

TOP LEVEL THEMES - KING OF KINGS CONGREGATIONAL SURVEY - October 2010

Table of Contents (clickable)

Primary Survey Theme Results	1
1. A sense of community & welcome is important at King of Kings	1
2. Commitment and involvement in King of Kings is a key theme.....	2
3. Leadership, succession planning, clarifying the pastoral role and mutual accountability is important..	3
4. A review of the King of Kings Mission offers suggestions for updates	5
5. The King of Kings culture is an important theme to members.....	5
6. Worship is important at King of Kings	8
7. Having a focus on our youth programs is important at King of Kings	9
APPENDIX – Demographics	10

Primary Survey Theme Results

1. A sense of community & welcome is important at King of Kings

Comment Tally

- 79 comments speak specifically to the sense of community & welcome
 - 14 statements indicate strength,
 - 12 indicate a neutral comment or wish
 - 12 indicate a weakness

Sample comments

- I came back because people immediately noticed us when we came and talked to us and made us feel welcome. Standing around the little buffet having cookies and coffee and talking is a big part of the church experience. I am less spiritual, but very much crave social contact to warm, decent, open people, and that's what I found (and keep finding) at KoK.
- I think for the size of the church K of K offers a lot! One thing it does well is have a great choir. Sunday School is good, too, including adult SS. I love the Christmas program. While we don't have a big seniors program, it seems like if it was wanted, it would be more talked about and the seniors themselves could help determine what kind of thing that might be. We are not big enough for a singles group, I think, but there are area churches that can be attended just for that. I think we are good at being attentive and accommodating and one of the things you don't find everywhere is compassion.
- Events with fellowship and food are generally most successful. Soup suppers, breakfasts, etc. This offers a good opportunity for the members to spend time with a variety of other members. These events need to continue.
- I like that King of Kings is diverse, made me feel very welcome from day 1 and thus was inclined to return.
- I think you are really trying to build a more interactive church family, but it's really difficult with individual's work/family commitments.

- ... This church is very laid back and loose in how it is organized & structured. A certain amount of arbitrariness and favoritism exists; a small amount of people seem to be over-involved (maybe even territorial about their duties ??) (Maybe put a cap on the time for people's duties ??) New members need more support from folks. I do not observe it happening. Perhaps give new member packets, loaf of bread to one's door, require new member ceremonies, regularly reach out and include new people in activities. Check in with them for a little while; and the very least, verbally be welcoming. We all could begin with and practice that.

In addition there were

- 18 - comments related to social events in general
- 11 - comments related to the annual Garage Sale
- 10 – meals, food related comments
- 2 - comments related specifically to holiday services

2. Commitment and involvement in King of Kings is a key theme.

Comment Tally:

- 68 comments speak specifically the personal level of involvement
 - 21 statements indicate happiness with the personal level of involvement
 - 23 indicate a neutral position - maybe happy with the level of personal involvement
 - 24 indicate dissatisfaction with the level of involvement

Sample comments

- I think it is important to show thankfulness and a willingness to give and help out.
- I believe God always has a vision at K of K. I think that we as a congregation need to put forth a large effort in getting visitors and new members involved in all areas of the church while constantly challenging members to continue trying new areas of faith.
- Participation is a product of motivation, health, prioritization, and talent. I do believe that we (collectively) do a good job at encouraging members to participate. I would like to see more participation among men--discussion groups, etc which could help men sort through the many issues facing men in society. We are no longer "hunters and gatherers" and the roles of men and women, husbands and wives, are ever evolving and this leads to confusion for many men--women as well. This could be a significant step into the future of our church community. It is the sharing of experiences and ideas which will strengthen our church family and provide increased support for our youth as they mature into adulthood.
- I could probably contribute a little more. Please keep reminding members that they can always start contributing or contribute more if they want to. I like that there is no pressure, though.
- Sometimes it seems like my participation has to be too much because others are not involved as much as they could be and I wouldn't mind taking a lesser role if others will get more involved. But I like to keep busy around K of K. Fortunately I've felt supported when I needed to transition from one ministry or form of involvement to another. I hope we do so for others as well.
- I don't think the congregation as a whole realizes what jobs/tasks some are doing silently behind the scenes. Not that we have to name the individuals, most likely they don't really want to have their names broadcasted. But acknowledgements in the newsletter would allow others to see what

really needs to be done to make KofK what it is. This is along the lines of the gratitudes that have been listed in the newsletters before. These were nice kudos, but what about things like:

- someone volunteered x hours to prep the newsletter/bulleting
 - someone volunteered x time to clean out the storage room
 - x time was spent by someone to buy bathroom supplies.
- There are a few people like Michael that see what kind of time others put in during the week when most everyone else is going about their weekly things.
 - I'd like to see more Kof K congregation members get more involved with K of K. Not just the same people doing the same things. I'm seeing too many of these people burn out and no one stepping up to take their place. Examples, Cleaners, Coffee after service, repairs on building, SS teachers, Hosts, Assisting Minister, helping out at social events, funerals, the list goes on.
 - I think any limitations here are my own due to work/family schedule, and the fact that I just can't be at church events as much as my own family was while I was growing up.

