

## **Report of the Lead Pastor for Summer 2017**

Rev. Dr. Jack M. Horner

September 11, 2017

Baptisms:

Funerals: Jim Rice 6/2; James Penny 6/27; Terry Fackler 7/28

### **Discerning Commitment**

We are in a new stage of our strategic plan and property master planning. We are seeing the benefits of the steeple renovation. We have just received some preliminary estimates and now need to do the work of discernment, planning and gauging commitment.

### **Staff**

- Pastor Crist has been a great addition to the staff. Her enthusiasm for mission is already being felt.
- Retreat- Bob Driver-Bishop led the staff in a retreat on June using Gallop's Strength Finders to assess our strengths and how they work in a team. Its was a very interesting and helpful retreat.
- Staff and congregational leadership completed the online staffing review created with help from Kairos. The Power Point summary is attached. It gives us good information for future staffing and realignment.
- Evaluations were completed in July.

### **Worship Times**

I appreciate the trying of summer worship times. I think it was good to try new times to achieve our worship goals and equally important to recognize what worked and what didn't and adjust.

### **Formation**

- Completed synod-required Boundary Training on August 24.
- Spent a week in retreat at St. Augustine's House August 27-31.
- Attended preaching seminar with Pastor Brock at United Lutheran Seminary Sept. 7.

### **Move**

Linda and I have moved to another rental (our 3<sup>rd</sup> in 4 years), a beautiful home offered by a regular visitor to Trinity. She was generous enough to give us a five-year lease.

Your Servant in Christ,

Pastor Jack Horner

# Trinity Lutheran Staffing Survey

Friday, August 25, 2017

# 49

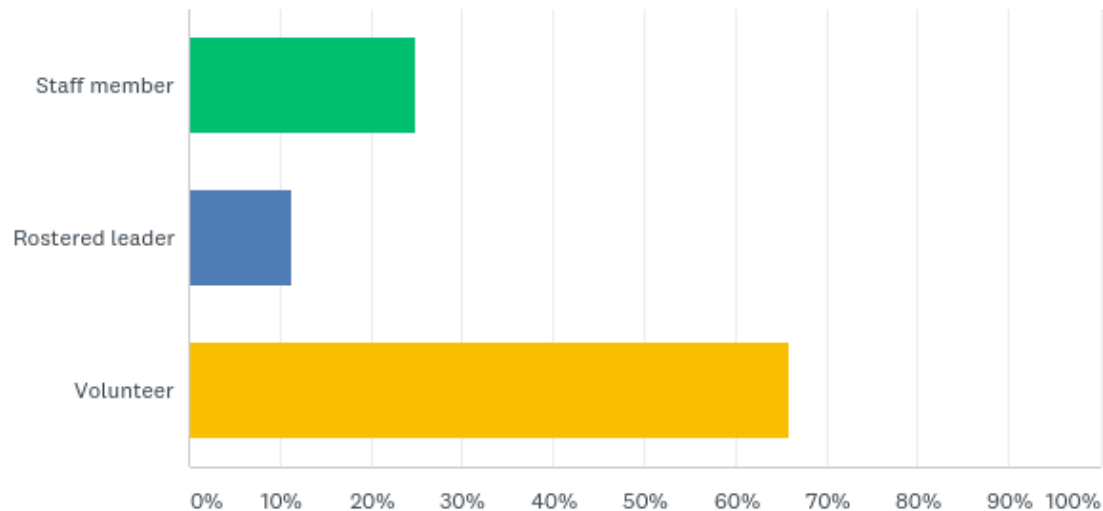
**Total Responses**

Date Created: Saturday, August 12, 2017

Complete Responses: 37

# Q1: What is your role at church?

Answered: 44 Skipped: 5



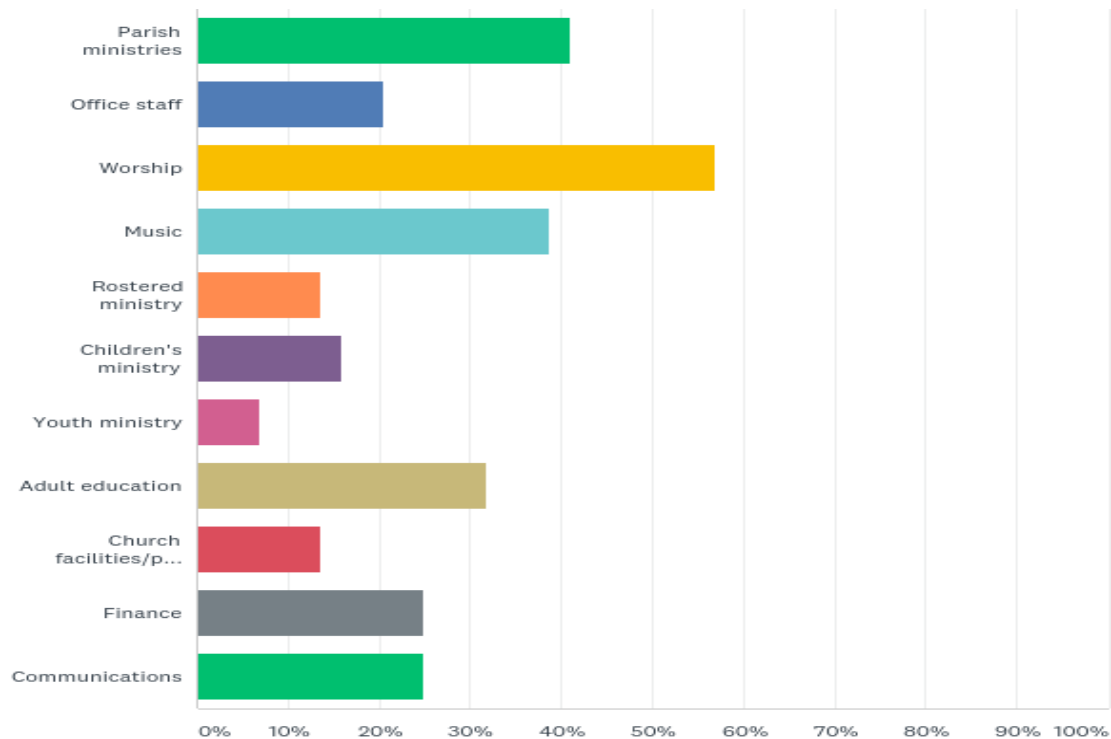
# Q1: What is your role at church?

Answered: 44   Skipped: 5

ANSWER CHOICES	RESPONSES	
Staff member	25.00%	11
Rostered leader	11.36%	5
Volunteer	65.91%	29
Total Respondents: 44		

## Q2: What ministries do you participate in? (check all that apply)

Answered: 44 Skipped: 5



## Q2: What ministries do you participate in? (check all that apply)

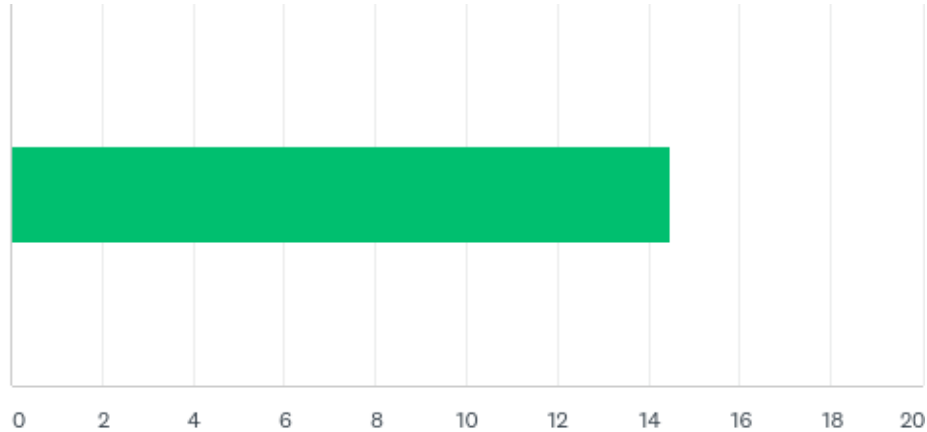
Answered: 44 Skipped: 5

ANSWER CHOICES	RESPONSES	
Parish ministries	40.91%	18
Office staff	20.45%	9
Worship	56.82%	25
Music	38.64%	17
Rostered ministry	13.64%	6
Children's ministry	15.91%	7
Youth ministry	6.82%	3
Adult education	31.82%	14
Church facilities/property	13.64%	6
Finance	25.00%	11
Communications	25.00%	11
Total Respondents: 44		

