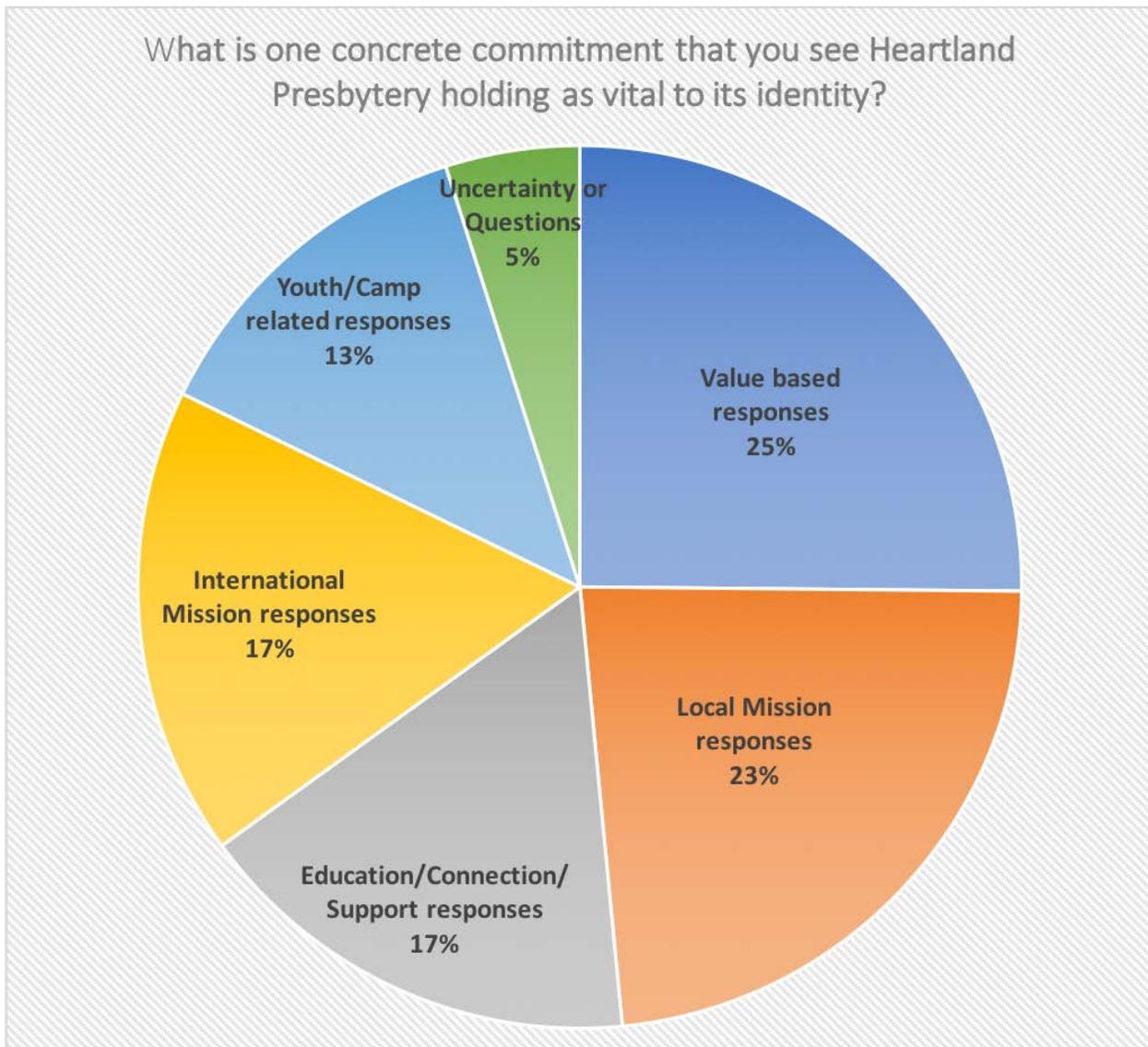


At our last two Presbytery meetings we asked the following questions and recorded answers from members of Presbytery. We arranged the answers according to themes that we observed.

**1. What is one concrete commitment that you see Heartland Presbytery holding as vital to its identity?**  
 Total Responses: 163



**Values:**

**41 responses**

1. Aggressiveness and Inclusiveness
2. Being the Body of Christ
3. Coming together to help each other
4. Commitment to the mission of Christ
5. Community **x2** (despite our conflicts, but we find common ground)
6. Compassion for and care for one another
7. Connectional nature **x3**

