



METROPOLITAN NEW YORK SYNOD EVANGELICAL LUTHERAN CHURCH IN AMERICA



Congregation/Ministry Site Name: _____

Congregation/Ministry Site Address: _____

CONGREGATION ASSESSMENT SURVEY (CAS)

Please take a few minutes to answer the following questions. Your voice is important to us! We want everyone to be a part of the transition process, and we thank you for your time.

About You:

1. How many years have you been attending our Congregation?

- 1 or less
- 1 to 5 years
- 6 to 10 years
- 11 to 15 years
- 16 to 25 years
- 25+ years

2. How did you first hear about our Congregation?

- Friend/family
- Neighbor
- Invitation
- Pastor
- Advertisement
- Special Event
- Social Media
- Other

3. During the previous four weeks, how often have you attended worship services (either in person or online)?

- 4 times
- 3 times
- 2 times
- Once
- Was not able to attend in the previous four weeks

4. What is your age?

- Under 14
- 14-19
- 20-25
- 26-35
- 36-45
- 46-60
- 61-70
- 71 and over

About our Church:

For questions 5, 6 and 7, please check all that apply in the box below each statement.

5. Why do you believe people attend our church? *(check all that apply)*

- Worship
- Fellowship/community
- Location
- Love of the teaching
- Love of the music
- Sunday School, Confirmation, Adult Education and/or Bible Study
- Community involvement
- Other

6. Why do YOU attend our church? What activities are you involved in?

- Worship
- Fellowship/community
- Location
- Love of the teaching
- Love of the music
- Programs
- Community involvement
- Other

7. Where do you feel our church could use the most improvement? *(check all that apply)*

- First impressions and retention
- Connecting with younger generations
- Building community
- Evangelism
- Worship
- Teaching
- Bigger volunteer base
- Other

For questions 8 and 9, please mark the number (1-5) that correlates to your response in the box next to each statement.

8. How strongly do you agree or disagree with the following statements:

Disagree strongly [1], Disagree somewhat [2], Neutral [3], Agree somewhat [4], Agree strongly [5]

- Worship at our church is an exciting spiritual experience
- Visitors find our church to be welcoming
- I like the vision/direction of this church
- There are too many cliques in this church
- The church values my participation
- This church helps me grow in my faith journey
- The church reaches out to people with different backgrounds
- The church should try and attract people who are similar to me
- The church reaches out to young adults

9. In your opinion, should our church be putting less, the same, or more emphasis on:

Much Less [1], Somewhat Less [2], About the Same [3], Somewhat More [4], Much More [5]

- Evangelism
- Youth Ministry
- Older Adults
- Families with children
- Caring for the poor
- Leadership development
- Scriptural interpretation
- Global concerns

For question #10, please mark A or B to indicate which statements most align with your church.

10. Ministry Site Characteristics

[A] A lot like us **[B]** A little like us

- We tend to be formal and programmatic.
- We tend to be informal and spontaneous.
- We have clearly defined goals and plans for our future.
- We have no stated goals or plans.
- We are racially and economically diverse.
- We are demographically homogeneous.
- We welcome ideas that are provoking and challenging.
- We prefer ideas that are tried and true.
- We rely on our leaders for direction.
- We rely on group decision-making.
- We have learned how to use conflict constructively.
- We tend to perceive conflict as something destructive.
- Our facilities are often used by community groups.
- Our facilities are only used for our activities.
- We train people to minister outside our walls.
- We train people to minister inside our walls.
- We focus on ideas and beliefs.
- We focus on skills and action.
- We are obviously Lutheran in identity and practice.
- We are less obvious about our Lutheran heritage.

- We participate in synod and ELCA activities.
- We are not very active in the synod and ELCA.
- We focus on Biblical studies and doctrine.
- We focus on contemporary issues and topics.

For questions #11 and 12, please write a short answer.

11. What keeps people coming to our church?

12. What do you hope will be different/expanded/changed?

13. Would you recommend our Congregation to the following: *(check all that apply)*

- | | | |
|---------------------------|-----------------------------|------------------------------|
| Families with Children | <input type="checkbox"/> No | <input type="checkbox"/> Yes |
| Teens | <input type="checkbox"/> No | <input type="checkbox"/> Yes |
| Single or divorced adults | <input type="checkbox"/> No | <input type="checkbox"/> Yes |
| Married couples | <input type="checkbox"/> No | <input type="checkbox"/> Yes |
| Adults 65 or older | <input type="checkbox"/> No | <input type="checkbox"/> Yes |
| Unchurched adults | <input type="checkbox"/> No | <input type="checkbox"/> Yes |

For questions 14, 15 and 16, please give a short answer.

