

Becoming a Biblically Generous Church

Leadership Survey for Perimeter Church
February 2009



Stewardship Profile
A Ministry of Christian Stewardship Network

Becoming a Biblically Generous Church

Introduction

Working with stewardship ministries serving the local church as well as stewardship pastors, CSN has discovered ten important attributes that describe a biblically generous church which are shown below. The purpose of this Stewardship Profile is to help your church assess how your stewardship strategy aligns with these attributes.

The Attributes of a Biblically Generous Church

1. Biblical stewardship and generosity are seen as whole life issues (time, talent, treasure)

Church leaders see biblical stewardship as a whole life issue rather than being just about money. The church works to develop the skills, experiences, and gifts God has given the lay members. Members are taught about the importance and effective deployment of spiritual gifts. Leadership models generous service in the church and community and encourages members to do the same.

2. The concept of biblical stewardship is woven into the culture and values of the church

Interested visitors would quickly see that biblical stewardship is a core value of the church. The Senior Pastor and other church leaders appear to be comfortable teaching and modeling biblical stewardship. Stewardship related information is easily found in various places around the church, including the web site. Giving opportunities are widely promoted in the church. Church leadership works to ensure the congregation is appropriately connected to the financial state of affairs of the church.

3. Stewardship has strong support from church leadership

The Senior Pastor and church leadership clearly and consistently models biblical stewardship and generosity. Stewardship is a recognized and distinct ministry within the church. The church budgets money needed to achieve the goals of our stewardship ministry. There is concerted prayer support for the stewardship ministry. The various church departments, programs, and/or ministries to take the initiative to partner with the stewardship ministry.

4. There is widespread understanding and application of biblical stewardship principles among the congregation

Church leadership works to understand the level of understanding and application of biblical stewardship practices in the congregation and implement strategies to increase both understanding and application. Members are encouraged to grow by taking advantage of resources that would help them grow in their understanding and application of biblical principles of stewardship. Principles of biblical stewardship are an integral part of membership and pre-marriage classes.

5. *Giving opportunities and generosity are reflected in the prayer and praise of the church*

Stories of generosity with time, talent, and treasure are shared regularly at church events and worship services. Church leadership prays regularly for those in need and prayer needs within and outside the church are shared with the congregation. Stewardship teaching is regularly a part of the worship service.

6. *Generous lifestyles are lived throughout the congregation*

Church leaders model biblical stewardship in the use of their time and life gifts. A significant number of the congregation give generously of their time as volunteers in our church. Members of the congregation regularly generate ideas for new service and outreach ministries for the church and community. There is an overall attitude of cheerfulness in giving in throughout the church.

7. *There is a designated stewardship leader to champion the cause of biblical generosity throughout the church*

The church has a staff member or lay volunteer in place and dedicated (i.e., a Stewardship Leader) to facilitate the stewardship vision of our church among the staff and congregation. This role has a clearly defined role and responsibilities and the full support of the senior leadership of the church to do his/her job.

8. *A well-developed stewardship strategy with clear success measures is in place*

The church has a clear, well-articulated stewardship vision that is aligned with the larger vision of the church. There is a clear plan in place to achieve that vision. Programs are in place (teaching, training, communication strategies, etc.) to move closer to their vision. Progress toward becoming a biblically generous church is monitored and discussed on a regular basis and changed when needed.

9. *Stewardship and biblical generosity are taught as part of the teaching and training of the church*

The church has a thoughtful strategy to ensure they are presenting good teaching and training regarding biblical stewardship to the congregation. Church leadership is clear about the stewardship message they want to convey to the membership (i.e., what they want them to understand, believe, and do about stewardship). Time is set aside each year to teach/train members on biblical stewardship. Stewardship teaching is available for all age groups (adolescent and adult) in the church.

10. *Church needs are abundantly met*

The operational and capital budget needs of the church are consistently and well met. The congregation enthusiastically supports a growing missions and outreach budget. In times of economic uncertainty and turbulence the church financial needs continue to be well met. The needs of those who are financially challenged or are in need (poor, widows, single parent families, etc.) within the church are met.

Report Organization

The Profile consists of 82 questions and the following report is organized in five broad categories:

- Attribute Summary
- Demographics (Participant Role/Relationship to Church and Tenure)
- Profile of Your Church Using the Attributes of a Biblically Generous Church
- Giving Style as Described by Survey Participants
- Summary of Stewardship Strengths and Opportunities for Growth Based on Profile Results

Participants were encouraged to make amplifying comments and these are shown beneath each question that received any additional comments.

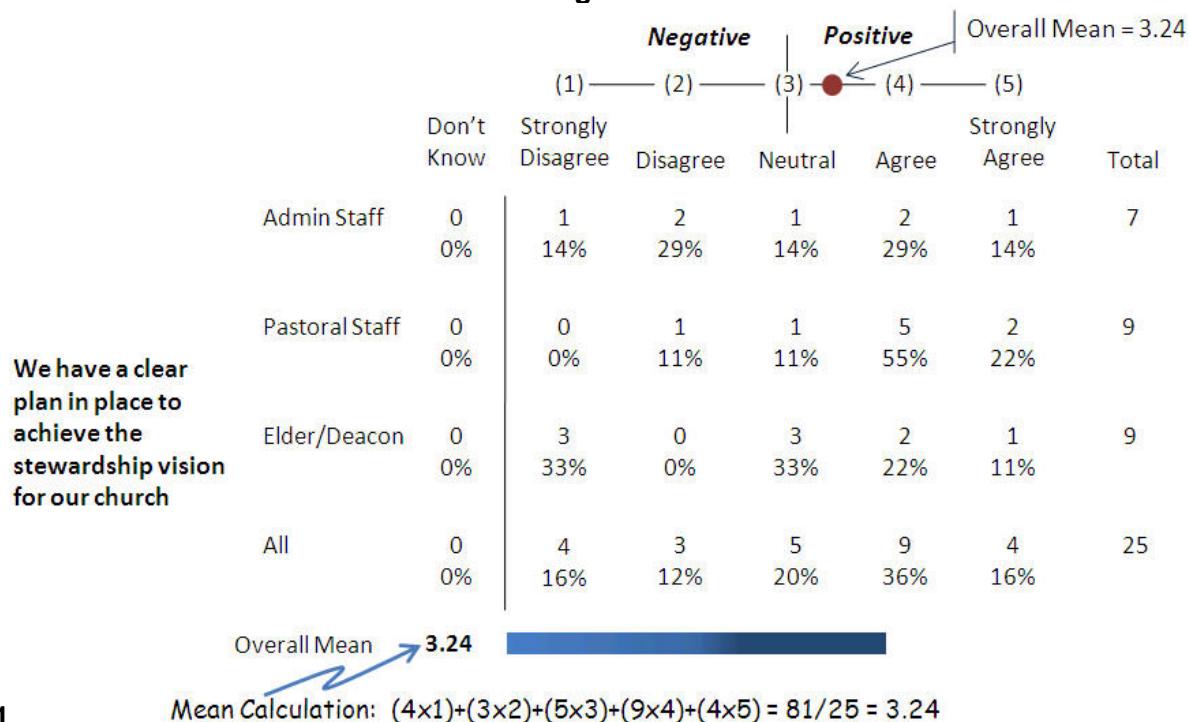
How to Interpret the Results

Each statement was evaluated on a five point scale:

1. Strongly Disagree
2. Disagree
3. Neutral/Neither
4. Agree
5. Strongly Agree

Using this five point scale, the survey program calculates the mean (average) score (Figure 1) for each statement. As you can see any statement with a mean score of greater than 3.0 is in the positive range; any statement with a mean score less than 3.0 is in the negative range.

Figure



Note that we present the survey results according to the church role (administration, pastoral, and elder/deacon) – If you were either a pastoral pastor **and** elder or an administrative pastor **and** elder, you are represented, respectively, in the pastoral or administrative group – we did this, not because eldership is secondary, but rather because our experience is that the primary day-to-day role controls the lens by which individuals view the strategies and programs of the church.

Although the mean scores are calculated on the five point scale, for ease of reading your report is shown on a three point scale. The survey program combines the “Strongly Disagree” and “Disagree” columns and the “Strongly Agree” and “Agree” columns (Figure 2)

Figure 2

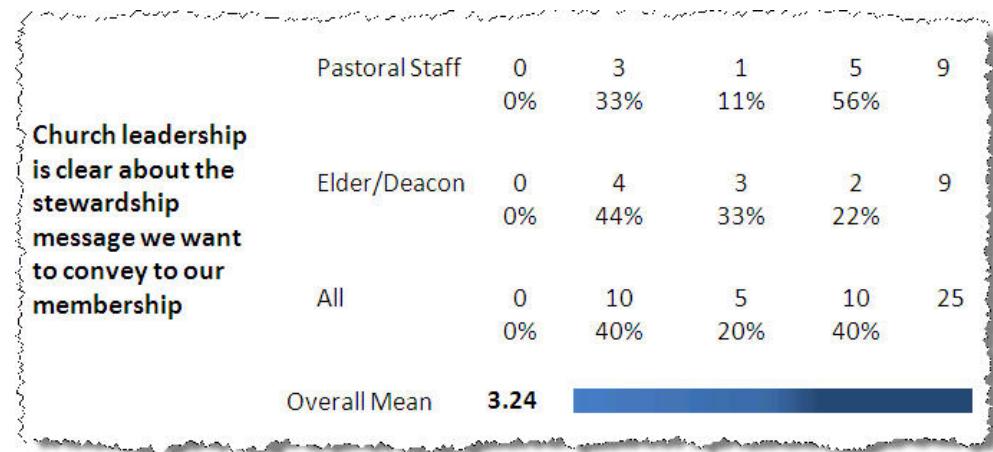
		Don't Know	Disagree	Neutral	Agree	Total
	Admin Staff	0 0%	3 43%	1 14%	3 42%	7
We have a clear plan in place to achieve the stewardship vision for our church	Pastoral Staff	0 0%	1 11%	1 11%	7 78%	9
	Elder/Deacon	0 0%	3 33%	3 33%	3 33%	9
	All	0 0%	7 28%	5 20%	13 52%	25
Overall Mean		3.24				

Interpreting Mean Scores – We have found that the following scale represents a good summary for the means score numbers:

- 4.00 to 5.00 Excellent – “The Gold Standard”
- 3.50 to 3.99 Good – “Could Still Be Better”
- 3.00 to 3.49 Adequate – “Needs Discussion”
- 2.00 to 2.99 Marginal – “Needs Attention”
- 1.00 to 1.99 Critical – “Demands Attention”

Interpreting Question Percentages – Although mean scores are a quick indicator of the relative scores between statements, you must be careful. A particular question might have a relatively high mean score but also have relatively high “Disagree” percentage (indicating a problem) balanced against a similar “Agree” percentage (Figure 3).

