



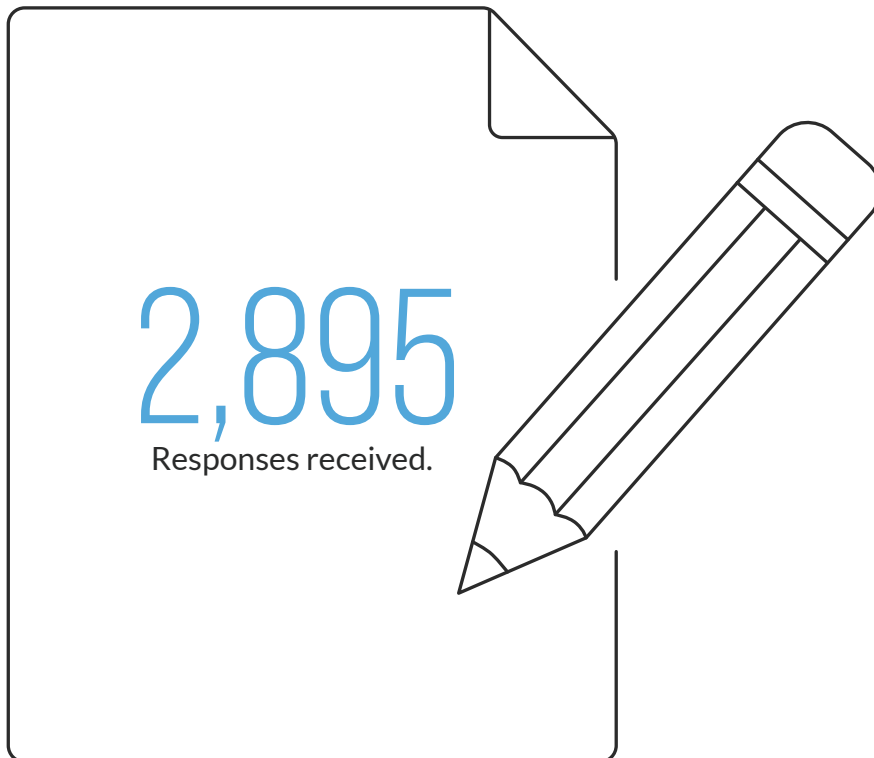
We asked.
You answered.

We heard you. Here's what you said.

2,895 of you took time to tell us what you love, what concerns you, and what you're hoping for. This is our commitment to honor that trust — by showing you exactly *what we heard*, and *what we're doing about it*.

Who You Say You Are

Across all campuses:



94%

Attend weekly
or nearly weekly.

66%

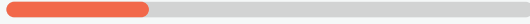
4+ years at Hope.

13%

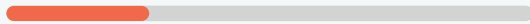
15+ years at Hope.
(founding generation)

Attendance & Tenure

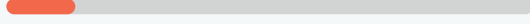
4–7 years at Hope 27%



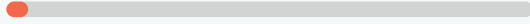
8–14 years at Hope 27%



15+ years at Hope 13%



Newer than 6 months 4%



You are a church with deep roots. Hope is a loyal community, where 2/3 have been here four or more years, many for over a decade.

66%

of respondents have been at this church for 4 years or more.

“I’ve attended for seven years, and it truly feels like home. It has given me the opportunity to grow in my faith and actively engage in my walk with Christ.”

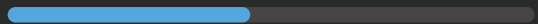
46%

of respondents are married with kids at home - **our largest household type by a wide margin.**

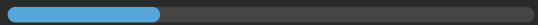
“What I love most is seeing my children grow in their faith through the Kids and Student ministries, where they are not just taught, but are empowered to serve alongside us.”

Who We Are

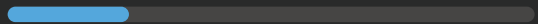
Married with kids at home 46%



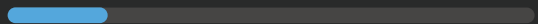
Age 45–54 (largest bracket) 29%



Age 35–44 23%



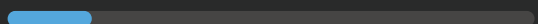
Age 55–64 19%



Female respondents 64%



Under 35 16%



Church Background

Evangelical Protestant 31%



Non-denominational 23%



Mainline Protestant 19%



Grew up Catholic 18%



No church background 8%



No single tradition dominates. Hope has drawn from every background – which is exactly why our welcoming culture scores so high.

