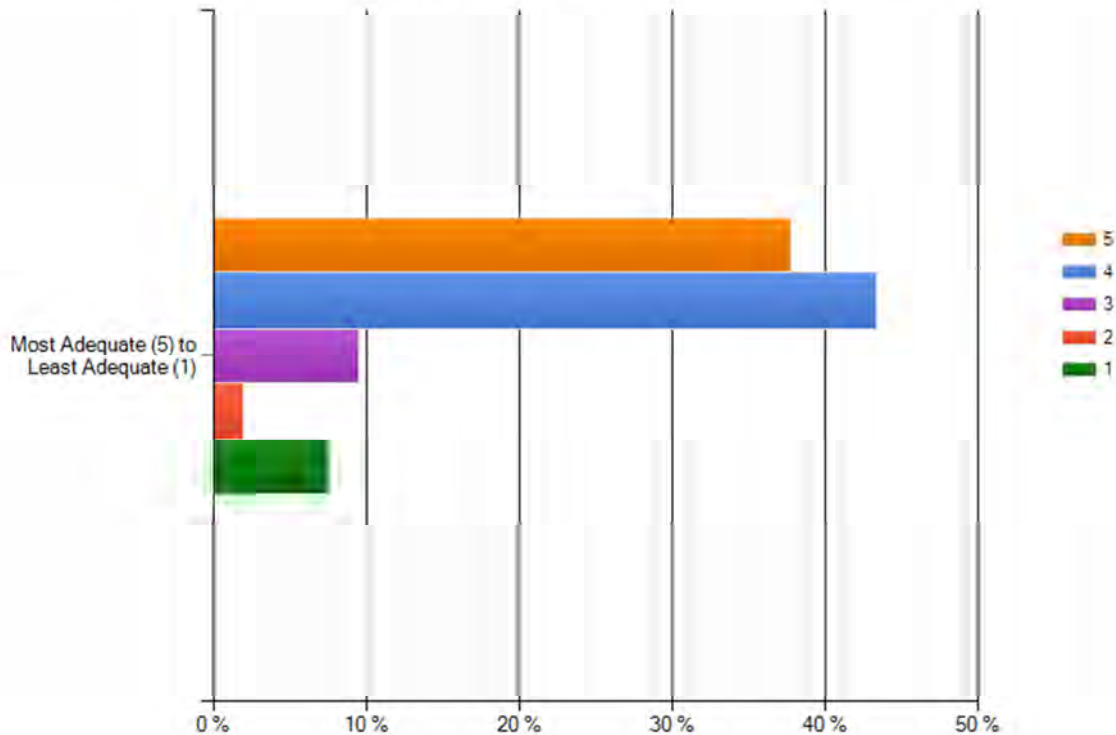


This report contains the results of the *CTSLC Call Process Survey* conducted in October and November of 2011. The survey itself is attached as the appendix to this report (it may be necessary to reference the survey as the charting program shortened some of the response options).

Question #1: "Please enter your name. Your name will not be noted when tallying the responses."
Fifty-three (53) people responded to the survey.

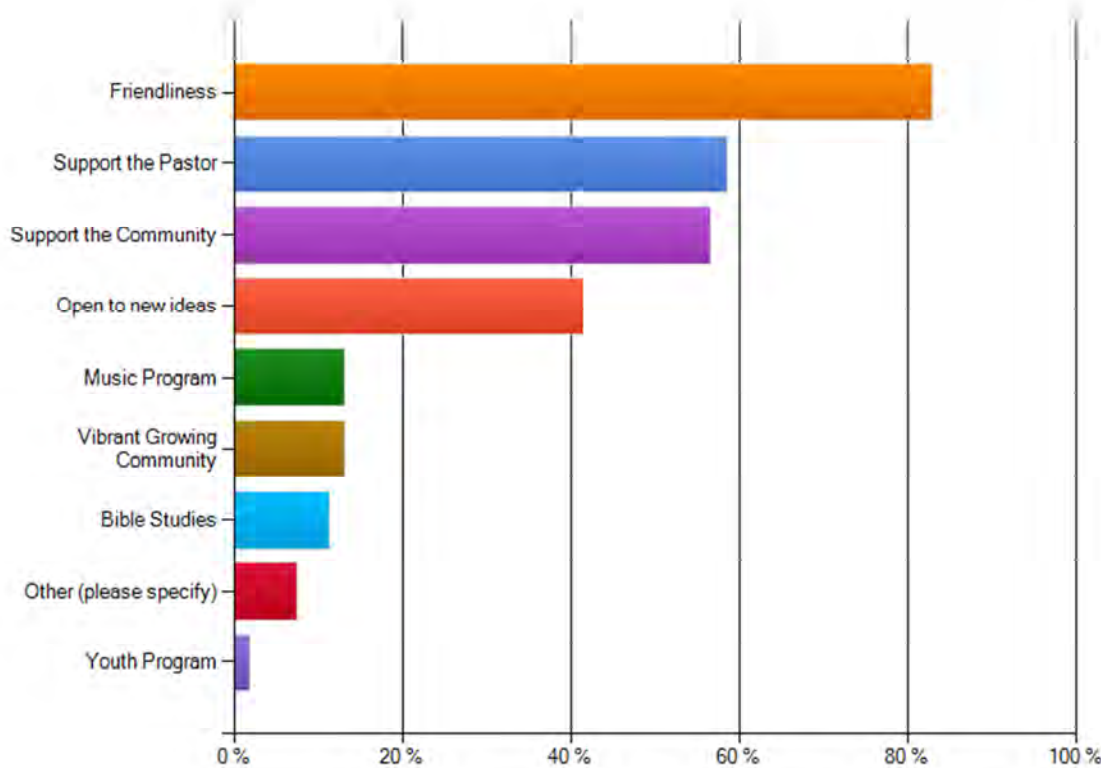
Question #2:

Do you feel the following CTS Purpose Statement adequately reflects the congregation? "Saved by God's grace and energized by the power of the Holy Spirit, Christ The Servant Lutheran Church is growing spiritually in Jesus Christ, welcoming others to experience God's grace and serving all creation."



Question #3:

Select the 3 most important gifts/assets that Christ the Servant has to offer an incoming Pastor.

