



Northwestern Minnesota Synod

Evangelical Lutheran Church in America

God's work. Our hands.

Landscape for Northwest Minnesota Synod

Introduction

We are engaging in an assessment process in our Synod as we prepare to elect a new synod bishop in 2019. It is critical that we know your thoughts and perspectives. As a rostered minister, a congregation council member, a voting member of the Synod Assembly, a staff member of the synod, or someone serving on a synod committee or other leadership group, we want to know what you think about our work together. We also want to know your perspectives on where we need to invest our energy in the future.

Please do not discuss the questions with one another prior to completing the assessment. In each case, YOUR impressions, feelings, and opinions are important for our assessment process. In some cases, you may feel that your opinions are not well informed. Please go ahead and give your impression as it is now, even though you realize it could change by talking with others.



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Role

1. Which statement below best describes your role within the Synod? (Check all that apply.)

- | | |
|--|--|
| <input type="checkbox"/> Minister of Word and Sacrament | <input type="checkbox"/> Other Congregational Lay Leader |
| <input type="checkbox"/> Minister of Word and Service | <input type="checkbox"/> Synod Council Member |
| <input type="checkbox"/> Synodically Authorized Minister (SAM) | <input type="checkbox"/> Synod Staff Member |
| <input type="checkbox"/> Other Non-Rostered Church Staff | <input type="checkbox"/> Other Synod Leader |
| <input type="checkbox"/> Congregational Council Member | |



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2. Please select your Congregation (A-M).

Special Note to Clergy: Though no effort is made to match individual answers to specific persons, as a clergy person you may choose to skip this question if you desire.

- | | |
|--|---|
| <input type="radio"/> Aardahl Lutheran Church - Bemidji, MN | <input type="radio"/> First Evangelical Lutheran Church - Parkers Prairie, MN |
| <input type="radio"/> Aastad Lutheran Church - Elbow Lake, MN | <input type="radio"/> First Lutheran Church - Akeley, MN |
| <input type="radio"/> Aspelund Lutheran Church - Flom, MN | <input type="radio"/> First Lutheran Church - Alexandria, MN |
| <input type="radio"/> Augustana Lutheran Church - Detroit Lakes, MN | <input type="radio"/> First Lutheran Church - Audubon, MN |
| <input type="radio"/> Augustana Lutheran Church - Elizabeth, MN | <input type="radio"/> First Lutheran Church - Battle Lake, MN |
| <input type="radio"/> Augustana Lutheran Church - Fergus Falls, MN | <input type="radio"/> First Lutheran Church - Baudette, MN |
| <input type="radio"/> Augustana Lutheran Church - Halstad, MN | <input type="radio"/> First Lutheran Church - Bemidji, MN |
| <input type="radio"/> Bakke Lutheran Church - Detroit Lakes, MN | <input type="radio"/> First Lutheran Church - Detroit Lakes, MN |
| <input type="radio"/> Balsamlund Lutheran Church - Aldrich, MN | <input type="radio"/> First Lutheran Church - Fergus Falls, MN |
| <input type="radio"/> Bethania Lutheran Church - Perley, MN | <input type="radio"/> First Lutheran Church - Karlstad, MN |
| <input type="radio"/> Bethany Lutheran Church - East Grand Forks, MN | <input type="radio"/> First Lutheran Church - Kensington, MN |
| <input type="radio"/> Bethany Lutheran Church - Goodridge, MN | <input type="radio"/> First Lutheran Church - Mahanomen, MN |
| <input type="radio"/> Bethany Lutheran Church - Gully, MN | <input type="radio"/> First Lutheran Church - Middle River, MN |
| <input type="radio"/> Bethany Lutheran Church - Nevis, MN | <input type="radio"/> First Lutheran Church - Stephen, MN |
| <input type="radio"/> Bethany Lutheran Church - Red Lake Falls, MN | <input type="radio"/> First Lutheran Church - Warren, MN |
| <input type="radio"/> Bethany Lutheran Church - Shelly, MN | <input type="radio"/> First Lutheran Church of Salol - Salol, MN |
| <input type="radio"/> Bethany Lutheran Church - Williams, MN | <input type="radio"/> Fisher Lutheran Church - Fisher, MN |
| <input type="radio"/> Bethel Lutheran Church - Bagley, MN | <input type="radio"/> Foxhome Lutheran Church - Foxhome, MN |
| <input type="radio"/> Bethel Lutheran Church - Greenbush, MN | <input type="radio"/> Fridhem Lutheran Church - Lengby, MN |
| <input type="radio"/> Bethel Lutheran Church - Herman, MN | <input type="radio"/> Gary Lutheran Church - Gary, MN |
| <input type="radio"/> Bethel Lutheran Church - Karlstad, MN | <input type="radio"/> Gloria Dei Lutheran Church - Felton, MN |