### Q3: On average, how many hours weekly do you spend on your staff or leadership role at Trinity?

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Answered: 41   Skipped: 8





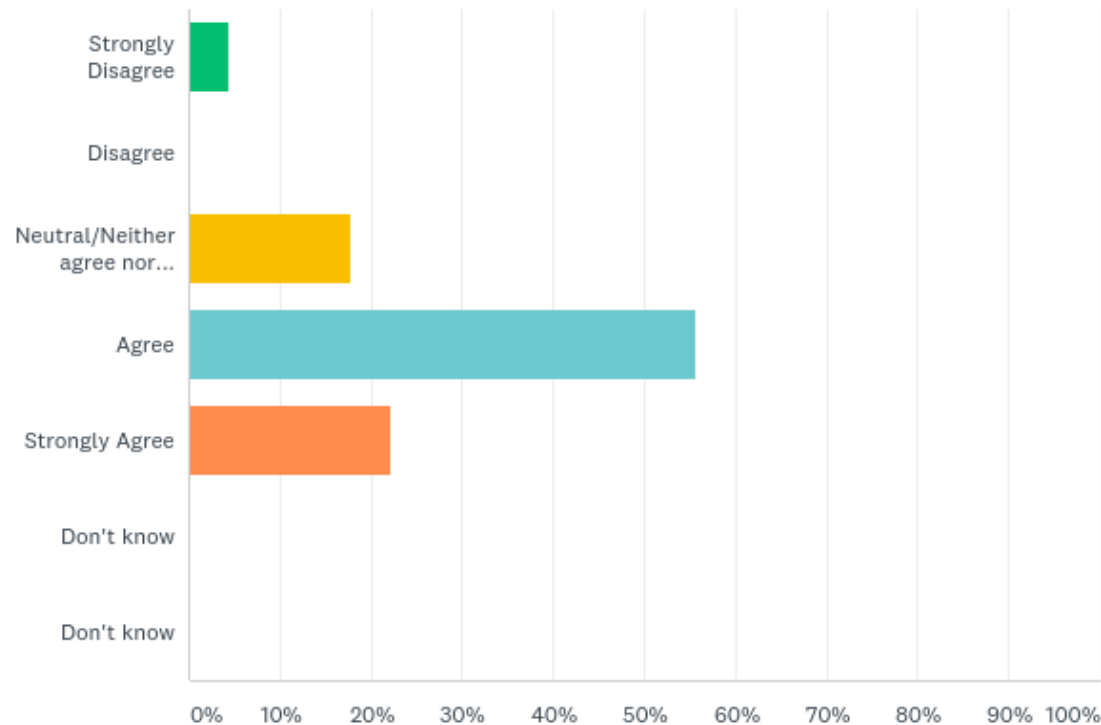
### Q3: On average, how many hours weekly do you spend on your staff or leadership role at Trinity?

Answered: 41    Skipped: 8

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	14	593	41
Total Respondents: 41			

# Q4: Staff adapt quickly to difficult situations.

Answered: 45    Skipped: 4



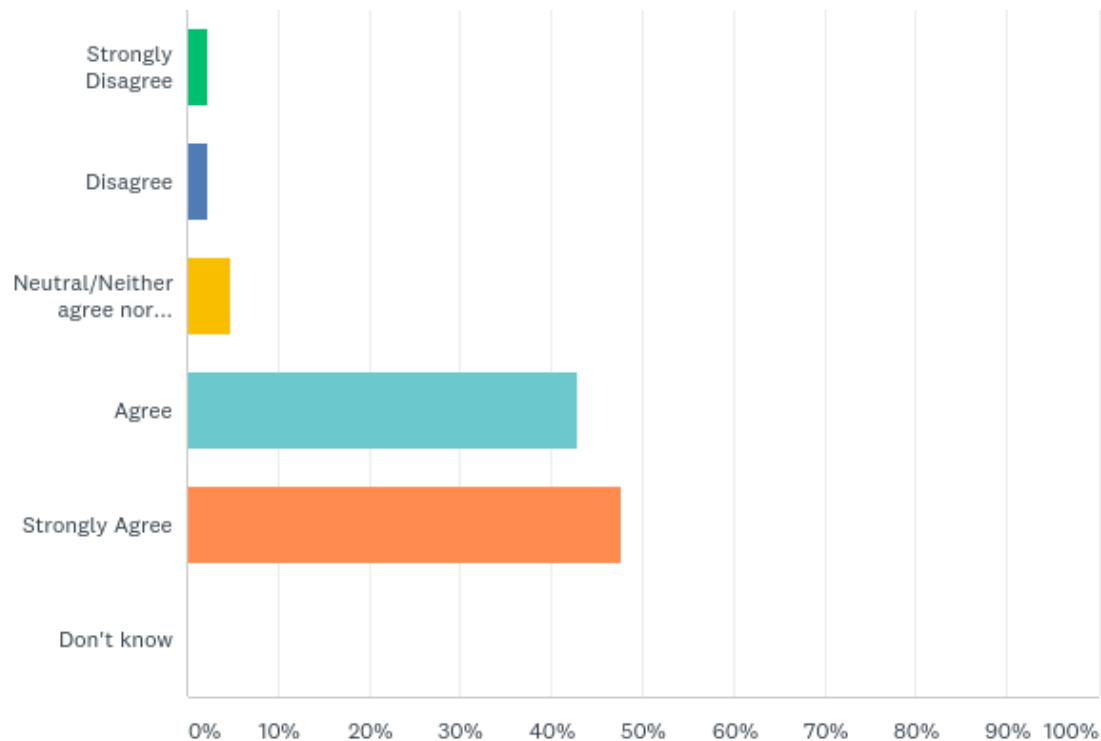
## Q4: Staff adapt quickly to difficult situations.

Answered: 45 Skipped: 4

ANSWER CHOICES	RESPONSES	
Strongly Disagree	4.44%	2
Disagree	0.00%	0
Neutral/Neither agree nor disagree	17.78%	8
Agree	55.56%	25
Strongly Agree	22.22%	10
Don't know	0.00%	0
Don't know	0.00%	0
TOTAL		45

## Q5: Staff members here keep going when the going gets tough.

Answered: 42 Skipped: 7



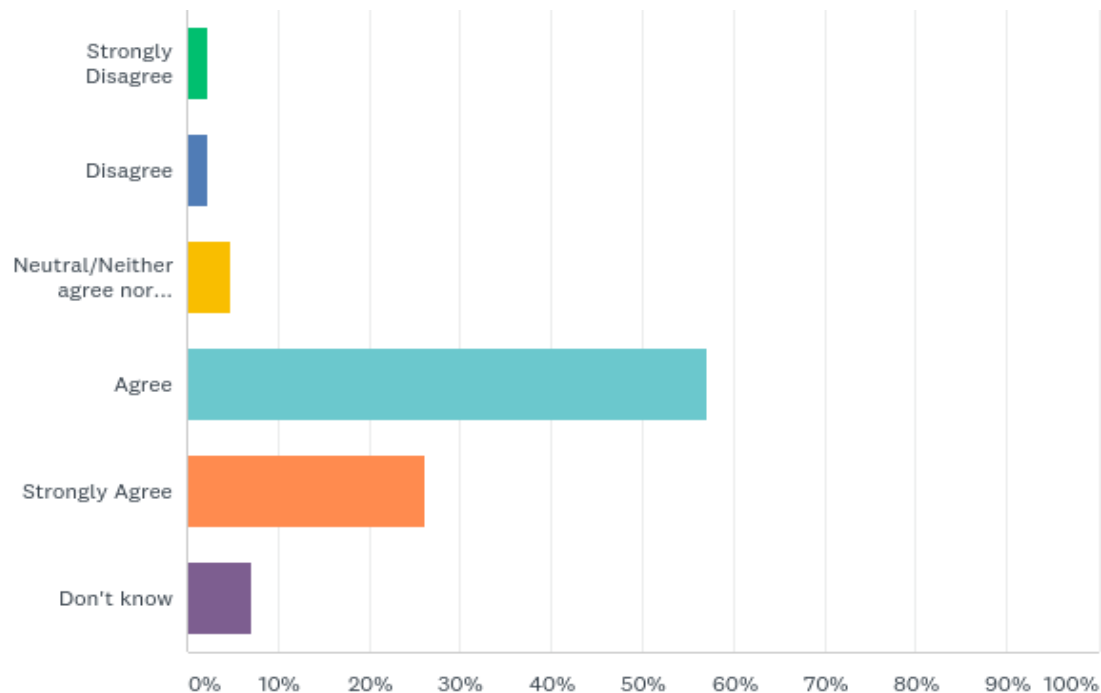
## Q5: Staff members here keep going when the going gets tough.