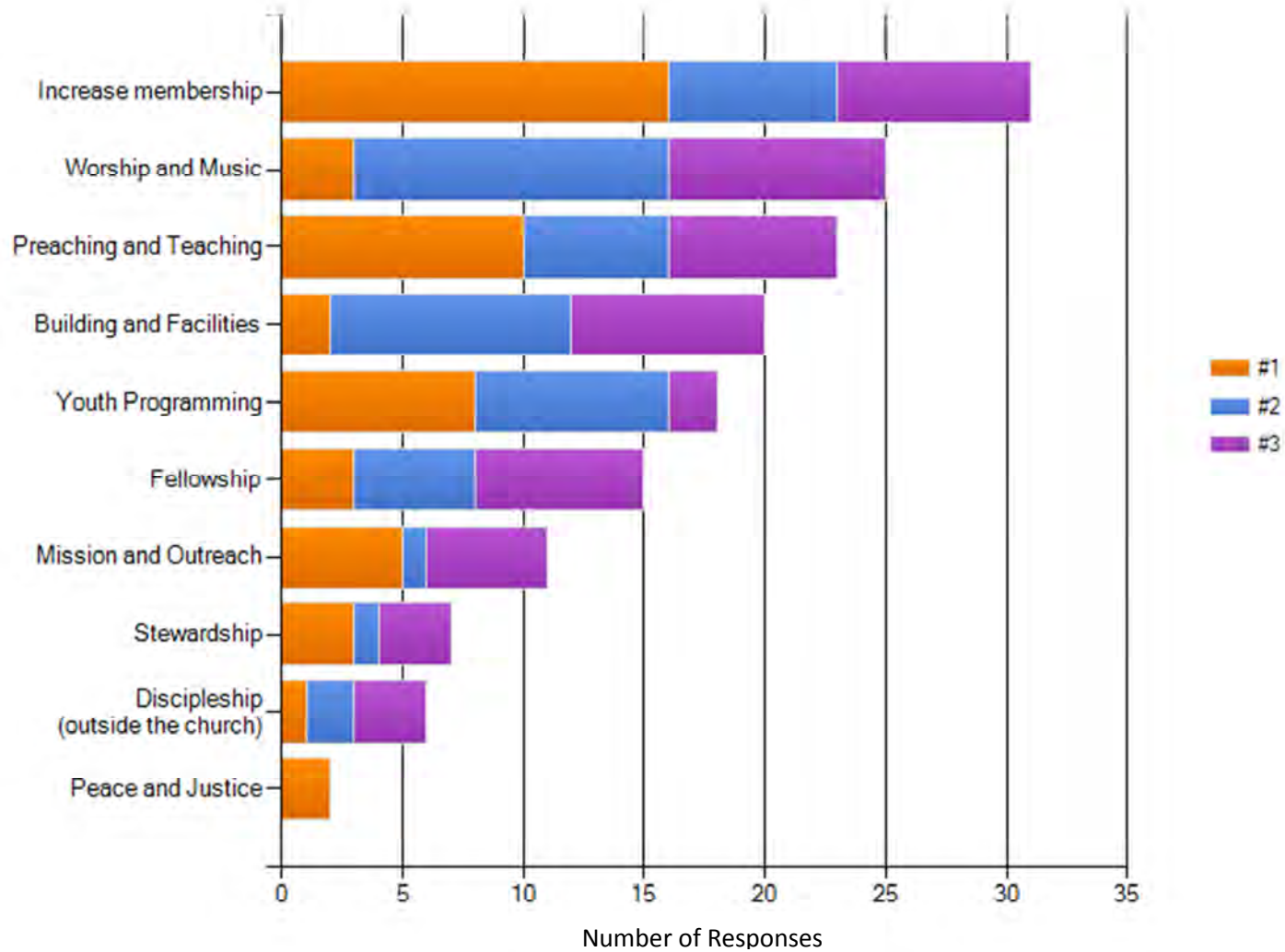


“Other (please specify)” responses:

- Mission Emphasis
- Although the church has many well-meaning individuals that donate their time and effort, the numerous factions and lack of a universally agreed upon identity prevent any programs from thriving and flourishing.
- An eagerness for continuity and stability.
- variety of ministries

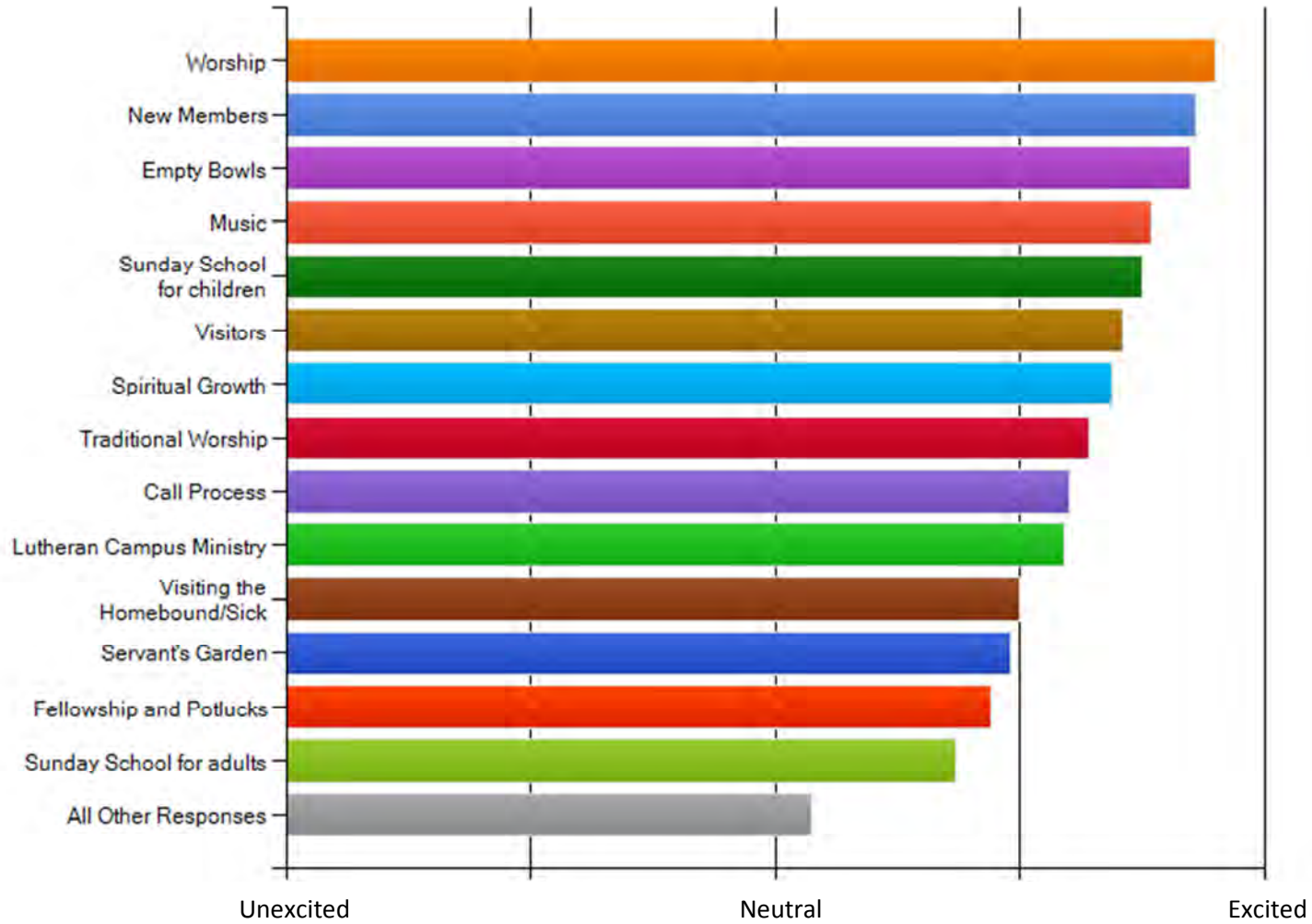
Question #4:

Please select the top 3 areas our church should focus efforts to grow, improve or enhance. Please select one answer per column.



