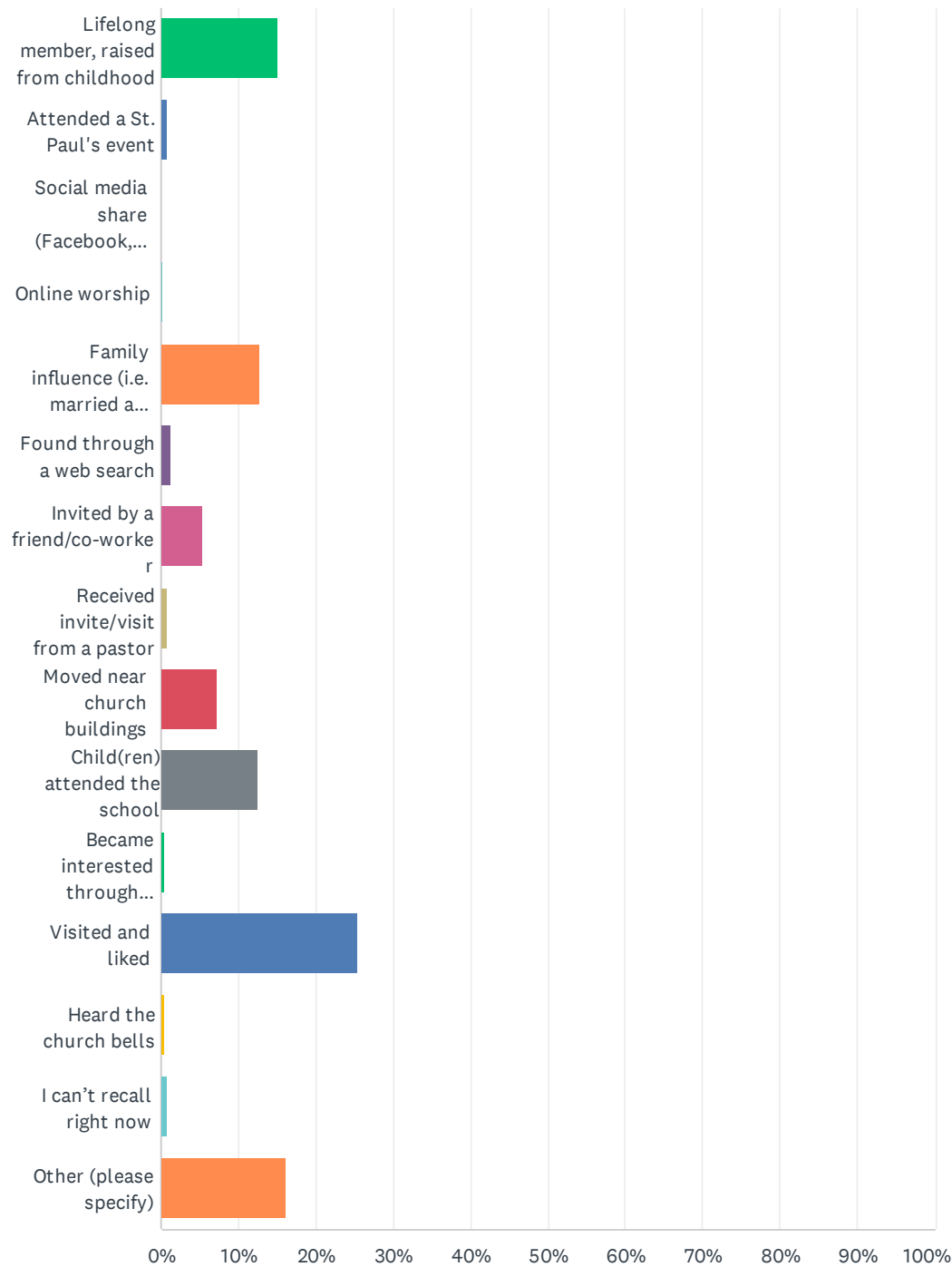


# Q1 What event or memory first connected you with St. Paul's?

Answered: 381    Skipped: 0

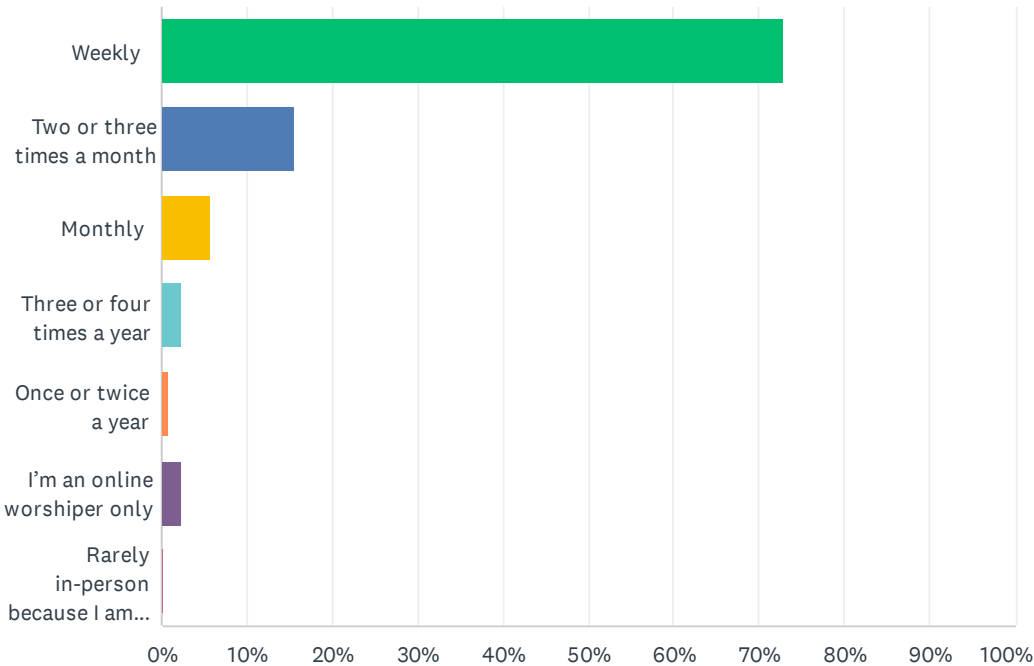


Senior Pastor Call Survey, St Paul's Lutheran Church, Des Peres MO, April-May 2024

ANSWER CHOICES	RESPONSES	
Lifelong member, raised from childhood	15.22%	58
Attended a St. Paul's event	0.79%	3
Social media share (Facebook, Instagram)	0.00%	0
Online worship	0.26%	1
Family influence (i.e. married a church member)	12.86%	49
Found through a web search	1.31%	5
Invited by a friend/co-worker	5.25%	20
Received invite/visit from a pastor	0.79%	3
Moved near church buildings	7.35%	28
Child(ren) attended the school	12.60%	48
Became interested through studying the LCMS and/or its theology or teachings	0.52%	2
Visited and liked	25.46%	97
Heard the church bells	0.52%	2
I can't recall right now	0.79%	3
Other (please specify)	16.27%	62
TOTAL		381

Q2 How often do you personally attend worship services in-person?

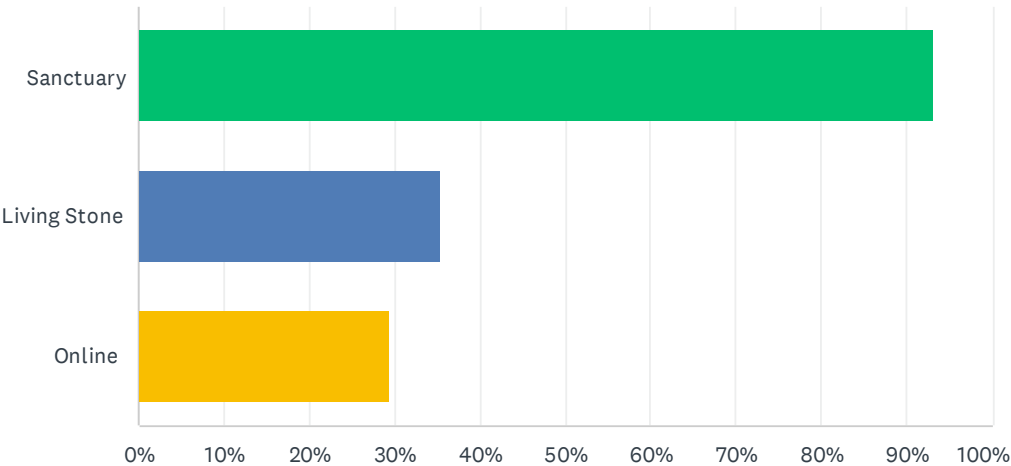
Answered: 381    Skipped: 0



ANSWER CHOICES	RESPONSES	
Weekly	72.97%	278
Two or three times a month	15.49%	59
Monthly	5.77%	22
Three or four times a year	2.36%	9
Once or twice a year	0.79%	3
I'm an online worshiper only	2.36%	9
Rarely in-person because I am homebound	0.26%	1
TOTAL		381

Q3 Which worship service(s) do you attend? Check all that apply.

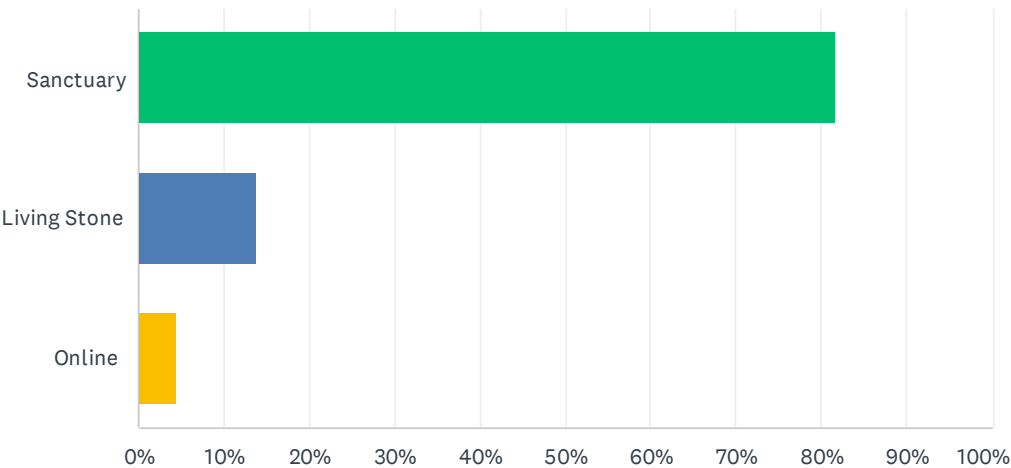
Answered: 381    Skipped: 0



ANSWER CHOICES	RESPONSES	
Sanctuary	93.18%	355
Living Stone	35.43%	135
Online	29.40%	112
Total Respondents: 381		

Q4 Which worship service do you attend most often?