3. Leadership, succession planning, clarifying the pastoral role and mutual accountability is important

Comment Tally:

- 60 comments speak specifically to leadership and succession planning issues:
- 21 statements indicate strength
- 25 indicate a neutral comment or wish
- 14 indicate a weakness

Sample comments

- The pastor's sermons are always carefully planned and well-delivered. They are thought-provoking with excellent application to contemporary life and thought. This trumps the areas where I feel there is need for improvement.
- It's a difficult position to be a lone pastor in a church, because people often look to you to be/do everything. Among the many roles/tasks, I'd stress (1) supporting/encouraging the good works being done/offered by the congregation, (2) constructively identifying areas that need improvement and pushing the congregation to move in that direction (Rod Buland's leadership to institute weekly communion practice at K of K is an example that comes to mind), (3) teaching (sermons, confirmation, Adult study), and (4) pastoral/ counseling help for those in need, shut-ins, etc. I think we need to better relieve our pastor of office tasks, and church management (finances, contracts, staff). We also need to institute ways to help our pastor set goals and remain accountable to those goals and his/her own spiritual growth. I think a pastor needs to recognize that what they say, how they say it, and what they do is observed and has a big impact. Pastors are, of course, human and imperfect like anyone, but they need to be open to new ideas and the many ways that the Spirit may work w/in and outside of various traditions.
- A pastor teaches, encourages others to reach for their potential in all arenas of life. Afflicting the comfortable and comforting the afflicted is often a statement that is present in sermons. Visiting the families in the congregation is a worthwhile endeavor if possible. I think the pastor then has a sense of his/her flock and what individuals need to be supported. Careful study of the Bible lessons for a sermon is good. We receive that careful study now. Interpretation to challenge us to

think for ourselves about the Bible's message each week is important. Being the shepherd of the flock is vital and reaching the one lost is important. I am not in that role so have no idea of the daily stresses or responsibilities. I don't know what one person can do. Certainly to be a model of proper behavior is important. No person, not even pastors are perfect, but to do what is right is vital.

- Taking time to listen and caring are important. Insightful sermons. Leadership without being too heavy nor too light.
- At King of Kings (or a church like it), a pastor needs to be
 - a. Spiritual leader
 - b. Administrator
 - c. Visionary (with help of Council)
 - d. HR director
 - e. Task masterMichael is great at a above, but needs coaching, training, and assistance with b through e.
- Best experience: Challenging, thoughtful, gifted sermons help us grow. Pastors who provide helpful support and counsel to those who are hurting. Pastors who provide positive, uplifting, collaborative leadership in making decisions. Pastors who do hard things, even when it is uncomfortable. They avoid avoiding. They seize the day and get it done! Pastors who grow past limits, who use the power of the membership so that $1 + 2 > 3$.
- It'd be nice to see renewed energy & vigor & enthusiasm here, more cooperation between people, more people stepping up to do duties/activities that a few people have always done, more reaching out to and including others to participation, more open communication & acceptance among members.
- Too often, however, the same people teach and organize. A way to inspire new faces to join in the organization/teaching is needed.
- I think we need to revive the new member session that we held in the evening, where congregation members would stop by and explain the ministry they were involved in or something of the history of the church, and someone from council would stop by to answer questions, explain stewardship at K of K, ministry opportunities at K of K.
- We need to introduce succession planning into ministries, emphasizing openness to new members (and also current members) who want to get involved in "well oiled" ministries. We may have unrecognized/unseen barriers to people joining ministry groups. Those involved in ministries need to willing to make space for new people, new ideas and input, work on openness to change, blending ways of doing things.
- I think we were unprepared for what it means to have a "First Call" pastor, and need to follow-up on what this means for us now.