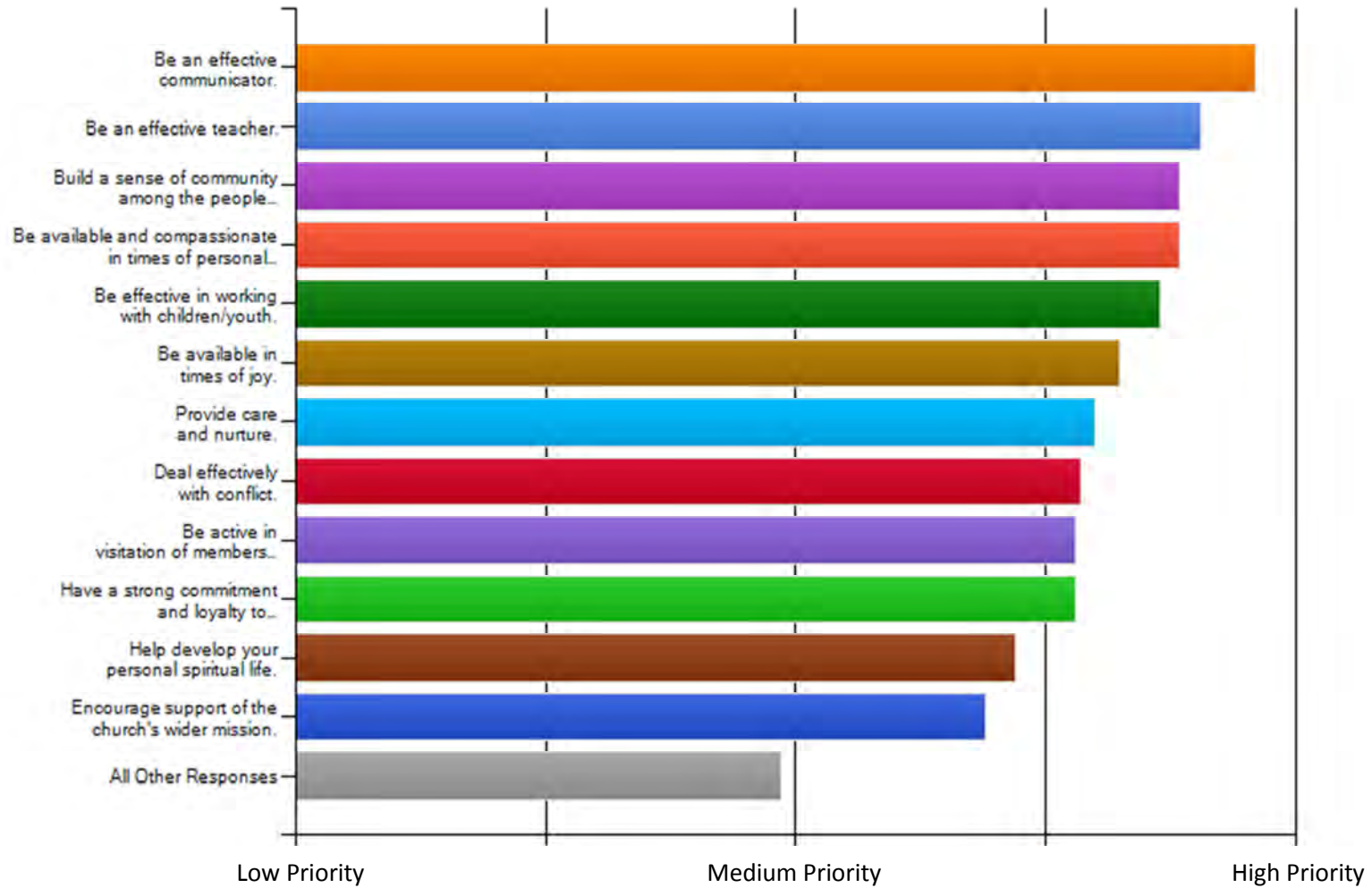
Question #5:

What are you excited about for this Congregation? Please make 1 selection per row.



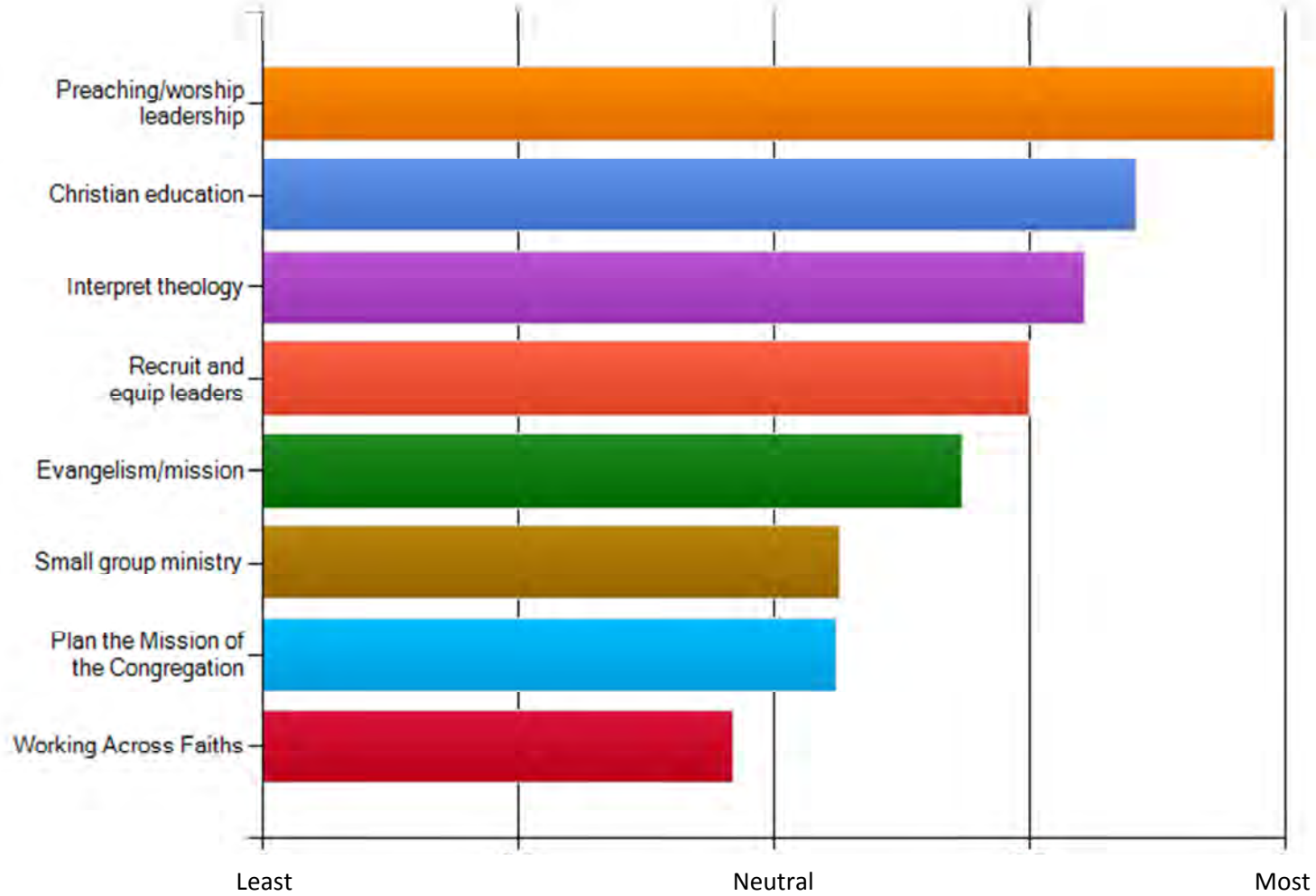
Question #6:

Help us define what we want in a new Pastor in addition to offering Worship, Leadership and Preaching. Please make 1 selection per row.



