



# **Doylestown Presbyterian Church**

**Mission Study for Pastoral Transition**

**April, 2023**

**127 East Court Street • Doylestown, PA 18901**



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## INTRODUCTION

The Mission Study Task Group (MSTG) was formed by the Doylestown Presbyterian Church Session on September 26, 2022 to begin the discernment process associated with the Head of Staff transition, announced in August 2022. The group was established to represent the congregation.

The purpose of the MSTG was to form a detailed report that accurately reflects the past and present of Doylestown Presbyterian Church (DPC) and its broader community, based on research and conversation with our congregation. The report will help inform the Pastor Nominating Committee and potential qualified pastoral candidates during the search process. The MSTG aligned on the focus of congregational listening, and proceeded to meet with as many church members as possible, meeting them in various venues, groupings, and settings.



## **BRIEF HISTORY of DOYLESTOWN PRESBYTERIAN CHURCH (PCUSA)**

The roots of the Doylestown Presbyterian Church reach back to 1804 when the Rev. Uriah DuBois founded a private school known as Union Academy at what is now the corner of East Court and Broad Streets. The Academy provided an opportunity for the first religious services in the community when Rev. DuBois, Pastor of Deep Run Presbyterian Church in nearby Bedminster, set aside one room for use by all Christian denominations.

In 1813, one year after Doylestown was declared the county seat, the Presbyterians began construction of their first church building on the site of the present-day church. The Reverend DuBois divided his pastoral duties between Deep Run and Doylestown. The original stone church building was replaced in 1871 with the current edifice which was dedicated on May 16, 1872. The Reverend DuBois continued to serve as pastor at Deep Run and Doylestown, as well as principal of the Union Academy, until his death in 1821. Thereafter, the congregation was served by supplies, interims, and short pastorates until the Reverend Silas Milton Andrews, D.D., came to serve as minister in 1831. Dr. Andrews' pastorate continued for fifty years. When he came in 1831, there were only 95 members in the two churches at Deep Run and Doylestown. By 1877, membership had grown to 400.

In 1913, the Deep Run and Doylestown congregations were officially merged to become the Deep Run-Doylestown Presbyterian Church. In 1957, a new church was established on the original site at Deep Run and both churches embarked independently, while cherishing their shared history.

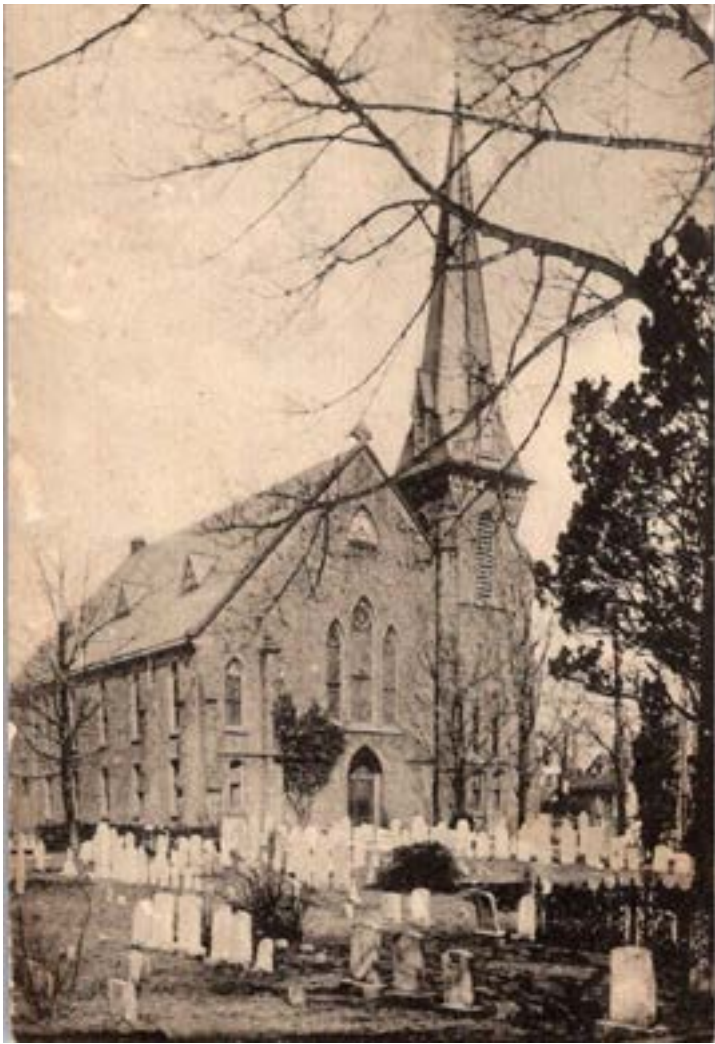
In 1940, an educational building was constructed on Mechanics Street behind the Doylestown church edifice. The building was enlarged in 1965 and renamed Andrews Hall in honor of the Reverend Dr. Silas Andrews. The fall of 2011 saw the culmination of an eighteen-month capital improvement project that included the expansion of Andrews Hall, renovation of the sanctuary, and construction of an enclosed second story bridge that spans Mechanics Street and connects the two buildings. The Bridge not only provides safer and easier access between the education building and the sanctuary, but inspired a new mission statement: Be a Bridge for Christ and a Beacon of His Love.

Since Dr. Andrews' ministry, the congregation has been served by twelve ministers, up to and including Dr. John M. Willingham who was installed in 2003 and continues to serve.

During his tenure as pastor, Dr. Willingham has stressed the importance of having children in worship. In 2004, the order of Sunday morning programs was changed to a two service format with a Sunday School hour for children and adults in between the services. This has allowed children to participate in worship and pastors to lead classes.

He has also placed great importance on mission, which has included assigning 10% of funds raised in the two most recent capital funds campaigns to mission work, and establishing a mission endowment fund. The major construction and improvement of the church campus in 2011 (notably the Bridge) has enabled the current level of involvement in monthly Community Meals and in Code Blue, a local initiative to shelter persons experiencing homelessness on extremely cold nights. A number of other outside organizations also utilize the church campus. Dr. Willingham's ministry has emphasized finding ways to discuss issues of church and culture (such as ordination standards, gun control, and same sex marriage) in the belief that the church needs to confront sensitive and complicated issues. In March of 2020, the Doylestown Presbyterian Church Session voted to become a Matthew 25 church. In 2023, the Doylestown Presbyterian Church became a designated Earth Care Congregation.

The current congregation numbers about 1,300 members, as of 12/31/2022, and is served by the Rev. Dr. John M. Willingham, Pastor, the Rev. Becca Bateman, Associate Pastor for Education and Family Ministries, and the Rev. Pauline J. Sexton, Pastoral Care Assistant. They are supported by a dedicated lay staff of thirteen, plus members of Deacons and Session. As a church body, we are deeply invested in carrying forward our current vitality, spirituality, and compassion to better serve our congregation and our community.







DPC today is reflected in our Mission to be a Bridge for Christ and a Beacon of His Love. The Bridge reference comes from the addition of the Bridge across Mechanics Street connecting our buildings and connecting our congregation to the community. The Beacon is our steeple, which can be seen from all directions as one approaches Doylestown. At DPC, our unwavering focus is on faith in Jesus Christ as the heart and soul of the church.

## **COMMUNITY AND CHURCH DEMOGRAPHICS**

Doylestown Presbyterian Church is located in Doylestown Borough in Southeastern Pennsylvania. The Borough’s website describes its location as being “in the heart of beautiful Bucks County Pennsylvania and serves as its County Seat. Recognized by USA Today as having America’s ‘best small-town cultural scene,’ the Borough offers a rich history, passionate community, and an eclectic mix of businesses, restaurants, and services. With world class museums, a beautifully restored art-deco theater, and a vibrant nightlife in a unique downtown area called one of America’s ‘Distinctive Destinations’ by the National Trust for Historic Preservation, Doylestown is a great place to visit, work, and live.”