- ☐ Bethel Lutheran Church - Roseau, MN
- ☐ Bethesda Lutheran Church - Alexandria, MN
- ☐ Bethesda Lutheran Church - Moorhead, MN
- ☐ Bethesda Lutheran Church - Strandquist, MN
- ☐ Bethlehem Lutheran Church - Fergus Falls, MN
- ☐ Bethlehem Lutheran Church - Newfolden, MN
- ☐ Bethlehem Lutheran Church - Ulen, MN
- ☐ Bethlehem Lutheran Church - Waskish, MN
- ☐ Bigwoods Lutheran Church - Oslo, MN
- ☐ Black River Lutheran Church - Red Lake Falls, MN
- ☐ Breckenridge Lutheran Church - Breckenridge, MN
- ☐ Bygland Lutheran Church - Fisher, MN
- ☐ Calvary Luth Church Little Sauk - Long Prairie, MN
- ☐ Calvary Lutheran Church - Alexandria, MN
- ☐ Calvary Lutheran Church - Bemidji, MN
- ☐ Calvary Lutheran Church - Park Rapids, MN
- ☐ Calvary Lutheran Church - Perham, MN
- ☐ Calvary Lutheran Church - St. Hilaire, MN
- ☐ Calvary Lutheran Church - Winger, MN
- ☐ Central Lutheran Church - Pelican Rapids, MN
- ☐ Clearwater Lutheran Church - Shevlin, MN
- ☐ Clementson Lutheran Church - Baudette, MN
- ☐ Climax Lutheran Church - Climax, MN
- ☐ Comstock Lutheran Church - Comstock, MN
- ☐ Concordia Lutheran Church - Fertile, MN
- ☐ Concordia Lutheran Church - Glyndon, MN
- ☐ Concordia Lutheran Church - Roseau, MN
- ☐ Cormorant Lutheran Church - Lake Park, MN
- ☐ Dilworth Lutheran Church - Dilworth, MN
- ☐ Eagle Lake Lutheran Church - Battle Lake, MN
- ☐ East Moe Lutheran Church - Garfield, MN
- ☐ Glyndon Lutheran Church - Glyndon, MN
- ☐ Good Shepherd Lutheran Church - Clearbrook, MN
- ☐ Good Shepherd Lutheran Church - Henning, MN
- ☐ Good Shepherd Lutheran Church - Wheaton, MN
- ☐ Grace Lutheran Church - Ada, MN
- ☐ Grace Lutheran Church - Brandon, MN
- ☐ Grace Lutheran Church - Detroit Lakes, MN
- ☐ Grace Lutheran Church - Grygla, MN
- ☐ Grace Lutheran Church - Hallock, MN
- ☐ Gran Lutheran Church - Hawley, MN
- ☐ Grove Lake Lutheran Church - Pelican Rapids, MN
- ☐ Grue Lutheran Church - Ashby, MN
- ☐ Grue Lutheran Church - Buxton, ND
- ☐ Gustav Adolph Lutheran Church - Strathcona, MN
- ☐ Halstad Lutheran Church - Halstad, MN
- ☐ Hedemarken Lutheran Church - Rothsay, MN
- ☐ Hoff Lutheran Church - Comstock, MN
- ☐ Holy Trinity Lutheran Church - East Grand Forks, MN
- ☐ Hope Evangelical Lutheran Church - Fergus Falls, MN
- ☐ Immanuel Luth Ch of Shell Lake - Osage, MN
- ☐ Immanuel Lutheran Church - Bejou, MN
- ☐ Immanuel Lutheran Church - Hendrum, MN
- ☐ Immanuel Lutheran Church - Plummer, MN
- ☐ Immanuel Lutheran Church - Wadena, MN
- ☐ Immanuel Lutheran Church - Warren, MN
- ☐ Kingo Lutheran Church - Fosston, MN
- ☐ Kirkebo Lutheran Church - Perley, MN
- ☐ Lake Grove Lutheran Church - Waubun, MN
- ☐ Lake Park Lutheran Church - Lake Park, MN
- ☐ Lincoln Lutheran Church - Hoffman, MN
- ☐ Little Bethany Lutheran Church - Barnesville, MN