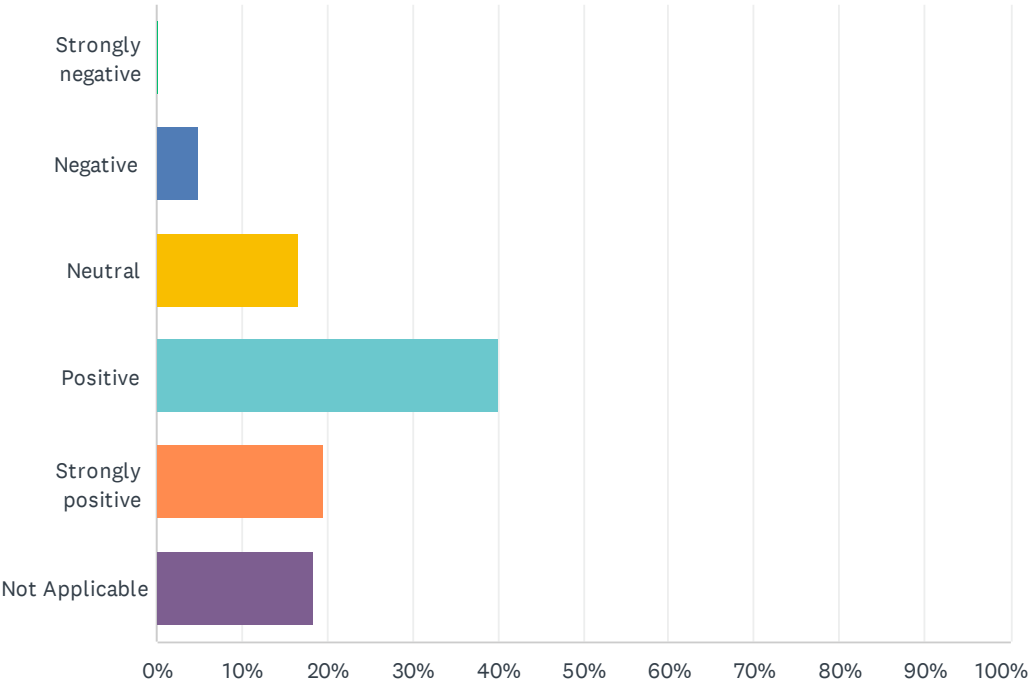
Answered: 381    Skipped: 0



ANSWER CHOICES	RESPONSES	
Sanctuary	81.63%	311
Living Stone	13.91%	53
Online	4.46%	17
TOTAL		381

Q5 Please share your impressions of our church's online worship if you've experienced it?

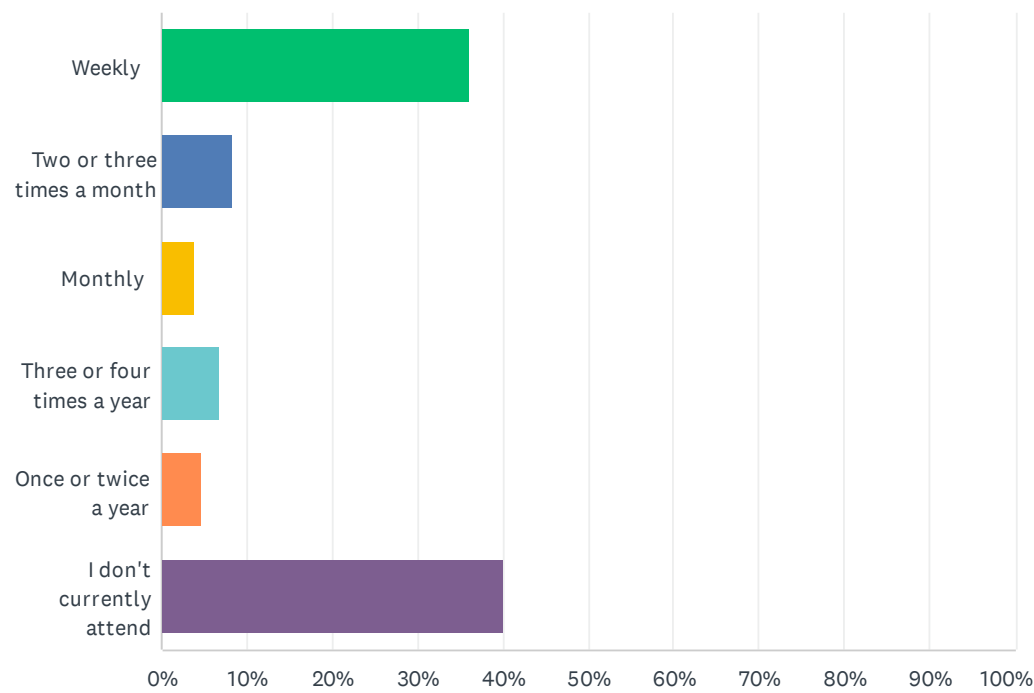
Answered: 381 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly negative	0.26%	1
Negative	4.99%	19
Neutral	16.54%	63
Positive	40.16%	153
Strongly positive	19.69%	75
Not Applicable	18.37%	70
TOTAL		381

Q6 How often do you attend Adult Sunday School or Bible Study (Sunday or during the week)?

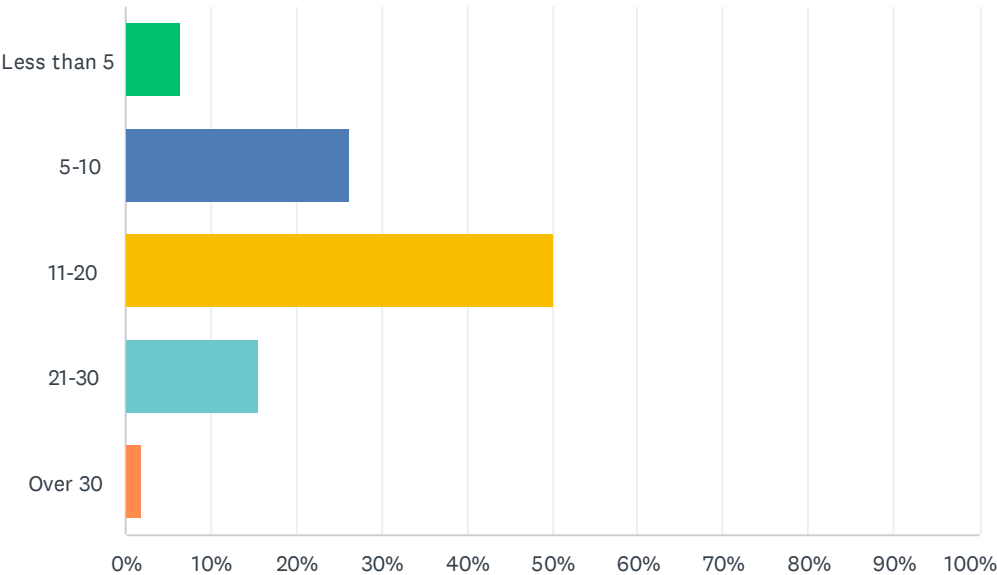
Answered: 381 Skipped: 0



ANSWER CHOICES	RESPONSES	
Weekly	35.96%	137
Two or three times a month	8.40%	32
Monthly	3.94%	15
Three or four times a year	6.82%	26
Once or twice a year	4.72%	18
I don't currently attend	40.16%	153
TOTAL		381

Q7 How long in minutes would you typically say it takes you to get to church?

Answered: 381 Skipped: 0

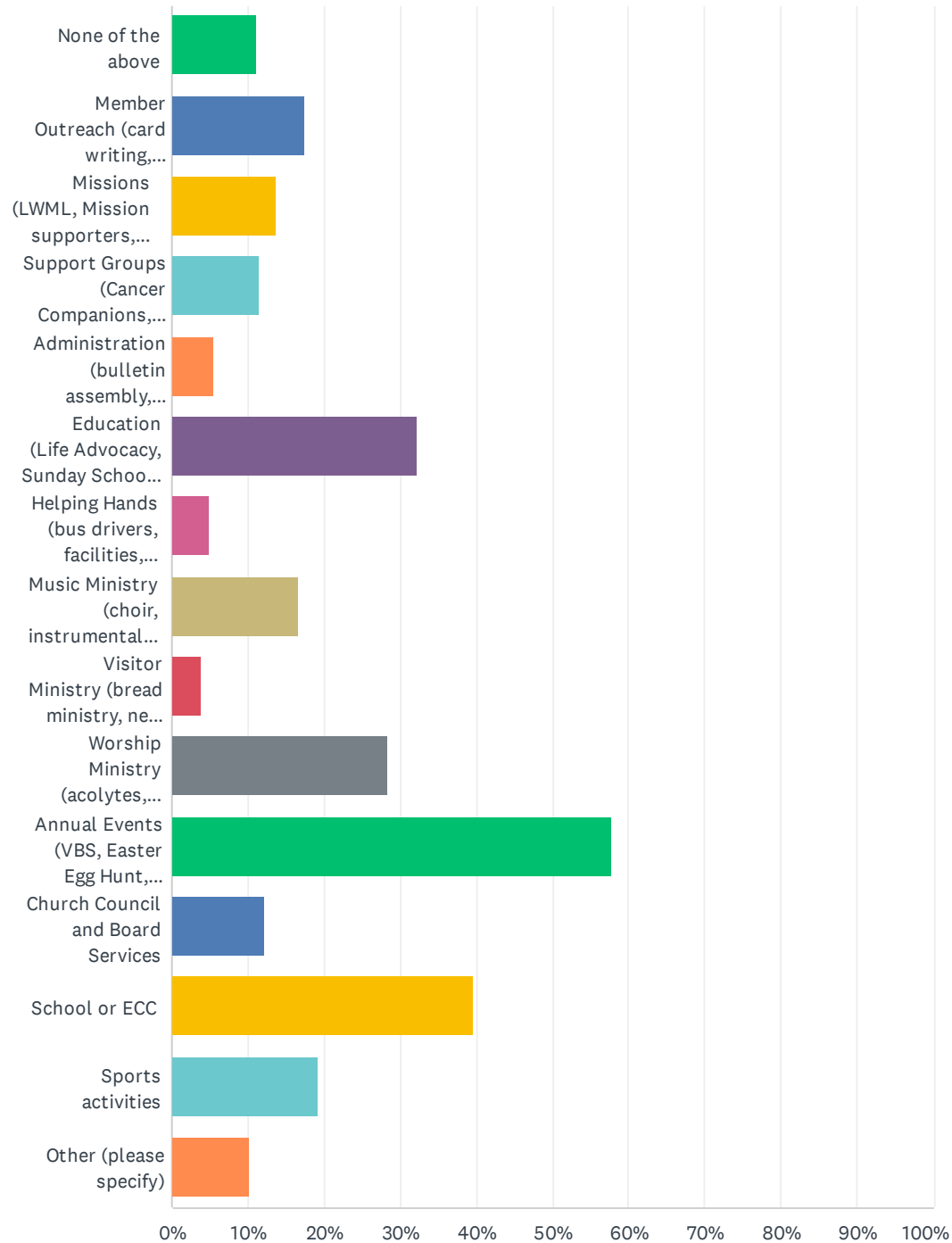


ANSWER CHOICES	RESPONSES	
Less than 5	6.30%	24
5-10	26.25%	100
11-20	50.13%	191
21-30	15.49%	59
Over 30	1.84%	7
TOTAL		381



