

MISSION STUDY

DECEMBER 29, 2022

DAVIE STREET PRESBYTERIAN CHURCH

RALEIGH, NC



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Mission Study Report

Introduction

In the life of a church or any organization, change is certain and usually difficult. For Davie Street Presbyterian Church USA, 2020 (DSPC) began a particularly challenging time in the life of the church. In March 2020, COVID-19 pandemic forced the church to cancel in person services and gatherings. Rev. Dr. Byron A Wade began to hold services online from his home through YouTube. Then in August, the Session and subsequently, the congregation, accepted Rev. Dr. Byron A Wade's request to dissolve his pastoral relationship as of October 1 to accept a new post as General Presbyter of the Presbytery of Western Carolina. The congregation was elated that he was "moving on up," but also recognized the significant void that was left in our leadership, and the challenge we faced going forward. We faced a year with several wonderful guest pastors, who delivered pre-recorded messages that provided us with virtual services as we continued using mailings, Zoom and telephone contact with each other.

The Session commissioned an IPNC (Interim Pastor Nominating Committee) to search for an interim pastor. The committee quickly organized, wrote, and submitted its PIF (Pastor Information Form) and began its search. Though it took a year, in September 2021, we welcomed Rev. Dorothy Killian, a member of the Presbytery of Charlotte, to lead us into this period of discernment. This period has allowed time for us to process our thoughts and feelings while we prayerfully considered several questions:

- Who are we at Davie Street?
- What kind of church is God calling us to be?
- Where and how does God want us to serve going forward?
- What is our mission and vision?

We had a lot of work to do. The year without a permanent or interim leader during the pandemic left us anchorless, and though we had regular church worship online, there was limited personal contact. And the impact of COVID continued to haunt us into the summer of 2022. The former organization of the church failed to support us during the challenging times, and it took a while to return to some semblance of normalcy. However, as we began to awaken, we recognized that we were, indeed, still standing, and that we were ready for the challenge of rebuilding internally. We recognized that we had not lost our gift for ministry and knew that we needed to engage in conversation about the future of Davie Street in the community.

Our Mission Study process began with the Congregational Assessment Tool (CAT), Holy Cow. The assessment, discussed in more detail in this report, revealed a desire for our membership to use their gifts and talents more fully, deepen their discipleship, and impact our community in the name of Jesus Christ. From the Holy Cow congregational assessment, the

members of the Mission Study Team and others who participated in the interpretation of the assessment, became listeners of the deep conversations that were generated within the Congregation.

The history of Davie Street, the ever-changing demographics of the county, a town hall meeting with county political and charitable leaders, congregational gatherings, and collective conversations provided guidance, encouragement, faith and hope. Great ideas emerged, and many organizations within the church, such as Presbyterian Women, Presbyterian Men, and Outreach Ministry began acting immediately to connect us with the community. The CAT assisted us in identifying priorities that the membership wanted to address. Ideas generated in these congregational gatherings centered around these priorities and had the congregation envisioning themselves at its best. And, finally in October 2022, the Session was ready to tackle a new organizational model for the Church, and the Mission Study team began to flesh out the key concepts and ideas that needed to be a part of the mission and vision of the Church.

This Mission Study report represents not only the realities of the challenges faced by Davie Street, but also the faith we have in God's great love and grace. As we have studied our church, talked with its members and the community in which we worship, and had honest internal discussions about the future of Davie Street in the surrounding community, we recognize that we must evolve in ways that may be out of our "comfort zone." Nevertheless, understanding and acting on God's mission, and not losing sight of each other, God will continue to move and work through us in the years to come.

Vision Statement

To be a welcoming, inclusive, and worshiping community that partners with others to serve the needs of all of God's people.

Mission Statement

Spiritually Invite, Inspire, Teach, and Serve

History Of Davie Street Presbyterian Church

The idea of an African American Presbyterian Church in Raleigh was presented to the Board of Church Extension in early 1868. There was apprehension in the minds of the leaders of the General Church about the creation of an all-black church in the South because of the possibility of rehashing pre-Civil War hostilities.

Elder Godfrey Rainey, from the Freedmen Board of Washington D.C. and his wife came to Raleigh to explore the possibilities of a church but found that the South was not conducive to the idea at that time. He did recommend that a church school be established, and his recommendation was approved and implemented. Elder Rainey conferred with George Lane, a civic leader and large landowner. Mr. Lane secured a location on the southeast corner of Haywood and Davie Streets, where the school was opened. Elder and Mrs. Rainey and H. Spencer, a free-born African American, were the first teachers in the school. The primary focus of the school was the prescribed curriculum of the North Carolina Department of Education infused with Bible studies, industrial education, and music. Elder Rainey relinquished his post to Rev. Dr. James Crestfield.

Subsequently, the Church was organized and located on the corner of Davie and Person Streets. The land was secured from the Raleigh Methodist Church, and regular worship began in 1872. Dr. Crestfield, who was white, explained to the members of the newly created Davie Street Presbyterian Church that his true intent as a missionary was to prepare members of the church to assume the leadership of the church.

Leadership was passed to the Rev. A. A. Scott, a graduate of Lincoln University, who served as pastor for 15 years. Rev. Davis followed Rev. Scott. Rev. Davis's tenure was cut short due to ill health, and in 1889, Rev. Dr. Henry Clay Mabry replaced Rev. Davis. Dr. Mabry was a Lincoln University graduate who had been a professor at Biddle University (which later became Johnson C. Smith University). Under Dr. Mabry's leadership, the church purchased a pipe organ, which was a first for any African American Church in Raleigh. Also, under Dr. Mabry's guidance, Lucille Hunter developed as a dramatist and became Raleigh's Poet Laureate. Dr. Mabry retired in 1909 and was succeeded by Rev. Dr. L.E. Fairley, former pastor of Kinston White Rock Presbyterian Church and head of Fayetteville State University (formerly the State Colored Normal School).

Dr. Fairley directed the building of the original church structure. In addition, in 1919, he participated in the formation of Raleigh's first slate of African American municipal officers that included Elder Calvin E. Lightner, candidate for Commissioner of Public Safety; Dr. M.T. Pope, a Mayoral Candidate; and L.M. Cheek (editor of the Raleigh Independent), who was slated for the Public Commissioner position. The slate failed. In 1922, Dr. Fairley resigned and took a less strenuous position in Goldsboro.

From 1922-1927, the Rev. Bemon R. James and W. W. Mayle served the church. For the first time in the history of the church, the business and spiritual sides of the church were primarily handled by ruling Elders. However, Rev. Mayle's duration was short.