- | | |
|--|---|
| <input type="radio"/> Ebenezer Lutheran Church - Plummer, MN | <input type="radio"/> Little Norway Lutheran Church - Fertile, MN |
| <input type="radio"/> Eidsvold Lutheran Church - Karlstad, MN | <input type="radio"/> Little Sauk Luth of Long Bridge - Osakis, MN |
| <input type="radio"/> Ekelund Lutheran Church - Goodridge, MN | <input type="radio"/> Living Grace Lutheran Church - Hawley, MN |
| <input type="radio"/> Eksjo Lutheran Church - Lake Park, MN | <input type="radio"/> Lund Lutheran Church - Gully, MN |
| <input type="radio"/> Elmo Lutheran Church - Parkers Prairie, MN | <input type="radio"/> Lutheran Church of Christ the King - Moorhead, MN |
| <input type="radio"/> Esther Lutheran Church - Parkers Prairie, MN | <input type="radio"/> Lutheran Church of the Good Shepherd - Moorhead, MN |
| <input type="radio"/> Faaberg Lutheran Church - Fertile, MN | <input type="radio"/> Lysne Lutheran Church - Hawley, MN |
| <input type="radio"/> Faith Evangelical Lutheran Church - Pelican Rapids, MN | <input type="radio"/> Malvik Lutheran Church - Laporte, MN |
| <input type="radio"/> Faith Lutheran Church - Badger, MN | <input type="radio"/> Maple Lake Lutheran Church - Fertile, MN |
| <input type="radio"/> Faith Lutheran Church - Bagley, MN | <input type="radio"/> Maplewood Lutheran Church - Fergus Falls, MN |
| <input type="radio"/> Faith Lutheran Church - Eagle Bend, MN | <input type="radio"/> Maria Lutheran Church - Kennedy, MN |
| <input type="radio"/> Faith Lutheran Church - Evansville, MN | <input type="radio"/> Melo Lutheran Church - Warren, MN |
| <input type="radio"/> Faith Lutheran Church - Goodridge, MN | <input type="radio"/> Messiah Lutheran Church - Hoffman, MN |
| <input type="radio"/> Faith Lutheran Church - Miltna, MN | <input type="radio"/> Messiah Lutheran Church - Roseau, MN |
| <input type="radio"/> Faith Lutheran Church - Staples, MN | <input type="radio"/> Moe Lutheran Church - Roseau, MN |
| <input type="radio"/> Faith Lutheran Church - Wolverton, MN | <input type="radio"/> Mt. Carmel Lutheran Church - Williams, MN |
| <input type="radio"/> Family of God Lutheran Church - East Grand Forks, MN | |

3. Please select your congregation (N-Z). Special Note to Clergy: Though no effort is made to match individual answers to specific persons, as a clergy person you may choose to skip this question if you desire.

