



OAKLAND
PRESBYTERIAN CHURCH
— ROOTED IN CHRIST —

Mission Study Report 2025

Approved by Session March 20, 2025



Oakland Presbyterian Church

More than a place to worship; more than a center for the community.

We are the spiritual center of our community, sharing God's love by word and deed.

Glorify God ~ Make Disciples ~ Change the World

WHO WE ARE

Today

We are a congregation that gives glory to God through both traditional and praise worship. We enjoy fellowship together. We care for one another. And we are deeply invested in serving our community. Our doors are open seven days a week; and our members are active in a variety of ministries.



By the numbers (2024)

- Members: 255 (115 long-inactive members removed in 2024)
- Worship attendance: 160
- Leadership: 14 elders (reducing to 12); 12 deacons
- Staff: 2 full-time; 7 part-time
- Budgeted revenues & expenses: \$595,153

Read more about who we are in Appendix A (USCMS Survey)

Who We Are

Committees:

Admin-Stewardship

Adults

Congregational Life

Kids, Students & Families

Mission & Outreach

Property

Worship

--

Boards: Deacons

Preschool

Presbyterian Women



Vacation Bible School



Pumpkin Patch



Crafters Mission Group



Youth Group

WHO WE ARE

Past as Foundation for Future

We are a family of faith that has deep roots in our community. The families that founded our church were the ones that grew our town. Over the past 138 years we have welcomed next generations and newcomers from all over who call Oakland their home and Oakland Presbyterian their church home.

Being “rooted in Christ” and in our local community has made us strong and resilient. It has also given us a heart for the families in our community. Our mission continues to be centered on the community and focused on providing programming for children and youth like our preschool, scouts, music instruction and more.



Read more about our Church History in Appendix B.

WHERE WE ARE PLANTED

Our community

Oakland has grown from a rural agricultural town into the center of a thriving residential hub in West Orange County. Even as the conveniences of city life have come to Oakland, the town of Oakland has retained its small town charm.

... and How It's Changing

- Population increasing almost 20% over next five years
- Average age increasing
- Per capita and household income increasing
- More married couple families than state average
- Educational attainment higher than state average; more white collar workers than state average.

Read more about our local area in Appendix C (Mission Insite Report)

MISSION STUDY
REPORT 2025



WHERE WE ARE PLANTED

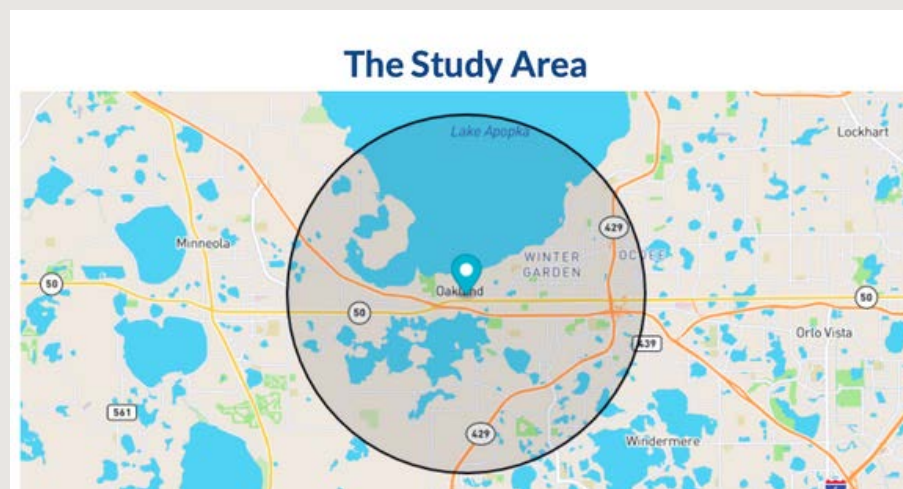
Emerging Needs

Rapid growth in our region has put demands on our community. Our members recognize the need to prioritize meeting the growing need by being a presence in the community and providing programs for children and youth--with the mission focus being on youth; food and hunger programs; and serving the poor and homeless.

See Appendix A (USCMS Survey)



... and How We're Being Called to Meet Them



Oakland will continue to be a “go-to” place for the community: support groups; music, scout and sports programs; to sew or study, host events, buy a pumpkin, and vote. Our members will continue to go into the community to serve food, build houses, offer scholarships and more, as we share God’s love in tangible ways. We know we must do a better job communicating who we are and why we do what we do to both engage our congregation and better serve our growing community.

Read more about what the Focus Groups had to say in Appendix D.

WHO GOD IS CALLING US TO BE

Congregational Survey



Our members feel a lot of positive energy at OPC and find participating in church events meaningful. The top 3 things worshipers love about this church:

- Sunday worship
- The people
- The preaching

Priorities established by USCMS Survey respondents: being a presence in the community--with the mission focus being on children and youth programs; food and hunger programs; and serving the poor and homeless.

The survey also revealed the need to serve our members who are sick, elderly, lonely or need care; strengthen bonds within the congregation; and help our members become better disciples through spiritual formation opportunities.

Read full USCMS Survey results in Appendix A.

WHO GOD IS CALLING US TO BE

Congregational Listening -- Focus Groups



The first Focus Group session hosted by the PNC invited participants to share about our engagement with the community. Responses stressed promoting awareness through better communication; and to prioritize and focus activities. We see ourselves as warm and welcoming, caring, open and outgoing; and we want the community to see us that way as well.

The second Focus Group Session invited participants to explore enhancing the church's engagement in the mission priorities revealed by the USCMS survey.

In addition to improving the visibility of these missions through better communication, respondents proposed putting an emphasis on personal invitations, volunteer mentoring, and making it easier to step up to serve.

Participants also suggested other missions on which the church should focus, and ways to be more welcoming at church and visible in the community.

Read more in Appendix D (Focus Group Summary)

HOW OUR NEXT PASTOR CAN HELP US

Pastoral Leadership & Responsibilities

The congregation seeks a pastor who:

- is a good listener;
- is self-motivated and takes initiative; and
- is wise and discerning.

Members prioritized these areas of responsibility for the next pastor:

- preaching inspirational sermons,
- planning and leading worship, and
- recruiting new members.

See Appendix E for full results of the survey on leadership traits and areas of responsibility

The third Focus Group session invited participants to tell the PNC directly about how previous pastors had positively impacted them and what qualities they would like to see in our next pastor.

See responses in Appendix D (Focus Group Summary)



HOW OUR NEXT PASTOR CAN HELP US

Setting Goals

Session is using the results of the several surveys and the notes of congregational listening at the Focus Groups to set goals for the rest of the interim and the transition to the next pastorate.

The first S.M.A.R.T* goal setting activity resulted in the following short-term goals:

- First goal
- Second goal
- Third goal

*Specific, Measurable, Attainable, Relevant, Timely

Picture of Session in action here.

Additional goals revealed in the S.M.A.R.T. process include:

- One
- Two
- Three

The church's finances are reported in summary form in Appendix F.

APPENDICES

Appendix A -- USCMS Survey

Appendix B -- Congregational History

Appendix C -- Mission InSite Report

Appendix D -- Focus Group Summary

Appendix E -- Pastoral Traits & Responsibilities Survey

Appendix F -- Financial Report

APPENDIX

A

USCMS SURVEY RESULTS



USCMS

U.S. Congregational Mission Survey

DISCERN YOUR PATH

Congregation Report

Monday, December 9, 2024

Oakland Presbyterian Church

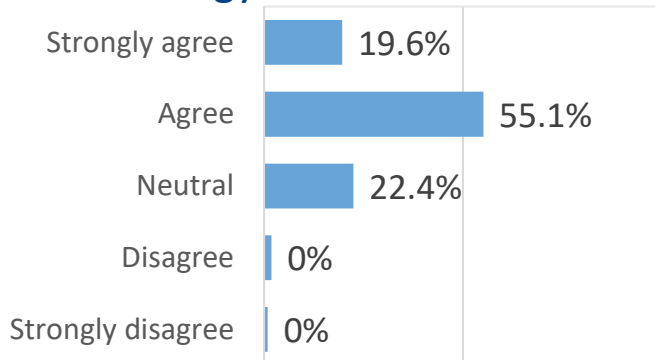
Total
Respondents:

MISSION REPORT

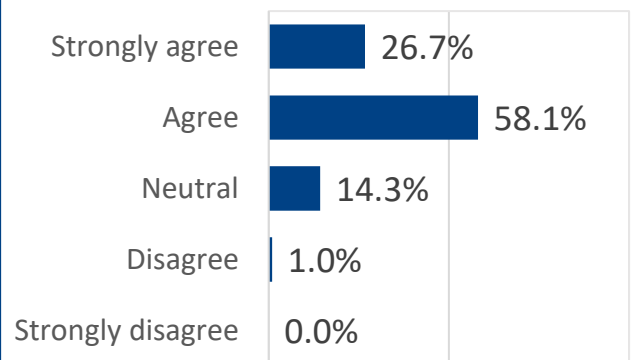
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Your priority and mission	Priority for Worshipers Being a Presence in Our Community	Mission Focus Serving the Youth in Our Community
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I feel a lot of positive energy at this church



Participating in church activities is very meaningful



The top three things worshipers love about this church

Sunday Worship

The People

The Preaching



I thank my God every time I remember you, constantly praying with joy in every one of my prayers for all of you, because of your sharing in the gospel from the first day until now. I am confident of this, that the one who began a good work among you will bring it to completion by the day of Jesus Christ. (Philippeans 1:3–6)

We recommend sharing the results first with your leadership, during a leadership meeting. We pray that when you read these reports that you do not do so with either discouragement or pride, but instead find your center in a spirit of faithfulness that assures us all that Christ is not finished with any of us yet.

Consider this the beginning of discernment, not the end of it. This report provides you with information, which we hope will reveal where your congregation's energy and resources can be most effectively focused. Remember, this report is not a judgment of your congregation or its ministries. Rather, it is an assessment of your congregation and its mission, ministry, and outreach needs according to your worshipers.

The cover page of this report provides you with some key overall data. First, take note of how many respondents you had. What percentage of your worshipers took the survey? Next, identify your congregation's top focus and ministry interest. How does it compare to what you are already doing? Now turn your attention to how your worshipers responded to the questions "I feel a lot of positive energy at this church" and "Participating in church activities is very meaningful to me." Do most consider this statement to be true? Finally, identify your top three things worshipers love about this church. Do they surprise you? Why or why not?

The following pages give you a deeper look into your congregation. The first page contains an overview of the question "who are we?" by exploring the life of faith and beliefs of your worshipers. Then it explores what worshipers love about this church. The next page seeks to look at "who is our neighbor?" by examining what worshipers see as the greatest need in their community by both asking them and also looking at where they spend their own time, talent, and treasure outside of church.

Finally, there are two background pages: one regards your congregation and one provides some demographics of your worshipers. Do you have many people attending your church who have not joined? Is the reported political and theological diversity about what you expected? Why or why not? Are there any other responses in these sections that surprise

Oakland Presbyterian Church

WHO ARE WE?



Presbyterian Church (U.S.A.)
Research Services

"The righteousness that comes through faith in Christ, the righteousness of God based on faith." Philippeans 3:9b

What characterizes your life of faith? What do you believe?

This section explores the church on two levels. First is the individual level, which is done through examining the personal faith and beliefs of the worshipers. Second is the institutional level, in which we examine what worshipers love most and least about their church.

Our life of faith

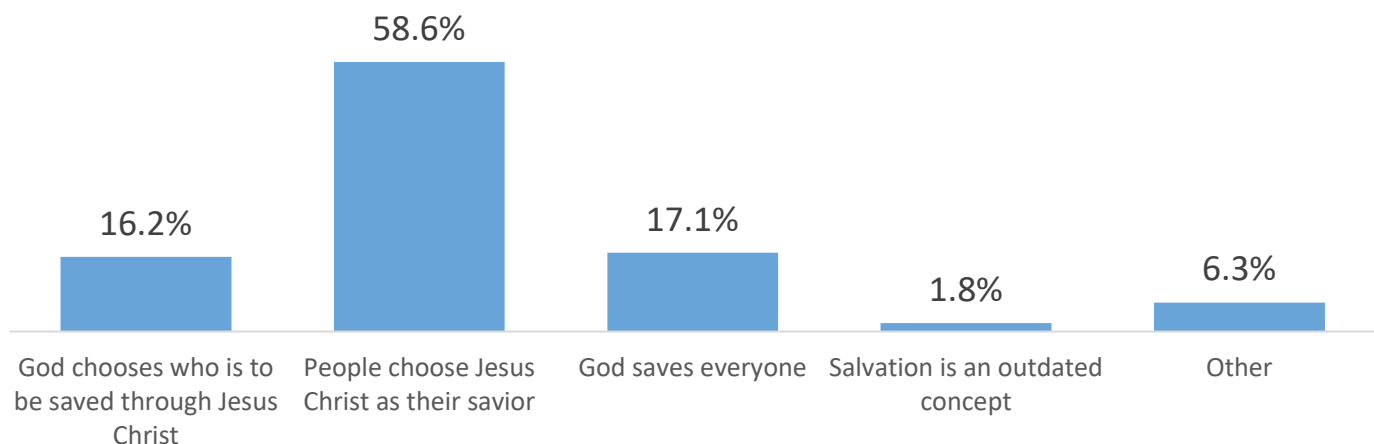
The following items measure the spirituality of members.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
I work to connect my faith to all other aspects of my life.	1%	0%	6%	46%	47%
My spirituality is the basis of my whole approach to life.	1%	1%	17%	49%	32%
I experience the presence of God in my life.	1%	0%	3%	38%	58%

The following items measure members' beliefs.