8. Cross-Cultural
9. Decades long progressive inclusive strain
10. Diversity **x4** (socioeconomic, mission, not just race)
11. Effort to be inclusive, acceptance of all races/all people/LGBTQ **x6** (not just saying, but studying and acting out)
12. Encourage communication and understanding between churches
13. Fellowship and Friendship Inclusivity
14. Fresh ideas for change
15. Growth – striving for new identity/innovation
16. Justice/Awareness
17. Listening and understanding with regard to mission commitment or lack of it.
18. Open to any and all ideas and willingness to share them
19. Preaching the word
20. Presbyterian way, adherence to polity
21. Reconciliation
22. Revitalization
23. Should be to lead the congregations in a unified direction and make sure all the congregations feel involved.
24. Social justice **x2**
25. Spirit of grace
26. Trust
27. Urban/town/country/rural/suburban
28. Welcoming posture and culture **x2**

### **Local Mission:**

**38 responses**

1. Arabic Fellowship
2. Be the Church
3. Cherith Brook
4. Connections through Grandview Park
5. Covenant Pres. Health Clinic
6. Front Porch Alliance IHN
7. Helping minister to immigrants that come from very different traditions
8. InterServe offerings/donations
9. LAMP **x4** (need community to know we're there, making more central, relocating Presbytery offices to Linwood site and LAMP)
10. Mission Support is vital
11. Neema Church
12. New Worshiping Communities
13. Programming
14. Resource conduit to larger church
15. Rural Churches who receive support
16. Serving Downtown K.C.
17. St. Mark's Presbyterian
18. Stand up KC

19. Support for Racial Ethnic Congregations
20. The Open Table
21. Urban Ministry **x12**
22. Urban Ministry, but that leaves some people out **x2**

**Education/Connection/Support related answers:**

**27 responses**

1. 1001 new worshipping communities, growing the church **x3** (planting churches in immigrant communities, planting new congregations/revitalization)
2. Acting AEP involvement – connectional
3. Bringing value to its congregations
4. Calling people into leadership for Presbytery
5. Clusters – how can this be used in a better, stronger way?
6. COM **x2**
7. Communication with Presbytery Churches to help them ID their futures
8. CPR and finding ways to reach people who may not walk into a traditional church
9. Encourage more attendance
10. GROW and other educational events **x3**
11. Have presbytery meetings frequently
12. Heartland connection
13. Help redefine church
14. Inner city and “outer churches as well” (inclusive)
15. Korean Church
16. Presbytery – common mission activities, meetings like today
17. Service to member congregations, support of churches **x2**
18. Small, urban ministries partnering together in PUIMN
19. Stewardship Events
20. Support our candidates
21. To build leaders (as a result of our conflict)

**International Mission:**

**28 responses**

1. Living waters
2. Maya Quiche Presbytery partnership **x17** (grown and learned, entering into partnership, not only coming in but staying and working alongside)
3. One Great Hour of Sharing **x2**
4. Pakistan
5. Partnerships with Presbyterians around the world
6. Thwake Village **x6**