2021 Census figures show Doylestown Borough’s population at 8,250 and neighboring Doylestown township’s population at 17,816. About half of DPC’s members live in these two areas (48.7%), with the majority of the other members within 10 miles of Doylestown’s boundary lines. Both the Borough and Township are predominantly white, 92.7% and 89.6% respectfully. Median home values in the Borough are \$461,200 and \$507,200 in the Township. The median household income of the Borough is \$86,188 and the Township is \$134,213. Residents with a high school diploma or higher make up greater than 97% in both areas.

The makeup of our congregation largely reflects the character of the community of which we are a part: homogeneous, without much diversity in racial, ethnic, or socio-economic background.

**As of March 2023, our active members’ ages were divided as such:**

**0 – 17: 32**  
**18 – 25: 157**  
**26 – 40: 211**  
**41 – 55: 204**  
**56 – 70: 336**  
**Over 71: 358**

One can easily see that more than half (53.5%) of our members are age 56 and older, with the largest age group being those exceeding 71 years.

We have seen a decline in total membership over the past few years, however average worship attendance (AWA) has remained steady.

<b>Year</b>	2016	2017	2018	2019	2020	2021	2022
<b>Membership</b>	1633	1634	1564	1501	1478	1465	1298
<b>AWA</b>	452	426	419	393	630	548	493

Current data suggests that approximately one third of the congregants participate each week in worship, whether it be in person or remotely. Sunday services are offered at 8:30 and 10:30AM with Livestream available at the later service. The Livestream is also recorded and available on YouTube for viewing at a later date/time. The addition



of Livestream to the weekly line up during the COVID-19 shut down (3/15/2020 through 4/25/2021) correlates with an increase in average worship attendance (AWA).

Adult Education and Youth Sunday School classes are offered between the 8:30 and 10:30 worship services. Children are encouraged to attend services with their parents; however the nursery is available for children under 4.5 years, and children's worship time is offered for children in third grade and younger.

## FACILITIES

The main focus of our campus is the Sanctuary Building. Our worship space is on the second floor of this building (accessible by both stairs and elevator). On the first floor is our Celtic Cross room which is used for various events, meetings, and activities. Across the street is Andrews Hall, which houses our church offices, Fellowship Hall, and three levels of classroom and meeting space, as well as our church library and nursery. The second floors of both the Sanctuary Building and Andrews Hall are connected by a bridge which provides additional meeting and fellowship spaces, as well as safe passage between the two buildings so there is no need to cross the road or brave the elements.

DPC owns three adjacent properties to the Sanctuary and Andrews Hall buildings: a parking lot, a home at 109 Mechanics St. (used for storage and has a playground), and a home at 112 Mechanics St. (currently a rental).

The third property, 112 Mechanics Street, has been under a lot of discussion and assessment activity over the last three years, culminating in Session approving, in December 2021, the recommendation by the Property Committee to sell the property, and a motion being brought to the February 2022 Congregational Meeting. After significant congregational comment, the congregational vote was 117 in favor and 128 opposed to the sale of 112 Mechanics St. Minor repairs to the home were completed in December 2022, and the home is currently for rent.

Our campus provides rehearsal space for DPC's dynamic and renowned music programs. Approximately 125 members and non-members, children, youth and adults, participate in the 5 vocal choirs, 3 handbell choirs, and orchestra. DPC is also home to the Bucks County Ecumenical Choir, a true community choir focused on offering sacred music. Celebrate the Arts offers seasonal concert series and Visual Art displays throughout the year. The December Service of Lessons and Carols brings all these groups together in one of our largest and most well-attended programs of the year, a favorite of members, neighbors, and guests.

The DPC church campus is also used on weekdays during typical school hours by the Building Blocks Learning Center which houses preschool and kindergarten programs. Jazzercise, Alcoholics Anonymous and Boy Scouts of America are additional community groups that have regularly scheduled meetings onsite. Wrapping Presence, a group that brings a free holiday shopping experience to residence-bound seniors, is based at DPC and uses the facilities for crafting sessions and training. DPC hosts a monthly Community Meal for neighbors and members and participates with other churches in a local Code Blue initiative to offer shelter and meals on the coldest winter nights to persons experiencing homelessness. Caring for Friends, hosted at DPC monthly, packs meals for home-bound friends in our area.



## FINANCIAL OVERVIEW

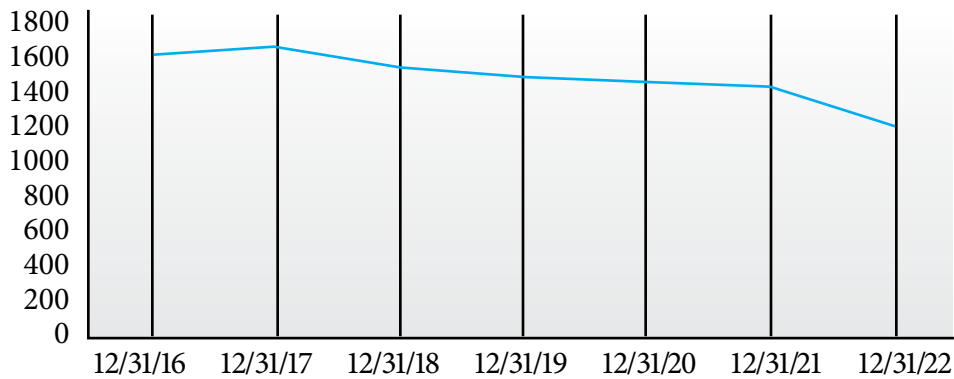
With a good financial position currently, as represented in the [Meeting of the Congregation report](#) our church faces several realities and trends that shape DPC’s future and challenges.

2022 was the first half of our two year Be Renewed generosity initiative and saw our members give to a level \$117,000 higher than budget. This along with higher than budget non-pledge and cash giving left a net balance of \$265,977 for 2023 which will allow the church to continue to fully support our ministries, operations and service our debt effectively.

Favorable progress has been achieved from accelerated debt reduction over the last six years, with a 6.6 year reduction in the payoff timeline overall. This was accomplished through additional budgeted principal payments, and designated gifts from our congregation, saving our church on interest costs and reducing the anticipated payoff from July 2032 to December 2025.

DPC’s financial outlook beyond 2023 includes the reality of a declining church membership, dropping 20% from 1633 in 2016 to 1298 in 2022 as follows:

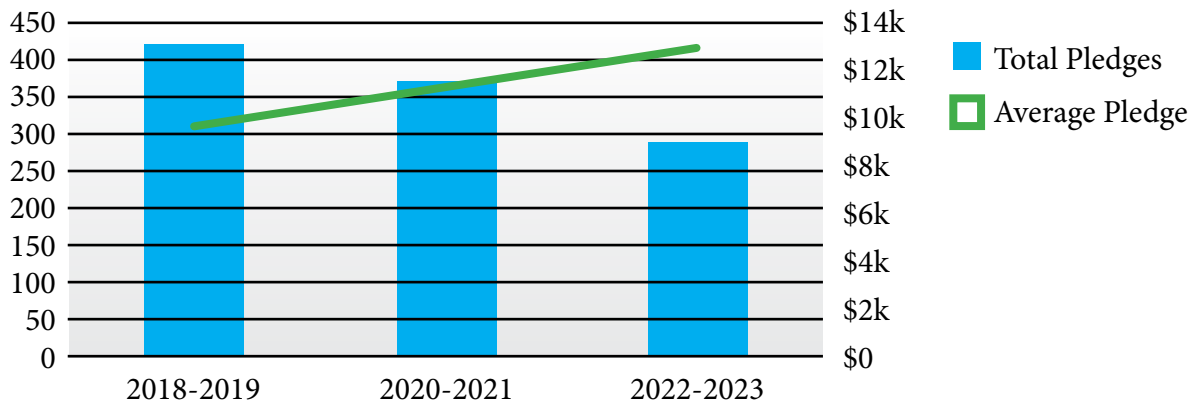
### DPC MEMBERSHIP



Further, three trends have emerged over recent years that present DPC’s current state and future challenge:

- First, while the number of pledges dropped slightly in the transition to the two year giving cycle, the decline accelerated over the three One Fund campaigns, from 406 pledges in ‘18 – ‘19, to 358 in ‘20 – ‘21 and 279 in ‘22 – ‘23.
- Second, an increase in the average pledge, represented over the three One Fund campaigns (2018 – 2023) with a 31% growth per pledge on average. The pledge count and average pledge are depicted in the following graph:

### NUMBER OF PLEDGES AND AVERAGE PLEDGE



- Third, generational giving trends reveal a growing disproportionate level of giving compared to the representative number of members. For example, over the last two One Fund giving periods, the age group 65 years old and above represented between 66% and 71% of total pledges, while representing just 36% of membership. See Generational Giving Chart below.

### GENERATIONAL GIVING COMPARISONS

2020 through 2023 Pledge Events  
(# of pledges - total \$'s - % of total)

	<u>Embark Pledges</u>	<u>Be Renewed Pledges</u>	<u>Current Demographics</u>
<30	5-\$19,016 - .05%	3-\$5900 - <.01%	291-22.6%
30-49	37-\$207,848 - 5.3%	20-\$135,960 - 4.0%	205-15.9%
50-64	103-\$1,088,980 - 27.9%	74-\$864,528 - 25.2%	326-25.3%
65-79	148-\$1,589,858 - 40.7%	117-\$1,243,576 - 36.1%	311-24.1%
80-89	56-\$943,206 - 24.2%	55-\$915,726 - 26.6%	124-9.6%
90+	9-\$53,260 - 1.4%	10-\$275,370 - 8.0%	32-2.4%
Total	359-\$3,902,168	279-\$3,441,060	1289-100%

### THE ONE FUND APPROACH

Beginning in 2009, DPC’s model of stewardship had been to conduct capital campaigns on top of annual campaigns. It is important to note when reviewing DPC’s history and financials, that a 2017 decision was made to combine the operations and capital/debt needs of the church into one fund. At the same time, a transition to a two year giving cycle in place of the traditional one year cycle, was proposed in 2017.

DPC’s Senior Pastor, staff and task force worked with a consultant to envision and design the new one fund approach. Session approved the one fund model, and launched it with the 2018 – 2019 Flourish campaign.

We have continued with the one fund model for years 2020-2021 (Embark), 2022-2023 (Be Renewed), and will have a steering committee plan in place for 2024-2025.

### OVERVIEW OF FINANCIAL ASSETS

(Operating Fund, MBGF, MEF and EF)

DPC carries four different funds for cash, liquid and investment assets, with restricted and unrestricted designation as represented in the following chart:

#### Audited Cash and Other Liquid and Investment Assets (12/31/2022)

Fund	Cash	Money Mkt Funds	Cert of Dep	Vanguard Equity Funds	Loan to Oper. Fund	Total	Restricted Funds
Operating	621,389	272,913				894, 302	262,104
MBGF	341,471	225,169	57,038			623, 678	623, 678
Endowment		157,237		606,427	92,800	856, 464	856,464
Mission End.	4,602			68,081	100,000	172, 683	172, 683
<b>Total</b>	<b>967,462</b>	<b>655,319</b>	<b>57,038</b>	<b>674,508</b>	<b>192,800</b>	<b>2,547,127</b>	<b>1,914,929</b>

The Operating Fund supports our personnel, ministry and facility needs for all operating costs for a calendar year. This fund also includes some restricted accounts that are for specific offerings collected, specific programs and events, and groups that are funded outside the annual budget.

Memorials, Bequests and Gifts Fund (MBGF) is to meet both the near and long-term needs of church facilities and to assist in support of programs and mission. These accounts are all restricted and have specific designations of their use. Some examples of these funds include: Music Memorials, Stained Glass Repair/Maintenance, Building Emergency Fund, Celebrate the Arts.

The Endowment Fund was created in 2001 from the “Restricted Endowment Fund” in the Memorials, Bequests, and Gifts Fund to help secure the ongoing vital mission of the Doylestown Presbyterian Church.

The Mission Endowment Fund was created in 2012 to help secure the ongoing vital mission activities of the Doylestown Presbyterian Church.

## **DEBT & LOANS**

In 2009 DPC’s congregation engaged in planning a project for renovating and modernizing our facilities. Addressing building accessibility and HVAC needs, relocating the nursery, creating a centralized office space, and constructing a bridge between the two buildings across Mechanics street were some of the key goals of the project, at a cost of over \$8M.

A Bridging the Generations capital campaign was launched, culminating in \$3.6M in pledges, and the congregation approved taking a loan of up to \$5.2M, rather than extending the capital campaign. Two bank loans totaling \$4.9M were necessary to complete the project. One was paid off within days of project completion, the other remaining loan is outstanding today.

Through an internal loan from the Mission Endowment Fund (MEF) which provided a \$100,000 pre-payment to the remaining loan, and the generosity of many faithful members, special events and designated gifts over the years, the loan balance was \$622,045 on 12/31/22. If payments continue as budgeted, the loan will be satisfied in December 2025. The MEF loan is still outstanding and represented in the Cash and Other Liquid and Investment Assets chart above.

In 2019, DPC’s session approved an additional internal loan from the Endowment Fund to pay for necessary repairs to correct a serious HVAC system design for Andrews Hall. The balance of this loan is \$92,800 and is represented on the Cash and Other Liquid and Investment chart.

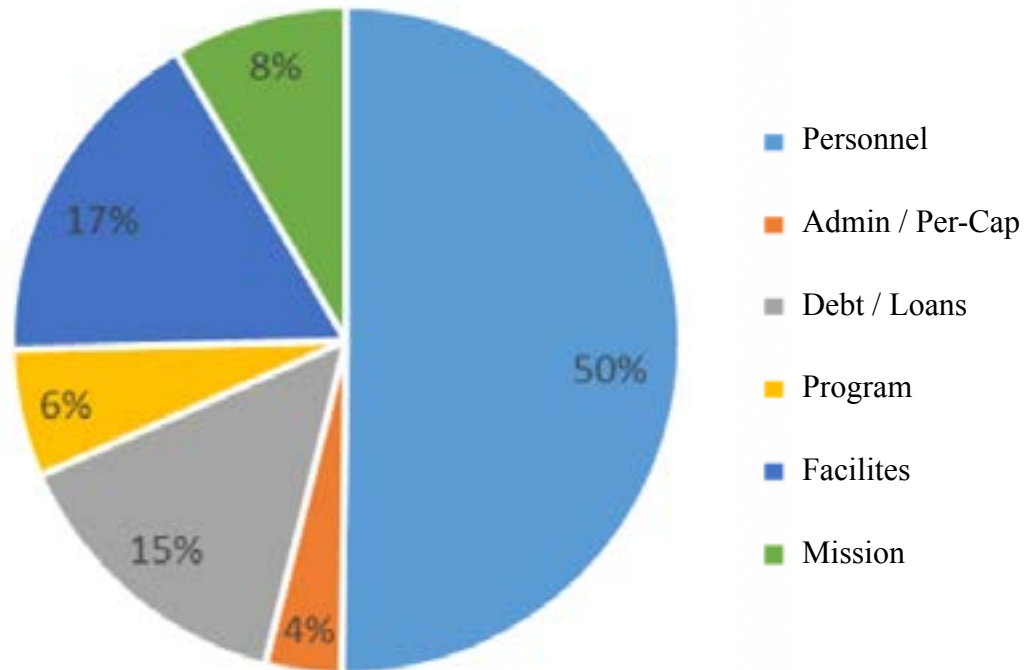
## **OPERATING BUDGET 2023**

Total budgeted income for 2023 is \$1,798,776. Income sources are from expected pledge receipts including the remaining commitments, and estimated designated gifts. Other sources of income include non-pledge member contributions consistent with recent years, and amounts received for usage of DPC’s facilities by outside organizations.