79%

of respondents are **long term believers**. Nearly 4 in 5 respondents have followed Jesus for 16 or more years. *Hope is a community of believers with a lot of experience following Jesus.*

Teaching the truth about God's word in a way that new believers can follow and long-term believers can gain a deeper understanding.

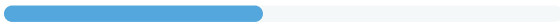
2 What We Find Valuable

Why You Stay

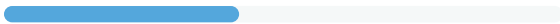
Worship services 62%



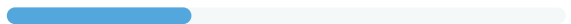
The people/relationships 46%



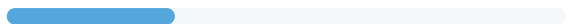
Weekend teaching 42%



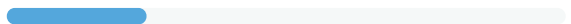
Kids/Student Ministry 33%



Community/Groups 30%

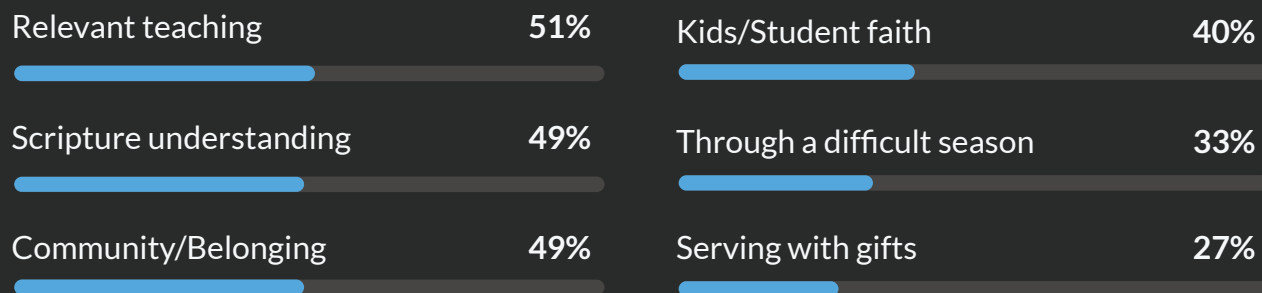


Serving opportunities 25%



For our size, we are a church that values relationships, and that is what anchors people here.

How You Grow at Hope



Teaching, Scripture, and community are nearly tied at the top – three co-equal pillars of how people have experienced spiritual growth at Hope.



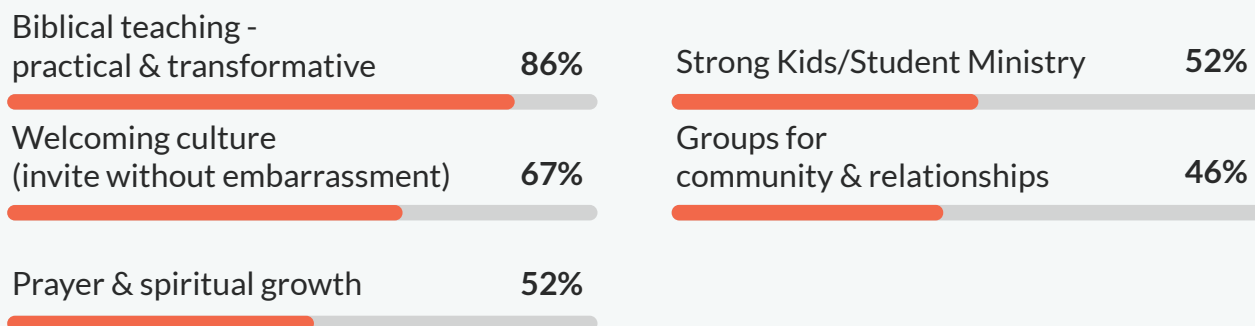
The people here actually show up. In my hardest year, my small group didn't let me disappear.

The teaching changed how I read the Bible. It stopped being something I endured and became something I craved.

I brought my unchurched neighbor and wasn't embarrassed. That means everything.



What You Love Most About Hope



We are a community that values Biblical teaching, combined with being a church where you can invite your friends and family.

What You Are Concerned About

How Hopeful Are You About the Future?

