

COVID-19

MAY 2020

Presbyteries, Congregations
and New Worshiping Communities
Respond to the Pandemic



**RESEARCH
SERVICES**

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ABOUT THE RESEARCH

While congregations and new worshiping communities are facing unprecedented challenges as a result of the COVID-19 pandemic, they are also innovating by learning new technologies, starting new missions, and finding new ways to be the Church while social distancing.

The COVID-19 pandemic has been a hardship on many worshiping communities. Some are struggling just to survive. However, this has not stopped many congregations and new worshiping communities from reaching out to others by starting new missions and learning new technologies.

In fact, despite the fear and despair that is echoed by many church leaders in the face of this pandemic, the overwhelming response to this despair has been one of faith and hope.

This report provides an overview of the challenges worshiping communities are facing, as well as a peek at the new things that are springing forth.

Three studies comprise the research that went into this report. Two studies were conducted on behalf of the COVID-19 Financial Implications Team and one was done in partnership with the 1001 NWC office of the Presbyterian Mission Agency.

Three populations were surveyed regarding their response to the COVID-19 pandemic.

1. Mid Council leaders – the survey was sent to 170 mid council offices and staff. 106 presbytery representatives responded. We did not receive any responses from synods.
2. Congregations - the survey was sent to 9,985 congregations for a representative to complete. 1,102 completed the survey; mostly clerks of session and pastors.
3. New worshiping communities – the survey was sent to leaders of 445 NWCs and 85 responded to the survey.

OVERVIEW OF THE REPORT

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PRESBYTERIES

A survey of presbyteries indicates that most are experiencing a decrease of income while continuing to meet the needs of their congregations during the COVID-19 pandemic.

From the data, we know that if presbyteries are awarding grants, they are also making loans. However, the inverse does not hold true. That is, not all those who are making loans are awarding grants. What this tells us is that while presbyteries may have money to lend, they may not have the capacity to forgive these loans.

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CONGREGATIONS

Since the pandemic, attendance has dropped for smaller churches, and 90% of congregations report that giving has decreased since the outbreak.

Congregations are doing many things to respond to local virus-related needs; the most common being praying for healthcare workers and increasing their food ministries. In addition, only 5% report not being able to find the resources they need.

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NEW WORSHIPPING COMMUNITIES

Worshipping community leaders are doing what they can during this pandemic to help their communities survive. The greatest toll reported by new worshipping community leaders is social. However, the crisis is impacting the health of new worshipping community leaders as well.

Some mention specifically the emotional toll of not being able to care for their community in person. However, leaders also emphasize hope and gratitude, as well as a renewed focus on God.



PRESBYTERIES



Some presbyteries are faring better than others

A survey of presbyteries indicates that most are experiencing a decrease of income while continuing to meet the needs of their congregations during the COVID-19 pandemic.

Presbytery leaders were asked about changes in the presbytery's income, various loan programs, and the services that they are providing to congregations. When it comes to forgiving some portion of per capita for its congregations, 14% have forgiven or are considering forgiving some portion of per capita; 56% of presbyteries *have not* forgiven any per capita.

60% of presbyteries have applied for the Paycheck Protection Plan loan and 54% have applied for Presbyterian Disaster Assistance.

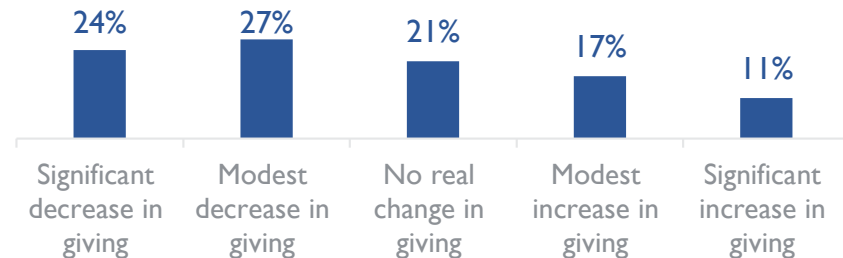
Some leaders report that they and some larger congregations are “fortunate have to a good financial cushion.” This is not true for all presbyteries; nor do all presbyteries have the same staffing capacity to assist congregations with loan or grant applications. This is a source of stress for these leaders.

Surveys were sent to all 170 presbyteries with 106 (62%) responses. Primary responders are either Stated Clerks (62%) or Executive Presbyters (45%).

Most leaders, about 85%, expressed that it is too soon to know the financial impact of the church closings. Because the crisis hit mid-month, financial responses are “best guesses.” Many leaders reported that they can better answer these questions after April 30 when they have received a full month's financial information or when churches begin to meet in person again. However, having said that, many believe income for congregations has declined. With that, presbytery leaders are encouraging congregations to offer and promote online giving programs to maintain funding streams. The full impact may not be known for months.

There is an acknowledgment that some congregations with pre-existing financial stresses will have to be closed or consolidated. Several expressed concern for their smaller congregations that have limited resources of staffing.

What do presbytery leaders think is happening with congregations' giving? Slightly more than half (51%) think that congregations are experiencing a decrease in giving.



A frequent question in survey research is how one question relates to the answers of other questions. Here are four sets of statistically significant correlations; that is, that these combinations did not happen by chance.

Presbyteries **are** taking action to reduce their expenses and **are** seeking external funds in order to assist their congregations.

1. Presbyteries with **loss** of income are ...
 - a. Providing financial advice to congregations and
 - b. Applying for or have received a Paycheck Protection Plan loan

2. Presbyteries who are **giving** loans are also reducing their ...
 - a. Non-personnel expenditures,
 - b. Mission expenses, and
 - c. Shared giving to the national church

3. Presbyteries that are **applying** for or have received a grant from another source are also reducing their ...
 - a. Mission expenses and
 - b. Non-personnel administrative expenses

4. From the data, we know if presbyteries are awarding grants, they are **also** making loans. However, the inverse does not hold true. That is, not all those who are making loans are awarding grants. What this tells us is that while presbyteries may have money to lend, they may not have the capacity to forgive these loans.

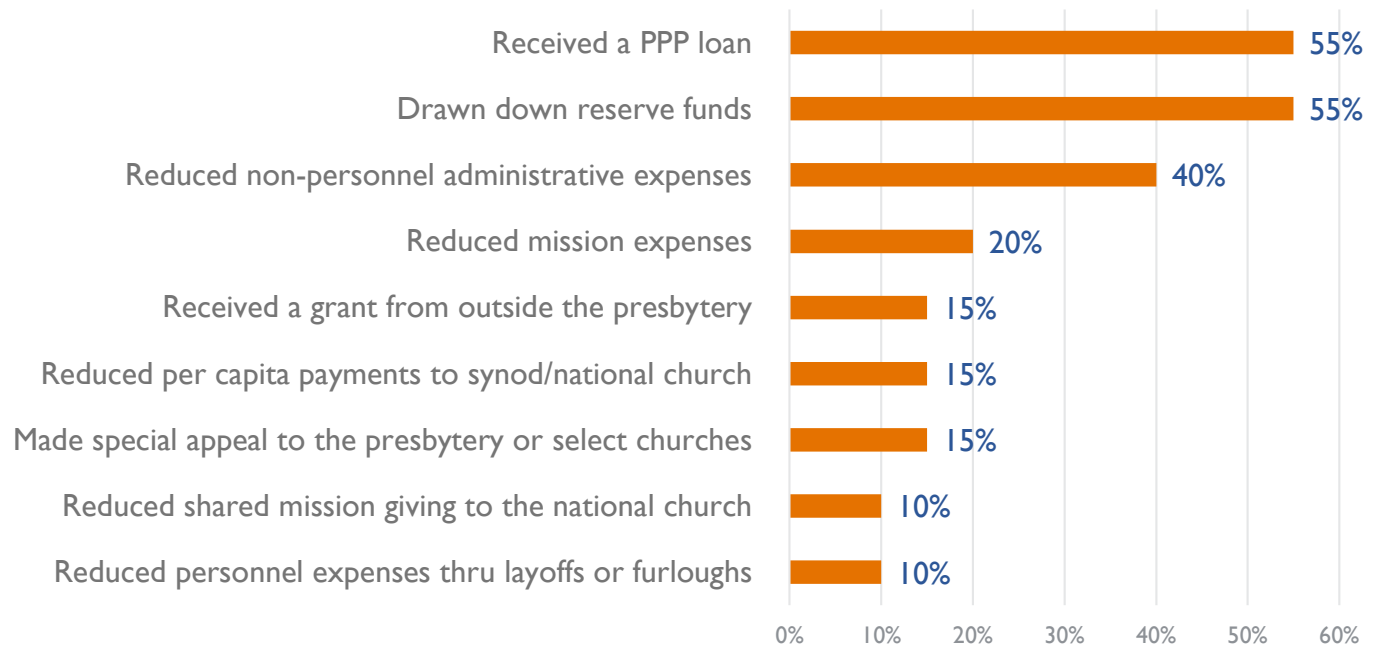
No statistical significance was found between presbyteries that are drawing down their reserves and those that are making loans, awarding grants, or providing financial advice to congregations.

