

St. John Lutheran Church
Strategic Plan
Congregation Survey and Staff Interviews

October 21, 2008



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Summary of Survey and Interviews

Schedule A
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Ministry	Recommended Strategy	Congo. Survey	Staff Interviews
Worship Ministry			
	Add an evening service	22	4
	Offer a non-Traditional service	8	2
	Change current services to Contemporary	9	
Music Ministry			
	Bring in more outside performers	15	1
	Provide more Contemporary music	13	1
	Add Middle/High school performance opportunities	4	
Children and Family Ministry			
	More fellowship and outreach opportunities	3	4
Confirmation (Youth) Ministry			
	Confirmation more inspiring & relevant	22	4
Adult Ministry			
	Arrange general interest education classes	23	1
	Provide more Bible study	19	3
	Add more ministry opportunities-Men's & Women's groups, book studies, fellowship events and support groups	9	3
	Supply child care at adult events	3	
Outreach Ministry			
	Give more resources, time and talent locally	29	1
	Give more to international missions	7	
	Reach out to inner city churches	2	
Church Finances			
	Get every family unit to pledge	3	
	Add new fund raisers	3	
	Build a surplus/pay off mortgage	3	
	Conduct a membership drive	2	

Summary of Survey and Interviews

Schedule A

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Ministry	Recommended Strategy	Congo. Survey	Staff Interviews
Buildings & Grounds			
	Remodel interior incl. entryway & canopy	41	5
	Landscape select areas outside	4	
Marketing			
	Develop and implement a comprehensive plan	27	2
	Improve our signs	3	
Other			
	Hire a charismatic/youth oriented Associate	12	3
	Hire a Volunteer Coordinator	2	7

**Staff Interviews
Summary of Responses**

Schedule B

The staff was interviewed to obtain their input and to ensure their vision of the future in each area was included. Listed below are the wishes in general and the quantity of staff people that expressed it.

Music Ministry

- Bring in more outside performers 1
- Provide more Contemporary music 1

Children and Family Ministry

- Provide more opportunities besides Sunday School for children and families (fellowship and outreach) 4

Worship Ministry

- Add an evening service 4
- Make the evening service Contemporary 2

Buildings & Grounds

- Remodel entrance area inside adding a canopy outside 5

Adult Ministry

- Arrange educational opportunities of general interest 1
- Provide more Bible Study 3
- Add ministry opportunities such as Men's and Women's groups 3
- Book studies, fellowship opportunities and support groups

Confirmation (Youth) Ministry

- Review Confirmation program to make it more inspiring and relevant 4

Outreach Ministry

- Give more resources, time and talent to the local community 1

Marketing

- Develop and implement a comprehensive marketing plan 2

Other

- Hire a new Associate Pastor-charismatic & youth oriented 3
- Hire a Volunteer Coordinator 7

**Staff Interviews-Detail Notes
Index**

Schedule C

Page	Area
1	Worship Ministry
2	Music Ministry
3	Children and Family Ministry
4	Confirmation (Youth) Ministry
5	Adult Ministry
6	Outreach Ministry
7	Buildings & Grounds
8	Marketing
9	Other

**Staff Interviews-Detail Notes
Worship Ministry**

Schedule C
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Reference	Comment	Category
11	Wednesday evening services with day care	A
13	Continue to focus on Blended style of worship	C
25	Shorten the Liturgy to 50 minutes overall	C
43	Add a Wednesday evening service around before or after confirmation	A
49	Add a Contemporary service (music and liturgy)	B
52	Mid-week Contemporary service	A/B
66	Add a Wednesday night worship service	A
69	Add a third Sunday morning service	C
70	Develop an off site alternative worship experience	C

Summary

A	Add an evening service-Wednesday	4
B	Add a Contemporary service	2
C	Various single issue items	4
		<hr style="width: 100%; border: 1px solid black;"/> 10

**Staff Interviews-Detail Notes
Music Ministry**

Schedule C
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Reference	Comment	Category
20	Keep variety in the Music program	A
23	Consider an upgrade to an 8 foot grand piano	C
49	Go to a Contemporary music program for a separate service	B

