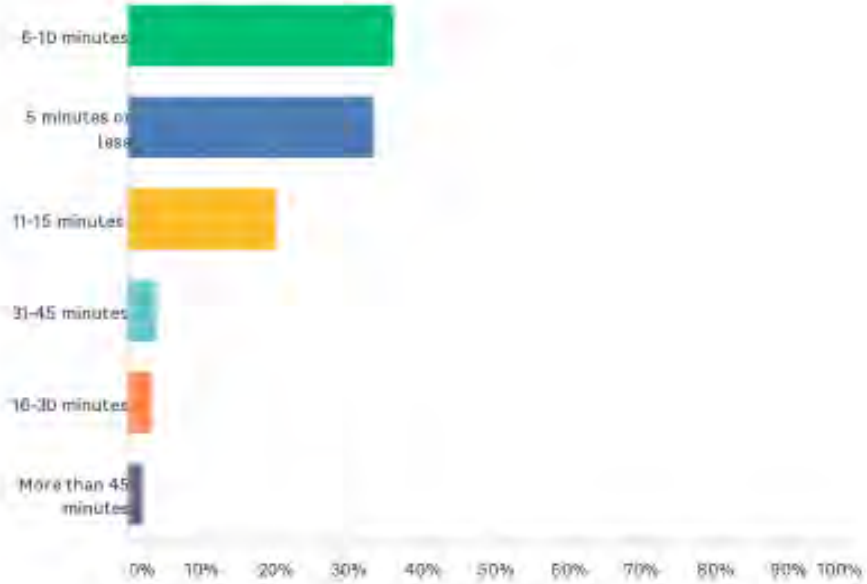
Answers: 100 Skipped: 76



ANSWER CHOICES	RESPONSES	
Employed, working full-time	43.00%	43
Retired	40.00%	40
Employed, working part-time	7.00%	7
Retired and working part-time	4.00%	4
Work in the home	4.00%	4
Not employed, looking for work	2.00%	2
Not employed, NOT looking for work	0.00%	0
Student	0.00%	0
TOTAL		100

Q32 How long does it usually take you to travel from home to GPMC?

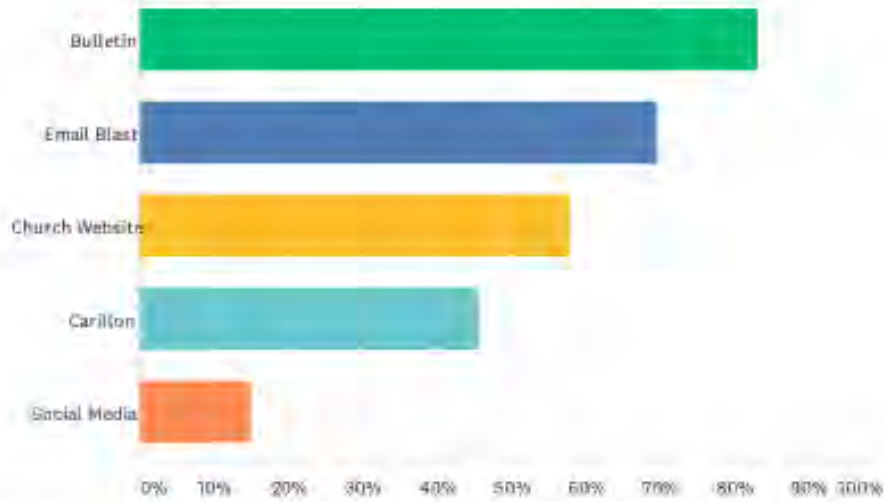
Answered: 148 Skipped: 28



ANSWER CHOICES	RESPONSES	
6-10 minutes	36.49%	54
5 minutes or less	33.78%	50
11-15 minutes	20.27%	30
31-45 minutes	4.05%	6
16-30 minutes	3.38%	5
More than 45 minutes	2.03%	3
TOTAL		148

Q33 Where do you get your church activity information from? (select all that apply)

Answered: 146 Skipped: 30



ANSWER CHOICES	RESPONSES	
Bulletin	83.56%	122
Email Blast	69.86%	102
Church Website	58.22%	85
Carillon	45.89%	67
Social Media	15.07%	22
Total Respondents: 146		

Q34 What else would you like the leadership team to know?