4. A review of the King of Kings Mission offers suggestions for updates

Comment Tally:

- 38 comments speak specifically to King of King's mission:
- 20 statements indicate strength,
- 12 indicate a neutral comment or wish
- 6 indicate a weakness

Sample comments

- I like that this is an invitation to action and responsibility, the service aspect. I would like to see something about acceptance of all people the way they are.
- Typo? offers support is listed twice in the third statement. Otherwise, good.
- Boy does that express not only what King of Kings is about, but also what God is doing through us. Yet we may wish to eliminate some of the duplication ie: "offers support."
- A little wordy but all four statements are excellent and embrace the full measure of the Church's mission.
- I like the emphasis on Grace and service. I wouldn't change the message, perhaps just make it more succinct - it is lengthy and wordy and could hold the same ideas in a shorter number of sentences.
- I appreciate a pastor who is excited about listening to Jesus and is ready to help us to take His presence into our life and community. What that means is that He doesn't get stuck with believing that God stopped communicating with us somewhere in the first century. Why should we let some old men in about 325 AD tell us that the "Canon" is closed. That is sort of like telling God to be quiet so that we can live like 2000 years ago. I believe that even as our pastor seeks to bring the message of God's grace and peace to us, we have a responsibility to bring that grace and peace to him/her. In management, I always believed in being ready to assist and encourage staff to use their talents and abilities to achieve our goals (and the same staff were involved in setting those goals). I guess, we should be meeting with our pastor to set goals and explore areas of strength that will give us all a sense of accomplishment towards achieving the vision of our mission.
- I think it needs a biblical quote to set the basis of the mission. I don't have a suggestion except to use one from the ELCA mission statement. Maybe we could sound more inclusive. In line three "all" is there but how do we emphasize it? We should be a Reconciled in Christ congregation.

5. The King of Kings culture is an important theme to members.

Comment Tally:

- 52 comments speak specifically to the topic of culture:
- 26 statements indicate strength,
- 12 indicate a neutral comment or wish,
- 14 indicate a weakness

Sample comments

- To grow with the times, to adapt. Our values include: openness to those who aren't the "traditional church folks" type but have spiritual beliefs that find a home at King of Kings, along with those who have aspects of their beliefs that ARE more traditional. (Proud) Openness to invite visitors to our communion table. (Proud) Including children to worship with us, be a part of the worship service. (Proud)
- Structure that embraces all the good things in the ELCA liturgy, what it means to be an ELCA Lutheran church body, an underpinning of support for our worship and beliefs.
- I have always felt a community and welcoming spirit at King of Kings. The emphasis on family and mental health means a lot. The idea of embracing the basic positive tenants of Christianity including the Golden Rule, helping each other and respecting diversity and our world are values that I hold tight. In general with traditional religion, I still struggle with the hypocrisy and judgments that can get involved.
- I am particularly proud that we are an accepting congregation - I hope...I like the diversity of our congregation. I like the sharing of the peace, the way we make contact in such a personal way. And that people shake hands with strangers. To accept everyone, no matter what - that makes me proud!
- In general, I think we obsess about the "welcoming" issue. K of K is open and friendly - no question. Compared to many churches I've attended, KoK is very accepting of all sorts of people (and I value that greatly!). This culture has been in place for a very long time. While some may feel the need to take a next-step such as becoming a RIC church, it is far more important to "live our values" (i.e. be open and welcoming) than to get a label for the door. Actions speak louder... etc.
- We're good at recognizing visitors and making them feel welcome. We're welcoming to families with children. I believe we are open to people who are different from us (race, culture, abilities) but I don't think that we are especially welcoming. That's because our way of doing things is pretty middle class, highly educated, feeling ourselves liberal, Lutherans. And this may be our niche. Because we are a fairly small congregation, we aren't able to provide connections for people from a variety of groups.
- In my view, Jesus was a revolutionary and rabble-rouser. In other areas, I've written about the way KoK fills my spirit and offers opportunities for service. However, KoK often is way too shy and comfortable about where we are. I don't see us as taking risks - being bold in the Spirit - to help our members and the wider community witness to Jesus' teaching. For example, we've been stalled as an RIC congregation for years. It is ironic that we're willing to express that torture is wrong, but only through a small poster inside our building.
- Youth programs have come on strong lately, especially the middle school. We are great for families with kids and the parents / grandparents of these families. Also, for those from 12-step groups. We do NOT, however, reach out well to: a) Minorities, b) Those with less than a college degree, c) Those without cars, d) Those who didn't grow up Lutheran, e) Singles