Budgeted Personnel costs for 2023 assume no staff vacancies and include estimated expenses for a transitional pastor during the latter part of the year. Expenses also include the monthly loan payments to First National Bank and reserves for unexpected repairs and maintenance of our buildings.

DPC’s annual budget allocates 10% of all undesignated funds to mission initiatives. Further, the continuation of all DPC’s program offerings is budgeted, as is the estimated expenditure for planning the next generosity initiative in the fall of 2023. **Reference chart on following page.**

## 2023 BUDGETED EXPENSES



## COMMITTEE FEEDBACK

The MSTG held listening sessions with eleven of DPC's standing committees and Task Forces. While each committee had priorities unique to the scope of their work, several key themes emerged. Addressing declining membership was mentioned repeatedly. A robust membership correlates to maintaining the vitality of the congregation, to building and fostering the youth programs, and to serving the needs of our local community, as well as supporting our mission initiatives and securing a solid financial standing. Like many mainline churches, overall membership is down despite regularly scheduled new member classes welcoming in a very engaged and faithful cohort. Finding ways to retain and nurture our current members while offering relevant worship and fellowship to persons seeking a new church home is a top priority. Drawing in young families with children was identified as a needed focus. Retention and appreciation of our excellent staff is also essential. The strength of our music program was noted.

Ensuring financial stability for DPC is essential. The current period of economic inflation is having a two-pronged effect on the finances of our church. First, the most generous donors are situated within the older demographic of our membership. Their incomes, and thus their ability to donate to the church, may be negatively impacted by inflation. Second, the church budget needs to increase to keep pace with inflation for the line items of insurance, health care costs, facilities costs, and staff compensation, as well as to support the DPC mission philosophy. With a small endowment and decline in the number of giving units, there is concern about our ability to stay current with maintenance and upkeep of equipment, property and facilities. Among the issues that will need to be addressed are parking and the future use of the properties at 109 and 112 Mechanics Street.

Strengthening the interconnectedness of our church is a recurring theme. A desire for more intergenerational activities has been expressed by many, perhaps most ardently by the Senior Adult Ministry and the Youth groups. Our Connections Task Force and the Mission Committee have been instrumental in creating opportunities for fellowship among the generations. The Mission, Matthew 25, and Peace and Justice committees would like to have their

work viewed as connected to each other and to the message from the pulpit. The Adult Education Committee sees a path to interconnectedness beyond the walls of DPC by partnering with other Christian organizations, including the Presbytery, to share resources and guest speakers, with a goal of building a larger Christian community around relevant faith and spiritual topics. Keeping all that we do deeply rooted in faith is the overarching intention.

Many respondents commented on the quality of our music program and its central role both in worship and in keeping people strongly connected to DPC. The opportunity to rehearse with a musical group and contribute to the worship services is a meaningful link to fellowship and faith, open to members and non-members alike. Similarly, the rich music is an essential part of worship for members and visitors, with many expressing how traditional music feeds their soul. The music committee respects the conversations about contemporary versus High Church (traditional, sacred) music. From the musicians' perspective, the High Church music is more challenging and exciting to learn and perform. Acknowledging the discussions about adding contemporary music, it was noted that contemporary music requires a different skill set and we may need to look into hiring an additional person with that background.

Every committee recognizes the breadth of opinions in our church coming, as we do, from a variety of political stances, faith backgrounds, and life perspectives. As one longtime member commented, "We are a politically diverse church, but we can worship and serve God together." Our next pastor will need the gift for hearing different opinions and the skill to navigate them without compromising congregants' spiritual growth and the mission and social justice initiatives to which DPC has committed.

### **CONGREGATIONAL LISTENING SESSIONS**

The MSTG held thirteen congregational listening sessions with a variety of time and location options for DPC members to express their opinions in person, on Zoom, and day, evening or weekend. In all, 170 members participated, generating over 300 comments.

Each session commenced with a prayer and a scripture reading. The strong themes that emerged from the comments were the need to bolster youth membership and activities, increasing and retaining membership of all ages, suggestions for programming, worship format and scheduling, sociopolitical activities including Matthew 25, and the music program.

Participants in the congregational listening sessions paint a picture of our next leader as someone who will be actively and intentionally involved in all parts of the life of DPC, has a strong commitment to nurture and guide our youth to become faithful leaders of the church, and a high regard for our excellent music programs combined with a readiness to offer contemporary music and worship choices. Our new pastor will educate and inspire us on our spiritual journey while sagely navigating the congregation's differences of opinion as how best to serve out our mission to Be a bridge for Christ and a beacon of His love.

The congregational responses indicate a strong desire to attract young families to join DPC, to continue the vibrant youth programming that is already in place and to fill in the gaps in programming for certain age groups, to add contemporary music or a separate contemporary service that would appeal to youth and young families. Additionally, there is interest in re-examining the current Sunday morning schedule to better accommodate the time constraints faced by families with children. Efforts to increase our membership, and especially to draw in young families, were widely mentioned as a priority, both to infuse our congregation with new vitality and to aid with the financial sustainability of DPC.

There is a deep respect for the portion of the congregation who wish to retain the traditional music, liturgy, and mission projects. At the same time, a significant segment of the congregation would like to see these aspects refreshed and expanded, while retaining what is cherished.

People in the listening sessions expressed a high degree of satisfaction with the Biblical lessons taught in Sunday morning

services. Many participants also cited the opportunities for Bible-based learning presented by Adult Education classes, Bible study groups, and Growth Groups. They want our next pastor to build on this foundation, teaching us and challenging us to become better followers of Jesus Christ.

Even with all of the challenges presented by the COVID-19 pandemic, it is felt that our church, fueled by the strong faith of members and staff, has maintained momentum in key areas of worship and service. Post-COVID-19, there have been a number of intergenerational activities offered that have been very well received. There is a desire to see more such programs to encourage growth and fellowship, and to cement bonds amongst our members of all ages.

Despite DPC's commitment to hold a Matthew 25 designation, there is a range of opinion within the church membership as to the appropriate level of immersion into that work as well as other issues of social justice. In the words of one member, "There currently is a movement of the spirit at DPC (with regard to mission outreach, peace, justice, earth care, and Matthew 25 initiatives) and we don't want to lose that." Other members would like to see a more restrained approach to these initiatives. Our new pastor will need to navigate that divide and guide us toward the best, most fitting ways to fulfill that intention.

There is considerable concern for the well-being of our staff. Supporting them in ways to avoid and repair burnout as they have stepped up to the extra demands of COVID-19 and the pastoral transition period is a priority. Similarly, our dedicated core of volunteers are seen to need recognition and reinforcement.

