

Congregational Meeting: Results of the Survey on Vision and Expectations for Our Pastor

August 7, 2011

Very High-Level Overview of Results

- We have widespread agreement in some areas
 - The Lutheran fundamentals of the Word and grace
 - The need to change
- There are some divisive issues that we must deal with
 - Worship style remains a divisive issue
 - There are strongly held opinions on both sides:
 - Offering three distinct worship services is a real plus for the congregation
 - We should not continue with Saturday evening and the contemporary praise service at 11:00 am
 - We cannot undo what has already happened with worship styles, but we can choose to move on.
- There are areas where there are many different perspectives
 - Priorities for our ministry and expectations for a pastor

Purpose of Today's Meeting

- Understand and discuss the results of the congregational survey
 - This presentation summarizes the survey results and includes samples of the actual responses that best illustrate common themes
 - Received a total of 52 responses to the survey
- We will not debate or resolve the divisive issues today
 - Need to prayerfully consider how to move forward on worship styles
 - There is no possible decision that will satisfy everyone in the congregation
 - We cannot offer each person's preferred style of worship at each person's preferred time to worship

Vision

In light of God's call to mission and service, how does this congregation understand our reason for being? Why are we here?

Vision: Our Reason for Being

- “Created, Saved and Gifted by God, We are Called to Seek, Serve, and Share Jesus Christ”
 - Our mission statement says it very well
 - Seeking a stronger and living relationship with our savior
 - We are called by God to be in a growing relationship with him as the PRIMARY part of our lives. Our lives should reflect that relationship. This calls each of us to constantly use our gifts.
 - To be Christ’s hands and feet in service to others
 - Share the Gospel with an unashamed, burning passion for Christ

Vision: Our Reason for Being

- To love God and our neighbors
 - In the words of Matthew 22:37 – 39, *“Love the Lord your God with all your heart and with all your soul and with all your mind”. This is the first and greatest commandment. And the second is like it: “Love your neighbor as yourself”*
- To worship and glorify God
 - God made us. We exist to worship. We exist to enlighten others in the Gospel.
 - To praise and thank Him for Himself, our relationship, my blessings; to ask for his forgiveness and guidance.
- We are the family of God
 - A family holding one another up, praying for, and loving one another
 - To gain strength and support from one another to fulfill God’s work and plan for us

Vision: Our Reason for Being

- There is also some concern that we may not understand our reason for being here:
 - We have not had a call or mission since “Building to Serve” that has motivated us to work toward a goal or purpose.
 - We have lost our focus. We are not united in any sense of mission and purpose.
 - Our vision statement is unclear, not applicable to our place in the community. Generally, Good Shepherd folks are more self-serving than God-serving. We have a lot of “pew sitters”
 - We are comfortable having Good Shepherd be just a place to worship. Many serve in many areas, but most are coming only on Sunday morning. We are not spreading the Gospel as we should.

Vision

What are our gifts, resources, and assets for fulfilling this purpose? How are these being used?

Vision: Gifts, Resources, and Assets

- The caring nature/culture of our congregation:
 - Very friendly, helpful, compassionate and thoughtful congregation
 - Strong sense of family
 - Good-hearted Christians
 - Wise older people; energetic young people
- Talented members and staff with a willingness to serve
 - People with a variety of skills and talents – music, arts, maintenance, business skills, finance, etc – who invest their time and talents in our ministry
 - Dedicated, hard-working members
 - Many retired people with more time than younger members

Vision: Gifts, Resources, and Assets

- Our faith and commitment as Christians
- We have a great facility in a great location
 - Beautiful church and multipurpose facility
 - Beautiful building with lots of rooms for ministry
 - Conveniently located in the heart of Kettering. Easily accessible.
- Financial support
 - Financial generosity
 - Small amount of debt

Vision: Gifts, Resources, and Assets

- Opinions vary on the use of our gifts, resources, and assets:
 - Use on a daily basis to help strengthen our faith
 - Use for worship, service, socializing, fellowship, and community outreach.
 - We are reaching out more to inner-city people and promoting other outreach programs
 - We open the building to outside groups.
 - The congregation is just tapping into its real potential in utilizing these gifts and resources
 - Due to limited attendance, our gifts and resources are being pushed to the limit.
 - We are generally not good stewards of our income
 - Our gifts, resources, and assets are not fully used or are used inconsistently
 - Need more members involved to use their talents, to be more focused on goals
 - Our congregation does an amazing job in giving to others through time, talents, financial support and prayers

Vision

What obstacles must be overcome to be able to use these gifts to accomplish our mission?