## Q8 Which ministries have you participated in during the last five years? (select all that apply)

Answered: 381 Skipped: 0

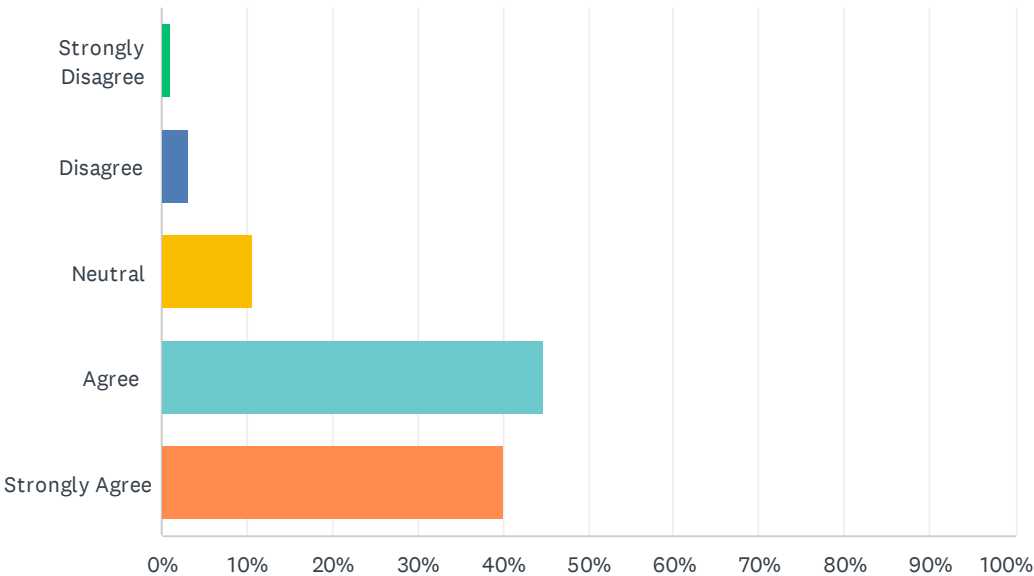


Senior Pastor Call Survey, St Paul's Lutheran Church, Des Peres MO, April-May 2024

ANSWER CHOICES	RESPONSES	
None of the above	11.02%	42
Member Outreach (card writing, college connection, confirmand prayer partners, Comfort Dog)	17.59%	67
Missions (LWML, Mission supporters, quilters, social ministry)	13.65%	52
Support Groups (Cancer Companions, Divorce Care, Grief Support, Marriage Mentors, MOPS, MOMSNext)	11.55%	44
Administration (bulletin assembly, cemetery board, counting team)	5.51%	21
Education (Life Advocacy, Sunday School, Bible Study)	32.28%	123
Helping Hands (bus drivers, facilities, funeral coordinators, gardeners, wedding coordinators)	4.99%	19
Music Ministry (choir, instrumentalists, Living Stone)	16.54%	63
Visitor Ministry (bread ministry, new member ministry)	3.94%	15
Worship Ministry (acolytes, altar guild, fellowship breakfast, H.I.S. Puppeteers, ushers, greeters, nursery, livestreaming, bulletin assembly)	28.35%	108
Annual Events (VBS, Easter Egg Hunt, Rummage Sale, Breakfast in Bethlehem, Gabriel's Gift Shop, Men's or Women's Breakfast, Prepare for Jesus)	57.74%	220
Church Council and Board Services	12.07%	46
School or ECC	39.63%	151
Sports activities	19.16%	73
Other (please specify)	10.24%	39
Total Respondents: 381		

Q9 On a scale from 'Strongly Disagree' to 'Strongly Agree,' how would you rate the following statement: "In the past year, our congregation has strived to meet the needs of our members"?

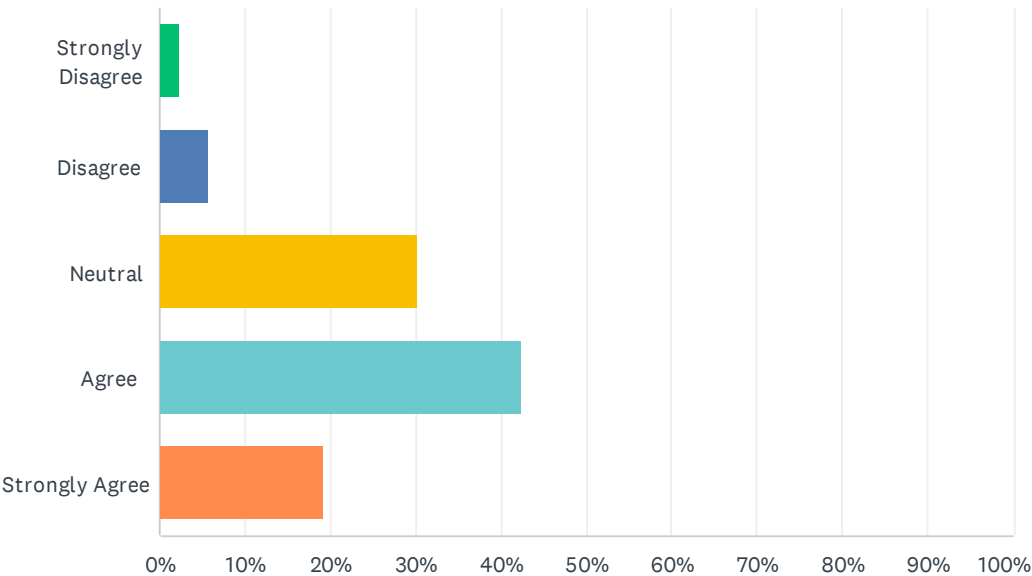
Answered: 381    Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Disagree	1.05%	4
Disagree	3.15%	12
Neutral	10.76%	41
Agree	44.88%	171
Strongly Agree	40.16%	153
TOTAL		381

Q10 On a scale from 'Strongly Disagree' to 'Strongly Agree,' how would you rate the following statement: "In the past year, our congregation has done effective community outreach"?

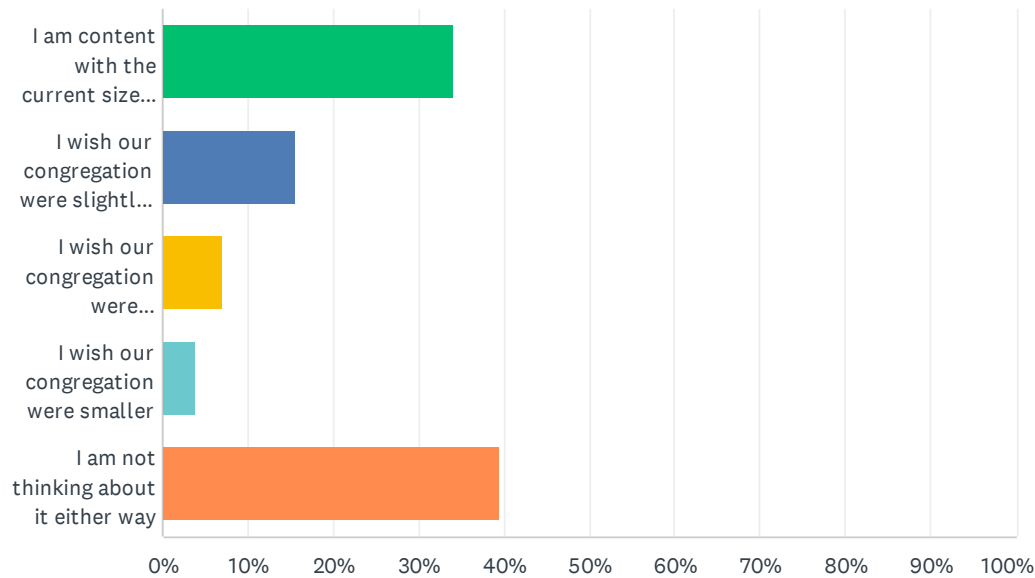
Answered: 381    Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Disagree	2.36%	9
Disagree	5.77%	22
Neutral	30.18%	115
Agree	42.52%	162
Strongly Agree	19.16%	73
TOTAL		381

Q11 When I think about the size of our congregation...