**Youth/Camp Related:**

**21 responses**

1. Christian Ed Youth
2. Heartland Camp/Day Camp **x17**
3. Youth activities/retreat **x3**

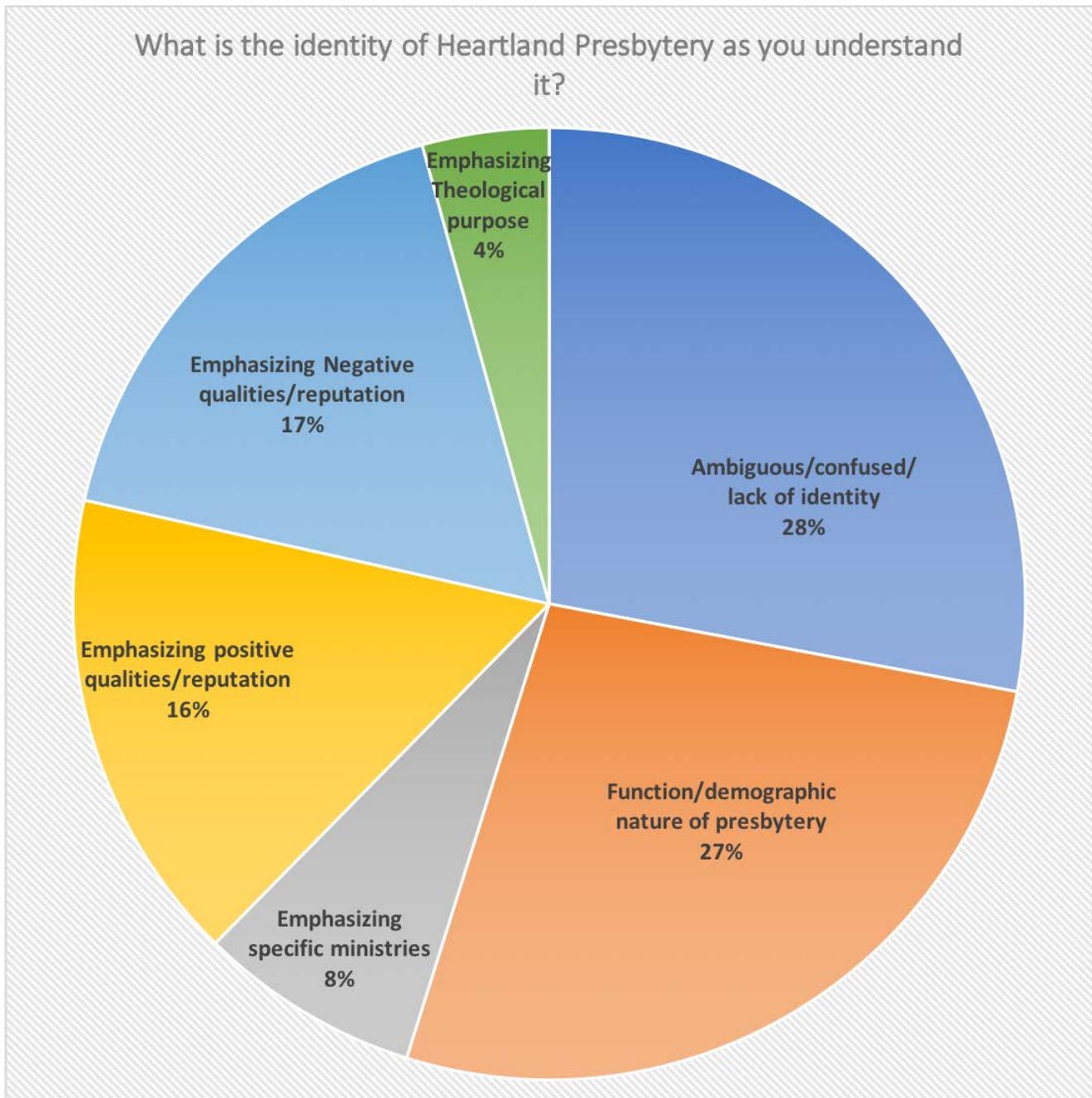
**Uncertainty or Questions:**

**8 responses**

1. Couldn't come up with any
2. Does presbytery support the missions of its member congregations or do the ministry?
3. Don't know **x2**
4. Meetings and structure sometimes diverts energy (can we do it differently?)
5. Name our core values
6. Review our systems and structures
7. What does it mean to be a Presbytery?

2. *What is the Identity of Heartland Presbytery as you understand it?*

Total Responses: 93



**Answers emphasizing ambiguous/confused qualities or lack of identity**

**26 responses**

1. A schism that's settling
2. Changing
3. Confused, ambiguous, undefined
4. Connected, yet disconnected- some congregations don't see "connection" as positive thing- more about hoops to jump through.

5. Defining- can't define now, in midst of change.
6. Depends on one's perspective
7. Don't know that there is one - What is the unifying vision?
8. Hard to find 1 identity because so many groups represented
9. ID has shifted in last 5 years, more inclusive, less divided.
10. Identity and mission not clear- need this named clearly and repeated often so we the churches can get behind it **x2**
11. Individual churches
12. Looked for mission statement on Heartland website but couldn't find it
13. No answer **x3**
14. No stated Identity/perceived/communicated.
15. Not sure/don't know **x5**
16. Question still in need of an answer.
17. Union
18. We need to "rebrand ourselves"
19. We're in the midst of discourse

#### **Answers Focusing on Function/Demographics of Presbytery**

**25 responses**

1. Administrative role.
2. Become involved in the committees
3. Communication
4. Congregational partnerships- grassroots future opportunities to work together
5. Connect established churches to congregations needing support
6. Connectional **x2**
7. Democratic participation
8. Diversity of communities **x3** – urban/suburban/rural
9. Midwestern location/represent middle America **x2**
10. Need to take into account our history as a Presbytery, how we've functioned.
11. Place to find Pastoral leadership **x2** (help with needing a pastor and resources when we are in need)
12. Provide support to ministries **x2**
13. Representative body that serves congregations in NW MO and NE KS
14. Resources
15. Some hold to the tradition of being a part of something bigger.
16. The "networking" entity in our region **x2**
17. What is a presbytery?- What is the main function?
18. Worship together with commissioners from other churches.

