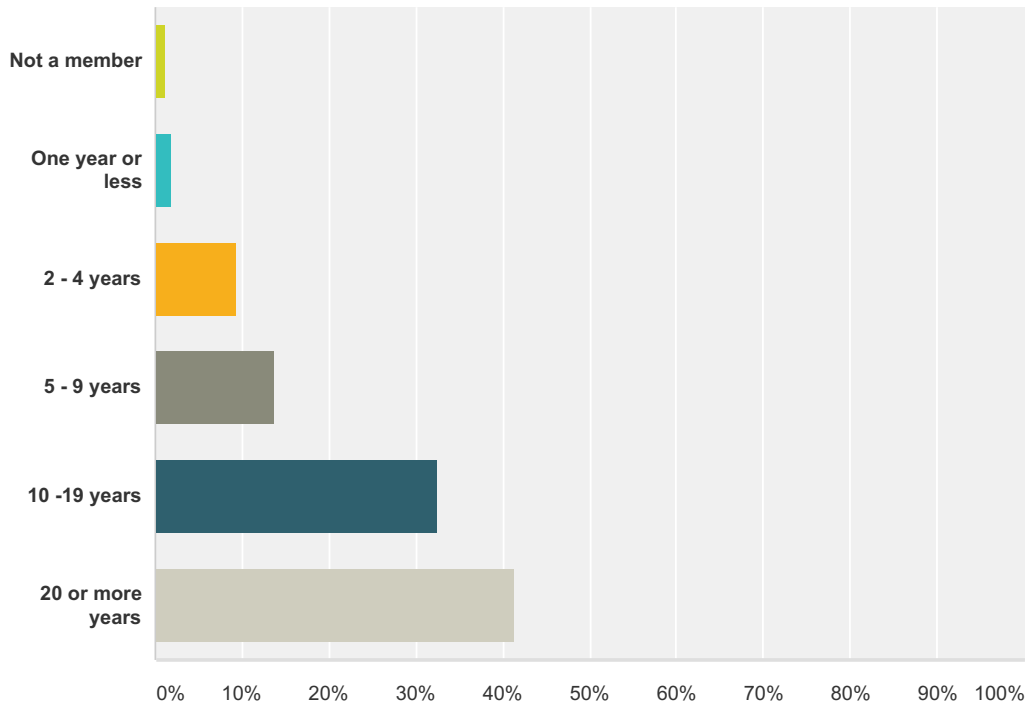


### Q1 1. How long have you been a member of TLC?

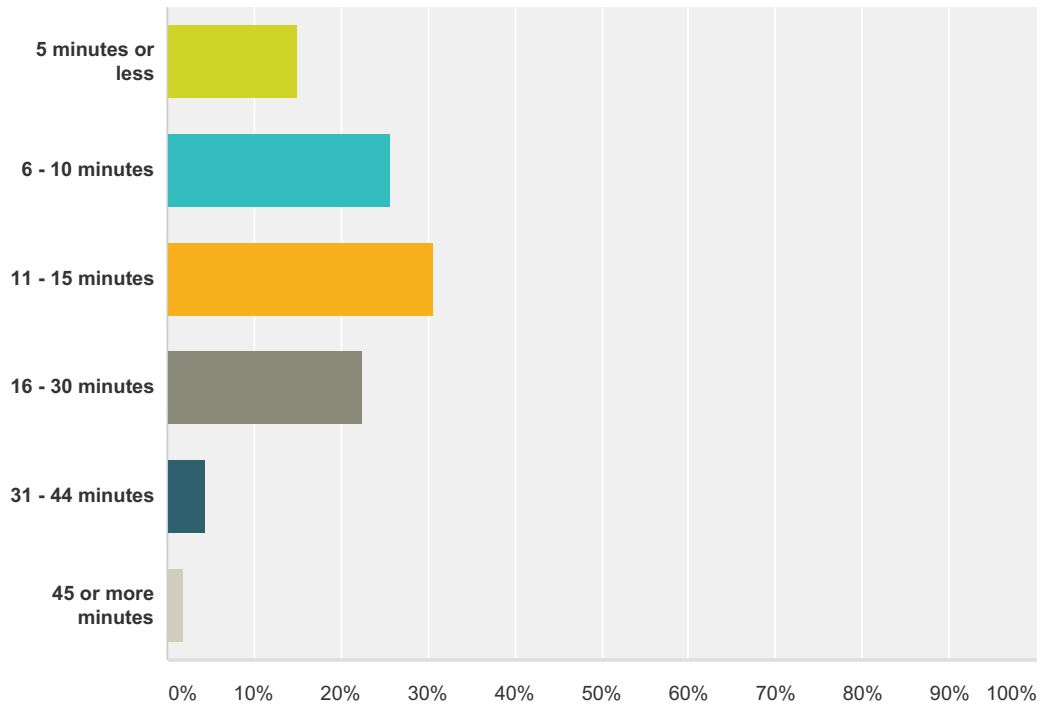
Answered: 160 Skipped: 5



Answer Choices	Responses
Not a member	1.25% 2
One year or less	1.88% 3
2 - 4 years	9.38% 15
5 - 9 years	13.75% 22
10 - 19 years	32.50% 52
20 or more years	41.25% 66
<b>Total</b>	<b>160</b>

## Q2 2. How long does it usually take you to travel from home to church?

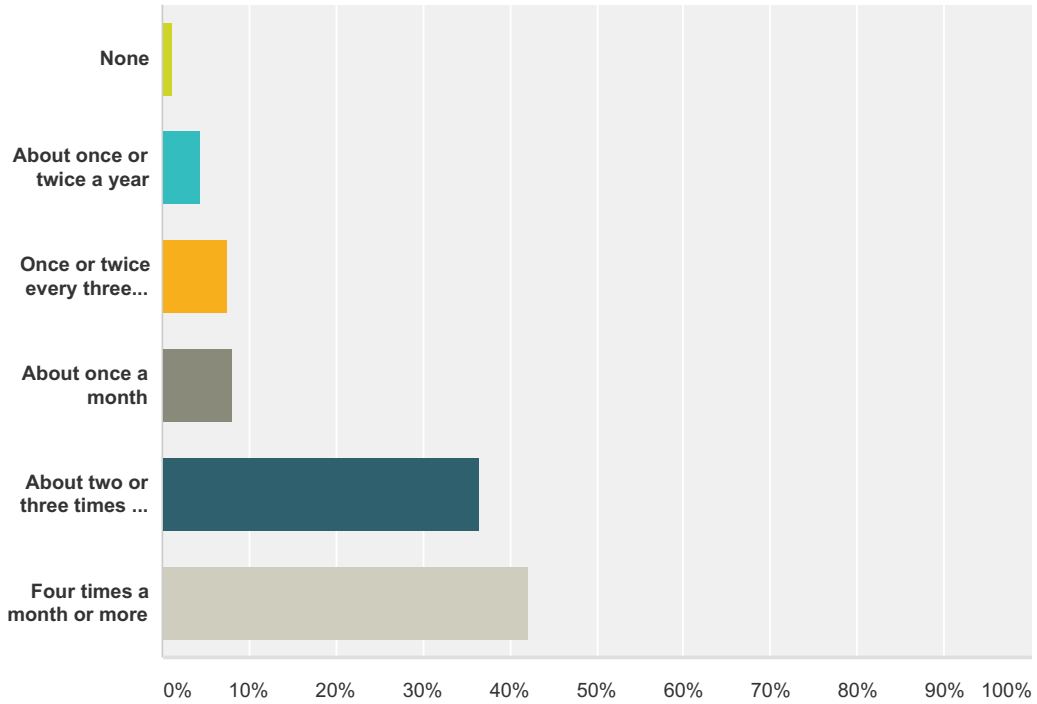
Answered: 160 Skipped: 5



Answer Choices	Responses	Count
5 minutes or less	15.00%	24
6 - 10 minutes	25.62%	41
11 - 15 minutes	30.63%	49
16 - 30 minutes	22.50%	36
31 - 44 minutes	4.38%	7
45 or more minutes	1.88%	3
<b>Total</b>		<b>160</b>

**Q3 3. On the average, about how many times have you attended church worship during the past 12 months?**

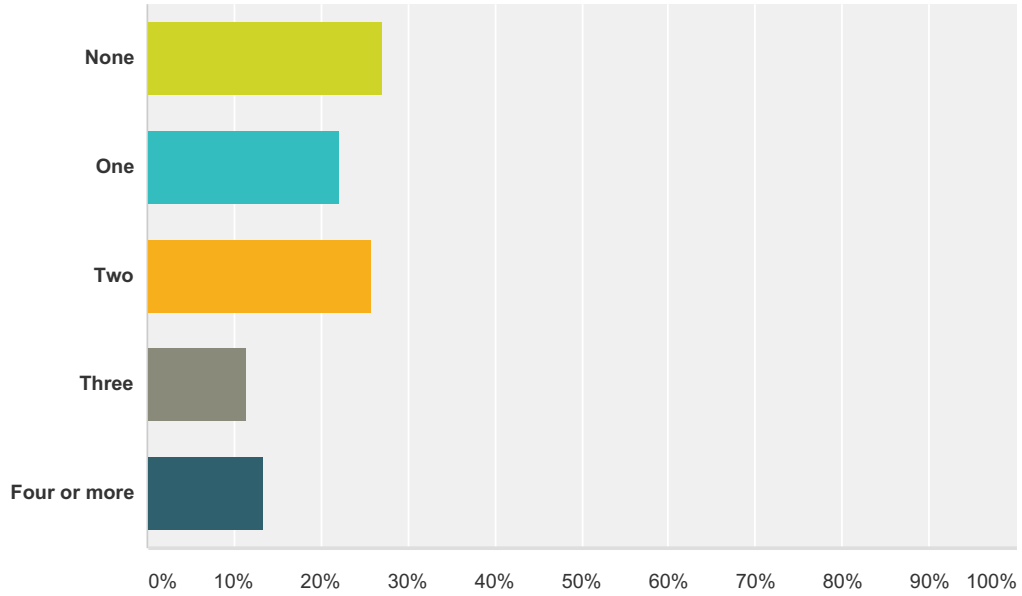
Answered: 159 Skipped: 6



Answer Choices	Responses
None	1.26% 2
About once or twice a year	4.40% 7
Once or twice every three months	7.55% 12
About once a month	8.18% 13
About two or three times a month	36.48% 58
Four times a month or more	42.14% 67
<b>Total</b>	<b>159</b>

**Q4 4. In how many TLC organizations, committees, and groups do you hold membership (not counting congregational membership itself)?**

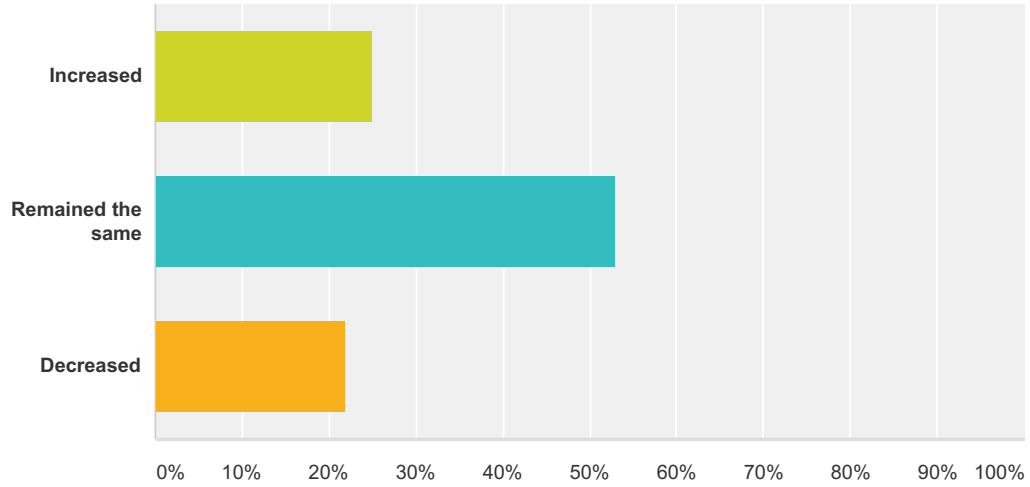
Answered: 158 Skipped: 7



Answer Choices	Responses	
None	27.22%	43
One	22.15%	35
Two	25.95%	41
Three	11.39%	18
Four or more	13.29%	21
<b>Total</b>		<b>158</b>

**Q5 5. Has your involvement in the congregation increased, decreased, or remained about the same in the last few years?**

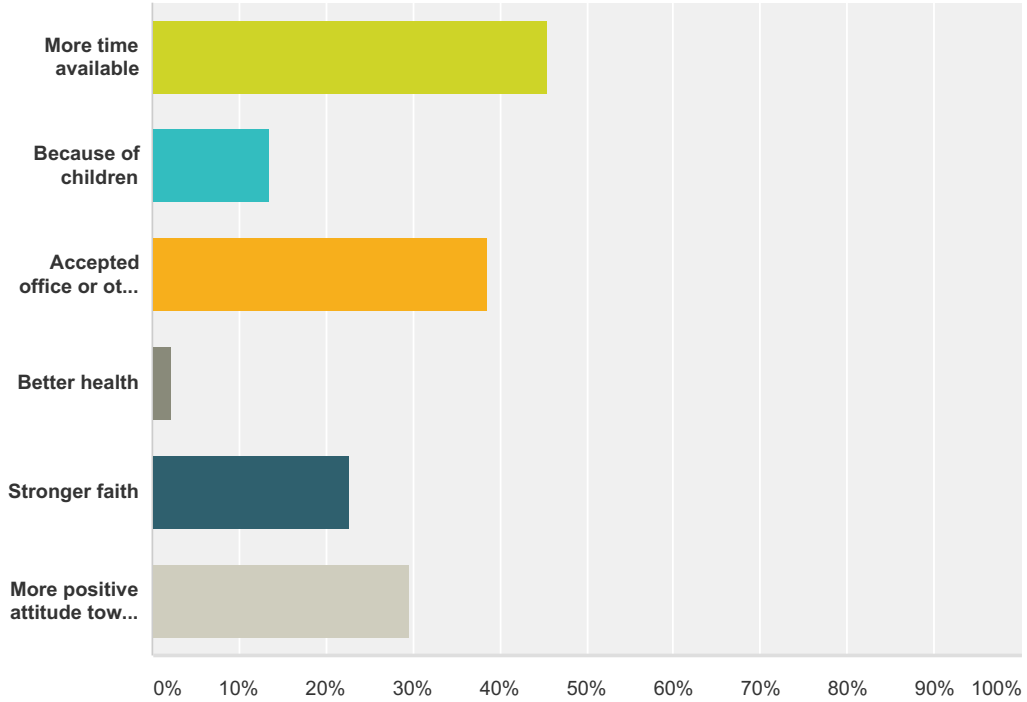
Answered: 160 Skipped: 5



Answer Choices	Responses	
Increased	25.00%	40
Remained the same	53.13%	85
Decreased	21.88%	35
<b>Total</b>		<b>160</b>

**Q6 If your participation has INCREASED, which of the following are reasons for that? (check all that apply):**

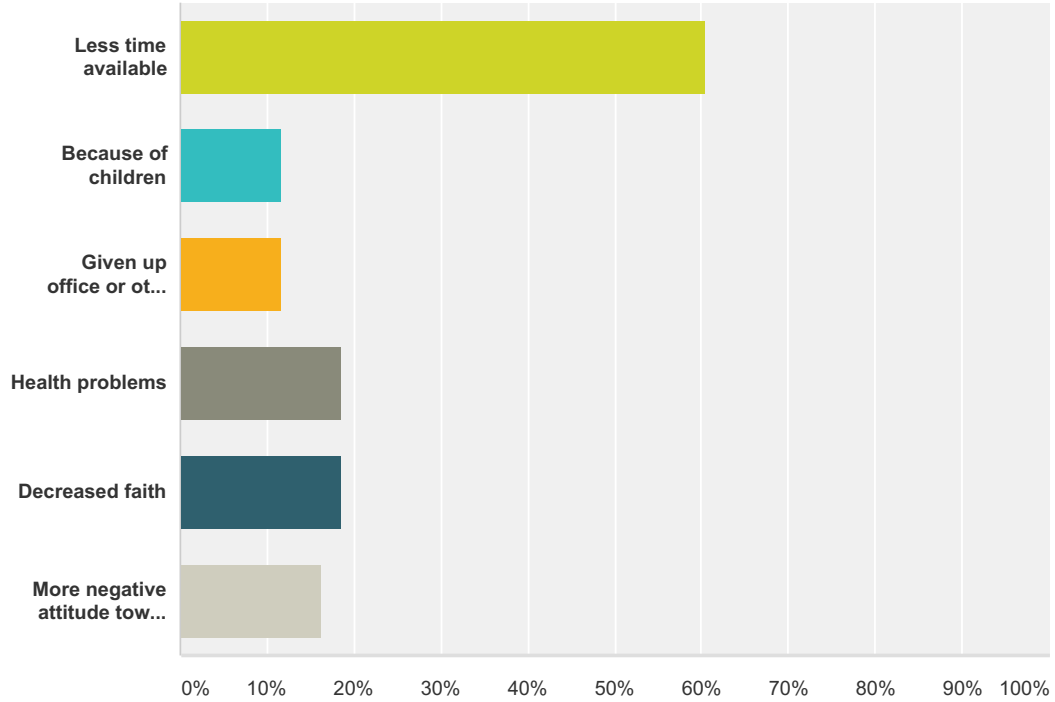
Answered: 44 Skipped: 121



Answer Choices	Responses
More time available	45.45% 20
Because of children	13.64% 6
Accepted office or other new responsibility in the church	38.64% 17
Better health	2.27% 1
Stronger faith	22.73% 10
More positive attitude toward the church	29.55% 13
<b>Total Respondents: 44</b>	

**Q7 If your participation has DECREASED, which of the following are reasons for that? (check all that apply):**

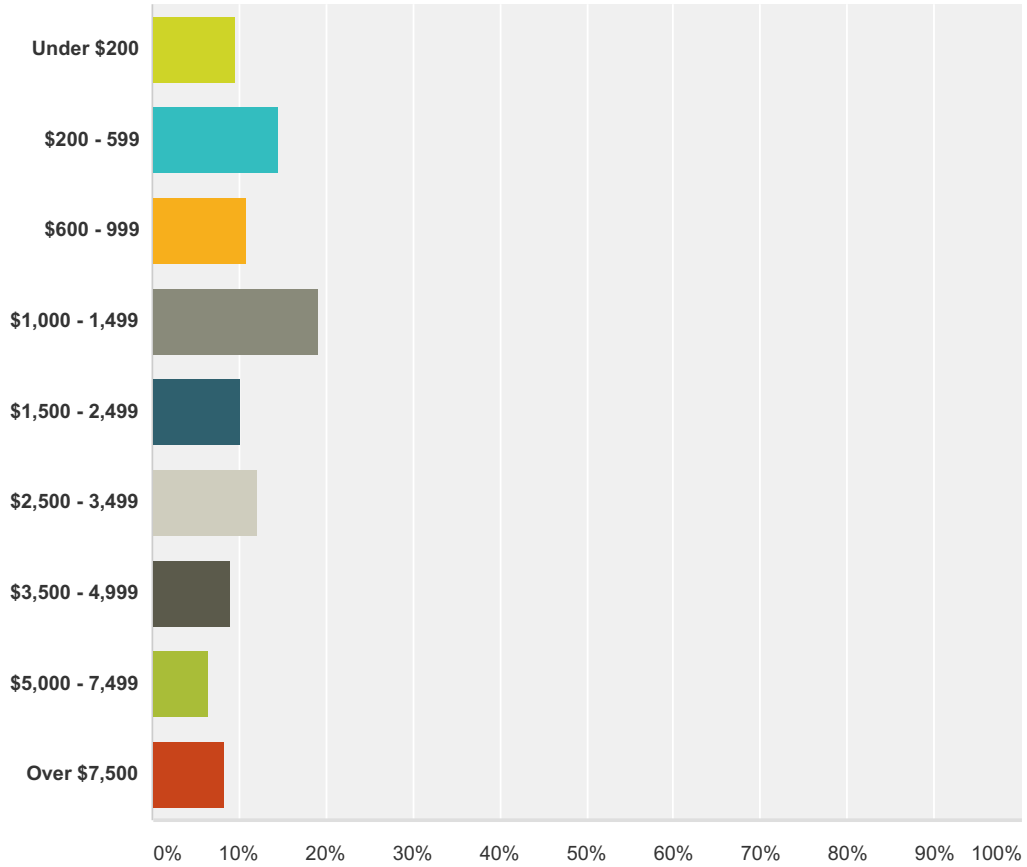
Answered: 43 Skipped: 122



Answer Choices	Responses
Less time available	60.47% 26
Because of children	11.63% 5
Given up office or other new responsibility in the church	11.63% 5
Health problems	18.60% 8
Decreased faith	18.60% 8
More negative attitude toward our church	16.28% 7
<b>Total Respondents: 43</b>	

**Q8 6. Approximately how much does your family household contribute to TLC per year? (If single or widowed, you as an individual?)**

Answered: 157 Skipped: 8



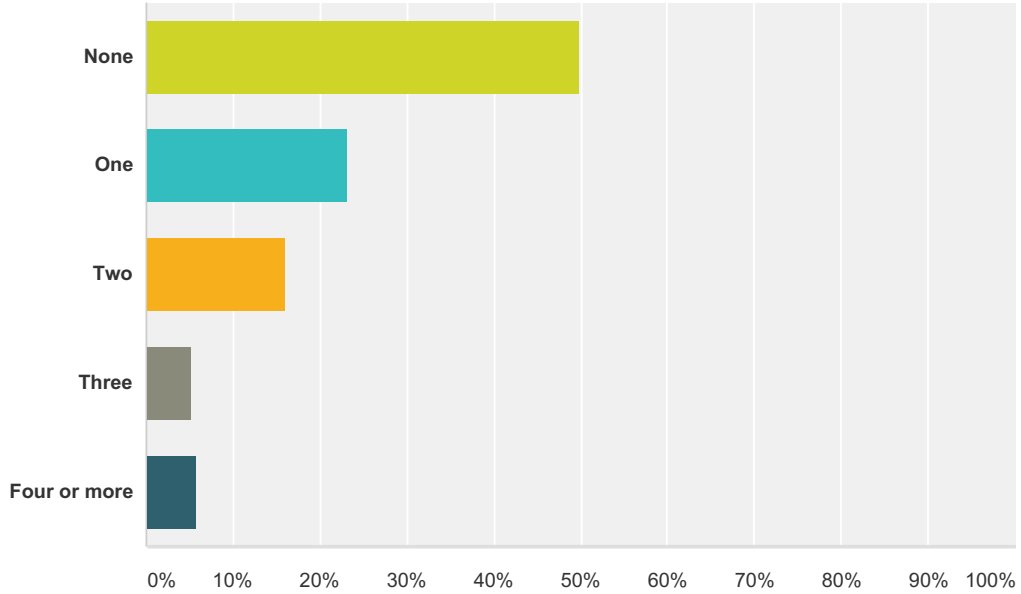
Answer Choices	Responses	Count
Under \$200	9.55%	15
\$200 - 599	14.65%	23
\$600 - 999	10.83%	17
\$1,000 - 1,499	19.11%	30
\$1,500 - 2,499	10.19%	16
\$2,500 - 3,499	12.10%	19
\$3,500 - 4,999	8.92%	14
\$5,000 - 7,499	6.37%	10
Over \$7,500	8.28%	13





**Q9 7. How many persons or families have you invited to visit or join TLC in the past year?**

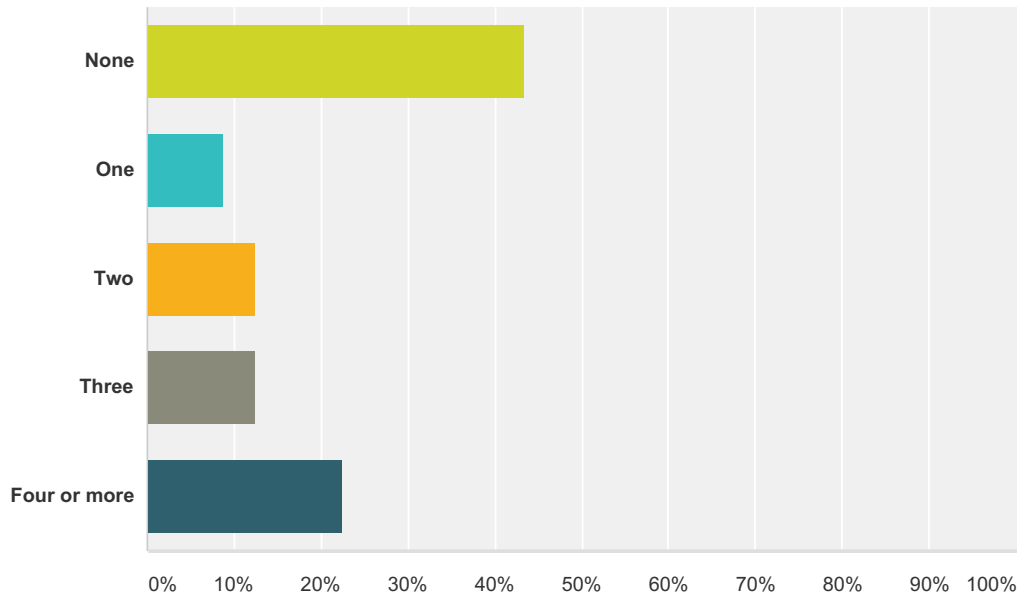
Answered: 156 Skipped: 9



Answer Choices	Responses	
None	50.00%	78
One	23.08%	36
Two	16.03%	25
Three	5.13%	8
Four or more	5.77%	9
<b>Total</b>		<b>156</b>

### Q10 8. How many of your closest friends attend TLC?

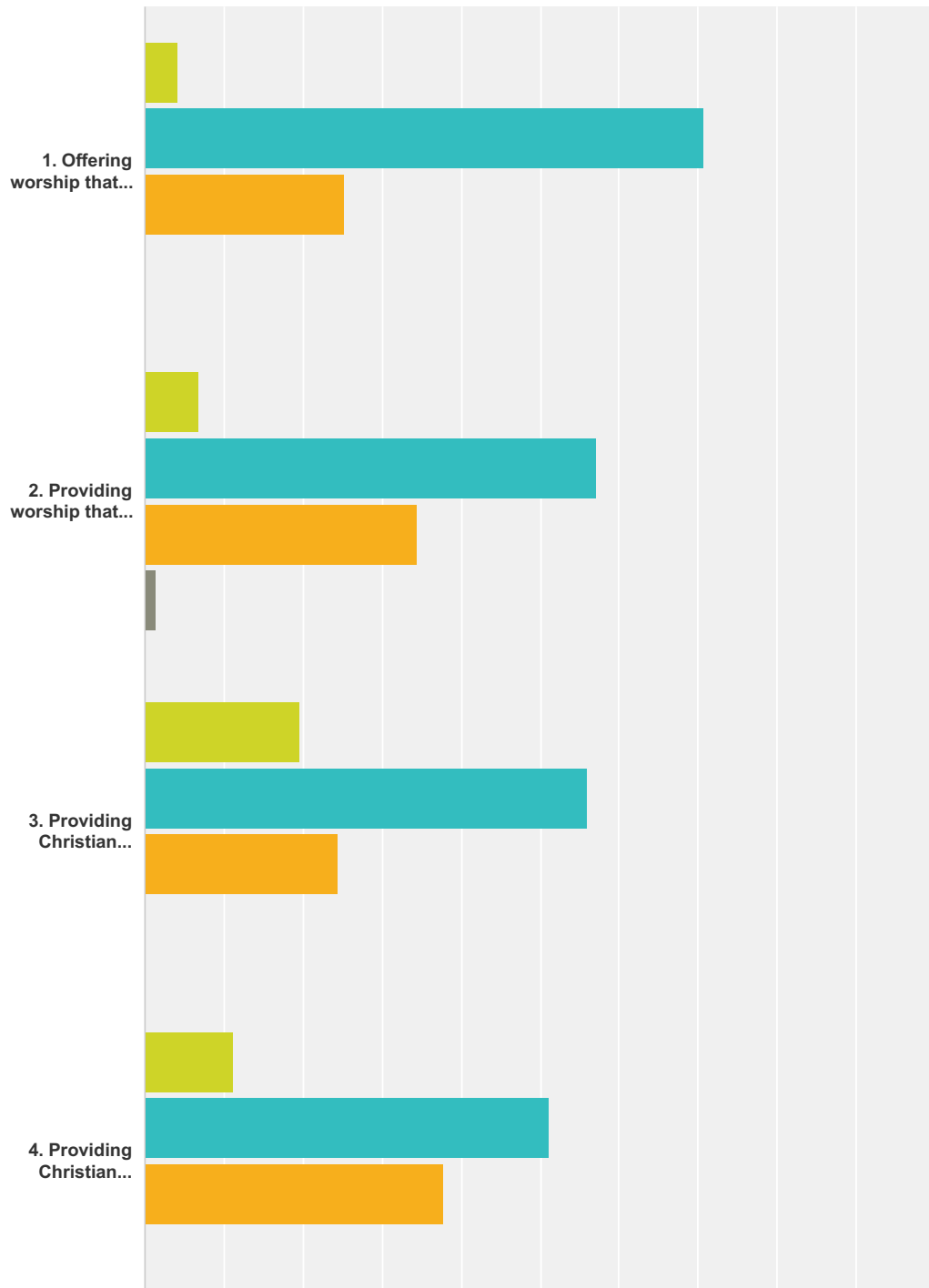
Answered: 159 Skipped: 6



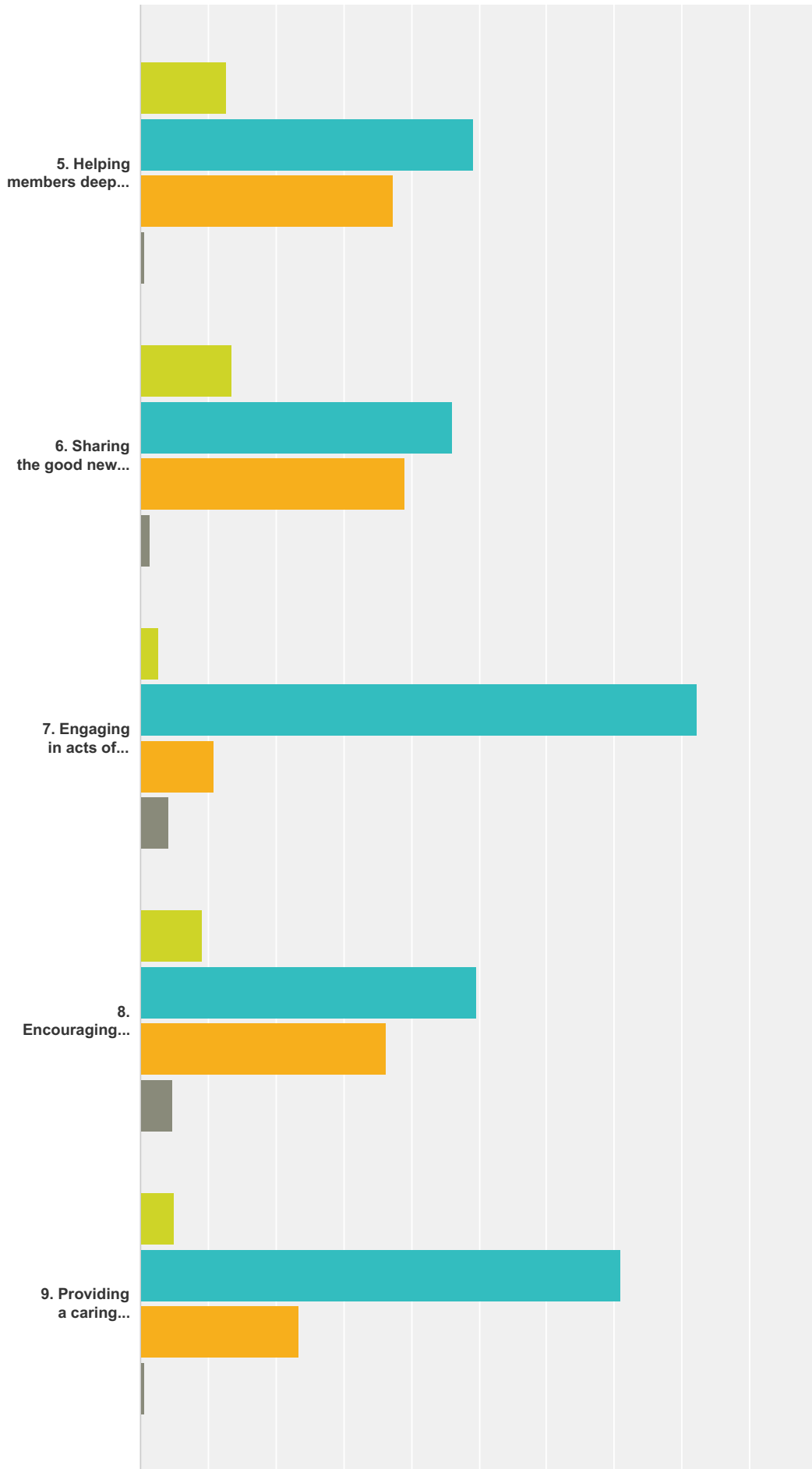
Answer Choices	Responses	
None	43.40%	69
One	8.81%	14
Two	12.58%	20
Three	12.58%	20
Four or more	22.64%	36
<b>Total</b>		<b>159</b>

**Q11 Listed below are a number of tasks that a local church is likely to perform. Please respond to each item by indicating whether you feel TLC needs to give more emphasis; whether you are very or generally satisfied with TLC's current performance of the task; or whether you feel the task currently receives too much emphasis.**

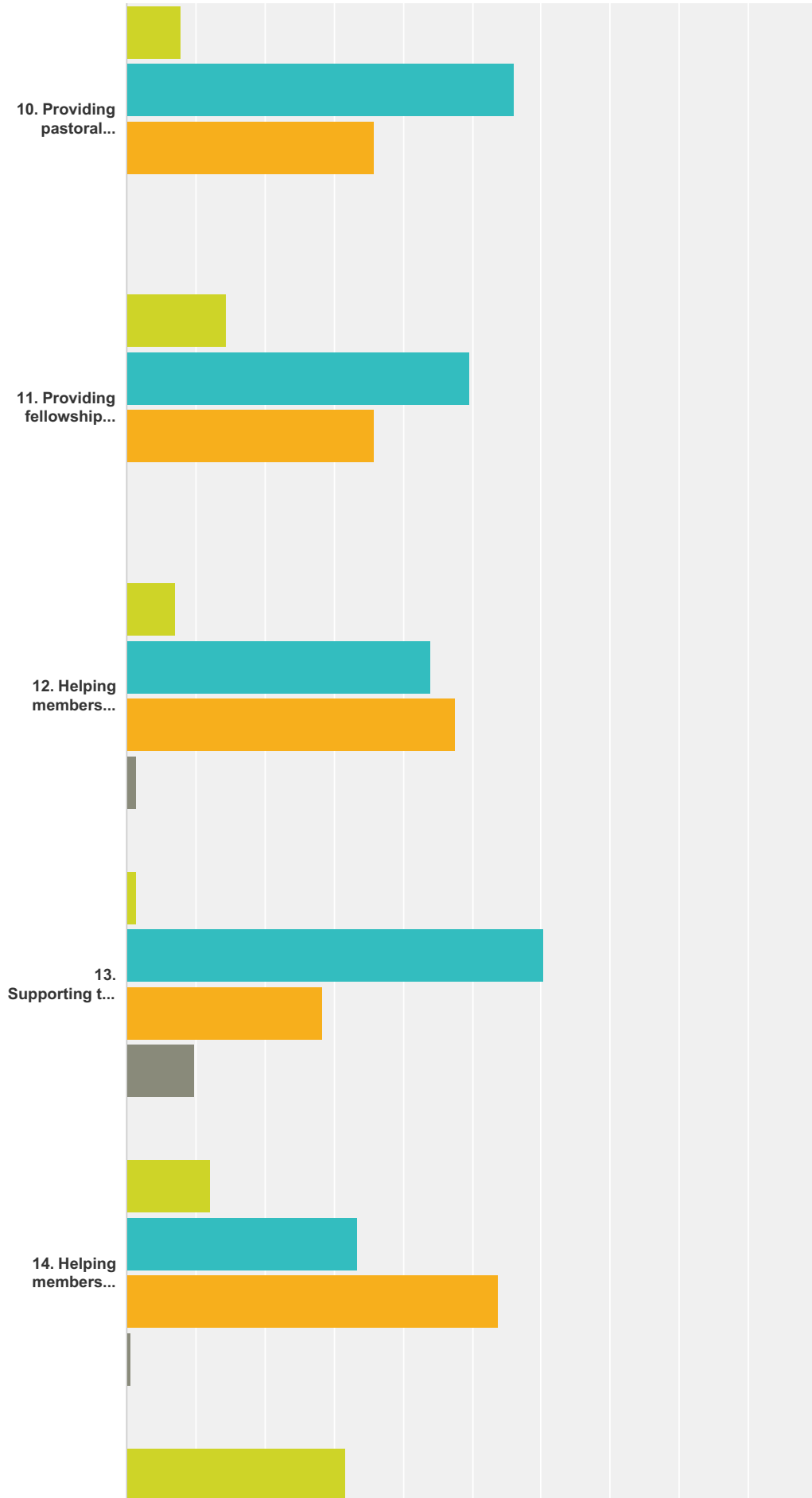
Answered: 147 Skipped: 18



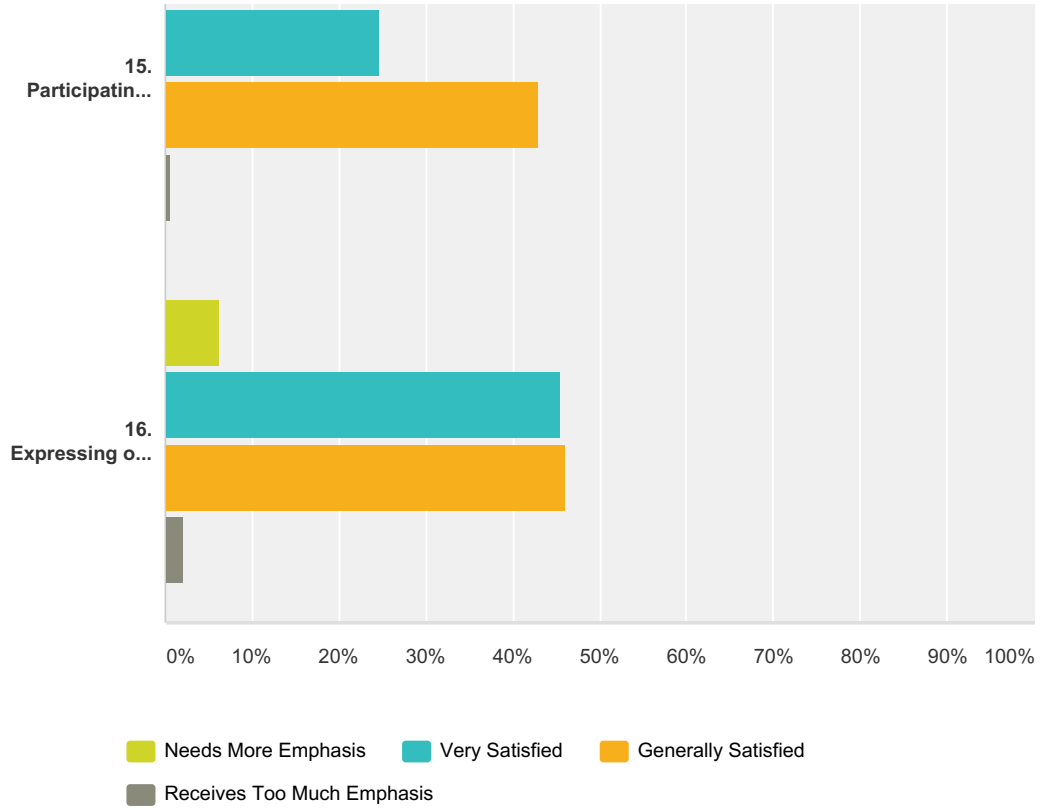
Trinity Lutheran Church of Dover, NJ



Trinity Lutheran Church of Dover, NJ



# Trinity Lutheran Church of Dover, NJ



	Needs More Emphasis	Very Satisfied	Generally Satisfied	Receives Too Much Emphasis	Total
1. Offering worship that provides a meaningful experience of God and the Christian tradition	4.08% 6	70.75% 104	25.17% 37	0.00% 0	147
2. Providing worship that expresses the Gospel in contemporary language and forms	6.90% 10	57.24% 83	34.48% 50	1.38% 2	145
3. Providing Christian education for children and youth	19.58% 28	55.94% 80	24.48% 35	0.00% 0	143
4. Providing Christian education programs for adults	11.19% 16	51.05% 73	37.76% 54	0.00% 0	143
5. Helping members deepen their personal, spiritual relationship with God	12.68% 18	49.30% 70	37.32% 53	0.70% 1	142
6. Sharing the good news of the Gospel with the unchurched	13.48% 19	46.10% 65	39.01% 55	1.42% 2	141
7. Engaging in acts of charity and service to persons in need	2.74% 4	82.19% 120	10.96% 16	4.11% 6	146
8. Encouraging members to act on the relationship of the Christian faith to social, political, and economic issues	9.09% 13	49.65% 71	36.36% 52	4.90% 7	143
9. Providing a caring ministry for the sick, shut-ins and the bereaved	4.96% 7	70.92% 100	23.40% 33	0.71% 1	141
10. Providing pastoral counseling to help members deal with personal problems	7.91% 11	56.12% 78	35.97% 50	0.00% 0	139
11. Providing fellowship opportunities for members	14.39% 20	49.64% 69	35.97% 50	0.00% 0	139
12. Helping members understand their use of money, time and talents as expressions of Christian stewardship	7.09% 10	43.97% 62	47.52% 67	1.42% 2	141