Answered: 42 Skipped: 7

ANSWER CHOICES	RESPONSES	
Strongly Disagree	2.38%	1
Disagree	2.38%	1
Neutral/Neither agree nor disagree	4.76%	2
Agree	42.86%	18
Strongly Agree	47.62%	20
Don't know	0.00%	0
TOTAL		42

## Q6: Staff are willing to take on new tasks as needed or as assigned.

Answered: 42 Skipped: 7



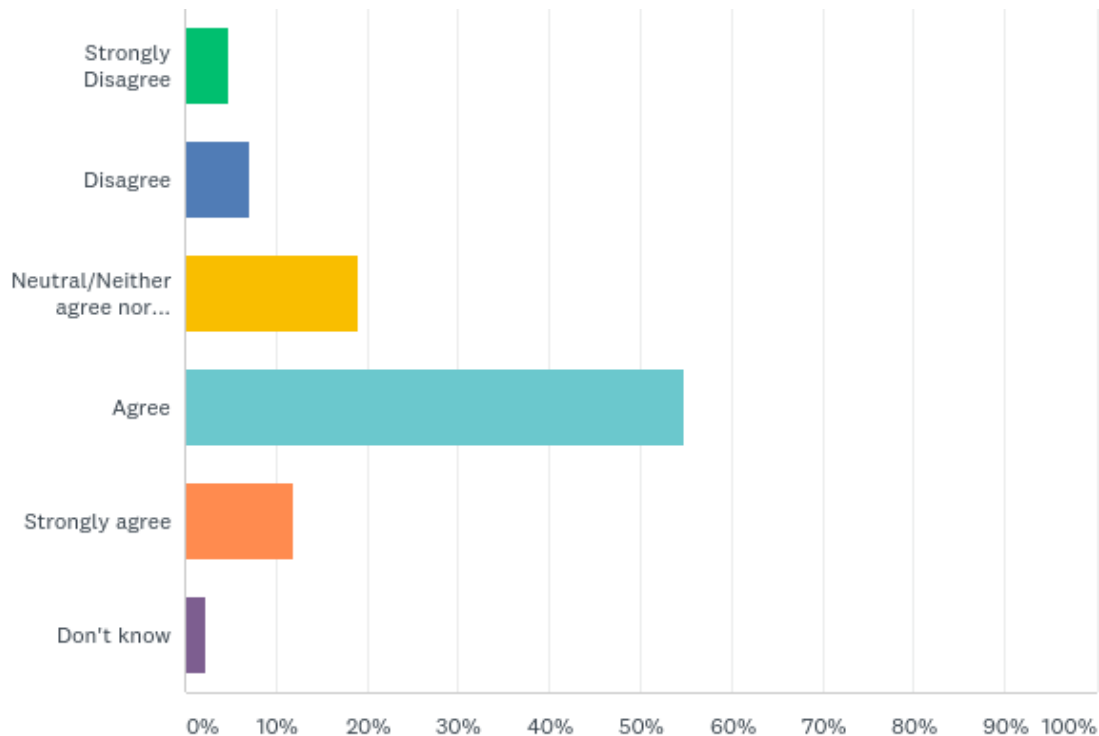
# Q6: Staff are willing to take on new tasks as needed or as assigned.

Answered: 42    Skipped: 7

ANSWER CHOICES	RESPONSES	
Strongly Disagree	2.38%	1
Disagree	2.38%	1
Neutral/Neither agree nor disagree	4.76%	2
Agree	57.14%	24
Strongly Agree	26.19%	11
Don't know	7.14%	3
TOTAL		42

## Q7: Staff willingly accept change.

Answered: 42 Skipped: 7





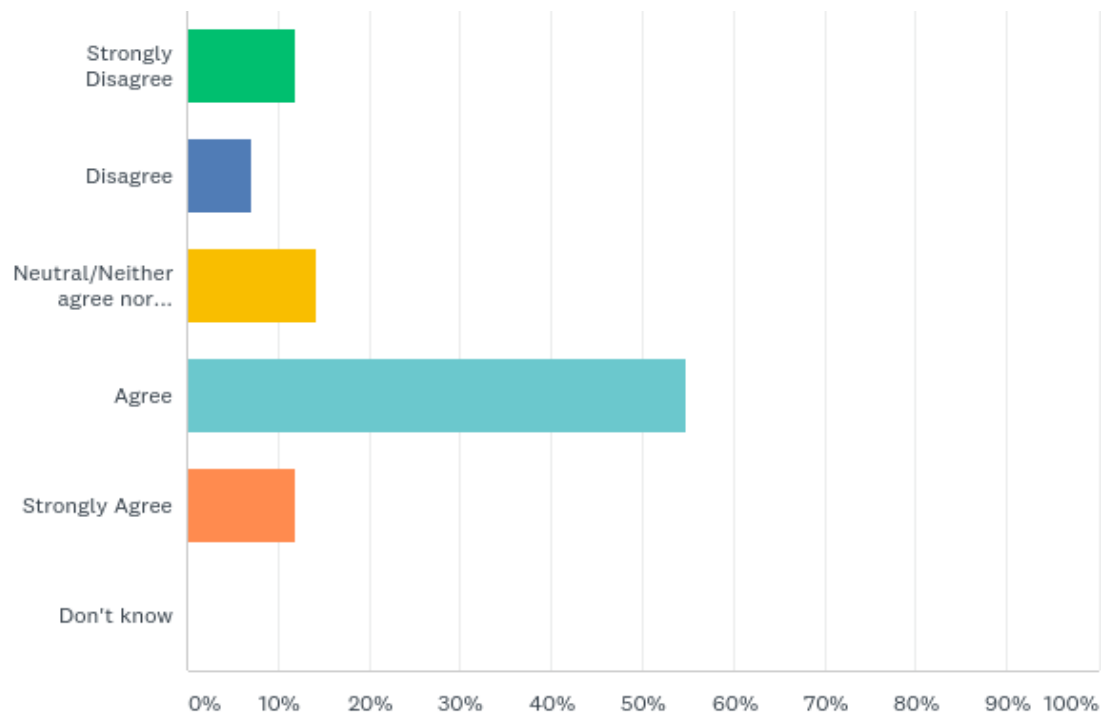
## Q7: Staff willingly accept change.

