

Culpeper Presbyterian Church

Mission Study Report June 2026





Discipleship – Learn It, Live It, Share It

Mission Statement

Culpeper Presbyterian Church is called to cultivate
a community of faithful disciples.

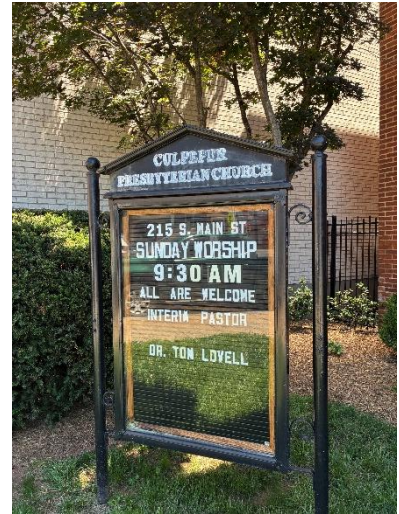
This report is respectfully submitted by the members of the Mission Study Team: Shannon Butler, Matt Hammer, Gary Kwolek, Marylou Murry, Charla Reynolds, Joyce Wicht, and Rev. Dr. Tom Lovell (Ex-officio member).

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Introduction

Following a rather difficult dissolution of the pastoral relationship with its most recent pastor, the congregation of Culpeper Presbyterian Church needed time to reflect, begin the healing process, and prayerfully prepare itself for the next chapter of its ministry. For the initial six months following this dissolution, the congregation relied on Supply Pastors to fill the pulpit and a neighboring pastor to serve as Moderator of the Session. This time was important and necessary for the Session and the congregation to process the issues of the previous pastoral relationship, and to recover its desire to move forward in Christ's ministry. In January 2026, the Session called the Rev. Dr. Tom Lovell to serve as Interim Pastor with the specific goal of him leading the congregation through the pastoral transition process.



The Session held its annual retreat in late January, engaging in honest conversation regarding the life and ministry of the church, its strengths and challenges, as well as the need to recognize the issues of the past and commit to learn from them as the church moves into the future. At its February meeting, the Session invited six members of the congregation to serve as the Mission Study Team (MST), each of whom accepted that invitation and began working together in early March.

Using the Mission Study Guidelines provided by the Presbytery of the James as a resource, the Mission Study Team researched, reviewed and interpreted demographic data from the community as well as the congregation. The MST did a thorough analysis of each program and ministry of the congregation as well as a detailed analysis of the church's infrastructure and financial status. The MST also reviewed recommendations made by the Commission on Ministry's Listening Team (Spring 2025) as well as summaries of several "Discernment Sessions" in which the congregation participated a few months earlier. A congregational gathering was held in May 2026 to review the work of the Mission Study Team, as well as to engage the congregation in a survey followed by small group discussions on the life and ministry of the church and the characteristics and responsibilities desired of their next pastor.

The work of the Mission Study Team was cloaked in prayer and performed in humble reliance on the presence and power of the Holy Spirit. It is the hope and prayer of the MST that this time of study and reflection and this report will serve as a positive resource for the congregation as it elects a Pastor Nominating Committee and seeks pastoral leadership for the next chapter in its ministry.

Executive Summary

The origin of Culpeper Presbyterian Church coincides with the origin of our nation and likewise, its life and ministry has been filled with times of struggle, prosperity and growth with many ups, downs, twists, and turns along the way. Throughout these 250+ years, the congregation has sought to provide a positive Christian witness to the Culpeper community through its mission and ministry, and that desire continues today. At present, the congregation continues to process and move past a difficult pastoral dissolution and is looking to the future with excitement and energy. There are concerns regarding the reality of an aging congregation, a slowly declining membership, and the cost of maintaining its large campus. There is also excitement about the strong family bond within the congregation, the strength of the church's mission, especially the Manna Ministry, as well as stable attendance at worship, a strong and vibrant educational program for adults, and faithful financial support which has provided the church with a solid financial foundation for continued ministry.



A demographical analysis of the congregation shows that 45% of the church's members are over the age of 70 with 70% of the church's members being over the age of 56. Those demographics underscore the need not only for additional members, but also the need for a renewed emphasis on providing pastoral care for an aging congregation by the next installed pastor and lay caregivers.