66

presbyteries report a significant (22) or modest (44) decline in congregational giving.

Of these, **20** have taken action

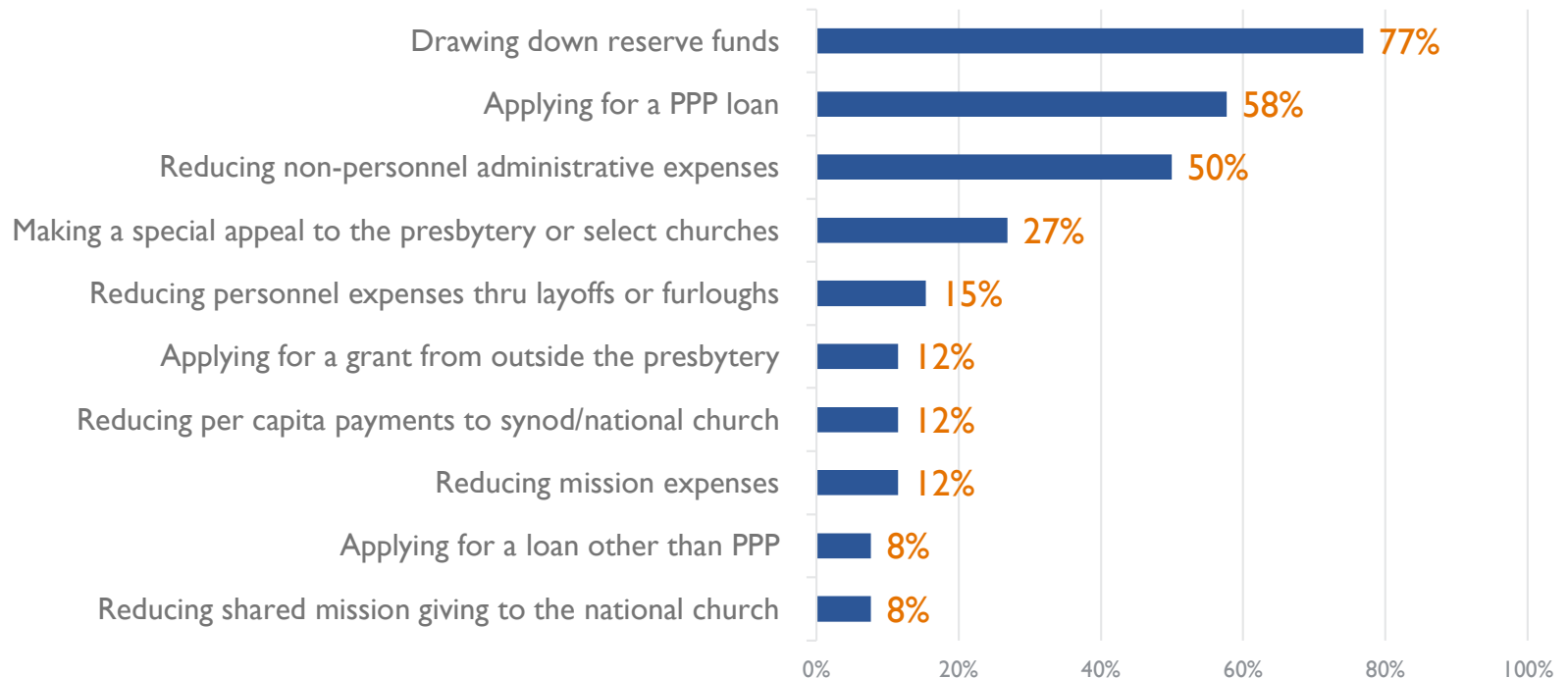
They are looking first to the PPP loans and to draw on their reserves.*



*Respondents could check all applicable responses.

66 presbyteries report a significant (22) or modest (44) decline in congregational giving.*

26 presbyteries are **considering** their options beginning with drawing down their own reserves.



*Respondents could check all applicable responses.



CONGREGATIONS

From the perspective of presbytery leaders



So, how are congregations faring?

Presbytery leaders were asked how the congregations in their presbytery were faring on 10 actions. There was some debate if leaders should respond with the actual number of congregations or respond with an approximate percentage. Because both are valid response options, a couple presbytery leaders were asked how they would most likely respond. Their response was a range of percentages, i.e., about 10-20%. Following their advice, the response options were in multiples of 10 percentage points. This response provides a gauge for the depth of congregational involvement with each action.

For some actions, 40% to 50% of presbytery leaders do not know how these 10 actions apply to their congregations.

Presbiterio del Noroeste consistently ranks high among the presbyteries that are facing significant challenges.

The data covers 5,104 congregations, 56% of PC(USA) congregations.

Congregations in ...

- **81 (88%)** presbyteries applied for or received a Paycheck Protection Plan (PPP) loan. Only **2** presbyteries report no PPP applications.
- **49 (53%)** presbyteries are withdrawing reserve funds.
- **36 (39%)** presbyteries share a pastor since the onset of COVID-19. In 2 presbyteries it is nearly 50% of congregations that now share a pastor.
- **12 (13%)** presbyteries have 51% or more of its congregations reducing shared mission to the national church
- **13 (14%)** presbyteries have 51% or more of their congregations drawing down their reserves
- **5 (5%)** presbyteries have between **90 to 100%** of its congregations ...
 - Reducing non-personnel costs—100 congregations
 - Huntington (44), San Fernando (26), and del Noroeste (30)
 - Reducing mission expense – 70 congregations
 - Inland Northwest (40), del Noroeste (30)
 - Reducing personnel through furloughs and layoffs -30 congregations
 - del Noroeste (30)
 - Reducing shared mission to the national church - 40 congregations
 - Inland Northwest (40)
 - Withdrawing reserve funds -55 congregations
 - Long Island (55)

Presbytery leaders say their congregations are taking action to secure their finances in response to COVID-19

of PRESBYTERIES WHERE CONGREGATIONS ARE REDUCING ...

54 Personnel expenses by furlough or layoffs

56 Non-personnel administrative expenses

33 Shared mission giving

36 Mission expenses

47 Per capita payments

These four reductions have a greater universal appeal and may be some of the easier first steps for congregations to take to reduce expenses.

of PRESBYTERIES WHERE CONGREGATIONS ARE...

62 Applying for or have received a grant from outside the presbytery

72 Applying for or have received a Paycheck Protection Plan (PPP) loan

22 Applying for or have received a loan from some other source

49 Withdrawing reserve funds

36 Sharing pastoral leadership with another congregation since the advent of COVID-19

Identifying and applying for new income sources may be challenging for congregations with small staff.

This number seems high for this short amount of time. Is this response influenced by the number of smaller congregations joining with others for online worship services?

Presbyteries whose congregations are seeking additional funding streams and shared resources as a result of COVID-19*

81 presbyteries have congregations that are applying for or have received a Paycheck Protection Plan (PPP) loan.

62 presbyteries have congregations who are applying for or have received a grant from outside the presbytery. **56** presbyteries see this in **30%** or less of their congregations.

22 presbyteries have congregations that are applying for or have received a loan from some other source. **17** presbyteries have seen this in a small number of congregations.

49 presbyteries have congregations that are withdrawing reserve funds. This is an option being considered by many congregations. In 5 presbyteries more than 90% are drawing down funds.

36 presbyteries have congregations that are having pastoral leadership with another congregation since the advent of COVID-19. **25** presbyteries see this in **20%** or more of their congregations.