(Answers: 62 Skipped: 11)

#	RESPONSES	DATE
1	Would like a published church directory again with addition in the bulletin of information on new members when they join (not a separate sheet slipped into the bulletin that causes clean-up problems after the service). It makes for more ease in greeting them or getting in touch with them for inviting them personally to join in certain events.	8/26/2020 8:19 PM
2	I love you.	8/16/2020 2:28 PM
3	I'd like the pastor nominating committee to seriously consider younger, up-and-coming candidates, rather than pastors nearing the end of their careers. Also, I really miss preaching that is focused on the lectionary text and recent events in our community and the world. "Timeless" sermons that have little to say to the specifics of this time and place are getting old.	8/12/2020 8:07 PM
4	We need an energetic pastor with vision and passion rooted in scripture. We need someone to inspire and challenge and allow us to grow.	8/2/2020 7:50 PM
5	GOOD LUCK!	8/2/2020 4:33 PM
6	Need more emphasis on alternative, more uplifting worship and music. Need better promotion and emphasis on Sunday School	8/2/2020 10:38 AM
7	The survey was somewhat difficult to complete as we have not been together for five months. I am grateful for the opportunity to worship with the online service.	8/2/2020 10:33 AM
8	Email blast hard copy delivered by my grandchildren. I feel very blessed to be part of this congregation since 1952.	7/27/2020 6:50 PM
9	Please get a minister	7/27/2020 6:37 PM
10	This is a warm, beautiful church with many, many wonderful people. The music has always been a beautiful, spiritual part of this church, enjoying singing hymns. Currently, the leader Jim Biery and the choir are exceptional.	7/27/2020 6:18 PM
11	This is too long	7/27/2020 5:57 PM
12	Dear Study Team, In a most sincere attempt to complete this survey as well as my wish to be of most help to you, I have been made to realize that GPMC has very adequately fulfilled our church's expectations. You can see that by the questions I have answered we have always wished the church was more successful addressing the social justice issue so prevalent in our community, hopefully that, too, will change. Best wishes, Jean Hudson	7/27/2020 5:46 PM
13	I hope the next pastor is pleasant, outgoing, and passionate. Communication is key. I don't think calling attention to social, community, and world issues should come from the pulpit	7/27/2020 5:17 PM
14	I know it's a tough sell, but I REALLY think we need more than two full-time pastors. When I was younger and we had fewer members, we had four pastors at one point. I feel like we're setting our staff up for burn-out and a toxic work environment by only having two full time pastors--it stretches them so thin and with our church constantly getting new members, we just need more pastoral help.	7/27/2020 4:37 PM
15	Although it is not the typical process it is also not completely impossible; given these unique circumstances of an ongoing global pandemic as well as a widespread pastoral shortage, please at least consider exploring Rev. Sarah Godbehere as our next head of staff, she is a wonderful fit for this congregation, especially during these extenuating and difficult situations.	7/25/2020 7:28 PM
16	I love the faith community at Memorial. I believe we need more pastoral support for the Head Pastor we call. Peter had exceptional gifts but he tried to be all things to all elements of our congregational life and that energy could not be sustained. Clearly, our children's program is an essential element of our church life -- we have Sarah and Lisa dedicated to this ministry. We need Associate Pastors who can be responsible for helping members grow in their faith and develop their gifts to grow our ministries. I love the Light by the Lakeshore slogan but I feel like we expect everyone to come to our light...we do not go out and shine our light as we should (we share our money but not our time and talents). Thank you for the opportunity to respond.	7/24/2020 4:28 PM
17	We need people who care about people. We need people who actively listen and approach every single person in the congregation as though they are family.	7/22/2020 7:44 PM
18	2 Choir only Hymns on Xmas eve, MAX	7/22/2020 1:22 PM

