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## ST. ANDREW CONGREGATIONAL SELF STUDY / FALL 2019

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Dear Members of St. Andrew Lutheran Church:

This past summer our former DCE, Emily Leising, took a call to serve another congregation. This has left St. Andrew with the smallest amount of called staff for Public Ministry since 1975, when Pastor Asmus and DCE Koehler were installed. Here is a quick look at our previous Called Church Workers:

- 1975-1992: Pastor Asmus & DCE Koehler
- 1992-1996: Pastor Asmus, Pastor Jahnke & DCE Koehler
- 1997-2003: Pastor Jahnke, Pastor Zellers & DCE Koehler
- 2003-2014: Pastor Jahnke, DCE Koehler (w/ part time paid assistance from *Pastor Carl Efriamson, Pastor Mark Madson, Pastor Bunkowske, & Mrs. Sande*)
- 2014-2015: Pastor Jahnke, DCE Koehler, DCE Intern Emily Leising and part time Pastor Harvala, assisting as needed by hour or service\*
- 2015-2019: Pastor Jahnke & DCE Emily Leising and part time Pastor Harvala, assisting as needed by hour or service\*
- 2019- Pastor Jahnke and part time Pastor Harvala, assisting as needed by hour or service\*

\*Pastor Harvala serves as our Assistant Pastor as needed by hour or service. He regularly teaches a Confirmation Class, makes over half of the visits to our home-bound members, and occasionally fills in as our worship service leader or assistant. Pastor Harvala also has a full-time job in the business world. He is also serving as the “Vacancy Pastor” for Our Redeemer Lutheran Church in Moorhead.

In order to help our congregation determine the direction for our future ministry, and particularly in regards to the make-up of our “Called Staff” for Public Ministry, our St. Andrew Church Council has directed that a “Congregational Self Study” be made. All members are being encouraged to fill in this Self Study form – including adding whatever other additional thoughts and insights you feel would be helpful.

Once we have gathered and summarized your input, we are also planning to hold one or more congregational meetings to further discuss the findings and questions raised by this Self Study. Our Church Council and other Boards have also been asked to place this discussion on their agendas throughout this time of Self Study. It is our hope to be able to have come up with a plan for our future to be voted on at our November Voters Meeting.

Although the Public Ministry can be served in a variety of ways, normally a congregation will be served by one pastor, and where size allows, by either a second pastor and/or by another synodically trained church worker such as a Director of Christian Education & Youth Ministry, Director of Christian Outreach, Deaconess, or Director of Family Life Ministry among others. These same people/positions often serve in a variety of ways depending on the specific needs and emphasis of the congregation. Some congregations also hire or seek volunteer part or full-time people to assist with the many areas of ministry within a congregation, under the supervision of the pastor and/or various boards of the congregation.

If St. Andrew were to continue with our past tradition of Public Ministry, we would likely either call another DCE, or have another DCE Intern for a year while we figure things out. Another model often used would be to call another pastor who would assist Pastor Jahnke with pastoral responsibilities and would also oversee the areas of education and youth normally covered by a DCE. Another option would be to explore expanding Pastor Harvala's position to full-time.

While there is always the need to minister to the entire congregation, it is helpful to know where the greatest needs for ministry time are. Although there are very many factors involved in determining where a congregation desires to focus its ministry, the following statistics and charts may be helpful in understanding our current situation:

**Present\***    **3 yrs ago**    **5 yrs ago**    **10 yrs ago**

\*Using statistics from our most recent Statistical Report at the end of the 2018 calendar year.

Communicant membership          684\*\*        781        754        750  

Baptized membership              941\*\*       1102       1072       1063  

**\*\*Note:** The noticeable reduction of communicant and baptized members from 3 years ago is due to an intentional effort to update our membership, which had been previously left undone. These included those who have either moved away and/or were no longer active and were removed or released.

