

**Plymouth Congregational Church
Lawrence, KS**

**Report of Campaign Listening Sessions
October - 2023**

By: Alan Wildes - Vice President - Generis

Background

Generis was hired by Plymouth Congregational Church in the summer of 2023 to assist the church with a Capital Campaign in the spring of 2024. As a preliminary portion of the process, Generis was asked to conduct a series of listening sessions to:

1. Determine the level of support for a proposed plan to renovate the church campus intended to enhance the experience for current church members as well as make it more inviting to those who are visiting.
2. Listen to and address any questions surrounding the proposed project and the capital campaign to support it.

Assessment Study Methodology

There are a number of methods at the disposal of a consultant in determining support for a capital campaign of this magnitude. These methods might include, but not be limited to, one-one-one interviews, listening sessions of ~50 people and church wide surveys.

In listening to the advisory team of Valerie Miller-Coleman and Debbie Schmidt, it became clear that giving people of the church an opportunity to ask questions, listen to others, and voice their opinions about the project and potential campaign was of the utmost importance prior to moving forward.

We decided to offer invitations to the entire congregation for a series of listening sessions to ensure a cross section of the people of the church. We decided we would offer a variety of dates and times from which people could choose from with approximately 50 people in each meeting. A questionnaire was developed to guide the discussion during the meetings. The ebb and flow of the one hour sessions dictated which questions and how many questions could be asked. Additionally, respondents would be given the opportunity to complete a written questionnaire and submit it before the end of the meeting. All responses were anonymous.

The dates of September 25 and 26, 2023 were set for the listening sessions. The church office staff facilitated the invitation and RSVP process.

The listening sessions were held in the fellowship hall of the church. Larissa Long (3 sessions) and Ann McElhenny (1 session) acted as recorders for the listening sessions to ensure accurate and thorough accounts of the comments made by people attending the sessions. Comments from those accounts will be used throughout the report.

Listening Session Schedule

The listening sessions were as follows:

- Meeting #1, September 25, 2023, 7:00 PM
- Meeting #2, September 26, 2023, 8:00 AM
- Meeting #3, September 26, 2023, 12:00 PM
- Meeting #4, September 26, 2023, 7:00 PM

Written Surveys

All who attended a session were invited to complete the written survey. We received 82 surveys. We were able to use all 82 surveys for this report.

Discussion participation during the listening sessions was open and candid. Additionally, the written responses on the questionnaires are definitely substantive enough for us to be able to draw meaningful conclusions.

Responses to the Oral Questions and Assessment Questionnaire

Section 2: Church Background

The questions in Section 2 are designed to ascertain:

- What is important about the church
- The overall spirit of the church
- The effectiveness of ministries

Based on the answers given orally, we can report:

- The people attending the meetings generally had longer membership tenures.
- The attendees as a whole are involved in the church and attend worship regularly.
- Attendees were attracted to the church and continue to attend the church for the following frequently cited reasons (in no particular order):
 - Welcoming to all (affirming)
 - Music and worship services
 - Activity in social justice

Based on the answers given in the **82** surveys, we can report:

- 59 (72%) of the attendees have attended Plymouth for 6 years or more.
- 68 (83%) respondents are members.
- 60 (73%) respondents are involved in one or more ministries.
- 58 (71%) respondents classified themselves as regular attendees.
- 17 (21%) respondents said they were a ministry leader/small group leader/Sunday school teacher.
- 81 (99%) respondents said that overall, the ministries of Plymouth are Very Effective/Effective.
- 79 (96%) respondents answered the question “How would you rate Plymouth’s efforts to keep people informed and aware of events, plans and ministries?” with Very Effective/Effective.
- 76 (93%) respondents marked Very Positive/Positive when asked “Please describe your perception of the overall current spirit (attitude) of Plymouth.

Of the ministries listed as strengths, the most common answers were as follows (respondents were asked to rank in ascending order the three ministries they felt were currently the strongest at Plymouth):

1. Worship Services
2. Music Ministry
3. Church Staff

Of the ministries listed as needing improvement, the most common answers were as follows (respondents were asked to rank in descending order the three ministries they felt needed the most improvement at Plymouth):

1. Building and Facilities
2. Senior Adult Ministries
3. Fellowship and New Member Assimilation received very similar marks

Section 3: Plymouth Building Program – Awareness and Reactions

The questions in Section 3 are designed to ascertain:

- The reaction to the Case for Support
- What the most exciting part of the Case for Support was for them
- What should be changed/eliminated

We asked questions such as:

- What is your reaction to the proposed project?
- Overall, what excites you most about this project?
- Is there anything you do not like about this possible plan?