The analysis of the programs and ministries of the church reveal an increase in worship attendance during this transition period and strong participation in adult educational offerings both on Sunday mornings and through periodic Bible studies. The Christian Education program includes learning opportunities for the few children and youth we have, which includes 7-10 youth and adults attending the Montreat Youth Conference each summer. The church reaches out to the community in a wide variety of ways, with its Manna Ministry serving as an incredible example of congregational, ecumenical and community involvement.

During the early stages of this pastoral transition, the church staff underwent significant changes in personnel. Due to the uncertainty of this time, working hours for administrative staff members were reduced and new staff members brought on board. This new staffing pattern is working out well but should be reviewed as this time of transition moves forward and as the church prepares for the arrival of its new pastor.

As noted above, caring for a building which has structures dating back more than 150 years is a challenge. Fortunately, the church has an excellent Property Committee which is proactive in addressing infrastructure issues, and a sound capital reserve account to fund major repairs or system replacements.

The responses from the congregational survey and discussions highlight that there is a strong sense of community within Culpeper Presbyterian Church, which is viewed by most as a

true family of faith. We received 67 responses to our survey (see section entitled “Congregational Survey and Discussion Results” for detailed information). The number of surveys completed indicates a high level of commitment to the church, enthusiasm for its future and a willingness to be involved in that future.

When asked in the survey “What about our Church excites you,?” nearly 60 percent of the respondents cited our close, caring church family. We cannot stress enough that we are a **family** who loves and cares for each other consistently and continually and is quick to welcome newcomers into the fold. One of our most impactful ministries is our Flower Ministry. Communion table flowers are broken down into 6-7 smaller arrangements after the church service and delivered to people in the congregation who are homebound, have recently had surgery or experienced a death in the family, or simply need “a touch of love.”

Nearly 73% of survey respondents were cognizant of and concerned about our aging congregation, our decreasing numbers, the lack of growth and retention of new members, the lack of young people and the need to attract young families.

The respondents feel strongly that our next installed Pastor should possess the following strengths: Number 1 – Pastor-Care/Visitation, Number 2 – Preacher, and tied for Number 3 – Visionary and Teacher-Sunday School/Bible Study. We want a pastor who cares about us and wants to be part of our church family. Respondents would like our Pastor to focus time on preaching and worship leadership, pastoral care, and attracting new members/retaining existing members.

We are grateful for our Interim Pastor, Rev. Dr. Tom Lovell, who has brought a sense of joy and hopefulness to our church, as well as his excellent sermons, outstanding pastoral outreach, leadership and wisdom. This has helped us to move forward after the painful dissolution of our previous pastoral relationship. We now feel we are ready to move ahead with the steps necessary to call a new installed pastor.



History of the Congregation

Culpeper Presbyterian Church began in 1767 when a group of missionaries from Lancaster Pennsylvania were sent to our area to form a church. The church was formally organized in 1772 using supply pastors who preached in the homes of the parishioners. The Revolutionary War caused the church to temporarily dissolve, but with the help of nearby Winchester Presbytery, it resumed and was reorganized in 1813.

During the Civil War the original church building was used by both Union and Confederate armies which damaged it beyond repair. A new building site, which is our current location at 215 South Main Street, was purchased and groundbreaking occurred in 1868. The eager congregation worshiped in their new building in 1869 with only walls, floor and a roof completed. Later hardwood floors, stained glass windows and a bell tower were added as the income from donations allowed. The services were led by supply or part-time pastors as available. Membership during those years averaged 40, some of whom came from nearby towns where there was no Presbyterian church.

In the early 1900's as membership grew, the church undertook a plan to enlarge its footprint, and two lots directly behind the sanctuary were purchased, and additions built to add Sunday School rooms, office space and a kitchen in 1907, 1937 and 1955. In 1987 our building was entered into the National Registry of Historic Places.

In 2003 the Fellowship Hall, a 15,000 square foot activity and education center, was completed which includes five Sunday School classes, office space for a local charity, and serves as the site of many of the congregation's fellowship activities. The Fellowship Hall is also the site of the Manna Ministry, our church's free lunch program which operates three days a week using all-volunteer help from both our church and other Culpeper churches. This space is also used by the Iglesia Pentecostal Bethel de Culpeper congregation for their Sunday services.