19	I am deeply indebted to our church staff and church family for all the support they have provided me and my wife over the past 39 months of serious medical challenges and I hope that we somehow have the opportunity to provide such support to individuals and families experiencing similar challenges.	7/20/2020 2:01 PM
20	I can't think of anything else. The survey was very thorough.	7/20/2020 11:00 AM
21	Pastors come and pastors go. The church is my community and I stay because of the community. It is a way to be in a large metropolitan area and be connected to other people. With a church of our size, the head pastor cannot be all things to all people. Under Bruce Rigdon, our congregation had a large lay leadership group. Bruce was a theologian, an educational and spiritual leader, not really involved in the mundane details of the church, which allowed a strong lay leadership group to develop to fill the void. He was also involved in the world outside of the church. Peter Henry tried to do it all, which meant there was no room for or need for strong lay leaders. It was clear what Peter wanted and the councils accommodated him. Whatever pastor we get next, whatever vacuum is created will be filled by the congregation. We won't know how that will transpire until we've had a new pastor and see what role she takes on. I'm confident that whatever the new pastor does not do, that the congregation desires, will be filled by lay leaders, or by hiring a staff person(s) to fill the appropriate roles. Before Peter, we had had an emphasis on reducing the staff and keeping within a particular budget. That all went out the window. One can easily argue for fewer paid staff. Whenever you have a paid position, the role for volunteers is reduced. Basically, the message becomes, we don't need you, we have a paid staff member to do that job. Peter also emphasized looking poor. The church was renovated in the mid to late 1990's, with custom furnishings coordinated with individual room decor. Whether you liked it or not, it was relatively new (in church time) and serviceable. Much disappeared during Peter's tenure. I was not involved in most of those decisions so I don't know what happened. But, it's embarrassing to be sitting in used furniture that isn't as nice as the furniture replaced in Barbour Chapel and the second floor meeting rooms, when hosting guests in the space.	7/18/2020 9:59 PM
22	This was a very tedious survey. I almost quit because it was so long, I thought the questions were often vague. This survey didn't appear to be written for our congregation as I expected.	7/15/2020 2:41 PM
23	I believe GPMC needs to increase its capability to attract new members as the current active portion of the congregation is not young. The key to GPMC in recent years for us has been the strong interpersonal and preaching skills of the senior pastor as well as the contribution of the music program to worship.	7/15/2020 2:22 PM
24	I finished the main part but had to leave before I could add this. What I really liked about Peter was, he was young. But more importantly, he had children in the local school district. I think this was very important, to learn what was really going on in our schools, with the students that attended. Not from the administrators, the teachers or counselors, but the students. I think it is important to have a link with the schools. I believe this will enable us to better serve our entire community. There is a lot going on right now and I think every opinion matters. Plus, I think it would be a strength we could add to the many things we do, when looking for new folks to join us. Especially the younger adults, just starting out, maybe just starting families, still looking for a footing. I feel some type of link needs to be established between GPM Church and the students, who eventually, will be our future leaders. To really "give an ear" to the students struggling now, with so many, many different issues, it may lead us to ways, to really be stewards to these young folks & expand our understanding, of the needs of our community.	7/12/2020 10:03 AM
25	Thank you for the collaborativeness of interactions of the work of this congregation & the respect for each other in planning, implementation & celebration of our spiritual lives & work.	7/11/2020 9:55 AM
26	The pastoral ministry of Carol Marks has meant so very much to me and my family and our entire congregation. Her roll and consistency of service to GPMC is absolutely at the essence of God's loving presence always among us! Pastoral services should always be a top congregational priority.	7/9/2020 4:48 PM
27	Thank you !	7/8/2020 4:08 PM
28	I believe Sunday services should be no more than one hour. I very much liked with Peter Henry did to make that happen. He would adjust the number of songs or announcements or something in the service to keep it within one hour frame.	7/8/2020 8:23 AM
29	I think the ministry of the word can be deeper and more biblicly based. I am worried that our church is losing its depth in its preaching. I fear this is happening because of social positions	7/6/2020 11:36 AM

that the church is taking which are contrary to the bible and its teaching. As a result, the scriptures can no longer be treated as authority and the true word of God. What is the position of the church on this issue?