Based on the answers given orally we can report:

Most answers to the question "What is your reaction to the proposed project?" were either positive and in favor or cautiously optimistic.

- Happy to see accessibility, mobility and organ repair are being addressed.
- Like reconfiguration of the choir area – very supportive of the proposal.
- Need clarification of Master Plan.
- What is the estimated cost?
- Important to maintain historical character.
- Need more clarity on Phase I and Phase II.
- To be inclusive must not exclude anyone (reference to mobility issues)
- Was surprised to learn of organ problems.
 - Didn't realize a committee was working on for 12 years.
 - Kim plays piano more often.
 - Keyboards are wavy; foot pedals worn.
- Doesn't improve the congregation's sight lines – maybe diminishes.
- It's a lot of money.
- It's a lot of money and will take a lot of time but will be worth it when it is finished.
- What does ADA accessible mean as it pertains to this project?
- I agree that the organ and ADA issues need to be addressed.
- Concerned about the finances. Not necessarily for this project but going forward? It is an old building.
- It is a lot of money but amazingly has seen a lot of money raised in capital campaigns.
- Need to save the organ.
- 23 years ago the organ was having problems. It is a high priority.

The responses to the question “Overall, what excites you most about this project?” varied but here are the common themes:

- The organ repair/refurbishment is an extremely high priority for many who attended and spoke up.
- Accessibility is a high priority for many who attended.
- The reconfiguration of the choir loft and chancel area was supported by many who attended and spoke up.

The responses to “Is there anything you do not like about this possible plan?” varied widely but the one consistent theme was a strong desire to have more details regarding the master plan, phases and costs. There were no oral and only one written response that suggested nothing needed to be done to the organ or sanctuary.

Pre-capital campaign Survey

Each participant was given the opportunity to complete a written survey at the end of each session. We were able to use all 82 surveys.

Section I was designed to give context of who the participant was and how they felt about the church. The results of Section I of the survey are reported earlier in this report in Section 2.

Section II of the survey was designed to ascertain from the participants what they each felt would be necessary for a capital campaign to be successful to fully fund the proposed projects.

“What message do you think is most important to communicate to the congregation to encourage their participation in the proposed capital campaign?”

- The overwhelming response was a desire for a prioritized list of the proposed project components and the funding plan.

“What communication methods do you think would be MOST successful in conveying this message to the congregation?” They were asked to pick 3. The choices were as follows in descending order of ranking with their weighted score :

- worship announcements (99)
- letters from campaign leaders (82)
- letters from Pastor (64)
- church newsletter (58)
- email messages from Pastor and/or campaign leaders (50)
- church website (25)
- video communication (22)
- social media (4)
- text messages (0)

The questions in Section III are designed to ascertain:

- Would you be willing to participate in the implementation of the proposed capital campaign?
- Do the people support the vision and plan of Plymouth to raise \$ to fund the proposed capital campaign?
- Are the people willing to pray about expanding their giving over a three year period? This would be in addition to tithes and offerings.

Based on the answers given in the written surveys we can report on the following questions:

- “Do you support the vision and plan of Plymouth to raise dollars to fund the proposed capital campaign?” 56 yes. 1 no. 23 Not Sure.
- “As the church moves forward with the capital campaign, will you prayerfully consider expanding your giving over a three year time frame? The expanded giving will be in addition to your present giving of your tithes and offerings.” 66 yes. 1 no. 13 Not Sure.

Section IV was designed to allow the attendees to offer additional thoughts on the future next steps for Plymouth, the project and a possible capital campaign in the spring of 2024.

Question 1 “What questions do you desire to have answered regarding the project?” The answers varied but there were four common categories; Finances, Master Plan clarity, Historical Integrity, and Details.

