

Congregational Self-Study Results

Question 1. List several goals toward which Trinity should be working in the future years.

Responses	Count
Growth in members and attendance	17
Rebuild / strengthening school	16
Outreach ministry	15
Financial stability	7
Spiritually feeding members	5
Connection between school and church	4
United congregation	4
Youth	4
Education (theology)	3
Small groups / bible study	3
Add daycare	2
Diverse worship	2
Young adult members	2
Adjust outreach to include ecumenical ministries in Portland, Or	1
Child development	1
Contemporary worship	1
Cooperation / merger with other Lutheran ministries	1
Develop pastoral involvement in consistent teaching position (or counseling)	1
Develop vibrant worship to meet needs of community	1
Every 3rd Sunday have either the Junior choir, Celebration choir, or band perform	1
Friendship programs	1
Get new principal	1
Insist on documented accountability from principle	1
Integration with Latino ministry	1
Maintaining a safe and positive environment	1
Member participation	1
No response	1
Prayer	1
Promote / encourage pastoral involvement in marketing efforts	1
Retain current members	1
School classrooms back to single grades filled with adequate number of students	1
Show appreciation of strong bass of older long time members	1
Singles ministry	1
Spreading the gospel	1
Touching lives in today's world, in new ways	1
Transparency in board meting	1

Question 2. List at least three areas in which you feel Trinity does well.

Responses	Count
Latino ministry	15
Support the school	14
Community outreach (neighborhood celebration, food pantry)	11
Education	8
Hospitality / caring for others	6
Bible classes / Sunday school	5
Friendly members	5
Music ministry	5
Fellowship	4
Small groups	3

Youth group	3
Prayer and service to others	2
Qualified teaching staff	2
Respectability	2
Social ministry	2
Variety of activities	2
Acceptance of rowdy teens, homeless, etc.	1
Aware of community needs	1
Closing it's eyes to real problems	1
Commitment to new / current learning materials	1
Communication	1
Communion	1
Considering people's opinions and thoughts	1
Diversity focus	1
Encourage participation / volunteer	1
Ethnically diverse school	1
Faithfulness	1
Feeling of family	1
Good grounds maintenance; visually appealing campus	1
Good quality school	1
Lounge Service	1
Maintaining regular worship	1
Making the most of a challenging situation	1
Ministry to school families	1
No Response	1
Numerous and creative worship opportunities	1
Nurturing of couples and families	1
Our church	1
Outstanding teaching staff with strong team support	1
Pastor Darrin is a breath of fresh air	1
Scholarships for disadvantaged families	1
School sports	1
Some very dedicated people	1
Stewardship	1
Strong lay ministry program	1
Teach law and gospel	1
Trying new things	1
Welcoming new people	1

Question 3. Are there any new things Trinity should be doing which it is not doing now?

Responses	Count
No response	12
Young adult ministry	6
Involvement of members	5
Start childhood center and daycare	5
Singles ministry	3
Family outreach	2
Follow up on visitors	2
Follow up with new members	2
Marketing	2
Ministry to inactive members; send postcards saying " you are missed at Sunday services"	2
Outreach to inactive members	2
Study / collaborate with other successful churches	2

Training and equipping leaders	2
Youth / youth pastor	2
Age appropriate worship for school chapel	1
Bringing school families and congregation together	1
Building attendance	1
Consider a Saturday evening church service	1
Consider merging the school with PLS	1
Contemporary service	1
Continue to do what we have been doing	1
Deal with change	1
Develop an enforceable job description for principal	1
Develop pastoral position as counselor for troubled / disadvantaged youth	1
Elder care	1
Evangelizing	1
Expansion of facilities	1
Expansion of ministry to minorities	1
Ex-Trinity students possibility of their children attending TLS	1
Foreign exchange students	1
Hand rail to lectern	1
Have greeters to make everyone including visitors welcome	1
Include the church with part of Sunday school	1
Increase Sunday school teachers	1
Maintenance fund	1
Marriage focused classes	1
More community involvement	1
More diversity in staff (church and school	1
Not yet	1
Older adult ministry	1
Praise service	1
Raise teacher salaries	1
Reorganization of school and church	1
Sell back properties to alleviate debt	1
Sponsoring a missionary	1
Transportation to worship services and activities	1
Using "With One Voice" hymnal more	1
Worship service with focus on the lost	1
Young family activities	1
Young leaders	1

Question 4. What is Trinity now doing that you feel could or should be done better.

Responses	Count
No response	12
Coffee house / contemporary worship	4
Marketing the church and school	4
Train and equipped leaders / young members	4
Befriend and involve new members	3
Better communication	3
More congregation members involved in decision making	3
Congregation doing ok at present	2
Engage youth / Latino mission	2
Focused mission / leadership training	2
A system of governance	1
Active congregational members	1

Allow alcohol at some events	1
Bring staff salaries up to scale	1
Collaborative approach to involving lay leaders	1
Focus	1
Greeters	1
Liturgy content rich, meaningful and exciting	1
Meet individual spiritual needs	1
More heat in the church	1
More men assume leadership roles / intergenerational	1
Music variety	1
Provide stability to school with new direction and leadership	1
Small group ministry	1
Soul accounting	1
Strengthen worship	1
Teaching and preaching gospel (use gospel to counteract predominate cultural / secular issues)	1
Three services too many	1
Use school choirs more	1
Volunteers	1
Worship experience	1

Question 5. What are two things that you feel Trinity needs more than anything else right now, to be most effective?

