



St. Thomas Lutheran Needs Assessment Survey Report

02/05/10

Section 1: Demographics

There were 72 completed surveys returned. The number of responses is printed next to each category.

1. **Your Age:**

0	12-18	11	35-44	15	64+
0	19-24	22	45-54		
3	25-34	22	55-64		

2. **Gender: *Over 2/3 of the respondents are female.***

20	Male
42	Female

3. **How long have you attended St., Thomas Lutheran?**

1	Less than 1 year	8	4-6 years	54	9 or more years
1	1-3 years	5	7-8 years	2	Charter member (I was around when STL was "born")

4. **How were you first attracted to St. Thomas Lutheran?**

10	Invited by a friend	13	Influence of family	10	Prefer this denomination
16	Live nearby	4	STL's reputation	28	The school
6	Linked by Pastor	2	Specific program	8	Other

5. **If you selected "Specific Program" or "Other" above, please specify:**

Women's retreat	Lenten service
Monday night worship	Pastor A.
Choir	Preschool
Confirmation	Felt left out at other church

Section 2: Direction and Program Satisfaction

The number of responses is printed in each category.

The Direction of St. Thomas Lutheran:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
There is a contagiousness about our people and a sense of expectancy which attracts and holds its new members	5	23	20	15	3	2
There is a contagiousness about our people and a sense of expectancy which attracts and holds its long time members	3	11	19	23	13	2
The worship service meets the needs of its members	2	7	12	33	17	0
Our congregation wants to grow in size	0	9	10	28	20	0
I want my congregation membership to grow	1	0	3	19	48	1
I want my school's enrollment to grow	0	0	2	1	53	5

Program Satisfaction:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Not Applicable
Our children's Preschool (ages 3-4)	1	0	5	4	33	23
Our children's Grade School, grade K-8 (ages 6-13)	1	6	8	8	22	22
Our Youth Ministry	16	13	7	7	3	20
Our Adult Bible Classes	1	4	16	19	23	8

Program Satisfaction:	SD	D	N	A	SA	NA
Our Sunday School	1	8	12	21	13	17
Our Sunday Childcare	3	5	15	11	9	24
Our Ministries to Seniors	0	8	14	19	11	18
Our Ministries to Families	6	14	6	25	8	10
Our Outreach Ministry	2	4	9	30	16	9
Stewardship (effectively teaches and motivates stewardship)	2	14	25	19	8	5

Section 3: Character of St. Thomas Lutheran

For questions in this section, you will find pairs of opposite words or expressions that can describe a congregation. For example, #1: If St. Thomas Lutheran is very active, you would select 1. If you feel that St. Thomas Lutheran is very inactive, you would select 5. If it falls somewhere in between, you would darken 2, 3, or 4.

The number of responses is printed in each category.

	1 (Active)	2	3	4	5 (Inactive)
1. How active is St. Thomas Lutheran?	18	22	22	8	0
	1 (Warm and personal)	2	3	4	5 (Impersonal)
2. How warm and personal is St. Thomas Lutheran?	19	18	23	12	1
	1 (Well-Organized)	2	3	4	5 (Disorganized)
3. How well-organized is St. Thomas Lutheran?	13	13	20	16	11

The number of responses is printed in each category.

	1 (Aware)	2	3	4	5 (Unaware)
4. How aware is St. Thomas Lutheran of the needs of those outside the church?	25	23	15	5	3
	1 (Focused)	2	3	4	5 (Unfocused)
5. How focused is St. Thomas Lutheran on the needs of those inside the church?	17	14	14	13	12
	1 (Very Enthusiastic)	2	3	4	5 (Very Dull)
6. How enthusiastic is St. Thomas Lutheran?	8	16	34	11	2
	1 (Accepting)	2	3	4	5 (Un-)
7. How accepting is St. Thomas Lutheran of those who differ?	16	19	18	13	5
	1 (Very Well)	2	3	4	5 (Not So Well)
8. How well does St. Thomas Lutheran set goals and works towards them?	10	18	15	14	11

9. Please provide any additional feedback/comments:

Compared to our last church, STL rocks!
 Get rid of sharing the peace. Matt 10:34
 We set goals but we do not work toward them.

See additional Section 3 comments in Attachment #1.

