



— The Diocese of —
West Missouri

Landscape for the Diocese of West Missouri

1. Introduction

To the Diocese of West Missouri,

As we reflect on the first 18 months of Bishop Meaux's ministry, we are pleased to announce that we have started a strategic plan for the diocese. We hope to gain clarity for our mission, a plan to support our communities, and to discern our next steps as we prepare for the future. YOU are an important part of this process! Please take a few minutes to offer us your feedback and hopes for our diocese.

Many Thanks,

Strategic Planning Task Force of Diocesan Council

Canon Shirley Bolden

Ms. Anne Breid

The Very Rev. Miranda Cully

The Rev. Chandler Jackson

Mr. Philip Lofflin

The Very Rev. David Wilcox

Assessment Instructions:

All congregants and clergy within our Diocese are invited to complete the assessment.

Please do not discuss the questions with one another prior to completing the questionnaire, so that the responses you record are your own.

Please give your impression as it is now, even if you feel that your opinions are not well informed and could change by talking with others.

Use the “Don’t Know” response only in those rare cases where you have no impression at all.

You will need about 20 minutes to fill out the entire survey and to make comments. You cannot save your responses and return to the survey later, so please complete the survey in one sitting. Otherwise, you must start over from the beginning.

Thank you for your time, your thoughts, and your continued prayers.



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2. Your Role

* 1. Which statement below best describes your role within the Diocese?

- | | |
|---|--|
| ☐ Parishioner | ☐ Active Clergy |
| ☐ Vestry/Bishop Committee | ☐ Retired Clergy |
| ☐ Diocesan Council | ☐ Lay Delegate |
| ☐ Diocesan Staff | ☐ Standing Committee |



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3. Your Perspectives

1. The Diocese makes available policies and procedures that are helpful in the day to day operation of a church.

- ☐ Strongly disagree ☐ Disagree ☐ Tend to disagree ☐ Tend to agree ☐ Agree
☐ Strongly agree ☐ Don't know

2. I experience a high level of collegiality as members work together in various Diocesan functions including the annual convention, on boards and committees, in collaborative ministries, and in partnership with the Diocesan staff.

- ☐ Strongly disagree ☐ Disagree ☐ Tend to disagree ☐ Tend to agree ☐ Agree
☐ Strongly agree ☐ Don't know

3. The clergy and lay leaders of our Diocese show a genuine concern to know what people are thinking when decisions need to be made.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

4. Our Diocese leadership has done a good job of developing a shared vision that unites us.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

5. Persons serving in various Diocesan endeavors exhibit a genuine hospitality toward one another and new persons entering into our Diocese as new clergy or new lay leaders.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

6. There is frequently a small group of members in our Diocese that opposes what the majority want to do.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

7. Members have discovered that involvement in the work of our Diocese can be a source of energy and spiritual renewal.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

8. Problems between groups in this Diocese are usually resolved through mutual effort.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

9. Our Diocese is effective in recognizing trends in the larger society and in helping us adapt in order to deal with those changes.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

10. Most important decisions about what our Diocese should do as a whole are really made by the same, small group of people.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

11. In important decisions in our Diocese, adequate opportunity for consideration of different approaches is usually provided.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

12. As a Diocese we do a good job communicating with one another in a way that keeps us aware and engaged.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

13. Our Diocese does a good job helping each member understand that he or she has an important role to play.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

14. Our Diocese does a good job supporting persons who are serving in various Diocesan ministries.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

15. A positive spirit exists between the leaders of my congregation and the leaders of the Diocese.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

16. In this Diocese it seems to me that we are just going through the motions. There isn't much excitement about it among our members.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

17. Our Diocese has been successful in helping congregations like mine become more vital and effective.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

18. Some leaders in my congregation have unresolved issues with the leadership of our Diocese that get in the way of our working together.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

19. I find Diocesan meetings to be a good use of my time and energy.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

20. On the whole, I am satisfied with how things are in our Diocese.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

21. Among most of the members of our Diocese there is a healthy tolerance of differing opinions and beliefs.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

22. I trust our Diocesan leadership to provide strong and competent support to my congregation during challenging times such as changes in clergy or other transitions.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

23. Our Diocesan leadership has been a valuable resource in helping my congregation cultivate the financial giving of our people.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

