

Summary of Comments on MSP Questionnaire Part 2

(The number of people expressing each idea is indicated in parentheses.)

Diversity and Goals

1. We need to be more diverse (9)
2. We are racially homogeneous (5)
3. We have few well defined goals (5)
4. We do not reflect the community (3)
5. Diverse in politics (3)
6. Diverse in income (3)
7. Little diversity in our church (2)
8. We are very diverse (2)
9. Diverse in members ages (2)
10. Our goal is outreach (2)
11. Choices are not mutually exclusive (2)
12. We are an affluent congregation (1)
13. We need a goal after paying off mortgages (1)
14. We need more goals (1)
15. Reflecting the diversity of the community is not necessary (1)
16. We may be too conservative to attract young members (1)
17. We try new things and then revert to the old (1)
18. We reflect the community (1)
19. We are open to all (1)
20. We are trying new things (1)
21. We have worked well with conflict (1)
22. We have had strong leadership (1)
23. Our goals: outreach, sign, piano, organ, covid streaming (1)

Leadership and Change

1. We have good, effective leadership (9)
2. We need to be open to change (5)
3. We are ready for a lay person President (3)
4. Questions are unclear or not well-written (2)
5. We avoid conflict which may not be good (2)
6. We need more diverse people in leadership positions (1)
7. We don't have conflict (1)
8. We avoid new ideas (1)
9. We need discuss rather than avoid conflict (1)
10. We have dealt with conflict intelligently (1)
11. Leadership has been through the Council and Pastor (1)
12. Pastor ruled with an iron fist (1)
13. Not sure what group leadership is, Council? (1)

14. We need group leadership (1)
15. Potential conflicts are dealt with by a few leaders (1)
16. We are intelligent and listen well (1)
17. We are old and inflexible (1)
18. Drive for consensus stifles dissent and individuals (1)
19. We need a leader who can use conflict to advance us (1)

Programming

1. Options are not mutually exclusive: poor question (8)
2. One-on-one, personal outreach is lacking at Messiah (4)
3. Need to do better reaching out to sick and shut-ins (3)
4. We do not offer training in ministry (3)
5. Reach out to new members (1)
6. Wide gap in political beliefs is threatening the church (1)
7. We focus on preaching and teaching God's Word (1)
8. We need to share our building more (1)
9. We need to spread God's Word more (1)
10. We need more outreach programs (1)
11. We are focused outward, we need to serve our own as well (1)

Pastor Characteristics

1. Strong background/focus in Bible (4)
2. Strong foundation in Luther's theology is needed (3)
3. Faith and discernment should be choices as well (2)
4. We need a full time youth pastor (2)
5. Should be a graduate of an accredited Lutheran university (1)
6. We need more than one pastor (1)
7. Sermons should be memorable (1)
8. Provide pastoral care to home bound (1)
9. Be available (1)
10. Be involved with youth (1)
11. Draw in the un-churched young adults in our community (1)
12. Be positive and optimistic (1)
13. Do not foster political conflict (1)
14. Skilled in working with difficult people (1)
15. Good at conflict resolution (1)
16. Good at business (1)
17. Strong rapport with youth, young families and shut-ins as well as everyone else (1)
18. An extrovert who likes to work with people (1)
19. Someone who knows the Korean language (1)