Figure 3



Although the overall mean score is 3.24, 40% of the survey respondents disagree with the statement. Any time more than 25% of any group is in disagreement, there is cause for concern and further discussion and exploration. We suggest that after you quickly peruse the mean score, look at the percent disagree and percent agree. The following will help you assess the respective scores:

25% or More Disagree – A Matter of Concern

75% or More Agree – An Area of Strength

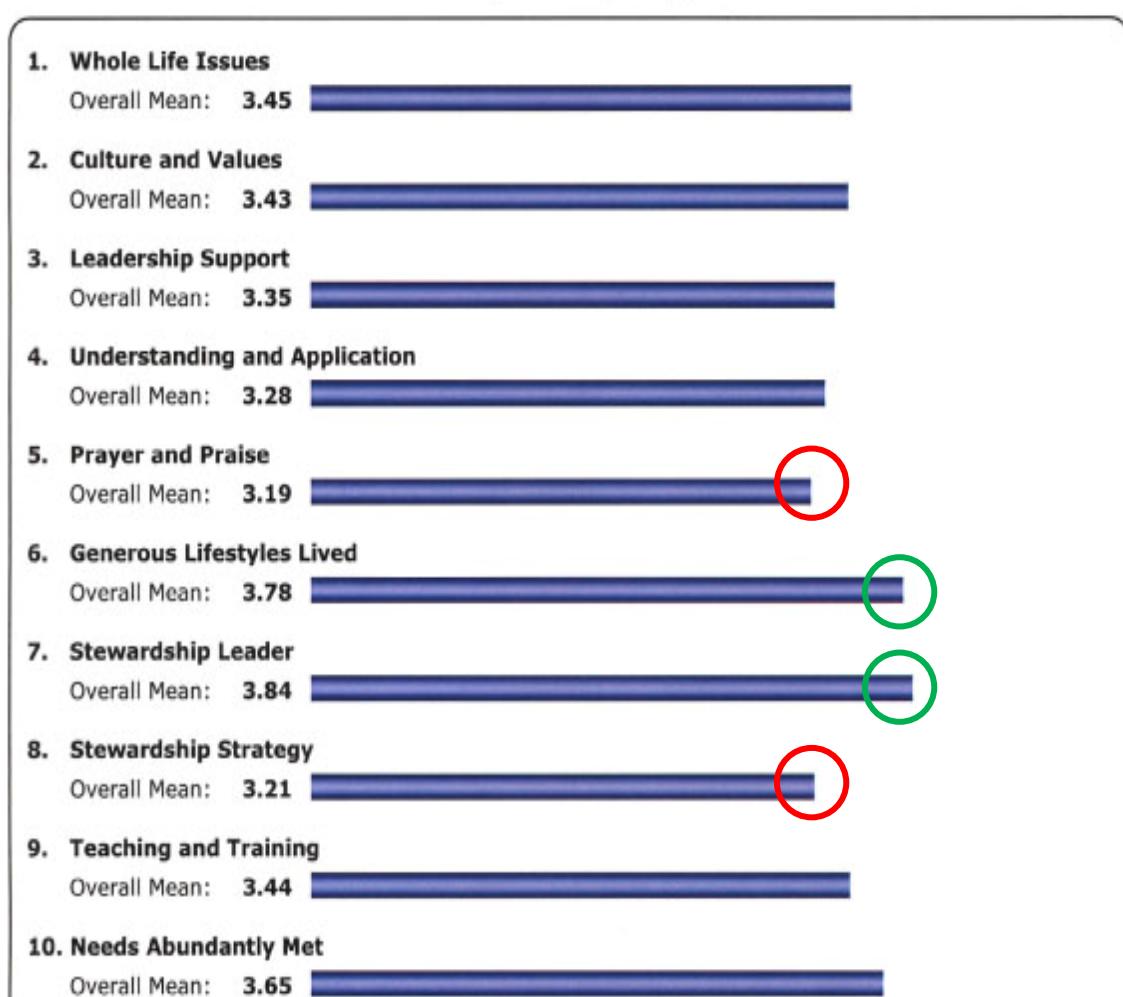
40% or More Neutral – An Issue to Explore

Start with the Summary

The first data you see is a brief summary of how your leadership ranked performance against each of the ten attributes. On one page you can quickly access your strengths and opportunities for growth (Figure 4).

The **green** circles represent the strengths; the **red** ones, possible areas for improvement.

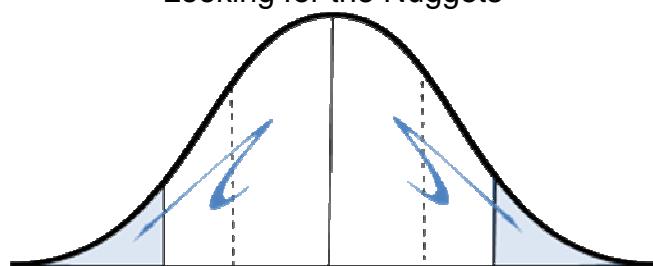
Figure 4
CSN Leadership Survey: First Church



**Don't Attempt to Bail the Ocean
with Tea Spoon – Focus on the
Essential Few**

Each attribute is supported by multiple descriptors. If you attempt to study each one, you will get buried in raw data and miss the essential few things that, if changed, could make a great difference in your church. The overall mean scores will help you

Figure 5
Looking for the Nuggets



identify the areas to focus but in addition to this, look at the individual statement. The Profile contains 82 statements that provide descriptive detail to each attribute. You will find it informative to review each of them and look for specific highs and lows that if leveraged or strengthened could move you closer to your vision of becoming a truly biblically generous church. The highs and lows are summarized in the last few pages of your Profile report to facilitate your thinking regarding the priorities to address in your action plan.

NOTE: This handout is a sample copy of the CSN's Stewardship Profile which is very much a work in process. Consider it a "Discussion Draft" presented to generate ideas and feedback that will allow us to take it to the next stage of development. The introduction above is roughly crafted to provide an example but will certainly change as the format of the basic Profile becomes clearer and more firm.

CSN Leadership Survey: Perimeter Presbyterian Church

Summary of Survey Categories

1. Whole Life Issues

Overall Mean: 4.12 

2. Culture and Values

Overall Mean: 3.86 

3. Leadership Support

Overall Mean: 4.05 

4. Understanding and Application

Overall Mean: 3.78 

5. Prayer and Praise

Overall Mean: 3.49 

6. Generous Lifestyles Lived

Overall Mean: 4.11 

7. Stewardship Leader

Overall Mean: 3.85 

8. Stewardship Strategy

Overall Mean: 3.37 

9. Teaching and Training

Overall Mean: 3.92 

10. Needs Abundantly Met

Overall Mean: 4.14 

CSN Leadership Survey: Perimeter Presbyterian Church

Demographics

1. Your Role – Choose the one role description below that best describes your role in the church:

	Admin Staff Elder/Deacon	Admin/Mgmt Staff	Elder/Deacon	Pastoral Staff	Pastoral Staff Elder/Deacon	Total
Admin Staff	5 62%	3 37%	0 0%	0 0%	0 0%	8
Pastoral Staff	0 0%	0 0%	0 0%	7 63%	4 36%	11
Elder/Deacon	0 0%	0 0%	145 100%	0 0%	0 0%	145
All	5 3%	3 1%	145 88%	7 4%	4 2%	164

2. How long have you attended this church?

	1 to 3 years	3 to 5 years	5 to 10 years	Less than one year	Longer than 10 years	Total
Admin Staff	0 0%	0 0%	1 12%	0 0%	7 87%	8
Pastoral Staff	2 18%	0 0%	1 9%	2 18%	6 54%	11
Elder/Deacon	1 0%	8 5%	47 32%	0 0%	89 61%	145
All	3 1%	8 4%	49 29%	2 1%	102 62%	164

CSN Leadership Survey: Perimeter Presbyterian Church

Whole Life Issues

3. Our leaders have been trained in holistic stewardship concepts

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	1 14%	0 0%	6 85%	7
Pastoral Staff	0 0%	1 10%	1 10%	8 80%	10
Elder/Deacon	0 0%	11 8%	12 9%	109 82%	132
All	0 0%	13 8%	14 9%	123 82%	150

Overall Mean: **3.99**

Comments:

- Opportunities for wholistic stewardship concepts are definitely available (Crown, etc...), but I can't say that as a leader I would have received this training without some additinal effort on my part.
- we could do more than relying on "Crown" type courses and occassional sermons.
- I don't know if it is leader specific, but there are many opportunities for members to receive stewardship training. I only assume leaders participate.
- We focus on serving, as well as giving.
- Strange question without quantifying holistic. Hard to answer.
- More training/involvement in training should be required on an on-going basis.
- All were supposed to take the financial training DVD series.
- It is hard to know whether leadership as a whole has been trained on stewardship. I know I have, but that is through a d-group and weekend training. I don't know if others are doing all of those things.
- Not sure what "holistic" means
- Since I have never heard of the concept "holistic stewardship" I will have to say I don't know.
- The topic of money is rarely discussed and then with an apologetic introduction
- The leaders have been well trained in the heart aspects of giving but little has been provided from the pulpit.
- We've covered concepts at times, but its not stressed in those terms. Most folks would see stewardship in financial terms only
- It's made available but not required.
- They have been trained on financial stewardship almost exclusively. Stewardship of our talents, time, energy, etc. has not been addressed well. Most of us live and steward our personal non-kingdom goals.

CSN Leadership Survey: Perimeter Presbyterian Church

Whole Life Issues

4. As a church we work hard to develop the skills, experiences, and gifts God has given our lay members

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	1 12%	0 0%	7 87%	8
Pastoral Staff	0 0%	1 9%	0 0%	10 90%	11
Elder/Deacon	0 0%	7 4%	10 6%	127 88%	144
All	0 0%	9 5%	10 6%	145 88%	164

Overall Mean: **4.16**

Comments:

- agree...but we could always do more.
- There does not seem to be a lot of real dedication to our areas of responsibilities by many.
- This church is more committed to equipping Christians than any church I am aware of.
- We have a lot of class and discipleship, but I don't think we really help people develop. You really need a mentor relationship for such development. The Journey group leaders I have had did not have a mentor attitude or ability.
- We used to promote LINK, but overall we tend to emphasize the idea more than the practice
- We work hard academically, but the span of care is too broad to allow for true apprenticeship. We don't even do well developing the skills and gifts of the Staff due to the tyranny of the urgent.
- We make more available than any other church I know.

5. Our church teaches about the importance and effective deployment of spiritual gifts

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	0 0%	1 12%	7 87%	8
Pastoral Staff	0 0%	0 0%	1 9%	10 90%	11
Elder/Deacon	0 0%	5 3%	6 4%	132 92%	143
All	0 0%	5 3%	8 4%	150 92%	163

Overall Mean: **4.25**

Comments:

- More in depth in the classes offered, but the majority do not take.

CSN Leadership Survey: Perimeter Presbyterian Church

Whole Life Issues

5. Our church teaches about the importance and effective deployment of spiritual gifts

(Continued from previous page...)

