Mission Study Report 2017

We Belong to a Family of Faith

We Believe God Loves All People

We Are Becoming More Like Jesus
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The 2017 Mission Study Team at Round Rock Presbyterian Church is made up Gordon Butler, Rick Seifert, Bo Griffin, Ray Moore, Jennifer Helmcamp, Mary Ann Bleiler, and Travis Black. Gordon Butler, with his knowledge of the MSR process and past history as a Presbyterian Pastor, was charged with the duty of being the team chair. Beaman Floyd, our representative from the COM and our liaison with the committee, faithfully answered our questions along the way.

The Team recognized from the onset that our church is in a “good place” right now. We are functioning well, growing, and have a healthy relationship with one another and with our community. Our programs have strong forward momentum, and we have been given a mandate by our session and congregation to move efficiently so that our momentum continues. Our main goal was to update our previous Mission Study Report completed only 5 years ago. Not that much has changed for us since our last pastor left, but we have chosen to take this as another opportunity to look at our mission and our future as a church family.

We are a church of transition, not by choice, but by circumstance. In the past 15 years, we have had 3 pastors at RRPC. Every pastor has been a blessing to our congregation, and because of their hard work, dedication to Christ and His church, we are in a place of strength and growth. Each time we go through the process of finding a new pastor we are refined and renewed by looking closely at our strengths, weaknesses, and challenges. The Mission Study process is not new to us. We are well tuned to where we have been and where we are going. Much like families that move houses every 4-5 years, we let go of the things that weigh us down, and we keep the things that have meaning. The remainder of this report will share what we have found those things to be this time around.
Who Are We? RRPC Mission Statement

We are a multi-generational group of Christ-followers who are excited about what Jesus Christ is doing in our lives, in our world and in our church!

We invite all people into a relationship with God through Jesus Christ by the power of the Holy Spirit.

We affirm that by the grace of our Lord Jesus Christ, the love of God, and the fellowship of the Holy Spirit....

We are a community of God's people, claimed through the waters of baptism, united at His table of remembrance, and empowered by the Holy Spirit to carry the Good News of Jesus Christ into the world.

As people in God's community, we seek to be obedient in service and responsive to God's call.

Therefore, we will work to bring about a world reconciled to God, where cries of need are answered with Compassion, hatred is overcome by Love, wrongs are overturned by Forgiveness, error is surpassed by Truth, despair is overwhelmed by Hope, shadows are overpowered by the Light, and where sadness is transformed into Joy.

We will serve as we await a new heaven and a new earth, where there will be no more death or mourning, crying or pain, for the old order will have passed away, and through Jesus Christ everything will be made new.
Mission Study SWOT Survey

The 2017 Mission Study Team set out to determine what are the strengths, weaknesses, opportunities for improvement/growth, and obstacles/challenges for RRPC at this time. We did this not only for the purpose of being able to find a pastor who is a good fit for us, but also so that we may become an even stronger congregation before our next minister comes by fixing things that are not working for us. We did this through gathering information in the form of a SWOT survey.

The survey was broken down into areas of Worship, Christian Education, Children & Youth, Mission, Evangelism and Fellowship. These represent the committees of our church and give us more information on how those areas of the church are seen by our members. The survey was then disseminated by email through Survey Monkey to the congregation. Those members who are known to not have email service and who have limited mobility were mailed a copy. Copies were also available in the Narthex after services. (see Appendix 1 for SWOT Analysis Questions)

Mission Study SWOT Survey Analysis

First you should know we had a response rate of 25% (75 respondents). That is excellent for an online survey. It shows our congregation is engaged and ready for the process of finding a new pastor. It also allows the Mission Study Team greater confidence in the results we obtained. So how did it turn out?

The top 3 areas of strength at RRPC:

#1 Worship (78% responded “strongly agree”)

#2 Children and Youth (73% responded “strongly agree”)

#3 Mission (68% responded “strongly agree”)

Runner up -

Fellowship (48% responded “strongly agree”)

Lower performers

Christian Education (Sunday School) (29% “strongly agree”)

Evangelism (30% “strongly agree”)

Top 3 areas that have “Room for Improvement”:

Fellowship (18% strongly agree/37% somewhat agree)

Mission (16% strongly agree/28% somewhat agree)
Children and Youth (15% strongly agree/26% somewhat agree)

**Runner Up**

Christian Education (12% strongly agree/28% somewhat agree)

**Least Room For Improvement**

Worship (0% responded “strongly agree” / 23% responded “somewhat agree)

Evangelism (7%/26%)

The Strongly disagree and Somewhat Disagree responses were few. Some notable exceptions:

**Worship**

Needs improvement (14% strongly disagree/ 31% somewhat disagree) / would like other worship services (19% strongly disagree/26% somewhat disagree)

**Evangelism**

Would like other evangelism opportunities (7% strongly disagree/20% somewhat disagree)

*Wait, didn’t we just show that evangelism is one our relative areas of weakness, but here people are saying it is an area where there is not much room for improvement? That doesn’t make sense. Well, it is similar to a person who thinks they are not very good at something, but cannot see a way to improve at it. This hits on our Presbyterian comfort zone and how we define evangelism. We are not typically drawn to what is considered traditional evangelism. But the comments obtained from the survey show that we do a lot of “non-traditional” behind the scenes evangelism that we may not even consider as “evangelism”.*

The areas that received the most positive response to “I feel there should be other opportunities offered” include:

**Fellowship**

Would like other fellowship opportunities (20% strongly agree/37% somewhat agree)

**Christian Education**

Would like other Christian Education opportunities offered (15% strongly agree/30% somewhat agree)
Neutral Responses

For the most part neutral response garnered the highest percentage for the “Needs Improvement” Question and the “Would like other options” Question for all areas.