## CONGREGATIONAL SURVEY

Based on the themes which were heard during the committee meetings and larger congregational listening sessions, the MSTG developed and implemented an eight question survey (exclusive of the demographic data) to dig deeper and gain measurable results.

The survey was open from March 19 through March 29th, 2023 and we received 400 individual responses. This represents 31% of the overall membership and the mix of respondents was broad in all demographic areas. The detailed survey responses, analyzed in graphs, can be found at the end of this Mission Study report.

Based on the responses to the questions, the church is looking for the new pastor to be strong in preaching and teaching the Word in worship and small groups, with congregants across all ages. Worship is clearly a focus of the respondents to the survey, though many are open to change (Saturday worship, alternate schedules, alternate formats). The constant is the desire for inclusivity, challenging teaching/preaching, and intergenerational engagement.

**In a review of the open ended comments provided by survey respondents, several key items stand out.**

**1.** Centered in Christ, DPC is a church with members across the spectrum who vary in their views around social justice, Matthew 25, messages from the pulpit on social issues, and PCUSA political activism. The topic was mentioned in 43 individual comments (representing 15% of all comments) with some respondents noting total support for these programs and ideas and others expressing the desire to disengage in these areas. A full range of stances was expressed, from "It would be nice to just be in a safe spiritual space where everyone can bask in His presence regardless of political opinion" to "We need someone with the courage to speak out against injustices in our community, our country, and our world."

**2.** We see in the survey a high value among respondents for Pastoral Care, especially in this Post-COVID-19 era. Forty-two of the overall comments (15%) were specifically around the need for Pastoral Care. It was noted that a Pastoral leader/teacher is needed to connect with young families and members of all ages, encourage a welcoming environment for all, deliver challenging and inspiring sermons, engage with the Doylestown/Bucks County community, and lead pastoral care. A survey respondent stated this very clearly. "And what do I think the most important thing is that we need? Pastoral care. Someone to love and care for us. We are capable of so much when we know we are loved, truly loved."

3. As raised in the committee and congregational listening sessions, the survey emphasizes that music is a key part of the DPC legacy. In addition to the high responses in the multiple choice questions, we saw 17 comments specifically around music. Contemporary, traditional or a mix, music and the arts are items which are highlighted throughout and a potential base upon which to continue building.

4. In the survey, in 20 open-ended comments we heard, as we did in the listening sessions, that there is a great deal of support for the office and professional staff. Their skills are valuable and respected and should be nurtured in this time of transition. In general, the entire staff and congregational volunteer corps has the full support of the congregation during this time of transition. These people, paid and unpaid, are celebrated and appreciated by the congregation and will be key to the leadership transition.

5. Multiple choice question #2 shows 184 respondents noting their engagement with the church was serving as a Deacon or Elder. This is at least 46% of respondents which indicates that service to our church family is an important means of involvement for our congregation.

6. Given the congregation's call for DPC to focus on attracting young members and families, the low survey response rate among that group was striking. This indicates that as a church we have work to do in this area. While the survey response rate was high across the congregation, only 29 respondents were in the 26-40 age range. A focus now will be to take steps to further learn what the community of young adults are looking for in a church home.

## SUMMARY

Doylestown Presbyterian Church has been a spiritual home for the people of the Doylestown community for over two hundred years. We have a beautiful, well-maintained campus and an outstanding music program. Currently we are in a solid financial position but we recognize challenges ahead due to our aging congregation, declining membership, and small endowment fund.

We are a church of varied views, so it will be key to have a head of staff pastor who can encourage and facilitate learning and respectful conversation to keep us all focused on serving Christ in all things.

We love our traditions, but also understand the need to move into the future in many areas, to bring new, younger and more diverse populations into our congregation. We need someone who can help us navigate this journey.

As was stated very clearly in both committee and congregational listening sessions:

***“We must live and embrace the mission. Be the hands and feet of Jesus. Center on the Word of God. Stay focused always on the Biblical message of redemption and salvation, anchored in faith.”***

With prayerful expectation, we look forward to the growth that transition will bring and to the new pastor who will guide us.

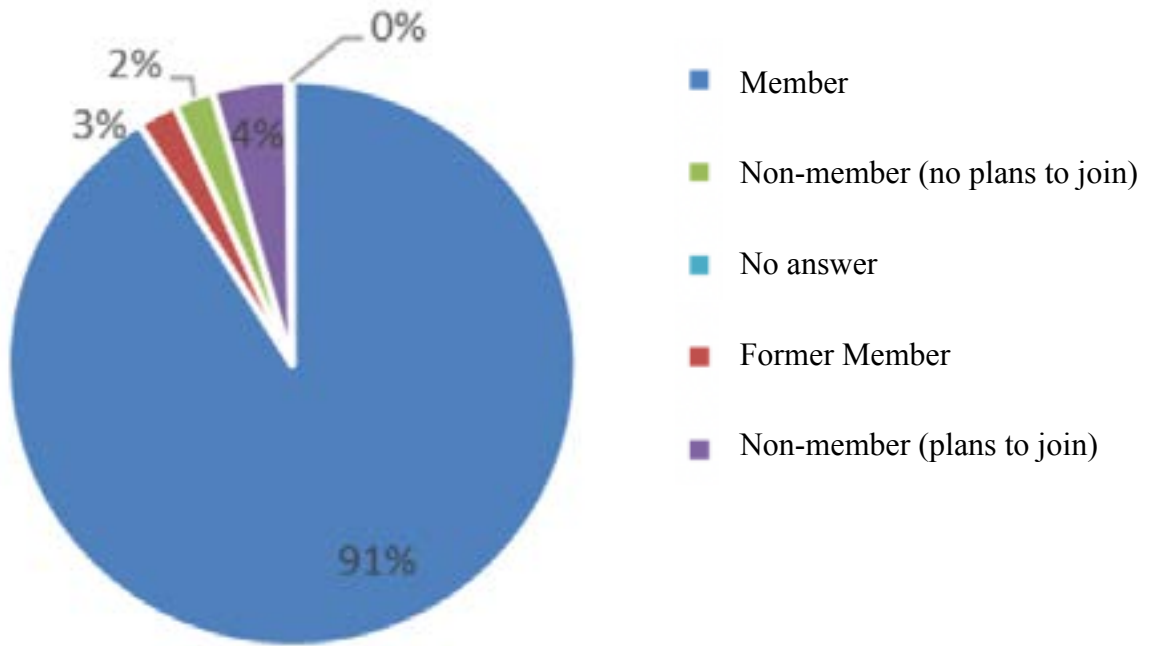
## SURVEY DEMOGRAPHIC DATA

In addition to the survey respondent data below, the comparison with the overall congregation census shows:

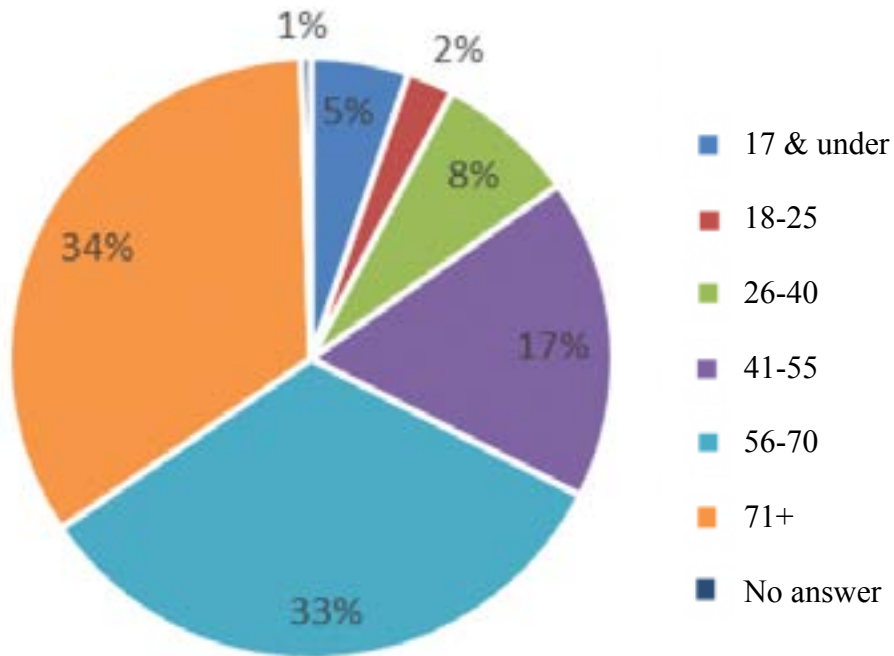
- **25% of male and 35% of female members of the church completed the survey.**
- **40% of church members with more than 20 years of membership completed the survey,**
- **41% of new members completed the survey, while only 19% of 1-5 year members did.**
- **65% of members 17 and under and 38% of members over 41 completed the survey, while only 11% of members 18 - 40 did.**