Overall Mean: **4.25**

Comments:

- I think Perimeter does a good job of emphasizing the importance of Biblical Stewardship. Further they also promote how the members (as a whole) stewardship is used in the church, in the community and around the world. More so than any other church I have attended. I think it is important for the members to "experience" the effects of stewardship.*
- The church provides classes to identify your spiritual gifts. I do not recall an effective deployment strategy to accompany it.*
- Link is our program and is offered 3+ times/year.*
- LINK is available but I don't see it mentioned/emphasized except around BreakOuts*
- We state it in our new mission statement, but not sure we teach it as a body*
- importance - yes; effective deployment - no*
- Link 2 to 3 times a year with no follow up or coaching is hardly adequate. How many of our leaders know how to develop the SG's of those they lead and make it a high priority?*
- Teaches about yes. Effective deployment I have not seen in many cases. There are a few people at the church whom I would say are effectively deployed.*

6. We strive to ensure our members have balanced perspective regarding stewardship and see it as a whole life issue rather than being just about money

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	2 25%	0 0%	6 75%	8
Pastoral Staff	0 0%	0 0%	0 0%	11 100%	11
Elder/Deacon	0 0%	10 6%	7 4%	127 88%	144
All	0 0%	12 7%	7 4%	145 88%	164

Overall Mean: **4.20**

Comments:

- The church does strive for this but there is very little followup to encourage completion. In other words if it happens it happens and if it does not it just doesn't.*
- Strive is the correct word. I don't believe it has been that effect. Although they maybe due to the percentage within the church who are true believers really attempting to follow christ.*
- Perspective, maybe. As I rule of life? Just look at the parking lot our cars and homes and the debt we carry speaks to what we worship.*
- It is clearly presented as worship.*
- Has been primarily related to money.*
- I would say we don't strive as in ongoing. When we do communicate or teach we strive at that time*

CSN Leadership Survey: Perimeter Presbyterian Church

Whole Life Issues

7. Church leadership gives and serves generously in the community charities outside of the church

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	0 0%	1 14%	6 85%	7
Pastoral Staff	0 0%	1 9%	1 9%	9 81%	11
Elder/Deacon	0 0%	7 5%	10 8%	104 85%	121
All	0 0%	8 5%	13 9%	119 85%	140

Overall Mean: **4.14**

Comments:

- My sense would be that they probably serve more than give with respect to community charities, tending to give to the church
- I know this more anecdotally than concretely.
- For those I know, I agree. I do not think any of us give enough of our time to community charities.
- Other than Unite, which is a good thing, I never hear of our involvement with United Way, or our giving to local charities. The food bank would be an exception
- I don't. All my "discretionary" time is "inside" the church.
- I believe so, though.
- I know we have a Community Outreach group, and know people are involved, but outside of my area which I have been involved in the past, I do not know what others are doing.

8. A good portion of our lay membership gives and serves generously in community charities outside of the church

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	0 0%	2 33%	4 66%	6
Pastoral Staff	0 0%	0 0%	1 9%	10 90%	11
Elder/Deacon	0 0%	8 6%	17 14%	93 78%	118
All	0 0%	8 5%	20 14%	108 79%	136

Overall Mean: **3.98**

Comments:

- My sense would be that they probably serve more than give with respect to community charities, tending to give to the church
- Don't actually know but it appears to be the case.

CSN Leadership Survey: Perimeter Presbyterian Church

Whole Life Issues

8. A good portion of our lay membership gives and serves generously in community charities outside of the church

(Continued from previous page...)

Overall Mean: **3.98**

Comments:

- *unknown what portion actually is serving, but I agree it is a focus of the church*
- *I know many who do and more who do not. Because I get involved in more stuff, I see more people out and about and engaged.*
- *Don't believe so.*
- *I would say it is a small portion that is really active in serving generously in community charities. Many might serve on a special occasion such at Unite Weekend, but for the most part I would say are not involved in an ongoing manner.*
- *this is a strong church value and we have a focused ministry to press this forward and i hvae observed a strong result.*
- *A believe only "a" (not a good) portion of the church is doing it and we are working hard in growing the numbers.*
- *We are a large church ans see lots of people getting involved. However it always seems to be the same people.*

CSN Leadership Survey: Perimeter Presbyterian Church

Culture and Values

9. The Senior Pastor and other pastoral and administrative leaders are comfortable teaching and modeling biblical stewardship

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	0 0%	1 12%	7 87%	8
Pastoral Staff	0 0%	0 0%	0 0%	11 100%	11
Elder/Deacon	0 0%	5 3%	7 5%	120 90%	132
All	0 0%	5 3%	8 5%	139 91%	152

Overall Mean: **4.41**

Comments:

- In terms of financial this is definitely true. In terms of community charities involvement outside the church. Everyone only has so much time.
- Randy never speaks about money without an apology. This is a bizarre approach given what the Bible teaches about the topic.
- I've been thoroughly impressed and convicted with the way Randy, in particular, models this with his own life.
- Though Randy Pope does not like to speak on this topic his messages are not about the money but the spiritual reason for giving-it is a

10. We encourage our lay membership to give to and participate with Christian para-church ministries

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	1 12%	2 25%	5 62%	8
Pastoral Staff	0 0%	1 9%	0 0%	10 90%	11
Elder/Deacon	0 0%	23 16%	33 23%	83 59%	139
All	0 0%	25 15%	35 22%	99 62%	159

Overall Mean: **3.63**

Comments:

- definitely participate but not give (at the expense of church giving)
- I'm not exactly how a "para church" ministry is being defined.
- participation is encouraged more than giving
- I don't remember a strong stand on this like Dobson might regular message to give to the local church first. If we have a stance it is not one I remember

CSN Leadership Survey: Perimeter Presbyterian Church

Culture and Values

10. We encourage our lay membership to give to and participate with Christian para-church ministries

(Continued from previous page...)

Overall Mean: **3.63**

Comments:

- *Participate in serving, giving through the church for the benefit of ministries in the community.*
- *But it is done in way such that members are compelled by the what Christ has done for them, rather than compelled by guilt.*
- *I think the church could do a better job of encouraging more to get involved.*
- *Encouragement is to work with church centric para*
- *Outside of Randy making statements of give somewhere if not here during the last capital fund raising, I know of no encouragement to lay membership to give and participate. There is Unite Weekend to encourage, but it is once a year.*

11. Stories of personal biblically inspired generosity are shared with the congregation

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	3 37%	1 12%	4 50%	8
Pastoral Staff	0 0%	2 18%	2 18%	7 63%	11
Elder/Deacon	0 0%	15 10%	27 19%	97 69%	139
All	0 0%	20 12%	30 18%	109 68%	159

Overall Mean: **3.72**

Comments:

- *in very general scope.*
- *Somewhat with the congregation, usually with more intimate group setting like Taste of Perimeter.*
- *on occasion, but not routinely.*
- *I cannot recall any stories except those of Randy and Carol. Those are truly inspiring but we should hear of others too.*
- *Usually only at times for capital campaigns*
- *Haven't heard of any in years. Should I have?*
- *Some but not much.*
- *I cannot recall one.*

CSN Leadership Survey: Perimeter Presbyterian Church

Culture and Values

12. Stewardship-related information is easily found on the web site of our church

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	5 71%	1 14%	1 14%	7
Pastoral Staff	0 0%	1 14%	1 14%	5 71%	7
Elder/Deacon	0 0%	19 16%	39 33%	57 49%	115
All	0 0%	25 19%	41 31%	64 49%	130

Overall Mean: **3.36**

Comments:

- Info such as Crown Ministries was...haven't looked lately
- I've never looked for it
- Just search Stewardship and you get a page of hits.
- Easily? Just financially.
- I don't think much of anything is easily found on the website. This is not a criticism of the design, there is just so much information it is difficult to make everything easily accessible. I don't think it is emphasized on the web site, maybe because I don't spend much time on it myself.

13. Giving opportunities are widely promoted in our church

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	1 12%	1 12%	6 75%	8
Pastoral Staff	0 0%	1 10%	2 20%	7 70%	10
Elder/Deacon	0 0%	10 7%	20 14%	110 78%	140
All	0 0%	12 7%	23 14%	123 77%	158

Overall Mean: **3.94**

Comments:

- Promotion of ANYTHING is VERY bureaucratic...while stewardship is taught and demonstrated, the communication bandwidth is unreasonably restricted (i.e., getting an announcement or bulletin insert concerning a Perimeter Christian School need was routinely difficult/impossible. Other ministries have shared common stories with me.)
- I would not say promoted. Rather there are many giving opportunities thru solicitations for missions trips etc or relationships

CSN Leadership Survey: Perimeter Presbyterian Church

Culture and Values

13. Giving opportunities are widely promoted in our church

(Continued from previous page...)

Overall Mean: **3.94**

Comments:

- If someone you personally know is going on a Go Journey then you get a support letter. Very worthy organizations such as Norcross Christian Learning Center (NCLC) which Perimeter supports are not promoted so that other may contribute, and they are really hurting and have been for some time.*

14. We teach that stewardship is an essential part of the Christian's walk for spiritual maturity

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	0 0%	1 12%	7 87%	8
Pastoral Staff	0 0%	0 0%	0 0%	10 100%	10
Elder/Deacon	0 0%	1 0%	2 1%	137 97%	140
All	0 0%	1 0%	3 1%	154 97%	158

Overall Mean: **4.43**

Comments:

- More so over the past few years because of it being added to the discipleship curriculum.*
- Taught but not much followup.*
- Especially to the officers, less so to the general congregation.*
- Agree that it is taught, but not enough, and not in an effective manner. Of course we don't want to become Baptists where giving is brought up every week. I have been in some of those churches.*
- Again, to be compelled by Christ, not by guilt. Very important, and I believe well done.*
- this is critical for a giving church*

CSN Leadership Survey: Perimeter Presbyterian Church

Culture and Values

15. Biblical stewardship is declared as a core value of our church

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	2 25%	0 0%	6 75%	8
Pastoral Staff	0 0%	3 30%	0 0%	7 70%	10
Elder/Deacon	0 0%	10 7%	12 8%	116 84%	138
All	0 0%	15 9%	12 7%	129 82%	156

Overall Mean: **4.11**

Comments:

- This is expressed in the Inquirers process but seldom reemphasized.
- I believe it's declared, but may not be written - which is ok. Again, the style of delivery (compulsion to give) is the key. It should be like the churches that demand your tax returns as part of membership.
- At one time we stressed being effective managers of life, relationships and resources. That has not been as visible as when we had it as part of our discipleship process

16. Our officers, leadership and staff are held to the highest standards of stewardship regarding church finances

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	2 25%	1 12%	5 62%	8
Pastoral Staff	0 0%	0 0%	2 18%	9 81%	11
Elder/Deacon	0 0%	10 7%	17 12%	106 79%	133
All	0 0%	12 7%	20 13%	121 79%	153

Overall Mean: **4.05**

Comments:

- What metrics are to be used for spirit led activities? How would you hold anyone to the standard?
- I have never been asked if I give or how much. I am asked if I am cheating on my wife, having a time of personal worship, etc. Again, bizarre.
- An example is that in spite of meeting budget goals for an expansion project, the leadership has decided to postpone the start to see how the economy and collections progress before proceeding.
- Not sure what you mean by held. If you mean held accountable not sure I would agree. We are certainly taught.
- We are encouraged, but there is no accountability that I am aware of.

CSN Leadership Survey: Perimeter Presbyterian Church

Culture and Values

16. Our officers, leadership and staff are held to the highest standards of stewardship regarding church finances

(Continued from previous page...)