Segmental Analysis: Looking at specific populations among respondents to see if there are significant differences.

Bottom line: Despite a few differences attendance at Worship and/or Sunday School/Bible Study did not change the overall trend that the top strengths in our church are Worship, Children and Youth, and Mission with Fellowship as a runner up. The areas of relative weakness are CE and Evangelism.

See below for details:

Those who attend worship services less than 1 X per month:

The neutral responses were higher for all answers for Christian Education and Evangelism while the strongly agree that these areas are strengths is lower in those areas. This group replied “strongly agree” to Worship, Youth & Children, and Mission as being strengths of the church at about the same frequency as the overall respondents.

Those who attend Worship Services greater than 1 X per month:

If you just look at “is this area a strength” response from those who attend worship service greater than 1 time per month – all the areas have “Strongly agree” as the highest response except CE and Evangelism.

Those who attend Sunday School/Bible Study less than 1 x per month:

The neutral responses were higher than all answers for Christian Education and Evangelism (except if evangelism is a strength – the somewhat agree was slightly higher than neutral). There were a few strongly agree answers for should there be other CE options for people and Sunday School/Bible Study could be improved. This group replied “strongly agree” to Worship, Youth & Children, and Mission as being strengths of the church at about the same frequency as the overall respondents.

Those who attend Sunday School/Bible Study greater than 1 x per month:

The trend of highest “strongly agree” responses to Worship, Children and Youth and Mission being a strength of the church remained the same as the group at large. Evangelism and Christian Education had more “somewhat agree” responses to it being a strength as well as to whether it could be improved, but neutral responses were still very close in number.
Strengths and Challenges Narratives

Some of the questions of the SWOT Survey requested written comments. Below are the summaries of those written comments written to explain where we are and where we are going.

**Worship:** A top performer without much room for improvement.

We are a church who loves to worship with >80% of the survey respondents attending >1 service per month. This was the top strength of the church with the least amount of room for improvement. We are an “inclusive church family” who are “warm and welcoming”. We have services that are “Christ Centered and Intellectually Stimulating”. We appreciate qualities of “creativity, thoughtfulness, and inclusivity in a pastor” because it “enlivens us and provides us with fuel for other areas of our life and our church”. The “two types of services meet many needs” and are a “definite strength”. But worship is the area most at risk as it is most dependent on a “strong pastor” who is an “excellent preacher” and “keeping our excellent music staff”.

**What Questions Still Remain:**

What makes a good minister when it comes to worship?

What can we do to meet the challenge of maintaining our excellent music staff?

**Children and Youth:** A top performer with room for improvement.

Children and Youth are a priority for our church. We had trouble finding footing in this area for a few years, but with the addition of Kim Oakley as Children’s Ministry Director, the programs have taken off. As a result, our programs are “strong and growing”, but with that comes some growing pains. One of the strengths is that “children are included in worship, mission, and evangelism”. There are many activities for children and youth which require additional staffing. “We need a youth director”. Our biggest threat to continuing to provide excellent Children and Youth Programs are “space issues” and “burn-out of staff and volunteers”.

**What Questions Still Remain:**

What engages families to be involved in Children and Youth Activities?

How can we meet the challenge of maintaining and supporting our excellent staff and volunteers?
Mission: A top performer with room for improvement.

Mission work at RRPC encompasses our identity and many functions of the church. We tend to view our mission work as our strongest form of evangelism; “We let our light shine so that others may see our good works and may glorify our God in heaven”. Members “get to know each other through our mission work”, and we “prefer mission opportunities we can do as a family”. We want to “include our youth and children in our mission work”. We serve a “variety of outreach ministries allowing our members to help in the way most suited to their gifts and talents”. There is an opportunity here to “take on a more ambitious mission task that could bring us together as a church”. The greatest challenge is “maintaining mission as a priority when it comes to funding”. When other financial demands take over, we tend to lose our mission focus by turning inward, but we are a more satisfied and happy congregation when we are serving others.

What Questions Still Remain:

How can we maintain focus on mission even when we sustain changes in the church?

How can we take on more ambitious mission work in the future?

How can we get new members involved in mission work?

Fellowship: Runner up for a top performer, but has the most room for improvement.

We enjoy fellowship with one another, and the congregation is widely described as “friendly and accepting of one another”. But, how fellowship opportunities are being delivered need to be evaluated. Most fellowship opportunities were through other activities being “Sunday school, Chill ‘N Chat, and mission work”. Activities were rarely just for the sake of socializing. Some “fellowship opportunities are during the day and not available for those who work”. It could be improved with “more family activities (game night, volleyball)”. Overall, this is a priority and strength of a church with such active and supportive membership, but it has not found that perfect balance that is seen in other areas of RRPC. We are almost there and it is worth the effort to find the balance.

Many respondents felt the area of fellowship was more related to pastoral care. We have “supportive deacons” that reach out to their parishioners. Our members get to know one another and show interest in each other. Our pastor plays a key role here. We need a pastor who will “sit with the sick”, reach out to those who have experienced loss. That person also needs to “be involved to some degree with church groups and get to know people one on one”. In a church this size, “a good pastor has a gift for relationships”.

What Questions Still Remain:

What do you like about Fellowship, what do you dislike about Fellowship?

Historically, what have been the limitations to improvement?

How can we keep our church feeling like a family?
**Evangelism:** *Low performer without a push for change or improvement.*

We have individuals in our church who have a gift for evangelism and have helped “our evangelism program come a long way”. As a church, we support these individuals, but we are aware that as a whole we are not an evangelical congregation and we are OK with that. When we have evangelism activities we want it to be in association with service to the community. Our shining example is the yearly Fall Festival which invites the entire community to the church for games, free food, and a chance to get to know one another. “Evangelism committee is small”, and as a result, a “few people do a lot of work”. A big concern is that these blessed few “will get burned out”. Another concern is that we know that “if we are not growing as a church, we are dying”, but “Evangelism is hard for us”.