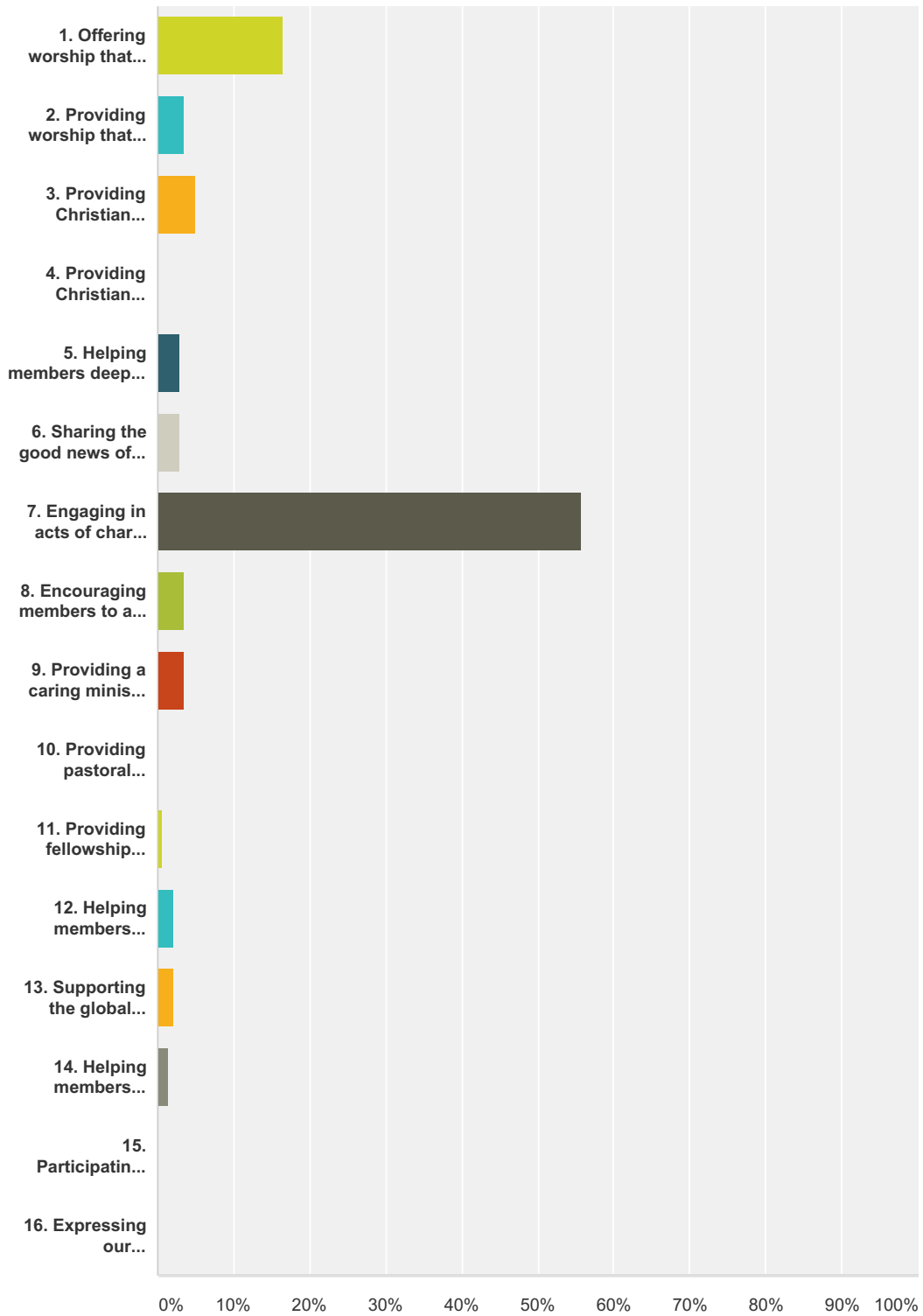
## Trinity Lutheran Church of Dover, NJ

13. Supporting the global mission of the church/denomination	<b>1.39%</b> 2	<b>60.42%</b> 87	<b>28.47%</b> 41	<b>9.72%</b> 14	144
14. Helping members discover their own gifts for ministry and service	<b>12.06%</b> 17	<b>33.33%</b> 47	<b>53.90%</b> 76	<b>0.71%</b> 1	141
15. Participating in activities and programs with other local religious groups	<b>31.69%</b> 45	<b>24.65%</b> 35	<b>42.96%</b> 61	<b>0.70%</b> 1	142
16. Expressing our denominational heritage/tradition	<b>6.29%</b> 9	<b>45.45%</b> 65	<b>46.15%</b> 66	<b>2.10%</b> 3	143



### Q12 Overall, which ONE task does TLC do best?

Answered: 140 Skipped: 25



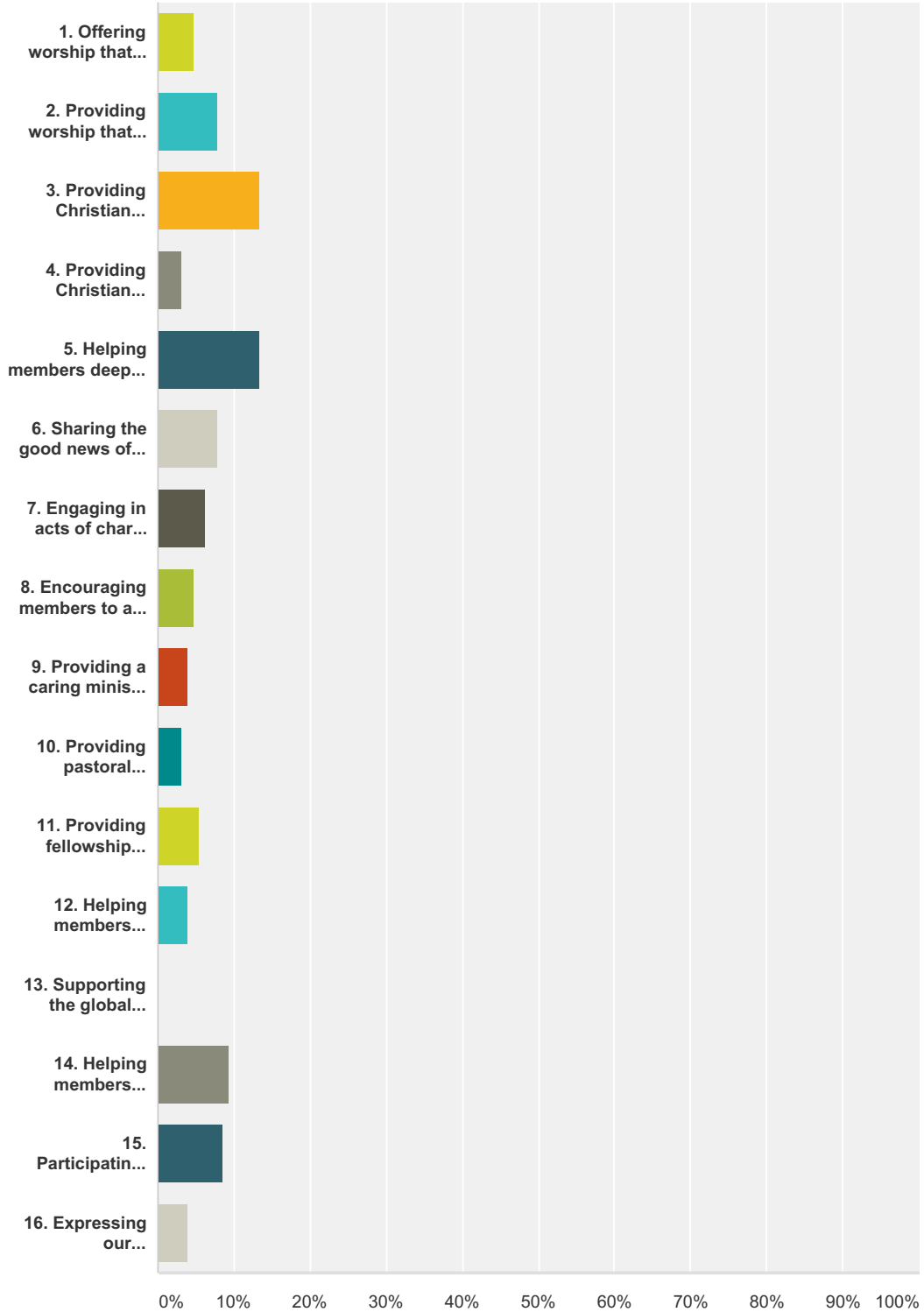
Answer Choices	Responses
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## Trinity Lutheran Church of Dover, NJ

1. Offering worship that provides a meaningful experience of God and the Christian tradition	<b>16.43%</b>	23
2. Providing worship that expresses the Gospel in contemporary language and forms	<b>3.57%</b>	5
3. Providing Christian education for children and youth	<b>5.00%</b>	7
4. Providing Christian education programs for adults	<b>0.00%</b>	0
5. Helping members deepen their personal, spiritual relationship with God	<b>2.86%</b>	4
6. Sharing the good news of the Gospel with others	<b>2.86%</b>	4
7. Engaging in acts of charity and service to persons in need	<b>55.71%</b>	78
8. Encouraging members to act on the relationship of the Christian faith to social, political, and economic issues	<b>3.57%</b>	5
9. Providing a caring ministry for the sick, shut-ins and the bereaved	<b>3.57%</b>	5
10. Providing pastoral counseling to help members deal with personal problems	<b>0.00%</b>	0
11. Providing fellowship opportunities for members	<b>0.71%</b>	1
12. Helping members understand their use of money, time and talents as expressions of Christian stewardship	<b>2.14%</b>	3
13. Supporting the global mission of the church/denomination	<b>2.14%</b>	3
14. Helping members discover their own gifts for ministry and service	<b>1.43%</b>	2
15. Participating in activities and programs with other local religious groups	<b>0.00%</b>	0
16. Expressing our denominational heritage/tradition	<b>0.00%</b>	0
<b>Total</b>		<b>140</b>

### Q13 For the sake of your own personal involvement at TLC which ONE task would you most like to see strengthened.

Answered: 127 Skipped: 38

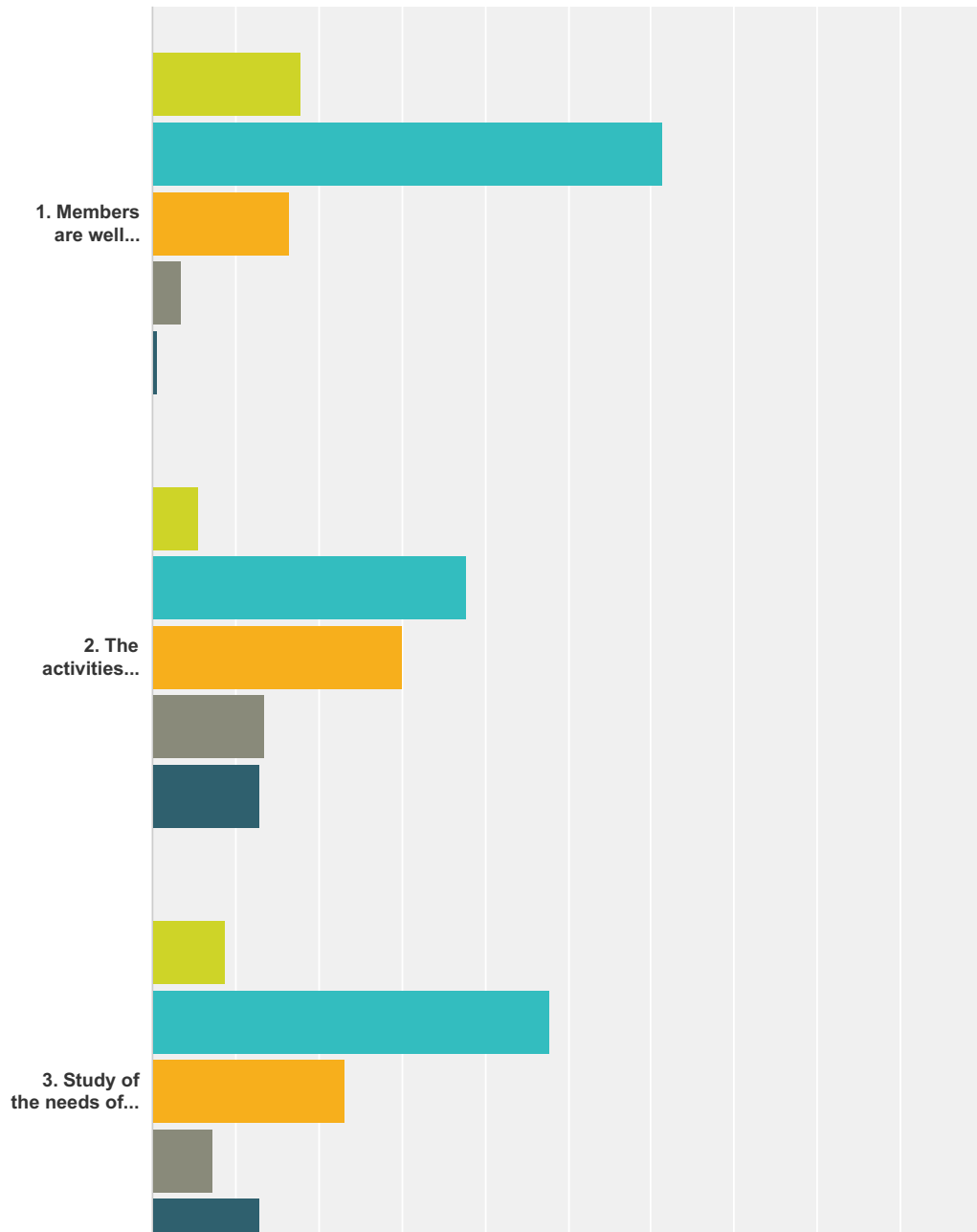


## Trinity Lutheran Church of Dover, NJ

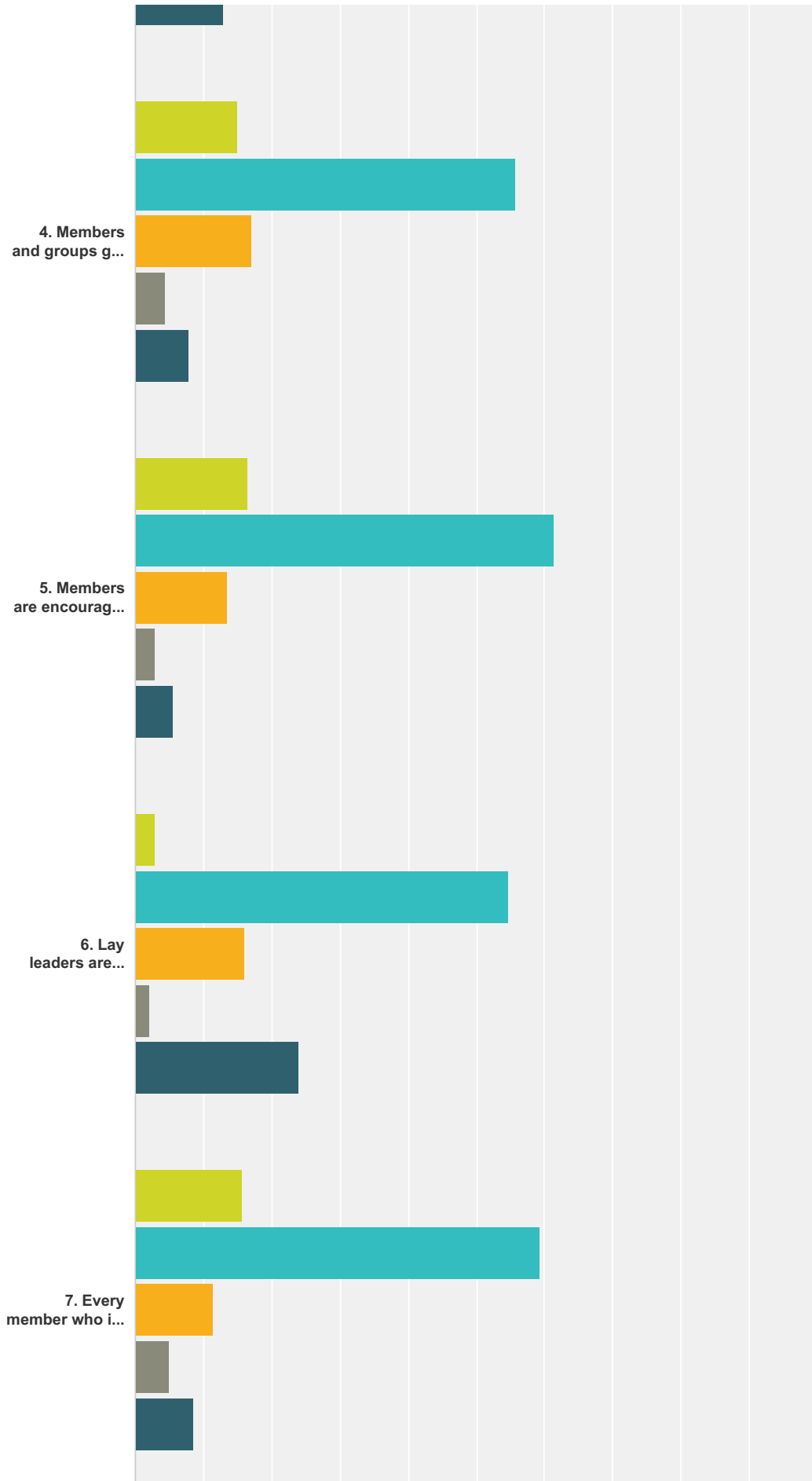
1. Offering worship that provides a meaningful experience of God and the Christian tradition	<b>4.72%</b>	6
2. Providing worship that expresses the Gospel in contemporary language and forms	<b>7.87%</b>	10
3. Providing Christian education for children and youth	<b>13.39%</b>	17
4. Providing Christian education programs for adults	<b>3.15%</b>	4
5. Helping members deepen their personal, spiritual relationship with God	<b>13.39%</b>	17
6. Sharing the good news of the Gospel with others	<b>7.87%</b>	10
7. Engaging in acts of charity and service to persons in need	<b>6.30%</b>	8
8. Encouraging members to act on the relationship of the Christian faith to social, political, and economic issues	<b>4.72%</b>	6
9. Providing a caring ministry for the sick, shut-ins and the bereaved	<b>3.94%</b>	5
10. Providing pastoral counseling to help members deal with personal problems	<b>3.15%</b>	4
11. Providing fellowship opportunities for members	<b>5.51%</b>	7
12. Helping members understand their use of money, time and talents as expressions of Christian stewardship	<b>3.94%</b>	5
13. Supporting the global mission of the church/denomination	<b>0.00%</b>	0
14. Helping members discover their own gifts for ministry and service	<b>9.45%</b>	12
15. Participating in activities and programs with other local religious groups	<b>8.66%</b>	11
16. Expressing our denominational heritage/tradition	<b>3.94%</b>	5
<b>Total</b>		<b>127</b>

**Q14 In order to carry out its tasks, every church must deal with certain organizational issues, such as making decisions, sharing information, and developing resources. Listed below are a number of statements describing such issues. To what extent do you agree or disagree that each statement describes TLC? A “Don’t Know” response is provided, but please use it only when absolutely necessary.**

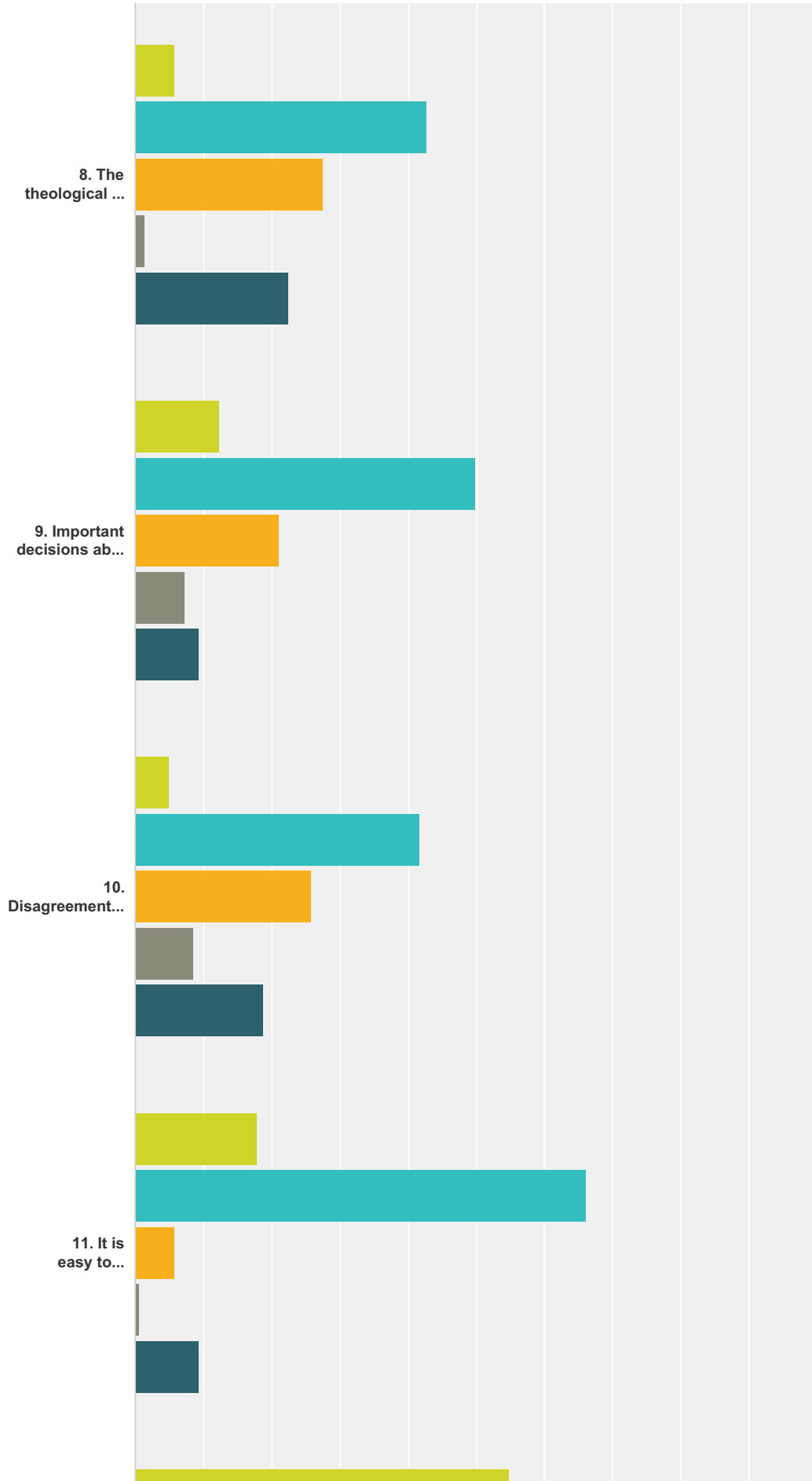
Answered: 140 Skipped: 25



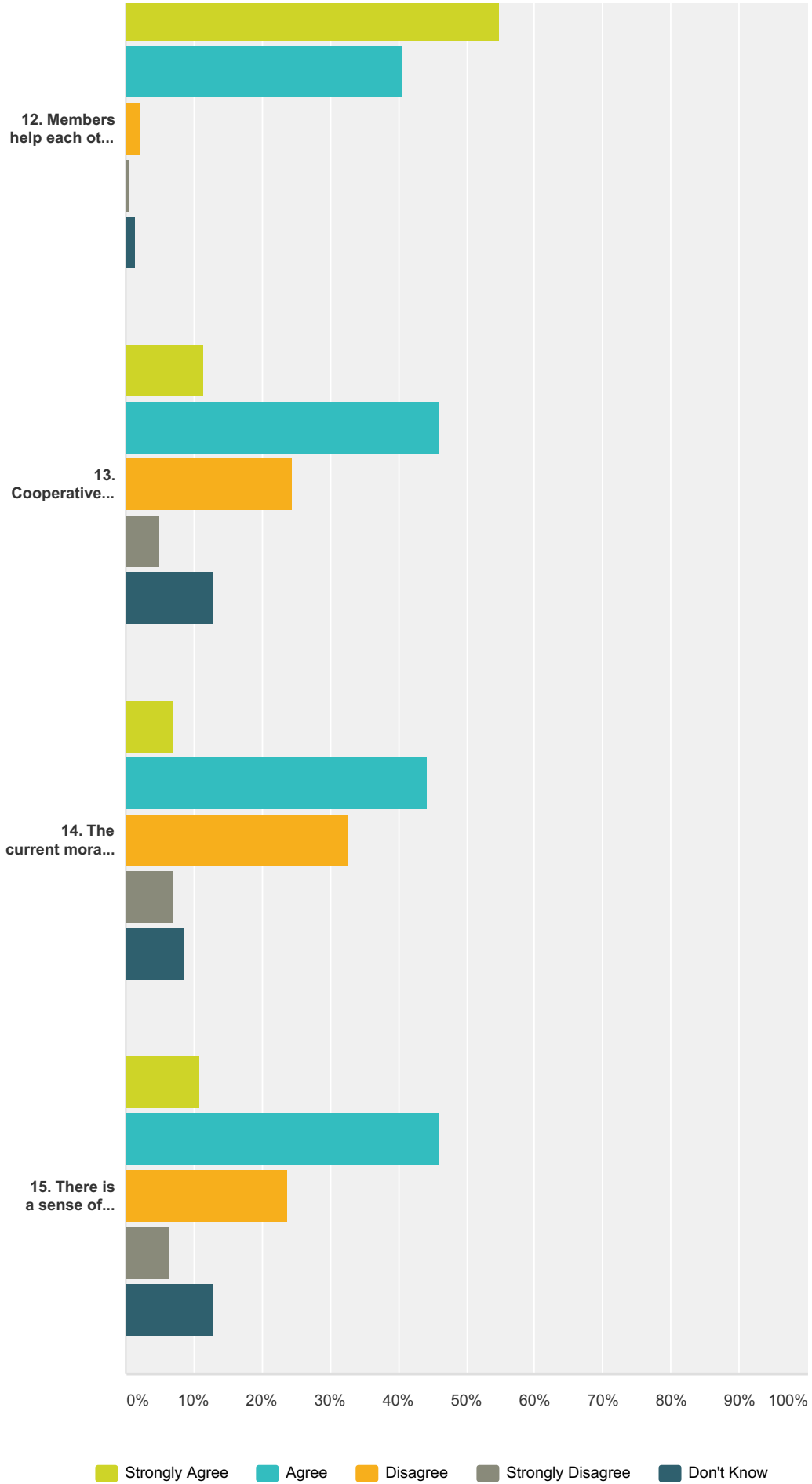
Trinity Lutheran Church of Dover, NJ



Trinity Lutheran Church of Dover, NJ



Trinity Lutheran Church of Dover, NJ





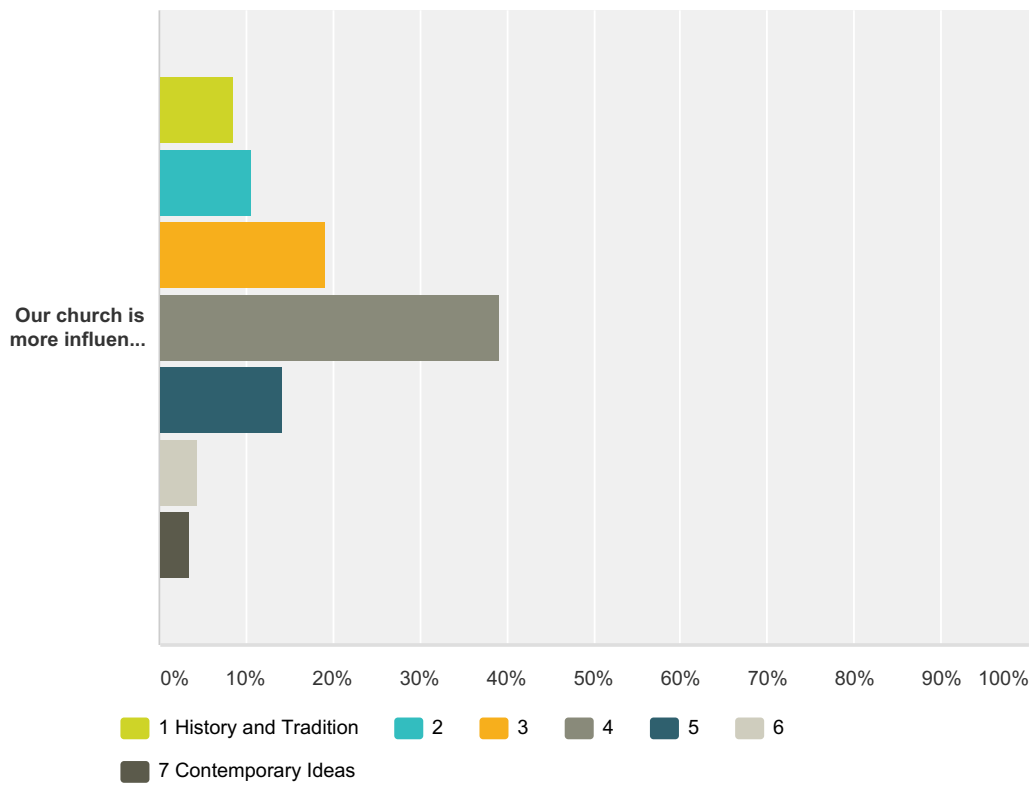
## Trinity Lutheran Church of Dover, NJ

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Don't Know</b>	<b>Total</b>
1. Members are well informed about what the various committees and groups in the church are doing.	<b>17.86%</b> 25	<b>61.43%</b> 86	<b>16.43%</b> 23	<b>3.57%</b> 5	<b>0.71%</b> 1	140
2. The activities taking place in the congregation are well publicized to the surrounding community	<b>5.71%</b> 8	<b>37.86%</b> 53	<b>30.00%</b> 42	<b>13.57%</b> 19	<b>12.86%</b> 18	140
3. Study of the needs of the congregation and the community is regularly undertaken as the basis for church planning	<b>8.70%</b> 12	<b>47.83%</b> 66	<b>23.19%</b> 32	<b>7.25%</b> 10	<b>13.04%</b> 18	138
4. Members and groups get a lot of support and encouragement for trying something new in the congregation	<b>15.00%</b> 21	<b>55.71%</b> 78	<b>17.14%</b> 24	<b>4.29%</b> 6	<b>7.86%</b> 11	140
5. Members are encouraged to discover their particular gifts for ministry and service	<b>16.43%</b> 23	<b>61.43%</b> 86	<b>13.57%</b> 19	<b>2.86%</b> 4	<b>5.71%</b> 8	140
6. Lay leaders are provided the training they need for their committee and task assignments	<b>2.92%</b> 4	<b>54.74%</b> 75	<b>16.06%</b> 22	<b>2.19%</b> 3	<b>24.09%</b> 33	137
7. Every member who is capable and interested has an equal opportunity to hold key leadership positions	<b>15.71%</b> 22	<b>59.29%</b> 83	<b>11.43%</b> 16	<b>5.00%</b> 7	<b>8.57%</b> 12	140
8. The theological and biblical implications of important decisions are regularly discussed	<b>5.80%</b> 8	<b>42.75%</b> 59	<b>27.54%</b> 38	<b>1.45%</b> 2	<b>22.46%</b> 31	138
9. Important decisions about the life of the church are rarely made without open discussion by church leaders and members	<b>12.32%</b> 17	<b>50.00%</b> 69	<b>21.01%</b> 29	<b>7.25%</b> 10	<b>9.42%</b> 13	138
10. Disagreements and conflicts are dealt with openly rather than hushed up or hidden behind closed doors	<b>5.04%</b> 7	<b>41.73%</b> 58	<b>25.90%</b> 36	<b>8.63%</b> 12	<b>18.71%</b> 26	139
11. It is easy to summarize for visitors and non-members how our congregation differs from other congregations in the area	<b>17.99%</b> 25	<b>66.19%</b> 92	<b>5.76%</b> 8	<b>0.72%</b> 1	<b>9.35%</b> 13	139
12. Members help each other out in times of trouble	<b>55.00%</b> 77	<b>40.71%</b> 57	<b>2.14%</b> 3	<b>0.71%</b> 1	<b>1.43%</b> 2	140
13. Cooperative programs with churches of other denominations are highly valued in our church	<b>11.51%</b> 16	<b>46.04%</b> 64	<b>24.46%</b> 34	<b>5.04%</b> 7	<b>12.95%</b> 18	139
14. The current morale of our church membership is high	<b>7.14%</b> 10	<b>44.29%</b> 62	<b>32.86%</b> 46	<b>7.14%</b> 10	<b>8.57%</b> 12	140
15. There is a sense of excitement among members about our church's future	<b>10.79%</b> 15	<b>46.04%</b> 64	<b>23.74%</b> 33	<b>6.47%</b> 9	<b>12.95%</b> 18	139

**Q15 Listed below are several alternatives touching upon important dimensions of a church's identity. Using the seven point scale between each set of alternatives, please check the number which best describes where TLC falls. "1" meaning most like the characteristic on the left, "7" meaning the most like the characteristic on the right. "4" meaning an equal mix of both.**

**1.**

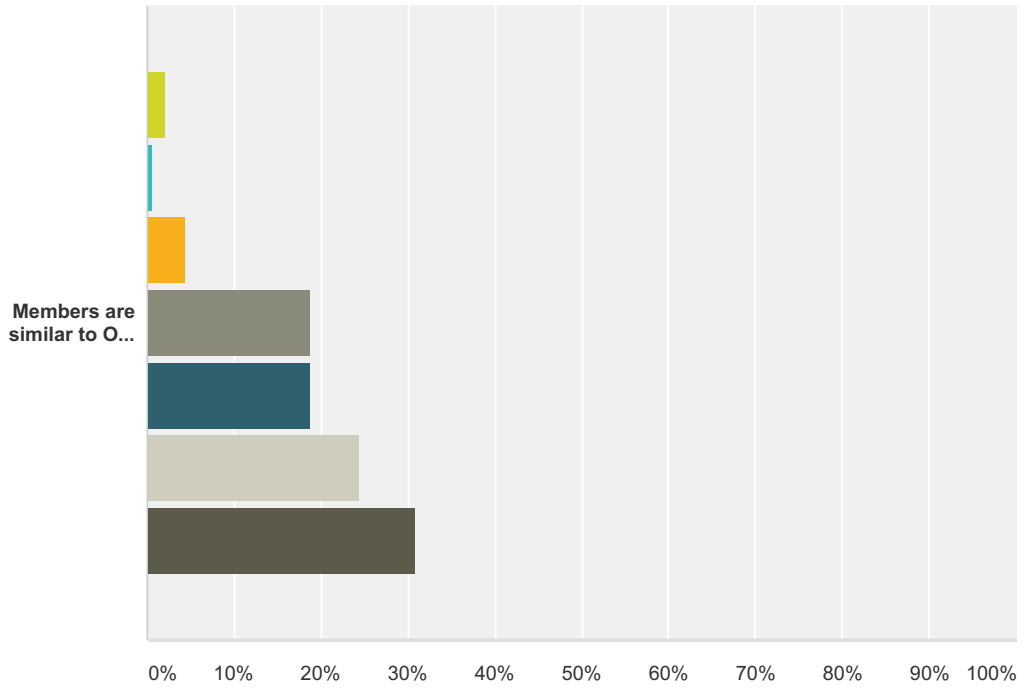
Answered: 140 Skipped: 25



	1 History and Tradition	2	3	4	5	6	7 Contemporary Ideas	Total
Our church is more influenced by history and tradition OR by contemporary ideas and trends.	8.57% 12	10.71% 15	19.29% 27	39.29% 55	14.29% 20	4.29% 6	3.57% 5	140

**Q16 2.**

Answered: 139 Skipped: 26

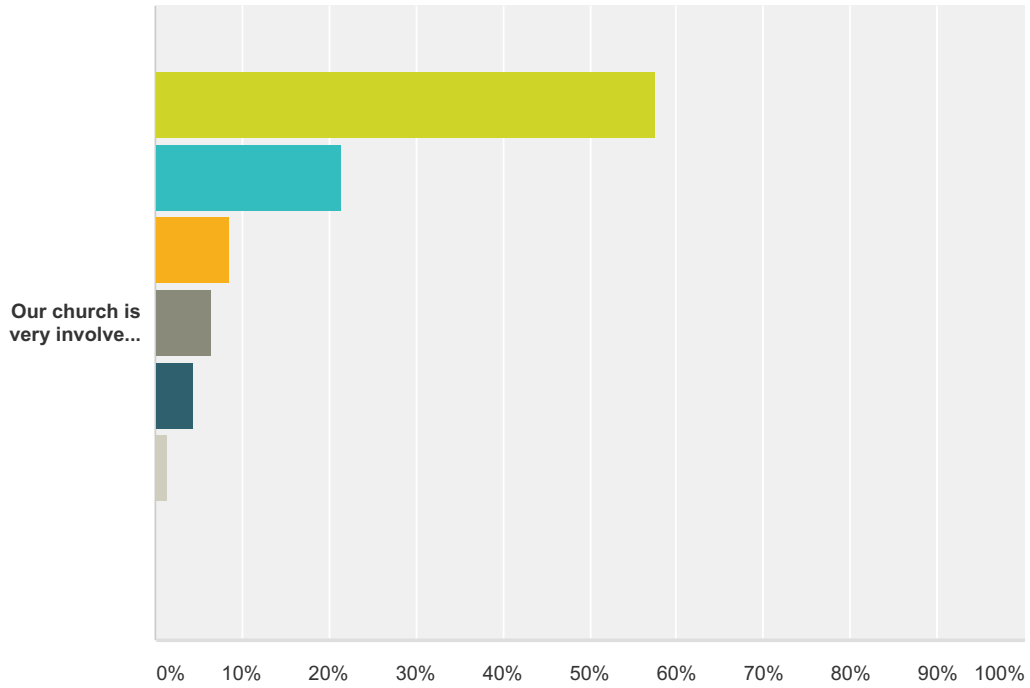


1 Similar To 2 3 4 5 6 7 Very Different From

	1 Similar To	2	3	4	5	6	7 Very Different From	Total
Members are similar to OR very different from the people who live immediately around the church.	2.16% 3	0.72% 1	4.32% 6	18.71% 26	18.71% 26	24.46% 34	30.94% 43	139