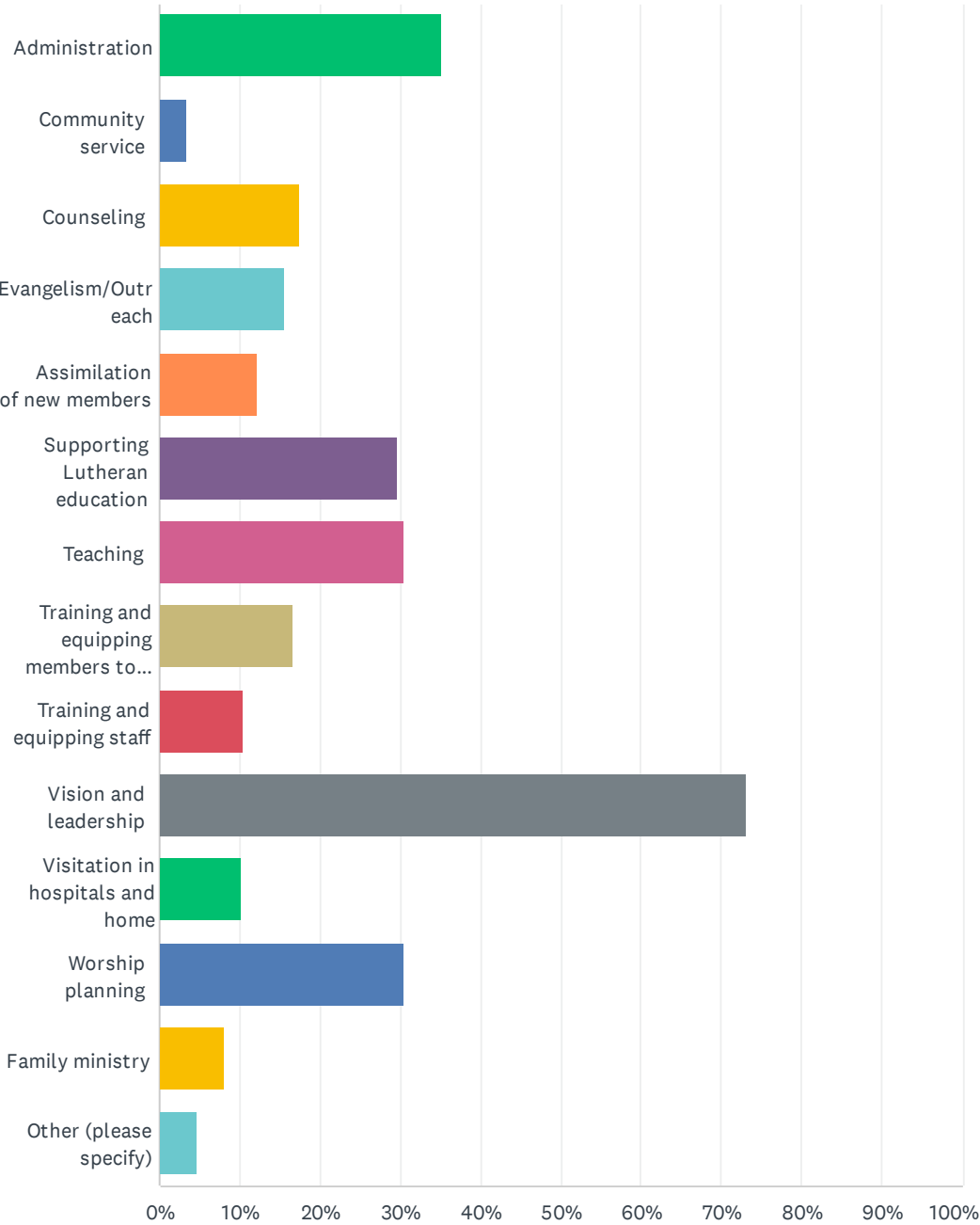
Answered: 381    Skipped: 0



ANSWER CHOICES	RESPONSES	
I am content with the current size of our congregation	34.12%	130
I wish our congregation were slightly larger	15.49%	59
I wish our congregation were significantly larger	7.09%	27
I wish our congregation were smaller	3.94%	15
I am not thinking about it either way	39.37%	150
TOTAL		381

Q12 Aside from preaching, select the three most important tasks that you think should be included in our senior pastor's job description.

Answered: 381 Skipped: 0

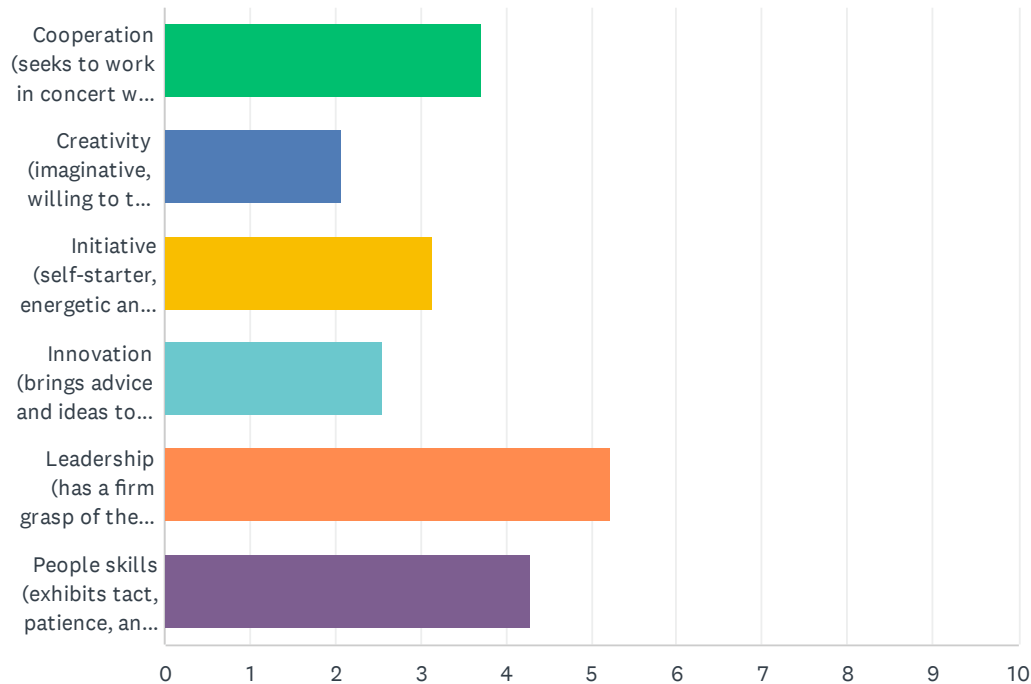


Senior Pastor Call Survey, St Paul's Lutheran Church, Des Peres MO, April-May 2024

ANSWER CHOICES	RESPONSES	
Administration	35.17%	134
Community service	3.41%	13
Counseling	17.59%	67
Evangelism/Outreach	15.49%	59
Assimilation of new members	12.07%	46
Supporting Lutheran education	29.66%	113
Teaching	30.45%	116
Training and equipping members to serve others	16.54%	63
Training and equipping staff	10.50%	40
Vision and leadership	73.23%	279
Visitation in hospitals and home	10.24%	39
Worship planning	30.45%	116
Family ministry	8.14%	31
Other (please specify)	4.72%	18
Total Respondents: 381		

**Q13 Please rank the following six personality traits in order of importance for our new pastor, using a scale from 1 to 6, where 1 indicates the most important trait and 6 the least important.**

Answered: 381 Skipped: 0

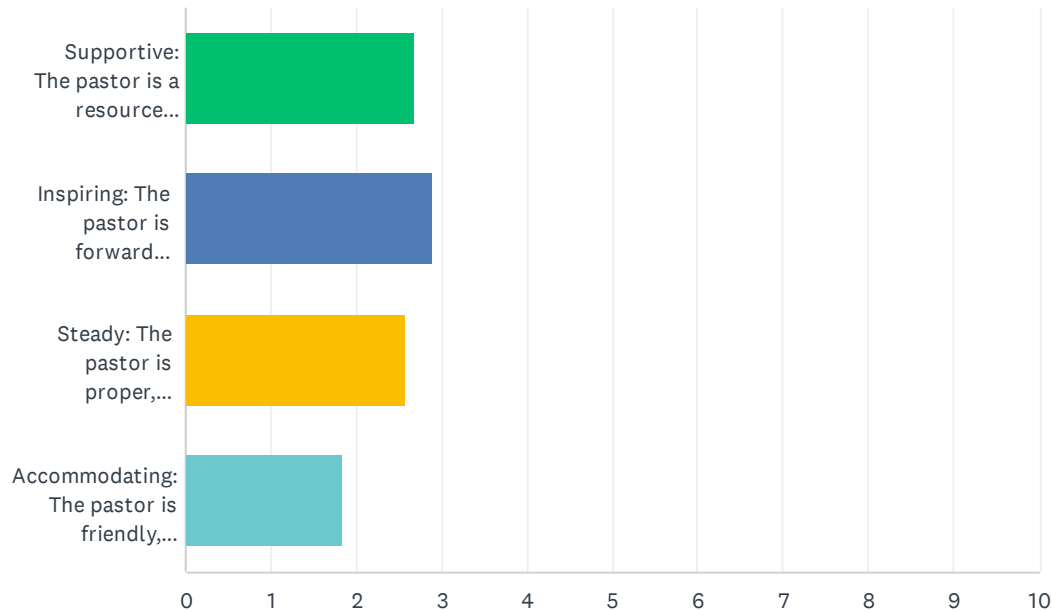


	1	2	3	4	5	6	TOTAL	SCORE
Cooperation (seeks to work in concert with others – including staff, church leaders, and congregation members)	12.07% 46	16.54% 63	29.92% 114	22.57% 86	10.24% 39	8.66% 33	381	3.72
Creativity (imaginative, willing to try new techniques and approaches)	2.89% 11	6.04% 23	6.82% 26	12.07% 46	23.88% 91	48.29% 184	381	2.07
Initiative (self-starter, energetic and faithful)	3.94% 15	15.49% 59	18.90% 72	27.30% 104	21.26% 81	13.12% 50	381	3.14
Innovation (brings advice and ideas to matters the congregation needs to address or is addressing)	1.31% 5	9.97% 38	10.76% 41	21.52% 82	34.65% 132	21.78% 83	381	2.56
Leadership (has a firm grasp of the church's mission and what it takes to accomplish it; should regularly remind the congregation of its goals and direction; should inspire active engagement from the members.)	62.47% 238	17.32% 66	9.45% 36	3.67% 14	4.46% 17	2.62% 10	381	5.22
People skills (exhibits tact, patience, and friendliness)	17.32% 66	34.65% 132	24.15% 92	12.86% 49	5.51% 21	5.51% 21	381	4.29



## Q14 From the pastor work/leadership styles listed below, please rank in the order you believe would most appropriately fit the needs of our congregation.