**What Questions Still Remain:**

How can we better support our members who have a gift for evangelism?

How can we become better at something we are not very good at?

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**Christian Education:** *Low performer with modest room for improvement.*

Sunday School and Bible Studies are high quality programs within RRPC. We have “gifted and dedicated teachers”. However, as has been the national trend, attendance is low. We have strong attendance at worship services, but that has not translated to Sunday School. Among our survey respondents, the vast majority attend Sunday School or Bible Study less than once a month despite >85% of survey respondents attending worship service more than once a month. We have room for growth by “offering opportunities at other times in the week when those who work can attend”. We have tried to increase attendance in Children’s Sunday School by offering Chill ‘N Chat for parents who may like a less structured option than Sunday School, and “this has been helpful”. Another challenge is space. “Our space at RRPC is limited and often shared with other groups which makes it difficult”. Then there are those things we do not have control over, “competing with sports and other activities” on Sunday morning. Nevertheless, those who do attend Sunday School really enjoy it, and find it to be “a great source of Spiritual Formation that one cannot get from going to worship service alone”.

**What Questions Still Remain:**

If Sunday School offers an opportunity for Spiritual Formation unlike worship service alone, how can we energize our members to go to Sunday School?

Is there a creative solution to keep the spirit of Sunday School alive in one form or another?

Of those who responded to the survey 92% attend worship services more than once a month, but only 40% of respondents attend Sunday School or Chill ‘N Chat, Is there a creative solution to increase participation?
Town Hall Meeting Summary

Town Hall Meeting was held on November 12, 2017 to discuss the finding of the SWOT Analysis with the congregation. 60 members were in attendance at 10AM between the 1st and 2nd worship services. After discussing the findings of the SWOT Analysis, as they are presented in this document, church members were encouraged to voice their thoughts in response to some of the questions mentioned in the narrative above. Though we were not able to get to every question, we did get a good idea of what was most important to the congregation.

What makes a good minister when it comes to worship?

Qualities of good preaching and worship leadership –

- Creativity (without going crazy)
- Bible based – we want to learn about God by what scripture says. We like connecting the OT and NT.
- Good story teller
- Appeal to different level of learner – Teenagers to retired ministers

Qualities of a good minister in other areas of the church –

- Serves as the glue that holds the family together – a “head of the household”.
- A people person. Very relational to a wide variety of ages, backgrounds and political beliefs.
- We need a “purple” preacher (appealing both to conservative and liberal sensibilities)
- Pastoral care – must maintain relationships not only with the sick/homebound/those suffering loss, but with our church groups when possible. Youth enjoys the presence of the pastor as do the adult Sunday schools. Pastor must be good at maintaining and creating relationships.
- Administrative – Good at managing people and delegating. Good at supporting staff, advocating for them, and helping keep them from burning out.

What can we do to meet the challenge of maintaining our excellent music staff?

- Give our music staff the freedom to be creative in their leadership.
- However, the music should not take over the worship service. The leader of the worship service is the Pastor.

How can we become better at something we are not very good at (evangelism)?

- We must be clear on what evangelism is in our church.
- Do not confuse “evangelical” with evangelism. Evangelism is Preaching God with the intention of exposing God’s love to all Mankind and inviting them to meet Jesus.
- Our church practices evangelism through a mission focus.
What engages families to be involved in Children and Youth Activities?

- Chill ‘N Chat has been a very positive addition for parents whose children are in SS.
- Adult Sunday School – strong, dedicated teachers and participants.
- A pastor who relates to children and teens.
- Create a “second home” for children in our church where the congregation takes seriously its role in supporting activities and helping to raise children in our church.
- The youth group combines fellowship with fun mission and worship opportunities.

How can we meet the challenge of maintaining and supporting our excellent staff and volunteers?

- We need more space. Space sharing is hard.
- Providing support to our staff through volunteering.

What makes our church distinctive?

- The church has been a constant in the lives of those who grew and are growing up here. We need to recognize that many children have grown up to adulthood in this church. Those “one-time” children know that it was not the building or even the pastor, but the people of RRPC who make this place amazing. We have to keep it amazing!
- We need to leverage the fact that we are reformed and ever reforming to highlight the currency that our denomination supports. We take root in the Barmen and Belhar confessions (see links).
- This is a “people church”. We are dedicated to supporting one another. We need a pastor who is also a “people pastor”.
- Our church has the “heart of a servant and steward”. We want to be led by a pastor who has the same heart and shares our vision.
- We are all about community and feel our next step should be to become even more purposeful and theologically driven about how we serve our community in order to have the greatest impact.
- We welcome visitors warmly to our church. We take people who are new to our church under our wing, show them around and exhibit an enthusiastic pride in our church.
- We work well with diversity, not only diversity of culture, but diversity of thought. We want a pastor who values diversity, and can work flexibly with a variety of backgrounds.

Practical considerations

- A pastor must be heard (loud enough to be heard). Would like to get a little more volume in the speaking. Have we looked at a hearing assist system – but very expensive. ($10-15k)
- Sometimes the practical matters of our church (ie. Announcements) take away time and value to the worship service.
Demographic Information

Round Rock Presbyterian Church is located in the center of Austin’s 4 northern suburbs. Since we were founded, the area has transformed from ranchland to neighborhoods which are continuing to grow and reflect the diversity of the central Texas regions of which we are a part.