Vision: Obstacles

- A willingness to change, cooperate and set aside personal preferences
 - Need to learn to discern what is best for the congregation above personal desires
 - Finding compromise, positive attitudes, and everyone being willing to serve in some capacity
 - Lack of flexibility – too many complainers
 - Need to build on the strengths of the new pastor. Don't try and mold him into something different groups may want.
 - Strive to become more receptive to new or different methods and ideas
 - Recognize that we are designed to be diverse – to be the ears and eyes and noses of the body of Christ
 - Need to appreciate the gifts of our members and understand that there are different ways of doing things. Appreciate the differences.

Vision: Obstacles

- We are divided over worship styles
 - We must attempt to resolve issues in the music program between traditional and contemporary approaches. The effort to do this is more important than the final result.
 - A divided body – three services – three congregations. Individual worship preferences inhibit joint together to be one body for Christ.
 - Too many expensive musicians – don't work together – more performance-focused rather than enhancing worship experience
 - While maintaining our Lutheran tradition, we must find ways to make our worship meaningful to non-Lutherans.
 - Many in our community have probably never attended a liturgical service and would not understand it if they did attend.
 - The big question is how to maintain our Lutheran tradition yet attract new, non-Lutheran members
 - Young people and adults may not be attracted to a worship experience with mostly traditional music.

Vision: Obstacles

- Poor planning and execution:
 - Need to set goals to work toward
 - Lack of vision: Leaders seem to micromanage church details rather than visualize the future and implement long-term ideas.
 - Little follow through to help support, maintain, revise, or reconsider new initiatives
 - Weak youth programming

Vision: Obstacles

- Congregational involvement:
 - We need to get more people involved in our mission. The current volunteer pool is close to getting burned out on volunteering.
 - Declining membership has reduced the number of people available to take part in activities and programs of the church.
 - Need to engage more people in some kind of ministry. Nearly everyone can do something.
 - Each member must commit to an all-out effort to contribute to the success of the new pastor
 - Each member should do a self-examination as to what each one can offer to complete our goals.

Vision: Obstacles

- Stewardship
 - It was an obstacle in the past, but does not need to be an obstacle now.
 - How can we keep it from being an obstacle during the transition?
 - We can move forward as the body of Christ without a full-time pastor
 - Without the financial obligation of a full-time pastor, how can we best use our resources?
- Low morale
 - Some of us have come to believe that we have too little to offer to be of real value instead of asking God to bless what we do have to offer.

Vision

What trends in our community should be addressed by Good Shepherd in the next 3-5 years?

Vision: Trends in Our Community

- Aging community
 - Have a large senior population
 - Need to have programs/services that are meaningful to seniors
 - Explore the needs of a more mature population, e.g. services like “check in” calls, transportation, invitations to meals, classes of interest to seniors

Vision: Trends in Our Community

- Our community is in transition
 - Economy should improve, permitting possible renovation and sale of houses
 - Is regaining a position as starter housing for younger families with children
 - New businesses in the high-tech/aerospace fields and redevelopment of the GM properties should make this
 - Neighborhood is changing – young families, house rentals, ethnic diversity
 - Trend is towards minorities, single parent homes, empty nesters
 - Different definition of the family
 - Younger families moving into the neighborhood need a church activity program and guidance in the liberal, changing environment

Vision: Trends in Our Community

- Outreach and meeting the needs of the community
 - Build a sense of community within our immediate neighborhood – messages that convey we care
 - Be an anchor for families in our midst – a place to come to be with others
 - Need to continue the outreach to children in the neighborhood: the relationship with the school, VBS, and the Easter egg hunt.
 - Church/religious relations are not as important as 20/30 years ago to young people
 - Many are unchurched
 - Good Shepherd-Cincinnati surveyed the area around the church to find out the major concerns of the people and instituted programs based on these concerns (e.g. financial planning services, Mothers of Pre-Schoolers)

