



St Andrew's Parish Survey 2023

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Methodology: Modelled after the 2019 parish surveys, a single 4-part survey was created to capture information about parish participation, demographic and household characteristics, as well as the congregation's views on St. Andrew's and the next rector. The information collected will be used to inform the parish profile and inform the discernment process regarding the choice of a new rector.

In May 2023, a total of 121 surveys were sent via anonymized email invitations (through Survey Monkey) to all individuals with an email in the parish database, and 22 hard copy surveys were sent via regular mail. The email invitations asked that the survey links be shared with other adults in the household who did not receive an email invitation. Additionally, paper surveys were available in the church during a 2-week period, and electronic devices were available one Sunday for individual use. All paper surveys were entered into the online Survey Monkey collection system.

Descriptive statistics of the forced-choice and multiple-choice questions were conducted using the built-in analytic capabilities in Survey Monkey and Excel. The comments received in response to open-ended questions were analyzed for thematic similarities. Where available, results from the 2019 survey were included for reference, with the percentage change calculated as the difference between 2023 and 2019.

Individuals who identified themselves as "non-participating members" in Question 1 were excluded from the results. We defined the "Participation" group as the 82 individuals who self-reported as participating in Question 1, excluding all who self-identified as "non-participating members". We defined the "Attendance" group as those who self-reported that they attended at least once per month in Question 2. The percentages reported are out of those self-identifying as participants.

Survey Overview: In 2023, 139 surveys were mailed, emailed, or collected in the church, and others may have been shared. 86 surveys were returned (approximately 62% response rate if no surveys were shared), with 82 identifying themselves as participating members. This is a higher response rate than in 2019 (118 returned surveys out of 300 sent out, 39% response rate), possibly due to better identification of members in 2023.

Survey Monkey reported an average of 22 minutes spent completing the survey.

Engagement: Of those who responded in 2023, 80% attend at least once a month, and 63% attend three or more times per month. The majority of respondents said that they attend the 10 am Sunday service (82%). Since the start of the pandemic, streaming of the 10 am service has been available via the parish Facebook profile; and 20% of respondents said they participate via streamed services.

Eighty-one percent (81%) of respondents made a pledge for 2023, an additional 6% made a regular donation.

	Participation (n= 82)	Attendance (n = 66)
Q1: Which describe how you worship at St. Andrew's?		
<i>(note: multiple responses accepted)</i>		
I often attend the 8:00 am service	11% (9)	14% (9)
I often attend the 10:00 am service	82% (67)	94% (62)
I often attend the 5:00 service	6% (5)	5% (3)
I often attend the midweek service	7% (6)	8% (5)
I watch the services online	20% (16)	17% (11)
I receive communion from Lay Eucharistic Visitors	1% (1)	0% (0)
Other	9% (7)	2% (1)
<ul style="list-style-type: none"> - Have been away from St Andrew's - Holidays only - I attend major holidays & special occasions - I attend services periodically - I used to always attend the 9 am service - Seasonal attendance when in town - The pandemic has lessened my participation in person to the services but I value having these two services and will be participating more as the pandemic continues to wind down. 		

Q2: How often do you attend services at St. Andrew's?		
Three or more times a month	68% (55)	83% (55)
Once or twice a month	14% (11)	17% (11)
Less than once a month, but more than twice a year	14% (11)	
Once or twice a year	2% (2)	
Not Applicable	2% (2)	

Q5: Did your household make a pledge to St. Andrew's for 2023?		
Yes	81% (66)	85% (55)
No, but make regular donations	6% (5)	6% (4)
No, did not pledge or make regular donations	10% (8)	6% (4)
Not sure	2% (2)	3% (2)

Participation: While over half of the parish come from Pittsburgh’s East End neighborhoods (37%), and Highland Park (20%), about a third (34%) are from the northern suburbs. This represents a 12% growth in the East End and 5% growth in northern suburbs compared to 2019. In total, thirty-eight percent (38%) come from the suburbs of Pittsburgh. The median travel time to St. Andrew’s is between 10-20 minutes from their home to the church. These results show that we are not just a neighborhood church.