Study area: 10 mile radius - 4010 Sam Bass Road ROUND ROCK TX 78681
Sources: US Census Bureau, Synergos Technologies Inc., Experian, DecisionInsight/MissionInsight

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<tbody>
<tr>
<td>Population</td>
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<td>497,714</td>
<td>610,647</td>
<td>672,761</td>
<td>743,363</td>
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<td>Households</td>
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<td>Population / Households Change</td>
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<td>Families</td>
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<tr>
<td>Percent Change</td>
<td>52.1%</td>
<td>24.2%</td>
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</table>
**Population:**

The estimated 2017 population within the study area is 610,647. The 2022 projection would see the area grow by 62,114 to a total population of 672,761. The population within the study area is growing somewhat faster than the statewide growth rate. While the study area is projected to grow by 10.2% in the next five years, the state is projected to grow by 7.1%. The study area’s estimated average change rate is 2.0%.

**Family Households:**

Family households provide an additional hint about the changing dynamics of a community. If family household growth follows population growth, then it would be reasonable to assume that the increasing population per household comes from additional children. This is the case within the study area. Family households are growing as fast as the population suggesting that the increasing population per household is from additional children.
Appendix 1: SWOT Analysis Questions

Strengths, Weaknesses, Opportunities & Threats/Challenges

Worship
Do you attend Worship services at RRPC

☐ Greater than 1 time per month
☐ 1 time per month
☐ Less than 1 time per month

Likert Scale Questions
I feel the worship services provided are a strength of the church.
1 (strongly agree) 2 3 (neutral) 4 5 (strongly disagree)

I feel the worship services could be improved.
1 (strongly agree) 2 3 (neutral) 4 5 (strongly disagree)

I feel that there should be other types of worship opportunities that are not currently offered.
1 (strongly agree) 2 3 (neutral) 4 5 (strongly disagree)

Open Ended Questions
What are the strengths of the worship service and worship opportunities at RRPC?
What are the weaknesses of the worship service and worship opportunities at RRPC?
What other types of worship opportunities do you wish were offered?
What are the difficulties and challenges in providing excellent worship services?

Education
Do you attend Sunday School and/or Bible Study at RRPC

☐ Greater than 1 time per month
☐ 1 time per month
☐ Less than 1 time per month

I feel that the Sunday School and Bible Studies are a strength of RRPC.
1 (strongly agree) 2 3 (neutral) 4 5 (strongly disagree)
I feel that Sunday School and Bible Studies could be improved.
1 (strongly agree) 2 3 (neutral) 4 5 (strongly disagree)
I feel that there should be other types of Christian education opportunities that are not currently offered.
1 (strongly agree) 2 3 (neutral) 4 5 (strongly disagree)

Open Ended Questions
What are the strengths of the Sunday School, Bible Studies, and/or Christian Education opportunities at RRPC?
What are the weaknesses of the Sunday School, Bible Studies, and/or Christian Education opportunities at RRPC?
What other types of Christian Education opportunities do you wish were offered?
What are the difficulties and challenges in providing excellent Sunday School, Bible Studies?

Children and Youth
I feel that the Children and Youth Programs are a strength of RRPC.
1 (strongly agree) 2 3 (neutral) 4 5 (strongly disagree)
I feel that Children and Youth Programs could be improved.
1 (strongly agree) 2 3 (neutral) 4 5 (strongly disagree)
I feel that there should be other types of Children and Youth opportunities that are not currently offered.
1 (strongly agree) 2 3 (neutral) 4 5 (strongly disagree)

Open Ended Questions
What are the strengths of the Children and Youth Programs at RRPC?
What are the weaknesses of the Children and Youth Programs at RRPC?
What are the difficulties and challenges in providing excellent Children and Youth Programs at RRPC?
What other types of Children and Youth Programs or opportunities do you wish were offered?

Mission
I feel that the mission work of RRPC is a strength.
1 (strongly agree)          2            3(neutral)                   4               5 (strongly disagree)
I feel that mission work should be improved or expanded.
1 (strongly agree)          2            3(neutral)                   4               5 (strongly disagree)
I feel that there should be other types of mission opportunities that are not currently offered.
1 (strongly agree)        2              3(neutral)                   4               5 (strongly disagree)

Open Ended Questions
What are the strengths of the mission work opportunities at RRPC?
What are the weaknesses of the mission work opportunities at RRPC?
What are the difficulties in providing excellent mission work to our community and world?
What other types of mission opportunities do you wish were offered?

Evangelism
I feel that evangelism is a strength of RRPC.
1 (strongly agree)          2            3(neutral)                   4               5 (strongly disagree)
I feel that evangelism should be improved or expanded.
1 (strongly agree)          2            3(neutral)                   4               5 (strongly disagree)
I feel that there should be other types of evangelism opportunities that are not currently offered.
1 (strongly agree)        2              3(neutral)                   4               5 (strongly disagree)

Open Ended Questions
What are the strengths of evangelism at RRPC?
What are the weaknesses of the evangelism at RRPC?

What are the difficulties and challenges in getting the word out about Christ and RRPC to our community and world?

What other types of evangelism opportunities do you wish were offered?

Fellowship

I feel that the fellowship opportunities offered at RRPC is a strength.

1 (strongly agree)  2  3 (neutral)  4  5 (strongly disagree)

I feel that fellowship opportunities should be improved or expanded.

1 (strongly agree)  2  3 (neutral)  4  5 (strongly disagree)

I feel that there should be other types of fellowship opportunities that are not currently offered.

1 (strongly agree)  2  3 (neutral)  4  5 (strongly disagree)

Open Ended Questions

What are the strengths of the fellowship opportunities at RRPC?

What are the weaknesses of the fellowship opportunities at RRPC?

What are the difficulties and challenges in providing excellent Fellowship to our congregation?