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
The only way to be saved is through Jesus.	2%	1%	15%	24%	59%
The Bible should not be reinterpreted according to changing circumstances.	7%	18%	10%	28%	36%
God's grace means that everyone, no matter who they are or what they do, is loved by God.	0%	0%	1%	21%	78%
God calls us to ministries of justice, mercy, and peace.	1%	0%	5%	33%	61%

Beliefs about God and Salvation



Oakland Presbyterian Church

WHO ARE WE? *cont.*



Presbyterian Church (U.S.A.)
Research Services

"The body does not consist of one member but of many. God has so arranged the body that there may be no dissension within the body, but the members may have the same care for one another." 1 Cor. 12: 14, 24b-25

What do you love about our church? What would you change?

This section explores the church on two levels. First is the individual level, which is done through examining the personal faith and beliefs of the worshipers. Second is the institutional level, in which we examine what worshipers love most and least about their church.

Our church

What drew people to this church

57%	Sunday worship in general	15%	Children and youth programming
53%	The people	14%	I grew up here
49%	The preaching	12%	Mission Outreach
47%	This is a welcoming congregation	12%	Volunteer opportunities
30%	Fellowship opportunities	8%	Adult Christian education
30%	Music program	2%	Social justice opportunities
25%	Theological views	12%	Other

**percentage of members who selected each item*

Why Members Love the Church	Ranking	Number Selected	Mean
Sunday worship in general	143.00	64	1.77
The people	134.00	65	1.94
The preaching	79.00	39	1.97
Music program	55.00	28	2.04
Theological views	54.00	25	1.84
This is a welcoming congregation	50.00	26	2.08
Fellowship opportunities	31.00	19	2.37
I grew up here	26.00	12	1.83
Mission outreach	21.00	13	2.38
Children and youth programming	20.00	12	2.33
Adult Christian education	17.00	10	2.30
Volunteer opportunities	12.00	8	2.50
Social justice opportunities	1.00	1	3.00

**ranking out of 13 possible items*

To what extent do you agree or disagree with the following statements?

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
I feel a lot of positive energy at this church	1%	2%	22%	55%	20%
Participating in church activities is very meaningful to me	0%	1%	14%	58%	27%
Sometimes I think our church is just going through the motions	13%	39%	24%	19%	5%
There are things about our church that could be improved	1%	0%	17%	63%	19%



"Love does no wrong to a neighbor; therefore, love is the fulfilling of the law." Romans 10:13

What do you see as the greatest need in your community?

How is God calling us to reach out to the community in love?

This section explores your mission, ministry, and outreach focus by examining where members feel the church should focus its mission, ministry, and outreach endeavors. In addition, it examines where God is calling members to use their own time, talents, and treasures outside of the church.

What we should prioritize as a church

Priority of Focus	Ranking	Number Selected	Mean
Being a presence in the community	140.00	61	1.70
Providing programming for children and youth	108.00	56	2.07
Serving our members who are sick, lonely, elderly, or otherwise need care	84.00	45	2.13
Strengthening bonds within our congregation	84.00	42	2.00
Helping our members become better disciples through spiritual formation opportunities	72.00	35	1.94
Serving our neighbors especially the poor, the hungry, and the marginalized	69.00	37	2.14
Spreading the Gospel	42.00	22	2.09
Engaging in justice work by addressing the root causes of problems like poverty, hunger, racism, etc.	16.00	9	2.22

out of 8 possible items

What should be our mission focus

Mission Focus	Ranking	Number Selected	Mean
Serving the youth in our community	165.00	76	1.83
Food and hunger programs	161.00	71	1.73
Serving the poor or homeless	125.00	66	2.11
Support for social service agencies	65.00	35	2.14
Environmental concerns	28.00	18	2.44
LGBTQIA+ justice	24.00	12	2.00
International ministries	9.00	7	2.71
Racial justice	6.00	5	2.80
Refugee ministries	5.00	2	1.50

**ranking out of 9 possible items*



"Love does no wrong to a neighbor; therefore, love is the fulfilling of the law." Romans 10:13

Where is God calling you to use your own time, talents, and treasures outside of church?

How is God calling us to reach out to the community in love?

This section explores your mission, ministry, and outreach focus by examining where members feel the church should focus its mission, ministry, and outreach endeavors. In addition, it examines where God is calling members to use their own time, talents, and treasures outside of the church.

To What Sorts of Organizations Do You Donate

34%	Community ministries
27%	Community centers and organizations
24%	School-related organizations
22%	Children's organizations and groups
20%	Hospitals, medical funding, aid for the sick
19%	Nature conservancy or ecological groups
17%	Arts-related organizations
13%	Animal care and rescue groups
12%	Public radio, television, media
5%	Advocacy groups
4%	Political organizations
14%	Other

**percentage of members who selected each item*



Are you currently a member of this congregation?

- 88% Yes
- 12% No, but I regularly participate here
- 0% No

How long have you been coming here?

- 5% Less than 1 year
- 29% 1-5 years
- 12% 6-10 years
- 19% 11-20 years
- 12% 21-30 years
- 24% More than 30 years

Are you any of the following? (Select all that apply.)

- 32% Elder
- 15% Deacon
- 4% Christian educator
- 0% Minister, pastor, or priest
- 3% On staff here
- 44% None of the above

Describe your involvement in this church.

- 36% It is increasing
- 40% It is staying about the same
- 24% It is decreasing

Select any of the following ways that you are involved in this church.
(Select all that apply.)

- 88% I attend worship
- 12% I serve on the leadership council
- 46% I serve on a committee or task force
- 20% I engage in mission work
- 33% I attend or lead a class, Bible study, or small group
- 50% I attend many of the fellowship or special events
- 16% I am in choir or some other music ministry
- 6% I am a worship leader or help with worship
- 12% Other
- 3% None of the above

About how much of your annual income (before taxes) do you give to your church?

- 3% I do not give
- 9% Less than 1%
- 20% 1-3%
- 27% 4-6%
- 20% 7-9%
- 20% 10% or more

Over the past year, how often have you attended worship services at this congregation?

- 50% Every week
- 36% 2-3 times a month
- 8% About once a month
- 6% Occasionally or only for special occasions
- 1% Never

Do any of the following keep you from participating more in the life of the church? (Select all that apply.)

- 17% Work
- 24% Family
- 17% Health
- 38% Travel
- 4% Transportation
- 8% Distance
- 6% Lack of interest
- 19% None of the above
- 10% Other



Age

3%	up to 17 years
0%	18-25
4%	26-35
34%	36-65
59%	over 65

Gender

63%	Female
36%	Male
0%	Genderqueer/gender nonconforming/nonbinary
1%	Trans male

Race and Ethnicity

3%	Asian
2%	Black or African American
2%	Hispanic or Latinx
0%	Middle Eastern
0%	Native American
94%	White
0%	Multiracial
0%	Other

Household

61%	Couple
11%	Couple with kids
3%	Single adult with children
7%	Extended family or multiple generations
1%	Roommates
22%	I live alone

Employment

19%	Work full-time
12%	Work part-time
4%	Self-employed
0%	Full-time homemaker
0%	Stay-at-home parent
2%	Student
2%	Unemployed
57%	Retired

Education

3%	Some high school or less
8%	High school diploma
2%	Trade certificate
8%	Associate degree
45%	Bachelors degree
27%	Masters degree
6%	Doctorate or professional degree

Income (pre-tax)

2%	Less than \$25,000
18%	\$25,000 to \$49,999
13%	\$50,000 to \$74,999
23%	\$75,000 to \$99,999
18%	\$100,000 to \$149,999
11%	\$150,000 to \$199,999
5%	\$200,000 to \$249,999
10%	\$250,000 or more

Political Orientation

55%	More on the conservative side
27%	More on the moderate side
18%	More on the liberal side

Theological Orientation

41%	More on the conservative side
42%	More on the moderate side
16%	More on the liberal side

Which statement comes closest to your view? Other:

- God welcomes everyone.
- God saves the faithful
- God chooses who is saved
- I am blessed beyond my deserving.
- At birth God has chosen us, but we must accept God by accepting HIS Son Jesus as our Lord and Savior
- I must choose Jesus; but God ultimately chooses.

Think back to when you first came to this church. What drew you here? Other:

- The beauty of the sanctuary, and the drive to church on Oakland Ave.
- Sunday school for my children
- Contemplative early service with GREAT music
- family
- The feeling of family and community and the connection of the church to serving the community and supporting outside ministries
- Daughter went there
- Contemporary worship lgbt friendly
- closest Presbyterian church to my home
- Before hoping my husband and I met with Pastor Craig. His open minded answers to the questions I struggled with helped me feel that OPC was a loving church who ministered to all people who came seeking to serve the Lord.
- My fiancée is Presbyterian
- We left a large Methodist church that was going through a period of change over LGBTQ people and their acceptance into church leadership etc. Prior to our move to Clermont we were very active in a Presbyterian Church in SW Florida. The minister was very anti gay and when I was on the nominating committee I had several discussions as to allowing a Gay person to be in an administration position if they were the most qualified person. When my husband and I chose to leave the Methodist church and join OPC we spoke with Pastor Craig and I voiced my concern about this issue. I found his open-minded non-judgemental answer to be very reassuring! He said, "when a person walks in the door of our church seeking to worship the Lord that part of his life is between him and the Lord. I am not to judge. I'm just happy he came seeking the Lord.!! This is the answer I felt comfortable with.
- Proximity to our home
- Speaking with Pastor Craig and hearing answers that made me feel comfortable .

To what sort of organizations and groups do you donate your time or money apart from church? Other:

- training dogs for people with disabilities.
- youth sports
- homeless
- Matthew's Hope
- Legal Aid organization
- Disaster aid

- Raising awareness and support for local nonprofits
- Rotary
- Women's groups
- Helping Veterans
- Trying to help others in need
- Homeless shelters and rehab ministries
- PCUSA Ministry & Engagement Support
- Board of Deacons

Select the ways that you are currently involved in this church. Other:

- Occasionally attend in person, often via Facebook.
- Crafters
- Treasurer
- My daughter participates in all of the youth programs
- Support Youth, Women's programs, BBS provide office support if needed
- Assist with service
- Ushers
- I'm involved in most of everything.
- absentee supporter
- i volunteer in the children's programs
- Groundskeeper

Do any of the following keep you from participating more in the life of the church? Other:

- Not many opportunities of interest to me.
- Eyesight
- Age, hearing.
- I will not participate in WOKE centered activities
- Just lazy
- Craig didn't float my boat
- Don't know about other opportunities
- Over the Road Truck driver
- Husband's work
- getting much older!



Presbyterian Church (U.S.A.)
Research Services

APPENDIX

B

CHURCH HISTORY

A Brief History

In the 1870's and early 1880's, Presbyterians from Oakland worshiped at the Silver Lake Presbyterian Church in Sanford and later at the Presbyterian Church of Apopka.

In 1887, a petition was presented to the St. Johns Presbytery by Presbyterians residing in Oakland to organize them and others who might join them, into a Presbyterian Church. Presbytery appointed and authorized Rev. Dr. S. V. McCorkle who presented the petition to organize a church at Oakland. The meeting for organization was held on the 4th day of September 1887, in the newly erected church building. The beautiful new church was filled. After the sermon by Dr. McCorkle, seven charter members were enrolled. Judge James G. Speer was elected and installed as the first ruling elder; and J. A. Asher was elected, ordained and installed as the first deacon. Dr. McCorkle was the first pastor.

Over the years the church grew steadily from seven members in 1887 to 175 by 1937, and over 350 in recent years. Those members were grouped at various times with Wildwood, Apopka, Maitland and Sanford. In 2003 the church changed its name from The First Presbyterian Church, Oakland to Oakland Presbyterian Church. However, the mission of the church has remained consistent. For 138 years, new generations of Presbyterians in Oakland have been glorifying God, making new disciples and changing the world.

Our current church logo, a stylized Oak tree above the words "Rooted in Christ" reflect both our gratitude to the vision and sacrifices made by those first worshipers to build a firm foundation in the faith that still stands today; and our vision and commitment for a future that will continue to flourish and grow.



The Churches

The original church building, which was available for the organizational meeting, served the congregation of Oakland Presbyterian Church well. However, because of the growth of the congregation, this beautiful church became inadequate, and in July of 1919, the first brick was laid for the second church. The second church building was constructed of yellow brick and was dedicated on September 19, 1920. Some in the congregation still remember this church and refer to it as the “old church”.

The congregation continued to grow and in 1969, the congregation voted to build a new sanctuary. This is the sanctuary in which we now worship. It was completed in 1971 and dedicated on May 30 of that year with Dr. William A. Benfield, Moderator of the General Assembly, as guest speaker.

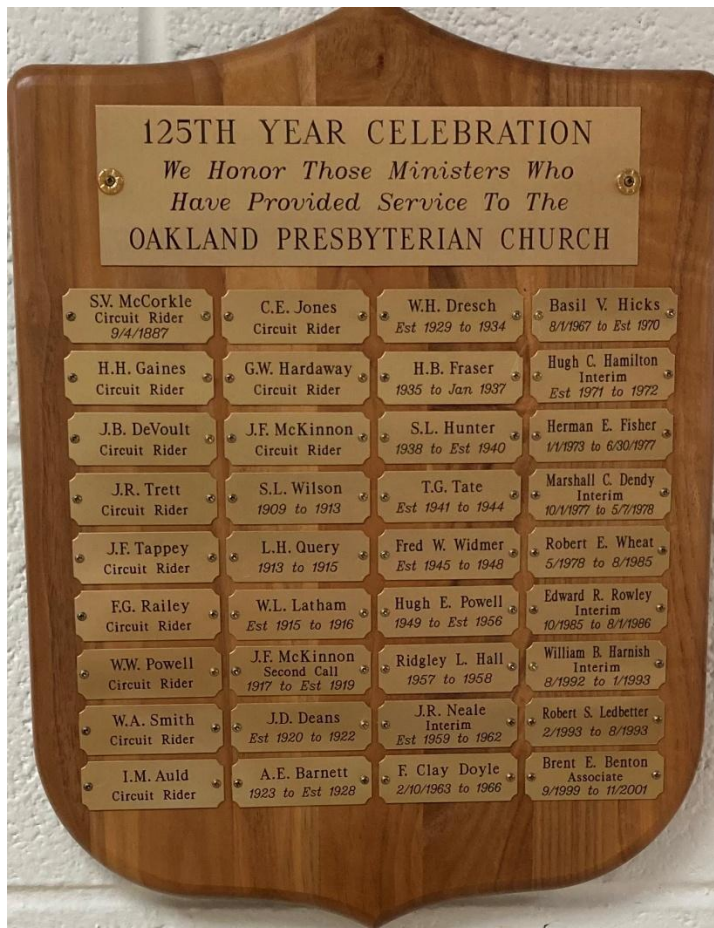
Over the years, classrooms and a Fellowship Hall were constructed adjacent to the church office lobby. By the early 2000s, the congregation had outgrown these areas and a multipurpose building was added to the church complex. The new Christian Life Center (dedicated in 2002) houses the well-regarded Oakland Presbyterian Preschool. The CLC also has a commercial kitchen, stage, and basketball hoops for use by the congregation and community groups.