Identifying and applying for new income sources may be challenging for congregations with small staff.

This number seems high for this short amount of time. Is this response influenced by the number of smaller congregations joining with others for online worship services?

| Congregational actions | None | 10% | 20% | 30% | 40% | 50% | 60% | 70% | 80% | 90% | 100% | Do not know |
|---|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|-------------|
| Applying for or have received a Paycheck Protection Plan (PPP) loan n=92 | 2 | 13 | 31 | 18 | 5 | 6 | 4 | 3 | 1 | - | - | 9 |
| Applying for or have received a grant from outside the presbytery n=93 | 7 | 27 | 19 | 10 | 1 | 3 | 1 | - | 1 | - | - | 24 |
| Applying for or have received a loan from some other source n=87 | 19 | 17 | 2 | 2 | 1 | - | - | - | - | - | - | 46 |
| Withdrawing reserve funds n=91 | 1 | 8 | 4 | 8 | 5 | 11 | 1 | 4 | 3 | 2 | 3 | 41 |
| Sharing pastoral leadership with another congregation since the advent of COVID-19 n=92 | 47 | 16 | 15 | 1 | 2 | 2 | - | - | - | - | - | 9 |

* For this table, the responses are the number of presbyteries that selected this response, not the number of congregations in the presbytery. The data covers 5,104 congregations in the 93 responding presbyteries; presbyteries range in size from 12 to 130 congregations

Presbyteries whose congregations have reduced expenditures as a result of COVID-19*

These four reductions have a more universal appeal and may be some of the easier first steps for congregations to take to reduce expenses.

54 presbyteries have congregations that are reducing hard personnel expenses by furlough or layoffs. This varies by presbytery. Most staff reductions are in **30%** or less of their congregations.

56 presbyteries have congregations that are reducing their non-personnel administrative expenses. **10** presbyteries see this in **80%** or more of their congregations.

33 presbyteries have congregations that are reducing shared mission giving. **11** presbyteries see this in **80%** or more of their congregations.

36 presbyteries have congregations that are reducing their mission. **12** presbyteries see this in **60%** or more of their congregations.

47 presbyteries have congregations that are reducing their per capita payments. **42** presbyteries see this in up to **60%** of their congregations.

| Congregational actions | None | 10% | 20% | 30% | 40% | 50% | 60% | 70% | 80% | 90% | 100% | Do not know |
|---|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|------|-------------|
| Reducing personnel through layoffs or furloughs n=92 | 19 | 25 | 14 | 13 | 1 | - | 1 | - | - | - | 1 | 18 |
| Reducing non-personnel administrative expenses n=92 | 8 | 11 | 7 | 3 | 2 | 7 | 2 | 1 | 1 | 7 | 3 | 31 |
| Reducing shared mission giving to the national church n=91 | 8 | 2 | 10 | 3 | 3 | 2 | 3 | 2 | 4 | 3 | 1 | 50 |
| Reducing mission expenses n=91 | 5 | 5 | 6 | 5 | 2 | 7 | 3 | 3 | - | 4 | 2 | 49 |
| Reducing per capita payments to the presbytery n=91 | 13 | 10 | 13 | 6 | 7 | 3 | 3 | - | 3 | 1 | - | 31 |

* For this table, the responses are the number of presbyteries that selected this response, not the number of congregations in the presbytery. The data covers 5,104 congregations in the 93 responding presbyteries; presbyteries range in size from 12 to 130 congregations



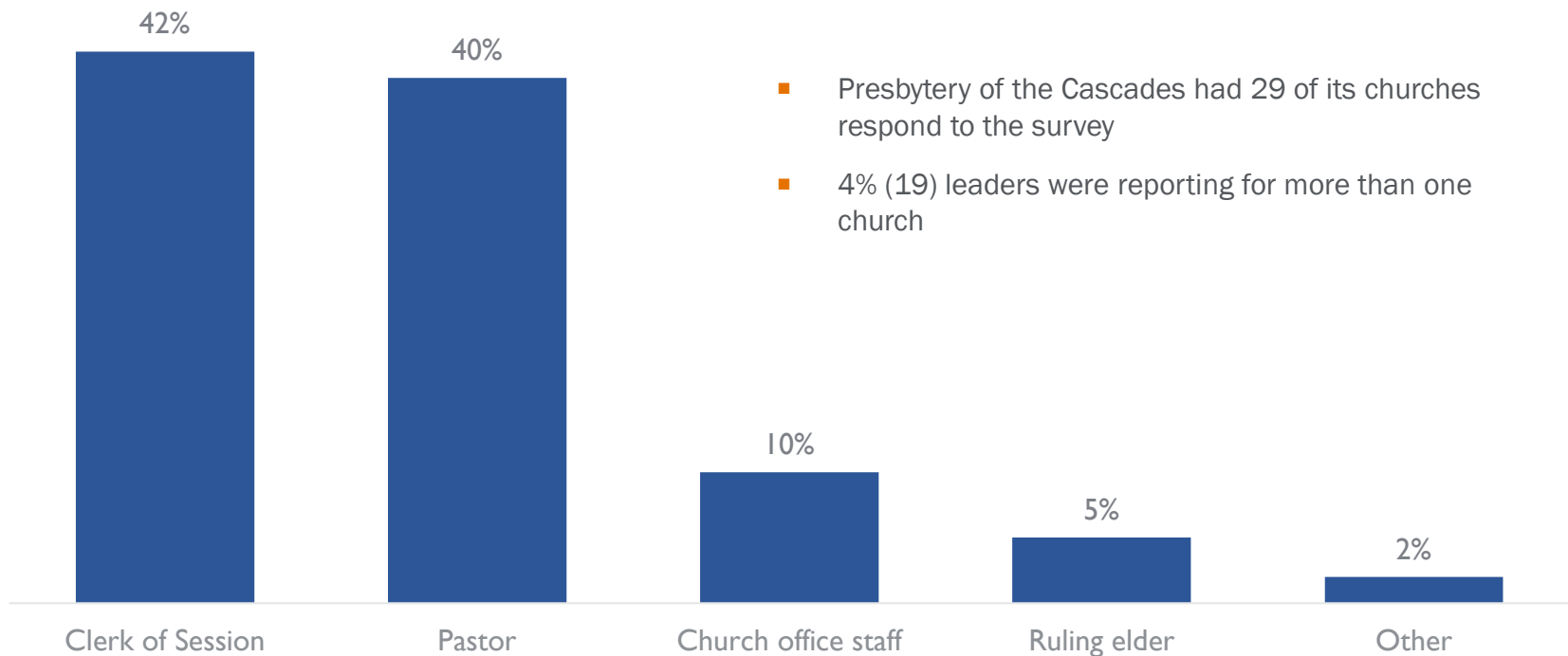
CONGREGATIONS

From the perspective of congregational leaders



SURVEY RESPONSES

1,102 churches from 158 presbyteries responded to the survey. 9% (91) of congregations report having members that have contracted COVID-19.