Answered: 42 Skipped: 7

ANSWER CHOICES	RESPONSES	
Strongly Disagree	4.76%	2
Disagree	7.14%	3
Neutral/Neither agree nor disagree	19.05%	8
Agree	54.76%	23
Strongly agree	11.90%	5
Don't know	2.38%	1
TOTAL		42

## Q8: Communication between pastoral staff and congregation is good.

Answered: 42 Skipped: 7



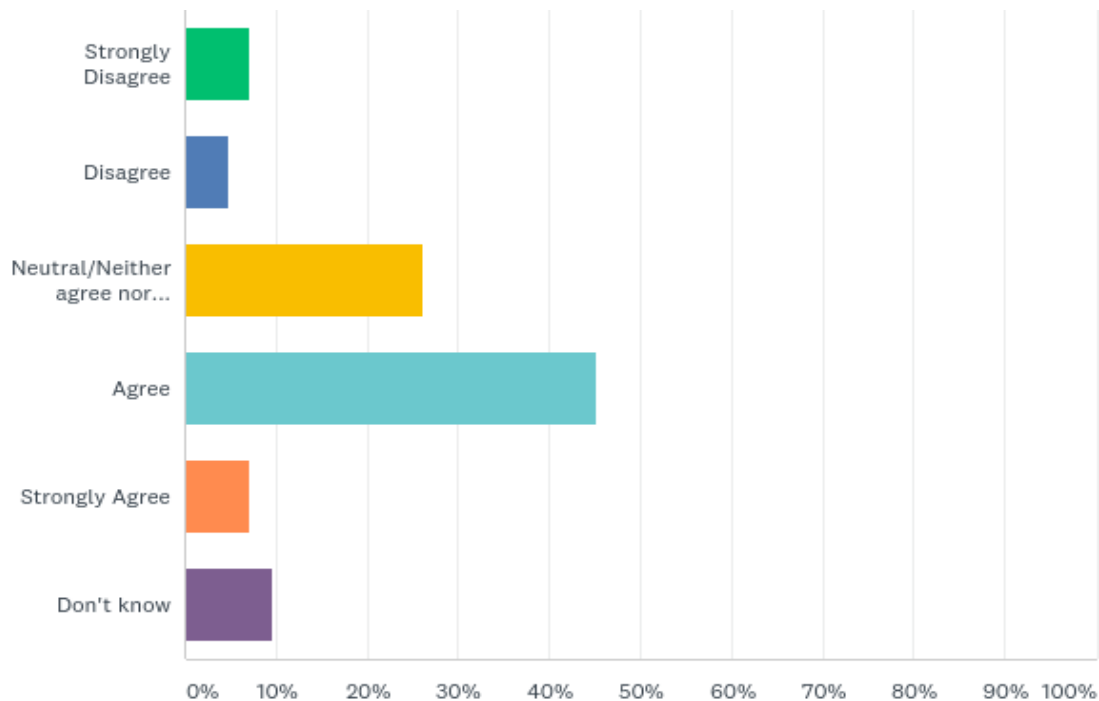
# Q8: Communication between pastoral staff and congregation is good.

Answered: 42    Skipped: 7

ANSWER CHOICES	RESPONSES	
Strongly Disagree	11.90%	5
Disagree	7.14%	3
Neutral/Neither agree nor disagree	14.29%	6
Agree	54.76%	23
Strongly Agree	11.90%	5
Don't know	0.00%	0
TOTAL		42

## Q9: Communication between congregational leadership and staff is good.

Answered: 42 Skipped: 7



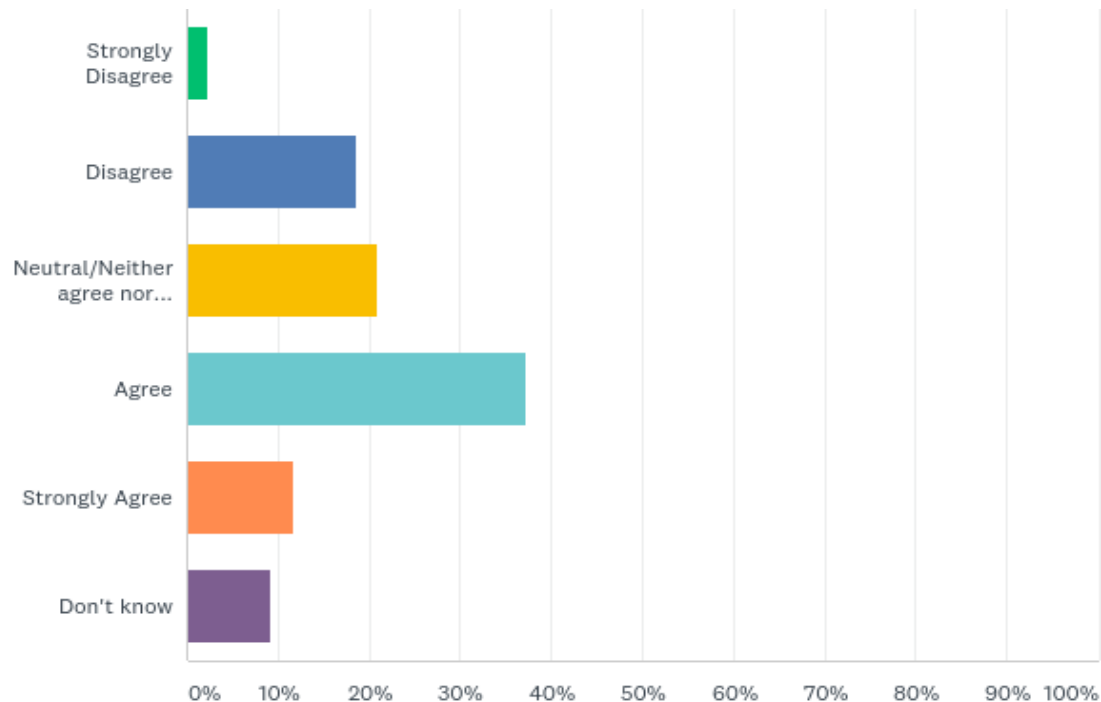
## Q9: Communication between congregational leadership and staff is good.

Answered: 42 Skipped: 7

ANSWER CHOICES	RESPONSES	
Strongly Disagree	7.14%	3
Disagree	4.76%	2
Neutral/Neither agree nor disagree	26.19%	11
Agree	45.24%	19
Strongly Agree	7.14%	3
Don't know	9.52%	4
TOTAL		42

## Q10: Congregational leadership in our church recognizes strong job performance.

Answered: 43 Skipped: 6



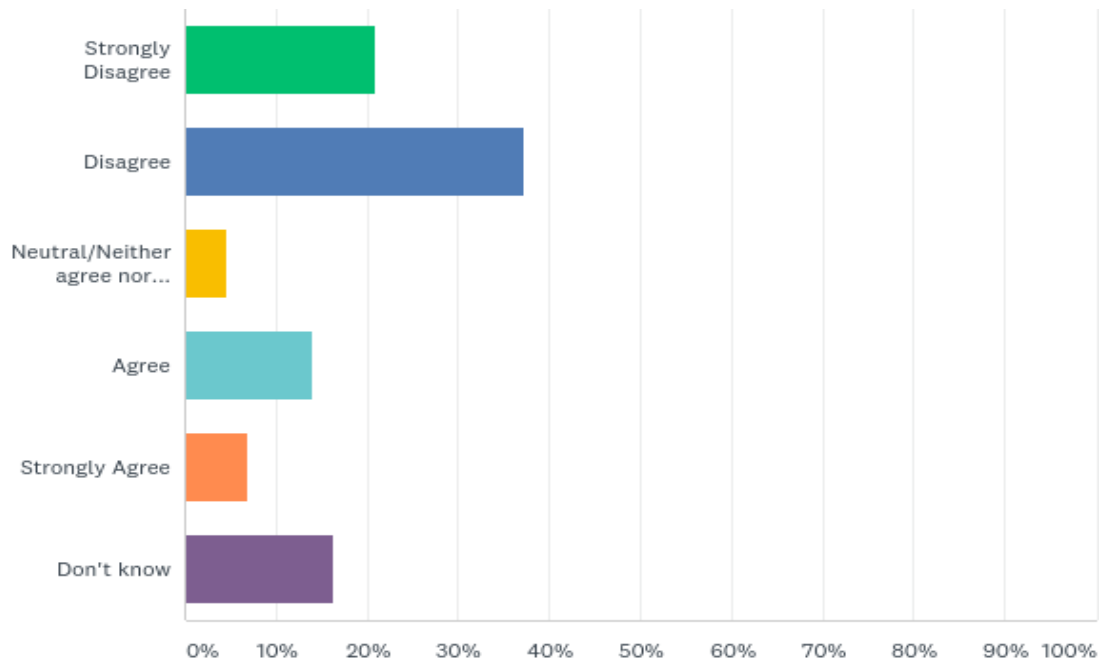
## Q10: Congregational leadership in our church recognizes strong job performance.