Rev. J. W. Smith came to the church in 1927. He introduced a new approach of establishing a junior church and involving the young people in every phase of the broader church's program. He organized and sponsored the first Negro Boy Scout Troop in Raleigh. During Rev. Smith's tenure, the Council of Presbyterian Men became a viable organization. Rev. Smith departed in 1941, and the following ministers have served in varying lengths of tenure: Rev. A.S. Powe, Rev. C. Andre Kearns, Rev. William Gillespie, Rev. Robert Shirley, Rev. Oscar McCloud, Rev. Frank Hutchison, Rev. John A. Bagby, Rev. James W. Brown and our most recent pastor, Rev. Dr. Byron A. Wade.

On March 24, 1996, Rev. Byron A. Wade, a M.A. graduate of Union Theological Seminary (Richmond, Va.) and a M.Div. graduate of Johnson C. Smith Theological Seminary (Atlanta, Ga.) became the seventeenth pastor of Davie Street Presbyterian Church (USA). Under Rev. Wade's direction, the church was recognized in the National Registry of Historic Places. Davie Street was also able to complete the addition of a new Fellowship Hall and Sunday School rooms. During his tenure, Rev. Wade completed the Doctor of Ministry degree through McCormick Theological Seminary (Chicago, Ill.) and served as Vice Moderator of the 218th General Assembly of the Presbyterian Church (USA).

On October 1, 2020, at the height of the COVID-19 Pandemic, Rev. Wade was called to become the General Presbyter of the Presbytery of Western North Carolina. During the year that followed, Davie Street was able to sustain its weekly Sunday Worship, Session and Congregational Meetings through the efforts of numerous New Hope Presbytery Clergy who extended themselves to serve as guest ministers and meeting moderators.

On September 12, 2021, we were blessed to receive an accomplished Interim Pastor, Reverend Dorothy J. Killian, who through the Holy Spirit, is helping Davie Street to determine how God is calling us to be a resource in this community that we serve, and to understand how to use our gifts and talents to develop a fruitful bond and a thriving partnership with a new installed pastor.

Who is Davie Street Presbyterian Church USA

Davie Street Presbyterian Church USA is in downtown Raleigh, North Carolina, in Wake County. Until about 20 years ago, the church was nestled in the heart of an urban black community. Though Davie Street is near two HBCUs (Shaw and St. Augustine's Universities), many changes have occurred in the downtown community with the opening of a children's museum, downtown public and charter elementary and middle schools, a modernized train station, and numerous venues of entertainment, along with the gentrification of the downtown area. There are significant concentrations of people of color and low-income households within walking distance of the church; however, the closing of older established businesses, limited affordable housing and services, and older residents selling their properties to move to more affordable and accommodating environments have redirected worshipers and low-income families away from the area.

Membership of Davie Street Presbyterian Church

The membership of the church is majority African American, but as welcoming as we work to be, the increase of more diverse attendees who live in the surrounding new high-rise apartments, condominiums, and houses, has not materialized. We have not given up on increasing membership; however, the strong emphases on community service and outreach in the church's mission and vision are supported by the current congregation who worships and celebrates together. During the five years preceding 2020, church attendance remained steady and having special programs for children and youth, including performances, plays, and Vacation Bible School meant that our education programs had a small, but committed population. The 2019-2020 onset of the COVID-19 pandemic, compounded by the resignation of the Pastor and the difficulty in finding an interim, presented unprecedented challenges for the membership. It was also during this time that several youths transitioned to college, and most of the children of the church were sheltered at home. Davie Street Presbyterian Church offered only a virtual adult Sunday School class and Intercessory Prayer sessions. (See Appendix A for membership information.)

Property of Davie Street Presbyterian Church

Designated as a historical landmark, the sanctuary of Davie Street Presbyterian Church is a 3,356 square foot structure with the original church built in 1871. Research shows that the original structure was wood, which was bricked in later. In the early 1920s, the sanctuary, a parlor, and a choir room and balcony were added, with the addition of a secretary's office and bathroom occurring in the 1930s. A new pastor's office, restrooms, and Sunday School rooms were added in the 1980s. No further development occurred until 2017 when the church embarked on a capital campaign to build a new Fellowship Hall, offices, Sunday School rooms, choir room, and restrooms. This expansion added over 6,400 square feet to the church, allowing for more community outreach and providing a facility that can be rented for meetings, concerts, receptions, and banquets. (See Appendix B for the church blueprint.)

Worship at Davie Street Presbyterian Church

Worship at Davie Street occurs on Sunday morning and, at times, during holy days (i.e., Ash Wednesday, Maundy Thursday, Good Friday, Christmas Eve) and special times (i.e., Men's Day, Women's Day). Known for meaningful worship experiences that deepen spirituality and support the membership's spiritual journey, Davie Street has continued to have an 11:00 am service with adult Sunday School occurring at 9:45 am and a once-a-week Intercessory Prayer Session. During the pandemic, worship took on a different look. Immediately upon closing the building, a weekly worship service was created, recorded, and made available to members via YouTube. Davie Street elected to have a YouTube channel that serves now as its livestreaming site. The service is also linked to Facebook. During the pandemic, the church bulletin along with the link to the weekly service was placed on the church's website (<https://daviestpresbyterian.org/>), so anyone seeking worship could join. It was a difficult period of isolation and upheaval, but updates from the IPNC and other church news were available in the recorded service to help nurture the church community.

As Davie Street Presbyterian Church has transitioned back to in person services, more of the congregation and guests attend 11:00 am services. We recently reinstated the in-person, children and youth Sunday School program at 9:45 a.m. Also, based on feedback and requests from the Education Ministry Team, we are experimenting with a separate and age-appropriate children's message during the Interim Pastor's Reflections portion of our Sunday service. Prior to COVID, an age-appropriate children's message was incorporated into the first and third Sunday service before the pastor's sermon. While waiting to certify the safety of the sanctuary, services are held in the new Fellowship Hall and livestreamed to reach not only the Davie Street membership but also others who are looking for an inspirational service.

Finances of Davie Street Presbyterian Church

The Finance Ministry Team oversees the church's finances and reports monthly to the Session. Team members provide financial guidance and review financial statements on a monthly and yearly basis. Every three years, congregational members are asked to make financial, time, and talent pledges. These pledges, along with yearly budget requests from all organizations, assist the Finance Ministry Team in building the church's yearly budget. In the last three years, the projected budgeted income has been greater than the actual income. Actual expenses are being monitored and are decreasing. The Davie Street commitment to missions and service remains solid with finances, time and talent. Recognizing the commitment to paying for the new Fellowship Hall, the Capital Campaign committee continues to challenge the membership by finding ways to pay off the mortgage. (See Appendix C for Financial Information.)