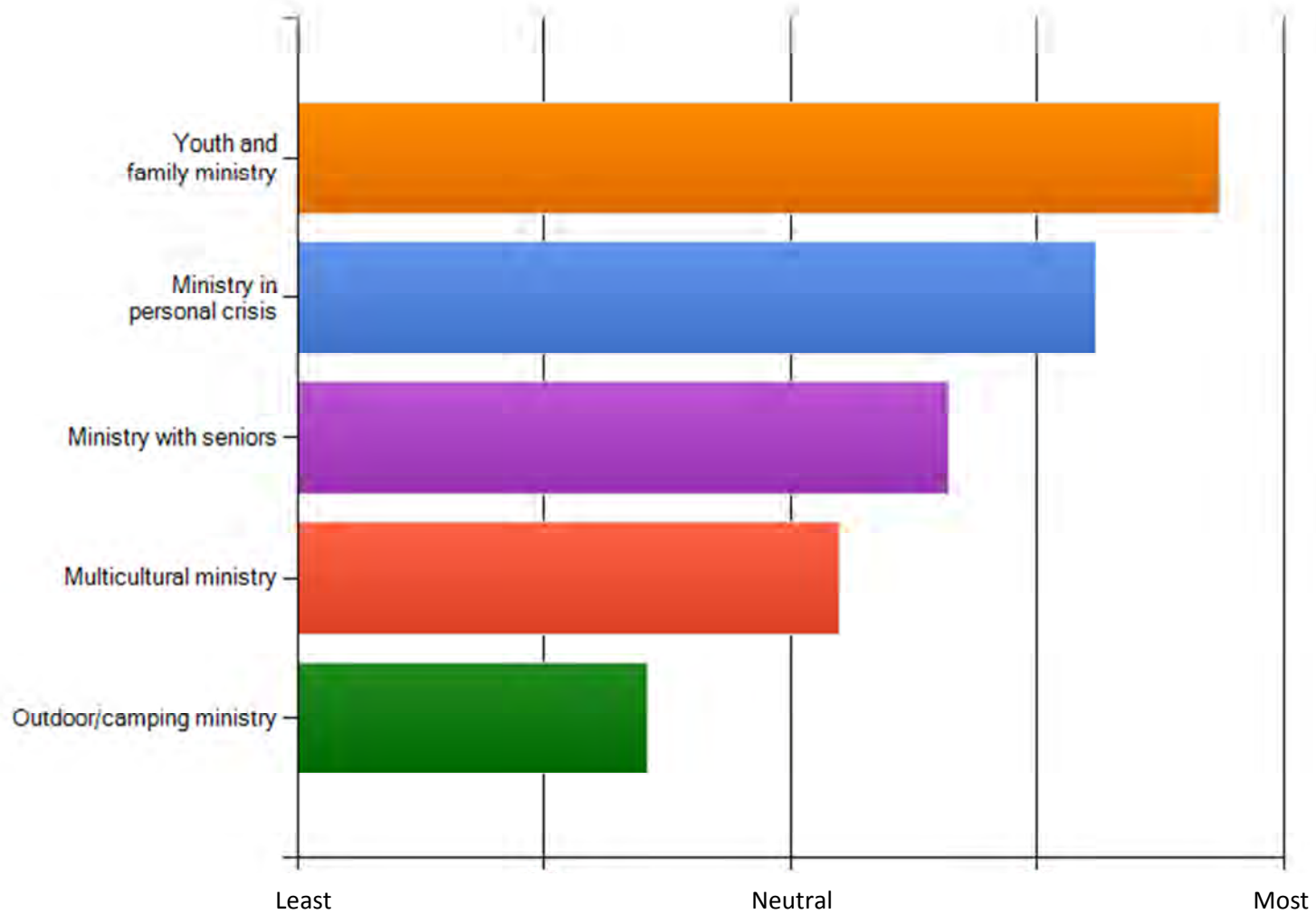
Question #7:

Which of the following Pastoral tasks do you consider important? Please make 1 selection per row.



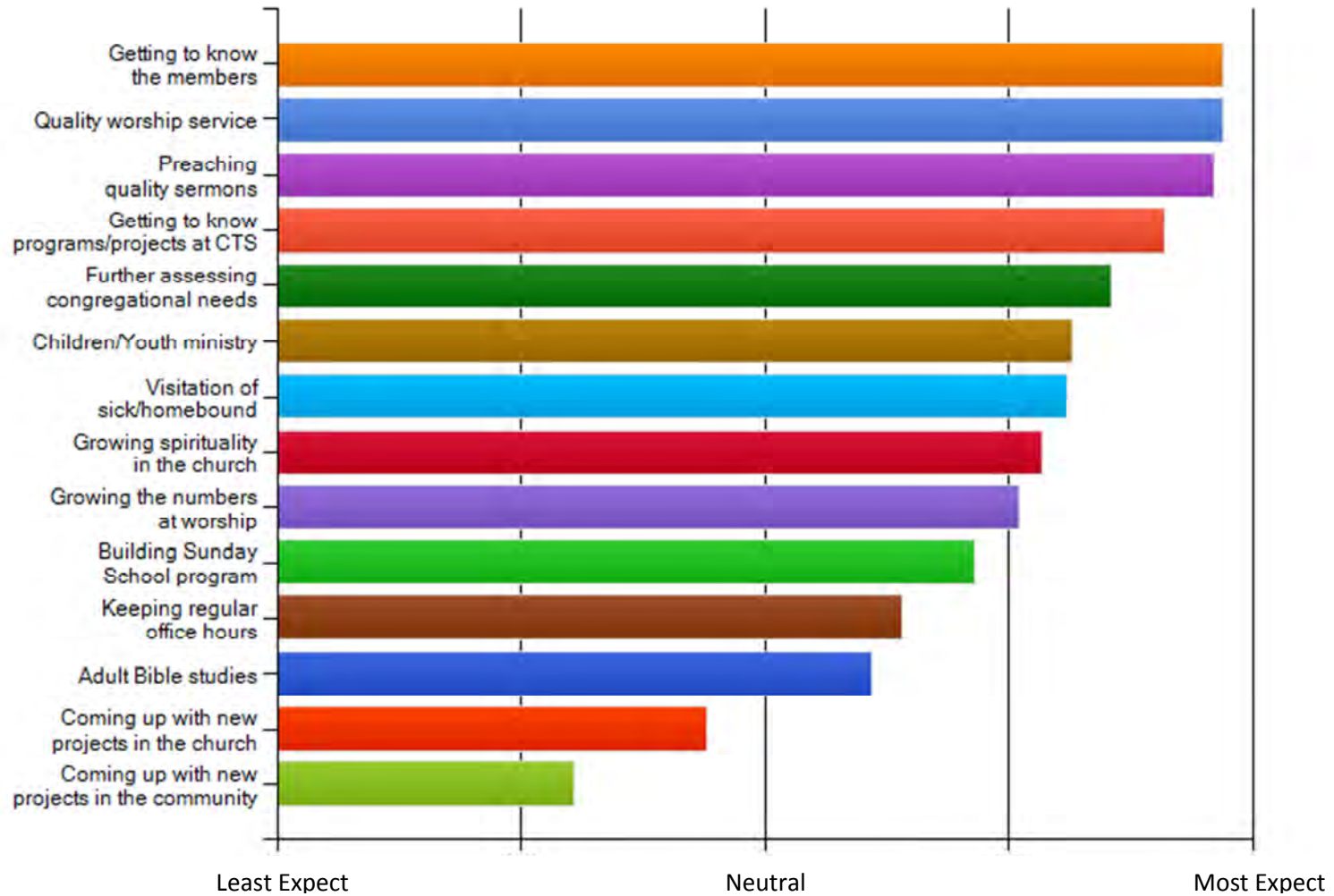
Question #8:

**Which of the following Pastoral tasks do you consider to be POTENTIALLY MOST productive?
Please make 1 selection per row.**



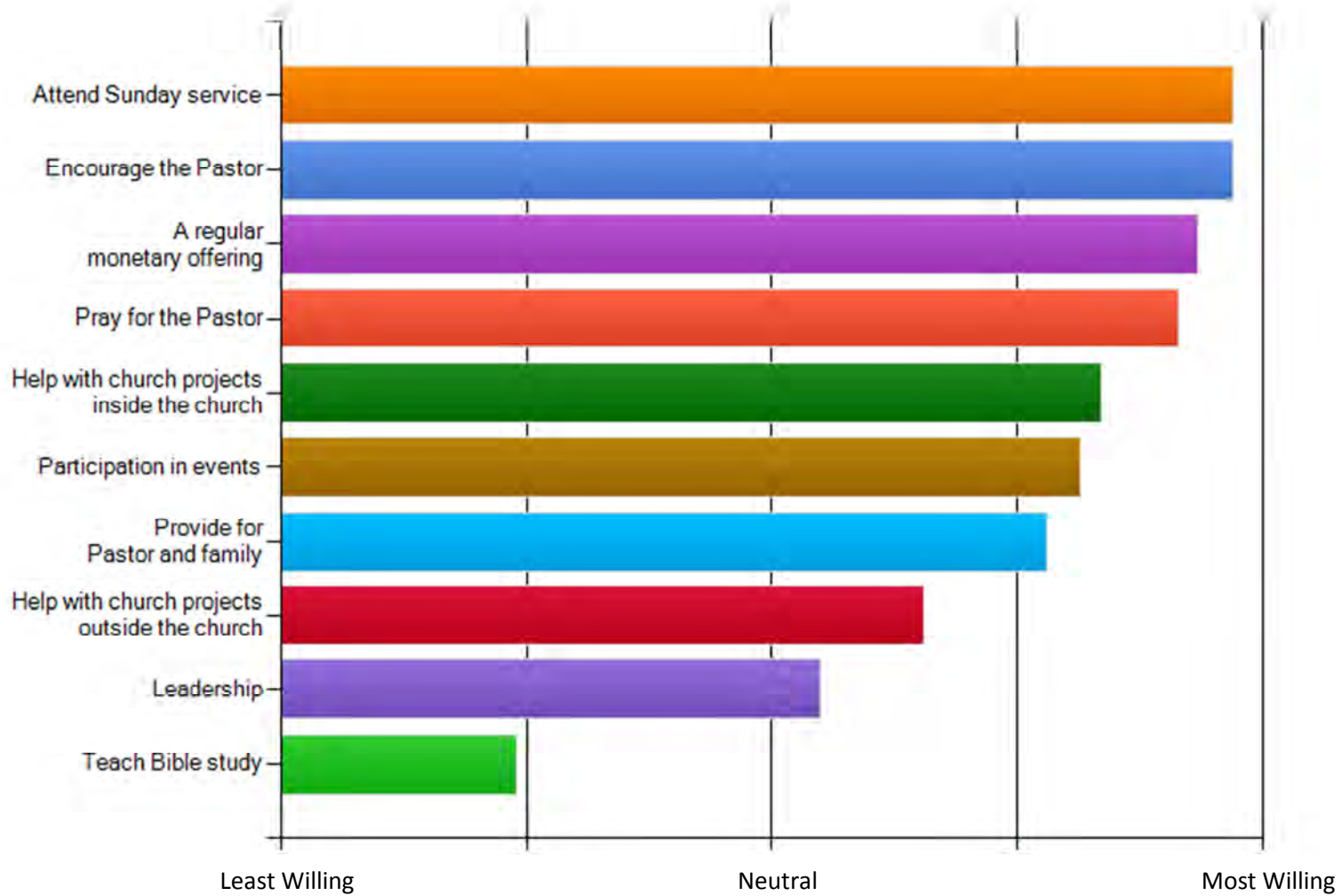
Question #9:

What do you expect the new Pastor to spend time doing during his/her first year at CTS? Please make 1 selection per row.