Answered: 43 Skipped: 6

ANSWER CHOICES	RESPONSES	
Strongly Disagree	2.33%	1
Disagree	18.60%	8
Neutral/Neither agree nor disagree	20.93%	9
Agree	37.21%	16
Strongly Agree	11.63%	5
Don't know	9.30%	4
TOTAL		43

# Q11: We currently have the equivalent of 2½ paid positions (i.e., 100 hours a week) to carry out pastoral care responsibilities. Do you agree or disagree that that level is adequate?

Answered: 43 Skipped: 6





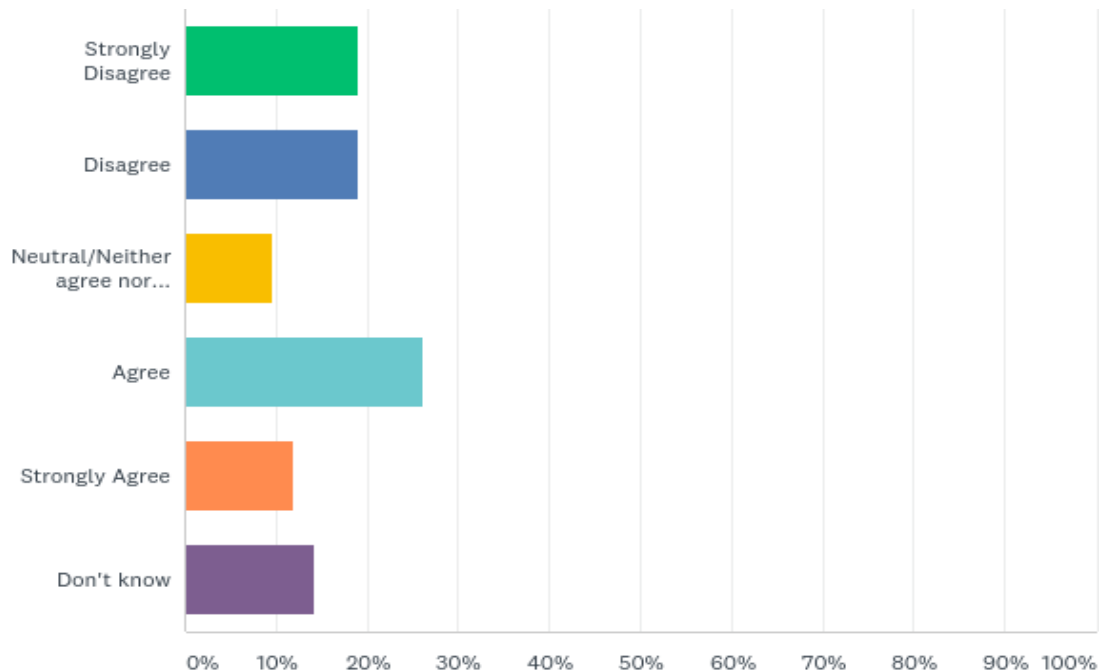
## Q11: We currently have the equivalent of 2½ paid positions (i.e., 100 hours a week) to carry out pastoral care responsibilities. Do you agree or disagree that that level is adequate?

Answered: 43 Skipped: 6

ANSWER CHOICES	RESPONSES	
Strongly Disagree	20.93%	9
Disagree	37.21%	16
Neutral/Neither agree nor disagree	4.65%	2
Agree	13.95%	6
Strongly Agree	6.98%	3
Don't know	16.28%	7
TOTAL		43

## Q12: We currently have the equivalent of 2 paid positions (i.e., 80 hours weekly) to carry out discipleship/education/faith formation responsibilities. Do you agree or disagree that that level is adequate?

Answered: 42 Skipped: 7



**Q12: We currently have the equivalent of 2 paid positions (i.e., 80 hours weekly) to carry out discipleship/education/faith formation responsibilities. Do you agree or disagree that that level is adequate?**

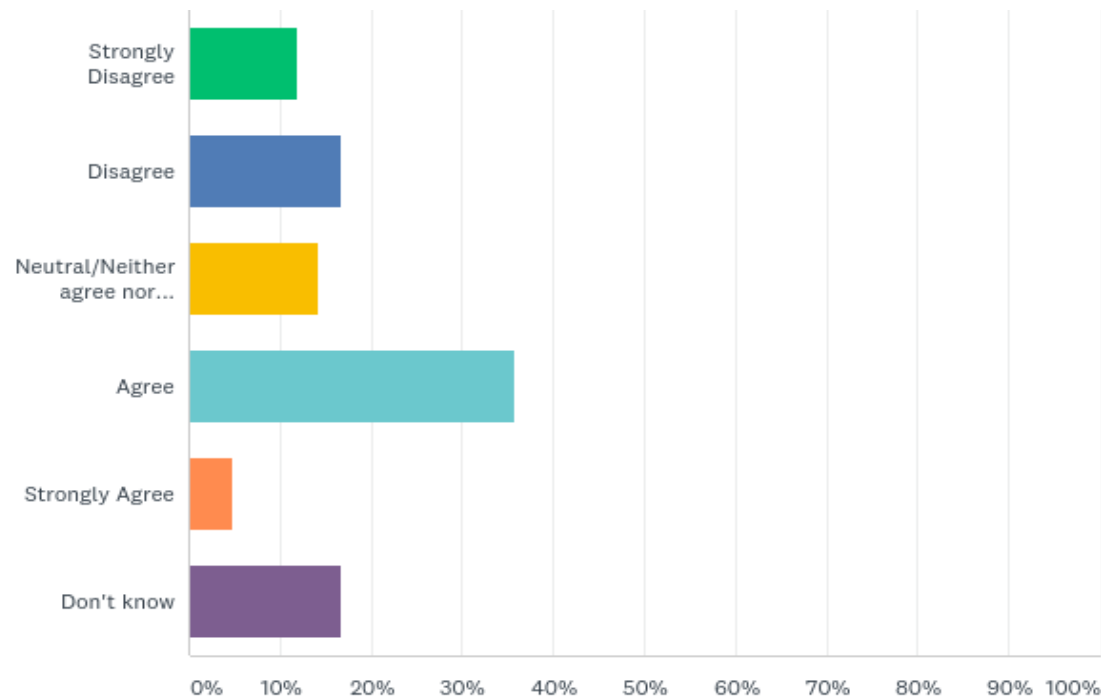
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Answered: 42   Skipped: 7

ANSWER CHOICES	RESPONSES	
Strongly Disagree	19.05%	8
Disagree	19.05%	8
Neutral/Neither agree nor disagree	9.52%	4
Agree	26.19%	11
Strongly Agree	11.90%	5
Don't know	14.29%	6
TOTAL		42

**Q13: We currently have the equivalent of 3 paid positions (120 hours weekly) to carry out responsibilities related to property. Do you agree or disagree that that level is adequate?**

Answered: 42   Skipped: 7



**Q13: We currently have the equivalent of 3 paid positions (120 hours weekly) to carry out responsibilities related to property. Do you agree or disagree that that level is adequate?**