30	Peter Henry was all of the 'above'. He didn't pound us with his theology, but led us. He was friendly to all, but friends of no "one". There wasn't a "pastoral clique. He was truly a gift to our congregation!	7/5/2020 11:40 AM
31	Let's be cautious about pulling up our roots. We must work inside tradition and the feeling of stability it brings, and yet allow current trends a place in our community.	7/2/2020 11:17 AM
32	It is critical that leadership of church remain politically neutral in these divisive times. There are so many needs in our area and country that can be addressed without taking a Republican or Democratic bias and that can be supported by all. I believe this will be the greatest challenge going forward - maintaining unity and a common purpose; finding the difference between beliefs and rights; not alienating members while shedding light and encouragement to be willing to hear other views and other beliefs that may not align with a member's current beliefs.	6/29/2020 5:05 PM
33	We do not like political lecturing. We are not racist, but are told that we, the congregation, are.	6/27/2020 11:47 AM
34	I am very grateful for my relationship with GPMC. I value highly the traditions and people and the public celebrations of our relationships with God.	6/27/2020 12:11 AM
35	Let's get this ball rolling!	6/26/2020 6:17 AM
36	I pray for your work to yield wonders.	6/25/2020 2:04 PM
37	That they are seen as kind and caring church leaders.	6/25/2020 1:53 PM
38	So pleased with the effort to communicate with the congregation during the pandemic. Great Job.	6/25/2020 1:25 PM
39	I'm here to help	6/25/2020 10:07 AM
40	Appreciate where GPMC stands currently with regard to pandemic, Black Lives Matter and other social issues, as well as the ongoing excellence of online worship services.;you all have the great ability to pivot/ adjust to various situations and be there for us. Thank you!	6/25/2020 7:42 AM
41	I would hope our new minister would be energetic and personable. He/she I hope would be well-versed in Bible interpretation as it relates to everyday life. I would like the new minister to take a personal interest in our community and serve on community boards if he/she has the time and interest. I would hope the new minister would participate in adult mission trips, but could also relate to youth and their mission trips as well as their Christian education.	6/24/2020 1:20 AM
42	Try to replicate Peter Henry. He was the best pastor in recent years. Youth, enthusiasm, engaging, good preaching, personal touch, giving of self.	6/23/2020 5:29 PM
43	I think GPMC does a good job with everything!	6/23/2020 3:59 PM
44	There is much emphasis on activities for the under 30 and over 60 crowd. There is a huge void for 40-60 yo - especially those without children.	6/23/2020 3:18 PM
45	People think they are friendly during coffee hour but are just speaking to people they are acquainted with. Hard to fit into the circles.	6/23/2020 2:17 PM
46	Hope you find a great person to lead us!	6/23/2020 2:03 PM
47	We need a new and accurate phone directory. It should not be responsibility of Communications Committee but of staff.	6/23/2020 1:35 PM
48	Change is difficult and we are not so good at it, e careful until everybody is on board....	6/23/2020 12:58 PM
49	Really looking forward to returning to in person worship!	6/23/2020 12:56 PM
50	Too much emphasis on music.	6/23/2020 11:22 AM
51	Had this survey been given immediately after Peter left, the answers would have been more positive. Even before the pandemic, worship had lost meaning and GPMC feels like it is just paused	6/23/2020 11:11 AM
52	Writing a Weekly sermon is not an easy task and I know that Peter did it best and delivered it	6/23/2020 10:59 AM

in a special. Sarah learned from the best and I look forward to her preaching.. Otherwise, I feel like I am back in the past in my youth at the Methodist church where the enthusiasm is lacking.

53	Thanks to all for providing spiritual guidance and support during the Covid 19 virus	6/23/2020 10:21 AM
54	I will be sorely disappointed if the team does not choose a young, dynamic, socially liberal person as Pastor. If the team chooses an older, socially conservative person as Pastor I'll leave. Since you're asking, I really became concerned and distressed with the interim placement of Rev. Diehl who, I have to say, consider a stiff. If this choice portends what's coming, permanently, then, OY! Way too old. Long, rambling sermons. Way too long. (Although I have to give him credit for his e-letter re. racism/politics/religion.) I've introduced myself to him (not the other way around) several times. He just went through the motions and made the right noises but I always got the vibe that he knew he was in an interim position so why make the effort. Why can't you guys do something BRAVE and out of the box like elevate Sarah to be the new Pastor. I know it's not the 'Presbyterian' way, but she's perfect. People would go WOW! Maybe things ARE changing!	6/23/2020 10:21 AM
55	Inspiring, thoughtful preaching was the main reason we selected GPMC - and we have had excellent preachers in all the years (30) since. We sincerely hope that can continue.	6/23/2020 10:20 AM
56	Thanks for all of your work and volunteering your time and talents to help the church and our community!	6/23/2020 10:15 AM
57	That they are the best! God bless them all!!	6/23/2020 10:11 AM
58	I understand no one can replace Peter and that whomever you find will have their own gifts. I pray you are able to find someone as energetic, thought-provoking, and as committed to the community.	6/23/2020 10:01 AM
59	I hope to find a Minister that I can relate to that uplifts me at the end of the sermon and gives me positive hope in facilitating the Word and spreading that Word during the week.	6/23/2020 9:35 AM
60	As a member, due to the fact the church is closed it is very hard to think about getting a new minister in the middle of a pandemic. Zoom's appeal is wearing off. Adding a new minister into the mix implies change and challenges. Right now people want reassurance and calm. I am Sure it cannot be easy for the committee to think about this right now, so good luck to all.	6/23/2020 9:26 AM
61	The musical style is overly formal which seems in disharmony with a very progressive mission.	6/23/2020 9:24 AM
62	We appreciate staff who go above and beyond the call of duty.	6/23/2020 9:15 AM