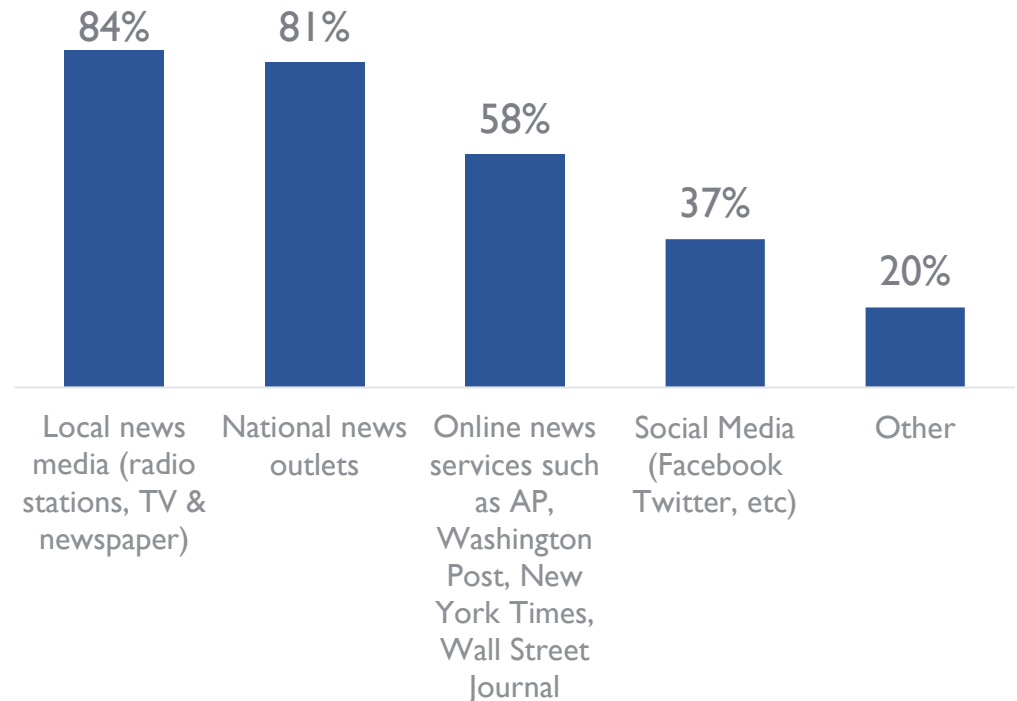
LEADERS ARE TURNING TO LOCAL NEWS

84% of leaders report that they get their information on COVID-19 from local news media

Although we don't know if this is a change from typical behavior, it is worth noting that the largest source of information about COVID-19 is from local news media. This is consistent with outside research indicating that people are increasingly turning to local sources – in both news and government – for their information during this time.

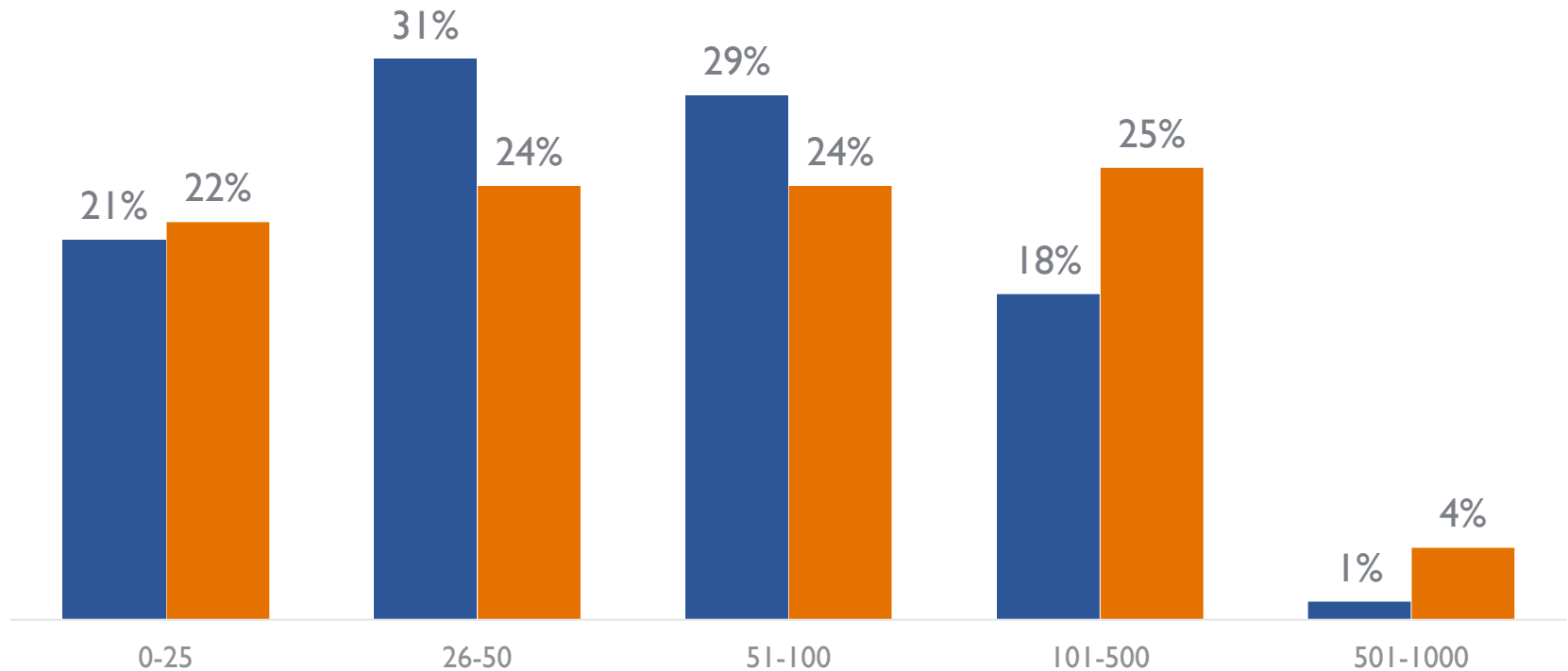
Among the other sources listed, the most common are:

- CDC and other health organizations (37%)
- Government sources (23%)
- PC(USA) organizations (19%)
- Public media (5%)
- FOX News (2%)



ATTENDANCE IS UP FOR THE LARGER CHURCHES

Since the pandemic, attendance has dropped for churches with 26-100 average worshipers, but has increased for those with over 100 typically in attendance. This indicates that more visitors are flocking to larger churches for online worship. It is also consistent with reports from pastors of small churches, in which many are encouraging their worshipers to visit other services.



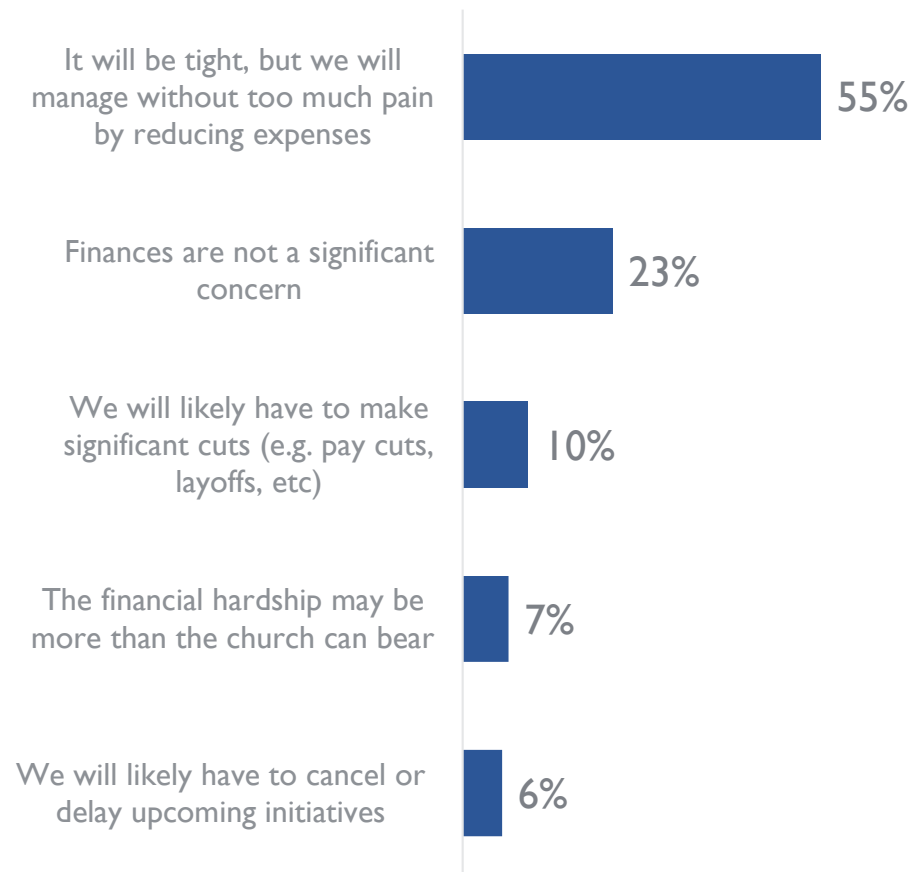
GIVING TO CONGREGATIONS HAS DROPPED

90% of congregations report that giving has decreased since the outbreak.

Giving has decreased for the vast majority of congregations. Only 2% of congregations report an increase in giving (n=19). On the other hand, for 13% of congregations, giving has essentially stopped.