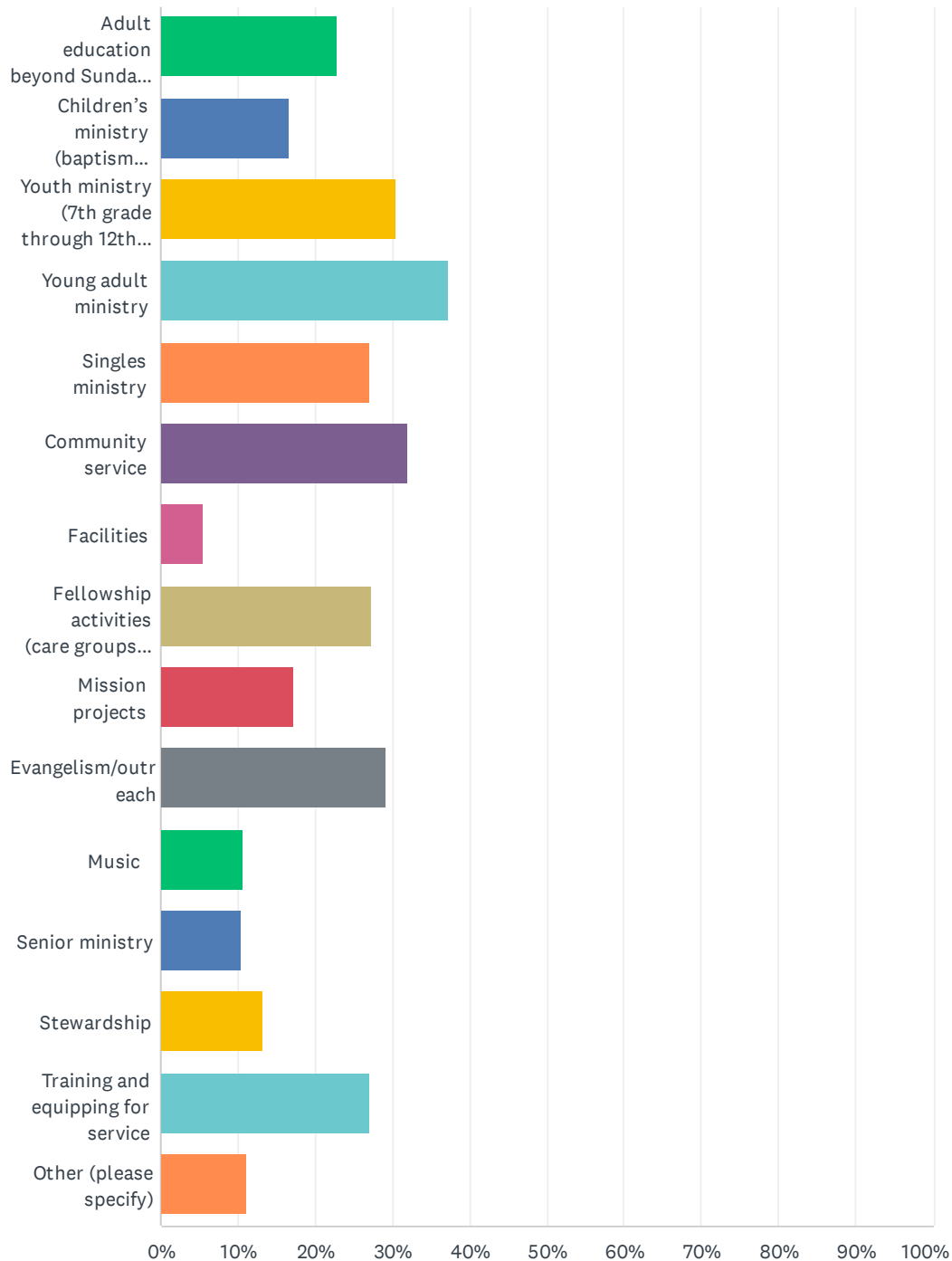
Answered: 381 Skipped: 0



	1	2	3	4	TOTAL	SCORE
Supportive: The pastor is a resource person, affirming, supportive and indirect, leading by example.	19.42% 74	40.94% 156	27.82% 106	11.81% 45	381	2.68
Inspiring: The pastor is forward thinking and result-oriented, a pioneer and achiever who is comfortable leading.	43.83% 167	20.21% 77	18.11% 69	17.85% 68	381	2.90
Steady: The pastor is proper, restrained, careful, considers all factors, a thorough planner and makes changes cautiously.	29.40% 112	22.05% 84	27.03% 103	21.52% 82	381	2.59
Accommodating: The pastor is friendly, loving, easy to get along with, a peace maker, team unity is most important.	7.35% 28	16.80% 64	27.03% 103	48.82% 186	381	1.83

Q15 Considering the context of our ministry, choose the ministry areas that you feel should receive more organizational development (e.g. recruitment, training, leadership support, funding) than it currently receives. (select all that apply)

Answered: 381 Skipped: 0

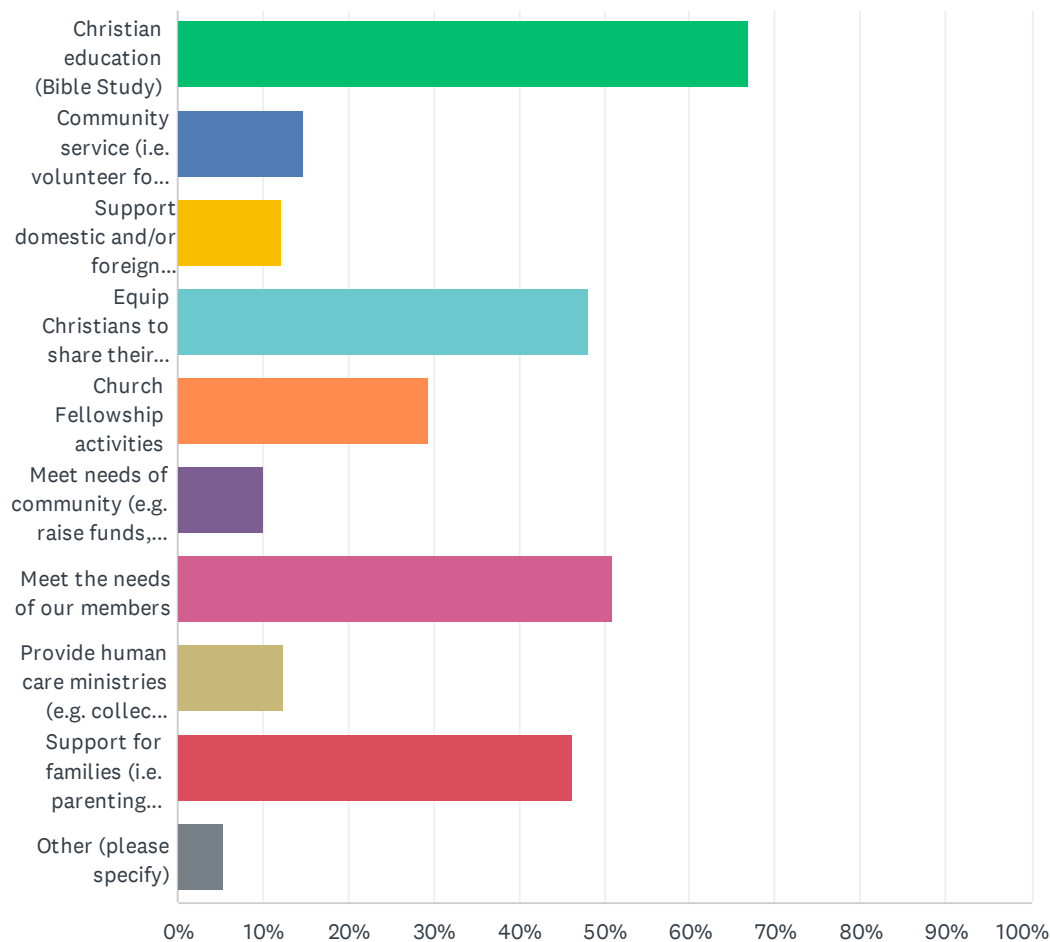


# Senior Pastor Call Survey, St Paul's Lutheran Church, Des Peres MO, April-May 2024

ANSWER CHOICES	RESPONSES	
Adult education beyond Sunday morning	22.83%	87
Children's ministry (baptism through 6th grade)	16.54%	63
Youth ministry (7th grade through 12th grade)	30.45%	116
Young adult ministry	37.27%	142
Singles ministry	27.03%	103
Community service	32.02%	122
Facilities	5.51%	21
Fellowship activities (care groups, church-wide functions)	27.30%	104
Mission projects	17.32%	66
Evangelism/outreach	29.13%	111
Music	10.76%	41
Senior ministry	10.50%	40
Stewardship	13.12%	50
Training and equipping for service	27.03%	103
Other (please specify)	11.02%	42
Total Respondents: 381		

Q16 Select the three purposes you consider most crucial for our church, in addition to worship and spiritual growth.