Summary

A	More outside performers/greater variety	1
B	More Contemporary Music	1
C	Various single issue items	1
		<hr style="width: 50%; margin: 0 auto;"/> 3

**Staff Interviews-Detail Notes
Children and Family Ministry**

Schedule C
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Reference	Comment	Category
2	Create a bonding environment via family events-picnics etc.	A
10	Focus on activities that attract young families	A
34	Continue Wacky Wednesday/Thrilling Thursday children's activities	A
39	Volunteer activities should involve families	A
Summary		
A	More activities for families besides children's Sunday School	4

**Staff Interviews-Detail Notes
Confirmation (Youth Ministry)**

Schedule C
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Reference	Comment	Category
54	Stability of staffing is needed	A
56	A pastor should be responsible for confirmation not a Youth Director	A
59	Inadequate leadership of Confirmation the last three years	A
67	Hire a Youth Director	A

Summary

A	Revamp and revitalize the Youth program , including Confirmation	4
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**Staff Interviews-Detail Notes
Adult Ministry**

Schedule C
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Reference	Comment	Category
6	YACHT Club should be reorganized to attract younger people	C
32	Care groups are a good idea	C
33	More Bible study is needed	A
45	Continue to provide/expand adult ed offerings-Divine Drama	A
63	Launch Care Groups	C
65	Retain a part time teaching/preaching pastor	A/B

Summary

A	More Bible study	3
B	Adult learning beyond Bible study	1
C	More outreach, fellowship & support groups	3
		<hr style="width: 100%; border: 0.5px solid black;"/> 7

**Staff Interviews-Detail Notes
Outreach Ministry**

Schedule C
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Reference	Comment	Category
44	Provide more opportunities for local outreach	A

Summary

A	Become more involved in the local community	1
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**Staff Interviews-Detail Notes
Buildings & Grounds**

Schedule C
p. 7 of 9

Reference	Comment	Category
12	Improve the entry so visitors can find their way to park and enter	A
24	Add more windows for a feeling of openness and light	A
28	Consider a prayer area in the Sanctuary like Lord of Life	B
40	Remodel the entry area	A
41	Create a large teaching room for 30+	B
48	Remodel the entry area	A
71	Remodel entry and other areas (Ed's list)	A
A	Remodel entry and other areas	5
B	Other single issue items	2
		<hr style="width: 50%; margin: 0 auto;"/> 7

**Staff Interviews-Detail Notes
Marketing**

Schedule C
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Reference	Comment	Category
8	Create better Marketing to the community	A
21	Modify our Mission statement like LOL and put it everywhere	A
	Summary	
A	Develop a local marketing plan	2

**Staff Interviews-Detail Notes
Other**

Schedule C
p. 9 of 9

Reference	Comment	Category
4	Volunteer Coordinator needed for new member integration	A
5	New member fellowship is needed	A
36	Get back to 2 Pastors	B
37	New Associate should focus on Confirmation/Youth	B
38	Fill the Volunteer Coordinator position	A
50	Fill the Volunteer Coordinator position	A
51	Fill the Volunteer Coordinator position	A
55	New Associate should focus on Confirmation/Youth	B
60	Volunteer Coordinator needed for trining volunteers	A
68	Hire a part time Volunteer Coordinator	A

Summary

A	Hire a Volunteer Coordinator	7
B	Hire a new Associate Pastor	3

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**Congregation Survey
Summary of Responses**

Schedule D
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We have received 171 responses to the Strategic Plan survey. The survey was divided into two parts. The first was an assessment (rating) of how we are doing today. The average values (out of a 5 point maximum) for each area are given below:

- 4.3 Music Ministry
- 4.2 Children and Family Ministry
- 4.1 Worship Ministry
- 3.8 Buildings & Grounds
- 3.7 Adult Ministry
- 3.6 Confirmation Ministry
- 3.5 Outreach Ministry
- 3.3 Church Finances
- 3.2 Marketing

The second part of the survey was intended to allow members to make statements regarding their vision of the future in each area. Listed below are the wishes in general and the quantity of people that expressed it. Only wishes by two or more members are listed.