Vision: Trends in Our Community

- Economic situation in our community
 - Changing job market
 - Increasing number of unemployed people in our community
 - Lower income
 - Increasing number of hungry people in our community
 - More & more folks close to Good Shepherd who living in or near the poverty level
 - People need basic services, even food, to get by
 - Should consider partnerships with other churches to meet these needs

Vision

In your opinion, what should be the top three mission and ministry priorities and goals for the congregation?

Vision: Top Three Priorities and Goals

- Focus on the core Lutheran fundamentals of the Word, the Sacraments, and grace. Focus on growth as Christians.
 - Be true to the Word of God in all we do – church services, sermons, and outreach. Core discipleship.
 - Greater participation in worship, Bible study, Christian education, and prayer.
 - Strong emphasis on worship/preaching
 - More Bible study
 - Educating the congregation as to what is a Christian in today's world

Vision: Top Three Priorities and Goals

- Youth & Family Ministry/Christian Education
 - Building a stronger Christian education program for children, youth and adults
 - Ministry in Christian education to learn and apply God's Word
 - Build our youth programs back up again
 - Focus on young families/children's needs
 - Attracting young families
 - Regular activities that draw young people
 - Reach out to the Kettering community to attract younger families to GSLC (similar to the approach used by Good Shepherd – Cincinnati)

Vision: Top Three Priorities and Goals

- Serving and caring for the community and the world
 - Building a sense of community/teamwork within the congregation. Emphasize unity of faith and purpose.
 - Minister to members of the congregation with a strong emphasis on pastoral care/visitation
 - Reach out in service to people living near Good Shepherd
 - Get to know our neighbors and neighborhood
 - Build relationships where we can share the love of Christ with those who we come into contact with
 - Sharing our time and money with local charities such as We Care Arts
 - Support world-wide ministries

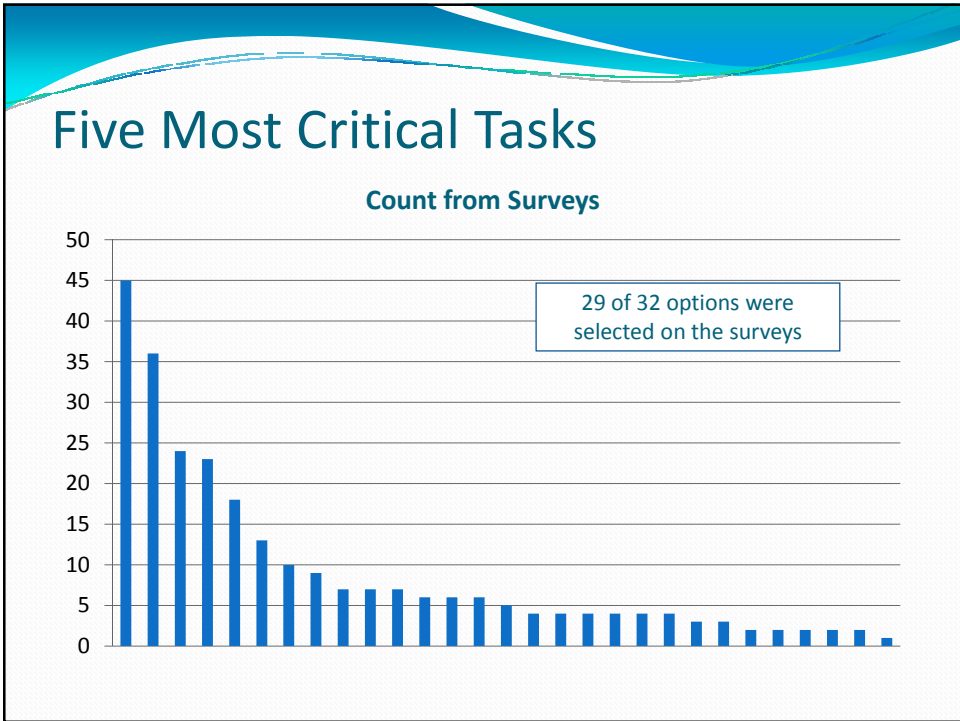
Vision: Top Three Priorities and Goals?

