

Congregational Report for St. John Lutheran Church and School, Ocala, Florida.

October, 2010

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Greetings in the name of our risen Lord and Savior Jesus Christ. This report and the accompanying survey information have been compiled by the Call Committee of St. John Lutheran Church and School. Our goal in completing this task was two-fold. First, it was a good opportunity for the members of our church to take a close look at our mission and ministry, to examine closely the way we are going about the work of the Kingdom and to begin planning for our continuing and future ministry. This understanding of our church will be vital in our selection of the man whom God has chosen to lead us as our next pastor. Secondly, it is our hope that the information contained in the report will be of benefit to both our District officials in recommending candidates for this call and to the man himself who will consider the call we extend. We have attempted to lay out a picture of our church and the plans we have for the future; we pray that this picture will assist a pastor in determining if St. John Lutheran is the place God would have him being in mission.

In a survey taken earlier this fall, the members of St. John Lutheran Church indicated that they desired a Pastor whose preaching is faithful to God's word and is related to our life situations, a man who is sensitive and alert to the spiritual needs of the congregation and its members. They also felt strongly that he would be involved in both teaching and equipping others to teach our Sunday school age children while encouraging all members to be involved in the study of God's Word. Another priority was that he understands the mission of our church, both locally and globally, and helps us to accomplish that mission through his words and actions. It was very important that he not only works well with leaders of the church, but identifies, motivates and trains other leaders to lead. Lastly, through his words and actions, our new pastor will be perceived by people to be the spiritual leader of both the church and the school.

St. John is a community of believers dedicated to the propagation of the Gospel both in our midst and to a world which so desperately needs to hear it. We are very excited as we look ahead to the future of God's church here on earth and the plans he has to use us to share that message of healing and hope.

In His Peace,

The St. John Lutheran Church Call Committee

"For I know the plans I have for you," declares the LORD, "plans to prosper you and not to harm you, plans to give you hope and a future." Jeremiah 29:11

Introduction and Background

Saint John Lutheran Church of Ocala, Florida began its search for a new pastor in August of 2009, following our current pastor's announcement of his February 2011 retirement date. We held an initial meeting with our circuit counselor and the District President. This meeting provided both general guidance and direct encouragement as we began our task. Given the length of time we had for our search, the committee proceeded slowly in the process of identifying who we are, the condition of our ministry and the profile of a man to lead our church.

A good deal of time was initially spent in an attempt to develop our own survey instrument, based on a number of different models. This was a helpful process not only in terms of getting the members of our committee on the same page, but in helping us to see the scope and breadth of the questions that we were trying to answer. About four months into our process, we were strongly encouraged by our circuit counselor to enlist the help of Pastor Ken Schamens, from Gainesville, FL, who is developing a program specifically to help congregations with not only the call process, but with the whole transition from one pastor to another. After our first meeting with Pastor Schamens, we not only knew that this was a good decision, but we had a renewed sense of direction and a better understanding of what we were going to do and how we were going to go about it.

Our first step was to involve our committee and a select group of people in the church- especially among the leadership, to complete a Life Cycle Survey. This was a document which measured the spiritual health of the congregation. (See attached form) The results of this exercise were not surprising. We are an older, established church which is on the decline, both in terms of its membership and the effectiveness of its mission. With the understanding that we needed to take a very serious look at who we are, and how we are doing ministry, we were ready to move on.

The second big step in our process was to involve the congregation in a brief, two-part survey which was a bulletin insert for both of our worship services. This had to do with questions regarding worship style preferences, what members value in their worship experience, and general questions relating to their ideas regarding the necessary qualifications of the Pastor of our church. The results of these were very useful as we moved into the next task, the development of a longer and more detailed survey which would be mailed to all members of our church.

Our committee had already looked at a number of different models; we finally settled on a sample from which had been developed by a number of other churches in the District. Each member of the committee completed the sample survey prior to our work on changing it to meet our needs. This was very helpful; it gave our members the chance to decide if it asked the kind of questions we wanted to ask and in the manner we wished to ask them. We incorporated much of the demographic information, adjusting it slightly to meet our needs. Each portion of the survey was then gone through question by question, working very carefully to insure that the wording clearly reflected each question's intended purpose. A section of the survey was added which reflected people's feelings on the pastor's relationship with the school and the role

that he plays in that part of our ministry. The final survey was completed and mailed out in August of 2010; the results were tabulated and broken down in the first part of September.

Who We Are

400 surveys were mailed, one each to every communicant member of our church. Of those 400, 112 were returned. The information in this report reflects the ideas and opinions of those respondents. While this number is a little less than 30% of all members, it is the feeling of our committee that these people reflect a group within our church who participate regularly and who share a commitment to the mission of the church.

Survey respondents were asked to identify themselves by demographic characteristics and extent of involvement in worship activities by answering twelve broad categorical questions. In our church, the typical respondent was married, retired, lived within fifteen minutes of the church, was well educated, worshipped four times a month, tithed on their income, was involved in regular Bible Study, had been a member for more than ten years, and did not have any children in the under 18 age group.

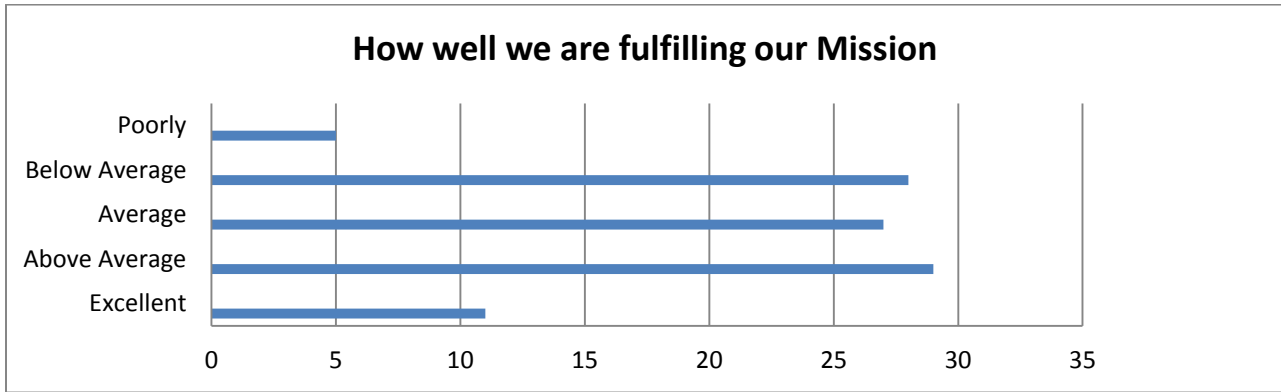
The full data for these groups are as follows:

Member for:	One year or less-	3	Profession	(Respondents checked all that applied)	
	2-5 years-	6	Student -		3
	6-9 years	11	Teacher or education related-		19
	10-20 years-	38	Retail or service industry-		11
	more than 20 years:	46	Tradesman or skilled labor-		8
			Military related -		3
Gender-	52 male, 52 female		Law enforcement-		3
			Health care professional-		5
Age:	13-17-	2	Other professional: technical,		
	18-25-	1	Engineering, etc.-		13
	26-35-	1	Homemaker-		14
	36-45-	6	Clerical or office worker, etc.-		16
	46-55-	10	Retired -		47
	56-65-	27	Other-		19
	Over 65-59				
Marital Status:	Single-	8	Distance from Church		
	Married-	80	15 minutes or less-		60
	Divorced-	11	16 -30 minutes-		39
	Widow/Widower-	8	31 - 45 minutes -		9
			46 - 60 minutes-		0
			More than 61 minutes-		0
Education:	Twelve years or less-	13	Worship Attendance		
	Some education beyond HS-	40	Less than once a month-		3
	Associate Degree-	10	1 to 2 times a month-		2
	4 year college degree-	24	2 to 3 times a month-		20
	Graduate degree-	21	4 or more times a month-		81
	Technical/vocational training-	5			
Attendance at Prayer Vigils, Workdays, Picnics, etc.:			Sunday School/Bible Class attendance		
	Seldom if ever-	16	Seldom if ever-		24
	Occasionally-	62	Once in a while-		8
	Regularly-	25	Regularly-		72
If you have a child, do they attend Kids' Bible Fellowship?					
	Seldom, if ever	2	Communicant Member		5
	Once in a while	5	Communicant/Voting Member		102
	Regularly	6			
	No children in age group	87			