Section 4: Paid Staff, Strengths, Needs for Improvement

1. Over the next 5-10 years, St. Thomas Lutheran is considering adding paid staff to support the ministry. Please rank your top choices for paid positions to add at St. Thomas Lutheran. Note: The paid positions would not need to be full-time positions.

The number of responses is printed in each category.

	High Priority	Medium Priority	Low Priority
Associate Pastor	28	21	18
Minister to Children and Youth	35	26	4
Principal	42	23	2
Business Manager	40	14	12

2. Of the following items, please select the FIVE GREATEST STRENGTHS of St. Thomas Lutheran

- | | | |
|--|--|---|
| <input type="checkbox"/> Adult Bible Study 37 | <input type="checkbox"/> Evangelism, Outreach 11 | <input type="checkbox"/> Children's Ministry Sunday School & VBS 13 |
| <input type="checkbox"/> Unity, Harmony 3 | <input type="checkbox"/> Financial Giving 2 | <input type="checkbox"/> Dedicated Lay Workers 24 |
| <input type="checkbox"/> Church Staff Performance 16 | <input type="checkbox"/> Warm, Loving, Friendly 21 | <input type="checkbox"/> Ministry to Families 8 |
| <input type="checkbox"/> School Staff Performance 26 | <input type="checkbox"/> Youth Ministry 3 | <input type="checkbox"/> School 40 |
| <input type="checkbox"/> Number of Staff 1 | <input type="checkbox"/> Music Program 38 | <input type="checkbox"/> Serving the Community 21 |
| <input type="checkbox"/> Good Facilities 34 | <input type="checkbox"/> Lay Leadership 10 | <input type="checkbox"/> Worship Life 29 |

3. Of the following items, please select the FIVE that NEED THE MOST IMPROVEMENT at St. Thomas Lutheran:

The number of responses is printed in each category.

- | | | |
|--|--|---|
| <input type="checkbox"/> Adult Bible Study 8 | <input type="checkbox"/> Evangelism, Outreach 10 | <input type="checkbox"/> Children's Ministry Sunday School & VBS 16 |
| <input type="checkbox"/> Unity, Harmony 48 | <input type="checkbox"/> Financial Giving 41 | <input type="checkbox"/> Dedicated Lay Workers 6 |
| <input type="checkbox"/> Church Staff Performance 21 | <input type="checkbox"/> Warm, Loving, Friendly 16 | <input type="checkbox"/> Ministry to Families 21 |
| <input type="checkbox"/> School Staff Performance 5 | <input type="checkbox"/> Youth Ministry 49 | <input type="checkbox"/> School 12 |
| <input type="checkbox"/> Number of Staff 11 | <input type="checkbox"/> Music Program 4 | <input type="checkbox"/> Serving the Community 10 |
| <input type="checkbox"/> Good Facilities 1 | <input type="checkbox"/> Lay Leadership 12 | <input type="checkbox"/> Worship Life 16 |

Additional Feedback:

Less staff in school. There are too many aids for the number of students.

What about young teen night for 9th/10th grade level?

Find a person to run the finances.

We need to be more concerned about "in reach" rather than outreach. We have lost and continue to lose too many families.

More outreach to our community.

Improve school marketing.

See additional Section 4 comments in Attachment #2.

Section 5: Final Questions

1. What do you believe the Foundation should be used?

A. Liquidate for financial needs **12**

B. Keep as is for long term stability **23**

C. Make funding more available **20**

E. Other (Explain): **6**

Section 5 comments are located in Attachment #3

2. What are the best things about St. Thomas Lutheran?

3. If you could change just one thing about St. Thomas Lutheran, what would it be?

4. What is the best way to reach our community with the gospel?

5. What else would you like the Unity Project Committee to consider?

Former Members Only:

What was the primary reason for leaving St. Thomas Church?

- A. Leadership
- B. Relocation from Area
- C. Change in Religious Affiliation
- D. Other (Please Comment):

What was the primary reason for leaving St. Thomas School?

- A. Financial
- B. Leadership
- C. Quality of Education
- D. Other (Please Comment)

Section 6: Additional Comments

We welcome your comments! Please provide us with any additional comments you have regarding St. Thomas Lutheran Church and/or School

Section 6 comments are located in Attachment #4

Attachment #1
Section 3 Comments

Attachment #2
Section 4 Comments

Attachment #3
Section 5 Comments

Attachment #4
Section 6 Comments