As we follow in the footsteps of those early worshipers, who endured hardships and many challenges, our congregation is eager to maintain our downtown Main Street presence and offer worship and service opportunities for all believers and seekers.



The Culpeper Community



The church is located in the Town of Culpeper, which is in Culpeper County. The area is a rapidly growing, diverse, historical community with a town population of 21,464 and a county population of 56,125. The town has grown by 11.1% since the 2020 census, the county by 6.8%. The town's median age is 32.5 years, with 29.8% under 18 (8.1% of that is under 5), 59.1% aged 18-64 and 11.1% 65 and older. The county's median age is 39.1 years, with 24.8% under 18 (6.3% of that is under 5), 79.3% aged 18-64 and 17.5% 65 and older. Median household income is \$94,721 in town, and \$100,049 in the county.

The town is 48.2% white, 26.5% Hispanic, 17.2% Black, 9.8% multiracial and 2.2% Asian, while the county is 65.1% white, 17.1% Hispanic, 13.7% Black, 3.6% multiracial and 2.0% Asian.

The town's population is 17.6% foreign born and 88% of the population has U.S. citizenship, while in the county, 9.83% are foreign born and 94.0% of the population has U.S. citizenship. The most common countries of origin for immigrants in Virginia are El Salvador, India and Mexico (numbers are not kept for specific locations). 59.2% of people in town own the homes they live in and 86.9% of those have been there for a year or more. In the county, 75% of people own the homes they live in and 88.8% of those have been there for a year or more.

In town, 84% have a high school degree, with 30.7% holding a bachelor's degree. 88% of county residents have a high school degree, while 27.3% hold a bachelor's degree. In town, of those under 65, 5.6% have a disability and 16.9% are without health insurance. In the county, of those under 65, 7.2% have a disability and 9.5% are without health insurance. The poverty rate in town is 12.80% (a 10.5% 1-year increase), while in the county it is 9.6%.

As much as 70% of the county's workforce commutes out of the county for work. Culpeper is a bedroom community for Northern Virginia and many workers train for their jobs in Culpeper and move north for promotions. After federal, local and state government, the most common jobs are in Health Care and Social Assistance (11.8%), Retail (10.4%), Professional, Scientific and Technical Services (9.6%), Construction (9.18%) and Educational Services (9.08%). Mean travel time to work is 31.9 minutes in town and 35.9 minutes in the county.

From a political point of view, Culpeper County is moderately conservative with Democrats accounting for 40% of the votes and Republicans 60% of the vote in the most recent Presidential elections. There is no shortage of Christian Churches in the Culpeper community. The downtown area in which Culpeper Presbyterian Church is located is also home to large Baptist, Methodist, Catholic, Episcopal, and Lutheran congregations. There are also large non-denominational/community churches in the area (Lifepoint and Mountain View Churches) as well as a number of smaller Baptist, Pentecostal, Church of Christ, and other congregations.

