

C2. What are the reasons that <u>new people</u> have come to this congregation over the past couple of years?	1 No influence	2 Some influence	3 Moderate influence	4 Strong influence	I don't know
• Being connected to other people, community	☐	☐	☐	☐	☐
• Serving in actions for charity	☐	☐	☐	☐	☐
• Engaging in actions for solidarity	☐	☐	☐	☐	☐
• Deeper study into Christian teaching	☐	☐	☐	☐	☐
• Family connections and family legacy	☐	☐	☐	☐	☐
• To grow spiritually	☐	☐	☐	☐	☐
• Being challenged to grow spiritually	☐	☐	☐	☐	☐
• The worship experience on Sundays	☐	☐	☐	☐	☐
• The ability to live out their faith in practical ways	☐	☐	☐	☐	☐
• For engaging their children in church life	☐	☐	☐	☐	☐

C11. We are called to be in ministry through prayers, presence, gifts, service, and witness. <u>How common is the congregation invited to ...</u>	1 Not common	2 Somewhat common	3 Common	4 Very common	I don't know
• Pray	☐	☐	☐	☐	☐
• Be present on Sundays	☐	☐	☐	☐	☐
• Give financial gifts	☐	☐	☐	☐	☐
• Serve in ministries	☐	☐	☐	☐	☐
• Be witnesses for God to our neighbors	☐	☐	☐	☐	☐

D3. Connecting with different people. “At this church, I have made friends who are different from me in ...”	1 Not true	2 Somewhat true	3 Generally true	4 Very true	I don't know
• Age, generation	☐	☐	☐	☐	☐
• Race, ethnicity, or culture	☐	☐	☐	☐	☐
• Theological belief	☐	☐	☐	☐	☐
• Socio-economic background	☐	☐	☐	☐	☐
• Political leaning	☐	☐	☐	☐	☐

D7. How do you personally agree or not about welcoming different populations? “I believe that our church ...”	1 Strongly disagree	2 Disagree	3 Agree	4 Strongly Agree	I don't know
• Is a place where every person should be welcome	☐	☐	☐	☐	☐
• Is a place where every person does feel welcome	☐	☐	☐	☐	☐
• Should make intentional changes so that people who are different feel welcome	☐	☐	☐	☐	☐
• Has made intentional changes so that people who are different feel welcome	☐	☐	☐	☐	☐
• Is currently working on ways to make sure all feel welcome	☐	☐	☐	☐	☐

F11. If you personally serve in a program that provides services to people in need (e.g., a food pantry), which of the following applies regarding your connection to people receiving services (beneficiaries)?	1 Not true	2 Somewhat true	3 Generally true	4 Very true	I don't know
• The people receiving services know me	☐	☐	☐	☐	☐
• I know the names of some beneficiaries	☐	☐	☐	☐	☐
• I have made friends with beneficiaries	☐	☐	☐	☐	☐
• Our friendships live beyond the provision of services	☐	☐	☐	☐	☐

F12. What is your understanding of why people in your community need various kinds of support or services?	1 Strongly disagree	2 Disagree	3 Agree	4 Strongly Agree	I don't know
• General economic hardships	☐	☐	☐	☐	☐
• Individuals making irresponsible decisions	☐	☐	☐	☐	☐
• Lack of job opportunities	☐	☐	☐	☐	☐
• Mental illness, perhaps untreated	☐	☐	☐	☐	☐
• Legacy of racism, slavery, Jim Crow, white supremacy	☐	☐	☐	☐	☐
• Laziness, not wanting to work	☐	☐	☐	☐	☐
• Economic hardship from disability or medical needs	☐	☐	☐	☐	☐
• Substance abuse or addiction	☐	☐	☐	☐	☐
• Fear of institutions (e.g., immigration status)	☐	☐	☐	☐	☐