The Pastors

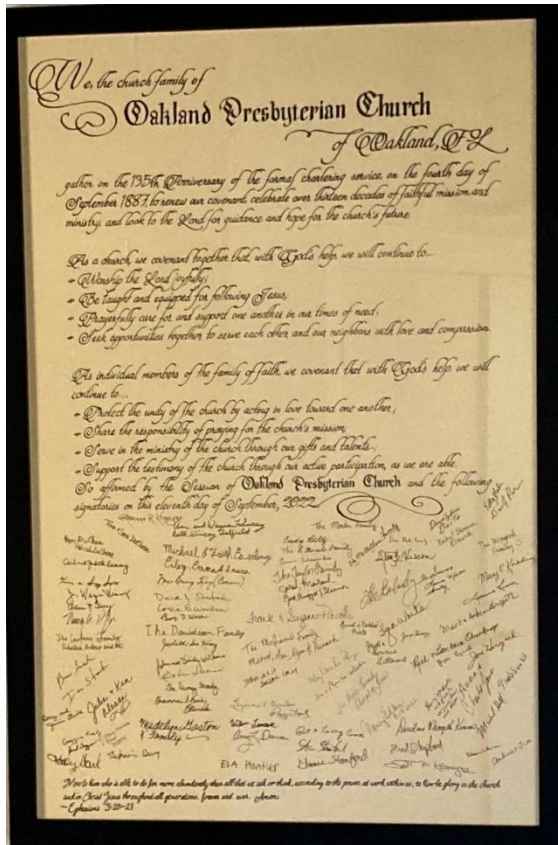
Through the years, Oakland has been served by some 40 ministers. This includes early “circuit riders” and those who have served as interim pastors while search committees were seeking to fill the pulpit. Little is known about the early pastors. However, the impact the church had on our community during that time speaks to their leadership and guidance by the Holy Spirit. The same can be said of those whose names are more familiar and still remembered with fondness. Those who first served and all who have followed have been an integral part of our past and helped shape our future.

At the same time, the number of pastors and their varying tenures reminds that we are God’s servants, called and equipped to fulfill God’s good purposes. The body of Christ here at Oakland has been blessed over our long history by all who have responded to that call. We look forward to welcoming our next pastor, whom God is even now calling and equipping to lead us here at Oakland in the many years ahead.



The People

In September 2022, the Oakland Presbyterian family of faith gathered to celebrate 135 years of faithful Christian witness to the community and around the globe. Generations of members have given glory to God through our worship; have been nurtured spiritually; have served our neighbors near and far; and have proclaimed the good news of the Gospel.



We have a strong sense of place and past and we honor the saints who have come before. Their stories, like the ones memorialized in a special video remembrance for a historical project in 2015 are cherished. So too, are the “family” photos that are displayed on the walls of our church home.

Yet we are excited and energized as we look to the future. It is a privilege to be the body of Christ today. And we are grateful for all that God has planned for us. Confident in God’s grace and trusting in his provision, we are ready to move forward.



APPENDIX

C

MISSION INSITE
REPORT

Study Area:

5 Miles around 218 Oakland Avenue,
Oakland, Florida 34760, United States

Base State:

FL

Current Year Estimate:

2024

5 Year Projection:

2029

10 Year Forecast:

2034

Date:

2/12/2025

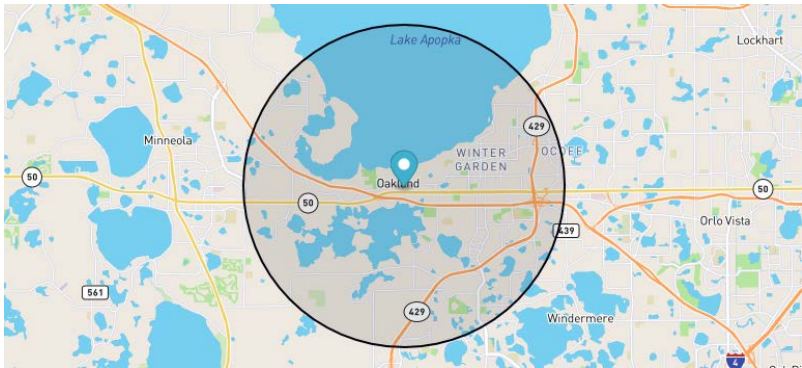
Semi-Annual Projection:

Fall

This ExecutiveInsite Report tells your geographic study area’s demographic story. Data tables and graphs display changes and trends for 12 insights, including both demographic and beliefs and practices data. Some trend tables indicate change over time, including five and ten year forecasts. Color coded tables and graphs help you easily spot changes.

Your geographic study area can be a region, zip code, county, or a user-defined radius, polygon, or shape. Your study area displays in the map below.

The Study Area



12 Insights	Page
Insite 1: Population, Household Trends	2
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More Information

Please refer to the last page of the report for additional notes and interpretation aides in reading the report.

Not all of the demographic variables available in the MI System are found in this report. The FullInsite Report will give a more comprehensive view of an area's demographics.

The American Beliefs Study provides a detailed view of religious preferences, practices and beliefs.

Population:

The study area's 2024 population is 97,752 and by 2029 is projected to grow by 18,814 to a total of 116,566. This growth rate is growing faster than the state growth rate. The study area is projected to grow by 19.25% over the next five years, compared to the state's projection to grow by 5.00%. The study area's estimated average change rate is 3.85%

Households:

The households within the community are growing but not as fast as the population. The 2020 average population per household was 2.90 and by 2029 is projected to be 2.90. Compare this to the state average estimated at 2.71 persons per household.

Population Per Household:

The relationship between population and household numbers offers insights into community dynamics. Population growing faster than households indicates a rise in persons per household, often attributed to factors like increased birth rates, multigenerational households, shared housing among young adults, or multi-family dwellings.

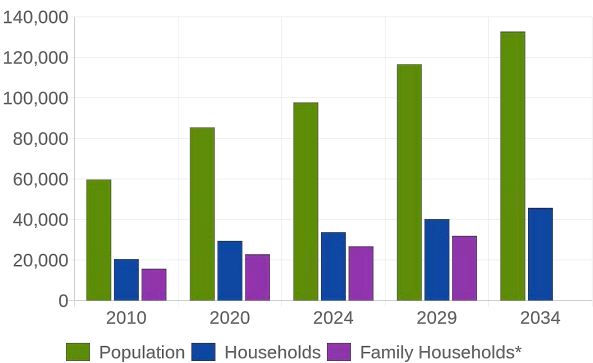
Family Households:

Analyzing family household trends alongside population growth can reveal important insights. An increase in both suggests larger households are likely due to more children per family. The study area reflects this trend where the family household growth mirrors that of the population, indicating the increase is attributed to more children.

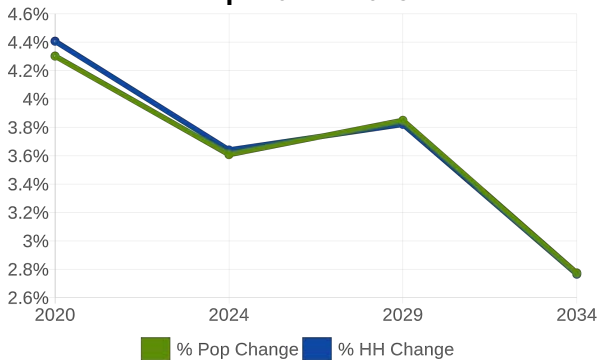
Population/Households & Family Trends

	2010	2020	2024	2029	2034
Population	59,728	85,424	97,752	116,566	132,730
Change Count		25,696	12,328	18,814	16,164
Percent Change		43.02%	14.43%	19.25%	13.87%
Households	20,443	29,453	33,742	40,188	45,744
Change Count		9,010	4,289	6,446	5,556
Percent Change		44.07%	14.56%	19.10%	13.83%
Population / Households	2.92	2.90	2.89	2.90	2.90
Change Count		-0.2	0.00	0.00	0.00
Percent Change		-0.73%	-0.11%	0.12%	0.04%
Family Households*	15,702	22,856	26,735	31,914	0
Change Count		7,154	3,879	5,179	
Percent Change		45.56%	16.97%	19.37%	

Population, Household & Family Trends



Average Annual Percentage Change Between Reported Years

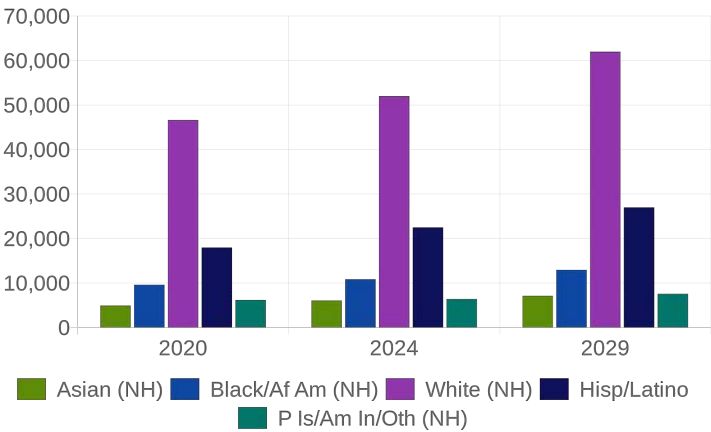


* Family Household data is not projected out 10 years.

The US population's racial-ethnic diversity is continually adding new and rich cultural mixes. This data considers the five groups for which trending information is available. Please note that several groups are aggregated into a single category due to their smaller size. Those persons who indicated Hispanic or Latino ethnicity along with a racial category have been separated into a Hispanic or Latino category.

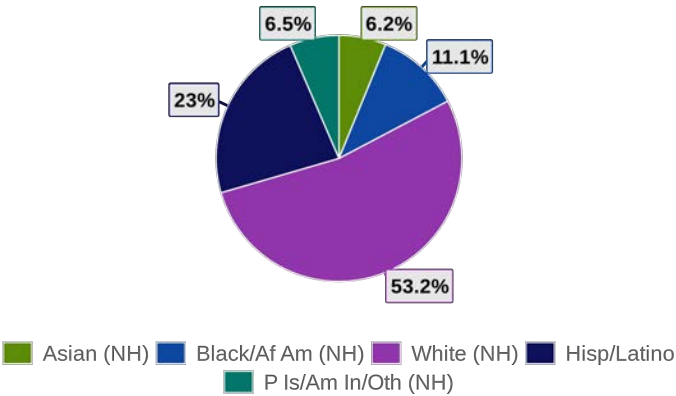
The Population: Racial/Ethnic Trends table provides the actual numbers and percentage of the total population for each of the five racial/ethnic categories. Pay special attention to the final column on the right. This will quickly indicate the direction of change from the last census to the current five year projection.

Racial-Ethnic Population Trends



The Racial Ethnic Trends graph displays history and projected change by each racial/ethnic group.

Current Year Racial/Ethnicity as Percentage of Pop



This chart shows the percentage of each group for the current year estimate.

The percentage of the population...

Asian (Non-Hisp) is projected to remain about the same over the next five years.

White (Non-Hisp) is projected to remain about the same over the next five years.

Black/African American (Non-Hisp) is projected to remain about the same over the next five years.

Hispanic or Latino is projected to remain about the same over the next five years.

Race and Ethnicity

	2020	2024	2029	2020 %	2024 %	2029 %	2020 - 2029 %pt Change
Asian (NH)	4,926	6,061	7,114	5.78%	6.20%	6.10%	0.32%
Black/Af Am (NH)	9,589	10,829	12,936	11.24%	11.08%	11.10%	-0.14%
White (NH)	46,616	51,990	61,970	54.66%	53.19%	53.16%	-1.50%
Hisp/Latino	17,961	22,483	26,979	21.06%	23.00%	23.14%	2.08%
P Is/Am In/Oth (NH)	6,187	6,390	7,568	7.26%	6.54%	6.49%	-0.77%
Total	85,279	97,753	116,567				

A community's age structure and how it is changing is an important part of its story. Overall, the American Population has been aging as the Baby Boomers progress through each phase of life. This has been abetted by episodes of declining live births. However, this picture may particularize differently from community to community. There are communities in the US where the average age is lower than some others. In other cases, there is a clear shift toward senior years as the Boomers enter their retirement years.

The Age Trend Insite explores two variables: Average age and Phase of Life.

