



# Congregational Survey Results

Conducted May 2024 through LCMS Missouri District



# Background info and methodology

- The LCMS Missouri District sponsored the survey and administered it (special thanks to Rev. Peter Kirby)
- Online and printed versions of survey available to members
- Email invitations, QR code in bulletin, copies in narthex
- Questions somewhat standardized, however, St. Paul's able to add or revise as needed
- Three hundred eighty-one (381) responses
- Following slides are a summary of the results



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



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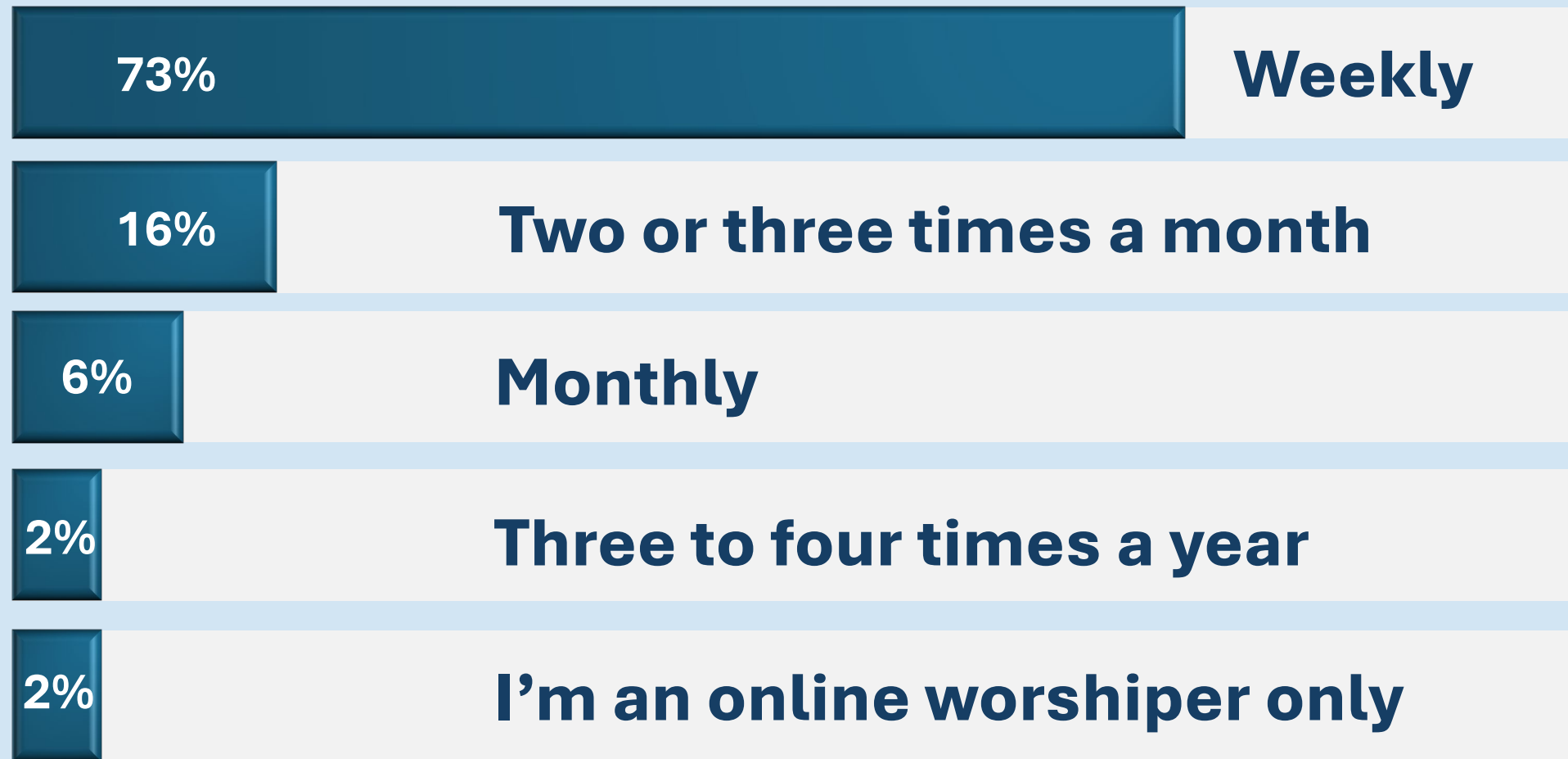
16%

**Other**

- “We were looking for a school for our children and I attended the school chapel service and was impressed that the children memorized their lines, it was very reverent”
- “New in town, visited church and next thing the Bread Ministry was visiting me”
- “Parents brought me to church”
- “Liked the sermons we heard online”
- “Attended a wedding and liked church”
- “Music ministry was tops”
- “Moved to St. Louis and visited several churches near our new home. Decided on St. Paul's because it had a school.”