What other types of fellowship opportunities do you wish were offered
We know that one of the first efforts the PNC will face is filling out the MIF/CIF (Church Information Form). This is a challenge if the mission study work is either not done or done without considering the filling out of that form. In particular are:

1. The writing of a "Brief Church Mission Statement." We know that we already have a mission statement; however, this may not be sufficient for a pastor who reads it to understand our full mission as it may be too brief. The form allows for 1500 characters including spaces and punctuation to state the church’s mission.

2. There are three narrative statements which must be made each again allowing 1500 characters. These are:
   a. Write a brief description of your church programs and accomplishments.
   b. Describe what gifts, skills and experiences your congregation possesses to fulfill its mission.
   c. What are the key theological issues of our church and society that are reflected in the ministry of your congregation?

3. Selection of "Primary Skill Choices." This is an important consideration and probably the most difficult for the PNC and has significant ramifications if not done with thoughtful consideration. These are used to provide computer matching to input from pastors using the same list in the pastors’ PIF (Personal Information Form). The list provides about 65 skill attributes from which 10 are selected. You can see the challenge here.

The search really doesn't start until the MIF/CIF is complete and approved.
<table>
<thead>
<tr>
<th>Mission Study – The 3 Questions – <strong>Topic 1</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. The writing of a &quot;Brief Church Mission Statement.&quot;</strong> The goal is for a pastor who reads it to understand our full mission. <strong>Please limit your responses to no more than 1500 characters including spaces and punctuation.</strong></td>
</tr>
<tr>
<td>We invite all people into a relationship with God through Jesus Christ by the power of the Holy Spirit. Although our mission embraces all people, our emphasis is on people living in Round Rock, a suburb of Austin, with an estimated 2017 population of 354,331 within our 10 mile radius.</td>
</tr>
<tr>
<td>We have seen a resumption of our historic steady growth which has continued even as our beloved pastor took a new call near her family home in PA. We yearn to be the church home for the many potential disciples in our young and vibrant community, building on our core of families with children/youth who are supported by the blessing of those who raised families ahead of them. We all come together to know Christ through worship, education and service, and continue to expand our ministries for all age groups.</td>
</tr>
<tr>
<td>Our current mission statement is based on the great ends of the church. To those ends, we praise God through both contemporary (9AM) and traditional (11AM) worship services and both services are established and well attended as we strive for excellence in both worship styles.</td>
</tr>
<tr>
<td>RRPC continues its history of service to the community as we seek to be faithful and search for ways to promote the grace and goodness of Christ. We feel that the Holy Spirit is in our midst, strengthening our ability to trust in Christ. We continually pray for direction as we serve Christ, moving forward in our reformed and always reforming tradition as we strengthen one another in our love for God and for each other.</td>
</tr>
</tbody>
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*Total Character Count including spaces and punctuation (1500 allowed) = 1497*
**1. The writing of a "Brief Church Mission Statement."** The goal is for a pastor who reads it to understand our full mission. *Please limit your responses to no more than 1500 characters including spaces and punctuation.*

We invite all people into a relationship with God through Jesus Christ by the power of the Holy Spirit. Although our mission embraces all people, our emphasis is on people living in Round Rock, a suburb of Austin, with an estimated 2017 population of 610,647 within our 10 mile radius.

We have seen a resumption of our historic steady growth which has continued even as our beloved pastor took a new call near her family home in PA. We yearn to be the church home for the many potential disciples in our young and vibrant community, building on our core of families with children/youth who are supported by the blessing of those who raised families ahead of them. We all come together to know Christ through worship, education and service, and continue to expand our ministries for all age groups.

Our current mission statement is based on the great ends of the church. To those ends, we praise God through both contemporary (9AM) and traditional (11AM) worship services and both services are established and well attended as we strive for excellence in both worship styles.

RRPC continues its history of service to the community as we seek to be faithful and search for ways to promote the grace and goodness of Christ. We feel that the Holy Spirit is in our midst, strengthening our ability to trust in Christ. We continually pray for direction as we serve Christ, moving forward in our reformed and always reforming tradition as we strengthen one another in our love for God and for each other.

*Total Character Count including spaces and punctuation (1500 allowed) = 1497*
<table>
<thead>
<tr>
<th>Mission Study – The 3 Questions - Topic 2a</th>
<th>Comments Area</th>
</tr>
</thead>
<tbody>
<tr>
<td>Write a brief description of your church programs and accomplishments.</td>
<td></td>
</tr>
<tr>
<td>RRPC was founded as a union church (PCUSA &amp; Cumberland), but our primary guidance and support comes</td>
<td></td>
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<tr>
<td>from the PCUSA. We are a Christ-centered community with a heart for encouraging worship, service,</td>
<td></td>
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<tr>
<td>fellowship, and spiritual formation.</td>
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<tr>
<td>We place a high priority on Mission, especially service in our community. Our local service includes</td>
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<tr>
<td>Faith in Action (driving the elderly), RR Area Serving Center, Mobile Loaves and Fishes (for the homeless),</td>
<td></td>
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<tr>
<td>Coats for Kids, Manos de Cristo, Backpack Coalition, Adopt a Family, and making quilts for the Linus</td>
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<tr>
<td>Project, and others.</td>
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<tr>
<td>Christian Ed for all ages is important. We offer Sunday school and Bible Study groups. We employ leaders</td>
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<tr>
<td>of Children’s Ministry, a Nursery Coordinator and are seeking a Youth Director. We have strong ties with</td>
<td></td>
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<tr>
<td>Austin Presbyterian Theological Seminary and have 2 seminary students under our care.</td>
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<tr>
<td>We are blessed with a beautiful sanctuary (306 seats) on 5 wooded acres with a fellowship hall, a</td>
<td></td>
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<tr>
<td>recently renovated CE building and a new outdoor pavilion. We are a community center, providing space</td>
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<tr>
<td>for various groups including scouting (5 units, &gt;400 scouts), CA, AA, and Al-Anon. We also host</td>
<td></td>
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<tr>
<td>neighborhood associations and are a polling place for Federal, State, and Local elections.</td>
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<tr>
<td>In five years, we hope to grow by continuing:</td>
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</tr>
<tr>
<td>* traditional and contemporary worship as a beacon of hope and joy for our community</td>
<td></td>
</tr>
<tr>
<td>* our multi-year building and site development plan (phase 3)</td>
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<tr>
<td>* more community outreach as fulfillment of our mission</td>
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<tr>
<td><strong>Total character count including spaces and punctuation (1500 allowed) = 1495</strong></td>
<td></td>
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</tbody>
</table>
### Mission Study – The 3 Questions - Topic 2b