- | | |
|---|--|
| <input type="radio"/> Nazareth Lutheran Church - Newfolden, MN | <input type="radio"/> Silver Creek Lutheran Church - Thief River Falls, MN |
| <input type="radio"/> Nee Gon Nee Lutheran Church - Mahnommen, MN | <input type="radio"/> Sion Lutheran Church - Lancaster, MN |
| <input type="radio"/> Ness Lutheran Church - Fertile, MN | <input type="radio"/> Solway Lutheran Church - Shevlin, MN |
| <input type="radio"/> New Hope Lutheran Church - Alvarado, MN | <input type="radio"/> South Immanuel Lutheran Church - Pelican Rapids, MN |
| <input type="radio"/> New Life Lutheran Church - Rothsay, MN | <input type="radio"/> St. Pauli Lutheran Church - Thief River Falls, MN |
| <input type="radio"/> New Salem Lutheran Church - Turtle River, MN | <input type="radio"/> St. Paul's Lutheran Church - Crookston, MN |
| <input type="radio"/> Nidaros Lutheran Church - Clitherall, MN | <input type="radio"/> St. Peter's Evangelical Lutheran Church - New York Mills, MN |
| <input type="radio"/> Nora Lutheran Church - Argusville, ND | <input type="radio"/> St. Peter's Lutheran Church - Audubon, MN |
| <input type="radio"/> Nora Lutheran Church - Kensington, MN | <input type="radio"/> St. Petri Lutheran Church - Nielsville, MN |
| <input type="radio"/> North Buffalo Lutheran Church - Moorhead, MN | <input type="radio"/> Sundal Lutheran Church - Fertile, MN |
| <input type="radio"/> Oak Ridge Lutheran Church - Thief River Falls, MN | <input type="radio"/> Sverdrup Lutheran Church - Underwood, MN |

- ☐ Osakis Lutheran Church - Osakis, MN
- ☐ Oscar Lake Lutheran Church - Holmes City, MN
- ☐ Our Redeemer's Lutheran Church - Puposky, MN
- ☐ Our Savior Lutheran Church of Thief Lake - Middle River, MN
- ☐ Our Savior's Lutheran Church - Barnesville, MN
- ☐ Our Savior's Lutheran Church - East Grand Forks, MN
- ☐ Our Savior's Lutheran Church - Grygla, MN
- ☐ Our Savior's Lutheran Church - Kelliher, MN
- ☐ Our Savior's Lutheran Church - Leonard, MN
- ☐ Our Saviors Lutheran Church - McIntosh, MN
- ☐ Our Savior's Lutheran Church - Moorhead, MN
- ☐ Our Savior's Lutheran Church - Warren, MN
- ☐ Our Saviors Ten Mile Lake Lutheran Church - Dalton, MN
- ☐ Our Saviour's Lutheran Church - Sebeka, MN
- ☐ Park Lutheran Church - Hawley, MN
- ☐ Peace Lutheran Church - Ashby, MN
- ☐ Peace Lutheran Church - Barrett, MN
- ☐ Peoples Church - Bemidji, MN
- ☐ Pine Grove Lutheran Church - Wannaska, MN
- ☐ Pinecreek Lutheran Church - Roseau, MN
- ☐ Red River Lutheran Church - Hallock, MN
- ☐ Redeemer Lutheran Church - Thief River Falls, MN
- ☐ Richwood Lutheran Church - Detroit Lakes, MN
- ☐ Rock Prairie Lutheran Church - Elbow Lake, MN
- ☐ Rollag Lutheran Church - Hawley, MN
- ☐ Roselund Lutheran Church - Badger, MN
- ☐ Salem Lutheran Church - Cummings, ND
- ☐ Salem Lutheran Church - Hitterdal, MN
- ☐ Salem Lutheran Church - Oklee, MN
- ☐ Salem Lutheran Church - Stephen, MN
- ☐ Sand Hill Lutheran Church - Climax, MN
- ☐ Tingvold Lutheran Church - Underwood, MN
- ☐ Tonseth Lutheran Church - Erhard, MN
- ☐ Trinity Lutheran Church - Beltrami, MN
- ☐ Trinity Lutheran Church - Crookston, MN
- ☐ Trinity Lutheran Church - Detroit Lakes, MN
- ☐ Trinity Lutheran Church - Holmes City, MN
- ☐ Trinity Lutheran Church - Laporte, MN
- ☐ Trinity Lutheran Church - Moorhead, MN
- ☐ Trinity Lutheran Church - Pelican Rapids, MN
- ☐ Trinity Lutheran Church - Puposky, MN
- ☐ Trinity Lutheran Church - Thief River Falls, MN
- ☐ Trinity Lutheran Church - Waubun, MN
- ☐ Trinity Lutheran Church - Wendell, MN
- ☐ United Lutheran Church - Elbow Lake, MN
- ☐ United Lutheran Church - Gatzke, MN
- ☐ Vining Lutheran Church - Vining, MN
- ☐ Vukku Lutheran Church - Foxhome, MN
- ☐ Wabanica Lutheran Church - Baudette, MN
- ☐ Waters of Grace Lutheran Church - Frazee, MN
- ☐ West Moe Lutheran Church - Brandon, MN
- ☐ Wild Rice Lutheran Church - Twin Valley, MN
- ☐ Winchester Lutheran Church - Borup, MN
- ☐ Zion Evangelical Lutheran Church - Pelican Rapids, MN
- ☐ Zion Lutheran Church - Bagley, MN
- ☐ Zion Lutheran Church - Blackduck, MN
- ☐ Zion Lutheran Church - Browerville, MN
- ☐ Zion Lutheran Church - Fergus Falls, MN
- ☐ Zion Lutheran Church - Lake Bronson, MN
- ☐ Zion Lutheran Church - Oklee, MN
- ☐ Zion Lutheran Church - Oslo, MN
- ☐ Zion Lutheran Church - Thief River Falls, MN