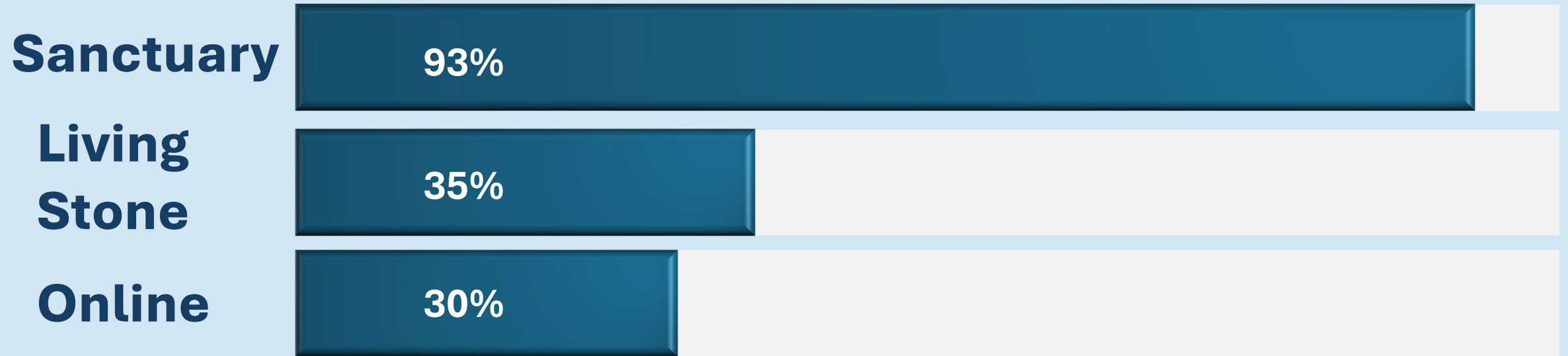


# How often do you personally attend worship services in-person?

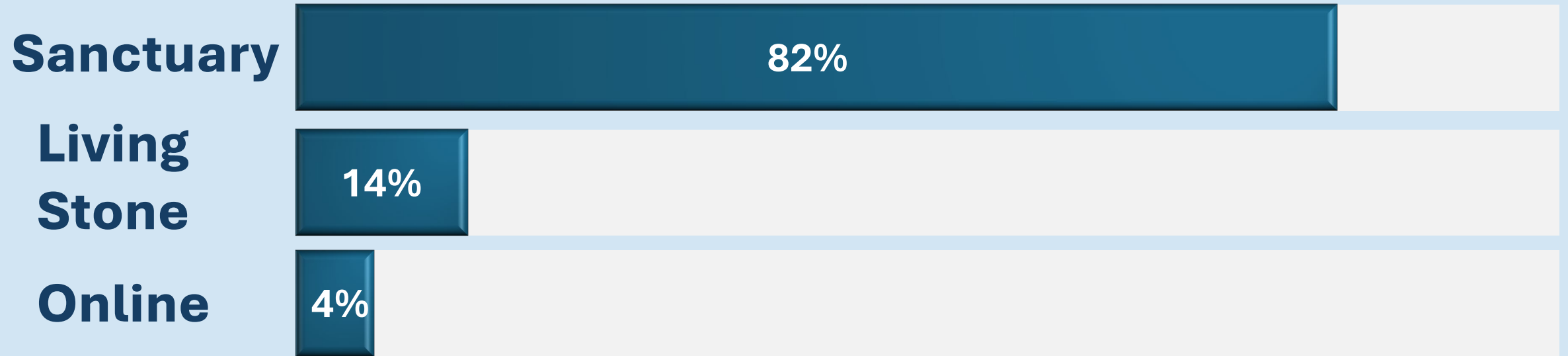


# Which worship service(s) do you attend?

Check *all* that apply.



# Which worship service do you attend most often?



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

**Positive,  
Strongly  
Positive**

**60%**

A horizontal bar chart with a dark blue segment representing 60% and a light gray segment representing the remaining 40%.

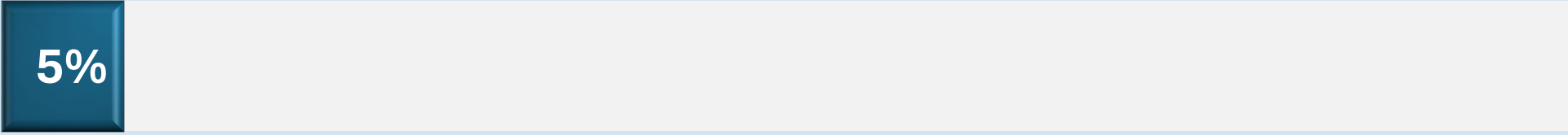
**Neutral**

**17%**

A horizontal bar chart with a dark blue segment representing 17% and a light gray segment representing the remaining 83%.

**Negative,  
Strongly  
Negative**

**5%**

A horizontal bar chart with a dark blue segment representing 5% and a light gray segment representing the remaining 95%.

**Not  
applicable**

**18%**

A horizontal bar chart with a dark blue segment representing 18% and a light gray segment representing the remaining 82%.

N = 381





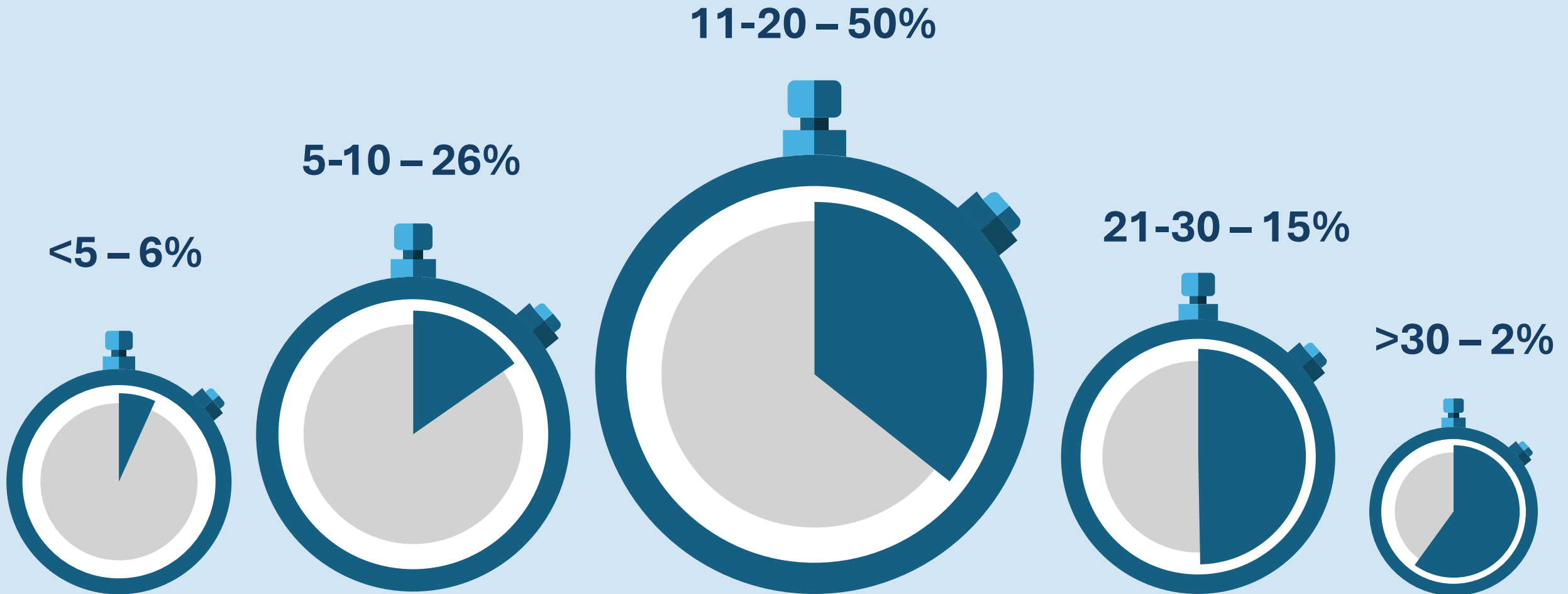
# How often do you attend Adult Sunday School or Bible Study?