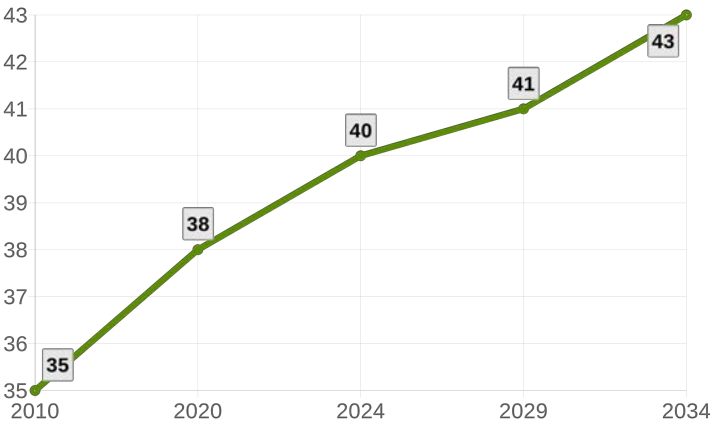
Average Age Trends provides five important snapshots of a community from five data points; the 2010 census, the last census, the current year estimate, the five-year projection and the ten year forecast. These five numbers will indicate the aging direction of a community.

The Phase of Life Trends breaks the population into seven life phases that the population passes through in its life time.

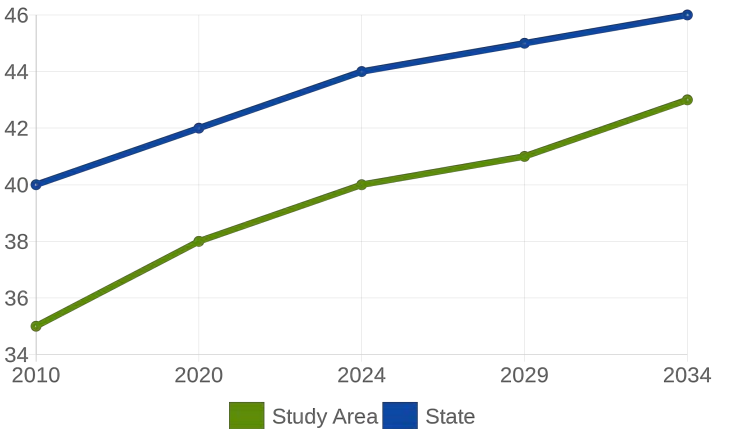
Average Age Trends

	2010	2020	2024	2029	2034
Average Age: Study Area	35.8	37.83	39.91	41.44	42.68
Percent Change		7.83%	5.51%	3.83%	2.98%
Average Age: State	40.8	42.20	43.86	44.99	45.77
Percent Change		5.27%	3.95%	2.57%	1.73%
Comparative Change	87	89	90	92	93
Median Age: Study Area	36	37	40	41	42

Study Area Average Age Trend



Ave. Age Comparison: Study Area to State



Summary of Average Age Findings:

The Average Age Trend chart shows both history and projection of the change in average age in the study area. The average age of the study area has been rising for several years. It is projected to rise over the next five years.

A comparison to the average age of the state helps to contextualize the significance of the average age of the study area and its history and projection. In the graph above, the study area and state are laid out side by side. The state's average age is estimated to be higher than the study area.

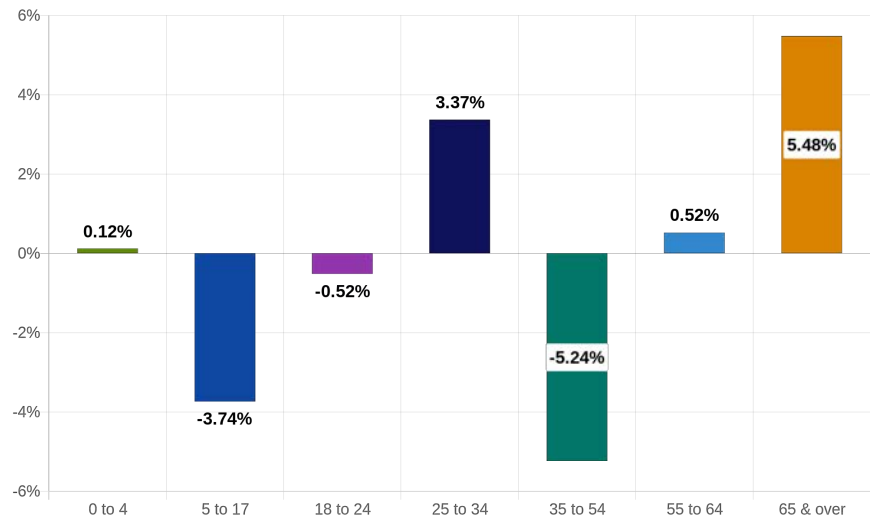
Phase of Life

The Phase of Life analysis provides insight into the age distribution of a population across the different stages of life experience. It can reveal a community in transition.

Focus on the color-coding in the "Change" column (far right). It quickly highlights population percentage increases or decreases for each phase.

	2020	2024	2029	2034	2020 %	2024 %	2029 %	2034 %	2024 - 2020 %pt Change
Before Formal Schooling									
Ages 0 to 4	5,017	5,122	5,987	7,120	5.87%	5.24%	5.14%	5.36%	0.12%
Required Formal Schooling									
Ages 5 to 17	16,466	17,000	17,698	18,123	19.28%	17.39%	15.18%	13.65%	-3.74%
College/Career Starts									
Ages 18 to 24	6,673	9,453	11,732	12,141	7.81%	9.67%	10.06%	9.15%	-0.52%
Singles & Young Families									
Ages 25 to 34	9,618	10,058	13,567	18,129	11.26%	10.29%	11.64%	13.66%	3.37%
Families & Empty Nesters									
Ages 35 to 54	25,602	27,616	29,722	30,545	29.97%	28.25%	25.50%	23.01%	-5.24%
Enrichment Yrs Sing/Couples									
Ages 55 to 64	10,349	12,796	15,961	18,067	12.11%	13.09%	13.69%	13.61%	0.52%
Retirement Opportunities									
Age 65 and over	11,700	15,708	21,899	28,605	13.70%	16.07%	18.79%	21.55%	5.48%

Phase of Life Changes



Summary of Phase of Life Findings:

Phase of Life changes reflect the age profile of a community. On average, it takes 2.1 children per woman to replace both mother and father. If the percentage of the population under 20 is declining as a percentage of the total it is likely that the community will see an increase in the more senior aged population possibly due to a decline in birth rates.

In this study area children 17 years of age and younger are declining as a percentage of the total population. Considering the other end of the phases of life, adults 55 years of age and older are increasing as a percentage of the total population. In summary, it may be that the community is aging as children are raised and leave but parents remain.

Children are the future! Understanding their specific population dynamics is critical for all planners of social and/or educational services. The "School Aged Children" variable is a subset of the "Required Formal Schooling" segment in the Phase of Life profile. It allows one to zoom in more closely on the children who are of formal schooling age.

The school aged population includes all school aged children including those enrolled in public and private schools, those home schooled and children in institutions.

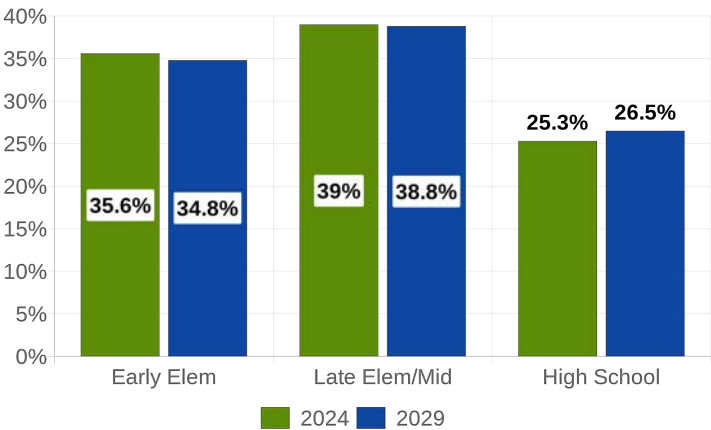
The School Aged Children variable provides a snapshot of three levels of the population that comprise school age children. The three levels roughly correspond to the following.

- Elementary grades
- Intermediate/Middle School grades
- High School grades

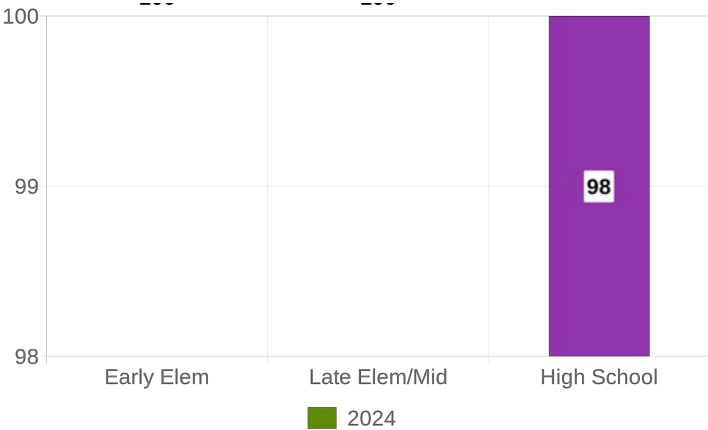
School Aged Children

	2020	2024	2029	2020 %	2024 %	2029 %	2024 - 2029 %pt Change
Early Elementary							
Ages 5 to 9	6,016	6,059	6,158	36.54%	35.64%	34.79%	-0.85%
Late Elementary-Middle School							
Ages 10 to 14	6,513	6,635	6,859	39.56%	39.03%	38.76%	-0.27%
High School							
Ages 15 to 17	3,936	4,307	4,681	23.91%	25.33%	26.45%	1.12%

School Aged Children Trends: By Levels



Comparative Index: Study Area to State by Level



Summary of School Aged Children Findings:

Early Elementary children ages 5 to 9 are projected to decline as a percentage of children between 5 and 17 by 0.85%.

Late Elementary to Middle School aged children ages 10 to 14 are projected to decline as a percentage of children between 5 and 17 by 0.27%.

High School aged children ages 15 to 17 are projected to grow as a percentage of children between 5 and 17 by 1.12%.

Overall, children are aging through, but not being replaced at the younger levels.

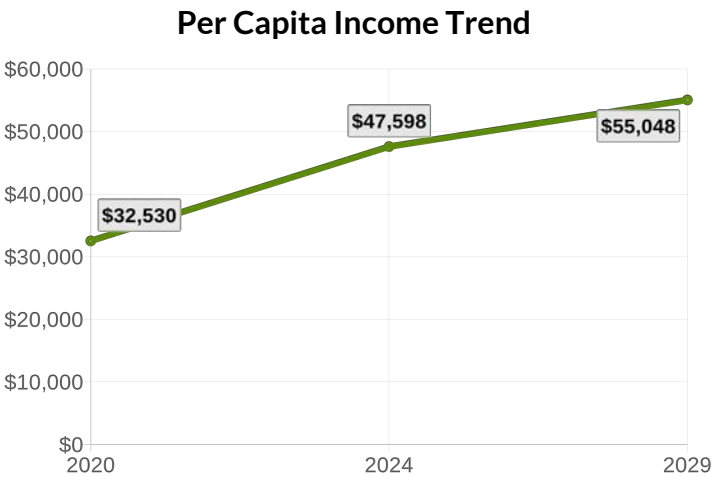
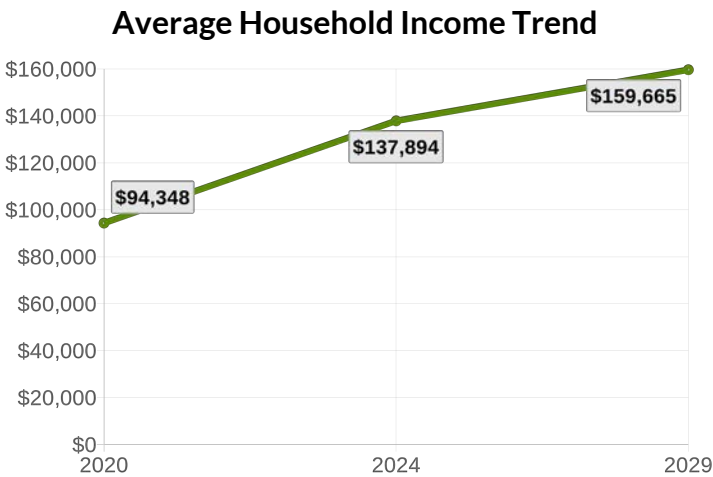
Average Household Income and Per Capita Income

Average Household Income and Per Capita Income indicate the level of financial resources within a community. Average Household income reflects the average income for each household, whether family or non-family.

Per Capita Income is a measure of the average income of all persons within a household. For family households, this would include all children. It does not mean that each person actually contributes to the average income from work. It is calculated by dividing the aggregate household income by the population.

In this study area, the estimated current year average household income is \$137,894. The average household income is projected to grow by 15.79% to \$159,666.

The estimated per capita income for the current year is \$47,598. The Per Capita Income is projected to grow by 15.65% to \$55,047.



Household Income Trends

	2020	2024	2029	2020 %	2024 %	2029 %	2024 - 2029 %pt Change
Less than \$10,000	1,019	586	502	3.69%	1.74%	1.25%	-0.49%
\$10,000 to \$14,999	740	551	458	2.68%	1.63%	1.14%	-0.49%
\$15,000 to \$24,999	1,519	1,365	1,275	5.49%	4.05%	3.17%	-0.88%
\$25,000 to \$34,999	1,733	1,634	1,583	6.27%	4.84%	3.94%	-0.90%
\$35,000 to \$49,999	3,133	2,600	2,023	11.33%	7.71%	5.03%	-2.68%
\$50,000 to \$74,999	3,931	4,117	4,743	14.22%	12.20%	11.80%	-0.40%
\$75,000 to \$99,999	3,452	3,736	3,586	12.49%	11.07%	8.92%	-2.15%
\$100,000 to \$149,999	6,248	7,508	7,844	22.60%	22.25%	19.52%	-2.73%
\$150,000 to \$199,999	2,770	5,416	6,926	10.02%	16.05%	17.23%	1.18%
\$200,000 or more	3,100	6,229	11,247	11.21%	18.46%	27.99%	9.53%
Total	27,645	33,742	40,187				

Family Income

Family income is a sub-set of household income. It excludes non-family households. Family households include two or more persons who are related and living in the same dwelling unit. Children are more likely to live in family households. Non-family households are households in which two or more persons live in the same dwelling unit but are unrelated.

