

Congregational Survey Results: Insights for Our Pastoral Call Process

Summary and Recommendations

Call Committee - October 26, 2025





Survey Timeline

- › Leveraged LCMC sources to develop a 38 question survey for congregation
- › Delivered survey to congregation September 21, 2025
- › Mailed balance of surveys to 134 individual church membership roster on 9/24/2025
- › Evaluated 55 responses received by October 20 (3 weeks)
- › **Review results with Church Council**
- › Provide summary results to congregation



Survey Overview and Respondent Demographics

- › Key Stats: ~55 respondents; Predominantly older and long-tenured congregation
- › Age Breakdown:
 - <25: 0%
 - 25-40: 5%
 - 41-55: 2%
 - 56-70: 39% - 93% Gen X and boomer
 - 70: 54%
- › Length of Association:
 - <1 year: 11%
 - 1-5 years: 22% - 1/3 of congregation is “new”
 - 6-10 years: 11%
 - 10 years: 56%
- › How They Found the Church: Friends (29%), Other (27%), Drive-by/Sign (20%), Online (16%), Family (9%)



Worship and Spiritual Feeding

- › Spiritually Fed After Services: Yes (60%), Sometimes (36%), No (4%)
- › Open Communion Importance: Agree/Strongly Agree (100%)
- › Music Resonance: Agree/Strongly Agree (93%); Disagree/Strongly Disagree (5%)
- › Sermon Relevance: Agree/Strongly Agree (82%); Disagree (16%)
- › Aspects Enjoyed Most: Music (78%), Sermons (62%), Fellowship (56%)



Worship and Spiritual Feeding – continued

- › It's important for me to have a Saturday night worship: Agree/Strongly Agree (58%); Disagree/Strongly Disagree (42%)
- › Open to Worship Changes: Agree/Strongly Agree (78%); Disagree/Strongly Disagree (16%)
- › Congregation Willing to Adapt for Community: Agree/Strongly Agree (83%); Disagree/Strongly Disagree (17%)



Vision and Mission Alignment

- › Understanding of Church Vision (Q13):
 - 1: 16% - Best
 - 2: 30%
 - 3: 13%
 - 4: 20%
 - 5: 8% - Worst

Moderate to low clarity; over half rated 3 or worse, indicating need for better communication



Community and Hospitality

- › Sense of Belonging: Agree/Strongly Agree (95%); Disagree (5%)
- › Welcomes Diverse Backgrounds: Agree/Strongly Agree (96%); Disagree (4%)
- › Friendly Atmosphere: Agree/Strongly Agree (100%)
- › Visitors Feel Welcomed: Yes (100%)
- › Gives New Meaning to Life: Agree/Strongly Agree (82%); Disagree (15%)



Bible Study

- › Barriers to attendance (29 responses):
 - Time constraints (50% of mentions)
 - Scheduling (e.g., too early, prefer daytime; 20%)
 - Lack of awareness/advertising (20%)
 - Childcare needs (10%)
 - Topics or other (10%)



Pastoral Search Preferences

- › Seminary Graduate Required: Yes (88%), No (12%)
- › Experience Levels (multiple select): Experienced (80%), Early Career (58%), Seasoned (44%)
- › Open to Different Cultural Background: Yes (67%), No (33%)
- › Important to Grow Church/Attract Families: Yes (100%)



Concerns About Pastoral Change (Q34)

- › Emotional/Loss: Sadness over Trexlers leaving; timing concerns (e.g., holidays; 25% of responses)
- › Membership/Growth: Fear of exodus; need to attract young families (30%)
- › Tradition/Identity: Maintain Lutheran theology; avoid "woke" or contemporary shifts (20%)
- › Practical: Saturday services, Finances, attracting talent, smooth transition (25%)
- › Positive: Trust in process/God's plan (10%)



Appreciated Aspects of Pastor Trexler (Q36) (38 responses)

- › Personal Qualities: Friendly, caring, humble, relatable (40% of responses)
- › Sermons/Teaching: Bible-based, Lutheran focus, relevant, personal, relateable (50%)
- › Outreach/Leadership: Food pantry, visitations, online sermons, commitment (25%)
- › Worship Elements: Saturday services, music selection, lectionary (15%)

Appreciated Pastor's amiability, strong sermons, his ability to build trust and inspire faith.



Areas Not Connecting with Pastor Trexler (Q37) (22 responses)

- › Many Positive/None: "Nothing" or no complaints (30% of responses)
- › Relational: Limited acknowledgment of events/prayers, personal connection (25%)
- › Leadership: Poor planning/communication, (20%)
- › Worship: Music selection (s/b w/ music leads), sermons too long/repetitive (15%)
- › Other: More societal directness, volunteer recruitment (10%)

New Pastor to prioritize Pastoral care, planning, sermons connecting to real world/every day life.



Suggested Changes to Improve Church (Q38) (42 responses)

- › Attract youth/families (e.g., nursery, programs, study groups) (30% of responses)
- › More fellowship/events (e.g., dinners, outings, group trips...) (25%)
- › Pastoral Leadership (gospel to daily life, relatable sermons,... (15%)
- › Increased members/involvement (15%)
- › Worship/Music: traditional hymns, stay on time (10%)
- › Facility: (e.g., roof, sound system; 5%)
- › Congregational Meetings and communication (5%)

Youth and Fellowship: build and grow for next generation



Key Take Aways

- › 100% Agree to stay Lutheran and the new pastor should have a deep understanding of the theology with any level of experience
- › 2/3 say open communion is important (Q6)
- › 2/3 have willingness to volunteer (Q28) with 75% saying member talents are being used (Q21)
- › Keep Saturday services (Q9)
- › People SAY they are flexible in worship (Q10) ... in order to help church grow
- › There is an opportunity to help more folks understand the church vision (Q13)



Other Take Aways

- › Music could include more traditional hymns
- › A number of questions that were positive, may provide opportunity to improve “agrees” to “strongly agree”, e.g. communication of church leaders (Q20)
- › Sandy recognized for her contributions and importance (Prayer Sisters, fellowship events)



Call Committee

- › Survey Next Steps:
 - Post this summary on the webpage
 - Contact those that asked to be contacted
- › Other Actions
 - Post position on LCMC site, etc...
 - Finalize “Congregational Profile”
 - Interview planning
 - Site visit planning
 - Transition planning



Church Council

- › Provide feedback on the Survey
- › Concur with Job Description
- › Concur with Congregational Profile (to be provided)
- › Determine salary and compensation