- Personally, I think that it is vital that KoK get OUT of its building and into the community.
- There are some "closed" groups that don't expand to include others. This happens before and after worship and during events.
- To grow with the times, to adapt. Our values include: openness to those who aren't the "traditional church folks" type but have spiritual beliefs that find a home at King of Kings, along with those who have aspects of their beliefs that ARE more traditional. (Proud) Openness to invite visitors to our communion table. (Proud) Including children to worship with us, be a part of the worship service. (Proud) Structure that embraces all the good things in the ELCA liturgy, what it means to be an ELCA Lutheran church body, an underpinning of support for our worship and beliefs.
- I have always felt a community and welcoming spirit at King of Kings. The emphasis on family and mental health means a lot. The idea of embracing the basic positive tenants of Christianity including the Golden Rule, helping each other and respecting diversity and our world are values that I hold tight. In general with traditional religion, I still struggle with the hypocrisy and judgments that can get involved.
- I am particularly proud that we are an accepting congregation - I hope...I like the diversity of our congregation. I like the sharing of the peace, the way we make contact in such a personal way. And that people shake hands with strangers. To accept everyone, no matter what - that makes me proud!
- In general, I think we obsess about the "welcoming" issue. K of K is open and friendly - no question. Compared to many churches I've attended, K of K is very accepting of all sorts of people

(and I value that greatly!). This culture has been in place for a very long time. While some may feel the need to take a next-step such as becoming a RIC church, it is far more important to "live our values" (i.e. be open and welcoming) than to get a label for the door. Actions speak louder... etc.

- We're good at recognizing visitors and making them feel welcome. We're welcoming to families with children. I believe we are open to people who are different from us (race, culture, abilities) but I don't think that we are especially welcoming. That's because our way of doing things is pretty middle class, highly educated, feeling ourselves liberal, Lutherans. And this may be our niche. Because we are a fairly small congregation, we aren't able to provide connections for people from a variety of groups.
- In my view, Jesus was a revolutionary and rabble-rouser. In other areas, I've written about the way KoK fills my spirit and offers opportunities for service. However, KoK often is way too shy and comfortable about where we are. I don't see us as taking risks - being bold in the Spirit - to help our members and the wider community witness to Jesus' teaching. For example, we've been stalled as an RIC congregation for years. It is ironic that we're willing to express that torture is wrong, but only through a small poster inside our building.

- Youth programs have come on strong lately, especially the middle school. We are great for families with kids and the parents / grandparents of these families. Also, for those from 12-step groups. We do NOT, however, reach out well to: a) Minorities, b) Those with less than a college degree, c) Those without cars, d) Those who didn't grow up Lutheran, e) Singles
- Personally, I think that it is vital that KoK get OUT of its building and into the community.
- There are some "closed" groups that don't expand to include others. This happens before and after worship and during events.

6. Worship is important at King of Kings

Comment Tally:

- 39 comments speak specifically to the topic of worship
- 18 statements indicate strength,
- 12 indicate a neutral comment or wish
- 9 indicate a weakness

Sample comments

- Yes. The worship fulfills me and emphasis put on the children like the children's sermons and allowing children to stay in the service is great. Raise the children in the Church is great.
- Yes, I feel like I am spiritually fulfilled because of the atmosphere and what I feel after attending church on Sunday.
- Yes, I've grown a great deal since coming to K of K. Every Sunday morning is still a stirring and inspirational event. I wouldn't want to try to get through my week without it.
- King of Kings is tremendously fulfilling to me. I look forward to many years to come. I learn something that I can apply in my daily life at every service.
- I like the worship, programs and events at K of K. I like the liturgy, music, outreach, fellowship, study opportunities
- KOK, itself does not limit my spiritual fulfillment. I'd have to cite other external factors. I think the worship service should be shortened to be more family friendly. After 1 hr, the little ones get antsy, especially if also attending Sunday school. Children's message and sermons could be even more effective if more succinct. This would make the whole Sun am more fulfilling to me.
- I am always on the road to spiritual fulfillment. It is a journey. Any limitations are of my own making
- I've never really cared for the outdoor services
- There are times when the worship experience leaves much to be desired. Having many different forms of liturgy does expose one to a variety of experiences but for many worshippers, the

constant change from one liturgical setting to another is not user-friendly, and some of the settings may be fine for a professional musician but unfriendly to one less musically gifted.

- I really do not approve of the toys that the children receive after the children's sermon. It seems that they are only waiting for their toys. In fact, a child said to the substitute pastor, that Michael always gives them toys. I was a little embarrassed by that. The children like Michael very much for more reasons that that he gives them toys. Also, think about the money. These toys are cheap, but still...