**Q17 3.**

Answered: 139 Skipped: 26

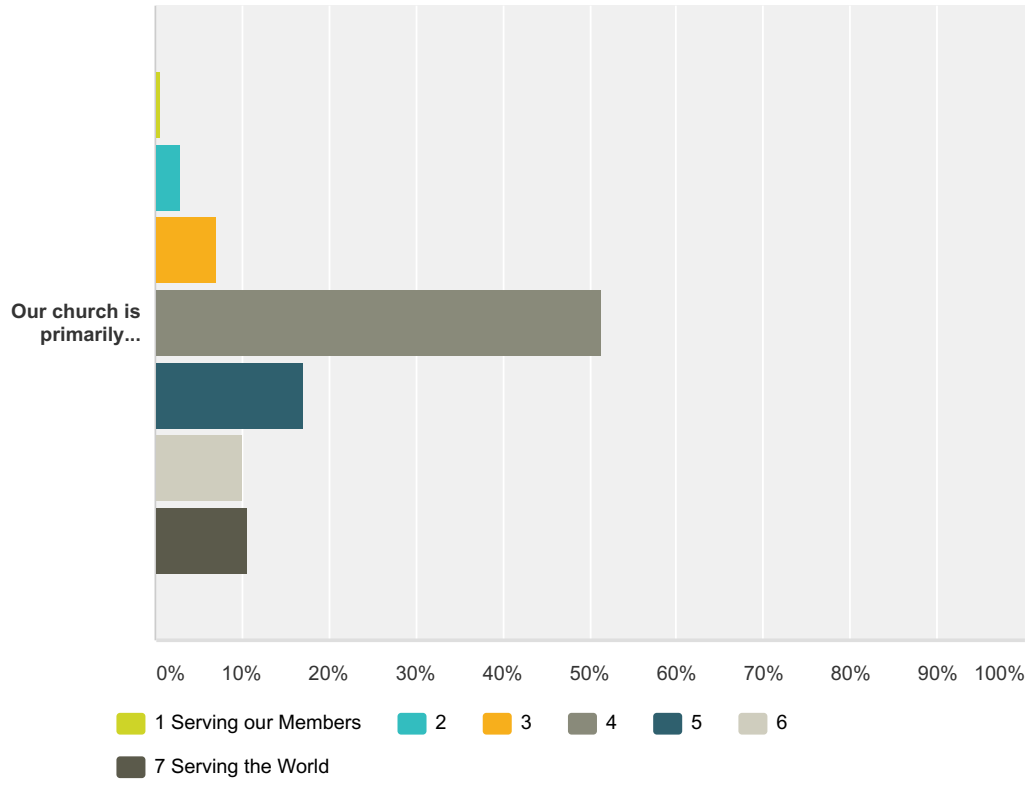


■ 1 Very Involved  
 ■ 2  
 ■ 3  
 ■ 4  
 ■ 5  
 ■ 6  
 ■ 7 Not at all Involved

	1 Very Involved	2	3	4	5	6	7 Not at all Involved	Total
Our church is very involved OR not at all involved with the community around the church.	57.55% 80	21.58% 30	8.63% 12	6.47% 9	4.32% 6	1.44% 2	0.00% 0	139

**Q18 4.**

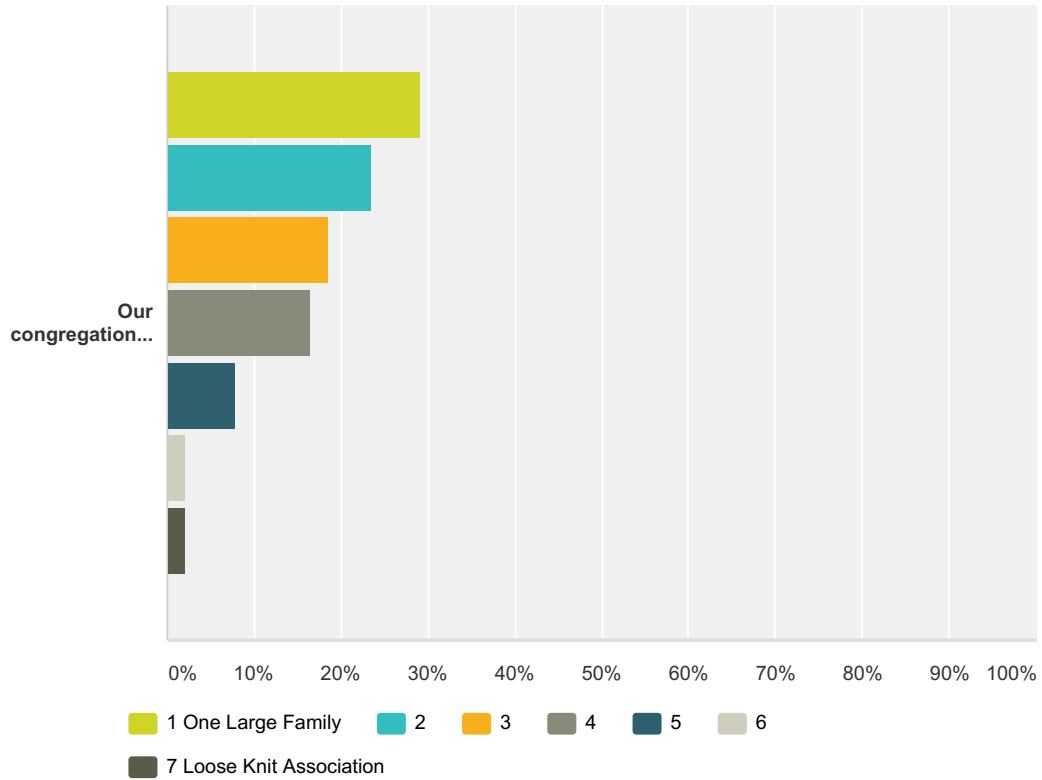
Answered: 140 Skipped: 25



	1 Serving our Members	2	3	4	5	6	7 Serving the World	Total
Our church is primarily oriented to serving our members OR to serving the world beyond our membership.	0.71% 1	2.86% 4	7.14% 10	51.43% 72	17.14% 24	10.00% 14	10.71% 15	140

**Q19 5.**

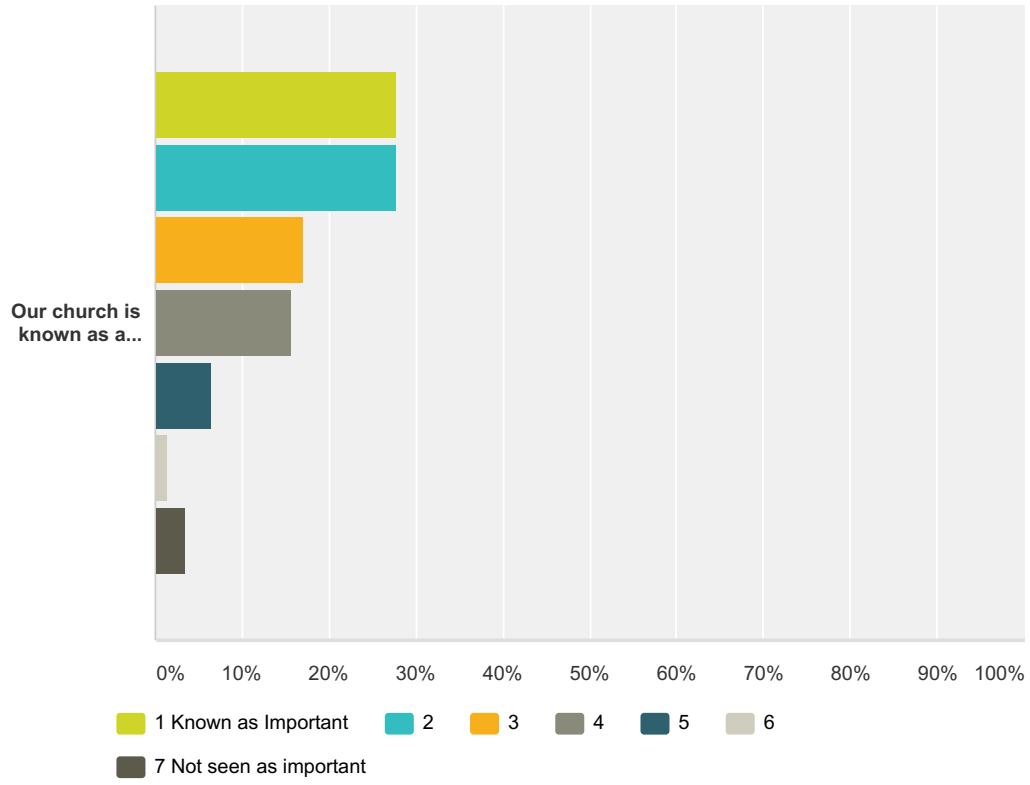
Answered: 140 Skipped: 25



	1 One Large Family	2	3	4	5	6	7 Loose Knit Association	Total
Our congregation feels like one large family OR like a loosely knit association of individuals and groups.	29.29% 41	23.57% 33	18.57% 26	16.43% 23	7.86% 11	2.14% 3	2.14% 3	140

**Q20 6.**

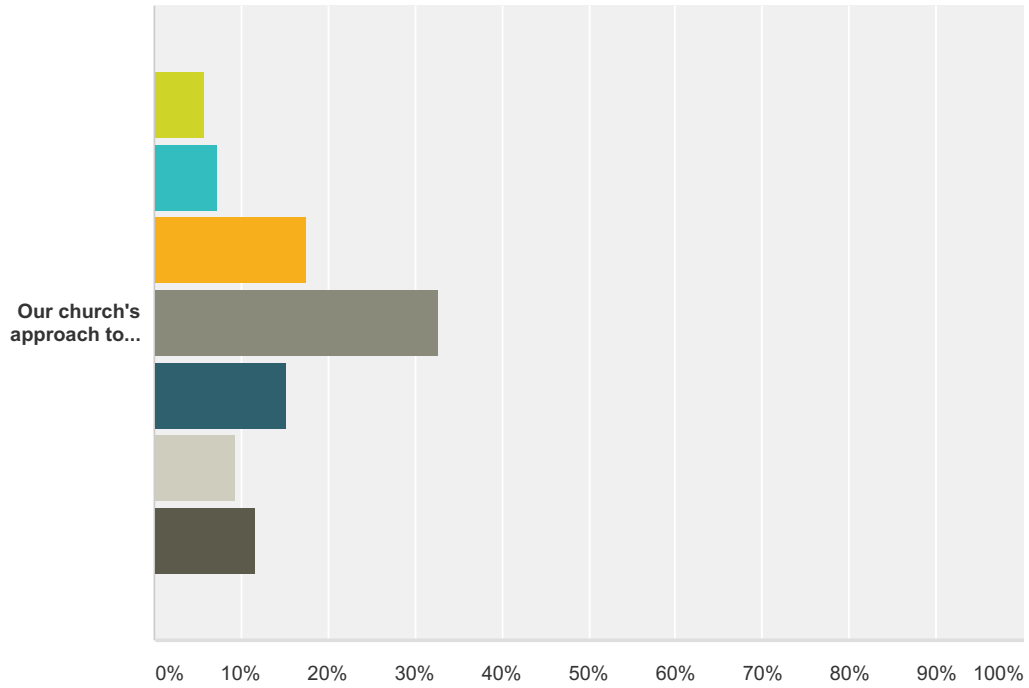
Answered: 140 Skipped: 25



	1 Known as Important	2	3	4	5	6	7 Not seen as important	Total
Our church is known as a prestigious one in the area OR is not considered one of the "status" churches in the area.	27.86% 39	27.86% 39	17.14% 24	15.71% 22	6.43% 9	1.43% 2	3.57% 5	140

Q21 7.

Answered: 137 Skipped: 28



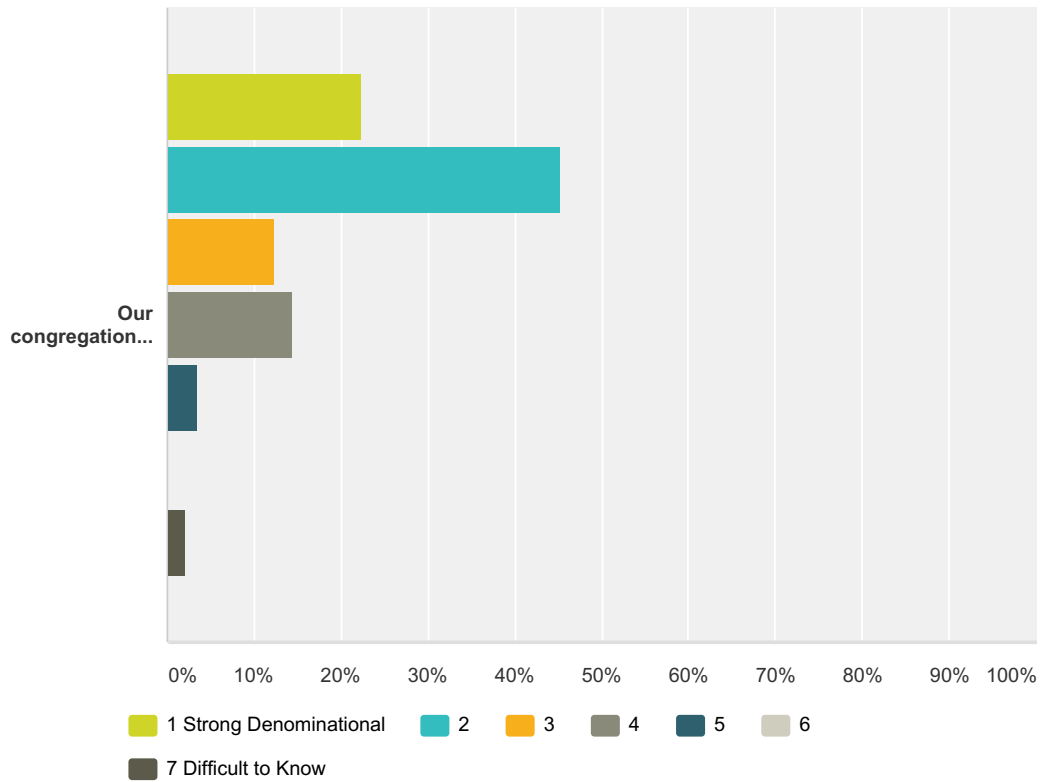
1 Educational 2 3 4 5 6 7 Activist

	1 Educational	2	3	4	5	6	7 Activist	Total
Our church's approach to social issues is basically educational, leaving any action to individual conscience OR is decidedly "activist". We take stands on social issues as a congregation.	5.84% 8	7.30% 10	17.52% 24	32.85% 45	15.33% 21	9.49% 13	11.68% 16	137



**Q22 8.**

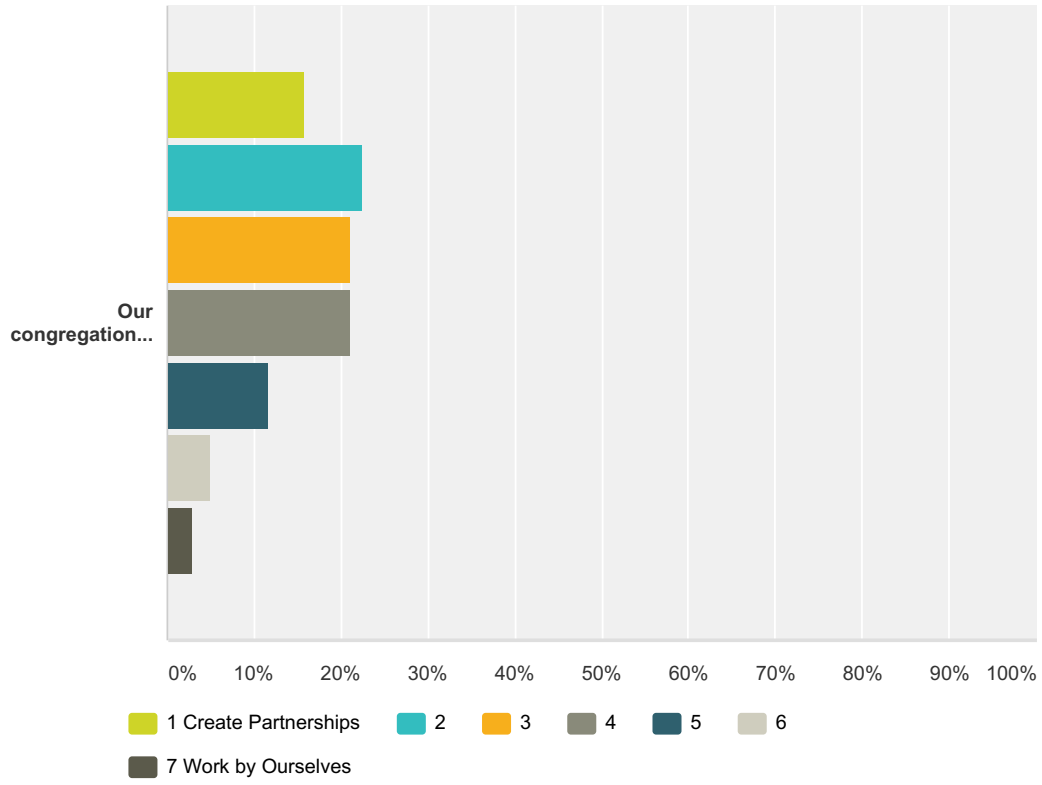
Answered: 139 Skipped: 26



	1 Strong Denominational	2	3	4	5	6	7 Difficult to Know	Total
Our congregation gives strong expression to our denominational identity and heritage OR it's difficult to know to which denomination our congregation belongs.	22.30% 31	45.32% 63	12.23% 17	14.39% 20	3.60% 5	0.00% 0	2.16% 3	139

**Q23 9.**

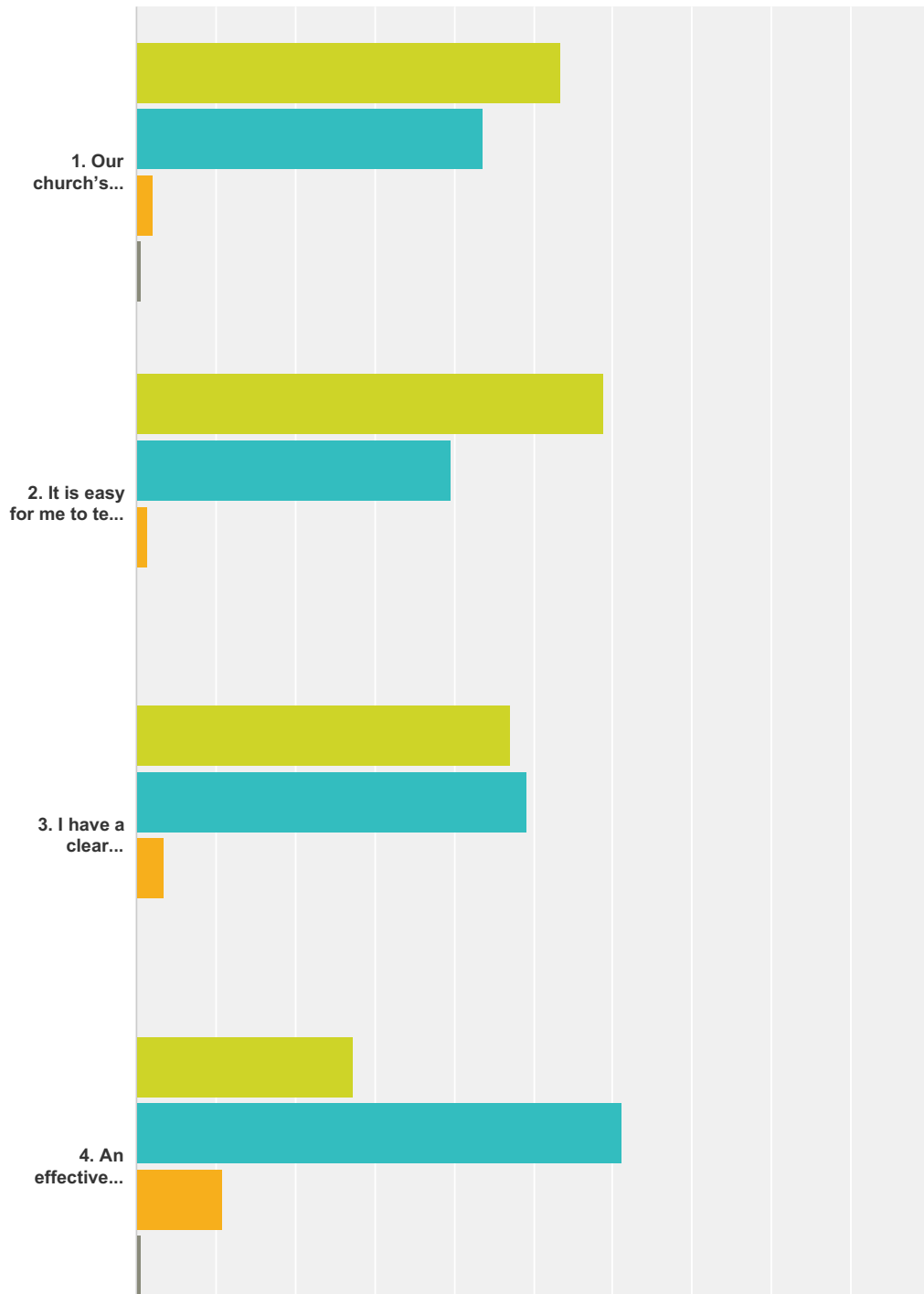
Answered: 138 Skipped: 27



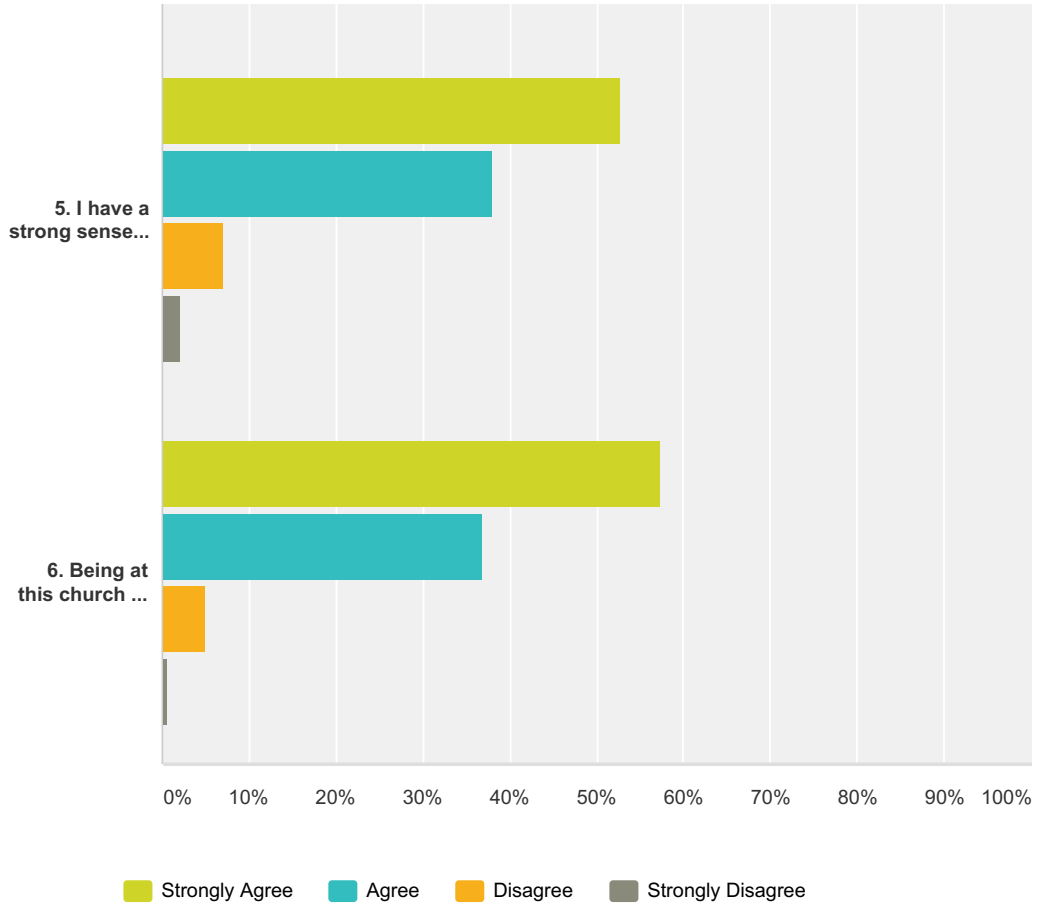
	1 Create Partnerships	2	3	4	5	6	7 Work by Ourselves	Total
Our congregation strives to create partnerships with other local churches OR prefers to work by ourselves or through our denominational channels.	15.94% 22	22.46% 31	21.01% 29	21.01% 29	11.59% 16	5.07% 7	2.90% 4	138

**Q24 All congregations have an identity, or a sense of who they are, that all members share in and yet any individual member stands somewhat apart from. Please rate your agreement or disagreement with the following statements from your perspective as an individual looking at TLC's overall identity and vision.**

Answered: 142 Skipped: 23



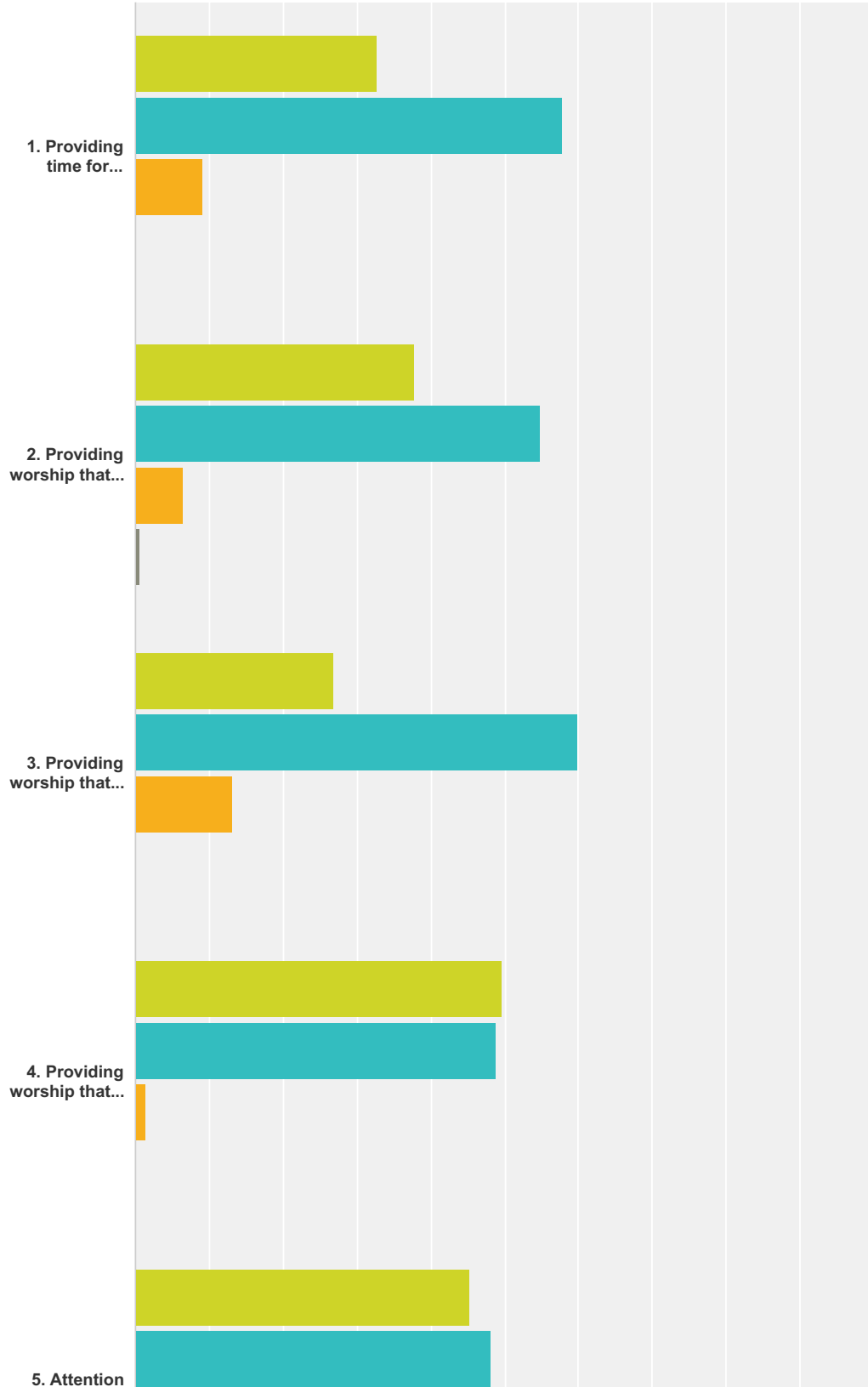
# Trinity Lutheran Church of Dover, NJ



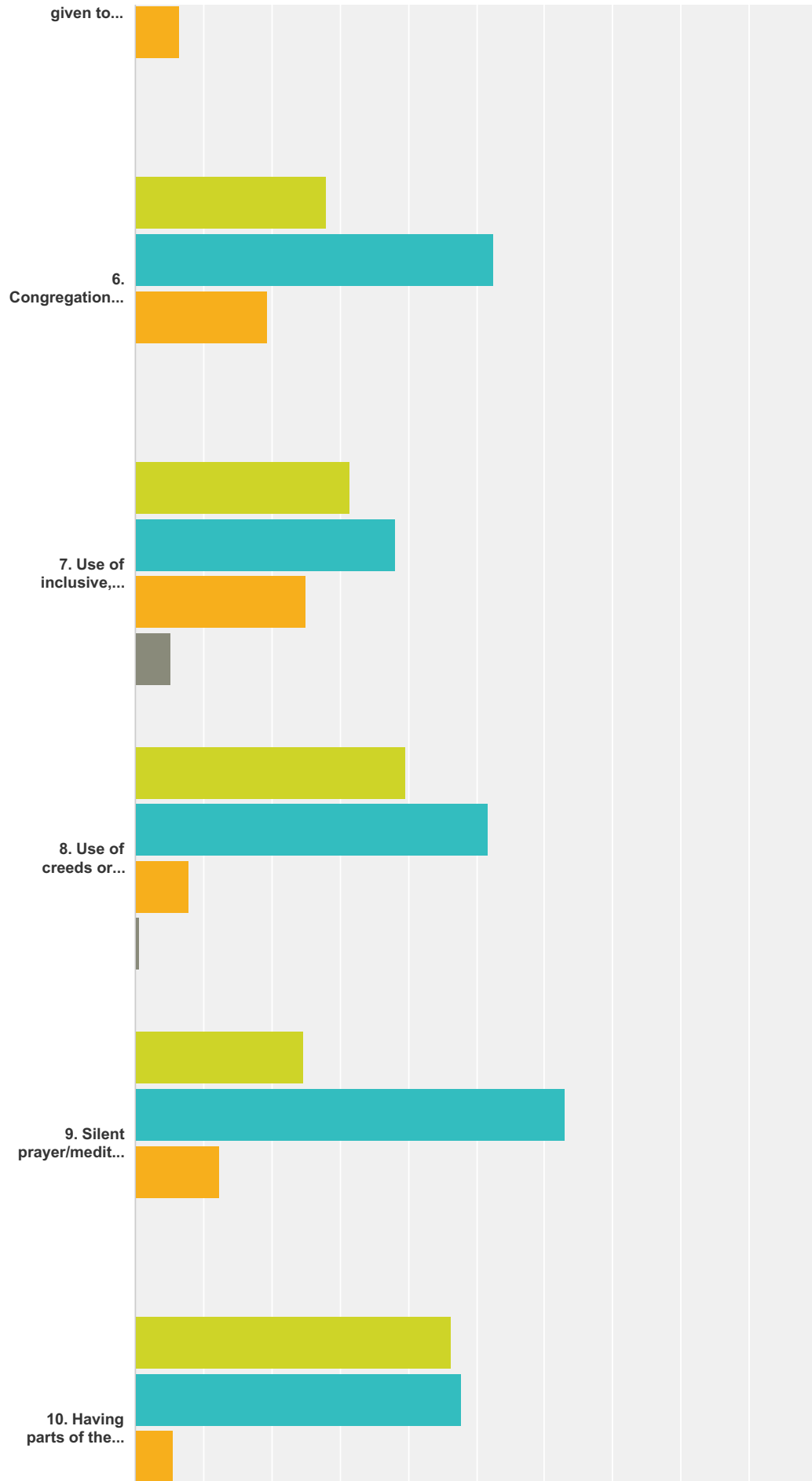
	Strongly Agree	Agree	Disagree	Strongly Disagree	Total
1. Our church's identity, as it is, is one with which I feel comfortable.	53.52% 76	43.66% 62	2.11% 3	0.70% 1	142
2. It is easy for me to tell my friends what is unique about our church.	58.87% 83	39.72% 56	1.42% 2	0.00% 0	141
3. I have a clear understanding of what our church stands for.	47.18% 67	49.30% 70	3.52% 5	0.00% 0	142
4. An effective effort was made to instruct me in our church's mission.	27.34% 38	61.15% 85	10.79% 15	0.72% 1	139
5. I have a strong sense of belonging to this congregation.	52.82% 75	38.03% 54	7.04% 10	2.11% 3	142
6. Being at this church has made a difference in my spiritual life.	57.45% 81	36.88% 52	4.96% 7	0.71% 1	141

**Q25 For you, personally, how important are each of the following in the mix of qualities that make a good worship service?**

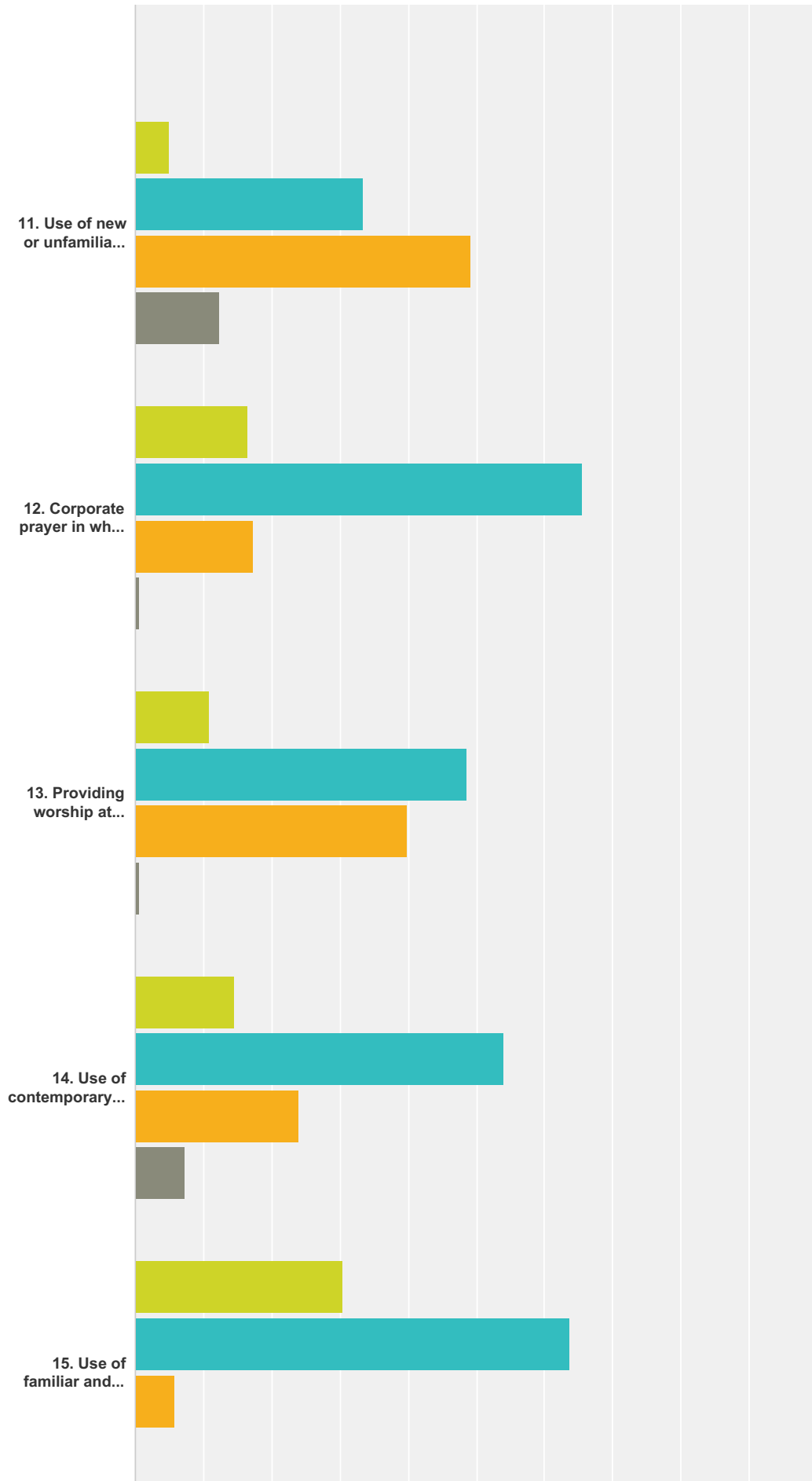
Answered: 140 Skipped: 25



Trinity Lutheran Church of Dover, NJ



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# Trinity Lutheran Church of Dover, NJ