#### **Answers emphasizing specific ministries/activities**

**7 responses**

1. Camp **x2**
2. E-newsletter
3. External/international mission
4. Heartland Connection (whole person, Front Porch Alliance)

5. Innovative ministries: The Open Table, Village on Antioch, My World Initiative, Be the Church Sunday, Maya Quiche Partnership, etc.
6. Need to find ways to balance bringing youth to existing churches as well as planting new churches

#### **Answers emphasizing positive qualities/reputation**

**15 responses**

1. A strong presbytery with a good reputation on the national level.
2. Becoming more liberal, inclusive, accepting of all God's children **x4**
3. Desire to "be Christ" in new and creative ways.
4. Diversity and inclusiveness
5. Heartland was known as meanest in past, openness now.
6. Helps local churches, do good works together that are beyond individual churches
7. Innovative
8. Open hearted, open minded.
9. Potential
10. Unification between diverse communities
11. Warm and Welcoming **x2**

#### **Answers emphasizing negative qualities/reputation and/or division**

**16 responses**

1. A sense that it has an urban identity as opposed to as inclusive of rural churches and their perspectives
2. Division in church types/locations – suburban, urban, rural, small large, but very white, KS/MO, North/South **x2**
3. Fractured/us against them **x2**
4. From rural areas presbytery seems like a foreign land
5. Herding cats
6. Many detached churches
7. Most people in our communities have no denominational identity
8. Need to increase communication
9. Past memories of fighting
10. Presbytery in the rest of the country, we're in violent inclusion.
11. Presbytery not needed-what good are they
12. We have a blizzard and can't find the snowblower
13. We report to be connectional but have a hard time actually being connectional
14. We're thought of as "Heartless"

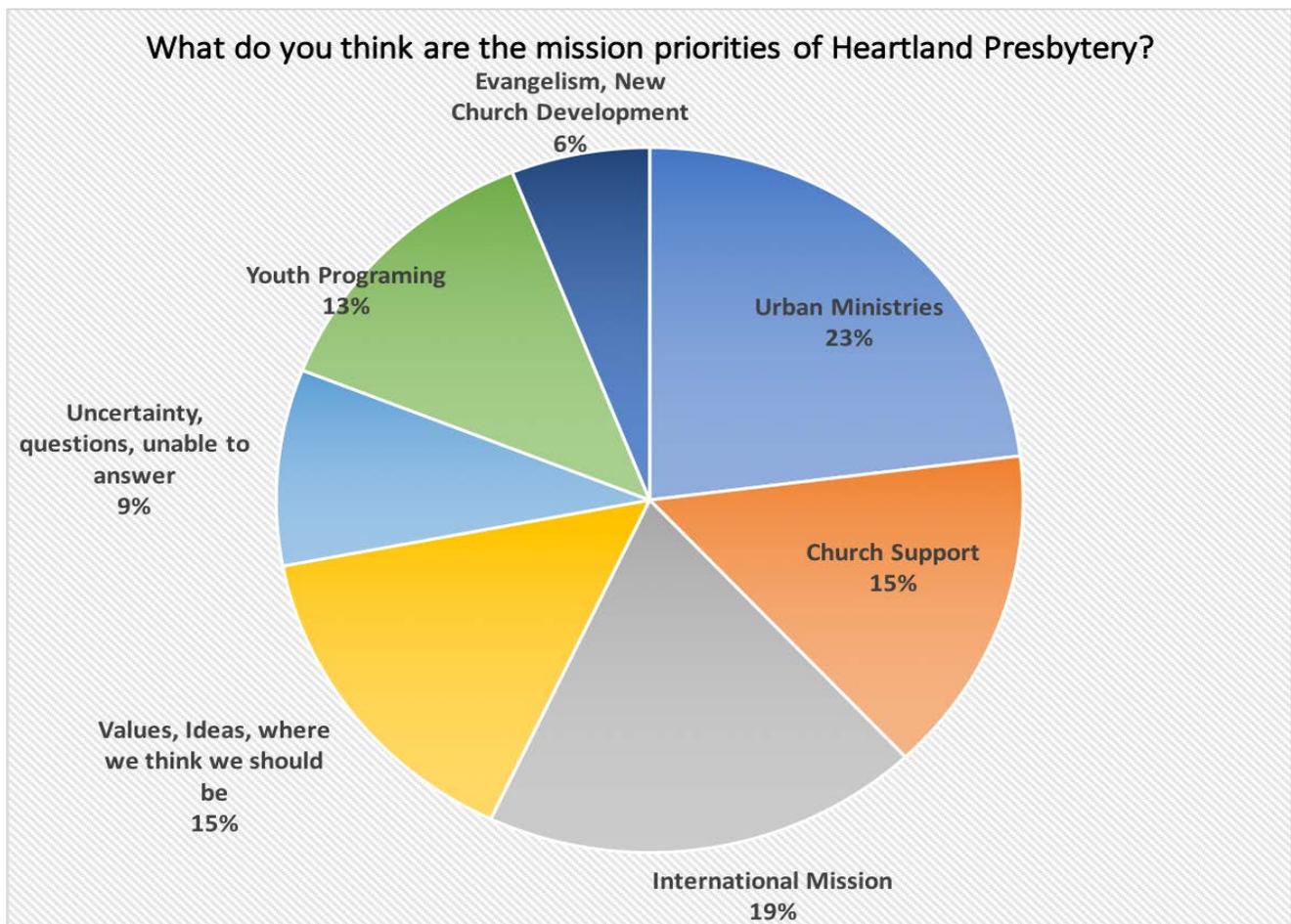
#### **Answers emphasizing theological purpose or question**

**4 responses**

1. Body of Christ
2. Grounding theological connection, but it seems more often about being governing/procedural body
3. Heart of Christ in this portion of the Land.
4. How are we a church?

