

BSLC March Team Strengths and Challenges Survey

Here are the results of the Strengths and Challenges survey. For convenience, member comments have been read, summarized, and tallied by the March Team. The comments, in their entirety, are being reviewed by the elders.

Question 1:

Staff, Elders, Directors Board and Trustees: This area represents staff and governing structure of the church.

Answer Options	Response Percent	Response Count
Where do you see strengths?	86.2%	56
Where do you see weaknesses?	90.8%	59
	<i>answered question</i>	65
	<i>skipped question</i>	7

Strengths

Member Comments	Quantity
Dedicated, committed, helpful people.	15
Trustees	9
Elders: prayerful, Christ-centered, thoroughly research concerns.	9
Model strong commitment to Jesus and the Bible.	5
Staff taking on areas to fill void from staff leaving that could be facilitated by volunteers.	4
Director's Board.	4
Organization.	3
Pete; preaching, outreach, genuine.	3
Respect division of roles/collaborative structure.	2
Small groups.	1
Friendly.	1
Diverse director's board (age, gender, areas of expertise and experience).	1
Competent ministry assistants.	1
Good leadership.	1
Going well.	1
Open minded staff.	1
Great staff.	1
Office staff are hard workers.	1
Elders vote unanimously.	1
Sunday sermon.	1

Challenges

Member Comments	Quantity
Communication/transparency from leadership to congregation; across the board.	16
Staff shortage.	7
Elders; leadership.	5
Staff.	4
Paul Hargreaves' situation; congregation deserves an explanation.	4
Disconnected staff.	3
People leaving for other churches; follow up on missing members.	3
Elders have too much responsibility and are burned out.	3
Need to make study of the Scriptures a priority for nonbelievers, seekers, new and mature Christians.	3
Sense friction between elders and staff\Too much difference in viewpoint.	3
Too much responsibility/expectations put on staff.	2
Micromanagement/inability to give freedom for projects.	2
Need to reorganize all into one board.	2
Heavy responsibilities for pastor.	2
Disorganization.	2
No clear vision/lack of focus.	2
Not sure if staff is committed to LCMS doctrine.	2
Don't know most of these people or what they do.	2
Need to call another pastor to fill void that Pastor Bill left.	1
"Coaster" goals don't adequately describe our mission.	1
Decision making is scattered and not transparent.	1
Staff keep coming up with new ideas but not much is done.	1
Staff is too involved with the governing of the church.	1
Director's board.	1
Are women represented on the Board and the Trustees?	1
Rethink having deacons/deaconesses again.	1
Too much focus on staff productivity creates unhealthy pattern with staff leaving	1
Need to find way to support our leaders.	1
Church leaders need to build up and encourage those serving.	1
Attention needed across congregation; not just young families and new members.	1
Trustees are too protective of physical property instead of caring for body of believers.	1
More input needed from ministry teams in evaluating ministry staff for job performance.	1
Elders become irrelevant when they are harsh.	1
Elders need to identify themselves to their flocks.	1
Poor accountability of staff/elders; problems reach a critical level before action is taken.	1
Staff changes and impact on ministries.	1
Some in these positions are not biblically qualified.	1
Need more women involved.	1
Need more youth involved.	1
Staff making budget decisions.	1
Directors Board have not real decision ability; decisions left to the elders.	1
Why are people with talents for these positions leaving after serving?	1
Top heavy.	1
Lack of diversity on board, staff and elders' board.	1
Things move slowly.	1
No director for Family/children's ministry.	1
Too protective of areas.	1
Need to connect with congregation on a personal level.	1
Poorly implementing discussions when staff leaves.	1

Question 2:

Youth and Family Ministry: This area includes Children's Ministry, Family, and Marriage Ministry.
Young adults, High School and Middle School.