H14-15. As a lay person in a leadership role, how do you feel about the following ideas?	1 Strongly disagree	2 Disagree	3 Agree	4 Strongly Agree	I don't know
• I know what is expected of me in this role.	☐	☐	☐	☐	☐
• I have been trained to take on my role.	☐	☐	☐	☐	☐
• I feel empowered as I serve in this role.	☐	☐	☐	☐	☐
• If overwhelmed in my role, I can get support.	☐	☐	☐	☐	☐
• I'm excited to work in this role.	☐	☐	☐	☐	☐
• I'm exhausted/burning out in this role.	☐	☐	☐	☐	☐
• The energy I put into this role is worthwhile.	☐	☐	☐	☐	☐

H17. Committees take time to form good working relationships. How would you describe how your leadership committee functions as a team?	1 Strongly disagree	2 Disagree	3 Agree	4 Strongly Agree	I don't know
• We are able to work through differences well	☐	☐	☐	☐	☐
• We do our work well and the church functions well because of it	☐	☐	☐	☐	☐
• Leaders freely share ideas, even if there may be disagreement	☐	☐	☐	☐	☐
• We do our work efficiently, not wasting time	☐	☐	☐	☐	☐
• We have a clear agenda for each meeting	☐	☐	☐	☐	☐
• Everyone who is supposed to attend is present	☐	☐	☐	☐	☐
• Discussions can get heated, tense	☐	☐	☐	☐	☐

J4. What are the key sources of conflict (potential or actual) in your church?	1 Not at all	2 Somewhat	3 Mostly	4 A large source	I don't know
• Changing established ways of doing things	☐	☐	☐	☐	☐
• Reduced funding or increased expenses	☐	☐	☐	☐	☐
• Too many opinions and not a clear unified voice	☐	☐	☐	☐	☐
• Lack of vision or direction	☐	☐	☐	☐	☐
• Lack of communication	☐	☐	☐	☐	☐
• Spillover of political disagreements	☐	☐	☐	☐	☐
• Differing theological views	☐	☐	☐	☐	☐
• Differing political views	☐	☐	☐	☐	☐

J8. How do you respond to the following thoughts about reconciliation? (<i>Reconciliation means doing real work to repair broken relationships through apology, honesty, communication, and committing to changing ways to prevent harm.</i>)	1 Strongly disagree	2 Disagree	3 Agree	4 Strongly Agree	I don't know
• Reconciliation is an important spiritual value.	☐	☐	☐	☐	☐
• I am equipped to engage successfully in the work of reconciliation in our church setting.	☐	☐	☐	☐	☐
• It is important to hold each other accountable when one is harmed in our church setting.	☐	☐	☐	☐	☐
• As a church leader, I am equipped to hold people accountable for their actions in our church setting.	☐	☐	☐	☐	☐

B6. What are the discussions like in the formation groups you have personally attended over the past couple of years?	1 Not true	2 Somewhat true	3 Generally true	4 Very true	I don't know
• We usually listen to the teacher with no or little time for discussion.	☐	☐	☐	☐	☐
• We share vulnerable personal stories related to the lesson and engage in deep conversations	☐	☐	☐	☐	☐
• We respectfully discuss challenging topics about today's culture or news with a theological perspective	☐	☐	☐	☐	☐
• We have had differences of opinion.	☐	☐	☐	☐	☐
• We have had arguments.	☐	☐	☐	☐	☐

B11. What of the following describes what you have learned in the Bible studies or small groups over the past few years? "In these sessions, I learned..."	1 Not true	2 Somewhat true	3 Generally true	4 Very true	I don't know
• Basic beliefs of the Christian faith that I already knew	☐	☐	☐	☐	☐
• New insights about the Christian faith	☐	☐	☐	☐	☐
• I hold ideas that are not Christ-like, and am trying to un-learn them.	☐	☐	☐	☐	☐
• New ideas about the faith that challenge something I was raised to believe, and it brought me closer to God	☐	☐	☐	☐	☐
• Ideas that challenged me to be more Christ-like.	☐	☐	☐	☐	☐