Music Ministry

Bring in more outside performers	15
Provide more Contemporary music	13
Add Middle/High school performance opportunities	4

Children and Family Ministry

Provide more opportunities besides Sunday School for children and families (fellowship and outreach)	3
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Worship Ministry

Add an evening service	22
Make the evening service Contemporary	8
Change current services to Contemporary	9

Buildings & Grounds

Remodel entrance area inside adding a canopy outside	41
Landscape select areas outside	4

**Congregation Survey
Summary of Responses**

Schedule D
p. 2 of 2

Adult Ministry

Arrange educational opportunities of general interest	23
Provide more Bible Study	19
Add ministry opportunities such as Men's and Women's groups Book studies, fellowship opportunities and support groups	9
Supply child care at Adult events	3

Confirmation (Youth) Ministry

Review Confirmation program to make it more inspiring and relevant	22
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Outreach Ministry

Give more resources, time and talent to the local community	29
Give more to international missions	7
Reach out to inner city Twin Cities churches	2

Church Finances

Get every family unit to pledge	3
Add new fund raisers	3
Build a surplus/pay off mortgage	3
Conduct a membership drive	2

Marketing

Develop and implement a comprehensive marketing plan	27
Improve our signs	3

Other

Hire a new Associate Pastor-charismatic & youth oriented	12
Hire a Volunteer Coordinator	3

**Congregation Survey-Strategic Points-Detail Replies
Index**

Schedule E

Page	Area
1	Worship Ministry
4	Music Ministry
6	Children and Family Ministry
7	Confirmation (Youth) Ministry
9	Adult Ministry
11	Outreach Ministry
13	Church Finances
14	Building & Grounds
16	Marketing
18	Other

Congregation Survey-Strategic Points-Detail Replies
Worship Ministry

Schedule E
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Survey	Comment	Category
4	Add an evening service-Saturday	A
11	Add an evening service-Saturday	A
12	Add an evening service-Saturday, Wednesday, or Monday	A
15	Add another (evening) service during the week.	A
22	Add another evening service.	A
	Make it a contemporary service.	B
27	Add an evening service-Wednesday	A
33	Add an evening service-Saturday	A
35	Add an evening service.	A
	Make it music oriented (Contemporary).	B
36	Add a Contemporary service	A/B
37	Add a Contemporary (rock) service appealing to 16-30 demographic.	A/B
40	Make the service more Contemporary-add a band	C
41	Keep the services traditional.	D
42	Make the services more traditional.	D
44	Add an evening service-Saturday.	A
45	Add an evening service-Saturday at 5:00 (traditional).	A
49	Add an evening service-Saturday at 5:00.	A
51	Add an evening service-Thursday	A
	Make it a Contemporary service	B
57	Add an evening service-Wednesday (family oriented)	A
69	Don't add a new service	D
76	Contemporary service once per month	C
79	Add an evening service-Wednesday or Saturday during summer.	A
80	Use the summer liturgy all year	D
82	Add an evening service-Monday or Wednesday for working kids	A

Congregation Survey-Strategic Points-Detail Replies
Worship Ministry

Schedule E
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Survey	Comment	Category
90	Add an evening service-5:00 Saturday	A
93	Add an evening service-5:00 Saturday	A
	Make it Contemporary, upbeat music, casual	B
104	Add an evening service	A
115	More Contemporary at early service, like 10:30	C
149	More Contemporary music at early service	C
150	More Music	C
156	Evening service-Wednesday/Contemporary	A/B
157	No variety in service	C
158	Evening service Wed or Sat	A
159	Contemporary format	B
164	Make second service Contemporary	C
170	Want a more Contemporary service	C

Congregation Survey-Strategic Points-Detail Replies
Worship Ministry

Schedule E
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Survey	Comment	Category
Summary		
A	<u>Add</u> an Evening Service	
	Preferred day of the week	
	Saturday 5:00	8
	Weedkday	1
	Not specific	6
	Wednesday	3
	Thursday	1
	Wed or Sat	2
	Mon or Wed	1
		22
B	Make the new service Contemporary	8
C	<u>Change</u> the existing services' format to be more Contemporary	
	Make them Contemporary	6
	Add more Music	1
	Make second service Contemporary	1
	Contemporary once a month	1
		9
D	Various single issue points	4
	Total	43

