

2009 PASTORAL AND MINISTERIAL PROFILE

Faith Lutheran Church of Huntsville, Texas, seeks to call someone to fill the vacancy for Senior Pastor. The Elders conducted two surveys of the congregation. The first survey was designed and provided by the Texas District. This was the Pastoral Profile survey and it was completed by 95 members of the congregation. The second survey was constructed by the Elders modeling it after a survey provided by the Texas District. This was the Ministry Survey Analysis and was completed by 50 members of the congregation. Socio-demographic indicators suggest that both were completed by a representative cross-section of the congregation. The results of the surveys were used to prepare this statement.

The principal priority focuses on the worship service. The members indicated that they would “like to get a lot out of the worship service.” Emphasis is placed on the sermon. Members would like to depart the service feeling that the sermon was meaningful, dynamic, and recharged them to address the following days as Christians.

The church has always had a variety of worship services centered around different liturgies in the *Lutheran Service Book*. Each Sunday follows a different format. Special services and diverse styles are observed from time to time—especially on holidays and festival days. Based on the responses the majority of members appear to welcome diversity in the worship service. In time, when attendance on Sunday morning has increased the congregation is supportive of having two services—one which is more traditional and one which offers a more diverse worship setting. The congregation has always been blessed with a pastor who was skilled in singing and chanting; however, this is not an expectation. We only want a prospective pastor to know that we welcome the pastor participating in the music life of the church.

Music has always played an important role in the life of Faith Lutheran Church. The Worship Committee works closely with the pastor and assists in planning each worship service in advance. We frequently include hymns not found in the *Lutheran Service Book*. We have an outstanding choir that plays an integral role in the worship services, and for many years we have paid a part-time director. Several pastors have chosen to be a part of the choir and to sing with the choir during worship services.

Consideration needs to be given to the history of Faith Lutheran Church, especially the fact that Faith Lutheran Church has been the only Lutheran church in Huntsville. There was an exception to this for several years when a small ELCA church was started and then closed. Initially, former LCMS, LCA, and ALC members were about equally represented in the congregation. Today perhaps 50% are from a LCMS background, 25% to 30% are from ELCA (or former LCA, ALC) backgrounds, and the remainder were not churched or from other denominations. These are estimates. Many members are sensitive to the fact that relatives and friends from ELCA congregations visit and would like to participate in worship and communion. This is mentioned with reference to our communion statement which reads: *As Lutheran Christians we believe that we receive Christ's true body and blood as we eat the bread and drink the wine. Thus as you come to the Lord's Supper you are affirming with each communicant that you believe that Jesus is our Savior and Lord, that you believe His body and blood are really present (not symbolically represented), and that you desire to serve Him as a dynamic disciple in the fellowship of the church. This precious meal is given to all baptized Christians who are capable of examining themselves as St. Paul says in 1st Cor. 11:23-29. (1) I believe that Jesus*

Christ is God's Son and my personal Savior. (2) I believe that I am a sinful human being without hope of eternal life except for God's mercy in Christ. (3) I believe that Christ is personally present in the sacrament and through His body and blood he forgives all my sins and remembers them no more. (4) I confess my sins to God and repent of them asking for His forgiveness. (5) I ask for the power of the Holy Spirit to live a God pleasing life. If you can answer in the affirmative each of the above statements you are truly worthy and well prepared and are welcome to participate with us in the Sacrament of Holy Communion. The new pastor should be comfortable with this statement and practice.

We have always had a campus ministry and consider this an important part of our ministry. We minister to Sam Houston State University students who come from LCMS, ELCA, and other denominations.

Faith Lutheran Church started a Christ-centered school in 1986. Today we sponsor nursery, preschool, and K through second grade. There are 153 students and the school is expected to grow. We recently expanded the number of classrooms and added a gym. The pastor should feel comfortable providing leadership and working with the school director to ensure a Christ-centered education for all students. The pastor should be prepared to lead a worship service for the teachers and students, guide them in their ministry, and participate as the pastor in special school programs.