3. *What do you think are the mission priorities of Heartland Presbytery?*

Total Responses: 100



**Urban Ministries:**

**23 responses**

1. Cherith Brook
2. Interserve in St. Joseph **x3**
3. Maintaining churches in the inner city
4. Open Table **x2**
5. Urban ministry/PUIMN **x13** (\$100,000/year to PUIMN churches/ministries)
6. Urban/rural poor

**Church Support:****15 responses**

1. Be Mission
2. Church Development
3. Education - like GROW, Kaleidoscope, E-4 **x4**
4. Enable and empower local churches
5. Encourage awareness of and commitment to ministries close to our churches
6. Heartland Presbytery should be the base/support for the local congregations providing guidance, leadership and education. There if we need help **x3**
7. Should be a coach, keeps people playing fair.- also cheerleader-tell the story well- growth and vitality, not decline. Also the rallying cry for churches to work together- shared mission. Congregations need to highlight local work.
8. Stewardship
9. Support joint efforts in the way individual churches can't
10. Supporting clergy/serving churches, CREs and CCEs

**International Support/Mission:****19 responses**

1. Local and international mission
2. Maya Quiche partnership **x12**
3. Pakistan
4. Thwake Village **x4**
5. We see focus on international mission

**Values, Ideas, where we think we should be:****15 responses**

1. Christian formation
2. Communication and evangelism of presbytery – get the word out about presbytery
3. Connectionality/Do ministries together – “coming together as a whole” **x2**
4. Denomination's Social Justice priorities need to be articulated
5. If you knew nothing about our presbytery, you would walk away sensing that we are very committed to mission, but we are behind in finances toward mission.
6. Mission/Mission giving **x3** (support and encourage joint missions global and local)
7. More diversity
8. Not made clear to churches, like giving catalog
9. Presbytery should revisit their mission statement and make it memorable, which becomes portable. Nobody in our group knew the mission statement.
10. Sanctuary movement.
11. Strong LGBTQ Commitment
12. Unchurched, unconnected are next door/across the street.

**Uncertainty, questions, unable to answer:****9 responses**

1. Hard to know what's going on
2. Hard to see what the central priorities are
3. Lacking a strong sense of answer for this question
4. No answer **x3**

5. Seems like 15 to 20 things as opposed to a select few
6. What about rural churches?
7. What are the mission priorities of the Presbytery? Of the people? Are they current or long-held traditions?

**Youth Programing**

**13 responses**

1. Heartland Camp **x11**
2. Traveling Day camp
3. Youth Ministry

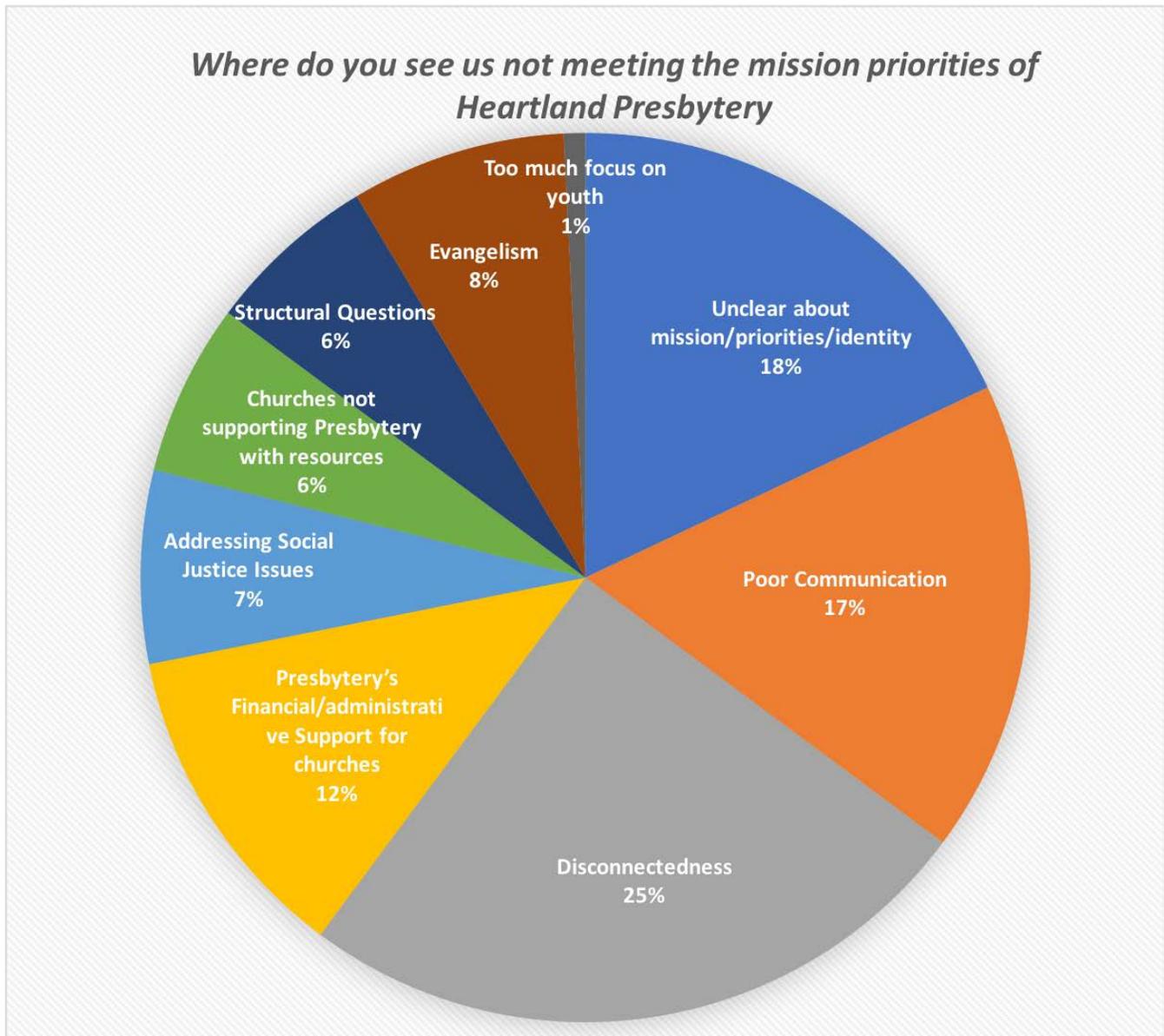
**Evangelism and New Church Development**