Appendix G: Congregational Conversations

Staff Conversations

- Wants in a new pastor
 - Creativity/open to new ideas
 - Freshness in worship (stems from creativity)
 - Experimentation/not afraid to try new things in worship
 - Good staff supervision/management skills
 - Supportive with guidance, but not flying without a net
 - Not afraid of conflict
 - Needs good conflict resolution skills
 - Needs delegation skills
 - Ability to unite and empower staff
 - Encourage collaboration and personal growth with focus on relationship building
 - Potential female head of staff—should be highly considered
 - Pastor with strong will/vision to do the hard thing with theological reflection and foundation
 - Passion/vision for involving families/nurturing children/youth
 - Ability to involve themselves in the community
 - Give our church a small church feel
- 2. Tempting to search for thing you didn't have, but better served to find similar
 - Will come with own set of strengths and weaknesses
- 3. Congregational/Community Needs
 - Congregation really values worship/preaching, so this should be a first priority
 - Administrative skills should be a high priority as well
 - Families/nurturing children & youth should be a high priority
 - Promoting family involvement
 - Needs someone with hope for dying churches—focus on resurrection
 - Strengthen communication between councils; focus on relationship building over efficiency
 - Resume mandatory officer retreats to build relationships
 - Level set expectations for gifts of new pastor—not expecting them to be all things to all people
 - Use strengths of congregation to expand community outreach programs to more than charity-based
 - Address mental health needs stemming from structural issues of race and class in our community

- 4. Potential interview questions
 - Reflect theologically on an issue, both big and day to day
 - Give a specific example of when you resolved a conflict

Congregational Conversations

In preparation for thoughtful participation in the small-group conversations, please consider the following questions:

1. **Why do you participate in the life of Grosse Pointe Memorial Church?**
2. **What do you think God is calling GPMC to do and be?**
3. **How can we strengthen our congregation to respond to God's call?**

Remembering : Deuteronomy 6:10-12 (Remembering is an important component of our faith. This passage from Deuteronomy reminds us to take heed, “lest you forget.” In light of this message think about the following questions.)

1. What is one of the most significant events in the life of the congregation since you became a member/regular participant:

- Small groups created-made lifelong friends (4)
- Joining church/very welcoming by staff and congregation (3)
- Habitat for Humanity (2)
- Mission trips (7)
- 250 anniversary -where all old pastors came back
- Hiring of Peter Henry
- Start of adult mission trips
- Israel trips - Pilgrims of Ibillin
- Jim Biery - Choir
- Christian Ed events for adults/bible studies
- Youth education
- Trinity Terrace services
- Baptism of family members
- Grandchildren christened at the fount I was christened
- The beauty of the building (stained glass)
- When Sarah Godbehere came on board it solidified our youth program
- Focus on keeping an eye on the youth
- The Homeless Shelter Week (3)