The number of families with annual incomes above \$100,000 is projected to grow over the next five years. For the current year, it is estimated that 58% of all family incomes exceed \$100,000 per year. In five years that number is projected to be 63%.

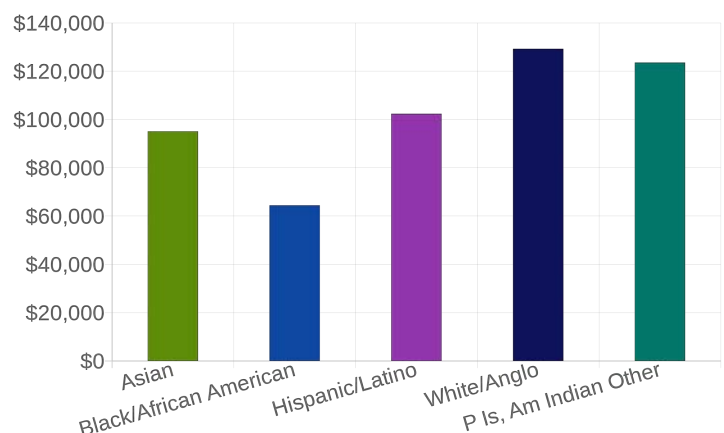
Family Income Trends

	2024	2029	2024 %	2029 %	2024 - 2029 %pt Change
Less than \$10,000	370	408	1.39%	1.31%	-0.08%
\$10,000 to \$14,999	344	388	1.29%	1.24%	-0.05%
\$15,000 to \$24,999	1,035	920	3.89%	2.95%	-0.94%
\$25,000 to \$34,999	1,180	1,122	4.44%	3.59%	-0.85%
\$35,000 to \$49,999	1,994	1,893	7.50%	6.06%	-1.44%
\$50,000 to \$74,999	3,193	3,504	12.01%	11.22%	-0.79%
\$75,000 to \$99,999	2,968	3,472	11.16%	11.12%	-0.04%
\$100,000 to \$149,999	5,975	7,053	22.47%	22.58%	0.11%
\$150,000 to \$199,999	4,346	5,635	16.34%	18.04%	1.70%
\$200,000 or more	5,191	6,837	19.52%	21.89%	2.37%
Total	26,596	31,232			

Median Income by Race and Ethnicity

Median income by race and ethnicity is a subset of household income. Median income is that point where there are as many households with incomes greater than the median as there are households with incomes less than the median.

	2024
Asian Household Income	\$95,119
Black/African American Household Income	\$64,474
Hispanic/Latino Household Income	\$102,401
White/Anglo Household Income	\$129,301
P Is, Am Indian Other Household Income	\$123,614
Average	\$102,982



Diversity of child rearing environments is increasing along with the many other types of growing diversity in the US. To understand this, we begin with the types of households that exist in a community. There are...

- Family households with children under 18
- Family households without children under 18

This analysis focuses on family households with children under 18, specifically...

- Married-couple families
- Single-parent families (father or mother)

These family types are reported for the study area in the table below.

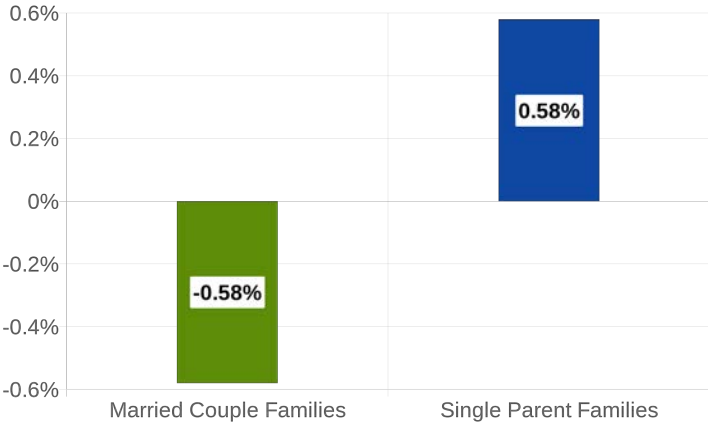
Households with Children under 18

	2020	2024	2029	2020 %	2024 %	2029 %	2024 - 2029 %pt Change
Married Couple	8,180	9,387	11,065	80.98%	77.81%	77.23%	-0.58%
Single Parent	1,921	2,677	3,262	19.02%	22.19%	22.77%	0.58%

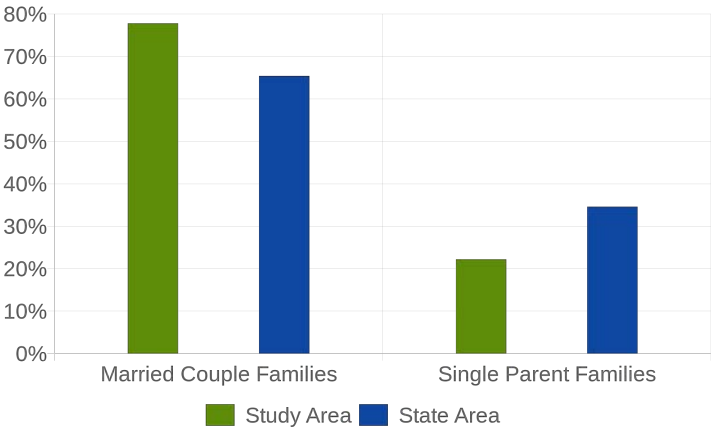
Of the households with children under 18, married couple households are decreasing as a percentage while single parent households are increasing. The graph to the right illustrates this. Bars above the 0% point indicate a family type that is increasing while bars below 0% is decreasing. This provides "insite" into how family households and structures with children are changing in the study area.

A comparison to the state reveals to what extent this community is similar or dissimilar to the state as a whole. The study area's married couple households with children are dissimilar to the state's profile. The percentage of single parent households with children is less than the state.

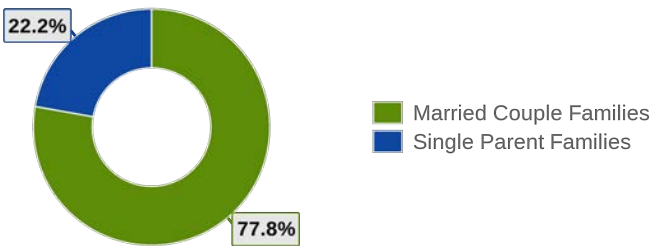
Households with Children: Projected Change



Households with Children Under 18 Compared to State



Percentage of Households with Children by Type



Population by Marital Status examines the distribution of marital statuses (number and percentage) for individuals 15 and older in the study area. Trend data and comparisons to the state provide context.

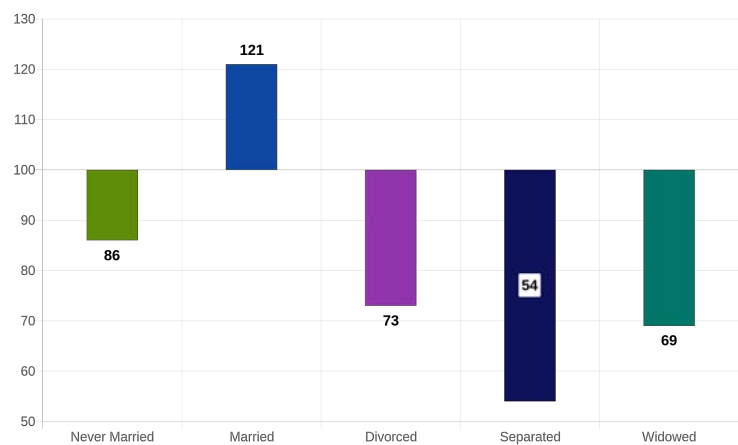
Marital types reported include Never Married, Married, Divorced, Separated, and Widowed.

Population by Marital Status: Age 15+

	2020	2024	2029	2020 %	2024 %	2029 %	2020 - 2029 %pt Change
Never Married	18,355	21,415	26,569	26.74%	27.05%	27.23%	0.49%
Married	38,065	46,215	56,113	55.44%	58.38%	57.52%	2.08%
Divorced	7,603	7,020	9,229	11.07%	8.87%	9.46%	-1.61%
Separated	1,025	833	1,226	1.49%	1.05%	1.26%	-0.23%
Widowed	3,606	3,679	4,425	5.25%	4.65%	4.54%	-0.71%

In this community, the current year estimate of marital status reveals a community of adults more likely to be married than the state average for adults. The percentage single never married is lower than the state average for adults 15 years and older. Divorce is less prevalent than the state wide average.

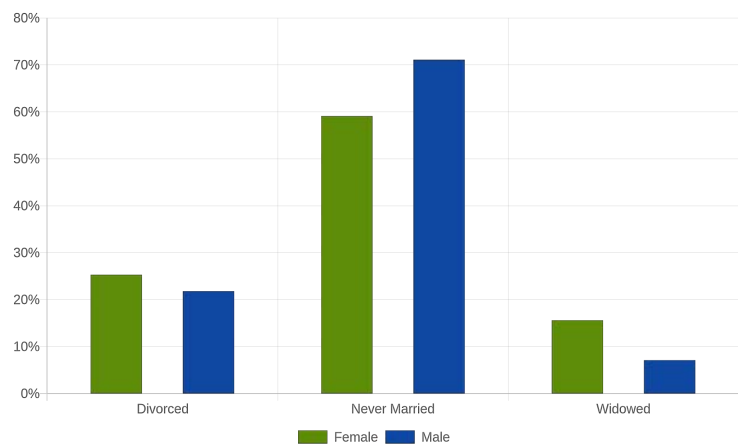
Marital Status: Comparison to the State



Women 15 years and older are more likely to be divorced than men.

Women 15 years and older are more likely to be widowed than men.

Single Female and Male Comparison by Type

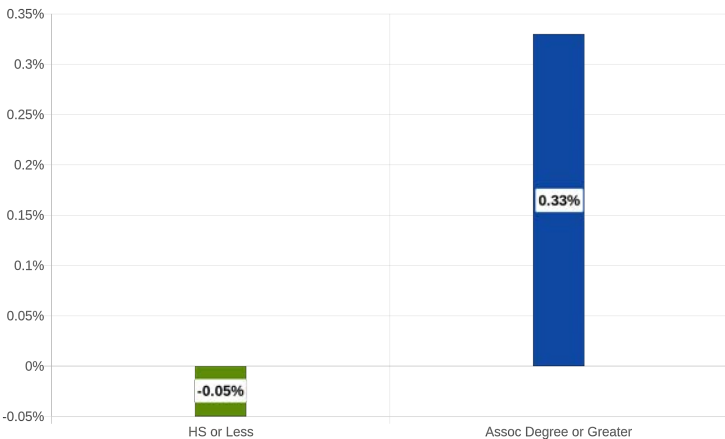


The level of educational attainment among an area’s adult population is a key indicator of community opportunities and challenges. This analysis examines adult educational attainment from three perspectives.

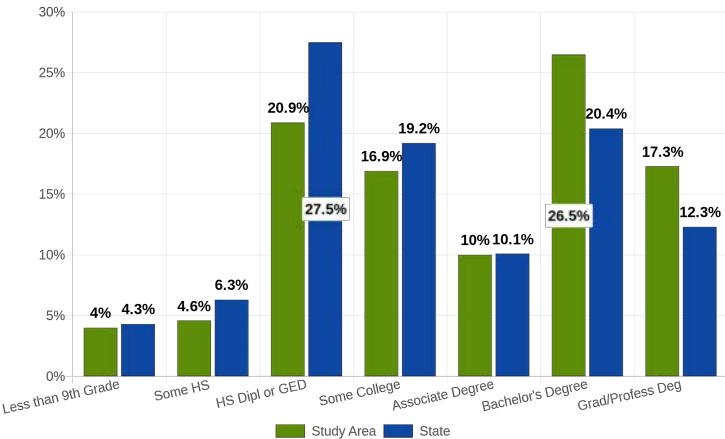
First, is the level rising? Second, how does it compare to the state (or itself for state reports)? Finally, what are the specific 2020 percentages?

Educational Level Attainment Change

The educational attainment level of adults has been rising over the past few years. It is projected to rise over the next five years by 0.33%.



Educational Level Compared to the State



Population by Educational Attainment: 25+

	2020	2024	2029	2024 (State)	2024 Comp Index
Less than 9th Grade	4.12%	3.97%	4.16%	4.27%	92
Some HS	5.68%	4.59%	4.54%	6.27%	73
HS Dipl or GED	21.52%	20.89%	20.69%	27.49%	75
Some College	17.59%	16.85%	16.57%	19.24%	87
Associate Degree	9.20%	9.97%	9.72%	10.08%	98
Bachelor's Degree	26.25%	26.47%	26.69%	20.39%	129
Grad/Profess Deg	15.64%	17.26%	17.62%	12.26%	140

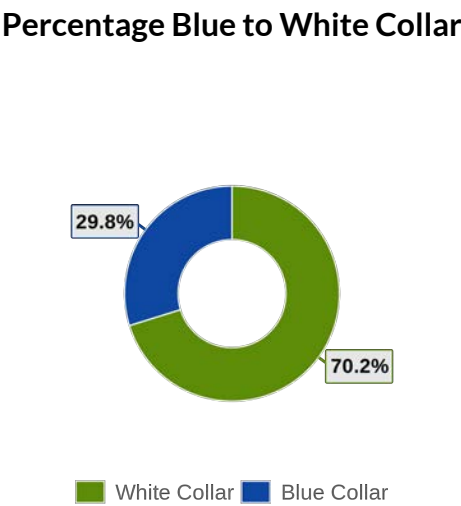
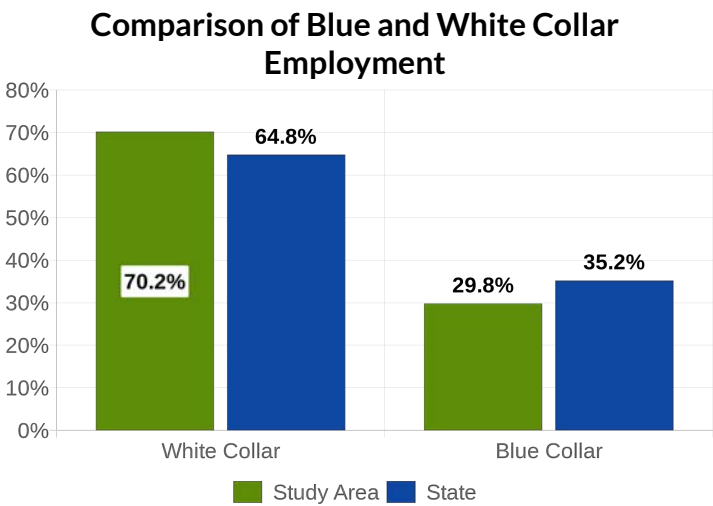
The overall educational attainment of the adults in this community is greater than the state.