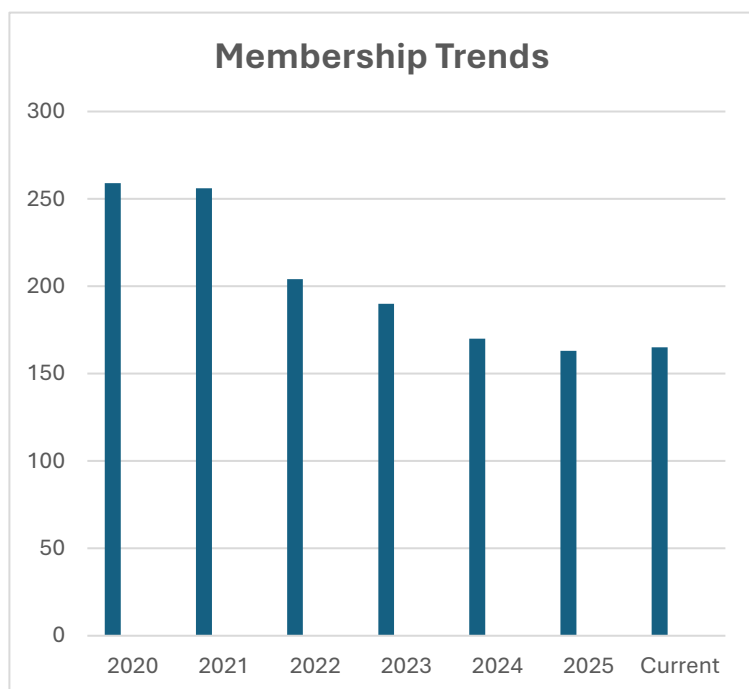
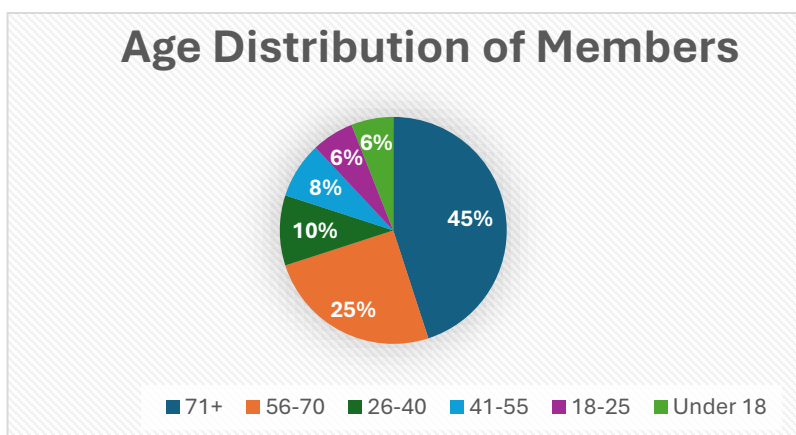
Culpeper Presbyterian Church

Congregational Demographics

Culpeper Presbyterian Church is located in the heart of downtown Culpeper in the foothills of the Blue Ridge Mountains. The church is surrounded by locally owned businesses and restaurants. The majority of church members live within a five-mile radius of the church. The Mission Study Team did an extensive analysis of the church membership roll, identifying members who had moved out of the area as well as those no longer participating. The results of this analysis were presented to the Session for review and subsequent action. The current active membership of Culpeper Presbyterian Church stands at 170 Confirmed Members and 5 Baptized Members. These members represent 85 households. It is anticipated that these numbers will be adjusted downward upon the review of the membership rolls by the Session.

The age distribution of the Congregation is as follows:

6%	Under 18
6%	18-25
10%	26-40
8%	41-55
25%	56-70
45%	71 +

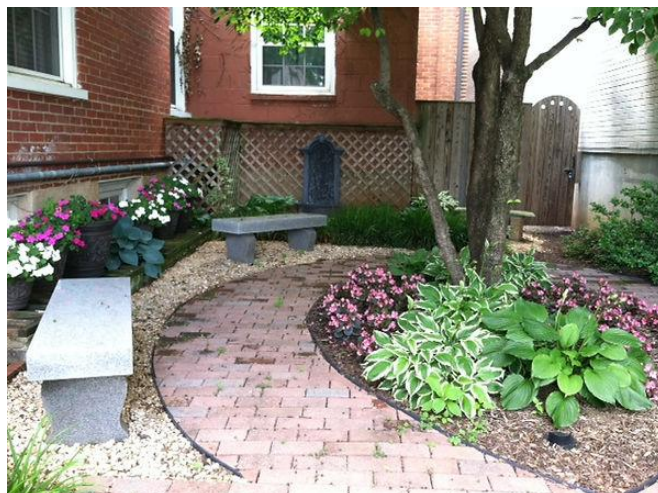


Membership Trends

Year	Membership
2020	259
2021	256
2022	204
2023	190
2024	170
2025	163
Current	170