- Membership growth/retention
 - Revitalize GSLC into a growing congregation
 - Cultivate commitment to Good Shepherd
 - Increase membership
 - Make visitors welcome and encourage them to return
 - Visit visitors and personally talk to them – knock on their door
 - Show concern for those members who have fallen away from GSLC
 - Growing our congregation with programs that meet the need's of God's family

Vision: Top Three Priorities and Goals

- Member involvement and responsibilities:
 - More active, passionate members
 - Find ways to encourage all congregation members to be more actively involved in the life of the church
 - Get passive members involved by direct communication
 - Build a stronger commitment to serve others inside & outside our church
 - We have responsibility to make change happen. The pastor is only one person. We must be cooperative and flexible moving forward with mutual respect and Christian love.
 - Continue efforts to improve communication with the congregation

Expectations for a Pastor

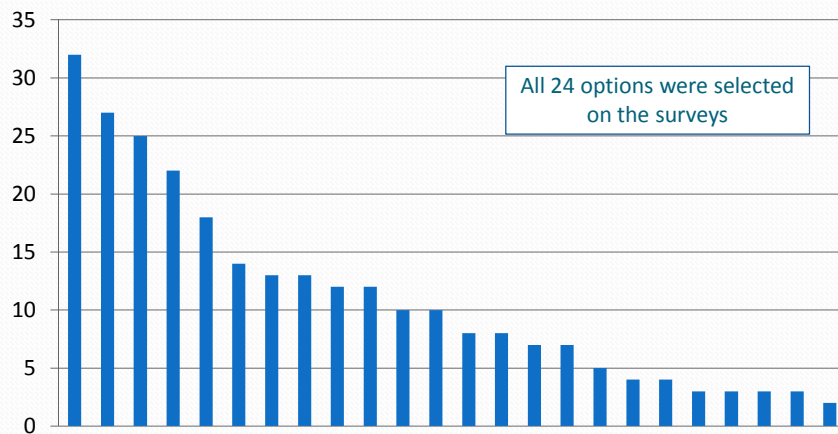


Five Most Critical Tasks

Task	Count from Surveys
Preaching/Worship Leadership	45
Pastoral Care and Visitation	36
Christian Education	24
Building a Sense of Community	23
Evangelism/Mission	18
Interpret Theology	13
Youth and Family Ministry	10
Ministry with Seniors	9

Gifts, Skills, Personality Characteristics

Count from Surveys



Gifts, Skills, Personality Characteristics

Gift/Skill/Characteristic	Count from Surveys
Help people develop their spiritual life	32
Be an effective communicator	27
Be active in visitation of members and non-members	25
Be able to share leadership and work in a team	22
Be an effective teacher	18
Be skilled in planning and leading programs	14
Build a sense of community among the people with whom he/she works	13
Bring joy and good humor to relationships	13
Deal effectively with conflict	12
Help others develop their leadership abilities and skills for ministry	12

Expectations for a Pastor

What are the primary areas of activity or focus that we wish our newly-called pastor to give special attention to during the first year of his or her ministry at Good Shepherd?

Expectations for a Pastor:

Focus During 1st Year

- Focus on Christ through worship, teaching, preaching and spiritual growth
 - Consistent, dynamic, inspirational worship services
 - Strong and dynamic preacher.
 - Give sermons related to our lives today
 - Work with the music staff to foster greater cooperation, include our youth in special music, and selection of music that enhances worship
 - Teach us God's Word.
 - Establish a more Bible-based program with pastor-lead Bible study
 - Growing our current members to focus on Christ-like attitudes and actions.
 - Focus attention on Christ

Expectations for a Pastor:

Focus During 1st Year

- Get to know us and reach out to everyone
 - Reaching out to all with a genuine, friendly demeanor.
 - Get acquainted with as many members as possible.
 - Learn to know the members, their talents, their needs.
 - Demonstrate a genuine and sincere interest in needs and well-being of existing members
 - Visit sick, shut-ins, and elderly

Expectations for a Pastor:

Focus During 1st Year

- Youth & Family Ministry/Christian Education
 - Help build strong youth and family ministries
 - Improve Sunday School – children, youth, and adult
 - Able to relate well to young families and attract them to Good Shepherd
 - Build close relationships with our youth and the youth of the community
 - Bring in children and actively work with them.