0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

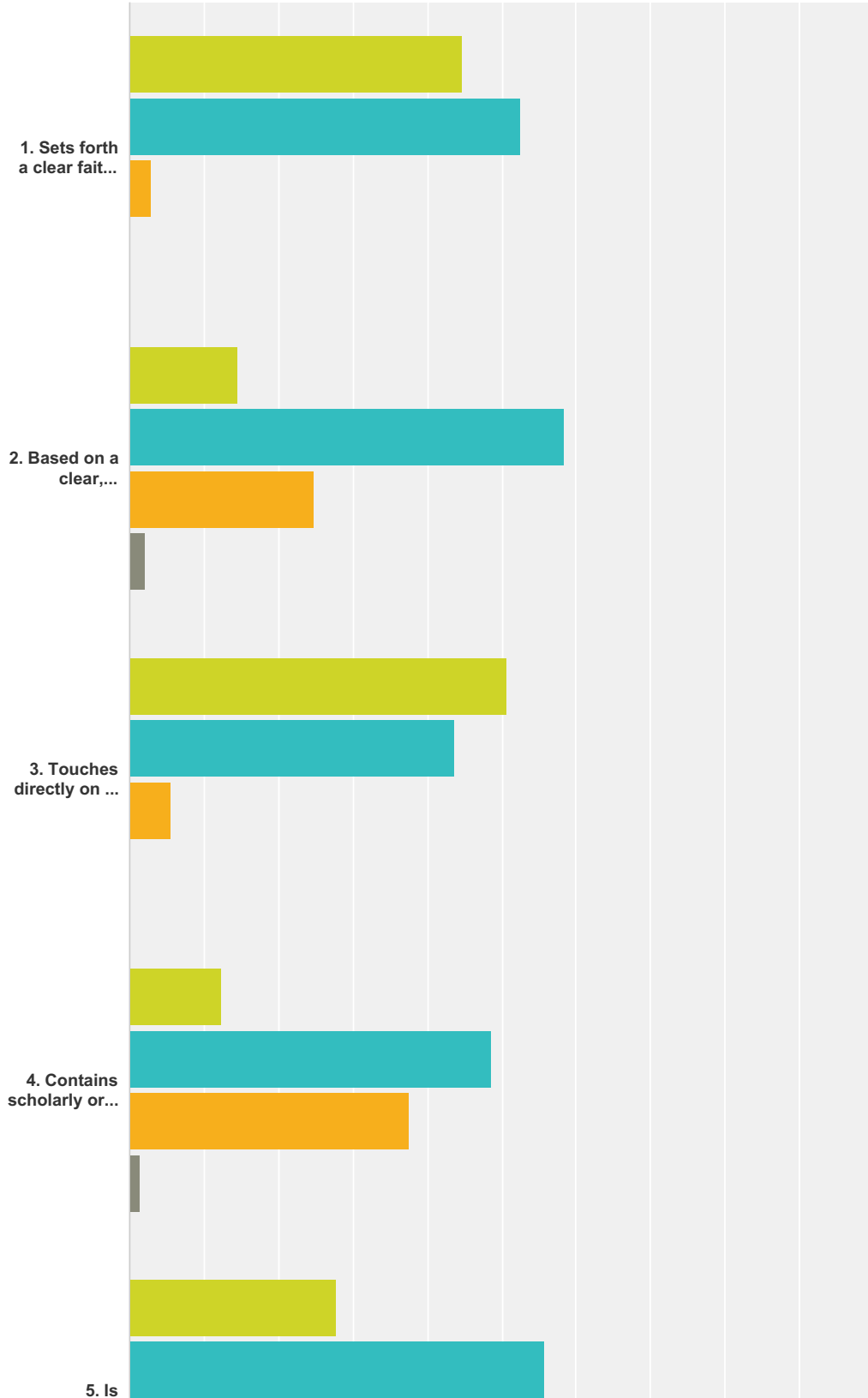
■ Essential   
 ■ Important   
 ■ Not very important   
 ■ Downright distracting

	Essential	Important	Not very important	Downright distracting	Total
1. Providing time for members to greet one another	32.86% 46	57.86% 81	9.29% 13	0.00% 0	140
2. Providing worship that is emotionally moving	37.86% 53	55.00% 77	6.43% 9	0.71% 1	140
3. Providing worship that is intellectually challenging	27.01% 37	59.85% 82	13.14% 18	0.00% 0	137
4. Providing worship that is spiritually engaging	49.64% 69	48.92% 68	1.44% 2	0.00% 0	139
5. Attention given to sacraments	45.32% 63	48.20% 67	6.47% 9	0.00% 0	139
6. Congregational participation in leading worship	28.06% 39	52.52% 73	19.42% 27	0.00% 0	139
7. Use of inclusive, non-sexist language	31.62% 43	38.24% 52	25.00% 34	5.15% 7	136
8. Use of creeds or statements of faith	39.57% 55	51.80% 72	7.91% 11	0.72% 1	139
9. Silent prayer/meditation	24.64% 34	63.04% 87	12.32% 17	0.00% 0	138
10. Having parts of the worship especially for children	46.43% 65	47.86% 67	5.71% 8	0.00% 0	140
11. Use of new or unfamiliar hymns	5.07% 7	33.33% 46	49.28% 68	12.32% 17	138
12. Corporate prayer in which the entire congregation participates	16.55% 23	65.47% 91	17.27% 24	0.72% 1	139
13. Providing worship at times other than Sunday morning	10.87% 15	48.55% 67	39.86% 55	0.72% 1	138
14. Use of contemporary worship styles, music and language	14.60% 20	54.01% 74	24.09% 33	7.30% 10	137
15. Use of familiar and comforting liturgy	30.43% 42	63.77% 88	5.80% 8	0.00% 0	138

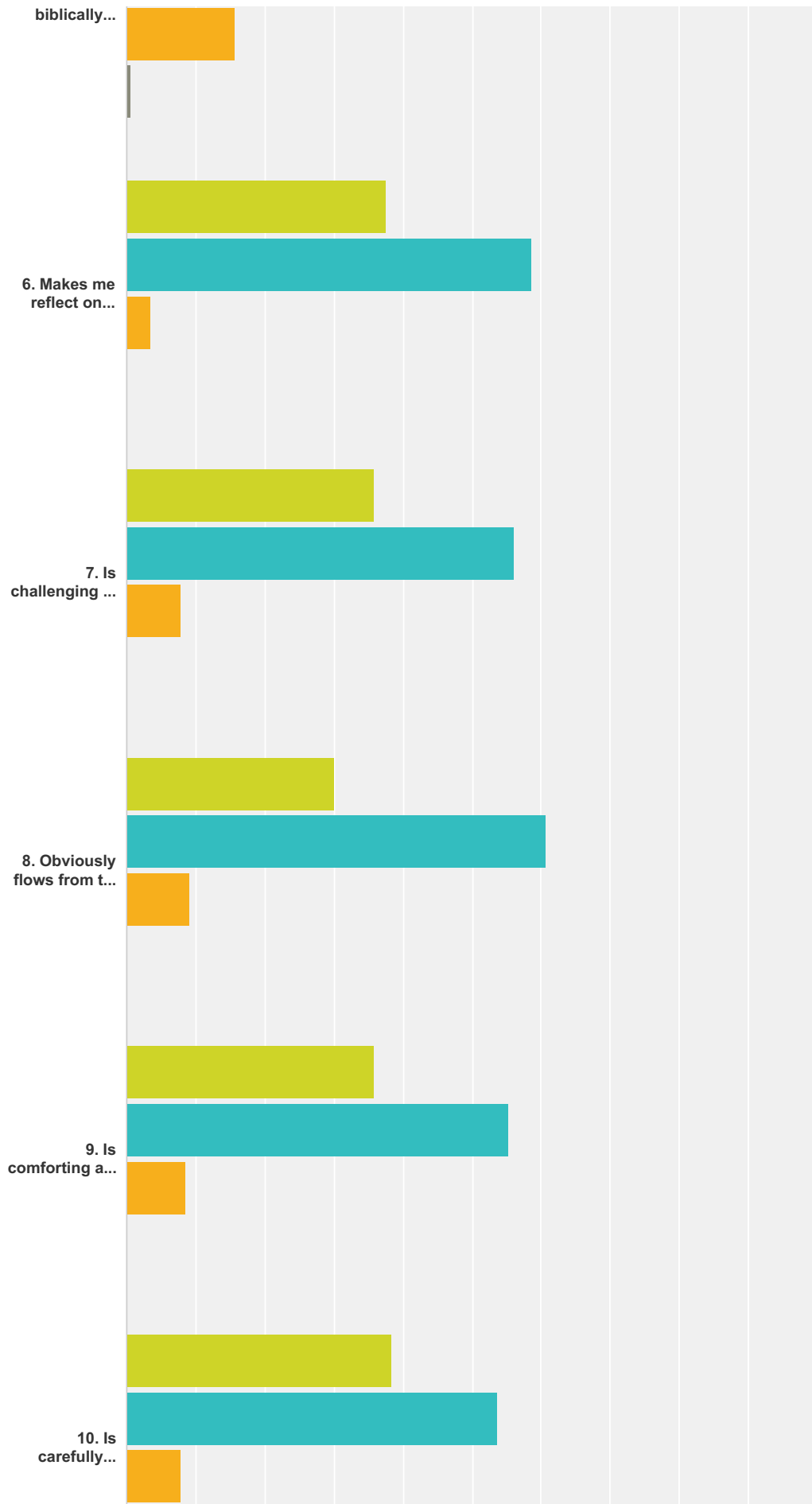


**Q26 For you, personally, how important are each of the following in the mix of qualities that make a good sermon?**

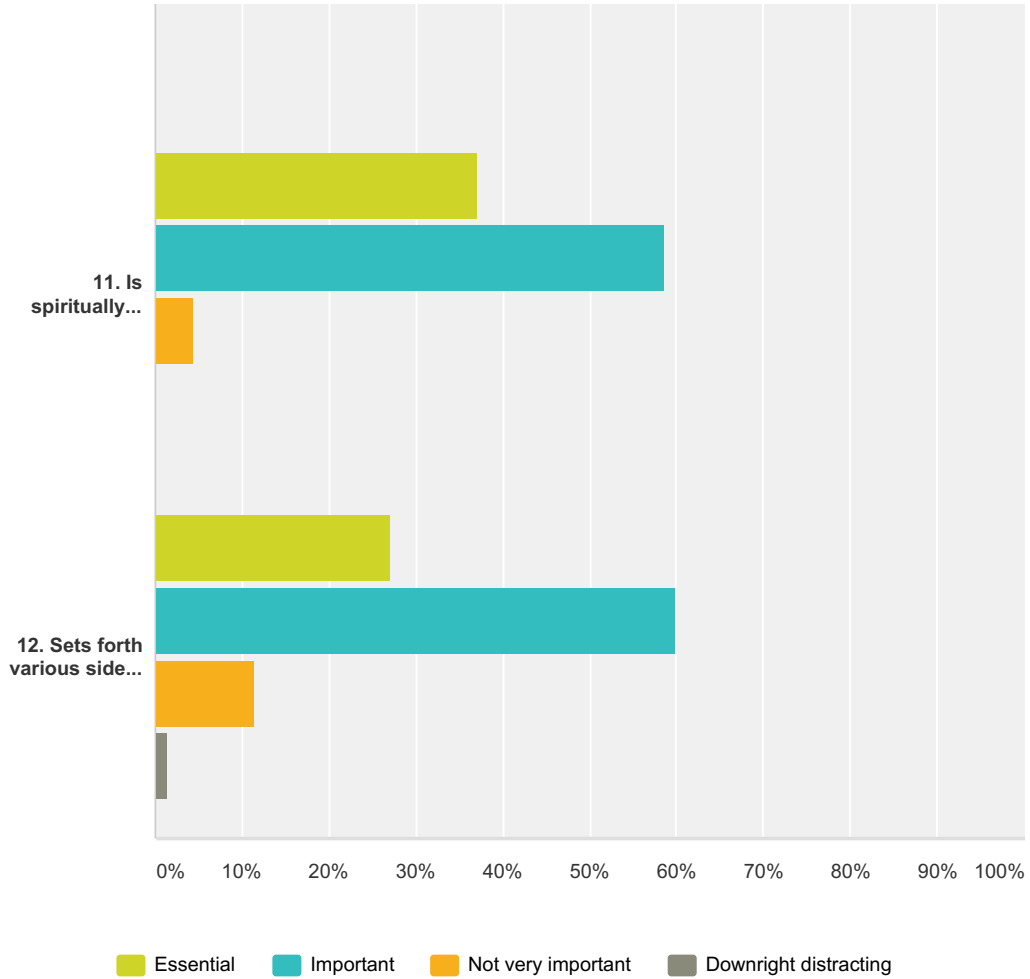
Answered: 140 Skipped: 25



Trinity Lutheran Church of Dover, NJ



Trinity Lutheran Church of Dover, NJ



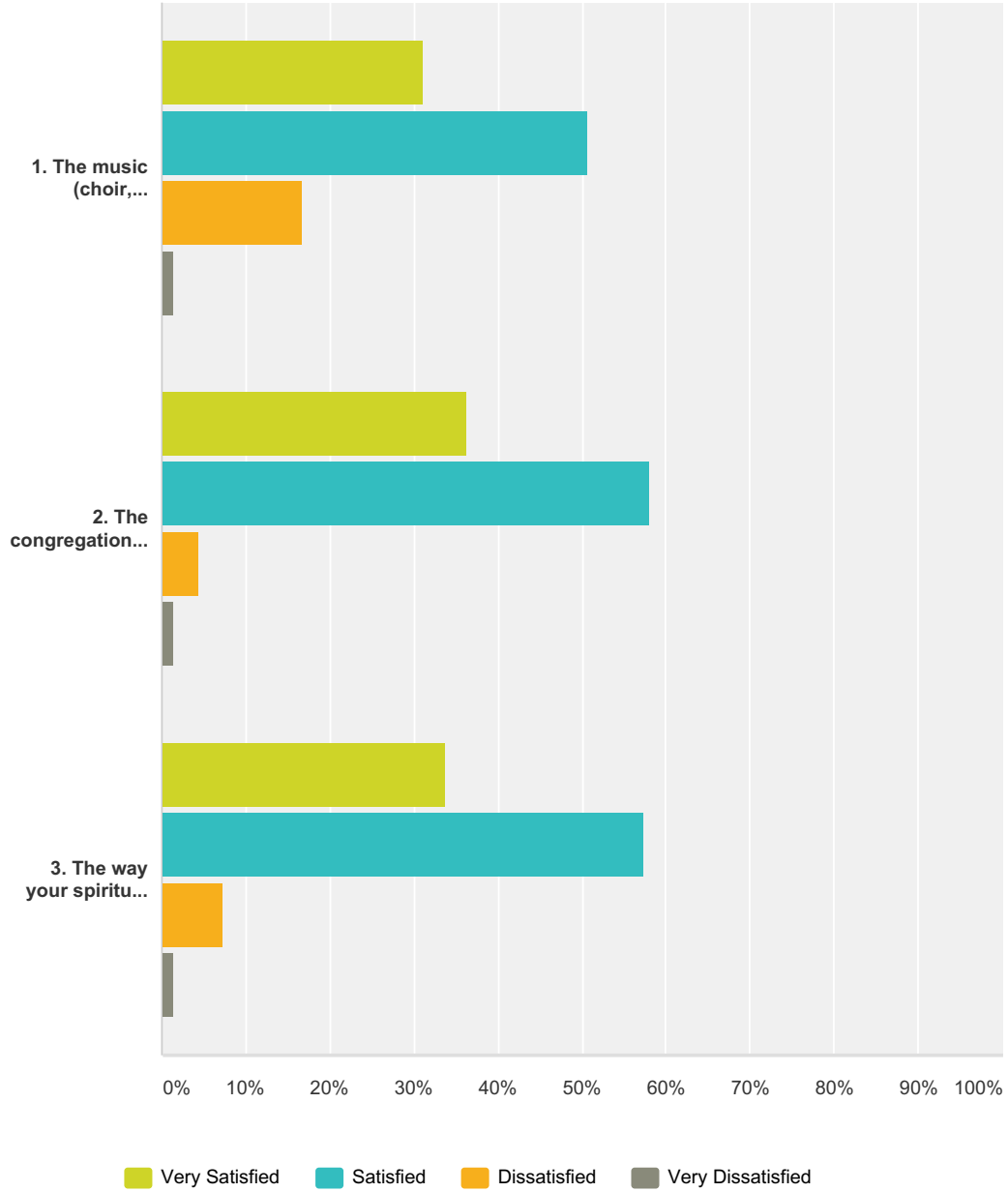
	Essential	Important	Not very important	Downright distracting	Total
1. Sets forth a clear faith position as a guide for making decisions and living a faithful life	44.60% 62	52.52% 73	2.88% 4	0.00% 0	139
2. Based on a clear, unambiguous religious authority	14.60% 20	58.39% 80	24.82% 34	2.19% 3	137
3. Touches directly on my everyday life	50.71% 71	43.57% 61	5.71% 8	0.00% 0	140
4. Contains scholarly or literary illustrations	12.32% 17	48.55% 67	37.68% 52	1.45% 2	138
5. Is biblically based and illustrated	27.86% 39	55.71% 78	15.71% 22	0.71% 1	140
6. Makes me reflect on issues and events that go beyond my personal life and local community	37.68% 52	58.70% 81	3.62% 5	0.00% 0	138
7. Is challenging and thought-provoking	35.97% 50	56.12% 78	7.91% 11	0.00% 0	139
8. Obviously flows from the depth of the preacher's own personal faith and spiritual convictions	30.00% 42	60.71% 85	9.29% 13	0.00% 0	140
9. Is comforting and reassuring	35.97% 50	55.40% 77	8.63% 12	0.00% 0	139

## Trinity Lutheran Church of Dover, NJ

10. Is carefully composed and skillfully delivered	<b>38.41%</b> 53	<b>53.62%</b> 74	<b>7.97%</b> 11	<b>0.00%</b> 0	138
11. Is spiritually moving and inspirational	<b>37.14%</b> 52	<b>58.57%</b> 82	<b>4.29%</b> 6	<b>0.00%</b> 0	140
12. Sets forth various sides of an issue without advocating one position as the only Christian position	<b>27.14%</b> 38	<b>60.00%</b> 84	<b>11.43%</b> 16	<b>1.43%</b> 2	140

**Q27 Please identify to what extent you are satisfied with the following aspects of your church:**

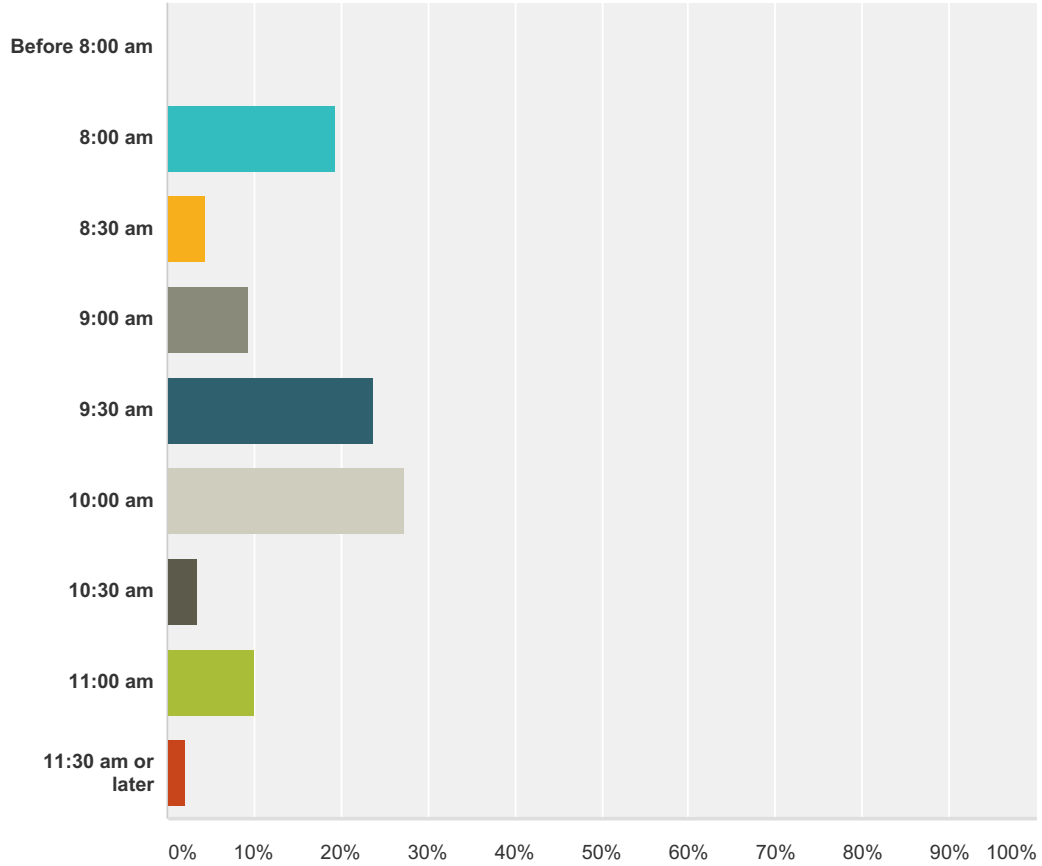
Answered: 138 Skipped: 27



	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Total
1. The music (choir, anthems, and instrumentals) during Sunday worship	31.16% 43	50.72% 70	16.67% 23	1.45% 2	138
2. The congregation's Sunday worship, other than the music	36.23% 50	57.97% 80	4.35% 6	1.45% 2	138
3. The way your spiritual needs are being met in the worship service	33.82% 46	57.35% 78	7.35% 10	1.47% 2	136

### Q28 If you could choose any time on Sunday morning, what time would you prefer for worship to start?

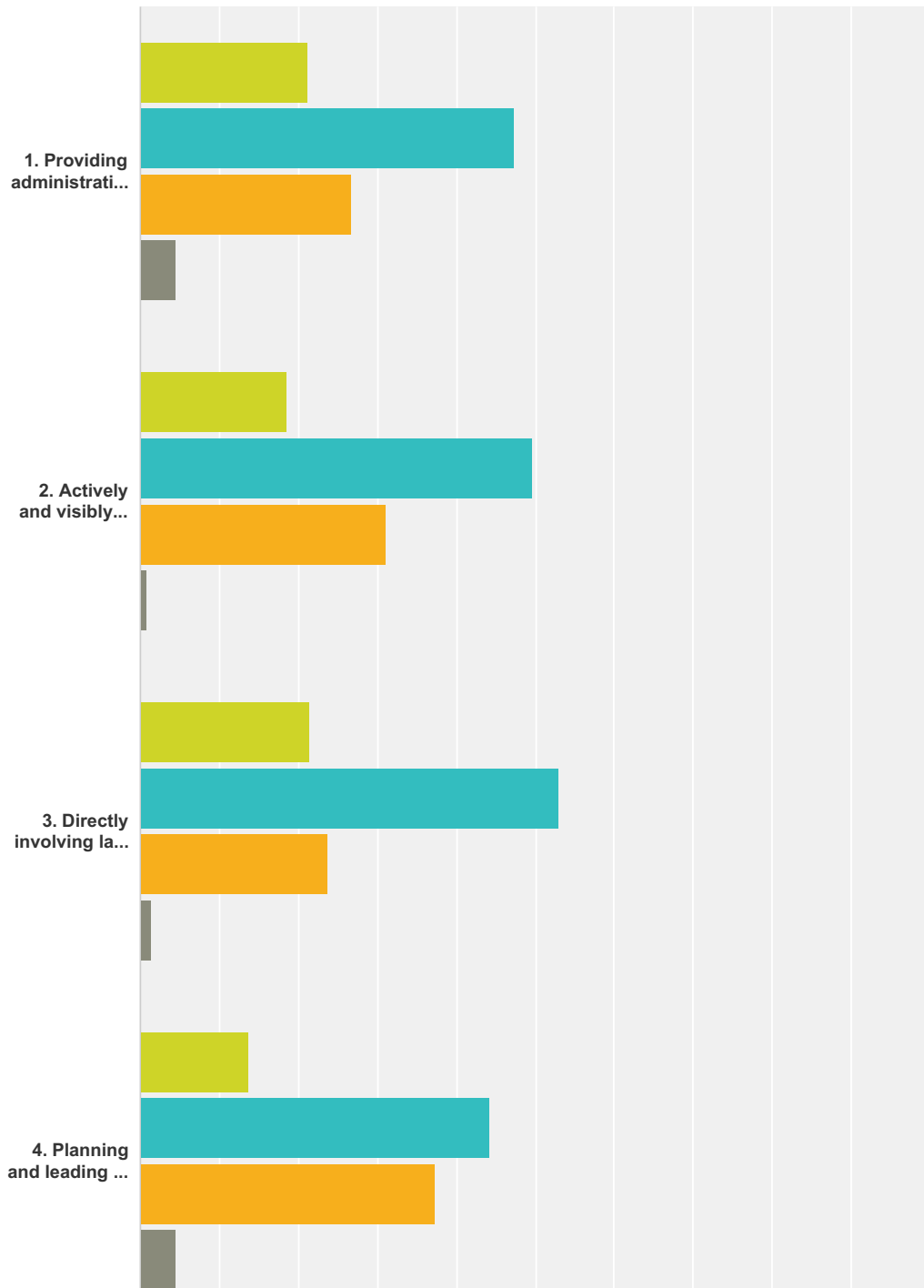
Answered: 139 Skipped: 26



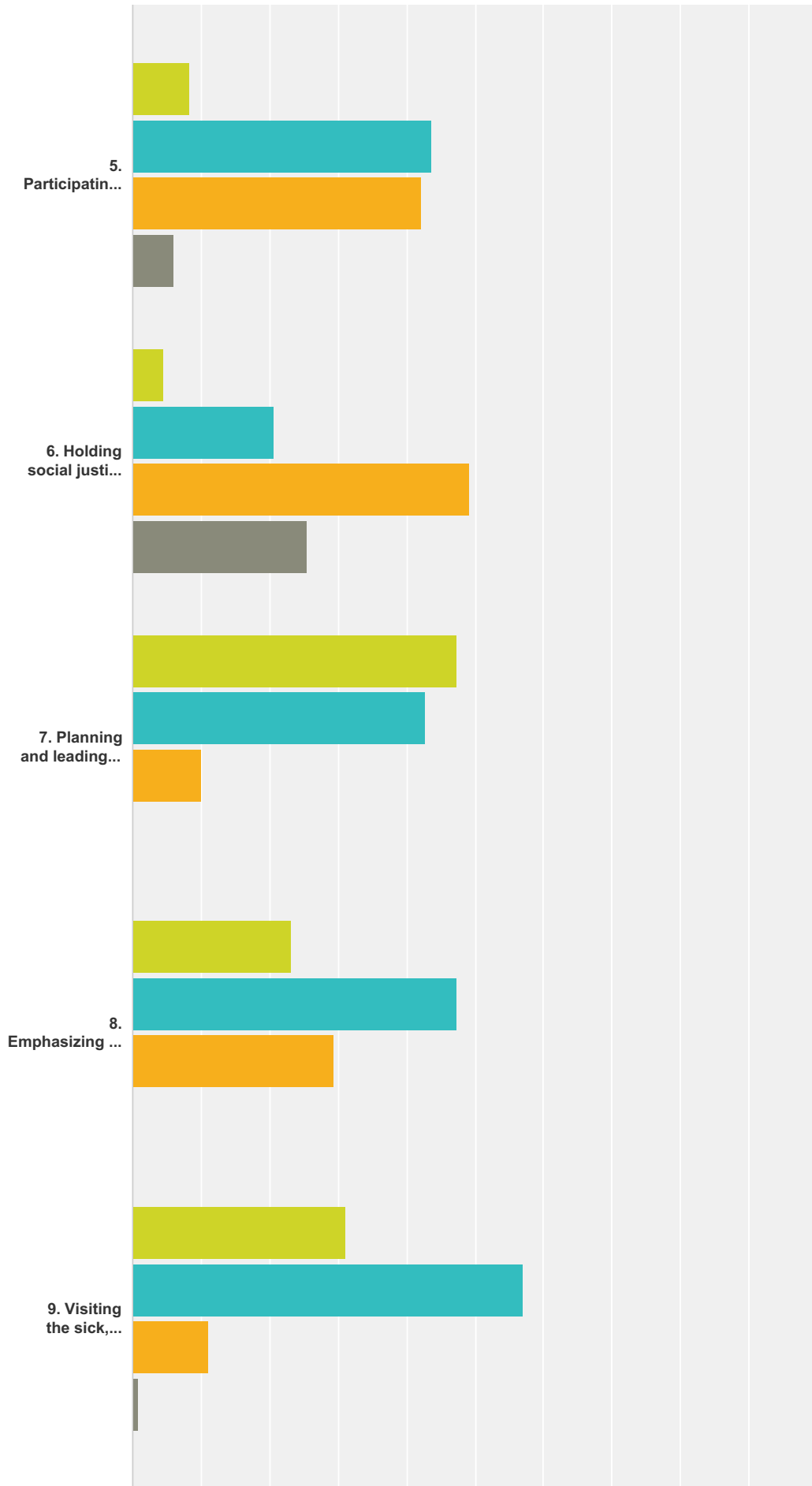
Answer Choices	Responses	
Before 8:00 am	0.00%	0
8:00 am	19.42%	27
8:30 am	4.32%	6
9:00 am	9.35%	13
9:30 am	23.74%	33
10:00 am	27.34%	38
10:30 am	3.60%	5
11:00 am	10.07%	14
11:30 am or later	2.16%	3
<b>Total</b>		<b>139</b>

**Q29 In your judgment how high or low a priority would you like each of the following to be for the pastor of TLC? It is worth remembering that not every task can be highest priority, and that in reality, only 3 or 4 probably can be. You may want to read the entire list, then go back and make your priority rankings.**

Answered: 135 Skipped: 30

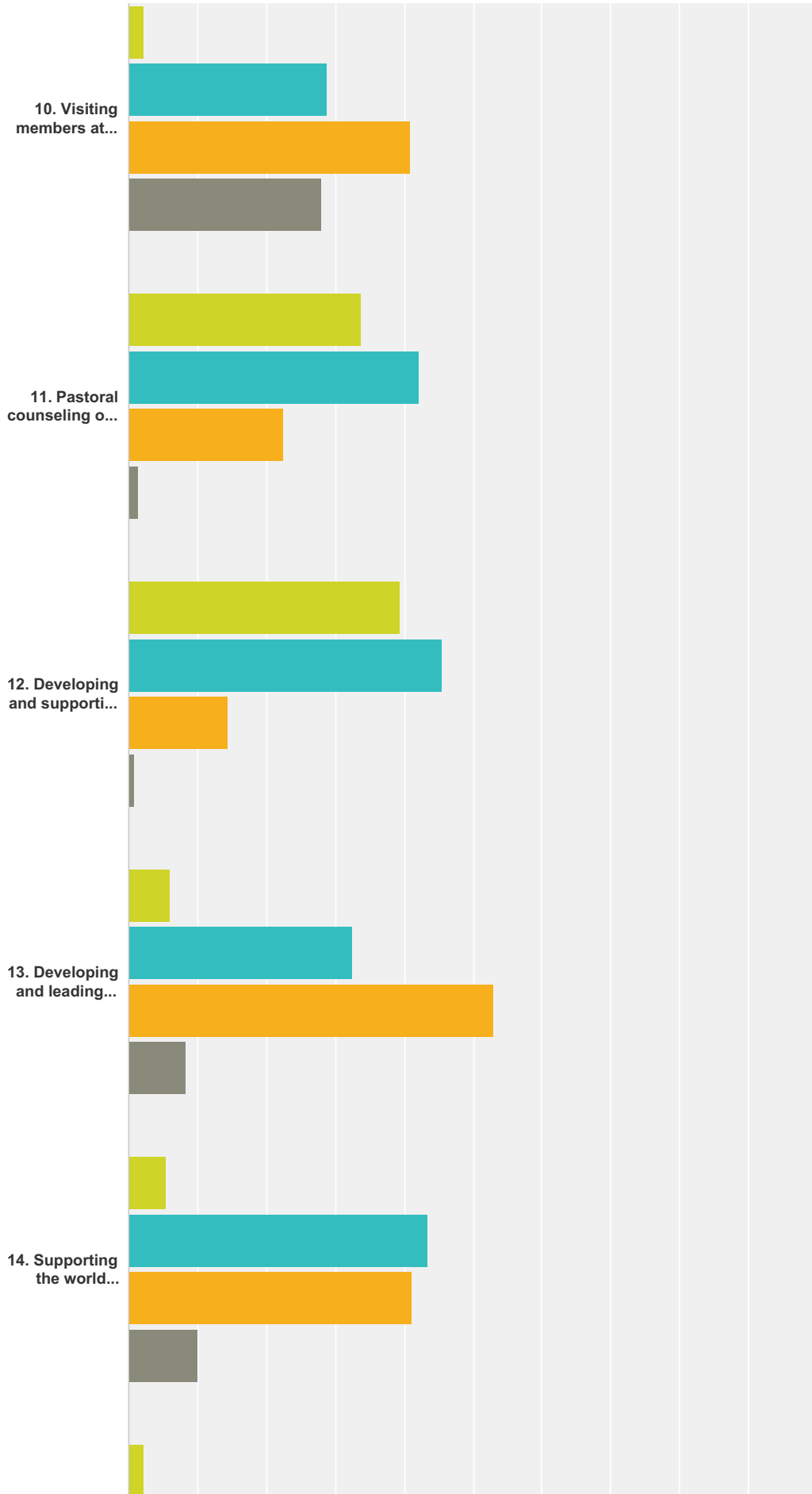


Trinity Lutheran Church of Dover, NJ

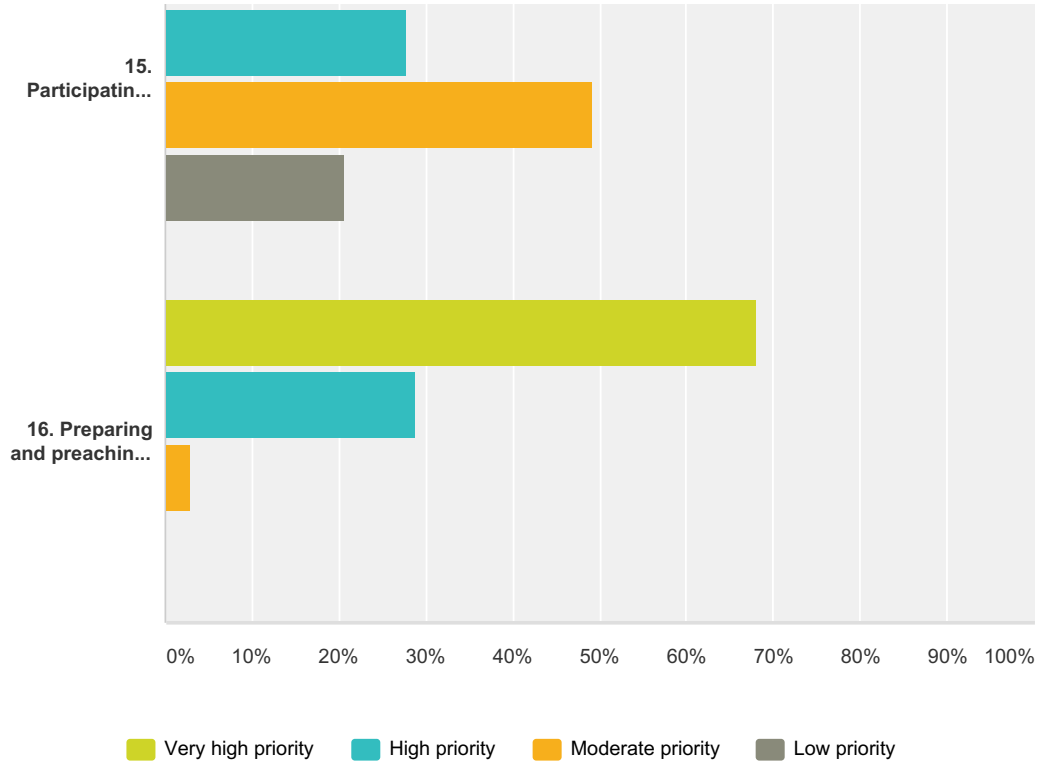




Trinity Lutheran Church of Dover, NJ



Trinity Lutheran Church of Dover, NJ



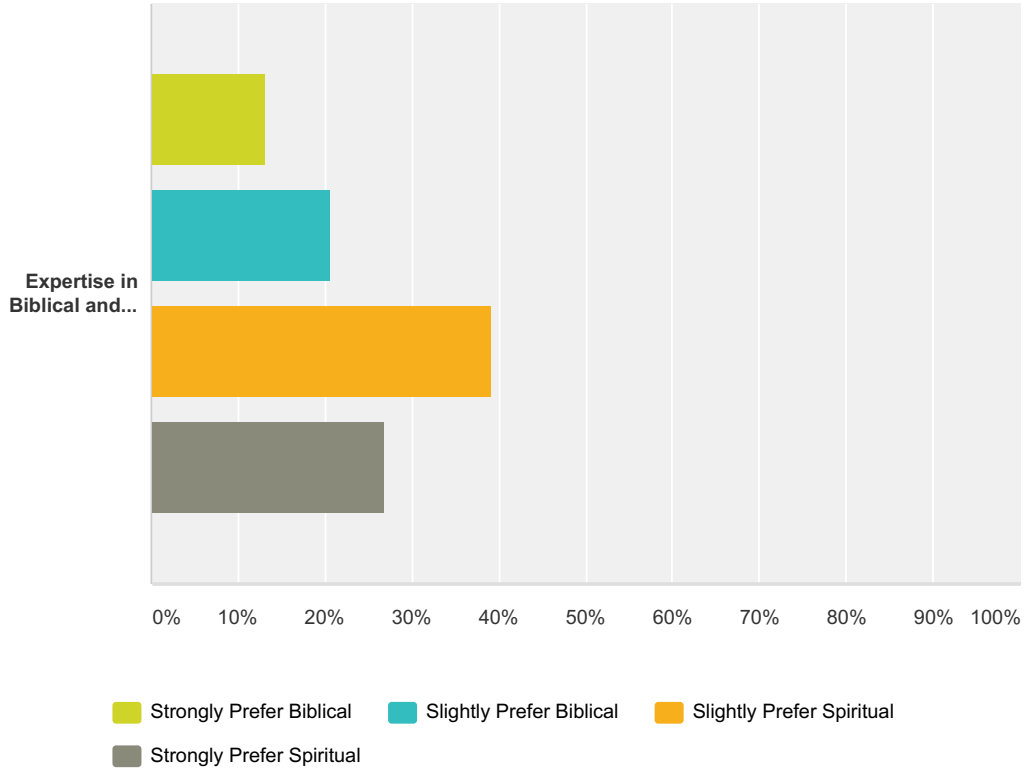
	Very high priority	High priority	Moderate priority	Low priority	Total
1. Providing administrative leadership for the congregation's ministry	21.37% 28	47.33% 62	26.72% 35	4.58% 6	131
2. Actively and visibly supporting the church's stewardship program	18.60% 24	49.61% 64	31.01% 40	0.78% 1	129
3. Directly involving laity in the planning and leadership of church programs and events	21.54% 28	53.08% 69	23.85% 31	1.54% 2	130
4. Planning and leading a program of new member recruitment	13.74% 18	44.27% 58	37.40% 49	4.58% 6	131
5. Participating in local community activities, issues and problems	8.27% 11	43.61% 58	42.11% 56	6.02% 8	133
6. Holding social justice issues before members	4.62% 6	20.77% 27	49.23% 64	25.38% 33	130
7. Planning and leading worship sensitive to the needs of the congregation	47.33% 62	42.75% 56	9.92% 13	0.00% 0	131
8. Emphasizing the spiritual development of members	23.26% 30	47.29% 61	29.46% 38	0.00% 0	129
9. Visiting the sick, shut-in and bereaved	31.11% 42	57.04% 77	11.11% 15	0.74% 1	135
10. Visiting members at their homes	2.27% 3	28.79% 38	40.91% 54	28.03% 37	132
11. Pastoral counseling of members having personal, family and/or work related problems	33.83% 45	42.11% 56	22.56% 30	1.50% 2	133
12. Developing and supporting religious education programs for children and youth	39.39% 52	45.45% 60	14.39% 19	0.76% 1	132

