

## Abiding Savior Call Committee Update - November 19, 2020

Thank you to all who participated in the congregational survey. We had 151 responses with at least 1 response from every age group.

With the guidance from Rev. Gies, our district advisor during the call process, we have thoroughly reviewed the survey, and here are some of the key things you have shared with us through the survey.

A discrepancy between the areas of current attention to member needs and the expectations of attention to member needs was shown. More specifically, 29% gave ratings of *somewhat high* and 9% gave ratings of *very high* in response to, "Currently I believe our congregation's attention to member needs is..." Whereas, 54% gave ratings of *somewhat high* and 25% gave ratings of *very high* in response to, "My expectation for our congregation's attention to member needs is..."

There was also a discrepancy between the areas of current attention to community outreach and the expectations for our congregation's attention to community outreach. More specifically, 34% gave ratings of *somewhat high* and 4% gave ratings of *very high* in response to, "Currently, I believe our congregation's attention to community outreach is..." Whereas, 55% gave ratings of *somewhat high* and 11% gave ratings of *very high* in response to, "My expectation for our congregation's attention to community outreach is..."

As we begin to seek a new spiritual leader here is what you shared:

In addition to preaching what is the most important task for our next pastor:

1. Vision and Leadership - 67%
2. Support / Interaction with Lutheran day school - 44%
3. Encouraging Youth - 27%
4. Developing / Equipping Leaders - 27%
5. Teaching - 26%

What pastor leadership style is best fit for Abiding Savior:

**46 % - Let's go:** The pastor is progressive and result-oriented, a pioneer and achiever who is comfortable leading.

**24% Let me help you:** The pastor is a resource person, affirming, supportive and indirect, leading by example.

**24% - Let's stay together:** The pastor is friendly, loving, easy to get along with, a peace maker; team unity is most important.

There is strong support for a senior pastor who will 1) take initiative, 2) expand congregational vision, and 3) inspire support with broad consensus.

What pastor work-style is the best fit for Abiding Savior:

**71% - Influencing:** inspiring and enthusiastic, sociable, people-oriented, trusting, poised, influential, convincing, and persuasive.

What is the best pastoral approach for Abiding Savior:

**40% - Equipper/Encourager:** The pastor leads by equipping and encouraging members.

**23% - Leader/Organizer:** The pastor leads and organizes congregational members for ministry.

When asked what are three areas/ministries need our greatest attention:

1. Youth Ministry - 46%
2. Fellowship Activities - 40%
3. Stewardship - 35%
4. Adult Education - 25%
5. Young Adult Ministry - 24%

When asked what are the greatest weaknesses of Abiding Savior:

1. Financial Stewardship - 64%
2. Vision for future - 39%
3. Youth Ministry (6th grade - 12th grade) - 37%
4. Unity/Harmony - 31%
5. Young Adult Ministry - 31%

When asked what are the greatest strengths of Abiding Savior:

1. Welcoming and Inviting - 63%
2. Prayer - 51%
3. Worship Services - 51%
4. Dedicated volunteers - 49%
5. Children's Ministry (baptism through 5th grade) - 48%

Upcoming timeline. In the next few weeks the call committee will be working with the Church Council to finalize the Senior Pastor Ministry Description. Once that is approved we will share it with the congregation. The Call Committee will begin putting together a Pastoral Profile Ranking and then begin the nomination process by receiving names from the district as well as the congregation.

Thank you.