Answer Options	Response Percent	Response Count
Where do you see strengths?	86.7%	52
Where do you see weaknesses?	86.7%	52
	<i>answered question</i>	60
	<i>skipped question</i>	12

Strengths

Member Comments	Quantity
Stori's leadership skills and desire to draw kids closer to God.	17
Dedication and skill of volunteers in children, family and youth ministries.	11
Children's Ministry; working with families; fulfilling Great Commission.	8
Family/Family Tree; young families attending.	7
High School.	6
Comprehensive Sunday School Curriculum.	4
Successful preschool.	3
Family ministry was strong until Paul left.	3
Don't know about marriage ministry.	2
Marriage/new marriage mentors.	2
Trying to draw in parent and youth involvement.	2
Young Adults.	1
Young Moms.	1
Fun and Friends.	1
Family ministry resource table in narthex.	1

Challenges

Member Comments	Quantity
Negative impact of Paul and Gina Hargreaves' departure. Lack of transparency in knowing what happened.	7
Need a dedicated (full-time) ministry staff person for family.	7
Lack support from church and leadership; low priority.	5
Desire more volunteer and leadership opportunities for youth at church (worship) and in community (i.e. food bank).	5
Marriage focus.	4
Dwindling numbers of young families.	3
Young adult ministry.	3
Upheaval in leadership of programs with staff turnover.	3
Recruiting new volunteers.	3
Too many responsibilities for one ministry.	2
Need more volunteers.	2
Youth.	2
Low attendance for high school.	2
Participation.	2
Need help on Wednesday nights.	2
Staff expressing political voices on social media which alienate those with different opinions especially posts that criticize doctrine practiced at BSLC.	1
Didn't know we had family/marriage ministry.	1
Need strong family program to keep families.	1
Family ministry is redundant.	1
Putting middle school and high school together.	1
Children and family ministry.	1
Not enlisting 40-55 age group to mentor young families.	1
Middle school has a weak program; kids are bored.	1
Members are reluctant to join process.	1
Family Sunday messages are not engaging.	1
Very weak in all.	1
Is there a log to show which kids have been contacted and when?	1
Don't have enough high school events that kids enjoy.	1
Need instructions with dealing with children outside the norm (i.e. autism, ADD, shy).	1
No staff for women's or men's ministries.	1
Communication from leadership of what is expected from this ministry.	1
Loss of trust.	1
Lack of mentoring.	1
KC leaders leaving.	1
Volunteers not connecting with the youth.	1
Fatigue factor.	1
Singles after college.	1
Sunday School is lacking.	1
Need to be Bible focused and gospel centered.	1

Question 3:

Discipleship: This area includes Small Groups, Discipleship Team (D2MC), Sunday Adult Classes, Leadership and Volunteer Development.

Answer Options	Response Percent	Response Count
Where do you see strengths?	85.2%	52
Where do you see weaknesses?	91.8%	56
	<i>answered question</i>	61
	<i>skipped question</i>	11

Strengths

Member Comments	Quantity
Small groups: variety, caring, connecting.	21
Sunday Adult classes; multiple options including Bible Study.	19
D2MC; positive start; committed team.	5
Multiple opportunities to get connected with each other; grow and be involved.	4
Skilled leadership and volunteers.	3
Elders who are skilled Bible teachers.	2
Making sure people find a group or engage in a class.	2
Caring.	1
Good interaction and learning.	1
Involvement of church members.	1
Young people involved in leadership.	1
Builds unity similar to that of a family.	1
Shared leadership working on leadership development.	1