24. Because of my involvement in our Diocese, I feel clearer about God's purpose for my life than I did three years ago.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

25. Our Diocese helps members become engaged by finding roles for people that fit their gifts.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

26. Our Diocese tends to stay very close to established ways of doing things

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

27. There is a disturbing amount of conflict in our Diocese.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

28. Our Diocese provides adequate opportunities for members to engage in work that is meaningful.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

29. Persons who serve as leaders in our Diocese are generally representative of the members.

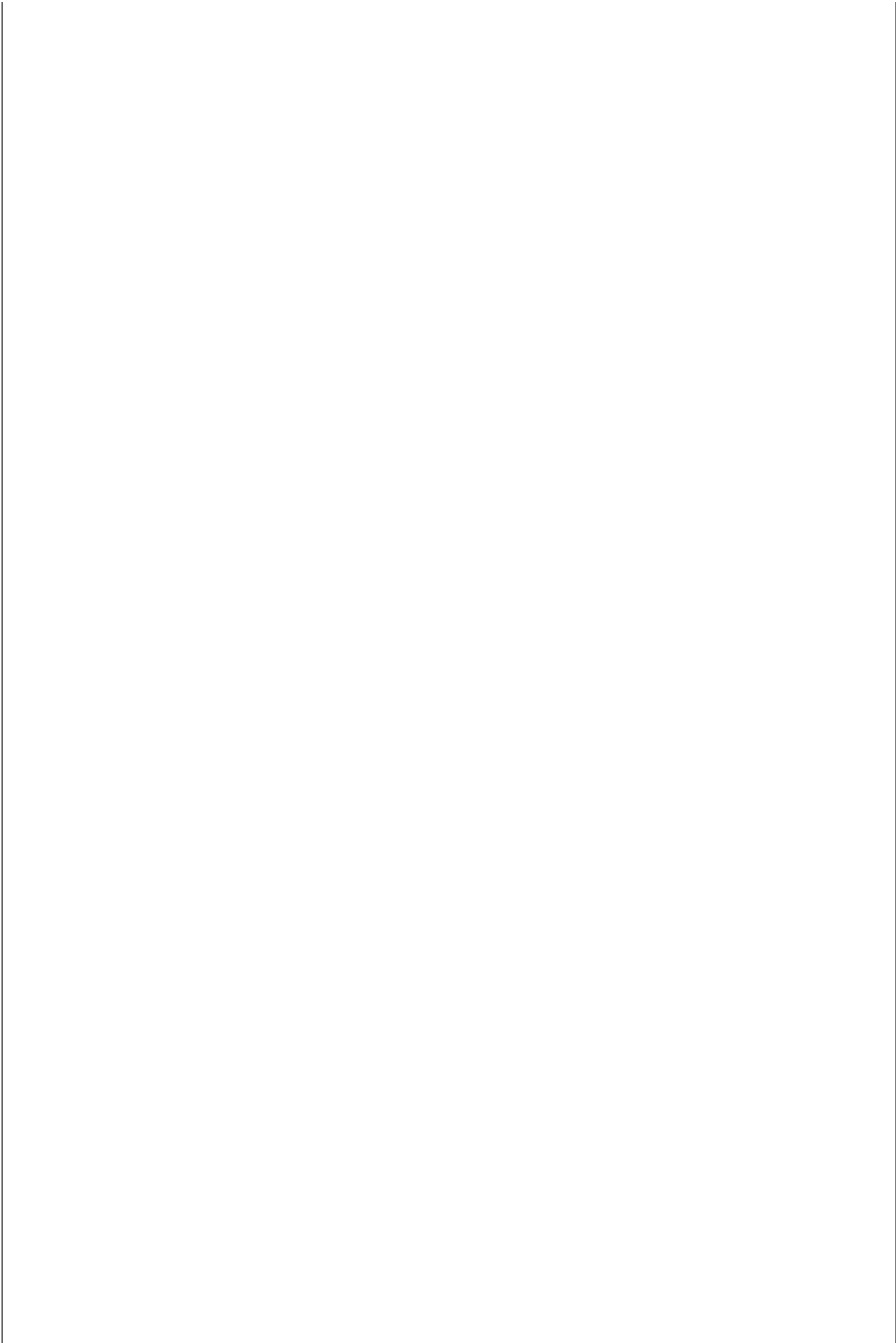
- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

30. The whole spirit in our Diocese makes people want to get as involved as possible.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree
☐ Strongly Agree ☐ Don't Know

31. Our Diocese does a good job cultivating and using resources from within the Diocese rather than bringing in consultants or other resources from outside the Diocese.