Answered: 381 Skipped: 0

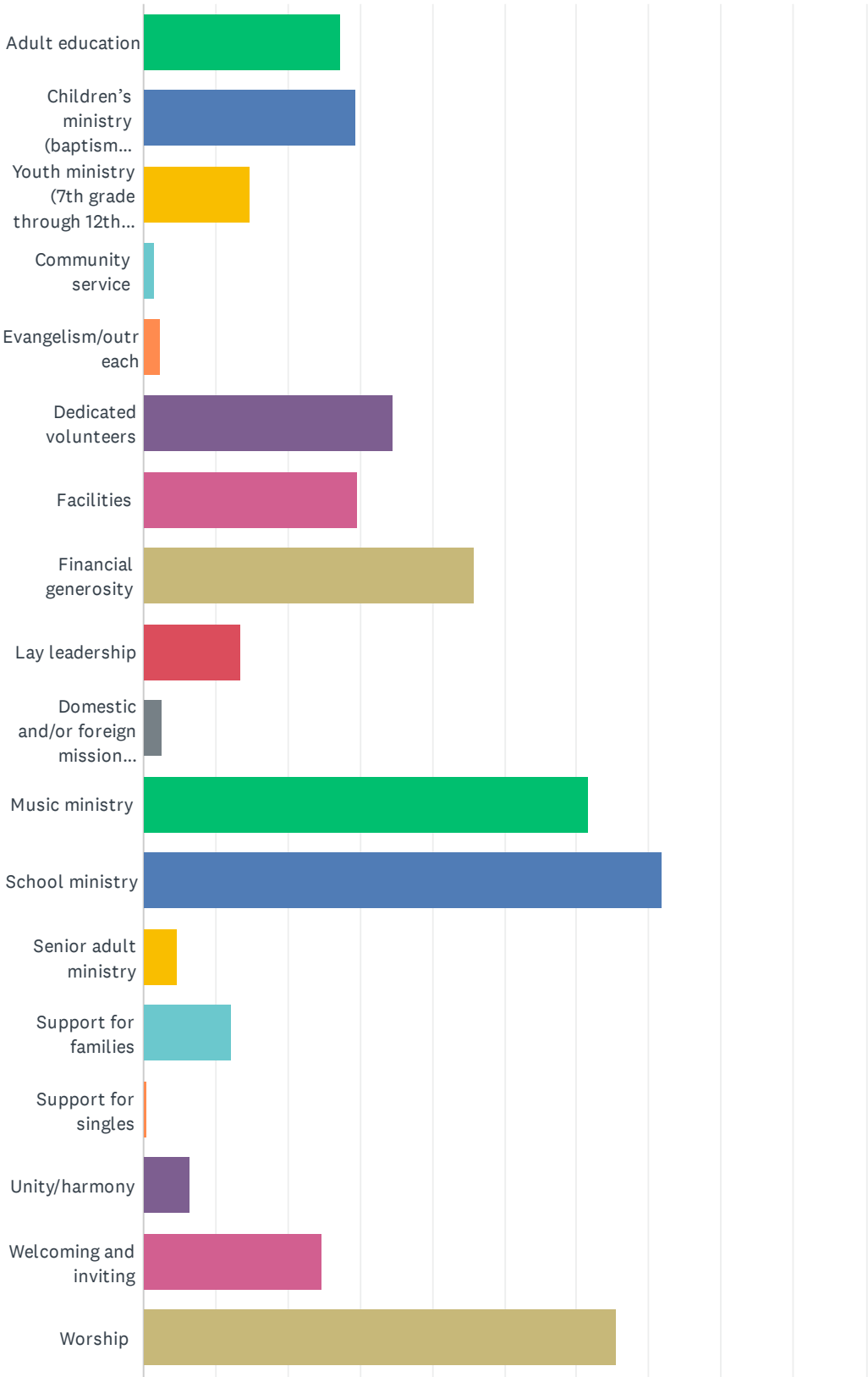


Senior Pastor Call Survey, St Paul's Lutheran Church, Des Peres MO, April-May 2024

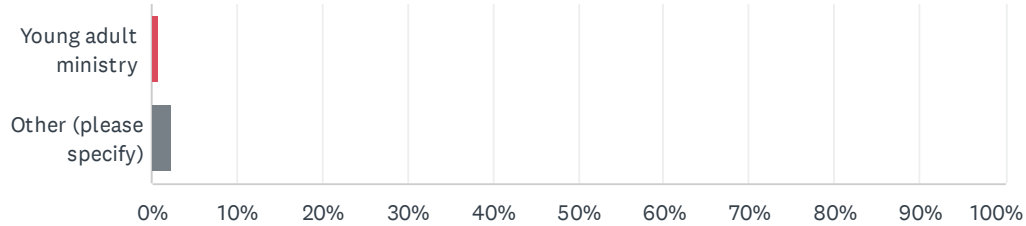
ANSWER CHOICES	RESPONSES	
Christian education (Bible Study)	66.93%	255
Community service (i.e. volunteer for city programs, pick up trash)	14.70%	56
Support domestic and/or foreign missions	12.07%	46
Equip Christians to share their faith	48.29%	184
Church Fellowship activities	29.40%	112
Meet needs of community (e.g. raise funds, host meetings for groups)	9.97%	38
Meet the needs of our members	50.92%	194
Provide human care ministries (e.g. collect for community pantry food/supplies)	12.34%	47
Support for families (i.e. parenting classes, single mothers support group, aging/dementia support classes, cancer support groups)	46.19%	176
Other (please specify)	5.25%	20
Total Respondents: 381		

Q17 Thinking specifically about St Paul's, choose up to five greatest strengths of the congregation:

Answered: 381    Skipped: 0



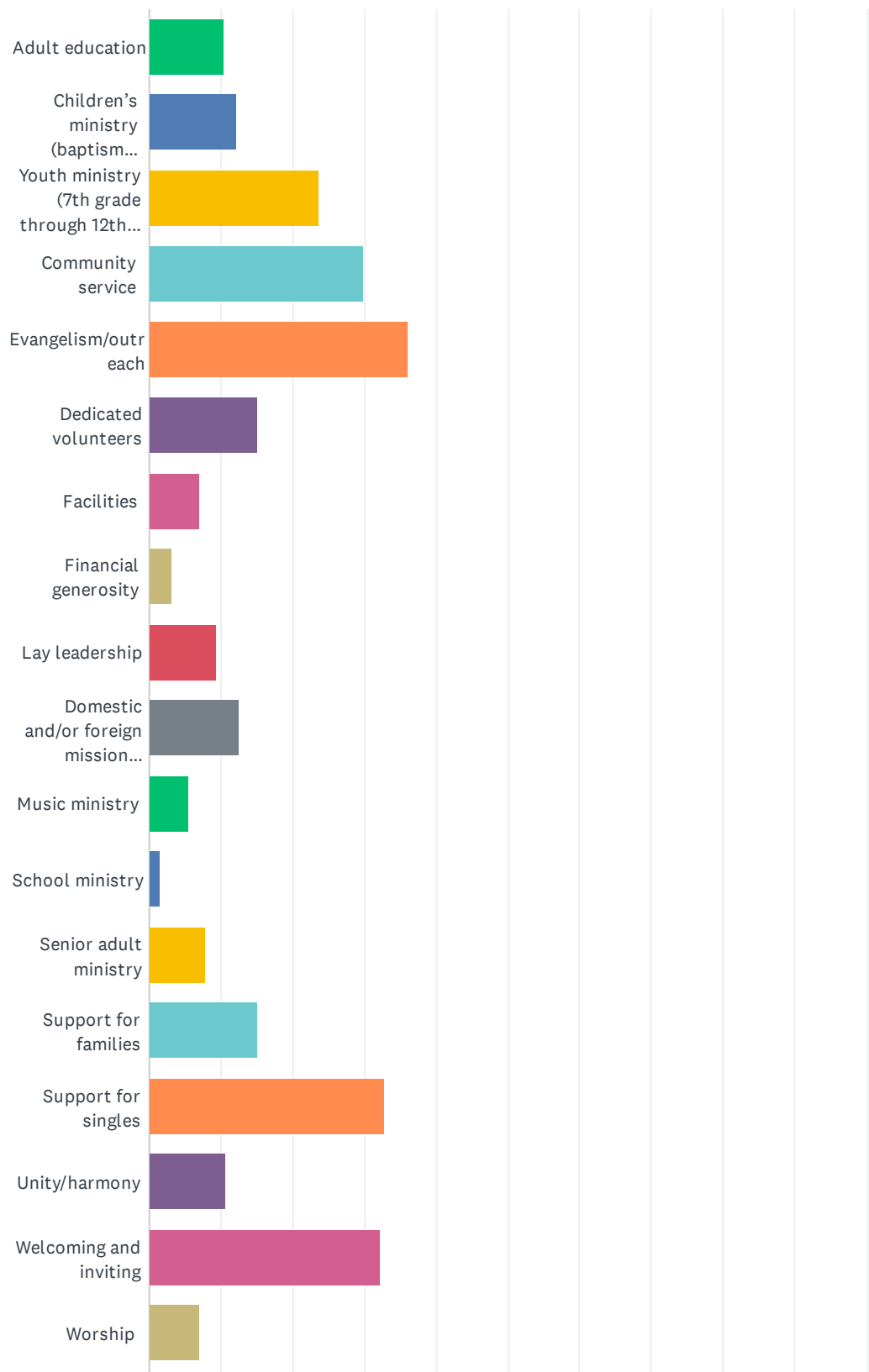
# Senior Pastor Call Survey, St Paul's Lutheran Church, Des Peres MO, April-May 2024



ANSWER CHOICES	RESPONSES	
Adult education	27.30%	104
Children's ministry (baptism through 6th grade)	29.40%	112
Youth ministry (7th grade through 12th grade)	14.70%	56
Community service	1.57%	6
Evangelism/outreach	2.36%	9
Dedicated volunteers	34.65%	132
Facilities	29.66%	113
Financial generosity	45.93%	175
Lay leadership	13.39%	51
Domestic and/or foreign mission projects	2.62%	10
Music ministry	61.68%	235
School ministry	71.92%	274
Senior adult ministry	4.72%	18
Support for families	12.07%	46
Support for singles	0.52%	2
Unity/harmony	6.30%	24
Welcoming and inviting	24.67%	94
Worship	65.35%	249
Young adult ministry	0.79%	3
Other (please specify)	2.36%	9
Total Respondents: 381		

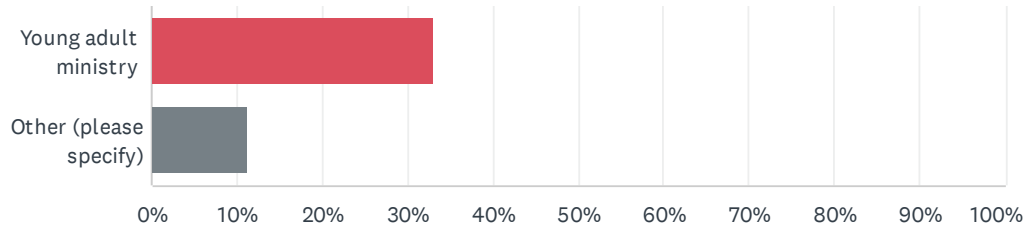
Q18 Thinking specifically about St. Paul's, choose up to five areas needing improvement with the congregation.

