HAMPTON
PRESBYTERIAN CHURCH

Mission Study

CAT Summary and Key Highlights

Who We Are

Grounded in faith and guided by the Holy Spirit, we are sent as faithful ambassadors to reflect the hope of salvation through Jesus Christ.

General Information

Hampton Presbyterian Church is a suburban church located in Hampton Township about 15 miles north of Pittsburgh. Made up of unique individuals, the HPC family bring to the table a variety of lived experiences and perspectives. Our identity as a church comes from unity in Christ rather than uniformity. The thread that binds us together is our mutual love for God and for others.

Hampton Presbyterian Church was founded in 1805 and has been a vibrant part of our community for over 200 years. Although our original building no longer exists, HPC moved to Hardies Road during the construction of Route 8. Over the years, HPC has experienced stable pastoral leadership. There have been three installed Senior Pastors since 1982.

Worship is an important part of our life together. But we recognize that how people worship occurs in different ways. To that end, we offer two distinct worship services on Sunday mornings. The first service is a Traditional Service following a standard liturgy for a PC(USA) congregation. The second service is contemporary, featuring a relaxed

atmosphere and a worship band. Both services are sources of personal growth and praise to the God who has shaped us, loved us, and sent us into the world.

Like many congregations, HPC thinks of itself as a friendly and caring place. With a focus on family ministries, HPC invests heavily in Children and Youth ministries. With both an Associate Pastor and a Children's Ministry Director, HPC serves the next generation and their families. Two of the biggest events each year are Summer's Best Two Weeks and Vacation Bible School. Additionally, older adult ministry occurs through programs such as "Young at Heart."

Mission is an important part of our life together. We support both local and international mission partners. Serving meals at Pleasant Valley Men's Shelter, collecting food for North Hills Community Outreach, items for HEARTH and many more, we act as ambassadors of Christ Jesus in the life of our community. We have discovered that mission is life-giving.

With an average worship attendance of 162 in 2026, our Congregational Assessment provides a mirror to see more fully who we are and a roadmap for where we are going into God's promised future.

Congregational Assessment Tool (CAT) Summary - Interpretation by Rev. Ralph Lowe

As your church family walks through this season of pastoral transition, you recently engaged with Holy Cow! Consulting to conduct the Congregation Assessment Tool (CAT). With 142 members participating, representing an exceptional 83% response rate of your average Sunday attendance, the resulting data provides an empirical, transparent snapshot of your church's current health, culture, and aspirations. The purpose of this summary is not to assign blame or create anxiety, but to offer clear self-knowledge and grounded spiritual insight as you prepare to call your next full-time pastor. By understanding both your profound foundation of strengths and your institutional growing edges, you can shape an authentic pastoral search profile that aligns with who you are and where God is leading you.

The assessment clearly demonstrates that Hampton Presbyterian Church is anchored by deep spiritual maturity and an exceptionally loyal core community. Your greatest organizational asset is the personal faith of your people. Nearly 83% of your members report that their faith directly shapes how they view and live out their daily lives, demonstrating that your congregation possesses profound biblical grounding, devotion, and readiness for discipleship. In addition, your Educational Engagement is robust with members consistently praising the Christian Education, preschool, and youth programming as foundational pillars of the church. You also benefit from extraordinary institutional commitment and members regularly express heartfelt gratitude for the deep friendships formed and the mutual care received during times of personal crisis. Moreover, your conflict index is low to average, meaning present struggles do not stem from destructive infighting or theological division, but rather from organizational fatigue.

At the same time, the survey asks to honestly confront several hard truths regarding your corporate momentum. On the Energy-Satisfaction Map, HPC lands in the Low Energy / Low Satisfaction quadrant, historically identified as the Recovery Quadrant. Only 35% of members indicate they are clearly satisfied with overall operations, and only 22% feel a strong sense of excitement, with nearly 60% remaining "on the fence" and awaiting fresh direction. This weariness is compounded by a notable stewardship disconnect. Despite an affluent average household income of $181,763, the average giving rate sits at just 0.93% of household income where the national average is 1.99%. Because spiritual vitality is so high, this is not an absence of faith or capacity, but rather a reflection of the need for renewed organizational trust, financial transparency, and inspired vision. Furthermore, Worship and Music Index ranked low, with one-third of respondents expressing frustration with music style and noting that the dual service times have created an unintended sense of division. Lastly, based on your Hospitality Index, you care well for insiders but lack an intentional structure to welcome guests which is a critical issue.