Demographics Summary

Davie Street Presbyterian Church is located on the fringe of a growing, racially diverse population. The population is expected to increase with the poverty level declining. This is probably due to the reduction in affordable housing which will reduce the number of low-income families who are able to remain in the area. Families with children will remain close to the same rate. Housing will be in demand with a low vacancy rate of only 6%. The law of supply and demand being what it is, we can expect housing costs to continue to rise – even as interest rates increase.

While Davie Street Presbyterian Church has an aging congregation, the areas surrounding the church show a younger demographic with 28% of the population averaging a 35-54-year-old age range and 17% aged 5 to 17 years. There are plenty of opportunities to meet the needs of the younger generations especially since there are more family households. However, we cannot discount the fact that 26% of the population is 55 or older.

The educational attainment and income-level are increasing, but we cannot ignore the fact that two blocks from the church – even with the higher-than-average educational attainment - the salaries are still low and unemployment levels are still high. This indicates opportunities for job hunting and job skills training/re-training opportunities that may be a community need.

In conclusion, there are several opportunities for this historically African American congregation to have a major impact on the community. (See Appendix D for additional demographics information.)

Mission Study Process

We understand that survey data is not the end of the conversation but the beginning for our Mission Study. We selected Holy Cow's Congregational Assessment Tool (CAT) and customized the instrument to:

- measure the level of satisfaction and energy in the congregation
- identify the critical success factors for improving our congregational climate
- pinpoint the strengths of our congregation's culture
- discover how members would like to move forward
- gauge our readiness for change
- prepare for a search for our next pastor
- gain some awareness of the focus to improve our church and ensure the happiness of our congregation
- affirm our identity and how we can best focus our gifts
- channel our own energy into what we can do
- provide us with a reality check and identify our focus areas

While awaiting the results from the CAT, the Mission Study Team held a Community Leadership meeting. To ensure the team addressed COVID-19 protocol, community leaders gathered in our Fellowship Hall to discuss the community needs from their perspectives.

Davie Street Presbyterian Church Community Leaders Meeting

In keeping with the congregation of Davie Street Presbyterian Church's longstanding commitment to community engagement and COVID-19 protocol, a meeting was held on Monday, July 18, 2022, in the church's fellowship hall, with community leaders, public and elected officials. The purpose of the meeting was to seek community input regarding critical issues impacting the community and to determine partnership opportunities where the congregation and the community may collaborate to address these issues.

In attendance were approximately 40 participants including residents from the surrounding community, elected officials, community-based organizations, university administrators, governmental administrators, and other church representatives. Each representative provided insights concerning current community engagement programs and future initiatives.

After an extensive dialogue, several critical issues were identified that offered potential collaborative opportunities including homelessness, hunger and food disparities, access to affordable housing, access to family-oriented shelter, career preparation, student mentorship, and access to government information and resources. We recognized that to effectively address many

of the issues, it is easier to partner with existing organizations that have programs in place. Our church ministry teams have recently partnered with community organizations, local churches, and public and private schools to support community needs. We continue to follow-up with community organizations to identify future collaborative opportunities. Participants expressed appreciation for potential collaboration between Davie Street Presbyterian Church and their respectful organizations. (See Appendix E or list of attendees.)

Congregational Gatherings

Once we received the results from the CAT and an interpretation provided by trained Holy Cow interpreters who are members of New Hope Presbytery, we conducted five Congregational Gatherings. Our goal was to identify how we will move forward to the vision and mission to which God is calling us. We divided the top thirteen priorities into three categories, 1) encourage greater participation in church programs and projects, 2) expand our mission, outreach, and education ministry to address the needs of all people, and 3) change or improve the music of the church to deepen our worship experience. (See the complete list of priorities in Appendix F.)

Congregational Gathering 1

During this gathering, we delivered the results from the CAT to the congregation and had a candid discussion about what the results meant for the congregation. The CAT Executive Summary is provided in Appendix G.

Congregational Gathering 2

This gathering required us to examine ways to encourage greater participation in church programs and projects. We held small group discussions, both in-person and virtually, to discuss priorities 1, 2, 10, 11, 12 and 13. Most of the suggestions required inviting people onto the church property. For example:

- Identify members' skills, talents, and interests and invite them to use them
- Hold a community meeting or canvas neighborhood to identify community interests/needs, then appeal to the community using the information provided
- Provide separate children's worship services
- Have different featured events and invite our neighbors
- Invite high school and college choirs to sing
- Hold different contests (e.g., poetry, singing, drama, choir, talent),
- Offer classes (e.g., cooking, writing, college applications, public speaking, budgeting, estate planning, etc.)
- Sponsor Parents' Day Out babysitting services
- Reinstate food pantry
- Send welcome letters to new homeowners in the community
- Re-implement outdoor services
- Have a food truck rodeo in the three parking lots
- Offer outdoor concerts
- Hold college alumni days during worship

Congregational Gathering 3

In this gathering, we examined priorities 3, 4, 5, 6, 7, and 9. Again we held in-person and virtual small group discussions. From this meeting we received suggestions to address ways to expand our mission, outreach and education ministry to address the needs of all people. The suggestions require our members to go out into the community. For example:

- Adopt schools and actually volunteer to read or tutor students
- Develop summer in school lunch program for school children troubled with food insecurity.
- Partner with neighboring universities to provide digital gaming activities for youth.
- Plan chartered bus, family oriented, sporting trips.
- Sponsor sporting activities
- Schedule visits to local colleges
- Create and distribute a Community Newsletter
- Continue participating with Habitat for Humanity program to help build homes
- Identify corporate and other organizational grants to raise money to support mission and outreach efforts
- Identify what DSPC is capable of providing to prison ministry
- Hold concert/worship service at senior center/assisted living facility
- Provide van services for trip to the polls
- Offer Meals on Wheels services
- Identify and partner with existing charitable programs to provide assistance to those in need (e.g., migrant workers, people who are homeless, international student programs, etc.)