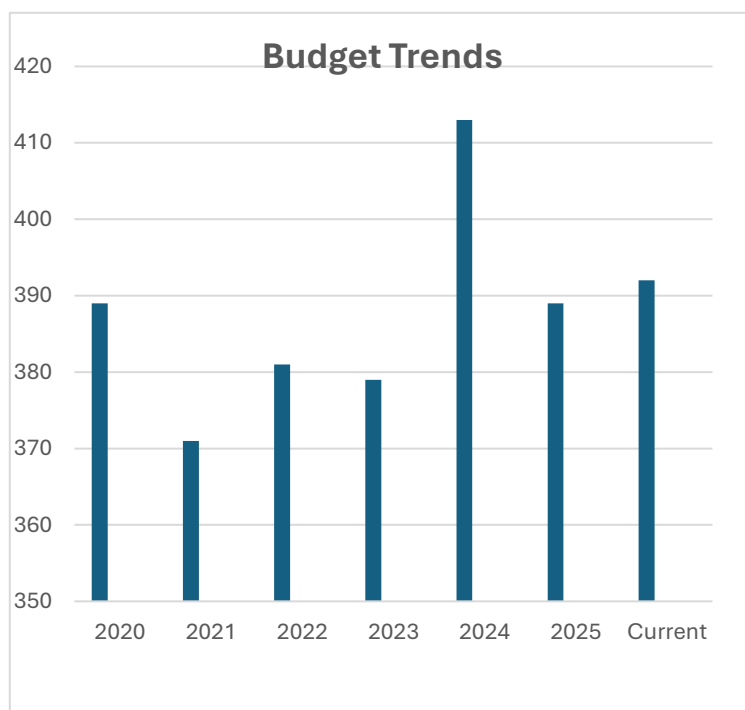
Financial Analysis

2026 Budget	\$392,850
Pledged Income	\$310,280
Non-Pledged Income	\$82,750
Giving Units	52
Reserve Accounts	\$400,000+



Budget Trends 2020-2026

2020	\$389,239
2021	\$371,331
2022	\$381,621
2023	\$379,461
2024	\$413,728
2025	\$389,159
Current	\$392,850



Summary

Over the past seven years, the church's operating budget has fluctuated between a low of \$371,331 in 2021 to a high of \$413,728 in 2024. The average operating budget over these years is just over \$387,000. In light of the difficulties the congregation has experienced over the past few years, there is naturally some concern over the stability of the church's finances during this time of pastoral transition. However, past experience has shown strong financial support from the congregation and the financial report for the first four months of 2026 suggests this strong support is continuing. This support, along with significant financial reserves, provides the congregation with a solid financial foundation to move forward in ministry.

Infrastructure Analysis

Summary

Culpeper Presbyterian Church's infrastructure is composed of land and two buildings with all physical assets being debt free. The Session's Property Committee maintains a listing of short, mid, and long-term maintenance needs that can be reasonably anticipated. We are comfortable with our ability to meet future needs to keep our grounds and facilities well maintained and fully functional.

Land

Anticipating a relocation from their current site, in 1860 the Bethesda Presbyterian Women's Missionary Society purchased the current property with funds raised by the Women's Missionary Society. The current property is landscaped and well maintained including the 2005 addition of a Memorial Garden between the sanctuary and adjacent Post Office.

Sanctuary Building

The sanctuary building is comprised of the original 1868 sanctuary and three subsequent additions in 1907, 1937 and 1955. In 1987 the church was listed on the National Register of Historic Places. There have been frequent facility updates over the decades to accommodate major congregational growth and new programs as well as necessary building repairs and new building systems. Recent major maintenance includes new roofs, foundation reinforcement, HVAC /boiler updates, and installing new sound and IT systems. We have an ongoing challenge with bats in our sanctuary attic. We initiated a mitigating solution last year and continue to monitor this solution. If this issue is solved, we will need to remove the accumulated guano and reinsulate effected portions of the attic. This cost is unknown and services can be phased as reserve funds allow.

Fellowship Hall Building

A new two-story Fellowship Hall building was completed for occupancy in 2003. This facility supported the continuing growth of the church, expanded community mission programs and the changing demographics of our community and membership. The Fellowship Hall includes:

- A fully accessible building with an elevator and accessible restrooms on each floor
- Adult and youth classrooms
- Toddler classroom and nursery
- Multi-purpose fellowship hall supporting youth sports and large event public assemblies, and
- A commercial kitchen supporting Manna Ministry, the church's community mission program to feed the hungry. This kitchen also supports other food service events held in the Fellowship Hall.

Currently, there is one major maintenance item that is underway and funded, which is a new commercial hood and fire suppression system for the kitchen's two new commercial ovens for approximately \$58,000.00. This is primarily funded by grants received by our Manna Ministry.

With aging buildings and facilities, the church will experience ongoing maintenance issues. Fortunately, the Property Committee continues preventative maintenance measures and as systems or items need to be repaired or replaced, there are funds available to address those issues.