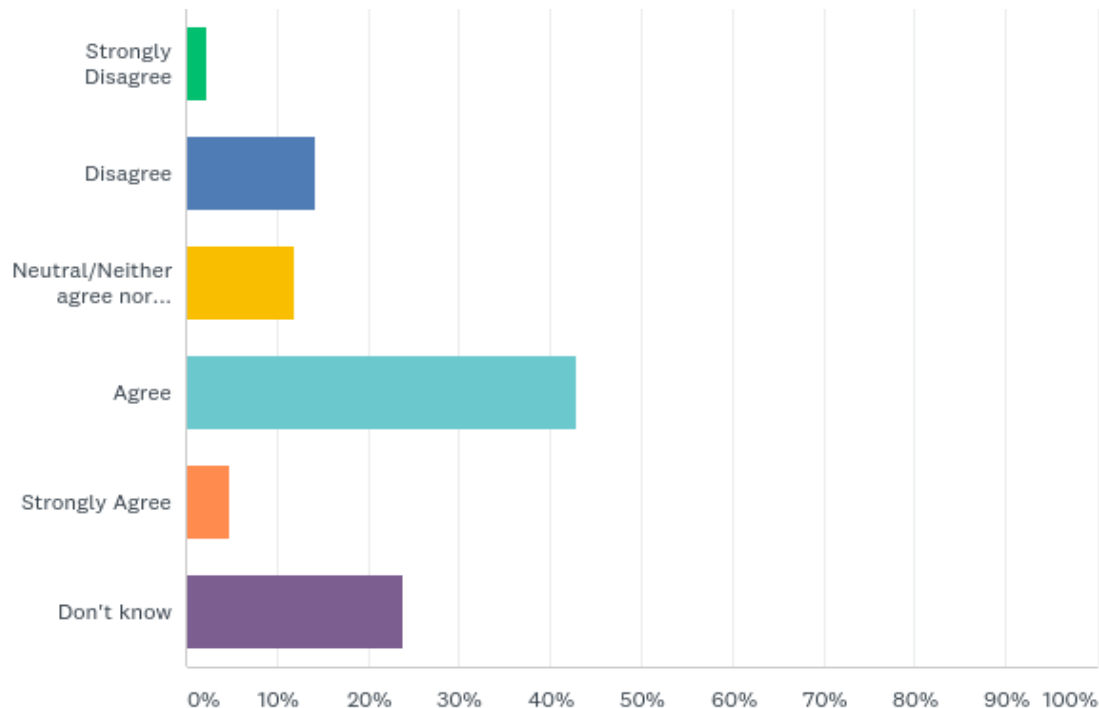
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Answered: 42   Skipped: 7

ANSWER CHOICES	RESPONSES	
Strongly Disagree	11.90%	5
Disagree	16.67%	7
Neutral/Neither agree nor disagree	14.29%	6
Agree	35.71%	15
Strongly Agree	4.76%	2
Don't know	16.67%	7
TOTAL		42

## Q14: We currently have the equivalent of 1¼ positions (50 hours weekly) to carry out responsibilities related to finance. Do you agree or disagree that that level is adequate?

Answered: 42 Skipped: 7



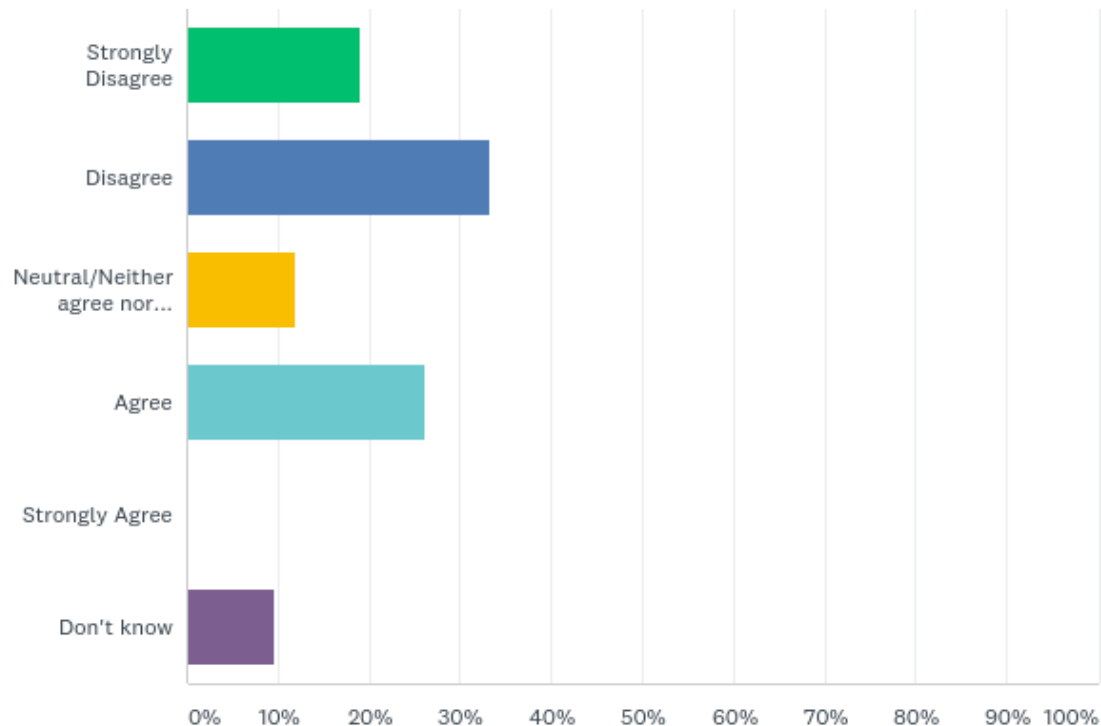
**Q14: We currently have the equivalent of 1¼ positions (50 hours weekly) to carry out responsibilities related to finance. Do you agree or disagree that that level is adequate?**

Answered: 42    Skipped: 7

ANSWER CHOICES	RESPONSES	
Strongly Disagree	2.38%	1
Disagree	14.29%	6
Neutral/Neither agree nor disagree	11.90%	5
Agree	42.86%	18
Strongly Agree	4.76%	2
Don't know	23.81%	10
TOTAL		42

## Q15: We currently have the equivalent of 2 paid positions (80 hours weekly) to carry out office support responsibilities. Do you agree or disagree that that level is adequate?

Answered: 42 Skipped: 7





**Q15: We currently have the equivalent of 2 paid positions (80 hours weekly) to carry out office support responsibilities. Do you agree or disagree that that level is adequate?**

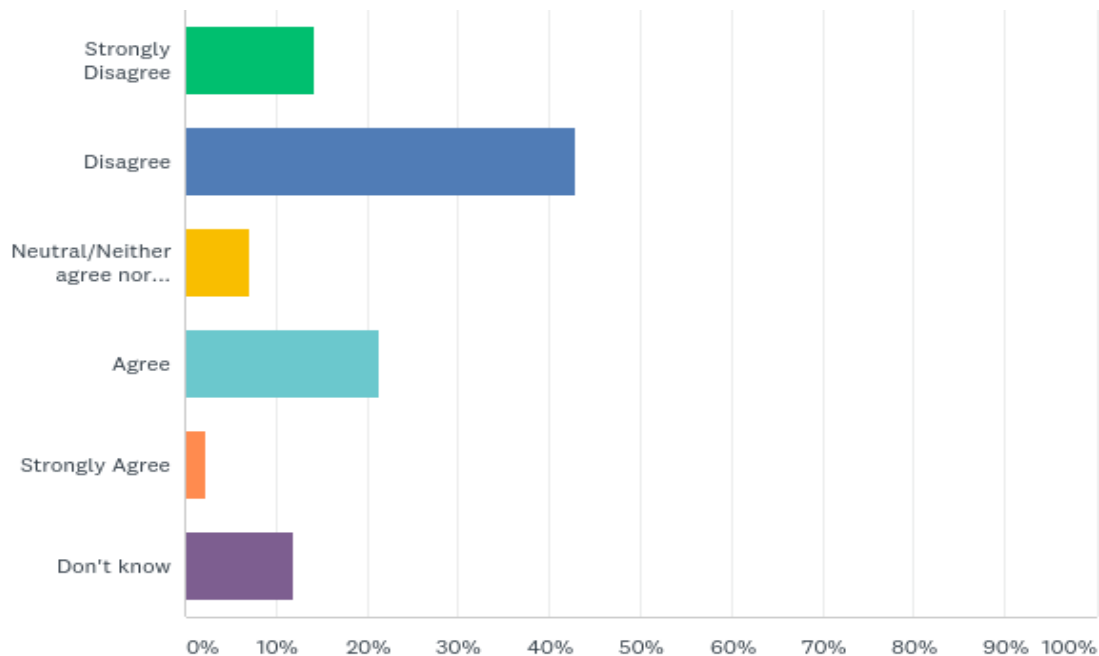
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Answered: 42   Skipped: 7

ANSWER CHOICES	RESPONSES	
Strongly Disagree	19.05%	8
Disagree	33.33%	14
Neutral/Neither agree nor disagree	11.90%	5
Agree	26.19%	11
Strongly Agree	0.00%	0
Don't know	9.52%	4
TOTAL		42

## Q16: We currently have the equivalent of $\frac{1}{4}$ position (10 hours weekly) to carry out outreach responsibilities. Do you agree or disagree that that level is adequate?