Congregation Survey-Strategic Points-Detail Replies
Music Ministry

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Survey	Comment	Category
5	Pull more 5th-9th graders into Music Ministries	C
9	Likes special performers and instruments	A
11	Need opportunities for Middle Schoolers	C
15	Bring in more outside musicians	A
16	Avoid a Praise worship service	D
22	Continue special guest musicians	A
27	More Contemporary music	B
31	Want new anthems	D
32	More Contemporary music	B
33	Have more local musicians perform	A
34	Keep a variety in Music offerings	A
35	Go digital & offer CDs of church performances	D
36	More singers and musical instrumentation	A
37	More Gospel music	D
38	Too routine-more variety needed	A
39	Likes the Contemporary music service	B
40	Add more music to the worship service and a band	B
51	More Contemporary music	B
68	More music, choirs and bells	A
70	Invite more outside performers	A
73	More Contemporary songs	B
75	Keep up the music variety	A
92	Provide more and varied professional musicians	A
97	More guest musicians	A
99	More Contemporary music and Gospel	B
102	More special music including local schools	A

**Congregation Survey-Strategic Points-Detail Replies
Music Ministry**

Schedule E
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Survey	Comment	Category
112	More instruments with Contemporary music	B
118	Not a fan of Contemporary Music	D
120	More Youth performances	C
121	More Contemporary music	B
134	More Contemporary music	B
135	More outside performers	A
138	Commit to Contemporary music	B
145	Tap into more of the music talent we have	D
150	Have a Praise band every other Sunday	B
158	Add a High School choir	C
170	More Contemporary music	B
	More outside performers	A
Summary		
A	More outside performers/greater variety	15
B	More Contemporary Music	13
C	More Middle School/High School Offerings/Performances	4
D	Various single issue points	6

**Congregation Survey-Strategic Points-Detail Replies
Children and Family Ministry**

Schedule E
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Survey	Comment	Category
27	Have more than Sunday School activities	A
28	Family fellowship dinners	A
92	Provide more opportunities throughout the year	A
141	Communicate better to community regarding upcoming events	B
155	Consider a Board of Ed for Church School	B

Summary

A	More activities besides Sunday School	3
B	Various single issue items	2
		<hr/> 5

**Congregation Survey-Strategic Points-Detail Replies
Confirmation (Youth Ministry)**

Schedule E
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Survey	Comment	Category
2	Make it more relevant, interesting, enjoyable	A
26	Too long a period-Youth lose interest	A
32	Make it educational and fun to learn	A
38	Stabilize leadership	A
47	Limit it to one year	A
52	Too boring for MS age kids	A
65	3 years seems a long time	A
70	Need programs besides just Christian Ed at this age	A
74	Continue Youth programs after Confirmation for Grades 10-12	B
84	Limit it to 8th and 9th graders	A
90	Structure of entire program needs to be rethought	A
91	More parental involvement	A
99	Stabilize leadership/More community outreach	A
102	Add Community Outreach programs	A
112	Expect more community service from Confirmands	A
123	Sermon notes are pointless	A
124	2 year program with consistency of leadership	A
140	Needs "big" improvement to make it attractive to kids	A
146	More music offerings/church service involvement for confirmands	A
147	More parental involvement	A
155	Involve them regularly in worship service. Faith stmts in Reed.	A
164	Add more social opportunities	A
166	Redo this program	A

**Congregation Survey-Strategic Points-Detail Replies
Confirmation (Youth Ministry)**

Schedule E
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Survey	Comment	Category
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Summary

A	Review Confirmation program to make it more inspiring and relevant	22
B	Various single issue items	1
		<hr/> 23

Congregation Survey-Strategic Points-Detail Replies
Adult Ministry

Schedule E
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Survey	Comment	Category
1	More adult ministry is needed	B
2	Interesting Adult Ed classes are needed	B
9	More options needed-Coffee shop bible study, etc	B/D
11	More adult SS classes	A
12	More adult classes between services or Wednesday night	A
14	Not enough offerrings-Bible studies & volunteerism	A/D
15	More "expert" speakers on current topics	B/D
17	More bible studies and life applications	A/B
31	Add more adult speakers	B
35	Expand on offerrings from last year	A
43	Need more offerrings	B/D
58	Offer more senior learning programs	B
59	Need two full time ministers to make this successful	C
61	More support groups	D
65	Non-Bible Study	B
68	More adult learning and support group guidance sessions	B/D
70	Hire a strong Associate Pastor	C
72	More Bible Study	A
73	More one time classes	B
74	More Bible Study	A
83	More adult ed	B
89	Include child care options	A/E
90	More Bible study, Men's Group, Adult Singles	A/B/D
92	Interesting class offerrings	B
95	More Bible Study	A
96	More ed opportunities of all kinds	B