- More bible studies available
- Choir (5)
- Teaching at LOGOS
- Volunteering and mission
- Interfaith group and explorations
- Serving on Parish Council
- Womens' Bible Study
- Excellent sermons
- 150 anniversary
- 500th anniversary of the reformation
- When Peter Henry came - he was a wonderful leader for all ages
- Anything we have done that gives to our community (food, blood)
- Expansion of outreach (3)
- Connections with people
- Our church is alive
- Kids programs
- The support during difficult times (illness, divorce)
- The character and core values of our members
- Youth group advising
- 5:00 pm service
- 9:00 am service
- Christmas
 - Traditional hymns
 - Hanging of the Greens
- Choir/singing
 - New hymns from time to time/sparingly
 - Choir concerts outside of church
- Youth involvement
 - Youth Sunday
 - Pageants/Musicals

2. Special traditions our congregation does every year:

- Kids coalition against hunger
- Traditional church service
- Ash Wednesday service/Easter/Lent services (3)
- Willingness to try new traditions
- Music program (3)
- Delivering flowers every week to shut-ins

- Angel tree (2)
- Homeless shelter (2)
- Christmas Eve (2)
- High school mission trips
- Hanging of the greens-group effort
- Easter Run to the tomb and service
- Parish Life gatherings
- Tweaks to traditions
- 5 o'clock service
- Worship on the lake
- The community garden - Growing with God
- The Great Tomato Give Away
- Interchurch events
- Kids Against Hunger
- Habitat for Humanity
- Life Remodeled
- Laying on of Hands
- Ordination of self
- Music productions during special times of the year
- Ecumenical gatherings of churches in the GP's
- First Sunday in the fall
- Sending youth and adults off on mission trips
- Cuba trips
- Youth Sunday Sunday mornings on Trinity Terrace

3. Why do you participate in the life of GPMC

- Camaraderie/fellowship (2)
- Bible studies (3)
- Kids programs(3)
- The people (4)
- Openness to new ideas/leader in areas
- Faith in action (mission programs, diversity, parents)
- Parents buried there
- Church programs
- Great ministers (2)
- Community (love, sense of purpose, enriched by relationships) (2)
- Spiritual growth
- Connections with fellow members

- That's where my friends are
- Service and outreach
- Seeing people in person
- Important to have a church connection
- I was led to go because of outside service
- Continued because of options to learn and grow in my faith
- Traditions that I like
- Provides so many options of things to be involved in
- The theology and tenets of PCUSA and its ability to reach out to all people
- A great place to pursue your faith journey
- Mission opportunities (3)
- Everyone is welcome at communion
- Nurturing from the church
- Middle hour presentations - God and Science and other variety of topics (2)
- The way we study both the new and old testament - the learning
- Feel a need to be there
- The wonderful things we do
- Events for all ages must continue
- Fellowship and companionship
- Our grounding and roots in christianity.
- Christian Fellowship w/members and through outreach
- A place for me to grow in my faith
- Opportunities to serve
- The people here are our role models
- It's a safe place
- The Stephen Ministry program
- It's a second home for us
- Denomination affiliation
- Christian Education
- Outreach
- Welcoming
- Getting people involved/growing faith
- Involvement of youth with child's programs
- Lay readers
- Choir is excellent
 - So good in fact that some good singers are discouraged to apply
- Involvement in Detroit Interfaith activities
- Traditional Worship Service

- Alternative 5pm Service with different format
- Summer outside worship
- Shelter week
- Children in the garden
- Opportunities for many with different skills
- Good facilities and financial support for music program
 - Music director has time to compose
 - Music director has time to interact with local musicians and groups
- Minister was key factor to maintain interest
- Immigrant family sponsorship program

The Strengths of Our Church:Corinthians 12:4-13 -(A healthy church exhibits strengths, as outlined in Paul's letter. This question asks us to identifies those strengths and compare them to our church)

1. What does Paul's description say to you about the Church?
 - God gives us different gifts, and talents, interest, leadership opportunities, find own niche where your spiritual talents are.
 - Weaving, we are all different and woven together we become a beautiful tapestry.

2. What three factors from Paul's description ought to apply to all churches?
 - One body though many parts-head of body is Christ
 - Trinity
 - Called to follow gifts God gave us-each to their own best ability with their individual spiritual gift. Serenity prayer. Righteous will live by faith (Romans 1:17)

3. How does Paul's description fit Grosse Pointe Memorial Church?
 - Gives opportunity to lead in your strengths
 - We need the gifts of many to reap the benefits of the large or whole
 - It takes a village
 - We have gifts that compliment each other
 - We all have our ups and downs and sometimes we care and sometimes we are taken care of.
 - We try to reach out to people with different strengths through our different activities (focused on different interests)
 - The Nominating Committee has focused on people's talents to match them up with councils.