N = 381



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



N = 381

# Which ministries have you participated in during the last 5 years?

**Annual  
Events**

58%

**School,  
ECC**

40%

**Education**

32%

**Worship  
Ministry**

28%

N = 381



# Which ministries have you participated in during the last 5 years?

**Sports  
activities**

**19%**

**Member  
outreach**

**18%**

**Music  
ministry**

**17%**

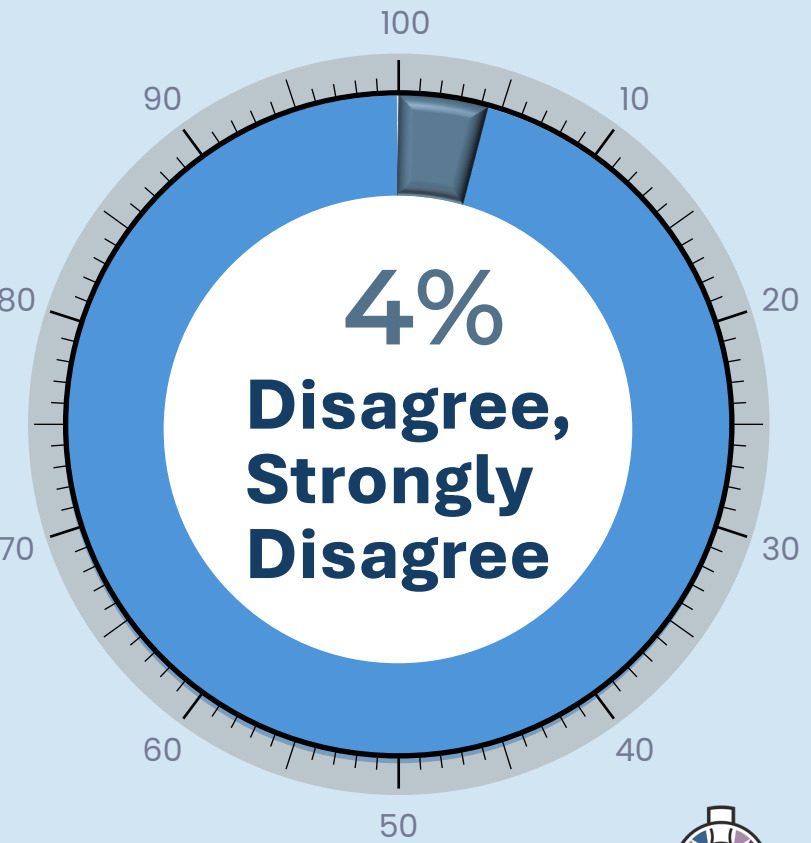
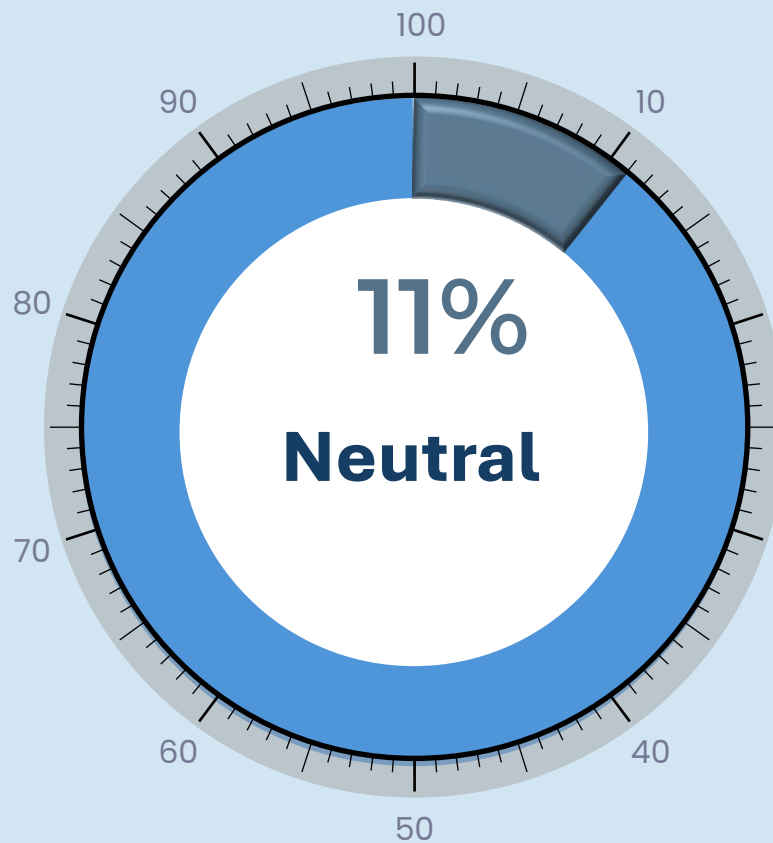
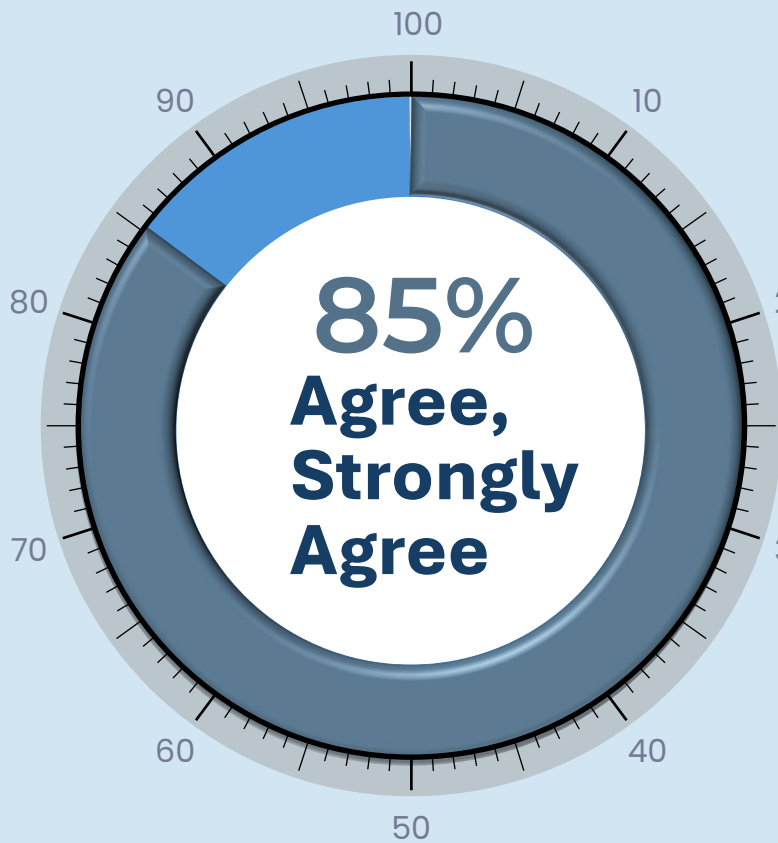
**Missions**

