



Results Survey # 7— Part 1

Mutual Expectations—Focus

24 responses from 21 family units

We trust the Spirit of God to work within our community and bless and multiply the gifts we bring to ministry. Our human resources have limitations, however, and this requires us to set priorities and be prepared to support and encourage our new pastor as we work together in those activities that are centered in our purpose, gifts, and mission. What do we expect our new pastor to focus on and what are we going to do to support and encourage the pastor?

We asked: Please list the five primary areas of activity or focus that you wish your newly-called pastor to give special attention to during the first year of his or her ministry at Lutheran Church of Our Savior.

Responses were often detailed or described in different terms, but here is an abbreviated summary of responses:

Family, Youth, Fellowship and Special Ministries

1. Youth involvement/ministry (12) Engage children through young adults to keep them here
2. Building Sunday school up (3) - young and old
3. Young Adult/College ministry (3) - perhaps with Cal State SB
4. Increasing Intergenerational membership of family units with new & old members
5. Seniors involvement/ministry (4), Make use of senior population (experience)
6. Strong Fellowship Ministry; Build Sense of Community (5)
7. Small Group Ministry (3) - help and support circles and small groups
8. Choir—Senior and Junior, stabilize Music Ministries (3)
9. Spanish Ministry, Spanish language skills (2)

Community

1. Community involvement/outreach; increase connection with our neighborhood (14), girl scouts, OA group, etc.
2. Attract new members (4)

Relationships

1. Get to know the congregation. Have an open door policy so members can have one on one conversations.(8)
2. Keep a sense of humor in relationships(6)
3. Be friendly. Provide care & nurture. Visit people's homes. Visit sick & shut-ins.(6)
4. Contact people missing from Sunday Services. (2)
5. Communication, willingness to listen, ability to sensor out negative voices that wish to control (2)
6. Be available for counseling services.
7. Periodic meetings beyond the annual meeting. Let congregation know how it can help the pastor assimilate.

Spiritual Guidance & Teaching

1. Sermons (7) —Inspirational, Challenging, encouraging, enlightening, from the Bible and personal input.
2. History of faith/Historical perspective to bring new learning and understanding of Bible. Good Bible classes. (2)
3. Be an inspirational teacher. Challenge members to become active in learning. (2)
4. To lead the church in (a study of?) the history of Luther
5. Leadership training
6. Bring more life into services (sermons, music, etc.)

Leadership

1. Conflict Management. Calm fractionalization. Unify (4)
2. Bring fresh creative perspective. (4)
3. Understand and help balance budget & manage our financial health (4)
4. Perform financial audit of all records.
5. Growing the Congregation (2)
6. Help develop leaders, build teams, and increase member participation in current programs, roles, and "jobs"(2)
7. Work with congregation, not just "leaders" to establish a multi-year plan for where we want to go.
8. Work to improve our current programs, especially with CCLM.
9. Maintain relationship with ICUC.
10. Be an example of stewardship.
11. Help understand the issues of ELCA
12. Calm the fears of change.



Results Survey # 7 — Part 2

Mutual Expectations—Support

24 responses from 21 family units

We trust the Spirit of God to work within our community and bless and multiply the gifts we bring to ministry. Our human resources have limitations, however, and this requires us to set priorities and be prepared to support and encourage our new pastor as we work together in those activities that are centered in our purpose, gifts, and mission. What do we expect our new pastor to focus on and what are we going to do to support and encourage the pastor?

We asked: Please list five ways that this congregation will support and encourage the pastor during the first year in order to help her or him accomplish these responsibilities:

Here is an abbreviated summary of the responses. Note that many responses were more detailed and some similar responses are grouped together in this summary.

1. Volunteer time in various leadership roles. Say yes when asked to serve. (9)
2. Pray for the pastor (7)
3. Listen to what he/she has to say (6).
4. Attend regularly. Be active. Participate in programs. (6)
5. Provide a friendly, supportive atmosphere, express appreciation (6)
6. Offer more fellowship activities, provide means to promote, and attend.(4)
7. Be open to new ideas & do not compare the new pastor to previous pastors or practices(4)
8. Provide financial support (3)
9. Invite/bring others and help with public outreach and seeking out willing new members. (3)
10. Don't complain, nit pick, argue, be confrontational, etc. (3)
11. Serve on special events committees (bereavement, parish dinners) (2)
12. Assist in learning the area. (2)
13. Answer questions, provide ideas & time (2)
14. Fill in where needed. Help where one can. (2)
15. Welcome the pastor. Visit the pastor and say hello. (2)
16. Prioritize spiritual education over earthly activities.
17. Provide equipment, and facilities
18. Recruit volunteers to help carry-out the mission
19. Be honest & positive in our answers to questions.
20. Encourage support of Church—financial & emotional
21. Bring our young people and participate with them when appropriate
22. Work in Committees
23. Talk to each other
24. Find creative ways to fill council positions and make council fun & exciting
25. Instill in new pastor a sense that we want to work with him/her
26. Meet weekly with him/her outside of Council
27. Bring in outside speakers to bring new perspectives
28. Tithe to help church grow and help to those in need through donations of money ,time, and effort.
29. Cook great food and make him/her thankful for becoming our pastor.
30. Be open to developing a relationship with the Pastor.
31. Support external ministries—Mary's Table & CCLM
32. Visit homebound or hospitalized people.
33. Teach children's groups or be a substitute.