Session and its Committees

The Session consists of fourteen elders who are elected by the congregation to serve for a term of three years in staggered classes. The ministry of the congregation is overseen by the Session and implemented through the work of the following Session Committees:

Worship	Christian Education	Finance (including Stewardship)
Property	Missions	Congregational Care/Fellowship
Personnel	Technology	

Church Staff

Culpeper Presbyterian Church is served by a full-time Pastor and support staff of seven dedicated part-time employees. The Administrative Staff consists of a Business Manager and an Administrative Assistant, both of whom work 24 hours per week. The Music Ministry of the church is staffed by a Music Director and a Choir and Handbell Director. The church's Director of Manna Ministry oversees this important mission to the community, which provides up to 500 meals per week for those with food insecurity. A Technology Coordinator oversees the technical aspects of worship including sound, video, social media, etc. The church property is maintained by a Sexton. This staffing pattern represents a decrease from previous years which was necessitated by a decrease in income. At present, this staffing pattern seems sufficient for the church but should be evaluated upon the installation of a new Pastor.

Worship



Culpeper Presbyterian Church offers a single worship service each Sunday beginning at 9:30 AM. This traditional service typically follows the Order of Worship found in The Book of Common Worship, with the Sacrament of the Lord's Supper being celebrated on the first Sunday of each month as well as Maundy Thursday and Christmas Eve. The music of worship is led by our Music Director and our Choir and Handbell Director. The Chancel Choir provides Introits, Anthems, and Choral Responses each Sunday and the

Handbell Choir shares in worship several times during the year. Currently, the themes of worship follow the Revised Common Lectionary. Our worship services are live streamed on the church's YouTube channel as well as the church's Facebook page.

Weekly attendance at worship has increased over the past few months and is averaging approximately 70 worshippers. Over the past few years, Culpeper and Mitchells Presbyterian Churches have joined together to worship on Ash Wednesday, Maundy Thursday and Good Friday. The annual Christmas Eve Candlelight Communion service is always a highlight for the congregation.

Christian Education

The ministry of Christian Education at Culpeper Presbyterian Church consists of traditional Sunday School classes for all ages, small group Bible Studies, and youth activities, all led by the Christian Education Committee which meets monthly. Perhaps the strongest aspect of the church's educational ministry is its Adult Sunday School which offers three classes each Sunday morning. The Cornerstone class averages 8 participants and is currently studying "*Revelation*," by N. T. Wright. The Faith & Fellowship Class averages just over 20 participants and is currently studying "*Sunday School Lessons for 2025*." The Soul Sisters class averages 10 participants and is currently studying "*The Best Yes: Making Wise Decisions in the Midst of Endless Demands*" by Lysa TerKeurst. Each of these classes offers vibrant discussion and a strong fellowship within their members.



Classes are also offered for Elementary and Middle/High School youth. The Elementary Class focuses on biblical stories chosen by the leaders. The Middle/High School youth are using a resource entitled, "*Understanding Your Bible in 15 Minutes a Day*." Attendance varies in these

classes from 1-3 elementary children to 3-5 youth. The 2026 Confirmation Class welcomed 5 youth ranging from 6th – 8th grade.

Culpeper Presbyterian Church has a strong Presbyterian Women program with three circles meeting monthly from September through May. An average of 26 women participate in these monthly study and fellowship events, as well as share in the other ministries PW provides for the congregation. All three Circles use the Presbyterian Women's Horizons Bible Study.

Our high school youth have a long-standing tradition of attending the annual Montreat Youth Conference. In 2026, six youth and three adults registered to attend.

Mission and Outreach

Mission and ministry to others in Christ's name is a priority for Culpeper Presbyterian Church and the congregation has ample opportunities to serve the community throughout the year. The hallmark of the church's mission is its **"Manna Ministry"** which provides a free hot meal to an average of 200 persons each Monday, Wednesday and Friday. This ecumenical effort is led and directed by Culpeper Presbyterian Church and includes several other congregations and community organizations. The Manna Ministry is a community effort involving donations from area restaurants and grocery stores and dozens of volunteers involved in collecting, planning, preparing and distributing the food.