Congregational Gathering 4

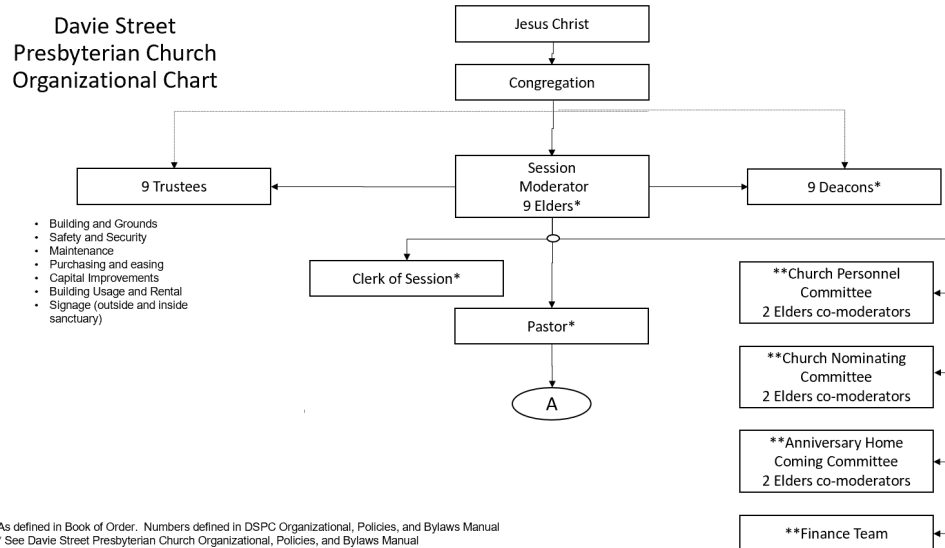
At the time we held this discussion about music, we were actively searching for a Music Director. We held a lively discussion about ways to change or to improve the music of the church to deepen our worship experience. Suggestions included increasing the salary offered for a Music Director. The congregation was looking for someone who could direct the choir in all music genres. On November 12, 2022, we hired a Music Director with the appropriate skills to fulfill our music requirements.

Congregational Gathering 5

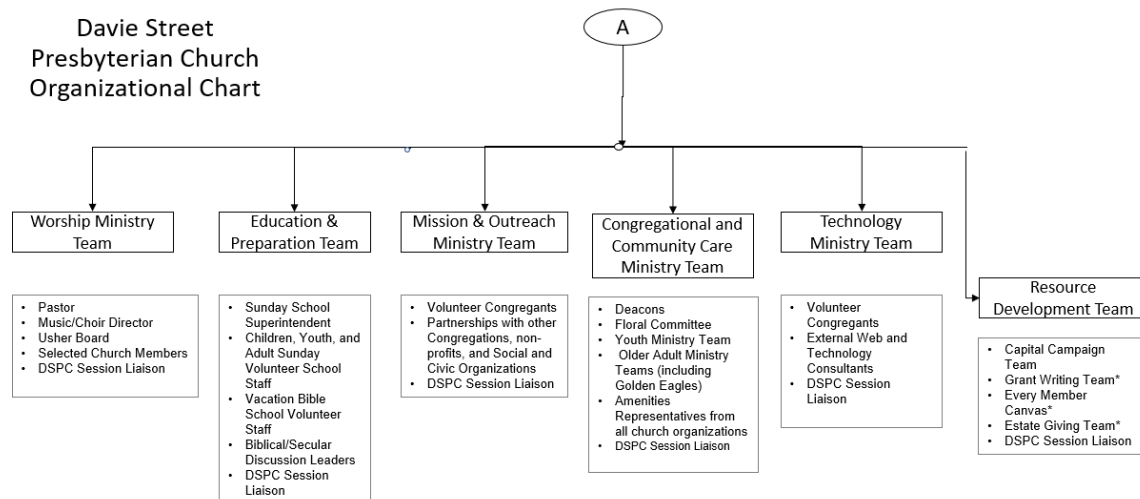
We added one more gathering to focus on all of the previous discussions and prayerfully discern God's calling for our church. We worked in breakout groups to answer 1) What matters to God, 2) What excites the session and the congregation of Davie Street Presbyterian Church, and 3) Do the congregation and the session have an honest, transparent relationship with each other.

From these meetings and encouragement from our interim pastor, we revised our Mission and Vision Statements, and restructured our organization.

Organizational Charts

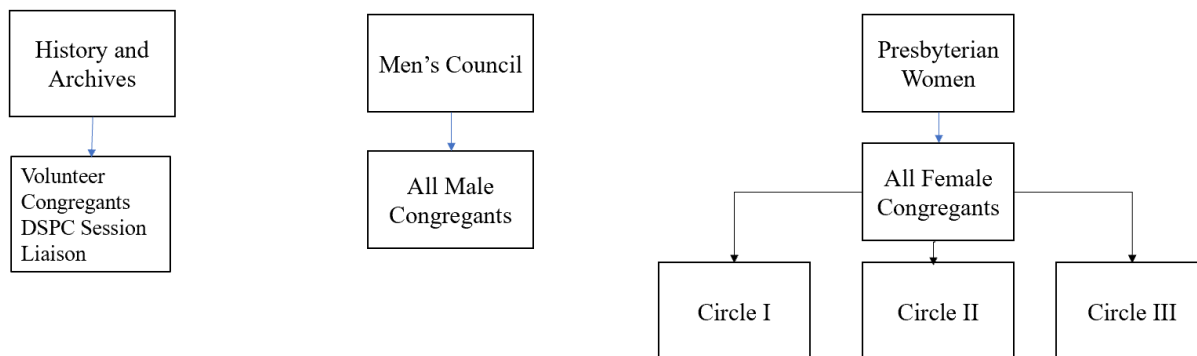


NOTE: We recently reorganized our ministry teams and are in the process of restructuring our programs to focus on the priorities identified in the CAT results and post COVID.



Note: The Resource Development Team categories that are noted by an asterisk (*) have not been populated yet.

Other Organizations



(See Appendix H for a description of each organization.)

Our Focus Moving Forward

During its 154-year history, DSPC has been a congregation of spiritually focused members with an intentional community focus. Welcoming new members has remained a priority, and like other congregations, DSPC has experienced a decline in membership of younger members seeking educational and professional opportunities, as well as the desire for a different kind of worship service.

In keeping with our community engagement legacy, DSPC is continuing to identify and address the spirituality of both the congregation and local community. To adequately address these priorities the congregation will strengthen its internal communication structure and implement a joint ministry team planning process. The congregation also acknowledges the significant benefit in partnership opportunities with current and future community-based organizations. The membership believes partnership opportunities will broaden our community impact.