- ☐ Strongly disagree ☐ Disagree ☐ Tend to disagree ☐ Tend to agree ☐ Agree
☐ Strongly agree ☐ Don't know





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4. About The Future

In this section of the survey possible goals are listed for our Diocese for the next three to five years. The Strategic Planning Task Force is interested in knowing where you believe that some ministries require additional energy. If you believe they are important and need to be expanded or improved, then you would give these a higher score. If you believe that other ministries require little or no additional energy because they are already being performed at an appropriate level of quality, then you would give these a lower score. Using the scale below respond to the questions that follow:

1. Equip congregations to be more effective in addressing problems affecting their surrounding communities.

- ☐ No additional Energy ☐ Little additional energy ☐ Moderate additional energy
☐ Substantial additional energy ☐ High additional energy ☐ Don't Know

2. Take a leadership role in new church development in promising regions of our Diocese.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy
☐ Substantial additional energy ☐ High additional energy ☐ Don't Know

3. Work with local congregations to increase the awareness of our Diocese's mission and its unique impact upon the region that it serves.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy
☐ Substantial additional energy ☐ High additional energy ☐ Don't Know

4. Provide on-site stewardship consultants and programs to local churches in order to substantially increase the financial resources of congregations.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy
☐ Substantial additional energy ☐ High additional energy ☐ Don't Know

5. Improve the programmatic resources that our Diocese makes available to congregations to insure that they are the most effective ways to do ministry in the church today.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy
☐ Substantial additional energy ☐ High additional energy ☐ Don't Know

6. Streamline our Diocese organizationally and administratively so that it makes better use of financial resources.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy
☐ Substantial additional energy ☐ High additional energy ☐ Don't Know

7. Cultivate a higher level of trust within our Diocese.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy
☐ Substantial additional energy ☐ High additional energy ☐ Don't Know

8. Take a leadership role in working with churches that are struggling.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy
☐ Substantial additional energy ☐ High additional energy ☐ Don't Know

9. Equip Clergy and other leaders in congregations with strategies that enable them to reach new members.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy
☐ Substantial additional energy ☐ High additional energy ☐ Don't Know

10. Provide church leaders with the interpretive resources that will build more support for the work of our Diocese among members of our congregations.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy
☐ Substantial additional energy ☐ High additional energy ☐ Don't Know

11. Make our Diocese more responsive to requests for assistance in dealing with particular needs including pastoral transitions, financial issues, or other pressing concerns.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy
☐ Substantial additional energy ☐ High additional energy ☐ Don't Know

12. Develop a discernment process to rethink how to be vital Episcopal churches in our specific region.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy
☐ Substantial additional energy ☐ High additional energy ☐ Don't Know

13. Deepen our spiritual capacity as congregations to respond to life with serenity, confidence, and hope.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy
☐ Substantial additional energy ☐ High additional energy ☐ Don't Know

14. Equip Clergy and other leaders in congregations to help members become growing, vital disciples.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy
☐ Substantial additional energy ☐ High additional energy ☐ Don't Know



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5. Your Involvement

1. Beyond sending representatives to annual Diocesan meetings, how engaged would you say that your congregation has been with any phase of the Diocese's life and work in the last 12 months?

- ☐ Not engaged ☐ Little engagement ☐ Moderate engagement ☐ Highly engaged
☐ Don't Know

2. Over the last three years how has your congregation's engagement with the Diocese changed?

- ☐ Less engaged ☐ About the same ☐ More engaged ☐ Don't Know

3. If you have served in leadership positions of other Dioceses/congregations, how would you compare your level of satisfaction with our Diocese to other Dioceses you have worked with?