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13. Developing and leading adult education programs	<b>6.06%</b> 8	<b>32.58%</b> 43	<b>53.03%</b> 70	<b>8.33%</b> 11	132
14. Supporting the world mission of the church	<b>5.34%</b> 7	<b>43.51%</b> 57	<b>41.22%</b> 54	<b>9.92%</b> 13	131
15. Participating in denominational activities beyond the local church, that is, at the regional or national level	<b>2.31%</b> 3	<b>27.69%</b> 36	<b>49.23%</b> 64	<b>20.77%</b> 27	130
16. Preparing and preaching inspiring sermons	<b>68.15%</b> 92	<b>28.89%</b> 39	<b>2.96%</b> 4	<b>0.00%</b> 0	135

**Q30 Listed below are 10 pairs of characteristics of a good pastor. You will probably agree that both traits in each pair are desirable. But if you had to choose, which characteristic of the two in each pair would you prefer in your pastor. Check one answer for each pair. 1.**

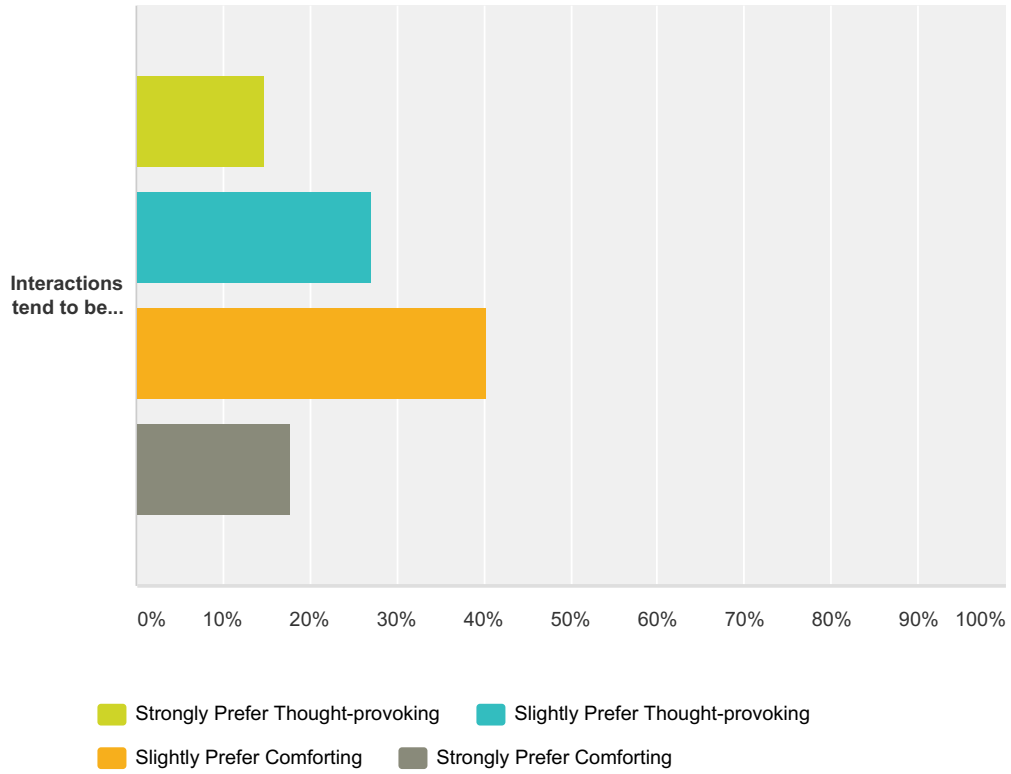
Answered: 130 Skipped: 35



	Strongly Prefer Biblical	Slightly Prefer Biblical	Slightly Prefer Spiritual	Strongly Prefer Spiritual	Total
Expertise in Biblical and theological matters OR a strong emphasis on spiritual development.	13.08% 17	20.77% 27	39.23% 51	26.92% 35	130

**Q31 2.**

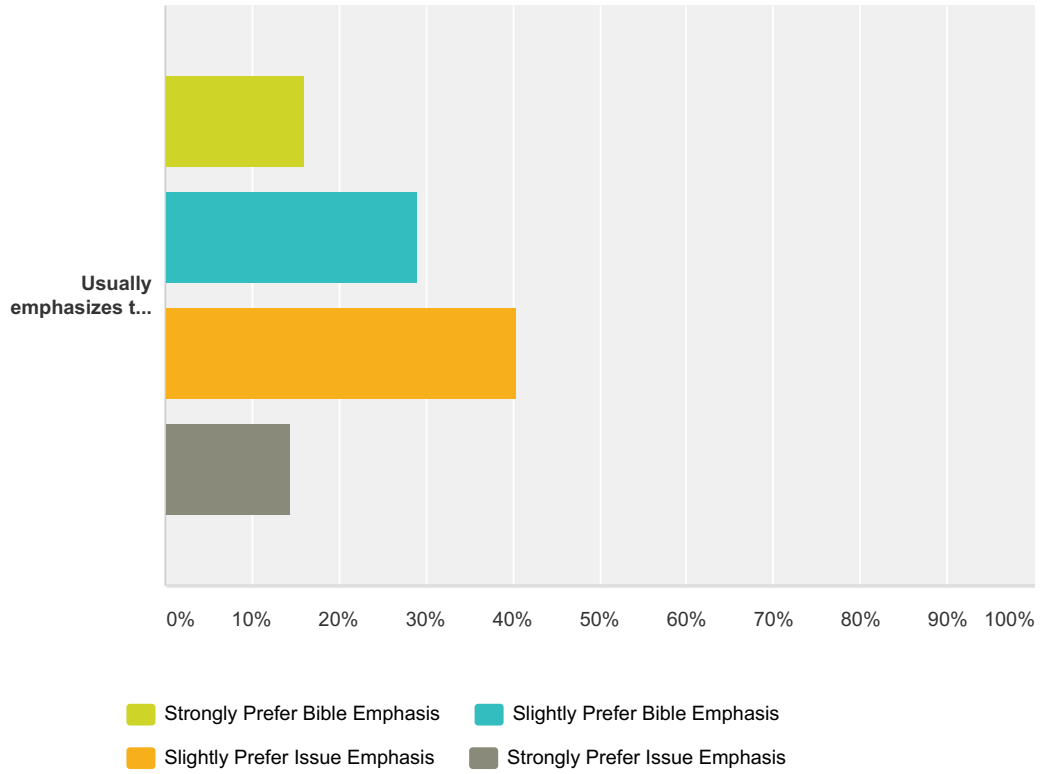
Answered: 129 Skipped: 36



	Strongly Prefer Thought-provoking	Slightly Prefer Thought-provoking	Slightly Prefer Comforting	Strongly Prefer Comforting	Total
Interactions tend to be thought-provoking and challenging OR comforting and reassuring.	14.73% 19	27.13% 35	40.31% 52	17.83% 23	129

**Q32 3.**

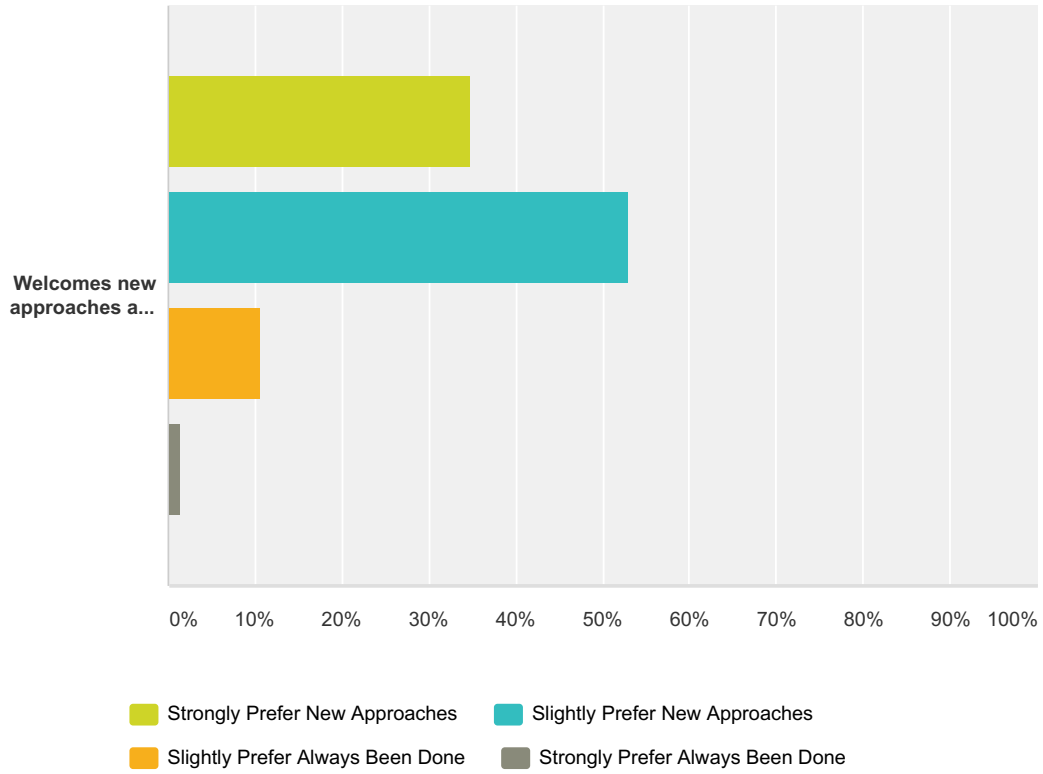
Answered: 131 Skipped: 34



	Strongly Prefer Bible Emphasis	Slightly Prefer Bible Emphasis	Slightly Prefer Issue Emphasis	Strongly Prefer Issue Emphasis	Total
Usually emphasizes the Bible OR contemporary issues.	16.03% 21	29.01% 38	40.46% 53	14.50% 19	131

**Q33 4.**

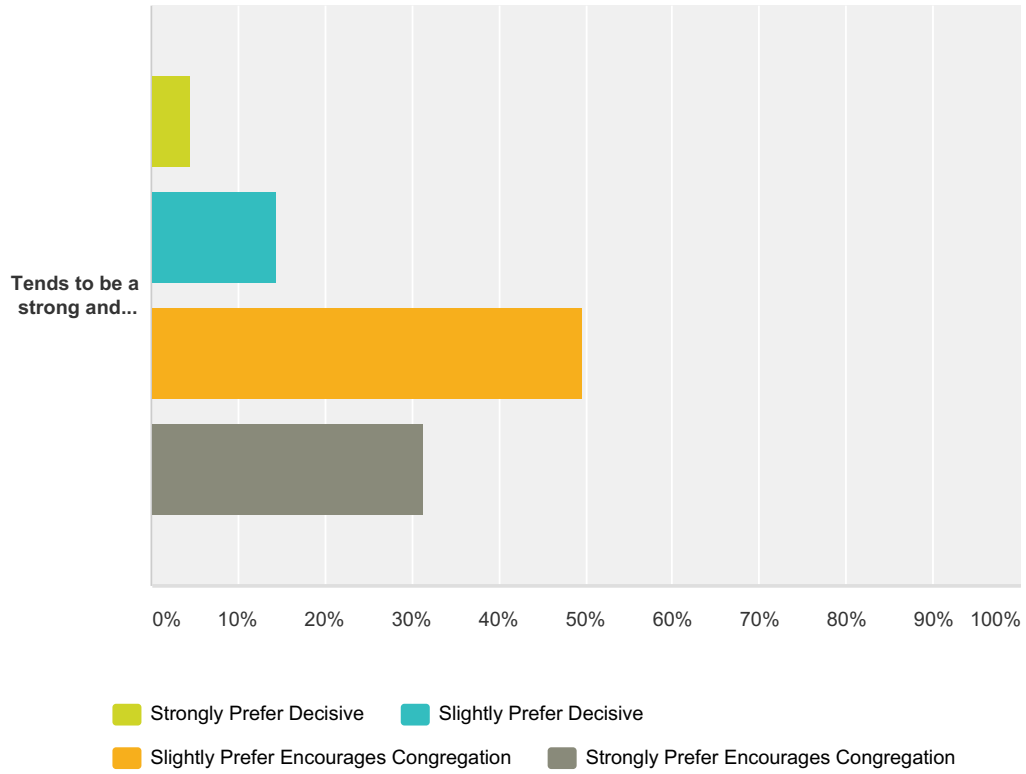
Answered: 132 Skipped: 33



	Strongly Prefer New Approaches	Slightly Prefer New Approaches	Slightly Prefer Always Been Done	Strongly Prefer Always Been Done	Total
Welcomes new approaches and ideas OR the way things have always been done.	34.85% 46	53.03% 70	10.61% 14	1.52% 2	132

**Q34 5.**

Answered: 131 Skipped: 34

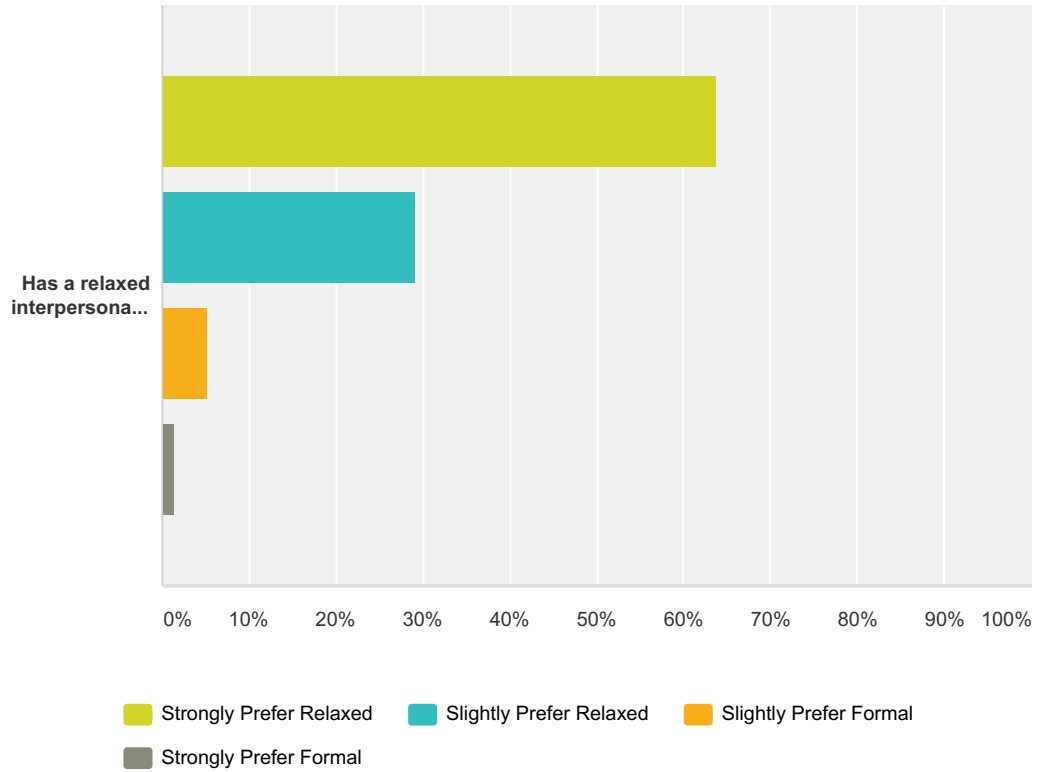


	Strongly Prefer Decisive	Slightly Prefer Decisive	Slightly Prefer Encourages Congregation	Strongly Prefer Encourages Congregation	Total
Tends to be a strong and decisive force in decisions OR encourages congregational and lay leadership decision-making.	4.58% 6	14.50% 19	49.62% 65	31.30% 41	131



**Q35 6.**

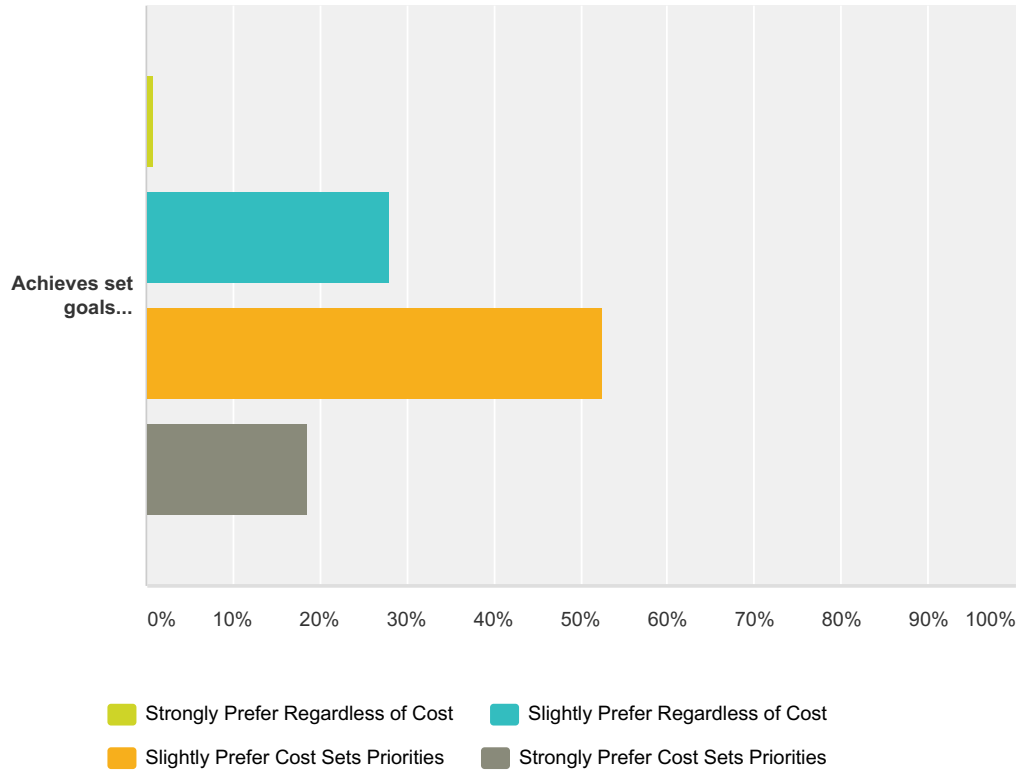
Answered: 133 Skipped: 32



	Strongly Prefer Relaxed	Slightly Prefer Relaxed	Slightly Prefer Formal	Strongly Prefer Formal	Total
Has a relaxed interpersonal style OR a formal interpersonal style.	63.91% 85	29.32% 39	5.26% 7	1.50% 2	133

**Q36 7.**

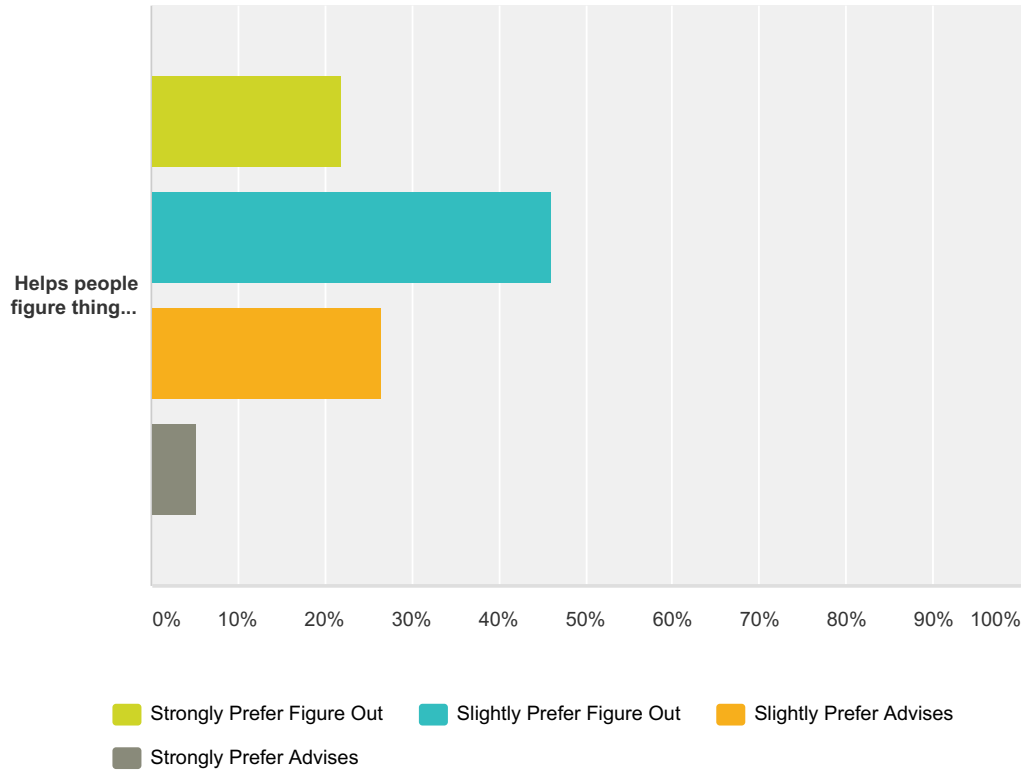
Answered: 129 Skipped: 36



	Strongly Prefer Regardless of Cost	Slightly Prefer Regardless of Cost	Slightly Prefer Cost Sets Priorities	Strongly Prefer Cost Sets Priorities	Total
Achieves set goals regardless of cost where ends justify the means OR the cost of goals sets priorities where means determine the ends.	0.78% 1	27.91% 36	52.71% 68	18.60% 24	129

**Q37 8.**

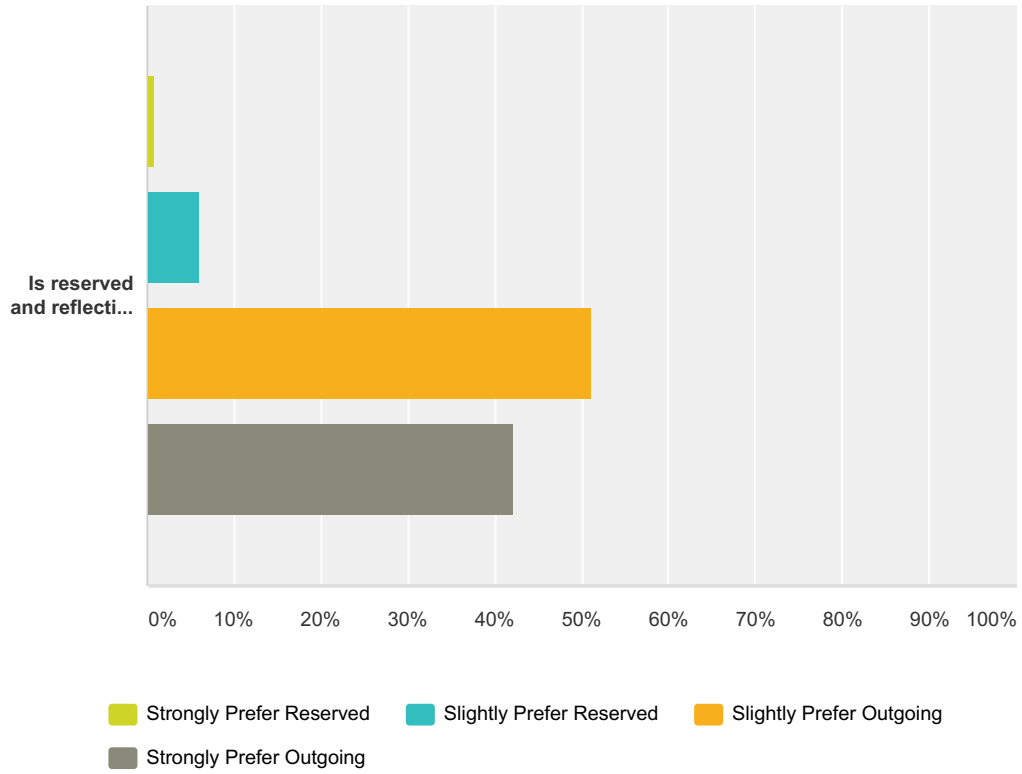
Answered: 132 Skipped: 33



	Strongly Prefer Figure Out	Slightly Prefer Figure Out	Slightly Prefer Advises	Strongly Prefer Advises	Total
Helps people figure things out for themselves OR advises people what to do.	21.97% 29	46.21% 61	26.52% 35	5.30% 7	132

**Q38 9.**

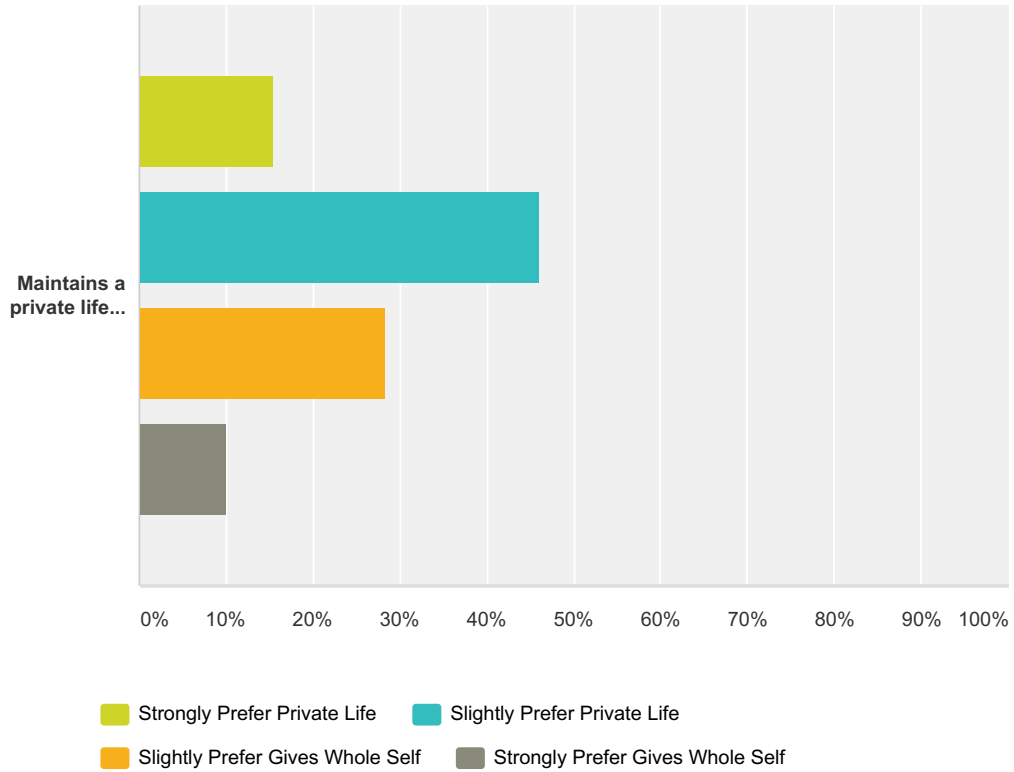
Answered: 133 Skipped: 32



	Strongly Prefer Reserved	Slightly Prefer Reserved	Slightly Prefer Outgoing	Strongly Prefer Outgoing	Total
Is reserved and reflective OR outgoing and socially engaging.	0.75% 1	6.02% 8	51.13% 68	42.11% 56	133

**Q39 10.**

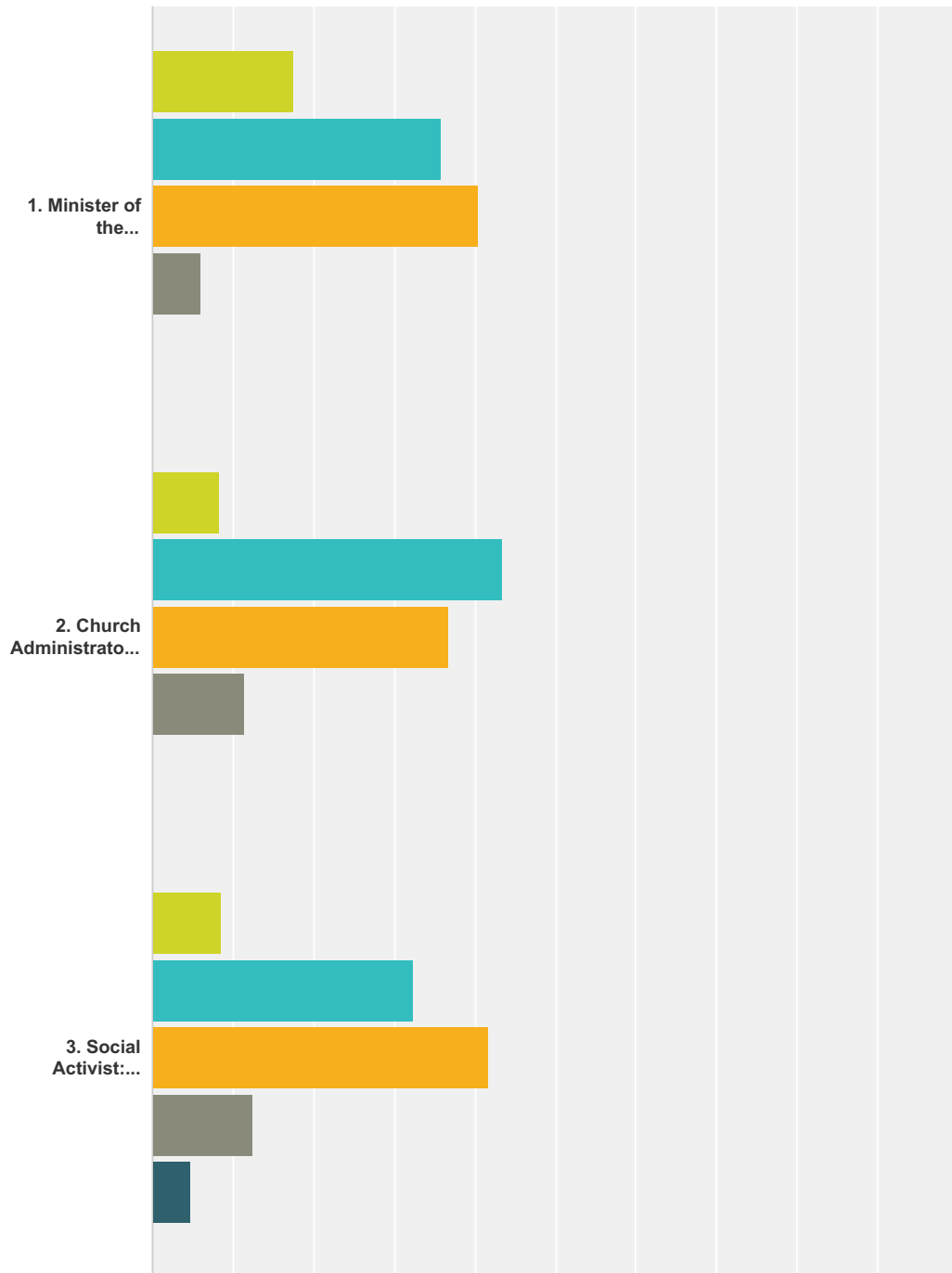
Answered: 130 Skipped: 35



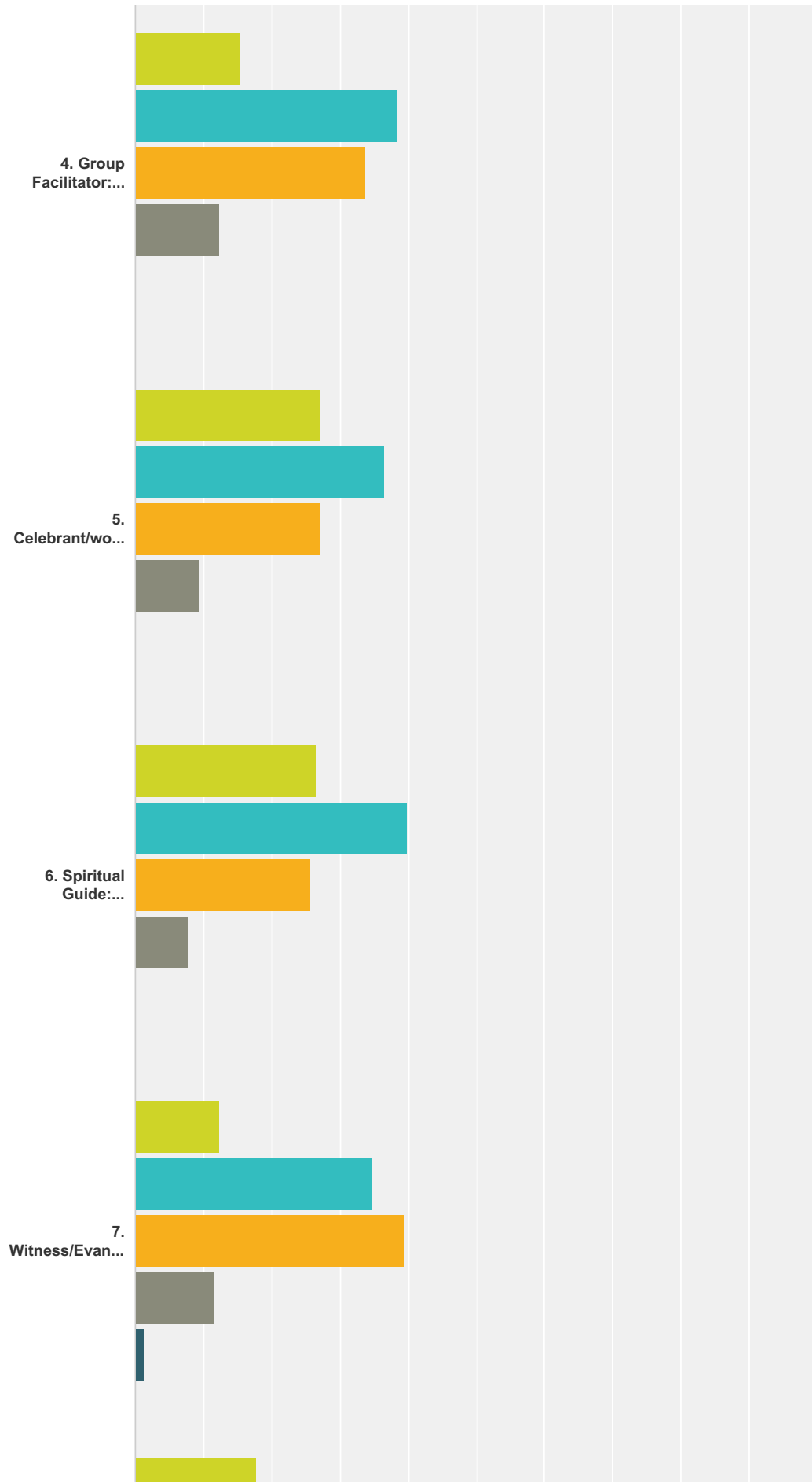
	Strongly Prefer Private Life	Slightly Prefer Private Life	Slightly Prefer Gives Whole Self	Strongly Prefer Gives Whole Self	Total
Maintains a private life of family, friends, personal and professional development OR gives whole self to the life of the church and work as pastor.	15.38% 20	46.15% 60	28.46% 37	10.00% 13	130

**Q40** Listed below are eleven images or dominant roles in terms of which clergy variously orient their ministry. To what extent would you like to see the pastor of TLC emphasize or embody each of the roles? Would you say it is essential, very important, moderately important, not very important, or would you prefer the pastor to not emphasize the role at all?