- Finances
 - More info re: finances and financial risk in current economic climate.
 - Specifics for actual improvements; actual cost; how borrowing will work specifically.
 - Need a firm \$ amount.
 - Lots! There are a lot of details to be fleshed out. As someone with a background in banking/wealth management, I’d like to see a plan for prudently trying to earn a return on collected but unspent funds. I’m also curious (and I know I am in the minority on this) if a bond issuance would be an option?
 - Who is making final decisions? What group?
 - How to sustain all other needs as this project is taken on?
 - What is the repayment timeline? How often has our church engaged in major facilities improvements?
 - When presenting to the congregation as a whole, be ready with options for planning as well as financing.
 - Better cost estimates; financing plan - ie cash, loans, etc.
 - Eager to see the giving pyramid & full cost estimates.
- Master Plan Clarity
 - Does it include all significant issues identified by the facilities committee?
 - What is the anticipated utilization for each area/new area, ie 1 day/week, 5x/week?
 - What is the scope of the project - sanctuary/organ only or other items that are deemed a need? I became confused with the discussion of a master plan that included much more

- The organ console issue has gone on for 20+ years. Why?
 - Can we find support for Phase I? Is there support for the long range plan?
 - Is this an all or nothing project -organ and ada accessibility?
 - What is the back up plan if we don't do this?
 - Total transparency of the full project plan will all of the phases outlined & agreed upon. Many options for each phase so people feel they were given a choice.
 - Is the plan as described in the letter all or nothing? Can portions of it be taken on?
 - Would like to have discussions of 1. All phases of renovation being considered & where the sanctuary renovation fits in the long-term picture 2. How this budgeting fits in with planned or anticipated expansion of staff. 3. What are the younger families coming to the church primarily interested in - the music, the sanctuary, accessibility, or are these primarily concerns of the elderly & long-time members?
 - We would like to have a list of projects; the whole project with which to consider our commitment.
 - More specifics about other phases beyond this beginning phase.
 - Can we just make the improvement to the organ and leave everything else as is
 - How do the long-long range components fit together? When would we get more definite money estimates?
- Historical Integrity
 - Retain historical significance of sanctuary;
 - Keep wood paneling & candelabras.
 - How can we move ahead responsibly keeping in mind things such as renewable resources, keeping the historic integrity central to all plans.
 - Save the wood; avoid looking like Plymouth 1st, Lincoln NE.
 - We must retain the pews & lovely woodwork of the sanctuary. The historic features are to be preserved. Are there ways we can personally be part of the renovation? Might be too early to tell, but if more people can help in little ways, there is investment. Ex. clean up, dust pews after the work week, provide rags, polish, etc.
 - Details
 - Timeline.
 - Details about actual plans & how it will be achieved.
 - I need more detailed communication regarding the scope of the project.
 - More precise short & long term estimates for cost, timeline, renderings & video that shows full scope.
 - Specific costs of the project.
 - Scope of sanctuary work needs to be itemized. Rose window repair is included. What portion of masonry work has been completed as part of regular maintenance?
 - Why does the plan not include multimedia equipment that opens doors for flexibility & many usages in worship & meetings? Young people are drawn to the variety of uses of multimedia - screens and projectors & use of video in ministry.
 - More specific details of proposed changes/renovations and their respective costs.
 - How long will the project take and how will it impact Sunday worship?
 - How much seating will be taken out for the expansion of the stage?

- How will the organ decisions be made?
- Details.
- What is the specific plan? Why is that the top priority? How much will the plan cost? What components (e.g. facilities plan) will come after?
- I need to know the full scope of all phases and detailed budgeting and plans.
- What is the breakdown of the \$2-3 million? Organ, choir, extended pulpit area, hearing system, etc.
- All phases must be listed & costs delineated.
- We would like a clearer explanation of specific goals of (and reasons for) this project.
- Cost & description of phase one.
- How will the project be bid?
- What is the exact plan & process?
- A more detailed plan with timelines and options.
- Why has visibility of the “stage” area being so low has not been considered?
- What are the phases of this work, poor communication to this point, can we maintain the physical structure we have, how does this impact our wider mission?
- How does this project get congregational approval? How do we achieve buy-in?
- Will there be enough money to replace the organ? Sightlines to Chancel space with new proposed configurations?
- We have not seen the full vision with details.
- What is the timeline for this project? What exactly does it include? What is the realistic projection of cost? Can a capital campaign be done for just the organ if our congregation cannot support this entire project?

Question 2, “Please tell us anything you think is important to the success of this project” the answers are placed in six categories; Encourage Participation, Transparency, Condition of the organ, Specifics, Music Ministry and General.

- Encourage Participation.
 - It’s our turn to step up and provide a space for the worship of God and the service of all.
 - Together with prayerful consideration by each giving unit, we can make a difference for the future, just as our founders impacted our community and congregation today.
 - The congregational operational method requires all to find a way to participate.
 - It will take us all so give what you can.
 - Remind the congregation of hardships and challenges and forward thinking of the founders of Plymouth; we are in a similar situation in needing to meet the needs of present & future congregations.
 - Ask “what has Plymouth done for you?” Honor our heritage.
 - While the larger footprint of the building is important, the sanctuary is the heart of who we are. We must make improvements to take us to the next century.