- | | |
|---|--|
| <input type="radio"/> Sand Valley Lutheran Church - Trail, MN | <input type="radio"/> Zion Lutheran Church - Twin Valley, MN |
| <input type="radio"/> Scandia Lutheran Church - Glyndon, MN | <input type="radio"/> Zion Lutheran Church - Viking, MN |
| <input type="radio"/> Shalom Lutheran Church - Alexandria, MN | <input type="radio"/> Zion Lutheran Church - Warroad, MN |
| <input type="radio"/> Shelly Marsh River Lutheran Church - Shelly, MN | <input type="radio"/> Zion Lutheran Church of Amor - Battle Lake, MN |
| <input type="radio"/> Shepherd of the Valley Lutheran Church - Clarissa, MN | |



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Your Perspectives

* 4. The Synod makes available policies and procedures that are helpful in the day to day operation of a church.

☐ Strongly disagree ☐ Disagree ☐ Tend to disagree ☐ Tend to agree ☐ Agree ☐ Strongly agree ☐ Don't know

* 5. I experience a high level of collegiality as members work together in various Synod functions including the annual assembly, on boards and committees, in collaborative ministries, and in partnership with the Synod staff.

☐ Strongly disagree ☐ Disagree ☐ Tend to disagree ☐ Tend to agree ☐ Agree ☐ Strongly agree ☐ Don't know

* 6. The rostered ministers and lay leaders of our Synod show a genuine concern to know what people are thinking when decisions need to be made.

☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree

☐ Don't Know

* 7. The Synod's leaders have done a good job of developing a shared vision that unites us.

☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree

☐ Don't Know

* 8. Persons serving in various Synod endeavors exhibit a genuine hospitality toward one another and towards new persons entering into our Synod (new clergy, staff, boards, committees, assemblies, collaborative ministries, etc).

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 9. There is frequently a small group of members in the Synod that opposes what the majority want to do.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 10. Members have discovered that involvement in the work of the Synod can be a source of energy and spiritual renewal.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 11. Problems between groups in this Synod are usually resolved through mutual effort.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 12. The Synod leaders are effective in recognizing trends in the larger society and in helping us adapt in order to deal with those changes.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 13. Most important decisions about what the Synod should do as a whole are really made by the same, small group of people.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 14. In important decisions in our Synod, adequate opportunity for consideration of different approaches is usually provided.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 15. As a Synod we do a good job communicating with one another in a way that keeps us aware and engaged.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 16. The Synod leaders do a good job helping each member understand that he or she has an important role to play.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 17. Our Synod does a good job supporting persons who are serving in various Synod ministries.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 18. A positive spirit exists between the leaders of my congregation and the leaders of the Synod.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 19. In this Synod it seems to me that we are just going through the motions. There isn't much excitement about it among our members.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 20. The Synod leaders have been successful in helping congregations like mine become more vital and effective.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 21. Some leaders in my congregation have unresolved issues with the leadership of the Synod that get in the way of our working together.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 22. I find Synod meetings to be a good use of my time and energy.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 23. On the whole, I am satisfied with how things are in our Synod.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 24. Among most of the members of our Synod there is a healthy tolerance of differing opinions and beliefs.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 25. I trust the Synod leadership to provide strong and competent support to my congregation during challenging times such as changes in rostered leaders or other transitions.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 26. The Synod leaders have been a valuable resource in helping my congregation cultivate the financial giving of our people.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 27. Because of my involvement in the Synod, I feel clearer about God's purpose for my life than I did three years ago.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 28. Our Synod helps members become engaged by finding roles for people that fit their gifts.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 29. Our Synod tends to stay very close to established ways of doing things.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 30. There is a disturbing amount of conflict in our Synod.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 31. Our Synod provides adequate opportunities for members to engage in work that is meaningful.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 32. Persons who serve as leaders in our Synod are generally representative of the members.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 33. The whole spirit in our Synod makes people want to get as involved as possible.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know