Sunday School and youth attendance is of major concern. The children are present at church services but many do not attend Sunday School. Faith Lutheran Church does have dynamic and well-attended adult Bible study classes. However, parents with young and school-age children seldom participate in the adult Bible classes. We have tried unsuccessfully to address Sunday School attendance. It is clear from the surveys that the members want a dynamic Sunday School program. We would like for the pastor to provide innovative and strong leadership in helping us guide children and their parents back into the Sunday School program.

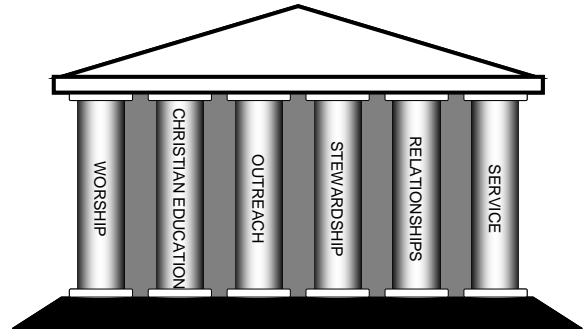
The survey results reinforced the fact that the congregation desires a pastor who will lead and help us develop an effective evangelism and outreach program. The congregation is strongly committed to evangelism and outreach to the unchurched. Members are more than willing to address this issue and we desire constructive leadership. This should be a major priority at Faith Lutheran Church.

The surveys reveal that we believe that we are a very warm and caring church. We work very hard to welcome visitors and new members. Greeters et al. take their roles very seriously. There is a strong commitment to involving both men and women in all aspects of the church. The only elected position women cannot hold at Faith Lutheran Church is Elder. At this time women do not assist with communion; however, they do serve as lay readers, ushers, and as chairs of boards. We desire a pastor who is comfortable with women playing an active and diverse role in the congregation. We have a very active LWML and we hope that the pastor would work closely with the organization.

We realize that a pastor cannot be all things to all people. There are other areas that require leadership. We decided to select only certain key areas and salient issues reflected in the surveys to provide a pastor who is considering a call to Faith Lutheran Church insight into what is desired. We are open to change and welcome innovation from the pastor. At the same time we are the only Lutheran church in Huntsville and we hope the pastor would be sensitive to our congregants who reflect a wide spectrum of worship traditions.

2008 FLC Ministry Survey Analysis
January 20, 2009
FLC Board of Elders

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Introduction

As a part of the call process the Board of Elders of Faith Lutheran Church administered a survey on the “six pillars” of ministry: worship, Christian education, outreach, stewardship, relationships, and service. The survey was active from Thanksgiving to Christmas 2008 and was collected in hard-copy to accommodate the “emphasis and achievement” format. The survey is attached to this document for informational purposes. The completed survey forms are also attached for informational purposes.

The purpose of this report is to distill the raw data into a manageable set of trends that reflect the attitudes of those who completed the survey. It is hoped that this report will be useful to the new pastor and to future boards as they make congregational decisions.

However, this survey may not be representative of the whole congregation. The results are a single snapshot of attitudes. The trends in this report should not be viewed as established law in congregational decision making.

Results and Discussion

The congregation completed 54 surveys. Four were incomplete for a total of 50 useful responses. The 70-and-older age category was the largest response group with 18 complete surveys. The total sum of “years of experience” at FLC adds up to an astonishing 878 years.

Demographics

The demographic questions were completed on 52 of the surveys and the data is summarized in Table 1. The total column is the sum of all responses in that category. The averages are computed overall (Ave), and conditionally by gender and by officer status.