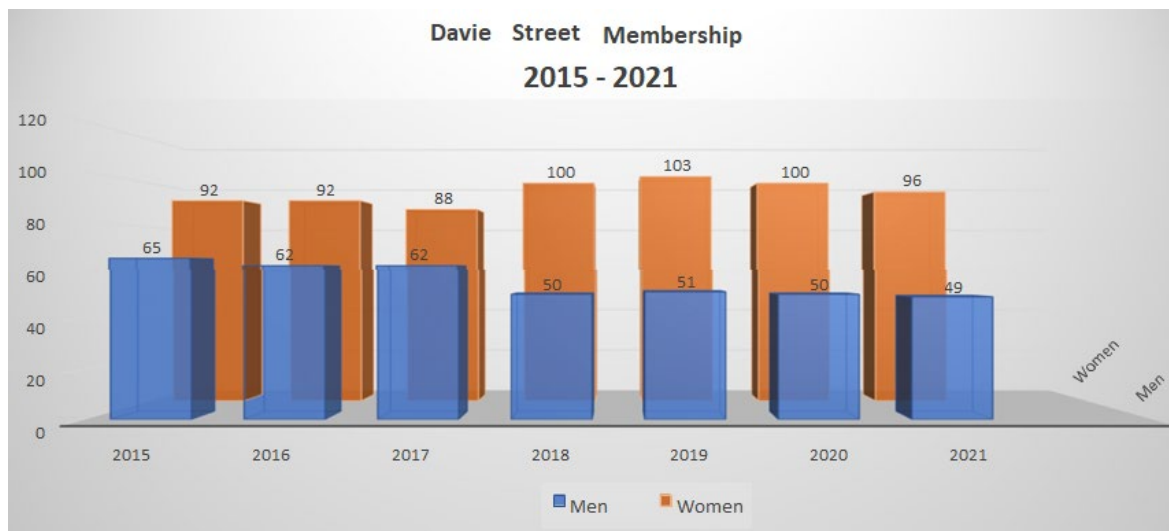
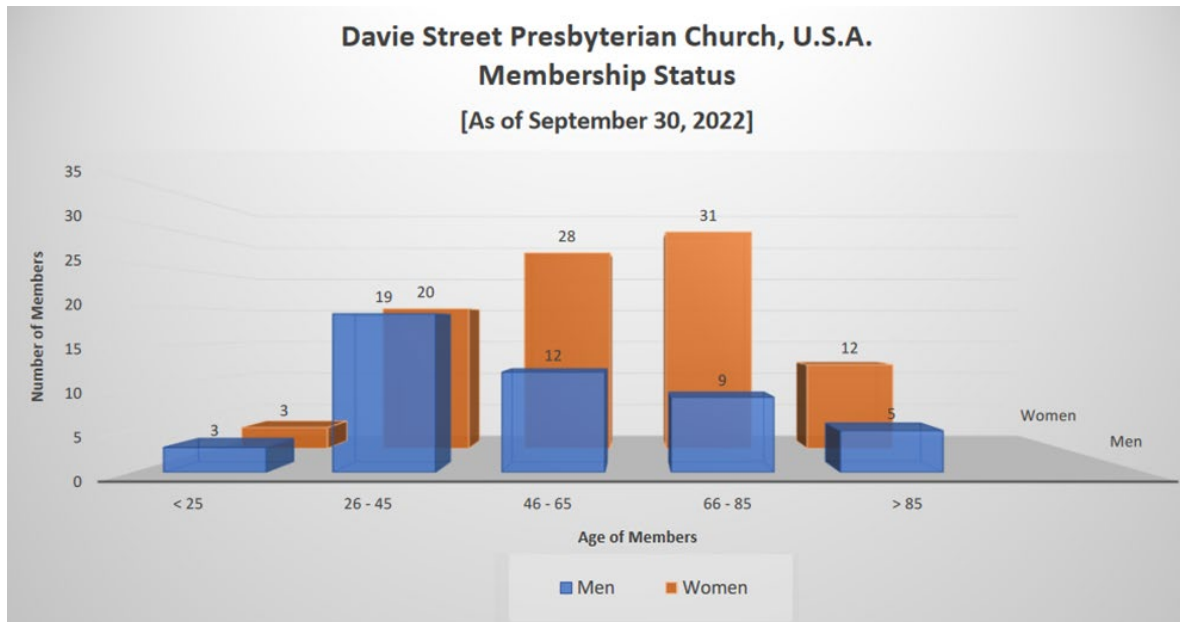
As identified in our church Mission Statement, moving outside of the church remains a priority. In order to accomplish this successfully, we have used the results of the congregational assessment, the discussion held with the community leaders, and the congregational gatherings to identify ways that Davie Street Presbyterian Church can:

- work to renew and revitalize the community around the church by building coalitions with partners
- provide direct services to meet the needs of our identified community demographics
- prioritize our mission and outreach focus for greater impact in the community
- serve as an advocate for social and institutional change to reflect the values of the kingdom of God.