**Congregation Survey-Strategic Points-Detail Replies
Adult Ministry**

Schedule E
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Survey	Comment	Category
97	Men's Bible Study group	A
98	Fellowship activity-Vikings/Twins games in the Harbor.	D
99	Bible study & other offerings but not Sunday mornings	A/B
103	Bible study or current theology offerings	A
107	Outside expert speakers	B
108	General information and Bible classes	A/B
110	Small group education	B
119	Need a second full time pastor	C
142	Provide weekly adult ed each Sunday	A
152	Child care needed to do this Sunday between services	A/E
153	Explore key social issues from a Christian perspective	B
154	Conduct a class on <u>Purpose Driven Life</u>	B
155	Adult ed classes with child care provided	A/E
157	Provide more Evangelism/activity based opportunities for adults	D
158	More Sunday education classes needed	A
159	More Sunday education classes needed	A
168	Special speakers like authors	B
170	More adult ministry needed	B

Summary

A	Bible study	19
B	Adult learning beyond Bible study	23
C	Hire a second FT Pastor	3
D	Evangelism, outreach, support groups	9
E	Provide child care	3
		57

Congregation Survey-Strategic Points-Detail Replies
Outreach Ministry

Schedule E
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Survey	Comment	Category
3	Involve families in local outreach projects	A
5	More community involvement/Reachout to inactive members	A
9	More community involvement-WeCAN, nursing homes, schools	A
14	Grant locally, nationally & internationally	A/B
15	More community outreach	A
28	Attract more young families and singles of all ages.	D
33	Video outreach	A
36	Become more involved locally	A
37	More music outreach	A
39	More visibility in the community	A
44	Give more to families in need	A
51	More outreach to Mound	A
55	More local good works needed	A
65	More community involvement needed	A
66	More help locally is needed	A
67	Touch more people	A/B
68	Do more	A/B
72	Do more locally then go to Mpls twice yearly	A/C
80	Reach out at the neighborhood level	A
90	Look outward-partner with an inner city church	C
93	More mission work	B
97	More local short term mini-outreach projects	A
103	More community involvement	A
110	More local help More third world help	A/B
137	More community involvement is needed	A
138	Reach out musically	A

Congregation Survey-Strategic Points-Detail Replies
Outreach Ministry

Schedule E
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Survey	Comment	Category
153	Do more	A/B
155	Organize a benevolence drive every quarter-local, ELCA, missions	A/B
156	More local outreach	A
158	Get more involved in the community	A
164	Educate the congregation on what is available	D
168	Participate in local activities like WeCAN	A
169	More local involvement	A

Summary

A	Become more involved in the local community	29
B	Give more to International missions	7
C	Reach out to inner city churches	2
D	Various single issue items	2

40

Congregation Survey-Strategic Points-Detail Replies
Church Finances

Schedule E
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Survey	Comment	Category
9	Get every member to pledge	A
27	Conduct a membership drive	C
29	Conduct special fund raisers	B
31	Hire a person who can better manage our funds	F
35	Continue to aggressively push elec giving-add a giving kiosk in lobby	F
38	Build a surplus of cash/get a line of credit/pay off mortgage	D
72	Build a cash surplus/reduce debt/pay off mortgage	D
90	Get more people to pledge & give	A
97	Conduct more special fund raisers	B
99	Increase membership	C
108	Pay off the mortgage	D
134	Spend more on Youth ministry	F
153	Get more families to pledge/increase giving of all	A
161	Consolidate to 1 budget for Building, Current Exps, Special Projects	F
165	Do a community wide fund raiser like OLL	B