Like educational attainment, an analysis of a community by its employment types and categories provides an important “insite” into its socio-economics. This analysis looks at two factors.

First is a report of the employed population 16 and over by the traditional “blue collar” and “white collar” occupations and compares these to the state. Second, it looks at the community by the seven standard census bureau occupations and compares them to the state.

Employed Population: Blue Collar or White Collar

On the chart to the left, the study area is compared to the state. This study area is close to the state average for White Collar workers. It is well below the state average for Blue Collar workers.



Employed Civilian Population by Occupation

	2024	2024 (State)	Comp. Index	Interpretation
Bldg Maintenance & Cleaning	1.65%	4.31%	38	Well below the state average
Construction	6.59%	8.68%	76	Somewhat below the state average
Farming, Fishing, & Forestry	0.08%	0.47%	17	
Food Preparation Serving	7.86%	5.98%	131	Well above the state average
Healthcare Support	1.12%	2.88%	38	Well below the state average
Managerial Executive	21.87%	16.92%	129	Well above the state average
Office Admin	8.56%	11.87%	72	Somewhat below the state average
Personal Care	2.74%	2.83%	96	About average for the state
Production Transportation	8.62%	10.50%	82	Somewhat below the state average
Prof Specialty	24.22%	21.57%	112	Somewhat above the state average
Protective	2.23%	2.44%	91	Somewhat below the state average
Sales	14.46%	11.55%	125	Well above the state average

MISSIONINSITE Insite 10: Mosaic Segments

Mosaic is a geo-demographic segmentation system designed for marketers. Rather than analyzing individual demographic variables, it clusters households based on multiple shared characteristics, such as income, education levels, family composition, and occupation.

Developed by Mosaic® USA, this database provides a multi-dimensional view of a community, often seen as helpful.

The report below shows the study area's top 15 Mosaic Segments (or fewer, if applicable).

	Study Area	Study Area %	State %	Comp Index	Relative to the State Average
B07 Flourishing Families - Across the Ages	3,176	9.49%	1.25%	760	Well above the state average
F22 Promising Families - Fast Track Couples	2,919	8.72%	2.65%	329	Well above the state average
A05 Power Elite - Couples with Clout	2,861	8.55%	2.14%	398	Well above the state average
D17 Suburban Style - Cul de Sac Diversity	2,023	6.04%	1.97%	307	Well above the state average
C13 Booming with Confidence - Philanthropic Sophisticates	1,631	4.87%	3.29%	148	Well above the state average
K37 Significant Singles - Wired for Success	1,501	4.49%	2.28%	196	Well above the state average
A03 Power Elite - Kids and Cabernet	1,499	4.48%	0.63%	715	Well above the state average
B08 Flourishing Families - Babies and Bliss	1,370	4.09%	0.97%	419	Well above the state average
D16 Suburban Style - Settled in Suburbia	1,355	4.05%	2.11%	191	Well above the state average
C11 Booming with Confidence - Sophisticated City Dwellers	1,311	3.92%	1.97%	198	Well above the state average
Q62 Golden Year Guardians - Enjoying Retirement	1,213	3.62%	2.43%	149	Well above the state average
H27 Bourgeois Melting Pot - Life of Leisure	1,176	3.51%	1.44%	244	Well above the state average
C14 Booming with Confidence - Boomers and Boomerangs	937	2.80%	1.22%	229	Well above the state average
O51 Singles and Starters - Digitally Savvy	821	2.45%	3.47%	70	Somewhat below the state average
A01 Power Elite - American Royalty	776	2.32%	1.97%	117	Somewhat above the state average

Learn more about Mosaic Households

To open a link in a new tab, hold the Ctrl key on your keyboard while clicking.

Mosaic Portrait Data

[Mosaic® USA E-Handbook](#)

Understanding the Mosaic Handbook

[How to Read and Understand a Mosaic Portrait \(Video\)](#)

[Understanding Mosaic Portraits for Mission Planning \(Video\)](#)

The Mission Impact Guide

[Mission Impact Mosaic Application Guide by Bandy](#)

Examining a generation through its life phases provides a powerful demographic lens. In a general sense, each phase of life has common life experiences. But it's even more insightful to understand a generational cohort group — people born and coming of age around the same time — who share a unique sense of identity. [The Strauss and Howe model brings this three-dimensional view to life, enriching age demographics.](#)

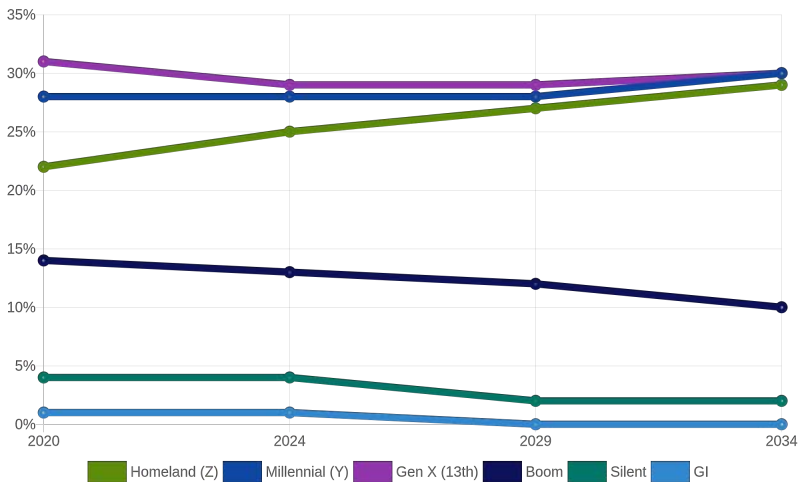
According to the Strauss and Howe model, members of a generation share three qualities.

- An age location in history
- Common beliefs and behaviors (around risk, culture, values, civic engagement, family)
- A common perceived membership in a generation, e.g., Boomers, Gen X, Millennials, etc.

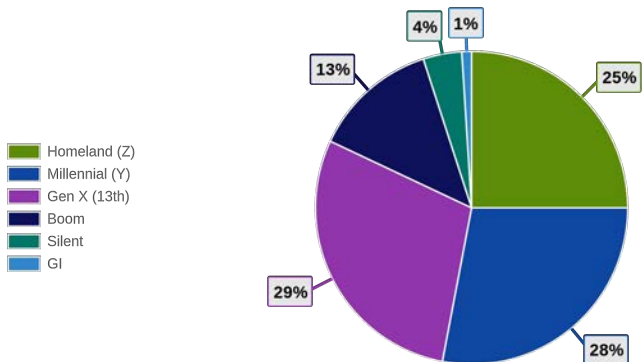
[For more information on Generational types, click here.](#)

Name	S & H Type	Initial Birth	Final Birth	2020	2020 %	2024	2024 %	2029	2029 %	2034	2034 %
Homeland (Z)	Artist	2005	2025	18,879	22.10%	24,881	25.45%	30,627	27.40%	34,392	28.61%
Millennial (Y)	Hero	1982	2004	23,971	28.06%	27,163	27.79%	31,686	28.35%	35,468	29.50%
Gen X (13th)	Nomad	1961	1981	26,097	30.55%	28,806	29.47%	32,541	29.11%	35,715	29.71%
Boom	Prophet	1946	1960	11,936	13.97%	12,416	12.70%	13,924	12.46%	11,709	9.74%
Silent	Artist	1925	1945	3,809	4.46%	3,825	3.91%	2,472	2.21%	2,798	2.33%
GI	Hero	1901	1924	732	0.86%	662	0.68%	526	0.47%	133	0.11%
Total				85,424		97,753		111,776		120,215	

Strauss and Howe Generations: Projected Percentages



Generations Current Year Percentage



MISSIONINSITE Insite 12: Religious Program or Ministry Preferences

This report is based on the American Beliefs Study. For further insights, explore the ReligiousInsite, ReligiousInsite Priorities, MinistryInsite, or MinistryInsite Priorities reports.

	Study Area		US Average		Comparative Index	
	Modestly Important	Very Important	Modestly Important	Very Important	Modestly Important	Very Important
Personal Growth	34.17%	7.57%	34.95%	8.40%	97	90
Addiction support groups	27.60%	6.70%	27.88%	7.39%	98	90
Health/weight loss programs	26.51%	4.43%	27.39%	4.69%	96	94
Membership and leadership training	32.49%	5.84%	34.26%	6.87%	94	85
Opportunities to develop personal relationships	48.72%	15.18%	48.76%	17.06%	99	88
Practical training seminars (money management, computer skills, etc.)	35.53%	5.70%	36.44%	5.98%	97	95
Family Support and Intervention Services	32.57%	7.96%	33.59%	9.17%	96	86
Crisis support groups	38.52%	10.06%	40.63%	10.18%	94	98
Daycare/After-School Programs	20.25%	5.07%	20.94%	5.64%	96	89
Family oriented activities	39.63%	12.70%	40.88%	15.68%	96	80
Marriage enrichment	31.85%	6.84%	33.38%	8.43%	95	81
Parenting development	25.96%	5.79%	26.53%	6.47%	97	89
Personal/family counseling	39.20%	7.31%	39.17%	8.62%	100	84
Community Involvement and Advocacy Programs	42.36%	10.86%	43.31%	11.51%	97	94
Adult social activities	49.90%	10.73%	52.64%	11.62%	94	92
Involvement in social causes	46.77%	12.50%	46.17%	12.69%	101	98
Mission trips and global outreach	27.16%	6.93%	30.76%	7.75%	88	89
Opportunities for volunteering in the community	49.77%	13.00%	49.45%	14.63%	100	88
Social justice advocacy work	38.18%	11.13%	37.54%	10.85%	101	102
Community Activities or Cultural Programs	38.82%	9.02%	40.18%	10.30%	96	87
Cultural programs (music, drama, art)	42.88%	8.92%	43.79%	8.94%	97	99
Holiday programs/activities	47.51%	13.45%	50.50%	14.90%	94	90
Seniors/retiree activities	44.67%	11.75%	44.98%	13.75%	99	85
Singles or college-age groups	25.54%	4.64%	25.60%	6.27%	99	74
Size of church congregation	38.15%	5.78%	40.79%	6.80%	93	85
Small groups (i.e., life groups, personal interest groups)	45.92%	9.30%	46.71%	10.67%	98	87
Youth social activities	27.07%	9.31%	28.88%	10.79%	93	86
Religious/Spiritual Programs	34.47%	16.48%	36.41%	19.99%	94	82
Bible or Scripture study/prayer groups	29.48%	11.22%	32.31%	14.90%	91	75
Celebration of sacraments	30.53%	16.51%	32.33%	21.20%	94	77
Contemporary worship experiences	38.37%	8.92%	40.28%	11.07%	95	80
Online or virtual worship experiences	34.14%	8.24%	36.84%	11.09%	92	74
Quality sermons	36.26%	26.57%	36.34%	33.30%	99	79
Religious education for children	25.19%	14.28%	27.46%	17.11%	91	83
Spiritual discussion groups	35.51%	10.01%	38.91%	11.14%	91	89
Traditional worship experiences	37.64%	19.06%	39.13%	24.29%	96	78
Warm and friendly encounters	43.12%	33.53%	44.10%	35.84%	97	93

Interpreting the Report

The ExecutiveInsite report is designed for easy reading. But there are several tools provided in the tables that make this easier.

Change over time

Several trend tables have a column indicating a change over time. Generally these tables begin with the last census, include the current year estimate, a five year projection and if available, a 10 year forecast. The data in each cell represents a percentage change up or down.

Color Coding

Both the "Change over Time" and "Comparative Indexes" columns are color coded so you can easily spot changes and the direction of change.

Description	Color
Above Average	Green
Below Average	Red

Variable Definitions

Full variable definitions can be found in the MI Demographic Reference Guide. Download it free from the Help/Documents menu located on the map screen of your study area on the MissionInsite website.

Support Documents

To open a link in a new tab, hold the Ctrl key on your keyboard while clicking.

[Click to download the ExecutiveInsite Worksheet](#)

Indexes

Some variables will have a column called "Comparative Index." An index is an easy way to compare a study area with a larger area. For this report, all comparisons are with the state or states within which the study area falls. The indexes can be interpreted as follows.

- Indexes of 100 mean the study area variable is the same as its base area.
- Indexes greater than 100 mean the study area variable is above the base area. The higher the number, the greater it is above the base.
- Indexes less than 100 mean the study area variable is below the base area. The lower the number, the greater it is below the base.

Support

If you need support, email us at misupport@acst.com or call 1-877-230-3212

APPENDIX

D

FOCUS GROUP SUMMARY

Focus Group Summary

Session 1

In what ways would you like to see us marketing ourselves and being involved in the community?