68%

Feel **hopeful** or **very hopeful**

Two-thirds of our congregation are *leaning in with optimism* during this transition.

68%

Hopeful

Hopeful about the future

18%

Unsure

Watching and waiting

17%

Concerned

Concerned about the future

Your Concerns

A new lead pastor 70%

Clear vision and direction 62%

Increased transparency & communication 48%

More discipleship/ spiritual transformation 32%

Stronger small groups 28%

More activated members serving 20%

The church has important concerns that need careful attention. The top three tell a clear story of the important need to choose the right leader for Hope, and that we have a clearer future direction with leadership committed to transparency and openness.

“

I worry the next pastor will be chosen without really understanding what this congregation values.

I'm concerned that we could become a group without vision or purpose, turning inward and self-preserving.

I've been attending Hope since 2006 and have actively volunteered in two locations, but I never knew of the board or how Hope is structured. I hope there is better transparency of Hope from top to bottom.

”

What You Want to See Change

70%

1 A new Lead Pastor

Finding the next **Lead Pastor**, who understands who we are, and wants to help us stay true to our DNA and vision, is the **#1 priority** as a church.

62%

2 Clear vision & direction

The church is saying that **having a clear, future-oriented direction and vision** is a **very high priority**.

48%

3 More transparency & communication

Almost half the church is expressing the need for greater transparency and communication clarity about the process and decisions involved in finding the next Lead Pastor.

32%

4 More discipleship / spiritual formation

The church is naming a hunger to go deeper spiritually and a desire for more equipping in this area.

28%

5 Stronger small groups

The church sees room for improving access to, and more offerings for, our groups.

28%

6 More activated members serving

The church desires more serving from the church body as a whole.

What Is Vital to Preserve and Grow

The following areas are aspects the church has indicated are important and necessary to preserve and grow moving forward.

CLEAREST MANDATE
IN THE ENTIRE SURVEY

86%

Biblical teaching
- practical & transformative

What We Are Doing Right Now in the Interim

- **Maintaining consistent, Bible-centered teaching** from our teaching team and guest speakers while the search is underway.
- **Protecting and resourcing Kids and Student Ministries** - the next generation is the future today.
- **Continuing to invest in groups and community infrastructure** across all campuses.
- **Committing to transparent, regular communication** throughout this entire transition.

Welcoming culture
(invite without embarrassment) **67%**

Prayer & spiritual growth **52%**

Strong Kids/Student Ministries **52%**

Groups for
community & relationships **46%**

Worship music **44%**

Healing/emotional support **43%**

These are not preferences – they are commitments. You named what you would grieve losing. We are not just noting these things. We are protecting them.

“We could focus so much on outward success—large attendance, programs, and a strong image—that we neglect true spiritual vitality, deep discipleship, and bold gospel witness.”

What You've Told Us About the Next Lead Pastor

You didn't fill out a job description — but you did. In question after question, **you described the kind of leader who would help Hope be the best version of itself.** These are the values you hope the next pastor embodies.

Has a high commitment to Biblical teaching.

86% of the church says this is a non-negotiable. You want a Lead Pastor to teach Scripture with depth, honesty, and a practical clarity that guides how we live.

Invests in the next generation with Kids & Student Ministries.

52% of the church says that the next generation is vital to protect and preserve. Families came to Hope because of a vibrant ministry for their kids and students, and **this is something worth investing in.**

Continues a welcoming culture.

67% named Hope's open door identity as something to guard. **This warmth doesn't just belong to a stage or a single personality - it lives in the people.** The desire is that this is modeled by leadership as well as the congregation.

Builds groups for community and relationships

46% named Groups and Community as core to church life, saying relationships are the primary reason they've stayed. **The church isn't looking for a Lead Pastor to just fill seats - you want one who builds belonging within community.**

Develops a prayerful culture that leads to spiritual growth.

52% said prayer and spiritual formation are core commitments in the next Lead Pastor. Hope doesn't want a polished communicator who just talks about prayer, **you want a shepherd whose private spiritual depth is visible in how they lead and serve the church.**

Hope is looking for a pastor whose life is shaped by their walk with Jesus and their love for people. You say you aren't looking for someone who is here to command a room, scale an organization or build a personal brand. **You want a shepherd.**