Summary

A	Every member should pledge	3
B	Add new fund raisers	3
C	Conduct a membership drive	2
D	Build a surplus/payoff mortgage	3
F	Various single issue items	4
		<hr style="width: 100%; border: 0.5px solid black;"/>
		15

Congregation Survey-Strategic Points-Detail Replies
Building & Grounds

Schedule E
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Survey	Comment	Category
1	Remodel entry way/library to make a welcoming area	A
2	Remodel entry way/fireside area to make a welcoming area	A
9	Entry area-add a canopy. Things are looking tired	A
11	Entry-add a canopy, bigger ladie's room, open fireside room, parking	A
12	Entry area remodel	A
13	Remodel entry into "Main Entrance" area	A
14	Lack of gathering area in entry area	A
15	Remodel entry, new landscaping	A/B
16	New welcoming entrance	A
20	Better entrance so people know where to enter	A
25	Redo entry	A
27	Better entry needed	A
28	New entry, remodel bathrooms, add a Christian bookstore	A/C
29	Improve the sign on 15	C
31	Improve the entrance	A
35	Lack of curb appeal	A/B
36	Open the Entrance/Fellowship Hall outside the back door	A
38	Update the entry/Building looks tired/expand sanctuary	A/C
39	Entry needs to be more welcoming	A
40	Add a playground outside	
41	Better entrance	A
43	Building needs help	
44	Renovate main entrance and bathrooms	A
58	Covered walkway	A
65	Remodel entry	A
66	Create a main entrance	A

Congregation Survey-Strategic Points-Detail Replies
Building & Grounds

Schedule E
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Survey	Comment	Category
69	Remodel entry	A
70	Consider Geothermal heating	C
72	Remodel bathrooms/Narthex/New kitchen	A/C
88	New entrance/Sanctuary update	A/C
103	Major remodel/landscaping need	A/B
110	More welcoming Narthex	A
114	Remodel entry	A
143	Need a new front entry	A
144	New lobby and Ladie's room	A
146	Main entrance	A
148	Need better access	A
151	Extend "gathering room" into hall	A
153	More attractive entrance needed	A
155	Remodel entry/Clean area on south end of lot (Fairview & Bartlett)	A/B
156	Front entry depressing	A
157	Congested entry	A
159	Update entry	A
165	Common areas in building look institutional	C
168	Update the entry and other areas	A
170	Remodel entry	A
Summary		
A	Remodel entrance area, library, fireside room and add a canopy	41
B	Landscaping	4
C	Various single issue items	7
		<hr style="width: 100%; border: 0.5px solid black;"/> 52

Congregation Survey-Strategic Points-Detail Replies
Marketing

Schedule E
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Survey	Comment	Category
1	More PR-local paper probably	A
5	More active in the community	A
14	Hold up to others the good we do	A
15	More local advertising and more newspaper articles	A
20	Promote the church with better local visibility, signage	B
27	More aggressive membership drive	C
28	More marketing of all kinds	A
29	Need a plan to key audiences/Need special events/Need laker coverage	A
31	Improve the web site	A
35	Lack of presence in community events/videos on web site	A
36	More presence in Laker	A
38	We are poor at selling ourselves	A
39	Don't hear much about St. John's except at church	A
40	Had to find the church myself-no advertising	A
56	More outreach in Children's area locally	C
58	More PR	A
65	We have a poor image locally	A
67	Sponsor more local events	A
68	Do more	A
74	Bill ourselves as a key foundation of the community	A
90	Reach out to the community offering general interest adult classes	A
99	Market and deliver a Contemporary service/market to community	A
116	More advertising	A
137	More community outreach/more in Laker on unique events	A
141	Market to the unchurched in our community	A
146	Market our music	A

Congregation Survey-Strategic Points-Detail Replies
Marketing

Schedule E
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Survey	Comment	Category
155	Monthly member profile in Reed/Improve signage	C/B
156	Non existant	A
157	Put choirs on cable TV, Internet & PODcasts	A
163	Market to the community	A
164	Upgrade sign on 15	B
168	More articles in Laker	A

Summary

A	We need a plan to market locally for: print, cable TV, internet, mailings, CDs, special community events	27
B	Improve signage	3
C	Various single issue items	3