- Communicate internally what we do in our community
- Promote externally to the community what we do in the community
- Encourage congregation's participation in activities in the community
- Define our mission (hunger, preschool, homelessness, health, etc.)
- Prioritize and focus what community activities we support—more fun things for children!
- Determine new ways to promote what we do – updated signage, newspapers, FB, Instagram, text, ads, list of churches, Chamber, track online viewers, new T-shirts, more photos of members serving, put both services online, update website with more videos, etc.
- Increase volunteer base to be more visible (Christian Service Center, Oakland Nature Preserve, Habitat, trash pickup group)
- Participate in community events (Farmers Market, Light Up, Founder's Day, Parades, etc.)
- Target neighborhoods and subdivisions

When you think of OPC, what comes to mind? How do we want to be seen in the community?

- A warm and welcoming congregation – friendly
- A first impression of a warm and inviting facility– landscaping/maintained buildings
- A caring congregation that is outgoing and involved in the community –safe, accepting
- An open opportunity to attend for spiritual support, personal-social-intellectual growth
- A safe and accepting place
- Open hands, open hearts, open doors. PCUSA openness to all
- A church that cares for God's creation, environment

In what role do you see a minister being involved in the community or pushing the church to be involved in the community?

- A welcoming and outgoing person who shows the warmth and helpfulness of our church
- Being engaging in person and online
- Building and using community relationships to enhance the Pastor's visibility
- Encouraging OPC involvement in community events
- Identifying and connecting the congregation with community needs
- Participating in local events to create community awareness of what OPC offers
- Encouraging and supporting a local coalition of churches and pastors
- Having solid leadership and interpersonal skills. Being a “uniter”
- Knowing and being involved with church groups; to be able to connect to community needs
- Helping share in ownership and responsibility for inviting the community to come to church
- Having an entrepreneurial approach to mission and outreach
- Offering community prayer and other visible roles in the community
- Actively participating in the community; get to know leaders and invite to church events

Session 2

Our missions include Youth, Food and Hunger Programs, and Serving the poor and Homeless. How can we engage our church family to enhance and be more involved in these missions?

- Keep the congregation informed
 - Use visual information of the needs what we are doing to encourage participation
 - Use text for major events / activities
 - Use social media to include non-members in our activities – Website, FB, other
 - Use podcast, rolling loop, pre-service or during service pitches/Mission Moments
 - Use stories of how service has impacted to show value and need for volunteers
 - Use visible reminders (cart for pantry)
- Have more and different options—targeted to youth, preschool families, CR/AA, scouts, etc.
- Create mentors who can lead/teach/network to assist in training of volunteers—esp for youth, music and athletic activities
- Add more volunteers from the entire congregation—youth to seniors to keep things “fresh”
- Identify skills that would be useful/needed to serve as a volunteer
- Personal invitations by pastor to encourage participation
- Make it easier to step in and help—e.g., one-time or short-term commitments
- Work with Mission partners; mission fair
- Member survey
- Shirts, hats, “merch”

Are there other missions we should focus on?

- Create welcome teams and re-vamp welcome center to point worshipers to “swag” table with items highlighting OPC activities and information for service opportunities at OPC
- Encourage new ideas from congregation and focus on developing those
- Some additional volunteer activities
 - Cerebral Palsy school
 - Coffee shop gatherings off-site; progressive meals
 - Hospital equipment sharing service
 - Transport shut ins to and from church and activities
 - Sending college student care packages
 - VBS/Camps (music/Lego) – used also as outreach
 - Lend support to organizations that support those who are handicapped, disadvantaged and homeless
 - “Backyard” ministry of volunteers to do projects around the community
- Be more visible in community mission events and determine if we have a group in the church that can take on the task to assist as well as keep the congregation informed
 - Men’s Prayer Breakfast - Edgewood Children’s Ranch
 - Pumpkin Patch
 - Joint project with Scouts
 - Christian Service Center – maybe adding a youth component
- Change the “bait” of current programs/missions to catch new “fish”

Session 3

Think of a pastor who has impacted your life in a positive way. Tell us an important quality you remember.

- Passionate
- Positive
- Caring
- Able to work with all ages
- Creative
- Someone who listens to new ideas and tries new things
- Inspirational
- Engaging
- Humble
- Can take constructive criticism
- Accepts and encourages more diversity
- Approachable
- Visible
- Attentive
- Patient
- Teaches bible study
- Biblical knowledge
- A good shepherd to the congregation
- Not autocratic
- Committed to membership building
- Fiscally responsible
- Authentic
- Affirming
- Tolerant
- Compassionate
- Great speaker/preacher
- Welcoming
- Mentorship and teaching skills
- Energetic pastor with fresh ideas for incorporating scripture in preaching
- A pastor who could preach and minister with biblical knowledge relevant to current needs
- A pastor that was easy to talk with and could listen and relate to concerns
- Connected well with the congregation
- Knew the congregation individually
- “Quick on their feet” with thoughtful answers to deal with situations that arise
- A pastor who could be non-judgmental
- A good sense of humor and able to see all situations with a positive attitude
- A pastor who would invest time encouraging new ideas and helping the congregation grow
- A pastor who was present, supportive and active in church functions
- An encourager who inspired the congregation to help build membership
- Someone who was engaged with the community and able to make connections
- Kept up with the congregations’ needs during difficult times, visiting where appropriate
- Welcoming personality, able to share and relate their family to our family

APPENDIX

E

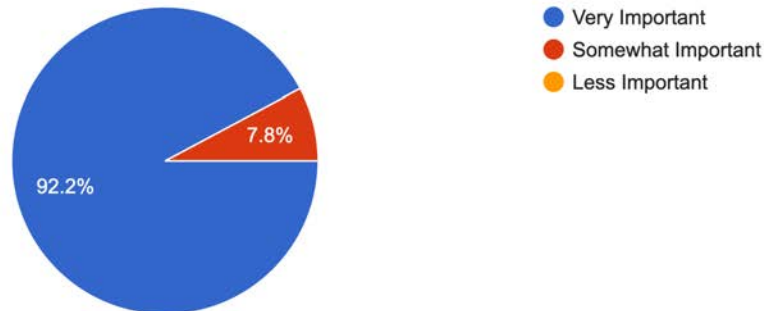
PASTORAL TRAITS &
RESPONSIBILITIES
SURVEY

Pastoral Traits and Characteristics Survey Results

Leadership Traits

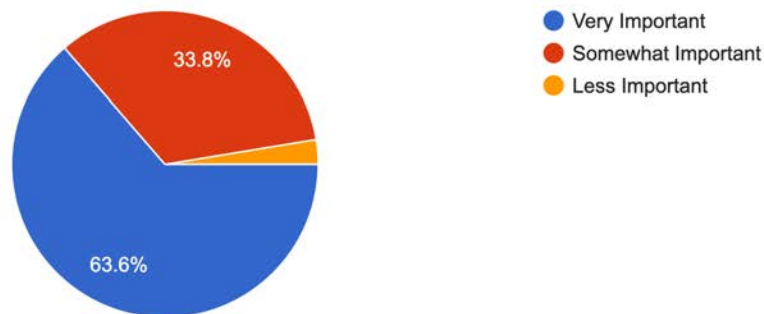
In personal conversation, makes eye contact, does not interrupt others, and shows interest and empathy.

77 responses



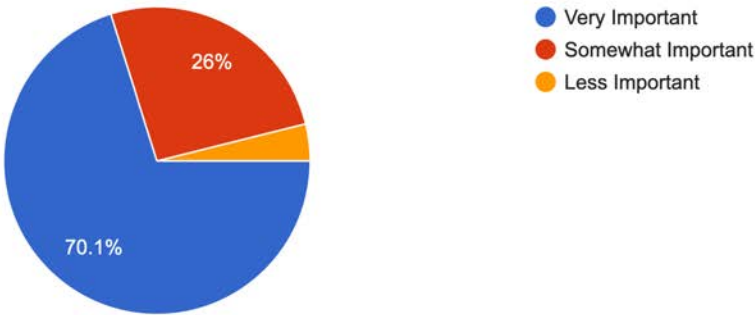
Able to engage groups by analyzing an audience in advance and adjusting to the circumstances and needs of those present.

77 responses



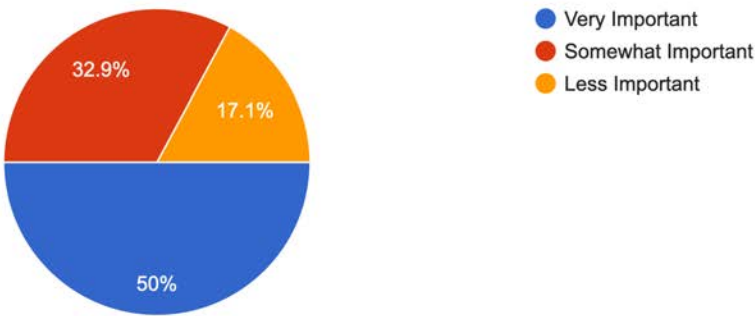
Makes wise and discerning observations and assessments about an existing ministry, their own effectiveness and the needs of the community; and t...ange, explaining why and what will be required.

77 responses



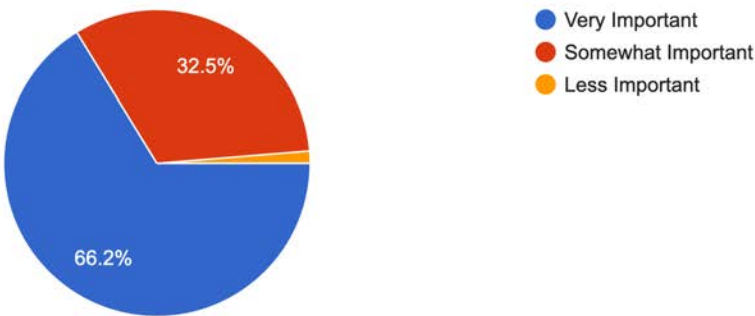
Embraces the values, stories and objectives passed through generations of believers, using the essentials of Reformed Theology as their guiding prin... faith for their vision for worship and ministry.

76 responses



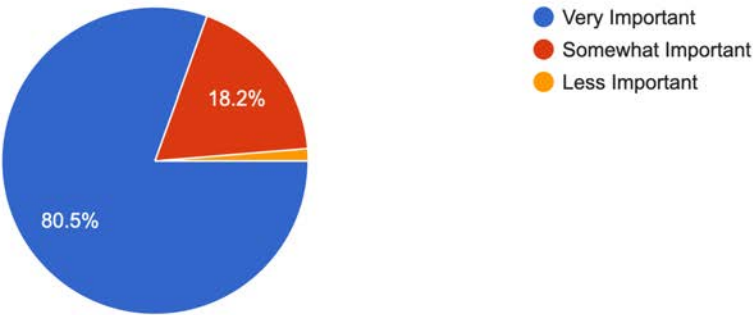
In leading teams, takes the time to examine the needs of the task or situation and the capabilities of team members, assesses the best way to proceed, and shares the plan and success with the team.

77 responses



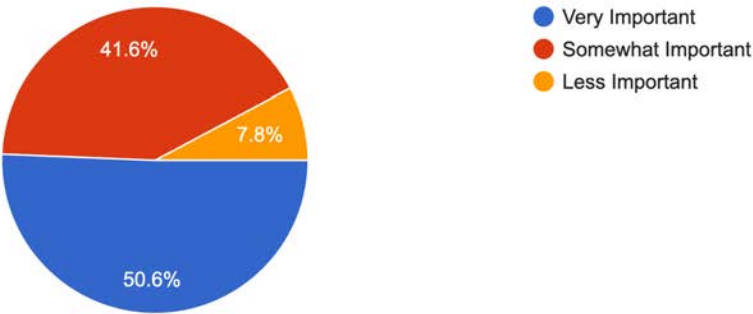
Self-motivated individual—takes the initiative to start and finish tasks and works towards and accomplishes goals.

77 responses



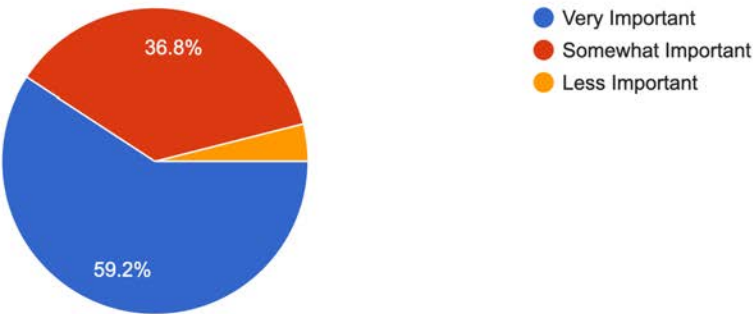
Values their life experiences, continues their education, builds on their strengths and takes steps for future improvement.

77 responses



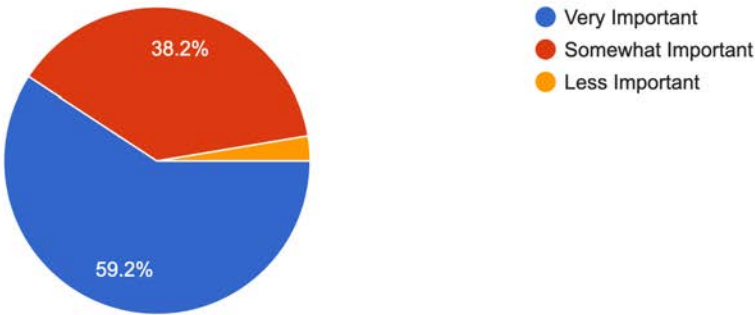
Displays humility and vulnerability by surrounding themselves with people who have complementary gifts and accepting help where needed and appropriate.

76 responses



Recognizes how their emotions and biases affect their performance and how their strengths and weaknesses impact their ability to succeed.