- That Plymouth members have the potential to do this. Most of us do not know what the potential is.
 - Building for the future, honoring the past. Based on comments this evening, we have been kicking the can down the road for a long time. A lot of pessimism in the room.
 - Because we are a congregational church everyone needs to participate in the effort to improve and maintain the building.
 - Your gift can make a difference.
 - This should be the seed that is planted and there needs to be multiple opportunities for congregation input to get buy-in before the final decision is made.
 - Being a member is a commitment, through thick and thin.
 - Action begets action - something needs to happen.
 - It's necessary to facilitate participation.
 - Every opinion matters.
 - Continue to encourage participation.
 - The church must prepare for the years ahead. Each member has a stake.
 - Community, history, we're all in this together for today & future generations.
 - Every gift helps. Too many think if they can't be a large donor, their gift doesn't count - we need all.
 - It takes all of us, no matter the amount we can give to reach our goals.
- Transparency
 - Process will be open and transparent.
 - Transparency & collaboration.
 - There needs to be openness, transparency. There is a feeling by some of decisions being made outside the democratic tradition of congregations churches.
 - Put action behind the words.
 - Condition of the organ
 - The dire condition of the organ.
 - Helping people understand the current state of the organ.
 - The age & condition of the organ.
 - Organ & accessibility needs.
 - Kim to share all the things around the organ.
 - Condition of organ and need to replace it.
 - The dire state of the organ and accessibility issues for the church building.
 - Restoration of the “feel” of the sanctuary; education of the needs for the organ.
 - So important to maintain & modernize equipment.

- Specifics
 - Understanding fully what is in each phase of the campaign & its cost.
 - Detailed cost breakdown for phase 1.
 - A complete plan needs to be presented, not estimates. We need to know what we are actually faced with financially.
 - What is the specific plan, how much does it cost, what will come after.
- Music Ministry
 - The continuation of our music program is dependent on our ability to spend money on that program.
 - Preservations of history, the music program hugely important to new and old members.
 - Please don't put major emphasis on music. Sustainability of all programs are equally important.
 - This is extremely important and necessary to maintain our current strengths (music, worship).
 - Need for keeping music ministry strong and creating community.
 - Historical importance of the church and maintaining our strong music program.
- General
 - Communicate the need for the changes to be made.
 - Need.
 - Candid discussion of how church building renovations furthers the mission of the church.
 - The need for maintenance of the organ & facilities; inspire people to give rather than guilt people to give.
 - Increased accessibility.
 - That the “feel” of the sanctuary won’t change.
 - We must continue to strengthen ministries of inclusion.
 - Accessibility of choir.
 - No single message. Rather, a continuously interactive process.
 - Lots of communication so everyone has all the information.
 - If we don’t address these issues now, they will only get worse and cost more in the future.
 - The value of inclusiveness of the remodel.
 - Why the changes are essential to the well being of the church, its growth & continued strength.
 - This is how to keep our church vibrant & welcoming to our community.
 - Long term benefits.
 - Information repeated in print as well as video form.
 - Why does it affect them?
 - Investing in our building is an investment in our congregation's future.
 - Importance of changes being made; fidelity to historical architecture; how a member's contribution will make a difference.

- Accessibility when it comes to remodeling the altar.
- We need to update the spaces.
- The church is only as strong, caring, committed as its people.
- Inclusion and preparing Plymouth for a healthy future.
- This work is needed in order to continue the visibility of the church as a whole.
- Casting a vision for the future - theologically.
- Connections with other members.
- The purpose of the campaign is to secure the future of this church in this location/building.
- Supporting our long term mission for which this building is critical.
- Specific needs as noted in mailing.
- Importance of the CI to make sure all can participate in worship. Also, to make sure financial aspects are well thought through.

