

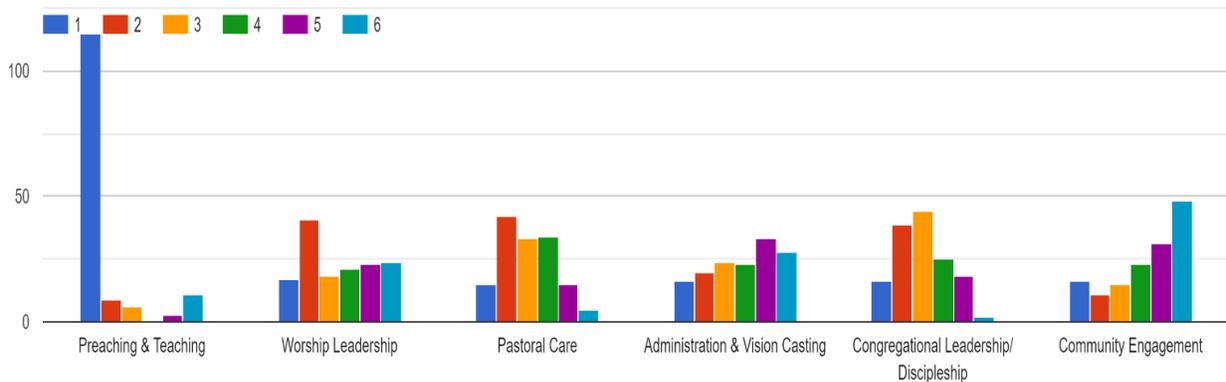
Date: February 13, 2024
To: Faith Reformed Church
From: Discovery Team
Re: Summary of Congregational Survey

The Discovery Team has been charged with the responsibility of discerning who God is preparing to be our next Lead Pastor and to recommend that person to the Consistory and the Congregation. The process involves discerning alignment between the gifts and passions of pastoral candidates with the challenges and opportunities we face as a congregation.

To gain an accurate portrayal of our current reality as a congregation, we conducted a congregational survey. We received 174 completed surveys. We are delighted in the overwhelming number of responses by the congregation. Thank you for taking the time to complete the survey.

You may remember that the congregational survey invited you to rank six typical pastoral functions. We share the results with you below.

Read through the following list. Of these 6 items, please rank them in order of highest priority to lowest. You can only use each number once. (1 highest priority, 6 lowest priority)



The congregational survey included three open-ended questions about (1) pressing needs, (2) hopes and dreams, and (3) recommendations for the Discovery Team. We received and reviewed the nearly 600 responses to those three questions. Rather than dig into the details of each response, we decided to listen for recurring themes and common threads. Here are our takeaways.

Respondents identified three pressing needs for Faith Reformed Church as it enters a new chapter of ministry led by its next Lead Pastor:

1. We need unapologetic Biblical preaching from our next Lead Pastor. This message was loud and clear.
2. We need to refine and sharpen our ministries so they can be the best they can be and so that the Gospel can bear more fruit.
3. We need to increase the number of people who participate in our ministries. Customarily we describe this as a need for more volunteers. Another perspective is a need for increased ownership of ministries.

Respondents shared many hopes and dreams for Faith Reformed Church. Three were prominent.

1. To be more effective in reaching others for Christ, we hope to build more bridges from the church to the community (not just from the community to the church).
2. As a large congregation with a wide array of opinions on about everything, we hope that each one of us will “make every effort to keep the unity of the Spirit through the bond of peace” (Ephesians 4:3).
3. To make better and more disciples, we hope to develop and implement a discipleship pathway (curriculum) for adults by which they grow in the grace and knowledge of the Lord.

Respondents offered many excellent suggestions and recommendations for the Discovery Team, the most prominent of which were:

1. Discern who God is preparing to be our next Lead Pastor (rather than choose who you think should be the next Lead Pastor)
2. Be patient.
3. Pray.

You will receive additional communication from us in the coming weeks. With the Admin Team, we are finalizing a “Position Description” for our next Lead Pastor. We are also finalizing an “Alignment Profile,” a document that will be shared with prospective pastoral candidates.

The Discovery Team

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