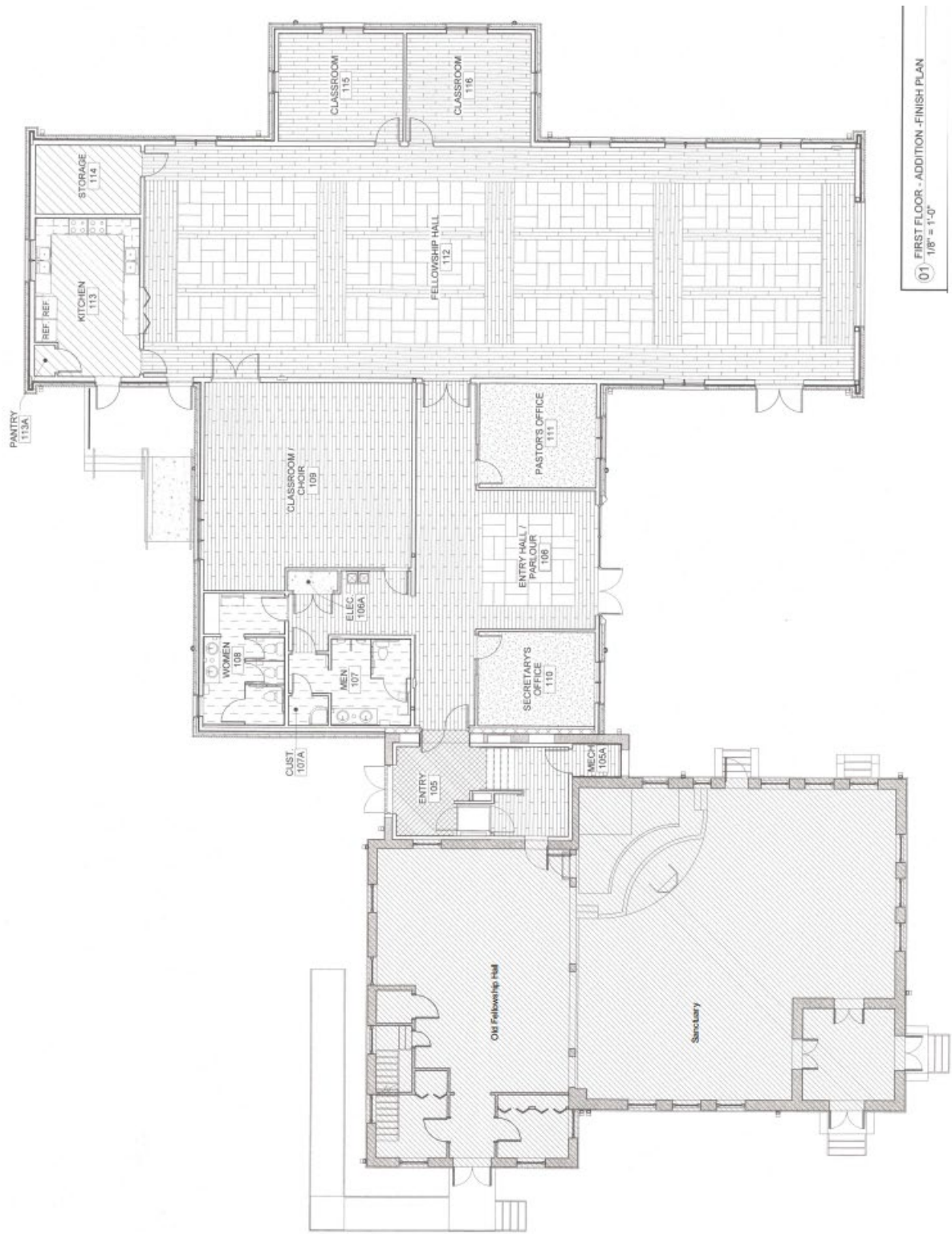
APPENDICES

Appendix A: Membership Information

As of September 30, 2022, Davie Street Presbyterian Church had one hundred and forty-two (142) members. The Clerk of Session validated our membership count based on Davie Street Presbyterian Church's Organizational, Policies, And Bylaws Manual.



Appendix B: Property Floor Plan



Appendix C: Three-Year Financial Summary

Although actual income in 2022 is not as robust as it was in the two previous years, given the effects of the pandemic from 2020 to 2022, Davie Street has remained financially strong.

	YTD 2022 (2022 as of 11/2022)	2021	2020
Budgeted Income	\$296,859.63	\$294,846.73	\$309,014.00
Actual Income	\$236,938.91	\$260,549.96	\$268,161.83
Actual Expenditures	\$257,384.77	\$201,159.17	\$298,783.49

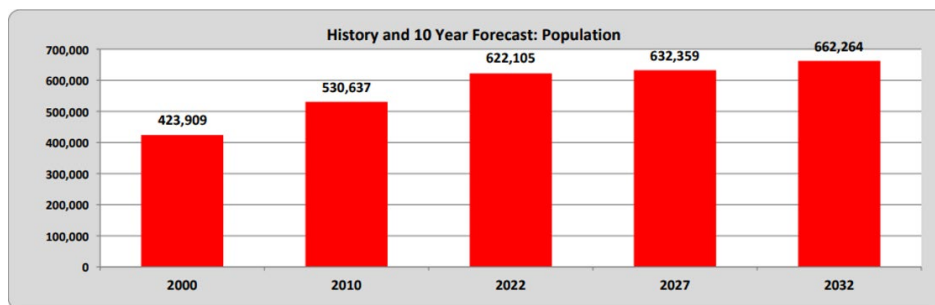
Appendix D: Demographics

The demographics review was taken from two sources:

The *Fullinsite Report* was prepared for Davie Street Presbyterian Church by Presbyterian USA and taken from the US Census Bureau, Experian and Synergos Technologies information. The report reviews the past, present and future demographics within a 10-mile radius of 300 East Davie Street.

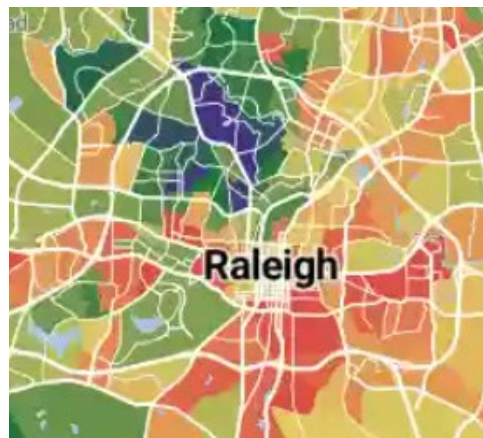
The Raleigh demographics maps were provided by the *Best Neighborhoods Website*. These maps are based on US Census data plus marketing material depicting a close-up of areas surrounding 300 East Davie Street. This information includes current demographics only. Please note that there are fourteen (14) Presbyterian Churches in Raleigh, NC. Davie Street Presbyterian Church is the only historically and predominately African American Presbyterian church in the city.

Population Change



Population is the most basic demographic characteristic. It indicates how many persons reside within an area and how it has and will change over time. The area is projected to continue to experience an increase. Today, there are 622,359 people living within a 10-mile radius of our church. By 2032, there will be almost 40,000 more residents here.

Household Income



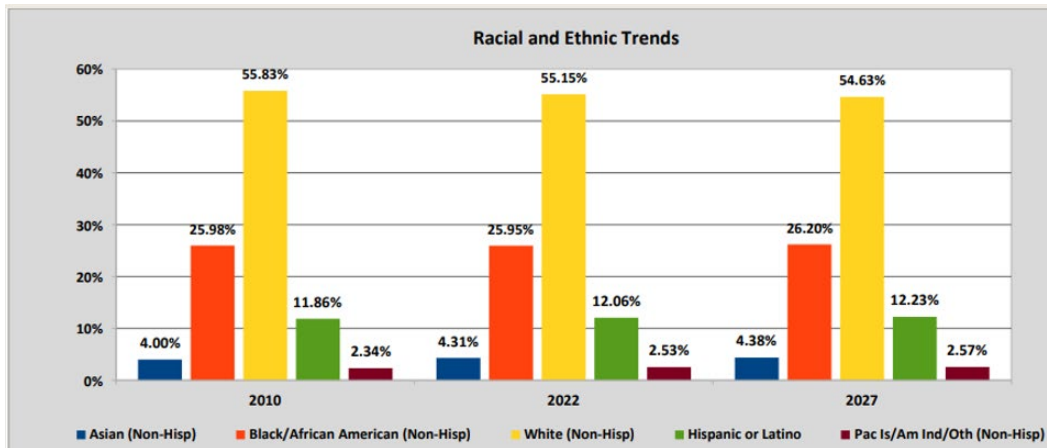
Household Income Key



The map, shown to the left, provides a big picture of the whole of wake county household incomes. The legend identifies the color coding that we see on the map.