- Large church equals lots of opportunity (Mission/outreach, music, lay readers, children involved in service)
- If it's not offered and you want to lead it - the opportunity is there
- Seek the thing that brings you joy
- In terms of skills it applies
- Noone has to do it all, together we bring to the table most everything that is needed to be good witnesses to Christ
- We all pick each other up now and then
- Intergenerational church
- People's enthusiasm and knowledge energizes me to step up
- Everyone encouraged to participate in some way
- The older age group is a strength of our church
- Everyone has different strengths and uses them in specific groups or councils
- The distribution of those gifts helps our community
- We are an amazing resource/treasure trove in our congregation - the beauty is when it is coordinated and run well - the gifts feed together to form a blessed congregation
- Challenge is to get more people to participate
- Choir
- Youth advising team
- Church not too conservative—taken good/specific moral stances
- Youth/young children programs
- Adult programs
- Giving of money and time

4. What are some of the needs of our community

- Helping Detroit-2nd mile center (disparity between GP/Detroit)
- Blood Drive
- All mission partners/habitat/AA (2)
- Activity where we can interact together-segregated housing.
- More diversity on Sunday.
- Eccumenical ministry/ reaching out to other christians-choir, bible study, etc (st. pauls, gpmc, christ church)
- Hatred towards religion/antagonism. Christinity under attack. People hurt by the body of Christ. (love your enemies).
- Younger generations not going to church-losing faith
- Food (3)
- Housing

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- Hunger (2)
 - Redesign of school funding
 - The big ones are political issues
 - Covid 19 challenges
 - Education (2)
 - Safely meet these needs
 - Unemployment
 - The whole litany of Matthew 25
 - How do we tutor
 - Love to help support school/children (things are really ugly right now) during this pandemic
 - If we offer other services to the community we have the potential to bring in more families
 - So many unchurched in the community and we need to reach them with what they need to bring them in.
 - Do more with exposure to other churches/religions to help us understand (and get along with) others
 - The pressure cooker that young families are living under about achievement and how to describe success (teenage suicide)
 - The pandemic is bringing about an opportunity to bring people back to God.
 - Take advantage of outdoor space
 - Employment (first jobs and re-employment)
 - Healthcare
 - Childcare
 - Tutoring
 - Providing food from our gardens across Alter Road
 - Connection to church when people need help (storms)
 - Faith deepening opportunities through bible studies, middle hour (feeding the spirit)
 - Empowering people to hold “feed the spirit” meetings
 - Schools and kids
 - Kids living in tough situations
 - Poverty
 - Need mentors
 - We need a pastor
 - Be more relevant to the members of our church in the everyday or weekly lives of our families intergenerationally
 - Praying more specifically for people in the church
 - Small groups for men

- A list of experts to support other people interested their area of expertise
- Bigger role in diversity needs
- Diversity—race, sexual orientation, gender identity - consider this in pastor
- Open-mindedness
- Engaged on social issues
- Employment/finances after Covid-19
- Community hub—create spaces for people to come together during Covid times

As a group devise a list of the strengths of our church.

- Programs, staff, community
- Membership
- Volunteer hours
- Service
- Outreach (2)
- Location
- Carol Marks - the angel
- Music program - Jim Biery
- Members who step up for committees or to lead bible studies
- Community with a relatively strong school system - utilize those strengths to work with youth in surrounding communities
- Classes and programs for adults
- Mission trips for youth and adults
- Outreach
- Strong staff who can run the church so the pastor can work with the members
- Denomination affiliation
- Welcoming
- Getting people involved/growing faith
- Children's programs

What is Our Vision - Philippians 3:12-14

1. What do Paul's words say to you about setting goals for the future?

- Goals should be heavenly goals. Work on earth is the race and the reward is heaven.
- Not to dwell on the past
- Despite Covid19 we need to press on
- Stay positive
- Endurance race
- Continuing with lots of different options for different ages

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- A dynamic leader
 - Embrace “A Light by the Lakeshore”