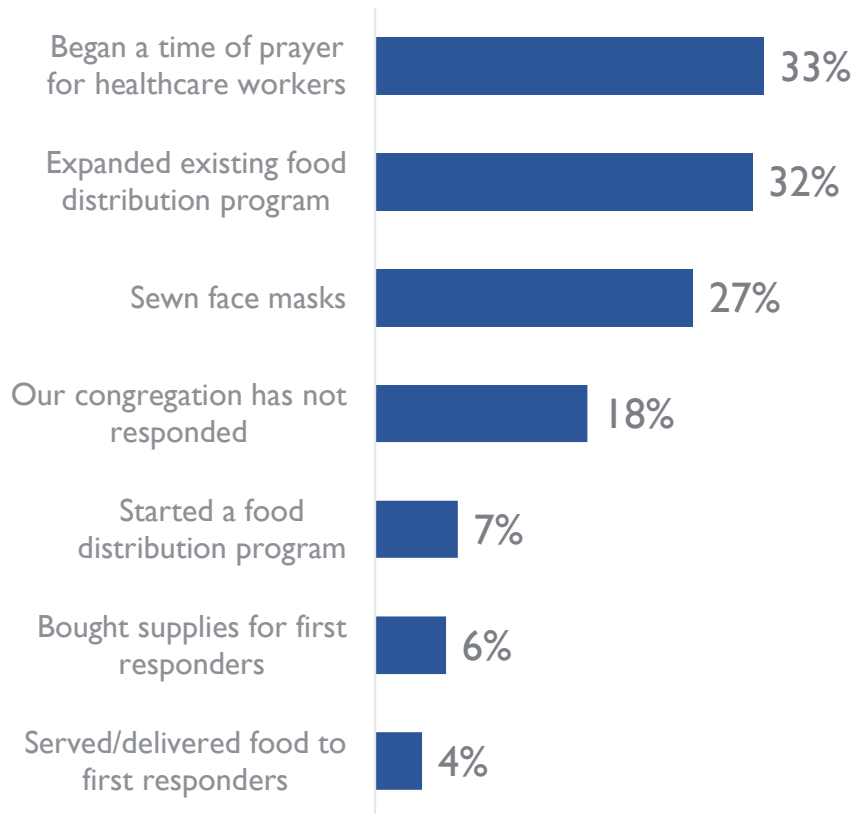
All is not lost, however. Although the vast majority of congregations report a drop in giving, most feel that they will be able to manage with little to no reduction in expenses.

That said, 10% fear they may have to make significant budget cuts in order to survive, and another 7% are worried that the financial hardship may be more than their church can bear.



CONGREGATIONS ARE STEPPING UP

Congregations are doing many things to respond to local virus-related needs.



“We started a Displaced Worker Relief Fund. We have raised about \$50,000 and are currently offering \$100 per week to low wage workers, cooks, wait staff, dishwashers, cashiers, small business owners, factory workers... started fund with \$5,000 seed money from congregation”

“This is a congregation where the vast majority of members are in high-risk category. Their best support is to stay home and not add to the hospital patient load. That said, we are keeping up mission commitments and have specific plans to help meet needs of another community ministry when their programs ramp back up once this is allowed again.”

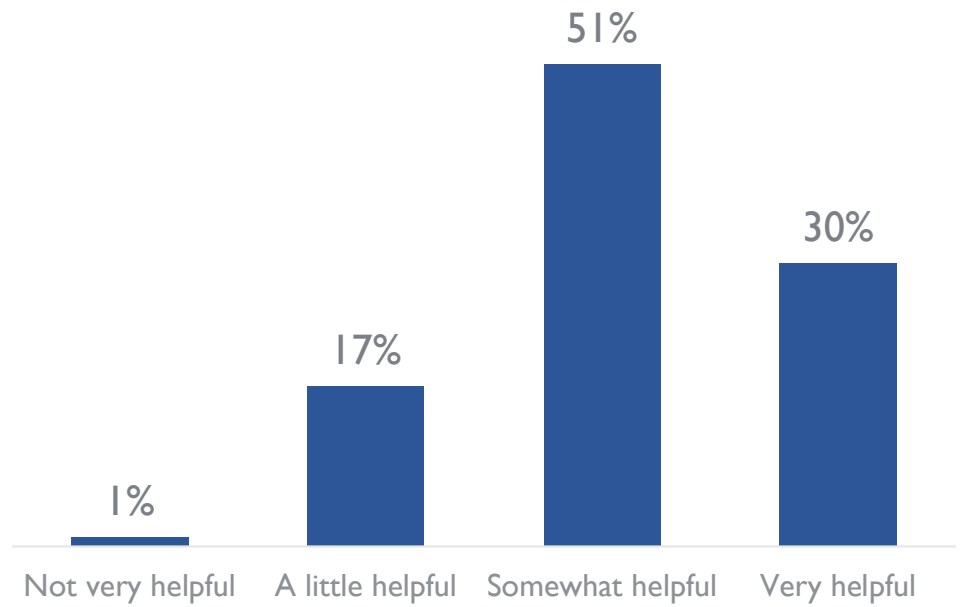
RESOURCE NEEDS

5% report not finding the resources they need.

When asked whether they are finding the resources they need, 79% of congregations say they are, and 5% say they are not. The remaining 17% have not looked for any resources.

79% are also aware of the COVID-19 Resources for Congregations and Members page (pcusa.org/covid19). Of these, half have accessed the website, and 81% found it at least somewhat helpful.

How useful did you find the information about COVID-19 and the PC(USA)?



LEADERS ARE FINDING USEFUL RESOURCES

Leaders were asked what resources have been the most helpful to them during the COVID-19 crisis.

Resources include:

- Bruce Reyes Chow
- CDC
- Collaboration with others in community, including other churches
- Facebook groups
- Free and open license online resources (OneLicense)
- Online giving information
- Presbyteries
- Zoom

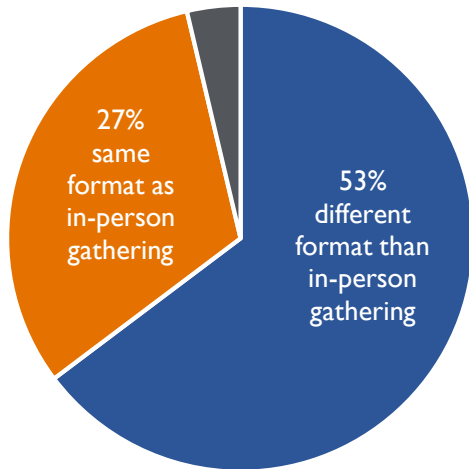
“I've been overwhelmed by the amount and availability of resources and I find it hard to remember them all by name. I've gotten to the point where I can't absorb more information.”

“Our presbytery giving clear direction about when to stop holding in-person worship and then providing lots of resources and support for how to create an entirely new system of worship. Also, the support of colleagues (other pastors) who have offered technological expertise and help where we were struggling as a small congregation. This is a moment of experiencing the bonds of love, peace & friendship in our presbytery and larger denomination.”

“Quite honestly, there's been so much info I'm kind of on information overload. Some has been helpful, but a lot has been redundant and none has been the detailed walk-through of how to post your video (I honestly am not ready for livestreaming - I am a solo pastor, so it would be quite a boring service to watch with no music or other participants). I just want to record the sermon and some prayers and post it.”

APPROACHES TO CHURCH DURING A PANDEMIC

97% of congregations report doing church strictly online now



Online gatherings are mostly through Facebook (98%), YouTube (44%), the church website (43%), and Zoom (18%). Others use Twitch, Periscope, Roku, and conference calls.

Many of those who have stopped worship altogether are encouraging their worshippers to “visit” other church worship services.

The vast majority of churches reported doing church strictly online. And, as many took this survey back in April, those numbers likely have changed and fluctuated over the course of the pandemic.

Of those who have moved to strictly online worship, just over half are doing things in a different way than they do their in-person gatherings. That is, they are not trying to take the “normal” church experience and simply move it online.

Some of the changes are small, like reducing worship to just the sermon, or switching to recorded music. But other churches are going out of their way to try new things...

CHURCHES ARE TRYING NEW THINGS

Leaders were asked what new, different, or innovative ideas or practices their community has instituted to respond to the crisis.