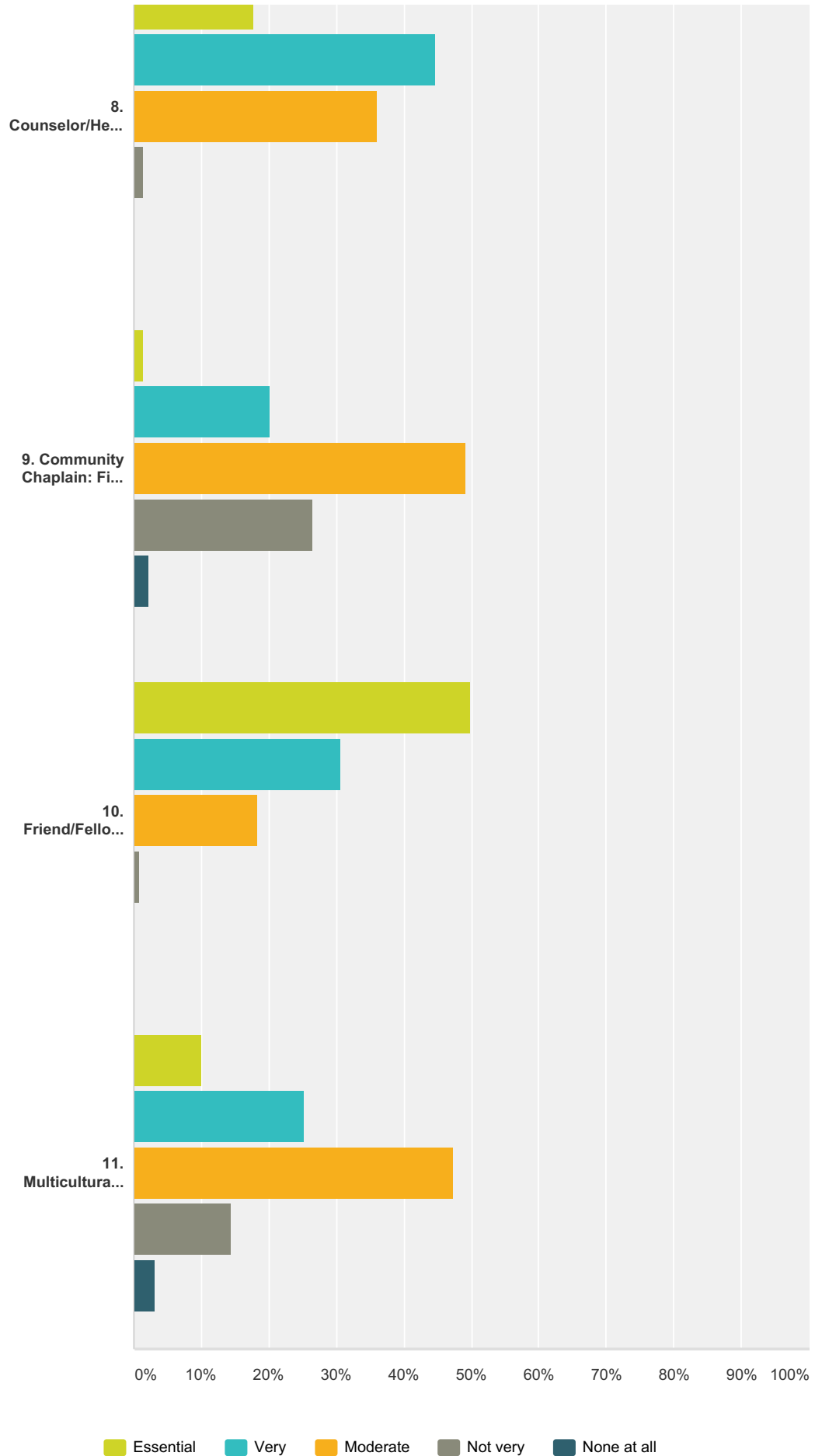
Answered: 131 Skipped: 34



Trinity Lutheran Church of Dover, NJ



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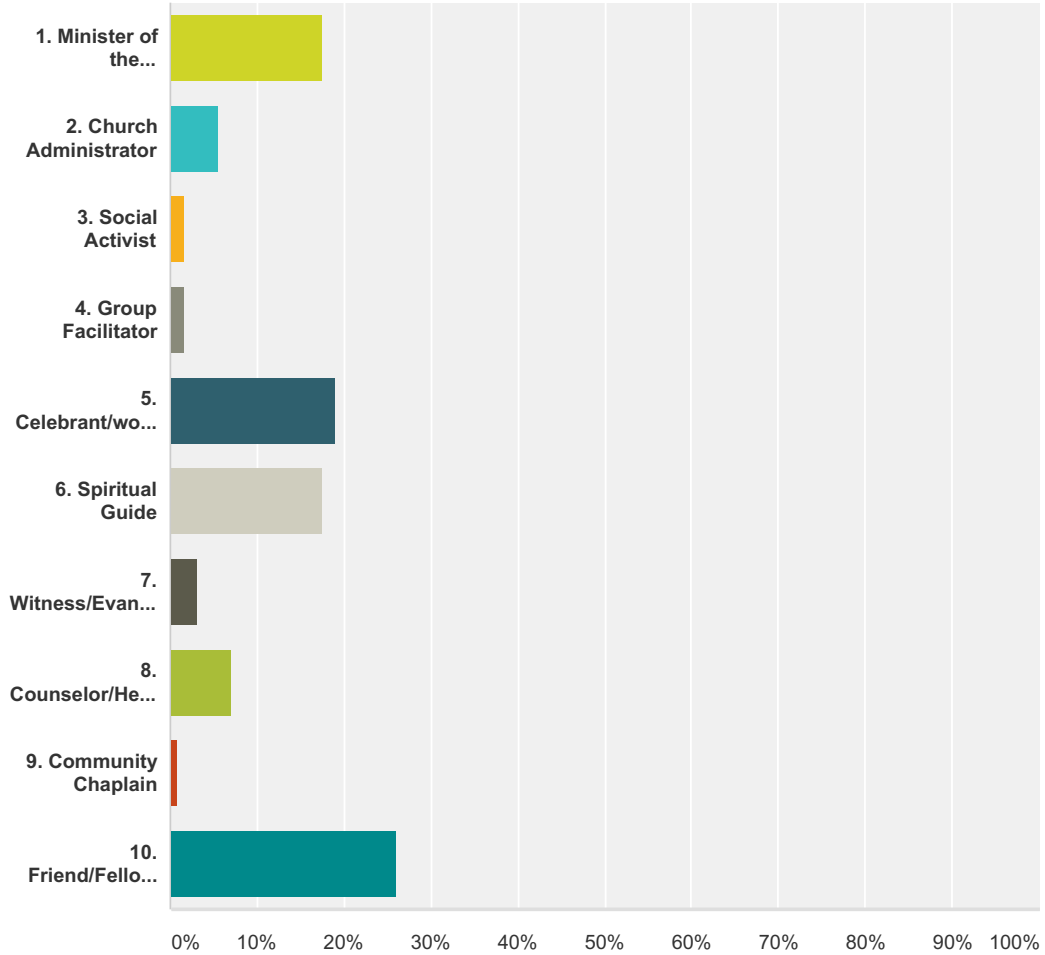


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	Essential	Very	Moderate	Not very	None at all	Total
1. Minister of the Word/Teacher of the Congregation: Finds primary fulfillment in preaching and teaching and is attracted to a congregation with a strong educational emphasis	<b>17.56%</b> 23	<b>35.88%</b> 47	<b>40.46%</b> 53	<b>6.11%</b> 8	<b>0.00%</b> 0	131
2. Church Administrator: Fulfillment comes in administering and managing a productive, varied and effective church program and organization	<b>8.40%</b> 11	<b>43.51%</b> 57	<b>36.64%</b> 48	<b>11.45%</b> 15	<b>0.00%</b> 0	131
3. Social Activist: Ministry centers in relating the Gospel to the social context, enjoys being on the cutting edge of social concerns and involvement in community affairs	<b>8.66%</b> 11	<b>32.28%</b> 41	<b>41.73%</b> 53	<b>12.60%</b> 16	<b>4.72%</b> 6	127
4. Group Facilitator: Centers ministry around work with small groups of people, helping them relate particular interests and needs to the Gospel; organizes the church around a variety of interest, study and task groups	<b>15.38%</b> 20	<b>38.46%</b> 50	<b>33.85%</b> 44	<b>12.31%</b> 16	<b>0.00%</b> 0	130
5. Celebrant/worship Leader: Is most at home in leading the congregation in worship; deep appreciation for ritual and ceremonial in both formal and informal settings	<b>27.13%</b> 35	<b>36.43%</b> 47	<b>27.13%</b> 35	<b>9.30%</b> 12	<b>0.00%</b> 0	129
6. Spiritual Guide: Encourages development of all members' spiritual lives; works intensely with those interested in pursuing spiritual disciplines; minister has exemplary spiritual life	<b>26.56%</b> 34	<b>39.84%</b> 51	<b>25.78%</b> 33	<b>7.81%</b> 10	<b>0.00%</b> 0	128
7. Witness/Evangelist: Focus of ministry is sharing the Gospel with those in and outside the church; developing the church's evangelistic witness is a primary task	<b>12.40%</b> 16	<b>34.88%</b> 45	<b>39.53%</b> 51	<b>11.63%</b> 15	<b>1.55%</b> 2	129
8. Counselor/Healer: Spends a major part of each week in pastoral counseling and visiting in homes and/or hospitals; finds fulfillment in helping people face their crisis	<b>17.69%</b> 23	<b>44.62%</b> 58	<b>36.15%</b> 47	<b>1.54%</b> 2	<b>0.00%</b> 0	130
9. Community Chaplain: Finds fulfillment in civic roles and leadership; often serves on community committees and task groups; may be chaplain to community groups	<b>1.56%</b> 2	<b>20.31%</b> 26	<b>49.22%</b> 63	<b>26.56%</b> 34	<b>2.34%</b> 3	128
10. Friend/Fellow Traveler: Warm and loving person who relates to us as an ordinary human being; compassionate and good listener; not afraid to reveal personal pain and struggle	<b>50.00%</b> 65	<b>30.77%</b> 40	<b>18.46%</b> 24	<b>0.77%</b> 1	<b>0.00%</b> 0	130
11. Multicultural/culturally diverse: Ministry includes reaching out to other ethnicities of the community through advocacy and bi-lingual skills.	<b>9.92%</b> 13	<b>25.19%</b> 33	<b>47.33%</b> 62	<b>14.50%</b> 19	<b>3.05%</b> 4	131

### Q41 Which of these eleven roles do you feel is most important for the pastor of TLC to fulfill?

Answered: 126 Skipped: 39



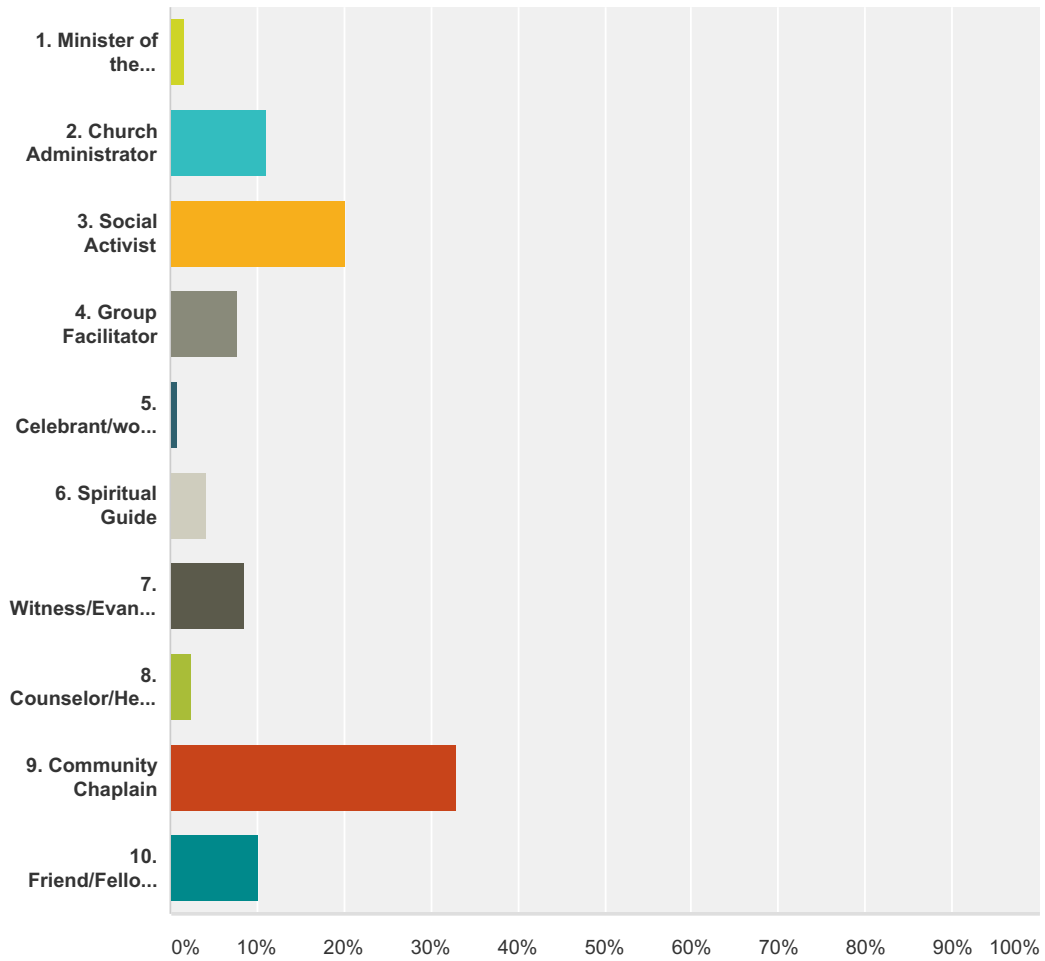
Answer Choices	Responses
1. Minister of the Word/Teacher of the Congregation	17.46% 22
2. Church Administrator	5.56% 7
3. Social Activist	1.59% 2
4. Group Facilitator	1.59% 2
5. Celebrant/worship Leader	19.05% 24
6. Spiritual Guide	17.46% 22
7. Witness/Evangelist	3.17% 4
8. Counselor/Healer	7.14% 9
9. Community Chaplain	0.79% 1

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10. Friend/Fellow Traveler	26.19%	33
<b>Total</b>		<b>126</b>

### Q42 Which of the eleven roles do you feel is least important?

Answered: 118 Skipped: 47



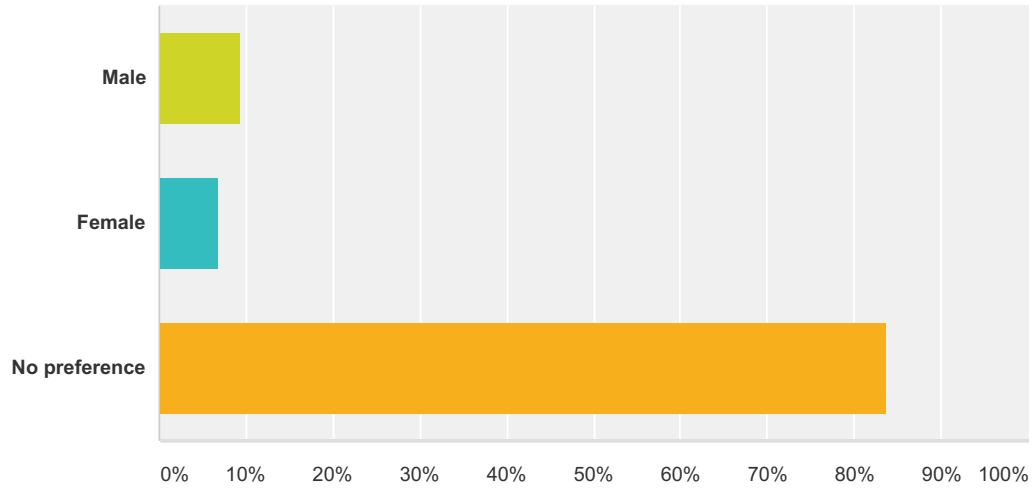
Answer Choices	Responses
1. Minister of the Word/Teacher of the Congregation	1.69% 2
2. Church Administrator	11.02% 13
3. Social Activist	20.34% 24
4. Group Facilitator	7.63% 9
5. Celebrant/worship Leader	0.85% 1
6. Spiritual Guide	4.24% 5
7. Witness/Evangelist	8.47% 10
8. Counselor/Healer	2.54% 3
9. Community Chaplain	33.05% 39

Trinity Lutheran Church of Dover, NJ

10. Friend/Fellow Traveler	10.17%	12
<b>Total</b>		<b>118</b>

**Q43 I would prefer the pastor to be:**

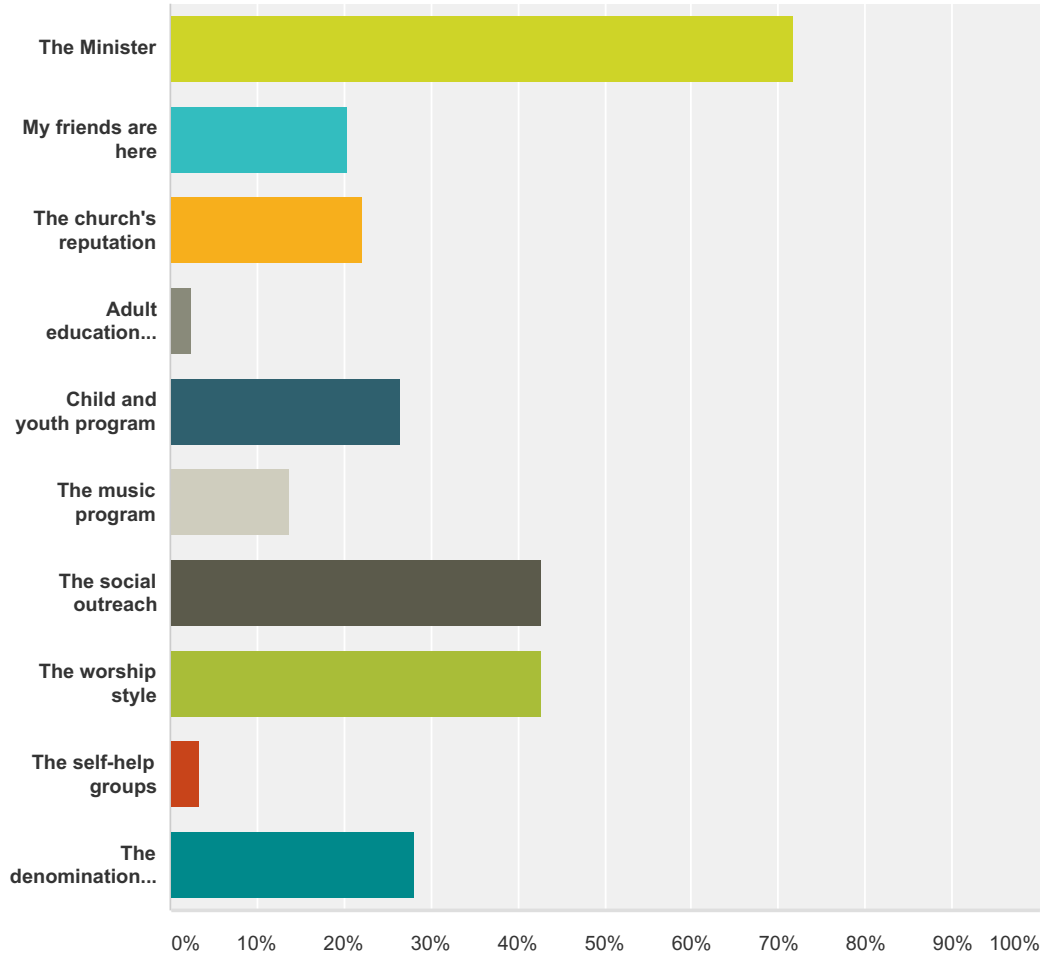
Answered: 129 Skipped: 36



Answer Choices	Responses
Male	9.30% 12
Female	6.98% 9
No preference	83.72% 108
<b>Total</b>	<b>129</b>

**Q44 In thinking about what ORIGINALLY attracted you to TLC, select from the list below those reasons that best match your reasons for coming. You may select more than one.**

Answered: 117 Skipped: 48



Answer Choices	Responses
The Minister	71.79% 84
My friends are here	20.51% 24
The church's reputation	22.22% 26
Adult education program	2.56% 3
Child and youth program	26.50% 31
The music program	13.68% 16
The social outreach	42.74% 50

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The worship style	42.74%	50
The self-help groups	3.42%	4
The denominational ties	28.21%	33
<b>Total Respondents: 117</b>		



Trinity Lutheran Church of Dover, NJ

**Q45 Other, please specify:**

Answered: 50 Skipped: 115

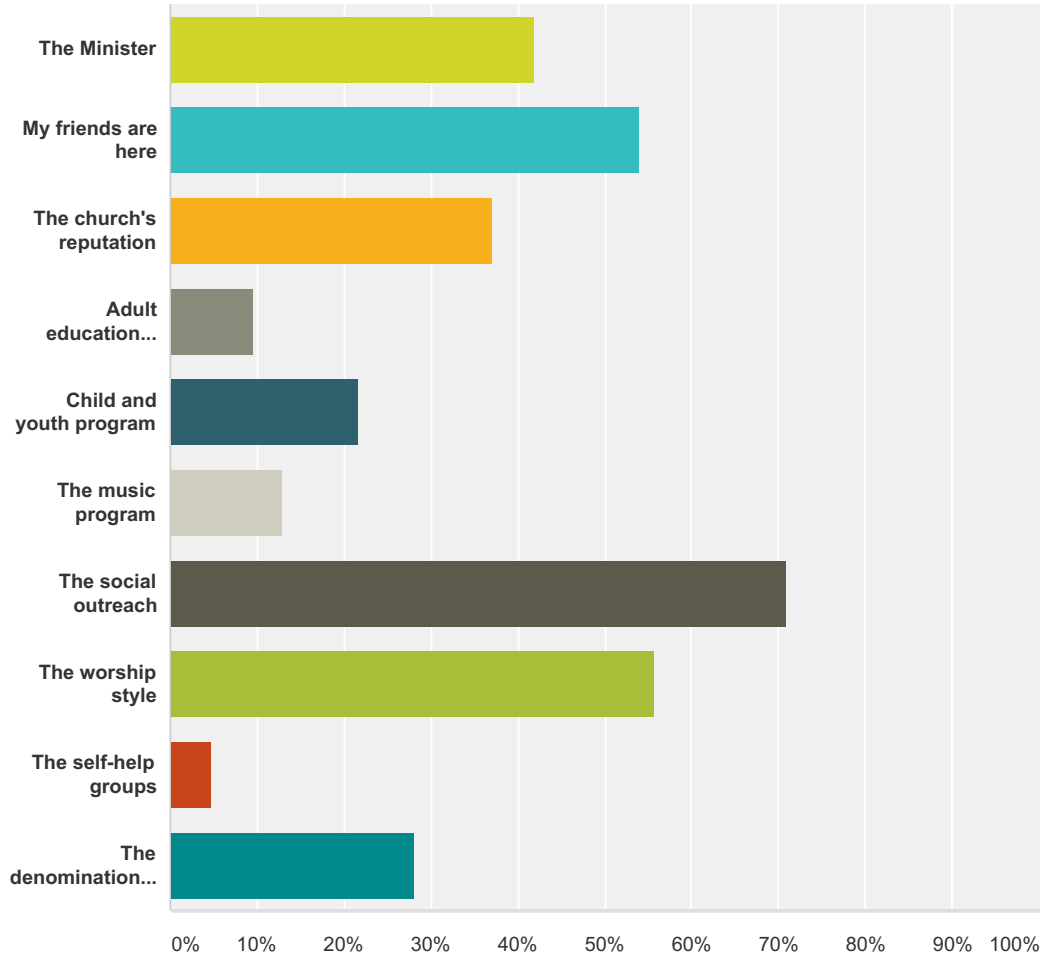
#	Responses	Date
1	life long family members	4/9/2015 5:01 PM
2	Most important to me: communion every Sunday. Adherence to traditional service, hymns option of 3 services on Sundays	4/8/2015 4:48 PM
3	church family attended lutheran religion	4/7/2015 8:16 PM
4	Proximity to my home	4/7/2015 6:57 AM
5	parents	4/6/2015 9:00 PM
6	since childhood belonged to TLC	4/6/2015 7:24 PM
7	close to church	4/6/2015 7:05 PM
8	Our children had transferred here and felt it was warm, friendly, and family focused	4/6/2015 6:45 PM
9	Lutheran theology	4/6/2015 6:29 PM
10	I love the congregation like a family and I find the lessons very thought provoking. I enjoy studying the various beliefs shown by our diverse congregation.	4/5/2015 9:13 PM
11	Mission to the community and the world.	4/5/2015 8:28 PM
12	The people in the congregation were friendly, inviting and supportive	4/4/2015 11:34 PM
13	bulletin paper welcoming people	4/4/2015 5:05 PM
14	friendliness	4/4/2015 4:52 PM
15	Family oriented; it feels like a second home	4/4/2015 11:03 AM
16	Member since childhood. Always liked the feel.	4/1/2015 4:16 PM
17	My wife brought me into the church where I discovered the other great features I have checked.	3/31/2015 8:51 PM
18	Family were members	3/31/2015 5:37 PM
19	When my family moved to Dover my former church told us what church to go to.	3/31/2015 8:45 AM
20	The traditional liturgy	3/30/2015 7:33 AM
21	My family is here.	3/30/2015 7:12 AM
22	born and raised there	3/29/2015 4:31 PM
23	congregation (family)	3/29/2015 2:32 PM
24	friendly members	3/28/2015 3:47 PM
25	Lutheran Church	3/28/2015 11:02 AM
26	I always feel as though I am gathering with family.	3/28/2015 10:59 AM
27	Born into church	3/27/2015 2:44 PM
28	an extremely strong sense of familh	3/27/2015 1:10 PM
29	Accessibility	3/23/2015 6:14 PM
30	Pastor Cheri was warm, friendly and down to earth. Her sermons were easy to understand and she made them relatable to everyday life. She was caring and took time out to visit people who were ill.	3/23/2015 4:31 PM
31	close to home for me travel wise	3/23/2015 3:37 PM

## Trinity Lutheran Church of Dover, NJ

32	my parents joined and I was still in school	3/23/2015 9:27 AM
33	I grew up here and this is my home for 45 years	3/22/2015 7:22 PM
34	The Church's outreach program. Helping others in need!	3/22/2015 5:07 PM
35	Came to TLC brand new to NJ, right out of college. Sought Lutheran church that was friendly and used green hymnal I learned in college.	3/22/2015 4:42 PM
36	The members making me feel welcomed.	3/20/2015 8:26 PM
37	grew up Lutheran	3/20/2015 3:03 PM
38	The warm welcoming style of the congregants.	3/20/2015 9:51 AM
39	Felt immediately comfortable and welcome. Strangers were friendly from the first time I visited.	3/18/2015 11:42 PM
40	The friendliness, welcoming and warmth of the members of the congregation	3/18/2015 6:35 PM
41	Close to home	3/18/2015 12:40 PM
42	As a young person who began attending TLC as a member of my family, it was at the decision of my parents that I first began attending TLC.	3/16/2015 6:16 PM
43	The warmth and openness found in the church community.	3/16/2015 11:22 AM
44	People of the congregations should not the Jesus forgives. I do not always see that.	3/15/2015 10:13 PM
45	It was close to my house and ELCA	3/15/2015 7:28 PM
46	my family	3/15/2015 5:25 PM
47	I'm Lutheran from birth but not a conservative. TLC fit the bill.	3/15/2015 4:53 PM
48	personal tragedy	3/15/2015 3:52 PM
49	Fellowship	3/14/2015 12:19 PM
50	Family History	3/12/2015 10:24 AM

**Q46 In thinking about what KEEPS you as part of TLC select from the list below those reasons that best match your reasons for staying. You may select more than one.**

Answered: 124 Skipped: 41



Answer Choices	Responses	Count
The Minister	41.94%	52
My friends are here	54.03%	67
The church's reputation	37.10%	46
Adult education program	9.68%	12
Child and youth program	21.77%	27
The music program	12.90%	16
The social outreach	70.97%	88
The worship style	55.65%	69

Trinity Lutheran Church of Dover, NJ

The self-help groups	4.84%	6
The denominational ties	28.23%	35
<b>Total Respondents: 124</b>		

Trinity Lutheran Church of Dover, NJ

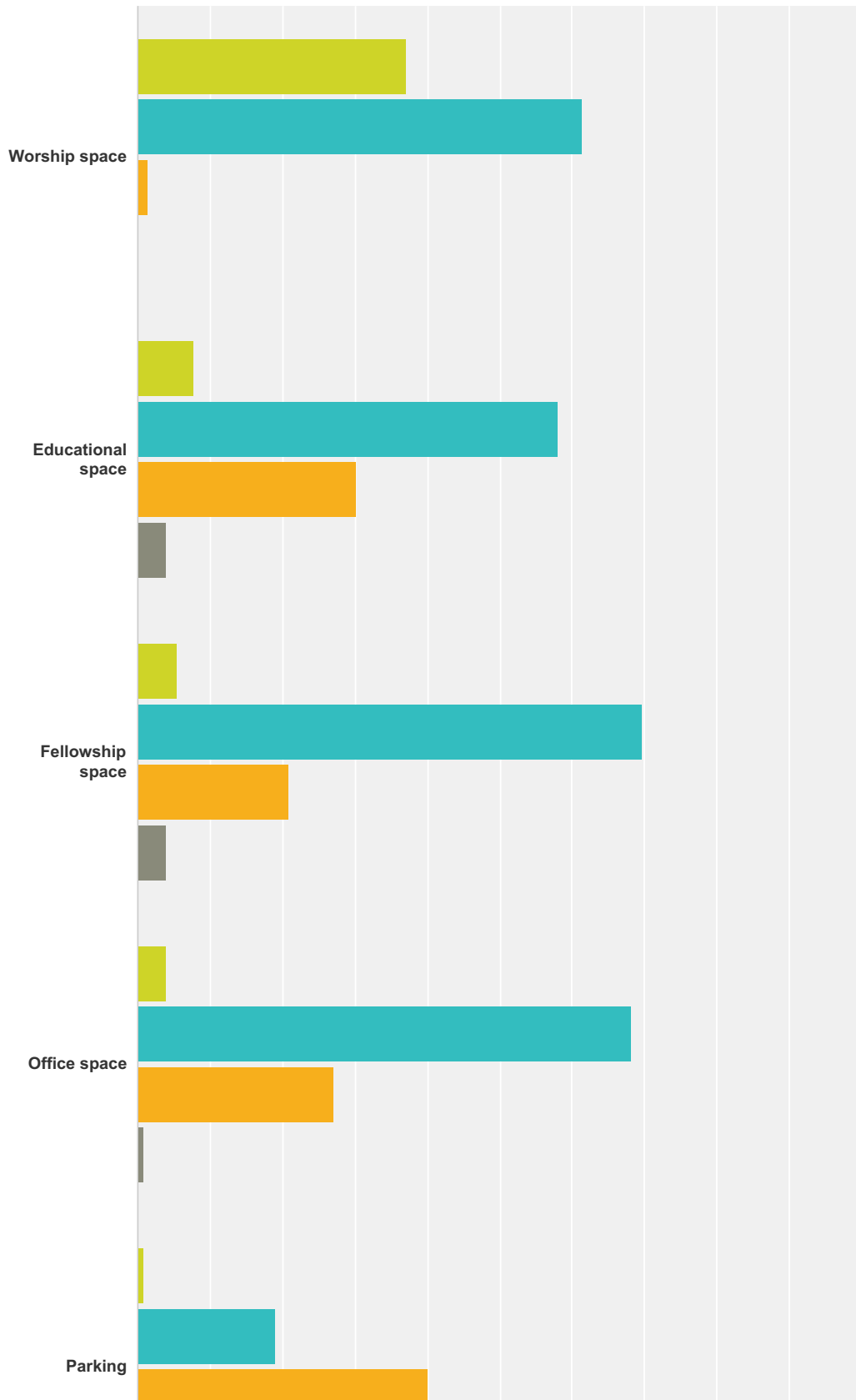
**Q47 Other, please specify:**

Answered: 28 Skipped: 137

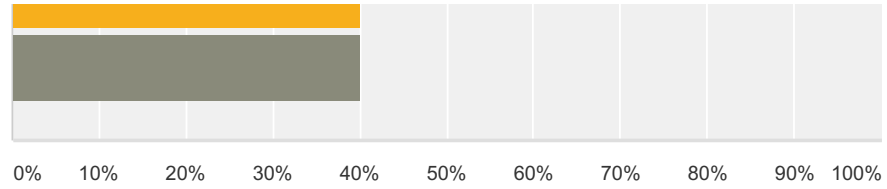
#	Responses	Date
1	Communion every Sunday warmth and kindness of congregants inclusion and openness of varied lifestyles and ethnicities	4/8/2015 4:48 PM
2	the congregation	4/7/2015 8:02 PM
3	My family worships here	4/6/2015 7:48 PM
4	Never left TLC	4/6/2015 7:24 PM
5	our family	4/6/2015 6:45 PM
6	Lutheran Theology	4/6/2015 6:29 PM
7	The congregation is the main reason I continue to go to church. I do miss PC's style of worship, but I also really enjoy Pastor Dan. I see no reason not to continue to attend, other than that I am not completely thrilled by the different hymns, especially the REALLY old ones.	4/5/2015 9:13 PM
8	The loving church family that TLC is.	4/5/2015 8:31 PM
9	TLC has v Become TLC has become my family	4/4/2015 11:34 PM
10	congregation (family)	3/29/2015 2:32 PM
11	Outreach, spiritual and inspirational growth	3/29/2015 1:55 PM
12	This is probably the most welcoming church I have gone to. I always feel "worthy" of being here. Non judgemental.	3/28/2015 10:59 AM
13	the strong sense of family	3/27/2015 1:10 PM
14	Loyalty and comfort of the church	3/23/2015 9:27 AM
15	when I would get lost I could always count on pastor cheri .	3/22/2015 7:22 PM
16	I miss PC and hope we can find someone to fill her shoes and help the church grow.	3/22/2015 5:07 PM
17	The people	3/20/2015 8:26 PM
18	Trinity is my church regardless of who the minister is or who attends.	3/20/2015 2:50 PM
19	Feeling welcome and part of the congregation even thou my participation is limited because I serve another Lutheran Church full time.	3/19/2015 9:48 AM
20	The warm, welcoming environment that is the community of TLC	3/16/2015 6:16 PM
21	No reason at all to stay as a member other than my family has long time relationship with church & don't want to see if fail.	3/15/2015 7:28 PM
22	I have been a life long member. My family is here, there have been wonderful opportunities for music and worship-- however that emphasis has become smaller. There are less people involved at many levels.	3/15/2015 7:15 PM
23	I see the Church as Christ's representative, therefore social justice should be our mission.	3/15/2015 4:53 PM
24	The kind, compassionate congregation	3/15/2015 3:52 PM
25	The fellowship - good people are members here and they let you know they care	3/15/2015 9:02 AM
26	The interim pastor	3/14/2015 2:48 PM
27	Fellowship	3/14/2015 12:19 PM
28	Family History	3/12/2015 10:24 AM

**Q48 Please assess each of the following in terms of size.**

Answered: 133 Skipped: 32



## Trinity Lutheran Church of Dover, NJ

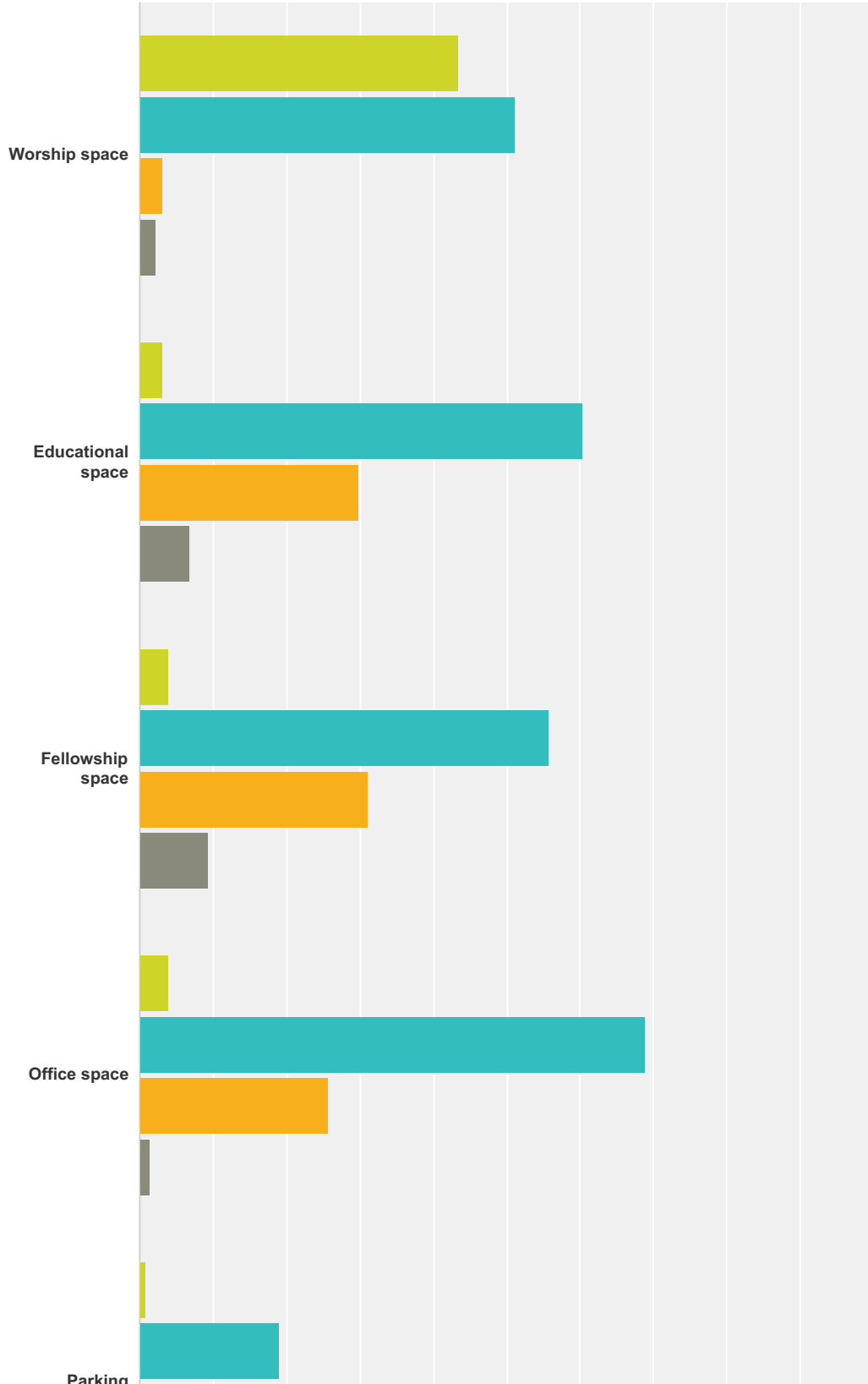


■ Excellent   
 ■ Adequate   
 ■ Needs attention, but not immediately   
 ■ Needs immediate attention

	Excellent	Adequate	Needs attention, but not immediately	Needs immediate attention	Total
Worship space	<b>37.12%</b> 49	<b>61.36%</b> 81	<b>1.52%</b> 2	<b>0.00%</b> 0	132
Educational space	<b>7.75%</b> 10	<b>58.14%</b> 75	<b>30.23%</b> 39	<b>3.88%</b> 5	129
Fellowship space	<b>5.43%</b> 7	<b>69.77%</b> 90	<b>20.93%</b> 27	<b>3.88%</b> 5	129
Office space	<b>3.88%</b> 5	<b>68.22%</b> 88	<b>27.13%</b> 35	<b>0.78%</b> 1	129
Parking	<b>0.76%</b> 1	<b>18.94%</b> 25	<b>40.15%</b> 53	<b>40.15%</b> 53	132

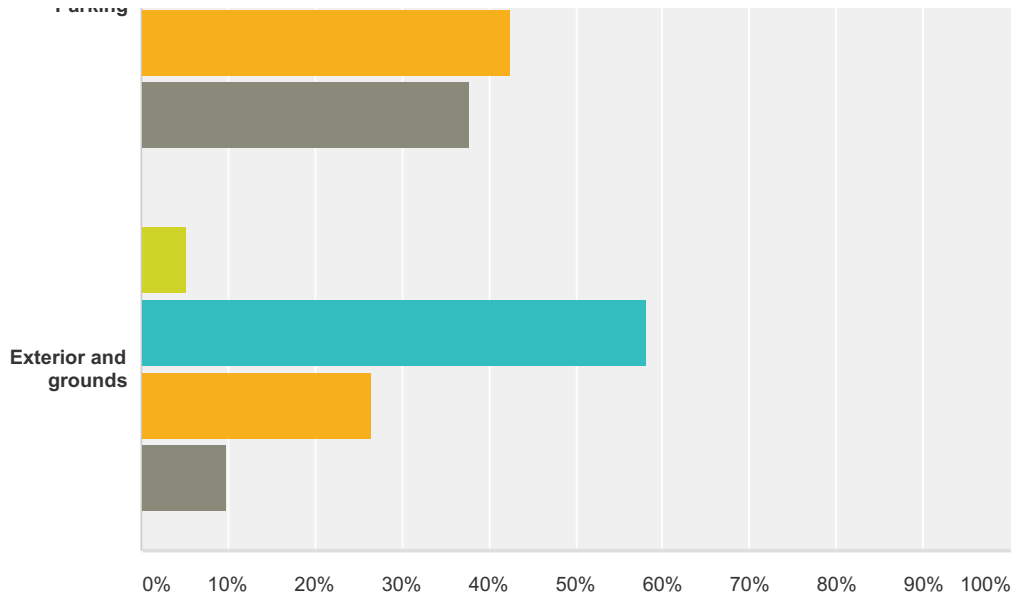
**Q49 Please assess each of the following in terms of general condition and aesthetic appeal.**

Answered: 133 Skipped: 32





# Trinity Lutheran Church of Dover, NJ

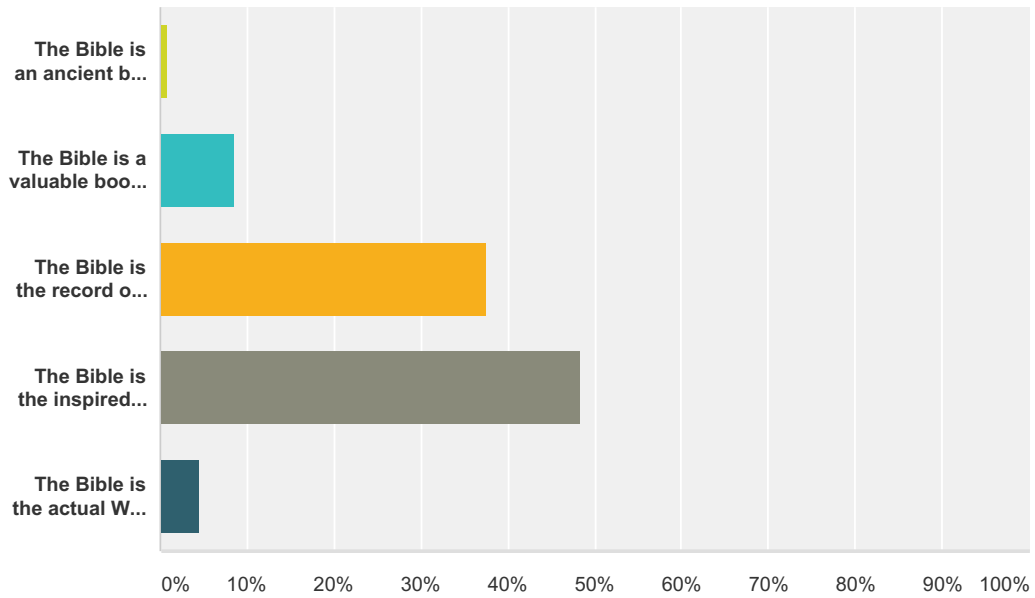


■ Excellent   
 ■ Adequate   
 ■ Needs attention, but not immediately   
 ■ Needs immediate attention