Other Mission/Outreach activities include:

- Piedmont Warming Shelter: CPC provides meals for a full week in February
- Wood Ministry: Members assist in delivering firewood to those in need
- Angel Tree: Annual Christmas ministry for the Presbyterian Home of the Highlands
- Ringy-Dingy: Providing bell ringers for the Salvation Army at Christmas
- Rt. 299 highway cleanup
- Downtown Parade Outreach: The church provides refreshments and restrooms for parade goers
- Missionary Support: The church supports Bob and Kristi Rice in Africa
- CARS: The church provides office space, financial, and volunteer support for this addiction recovery ministry
- Minister's Discretionary Fund: This fund allows the church to assist members of the congregation and community in need
- Mission Trip: In previous years, the congregation has sent a mission team to North Carolina to assist with hurricane recovery
- Presbyterian Women Mission Outreach annual fundraiser



Congregational Care/Fellowship

Culpeper Presbyterian Church is a warm and caring church family which provides support for members in need, as well as many opportunities to strengthen our family ties through fellowship activities led by the Congregational Care Committee which meets monthly. Some of those activities include:

- Flower Ministry: Provides a “touch of love” to members who are homebound, recovering from medical procedures, or who may simply need a visit. Volunteers create arrangements from the flowers donated for worship services and take them to those in need.
- Willows: a monthly support group for widows
- Prayer Shawl Ministry: Volunteers from the church knit prayer shawls and prayer squares which are delivered to those who need a reminder of the church’s love and concern for them.
- Card Ministry: Members of the Congregational Care Committee and the Presbyterian Women send cards to those who are homebound, grieving the loss of a loved one, recovering from medical procedures, or dealing with a difficult situation.
- Presbyterian Women’s Care Packages for college students.
- Support in times of need: Volunteers from the church provide meals for those who are ill or recovering from a medical procedure, transportation to appointments, as well as hosting receptions following a funeral or memorial service.



In addition to these caregiving and support ministries, the church also provides a number of fellowship activities including:



- Sunday Coffee Break: A weekly gathering following worship
- Men’s Breakfast : A monthly gathering at a local eatery
- Annual Church Picnic
- Ice Cream Social
- Fredericksburg Nationals Baseball Game Outing
- Potluck brunches and dinners
- Presbyterian Women monthly Book and Tea Group
- Game Days/Movie Nights/other “One Time” events

Congregational Survey and Discussion Results



The MST crafted a survey to collect information about the respondents, their assessments of the church and its ministry, their assessments of the church characteristics, their desires about our future pastor, their thoughts about what excites them about our church and what concerns them about our church, and whether or not our mission statement and our motto are appropriate. Respondents were also given the opportunity to tell us anything else they wanted us to know.

The survey was presented to attendees at a congregational gathering after church in mid-May and they were asked to complete it at the meeting. For those who could not attend the meeting, hard copies were available at the church office and in the narthex the following Sunday. Members could also request a copy be emailed to them.

We received 67 survey responses. We are grateful that so many people offered their input. The survey results are discussed below.

About You – There were five questions about the person completing the survey.

How many years have you been attending the church?

75% of the respondents have been attending for 10+ years, 9% for 5-10 years, 16% for 1-5 years and 0% for 1 year or less. We have lots of long-standing members, but growth has lagged in the past 10 years.

What is your gender?

61% of respondents were female, 39% were male

What is your age?

17 and under – 6 people, 18-25 – 2 people, 26-40 – 0 people, 41-55 – 9 people, 56-70 – 11 people, 70 and over – 39 people. Percentage-wise, the most responses came from the 41-55 year olds; the fewest responses came from the 26-40 and 18-25 year olds.

In an average month, how many times do you attend a service?

36 respondents attend 4 times a month, 17 attend 3 times a month, 5 attend 2 times a month, and 6 attend once a month.

Have you participated in: (circle all that apply)

We've had LOTS of participation over the years, and that level of commitment continues today. Of the 67 respondents, 54 have attended Sunday School, 49 have served on a committee, 39 have served on Session, 35 have attended Bible Study, 31 have attended Presbyterian Women's Circles, and 16 have attended the Men's Breakfast Group.

The Church and Its Ministry

Respondents were asked to reflect on 10 action statements about the church and indicate whether "we do this well," or whether they are "satisfied" or "somewhat satisfied" with the action, or whether the action "needs more emphasis" (4 choices).