Table 1 Survey Demographics

	Total	Ave	Male Ave's	Female Ave's	Officer Ave's	Non-officer Ave's
Worship / mo.	215	4.1	5.4	4.1	6.8	4.2
Bible Study / mo.	162	3.1	3.5	2.8	3.8	2.9
Volunteerism / mo.	137	2.6	2.8	2.5	3.6	1.9
Gender	54		44%	52%		
At FLC for _ yrs.	878	16.3	17.5	16.0	19.1	16.0
Officer Y/N					35%	57%
Totals →	52		23	28	18	31
< 15	2	4%	1	1	0	1
16 - 20	0	0%	0	0	0	0
21 - 30	1	2%	0	1	1	0
31 - 40	6	12%	1	5	2	3
41 - 50	7	13%	2	4	2	4
51 - 60	7	13%	3	4	3	4
61 - 70	9	17%	5	4	5	4
> 70	20	38%	11	9	5	15

Notable points of interest in Table 1 include:

- The respondents were balanced by gender and officer status.
- The average respondent was a regular attendee of worship and Bible study. The raw data sheets show only two respondents answering <2 on Worship / mo., but several (11, 20%) indicated **zero** Bible study participation.
- The age groups from 30 to 70 were evenly represented, but the participation of the >70 age group was outstanding.

Ministry Emphasis

The average responses in the emphasis section are reported in the composite table 2. The green color in the emphasis section highlights the items with an average response of 4.5 or higher. This indicates that the respondents agreed that this area should be strongly emphasized. The red color coding highlights the items with an average response of 2.5 or lower. This indicates that the respondents agreed that this area should not be emphasized.

The emphasis section of Table 2 reveals that the respondents agreed:

- that people should get a lot out of worship.
- that Sunday School for all ages should be emphasized.
- that visitors should feel welcome before and after service.

Table 2 Average responses on emphasis (1-5), and achievement (1-3). The differences section is emphasis minus achievement.