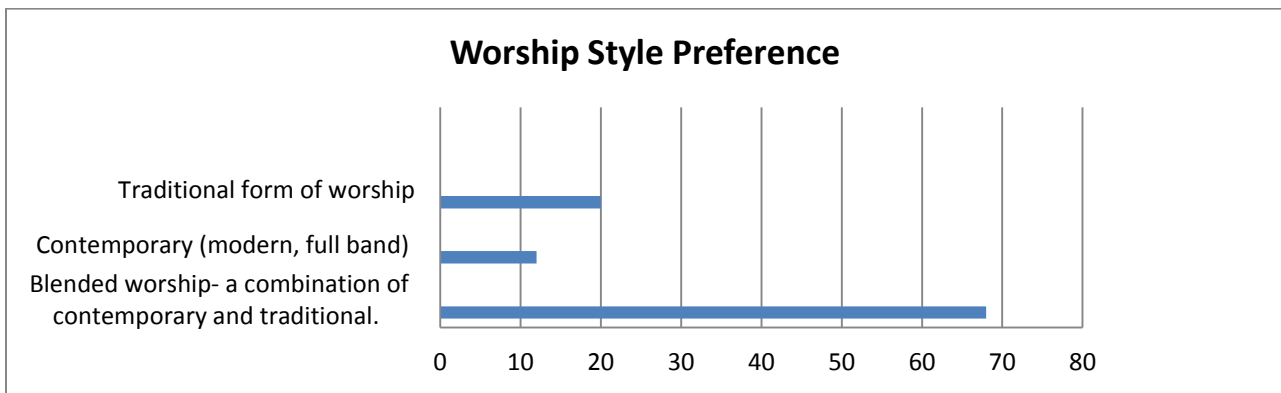
What We Think and Do

The survey included a number open-ended questions, the first of which asked what members felt was the greatest mission of the church. Our membership shares a commitment to the Great Commission; nearly 80% of the responses placed sharing the Gospel as the church’s greatest mission. The other answers involved activities which are directly related to this, including outreach to the community and the building up of our youth programs.

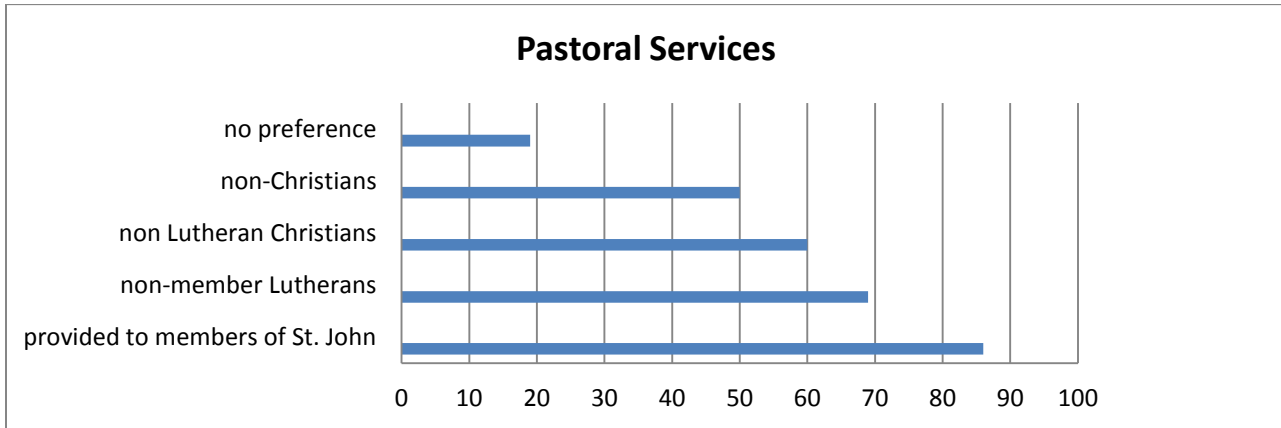
The respondents were also asked to rate on a 5 point scale (1 poor- 5 excellent) the quality of the job we are doing towards fulfilling that mission.



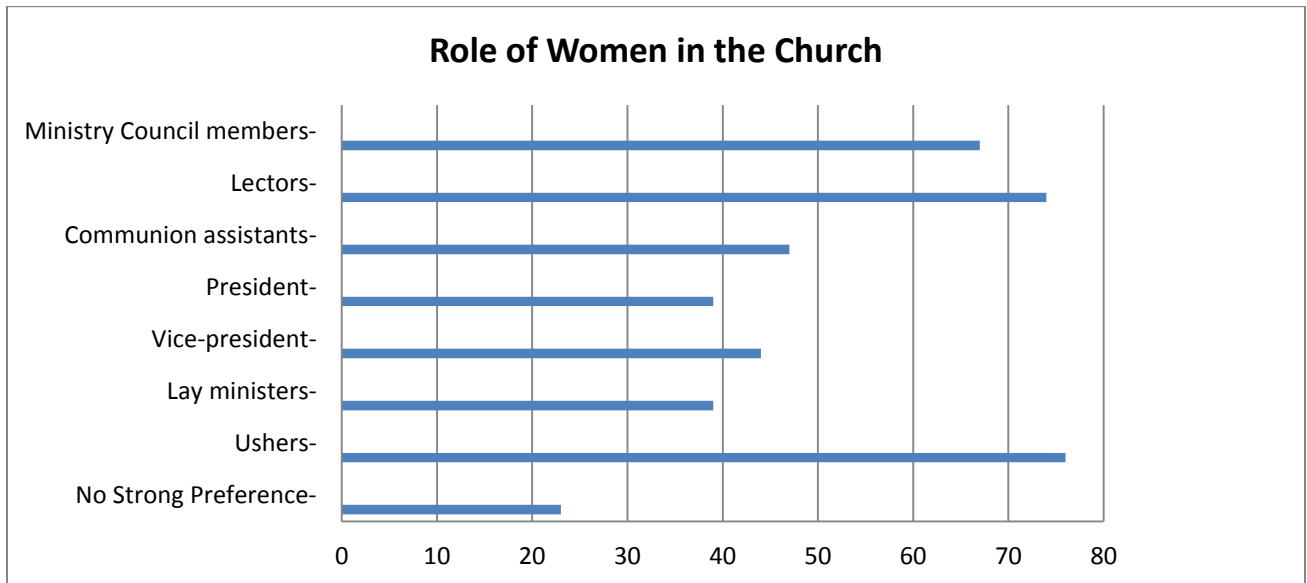
Members were asked to identify their worship style preference.



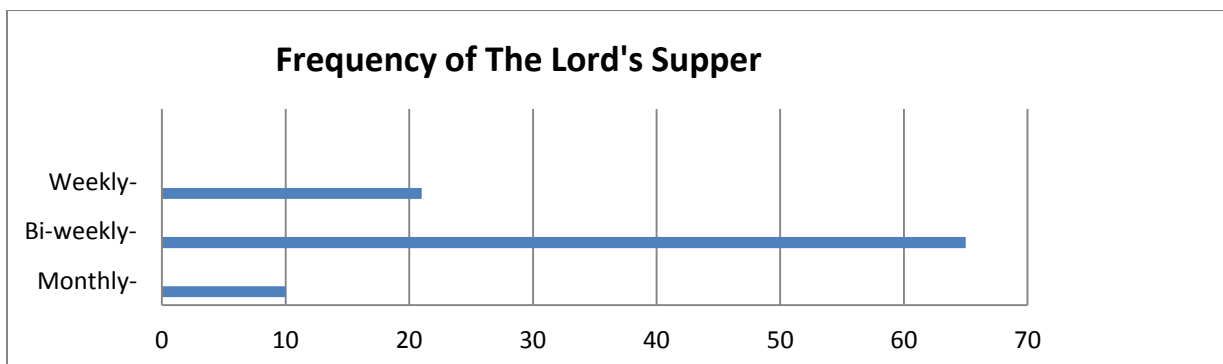
The next question asked people's opinions regarding to whom we should offer pastoral services-weddings, funerals, baptisms, etc. The numbers for this are as follows:



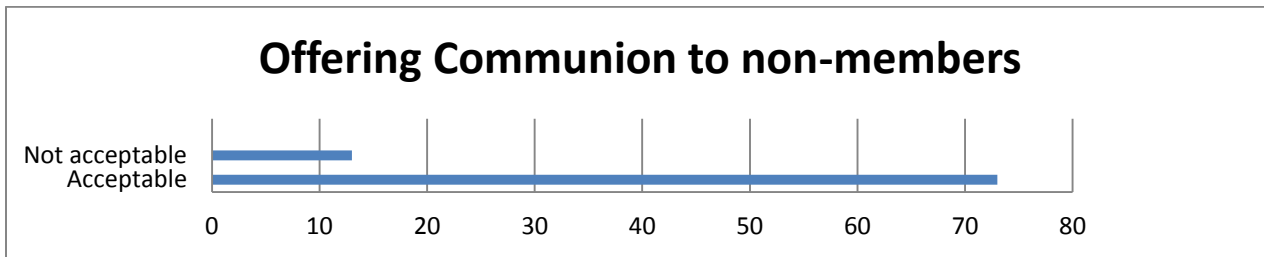
In another area of doctrine and practice as a member church of the LCMS, members were asked to identify areas in which women should have roles in the ministry of the church. Respondents were asked to check all of the following that applied; the results are as follows:



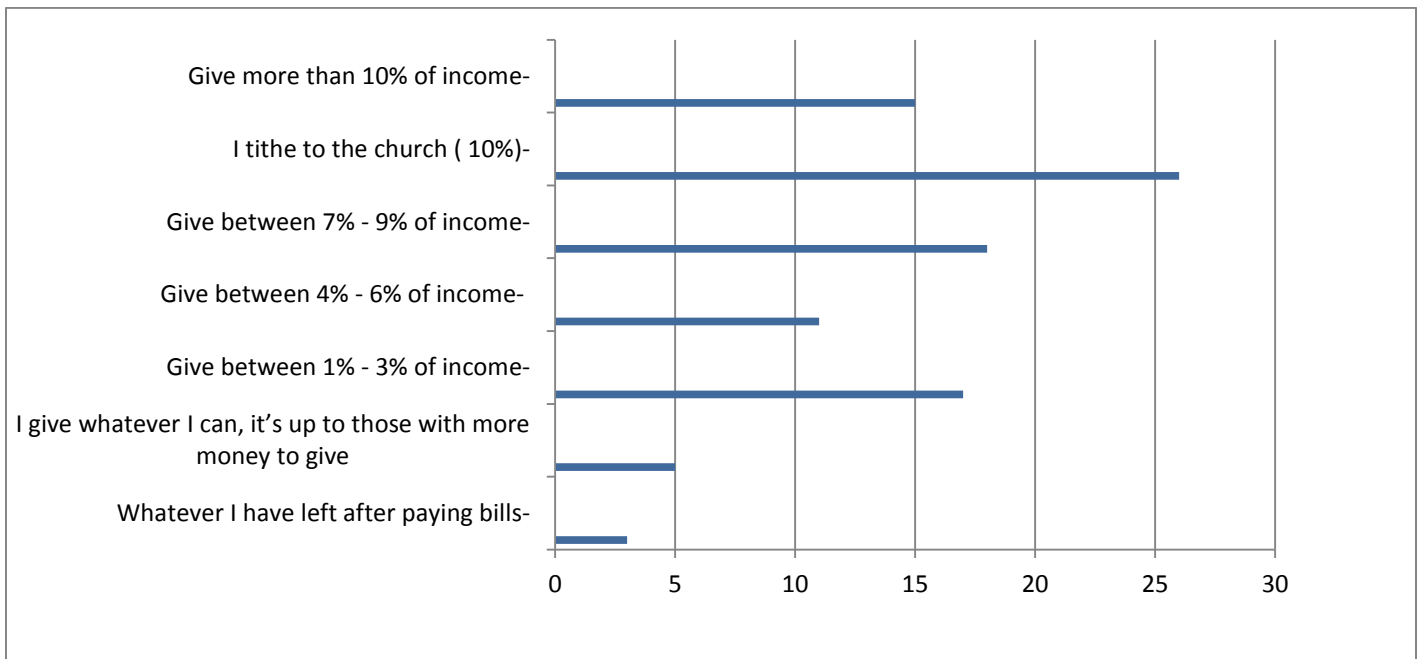
As regards frequency of the Lord's Supper, the results were as follows:



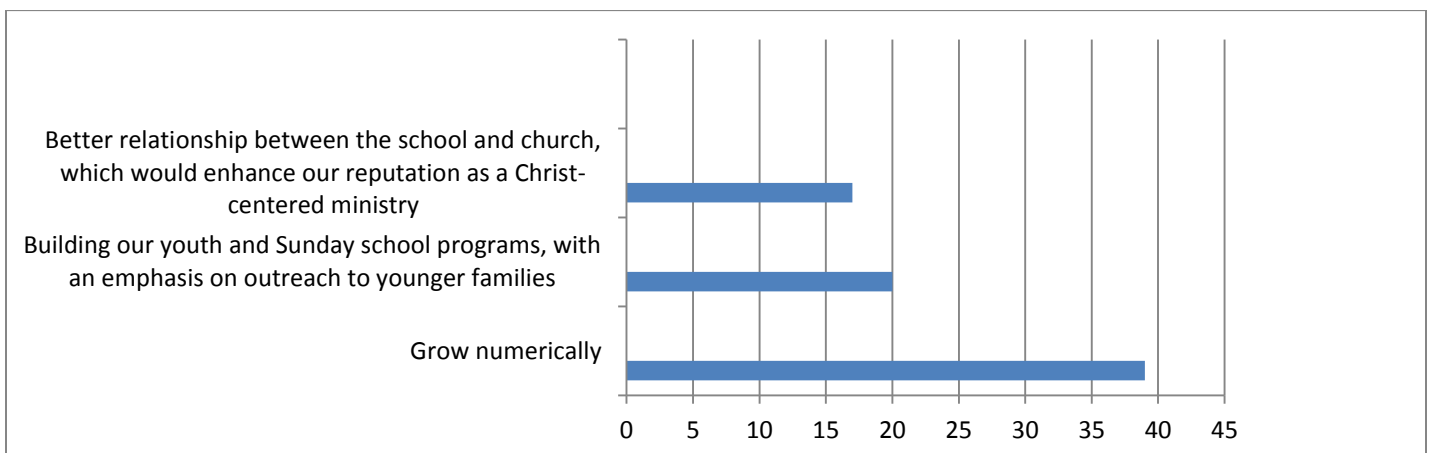
Members were also asked their opinion on communion practice, whether our church should offer Communion to adult Christians who are not members of the congregation, but accept the real presence of Christ in the Sacrament and believe that this offers the forgiveness of sins. That yielded these figures:



Our survey also included a part which asked people to consider what portion of God’s gifts to them they returned to the church for His work.



Respondents were asked to share their personal dream for St. John in five years. Many people listed more than one item, but the majority responses are as follows: (See appendix for the complete report on all of the free response answers)



Of the people who responded to the question of growth, all but one felt that the congregation should grow numerically. A free response section followed that question, asking what people felt needed to happen in order for our church to grow. The answers to these questions were categorized and the top three responses- each of which received equal numbers of answers were as follows:

- The hiring of a dynamic pastor with strong leadership skills and dynamic sermons who would lead a warm friendly congregation and connect with members, old and new, and with visitors.

- A strong Sunday school and youth program

- An intentional ministry to young families

Increasing the commitment to the Sunday School program and added emphasis on youth programs were the top responses to the questions of listing two activities they would like to see changed at St. John. Also listed here were a revamping of the Children's Church program and improvements in the quality of our worship services as a whole- doing the whole service well and making sure that people are trained to participate as service assistants such as ushers and acolytes.

Programs aimed at youth and young adults topped the list of items that people would like to see added to our ministry. Activities and programs for seniors, including a singles group, came next with fellowship opportunities being the next most frequently given answer. The responses continued with a wide variety of specific ministries, including Stephen ministries, those aimed at young adults and young couples with families, and care and outreach ministries, including mission trips.

