

## Appendix C

### Explanation of Survey Process

The Diocese was surveyed in three ways. First, a laity survey was sent to a sample of the *Episcopal Life* readership with addresses in Iowa. The sample size was 13% of the entire membership of the Diocese, and there was a 20% return, with 64.5% of the congregations represented by at least one respondent. At the same time a survey was sent to all the clergy, with a response of 56%. Another survey was sent to each member of every vestry or bishop's committee for every parish. Eighty-four percent of the congregations had responses from at least one vestry or bishop's committee member. The total response for the vestry/bishop's committee survey was 59%.

Demographically, survey respondents can be categorized as follows: 58% were female and 42% were male; 31% were lifelong Episcopalians, including 37% of the clergy; 97% were over 41 years old, with only one respondent under 21, and 37% over 65. Seventy-seven percent of the clergy and congregational respondents were over the age of 56 (the Bishop's age), while only 56% of vestry respondents were that age. Thirty-two percent were between the age of 41 and 55.

When asked to rank specific activities as to their importance in addressing mission, worship was the highest priority, followed by pastoral care and building a community of faith. Evangelism was ranked the lowest priority on all the surveys. Clergy ranked outreach a little higher than the ranking of congregational members or vestries. The bishop was seen primarily as the spiritual leader and chief pastor, with the lowest importance being given to program expertise. Clergy expected a more prominent role for the bishop in addressing social issues than that expected by the congregation or vestries. As for the role of the bishop's staff in the Diocese, administration had the highest ranking, with congregational development and program expertise ranked second. In their own survey, clergy saw themselves as primarily spiritual guides followed by liturgical leader and pastor. None of the clergy submitting surveys viewed administration as their primary role.

There was a large number of responses to the open ended questions, and these provided much of the information used in the development of the strategic plan. Thematically these responses centered around the need for congregations to grow, the need for clergy, and a greater commitment to living out our lives in Christ. Based upon these themes, the strategic planning task force identified the four areas that comprise the focus of the plan as presented in this document.