**14%**

N = 381

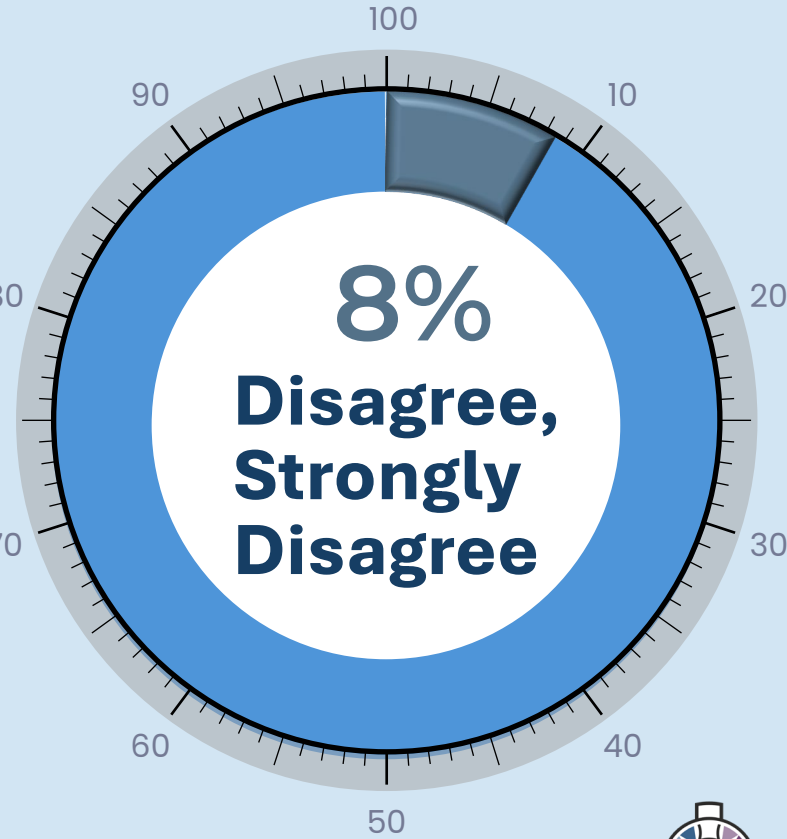
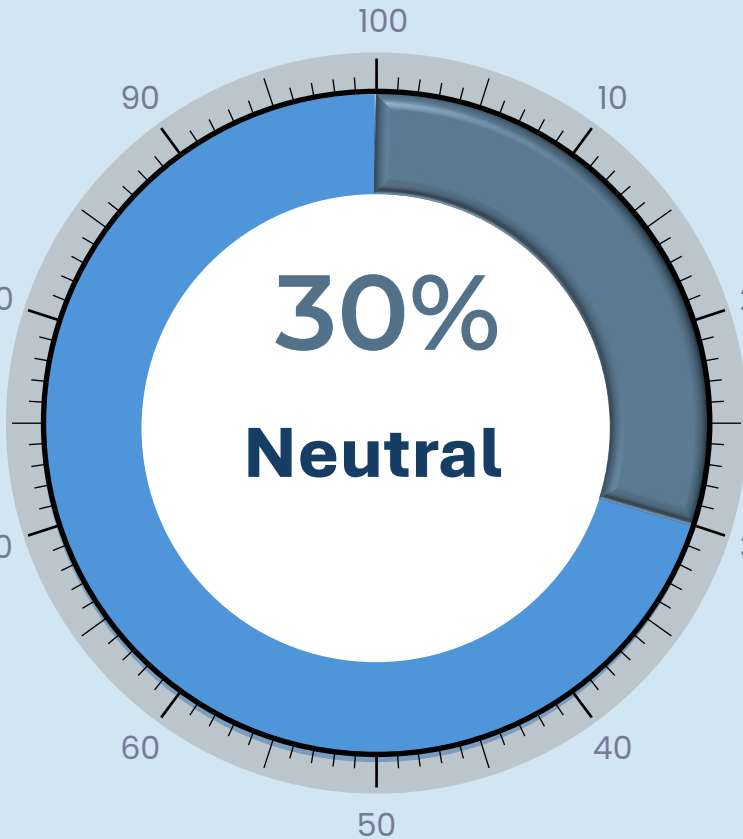
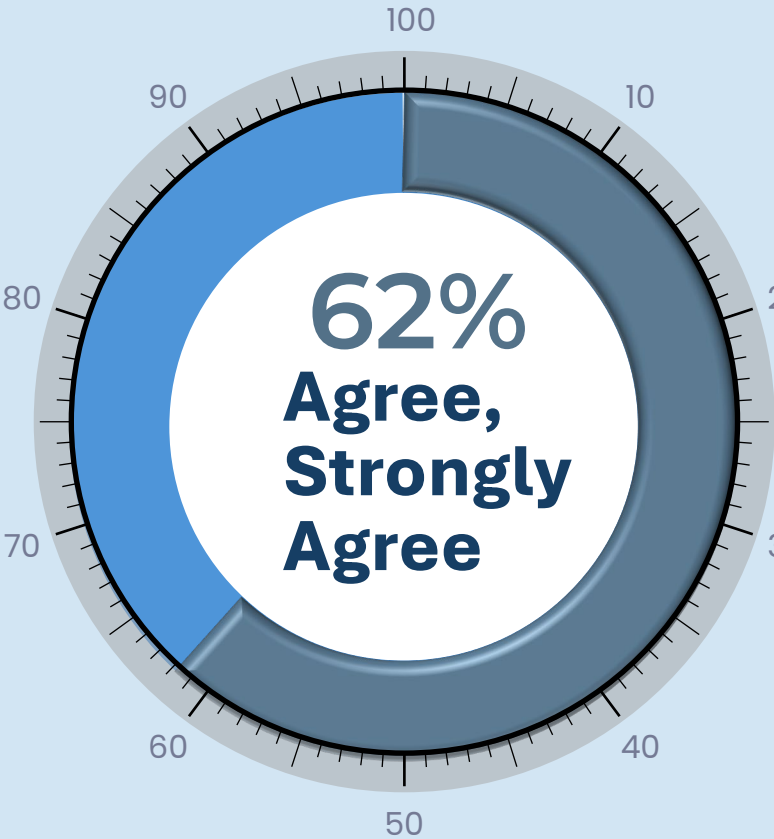


**How would you rate the following statement: In the past year, our congregation has strived to meet the needs of our members?**





How would you rate the following statement: In the past year, our congregation has done effective community outreach?