These three action statements were viewed most favorably ("we do this well/satisfied"):

- The Church cares for its members in time of sickness, death and difficulty
- The Church serves the community
- The Church provides meaningful worship experiences

These three action statements received the most "somewhat satisfied" or "needs more emphasis" responses:

- The Church shares activities with other congregations and community groups
- The Church shares the Gospel with the unchurched
- The Church promotes its connections with the Presbyterian Church U.S.A.

Church Characteristics

Respondents were asked to evaluate 9 characteristics of the church and indicate whether "we do this well," or whether they are "satisfied" or "somewhat satisfied" with the action, or whether the action "needs more emphasis" (4 choices).

The characteristic viewed as being done well by a large margin was "Members help each other in times of difficulty."

Two other characteristics stood out as being viewed favorably:

- The morale of our church is high
- Every member has the opportunity to participate in leadership

The three characteristics viewed least favorably were:

- Disagreements and conflicts are dealt with openly and not behind closed doors
- There is a sense of excitement among members about the church's future
- Members and groups receive support and encouragement for trying something new

What do you prefer to be the new Pastor's top strengths?

Respondents were asked to choose their top 3 from a list of 7 possibilities. The top 2, by a huge margin, were Number 1 -- Pastor-Care Visitation and Number 2 -- Preacher. Number 3 was a tie between Visionary and Teacher-Sunday School/Bible Study

What are the desired character traits of the new Pastor?

Respondents were asked to choose their top 3 from a list of 7 possibilities. The top three, by a large margin, were Number 1 – Honest, Number 2 – Pastoral and Number 3 – Faithful

It is most important our next Pastor possess:

Respondents were asked to choose between three different types of experience and also had an option to write in something else. By a huge margin, people chose “relevant ministry experience/life experience.”

What do you hope the new Pastor will accomplish in their first 12 months?

Respondents were asked to choose between four different options and also had the opportunity to write in something else. By a large margin, the first choice was “Successfully assimilating into the church culture” and the second choice was “Increased/renewed vision for the church.”

What are the most important leadership qualities our new Pastor must possess? (Choose your top 3)

Respondents were asked to choose between seven leadership qualities and also had the opportunity to write in something else. By a large margin, the Number 1 choice was “Inspiring and challenging preacher and teacher.” Number 2 was “Attracts and draws in new members” and Number 3 was “Passionate about reaching young people and young families.”

What should our new Pastor focus most of their energy/time on? (Choose your top 3)

By large margins, the top 3 were: Number 1 – Preaching and worship leadership, Number 2 – Pastoral Care, and Number 3 – Attracting new members and retention

In a sermon, which of these components are the most important to you? (Choose your top 3)

By large margins, the top 3 were: Number 1 – Application to everyday life, Number 2 – Spiritual Nourishment, Number 3 – Strong Biblical knowledge/references. Number 4, not far behind, was Relatable.

What about our Church excites you?

Overwhelmingly, the responses cited our church family, and mentioned the sense of belonging, the closeness of our members, and the fellowship, support, love and care we have for each other.

What about the Church concerns you?

Overwhelmingly, people are concerned about our demographics, expressed as:

- Our aging congregation
- Decreasing numbers/lack of growth/retention of members/continuing to exist
- Lack of young people/need to attract young families

Another often-mentioned concern is the lack of a permanent pastor and various expressions of concern that we choose the right pastor.

The current mission statement of the Church is: “Culpeper Presbyterian Church is called to cultivate a community of faithful disciples.” Does this statement reflect the mission of our church? If not, what should be the mission statement?

The vast majority of respondents either said “yes” or did not answer the question. Four people offered alternative mission statements.

The current motto of the Church is “Discipleship Learn It, Live it, Share It.” Does this statement reflect the mission of our Church? If not, what should be the new motto?

The vast majority of respondents either said “yes” or did not answer the question. Three people offered an alternative motto.

Is there anything else you would like us to know?

47 people had nothing else they wanted us to know. Several people expressed the desire for our next installed pastor to be someone like Pastor Tom. One respondent suggested that the church consider sharing pastoral leadership with Mitchells Presbyterian Church. The others covered a wide range of topics, with no general consensus. One item to keep in mind for the future is the suggestion that once a new minister is secured, we should have members have small dinner gatherings to meet and greet the new minister rather than large get-togethers.