Overall Mean: **4.05**

Comments:

- Statements have been made to that affect, but I do not know how it is measured. Nobody has ever come to me and asked what percentage of what I earn is given to the church and other organizations. Using an average income for the area does not seem to be an effective way to me.*
- In one of our leadership meetings our pastor shared that there were elders who were not tithing and I did not hear (also I have not asked) what have been done about it and if they are still functioning as elders.*
- I disagree only because I heard at an elders meeting that a percentage of elders were not tithing and I never heard how it was handled.*

17. We share summarized financial information with the congregation regularly and with appropriate transparency

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	4 50%	1 12%	3 37%	8
Pastoral Staff	0 0%	5 45%	0 0%	6 54%	11
Elder/Deacon	0 0%	51 36%	33 23%	56 40%	140
All	0 0%	61 38%	34 21%	65 40%	160

Overall Mean: **3.05**

Comments:

- Not frequently enough*
- Updates do come from the pulpit but they are not specific in details. Church financials are transparently avil if .*
- I have been involved with church in the past that published their yearly budget. I have never seen such information shared at perimeter with the congregation, and only partially with all the officier. If you are not directly involved you are not in the know.*
- We don't share numbers with the congregation very often if at all.*
- Not sure. I, as a member don't ever remember seeing this, but I never really tried. I did receive this info, and some details as an Elder.*
- It could more.*
- Shared with officers of the church more regularly and transparently than with the church at large.*
- I don't recall.*
- Not to my knowledge.*
- I have seen summarized financial information but only as an officer*
- We see totals but not how the totals are spent.*
- Not enough transparency. Printed materials with more budget details would be very helpful.*
- Our financials are transparent - but we do not regualrly share this information on a regualr basis or make it visible.*

CSN Leadership Survey: Perimeter Presbyterian Church

Culture and Values

CSN Leadership Survey: Perimeter Presbyterian Church

Leadership Support

18. Church leadership intentionally models biblical principles for lay membership

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	0 0%	1 12%	7 87%	8
Pastoral Staff	0 0%	1 9%	0 0%	10 90%	11
Elder/Deacon	0 0%	4 2%	12 8%	119 88%	135
All	0 0%	5 3%	13 8%	137 88%	155

Overall Mean: **4.12**

Comments:

- Could do a lot better in the pastoral care and relationship area. Generally leadership is far more results oriented vs. relationship. I think this creates the "back door" exit for our church.
- For it to be modeled it has to be seen. I would say most leadership is doing it, but not certain the lay membership sees it.

19. The Senior Pastor clearly and consistently models biblical stewardship and generosity

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	1 12%	0 0%	7 87%	8
Pastoral Staff	0 0%	0 0%	0 0%	11 100%	11
Elder/Deacon	0 0%	1 0%	7 5%	130 94%	138
All	0 0%	2 1%	7 4%	149 94%	158

Overall Mean: **4.50**

Comments:

- I would agree because I've been around awhile and tend to know. He has communicated his personal stories of his giving decisions usually at campaign giving times.
- Very strongly
- Although he doesn't share how he gives, I know that he give generously.
- His stories of generosity are exceptional, and challenging. This is a terrific strength of Randy's.
- During capital stewardship programs definitely.

CSN Leadership Survey: Perimeter Presbyterian Church

Leadership Support

20. The Stewardship ministry leader has direct access to the senior leadership of the church

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	0 0%	2 28%	5 71%	7
Pastoral Staff	0 0%	0 0%	5 50%	5 50%	10
Elder/Deacon	0 0%	5 5%	15 15%	76 79%	96
All	0 0%	5 4%	22 19%	87 76%	114

Overall Mean: **4.07**

Comments:

- I would assume so but I don't know. I don't know what we would call our "Stewardship ministry". We do most of our stewardship teaching thru Crown, Faith & Finances and discipleship. We also have staff to assist members with financial issues.
- Don't know who this is or recall such a title
- Not sure what the "Stewardship ministry" leader is

21. The church budgets money needed to achieve the goals of our stewardship ministry

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	1 14%	1 14%	5 71%	7
Pastoral Staff	0 0%	0 0%	2 20%	8 80%	10
Elder/Deacon	0 0%	4 3%	5 4%	96 91%	105
All	0 0%	5 4%	8 6%	110 89%	123

Overall Mean: **4.24**

Comments:

- Our stewardship ministry is unlike the prototypical church stewardship ministry.
- I don't recall ever seeing a budget breakdown showing where funds are allocated

CSN Leadership Survey: Perimeter Presbyterian Church

Leadership Support

22. There is concerted prayer support for the stewardship ministry

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	3 50%	1 16%	2 33%	6
Pastoral Staff	0 0%	1 12%	2 25%	5 62%	8
Elder/Deacon	0 0%	13 12%	22 21%	69 66%	104
All	0 0%	17 14%	25 21%	77 64%	119

Overall Mean: **3.65**

Comments:

- I think so.
- I am sure that the prayer team does eventually pray for this. However, I am not aware of an specific p
- don't know but don't think so.
- I haven't heard about this

23. The leadership encourages church departments, programs, and/or ministries to partner with the stewardship ministry

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	4 50%	2 25%	2 25%	8
Pastoral Staff	0 0%	2 20%	1 10%	7 70%	10
Elder/Deacon	0 0%	11 12%	28 31%	49 55%	88
All	0 0%	17 15%	31 28%	59 55%	107

Overall Mean: **3.46**

Comments:

- implicitly more than explicitly
- Not sure what the "stewardship ministry" is
- If you call making all SOL and other groups teach the Biblical Stewardship class at the same time once encouraging partnering with the stewardship ministry then yes. Otherwise no.
- I dont like to say it, but each ministry exists to some extent in tehir own world

CSN Leadership Survey: Perimeter Presbyterian Church

Leadership Support

24. Church leadership models biblical stewardship to the congregation

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	1 12%	0 0%	7 87%	8
Pastoral Staff	0 0%	0 0%	1 9%	10 90%	11
Elder/Deacon	0 0%	5 3%	18 13%	108 82%	131
All	0 0%	6 3%	19 12%	126 83%	151

Overall Mean: **4.05**



Comments:

- Based upon what I know I know this to be the case. However I'm not sure the congregation at large really knows this to be the case.
- The church leadership does it, but how do you "model" it, so that the congregation is encouraged to follow.
- I only know what Randy occassionaly shares in capital campaigns, son't have a venue to hear from others.

CSN Leadership Survey: Perimeter Presbyterian Church

Understanding and Application

25. Church leadership regularly discusses the level of understanding and application of stewardship practices in the congregation

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	1 12%	3 37%	4 50%	8
Pastoral Staff	0 0%	2 22%	5 55%	2 22%	9
Elder/Deacon	0 0%	24 18%	37 27%	72 54%	133
All	0 0%	27 17%	46 30%	78 51%	151
Overall Mean:		3.38			

Comments:

- more likely at the highest level vs. department level
- The topic is mentioned in the discipleship material. It is not taught broadly to those who are not in discipleship.
- If you consider every 5 years regularly and as part of the discipleship curriculum then the answer would be "Agree"

26. We encourage people to grow by taking advantage of resources that would help them grow in their understanding and application of biblical principles of stewardship

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	1 12%	0 0%	7 87%	8
Pastoral Staff	0 0%	2 20%	1 10%	7 70%	10
Elder/Deacon	0 0%	6 4%	13 9%	121 86%	140
All	0 0%	9 5%	14 8%	136 85%	159
Overall Mean:		3.99			

Comments:

- Resources are offered but not overly encouraged to attend.
- What has happened to Crown and Good Sense ministries?
- I believe we have made the resources avail but it has been difficult to communicate this effectively.

CSN Leadership Survey: Perimeter Presbyterian Church

Understanding and Application

27. We have a reasonable sense of the level of maturity (As measured by testimony, observation, and surveys like this one) of our people in the area of biblical stewardship

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	2 25%	1 12%	5 62%	8
Pastoral Staff	0 0%	2 20%	1 10%	7 70%	10
Elder/Deacon	0 0%	13 10%	27 21%	88 68%	128
All	0 0%	17 11%	29 19%	101 68%	147
Overall Mean:		3.67			

Comments:

- *We are not a generous church. We have great income and a healthy budget but the data shows we have way too many people and officers who give very little*
- *If stewardship is defined as giving, then I'd say we have a good understanding of the level of maturity. To the degree that stewardship is defined as the intentional use of all time talent and treasure, then I'd say we do not fully know the level of maturity. I think we can say that relative to the vast majority of churches our people are more mature.*

28. Principles of biblical stewardship are an integral part of our membership and pre-marriage classes.

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	0 0%	2 28%	5 71%	7
Pastoral Staff	0 0%	0 0%	1 11%	8 88%	9
Elder/Deacon	0 0%	3 2%	10 8%	99 88%	112
All	0 0%	3 2%	13 10%	113 87%	129
Overall Mean:		4.11			

Comments:

- *but don't know first hand with respect to pre-marriage classes*
- *This should be two questions...I know about membership, but not pre-marriage.*
- *The opportunities are there but not sure they are taken or understood, and there is very little follow through.*
- *It has been 8 years since I went through the pre-marriage class. I don't remember if stewardship was discussed, I know it was as part of membership.*
- *Not to the degree I'd like to see it though.*

CSN Leadership Survey: Perimeter Presbyterian Church

Understanding and Application

CSN Leadership Survey: Perimeter Presbyterian Church

Prayer and Praise

29. Giving testimonies are done regularly at church events, not just during fundraising campaigns

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	7 87%	0 0%	1 12%	8
Pastoral Staff	0 0%	4 36%	4 36%	3 27%	11
Elder/Deacon	0 0%	51 38%	27 20%	55 41%	133
All	0 0%	62 40%	32 20%	59 38%	153

Overall Mean: **3.01**



Comments:

- *Testimonies yes, Stewardship Testimonies, not so sure. Except for Taste of Perimeter. That is mostly testimony.*
- *Yes, sometimes and no most of the time.*
- *stewardship testimonies - no; other testimonies - yes*

30. The leadership prays regularly for those in need

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	0 0%	1 12%	7 87%	8
Pastoral Staff	0 0%	0 0%	0 0%	11 100%	11
Elder/Deacon	0 0%	3 2%	5 3%	125 93%	133
All	0 0%	3 1%	6 3%	144 94%	153

Overall Mean: **4.38**



Comments:

- *If people let their needs be known, the leadership is faithful to pray.*
- *weekly for those who submit prayer requests. don't know how often for those in need in general but probably weekly*

CSN Leadership Survey: Perimeter Presbyterian Church

Prayer and Praise

31. Encouraging stewardship stories are shared in public worship

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	5 62%	1 12%	2 25%	8
Pastoral Staff	0 0%	4 36%	2 18%	5 45%	11
Elder/Deacon	0 0%	29 21%	30 21%	78 56%	137
All	0 0%	38 24%	33 21%	86 54%	157

Overall Mean: **3.41**

Comments:

- *Rarely*
- *could be done more frequently*
- *Only occasionally*
- *Some times but not often.*
- *Only during fundraising at capital campaigns.*
- *Especially in terms of giving time and talents*