	Excellent	Adequate	Needs attention, but not immediately	Needs immediate attention	Total
Worship space	<b>43.51%</b> 57	<b>51.15%</b> 67	<b>3.05%</b> 4	<b>2.29%</b> 3	131
Educational space	<b>3.05%</b> 4	<b>60.31%</b> 79	<b>29.77%</b> 39	<b>6.87%</b> 9	131
Fellowship space	<b>3.88%</b> 5	<b>55.81%</b> 72	<b>31.01%</b> 40	<b>9.30%</b> 12	129
Office space	<b>3.88%</b> 5	<b>68.99%</b> 89	<b>25.58%</b> 33	<b>1.55%</b> 2	129
Parking	<b>0.79%</b> 1	<b>18.90%</b> 24	<b>42.52%</b> 54	<b>37.80%</b> 48	127
Exterior and grounds	<b>5.30%</b> 7	<b>58.33%</b> 77	<b>26.52%</b> 35	<b>9.85%</b> 13	132

### Q50 Which one of the following best expresses your view of the Bible?

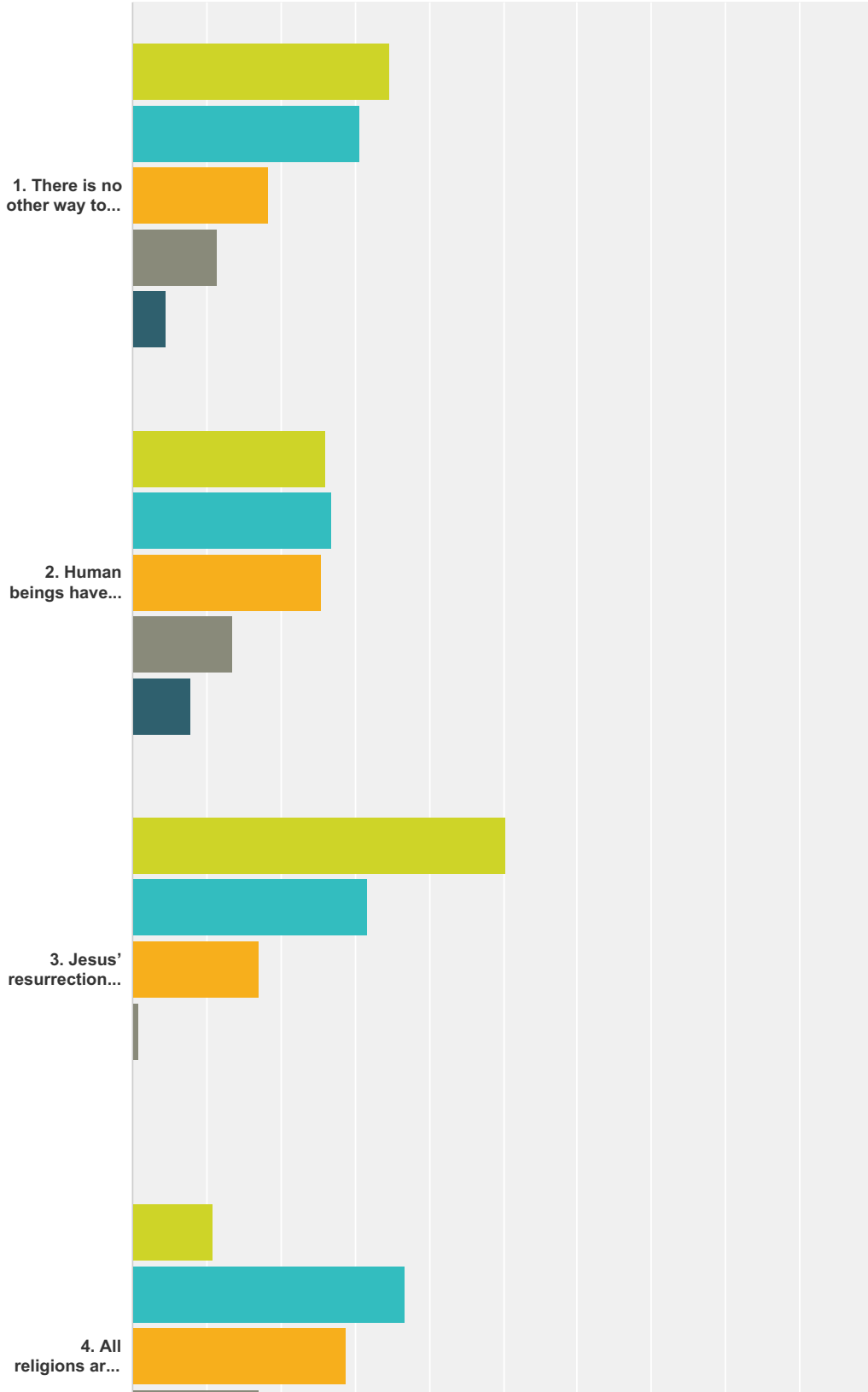
Answered: 128 Skipped: 37



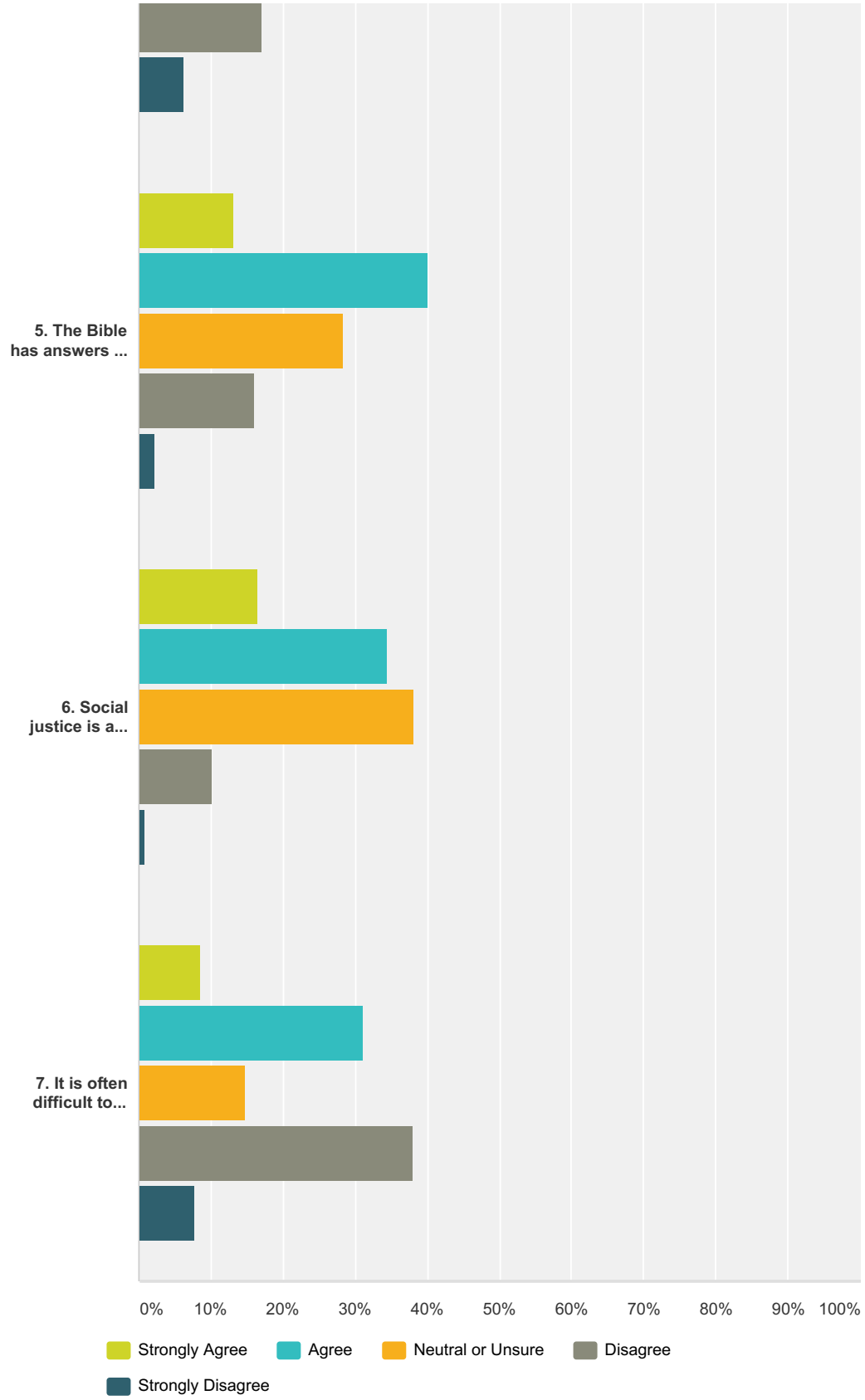
Answer Choices	Responses
The Bible is an ancient book of history, legends and cultural stories recorded by man. It has little value today except as classic literature.	0.78% 1
The Bible is a valuable book because it was written by wise and good people. I do not believe it is really God's word but it can teach us many moral precepts.	8.59% 11
The Bible is the record of many different people's response to God and because of this, people and churches today must interpret the Bible's basic moral and religious teachings for themselves.	37.50% 48
The Bible is the inspired Word of God and its basic moral and religious teachings are clear and true, even if it reflects some human error.	48.44% 62
The Bible is the actual Word of God and is to be taken literally.	4.69% 6
<b>Total</b>	<b>128</b>

**Q51 Please rate your agreement or disagreement with the following belief statements.**

Answered: 130 Skipped: 35



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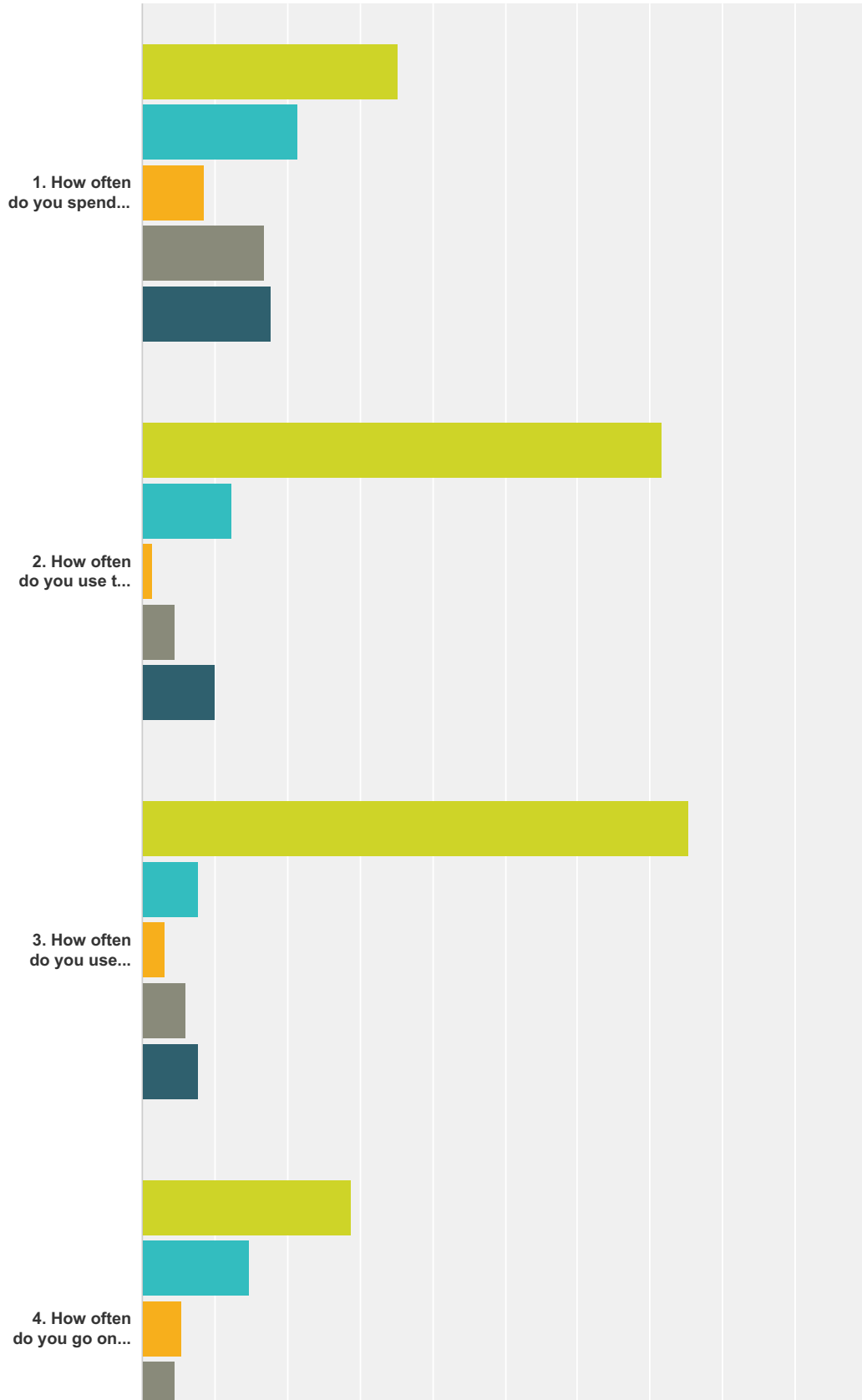
	Strongly Agree	Agree	Neutral or Unsure	Disagree	Strongly Disagree	Total
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## Trinity Lutheran Church of Dover, NJ

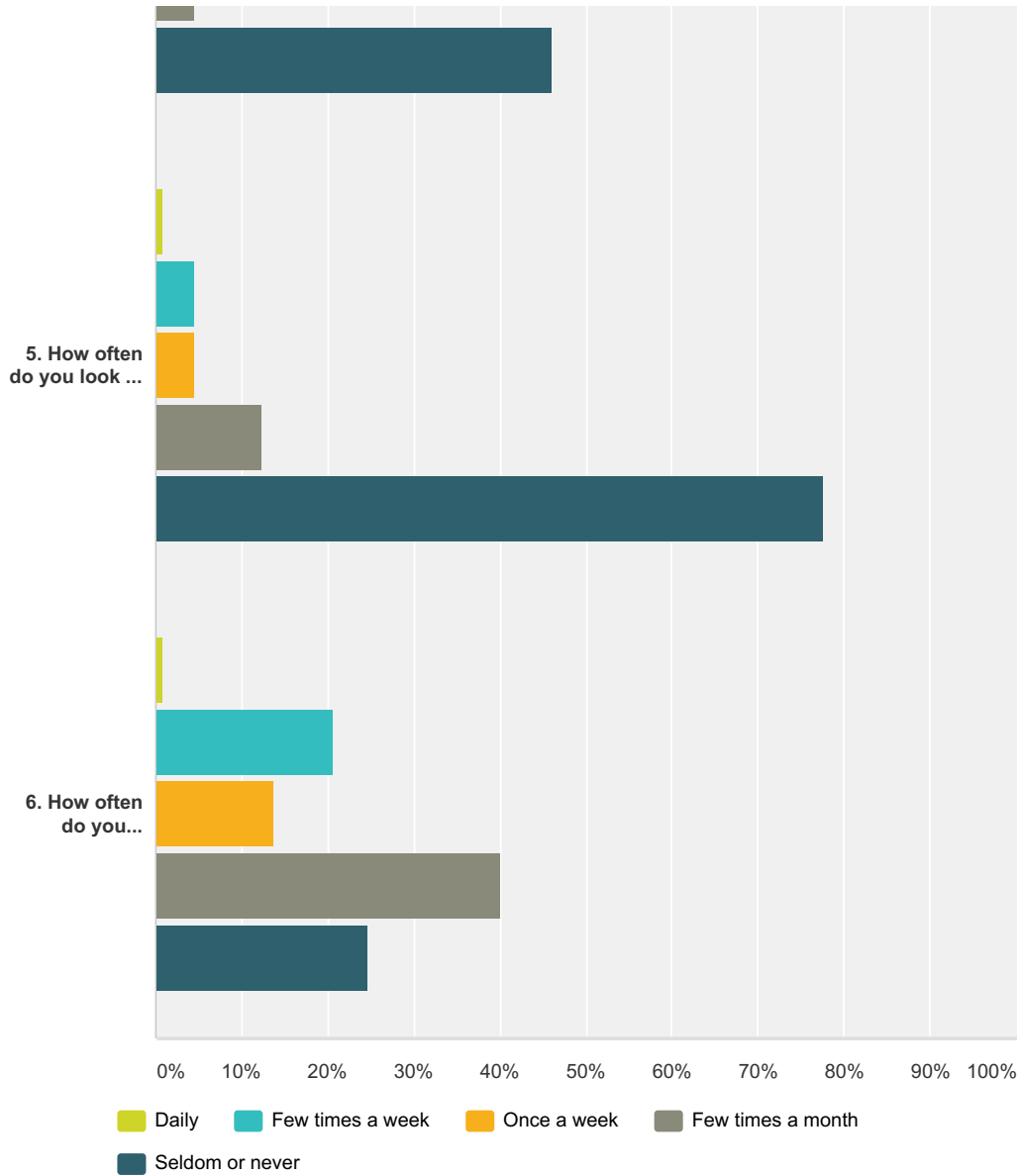
1. There is no other way to salvation but through belief in Jesus Christ	<b>34.62%</b> 45	<b>30.77%</b> 40	<b>18.46%</b> 24	<b>11.54%</b> 15	<b>4.62%</b> 6	130
2. Human beings have developed over millions of years from less advanced forms of life	<b>26.19%</b> 33	<b>26.98%</b> 34	<b>25.40%</b> 32	<b>13.49%</b> 17	<b>7.94%</b> 10	126
3. Jesus' resurrection from the dead was an actual event	<b>50.39%</b> 65	<b>31.78%</b> 41	<b>17.05%</b> 22	<b>0.78%</b> 1	<b>0.00%</b> 0	129
4. All religions are equally good ways of helping a person find ultimate truth.	<b>10.94%</b> 14	<b>36.72%</b> 47	<b>28.91%</b> 37	<b>17.19%</b> 22	<b>6.25%</b> 8	128
5. The Bible has answers for all of the basic questions of life	<b>13.08%</b> 17	<b>40.00%</b> 52	<b>28.46%</b> 37	<b>16.15%</b> 21	<b>2.31%</b> 3	130
6. Social justice is at the heart of the Gospel	<b>16.41%</b> 21	<b>34.38%</b> 44	<b>38.28%</b> 49	<b>10.16%</b> 13	<b>0.78%</b> 1	128
7. It is often difficult to live out my faith in daily work, leisure and community life.	<b>8.53%</b> 11	<b>31.01%</b> 40	<b>14.73%</b> 19	<b>37.98%</b> 49	<b>7.75%</b> 10	129

### Q52 Please rate how often you engage in the following practices.

Answered: 130 Skipped: 35



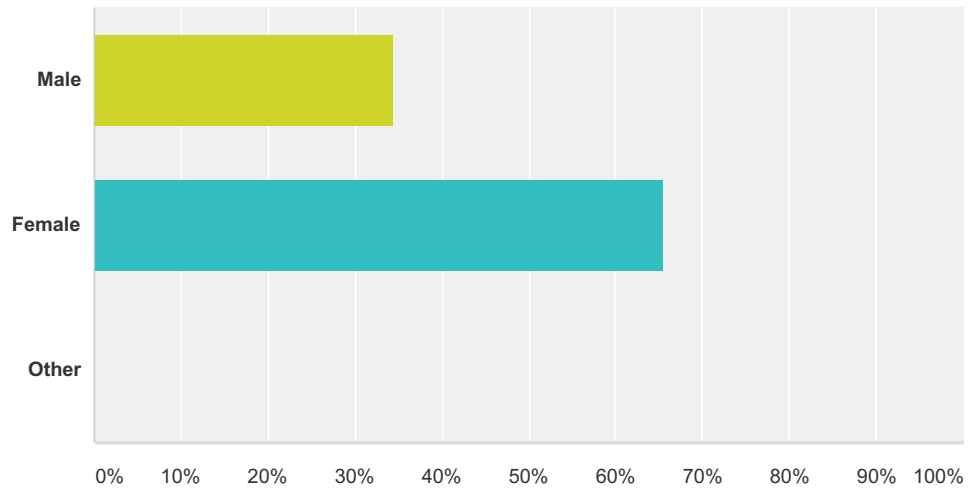
Trinity Lutheran Church of Dover, NJ



	Daily	Few times a week	Once a week	Few times a month	Seldom or never	Total
1. How often do you spend time in private devotional activity such as prayer, meditation, reading the Bible or other spiritual books?	35.38% 46	21.54% 28	8.46% 11	16.92% 22	17.69% 23	130
2. How often do you use the Web at home or at your office?	71.54% 93	12.31% 16	1.54% 2	4.62% 6	10.00% 13	130
3. How often do you use email?	75.38% 98	7.69% 10	3.08% 4	6.15% 8	7.69% 10	130
4. How often do you go on Facebook?	28.91% 37	14.84% 19	5.47% 7	4.69% 6	46.09% 59	128
5. How often do you look at religious Internet sites?	0.77% 1	4.62% 6	4.62% 6	12.31% 16	77.69% 101	130
6. How often do you volunteer your time in social service?	0.77% 1	20.77% 27	13.85% 18	40.00% 52	24.62% 32	130

### Q53 Gender?

Answered: 128 Skipped: 37

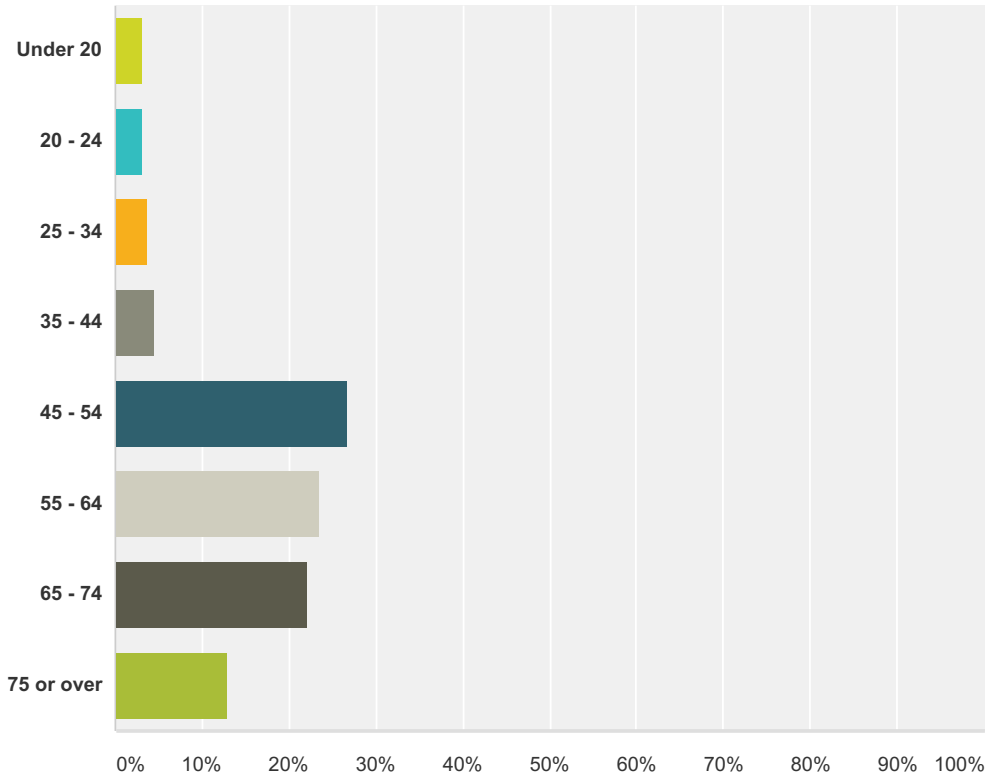


Answer Choices	Responses
Male	34.38% 44
Female	65.63% 84
Other	0.00% 0
<b>Total</b>	<b>128</b>



### Q54 Age?

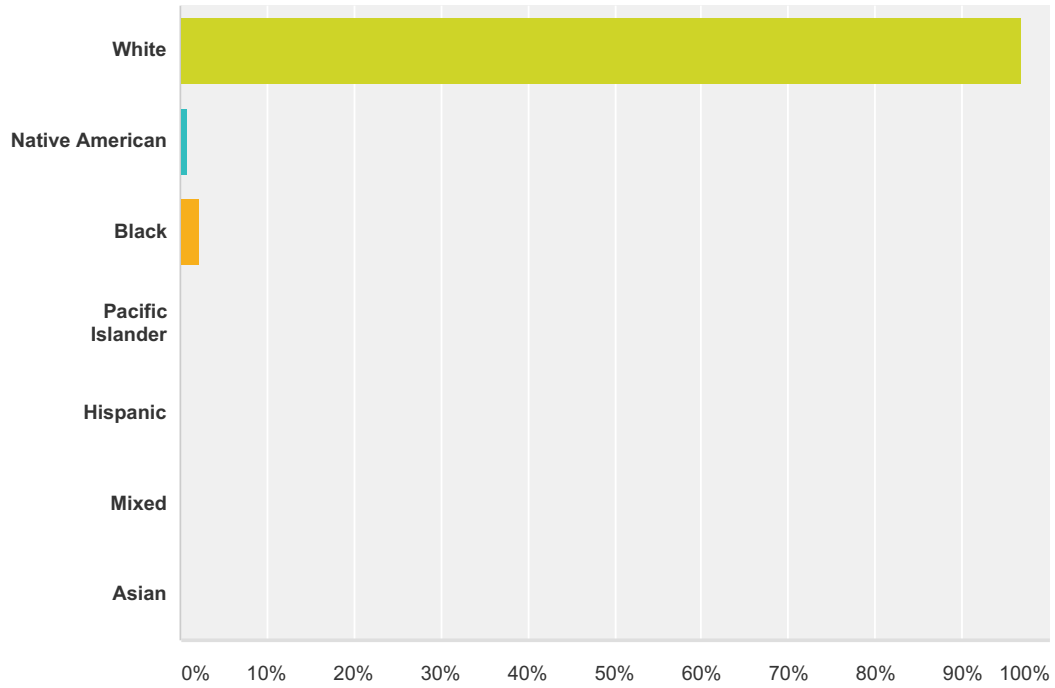
Answered: 131 Skipped: 34



Answer Choices	Responses	Count
Under 20	3.05%	4
20 - 24	3.05%	4
25 - 34	3.82%	5
35 - 44	4.58%	6
45 - 54	26.72%	35
55 - 64	23.66%	31
65 - 74	22.14%	29
75 or over	12.98%	17
<b>Total</b>		<b>131</b>

### Q55 Racial/Ethnic Background?

Answered: 128 Skipped: 37

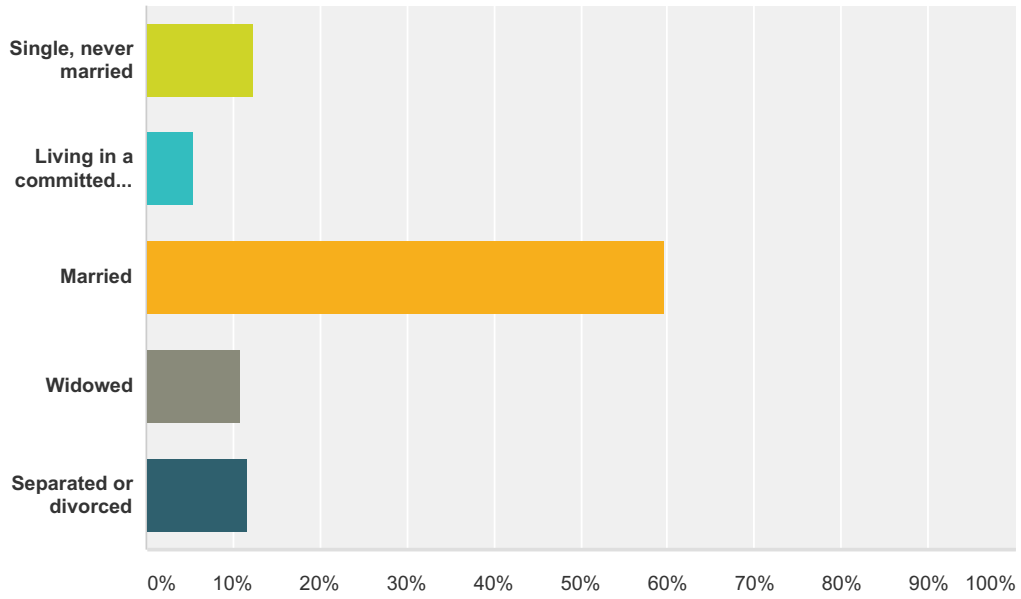


Answer Choices	Responses
White	96.88% 124
Native American	0.78% 1
Black	2.34% 3
Pacific Islander	0.00% 0
Hispanic	0.00% 0
Mixed	0.00% 0
Asian	0.00% 0
<b>Total</b>	<b>128</b>

#	Other (please specify)	Date
1	human	4/6/2015 6:32 PM
2	Lenni Lenape	4/5/2015 9:23 PM
3	jamacian	4/1/2015 4:16 PM
4	Gender ? what is OTHER?	3/20/2015 3:16 PM

### Q56 Marital Status?

Answered: 129 Skipped: 36



Answer Choices	Responses
Single, never married	12.40% 16
Living in a committed relationship	5.43% 7
Married	59.69% 77
Widowed	10.85% 14
Separated or divorced	11.63% 15
<b>Total</b>	<b>129</b>

**Q57 If you have children living at home,  
how many are in each age group?**

Answered: 49 Skipped: 116

Answer Choices	Responses
Age 0 - 5	10.20% 5
Age 6 - 12	20.41% 10
Age 13 - 18	51.02% 25
Age 19 and over	59.18% 29

#	Age 0 - 5	Date
1	0	4/7/2015 1:16 AM
2	1	4/6/2015 9:00 PM
3	0	3/31/2015 9:01 PM
4	0	3/16/2015 10:06 AM
5	0	3/15/2015 6:29 PM

#	Age 6 - 12	Date
1	2	4/7/2015 7:04 AM
2	2	4/1/2015 4:24 PM
3	0	3/31/2015 9:01 PM
4	3	3/29/2015 8:01 AM
5	1	3/23/2015 4:37 PM
6	1	3/23/2015 9:30 AM
7	1	3/21/2015 11:19 AM
8	0	3/16/2015 10:06 AM
9	4	3/15/2015 6:29 PM
10	2	3/12/2015 10:28 AM

#	Age 13 - 18	Date
1	2	4/9/2015 5:03 PM
2	2	4/8/2015 9:50 PM
3	2	4/8/2015 2:54 PM
4	2	4/7/2015 8:05 PM
5	2	4/7/2015 7:04 AM
6	1	4/6/2015 7:53 PM
7	2	4/6/2015 11:40 AM
8	1	4/5/2015 2:21 PM
9	0	3/31/2015 9:01 PM
10	1	3/29/2015 8:12 PM

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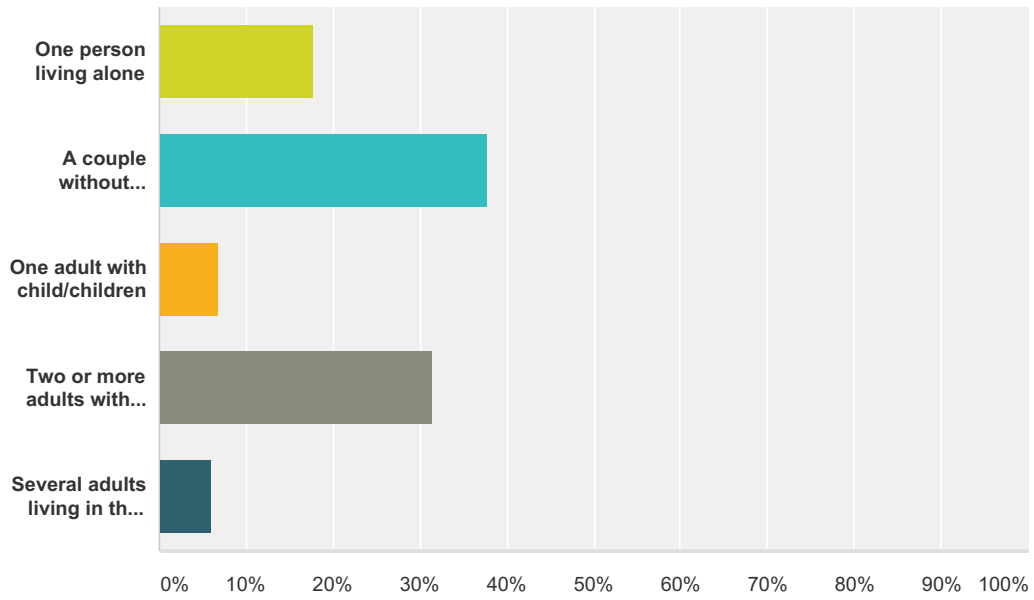
11	1	3/29/2015 4:38 PM
12	1	3/29/2015 3:03 PM
13	1	3/29/2015 8:01 AM
14	1	3/27/2015 2:49 PM
15	2	3/22/2015 11:10 PM
16	1	3/22/2015 7:31 PM
17	1	3/22/2015 3:36 PM
18	1	3/22/2015 8:45 AM
19	1	3/18/2015 11:48 PM
20	0	3/16/2015 10:06 AM
21	3	3/16/2015 9:01 AM
22	0	3/15/2015 6:29 PM
23	1	3/15/2015 4:28 PM
24	3	3/15/2015 9:10 AM
25	1	3/14/2015 4:02 PM
<b>#</b>	<b>Age 19 and over</b>	<b>Date</b>
1	1	4/9/2015 5:03 PM
2	1	4/5/2015 8:39 PM
3	1	4/5/2015 8:33 PM
4	1	4/4/2015 11:41 PM
5	1	4/4/2015 2:52 PM
6	1	3/31/2015 9:01 PM
7	1	3/30/2015 4:59 PM
8	One	3/30/2015 7:36 AM
9	1	3/29/2015 8:38 PM
10	1	3/29/2015 8:12 PM
11	1	3/29/2015 4:38 PM
12	2	3/29/2015 3:03 PM
13	1	3/28/2015 10:42 AM
14	2	3/27/2015 2:49 PM
15	2	3/25/2015 10:32 PM
16	1	3/22/2015 7:31 PM
17	2	3/22/2015 5:17 PM
18	1	3/22/2015 3:36 PM
19	1	3/22/2015 8:45 AM
20	one	3/20/2015 8:45 PM
21	away at college	3/20/2015 4:13 PM
22	1	3/18/2015 11:48 PM

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23	3	3/18/2015 10:44 AM
24	0	3/16/2015 10:06 AM
25	0	3/15/2015 6:29 PM
26	2	3/14/2015 8:38 PM
27	2	3/14/2015 8:33 PM
28	2	3/14/2015 8:19 PM
29	2	3/14/2015 12:24 PM

### Q58 Which best describes your current household?

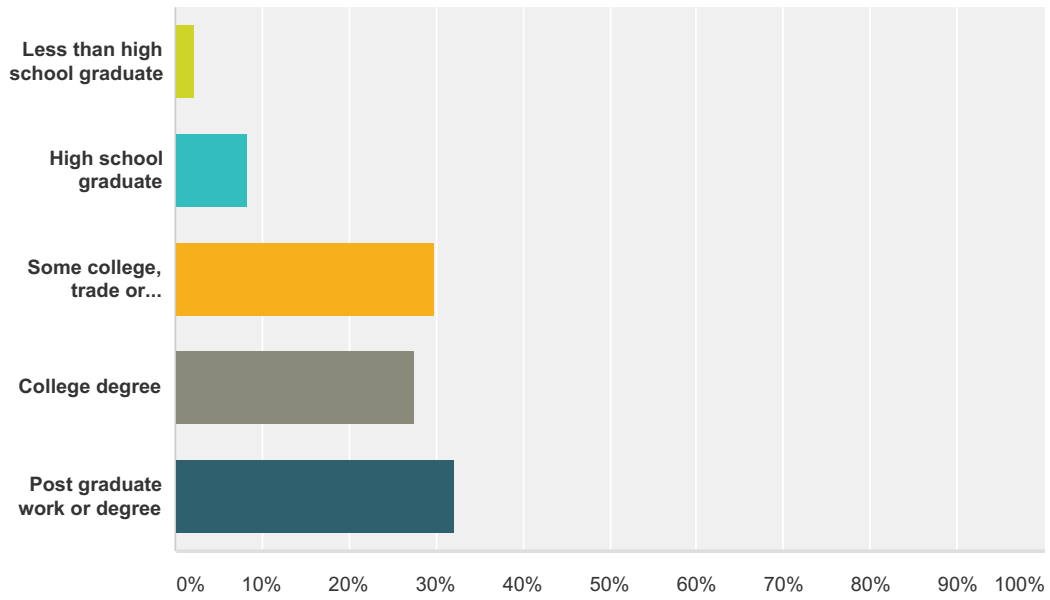
Answered: 130 Skipped: 35



Answer Choices	Responses
One person living alone	17.69% 23
A couple without children	37.69% 49
One adult with child/children	6.92% 9
Two or more adults with child/children	31.54% 41
Several adults living in the same household	6.15% 8
<b>Total</b>	<b>130</b>

### Q59 What is your highest level of formal education?

Answered: 131 Skipped: 34

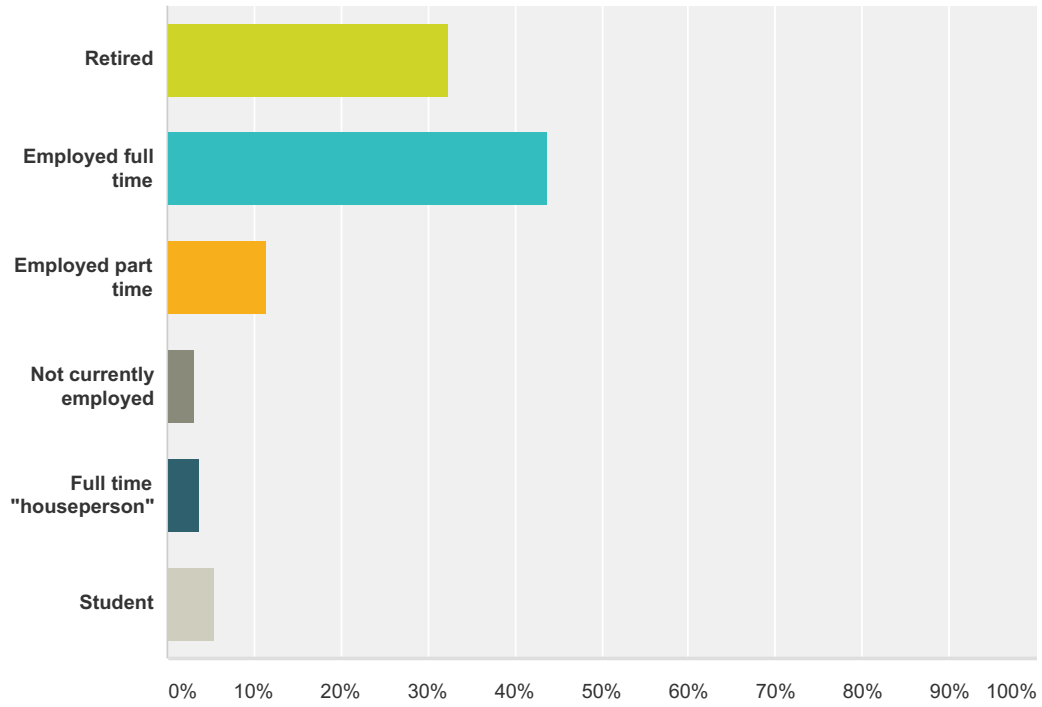


Answer Choices	Responses
Less than high school graduate	2.29% 3
High school graduate	8.40% 11
Some college, trade or vocational school	29.77% 39
College degree	27.48% 36
Post graduate work or degree	32.06% 42
<b>Total</b>	<b>131</b>