Answered: 381    Skipped: 0





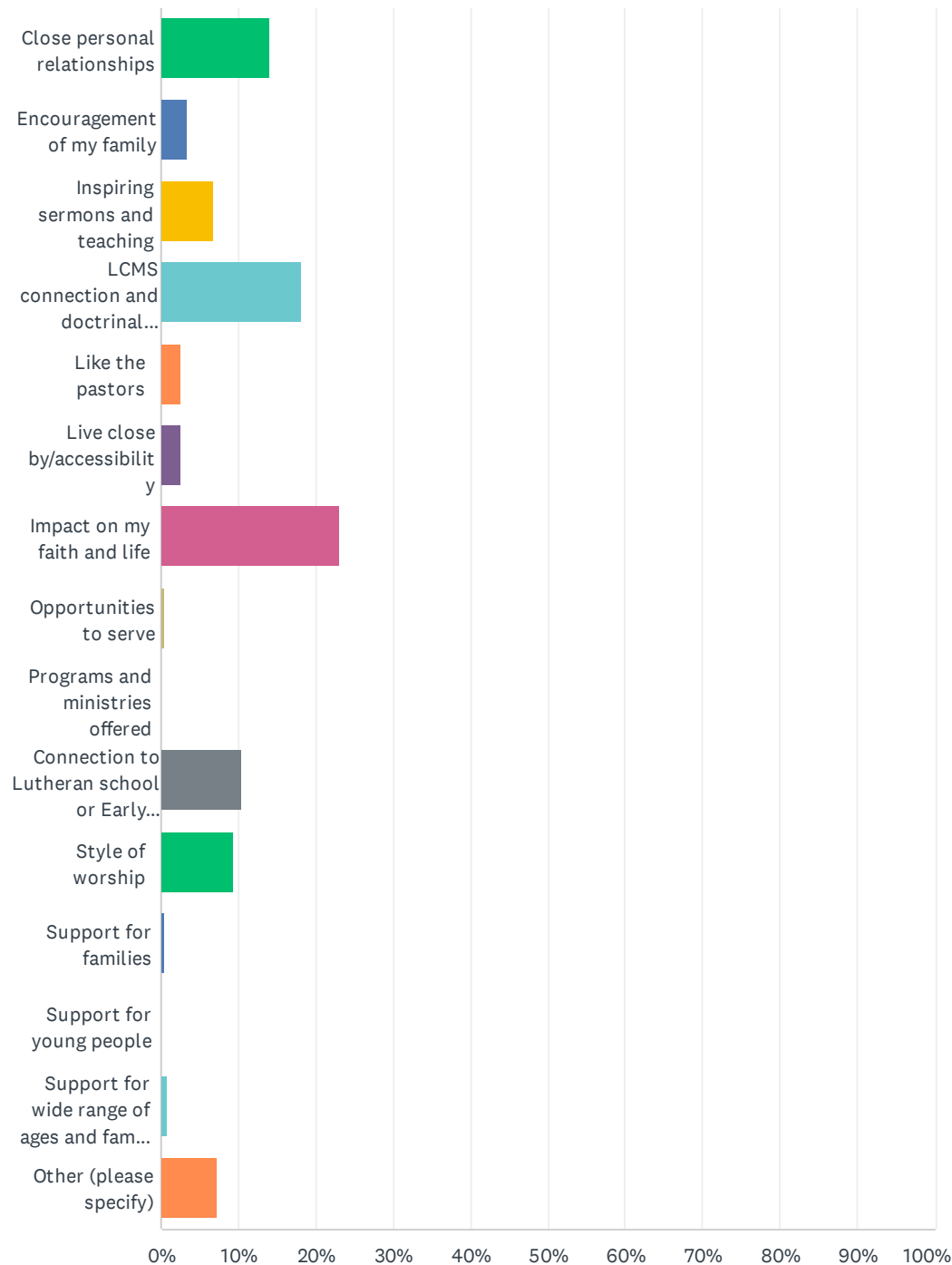
## Senior Pastor Call Survey, St Paul's Lutheran Church, Des Peres MO, April-May 2024



ANSWER CHOICES	RESPONSES	
Adult education	10.50%	40
Children's ministry (baptism through 6th grade)	12.07%	46
Youth ministry (7th grade through 12th grade)	23.62%	90
Community service	29.92%	114
Evangelism/outreach	35.96%	137
Dedicated volunteers	15.22%	58
Facilities	7.09%	27
Financial generosity	3.15%	12
Lay leadership	9.45%	36
Domestic and/or foreign mission projects	12.60%	48
Music ministry	5.51%	21
School ministry	1.57%	6
Senior adult ministry	7.87%	30
Support for families	15.22%	58
Support for singles	32.81%	125
Unity/harmony	10.76%	41
Welcoming and inviting	32.28%	123
Worship	7.09%	27
Young adult ministry	33.07%	126
Other (please specify)	11.29%	43
Total Respondents: 381		

Q19 What is the main reason you continue to be part of the congregation?

Answered: 381    Skipped: 0



Senior Pastor Call Survey, St Paul's Lutheran Church, Des Peres MO, April-May 2024

ANSWER CHOICES	RESPONSES	
Close personal relationships	14.17%	54
Encouragement of my family	3.41%	13
Inspiring sermons and teaching	6.82%	26
LCMS connection and doctrinal emphasis	18.11%	69
Like the pastors	2.62%	10
Live close by/accessibility	2.62%	10
Impact on my faith and life	23.10%	88
Opportunities to serve	0.52%	2
Programs and ministries offered	0.00%	0
Connection to Lutheran school or Early Childhood program	10.50%	40
Style of worship	9.45%	36
Support for families	0.52%	2
Support for young people	0.00%	0
Support for wide range of ages and family situations	0.79%	3
Other (please specify)	7.35%	28
TOTAL		381

## Q20 What do you most appreciate about your congregation? (Response optional)

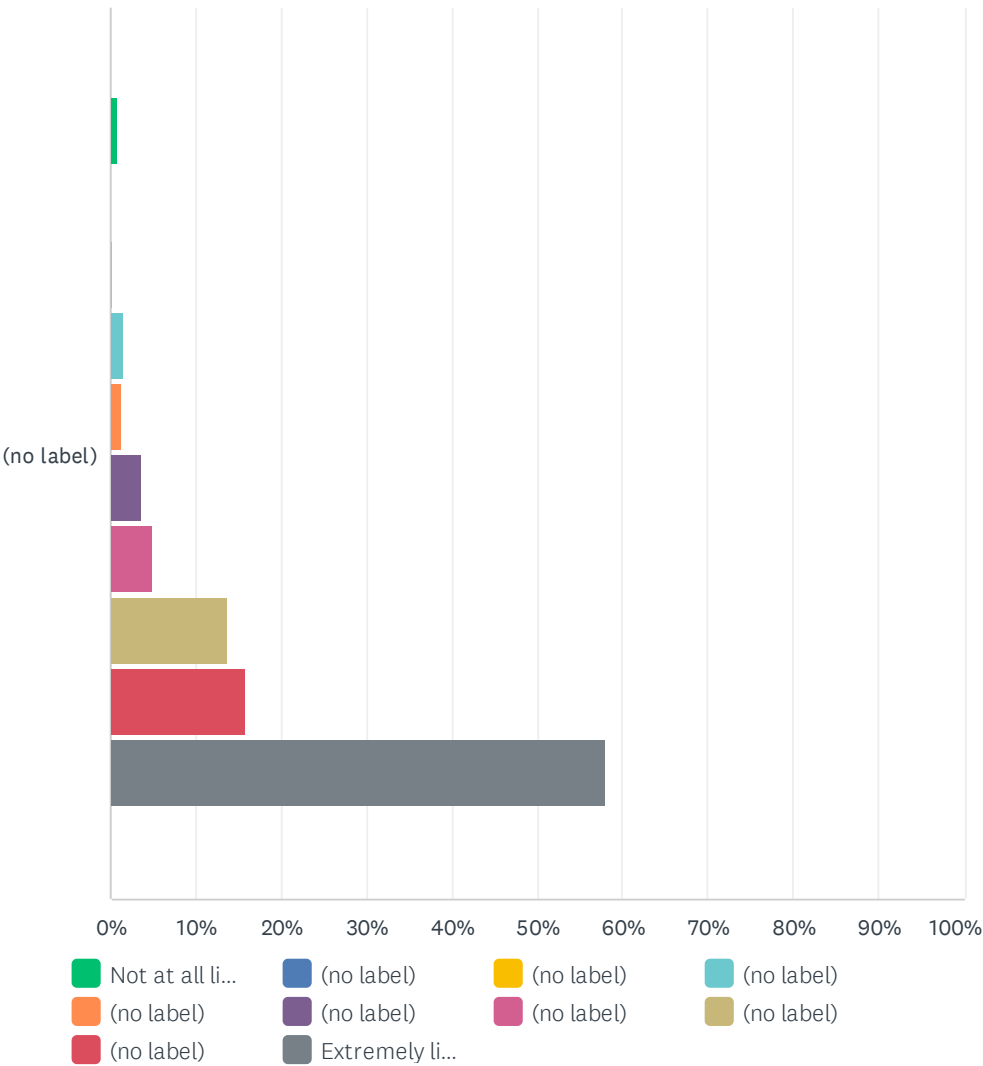
Answered: 187   Skipped: 194

## Q21 What's the one thing that could make your congregation better? (Response optional)

Answered: 150   Skipped: 231

Q22 On a scale of 0 to 10, how likely are you to recommend St. Paul's to family and friends, with 0 being 'not at all likely' and 10 being 'extremely likely'?