32. We share needed prayers with the congregation for needs within and outside the church

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	1 12%	1 12%	6 75%	8
Pastoral Staff	0 0%	2 18%	1 9%	8 72%	11
Elder/Deacon	0 0%	19 13%	23 16%	97 69%	139
All	0 0%	22 13%	25 15%	112 70%	159

Overall Mean: **3.73**

Comments:

- *agree but typically only for catastrophic events (within the church).*
- *Through the Prayer Team Ministry.*
- *I know of no other church (I have asked many believers outside Perimeter about this) that prays for other churches, related or not (by denomination) every week in each service. This is awesome and Perimeter is certainly a leader in this area.*

CSN Leadership Survey: Perimeter Presbyterian Church

Prayer and Praise

33. We share prayer needs within and outside the church with the congregation

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	1 14%	1 14%	5 71%	7
Pastoral Staff	0 0%	2 18%	1 9%	8 72%	11
Elder/Deacon	0 0%	20 14%	24 17%	96 68%	140
All	0 0%	23 14%	26 16%	110 69%	159

Overall Mean: **3.74**

Comments:

- *as is appropriate*
- *Not from the pulpit necessarily, but from the church bulletin*
- *Isn't this the same as 33?*
- *How is this different from 32?*
- *could be better at this*
- *Same as 32.*
- *indirectly...not so much during worship*
- *Typically do not share prayre needs with the congregation other than for catastrophic events (either within or outside the church).*
- *See 32.*

34. We regularly include prayer and testimonies that highlight the application of stewardship principles in the worship services

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	5 62%	1 12%	2 25%	8
Pastoral Staff	0 0%	6 54%	2 18%	3 27%	11
Elder/Deacon	0 0%	44 33%	27 20%	60 45%	131
All	0 0%	55 36%	31 20%	65 43%	151

Overall Mean: **3.11**

Comments:

- *mostly during capital campaigns*
- *Yes, stewardship of faith, talents, etc, but not so much financial.*
- *The stewardship talked about is usually not money, but more time and living sacrifice.*

CSN Leadership Survey: Perimeter Presbyterian Church

Prayer and Praise

34. We regularly include prayer and testimonies that highlight the application of stewardship principles in the worship services

(Continued from previous page...)

Overall Mean: **3.11**

Comments:

- *This is question 34 for me...now this survey has become irritatingly repetitive. And the autosave timer is about to make me scream! EVERY COMMENT I MAKE HAS BEEN INTERRUPTED BY THE AUTOSAVE REQUIRING ME TO STOP TYPING, USE THE MOUSE TO FIND WHERE I WAS, THEN RESUME. IT HAS HAPPENED TWICE IN THIS COMMENT BLOCK ALONE!*
- *not regularly*
- *Not regularly.*

35. Stewardship teaching is regularly a part of the worship service

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	4 50%	1 12%	3 37%	8
Pastoral Staff	0 0%	4 36%	1 9%	6 54%	11
Elder/Deacon	0 0%	42 30%	33 23%	64 46%	139
All	0 0%	50 31%	36 22%	73 45%	159

Overall Mean: **3.21**

Comments:

- *Regular enough, and certainly appropriately presented.*
- *Regular but infrequently. It is a part of a rotational teaching module tied to campaign activities.*
- *Again, if stewardship is giving, I'd say no. If stewardship is the full measure of a persons life - yes.*
- *I don't believe it should be either, due to the impact on visitors that may be seekers*
- *not regularly...more so when fund raising campaigns are in place. we do have this in place in our discipleship curriculum*

CSN Leadership Survey: Perimeter Presbyterian Church

Prayer and Praise

36. Stories of generous people (with time, talent, and finances) are celebrated in the worship services and other church settings

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	4 50%	3 37%	1 12%	8
Pastoral Staff	0 0%	3 27%	1 9%	7 63%	11
Elder/Deacon	0 0%	35 26%	21 15%	76 57%	132
All	0 0%	42 27%	26 17%	84 55%	152

Overall Mean: **3.31**



Comments:

- more so with time and talent, and not finances
- I cannot recall such a moment related to money. there are celebrations of time and talent.
- Most of those that can need not be recognized.
- this is getting repetitive...not regularly in worship, more in other venues
- on occasion but not often.
- I hear about time and talent but not finances.

CSN Leadership Survey: Perimeter Presbyterian Church

Generous Lifestyles Lived

37. Our leaders model biblical stewardship in the use of their time and life gifts

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	1 12%	0 0%	7 87%	8
Pastoral Staff	0 0%	0 0%	0 0%	11 100%	11
Elder/Deacon	0 0%	2 1%	7 5%	122 93%	131
All	0 0%	3 1%	7 4%	141 93%	151

Overall Mean: **4.18**

Comments:

- Most do and some don't.

38. Humility and self sacrifice are modeled by the church leadership

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	0 0%	1 12%	7 87%	8
Pastoral Staff	0 0%	0 0%	1 9%	10 90%	11
Elder/Deacon	0 0%	3 2%	14 10%	116 87%	133
All	0 0%	3 1%	16 10%	134 87%	153

Overall Mean: **4.13**

Comments:

- And I think more so than in other large churches with which I'm familiar
- Most do and some don't.
- There is a broad spectrum.

CSN Leadership Survey: Perimeter Presbyterian Church

Generous Lifestyles Lived

39. The church leadership team (Elders/Deacons, and Pastoral Staff) encourages our congregation to participate in other outside ministries in the community

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	1 12%	0 0%	7 87%	8
Pastoral Staff	0 0%	0 0%	1 9%	10 90%	11
Elder/Deacon	0 0%	10 7%	14 10%	115 82%	139
All	0 0%	11 6%	15 9%	133 83%	159

Overall Mean: **4.16**

Comments:

- I don't recall that the staff has intentionally requested involvement in the community
- Other than Unite weekend I don't hear about this

40. A significant number of our congregation has participated on short-term missions trips

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	0 0%	0 0%	8 100%	8
Pastoral Staff	0 0%	0 0%	1 9%	10 90%	11
Elder/Deacon	0 0%	7 5%	7 5%	123 89%	137
All	0 0%	7 4%	8 5%	142 90%	157

Overall Mean: **4.20**

Comments:

- I do not know the number but I know a lot and have supported a lot.
- Just a guess.
- As a church we have many mission fields but I cannot say a "significant" number are involved. As a large church I "think" our numbers are not "significant".
- Unless ~15% is a significant number or if you include those who sponsor missions trips financially or via prayer.

CSN Leadership Survey: Perimeter Presbyterian Church

Generous Lifestyles Lived

41. Members of our congregation regularly generate ideas for new service and outreach ministries for our church and community

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	1 12%	1 12%	6 75%	8
Pastoral Staff	0 0%	3 27%	1 9%	7 63%	11
Elder/Deacon	0 0%	8 6%	17 14%	92 78%	117
All	0 0%	12 8%	19 13%	105 77%	136

Overall Mean: **3.90**

Comments:

- I know I do, & feel that others do as well.
- Ministries tend to be directed as part of overall strategic planning, such as "20 in 20" within Global Outreach. The tendency feels and appears to be very top-down.
- If a member has an idea for a service ministry, there is real encouragement to make it happen.

42. A significant number of our congregation give generously of their time as volunteers in our church as well as with other ministries in the community

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	0 0%	1 12%	7 87%	8
Pastoral Staff	0 0%	0 0%	1 9%	10 90%	11
Elder/Deacon	0 0%	6 4%	15 10%	117 84%	138
All	0 0%	6 3%	17 10%	135 85%	158

Overall Mean: **4.14**

Comments:

- I would say that more than 50% volunteer in/out of the church.
- I don't know the statistics and I am not sure what significant means. In
- I know many do but uncertain about significant #s

CSN Leadership Survey: Perimeter Presbyterian Church

Generous Lifestyles Lived

43. There is an overall attitude of cheerfulness in giving in our church

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	0 0%	2 25%	6 75%	8
Pastoral Staff	0 0%	0 0%	2 18%	9 81%	11
Elder/Deacon	0 0%	4 2%	13 9%	117 87%	134
All	0 0%	4 2%	17 11%	133 86%	154

Overall Mean: **4.02**



Comments:

- *Of our time and talents - yes. Giving \$\$ - No.*

CSN Leadership Survey: Perimeter Presbyterian Church

Stewardship Leader

44. We have a staff member or lay volunteer in place and dedicated to facilitate the stewardship vision of our church among the staff and congregation

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	4 57%	0 0%	3 42%	7
Pastoral Staff	0 0%	1 10%	2 20%	7 70%	10
Elder/Deacon	0 0%	7 7%	18 20%	63 71%	88
All	0 0%	12 11%	20 18%	74 69%	106

Overall Mean: **3.81**

Comments:

- Again not in the traditional Stewardship Model.
- But like much at Perimeter, without prime time, and public leadership endorsement, this comes to very little.
- I know they are there, but have not seen them present in the recent past.
- I think we do but i do not know who that is.

45. A. If yes, the stewardship leader has a clearly defined role and responsibilities

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	1 33%	0 0%	2 66%	3
Pastoral Staff	0 0%	0 0%	3 37%	5 62%	8
Elder/Deacon	0 0%	5 7%	21 29%	45 63%	71
All	0 0%	6 7%	24 28%	53 63%	83

Overall Mean: **3.75**

Comments:

- Have not observed that recently

CSN Leadership Survey: Perimeter Presbyterian Church

Stewardship Leader

46. B. If yes, the stewardship leader has the full support of the senior leadership of the church to do his/her job

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	1 33%	0 0%	2 66%	3
Pastoral Staff	0 0%	0 0%	2 22%	7 77%	9
Elder/Deacon	0 0%	1 1%	19 27%	48 70%	68
All	0 0%	2 2%	21 25%	58 71%	81

Overall Mean: **4.01**



Comments:

- *I assume so, but have not observed it.*
- *THIS IS A RIDICULOUS SURVEY - LIKELY THE ANSWERS YOU'RE LOOKING FOR CAN BE GARNED BY A HANDFUL OF WELL THOUGHT OUT QUESTIONS AND THEN MINING THE DATA. :>(*

CSN Leadership Survey: Perimeter Presbyterian Church

Stewardship Strategy

47. We have a clear, well-articulated stewardship vision for our church

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	4 50%	1 12%	3 37%	8
Pastoral Staff	0 0%	1 9%	3 27%	7 63%	11
Elder/Deacon	0 0%	19 15%	26 21%	78 63%	123
All	0 0%	24 16%	30 20%	89 62%	143

Overall Mean: **3.62**

Comments:

- well-articulated, not sure.
- Among the Deacons/Elders - yes. Among the congregation - I don't know.
- Not sure it has been effectively communicated
- If we do, it is not well communicated. I could not tell you what it is.