**6 responses**

1. 1001 new worshipping communities/new churches **x2**
2. Growth
3. Outreach/Evangelism **x2** (a coordinated campaign/effort very relationally based)
4. Sanctuary Place

**4. *Where do you see us not meeting the mission priorities of Heartland Presbytery?***

Total Responses: 128



### Unclear about mission/priorities/identity

**23 responses**

1. Adaptive leadership principles came up – are we not looking at more conflictual or harder interpretations that may lead us to more compelling conversations and discernment of where God is leading
2. Churches don't know Presbytery has a mission / Mission not made clear to churches- make giving catalogs, booklets for mission projects **x2**
3. Collective identity is not clear
4. Comes to every Presbytery and on two committees and even he has a vague idea of what Presbytery does and stands for.
5. Fuzzy about mission / Mission strategies haven't been articulated clearly enough **x3** (not clear mission priorities? Transparency? Process?)
6. Need to look at ourselves in a different way / need to reinterpret mission priorities **x2**

7. Need to set three year mission priorities then re-evaluate- This will mean saying no to some things, letting go of others to better focus our resources.
8. New EP – What opportunities does this present? How do we take the lack of candidates as a challenge
9. No answer **x2**
10. Not setting mission priorities and trying to fund everything just a little bit
11. Presbytery should get behind one or two things that can make a difference.
12. There has been no strategic plan for years.
13. Uncertainty/lack of clarity around money/funding of mission
14. We don't know what the mission priorities are / We need to know the mission **x4** (we can name the outside projects but don't know what the mission priorities of the presbytery are)
15. What is the unifying vision?
16. Zero out mission budget then figure out our priorities with what we have.

### Poor Communication

**22 responses**

1. Branding/advertising self **x2** (need vision in a tag line then mission in a story or two)
2. Communicate to each church and with each other **x5** (communicate what the mission is, to identify future, needs to be clear and concise, need to work together)
3. Communication is severely lacking **x3** (no face to face communication with congregants- need more contact)
4. Does every church REALLY understand where mission \$ go and what DO they DO?
5. Don't understand per capita "head tax", shared mission, where it goes.
6. How do we support the mission already happening? Do we even know what's going on in our churches? Who has even heard of the Sanctuary Place?
7. Language of what things are called
8. List connecting with other churches – how can we help each other
9. Little to no contact in rural churches (about 50)- (maybe form regional group)?
10. Need to use more tech **x2** (video team to show Urban Network, Guatemala to encourage participation and help be engaged)
11. Not knowing enough about what other churches are doing so that there can be cooperation.
12. Poor information distribution
13. PUIMN – help clarify
14. We put labels first – how do we tackle issues before we attack labels