14. How does this church serve the community? Why are we needed here?

15. Are there ways we could better serve our community?

About our Church:

16. What areas do we wish our newly-called pastor to give special attention to in their first year?

OR

What do you hope the new pastor will accomplish in the first year?

(Examples: assimilate church and culture; grow numbers; renewed vision for the church; new programs, etc.)

17. In a sermon, which of these components are most important to you? *(Choose your top 3)*

- Strong Biblical knowledge/references
- Application to everyday life; relatable
- Intellectually challenging
- Humor
- Spiritual nourishment
- Illustrations
- Challenge of the status quo
- Exegetical teaching (to explain or interpret)
- Other

18. What do you think are the "Top Five Ministry Tasks" for our new pastor? *(Choose your top 5)*

- | | |
|---|---|
| <input type="checkbox"/> Administration | <input type="checkbox"/> Ministry in Crisis |
| <input type="checkbox"/> Chaplaincy | <input type="checkbox"/> Multicultural Ministry |
| <input type="checkbox"/> Communications/Media | <input type="checkbox"/> Parish Nurse/Health |
| <input type="checkbox"/> Counseling/Social Work | <input type="checkbox"/> Preaching/Worship |
| <input type="checkbox"/> Evangelism/Mission | <input type="checkbox"/> Self-Care/Family Life |
| <input type="checkbox"/> Innovation/Creativity | <input type="checkbox"/> Spiritual Formation/Direction |
| <input type="checkbox"/> Inter-personal Climate | <input type="checkbox"/> Teaching |
| <input type="checkbox"/> Ministry with Seniors | <input type="checkbox"/> Campus/Young Adult Ministry |
| <input type="checkbox"/> Outdoor/Camping Ministry | <input type="checkbox"/> Christian Education |
| <input type="checkbox"/> Pastoral Care and Visitation | <input type="checkbox"/> Conflict Management |
| <input type="checkbox"/> Recruit and Equip Leaders | <input type="checkbox"/> Ecumenical Work |
| <input type="checkbox"/> Social Ministry | <input type="checkbox"/> Global Service |
| <input type="checkbox"/> Strategic Mission Planning | <input type="checkbox"/> Interpret Theology |
| <input type="checkbox"/> Youth and Family Ministry | <input type="checkbox"/> Ministry in Daily Life |
| <input type="checkbox"/> Building a Sense of Community | <input type="checkbox"/> Music/Worship/Arts |
| <input type="checkbox"/> Children's Ministry | <input type="checkbox"/> Participant in the Larger Church |
| <input type="checkbox"/> Community Organizing | <input type="checkbox"/> Public Policy/Advocacy |
| <input type="checkbox"/> Early Childhood Administration | <input type="checkbox"/> Small Group Ministry |
| <input type="checkbox"/> Financial Management | <input type="checkbox"/> Stewardship |
| <input type="checkbox"/> Interim Ministry | <input type="checkbox"/> Volunteer Coordination |

About our Church:

19. What gifts for Ministry does our congregation need from our new pastor?

For each statement, choose either [A] Top Priority or [B] Very Helpful

- Help people develop their spiritual life.
- Help people understand and act upon issues of social justice.
- Provide care and nurture.
- Be active in visitation of members and non-members.
- Be effective in working with children.
- Build a sense of community among the people with whom he/she works.
- Help others develop their leadership abilities and skills for ministry.
- Be an effective administrator.
- Be an effective communicator.
- Be an effective teacher.
- Encourage support of the Church's wider mission.
- Work regularly in the development of stewardship growth.
- Be active in ecumenical relationships.
- Be effective in working with youth.
- Organize people for community action.
- Be skilled in planning and leading programs.
- Have a strong commitment and loyalty to the Lutheran Church.
- Understand and interpret the mission of the Church from a global perspective.
- Deal effectively with conflict.
- Bring joy and good humor to relationships.
- Be able to share leadership and work in a team.
- Be creative and innovative about his or her tasks.
- Be able to use technology and media.
- Appreciate cultural diversity in language and customs.
- Have talents in music, the arts and writing.

20. What else would you like to be considered as we prayerfully search for a new Pastor? Is there anything else you would like us to know?