“A pen pal program connecting available members with members isolated due to age, mobility or illness.”

“An awakening in the congregation that use of technology could be a really meaningful tool to include homebound members. The huge grin on the face of a 90-plus year old member when he logs in from assisted living and gets to worship with his church family for the first time in months has been deeply heart-warming.”

“A nearby church which shares a pastor with another nearby church has invited our parish of six small churches without a pastor to join in their online worship services.”

“I, the pastor, ring the church bell at noon each day by request of local residents. I figure it will slim down some of my arm flappiness! Daily FB feeds reach people we don't see on Sundays because of work schedules, and THESE WILL CONTINUE!!!”

“We decided to make [home communion] a weekly thing which we normally don't do in person. It was important for us to be able to share the sacrament together.”

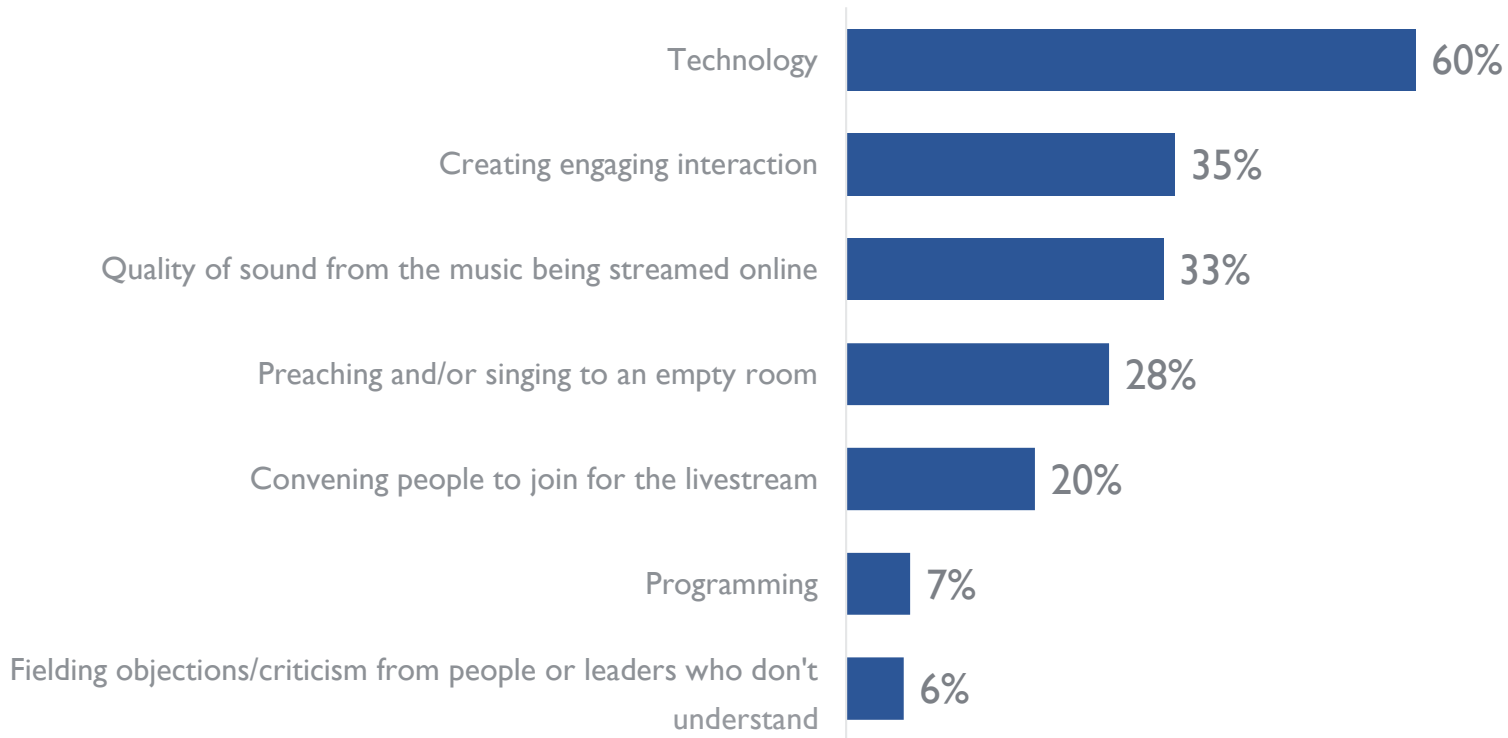
“Practicing the sacrament of Communion around our own tables as we sit to dinner together, but virtually, seems to be a really good way of introducing the sacrament in a way that is different from what we've ever done before, while reminding us that many of the first generations of followers of the Way sat at table with their families, in their homes, taking the sacrament together during dinner.”

“I (the pastor) did a quick video the day after we suspended gathering in person and posted it to our Facebook and Instagram pages. That one video quickly turned into a one-minute daily check-in, where I've been able to do some teaching on trauma, some theological teaching, and pastoral care for the community on a massive scale. It's amazing what a one-minute daily video can do for someone's sense of security and peace in strange and stressful times!”

OBSTACLES TO GATHERING ONLINE

Technology is the biggest obstacle to creating successful online gatherings.

60% of congregational leaders are struggling with technology.





1001 NEW WORSHIPPING COMMUNITIES



SOME NWCS ARE FARING BETTER THAN OTHERS

A survey of new worshiping communities (NWCs) indicates that these communities are not faring as well as established congregations during the COVID-19 pandemic.

Worshiping community leaders are doing what they can during this pandemic to help their communities survive. Overall, 44% state that they and their congregation are doing well (based on a rating of 4 or 5 on a 5-point scale). In comparison, 61% of congregations are doing well.

The greatest toll reported by new worshiping community leaders is social; 78% state that this crisis has taken a social toll on them. In addition, 64% report an emotional toll, and 49% report a financial toll.

The crisis is impacting the health of new worshiping community leaders as well; about 28% feel that their mental health has been impacted, and 24% feel that their physical health has declined.

Some mention specifically the emotional toll of not being able to care for their community in person. In particular, leaders working with prisoners and undocumented immigrants bemoan not being able to do more to help these groups through the crisis.

Some leaders are still working in their communities, but they worry about the effects: “As front-line essential workers, we are constantly conflicted in our decision process. The same thing that makes us heroes can also make us irresponsible towards those in our households. With that said, we continue to show up and trust that Christ is in control.”