Answered: 42 Skipped: 7



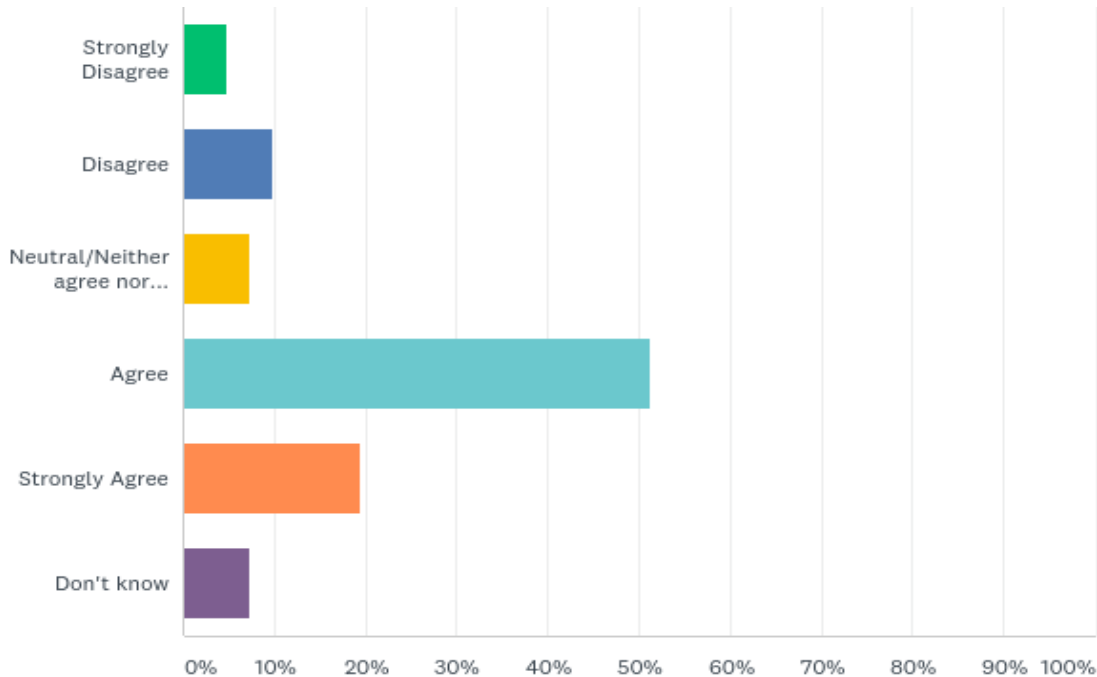
**Q16: We currently have the equivalent of ¼ position (10 hours weekly) to carry out outreach responsibilities. Do you agree or disagree that that level is adequate?**

Answered: 42   Skipped: 7

ANSWER CHOICES	RESPONSES	
Strongly Disagree	14.29%	6
Disagree	42.86%	18
Neutral/Neither agree nor disagree	7.14%	3
Agree	21.43%	9
Strongly Agree	2.38%	1
Don't know	11.90%	5
TOTAL		42

# Q17: We currently have the equivalent of 2¼ positions (90 hours weekly) to carry out worship and music responsibilities. Do you agree or disagree that that level is adequate?

Answered: 41   Skipped: 8



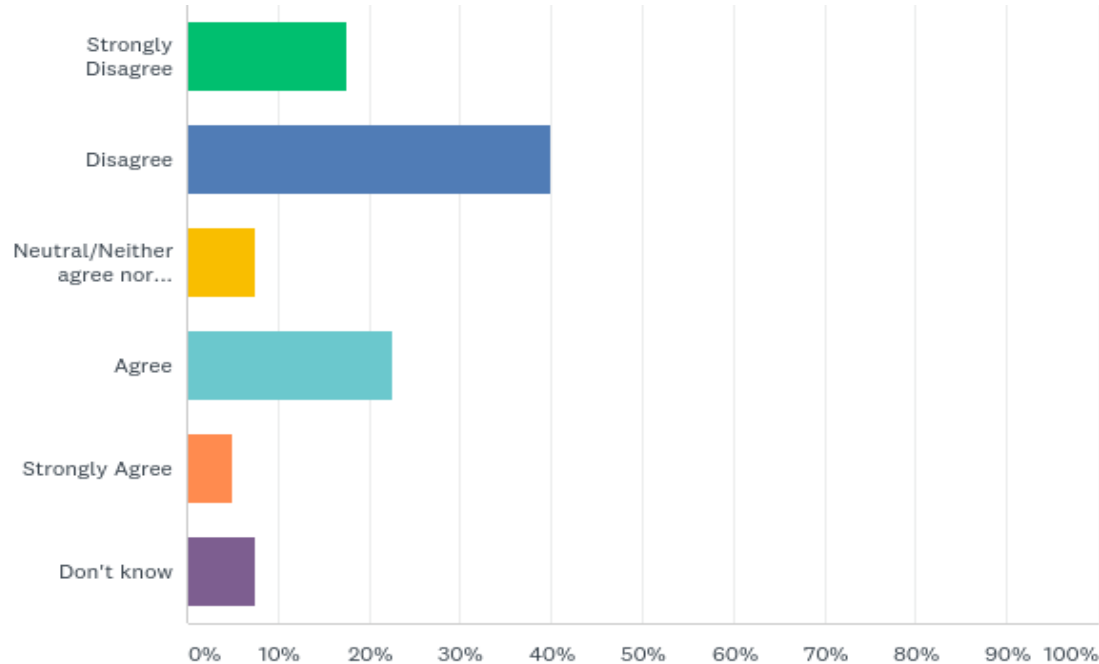
## Q17: We currently have the equivalent of 2¼ positions (90 hours weekly) to carry out worship and music responsibilities. Do you agree or disagree that that level is adequate?

Answered: 41 Skipped: 8

ANSWER CHOICES	RESPONSES	
Strongly Disagree	4.88%	2
Disagree	9.76%	4
Neutral/Neither agree nor disagree	7.32%	3
Agree	51.22%	21
Strongly Agree	19.51%	8
Don't know	7.32%	3
TOTAL		41

## Q18: We currently have the equivalent of ½ paid position (20 hours weekly) to carry out communications responsibilities. Do you agree or disagree that that level is adequate?

Answered: 40 Skipped: 9



## Q18: We currently have the equivalent of ½ paid position (20 hours weekly) to carry out communications responsibilities. Do you agree or disagree that that level is adequate?

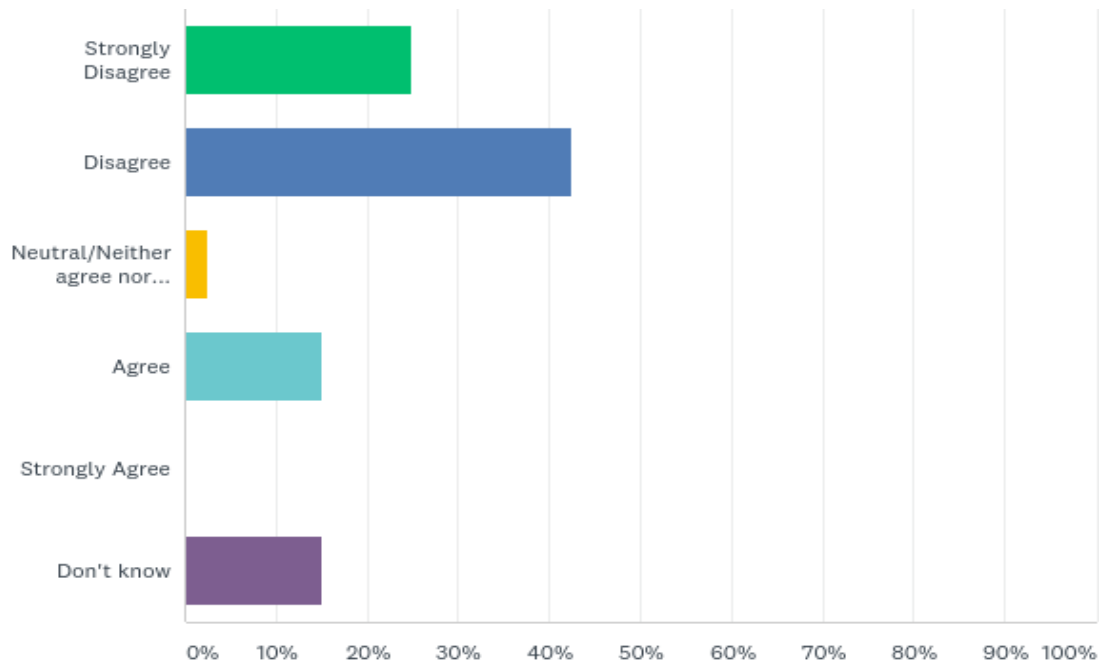
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Answered: 40   Skipped: 9