Answered: 381    Skipped: 0



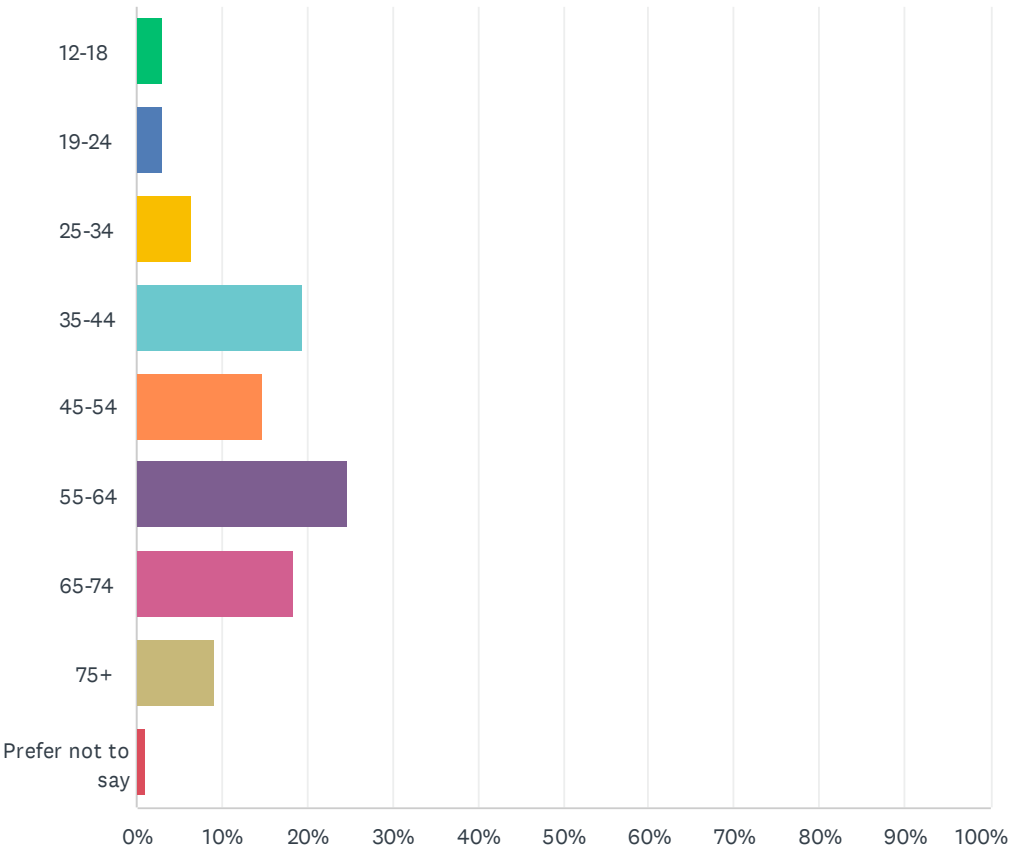
	NOT AT ALL LIKELY	(NO LABEL)	(NO LABEL)	(NO LABEL)	(NO LABEL)	(NO LABEL)	(NO LABEL)	(NO LABEL)	(NO LABEL)	EXTREMELY LIKELY	TOTAL
(no label)	0.79% 3	0.00% 0	0.26% 1	1.57% 6	1.31% 5	3.67% 14	4.99% 19	13.65% 52	15.75% 60	58.01% 221	381

**Q23 Is there any other feedback you would like the pastoral call committee to consider during the call process? (Response optional)**

Answered: 109   Skipped: 272

## Q24 What is your age?

Answered: 360    Skipped: 21

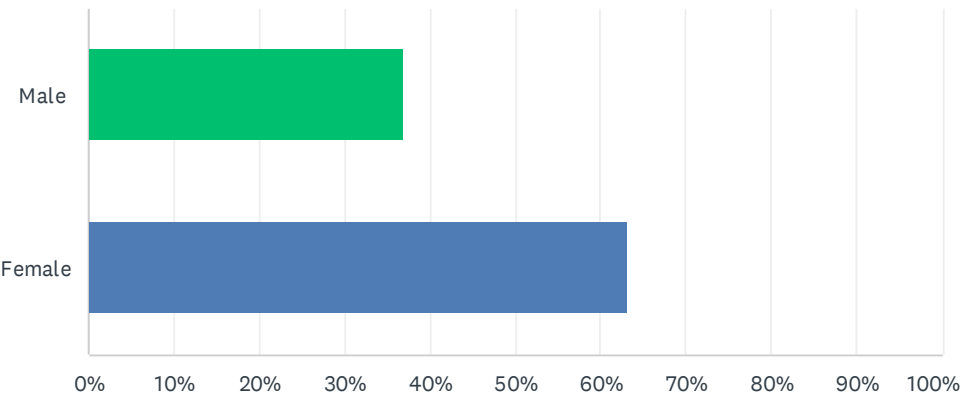


ANSWER CHOICES	RESPONSES	
12-18	3.06%	11
19-24	3.06%	11
25-34	6.39%	23
35-44	19.44%	70
45-54	14.72%	53
55-64	24.72%	89
65-74	18.33%	66
75+	9.17%	33
Prefer not to say	1.11%	4
TOTAL		360



## Q25 What is your gender?

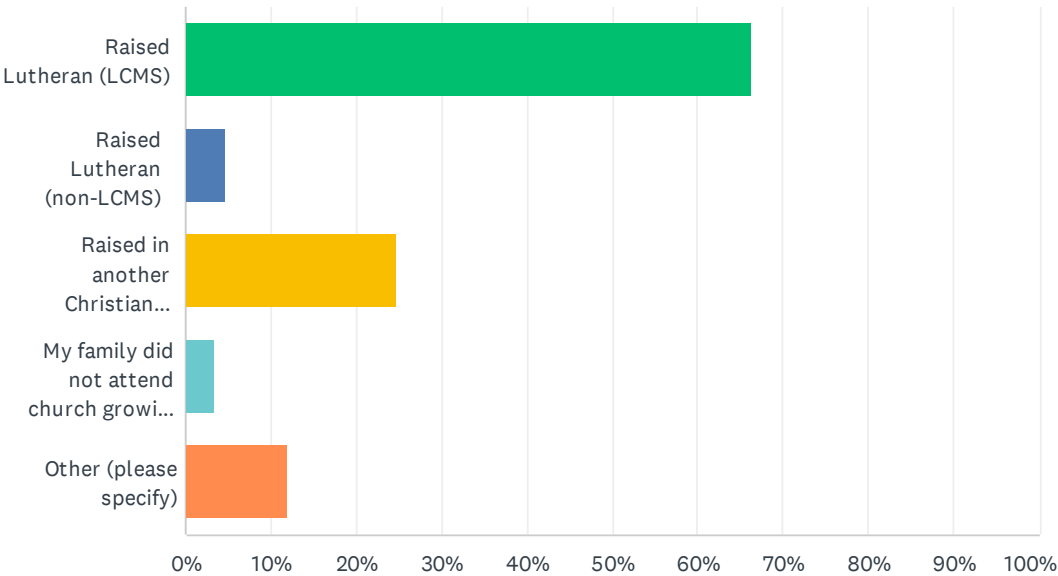
Answered: 358    Skipped: 23



ANSWER CHOICES	RESPONSES	
Male	36.87%	132
Female	63.13%	226
TOTAL		358

Q26 What is your religious background?

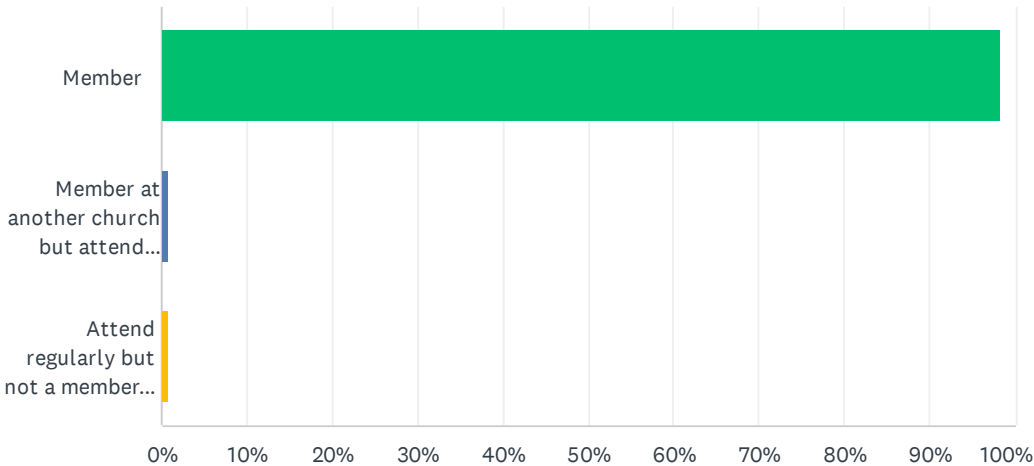
Answered: 361    Skipped: 20



ANSWER CHOICES	RESPONSES	
Raised Lutheran (LCMS)	66.20%	239
Raised Lutheran (non-LCMS)	4.71%	17
Raised in another Christian denomination (specify in Other, if desired)	24.65%	89
My family did not attend church growing up	3.32%	12
Other (please specify)	11.91%	43
Total Respondents: 361		

## Q27 What is your membership status?

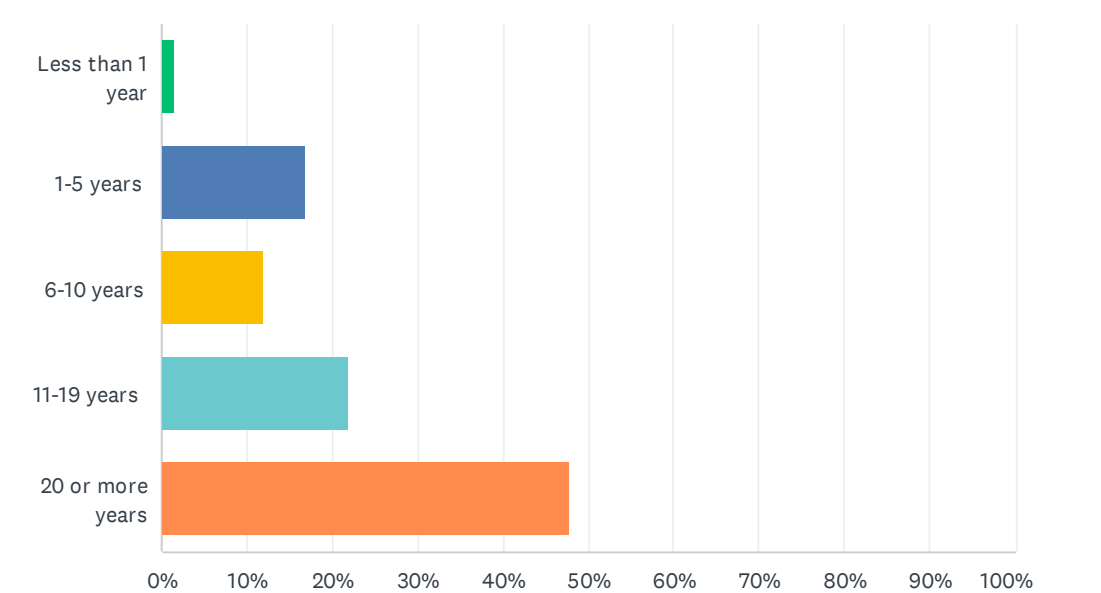
Answered: 361    Skipped: 20



ANSWER CHOICES	RESPONSES	
Member	98.34%	355
Member at another church but attend regularly	0.83%	3
Attend regularly but not a member of a church	0.83%	3
TOTAL		361

Q28 How long have you attended St Paul's?

Answered: 360    Skipped: 21



ANSWER CHOICES		RESPONSES	
Less than 1 year		1.39%	5
1-5 years		16.94%	61
6-10 years		11.94%	43
11-19 years		21.94%	79
20 or more years		47.78%	172
TOTAL			360