	Sums	Emphasis					Achievement					Differences = (Emp - Ach)					
		Stdev	Ave's	Male	Fem	Off'r	Non-off'r	Ave's	Male	Fem	Off'r	Non-off'r	Ave's	Male	Fem	Off'r	Non-off'r
				ave's	ave's	ave's	ave's		ave's	ave's	ave's	ave's		ave's	ave's	ave's	ave's
Worship																	
Faith Lutheran Church (FLC) should help persons develop and maintain the FLC should provide variety in worship settings and styles.	200	0.7	3.9	4.0	3.4	4.1	3.5	2.3	2.0	2.4	2.3	2.3	1.6	2.0	1.1	1.8	1.3
Music in worship should be varied.	169	1.0	3.3	3.4	2.9	3.7	2.9	2.5	2.4	2.5	2.4	2.5	0.8	1.0	0.4	1.3	0.4
Youth should contribute to the worship life and work of FLC.	175	0.9	3.4	3.6	2.9	3.8	3.1	2.6	2.7	2.5	2.7	2.6	0.8	1.0	0.4	1.1	0.5
People should get a lot out of worship.	205	0.8	4.0	4.0	3.7	4.3	3.7	2.2	2.2	2.1	2.2	2.2	1.8	1.8	1.5	2.1	1.5
	229	0.6	4.6	4.6	4.0	4.6	4.2	2.0	1.9	2.1	1.9	2.1	2.6	2.7	1.9	2.7	2.1
Christian Education																	
FLC should have a quality Sunday School for young children.	240	0.5	4.7	4.8	4.1	4.8	4.3	2.4	2.2	2.4	2.2	2.5	2.3	2.6	1.6	2.6	1.8
FLC should have a quality Sunday School for teenage youth.	237	0.5	4.6	4.8	4.0	4.8	4.3	2.2	2.2	2.2	2.1	2.4	2.4	2.5	1.8	2.7	1.9
FLC should seek ways to maintain and increase enrollment, attendance, and FLC should strengthen family life.	233	0.5	4.6	4.6	4.0	4.6	4.3	2.8	2.8	2.8	2.7	2.9	1.8	1.9	1.3	1.9	1.4
FLC should help parents learn how to nurture the faith of their children.	229	0.6	4.6	4.7	4.0	4.7	4.2	1.8	1.7	1.9	1.6	1.9	2.8	3.0	2.1	3.1	2.3
FLC should make Scripture come alive for all ages.	216	0.7	4.3	4.3	3.7	4.5	3.8	2.1	2.2	2.0	2.2	2.1	2.2	2.1	1.6	2.3	1.7
FLC should help members apply faith to daily life.	227	0.6	4.5	4.5	4.0	4.6	4.1	2.1	2.0	2.0	1.9	2.2	2.4	2.4	2.0	2.7	1.9
FLC should offer opportunities for Bible study other than on Sunday morning.	217	0.7	4.3	4.4	3.7	4.4	3.9	1.9	1.8	1.9	1.7	2.1	2.4	2.5	1.8	2.7	1.8
	218	0.6	4.4	4.5	3.6	4.4	3.9	2.2	2.3	2.1	2.3	2.2	2.1	2.2	1.5	2.1	1.7
	198	0.9	3.9	4.0	3.4	4.2	3.5	2.6	2.7	2.5	2.7	2.6	1.2	1.3	0.9	1.5	0.9
Outreach																	
FLC should make contact with less active and inactive members.	226	0.7	4.4	4.4	4.1	4.6	4.1	1.8	1.7	1.8	1.7	1.8	2.7	2.7	2.3	2.9	2.4
FLC should identify and visit the unchurched.	200	0.7	3.9	3.9	3.6	4.0	3.7	1.6	1.5	1.6	1.4	1.7	2.3	2.4	2.0	2.6	1.9
Visitors should feel welcome before, during, and after services.	211	0.7	4.1	4.2	3.6	4.5	3.7	1.9	1.7	2.0	1.7	2.0	2.3	2.5	1.6	2.7	1.7
Members should have a good understanding of the purpose of evangelism.	239	0.5	4.7	4.7	4.2	4.8	4.4	2.6	2.5	2.5	2.4	2.7	2.1	2.2	1.6	2.4	1.6
FLC should equip and encourage the members to share their faith with other FLC members should be active in sharing their faith with others.	218	0.6	4.3	4.3	3.8	4.5	3.9	2.0	1.8	2.0	1.7	2.1	2.3	2.5	1.8	2.7	1.8
	221	0.6	4.3	4.3	3.9	4.4	4.0	2.2	2.0	2.3	2.2	2.3	2.1	2.3	1.6	2.3	1.8
	221	0.7	4.3	4.4	3.8	4.4	4.0	2.1	2.0	2.1	2.1	2.2	2.2	2.3	1.7	2.3	1.9
Stewardship																	
FLC members should develop spiritually through the use of time, abilities, and FLC should have a clear vision.	217	0.6	4.3	4.0	4.0	4.5	3.9	2.2	2.1	2.1	2.3	2.1	2.0	1.9	1.9	2.2	1.7