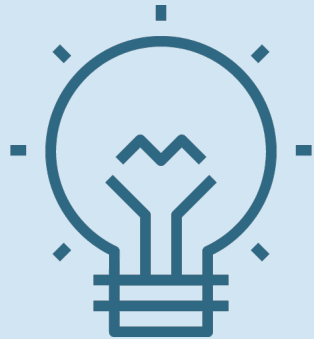


# When I think about the size of our congregation...



**Aside from preaching, select the three most important tasks that you think should be included in our Sr. Pastor job description.**

**73%**



**Vision and  
Leadership**

**35%**



**Administration**

**30%**



**Worship planning,  
Teaching, Support  
for LuthEd**

# Rank the following personality traits in order of importance



**From the pastor work/leadership styles listed below, rank the most appropriate fit for the needs of our congregation**





## Considering the context or our ministry, choose ministry areas that you feel should receive more organizational development

**Young adult  
ministry**

**37%**

**Community  
service**

**32%**

**Youth  
ministry**

**30%**

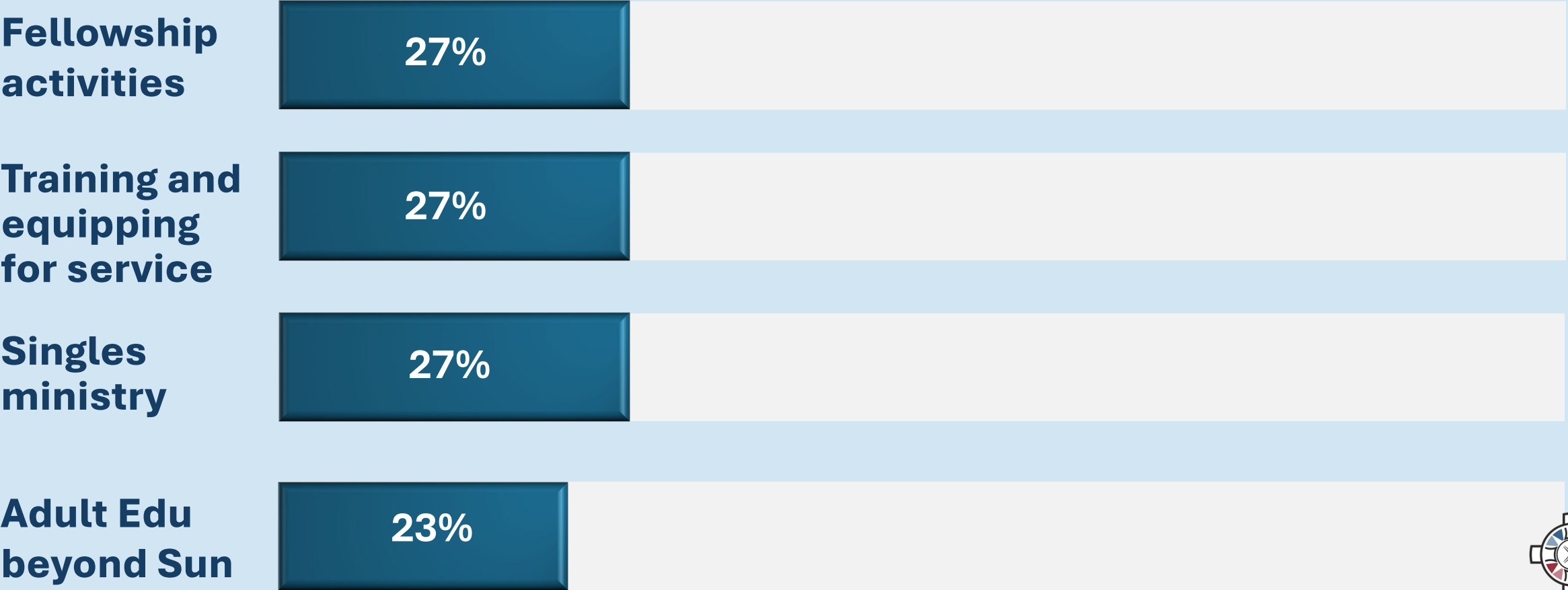
**Evangelism/  
Outreach**

**29%**

N = 381



**Considering the context or our ministry, choose ministry areas that you feel should receive more organizational development (*cont.*)**