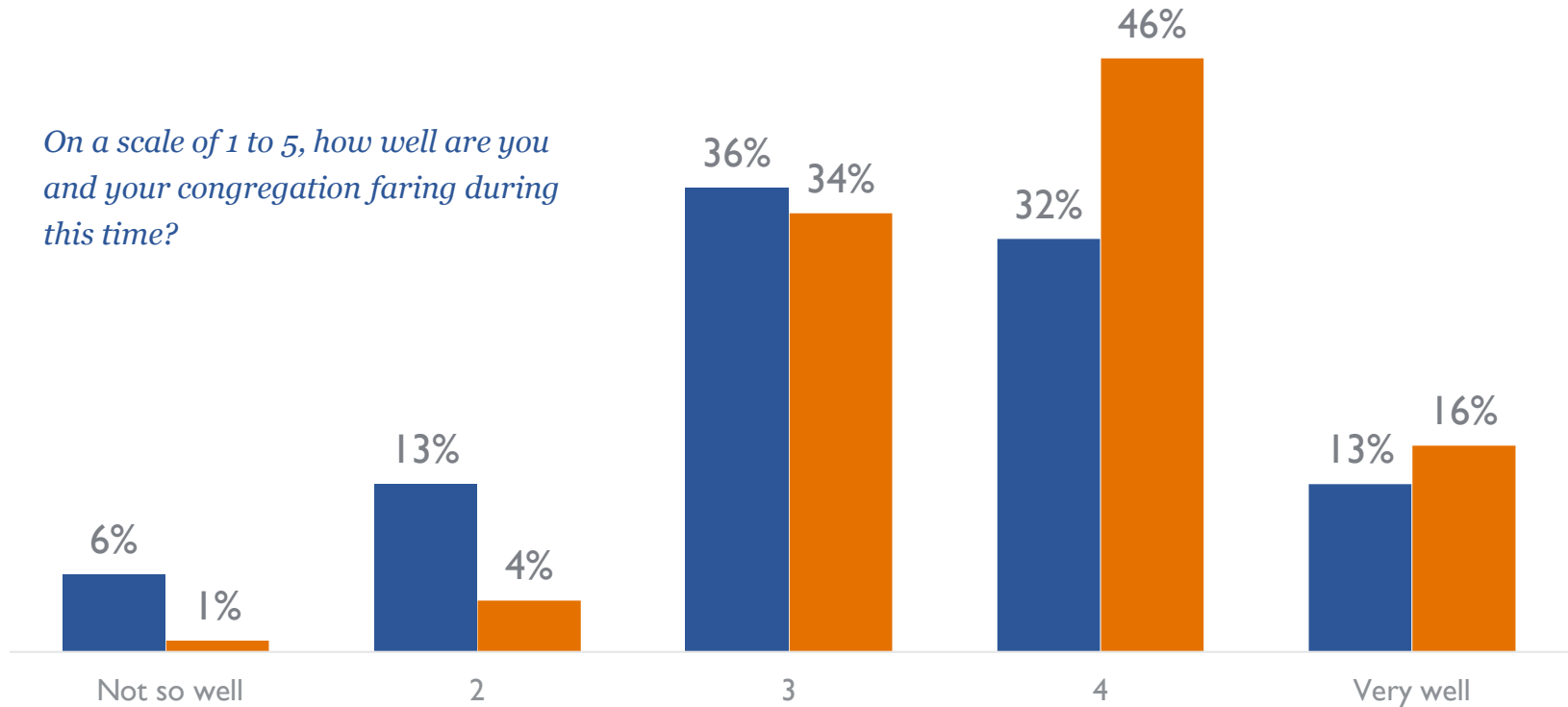
However, leaders also emphasize hope and gratitude: “I have learned that an emphasis on gratitude, finding ways to laugh and physical exertion (working out, long walks or bike rides, etc.) are essential to keep my ‘tank full.’”

NWCS ARE NOT FARING AS WELL AS CONGREGATIONS

Congregations are weathering the COVID-19 crisis better than new worshiping communities.

47% of NWCs are doing well, compared to 61% of congregations*

On a scale of 1 to 5, how well are you and your congregation faring during this time?

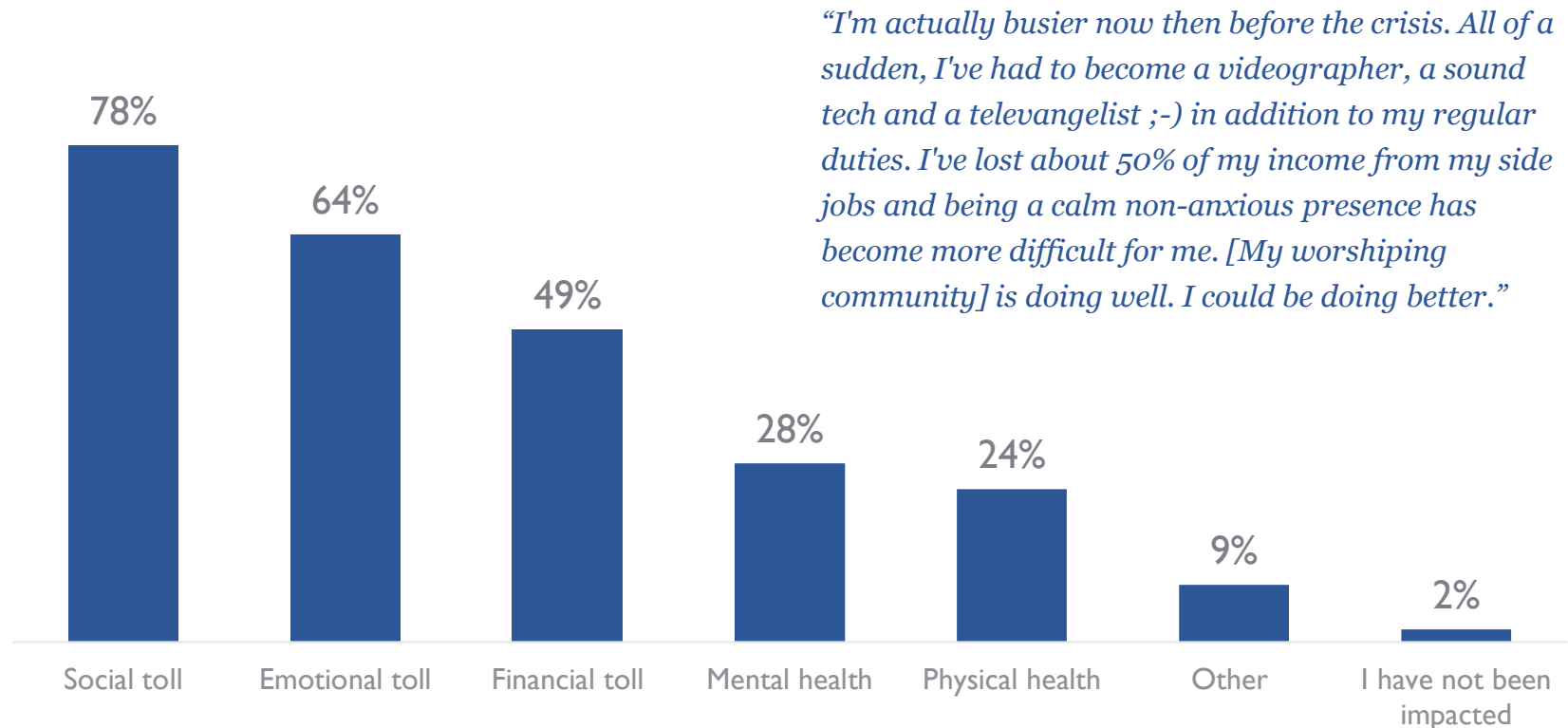


*based on report of 4 or 5 on 5-point scale
N=85

THE COVID-19 CRISIS IS IMPACTING NWC LEADERS

The greatest toll reported by new worshiping community leaders is social.

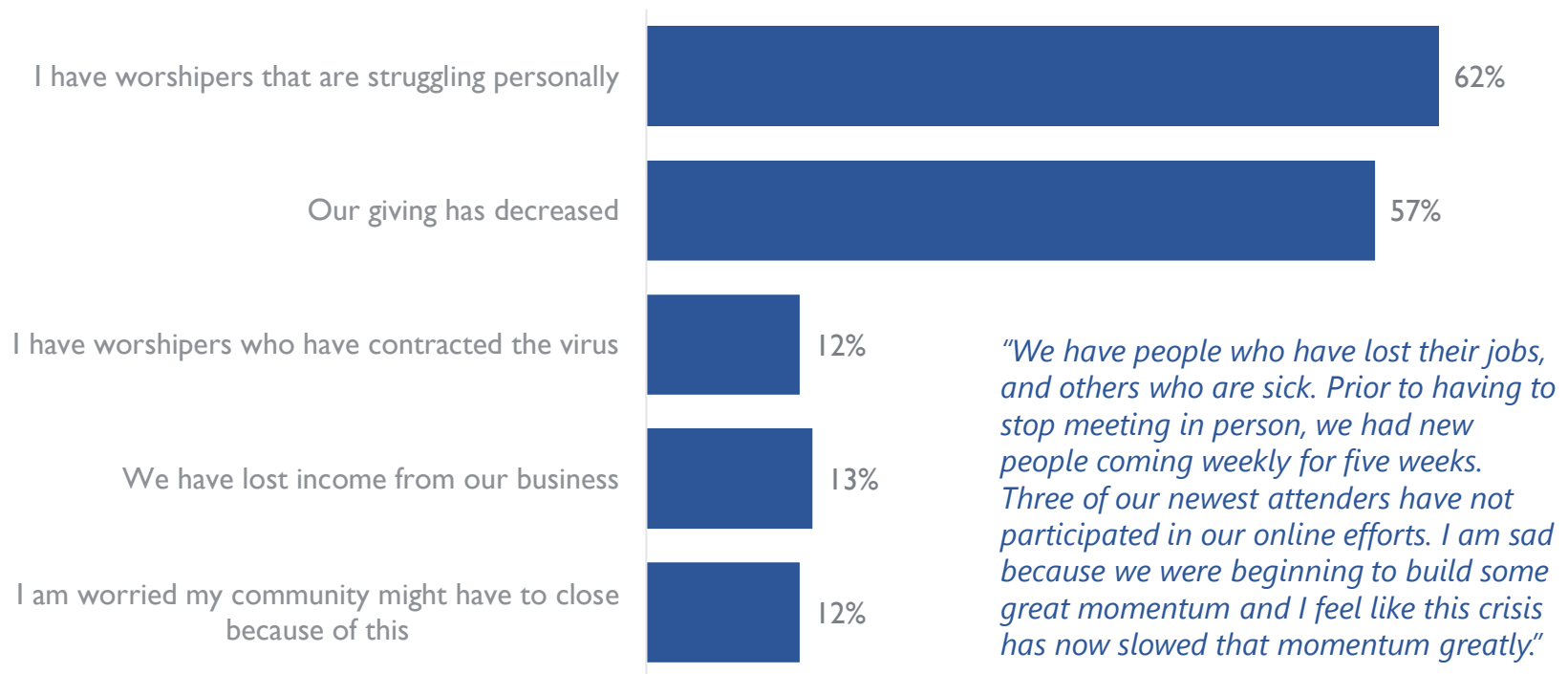
78% of new worshiping community leaders state that the crisis has taken a social toll on them.