Responses	Count
More members	8
Outreach	6
Leadership	5
New pastor	5
Outreach to inactive members	5
Experienced passionate pastor	4
Money	4
No response	4
Stewardship of time, talent and treasure	4
Increase membership of choir and handbells	3
Inspiring preaching	3
More bible study / small groups	3
Stop dividing into camps (liturgical) look at good in different styles	3
Sunday school, day school and early childhood	3
3rd source funding	2
Involved principal	2
Sense of purpose	2
Unity	2
Young principal	2
Younger leaders	2
Board members with no hidden agenda	1
Bring school and church together	1
Focus on Christ	1
Job fair	1
Pastor Darren	1
Stability	1
Youth minister	1

Question 6. What do you think are the Congregational expectations for the school?

Responses	Count
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Attract school families to Trinity Lutheran Church	10
Continue Christian educational ministry	10
Enrollment	10
No response	10
Provide outstanding education	6
High caliber school	5
Continue the school ministry	4
Faith foundations for life	3
Leadership	3
Major ministry	3
Qualified professionals	3
Superior academic / music training / Christian	3
Distinguish ourselves from the masses	2
Not a financial drain on the congregation	2
School carry the budget	2
Bigger class sizes	1
Church and school feel separate	1
Communication open	1
LCMS training for families	1
Major problems due to economy	1
New vision	1
Offer church home to unchurched	1
Parent participation	1
Stabilize TLC budget	1
Unclear expectations	1

Question 7. What do you think are the Congregational expectations for Latino ministry?

Responses	Count
No response	16
Growth	8
Unify the budget / integration	7
Sharing Christ / outreach	6
Little congregation support	5
It's own entity	3
Helping them to improve skills	2
Meet needs of that community	2
Need to participate in congregation events	2
Outreach	2
Share our facilities	2
That some Latino's will become members	2
Work of few	2
Continue to offer Oregon Food Bank services to neighborhood	1
Don't know that congregation agrees	1
Drain on resources	1
Expand programs	1
Expanded enrollment of Latino children in TLS	1
Form their own congregation	1
Fully involved in services	1
I get the feeling that the congregation prefer it to be separate; as long as a few are willing to do the work, members feel they are being "supportive"	1
It is a big task	1
Learn English	1
Perceived by community (Trinity) as good	1

Should be the same goals as for us and others coming to us	1
That it continues	1
They should support Trinity with talents and gifts	1
Tithe / maintain property	1
To take on leadership roles	1
Would like to see better balance of cultural expectations where outreach does not mean placating	1
Would like to see more interaction, less "us" and "them"	1

Question 8. How would you summarize the purpose for which Trinity exists?

Responses	Count
To share Christ	19
No response	7
Worship	7
Teaching / learning	4
Service	3
To offer Christian education through the school	3
Bringing people to Christ / outreach	2
Christian family that supports and helps	2
Educate kids about God and prepare them for high school	2
Fellowship	2
Home church for long time members	2
Matthew 28:19-20	2
Educate in Lutheran faith	1
Glorified company	1
It seems focused on the past	1
Light and salt for community	1
Maintain what we have	1
Ministry to God's people	1
Mission statement	1
Self survival ministry	1
Serve God	1
Share Christ with youth	1
Spiritually fed	1
Teach people to be Christ like and behave	1
To make money	1

Question 9. What do you feel are the most important personal qualities for a pastor?

Responses	Count
Good preaching / sermons	10
No response	5
Strong leader	5
Love his people	4
Approachable	3
Charismatic	3
Compassionate	3
Knowledge of the word	3
Missional	3
Visible - live at the church	3
Works well with others	3
Easy to relate	2
Enthusiastic	2
Inspirational	2
Listening	2

Model Christian	2
Relational	2
Show love of the lord	2
Teacher	2
Young	2
Able to see and do "outside the box"	1
Cheerful	1
Communicate the word	1
Courage	1
Emotional intelligence	1
Energetic	1
Evangelize	1
Focus on Christ	1
Fresh ideas	1
Genuine	1
Hard worker	1
Humor	1
In touch with community	1
In touch with members	1
Innovative	1
Inspire people of Christ's love	1
Integrity	1
Involved	1
Love Christ	1
Motivational	1
Multicultural experience	1
Neutral in disputes	1
Open to learn	1
Outreach oriented	1
Outward	1
Passion for the lost	1
Passionate	1
Patience	1
Pleasant personality	1
Pro school	1
Problem solver	1
Professional	1
Shows caring	1
Someone with a family	1
Vibrant	1
Worship effectiveness	1

Question 10. What things do you think are most necessary for maintaining good relationships between pastor and people?

Responses	Count
Communication, openness and honesty	16
Available and approachable	8
Warmth and sensitivity; knows members by name	8
Focus on prayer and spiritual gifts; enjoys personal witnessing, communicates the Word	7
No Response	7
Willingness to forgive, understand, empathize	7
Mutual respect; cooperates with congregation	6
Good listener	5

Pastor as strong and fair leader; visionary	5
Supports current members and helps to assimilate new members	5
Takes interest in school and is visible and actively involved there	3
Visit members; calls on inactive members and teenage members	3
Ministry team of staff and members	2
Open to diversity	2
Servant pastor	2
Conflict management skills	1
Emotional intelligence	1
Interest in school	1
No gossip among members	1
Personal grooming	1
Willingness to compromise	1

Question 11. Do you feel the congregation is sensitive to the pastor's need for "private time"? (For prayer, study, family, and recreation.)

Response	Count
Yes	38
No response	6
No	4

Additional comments:

Asking one person to do all services is too much.
Pastor must have specific job description and participate in the lives of the TLS students, families and congregants.
Pastor needs to set boundaries.
Trinity is a needy congregation who does not understand work/life balance.
Trinity is sensitive to this issue more than necessary and gives pastor plenty of time to travel and vacation.
Trinity is well-balanced with respect to this issue.