

ST. ANDREW CONGREGATIONAL SELF STUDY / 2023

Dear Members of *St. Andrew*,

Please help us plan for our congregation's ministry needs.

Pastor Jahnke has been serving as our only called worker since Pastor Harvala stepped down last Autumn. This Self Study addresses the question as to whether *St. Andrew* needs to supplement our Pastor with additional Called and/or other paid staff – and if so, in what manner?

Here's a list showing our amounts of ministry staffing in past years and at present:

1975-1989: **Pastor** Asmus, **DCE** Koehler
1989-1990: **Pastor** Asmus, **DCE** Koehler, **Vicar** Paul Holtorff
1990-1991: **Pastor** Asmus, **DCE** Koehler, **Vicar** Jerry Reinke
1992-1996: **Pastor** Asmus, **Pastor** Jahnke, **DCE** Koehler
1997-2003: **Pastor** Jahnke, **Pastor** Zellers, **DCE** Koehler
2003-2014: **Pastor** Jahnke, **DCE** Koehler, and part time paid assistance from **Pastors** Efriamson, Madson, Bunkowske, & **Teacher**, Mrs. Sande
2014-2015: **Pastor** Jahnke, **DCE** Koehler, **DCE Intern** Emily Leising,
occasional part time: Pastor Harvala
2015-2019: **Pastor** Jahnke, **DCE** Emily Leising,
occasional part time: Pastor Harvala
2019-2022 **Pastor** Jahnke and **Pastor** Harvala
Fall 2022- **Pastor** Jahnke

And on the backside of this page are statistics and comments regarding our ministry workload.

Please also review the included document, “*Options for Ministry*”, which describes some other ministry positions we could consider adding to the Pastoral position.

Finally, please fill out the survey found on page 3 and return page 3 ONLY to the church office by March 20th. Please keep all other pages for your information.

To view the results of our most recent congregational self-study, they have been posted on our church website at: www.standrewlcms.org.

The Church Council and Boards will review the results and propose a plan to be voted on by the congregation.

	<u>2022</u>	<u>2018</u>	<u>2015</u>	<u>2013</u>
Communicant membership	633	684**	781	754
Baptized membership	853	941**	1102	1072
**Note: The noticeable reduction of communicant and baptized members in 2018 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 These included those who have either moved away and/or were no longer active and were removed or released.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	140	192	243	236
S.S. number of eligible age	132			
S.S. enrollment	57	103	108	146
S.S. average attendance	33	35	39	58
Bible Study Classes				
Adult (combined avg attendance)	43	61	67	102
Youth Confirmation Class Enrollment	25	29	33	34
Vacation Bible School enrollment	15	38	41	67
Total General Fund income:	\$447,314	\$391,774	\$398,442	\$410,318
Total General Fund expenses:	\$424,439	\$408,051	\$414,545	\$416,841
Synod/District Mission offerings:	\$40,931	\$26,344	\$23,317	\$23,755

Number of baptized members: (we only have current year date for these age groupings): (age)#:
(0-2) 18, (3-5) 15, (6-12) 56, (13-17) 54, (18-39)265, (40-64) 250 (65-84) 150, (85+)21

Average per year number of people brought into the congregation over the past 3 years:

By adult confirmation or baptism: 4, by profession of faith: 2.3, by transfer: 6.3.

Average per year number of people who have left the congregation over the past 3 years:

By removal: 20.7, by release: 2.7, by transfer: 5, by death: 5.3.

Percentage of **communicant** membership not communing during the past year: 47%

Average weekly church attendance is currently 16% of our total baptized membership.

Note: You may find some of these above statistics discouraging. We must take into account the effect of COVID 19 over the last couple of years on attendance. As we return to more normal times, some members have shifted their participation to online worship options. That said, regular in-person attendance in worship and Bible study has not returned to pre COVID numbers here at St Andrew and throughout the country. In response to this, the Missouri Synod has made available a program called "Shepherding Our Strays" as an action congregations can take to encourage members to return to worship. It is a very thorough program that lays out all the necessary steps, people, and training to successfully minister to our "Strayed" and "Straying" members. St Andrew is currently implementing this program.

Considering the ministry needs of our congregation, what arrangement of Called Church Workers or other leadership would you recommend?

As you consider this, keep in mind that ministry costs. Therefore, consider both what our congregation is willing and able to support for Called and/or other paid staff, as well as the negative cost to our congregation by not having sufficient staff.

The model our congregation most recently used was that of two pastors with one having the primary responsibility for oversight of the youth & young adult programs. There are also other options that congregations may consider, as St. Andrew has done in the past. (Note: One option not being considered at this time is applying for a Vicar or a DCE Intern. The reason for this is because of the substantial degree of oversight and time required by their supervisor - in this case our one Pastor - since they are both still in their final year of school preparing for their degree.)

BEFORE indicating your preference below, please read the attached pages entitled: “OPTIONS FOR MINISTRY” which briefly explain some of the advantages and disadvantages of each option. The following have NOT been listed in any particular order of preference.

- 1) ☐ 2 Pastors, with one focused on Youth Ministry
- 2) ☐ 1 Pastor, and a Director of Christian Education focused on Youth Ministry
- 3) ☐ 1 Pastor with help from Lay Leader volunteers
- 4) ☐ 1 Pastor with help from paid Lay Leaders
- 5) ☐ 1 Pastor and a Deaconess
- 6) ☐ 1 Pastor and a Director of Christian Outreach
- 7) ☐ 1 Pastor and a Director of Family Life Ministry
- 8) ☐ 1 Pastor and a Director of Church Ministries

Other) ☐ _____

Please describe why you recommend your selected arrangement, also adding any additional THOUGHTS / SUGGESTIONS / QUESTIONS. Use back side or extra page if necessary.

If you would like to be contacted for further discussion, please add your name and phone number here:

(Please return THIS PAGE ONLY by MARCH 20TH and retain the other pages for your information.)