WORSHIPING COMMUNITIES ARE STRUGGLING FINANCIALLY

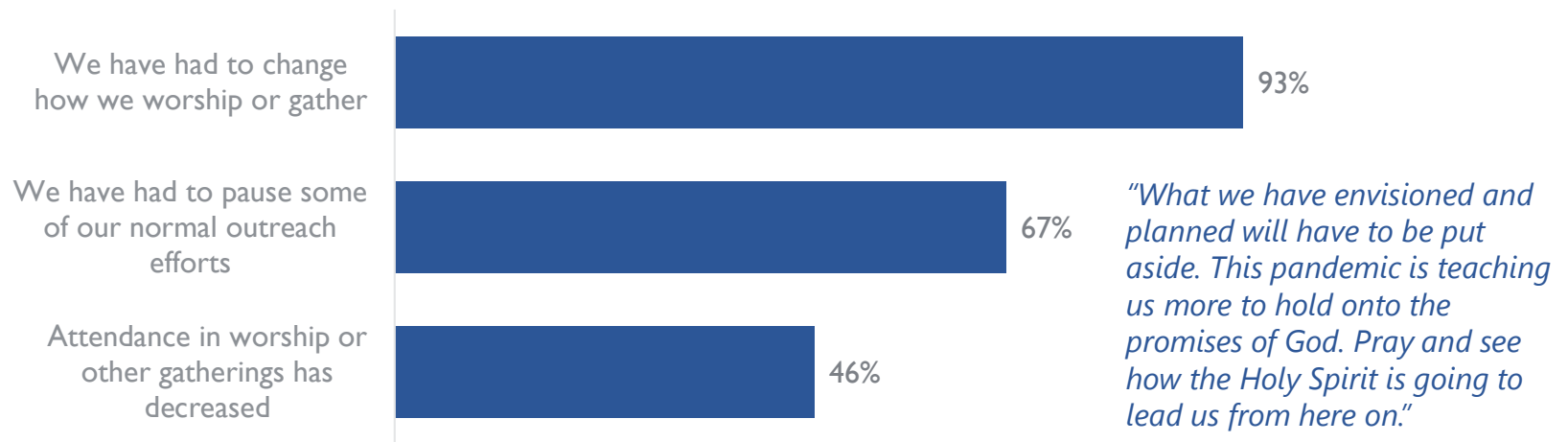
Communities are seeing a decrease in giving as worshipers lose income. Some NWCs have lost income from their business. Others are dealing with worshipers who have contracted the virus.

13% are worried their community might have to close



WORSHIPING COMMUNITIES ARE AFFECTED BY COVID-19

Communities are changing how they gather and pausing normal outreach efforts.



Almost all the leaders report that their worshiping communities have increased their online presence as a result of this pandemic — and many note that they intend to continue with their online presence even after they return to in-person gatherings.

For over half of the communities (54%), shifting how they worship or gather has not led to a decrease in attendance. In fact, many leaders are reporting an increase in attendance through their online methods of worship.

What has seen a significant negative impact is outreach efforts. 67% of leaders report that their communities have had to pause some of their normal outreach efforts. Many specifically bemoan the plight of undocumented immigrants during this time, as they do not have access to many of the same resources and aid that is available to citizens.

WORSHIPING COMMUNITIES ARE TRYING NEW THINGS

Leaders were asked what new, different, or innovative ideas or practices their community has instituted to respond to the crisis.

Communities are:

- Zooming and generally doing more online
- Engaging in new missions
- Promoting self-care
- Encouraging the development of personal spirituality
- Promoting connections through games, deliveries, and prayer circles

Leaders are taking extra time to cultivate personal spirituality and connections with God during this time. They mention meditation, prayer, yoga, contemplative practices, and art as ways to encourage their worshipers to maintain hope and to stay spiritually healthy. As one leader states, “The true message has been reinforced and shared by our faith community: No matter what happens in this world, our true hope lies in the power of resurrection of Jesus Christ who is with us always.”

The new missions and endeavors that worshiping communities have started are particularly heartening.

“This is a good opportunity to be present to our neighbors. Our families have seen the fruit of starting front yard gardens and have met new neighbors walking by. Some have joined neighbors in loving the hungry by decorating sack lunches with encouraging art. Some have started sidewalk chalk art projects. My own family worked with our neighborhood kids to create art for a stations of the cross that we installed down our block for people to walk on Good Friday. The kids did an amazing job creating all sorts of art and our neighborhood loved it!”

POSITIVE CHANGES RESULTING FROM THE PANDEMIC

Leaders report more communication and deeper connections as some positive changes they have seen in their worshiping communities during this time of crisis.

Worshippers are:

- checking in on one another more frequently
- helping in the community
- sharing resources
- showing unity
- supporting one another
- opening up about their struggles
- leaders are connecting with each other
- growing or starting an internet presence
- renewed focus on God

There are also a few leaders who feel as they are not seeing any positive changes at the moment. This is understandable and could be an indication that these communities are possibly not faring well.

One especially positive result is the renewed focus on God. Leaders are noticing an increased “hunger for the Word” and for more spirituality among their worshippers.

This has also increased the number of people the Word is reaching.

Some leaders share that there has been an increase in their community size and participation.

One leader shares, “We have opened another service in English since many of our young adults, who have gone back to their home, want to invite their parents to our worship service but could not because the language barrier between them.”

ABOUT THIS REPORT

This report combines three studies: two conducted on behalf of the COVID-19 Financial Implications Team and the second in partnership with the 1001 NWC office of the Presbyterian Mission Agency. Three surveys were sent out: one to mid councils, one to congregations, and one to new worshiping communities.

Mid Councils

The mid council report is based on data derived from a survey sent to mid council leaders in April 2020. The survey was sent to 170 mid council offices and staff as identified by the Office of Mid Council Relations, Office of the General Assembly, with 106 responding, for a 62% response rate.

Congregations

The congregation report is based on data derived from a survey sent to congregation leaders in April 2020. The survey was sent to 9,985 congregations, with 1,102 responding, for an 11% response rate.

1000 New Worshiping Communities

The 1001 New Worshiping Communities survey was sent to new worshiping community leaders in April 2020. The survey was sent by email to all known leaders and shared on the 1001 Facebook page. Email invitations were sent to 445 leaders, and 85 responded to the survey, for an 19% response rate.

This report was written by Dr. Susan Barnett, Dr. Angie Andriot, and Jashalund Royston (M.A.) in May 2020.

Research Services helps the Presbyterian Church (U.S.A.) make data-informed decisions using surveys, focus groups and interviews, demographic analysis, and program evaluations.

We are social scientists with backgrounds in sociology, public policy, and economics. We serve congregations, presbyteries and synods, PC(USA) national agencies, and other PC(USA)-related organizations. Research Services is a ministry of the A Corporation Administrative Services Group.

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