48. We have a plan to achieve our stewardship vision (That is, where we are, where we want to go, and how we will get there)

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	3 42%	1 14%	3 42%	7
Pastoral Staff	0 0%	0 0%	4 36%	7 63%	11
Elder/Deacon	0 0%	12 10%	28 23%	80 66%	120
All	0 0%	15 10%	33 23%	91 65%	139

Overall Mean: **3.75**

Comments:

- Every 5 Years we do a Stewardship push, the rest of the year there is not a whole lot of support from the pulpit for Crown, etc. It is a part of yearly discipleship as well though.
- I know we set goals for raising funds for projects.
- The answers to this statement most of us do not have because they have not been shared. Some are, most are not.
- I expect so, but am not sure.
- Who knows?
- I believe the leadership knows this, but not sure all in the congregation do.

CSN Leadership Survey: Perimeter Presbyterian Church

Stewardship Strategy

49. We have or are putting programs in place (teaching, training, communication strategies, etc.) to help move us to where we want to be regarding stewardship in our church

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	2 28%	0 0%	5 71%	7
Pastoral Staff	0 0%	0 0%	3 27%	8 72%	11
Elder/Deacon	0 0%	14 13%	31 29%	60 57%	105
All	0 0%	16 12%	34 27%	74 59%	124
Overall Mean:		3.63			

Comments:

- *teching yes
training yes
strategies no*
- *Only if financially speaking.*
- *Could be but we hear little of this.*
- *I am not aware of them*

50. Our stewardship plan has clear goals and success measures

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	4 66%	1 16%	1 16%	6
Pastoral Staff	0 0%	0 0%	4 36%	7 63%	11
Elder/Deacon	0 0%	13 13%	28 28%	58 58%	99
All	0 0%	17 14%	33 28%	67 57%	117
Overall Mean:		3.56			

Comments:

- *I think so on success measures*
- *If so, not well communicated*
- *I'm sure they do, but do not know of them*
- *If so, not well articulated or disseminated.*
- *I do not know it.*

CSN Leadership Survey: Perimeter Presbyterian Church

Stewardship Strategy

51. Our stewardship plan is monitored and discussed on a regular basis and changed when needed

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	4 80%	0 0%	1 20%	5
Pastoral Staff	0 0%	0 0%	4 40%	6 60%	10
Elder/Deacon	0 0%	17 17%	22 23%	56 58%	95
All	0 0%	21 18%	26 23%	64 57%	111

Overall Mean: **3.55** 

Comments:

- financial plan, but holistic no
- Where is it discussed?
- we have never really done this-if we do it should be more passive -go to the website - not a part of worship unless the need is pressing. I feel when updates are needed to to a change in the capital campaign or operating budget we deal with it in public but that is rare
- If so, not well articulated or disseminated
- If you mean the budget & giving, yes. But an overall "holistic" plan - Im not sure.
- The current cap campaign came up at the last officer dinner. Options were: build the chapel/wait to build it. Not discussed: extend the campaign to relieve some burden on those who pledged before their financial worlds began to crumble. Good question at next dinner: do you expect to earn less income in 2009 than you did over the last t

52. We ensure that the congregation regularly receives financial reports about the financial needs of the church.

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	6 75%	1 12%	1 12%	8
Pastoral Staff	0 0%	5 55%	2 22%	2 22%	9
Elder/Deacon	0 0%	60 44%	32 23%	44 32%	136
All	0 0%	71 46%	35 22%	48 31%	154

Overall Mean: **2.79** 

Comments:

CSN Leadership Survey: Perimeter Presbyterian Church

Stewardship Strategy

52. We ensure that the congregation regularly receives financial reports about the financial needs of the church.

(Continued from previous page...)

Overall Mean: **2.79**

Comments:

- I think we have a fairly good church with regards to giving. There is typically not a need for the leadership to go before the church for help. However, recently there was and the church exceeded the leadership's expectations. Even in these hard times. The leadership does not send out or publish a weekly financial report, however, from time to time the leadership does give the church an update as to the church's financial status. I have never heard anyone ever comment about the church mishandling funds. They may prefer some funds go to one ministry over another, but never mishandling.*
- Don't think so.*
- It is occasional at best and only when dramatic changes are apparent*
- Occasionally church updates, but noting detailed.*
- Seems to be on an as needed basis*
- i think we are in a good place only speaking of financial needs occasionally. I don't think regular public financial reports are necessary, nor do they fit in with our basic vision mission and values.*
- printed report with some detail would be an improvement*

53. Church members regularly receive a report on the status of the annual budget

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	7 87%	1 12%	0 0%	8
Pastoral Staff	0 0%	5 55%	1 11%	3 33%	9
Elder/Deacon	0 0%	79 61%	20 15%	30 23%	129
All	0 0%	91 61%	23 15%	33 22%	147

Overall Mean: **2.45**

Comments:

- same as 52*
- Not regularly*
- only in broad general terms*
- I don't think they receive a report (printed or electronic) but we do receive a "church update" sometimes during services.*
- I don't think too many people want the nuts and bolts, if they understand that there are elders and managers overseeing financial decisions on our behalf. I put this in the same category as choosing carpet colors- not a group task.*
- We receive reports on our personal giving, but not more on a consistent basis.*
- we have never really done this exc*

CSN Leadership Survey: Perimeter Presbyterian Church

Stewardship Strategy

54. Any significant change in church financial situation or strategy is communicated to the congregation

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	0 0%	0 0%	8 100%	8
Pastoral Staff	0 0%	4 40%	1 10%	5 50%	10
Elder/Deacon	0 0%	19 13%	17 12%	104 74%	140
All	0 0%	23 14%	18 11%	118 74%	159

Overall Mean: **3.70**



Comments:

- If a planned capital expense is delayed or placed on hold, that is communicated. I would say that yes, these changes are communicated , at least in the last year, very well.
- Again, only in the broadest terms. Capital programs seem to be shared only after having already been decided. No time allowed for input from the congregation or entire elder board during the planning stages
- same as 52 and 53
- We work through a representative system of goverence so the communication is generally to officers and on a selective basis to the congregation at large.

CSN Leadership Survey: Perimeter Presbyterian Church

Teaching and Training

55. We have an intentional, thoughtful strategy to ensure that we are presenting good teaching and training regarding biblical stewardship to the congregation

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	1 12%	2 25%	5 62%	8
Pastoral Staff	0 0%	1 11%	1 11%	7 77%	9
Elder/Deacon	0 0%	9 7%	22 18%	90 74%	121
All	0 0%	11 7%	25 17%	103 74%	139

Overall Mean: **3.83**

Comments:

- COME ON...HOW MANY WAYS DO YOU HAVE TO ASK THIS!!!!
- Through Discipleship Groups
- Only by the "Journey" program as I understand it.
- I know we do, but not aware of it in its entirety.

56. The staff is clear and in consensus regarding the stewardship message we want to convey

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	2 25%	3 37%	3 37%	8
Pastoral Staff	0 0%	1 9%	4 36%	6 54%	11
Elder/Deacon	0 0%	11 10%	22 20%	75 69%	108
All	0 0%	14 10%	29 22%	85 66%	128

Overall Mean: **3.69**

Comments:

- COME ON...HOW MANY WAYS DO YOU HAVE TO ASK THIS!!!!
- I suppose the staff is but the lay leaders are not
- Not sure.
- If so, not well articulated or disseminated

CSN Leadership Survey: Perimeter Presbyterian Church

Teaching and Training

57. Our stewardship teaching/training is clearly founded on biblical principles

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	0 0%	0 0%	8 100%	8
Pastoral Staff	0 0%	0 0%	0 0%	11 100%	11
Elder/Deacon	0 0%	0 0%	5 3%	131 96%	136
All	0 0%	0 0%	5 3%	151 96%	156

Overall Mean: **4.51**

Comments:

- *COME ON...HOW MANY WAYS DO YOU HAVE TO ASK THIS!!!!*
- *Anything coming out of this church I trust is clearly founded on biblical principles.*

58. We have well-defined teaching/training objectives regarding what we want our membership to understand, believe, and do about stewardship

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	3 42%	1 14%	3 42%	7
Pastoral Staff	0 0%	0 0%	1 12%	7 87%	8
Elder/Deacon	0 0%	7 5%	17 14%	93 79%	117
All	0 0%	10 7%	19 14%	104 78%	133

Overall Mean: **3.88**

Comments:

- *more so for leadership than general congregation*
- *COME ON...HOW MANY WAYS DO YOU HAVE TO ASK THIS!!!!*
- *Through Discipleship Groups*
- *We need to communicate it more often*
- *We have some training and teaching, but don't know if that is well-defined or clear to everyone.*

CSN Leadership Survey: Perimeter Presbyterian Church

Teaching and Training

59. I have been through a small group study on stewardship principles

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	1 12%	0 0%	7 87%	8
Pastoral Staff	0 0%	1 10%	2 20%	7 70%	10
Elder/Deacon	0 0%	8 5%	6 4%	123 89%	137
All	0 0%	10 6%	8 5%	138 88%	156

Overall Mean: **4.27**

Comments:

- Crown
- Several
- Year ago, we used a Rick Warren product
- More than one

60. We commit specific time each year to teach/train our members on biblical stewardship

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	2 25%	1 12%	5 62%	8
Pastoral Staff	0 0%	2 22%	1 11%	6 66%	9
Elder/Deacon	0 0%	27 21%	19 15%	78 62%	124
All	0 0%	31 21%	21 14%	90 63%	142

Overall Mean: **3.59**

Comments:

- Had "Manage Your Finances God's Way" in 2007. Have Good Sense during Breakout. But need something more like Crown - small group study - year-round.
- We make Crown available yet few are taking it and its not strongly promoted by or thru the leadership of the church. It is permitted to be "marketed" in the Pulse and publications but is not a top three item for the church as I see it.
- This must be referring to Breakout weekends. More emphasis needed on ministries such as Crown, Good Sense, etc. Many good things are being done but not as visible as they could be to the congregation.
- Minister, Manager, Messenger - when we worked off this plan, I think we had a good framework to deliver this type of messaging and eq
- I thought we did, but don't recall a specific time of year.

CSN Leadership Survey: Perimeter Presbyterian Church

Teaching and Training

60. We commit specific time each year to teach/train our members on biblical stewardship

(Continued from previous page...)

Overall Mean: **3.59**

Comments:

- available through crown on demand
- If so, not well articulated or disseminated
- Not under the banner of Stewardship but basic biblical teaching including stewardship. It sounds like someone has an axe to grind about stewardship and is looking for what we aren't doing in the name of stewardship. It's not all it might be but neither is anything else in the church.
- We have many different ways to equip our members: Breakout weekends (3x per year), Crown, discipleship materials.

61. Stewardship teaching is available for all age groups (adolescent and adult) in the church (e.g., small groups, Sunday school, etc.)

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	2 33%	1 16%	3 50%	6
Pastoral Staff	0 0%	1 9%	2 18%	8 72%	11
Elder/Deacon	0 0%	10 8%	11 9%	93 81%	114
All	0 0%	13 9%	14 10%	105 79%	132

Overall Mean: **3.89**

Comments:

- via discipleship, I believe
- Teaching is but stewardship teaching is a part of the whole
- Through "Journey" only?
- Adults, not sure about younger ones on financial side. Whole life - nothing I'm aware of.
- Available yes.