Challenges

Member Comments	Quantity
Need development for leadership/volunteers.	20
Small groups' negative impact in not getting to know more people in the church; being silent/closed; seen as cliques; not dividing to create new groups.	17
Lack of clear communication to congregation of activity and opportunities.	8
Lack of transparency in how participants were chosen for D2MC and explaining what it is.	7
More variety of small groups needed.	7
Sunday School classes; dwindling attendance, too rushed, little interaction.	6
No new small groups promoted.	4
Lack of support for leaders and volunteers from those placed above.	4
Need to make sure we provide places for newcomers to get connected.	3
Need discipleship training for building relationships within and outside the church.	3
Need to focus on The Bible and the Gospel.	2
Need more Wednesday night classes since not everyone can be in a small group.	2
Need more classes on pertinent topics.	1
Weaknesses in all areas.	1
Bible Study class on Sundays not well promoted.	1
Need teaching on spiritual gifts.	1
Meetings need to be well structured and meaningful.	1
Not enough communication between various teams and staff.	1
Poor attendance for Trustee work days.	1
Too many options for adult Sunday School classes; offering one class could help strengthen bond between members.	1
No leadership for encouragement, support or instruction on how to lead a Bible study.	1
Only a few groups do outreach.	1
Lack of depth.	1
Not enough ministry staff to guide/teach.	1
Not comfortable with direction and emphasis.	1
No clear definition of discipleship; ministry plan "Pathways to Becoming Followers of Jesus" did not mention studying God's Word.	1
Need to answer why are those in leadership in these ministries leaving the church?	1

Question 4:

Outreach: This area includes two broad categories of support--Missionary support and Social concerns. Social concerns include: Clackamas Service Center, Foster Parent Night Out, Clothes Closet, refugee support.

Answer Options	Response Percent	Response Count
Where do you see strengths?	94.6%	53
Where do you see weaknesses?	85.7%	48
	<i>answered question</i>	56
	<i>skipped question</i>	16

Strengths

Member Comments	Quantity
Foster Parents Night Out.	13
Missions.	12
Great support of all.	12
Dedicated volunteers.	6
Mexico; training members on outreach; include teaching skills to those we serve.	6
Good communication.	4
Outreach is relationship based.	4
Local ones are engaging with community.	4
Social Concerns.	4
Serve broad area of concerns/variety of outreach projects.	4
Good financial support.	4
Refugees.	3
Clothes closet.	3
Global partners help us understand international issues.	3
Clackamas Service Center.	3
Fun and Friends is outreach that shows Christian church in action with all ages involved.	2
Appreciate monthly mission prayer calendar.	2
Preschool is good community outreach.	1
Appreciate missionary visits.	1
Congregation enthusiasm.	1
A few groups are strong but others involve only single person leadership.	1

Challenges

Member Comments	Quantity
Need more ongoing communication to congregation about what's happening and how to get involved in all outreach ministries.	12
Need more directly involved volunteers.	7
Spread too thin.	7
Doing so much outreach that we have not built community within our own church; may not be noticing the needs of BSLC members.	5
Stronger outreach for our immediate community.	5
Need to emphasize evangelism\sharing faith while serving.	5
Need to focus on building deep relationships and making an impact in these areas.	3
Always being told to do more/burning out.	3
Need more nonthreatening, enjoyable community events that will draw others to join us (seminars, concerts, rummage sale).	2
Declining support for Clackamas Service Center.	2
Mixed messages with "when helping hurts" and Clackamas Service Center.	2
Not being able to overtly share faith and talk about Jesus when serving some groups.	1
Some of missionary budget could be invested in discipleship within our community.	1
Wider variety of outreaches in the past; smaller focus because of reduced membership.	1
Financial support.	1
Need to attend to problems at church before getting too involved with outside projects.	1

Question 5:

Worship: This area includes Sunday services, seasonal services, worship teams.

Answer Options	Response Percent	Response Count
Where do you see strengths?	92.3%	60
Where do you see weaknesses?	90.8%	59
	<i>answered question</i>	65
	<i>skipped question</i>	7

Strengths

Member Comments	Quantity
Excellent messages; solid preaching with preparation and presentation.	33
Worship teams; good variety, musicians praising Jesus with their talents.	25
Music.	8
Blend of hymns and worship music.	6
Sunday services are engaging; getting us to be involved in God's kingdom.	6
Strong biblical teaching; Scripture is read.	5
Communion.	4
Worship songs are strong and meaningful.	4
His stories.	3
Family message.	3
Participation.	2
Dedicated Enjoy People Team (greeters, ushers, etc.).	2
Improved Christmas/Easter services.	2
Communication on mission and social concerns.	1
Illustration of two mountains in front is helpful in connecting Bible books to God's story.	1
Tech/sound crew does a good job.	1
Prayer is valued.	1
Variety in worship forms.	1
Organist.	1
Emphasis on Jesus.	1
Authentic.	1