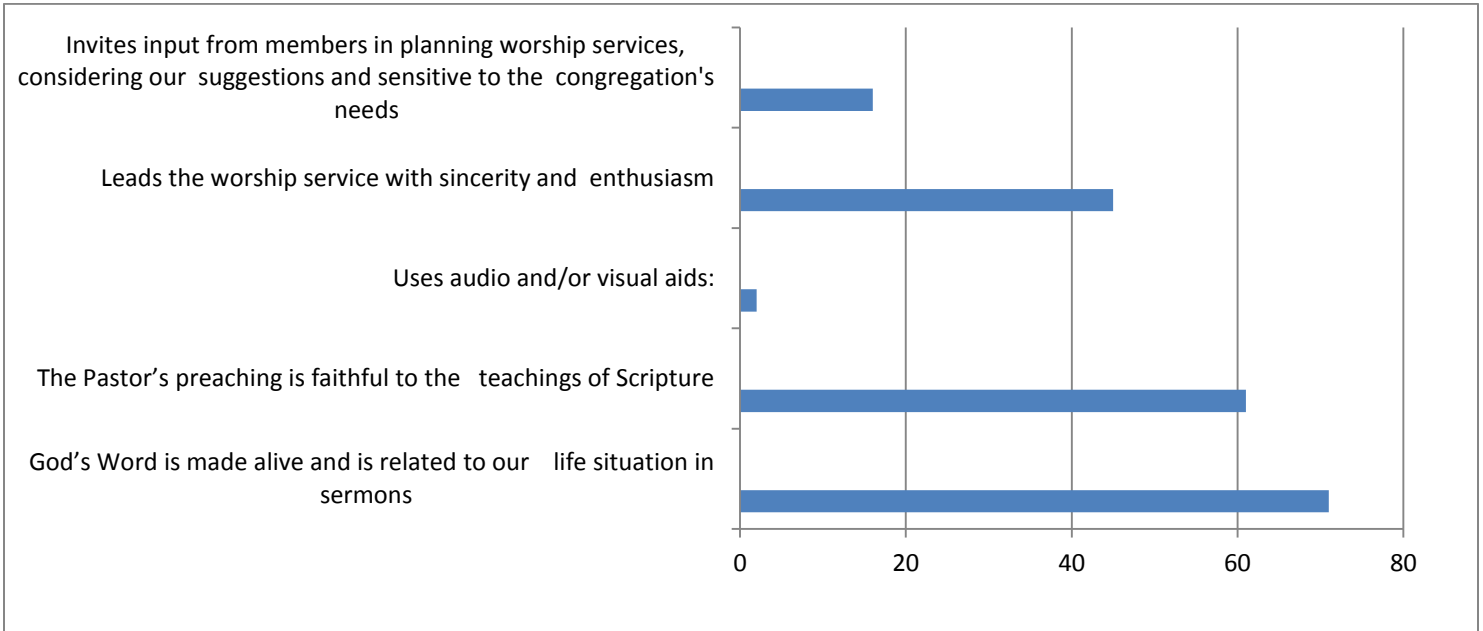
While the questions of three positive things that have happened to people during their time as a member of St. John drew many varied responses, the list could be summarized as having to do with those experiences which make us a community of believers- baptisms, weddings, Bible study and small group involvement, time spent on specific projects- building and otherwise- on our campus, and the ongoing development of people's relationships with good Christian friends.

Support of Missions and our level of involvement in the Community are an important part of the life of the church. 82 of those responding felt that our church should participate in Missions, 4 did not. 85 people stated that they felt that our church should participate in Community service activities. Of those same respondents, only one said that we should not be involved in these things. This was one area that a number of people chose not to answer.

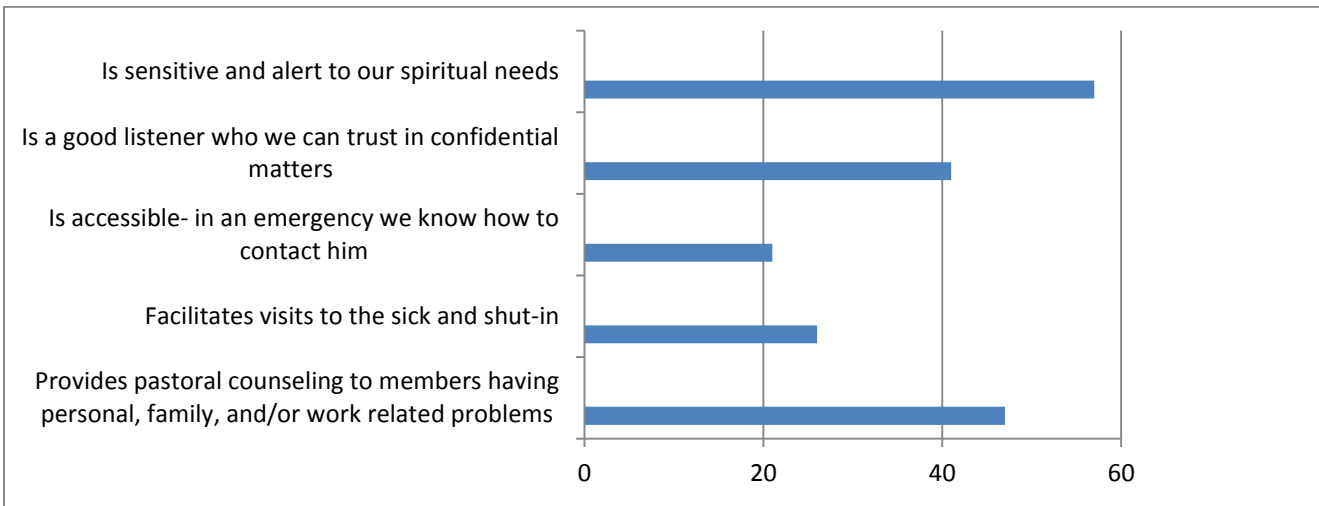
The final section of our survey asked people for their opinion on the necessary characteristics of our next pastor. This section included two parts. In the first, seven roles were identified and people were asked to read through a list of 4-6 characteristics under each role, choosing two characteristics which they felt the most important for that respective role. Those roles included Pastor as Preacher, Shepherd, Teacher, Evangelist, Administrator, Leader, and his role in relation to the Church's Christian Day School.

The following charts list the specific data for those responses.