CSN Leadership Survey: Perimeter Presbyterian Church

Teaching and Training

62. The church invests significant time and effort in stewardship teaching/training and support materials

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	2 28%	1 14%	4 57%	7
Pastoral Staff	0 0%	2 20%	1 10%	7 70%	10
Elder/Deacon	0 0%	17 14%	36 30%	66 55%	119
All	0 0%	21 15%	38 27%	78 56%	137

Overall Mean: **3.55**

Comments:

- COME ON...HOW MANY WAYS DO YOU HAVE TO ASK THIS!!!!
- Was asked previously and answered.
- Through "Journey"
- What is significant?
- Manage Your Finances received heavy emphasis Fall 2007. Normally, there is little, if any, promotion.
- holistic - none; financial - some

63. Stewardship teaching is found throughout church ministry areas, e.g. missions, children, adult ministry

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	1 14%	1 14%	5 71%	7
Pastoral Staff	0 0%	2 18%	2 18%	7 63%	11
Elder/Deacon	0 0%	13 12%	20 18%	74 69%	107
All	0 0%	16 12%	23 18%	87 69%	126

Overall Mean: **3.73**

Comments:

- Same as 62.
- Through "Journey"
- I work with 4,5,6th grades, and don't recall a strong communication of it there. But, we do take up offering.

CSN Leadership Survey: Perimeter Presbyterian Church

Teaching and Training

64. Stewardship classes are readily available to members/ attendees who want to grow in biblical stewardship and generosity.

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	1 12%	2 25%	5 62%	8
Pastoral Staff	0 0%	1 9%	1 9%	9 81%	11
Elder/Deacon	0 0%	9 7%	9 7%	108 85%	126
All	0 0%	11 7%	12 8%	123 84%	146

Overall Mean: **4.12**

Comments:

- COME ON...HOW MANY WAYS DO YOU HAVE TO ASK THIS!!!!
- I would put Crown under stewardship. How about you?
- crown is not available as often as it should be.
- If so, unaware

CSN Leadership Survey: Perimeter Presbyterian Church

Needs Abundantly Met

65. The operational budget needs of the church are consistently and well met

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	0 0%	1 12%	7 87%	8
Pastoral Staff	0 0%	1 9%	0 0%	10 90%	11
Elder/Deacon	0 0%	1 0%	3 2%	125 96%	129
All	0 0%	2 1%	4 2%	143 95%	149

Overall Mean: **4.37**

Comments:

- I believe so but do not know.

66. The congregation enthusiastically support a growing missions and outreach budget

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	0 0%	0 0%	8 100%	8
Pastoral Staff	0 0%	1 9%	0 0%	10 90%	11
Elder/Deacon	0 0%	2 1%	10 7%	115 90%	127
All	0 0%	3 2%	10 6%	133 91%	146

Overall Mean: **4.27**

Comments:

- I believe that our missions and outreach budget is growing, but as a result of general giving, not as a result of specific giving to missions and outreach.
- same as 65
- More emphasis and money seems to be put on building a non-essential chapel than supporting missions and outreach

CSN Leadership Survey: Perimeter Presbyterian Church

Needs Abundantly Met

67. In times of economic uncertainty and turbulence the church financial needs appear to be well met

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	0 0%	0 0%	8 100%	8
Pastoral Staff	0 0%	1 9%	0 0%	10 90%	11
Elder/Deacon	0 0%	4 2%	10 7%	124 89%	138
All	0 0%	5 3%	10 6%	142 90%	157

Overall Mean: **4.23**

Comments:

- through both downturns of the 21st century, our church's finances have remained strong.
- It is difficult in a low-visibility economy to predict whether those needs will CONTINUE to be met through 2009.
- We seem to do OK despite the contraction in the giving of some.

68. When our church has a capital campaign it invariably achieves or exceeds its goals

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	2 25%	0 0%	6 75%	8
Pastoral Staff	0 0%	0 0%	0 0%	10 100%	10
Elder/Deacon	0 0%	9 6%	12 8%	120 85%	141
All	0 0%	11 6%	12 7%	136 85%	159

Overall Mean: **4.01**

Comments:

- The previous campaign fell short because of "goose eggs" from two major donors, bringing on the "Finish Strong" effort. It is easy to see the possibility that this will be repeated this year, despite Generis Group's statistical analysis, which can hardly account for the severity of the markets and job losses this time around.

CSN Leadership Survey: Perimeter Presbyterian Church

Needs Abundantly Met

69. Missions giving is growing in our church

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	1 14%	1 14%	5 71%	7
Pastoral Staff	0 0%	0 0%	1 10%	9 90%	10
Elder/Deacon	0 0%	6 6%	15 15%	78 78%	99
All	0 0%	7 6%	17 14%	92 79%	116

Overall Mean: **3.95**

Comments:

- I have never seen any data on how much we spend on missions and how it compares with previous years.
- Its always been a big part of our budget

70. The needs of those who are financially challenged or are in need (poor, widows, single parent families, etc.) within the church are met.

	Don't Know	Disagree	Neutral	Agree	Total
Admin Staff	0 0%	0 0%	1 12%	7 87%	8
Pastoral Staff	0 0%	1 9%	1 9%	9 81%	11
Elder/Deacon	0 0%	7 6%	16 14%	89 79%	112
All	0 0%	8 6%	18 13%	105 80%	131

Overall Mean: **3.92**

Comments:

- There is Deacon's Fund available.
- strongly assisted if completely met
- We are striving well in this regard.
- When I'd.d.
- I think so.
- As a Deacon, I am aware that this is done with accountability, not just a hand-out.
- Not sure but I do not think so. And if not then shame on us!
- I hope so and should be somehow communicated as an example to the congregation. I know our church helps out when possible.
- I cannot say all needs are met, but I know for a fact the church and its various ministries do an outstanding job of addressing the needs of single parents and widows.

CSN Leadership Survey: Perimeter Presbyterian Church

Needs Abundantly Met

70. The needs of those who are financially challenged or are in need (poor, widows, single parent families, etc.) within the church are met.

(Continued from previous page...)

Overall Mean: **3.92**



Comments:

- *We attempt to do so, but I can't say we meet them all*
- *I believe this to be somewhat true; however, I don't know that all who are financially challenged or are in need bring their needs to the church - I feel that there is much more need that is unknown that doesn't get addressed either due to shame, perceived indifference from the church, lack of knowledge that the church can/wants to help, or otherwise.*
- *We need to define whom within the church Members, Regular Attenders. There are many people attending the church even in the choir who are Regular Attenders, not members whose needs are not met. On the other hand many of those would be enabled to be irresponsible by being helped.*

CSN Leadership Survey: Perimeter Presbyterian Church

Personal Giving Style

71. Generously – We give out of the abundance God provides us and are not constrained to a 10% tithe level or any other specific limit

	Not Descriptive	Somewhat Descriptive	Descriptive	Total
Admin Staff	1 12%	1 12%	6 75%	8
Pastoral Staff	1 9%	2 18%	8 72%	11
Elder/Deacon	8 5%	29 21%	101 73%	138
All	10 6%	32 20%	116 73%	158

Overall Mean: **4.00**



Comments:

- We are in the middle of financial hardship - the answer certainly would be different if asked a year ago
- 10% is the starting point. We are encouraged to give above this amount as we are led.
- 2 part question a) many do not a majority, probably b) strongly agree
- Is we the church or is we actually me? From this point on, the answers are based on the church
- Except for 2008
- I believe the "holistic" portion - time/talent/money is important to emphasize.
- Since there is no New Testament basis for a tithe it is appropriate that we give as we are lead, as opposed to "fixing" our giving based upon Old Testament teachings.
- Personally yes, as a church, I do not know.
- I'm assuming that the "we" in these questions is descriptive of our family, and not my perceptions of the church in general.

72. We give Regularly and systematically

	Not Descriptive	Somewhat Descriptive	Descriptive	Total
Admin Staff	0 0%	2 25%	6 75%	8
Pastoral Staff	0 0%	1 9%	10 90%	11
Elder/Deacon	8 5%	15 10%	118 83%	141
All	8 4%	18 11%	135 83%	161

Overall Mean: **4.33**



Comments:

- ...as long as "regularly" does not mean "weekly," which is not how many of us earn a living. We give annually.

CSN Leadership Survey: Perimeter Presbyterian Church

Personal Giving Style

72. We give Regularly and systematically

(Continued from previous page...)

Overall Mean: **4.33**

Comments:

- Holistically too.
- We as a church give regularly and systematically or as individuals? Yes, and some.
- Due to bonus structures in the past we sometimes give at year end and periodically during the year.
- Assume this means our family as a giving unit.
- We are in the middle of financial hardship - the answer certainly would be different if asked a year ago
- As I know it, only 50% of the attenders of Perimeter do this.

73. We give Joyfully, willingly, enthusiastically

	Not Descriptive	Somewhat Descriptive	Descriptive	Total
Admin Staff	1 12%	0 0%	7 87%	8
Pastoral Staff	0 0%	1 9%	10 90%	11
Elder/Deacon	5 3%	17 11%	120 84%	142
All	6 3%	18 11%	138 85%	162

Overall Mean: **4.26**

Comments:

- this is little emotionally skewed terminology
- When we have the ability
- see 72 above
- As part of our worship giving our gifts to Christ

CSN Leadership Survey: Perimeter Presbyterian Church

Personal Giving Style

74. Worshipfully – We see giving as an act of Worship of God and an act of love of others

	Not Descriptive	Somewhat Descriptive	Descriptive	Total
Admin Staff	0 0%	0 0%	8 100%	8
Pastoral Staff	0 0%	1 9%	10 90%	11
Elder/Deacon	2 1%	6 4%	134 94%	142
All	2 1%	7 4%	153 94%	162

Overall Mean: **4.66**



Comments:

- An important component.

75. Sacrificially – We give what we can and the best we can give

	Not Descriptive	Somewhat Descriptive	Descriptive	Total
Admin Staff	0 0%	1 12%	7 87%	8
Pastoral Staff	1 9%	1 9%	9 81%	11
Elder/Deacon	9 6%	29 20%	104 73%	142
All	10 6%	31 19%	121 74%	162

Overall Mean: **4.00**



Comments:

- Except 2008
- Who is we? The church or me personally?
- It important that people understand that something is often "given up" to give away.

CSN Leadership Survey: Perimeter Presbyterian Church

Personal Giving Style

76. Quietly and discretely – We see giving as transaction between God and ourselves , not between ourselves and others

	Not Descriptive	Somewhat Descriptive	Descriptive	Total
Admin Staff	0 0%	0 0%	8 100%	8
Pastoral Staff	0 0%	0 0%	11 100%	11
Elder/Deacon	5 3%	7 4%	130 91%	142
All	5 3%	7 4%	150 92%	162

Overall Mean: **4.52**

Comments:

- Not sure I understand the question. We do not make a show of what we give but we let it be known that we do give according to God's Word.
- The Bible does not describe giving in secretive terms.