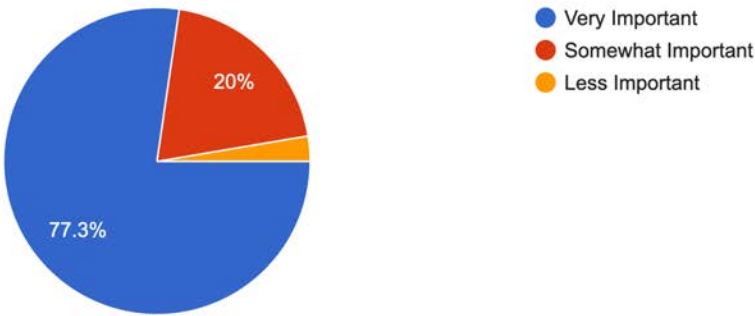
76 responses



Areas of Responsibility

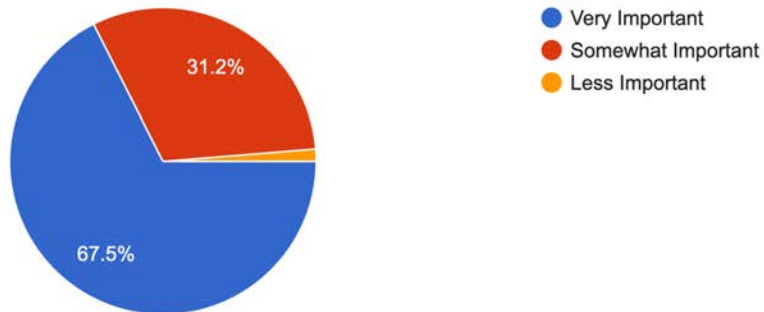
Providing administrative leadership

75 responses



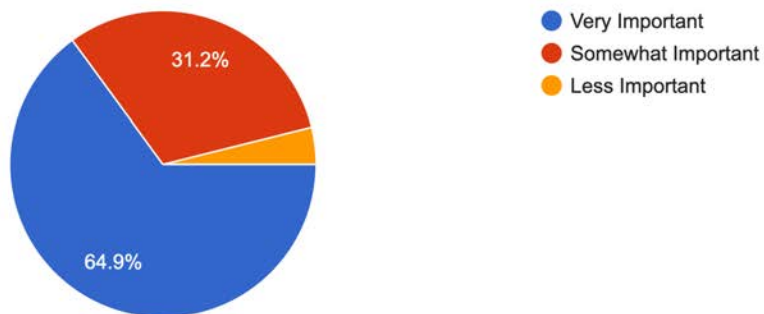
Supporting the church stewardship program

77 responses



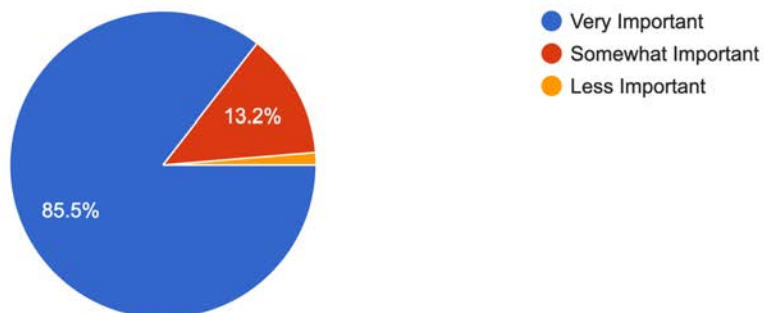
Developing lay leadership

77 responses



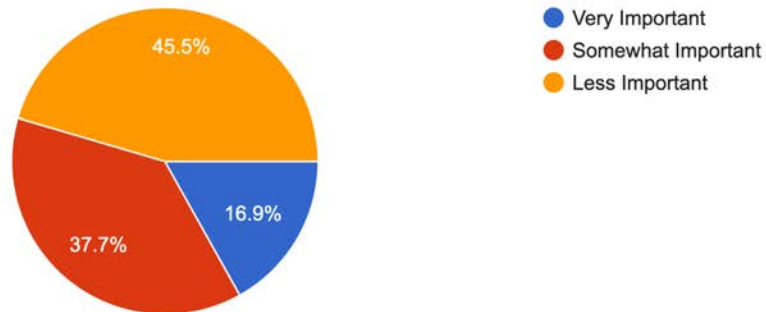
Recruiting new members

76 responses



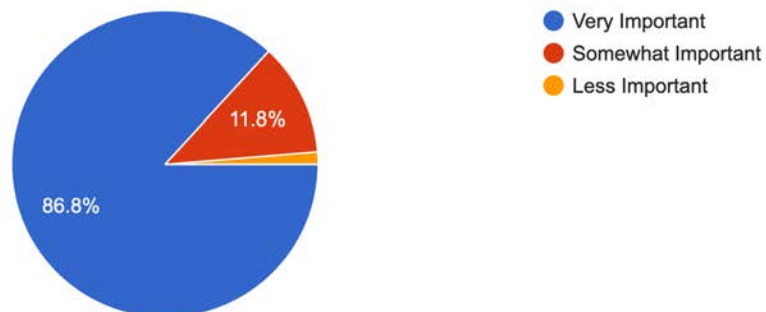
Holding social justice issues before the congregation

77 responses



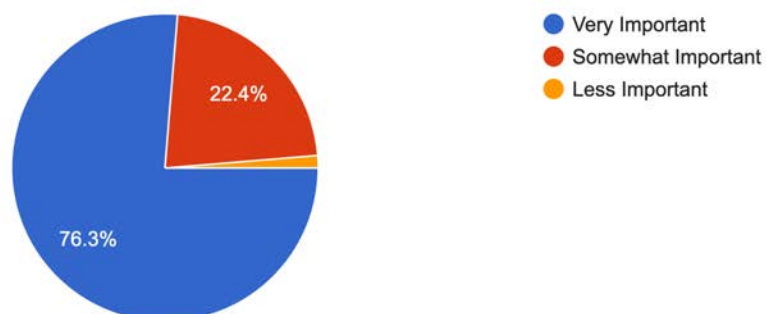
Planning and leading worship

76 responses



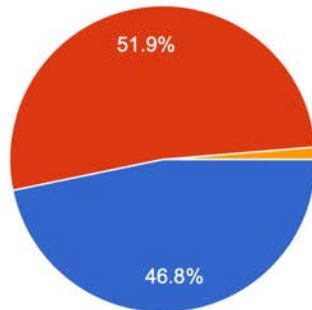
Nurturing members' spiritual development

76 responses



Visiting the sick, home bound, and bereaved

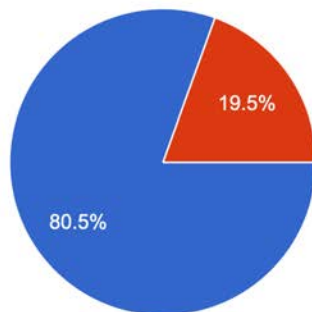
77 responses



- Very Important
- Somewhat Important
- Less Important

Supporting children and youth ministries

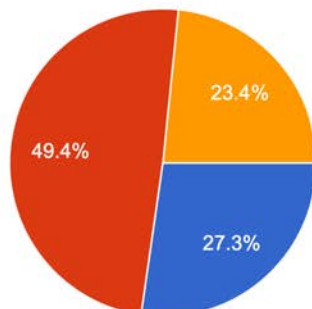
77 responses



- Very Important
- Somewhat Important

Leading adult education programs

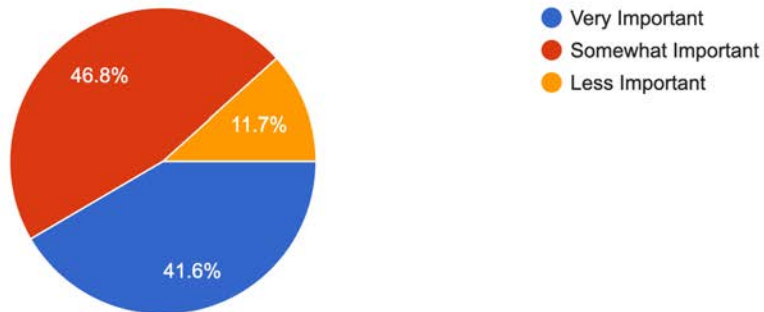
77 responses



- Very Important
- Somewhat Important
- Less Important

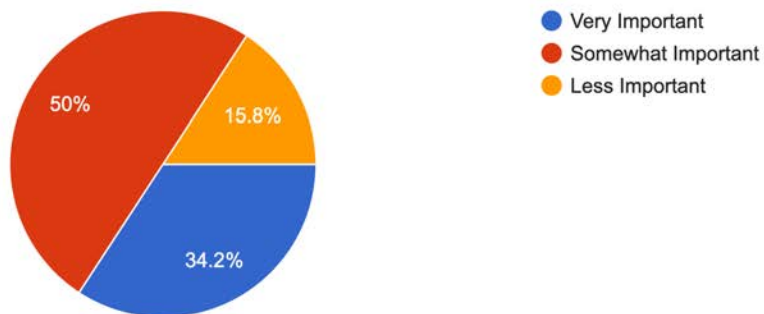
Supporting the local and global missions of the church

77 responses



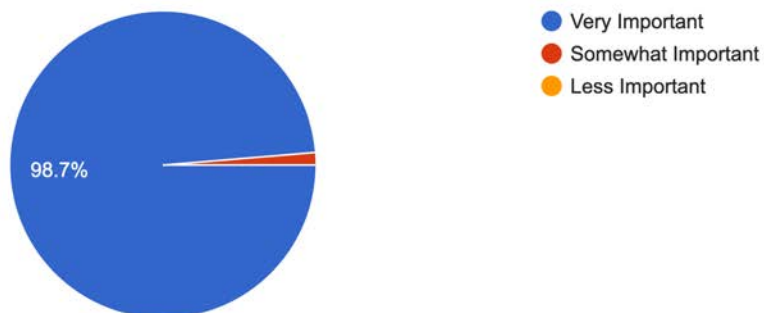
Participating in denominational activities

76 responses



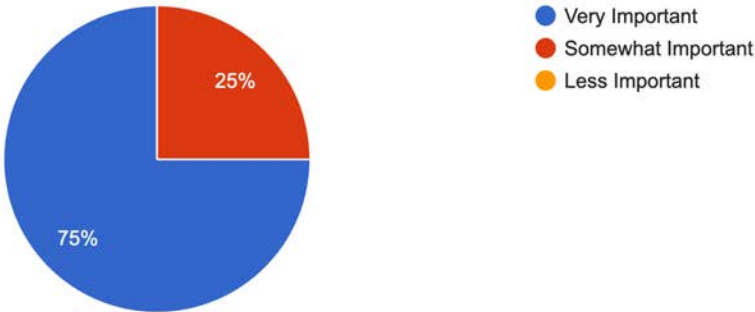
Preparing and preaching inspirational sermons

76 responses



Participating in church fellowship activities

76 responses



APPENDIX

F

FINANCIAL REPORT

First Presbyterian Church of Oakland, Florida
2024 Annual Financial Report

Balance Sheet

Assets

Wells Fargo Operating	\$ 108,446.88
Merrill Lynch Cash Account	112,882.13
Prepaid Insurance	16,800.00
Other Receivable	4,272.42
Other Investments	<u>890,671.89</u>
 Total Current Assets	 \$ 1,133,073.32

Total Assets	<u><u>\$ 1,133,073.32</u></u>
---------------------	-------------------------------

Liabilities, Fund Principal & Designated Accounts

Liabilities

FSA Payable	1,066.04	
Total Liabilities		<u>1,066.04</u>

Fund Principal

Current Year Income (Loss)	\$ 28,011.24
Reserve Fund Principal	<u>268,800.54</u>

Total Reserve Fund Principal	\$ 296,811.78
Designated Accounts	835,195.50

Fund Principal & Designated Accounts	<u>\$ 1,132,007.28</u>
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Total Liabilities, Fund Principal & Designated Accounts	<u><u>\$ 1,133,073.32</u></u>
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(Land, Sanctuary, Fellowship Hall and Christian Life Center Buildings
are not included on Balance Sheet. There are no mortgages or
related liabilities associated with those assets)

OAKLAND PRESBYTERIAN CHURCH

Analysis of Contributions & Expenses

Totals as of March 31, 2025

	<i>March 2025</i>	<i>YTD Actual 2025</i>	<i>YTD Budget</i>	<i>YTD Budget Remaining</i>	<i>Annual Budget</i>	<i>YTD Actual 2024</i>
<u>Contributions</u>						
Membership	\$ 57,709	\$ 122,877	\$ 125,000	\$ 2,123	\$ 500,000	\$ 99,453
Other Giving	600	1,814	1,469	(345)	5,878	1,377
Total Contributions	\$ 58,309	\$ 124,691	\$ 126,469	\$ 1,778	\$ 505,878	\$ 100,830
<u>Preschool</u>						
Revenues	\$ 34,390	\$ 101,189				\$ 102,336
Payroll	(23,706)	(64,741)				(60,267)
Expenses	(3,284)	(9,767)				(9,494)
Preschool Operations	\$ 7,400	\$ 26,681	\$ 12,000	\$ (14,681)	\$ 48,000	\$ 32,575
<u>Expenses</u>						
Administrative	\$ 32,533	\$ 99,513	\$ 99,056	\$ (457)	\$ 396,225	\$ 101,816
Property	6,381	21,762	21,050	(712)	84,200	21,680
Congregational Life	1,122	3,878	3,750	(128)	15,000	3,539
Deacons	149	148	250	102	1,000	-
Worship & Music	1,424	3,632	3,900	268	15,600	1,388
Kids, Students & Families	472	681	3,788	3,107	15,150	56
Adults	158	148	875	727	3,500	(2)
Missions & Outreach	1,847	15,100	11,800	(3,300)	47,203	16,500
Total Expenses	\$ 44,086	\$ 144,862	\$ 144,469	\$ (393)	\$ 577,878	\$ 144,977
Rental Income	2,300	7,800	6,000	(1,800)	24,000	900
Net Total	\$ 23,923	\$ 14,310	\$ -	\$ (14,310)	\$ -	\$ (10,672)