	Participation (n = 82)	Attendance (n = 66)	2019 (n = 118)	Change
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Q3: What part of town do you live in?

	Participation (n = 82)	Attendance (n = 66)	2019 (n = 118)	Change
Highland Park	20% (16)	18% (12)	32% (38)	-12%
East End of Pittsburgh, other than Highland Park	37% (30)	38% (25)	25% (30)	12%
City of Pittsburgh, other than East End	2% (2)	3% (2)	30% (35)	-28%
Northern suburbs (such as Fox Chapel, McCandless)	34% (28)	36% (24)	29% (34)	5%
Southern suburbs (such as Baldwin, Mt. Lebanon)	1% (1)	2% (1)	3% (4)	-2%
Eastern suburbs (such as Monroeville, Plum)	2% (2)	2% (1)	8% (9)	-6%
Western suburbs (such as Moon, Robinson, airport area)	1% (1)			1%
Other (Ohio County & Washington County)	2% (2)	2% (1)		2%

Q4: How long does it typically take for you to get to St. Andrew’s from your home?

	Participation (n = 82)	Attendance (n = 66)	2019 (n = 118)	Change
Less than 5 minutes	20% (16)	21% (14)	22% (26)	-2%
5 to 10 minutes	23% (19)	26% (17)	21% (25)	2%
10 to 20 minutes* (median)	34% (28)	33% (22)	35% (41)	-1%
20 to 30 minutes	13% (11)	14% (9)	14% (17)	-1%
More than 30 minutes	9% (7)	6% (4)	8% (9)	1%
Not Applicable	1% (1)			

Using themes identified in the 2019 parish survey, respondents were asked to indicate what were some of the most important reasons that they attended church (not specifically at St. Andrew's). The main reasons were: honor and worship God and Jesus (65%), be part of a parish community (56%), and pray & meditate (49%). When asked about the most important aspects of the worship service, they indicated: an inspiring sermon (54%), prayer & worship (49%), and connecting with the church community (39%). Among those attending the most frequently, the Episcopal liturgy was also highly important (41%).

Participation **Attendance**
(n = 82) (n = 66)

Q6: If someone were to ask you why you attend church, what would you tell them are the most important reasons? (Select up to three)

	Participation (n = 82)	Attendance (n = 66)
Honor and worship God and Jesus	65% (52)	64% (41)
Be a part of the parish community	56% (45)	58% (37)
Pray and meditate	49% (39)	48% (31)
Receive the sacraments – confession/communion	44% (35)	45% (29)
Tradition of attending	25% (20)	25% (16)
Music	23% (18)	23% (15)
Learn about Bible, teachings of the church, theology	21% (17)	22% (14)
Good example for kids	11% (9)	9% (6)
Other	5% (4)	5% (3)
<ul style="list-style-type: none"> - Be with family & socialize with old friends. Coffee hour - I attend because this is where Jesus has sent me - Sermon - St Andrew's is a family I have belonged to for many years...stopped attending when I was not in sync with the last two rectors at the end of their service 		

Q7: What is most important to you in a worship service? (Select up to three)

	Participation (n = 82)	Attendance (n = 66)
Inspiring sermon	54% (43)	53% (34)
Prayer and worship	49% (39)	48% (31)
Connect with church community	39% (31)	33% (21)
Music	38% (30)	38% (24)
Episcopal liturgy	38% (30)	41% (26)
Communion	34% (27)	36% (23)
Hear God's Word	28% (22)	30% (19)
Children can participate	10% (8)	9% (6)
Time of service	10% (8)	8% (5)
Length of service	6% (5)	6% (4)
Other (sermon relevant to today's life)	1% (1)	2% (1)

Demographics & Households: Within the survey, participants were asked to identify certain demographic and household characteristics. Responses reveal a highly educated congregation: approximately two-thirds (65%) have a postgraduate education and an additional quarter (23%) have a 4-year college degree. The majority of the respondents are either retired (42%) or working full-time (36%).