Average Sunday worship attendance   192        243        236        253  

Sunday School enrollment          103        108        146        171  

Average Sunday School attendance   35        39        58        90\*  

\*Could not locate for 10 years ago / 90 is S.S. avg. attendance for year 2000-2001.

Bible classes (combined average weekly attendance)

Adult Bible classes              61        67       102        87  

Youth Bible classes              10        22        34        31  

Vacation Bible School enrollment   38        41        67        93  

Total congregational budget:    \$487,971\_    \$437,496\_    \$421,779\_    \$388,629\_

Total actual expenses:            \$405,775\_    \$405,352\_    \$416,841\_    \$380,179\_

Synod/District Mission offerings  \$26,344\_     \$23,317\_     \$23,755\_     \$35,673\_

Average Annual per communicant giving  \$709\_      \$625\_      \$660\_      \$584\_

Number of baptized members: (we only have current numbers for these age groupings)  
 (0-2)\_16\_, (3-5)\_27\_, (6-12)\_69\_, (13-17)\_69\_, (18-39)\_271\_, (40-64)\_262\_, (65-84)\_246\_, (85+)\_19\_

Average per year number of people brought into the congregation over the past 3 years:  
 By adult confirmation or baptism \_4.33\_, by profession of faith \_0.33\_, by transfer \_5.66\_

Average per year number of people who have left\*\* the congregation over the past 3 years:  
 By removal \_28\*\*\_, by release \_5.66\_, by transfer \_8.66\_, by death \_9.33\_  
 (\*\*Note: Please see the note on page 2 under “membership” numbers.)

Percentage of the **communicant** membership not communing during the past year: \_29%\_  
 Our average weekly church attendance is currently \_20%\_ of our total baptized membership.

***Note from the Self-Study Committee:*** *For anyone not keeping track of these kinds of statistics, they may seem startling! While some have shifted their form of participation to the internet (podcasts, etc.), unfortunately, regular in-person participation in worship, Bible study and other church activities has decreased not only here at St. Andrew, but throughout our country over recent years. What can we do to reverse this trend? Please give thoughtful consideration to the questions below:*

**NOW FOR SOME QUESTIONS:** (Please attach another sheet of paper if more room is needed.) **You may also fill your answers in electronically by going to the LINK on our St. Andrew WEBSITE!**

Below are “specific” areas of ministry in a congregation. Although these areas are already being served by the more general ministry of word and sacrament, there are also additional ways in which they can be served. We are looking for **two answers**: 1) How is our congregation doing, and 2) what should be our priority on the following specific areas of ministry?

- As you indicate how we are doing / and how important each specific ministry should be, keep in mind that ministry takes time & energy, whether it be by Called Staff and/or by volunteers!
- For your view of how we are doing / and what our priority should be, you may either comment and/or circle a number (1, 3, 5), with 1 meaning the specific ministry is being done poorly / or should be a low priority for our congregation, 3 meaning that this ministry is being covered adequately / or has a medium priority, and 5 being that it is doing well / or should be of one of our highest priority ministries. If commenting, please attach another sheet of paper.

**(how we are doing / what our priority should be)**

WORSHIP: _____	1	3	5	/	1	3	5
CHILDREN'S MINISTRY: _____	1	3	5	/	1	3	5
YOUTH MINISTRY: _____	1	3	5	/	1	3	5
YOUNG ADULT MINISTRY: (18 - 30) _____	1	3	5	/	1	3	5
SINGLES MINISTRY: _____	1	3	5	/	1	3	5
OLDER ADULT MINISTRY: _____	1	3	5	/	1	3	5
FAMILY MINISTRY: _____	1	3	5	/	1	3	5
MINISTRY TO INACTIVES: _____	1	3	5	/	1	3	5
WITNESSING/OUTREACH: _____	1	3	5	/	1	3	5
SMALL GROUP MINISTRIES: _____	1	3	5	/	1	3	5
ASSIMILATION OF NEW MEMBERS: _____	1	3	5	/	1	3	5

LAY LEADERSHIP DEVELOPMENT: \_\_\_\_\_ 1 3 5 / 1 3 5

COUNSELING: \_\_\_\_\_ 1 3 5 / 1 3 5

INTERNET MINSITRY: \_\_\_\_\_ 1 3 5 / 1 3 5

**Having given a brief evaluation on the specific ministries mentioned above, please now take a closer look at each of the following questions.** (Once again, please attach another sheet of paper if more room is needed, **OR you may also fill your answers in electronically by going to the LINK on our St. Andrew WEBSITE!** Thank you.)