* 34. In our Synod, we are mindful of the cultural diversity and regional complexity of our communities.

- ☐ Strongly Disagree ☐ Disagree ☐ Tend to Disagree ☐ Tend to Agree ☐ Agree ☐ Strongly Agree
- ☐ Don't Know



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About The Future

In this section of the assessment possible goals are listed for our Synod in the next three to five years. The assessment team is interested in knowing where you believe additional energy needs to be applied to expand or improve our work. If you believe that some ministries require additional energy because they are important and need to be expanded or improved, then you would give these a higher score. If you believe that other ministries require little or no additional energy because they are already being performed at an appropriate level of quality, then you would give these a lower score. Using the scale below respond to the questions that follow:

* 35. Equip congregations to be more effective in addressing problems affecting their surrounding communities.

- ☐ No additional Energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy
☐ High additional energy ☐ Don't Know

* 36. Take a leadership role in new church development in areas of potential population growth in the Synod.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy
☐ High additional energy ☐ Don't Know

* 37. Work with local congregations to increase the awareness of the Synod's mission and its unique impact upon the region that it serves.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy
☐ High additional energy ☐ Don't Know

* 38. Provide on-site stewardship consultants and programs to local churches in order to substantially increase the financial resources of congregations.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy
☐ High additional energy ☐ Don't Know

* 39. Improve the programmatic resources that the Synod makes available to congregations to ensure that they are the most effective ways to do ministry in the church today.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy
☐ High additional energy ☐ Don't Know

* 40. Streamline the Synod organizationally and administratively so that it makes better use of financial resources.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy
☐ High additional energy ☐ Don't Know

* 41. Cultivate a higher level of trust within the Synod.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy
☐ High additional energy ☐ Don't Know

* 42. Take a leadership role in working with churches that are struggling.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy
☐ High additional energy ☐ Don't Know

* 43. Equip rostered leaders and other leaders in congregations with strategies that enable them to reach new members.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy
☐ High additional energy ☐ Don't Know

* 44. Provide congregational leaders with the interpretive resources that will build more support for the work of the Synod among members of the congregation.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy
☐ High additional energy ☐ Don't Know

* 45. Make the Synod more responsive to requests for assistance in dealing with particular needs including rostered leaders transitions, financial issues, or other pressing concerns.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy
☐ High additional energy ☐ Don't Know

* 46. Develop a discernment process to rethink how to be vital Lutheran churches in our specific region.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy
☐ High additional energy ☐ Don't Know

* 47. Deepen our spiritual capacity as congregations to respond to life with serenity, confidence, and hope.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy
☐ High additional energy ☐ Don't Know

* 48. Equip rostered leaders in congregations to help members become growing, vital disciples.

- ☐ No additional energy ☐ Little additional energy ☐ Moderate additional energy ☐ Substantial additional energy
☐ High additional energy ☐ Don't Know



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Your Involvement

* 49. Beyond sending representatives to the annual Synod Assembly, how engaged would you say that your congregation has been with any phase of the Synod's life and work in the last 12 months?

☐ Not engaged ☐ Little engagement ☐ Moderate engagement ☐ Highly engaged ☐ Don't Know

* 50. Over the last three years how has your congregation's engagement with the Synod changed?