FLC members should be stimulated to support goal setting and planning in FLC should be open to change.	217	0.7	4.3	4.1	4.0	4.3	4.0	1.8	1.6	1.8	1.5	1.8	2.5	2.5	2.2	2.7	2.2
FLC should involve many people in decision-making.	204	0.7	4.1	4.0	3.6	3.9	3.8	1.7	1.5	1.7	1.6	1.7	2.4	2.5	1.9	2.4	2.1
FLC should make use of members' talents.	200	0.7	4.1	4.0	3.6	4.3	3.5	1.9	1.8	1.9	1.8	1.9	2.2	2.1	1.7	2.5	1.6
FLC should handle its finances with a clear sense of vision.	196	0.9	3.8	3.8	3.6	4.0	3.6	2.1	2.0	2.1	2.1	2.1	1.7	1.8	1.5	1.9	1.5
FLC should systematically ask for regular and sacrificial gifts in order to fulfill FLC members should understand stewardship to be the appropriate management.	189	0.8	3.8	3.6	3.4	3.9	3.4	2.3	2.3	2.2	2.4	2.2	1.5	1.4	1.2	1.5	1.2
FLC should deal well with internal conflict.	229	0.6	4.5	4.4	4.2	4.7	4.2	2.5	2.5	2.4	2.4	2.5	2.0	1.9	1.8	2.3	1.7
FLC should involve children in congregational decision-making.	229	0.6	4.5	4.3	4.2	4.7	4.1	2.0	1.8	2.0	1.9	2.0	2.5	2.5	2.1	2.7	2.2
	186	0.9	3.8	3.7	3.3	4.0	3.2	1.9	1.7	1.8	1.5	2.0	1.9	2.0	1.4	2.5	1.2
	219	0.7	4.4	4.3	3.9	4.6	3.9	1.8	1.6	1.8	1.5	1.8	2.6	2.7	2.1	3.1	2.1
	226	0.6	4.4	4.3	4.1	4.6	4.1	2.3	2.0	2.3	2.5	2.0	2.2	2.3	1.9	2.1	2.1
	222	0.6	4.4	4.2	4.1	4.4	4.1	1.9	1.9	1.9	2.1	1.9	2.4	2.3	2.2	2.4	2.2
	112	1.1	2.3	2.1	2.1	2.4	1.9	1.6	1.5	1.4	1.3	1.6	0.7	0.6	0.6	1.1	0.3
Relationships																	
FLC should have a warm, welcoming, and friendly climate for members and People should be excited about FLC and its ministry.	245	0.4	4.8	4.5	4.5	4.8	4.5	2.7	2.7	2.6	2.7	2.7	2.1	1.9	1.9	2.1	1.9
FLC should help members meet their personal needs.	229	0.6	4.5	4.3	4.3	4.6	4.2	1.7	1.6	1.6	1.7	2.8	2.6	2.6	3.1	2.5	
People should feel that others in FLC care about them.	193	0.8	3.8	3.6	3.6	4.1	3.4	1.9	1.8	1.9	1.8	1.9	1.8	1.8	1.7	2.2	1.5
People should take time to get to know each other.	222	0.6	4.4	4.3	4.0	4.6	4.0	2.5	2.4	2.5	2.4	2.6	1.9	1.9	1.4	2.2	1.4
The youth often experience care and support from the adults in FLC.	222	0.6	4.4	4.2	4.1	4.5	4.0	2.3	2.1	2.3	2.2	2.3	2.1	2.0	1.8	2.3	1.7
	212	0.7	4.2	4.0	3.8	4.5	3.7	2.2	2.0	2.1	2.2	2.1	2.0	2.0	1.7	2.3	1.6
Service																	
FLC should show love and concern for the needs of people in the community.	215	0.6	4.2	4.2	3.8	4.4	3.8	2.6	2.5	2.5	2.7	2.5	1.6	1.7	1.3	1.7	1.4
Members are encouraged and assisted in taking an active part in community.	186	0.7	3.7	3.5	3.4	3.9	3.3	2.3	2.2	2.3	2.3	2.3	1.4	1.3	1.1	1.6	1.0
FLC should be aware of and supportive of the minority groups in the community.	180	0.8	3.6	3.5	3.3	3.7	3.3	2.0	1.9	1.9	1.9	1.9	1.6	1.6	1.4	1.8	1.4
FLC should participate in the service projects of the Texas District and Sync.	164	0.8	3.4	3.0	3.0	3.5	2.9	2.1	2.0	2.0	2.0	2.1	1.3	1.0	1.0	1.5	0.8
Counseling services should be provided for those facing major issues of life.	176	0.8	3.5	3.1	3.4	3.6	3.2	2.1	2.0	2.1	2.1	2.0	1.4	1.2	1.3	1.5	1.1
FLC should provide ongoing programs for personal contact, fellowship, and	195	0.9	4.0	3.6	3.6	3.9	3.6	2.2	2.0	2.1	2.1	2.2	1.8	1.5	1.5	1.8	1.5
	215	0.7	4.3	4.0	4.0	4.3	4.0	2.2	1.9	2.3	1.9	2.3	2.1	2.1	1.7	2.4	1.7