Challenges

Member Comments	Quantity
Worship teams need more members and strong leadership; stretched thin.	15
Seasonal services are weak or not inviting to guests.	10
Declining membership/follow-up on members who are absent for a long time.	8
Lutheran liturgy lacking (creeds, Lord's Prayer, responsive reading, confession, absolution).	5
Would like to sing more traditional hymns.	4
More variety in music.	4
Would like more organ music; maybe hire an organist.	3
Need more volunteers for Enjoy People and tech teams.	3
Sound system needs improvement for elderly and hard of hearing; "off" sound.	3
Need to stay focused with reinforcement of emphasizing Gospel and Jesus; i.e. Christ's birth (Christmas) and Christ's death and resurrection (Easter).	2
Too much creativity in interpreting text; focus should be to understand author's intent; directed from Bible.	2
Need to hire a part time music director.	2
May be nice to have one worship service every now and then to all worship together.	2
Sunday services do not build up believers with tools to use throughout the week; not encouraged.	2
Not enough time on Sundays for personal connection.	2
No response/follow-up to communication cards.	1
Not praying after reading from the Word of God.	1
Need to use more technology to engage people.	1
Having others besides biblically trained pastor giving sermons.	1
Need for praise team to lead all songs.	1
Rarely any special music.	1
Need to be reminded of basic Christian beliefs of the Bible so "world" doesn't creep into the church.	1
Need to give worship team more freedom in choosing songs.	1
Too much emphasis on how we need to be doing more.	1
Need to explore options for worship during the week to reach more people.	1
Family message.	1
Would like more His stories.	1
Conflict of worship styles doesn't appeal to young people.	1
No structure.	1
Miss sermon outlines.	1
Push to go back to liturgy/hymns many lose interest of young families.	1

Question 6:
How is our church doing when it comes to teaching the Bible?

Answer Options	Very Poor	Poor	Average	Good	Excellent	Rating Average	Response Count
	0	6	14	22	27	4.01	69
						<i>answered question</i>	69
						<i>skipped question</i>	3

Comments

Strong preaching from Pastor Pete; great connections with backpack/boulders and 1st and 2nd mountains; sermons help with understanding the Bible better.	10
Prefer different sermon approach (i.e. exegesis, law/grace, LCMS doctrine of grace, life application).	5
Need more Bible studies on Sundays and Wednesdays.	4
Are we letting the Bible impact our hearts and change our lives? Need deeper connection with the Word.	4
Need more practice and skill development for those who would like a stronger foundation on the Bible such as a class or online tools to ask questions.	3
Lots of opportunities with classes offered/clear focus on the Bible.	2
Need part-time outreach pastor.	2
Not involved with classes at church; don't expect to learn anything new compared with my own studies in theology.	1
Need better communication about what is offered and logistics.	1
Jan's class was great as well as others.	1
Sermons, family messages and all children's programs include Scripture.	1
KC Sunday curriculum connects everything to Jesus.	1
More in-reach is needed to focus changing ourselves as we grow in faith. Once we understand what God requires, we can then get involved with ministry.	1

**Question 7:
How is our church doing in the area of fellowship?**

Answer Options	Very Poor	Poor	Average	Good	Excellent	Rating Average	Response Count
	4	21	22	20	3	2.96	70
						<i>answered question</i>	70
						<i>skipped question</i>	2