### Disconnectedness

**32 responses**

1. Balancing each other, only coming together when we get called together
2. Connectedness/commit to meeting others at presbytery meetings **x3** (need more face to face/ relational- not about getting info to congregations)
3. Difficulty getting along
4. Divisive factor re: urban ministries vs. rural ministry **x2**
5. Events cost money and that might be prohibitive to attend special activities **x2**
6. Events too far away **x3** (presbytery meetings/events outside KC)
7. Fractures where a commission/committee is not trusted

8. Hard to rebuild connections when they've been broken, especially for a long time- depends on congregational leadership. Even small concrete things (insert that says where our money goes, talking about what it means to be Presbyterian) can make a difference in building connections.
9. How can we better listen to our youth? How can we engage youth/youth elders in this meeting? How can we put kids into the mix? **x3**
10. How have we left out our rural brothers and sisters in talks of social justice, poverty, hunger
11. Need for synergy between individual congregations- lacking
12. Need to reset the "we/us" from the presbytery – everyone is the presbytery
13. Not just urban core but what about rural **x3** (Sometimes we lose those who are outside 435; We focus on urban, immigrant ministry but what about our rural churches)
14. People don't reach out, don't know how to reach out, especially in rural areas or churches that are disconnected.
15. Presbytery committees could be more flexible with when and where they meet, said to help other churches feel included and able to be more involved
16. Presbytery has been very supportive when asked, but otherwise my congregation feels untethered from Presbytery.
17. Small churches feel disconnected
18. There are moments to come together, but we wonder if we miss them because it's easier to stay on our own
19. Trust
20. View Presbytery only shows up when things go wrong?
21. We need a model of encouraging involvement in the church ( i.e. worship, education, financial resources, etc.)
22. Where are the personal touches?

### **Presbytery's Financial/administrative Support for churches**

**15 responses**

1. Decrease recently to PUMIN grants.
2. Do more with church redevelopment/merging smaller churches to build more cohesiveness.
3. Giving
4. Help for churches on fringes/smaller churches with older congregations **x2**
5. How do we include validated ministers? How do we invite them to participate in the mission of the church?
6. Is there accountability for the mission we are supporting?
7. Lack of Leadership **x2**
8. Presbytery falling short on recognizing needs of struggling churches and responding to them.
9. Remembering churches outside of the city/rural churches **x2**
10. Support congregations/leaders **x2**
11. Triennial visits

### **Addressing Social Justice Issues**

**9 responses**

1. Acceptance
2. Environment

3. How can we change our culture? Prioritize and strategize- check out Western Pennsylvania Schenengo Presbytery has changed course.
4. Instead of conversation, we should be doing something concerning mission
5. Issues facing our culture- immigration, refugees race relations, open and affirming. **x2** (how can we do more how can we become more issue related)
6. Monochromatic justice issues – if you don't agree with me about certain justice issues and believe the same way I believe, you don't understand
7. Social Justice- specific components (poverty, etc . . .)
8. We should be more engaged in social justice issues and sharing with community and the world

### **Churches not supporting Presbytery with resources**

**8 responses**

1. Filling committee slots/need more lay participation **x2**
2. Individual churches not discipling children BUT Heartland camps doing this well- kids aren't coming to church.
3. Not paying per capita or shared mission **x4** (need bigger commitment in shared mission giving)
4. Stewardship

### **Structural Questions**

**8 responses**

1. A number of groups/committees
2. Encourage small churches to combine
3. It's too expensive to call and pay for ordained teaching elders and pay for buildings
4. Many churches have been forced into a survival focus rather than a mission focus
5. Model is driving churches to rely on pulpit supply
6. Need to get creative, encourage ministries to share staff.
7. Presbytery Staff- is it sustainable for us to have the staff we have? Can we support it?
8. Why do we have 28 vacancies? What does that point to?

### **Evangelism**

**10 responses**

1. Church growth **x2** (potential not yet achieved)
2. Church membership decline
3. Millennials
4. Not planting in growing areas
5. Pastoral care by the community to the community
6. Reaching out to non-whites **x2** (we are significantly populated by Caucasians)
7. Structure hasn't supported a (unified) outreach
8. We are not centering on Christ