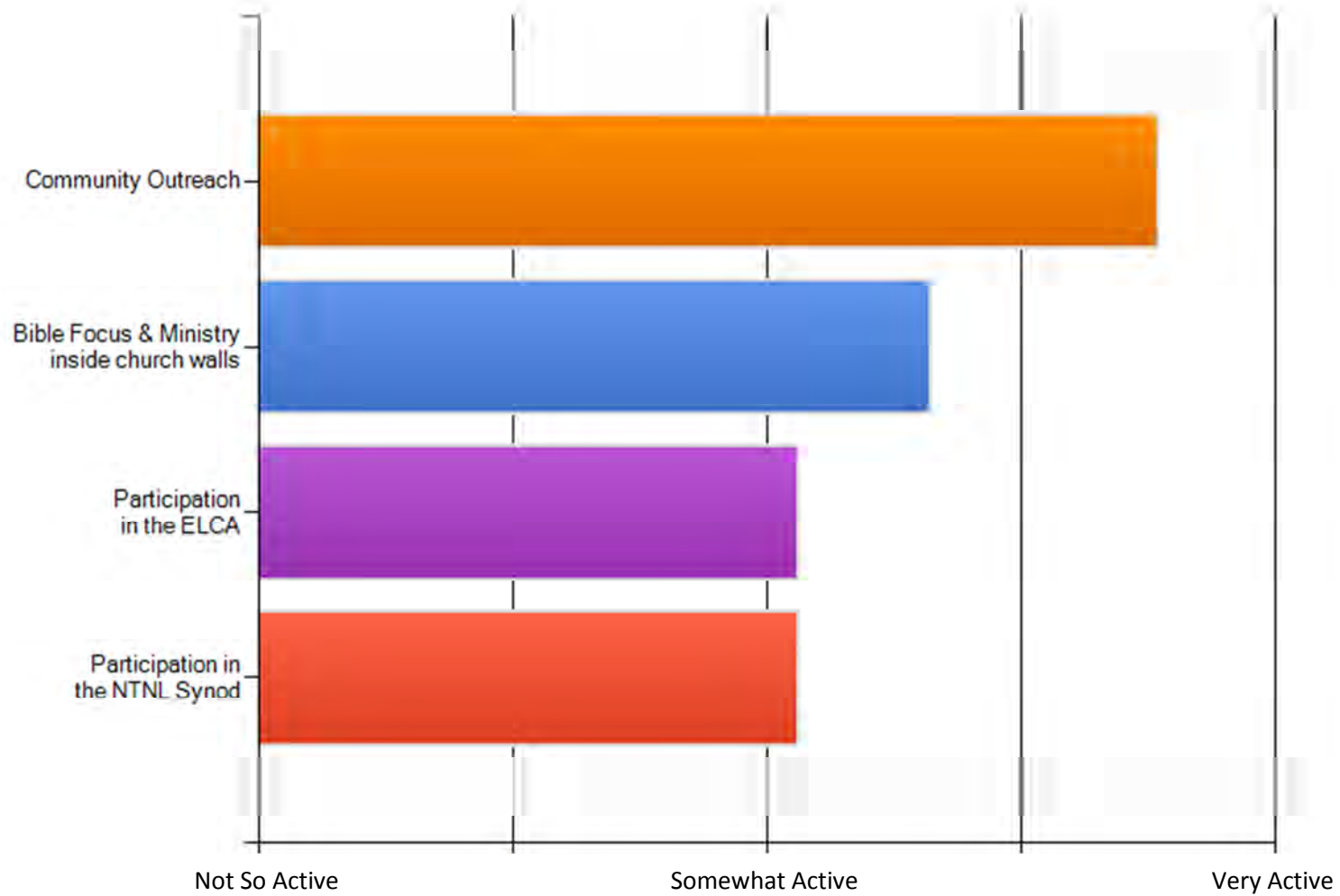
Question #10:

How would you be willing to support the Pastor during his/her first year at CTS? Please make 1 selection per row.



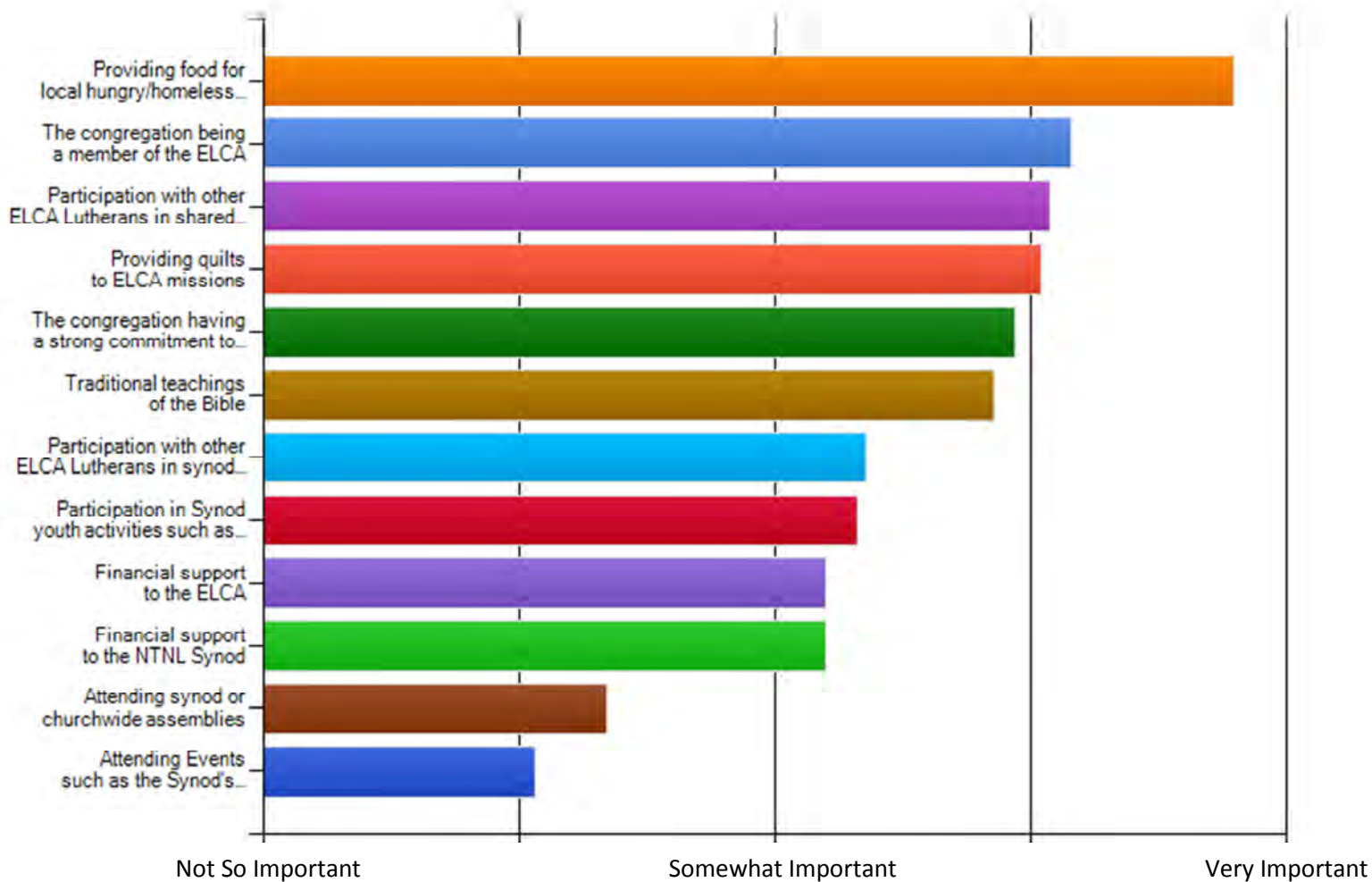
Question #11:

**Please indicate how active you feel Christ The Servant has been, or is, in the following areas.
Please make 1 selection per row.**