33

Congregation Survey-Strategic Points-Detail Replies
Other

Schedule E
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Survey	Comment	Category
1	More greeters at entry way	C
9	We desperately need a Volunteer Coordinator	A
10	We need two FT Ministers	B
28	Name tags for eveyone	C
35	Hire an Associate Pastor-Charismatic & youth oriented	B
39	Hire a Youth Pastor that will stay	B
40	Differentiate ourselves from other local churches	C
69	Hire an experienced Youth Minister	B
70	Hire a Youth Pastor	B
77	Fund the hiring of a second minister	B
96	We should call a woman Associate Pastor	B
134	Need a full time Youth Minister	B
152	Need to have stable leadership in new Youth pastor	B
155	Make the Assistant Pastor a reality	B
157	Get a coordinator to organize volunteer efforts	A
167	Get an Associate Pastor	B
168	Provide a Wednesday evening meal for Confirmation families	C
	Need a Volunteer Coordinator	A
	Need a part time Communications person	C
169	Need a Youth leader that will stay	B
Summary		
A	Volunteer Coordinator	3
B	Hire a new Associate Pastor	12
C	Various single issue items	5
		<hr style="width: 100%; border: 0.5px solid black;"/> 20

Congregation Survey Responses
Ratings of Current Operations

Schedule F

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Ref. No.	Worship	Music	Child	Confirm	Adult	Outreach	Finance	Bldg	Marketing
1									
2	5	5	5	3	4		2	5	
3	4	4	3.5	2.5	3			4	
4	5	5	5	5	5	5	5	5	5
5	4	4	4	4	4	3	3	4	2
6	5	5	5	5	5	5	5		5
7	4	4				4	4	4	
8	4	4					3	3	
9	3	4			3	3	2	3	1
10	4	4	4	3	2	2	2	4	4
11	4	5			4			2	4
12	4	5			4	4		2	
13	5	5						3	
14	4	4	5		3	3	2	1	1
15	4	5	3	3	3	2	2	3	2
16	5	5			4	3	3	3	3
17	3	5			3	3	3	4	5
18	5	5							
19	4	4			3			3	
20	4	5				4		3	4
21	4	4	3		3	3	4	3	3
22	4	5	3		4		4	4	3
23									
24	5	5	5						
25	4	4	4	4			3	3	
26	4	5			4			5	
27	5	5	3	3	5	4	2	3	2

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Ref. No.	Worship	Music	Child	Confirm	Adult	Outreach	Finance	Bldg	Marketing
28	5	5	5	5	5	3	3	2	3
29	4	5			4.5	2	2.5	3.5	1
30	4	4			4	4	4	4	
31	3	3			2	2	1	4	2
32	4	3.5	4	2.5	4				
33	5	5	5	5	3	4	3	5	5
34	5	5			5		5	5	5
35	4	4	3	2	4		3	2.5	2.5
36	4	4				2	2	4	2
37									
38	4	3.5		3			3	3	2
39	5	3	4			3	4	4	
40	3	3	4			3	3	3	2
41	4	3	4					4	
42	4	4	4					4	
43	5	5	5	5	4	4	5	4	5
44	4	4	3	3	3	3	4	4	3
45	4	4							
46									
47	4	1	3	2				5	
48	4	5	3	5				4	
49	4	4.5	4.5	4	4	4	4	4.5	4
50									
51	2	4			1	1	3	4	3
52				2					
53	5	5	4		4	4	4	4	4
54	4	5	5		5	4			

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Ref. No.	Worship	Music	Child	Confirm	Adult	Outreach	Finance	Bldg	Marketing
82	3	5			4				4
83	5	5		5	4	3	4	5	3
84	4	5	5	4	4				
85									
86	5	5						5	
87	5	5			5		3	4	
88	3	4	5					1	
89	4	4	4		3			4	4
90	4	5	5	3	4	3	3	3	4
91	4.5	5	5						
92	4	4	4		5				
93	5	5	5	5	5	5	3		
94		5	5						
95	5	5			3				
96	4	4	5	3	3	3	4	5	
97	4	5	4		4	3	4	5	
98	4	5	4		4		4	4	4
99	4	4	3	3	3		3	4	2
100	5	5	5	5				5	
101	4	5	4	4	4	3	4	4	2
102	4	4	4	4					
103	4	4			2	3	3	2	3
104	3	5	5	4					
105	4	4	4					4	
106	4	4					4	5	5
107	5	5			3				
108	4	5	5	4	4	4	4	5	4