Thirty-seven percent (37%) were male, 56% female; 69% were married or in a domestic partnership, 14% widowed, and 9% single, never married.

As in the prior survey, the congregation was overwhelmingly white: ninety-one percent (91%) self-identified as white (down 4% from the 2019 survey primarily because of the 5% who preferred not to answer).

As in 2019, the 2023 survey shows that our membership is primarily older. The largest age brackets were 75+ (33%), 65-74 (22%) and 50-64 (19%), with approximately a quarter of respondents in the 18-49 range (25%).

	Participation (n = 82)	Attendance (n= 66)	2019 (n = 118)	Change
Q14: What is your employment status?				
Employed full-time	36% (28)	37% (23)	34% (40)	2%
Employed part-time	9% (7)	8% (5)	8% (9)	1%
Not currently employed	3% (2)	3% (2)	4% (5)	-1%
Disabled, not able to work	1% (1)	2% (1)	0% (0)	1%
Retired	42% (33)	41% (26)	40% (47)	2%
Retired, but active professionally	5% (4)	5% (3)	9% (11)	-4%
Student	1% (1)	2% (1)	3% (4)	-2%
Prefer not to answer	3% (2)	3% (2)	2% (2)	1%

Q15: What is the highest grade or level of education that you have completed?				
Did not graduate high school	0% (0)	0% (0)	4% (5)	-4%
High school graduate or GED	3% (2)	0% (0)	0% (0)	3%
Trade/technical/vocational training	0% (0)	0% (0)	2% (2)	-2%
Some college or 2-year degree	8% (6)	8% (5)	0% (0)	8%
4-year college graduate	23% (18)	25% (16)	21% (25)	2%
More than 4-year college graduate	65% (51)	65% (41)	60% (71)	5%
Prefer not to answer	1% (1)	2% (1)	0% (0)	

Q16: What is your gender identity?				
Male	37% (29)	40% (25)	40% (47)	-3%
Female	56% (44)	54% (34)	60% (71)	-4%
Other (e.g., male & female couple [completed together])	1% (1)	2% (1)		
Prefer not to answer	5% (4)	5% (3)		

Q17: What is your marital status?

Single, never married	9% (7)	8% (5)		
Married or domestic partnership	69% (54)	70% (44)		
Separated or divorced	8% (6)	8% (5)		
Widowed	14% (11)	14% (9)		

Q18: Are you of Hispanic, Latino, or Spanish origin?

Yes, Hispanic, Latino, or Spanish	3% (2)	3% (2)		
No, not Hispanic, Latino, or Spanish	97% (75)	97% (60)		

Q19: How do you identify your race?

White	91% (71)	92% (58)	95% (112)	-4%
Black or African American	1% (1)	0% (0)		
Prefer not to answer	5% (4)	6% (4)		
Other (e.g., human, mixed)	3% (2)	2% (1)		

Q20: What is your age?

18-34	8% (6)	8% (5)	9% (11)	-1%
35-49	17% (13)	16% (10)	15% (8)	2%
50-64	19% (15)	21% (13)	24% (28)	-5%
65-74*	22% (17)	24% (15)	50% (59)	5%
75 and older	33% (26)	30% (19)		
Prefer not to answer	1% (1)	2% (1)		

* In 2019, the upper age limit was 65 and older. To calculate the difference between 2023 and 2019, we combined the 65-74 and 75+ groups.

Household Demographics The 82 returned surveys represented 67 households. The average household size was 2 (range 1 to 5, median household size: 2), with 19 single person households and 29 two-person households. Of these, 14 had children under 18 years old with an average number of under 18-year-olds being 2 (range: 1 to 3, median 2).

More than half of households reported a combined income over \$75,000 per year. In general, the congregation appears to be more affluent than in 2019, with a particular uptick in households with annual incomes of \$150,000 and higher.