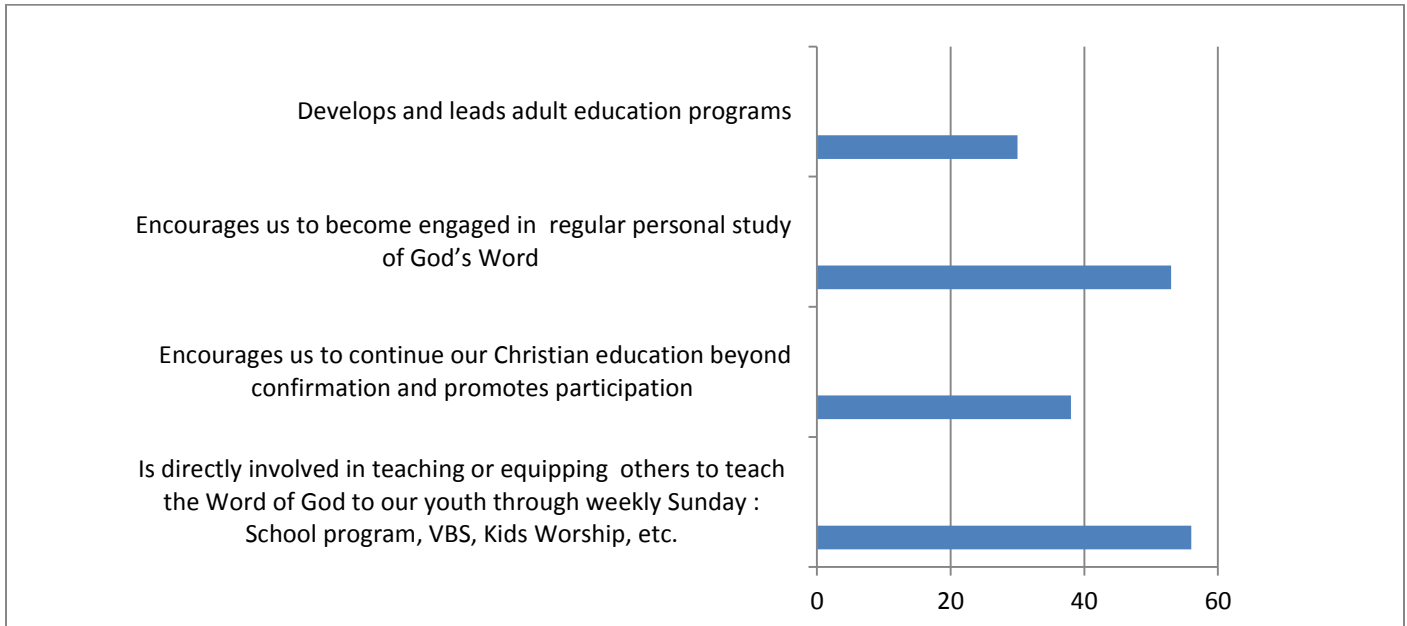
Role of Pastor as Preacher



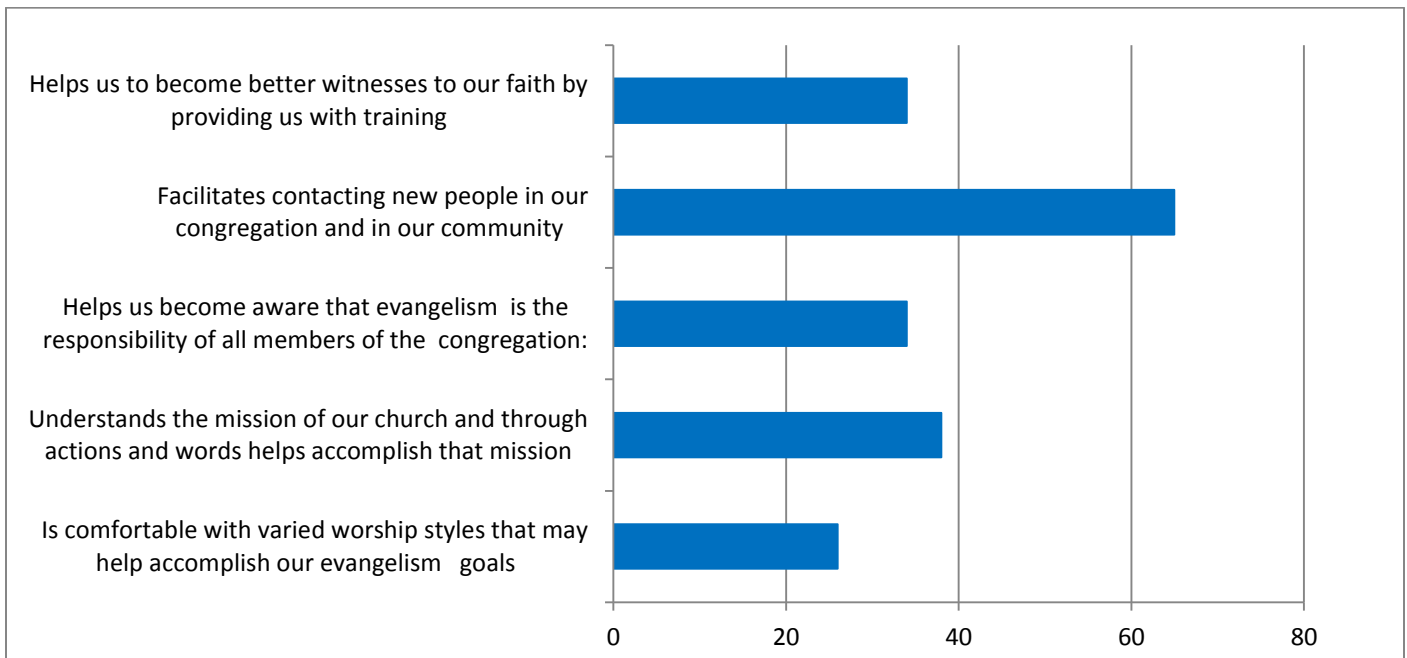
The Role of Pastor as Shepherd



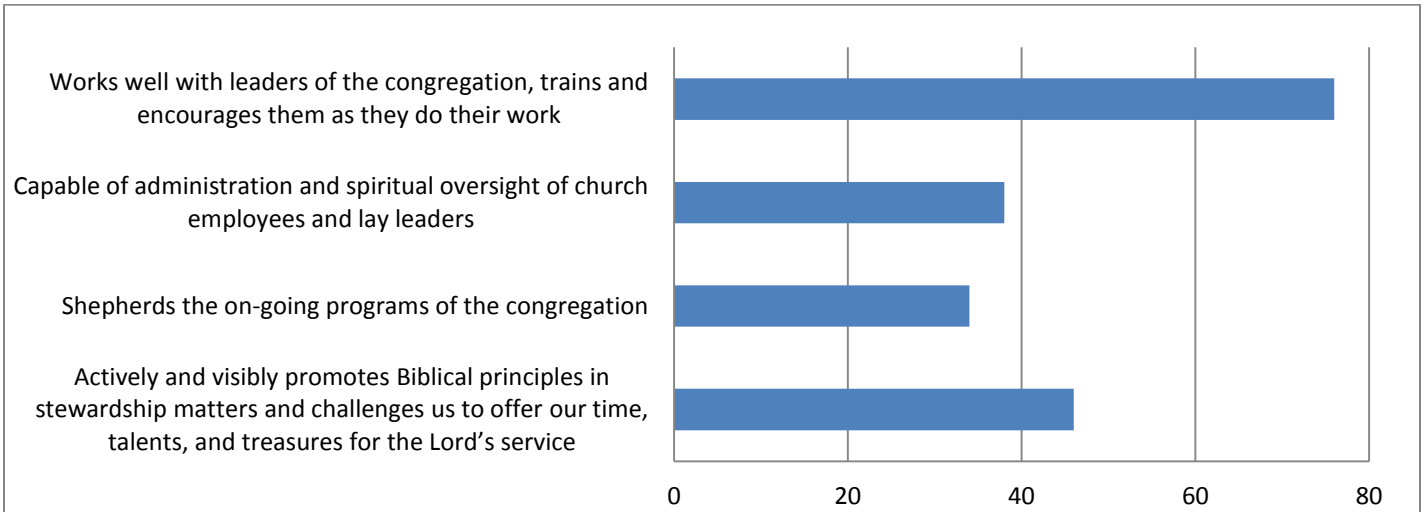
The Role of Pastor as Teacher



Role of Pastor as Evangelist



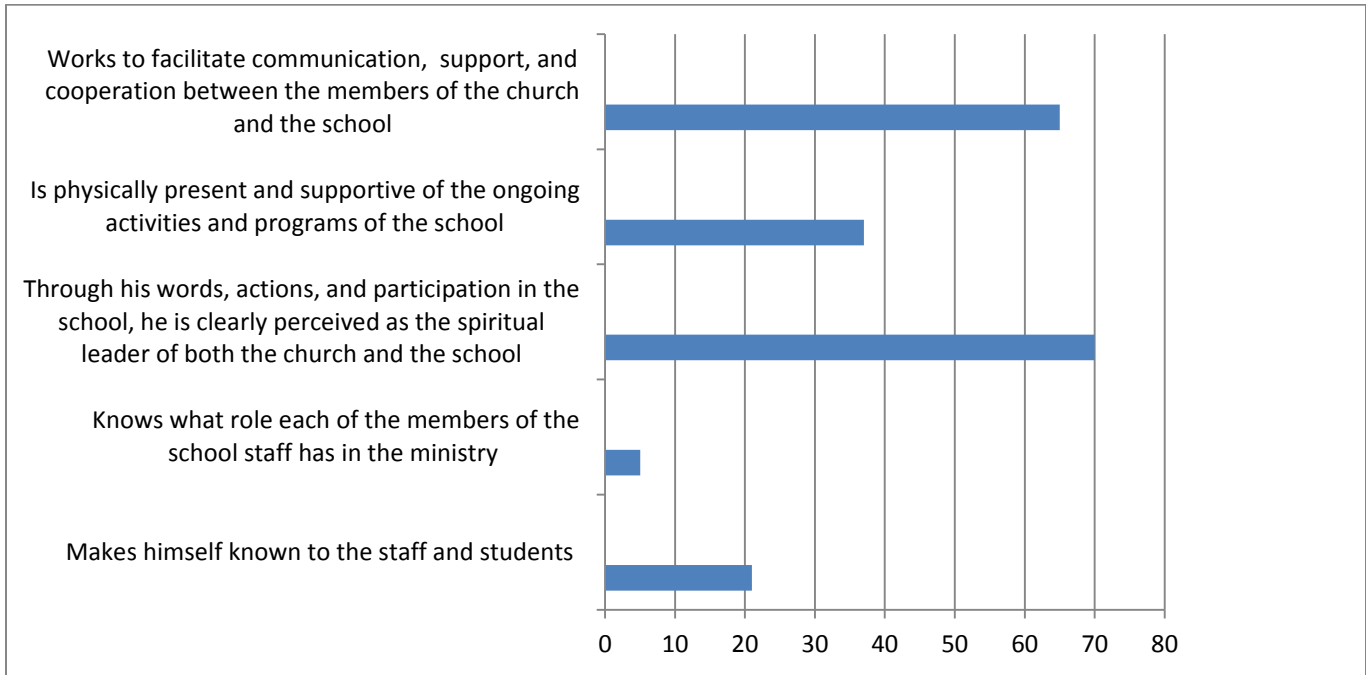
Role of Pastor as Administrator



Role of Pastor as Leader



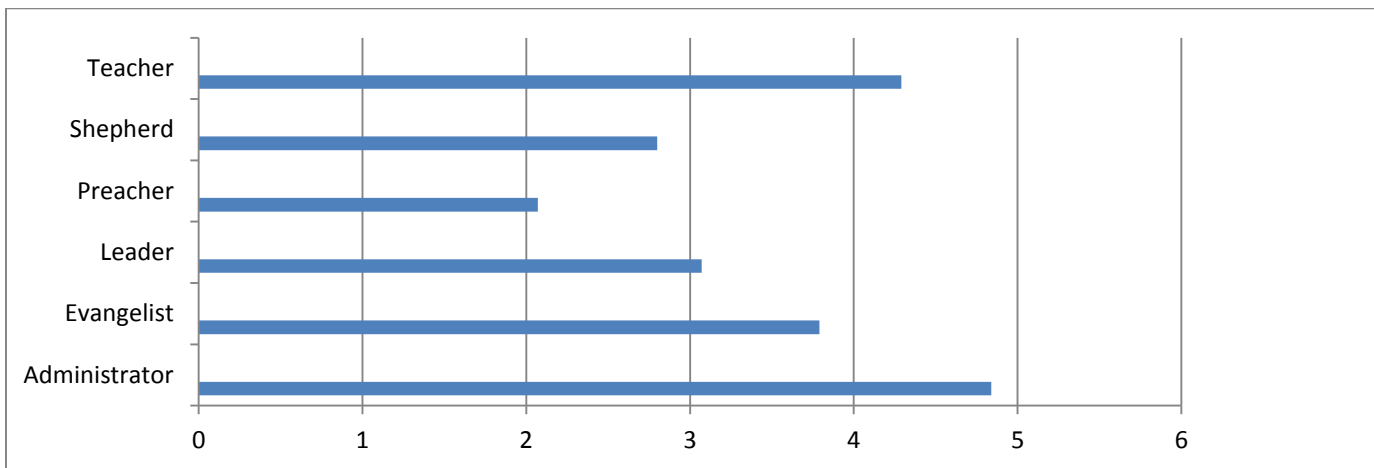
Role of Pastor in Relationship to the School



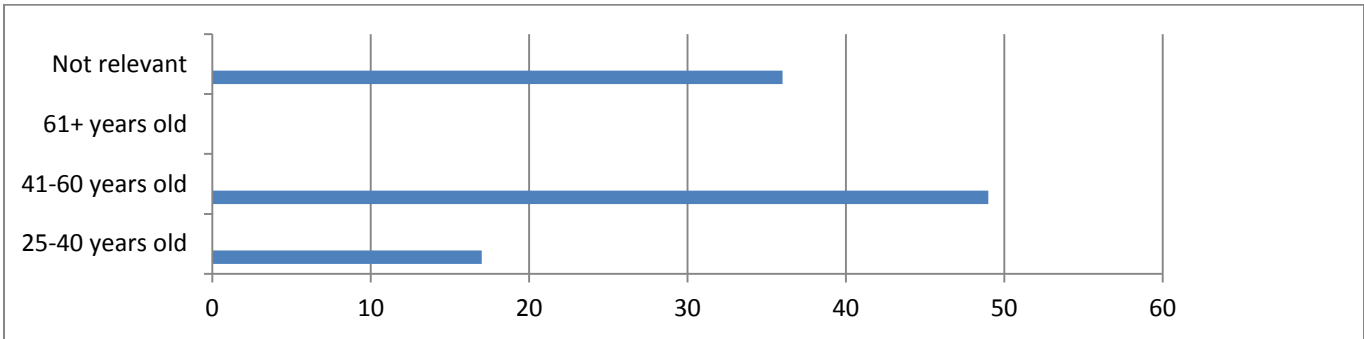
The second part of this section simply asked people to rate the first six characteristics from the list above in the order of their importance. Preacher was the first choice of most people, with the roles of Shepherd and Leader following close behind. Evangelist, Teacher, and Administrator occupied the 4th, 5th, and 6th slots. The full data for both of these portions is an attachment to this report.

Overall Rating of Six Traits for our Pastor

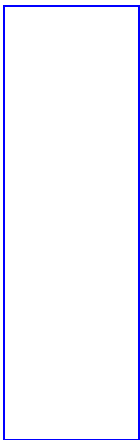
(These numbers are an average for all responses to this section; ***the lower*** the aggregate score, the more importantly the people rated that respective trait)



Age preference for the Pastor



The information shared in this portion of the survey seems to confirm and to reflect the idea that our church is looking for a person who is not only vital, but an experienced leader and shepherd. The idea of a person who will not only lead but enable and encourage others to do the same is also identified as a very important characteristic. Our congregation is also looking for a man who will preach the Word of God in a manner which is not only dynamic but presented in a way which is able to be related to our lives as God’s people. While nearly half of the respondents indicated that they preferred a person between the ages of 41 and 60, one third of the people indicated that age was not a relevant issue.