**Describe what gifts, skills and experiences your congregation possesses to fulfill its mission.**

<table>
<thead>
<tr>
<th>Comments Area</th>
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</thead>
<tbody>
<tr>
<td>Our members possess gifts of creativity, leadership, organization, planning, designing, administration, teaching, healing, intercessory prayer, and spiritual direction.</td>
</tr>
<tr>
<td>We are leaders in and volunteers for many local charities, including 3 Directors for nonprofits. We drive the elderly, and take food and communion to the sick and homebound. Our 12 member Session oversees the operation of our church and its commissions, and our 14 member Board of Deacons provides pastoral care.</td>
</tr>
<tr>
<td>Our members include gifted vocal and instrumental musicians, led by a very talented music director. We have an adult choir, praise team, bell choir, and children’s chimes.</td>
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<tr>
<td>We value individual spiritual development and renewal. Many of our members have participated, and several are leaders in Greater Austin area Emmaus activities. Several members have participated in the Lay Leadership program, two are enrolled in seminary. Five retired pastors worship with us.</td>
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<tr>
<td>Youth and children are an important focus for our church. We provide Youth Group, Sunday School for all ages, Vacation Bible School, Children’s Church during worship services, and broad, loving Nursery support.</td>
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<tr>
<td>Our youth participate in numerous service and outreach activities, including: rebuilding houses in New Orleans, leading VBS for underprivileged children, mid-winter retreat at Mo-Ranch, feeding the homeless, local festivals, and plenty of good fellowship.</td>
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<tr>
<td>We are a loving church family, and like a family, we love to cook and we love to eat.</td>
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</tbody>
</table>

**Total Character Count including spaces and punctuation (1500 allowed) = 1,500**
What are the key theological issues of our church and society reflected in the ministry of your congregation?

We affirm that everyone is a member of God’s family. We are a congregation that seeks to accommodate healthy discussion and to respect divergent positions. We focus on sharing the Good News through word and deed, and allowing God’s blessing to flow through everything, from meetings to ministry to mission. We draw in our faith from the following key theological points:

* Jesus Christ alone is Lord of all and our only way to salvation
* Holy Scripture is the inspired word of God and a guide for our lives
* We are commissioned to carry the Good News to others
* We adhere to the essential tenets of the reformed faith, knowing it is ever reforming

We strive in these complex and changing times to reach out to our congregation and community with the love of Christ. The members of our congregation rarely agree on the topics of the day, but we do not let controversy separate us from one another or from the love of God. We celebrate our great diversity of opinions, ages, politics, ethnicities, and even favorite sports teams. The peace of Christ and unity of His church is always our priority.

We believe that people need fellowship and relationships in a church, and the church is to support spiritual growth for each to become a true disciple. This is difficult in the consumerism that surrounds us, but we believe the brokenness and need for purpose people experience will be healed by those who witness to Christ, and who live the life modeled by Him.

| Total Character Count including spaces and punctuation (1500 allowed) = 1,477 | Comments Area |
Topic 3: Primary Skill Choices: Select up to 10 skills from the list below. At least 1 skill, but not more than 4, must be marked as "Required" (Req). In addition, at least 1 skill must be marked as "Desired" (Des). Responses:

<table>
<thead>
<tr>
<th>Req / Des</th>
<th>Req / Des</th>
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</thead>
<tbody>
<tr>
<td>___ / ___ Administration of Programs</td>
<td>___ / ___ Administrative Leadership</td>
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<tr>
<td>___ / ___ Adult Ministry</td>
<td>___ / ___ Budget Preparation</td>
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<tr>
<td>___ / ___ Building Renovation / Property Development</td>
<td>___ / ___ Children’s Ministry</td>
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<tr>
<td>✓ / ___ Communication (Written / Oral)</td>
<td>___ / ✓ Community Ministries</td>
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<tr>
<td>___ / ___ Community Service and Leadership</td>
<td>___ / ___ Conflict Management</td>
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<td>___ / ___ Congregational Communication</td>
<td>___ / ___ Congregational Fellowship</td>
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<tr>
<td>___ / ___ Congregational Home Visitation</td>
<td>___ / ___ Congregational Redevelopment/Revitalization</td>
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<tr>
<td>___ / ✓ Corporate Worship / Sacraments</td>
<td>___ / ___ Counseling</td>
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<tr>
<td>___ / ___ Cross Cultural Collaboration</td>
<td>___ / ___ Curriculum Building</td>
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<tr>
<td>___ / ___ Defining Program Needs</td>
<td>___ / ___ Development of New Educational Experiences</td>
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<tr>
<td>___ / ___ Ecumenical and Interfaith Activities</td>
<td>___ / ___ Evaluation of Program and Staff</td>
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<tr>
<td>___ / ___ Evangelism</td>
<td>___ / ___ Facility Management</td>
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<tr>
<td>___ / ✓ Family Ministry</td>
<td>___ / ___ Financial Management</td>
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<tr>
<td>___ / ___ Fund Raising</td>
<td>___ / ___ Governing Body Ministry</td>
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<tr>
<td>___ / ___ Group Facilitation / Dynamics</td>
<td>___ / ___ Hospital and Emergency Visitation</td>
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<td>Req / Des</td>
<td>Req / Des</td>
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<tr>
<td>_____ / ___ Information Technology</td>
<td>_____ / ___ Involvement in Mission Beyond the Local Church</td>
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<tr>
<td>_____ / ___ Leadership Development</td>
<td>_____ / ___ Leadership of Staff / Volunteers</td>
</tr>
<tr>
<td>_____ / ___ Management of Building Usage</td>
<td>_____ / ___ Management of Equipment Resources</td>
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<tr>
<td>_____ / ___ Mediation Skills</td>
<td>_____ / ___ New Church Development</td>
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<tr>
<td>_____ / ___ Office Management</td>
<td>_____ / ___ Older Adult Ministry</td>
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<tr>
<td>_____ / ___ Organizational Development</td>
<td>_____ / ___ Organizational Leadership and Development</td>
</tr>
<tr>
<td>_____ / ___ Organizational System Development</td>
<td>√ / ___ Pastoral Care</td>
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<tr>
<td>√ / ___ Preaching</td>
<td>_____ / ___ Problem Solving / Decision Making</td>
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<tr>
<td>_____ / ___ Project Development</td>
<td>_____ / ___ Public Relations</td>
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<tr>
<td>_____ / ___ Rural Ministry</td>
<td>_____ / ___ Small Membership Church Ministry</td>
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<tr>
<td>_____ / √ Spiritual Development</td>
<td>_____ / ___ Staffing</td>
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<tr>
<td>_____ / ___ Stewardship and Commitment Program</td>
<td>_____ / ___ Strategic Planning</td>
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<tr>
<td>_____ / √ Teaching</td>
<td>_____ / ___ Training Volunteers</td>
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<tr>
<td>_____ / ___ Transitional / Interim Ministry</td>
<td>_____ / ___ Urban Ministry</td>
</tr>
<tr>
<td>_____ / √ Youth Ministry</td>
<td>_____ / ___ Scholarship / Publishing</td>
</tr>
<tr>
<td>_____ / ___ Instrumental Music</td>
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</tbody>
</table>
SKILLS LIST - WITH DEFINITIONS PROVIDED TO CHURCH MEMBERS

**Administration of Programs:** Oversee and ensure that programs are planned, advertised, implemented and evaluated as they relate to the overall mission and ministry of the organization.

**Administrative Leadership:** Overseeing the delivery of planned activities or services. Encouraging and enabling volunteers and/or professional staff to accomplish their duties, achieve their goals, and develop their personal and professional gifts in response to God’s call upon their lives. Evaluating the effectiveness of the programs.

**Adult Ministry:** Providing specialized knowledge of resources and programming that meets the needs of adults.

**Budget Preparation:** Working from a defined project or operational plan, developing an estimate of the financial resources required that enables the effective management of the project or operation with the constraints of the funds available.

**Building Renovation/Property Development:** Planning, budgeting, staffing, gaining acceptance for, and implementing significant renovation or real estate development projects.

**Children’s Ministry:** Providing specialized knowledge of resources and programming which meets the needs of children and their families.

**Choir Directing:** Planning and directing choirs and ensembles. (Adult, youth, children, handbell and/or praise band) with a sensitivity and concern for individuals and the church. Training choirs and ensembles and selecting appropriate music.

**Communication (Written/Oral):** Expressing ideas, beliefs, and feelings in individual and group situations; adjusting language or terminology to intended audience and creating an enthusiastic response.

**Community Ministries:** Working directly with local community groups to establish programs responsive to local needs. Supporting a community or group by enabling the local leadership to emerge, flourish, and accomplish its own goals.

**Community Service and Leadership:** Leading in civic, interfaith activities related to issues impacting the community and the world.

**Conflict Management/Mediation Skills:** Negotiating or assisting in the constructive resolution of differences, bringing individuals, groups, or congregations together to identify interests, reframe issues, and work collaboratively seeking resolutions to differences.

**Congregational Communication:** Developing and monitoring the communication needs of the congregation and satisfying those information needs using a variety of media within appropriate budgetary and timing criteria.

**Congregational Fellowship:** Helping members and groups come together, know one another, have the opportunity to love and support one another, in response to God’s call upon their lives.

**Congregational Home Visitation:** Planning for and participating in the visitation of members, prospective members, and members with special needs.

**Congregational Redevelopment/Transformation:** Working with the leadership, members and the community to transform the ministry of the congregation. Transformation is a redirection of the energies of the entire congregation to meet the new realities of the members and the community.

**Corporate Worship & Administration of Sacraments:** Ordering worship and the administration of the sacraments in fresh and creative ways consistent with the Reformed Tradition.
Counseling: Helping both members and others to move toward spiritual maturity and increased comfort in a time of stress by listening, making appropriate responses, and, when needed, making referrals.

Cross Cultural Collaboration/Cultural Proficiency: Working across cultural and economic lines valuing all colleagues’ views, and fostering joint decision making to solve problems by openly sharing information, building equity in team roles/relationships.

Curriculum Building: Developing a program of educational experiences that serves as the basis for the theological and biblical development of the members of the church/organization. The ability to adapt, plan and write curriculum for various age groups.

Defining Program Needs: Analyzing the educational or other programmatic needs of an organization or group of individuals.

Development of New Educational Experiences: Creating, evaluating, and refining new educational experiences based upon a needs analysis of the church/organization.

Ecumenical and Interfaith Activities: Working with other religious groups and their leaders to accomplish a common goal that fosters mutual understanding.

Evaluation of Program and Staff: Assessing specific programs and/or staff; encouraging and facilitating an environment of accountability, recognition, openness, and constructive feedback.