Summary

There are a few main themes that emerged from the responses:

1. Respondents are pleased with their church. They have been at Plymouth for a long time. They are involved at the church; especially in worship attendance. They are very happy with ministries and communications of the church. They are most excited about the spirit/attitude of the church. They believe the biggest strengths of Plymouth are the worship services and the music ministry.
2. The respondents overwhelmingly named Building and Facilities as the #1 area of improvement for the church. Improvement in senior adult ministries, new member assimilation and small group studies were the #2, #3 and #4 areas to improve upon.
3. There were zero oral and one written response that indicated that nothing should be done to the facilities improvements outlined in the Case for Support. To back this up
 - a. 68% of the respondents support the vision and plan of Plymouth to raise \$ to fund the proposed building project while 28% were not sure but with more details would more than likely support the proposed project. (56 yes. 1 no. 23 not sure.)
 - b. 80% of the respondents answered Yes to the question “As the church family moves forward with a capital initiative, will you prayerfully consider giving financial support to this initiative with a three-year commitment over and above your present contribution to Plymouth?” 15% were not sure but with more details would probably financially commit to the proposed project. (66 yes. 1 no. 13 not sure.)
4. There is definite support to repair and refurbish the organ. This theme ran through all 4 of the sessions and a majority of the surveys.
5. More details surrounding Phase II of the master plan is paramount. This was the single most common question/concern. How will the scope of the project and costs of the project be determined and will the congregation get to vote on the more detailed plan before beginning the capital campaign?
6. There was some significant concern from the respondents about going into long term debt. This was a very common concern of the groups. It was universal in all four groups. However, there were very few opinions suggesting that all debt is bad and that the church should not ever go into debt to complete the project. A thorough and well thought out financial plan will be essential.
7. There is a large lack of understanding of the Master Plan. Some did not even know there was a master plan and many did not know how it came about and certainly did not know the details at all. The majority of the attendees were surprised that the proposed project is Phase II of the Master Plan. The majority had no idea of what Phase I is, that is already in progress nor how it will be paid for.

It is quite clear the respondents love their church, love their music and worship, and are excited about the next steps for their church. Overall the mood in all of the groups was positive even when some one off comments were thrown into the mix. The group corrected the one off comments and shifted the conversation back to the task at hand and toward a more positive tone.

However, the groups were not so overwhelmingly positive that it is a green light to move forward with a capital campaign with no concerns at all. With that said, the most common question/comment expressed with some concern was people seeking more details about the project. So even the ‘concerns’ is still a positive because people were not saying no; they simply want more details and more information.

Based on the oral responses and written survey responses, it is my professional opinion that Plymouth Congregational Church would be able to complete a successful spiritual and financial capital campaign in the spring of 2024 if the leadership of the church is willing to address the following:

Extensive communication of the project details concerning the following items:

1. Connect the project to the vision of Plymouth.
2. Fully explain the history of the Master Plan process and the findings/goals of the Master Plan to include explanation of Phase I.
3. Fully explain the ‘why’ behind doing the proposed projects.
4. Make the decision of precisely what will be included in Phase II of the Master Plan and then provide details of Phase II.
5. Provide a detailed financial plan for Phase II; how will the money be raised and discuss financing options.
6. Conduct a very thorough and comprehensive capital campaign with clear, compelling and concise communications with opportunities for the laity to meet in person to hear the plans and to ask questions before being asked to commit.

Thank you for the opportunity to be of service to Plymouth Congregational Church in this matter. I look forward to discussing the listening sessions, findings and recommendations with the committee in real time.

Respectfully submitted,

Alan Wildes, Vice President
GENERIS

Appendix 1

PLYMOUTH CONGREGATIONAL CHURCH - CAPITAL CAMPAIGN LISTENING SESSIONS

Refreshments and/or food available as people arrive

1. Introduction

- 1.1. Pastor welcomes group, open with prayer, introductory remarks, introduce Generis and then leave the room. Talking points for the introductory comments:
 - 1.1.1. Thanks for coming.
 - 1.1.2. Prayer
 - 1.1.3. Why are you here? We are planning a capital campaign to culminate before Easter of 2024. As part of our planning process, we want to hear from you. Your input is important.
 - 1.1.4. Why were you invited? Everyone was invited. We wanted a cross section of people from the congregation --- new members/long-time members, old/young/in-between, regular attenders/occasional attenders, etc.
 - 1.1.5. Our hope for these meetings is that you would offer candid responses.
 - 1.1.6. We have hired Generis, an Atlanta, GA based firm, to assist with the capital campaign. Alan Wildes, Vice President, is here to conduct these sessions. We have spent a good amount of time with Alan and we are confident in his firm's abilities. You will enjoy spending time with him. Please receive him as warmly as you would receive one of our own.
 - 1.1.7. No staff will be present during your session. What you say will remain confidential, so please offer the most candid feedback you can. Pastor leaves and Alan Wildes will take over from this point.
- 1.2. What a listening session is
- 1.3. Need for candid responses
- 1.4. Focus of our discussion: Plymouth Capital campaign

2. Church Background

- 2.1. How long have people been at Plymouth?
- 2.2. What first attracted you to Plymouth? Popcorn answers
- 2.3. Is PlymouthMemorial living up to your expectations as a church?
- 2.4. How would you describe the current church environment?
- 2.5. What are you most excited about at Plymouth?