- that FLC should seek ways to increase attendance in Sunday School.
- that FLC should equip parents with faith-nurturing skills.
- that FLC should make contact with less-active members.
- that FLC should make use of members' talents.
- that FLC should handle its finances with a clear sense of vision.
- that FLC members should understand stewardship to be the appropriate management and investment of all the resources entrusted to them by God.
- that FLC members should receive adequate communication regarding the church's financial status and needs.
- FLC should have a warm, welcoming, and friendly climate for members and visitors.
- People should be excited about FLC and its ministry.
- People should feel that others in FLC care about them.
- The youth often experience care and support from the adults in FLC.
- that FLC should **not** involve children in congregational decision-making.

Ministry Achievement

The average responses in the achievement section are reported in the composite table 2. A response of "no achievement" was given a 1; a "don't know" was given a 2, and a "yes" was given a 3. The green color in the achievement section highlights the items with an average response of 2.5 or higher. This indicates that the respondents agreed that FLC has shown some achievement in this area. The red color coding highlights the items with an average response of 1.5 or lower. This indicates that the respondents agreed that FLC shows no achievement in this area.

Table 2 reveals the respondents' opinion that the following areas **show some achievement**:

- FLC provides variety in worship settings and styles. (non-officers)
- Music in worship is varied. (All 4 subgroups agreed.)
- FLC has a quality Sunday School for adults. (All 4 subgroups agreed.)
- FLC offers opportunities for Bible study other than on Sunday mornings. (All 4 subgroups agreed.)
- Visitors feel welcome before, during, and after services. (3 of 4 subgroups agreed.)
- FLC makes use of members' talents. (male subgroup)

- FLC has a warm, welcoming, and friendly climate for members and visitors. (All 4 subgroups agreed.)
- People feel that others in FLC care about them. (Females and non-officers agreed.)
- FLC shows love and concern for the needs of people in the community. (Females and officers agreed.)

Differences (Emphasis – Achievement)

The average responses in the achievement section were subtracted from the average responses in the emphasis section so that the “strong emphasis – no achievement” areas could be discovered. The largest possible difference is a 4 where a “very strong” rating is coupled with a “no achievement” rating. The red color in the difference section highlights the items with a score of 2.5 or greater. This indicates that the respondents agreed that FLC should show strong or very strong emphasis in an area AND the respondents agreed that no achievement was observed. The yellow color coding highlights the items with a score between 2.3 and 2.5.

Table 2 reveals the respondents’ opinion that the following areas **need improvement**:

- People should get a lot out of worship. (Males and officers agreed.)
- FLC should have a quality Sunday School for young children. (Same)
- FLC should have a quality Sunday School for teenage youth. (Same)
- FLC should seek ways to maintain and increase enrollment, attendance, and involvement in Sunday School. (Same)
- FLC should help parents learn how to nurture the faith of their children. (Same)
- FLC should make Scripture come alive for all ages. (Same)
- FLC should make contact with less active and inactive members. **(All 4 subgroups agreed.)**
- FLC should identify and visit the unchurched. (Officers)
- FLC should place an emphasis on outreach. (Males and officers agreed.)
- Members should have a good understanding of the purpose of evangelism and outreach. (Same)
- FLC should have a clear vision. (Same)
- FLC should handle its finances with a clear sense of vision. (Same)
- FLC should systematically ask for regular and sacrificial gifts in order to fulfill its mission. (Officers)

- FLC members should understand stewardship to be the appropriate management and investment of all the resources entrusted to them by God. (Males and officers agreed.)
- People should be excited about FLC and its ministry. **(All 4 subgroups agreed.)**

Summary

The responses averaged into the six pillars of ministry provide a high-altitude view of FLC's desired emphases and its perceived weaknesses. Table 3 shows the category averages for each ministry pillar.

Table 3: Average responses grouped into each ministry pillar.

	Emphasis	Achievement	Emphasis minus Achievement
Worship	3.9	2.3	1.5
Christian Education	4.4	2.2	2.2
Outreach	4.3	2.0	2.3
Stewardship	4.0	2.0	2.0
Relationships	4.3	2.2	2.1
Service	3.8	2.2	1.6

Notable items in Table 3 include:

- The ranking of the pillars in terms of emphasis are:
 - Christian Ed > Outreach & Relationships > Stewardship > Worship > Service
- The ranking of the pillars in terms of achievement are:
 - Worship > Christian Ed & Relationships & Service > Outreach & Stewardship
- The ranking of the pillars in terms of what needs improvement are:
 - Outreach > Christian Education > Relationships > Stewardship > Service > Worship