Expectations for a Pastor:

Focus During 1st Year

- Planning and innovation
 - Identify areas needing modifications or improvements
 - Fresh ideas
 - Guide members in discerning God's plan for Good Shepherd
 - Need to clearly establish why we are doing what we do through Bible study, prayer, and meaningful discussion
 - Direct the development of realistic, achievable goals and objectives
 - Plan, organize, and follow through on new programs while working as a team member

Expectations for a Pastor:

Focus During 1st Year

- Membership retention and growth
 - Act effectively to maintain current church membership
 - Reach out to the community in service and as a way to grow the congregation
 - Make visitors feel welcome

Expectations for a Pastor:

Focus During 1st Year

- Bring the congregation together
 - Build a positive attitude in our congregation
 - We need a cheerleader, morale booster, and challenger
 - Bring Good Shepherd members together as one body
 - Help our congregation feel united in Christ, in spite of personal differences and in spite of having more than one worship service
 - Deal effectively with divisive issues

Expectations for a Pastor:

Focus During 1st Year

- Support our efforts to encourage involvement and commitment of members
 - Increase membership and enthusiasm – enthusiastically lead current members in taking the message of Christ to potential new members, inactive members and former members
 - Stimulate participation of members in all areas
 - Match member interests and talents with programs
 - Help us help each other and the community around us
 - Encourage and work with members to equip them for leadership and programs
 - Perhaps update the time and talent survey to know how and where members want to serve
 - Show appreciation for the members of the congregation who work hard for the church

Expectations for a Pastor

How will this congregation support and encourage our pastor during the 1st year?

Expectations for a Pastor:
Congregational Support for the Pastor

Prayer

Expectations for a Pastor:
Congregational Support for the Pastor

- Be realistic in our expectations for the pastor
 - Understand that one human can't possibly do everything simultaneously.
 - Not ask him/her to be all things to all people.
 - Exercise patience and flexibility
 - Give him/her time to learn who he is and who we are at Good Shepherd. Then, he/she can discern where his/her strengths will best serve God's plan.
 - If the pastor makes a few missteps, gently offer an opinion and then act with forgiveness.

Expectations for a Pastor:

Congregational Support for the Pastor

- Be willing to change
 - Support new ideas for our ministry
 - Be open to new approaches
 - Allow the pastor to use his/her own style and not expect things to be done “the way we have always done things”
 - Support leadership decisions (both pastoral and Church Council) despite disagreements with them.
 - Limit negative comments and give him/her room to grow
 - Avoid petty distractions. React to conflict with thoughtfulness rather than confrontation.
 - Demonstrate willingness to put aside individual differences.

Expectations for a Pastor:

Congregational Support for the Pastor

- Respect our pastor and value his/her contributions
 - Praise the things he/she is doing well
 - Enthusiastically support the lead of our new pastor in evangelism in the broader community
 - Put forth additional effort to insure that the new pastor has total support from this congregation
 - Open and honest communication

Expectations for a Pastor:

Congregational Support for the Pastor

- Teamwork, volunteering, and participation
 - Each of us must be willing to be a team member.
 - Do – when asked
 - Support activities, mission goals, church's needs with fair donations of time, money and enthusiasm
 - Participate in Christian education ministries and commit or recommit to be God's hands, feet, and voice on earth
 - Stewardship/financial support
 - Establish a Mutual Ministry Team

Expectations for a Pastor:

Congregational Support for the Pastor

- Welcome our new pastor
 - Welcome him/her with an open mind
 - Make him/her feel welcome and show appreciation for his talents
 - Go out of our way to have conversation with him/her
 - Invite him/her to church activities, including activities for all ages



Other Discussion?