#1. List at least 3 areas which you feel our congregation is strong (the congregation does well):

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#2. What are some things that our congregation is doing that could or should be done better? In what areas do we need the most growth?

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#3. What are three immediate needs for our congregation to be most effective?

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#4. List at least three goals toward which our congregation should be working in future years:

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#5. What could be done to help keep our youth / your children active both before & after confirmation?

#6. From your experience, what are the main reasons people drop-out of a church where they were once very active and involved?

#7. How would you describe your community/city? \_\_\_\_ growing \_\_\_\_ declining \_\_\_\_ stable  
(comments):

*Note from the Self Study Committee: Even if you haven't answered all of the questions above, PLEASE answer the following question. Thank you!*

**Considering all of the ministry needs of our congregation, what arrangement\* of Called Church Workers and/or other leadership would you recommend for our congregation - both at this point in time (short term), and for our future (long term), if you see them as different? Please also briefly explain WHY you have recommended your arrangement.**

- (\*IE: Arrangement of Pastor(s), DCE, others, etc. You may want to refer back to the first page where various congregational ministry models are mentioned. Please keep in mind that some ministry roles can be performed only by a Pastor.
- As you consider this, keep in mind that ministry costs which means that we have to consider both what our congregation is willing and able to spend on having Called Staff and/or other leadership - as well as the negative cost to the members of our congregation by not having sufficient staff.

***(Once again, you may also fill your answer in electronically by going to the LINK on our St. Andrew WEBSITE!)***

**Your answer:**

**Additional questions for which your answers will be very helpful in giving direction to our congregation in the future:** (Once again, please attach another sheet of paper wherever more room is needed for your answers, **or you may fill your answers in electronically by going to the LINK on our St. Andrew WEBSITE!** Thank you.)

#8. What do you see our congregation doing in the area of evangelism and witness (outreach)? What are some things we could do to improve?

#9. When have you been most confident that God was working in & through our congregation?

#10. Over our church's history, what have we lost?

#11. What are the gifts and needs of our larger community around us? Where might our congregation come alongside those already doing great ministry and/or meet unaddressed needs of our neighbors?

#12. How well do we currently care for our visitors? What could we do to improve our "care level" for visitors?

#13. What tensions, if any, do you sense exist in our congregation?

#14. How can we better identify and meet needs and/or unmet expectations of New Members?

#15. Is it easy to find a place of ministry to be involved with at our church? What can we do to help more of our people find their special place of service? How can we help you discover your spiritual gifts?

#16. Do people ever "fall through the cracks" here – and if so, how? How can we better care for people and prevent this from happening?

**(Optional):** If you wish to be contacted regarding any of the above questions, please add your name and/or phone number here: \_\_\_\_\_

**Please add any additional THOUGHTS / SUGGESTIONS / QUESTIONS/ adding an extra sheet if necessary, or you may also fill your answers in electronically by going to the LINK on our St. Andrew WEBSITE!**

**PLEASE RETURN TO THE CHURCH OFFICE AS SOON AS POSSIBLE (and preferably by October 10<sup>th</sup>)  
TO HELP FACILITATE OUR SELF STUDY PROCESS! THANK YOU SO VERY MUCH!**

**St. Andrew Congregational Self Study Committee / Ken Koehler, Chairman (701-429-3092)**

St. Andrew Lutheran Church

# CONGREGATIONAL SELF-STUDY QUESTIONNAIRE ENCLOSED!

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