Evangelism: Leading persons to share faith in Christ as a personal savior and encouraging their identification with, and participation in the church and community.

Facility Management: Organizing and overseeing the maintenance of a physical property or building.

Family Ministry: Providing specialized knowledge of resources and programming that meets the needs of families.

Financial Management: Guiding and monitoring the investment, expenditure, or allocation of church of organization funds so the group’s financial objectives are achieved.

Fundraising: Developing methods and programs to finance the work of a church or organization through donations and contributions from individuals and organizations.

Governing Body Ministry: Working with presbytery, synod and general assembly committees in shaping and implementing their ministries.

Group Process Facilitation: Guiding the process in a way that enables a group to define their goals, needs, concerns, etc., and to combine their gifts to achieve the desired needs.

Hospital and Emergency Visitation: Visiting persons in crisis to offer spiritual support and pastoral presence.

Information Technology: Utilizing modern computer and telecommunications facilities, programs, and resources to accomplish functions on a cost-effective basis.

Instrumental Music: Ability to play a musical instrument for worship services, (i.e. organ, piano, other).

Involvement in Mission beyond Local Church: Identifying specific projects or programs that enable persons and/or groups to support, study, and participate in the church’s worldwide mission.

Leadership Development: Recognizing and calling forth potential of persons as leaders of the Church’s ministry and providing opportunities for their training, development, and growth.

Leadership of Staff/Volunteers: Working with staff and volunteers to develop a vision for the church’s/organization’s future by creating a climate of involvement and enthusiasm.
Leading Music Ministry: Providing leadership for the church's music program with a sensitivity and concern for individuals and the church. Participating in worship planning with staff. A demonstrated knowledge of the theology and practice of Presbyterian worship and the music appropriate to enhance this tradition.

Legal/Tax Matters: Knowledge of and experience with current civil law and IRS regulations as they apply to church/non-profit context.

Management of Building Usage: Overseeing the scheduling and application of building resources to meet the needs of users. Developing plans for expansion, remodeling, or additional furnishings if needed.

Management of Equipment Resources: Defining needs, purchasing, and overseeing the use and maintenance of equipment.

New Church Development: Working with the presbytery and others to develop a new and viable church that fosters a people of faith who minister to the community and world.

Office Management: Overseeing the ongoing work of an office staff to meet schedules, budgets, and to ensue efficient operations.

Older Adult Ministry: Providing specialized knowledge of resources and programming that meets the needs of older adults.

Organization/Administration
Ability to manage data, events, projects with appropriate attention to detail and meet deadlines.

Organizational Leadership and Development
Identifying strengths and weaknesses in an organization's structure, culture, processes, capabilities. Developing a strategic plan to increase effectiveness. Working with staff or volunteers to implement systems that result in improvements in quality, timeliness, or efficiency of operations.

Parliamentary Expertise
Understanding and appreciating parliamentary procedures, and Roberts Rules of Order. Experience in applying to congregational and middle governing body contexts.

Pastoral Care: Providing support to members and constituents as they wrestle with the events of their lives.

PCUSA Polity/Constitutional Knowledge
Understanding and appreciating Presbyterian Form of Government. Experience in applying to congregational and middle governing body contexts.

Preaching: Interpreting the biblical text to the contemporary situation; bringing it to bear in the congregation's life and work.

Problem Solving/Decision Making: Systematically breaking down problems or opportunities into components by identifying relevant issues, fact-finding, and recognizing connections. Generating options, evaluating them and selecting the "best" one for implementation.

Project Management
Developing a workable plan for accomplishing a specific objective. Monitoring and facilitating progress in implementing the plan. Modifying the project objectives and resource needs as the plan unfolds.

Public Relations
Working to ensure that the image and work of the entity is publicly known and awareness of the entities mission and or ministry increases in the broader community.
**Rural Ministry** Providing pastoral leadership to congregations located in isolated or sparsely populated areas. Appreciation for the natural environment and rural life, ability to cope with isolation, willingness to travel significant distances, relational leadership style, strong people skills.

**Scholarship/Publishing**
Writing and publishing in one’s field of expertise for the church and the academy. Participating in guild meetings and activities. Setting standards of academic excellence.

**Small Membership Church Ministry** Providing pastoral leadership to congregations with fewer than 100 active participants. Demonstrates relational leadership style, flexibility, strong people skills. Enjoys visitation and fellowship opportunities.

**Spiritual Development**
Providing personal spiritual care, resources, guidance, and leadership for persons seeking to deepen their faith in Jesus Christ.

**Staffing/Human Resources** Identifying the skills, knowledge, and attitudes needed to accomplish the functions of a church/organization and acting to identify and recruit persons for particular positions.

**Stewardship and Commitment Program** Challenging members to develop a lifestyle that demonstrates responsible stewardship and motivating them to work and contribute their resources to the work of the Church.

**Strategic Planning** Working with the Session or organization to develop directional goals and activities that shape the future and relate to the church’s/organization’s fundamental decisions.

**Teaching** Providing instruction and/or educational experiences that increase theological and biblical awareness, skill and motivation to continue learning.

**Training Volunteers** Delivering specialized training that suits the skills and knowledge needs, constraints, and sensitivities of non-paid workers in the church/organization.

**Transitional/Interim Leadership** Has special training and skills to assist church organizations or governing bodies in developmental and process tasks during the time between leaders.

**Urban Ministry** Providing pastoral leadership to congregations located within urban/inner city areas. Skills include community assessment skills, understanding congregations as systems, community organizing and development skills, accessing resources, and sensitivity to cross-cultural environments.

**Young Adult Ministry**
Providing specialized knowledge of resources and programming that meets the needs of young adults.

**Youth Ministry** Providing specialized knowledge of resources and programming which meets the needs of youth and their families.