CSN Leadership Survey: Perimeter Presbyterian Church

Personal Giving Information

77. We have taken classes (received training) in the biblical principles of stewardship

	No	Planning to in near future	Yes	Total
Admin Staff	0 0%	0 0%	8 100%	8
Pastoral Staff	1 9%	1 9%	9 81%	11
Elder/Deacon	14 9%	1 0%	128 89%	143
All	15 9%	2 1%	146 89%	163

78. If you have taken classes, with which organization:

	Don't Know	Church Curriculum	Crown	Dave Ramsey	Good Sense	Other	Total
Admin Staff	0 0%	1 12%	5 62%	0 0%	1 12%	1 12%	8
Pastoral Staff	1 11%	2 22%	6 66%	0 0%	0 0%	0 0%	9
Elder/Deacon	4 3%	39 30%	59 45%	0 0%	12 9%	15 11%	129
All	5 3%	42 28%	71 48%	0 0%	13 8%	16 10%	147

Comments:

- The congregation completed a stewardship course as part of the discipleship course but I am not sure who produced the course.
- Previous churches
- Managing Money God's Way
- another church
- All the above
- Years ago in a previous church. Also, in small group studies.
- Ron Blue
- Other Churches and Bible Study Groups.
- Larry Burkett
- We have taken classes from Crown, Good Sense & Church Developed.

This needs to be check box, not radio buttons. So users can select more than one option.

- Managing Your Finances God's Way.
- The Rick Warren Class August, 2007
- Ron Blue client for many years
- generous living

CSN Leadership Survey: Perimeter Presbyterian Church

Personal Giving Information

78. If you have taken classes, with which organization:

(Continued from previous page...)

Comments:

- Good Sense also
- You ought to be able to select more than one option: check boxes instead of radio buttons.
- And have taken Crown classes. Dave Ramsey curriculum seems to be an important and needed practical piece.
- This box should allow for more than one answer
- Can't mark multiple answers here
- Discipleship content last year.
- Should allow multiple answers. All of the above except for Dave Ramsey,
- both Crown and curriculum developed by/for our church through discipleship
- Within our immediate family, we have taken Crown, Dave Ramsey, Good Sense, internally developed discipleship materials, and Managing Your Finances God's Way
- We also did the DVD series.
- We have taken a few of these.
- Also Ramsey, Good Sense

79. I/we would describe our giving as:

	Faith-giving	Fixed Amount	Other (Enter in comments)	Proportional giving	Sacrificial giving	Total
Admin Staff	1 12%	0 0%	0 0%	5 62%	2 25%	8
Pastoral Staff	1 9%	1 9%	0 0%	4 36%	5 45%	11
Elder/Deacon	15 10%	12 8%	10 6%	78 54%	28 19%	143
All	17 10%	13 8%	10 6%	87 53%	35 21%	162

Comments:

- Faith giving as well during special times
- Plus a faith component
- Give more than tithe to capital campaign and missions
- If give the 10% plus pledge giving on three year bases. we also give on a regular basis to Para church organizations
- both a percentage, and occasionally as faith giving e.g. capital campaigns, as well as sacrificial, where in past campaigns we have given what for us were significant amounts
- in addition to proportionate giving for the general fund, we also support those in ministry and going on short-term missions trips
- We have given sacrificially at times and we have done faith-giving also.
- sacrificial for special campaigns. Never give to special campaigns from our tithe. The tithe goes to the church first.
- We give above 10% consistently but I wouldn't always describe it as sacrificially

CSN Leadership Survey: Perimeter Presbyterian Church

Personal Giving Information

79. I/we would describe our giving as:

(Continued from previous page...)

Comments:

- We give a specific amount to the church every week and it's over the tithe (10%), we also support a ministry outside the church with a specific amount each month, we support children through World Vision and an Arab child through our church. We will also give periodically through the year as God leads us.
- I would say Faith Giving mostly, but certainly tithe (10%) regularly and consistently.
- I give 10% to the church and more to other ministries
- we give a proportionate amount, but we do attempt to move toward sacrificial giving. For certain campaigns, our approach has also included faith-giving.
- combination - tithe weekly, give % of bonuses, give X amount to capital campaign, and give to other needs at feel led
- Certain percentage for tithe, but a certain amount for building campaigns
- Currently, our expenses exceed our income significantly. God's goodness is still visible and give when we can
- Both Proportionate (tithe) and Faith-giving (capital campaign)
- We tithe and give well above and beyond in faith as the Lord provides. We have had the joy of seeing his provision.
- We give sacrificially and faithfully. In negative income years we give, anyway.
- We normally give a percentage and then give to missions, people in need, etc. above that as we can.
- Also give to capital campaigns.
- dont know if you mean me and my family or the church

80. To what extent do you understand the biblical principles of time management?

	Not at all	Somewhat familiar	Basic	Good	Excellent	Total
Admin Staff	0 0%	0 0%	0 0%	4 50%	4 50%	8
Pastoral Staff	0 0%	0 0%	3 27%	6 54%	2 18%	11
Elder/Deacon	5 3%	13 9%	36 25%	70 48%	20 13%	144
All	5 3%	13 7%	40 24%	80 48%	26 15%	164

CSN Leadership Survey: Perimeter Presbyterian Church

Spiritual Gifts

81. How confident are you that you know your spiritual gift(s)?

	I do not know	Not confident	Somewhat confident	Confident	Very Confident	Total
Admin Staff	0 0%	0 0%	1 12%	0 0%	7 87%	8
Pastoral Staff	0 0%	0 0%	0 0%	3 27%	8 72%	11
Elder/Deacon	0 0%	2 1%	26 18%	75 52%	40 27%	143
All	0 0%	2 1%	27 16%	79 48%	55 33%	163

82. Are you effectively using your spiritual gift in your church and/or other ministries?

	No	Seldom	Sometimes	Regularly	Frequently	Most of the time	Total
Elder/Deacon	0 0%	0 0%	8 33%	7 29%	5 20%	4 16%	24
All	0 0%	0 0%	8 33%	7 29%	5 20%	4 16%	24

CSN Leadership Survey: Perimeter Presbyterian Church

General Feedback

- I am grateful that the biblical truths of stewardship are taught and demonstrated
- I am using the idea of holistic stewardship- not
- Our church does not do a good job communicating financial information to the congregation except when they have a building program.
We believe that good stewardship involves Kingdom giving as a higher priority than local church giving.
Our church does not do a good job presenting stewardship as including resources such as time, and energy as opposed to just financial.
The style of worship makes it difficult for older members to enthusiastically support our local church.
There have been times when the spending practices of our local church did not seem to reflect prudent stewardship of the resources entrusted to them by the congregation.
- Questions 71-76 were answered under the assumption that they were
- The survey was long, but I can see it being helpful. I doubt the average member would
- I was not totally clear on what was defined
- Many of the questions are vague and/or arbitrary. Many presume everyone knows what'
- I think more time focused in worship on matters of stewardship
- I have been asked to teach in the last couple of months which
- I think our Sunday morning message and approach to both giving in general and stewardship campaigns is good. We could benefit from a stewardship webpage that might guide people on the resources and have a budget update on operations and capital as well as a resource to contact if more
- The questions are redundant and this should be streamlined. Try to get more than 4 questions to a page, it is too cumbersome to keep shifting the pages.
- Rewording and repeating questions [I assume to level response results] made the questionnaire confusing and long. I found myself beginning to hurry. I hope this will not skew results
- A little

CSN Leadership Survey: Perimeter Presbyterian Church

Strengths		
Category	Survey Question	Mean
Personal Giving Style	74. Worshipfully – We see giving as an act of Worship of God and an act of love of others	4.66
Personal Giving Style	76. Quietly and discretely – We see giving as transaction between God and ourselves , not between ourselves and others	4.52
Teaching and Training	57. Our stewardship teaching/training is clearly founded on biblical principles	4.51
Leadership Support	19. The Senior Pastor clearly and consistently models biblical stewardship and generosity	4.50
Culture and Values	14. We teach that stewardship is an essential part of the Christian's walk for spiritual maturity	4.43
Culture and Values	9. The Senior Pastor and other pastoral and administrative leaders are comfortable teaching and modeling biblical stewardship	4.41
Prayer and Praise	30. The leadership prays regularly for those in need	4.38
Needs Abundantly Met	65. The operational budget needs of the church are consistently and well met	4.37
Personal Giving Style	72. We give Regularly and systematically	4.33
Needs Abundantly Met	66. The congregation enthusiastically support a growing missions and outreach budget	4.27
Teaching and Training	59. I have been through a small group study on stewardship principles	4.27
Personal Giving Style	73. We give Joyfully, willingly, enthusiastically	4.25
Whole Life Issues	5. Our church teaches about the importance and effective deployment of spiritual gifts	4.25
Leadership Support	21. The church budgets money needed to achieve the goals of our stewardship ministry	4.25
Needs Abundantly Met	67. In times of economic uncertainty and turbulence the church financial needs appear to be well met	4.23
Generous Lifestyles Lived	40. A significant number of our congregation has participated on short-term missions trips	4.20
Whole Life Issues	6. We strive to ensure our members have balanced perspective regarding stewardship and see it as a whole life issue rather than being just about money	4.20
Generous Lifestyles Lived	37. Our leaders model biblical stewardship in the use of their time and life gifts	4.18
Whole Life Issues	4. As a church we work hard to develop the skills, experiences, and gifts God has given our lay members	4.16
Generous Lifestyles Lived	39. The church leadership team (Elders/Deacons, and Pastoral Staff) encourages our congregation to participate in other outside ministries in the community	4.16
Whole Life Issues	7. Church leadership gives and serves generously in the community charities outside of the church	4.14
Generous Lifestyles Lived	42. A significant number of our congregation give generously of their time as volunteers in our church as well as with other ministries in the community	4.14
Generous Lifestyles Lived	38. Humility and self sacrifice are modeled by the church leadership	4.13

CSN Leadership Survey: Perimeter Presbyterian Church

Strengths		
Category	Survey Question	Mean
Leadership Support	18. Church leadership intentionally models biblical principles for lay membership	4.12
Teaching and Training	64. Stewardship classes are readily available to members/ attendees who want to grow in biblical stewardship and generosity.	4.12
Understanding and Application	28. Principles of biblical stewardship are an integral part of our membership and pre-marriage classes.	4.11
Culture and Values	15. Biblical stewardship is declared as a core value of our church	4.11
Leadership Support	20. The Stewardship ministry leader has direct access to the senior leadership of the church	4.07
Leadership Support	24. Church leadership models biblical stewardship to the congregation	4.05
Culture and Values	16. Our officers, leadership and staff are held to the highest standards of stewardship regarding church finances	4.05
Generous Lifestyles Lived	43. There is an overall attitude of cheerfulness in giving in our church	4.02
Needs Abundantly Met	68. When our church has a capital campaign it invariably achieves or exceeds its goals	4.01
Stewardship Leader	46. B. If yes, the stewardship leader has the full support of the senior leadership of the church to do his/her job	4.01
Personal Giving Style	71. Generously – We give out of the abundance God provides us and are not constrained to a 10% tithe level or any other specific limit	4.00
Personal Giving Style	75. Sacrificially – We give what we can and the best we can give	4.00

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Weaknesses

Category	Survey Question	Mean
Stewardship Strategy	53. Church members regularly receive a report on the status of the annual budget	2.45
Stewardship Strategy	52. We ensure that the congregation regularly receives financial reports about the financial needs of the church.	2.79