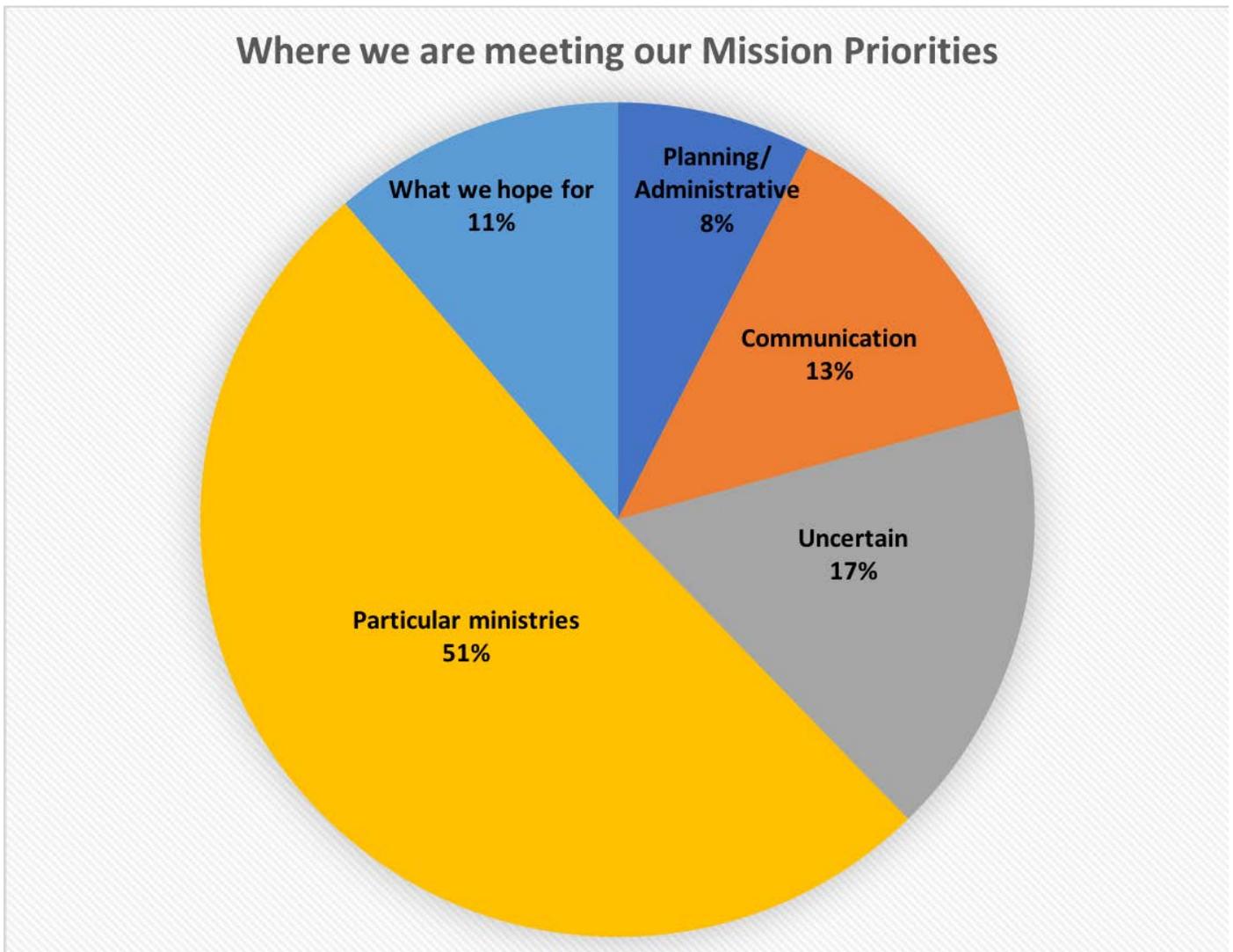
### **Too much focus on youth**

**1 response**

1. Presbytery promotes too many youth programs

5. *Where do you see us meeting the mission priorities of Heartland Presbytery?*

Total Responses: 53



**Planning/Administrative**

**4 responses**

1. Bringing to reality those desired areas of need, identifying resources to mobilize action
2. Consistent involvement.
3. PNC with joining other churches
4. We write checks well.

**Communication**

**7 responses**

1. 3 parishes came together (Oswatamie)
2. Communication **x3** (via the connection, communication vehicle across the presbytery)
3. Connectionalism
4. Impressed by camaraderie of HP
5. "We can't just sit in our room. We must get to know one another."

**Uncertain****9 responses**

1. Difficult to say when the mission is unclear **x2** (need a mission before we can say)
2. Do we really share who we are and our people in values?
3. Individual congregations are meeting mission priorities.
4. No answer **x3**
5. We would be well-served to hear more about these priorities **x2** (our pews need to know)

**Particular ministries****27 responses**

1. Cherith Brook
2. CPR/New Worshiping Communities
3. Financial support of Heartland Center and PUIMN
4. Focus on urban ministry **x3** – can be divisive and be a gift
5. GROW conference, E-4 **x4**
6. Guatemala Partnership **x3**
7. Heartland Camp, traveling camp, youth events **x6**
8. Interserve
9. Joint mission activities
10. Kenya project
11. LAMP
12. Need places for food and shelter, then church comes.
13. Open table
14. Planning presbytery worship
15. Poor people's campaign
16. Stewardship
17. Village on Antioch

**What we hope for:****6 responses**

1. Continue and grow with commitment
2. Inclusiveness **x2** (who is representing the church)
3. Listen to others – unchurched
4. New ways to reach out, even to unknown members – should be where our money is going
5. What mission do we need- one on one.