	Participation (n = 67)	Attendance (n = 54)	2019	Change
Q21: Including yourself, what is the total number of people in your household?	average = 2 (med = 2, range 1-5)	average = 2 (med = 2, range 1-5)		
Q22: How many children under 18 are in your household?	(n = 14) average = 2 (med = 2, range 1-3)	(n = 11) average = 2 (med = 1, range 1-3)		

Q23: What is the total income for all members of your household?

Less than \$20,000	1% (1)	2% (1)	4%	-3%
\$20,000 to \$34,999	1% (1)	2% (1)	6%	-5%
\$35,000 to \$49,999	7% (5)	4% (2)	7%	0%
\$50,000 to \$74,999	6% (4)	5% (3)	11%	-5%
\$75,000 to \$99,999	12% (8)	11% (6)	4%	8%
\$100,000 to \$149,999	12% (8)	11% (6)	16%	-4%
\$150,000 and over	32% (22)	38% (21)	22%	10%
Prefer not to answer	28% (19)	27% (15)	29%	-1%

Descriptive Input from Open-ended Questions

The survey included six open-ended questions, where respondents were asked to write out their answers. Two questions were about St. Andrew’s; three, about what we want in our new rector; and one, anything else respondents wanted to offer. Between 60 and 70 respondents answered the open-ended questions (not including the “anything else” question). Responses to all of the questions except the “anything else” question were coded, and the codes were tallied. In many cases the tallies for individual codes were rolled up into a collective category.

Please note that the roll-ups, shown in bold, tally the number of responses and not the number of respondents. For example, one person might have said “compassionate, good listener”, and the individual tallies for “compassionate” and “good listener” would have added 2 to the tally for Care and Respect for Individuals. The roll-up tallies are only shown to give an approximate idea of the weight of each collective category.

All of the written responses are provided in the Appendix, starting on page 14. The responses were lightly edited to make them easier to read. It is highly recommended that you read the responses. If you read them more than once, it is helpful to start at a different point the second time around, so that you are not overly influenced by the first few responses.

When respondents were asked what they liked most about St. Andrew’s, they most often referred to the community and atmosphere of the church. The most frequent individual response was that they found the church welcoming and caring, offering a sense of community to those who attend (36). Many also said that they liked something about the church service, with the liturgy and the music mentioned most often as appreciated (18,16).

Q8: What do you like most about St. Andrew’s?	Responses (n=73)
Community and Atmosphere	64
Welcoming, caring, sense of community	36
Like the people	13
Open to variety of thoughts, beliefs; inclusive	11
Small enough to know everyone	4
Church Service	46
Services, liturgy	18
Like the music	16
Good sermons	6
Word of God, good message, inspirational	6
Tradition	11
Traditional	6
Episcopal tradition	5
Beautiful Church	9
Children and Family	7
Children's programs, participation of children and youth	5
Family-oriented	2
Outreach Program, Community Service	7
Neighborhood	5
Neighborhood church	3
Close to where I live	2

The question about changes that parishioners would like to see at St. Andrew's yielded little consensus. The most frequent responses, different service times, more young people and young families with children, and more community integration and community events, were only mentioned by 8 respondents apiece. It appears that there are no clear problem areas that the congregation as a whole would like to have addressed, and the challenges for the new Rector will need to be defined by the Vestry.

Q9: What changes would you like to see at St. Andrew's?	Responses (n=64)
Changes in Services	19
Different times for services [note: no consensus]	8
Sermons - more relevant, deeper, better	4
Less high church/Anglo-Catholic; back to lower Episcopal services; less Rite 1	4
Larger choir, either more hiring of professionals or more from congregation	3
Programs and Activities	18
More engagement within church community/more involvement in ministries	6
Teen/youth group, activities for teens	4
Programming/events for young adults (esp. w/o children)	3
More/different adult education/Bible Study	3
More activities/services for children	2
Changes in Makeup of Congregation	17
More young people and young families with children	8
Larger congregation	6
More diverse congregation	4
More community integration/community events	8
No changes, minimal changes	4
Other (mentioned 1 or 2 times)	>31

Questions 10-13 concern the personal qualities, abilities, and background or experience that are desired in our new rector. In a number of cases, the same response appeared in more than one category. Those responses were reassigned to a single category, to better highlight the importance of that attribute in the tabulations.