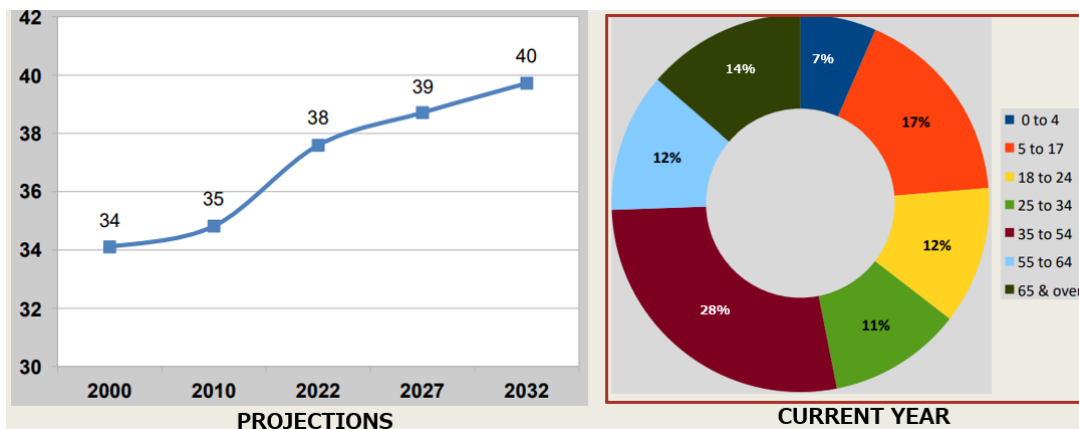
While the median household income in Raleigh is \$83,481, our church is in the southeast area on the fringe of average and lower incomes.

Racial Trends from 2010- 2027



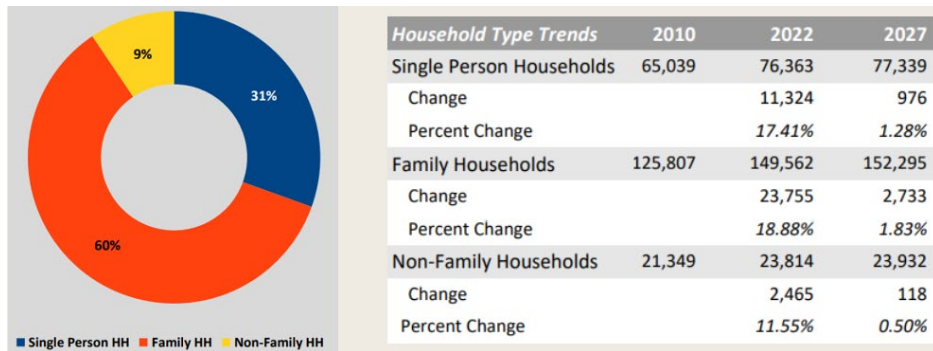
The bar graph shown above, indicates that by 2027, the area within the 10-mile radius is expected to change by a decrease in the white population. All other races and ethnic groups are projected to increase.

Average Age of Area Population



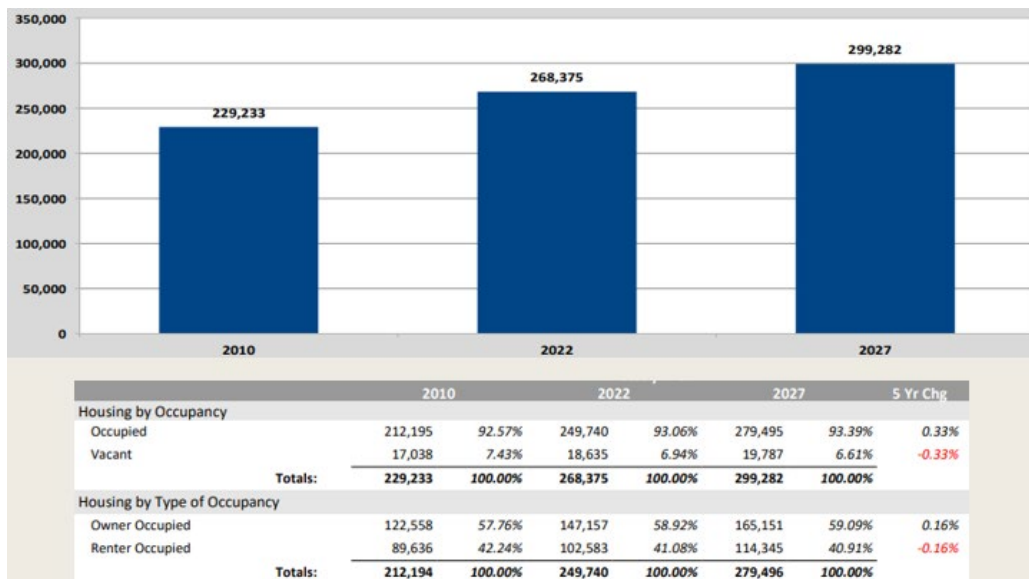
The average age of the population in the 10-mile radius around the church is expected to have changed from 2000 to 2032 by 6 years from 34 in 2000 to 40 in 2032. The largest population by age is the 35-to-54-year-olds weighing in at 28%. As indicated, 17% are between ages, 5-to-17-years-old followed by 65 and over weighing in at 14%. The area closest to DSPC has high concentrations of “very young,” young, and middle-aged residents.

Household Types - Current and Projected



Currently, the largest household structure in our 10-mile radius is family households. This includes blended family structures. Non-Family Households include empty nesters.

Trends in Housing



The graph, shown above, indicates the change in owner occupied housing in the area. The areas directly around the church are heavily inhabited by a mixture of homeowners and renters. By 2027, there will be less than 7% vacant housing in the 10-mile radius around DSPC. Owner occupied residents will continue to increase.

Appendix E: Community Leaders Meeting Attendees

The attendees at the community leaders' meeting included:

Bank
Mechanics & Farmers Bank
Other Churches
First Presbyterian Church of Raleigh
West Raleigh Presbyterian Church
First Presbyterian Church of Burlington, NC
City & State Staffers
Governor's Office - Human Relations Commission
City Manager
City Planning
Raleigh Police Department, Community Liaison
Universities
Shaw University
St. Augustine's University
Community Representatives
Ms. Edna Ballentine
Ms. Lonnette Williams
Urban Ministries – Mr. Nicholas Robertson
Elected Officials
City Council Rep
NC State House Representative
NC State Senator
Wake County Sheriff
Wake County Commissioner
Wake County School Board

Appendix F: CAT Results (List of Priorities as Identified by Respondents)

Congregational Gathering 2

We reviewed CAT Priorities 1, 2, 10, 11, 12 & 13

Rank	Priority	Mean
1	Make necessary changes to attract families with children and youth to our church.	4.09
2	Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.	3.88
10	Deepen our sense of connection to God and one another through stronger worship services.	3.13
11	Strengthen the process by which members are called and equipped for ministry and leadership.	3.09
12	Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc.).	3.08
13	Develop the spiritual generosity of the people to financially support the ministry of the church.	3.00

Congregational Gathering 3

We reviewed CAT Priorities 3, 4, 5, 6, 7 & 9

Rank	Priority	Mean
3	Work to renew and revitalize the community around the church by building coalitions with partners.	3.65
4	Develop ministries that work toward healing those broken by life circumstances.	3.55
5	Expand outreach ministries that provide direct services to those living on the margins of society.	3.48
6	Work as an advocate for social and institutional change so that society might better reflect the values of the kingdom of God.	3.41