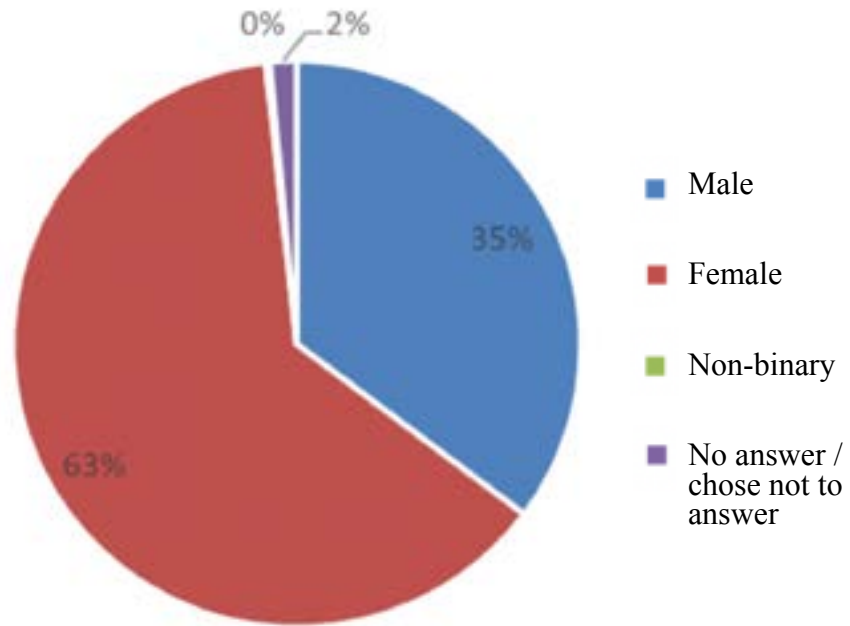
### DPC MEMBERSHIP STATUS



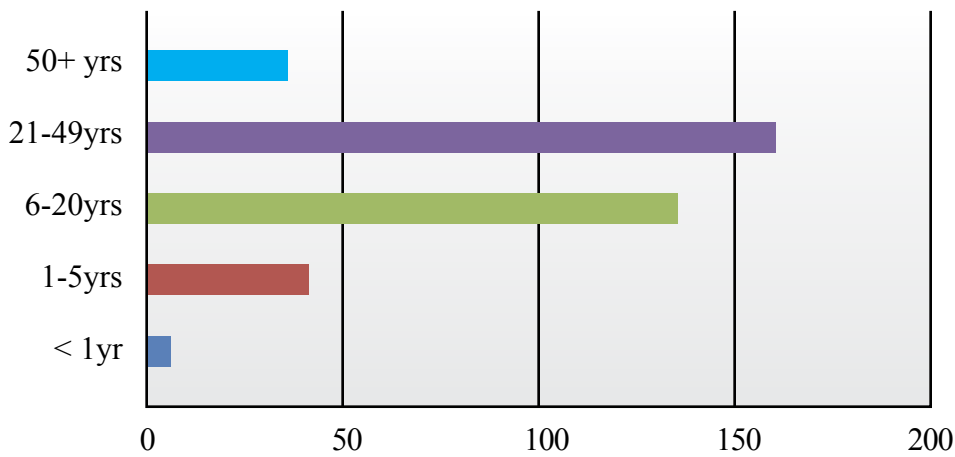
### AGE



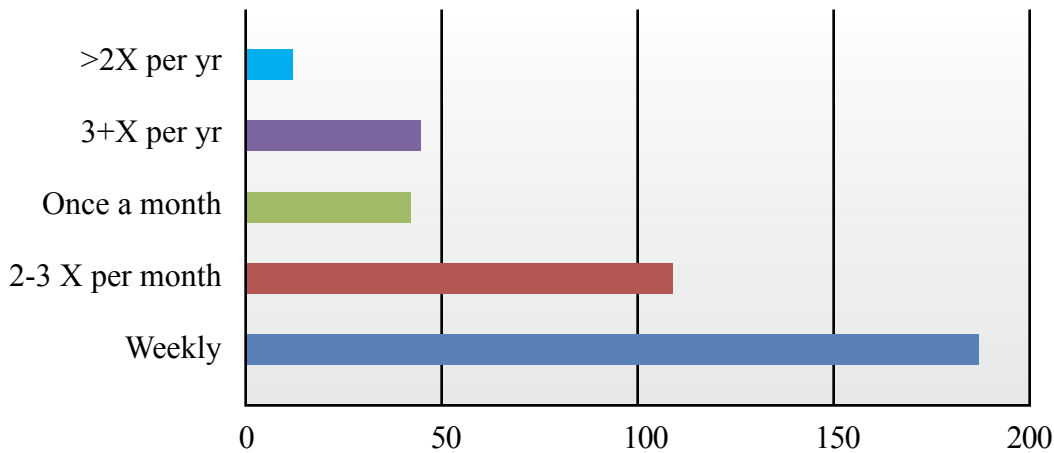
### SEX



### HOW LONG HAVE YOU ENGAGED WITH DPC?

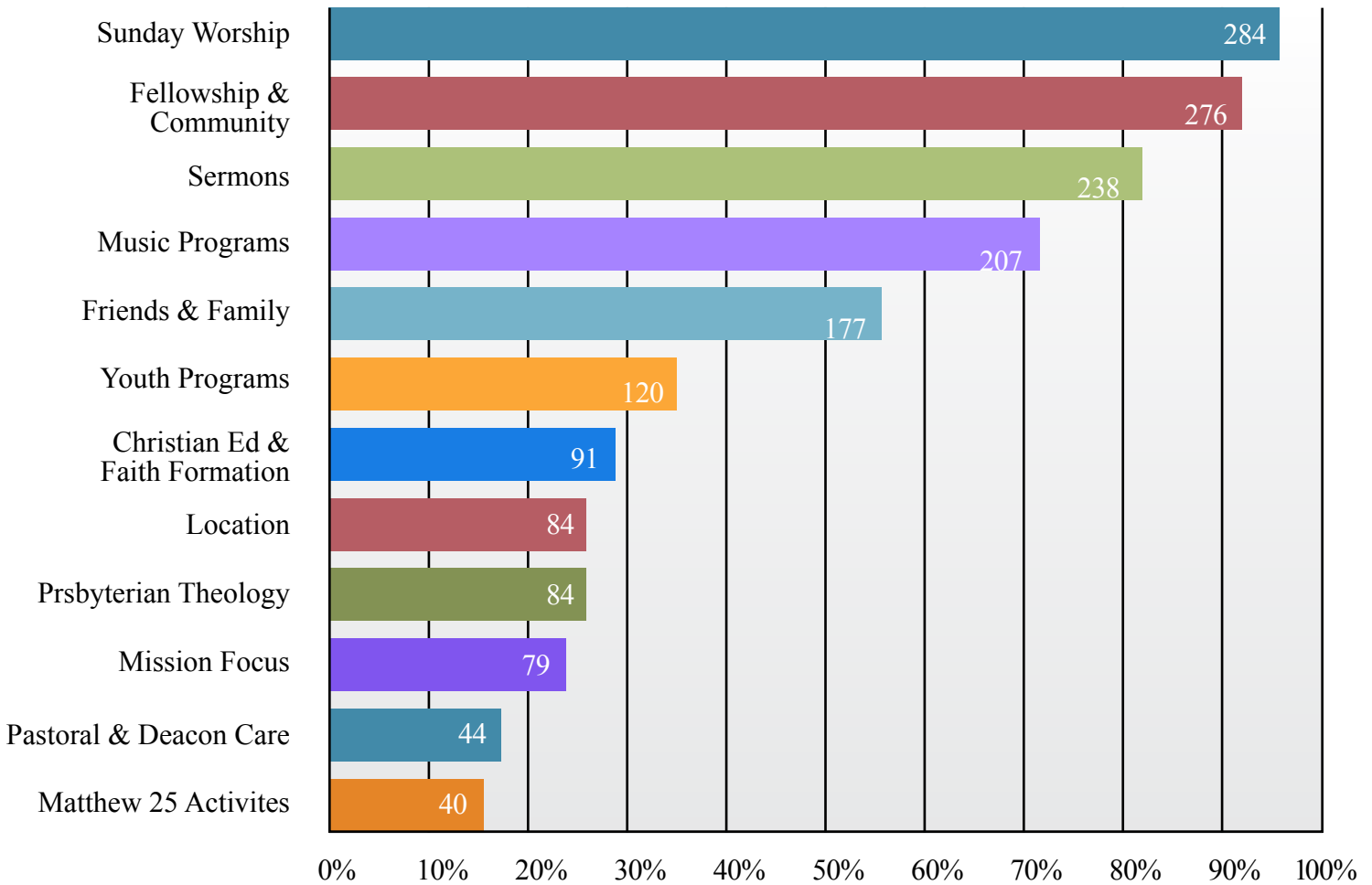


### HOW OFTEN DO YOU ATTEND WORSHIP?

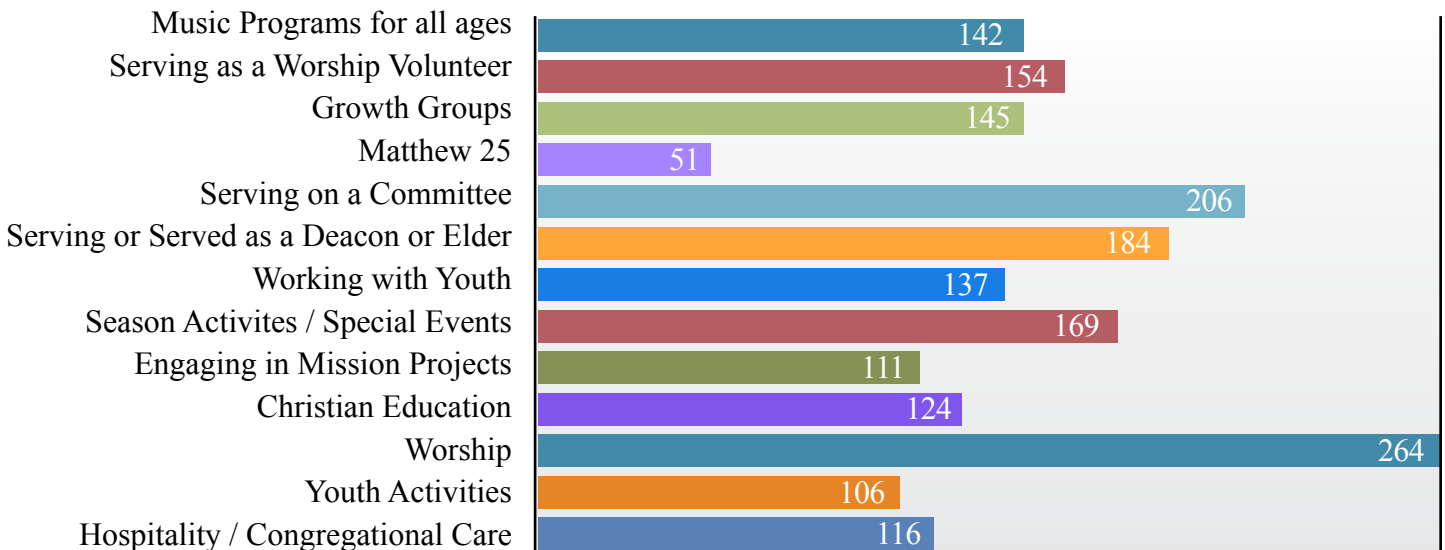


**DETAILED RESPONSE DATA**

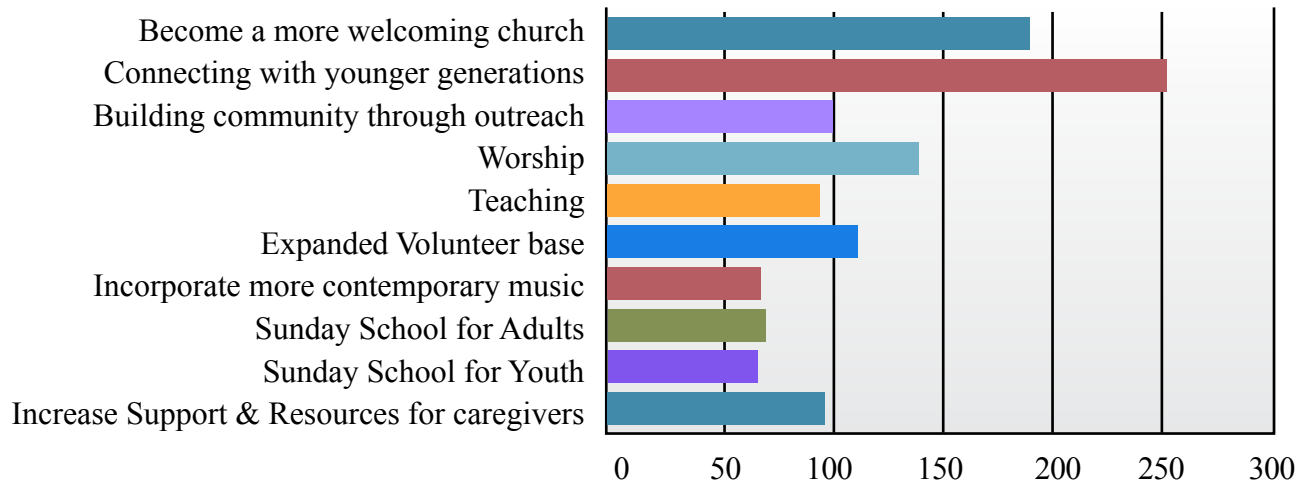
**QUESTION 1: WHY DO (OR DID) YOU ATTEND DPC?**