Congregation Survey Responses

Schedule F

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Ref. No.	Worship	Music	Child	Confirm	Adult	Outreach	Finance	Bldg	Marketing
109	5	5	5					5	
110	4	5	4	4	3	3	4	3	4
111	5	5	5						
112	4	2.5	5	3.5	5	4	3.5	3.5	4
113	4	4	4				4	4	
114	4	4	4					3	
115	4	5	4	3	3		3	4	4
116	4	4	4					5	2
117	4	4	5		4	4		4	4
118	3	3	4					4	
119	4	4	4		4				
120	4	4	4	3	2	2	2	3	1
121	4	4			4	4	4	4.5	
122	4	4						4	
123	3	4	4	3	4			4	
124	2	3	3	1		2		3	
125	4	4	4	4	4		4	4	
126	3	4							
127	2	5	5	3		5	3	5	3
128	5	5						5	
129	4	5	5	5	5	5	3	5	4
130	5	5	5		4	5	4	4	
131									
132	5	5	5			5			
133	4	4	5	5	4	4	4	5	4
134	4	4	5	3			4	5	
135	4	4			4			3	

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Ref. No.	Worship	Music	Child	Confirm	Adult	Outreach	Finance	Bldg	Marketing
136	4	5	5	4	4	5			
137	4	4	4	4	4	3	3	4	3
138	3	4	4	3	3	2	3	4	3
139	4	5	4		4		4	5	4
140	4	4	3	2	3	3	2	4	2
141	5	5	4		5	5			3
142	4	4	5		4				
143	4	4	3	3	3		3	2	
144	4	5			3			4	
145	4	5						3	
146	2				5				
147	4	4	4	3				4	
148	4	4	4		4	4	3	2	3
149	4	4	4		4	4	4	4	4
150	3	4					2	5	
151	3	4			3			4	
152	4	5	5	3	1	3	1	4	2
153	4	5			3	4	3	4	
154	5	3	3	1	2	4		5	
155	4	5		4	3	2	4	4	4
156	5	5			5	4		3	
157	1	1			3	3	3	3	
158	3	4	3	4	3	3	2		
159	4	4	4	3	4	4		3.5	
160	4	3		4	4	4	4	4	4
161	4		4	4	4	5	3	5	
162					4		2		

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Ref. No.	Worship	Music	Child	Confirm	Adult	Outreach	Finance	Bldg	Marketing
163	4	4	5	4					3
164	5	5	5	5	5	4	5	5	4
165	3.5	4	4.5			5	3	4	3
166									
167	5	5							
168	4	4	4.5	4	3	4	3	3	2
169	2	4	3	1	1	2	2	4	1
170	4	4	4.5		3	4	3	3	4
171	5	4	3		0		3	4	

Congregation Survey Responses

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Ratings of Current Operations

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Ref. No. Worship Music Child Confirm Adult Outreach Finance Bldg Marketing

Total	637	669	453.5	235.5	384.5	298	296	486	238.5
Entries	157	154	107	66	105	85	91	127	74
Average	4.1	4.3	4.2	3.6	3.7	3.5	3.3	3.8	3.2

Strategic Plan-Congregation Survey

Schedule G

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Our church is in the process of developing a five year strategic plan. We believe it is essential that each member have an opportunity to participate in helping us shape our future. Therefore, we request that you complete this brief survey. Please rate how we are doing today and why you feel this way. Then recommend what changes you think we should make in the future. Please rate all areas you know on a scale of 1 (not satisfied) to 5 (exceeds expectations). If you don't believe you are familiar with an area please leave it blank. After completing the survey form please mail it or deliver it to the Church Office or hand it to an Usher.

1. Worship Service rating Why? _____
Wishes for the future: _____

2. Music Ministry rating Why? _____
Wishes for the future: _____

3. Children's Ministry Why? _____
Wishes for the future: _____

4. Confirmation Ministry Why? _____
Wishes for the future: _____

5. Adult Ministry rating Why? _____
Wishes for the future: _____