History of St. John Lutheran Church, Ocala, FL

The ministry of St. John Lutheran Church began in the 1930's as a mission outreach in cooperation with a newly begun church in Gainesville. The Ocala congregation obtained its charter in 1945 and built its first place of worship in 1947. Myron Mader was called as St. John's first resident pastor in 1958, and the current sanctuary was designed and built in 1961. Maxine Rubin was hired as the Church's first secretary in 1960, a position she held for 48 years. During this period, St. John was also heavily involved in the support of mission congregations in the neighboring communities of Rainbow Lakes and Inverness.

In 1963 St. John started a Lutheran school with a five-year-old Kindergarten program. By 1969, two buildings had been completed and the church called its first fulltime administrator. A high school, gymnasium, and a second story to the elementary building were completed within the next 5 years. The church added a second service in 1973 and called its first assistant pastor, Walter Haag, in the same year. Membership at the end of 1974 totaled 637 baptized. In 1975, St. John added a contemporary service to its Matins and Traditional services.

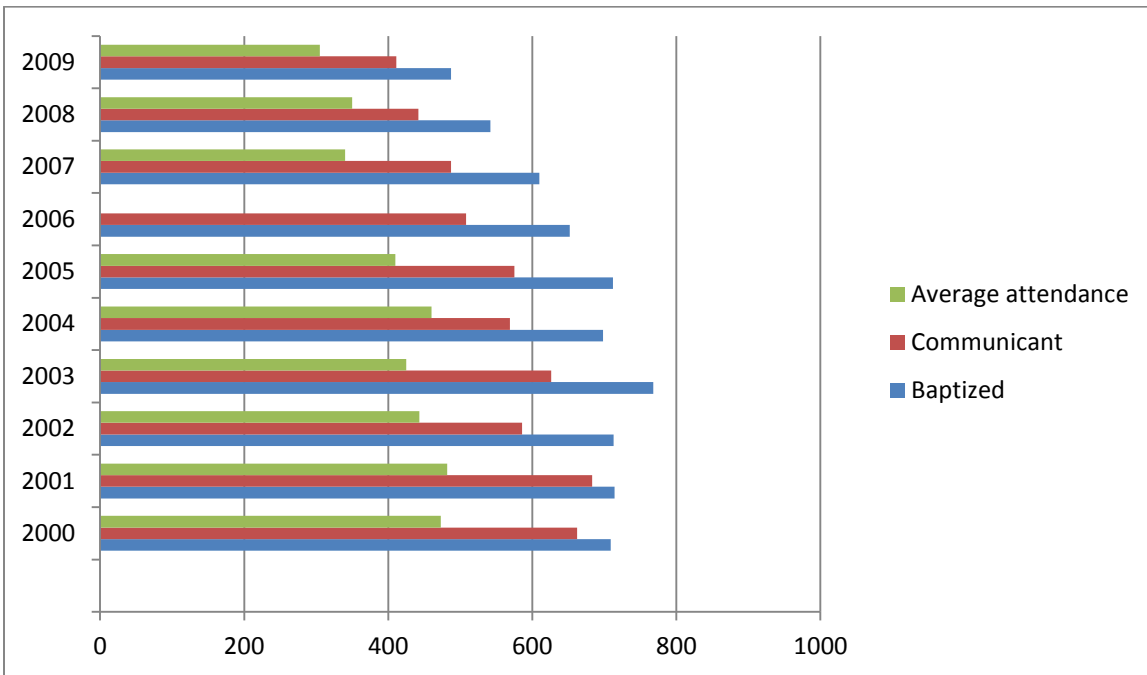
In response to the need for outreach to a growing senior population, St. John purchased an adjacent apartment complex with the idea of offering a "Lutheran Retirement Village" in the year 1978. At the same time, the church purchased 30 acres of land backing up to the property, and completed construction of Athletic facilities in 1980. The retirement village idea did not work out as planned, and the property was sold in 1982. The 1980's saw a succession of vicars serving the church, and the calling of Arnold Claus as Assistant Pastor. Claus was followed by Donald Roberts in 1986, who served until 1992.