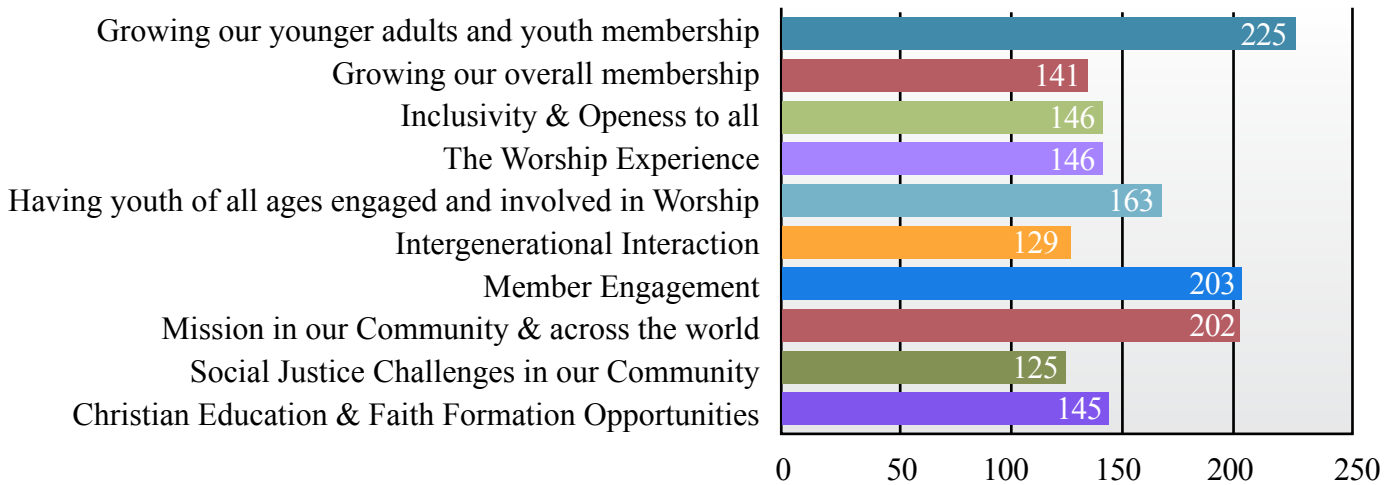
**QUESTION 2: WHAT ACTIVITES KEEP (OR KEPT) YOU CONNECTED TO DPC?**



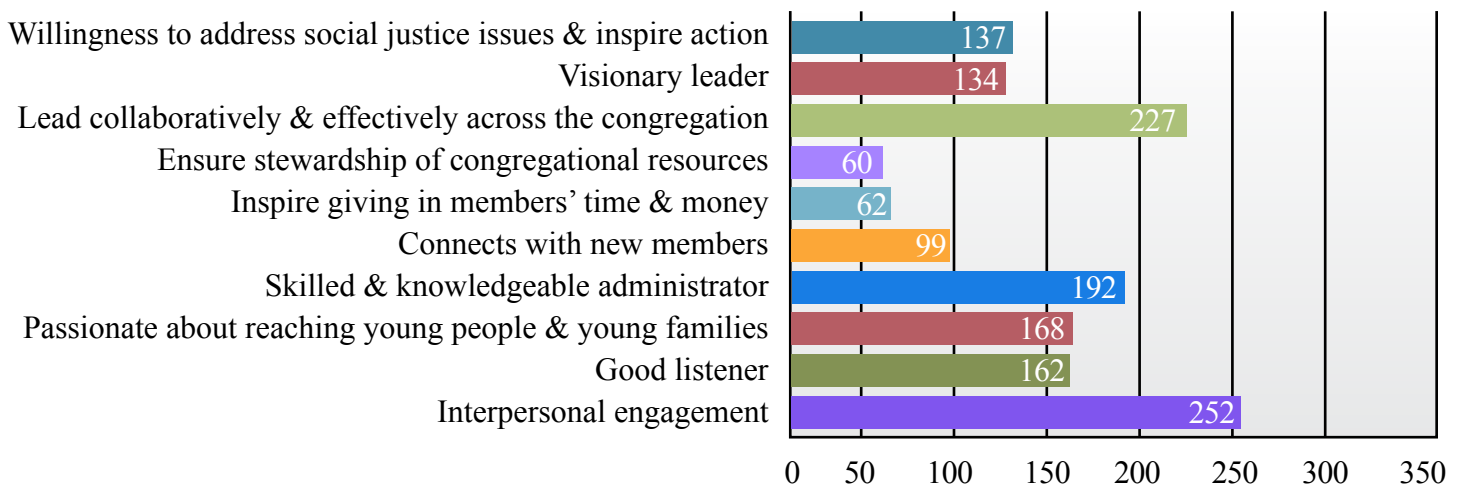
**QUESTION 3: IN WHAT AREAS WOULD YOU LIKE TO SEE DPC EXPAND OR STRENGTHEN?**



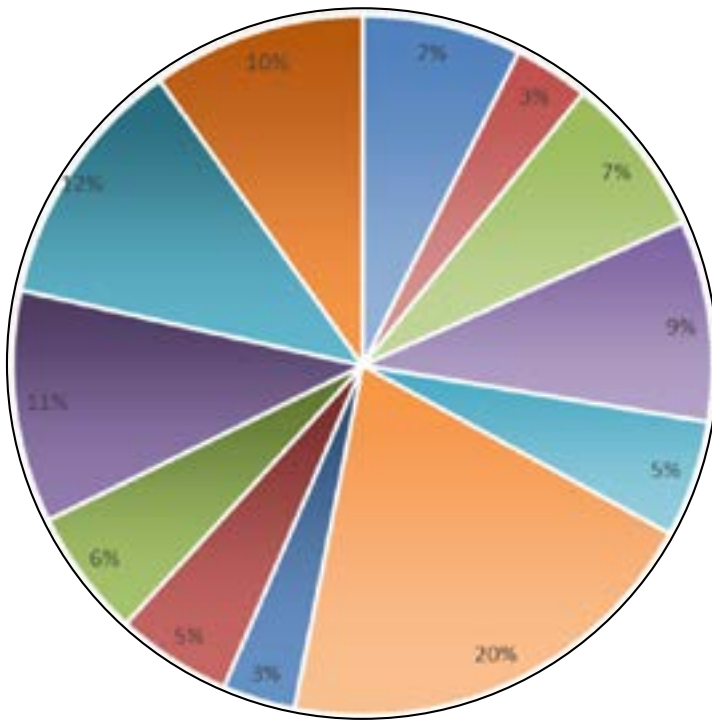
**QUESTION 4: WHAT DO YOU THINK ARE THE MOST IMPORTANT AREAS WE, AS A CONGREGATION, NEED TO FOCUS ON?**



**QUESTION 5: WHAT ARE THE MOST IMPORTANT LEADERSHIP QUALITIES THAT OUR NEW PASTOR SHOULD POSSESS?**



**QUESTION 6: WHAT SHOULD OUR NEW PASTOR FOCUS MOST OF THEIR ENERGY ON?**



- Staff mgmt - including prof dev.
- Small groups & discipleship
- Reach out to visitors & new members
- Member retention
- Teaching
- Preaching & the Worship experience
- Outreach & evangelism
- Ensuring the needs of the DPC campus are met
- Inspiring generosity & stewardship
- Pastoral care
- Implementing the vision of DPC
- Connecting with youth and young families

## SOCIAL CHANNELS / INTERNET PRESENCE



<https://www.dtownpc.org/>



<https://www.dtownpc.org/music-arts/>



<https://www.facebook.com/dtownpc>



<https://www.instagram.com/dtownpc/>



*“For I know the plans I have for you,” declares the Lord, “plans to prosper you and not to harm you, plans to give you hope and a future.”*

*Jeremiah 29:11*

**127 East Court Street • Doylestown, PA 18901**