7	Provide more opportunities for Christian education and spiritual formation at every age and stage of life.	3.33
9	Strengthen the management and support of persons in various ministries.	3.13

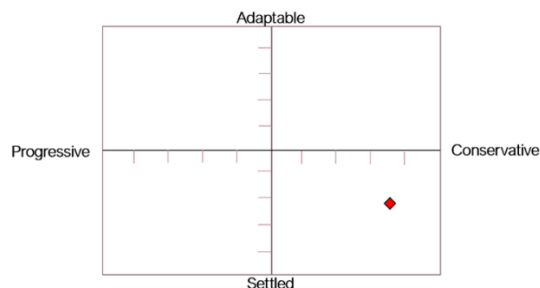
Congregational Gathering 4

We reviewed CAT Priority 8 and wrapped-up priority discussion.

Rank	Priority	Mean
8	Change or improve the music of the church to deepen our worship experience.	3.3

Appendix G: Holy Cow Executive Summary – DSPC USA

Out of the 114 people who were invited to participate in the Congregation Assembly Tool, 101 people responded. Based on the CAT results, DSPC is considered a conservative, settled church.



DSPC is considered “more conservative” based on our responses of *Tend to Agree*, *Agree* and *Strongly Agree*.

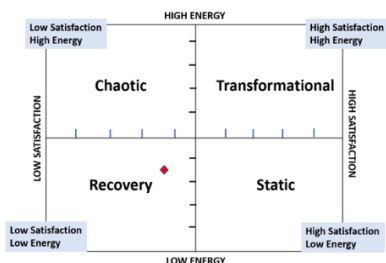
Theo #	Comment	Score
1.	Our Converting people to Christ must be the first stop at creating a better society	67.52
2.	Our congregation is committed to abide by the unchanging, historic faith as handed down through the centuries.	92.40
3.	Scripture is the Moral Word of God, without error, not only in matters of faith, but also in historical geographical and other secular matters.	71.50
4.	The main purpose of Christian education is to help people know what is in the Bible.	72.80

DSPC is considered “less flexible” based on our responses of *Tend to Agree*, *Agree* and *Strongly Agree*.

Flex #	Comment	Score
1.	Our members welcome changes in worship.	48.9
2.	Our church tends to stay very close to established ways of doing things.	94.7
3.	We are willing to adapt our worship to the needs and circumstances of the people we want to reach in our local community.	64.1
4.	Our church changes its program from time to time to meet the changing needs of its members.	63.9

Four critical factors were measured: 1) overall levels of satisfaction, 2) level of energy (Health and Vitality), 3) performance in 8 areas of ministry, and 4) theological perspectives and adaptability.

Satisfaction and Energy (Health and Vitality)



8 Areas of Ministry Measured (Percentiles)

Hospitality	39	Morale	37
Conflict Management	71	Governance	63
Spiritual Vitality	76	Readiness for Ministry	48
Engagement in Education	32	Worship & Music	17

Appendix H: Organizational Descriptions

Ministry Team Descriptions

NOTE: We recently reorganized our ministry teams and are in the process of restructuring our programs to focus on the priorities identified in the CAT results and post COVID.

Worship Ministry Team

Comprised of the Pastor (or designee), Director of Music, and selected church members, the team plans, coordinates, oversees, and sets the direction of all worship services.

Education and Preparation Ministry Team

Comprised of members who are dedicated to planning, coordinating, and delivering a ministry that attends to the Christian Education needs of members and guests of all ages, the team will be responsible for establishing curricula, working out logistics, and ensuring the church provides quality educational and spiritual development.

Mission and Outreach Ministry Team

Comprised of congregants who have a heart for people and their well-being, the objective of this team is to proclaim the gospel of Jesus Christ through modeling His work as it relates to all people within the community, coordinating activities and experiences to engage congregants in mission and evangelical development and awareness.

Congregational and Community Care Ministry Team

Comprised of members to include Amenities Representatives from Presbyterian Women and Circles, the Men's Council, the Floral Committee, Hospitality Committee and Older Adult Ministry (Golden Eagles), this ministry team focuses on the well-being and support of community members experiencing special life events (graduation, birth, death, etc.). When there are community concerns that impact the church, the team may recommend services/programs to the Outreach Ministry Team to alleviate the issues.

Technology Ministry Team

Comprised of members who work with external consultants to deploy the church's audiovisual equipment, social media platforms, church website, and other platforms, the team assists with developing a coordinated and concise message that will inform and inspire members and visitors to hear and live the gospel of Jesus Christ.

Resource Development Ministry Team

This Ministry team works with the Finance Team and focuses on identifying and sustaining Davie Street Presbyterian church's current and future financial needs.

History and Archives Ministry Team

Comprised of members who will curate printed materials, photographs, artifacts, and other materials that trace the church's history and community involvement to determine how to record, store and display current church records, artifacts, and other materials.

Standing Committees

Church Nominating Committee

Comprised of the membership outlined in the Book of Order, the Nominating Committee is elected each year during the congregation's annual Winter Congregational meeting as described in DSPC's Policies and Procedures Manual. This committee is responsible for preparing the slate of officers brought to the congregation at its annual Fall Congregational meeting.

Once the Church Nominating Committee is elected, the members will undergo two training sessions that will occur in late spring or early summer and will be trained in the following - Biblical Leadership examples, Book of Order references to officers' duties and responsibilities, and compose a process timeline from the day of training until the Fall Congregational meeting.

Church Anniversary Committee

Comprised of two Elders, acting as co-moderators and elected church members. The goal of this committee is to plan and organize the activities that will be offered during Davie Street Presbyterian Church's anniversary/homecoming observance.

Church Personnel Committee

Comprised of representatives from each leadership team, the goal of this committee is to fill church personnel needs and performance reviews with the exception of the Pastor's position.

Other Organizations

Men's Council

The Men's Council of Davie Street Presbyterian Church is open to all male congregants to aid in our men's ministry and to equip and train the Davie Street Presbyterian men to pursue God's will through mission outreach, leadership, and discipleship.

Presbyterian Women

The Presbyterian Women organization is open to all female congregants. It offers women in the church meaningful ways to live out their faith amid a caring community of women.

As part of the mission of the Presbyterian Women of Davie Street Presbyterian Church, the women sponsor several outreach ministries.

Presbyterian Women is divided into small groups called "circles." There are three circles at Davie Street Presbyterian Church, which have a rich history of nurturing each woman's faith through prayer, Bible study, community building, mission outreach, and the opportunity to foster fellowship with the church