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

**Christian education**

67%

**Meet the needs of members**

51%

**Equip to share faith**

48%

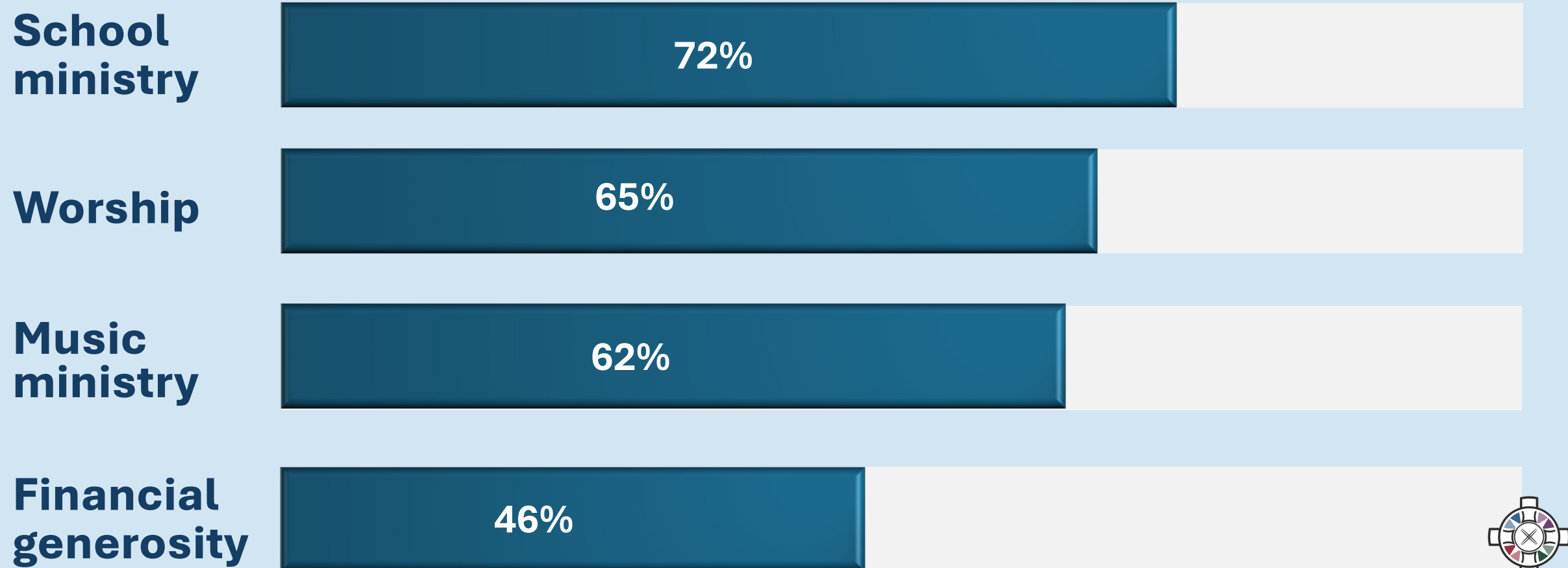
**Support for families**

46%

N = 381



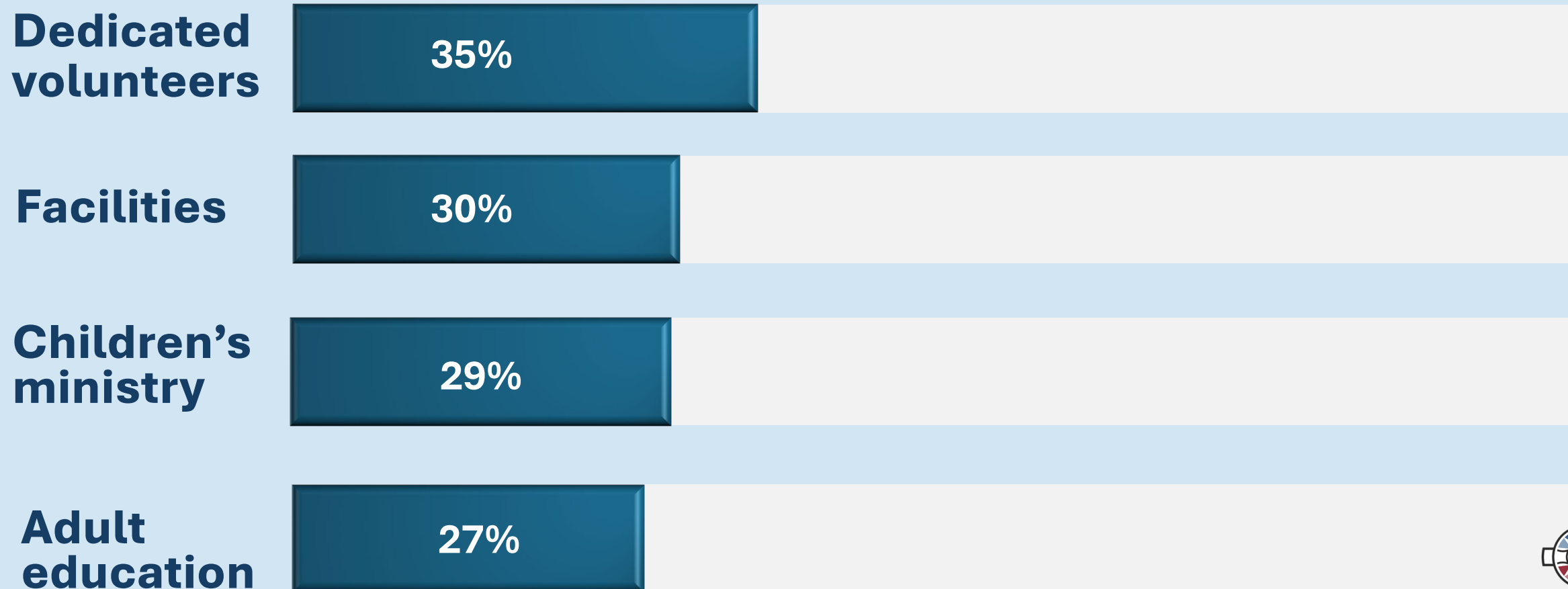
# Thinking specifically about St. Paul's, choose up to five *greatest strengths* of the congregation



N = 381



# Thinking specifically about St. Paul's, choose up to five *greatest strengths* of the congregation



N = 381





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

Evangelism/  
outreach

36%

Young adult  
ministry

33%

Support for  
singles

33%

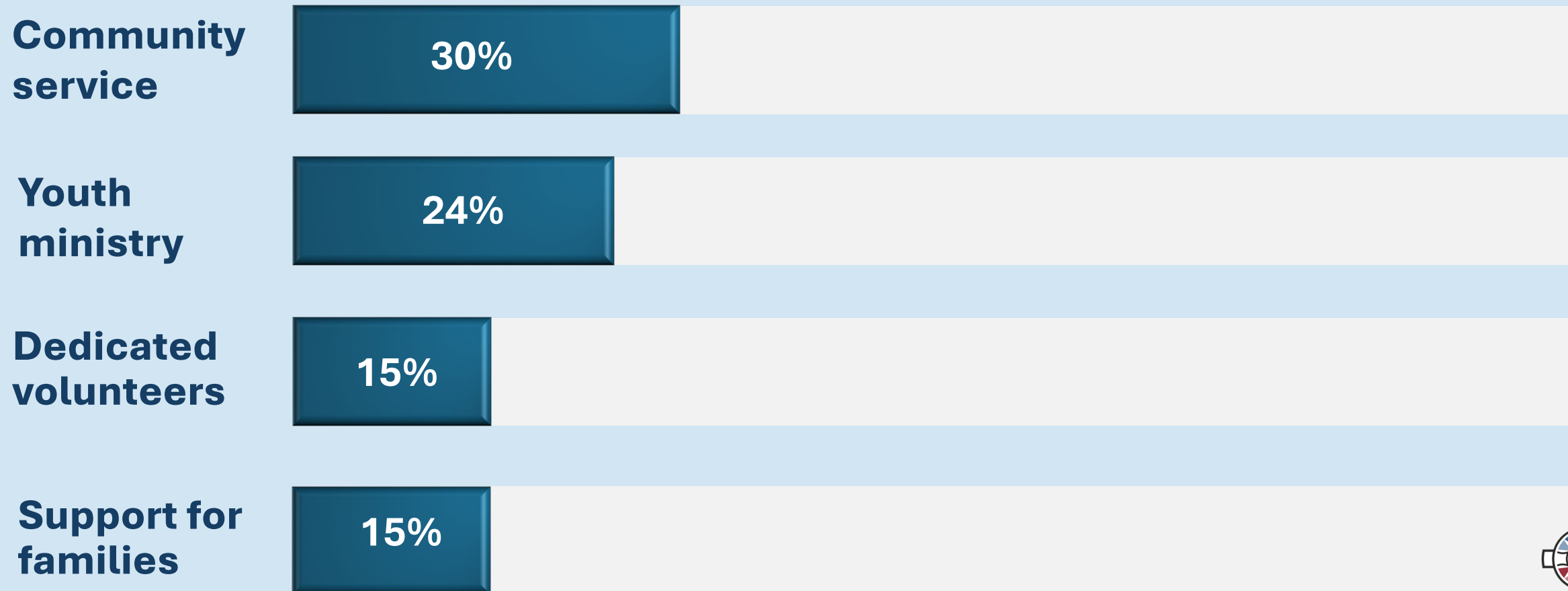
Welcoming/  
inviting

33%

N = 381



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



N = 381



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



# What do you appreciate about your congregation?

- Over 185 written responses
- Wide variety of topics include:
  - Prayer
  - Biblical preaching and teaching
  - Intergenerational opportunities for interaction
  - Relationships formed
  - Impact of school on children
  - Community feel
  - Pastors focused on faithful presentation of Word and Sacraments
  - Commitment to LCMS doctrine
  - Scripture-based worship
  - Musical traditions
  - The people