- ☐ Less satisfied here ☐ About the same ☐ More Satisfied here ☐ Not Applicable



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6. Information about You

1. My age is...

- ☐ Below 16 ☐ 16 - 24 ☐ 25 - 34 ☐ 35 - 44 ☐ 45 - 54 ☐ 55 - 64 ☐ 65+

2. I identify my ethnicity as:

- | | |
|--|--|
| ☐ Black or African-American | ☐ Asian |
| ☐ White | ☐ Other |
| ☐ American Indian or Alaskan Native | ☐ I prefer not to answer |
| ☐ Hispanic, Latino or Spanish Origin | |

3. I have been involved in my congregation...

- ☐ Less than 1 year ☐ 1-2 years ☐ 3-5 years ☐ 6-10 years ☐ 11-20 years
☐ 20+ years

4. What would you say is your level of awareness regarding the work of our Diocese?

- ☐ Unaware ☐ Somewhat Aware ☐ Moderately Aware ☐ Very Aware

5. When I think about my gifts, interests, and time, I often feel that I have something to give our Diocese but don't know how to give it.

- ☐ Strongly disagree ☐ Disagree ☐ Tend to disagree ☐ Tend to agree ☐ Agree
☐ Strongly agree ☐ Don't know



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7. Change and Trends

When beginning a strategic planning process, it is important to have an idea of how much change we believe is required in our Diocese.

1. In order to make significant progress toward your vision for our Diocese, how much change will be required?

- | | |
|---|--|
| ☐ Almost no change | ☐ Large amount of change |
| ☐ Small amount of change | ☐ Changes in nearly every area |
| ☐ Moderate amount of change | ☐ Don't know |

2. Compared to the overall strength of the Diocese three years ago, would you say the Diocese is

- | | | | | |
|-----------------------------------|------------------------------|--------------------------------------|--------------------------------|-------------------------------------|
| ☐ Much weaker | ☐ Weaker | ☐ About the same | ☐ Stronger | ☐ Much stronger |
| ☐ Don't know | | | | |

3. In their actions, our members demonstrate open-mindedness and readiness to follow the lead of our Bishop and other Diocesan leaders.

- | | | | | |
|---|--------------------------------|--|-------------------------------------|-----------------------------|
| ☐ Strongly Disagree | ☐ Disagree | ☐ Tend to Disagree | ☐ Tend to Agree | ☐ Agree |
| ☐ Strongly Agree ☐ Don't Know | | | | |

4. I am clear regarding where the Diocese is headed and how we are going to get there.

- | | | | | |
|---|--------------------------------|--|-------------------------------------|-----------------------------|
| ☐ Strongly Disagree | ☐ Disagree | ☐ Tend to Disagree | ☐ Tend to Agree | ☐ Agree |
| ☐ Strongly Agree ☐ Don't Know | | | | |



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8. Strategic Planning

Your answers to these questions are designed to help your leaders develop a strategic plan for your Diocese.

Our Mission Statement: As the body of Christ, we seek, serve, and save the lost by proclaiming the Good News, forming disciples, serving others, and striving for justice.

1. Our Diocese has been effective in fulfilling the mission as expressed in our current mission statement.

- | | |
|---|--|
| ☐ Strongly disagree | ☐ Agree |
| ☐ Disagree | ☐ Strongly agree |
| ☐ Tend to disagree | ☐ I am not familiar with our current mission statement |
| ☐ Tend to agree | ☐ None of the above |

2. Our Diocese needs to rethink its basic purpose and mission if it is to be effective in the future.

- ☐ Strongly disagree ☐ Disagree ☐ Tend to disagree ☐ Tend to agree ☐ Agree
- ☐ Strongly agree

3. Most Diocesan members are clear about how the role they play will help the Diocese achieve its vision.

- ☐ Strongly disagree ☐ Disagree ☐ Tend to disagree ☐ Tend to agree ☐ Agree
- ☐ Strongly agree

4. As Diocesan members work collaboratively on various projects, conversations and plans are clearly influenced by the vision for the Diocese.

- ☐ Strongly disagree ☐ Disagree ☐ Tend to disagree ☐ Tend to agree ☐ Agree
- ☐ Strongly agree



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9. Supplemental Questions

1. What additional information would you like leadership to know?



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10. Thank you!

Thank you very much for taking the time to complete this survey.

For an update information please visit [our webpage](#).