When examining congregational culture, your scores place you in the Theologically Conservative and Culturally Settled quadrant. You hold firmly to historic Christian orthodoxy and the authority of Scripture, while 87% of members affirm that your church prefers to stay close to established ways of doing things. This cultural footprint reveals that your congregation will not thrive under a disruptive leader who seeks to overturn your heritage, but rather under an empathetic, collaborative pastor who respects your traditions while gently guiding you forward. When asked to identify where your future energy should be directed, the congregation stated the top three priorities are developing a comprehensive strategy to reach and incorporate new people, fostering spiritual generosity to support your ministry, and creating meaningful relational spaces such as small groups and fellowship meals.

These priorities directly shaped how your congregation voted on the critical abilities needed in your next senior pastor. Out of all pastoral competencies, Preaching was ranked as the undisputed highest priority by a wide margin, showing a collective desire for inspiring, biblically grounded, text-driven sermons. This was closely followed by strategic leadership to cast a compelling vision and guide out of stagnation, pastoral care to provide empathetic support in times of need, and teaching/training to equip lay leaders for active ministry. Because the neighborhood within one mile of your campus is growing in both population and economic vitality, the mission field is immediately available to you. With an exceptionally strong core of personal faith, deep loyalty, and a clear self-identified roadmap, HPC is well-positioned for renewal as the Pastor Nominating Committee begins the search for your next leader.

Main Reasons for Attending/Participating (Reflected in CAT Study – 116 Responses)

31% said they participated in the life of HPC because it is where they grew up, where their family attended, or due to the proximity to their home

20% said they participate because of the pastors/former pastors

20% participate because of the focus on Children and Youth Ministry

15% attend because of the congregational connections and warmth they experience.

13% attend because of worship or preaching

9% attend because of a prior/current connection to the Preschool

7% attend for their spiritual growth and nurture

What are Members Thankful for? (Reflected in CAT Survey – 115 Responses)

57% of participants are thankful for the congregation, i.e., for a sense of support, connection, and belonging that they experience

23% are thankful for Children and Youth Ministries

20% are thankful for Pastors and the Staff

10% are thankful for Worship

A handful of others are thankful for a variety of other things such as mission, bible studies, and the preschool.

The majority of participants find joy in our life together.	**There are also opportunities for HPC to grow and build on the previous generations.**

Key Demographics of our Region

Hampton Presbyterian Church is in a growing suburb 15 miles north of Pittsburgh. Over the next ten years, our community expects to see moderate growth. Over that same time, there may be a moderate decline in school-aged children. Nevertheless, the median family income for our region is greater than the PA average with few families living below the poverty line.

Many of those living in our area are highly educated, with 35% of households having received a bachelor's degree and 21.2% having a professional or graduate degree. The average age in our community is 44 and that trend is predicted to remain stable over the next ten years.

Where Are We Going

Opportunities to Grow or Strengthen (Reflected in CAT Survey – 109 responses)

39% of participants said a focus on Spiritual Growth, Small Groups, and how we engage in Life Together is an area to grow in.

26.6% of participants said that Worship Times, Worship Services, and Worship Music present an opportunity for growth.

16.5% of participants said that leadership development and equipping members for ministry is an area to strengthen.

15.5% of participants lifted community outreach and local mission as an opportunity for growth.

10% of participants suggested that children and youth ministries provided opportunities for growth.

7% of participants said that Communication with the congregation could be an area to strengthen.

Top priorities/Key Indicators from Holy Cow Assessment.

- ☐ Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
- ☐ Develop the Spiritual generosity of the people to financially support the ministry of the church.
- ☐ Create more opportunities for people to form meaningful relationships (e.g., small groups, nurtured friendships, shared meals).
- ☐ Strengthen the process by which members are called and equipped for ministry and leadership.

Tensions Revealed by the Study

Low Morale vs the Need for a Compelling, Unifying Vision

Desire to develop a strategy to reach new people vs Low Hospitality Index Desire for changes in worship vs Being Settled and Resistant to Change

Need to Develop Spiritual Generosity vs 60% of members being "on the fence"

Next Steps

What qualities/competencies does HPC need in the next Senior Pastor?

- Gifted in Preaching and Worship leadership.
- Change Agent – Demonstrated ability to bring about change incrementally.
- Strategic Leadership to inspire and shape compelling vision for ministry.
- Community Architect – Demonstrated ability to build community, foster relationships, and focus on developing leaders.
- Spiritual Generosity and Stewardship – build on the work begun in the interim period.
- Ability to navigate conflict (especially for the necessary conversations around worship)
- Administrative Capacity to manage the Church.
- Empathetic Pastor's Heart (i.e., gifts for pastoral care).