7. Having a focus on our youth programs is important at King of Kings

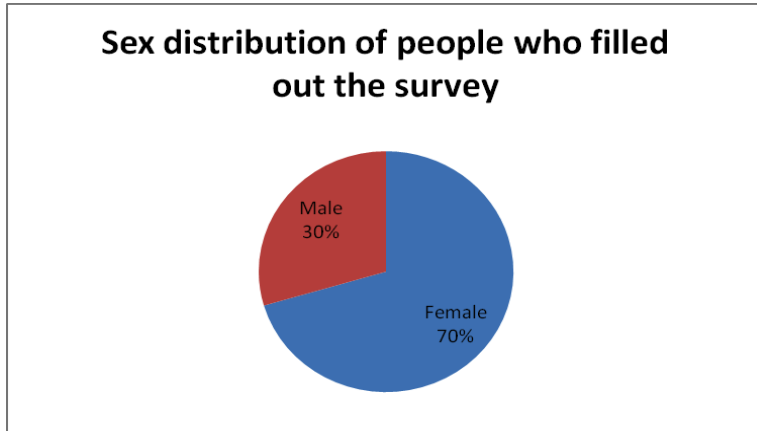
Comment Tally:

- 24 comments speak specifically to our youth
- 6 statements indicate strength
- 13 indicate a neutral comment or wish
- 5 indicate a weakness

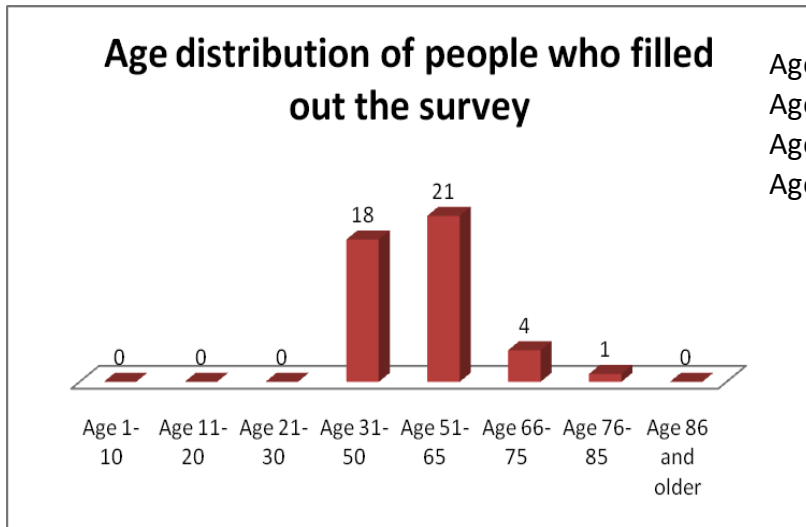
Sample comments

- Youth programs have come on strong lately, especially the middle school.
- We are great for families with kids and the parents / grandparents of these families.
- For the Church to maintain attendance by members, a key feature is the Sunday School. While challenging to organize and staff, it brings lots of benefits.
- (Vision) We reach 400 in membership by Year 2015 including a vibrant youth program. Expanded bible fun & games adult program and expanding music program. Youth pastor. Area Lutheran pastor support/leadership growth group.
- I think continuing programs to support the community and youth seem to me a direction that I think God guides us.
- I think KOK is very welcoming to all, including families with young children. However, I think it would be nice to include the children in some other ways to engage them besides SS and youth groups. How about including them more regularly in the service reading scriptures, sharing music, children's choir, etc.
- Youth program lacks youth.

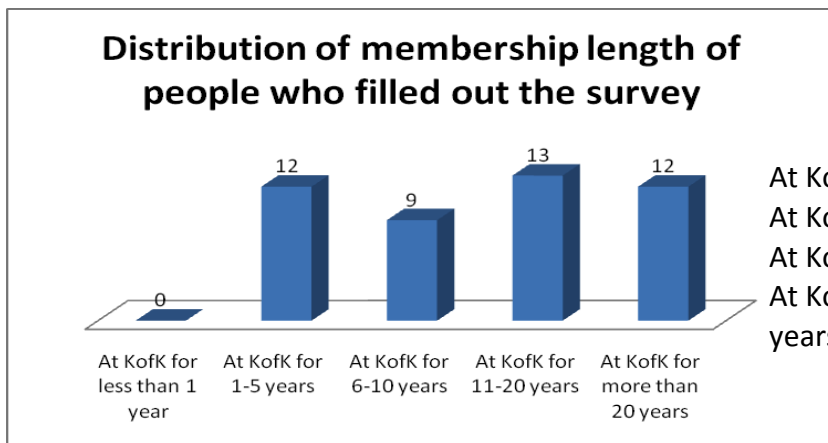
APPENDIX – Demographics



Female 31
Male 13



Age 31-50 18 41%
Age 51-65 21 48%
Age 66-75 4 9%
Age 76-85 1 2%



At KofK for 1-5 years 12 26%
At KofK for 6-10 years 9 20%
At KofK for 11-20 years 13 28%
At KofK for more than 20 years 12 26%