In the year 1984, St. John was instrumental in starting a mission on Highway 200 which grew to become Redeemer Lutheran. The year 1987 again found St. John assisting in the development of a mission congregation, this time to the east of Ocala with the start-up of the Forest Lutheran congregation.

1988 was a difficult year, as the congregation voted to rescind Pastor Mader's call due to his involvement in some questionable business practices involving members of the church. The latter part of the 1980's and the first few years of the 1990's provided some significant challenges. In 1990, due to financial difficulties, St. John sold the 30 acre athletic complex property to Marion County, but was able to retain use of the facility on a rental basis.

St. John called Richard Lineberger as Senior Pastor in 1992, and Paul Burtzloff as Assistant in 1993. Burtzloff served until 1997, when he became administrator of the school. Keith Beasely was called as Assistant Pastor in 1998 and served for two years. He was succeeded by Jonathon Horsman, whose tenure lasted until 2008. At the present time Pastor Lineberger is the sole pastor of St. John. Our congregation also has a full-time lay minister/Director of Assimilation and Outreach, James Webb, who has held that position since 1999.

In 2004, the congregation voted to purchase 64 acres of land on the west side of the city. This property was purchased, but was later to be found unsuitable for our purposes, and was sold the next year. Another piece of property was located in 2006 and was purchased. The church held this piece of land for 1 ½ years, during which time there was considerable debate over the vision of the church and how it would be best carried out. A decision was made to sell this second piece of property and focus our attention on maintaining our current campus. Significant improvements and refurbishments have been made to our facilities since that decision.



History of St. John Lutheran School, Ocala, FL

St. John Lutheran School began as a ministry of the St. John Congregation as a five-year-old kindergarten program in the fall of 1963. Lower elementary grades were added during the next few years, leading to the construction of an educational wing of the church in 1968 housing 4 additional classrooms. The following year another building was added. It was also in 1969 that the school called its first administrator, Don Eicholtz.

In 1971, the church completed a building for its fledging High School program, and called Robert Reed as its first High School administrator. A gymnasium was added in 1974, and a second story to the two already constructed educational wings was added in 1979. During this time, Andrea Fischer and Robert Rosenwinkle served as administrators. William Heinicke succeeded Rosenwinkle in 1986, and was followed by Paul Bucheimer in the fall of 1993.

In the late 80's and early 90's the school experienced a decline in enrollment. In 1990, St. John made an arrangement with Blessed Trinity Catholic School which allowed their 8th grade graduates to enroll in our school and have Catholic doctrine taught as a part of their school day. This led to an increase in enrollment, topping out at 735 total students in the school in the 2001-2002 school year. This program was stopped in 2004, when a new Catholic High School was built in Ocala.

In 1997, Pastor Paul Burtzlaff, who had served as assistant pastor of St. John for several years, accepted the head administrator position and continued in that capacity through 2000, when he was replaced by Richard Rath. Upon Mr. Rath's retirement in 2006, Debra Heath became the administrator of the school, serving until her resignation in

December of 2009. She was replaced on an interim basis by Andrea Fischer, who had been serving as elementary administrator. Our congregation voted to extend a call to a new administrator, Mr. Jeff Knutson, prior to the 2010, 2011 school year. He accepted that call and is in serving in that position at this time.

Please refer to the charts detailing enrollment figures and school budgets for the past 10 years, which are included as a part of this report.

St. John Lutheran School Mission and Vision

“A Christian community binding faith and academic excellence in a safe, family environment”

St. John Lutheran School has as its mission the following emphases:

-To provide a safe and comfortable Christian community in which the Gospel is the center for students in K3- 12th Grade.

-To provide a program of instruction which is academically challenging and geared toward the supposition that all of our students are college bound.

-To develop with students and their families a relationship with our Savior Jesus which is based on service, honest and complete communication, and interest in each child as an individual.

-To provide a wide range of extra-curricular and co-curricular opportunities geared toward the development of the gifts of the whole person.

St. John Lutheran has as its vision to

-Continue to grow our school in order that we can continue to offer the finest quality and variety of Christian education in our community.

The mission and vision of the school are in line with that of the church; at the center of our purpose is to lead people into a relationship with Jesus as they are prepared for lives in a world which needs to hear the message of the Gospel. While the manner in which these goals are worked towards differ between each arm of our ministry, our purpose for having both a church and a school remains the same- to share the message of Jesus.

Structure and workings of the school

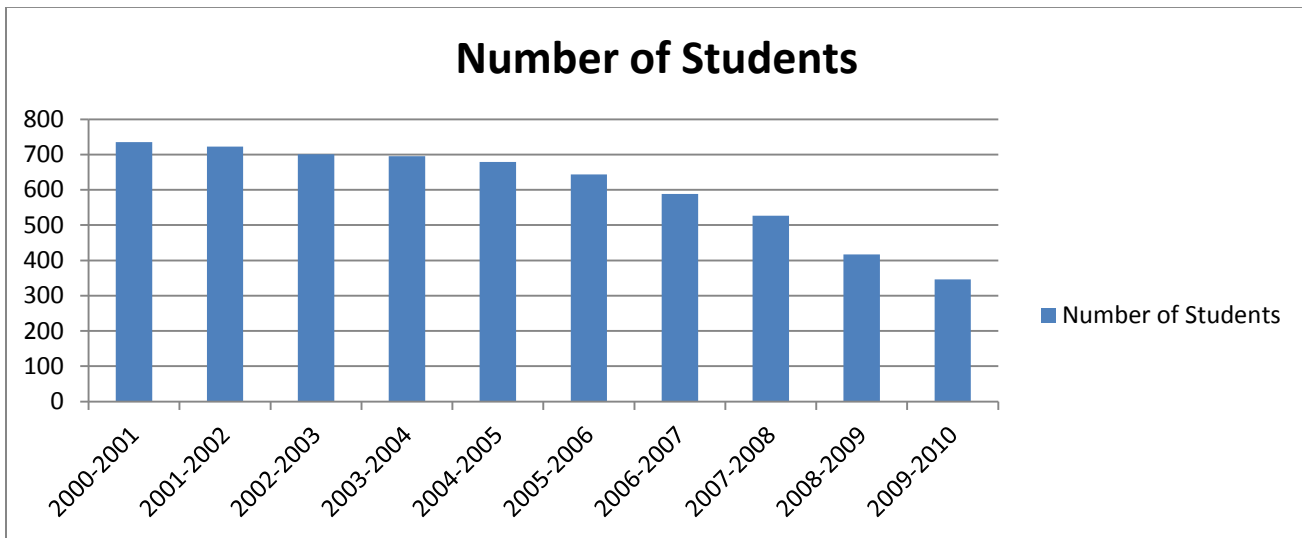
The school is governed according to the organizational plan of the Church. Its administrators and teachers work under the School committee, which is a part of the Christian Education component of the Church’s Mission Council. At the present time, the Pastor of our church is not involved in the school on a day-to-day basis. His involvement is generally in the areas of advising in the areas of serious student concerns (removal of a student, serious disciplinary situations, etc.) He does lead Chapel service several times a year, and is quite willing to come into individual classrooms at the teacher’s request for devotions or to speak on a variety of topics relating to the respective curriculums.

The Pastor meets weekly with the administrators from the school to discuss any pertinent issues and to be kept informed of school events and issues facing the staff. He and the administrator have an amicable working relationship.

There is no standing subsidy from the church to the school. There is a system of shared expenses for utilities, salaries for business office and facilities employees, based on a percentage of the respective budgets. There have been years when the school has had a deficit and the church’s reserves were used to cover this. (2008-2009) At the present time, the Mission Council of the church was able to work within the real income generated by the school and looks to complete the 2009-2010 school year with a balanced budget.

At the present time the school has 1 and ½ Administrative positions, 27 fulltime teachers, 5 support staff, 2 facilities/custodial employees, and has the major portion of its custodial services and grounds work contracted to private companies.

The major concerns from both those involved with the school and the church involve the issue of declining enrollment and the difficulty that this reduced income cause for maintaining a viable program. There have been serious concerns about the leadership of the school and questions have arisen as to the affect that this perception had on the decline in our student population. A new administrator, Mr. Jeff Knutson, was called prior to the 2010, 2011 school year. He brings with him a positive outlook for the future of our school, and his hiring has been met with a positive feeling by the faculty and staff of the school.