ANSWER CHOICES	RESPONSES	
Strongly Disagree	17.50%	7
Disagree	40.00%	16
Neutral/Neither agree nor disagree	7.50%	3
Agree	22.50%	9
Strongly Agree	5.00%	2
Don't know	7.50%	3
TOTAL		40

# Q19: We currently have the equivalent of 0 paid positions (0 hours weekly) to carry out advancement responsibilities (fostering bequests, large donations, endowment gifts, etc.). Do you agree or disagree that that level is adequate?

Answered: 40 Skipped: 9





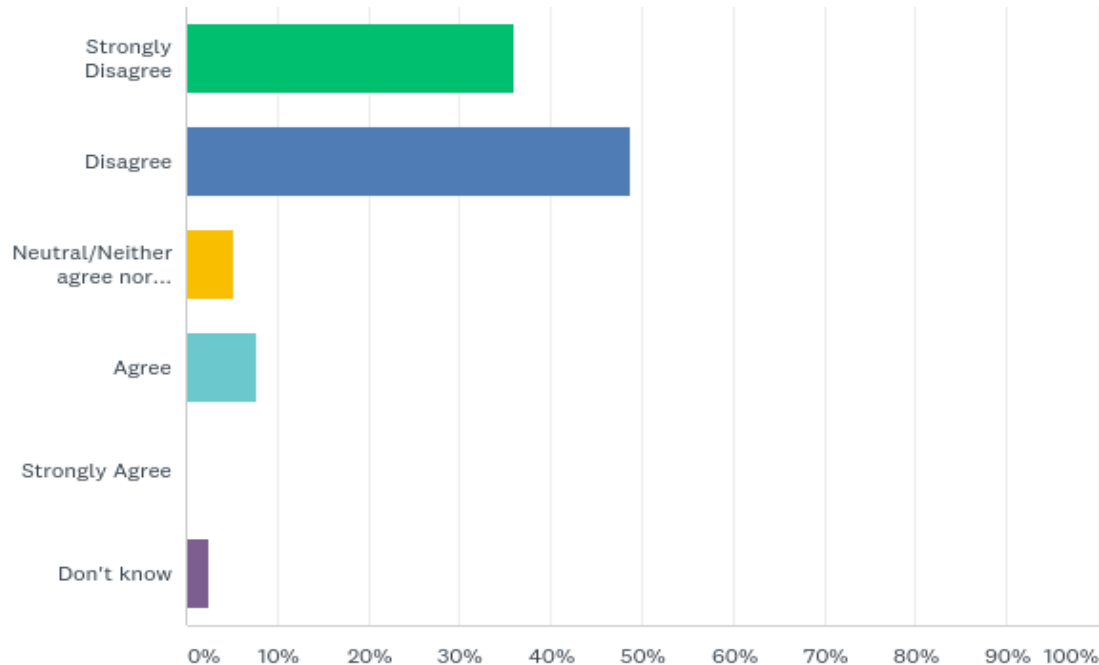
**Q19: We currently have the equivalent of 0 paid positions (0 hours weekly) to carry out advancement responsibilities (fostering bequests, large donations, endowment gifts, etc.). Do you agree or disagree that that level is adequate?**

Answered: 40   Skipped: 9

ANSWER CHOICES	RESPONSES	
Strongly Disagree	25.00%	10
Disagree	42.50%	17
Neutral/Neither agree nor disagree	2.50%	1
Agree	15.00%	6
Strongly Agree	0.00%	0
Don't know	15.00%	6
TOTAL		40

## Q20: We currently have the equivalent of 0 paid positions (0 hours weekly) to carry out engagement and volunteer coordination. Do you agree or disagree that that level is adequate?

Answered: 39 Skipped: 10



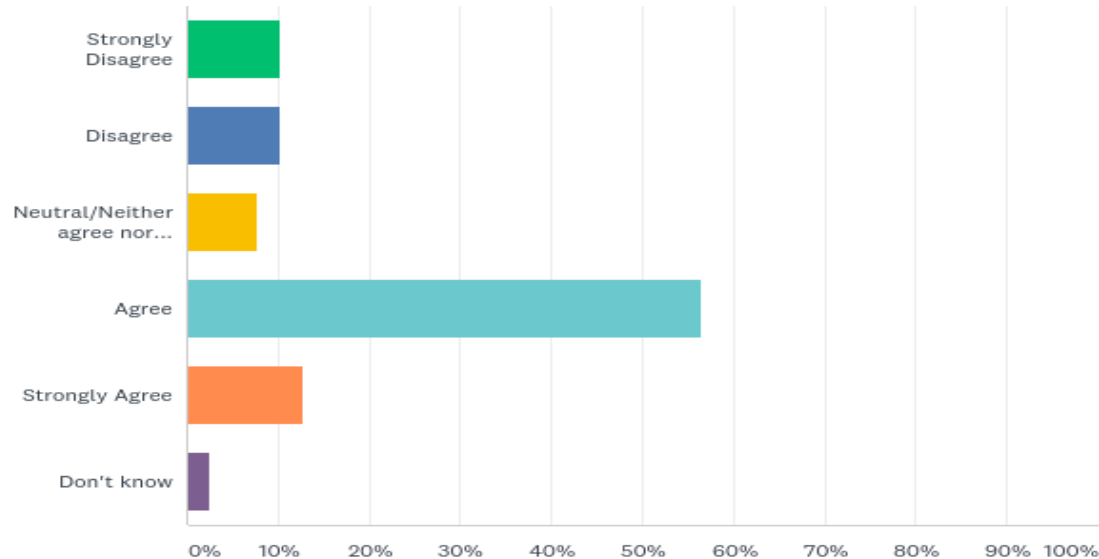
## Q20: We currently have the equivalent of 0 paid positions (0 hours weekly) to carry out engagement and volunteer coordination. Do you agree or disagree that that level is adequate?

Answered: 39   Skipped: 10

ANSWER CHOICES	RESPONSES	
Strongly Disagree	35.90%	14
Disagree	48.72%	19
Neutral/Neither agree nor disagree	5.13%	2
Agree	7.69%	3
Strongly Agree	0.00%	0
Don't know	2.56%	1
TOTAL		39

**Q21: Some organizations use “volunteer staff positions” for jobs that are more part time in nature AND for which personal and professional accountability is especially important. Would you agree or disagree with the idea of Trinity creating some volunteer staff positions that include job descriptions and related performance evaluations?**

Answered: 39 Skipped: 10



**Q21: Some organizations use “volunteer staff positions” for jobs that are more part time in nature AND for which personal and professional accountability is especially important. Would you agree or disagree with the idea of Trinity creating some volunteer staff positions that include job descriptions and related performance evaluations?**

Answered: 39   Skipped: 10

ANSWER CHOICES	RESPONSES	
Strongly Disagree	10.26%	4
Disagree	10.26%	4
Neutral/Neither agree nor disagree	7.69%	3
Agree	56.41%	22
Strongly Agree	12.82%	5
Don't know	2.56%	1
TOTAL		39