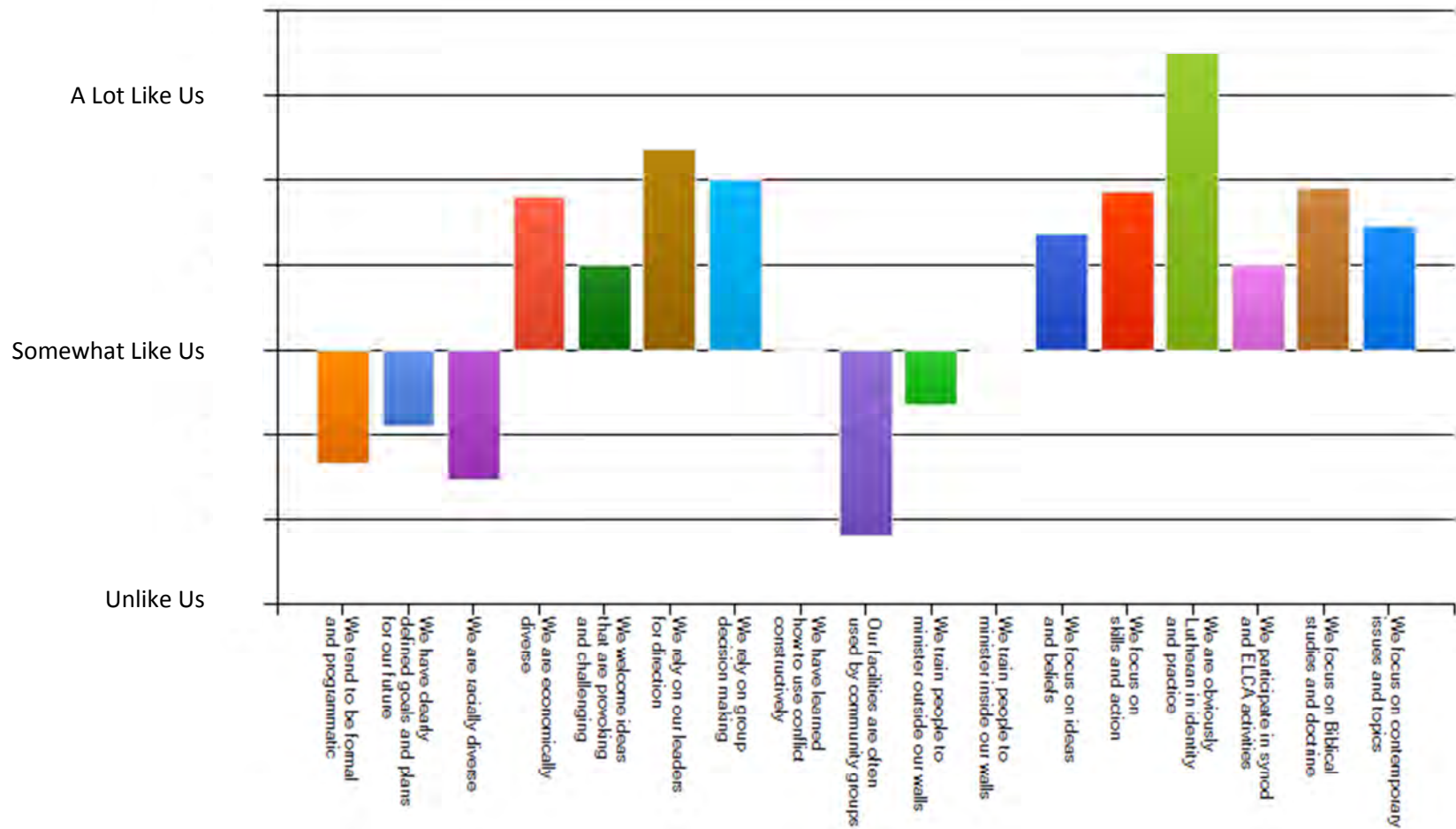
Question #12:

Please select how important each of the following events are to you. Please make 1 selection per row.



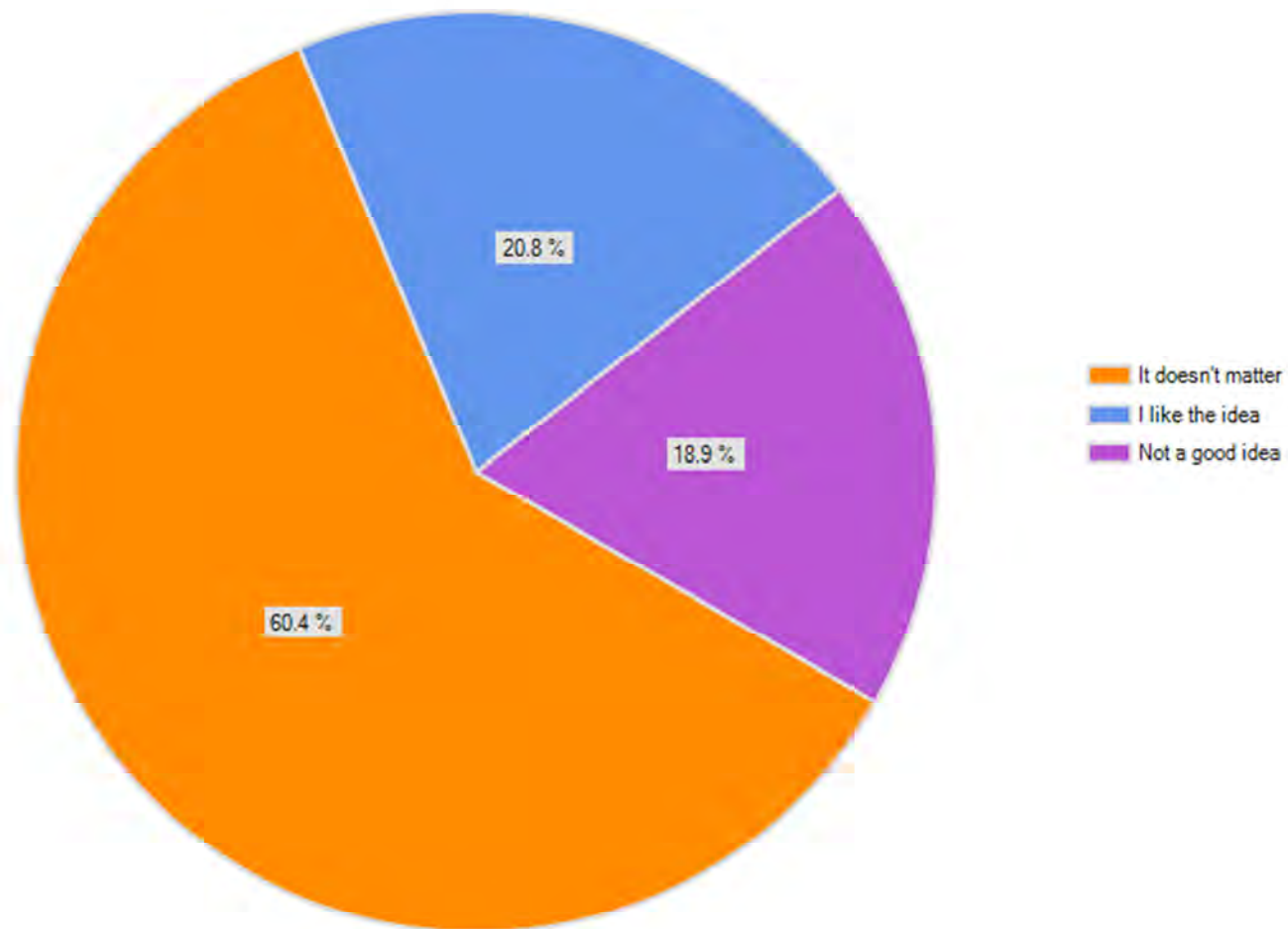
Question #13:

As you think of our congregation and the way it tends to live and pursue its mission, what tends to characterize our life together? Please make 1 selection per row.