3. Plymouth Building Program – Awareness and Reactions

- 3.1. You should have received a copy of the Case for Support for the proposed project. (paper copies available).
- 3.2. What is your reaction to the proposed project?
- 3.3. Overall, what excites you most about this project?
- 3.4. What, if anything, would you change or add?
- 3.5. Are we thinking big enough?
- 3.6. If you were the campaign consultant what is the main thing I should know about Plymouth Congregational Church?

4. Wrap Up

- 4.1. Moderator's discretion

Pre-Capital Campaign Survey

Plymouth Congregational Church – Lawrence, KS

Conducted by: Alan Wildes of Generis

The purpose of this confidential survey:

1. To measure the awareness of the ministries of Plymouth.
2. To measure the level of support for a proposed capital campaign.

I. Church Background

- a. How long have you attended Plymouth?

0-5 years 6-10 years 11-15 years over 15 years

- b. Describe your involvement at Plymouth (check all that apply).

Ministry Leader/Small group leader/Sunday School teacher
 Involved in one or more ministries
 Member
 Regular attendee
 Guest

- c. Overall, the ministries of Plymouth are:

Very Effective Effective Ineffective Poor

- d. How would you rate Plymouth's efforts to keep people informed and aware of events, plans and ministries?

Very Effective Effective Ineffective Poor

- e. Please describe your perception of the overall current spirit (attitude) of Plymouth.

Very Positive Positive Fair Poor

- f. What do you perceive to be the greatest strengths of Plymouth? (Choose 3 and rank them 1 – 3)

<input type="checkbox"/> Worship Services <input type="checkbox"/> Church Staff <input type="checkbox"/> New Member Assimilation <input type="checkbox"/> Missions <input type="checkbox"/> Fellowship <input type="checkbox"/> Building & Facilities <input type="checkbox"/> Small Group Studies	<input type="checkbox"/> Children's Ministries <input type="checkbox"/> Youth Ministries <input type="checkbox"/> Music Ministry <input type="checkbox"/> Women's Ministries <input type="checkbox"/> Men's Ministries <input type="checkbox"/> Senior Adult Ministries
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- g. What do you perceive to be the greatest areas for improvement at this time? (Choose 3 and rank them 1 – 3)

<input type="checkbox"/> Worship Services	<input type="checkbox"/> Children's Ministries
<input type="checkbox"/> Small Group Studies	<input type="checkbox"/> Youth Ministries
<input type="checkbox"/> New Member Assimilation	<input type="checkbox"/> Music Ministry
<input type="checkbox"/> Missions	<input type="checkbox"/> Women's Ministries
<input type="checkbox"/> Fellowship	<input type="checkbox"/> Men's Ministries
<input type="checkbox"/> Building & Facilities	<input type="checkbox"/> Senior Adult Ministries

II. Capital Initiative Communication

- a. What message do you think is most important to communicate to the congregation to encourage their participation?
- b. What communication methods do you think would be most successful in conveying this message to the congregation? (Choose 3 and rank them 1 – 3)

<input type="checkbox"/> letters from Pastor	<input type="checkbox"/> e-mail messages from Pastor and/or initiative leaders
<input type="checkbox"/> letters from initiative leaders	<input type="checkbox"/> worship announcements
<input type="checkbox"/> church newsletter	<input type="checkbox"/> video communication
<input type="checkbox"/> church web-site	<input type="checkbox"/> text messages
<input type="checkbox"/> social media	<input type="checkbox"/> other

III. Support

- a. Do you support the vision and plan of Plymouth to raise \$ to fund the proposed sanctuary renovation project?

Yes No Not Sure

- b. As the church family moves forward with a capital campaign, will you prayerfully consider giving financial support to this campaign with a three-year commitment *over and above* your present giving through Plymouth?

Yes No Not sure

IV. Additional Comments or Questions

(All comments in this survey are confidential.)

- a. What questions do you desire to have answered regarding the project?

- b. Please tell us anything you think is important to the success of this project.