School Budget totals for the last 10 Years

2000-2001	2,572,427
2001-2002	2,658,188
2002-2003	2,978,733
2003-2004	3,110,305
2004-2005	3,373,895
2005-2006	3,313,034
2006-2007	3,267,038
2007-2008	3,436,855
2008-2009	2,847,849
2009-2010	2,333,124

The Physical Plant and useable space of our school includes the following areas:

- A. High School and Gymnasium
 - 1. First floor: 27,084 sq. feet
 - 2. Second floor: 4,880 sq. feet
- B. Middle School Elementary
 - 1. First Floor: 7,400 sq. feet
 - 2. Second floor: 8,408 sq. feet
- C. Kindergarten (3,4,5 year olds): 2,072 sq. feet
- D. Church Annex (Used in part by school for music classes): 2,548
- E. Maintenance/Weight Room- 3,600 total- approximately 1/3 used for weight training for PE and Sports programs
- F. Concession Stand: 840 sq. feet including storage
- G. Multi-purpose building (one large room with kitchen, one medium room, and two office rooms): 3,600 sq. feet **(shared with church ministries)**
- H. Youth room, **(shared with church ministries)** storage building: 2,728 sq. feet
- I. Sanctuary, church offices, nursery, meeting rooms: 8,737 sq. feet **(shared with church ministries)**

St. John Lutheran Church and School is located in the city of Ocala, which is part of Marion County, Florida. Our community has experienced a high level of growth within the last 20 plus years. In a demographic study which included a five-mile radius of the church and school, the population has increased nearly 30% since 1990, with a current population of 95,000 people. The average age of those people has slowly moved upward during that time, from 39 to 41. 63% of the workers in Ocala hold white collar jobs, while 37% are employed in blue-collar positions. There are a wide variety of light industrial and service businesses, including the nation's largest and most concentrated equine breeding and training market. Ocala is primarily Caucasian-73%, with African Americans making up 15% of the population and people of Hispanic origin comprising another 8%. The average household income for the people in this area rose from \$52,000 in 1990 to \$68,000 in 2009. About half of those living in our community "consider themselves spiritual people", while 22 % consider church attendance important and 31% declare themselves to be evangelical Christians.

(Full demographics reports are attached as appendices)

CONGREGATIONAL QUESTIONNAIRE/PROFILE
Compilation of Essay Responses

Part 2 – #1. What do you believe is the greatest mission of the Christian Church? 114 responses

- 78 The great commission, sharing gospel, reaching unsaved
- 10 Above and also to teach the Bible to families and youth
- 10 Outreach to Community
- 9 Practice faith: worship, guidance, stewardship, communion, Prayer, attend church
- 7 No Answer

Part 2 - #5. What would be your personal dream for St. John Lutheran Church and School in five years from today?

133 responses (some responded with more than 1 response)

- 39 *Numerical growth in Church and school (up to 100%)
- 17 *Above and also better reputation in community, with more Co-operation between church and school, known for Christ Centered education/church, making others want to come
- 20 *Above and also more emphasis on younger families, a Stronger Sunday School, youth program, and young adult Activities
- 16 Keep to God's Word and Mission, personal Bible Study, A vibrant Pastor/message
- 24 No Answer
 - 2 Academic or Athletic excellence
 - 4 Financial Stability/No debt
 - 3 New facility (church/school)
 - 2 Missions or mission church
 - 5 Stronger Pastor leadership/trustworthy
 - 5 Misc.
 - 8 Full membership involvement in Bible Study, sharing gospel, Inviting others, welcoming guests, known as best church to Learn about Jesus and Bible
 - 3 Stronger lay leadership supporting church and school
 - 4 More fellowship
 - 3 Community outreach
 - 3 All teachers certified
 - 1 Free tuition to tithing members

Part 2 - #7 If you feel the congregation should grow numerically, what do you believe needs to be done for this to occur? (multiple answers per survey)

The top three answers had equal numbers and were as follows:

- > New Pastor with strong leadership and dynamic sermons
- > Warm, friendly congregation and Pastor who connects to members, new members, and visitors
- > Strong, well planned out Sunday School, and youth program, that ministers to school families and member families
- > 24 no answers

The next tier of answers had similar numbers and were as follows:

- > Preach Word, joy, grace, and allow Holy Spirit to work
 - > Have strong adult Bible Study, evangelism and accountability
 - > Misc.
 - > Follow through on members who left/retention
 - > Put different people in positions of Member assimilation and Christian Ed. Commission (more effective)

Remaining responses were as follows:

- > Web site improvement, incorporating High tech options
- > Eliminate Kid's church and focus on strong Sunday School
- > More mission oriented and new vision
- > Separation with current Pastor after retirement

Part 2 - #8 Name two special activities and/or programs you would like to see changed at St. John. The top four responses were as follows:

- > More Emphasis on youth programs, and involvement of youth in church
- > More attention to Sunday School, its policies and the lack of commitment shown
- > Eliminate Kid's church program, more emphasis on Sunday School or an age cap on participation (desire to have children involved in church) creates too long morning and detracts from Sunday School involvement
- > Changes in church service and/or music, organ, more formal with
 - Cross procession, more communion opportunities, more involvement of acolytes, better training of ushers
- > 52 no answers

The next four areas of response were as follows:

- > Stronger involvement in Prayer ministry, care committee and LWML
- > More family oriented Wednesday Night Out, want joint activities to be included. More stress on family.
- > More small group Bible Studies (planned out and announced)
- > More fellowship opportunities, family events and programs

The final areas of concern are as follows in order of the number of responses.

- > More effective management/oversight/planning of activities and programs – no long range plan re: Sunday School
- > Better communication between church and school
- > No Monday night meetings
- > Reach out to community, welcoming and warmth
- > VBS – better planning, advertisement and community Involvement/participation
- > A staffed Nursery
- > More thorough confirmation class

Final responses were: more women involved in church service, lack of involvement of called teachers in church activities/programs, develop Senior activities, stewardship, reach out to inactive members, all teachers should be certified, better use of bulletin and newsletter, Sunday School before church, and finally the school Homecoming Activities have gotten out of hand.

Part 2 - #9 Name two programs you would like to see added at St. John.

There were many suggestions, so all are listed in order most to least.

- > Youth programs; youth group, involvement in church, college age classes and follow-up with recent graduates
- > Seniors activities and groups, including singles group
- > Fellowships, return to potluck dinners, especially Christmas congregational dinner and hymn sing
- > Stephen Ministry involvement
- > Singles or young adult ministry
- > Adult and youth sports teams
- > Music/ choir additions
- > Annual or Monthly combined Church/School activity and 1 calendar for both
- > Couples or Family retreats/seminars
- > Young couples/Young family small groups
- > More visible care ministry
- > Community outreach
- > Mission trips/programs
- > Scripture memorization incorporated into church/Sunday School
- > Youth Pastor/DCE involved in school and confirmation

Singly mentioned were:

- > Single mom's ministry
- > Circuit events
- > Parish nurse program
- > Thrift store

- > Evangelize unchurched at the school
- > Early childcare outreach to community
- > Volunteer Advantage program?
- > Concert and marching band in school

Part 2 - #10 List up to three positive things/events that have happened during the time you have been a member of St. John Lutheran Church and School.

- > Many expressions of personal events: Family members coming to Christ, Attending Bible Study, Baptisms, graduations, friendships, personal spiritual growth through the nourishment of the Word, know scripture better, weddings, meeting great Christian friends.

Activities and Events listed by number of responses:

- > Participation in Adult Bible Study and/or small group studies in homes
- > Started school, expanded school, school finances and/or school success (expressed in the past)
- > Campus, Church, grounds, parking lot, family life center improvements
- > Community Yard Sale/Shar-a-bration
- > Music programs, combined choirs and performances in community/jail
- > Service opportunities: Interfaith, volunteering, care ministry and community
- > Coffee hour? Fellowship in Family Life Center
- > Built church, expanded church, growth and influence in community
- > Mission trips: Nicaragua and Colorado
- > Kids Church
- > Christian Fellowship
- > Family Wednesday Night Out
- > Family Activities: Water Day, annual picnic, annual chili outing, bar-b-que and dinners
- > Group trips: Orlando event, concerts, and bus trips
- > Congregational dinners: Christmas Dinner, Share the Spirit Dinners
- > Going to one service on Sunday
- > Adoption of Ministry council

Additional events or activities listed were: 40 Days, Pastors Burtzloff, Horsman, and Lineberger sermons or services, New school administrator, the Land purchase and sale, increased giving, more warmth in congregation of late, women allowed as ushers and lectors, Renewal of marriage vows and following party, Starting 3 mission churches, Youth Gathering attendance for several years, when we had vicars, Saturday church service, the number of our youth who grew up to be Pastors, helpful Pastoral counseling.