# What's the one thing that could make your congregation better?

- One hundred and fifty (150) written responses
- Wide variety of topics include:
  - Programs for youth and young adults
  - More service options
  - Knowing larger number of people – more social activities
  - Name tags
  - Parking
  - Focus between St. Paul's school and non-St. Paul's school children
  - Volunteer recruitment for ushers, Sunday School, nursery
  - More volunteers/servant heart
  - Active sense of mission and outreach into broader St. Louis community
  - Active ministry to singles and young adults
  - Welcoming all walks of life





# Net Promoter Score – How likely are you to recommend St. Paul's to family and friends?



8%

74%

**NPS = 66**

- According to Bain & Company, NPS above 50 is excellent, above 80 is world class



# **Is there any other feedback you would like the pastoral call committee to consider during the call process?**

- Over 100 written responses
- Wide variety of topics include:
  - Importance of preaching and teaching
  - Strong leader and speaker
  - Preach Biblical truth – even if uncomfortable
  - Strong leader who can inspire and engage through his sermons
  - Seek a pastor who is humble, servant minded, supportive of the school, and has the desire to get to know all of the families in the church and school
  - Strong drive to grow our congregation while still respecting the long-held traditions we hold
  - Strong decision-making skills, with insights into what a congregation needs to grow and the ability to develop laypeople to take on tasks to help grow the church



# Pastoral Profile Rankings – from MO District

- Handed out to Church Council members, Board of Elders, staff – church/school, and Call Committee members
- Average ratings for each personal characteristic and pastoral skill
- Results are returned to MO District President Rev. Lee Hagan and will be used to select other candidates



# Rank the following characteristics in order of importance (1-5)



## Rank the following skills in order of importance (1-5)

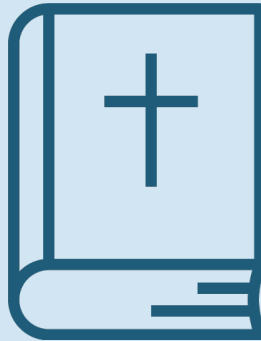
4.9	<b>Preaching Content</b>
4.9	<b>Preaching Delivery</b>
4.5	<b>Teaching Ability</b>
4.5	<b>Worship Dev/Leadership</b>
3.9	<b>Assimilation of New Members</b>
3.9	<b>Lay Leadership Development</b>