Among **desired personal qualities**, many of our parishioners would like our new Rector to show care and respect for individuals: be caring and compassionate (28), open to different points of view (19), and a good listener (14). Many are also looking for someone who is good at reaching out to others: is outgoing, friendly, and personable (34); and connects well with all parishioners (15).

Q10: What <u>personal qualities</u> would you like to see in our new Rector?	Responses (n=70)
Care and Respect for Individuals	61
Caring, compassionate, kind, empathetic	28
Open to different points of view, non-judgmental	19
Good listener	14
Reaches Out to Others	55
Outgoing, friendly, warm, personable, approachable	34
Connects with/inclusive of all parishioners	15
Welcoming, open to the community	6
Positive Personal Style	18
Sense of humor	13
Enthusiastic, cheerful, positive, energetic	5
Other	
Charismatic, inspiring, dynamic	10
Loves God, strong spiritual practice, deep faith	10
Intelligent, intellectual rigor, deep thinker, insight	9
Young, has a young family	7
Good with children	6
Cares about social justice, current issues	5
Flexible	4
LGBTQ+ friendly	3
Interest in/love of music	3

By far, the **most desired ability** in a new rector is being a compelling preacher (40). Some were specific about what they were looking for in a sermon: relating to everyday challenges and/or current social issues were often mentioned. Of the other abilities mentioned, social skills & the ability to connect with people (16), collaboration skills (14), general communication skills (13), and administrative & planning skills (13) were mentioned most often.

Q11: What <u>abilities</u> would you like to see in our new Rector?	Responses (n=70)
Speaking and Other Communication	59
Compelling preacher/oratory skills	40
Good communication skills	13
Teaching skills	6
People Skills	46
Social skills, connect with people	16
Collaboration skills, willing to compromise	14
Pastoral care skills, counseling	11
Ability to connect with the neighborhood	5
Management Skills	37
Business/administrative/planning skills	13
Leadership	11
Build community within church	6
Spark church growth	4
Ability to delegate	3
Other	
Ability to explain scripture/Biblical scholarship	3

What respondents would like to have in a sermon (for possible use in evaluating candidates' sermons):

- Preach the Gospel in a way that connects with then to now so that the congregation can draw on their faith and wisdom to act upon teachings - WORD that leads to ACTION
- Sermons that show relevance of daily life
- Strong preacher, who preaches from the pulpit using biblical references
- Concise and meaningful sermons
- Thoughtful sermons that do not alienate
- Making scripture alive and pertinent
- Does not preach in a way that excludes people
- Sermon rooted in scripture and also relevant to today's world. Not a history lesson.
- Gifted homilist that can relate theological topics to everyday life

Good preaching from the heart so that the congregation knows that Jesus has impacted his/her life

Personalize sermons to challenge and inspire.

Strong prophetic preaching, including addressing key societal issues, including social justice, racism, poverty, etc.

Sermons less formal and relating to current problems, social justice, etc.

Sharing modern issues in the sermons

There was quite a bit of variety – and not much consensus – in the **experience or background** that people said they would like to see in our new Rector. Many agreed that the new rector should have some previous church experience, but there was not a lot of agreement as to what kind of experience that should be. Overall, the most common specific comment was that the Rector should be well-educated, although that was only mentioned by 10 respondents.

Q12: What experience or background would you like to see in our new Rector? Responses (n=62)

Church Experience	24
Experience in another church (not specific)	10
Experience as rector/leading a church	8
Position at a similar church	6
Well-educated, Theology Background	10
Specific Experiences	27
Church growth	7
Building community in a church	6
Youth leader, programming for youth	4
Pastoral experience, counseling experience	3
Outreach, community service	3
Work with children and families	2
Music background, knowledge of service music	2
Who They Have Worked With	9
Diverse communities: multicultural, all walks of life, LBGTQ+	5
Work in urban setting	4
Other	
Experience not as important as qualities and abilities	5
Management experience (not necessarily in church)	3