Question #14:

How do you feel about a first time call Pastor (A Pastor newly ordained)?



Appendix follows with separate page numbering.

CTSLC Call Process Survey

Dear Brethren,

This survey is an important tool that will assist us in calling pastoral leadership who will equip our congregation to do the ministry that God has chosen for Christ the Servant Lutheran Church (CTSLC). Please prayerfully consider your responses, keeping in mind that you are being asked, in your opinion, "How important are each of the following to you?" The answers will be compiled and the results displayed as a total only, hence no one will have their individual results displayed. This survey should take approximately 30 minutes to complete, so please allow adequate time to respond thoughtfully.

Surveys are due November 2.

***1. Please enter your name. Your name will not be noted when tallying the responses.**

***2. Do you feel the following CTS Purpose Statement adequately reflects the congregation?**

"Saved by God's grace and energized by the power of the Holy Spirit, Christ The Servant Lutheran Church is growing spiritually in Jesus Christ, welcoming others to experience God's grace and serving all creation."

	5	4	3	2	1
Most Adequate (5) to Least Adequate (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Select the 3 most important gifts/assets that Christ the Servant has to offer an incoming Pastor.

- Bible Studies
- Friendliness
- Music Program
- Open to new ideas
- Support the Community
- Support the Pastor
- Vibrant Growing Community
- Youth Program
- Other (please specify)

CTSLC Call Process Survey

***4. Please select the top 3 areas our church should focus efforts to grow, improve or enhance. Please select one answer per column.**

	#1	#2	#3
Building and Facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discipleship (outside the church)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fellowship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increase membership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mission and Outreach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Peace and Justice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preaching and Teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stewardship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Worship and Music	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth Programming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

CTSLC Call Process Survey

5. What are you excited about for this Congregation? Please make 1 selection per row.

	Excited	Neutral	Unexcited
Briarwood	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Call Process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Celebration Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Empty Bowls	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evangelism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fellowship and Potlucks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Future New Building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Green Team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lutheran Campus Ministry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Music	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Natural Church Development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
New Members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Patchwork 8 Dinners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quilters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Servant's Garden	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Small Group Bible Studies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spanish Language ministry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spiritual Growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sunday School for adults	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sunday School for children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Traditional Worship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transformational Ministry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Visiting the Homebound/Sick	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Visitors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Worship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

CTSLC Call Process Survey

6. Help us define what we want in a new Pastor in addition to offering Worship, Leadership and Preaching. Please make 1 selection per row.

	High Priority	Medium Priority	Low Priority
Provide care and nurture.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Be effective in working with children/youth.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Be an effective communicator.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Be an effective teacher.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Deal effectively with conflict.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have talents in the areas of music, arts and writing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Be able to use technology and media.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Be active in visitation of members and nonmembers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organize people for community action.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Build a sense of community among the people with whom he/she works.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encourage support of the church's wider mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Be active in relationships with other denominations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have a strong commitment and loyalty to the Lutheran Church.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understand and interpret the mission of the Church from a global perspective.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help develop your personal spiritual life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help you understand and act upon issues of social justice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Be available and compassionate in times of personal grief, illness and helplessness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Be available in times of joy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

CTSLC Call Process Survey

***7. Which of the following Pastoral tasks do you consider important? Please make 1 selection per row.**

	Most	Neutral	Least
Christian education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evangelism/mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interpret theology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Plan the Mission of the Congregation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preaching/worship leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruit and equip leaders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Small group ministry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working Across Faiths	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***8. Which of the following Pastoral tasks do you consider to be POTENTIALLY MOST productive? Please make 1 selection per row.**

	Most	Neutral	Least
Ministry with seniors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Outdoor/camping ministry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ministry in personal crisis	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Multicultural ministry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth and family ministry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

CTSLC Call Process Survey

9. What do you expect the new Pastor to spend time doing during his/her first year at CTS? Please make 1 selection per row.

	Most Expect	Neutral	Least Expect
Adult Bible studies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Building Sunday School program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Children/Youth ministry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Coming up with new projects in the church	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Coming up with new projects in the community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Further assessing congregational needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Getting to know programs/projects at CTS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Getting to know the members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Growing spirituality in the church	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Growing the numbers at worship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Keeping regular office hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preaching quality sermons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quality worship service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Visitation of sick/homebound	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

CTSLC Call Process Survey

**10. How would you be willing to support the Pastor during his/her first year at CTS?
Please make 1 selection per row.**

	Willing	Neutral	Least Willing
A regular monetary offering	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attend Sunday service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encourage the Pastor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help with church projects inside the church	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Help with church projects outside the church	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participation in events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pray for the Pastor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provide for Pastor and family	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teach Bible study	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***11. Please indicate how active you feel Christ The Servant has been, or is, in the following areas. Please make 1 selection per row.**

	Very Active	Somewhat Active	Not So Active
Bible Focus & Ministry inside church walls	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community Outreach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participation in the ELCA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participation in the NTNL Synod	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

CTSLC Call Process Survey

12. Please select how important each of the following events are to you. Please make 1 selection per row.

	Very Important	Somewhat Important	Not So Important
Attending Events such as the Synod's "Power in Spirit"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attending synod or churchwide assemblies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial support to the ELCA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial support to the NTNL Synod	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participation in Synod youth activities such as Winter Celebration and the Nation Youth Gathering	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participation with other ELCA Lutherans in shared local ministries (food pantries, Habitat for Humanity, youth programs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participation with other ELCA Lutherans in synod or churchwide ministries (outdoor/campus ministry, ELCA world hunger, disaster response)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing food for local hungry/homeless (Empty Bowl Project)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing quilts to ELCA missions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The congregation being a member of the ELCA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The congregation having a strong commitment to evangelism or outreach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Traditional teachings of the Bible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

CTSLC Call Process Survey

13. As you think of our congregation and the way it tends to live and pursue its mission, what tends to characterize our life together? Please make 1 selection per row.

	A Lot Like Us	Somewhat Like Us	Unlike Us
We tend to be formal and programmatic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We have clearly defined goals and plans for our future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We are racially diverse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We are economically diverse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We welcome ideas that are provoking and challenging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We rely on our leaders for direction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We rely on group decision making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We have learned how to use conflict constructively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our facilities are often used by community groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We train people to minister outside our walls	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We train people to minister inside our walls	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We focus on ideas and beliefs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We focus on skills and action	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We are obviously Lutheran in identity and practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We participate in synod and ELCA activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We focus on Biblical studies and doctrine	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
We focus on contemporary issues and topics	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

CTSLC Call Process Survey

*14. How do you feel about a first time call Pastor (A Pastor newly ordained)?

- I like the idea
- It doesn't matter
- Not a good idea

Thank You!

The Call Committee would like to thank you for prayerfully participating in the survey. Grace, mercy, and peace from God the Father and Christ Jesus our Lord.