Comments

None or not enough opportunities for whole family/ multi-generations/congregation to fellowship. Such as plant exchange, potlucks, picnics, teas, etc.	12
Small groups offer good fellowship opportunities.	10
Small groups are isolated and segregated by age; have become cliques.	6
Need to plug newcomers into small groups right away.	2
Need more social time after church with coffee and snacks\More community building.	4
Need more ways to interact with each other.	1
Saints Alive.	1
Why have people left? Have elders contacted them?	1
No family ministry director.	1
Not enough emphasis on small groups.	1
Visitors would feel more welcomed if we included time in worship to greet those around us.	1
Difficult to build relationships outside of small groups.	1
Past church council leadership structure brought more unity and fellowship to our church.	1
Meeting and greeting is great.	1
Like tables and chairs in entryway.	1
People don't tend to come out for stuff.	1
Get to know people who attend same service, and during fellowship time and Sunday School class.	1

Question 8:

How is our church doing when it comes to assisting members who are in need of practical help?

Answer Options	Very Poor	Poor	Average	Good	Excellent	Rating Average	Response Count
	2	10	30	15	8	3.26	65
						<i>answered question</i>	65
						<i>skipped question</i>	7

Comments

Needs may not be communicated to church family.	5
We help those who make their need known.	5
Small groups/men groups help those they know or bring it to the attention of a staff member.	4
Good job with coordinating helping people move and providing a meal after funerals.	4
Not everyone knows how to access help when needed.	3
Stephens Ministry does a good job.	3
Poor communication.	2
Need greater emphasis on helping members through service projects.	2
Saints Alive.	2
May be difficult to evaluate due to privacy issues.	2
Volunteered to help when needs arise but have not been called.	2
Need follow up on communication cards.	1
Grieving over members who have left. What efforts are we making to find out what's wrong and how we can help?	1
Needs improvement.	1
Many opportunities are advertised but not aware of participation or success.	1
Whole congregation needs to be involved in service projects on a regular basis.	1
Need to move outside walls of BSLC and share God's love with everyone.	1
Lack of follow up when people are away for a long time; need to show concern.	1
Need to announce at each service those in the hospital or homebound to keep congregation informed.	1

Question 9:

On a scale from 1-5 how likely are you to recommend BSLC to someone who is looking for a home church?

Answer Options	Not at all likely (1)	2	3	4	Very Likely (5)	Rating Average	Response Count
	9	11	15	16	16	3.28	67
						<i>answered question</i>	67
						<i>skipped question</i>	5

Comments

Hard to recommend with church in transition/struggling; waiting to see what comes from process we're going through; need healing first; answer would have been different in the past.	14
Love BSLC/great church.	6
Leadership concerns; not enough; needs change.	4
Need more in-depth Bible study classes.	2
Declining membership needs to be addressed.	2
Great message from the pulpit.	1
Lack of unity between the staff and elders.	1
Moving away from Scripture.	1
Need more volunteers.	1
Too formal for today's culture.	1
Women not having access to all ministries may be issue for young families.	1
BSLC is welcoming.	1
We can band together and bring more unity to congregation.	1
Good facilities.	1
Need to share message of love and not judgment to those who haven't been at church for a long time.	1
Visitors and new members are not likely to join a small group.	1
Church isn't aimed at doing what God wants us to do.	1
Lack of vision.	1
Hope we can continue work started by Paul Hargreaves in bringing young families together and building one another up and giving tools and ideas to teach and raise kids in Jesus.	1
Need more promoting and mentoring for strong, healthy, Christ-centered marriages.	1
Need classes for new Christians.	1
Solid foundation and solid teaching.	1
Easier to invite people to an activity or Sunday service.	1
No one noticed that we were gone.	1
Depends on their ages and kind of church they're looking for.	1
I'm not feeling spiritually fulfilled so can't expect my friends to enjoy experience if I'm not.	1
Good for Lutherans but not for those used to a vibrant, discipling community.	1
Need to reach out to unchurched.	1
My adult children who have abandoned church would not find anything interesting here; I would recommend Imago Dei even though I've never worshipped there.	1
Only reservation is that church seems uncomfortable at receiving people that are obviously marginalized.	1