2. What does Scripture say to you about planning (what are we called to do)?

- Called to follow gifts God gave us-each to their own best ability with their individual spiritual gift. Serenity prayer. Righteous will live by faith (Romans 1:17)
- Keep open to new possibilities
- Open to new opportunities and service to others
- Address the Black Lives Matter issues
- Divisive topics need to be handled with care and openness with the knowledge that God loves everyone and we should love everyone.
- Keep our voice out there when difficult issues arise
- Don't get fixated on getting another Peter Henry
- We will find the right person
- Open minded to the surprises down the road - Influential through the Presbytery of Detroit
- Can't forget to nurture each other so we can nurture at large
- Worship is at the center of a church's life
- Worship must be alive - that is the core
- A new pastor must be strong
- Help us connect to the greater community
- Take really good care of each other
- Remain connected to the community
- Small bible groups
- Continue to minister to older members
- GPMC is a leader in the community and would hope that we can continue to be the Light on the Lakeshore
- Offer opportunities to work together with people in the community
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3. How can we equip GPMC to respond to what Paul says we are called to do? (what do we need to strengthen)

- New leadership (a new pastor). Peter left a huge hole to fill.
- Memorial 20/20 ideas for the future
- Some programs have fallen off
- Depend on God's guidance
- Working toward getting young families to church

- Keep inviting people to church
- Strengthen youth program
- Cultivate young families (3)
- Continuing to look at the vision for ministry (variety and time of services)
- You have to satisfy the people you want in the seats
- New pastor doesn't need to be the main teacher
- Pastor participate in the teaching ministry
- Continue to equip disciples for their own ministry and help to manage those ministries
- Somebody who is really willing to engage in the broader community (GP and Detroit) and be a leader in the GP Ministerial Association.
- Female - pastor to reach out to younger families and singles
- Identify our weakness and make sure they can be shored up by other people on our staff
- A new pastor needs to engage in all areas of the church (even if you don't feel it is your strength or something you enjoy)
- Discuss and be open on all issues
- Heavy handed is not needed but honest discussion
- Be engaged in the greater community
- Getting new young families (renew the congregation)
- Full time associate pastor that goes beyond young adults
- Continue to do congregational conversations
- Young families
- Virtual coffee hour
- Zoom dinner groups
- Best friends should be at church beyond Sunday morning
- More fellowship time
- Intergenerational LOGOS 1-2 times a month
- Race issue looms large and we as caucasian people are having a tough time - the church will have to deal with this somehow
- Going farther than just saying "I'm not prejudiced"
- Affluent white suburban church has a real challenge
- Next person needs to be very aware of this church's history
- Strengthen race relations - how? Not sure - but critical (3)
- Skillful person at making changes
- Be friendly when people come to visit so they want to return
- Growing our bubble to the greater Detroit area
- Continue to address social justice issues
- Be good stewards of the earth and our bodies
- Reachout to our new executive presbytery

- Reach out to JAPC (link urban and suburban churches)
- Become more diverse
- Young and dynamic pastor
- Play an active role to help people who are looking for jobs
- Holy week Tenebrae.
- Silent Night Christmas eve
- Music at services and special productions.
- Maundy Thursday Chancel music
- Virtual activities including worship option after Covid
- Men's bible groups
- Consider restarting structure children's music program
- Increase involvement with Presbytery of Detroit
- Encourage social interactions beyond religious programs
- Remembering the long history of our church
- Member anniversaries year recognition, etc
- Middle hours even with more emphasis
- Teenage programs - bring back musicals (3)
- Re-institute the Ecumenical / International Minister Program
- Spiritual Gift Inventory
- Help unemployed
- New member recruitment
 - Major need because of aging congregation
 - Focus on young adults
 - Coffee hour virtual discussion groups
- Speaking out about injustices and not being afraid to do so or not afraid to ruffle feathers
- Advertising events to the greater community
 - Newspaper
- Engaging more with young adults
- Social media communications
 - Improve facebook use, twitter, Instagram, snapchat, tiktok
- Fundraising events
- Create better financial aid for member involvement in activities
 - Summer adult mission trips

Challenges in our Church/Wants for the new pastor

- Staff be up front with new potential candidates
- Be aware of the kind of community GP is - the tight knit age-old community - if you come in unaware you might not feel welcomed or you might be shocked.
- Someone that can work with the staff and not drive good staff away
- Younger—not necessarily fresh from seminary