**Rank the following visitation types in order of importance (1-3)**



**Sick/Shut-  
in Visitation**



**Outreach  
Visitation**



**Regular Home  
Visitation**

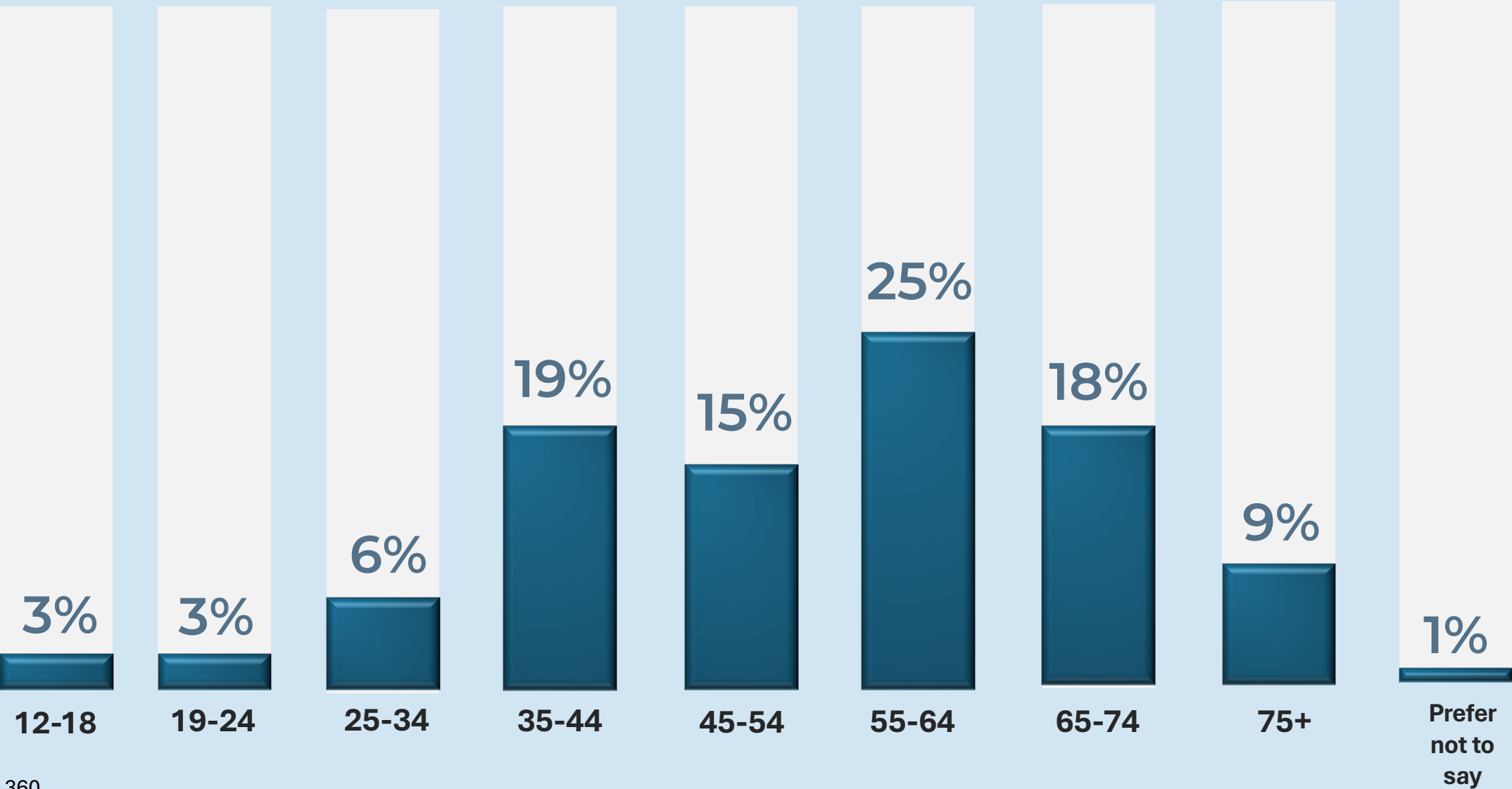




# Demographics



# What is your age?

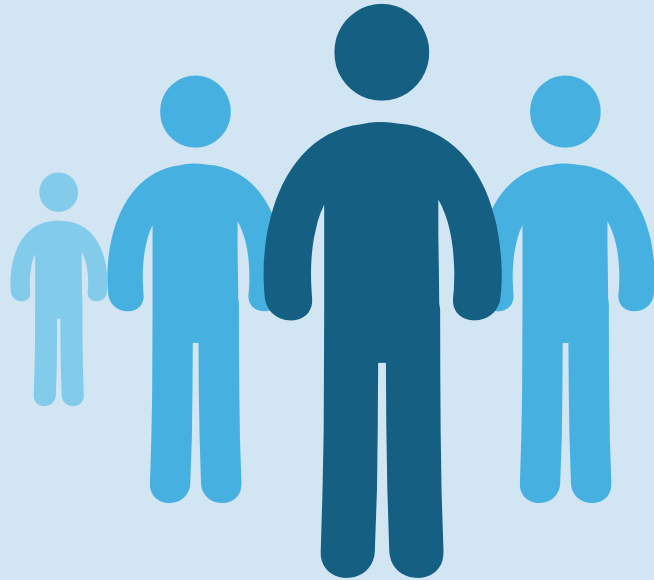


N = 360





# Are you male or female?



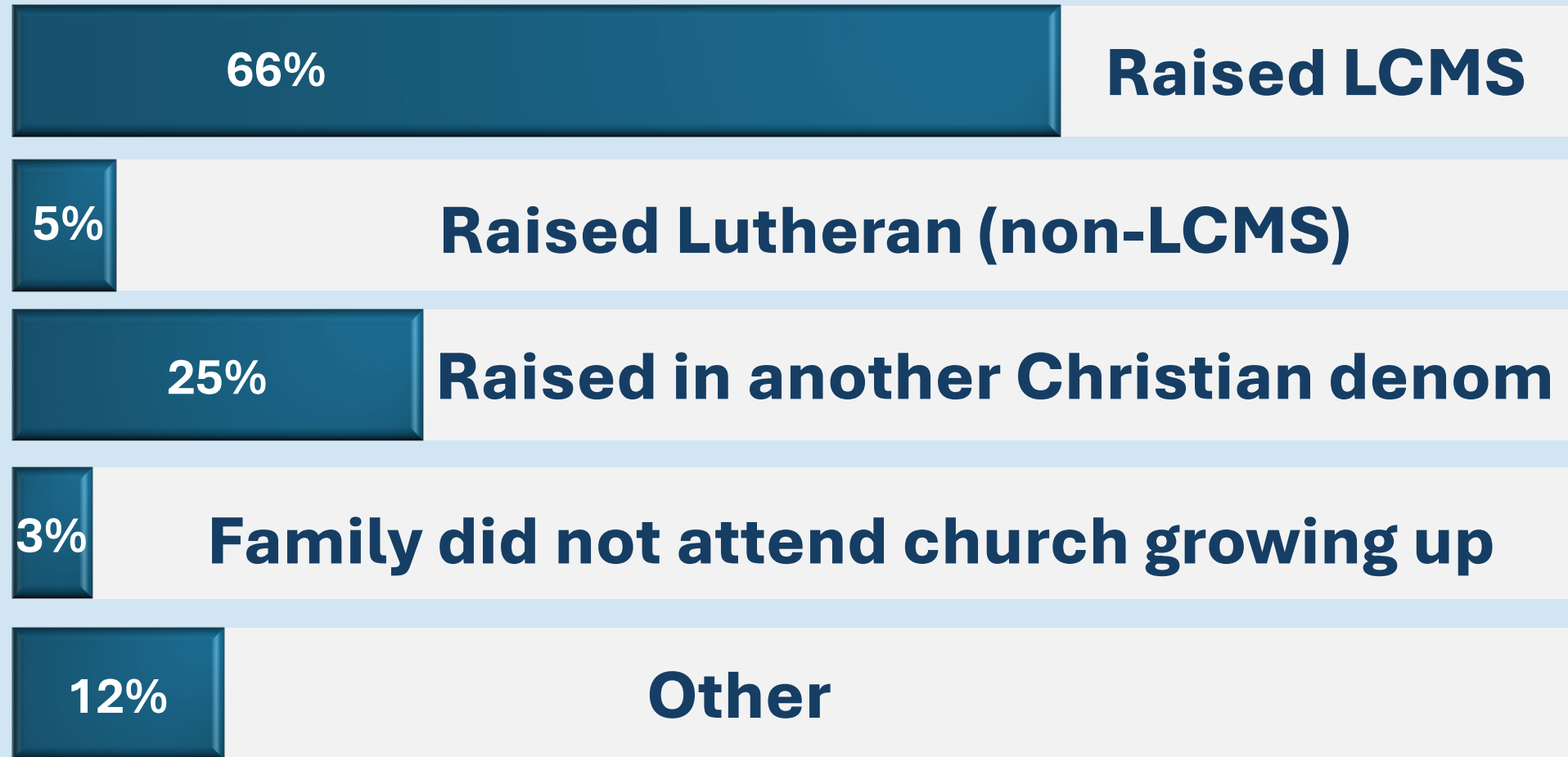
37%



63%



# What is your religious background?



# What is your membership status?

**Member**

98%

**Member at  
another  
church, but  
attend**

1%

**Attend, not  
a member  
of another  
church**

1%

N = 361



# How long have you attended St. Paul's?



## Next steps in the call process

*“Rejoice in the Lord always; again I will say, rejoice. Let your reasonableness be known to everyone. The Lord is at hand; do not be anxious about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. And the peace of God, which surpasses all understanding, will guard your hearts and your minds in Christ Jesus.”* Philippians 4: 4-7

- Call Committee meeting regularly to discuss preliminary needs
- Elders are finalizing new job description based on survey results
- Nominations and rankings are returned to MO District President Rev. Lee Hagan
- Awaiting full list of Senior Pastor candidates
- Select candidates to interview
- Presentation to Voters Meeting







# Thank You Congregational Survey Results

Conducted May 2024 through Missouri District