☐ Less engaged ☐ About the same ☐ More engaged ☐ Don't Know

* 51. If you have served in leadership positions of other Lutheran Synods/congregations, how would you compare your level of satisfaction with our Synod to other Synods you have worked with?

☐ Less satisfied here ☐ About the same ☐ More Satisfied here ☐ Not Applicable



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Information about You

* 52. My gender is...

☐ Male
☐ Female
☐ No response

* 53. My age is...

<input type="radio"/> Below 19	<input type="radio"/> 35 – 44	<input type="radio"/> 65+
<input type="radio"/> 19 – 24	<input type="radio"/> 45 – 54	<input type="radio"/> No response
<input type="radio"/> 25 – 34	<input type="radio"/> 55 – 64	

* 54. I have been involved in my congregation...

☐ Less than 1 year ☐ 1-2 years ☐ 3-5 years ☐ 6-10 years ☐ 11-20 years ☐ 20+ years ☐ Don't know

* 55. What is your ethnic background?

☐ Black or African-American ☐ Hispanic, Latino or Spanish Origin ☐ No response
☐ White ☐ Asian
☐ American Indian or Alaskan Native ☐ Other

* 56. What would you say is your level of awareness regarding the work of the Synod?

☐ Unaware ☐ Somewhat Aware ☐ Moderately Aware ☐ Very Aware ☐ No response

* 57. When I think about my gifts, interests, and time, I often feel that I have something to give the Synod but don't know how to give it.

☐ Strongly disagree ☐ Disagree ☐ Tend to disagree ☐ Tend to agree ☐ Agree ☐ Strongly agree ☐ Don't know



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Change and Trends

In our planning process, it is important to have an idea of how much change we believe is required in our Synod.

* 58. In order to make significant progress toward your vision for our Synod, how much change will be required?

☐ Almost no change ☐ Large amount of change
☐ Small amount of change ☐ Changes in nearly every area
☐ Moderate amount of change ☐ Don't know

* 59. Compared to the overall strength of the Synod three years ago, would you say the Synod is

- ☐ Much weaker
 ☐ Stronger
☐ Weaker
 ☐ Much stronger
☐ About the same
 ☐ Don't know

* 60. I am clear regarding where the Synod is headed and how we are going to get there.

- ☐ Strongly disagree
 ☐ Disagree
 ☐ Tend to disagree
 ☐ Tend to agree
 ☐ Agree
 ☐ Strongly agree
 ☐ Don't know



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Bishop Critical Abilities

61. FIRST, please read all the critical abilities listed below. Then RANK them in order of importance as you consider the priorities for our next Bishop. Because you are RANKING, you can only have one answer per column.

	Least Important	8th	7th	6th	5th	4th	3rd	2nd	Most Important
Strategic leadership- Capacity to cast a vision and lead the Synod toward realization of the vision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Coach/train-Capacity to deepen understanding, form character, and equip leaders with new skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pastoral care-Capacity to engage people empathetically and care for leaders in times of need	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Change management- Capacity to lead the Synod through a significant and necessary period change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Least Important	8th	7th	6th	5th	4th	3rd	2nd	Most Important
Administration-Capacity to manage the Synod operationally including facilities, finances, and staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Negotiate/resolve conflict-Capacity to help the Synod deal with conflict through training, negotiation, and mediation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preaching-Capacity to inspire and connect people to God's word	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fund-raising and development-Capacity to build relationships with potential donors and cultivate giving to the mission of the Synod	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High profile function-Capacity to function on a larger stage beyond the Synod and to demonstrate significant leadership at a national level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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Bishop Personal Qualities

62. FIRST, please read all the personal qualities listed below. Then RANK them in order of importance as you consider the priorities for our next Bishop. Because you are RANKING, you can only have one answer per column.

	Least Important	7th	6th	5th	4th	3rd	2nd	Most Important
Sound judgement and wisdom	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal integrity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Deeply spiritual and prayerful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compassionate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexible, open-minded	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strong theological background	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sense of humor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Possesses and exhibits humility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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Final Question

63. What additional comments would you like to share?



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Thank you!

Thank you very much for taking the time to complete this survey.

For an update on the search process and for more information about our search for our next Bishop, please visit [WEBSITE HERE](#).