### Q60 Are you?

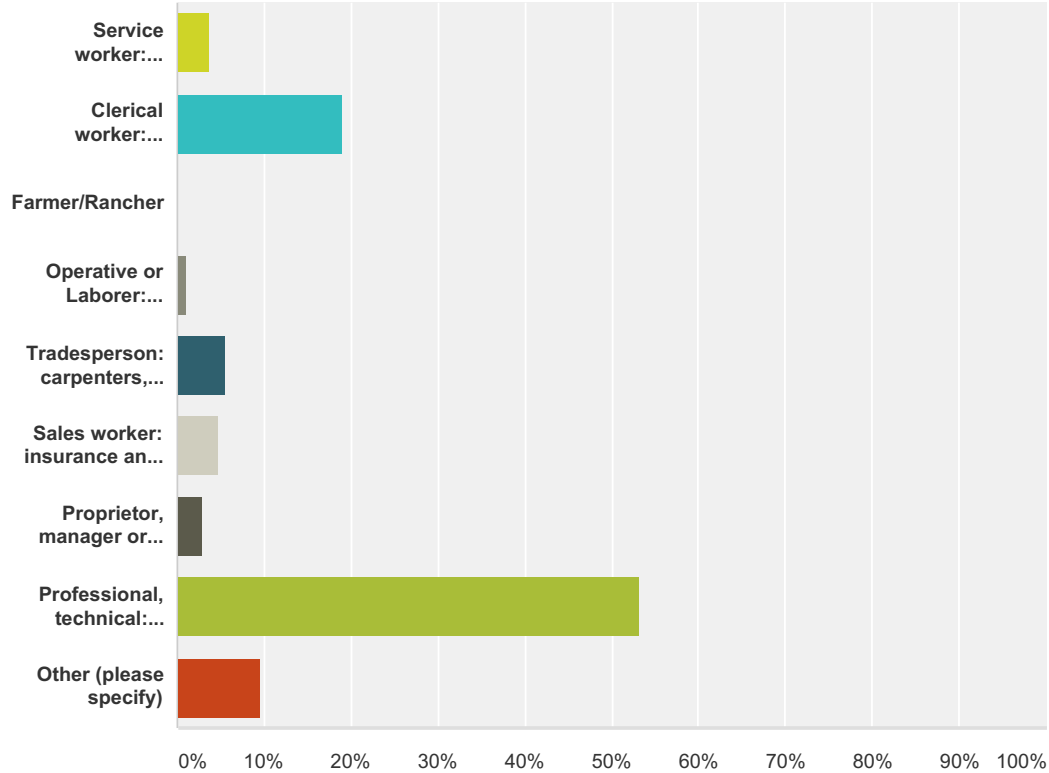
Answered: 130 Skipped: 35



Answer Choices	Responses	Count
Retired	32.31%	42
Employed full time	43.85%	57
Employed part time	11.54%	15
Not currently employed	3.08%	4
Full time "houseperson"	3.85%	5
Student	5.38%	7
<b>Total</b>		<b>130</b>

### Q61 If currently employed, presently job-hunting or retired, what is/was your occupation?

Answered: 105 Skipped: 60



Answer Choices	Responses
Service worker: policeperson, barbers, janitors, beauticians, waiters, ushers, etc.	3.81% 4
Clerical worker: bookkeepers, secretaries, mail carriers, telephone operators, etc.	19.05% 20
Farmer/Rancher	0.00% 0
Operative or Laborer: semi-skilled and unskilled workers in construction and manufacturing, etc.	0.95% 1
Tradesperson: carpenters, masons, plumbers, electricians, machinists, etc.	5.71% 6
Sales worker: insurance and real estate agents, brokers, salespersons, etc.	4.76% 5
Proprietor, manager or public official: city manager, credit officers, buyers, floor managers, etc.	2.86% 3
Professional, technical: teachers, doctors, computer programmer, architects, accountants, artists, etc.	53.33% 56
Other (please specify)	9.52% 10
<b>Total</b>	<b>105</b>

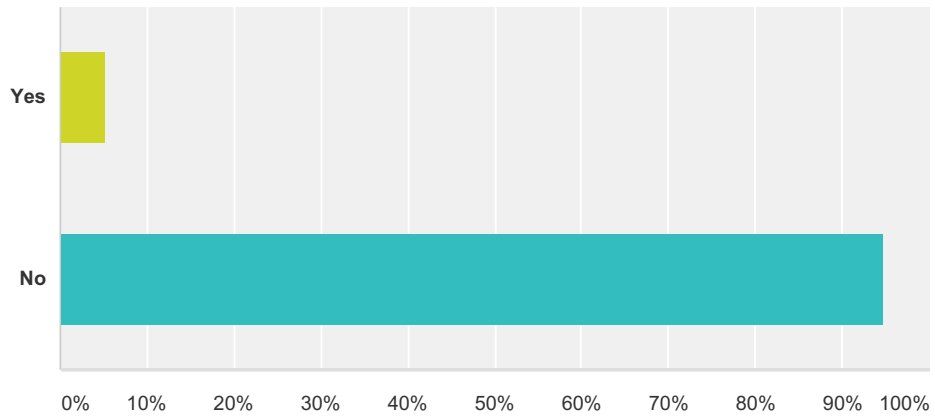
#	Other (please specify)	Date
1	supervisor	4/9/2015 4:17 PM

## Trinity Lutheran Church of Dover, NJ

2	Administrative	4/6/2015 6:32 PM
3	Senior Citizen Social Services (Downsizing, Transitions/Moves, and Estate Sales) as well as a professional musician.	4/5/2015 9:23 PM
4	aide for the blind	3/21/2015 11:19 AM
5	Director of youth/family and communication ministries	3/19/2015 9:54 AM
6	social worker	3/16/2015 6:21 PM
7	Pharmaceutical research study manager	3/15/2015 5:02 PM
8	DOD- Negotiator Contracts	3/15/2015 3:54 PM
9	hospital medical/surgical supply	3/15/2015 3:50 PM
10	School staff assistant	3/15/2015 9:10 AM

### Q62 Are you self-employed or an independent business person?

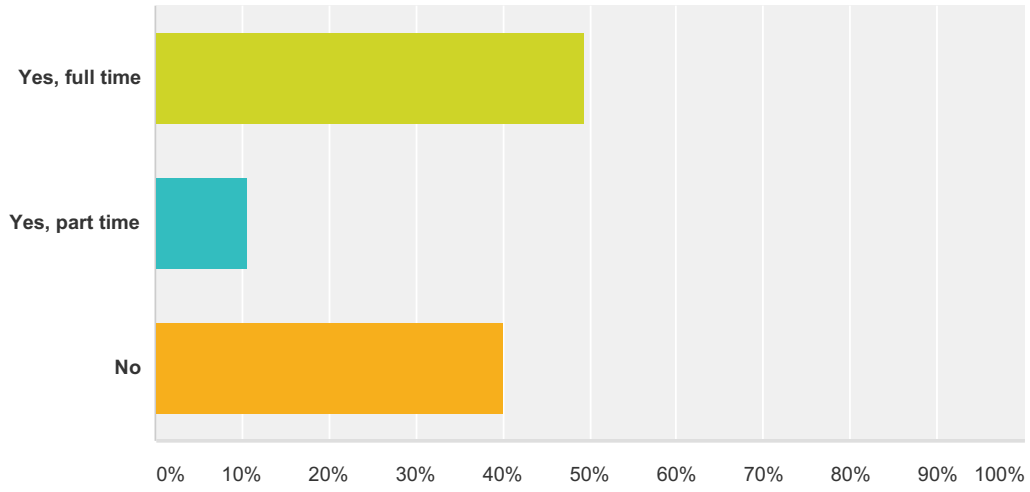
Answered: 115 Skipped: 50



Answer Choices	Responses
Yes	5.22% 6
No	94.78% 109
<b>Total</b>	<b>115</b>

### Q63 If married, is your spouse employed?

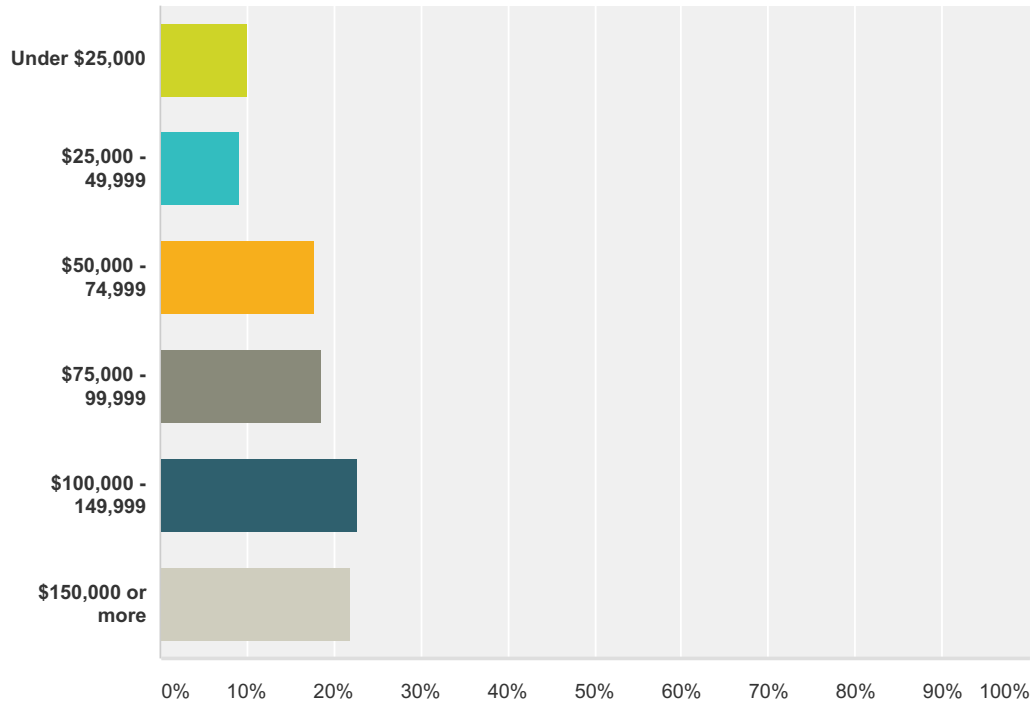
Answered: 85 Skipped: 80



Answer Choices	Responses	
Yes, full time	49.41%	42
Yes, part time	10.59%	9
No	40.00%	34
<b>Total</b>		<b>85</b>

### Q64 What is your household income range?

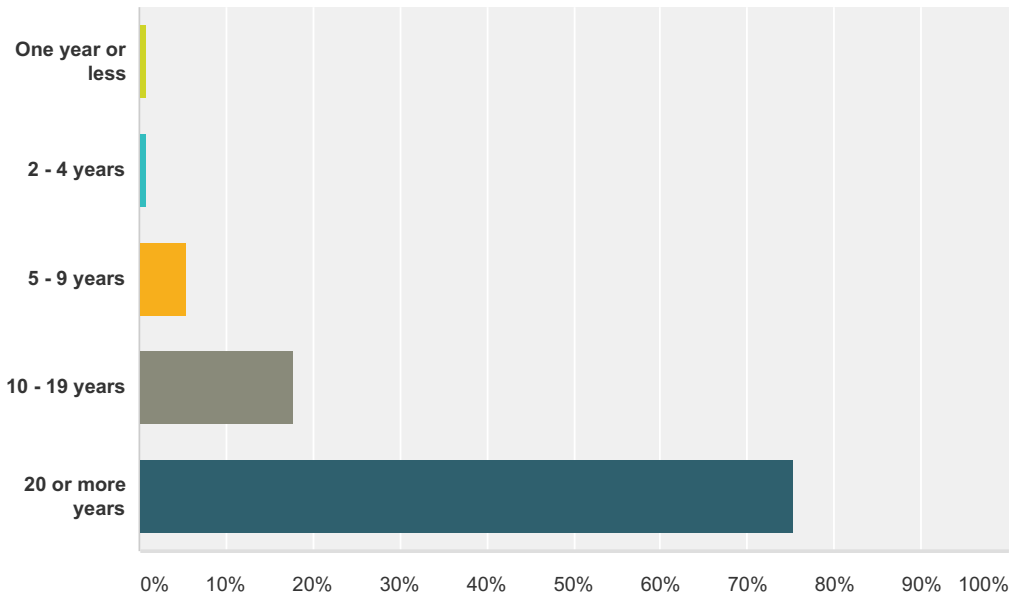
Answered: 119 Skipped: 46



Answer Choices	Responses	
Under \$25,000	10.08%	12
\$25,000 - 49,999	9.24%	11
\$50,000 - 74,999	17.65%	21
\$75,000 - 99,999	18.49%	22
\$100,000 - 149,999	22.69%	27
\$150,000 or more	21.85%	26
<b>Total</b>		<b>119</b>

### Q65 How many years have you lived in this general area?

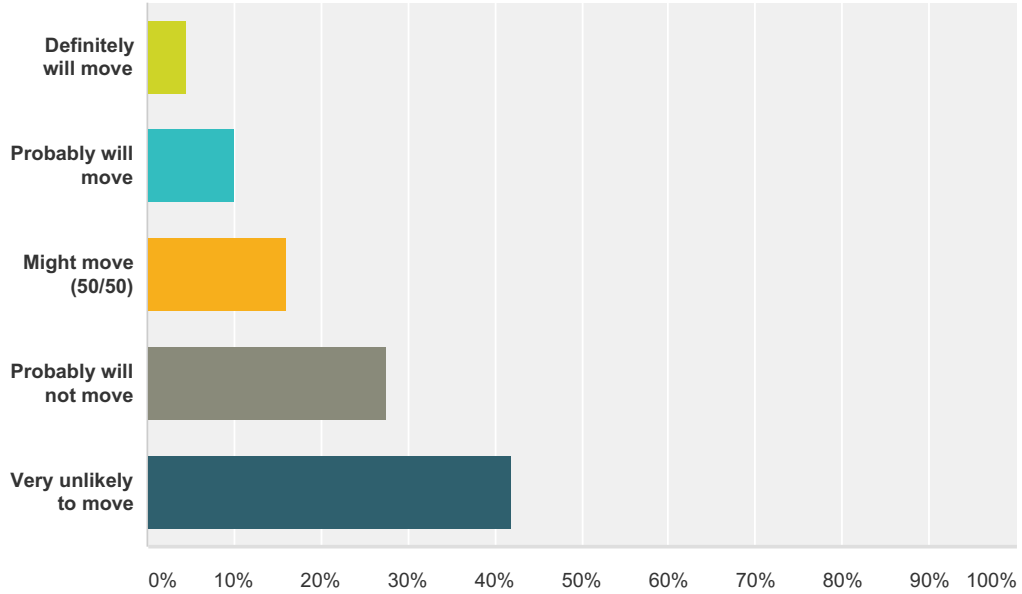
Answered: 130 Skipped: 35



Answer Choices	Responses
One year or less	0.77% 1
2 - 4 years	0.77% 1
5 - 9 years	5.38% 7
10 - 19 years	17.69% 23
20 or more years	75.38% 98
<b>Total</b>	<b>130</b>

### Q66 How likely is it that you might move out of this general area within the next few years?

Answered: 131 Skipped: 34

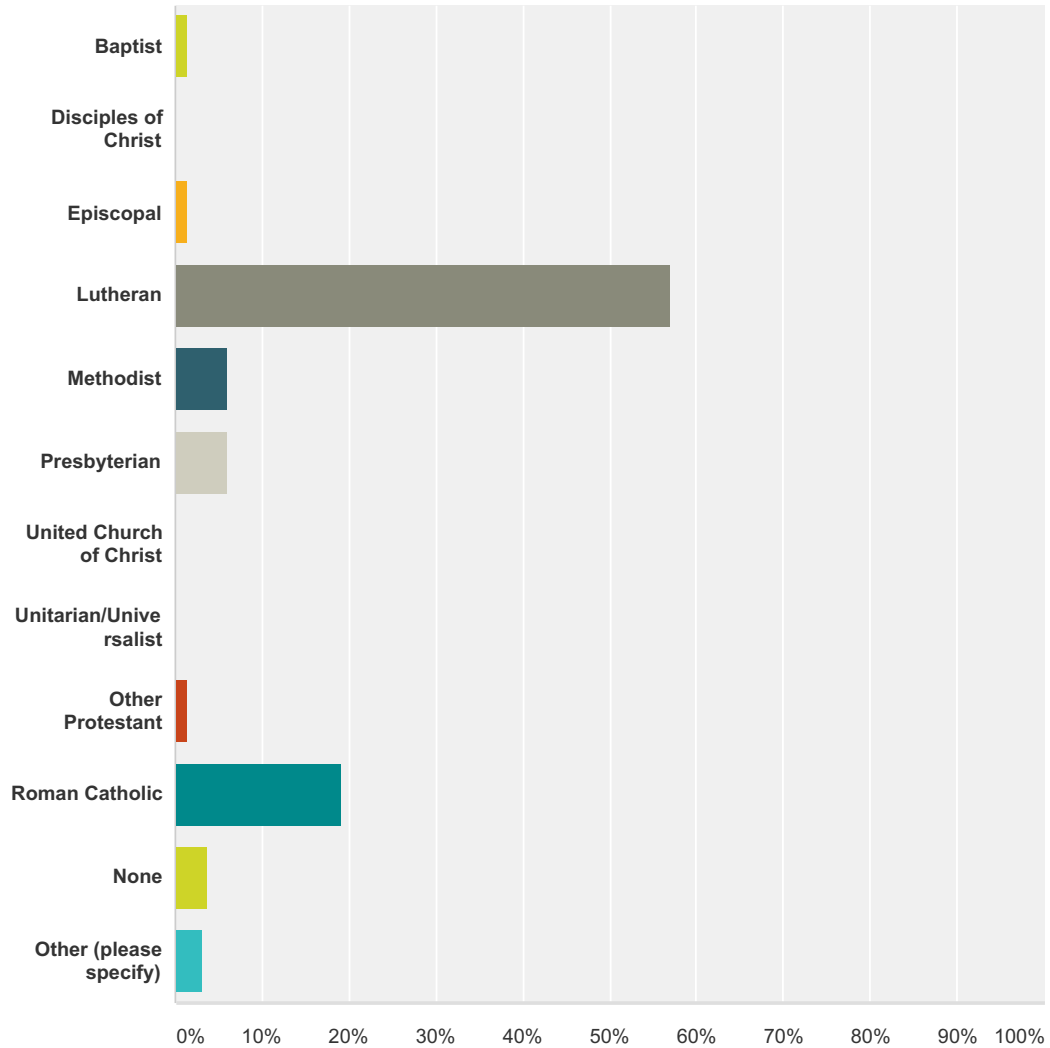


Answer Choices	Responses
Definitely will move	4.58% 6
Probably will move	9.92% 13
Might move (50/50)	16.03% 21
Probably will not move	27.48% 36
Very unlikely to move	41.98% 55
<b>Total</b>	<b>131</b>



**Q67 In what denomination were you raised?  
If you were involved with more than one  
denomination when you were growing up,  
with which did you have the greatest  
identification?**

Answered: 130 Skipped: 35



Answer Choices	Responses
Baptist	1.54% 2
Disciples of Christ	0.00% 0
Episcopal	1.54% 2
Lutheran	56.92% 74
Methodist	6.15% 8
Presbyterian	6.15% 8

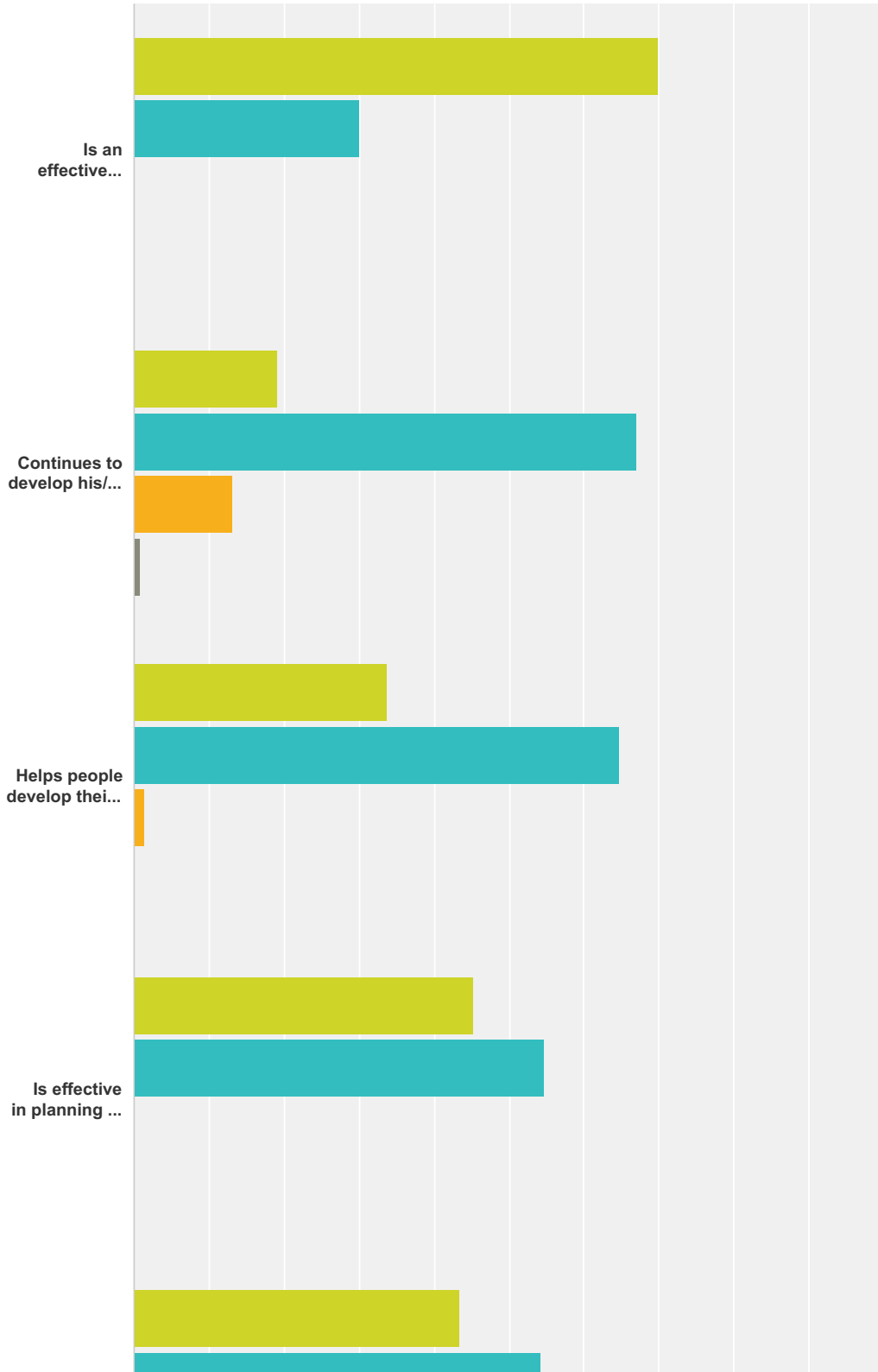
## Trinity Lutheran Church of Dover, NJ

United Church of Christ	0.00%	0
Unitarian/Universalist	0.00%	0
Other Protestant	1.54%	2
Roman Catholic	19.23%	25
None	3.85%	5
Other (please specify)	3.08%	4
<b>Total</b>		<b>130</b>

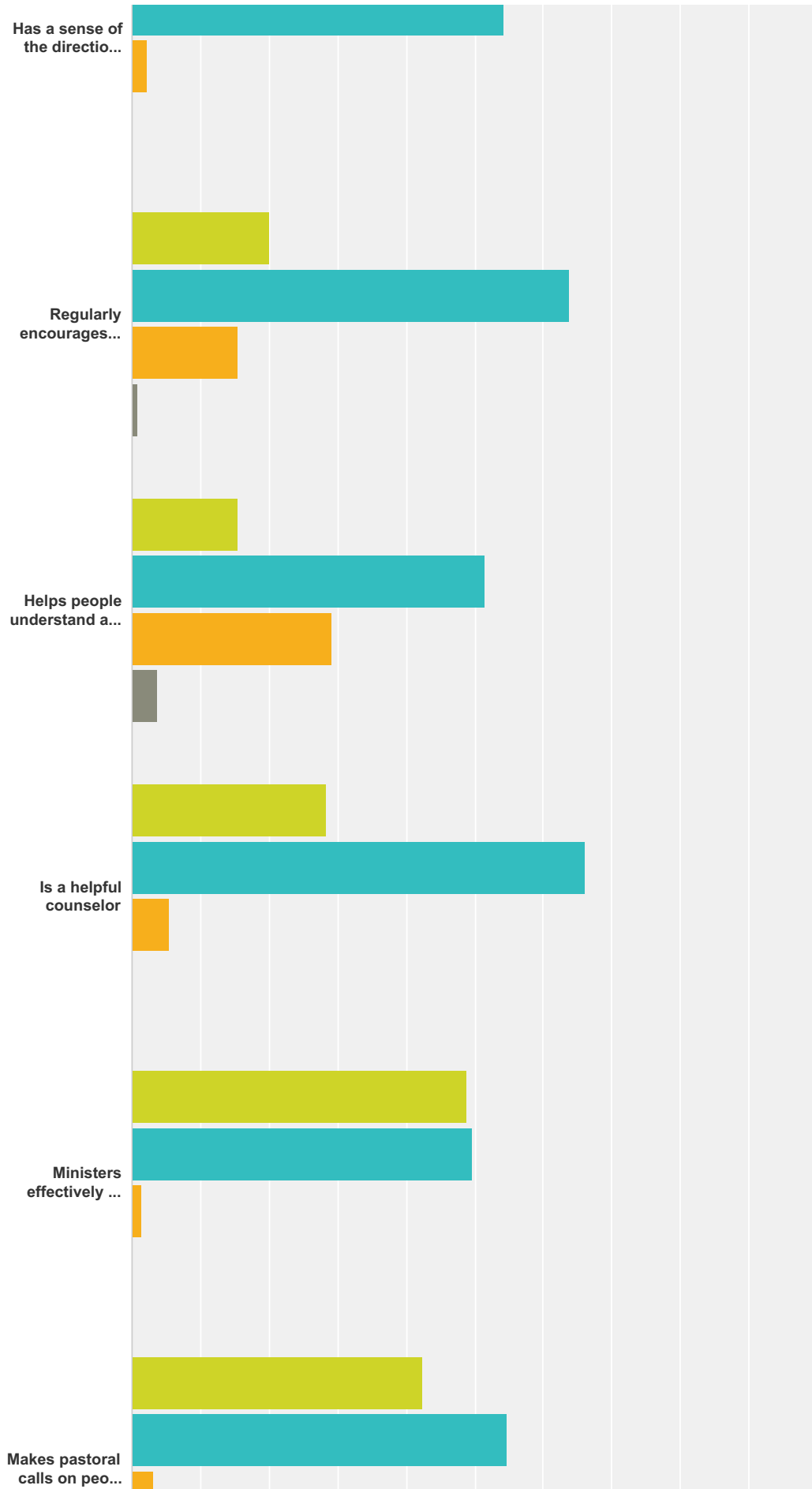
#	Other (please specify)	Date
1	Lutheran and United Church of Christ	4/4/2015 2:52 PM
2	Church of Christ (Christian)	3/30/2015 5:48 PM
3	Assembly of God	3/28/2015 10:53 AM
4	LDS	3/15/2015 10:34 PM

**Q68 The following list of items represents a range of qualities in the ministry of the church. Identify how important each of the following is in a new pastor.**

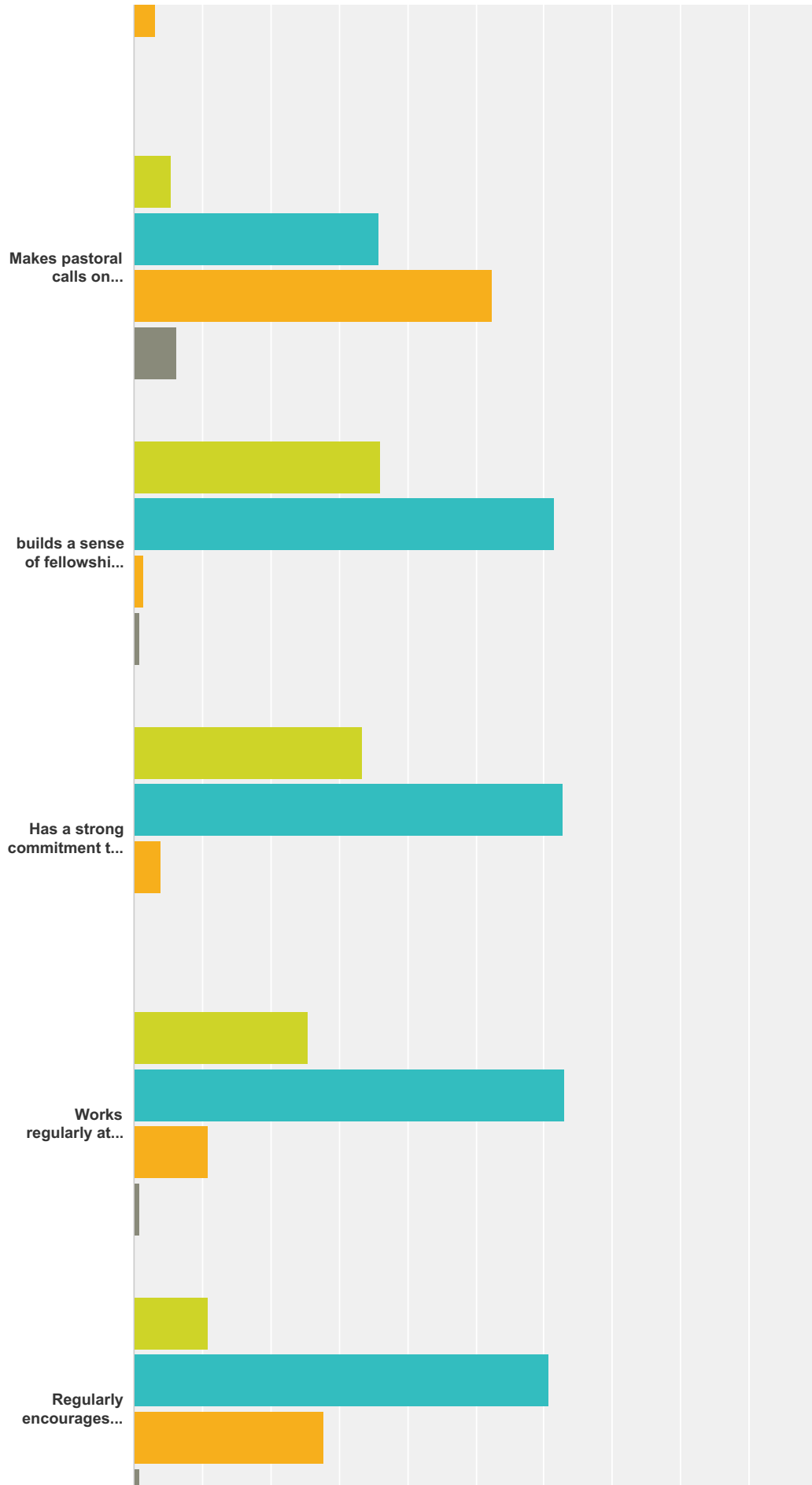
Answered: 130 Skipped: 35



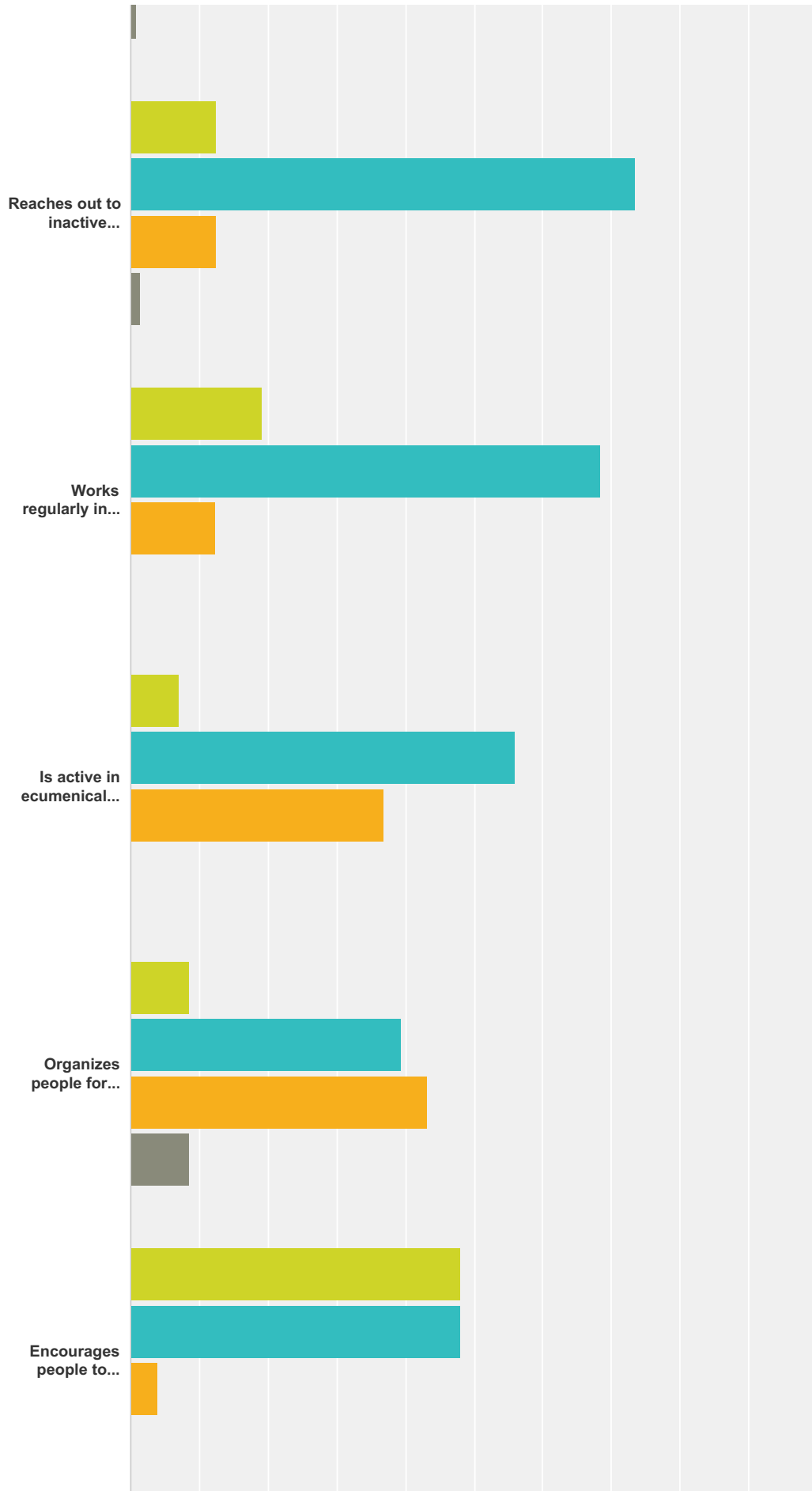
# Trinity Lutheran Church of Dover, NJ



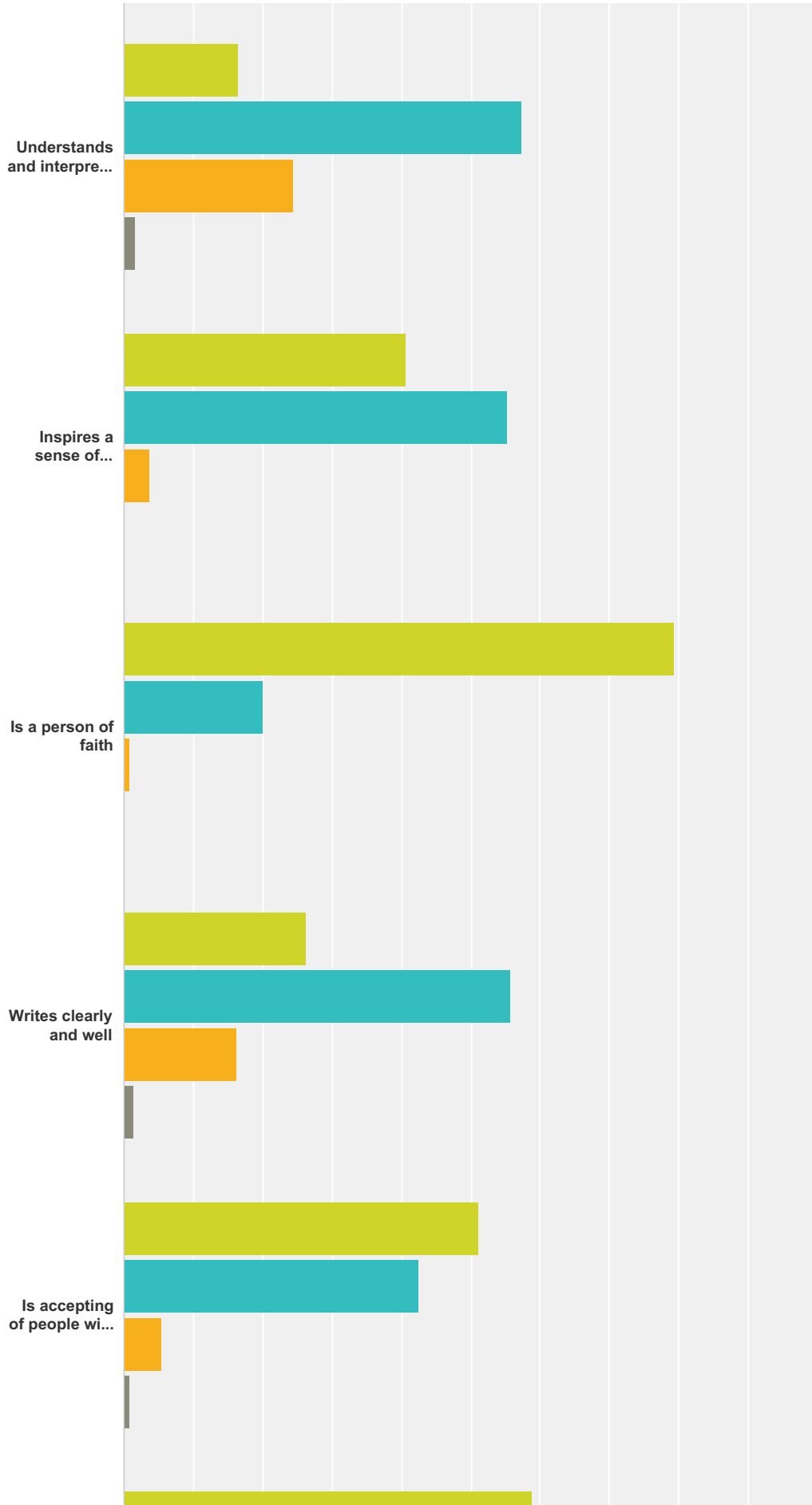
Trinity Lutheran Church of Dover, NJ



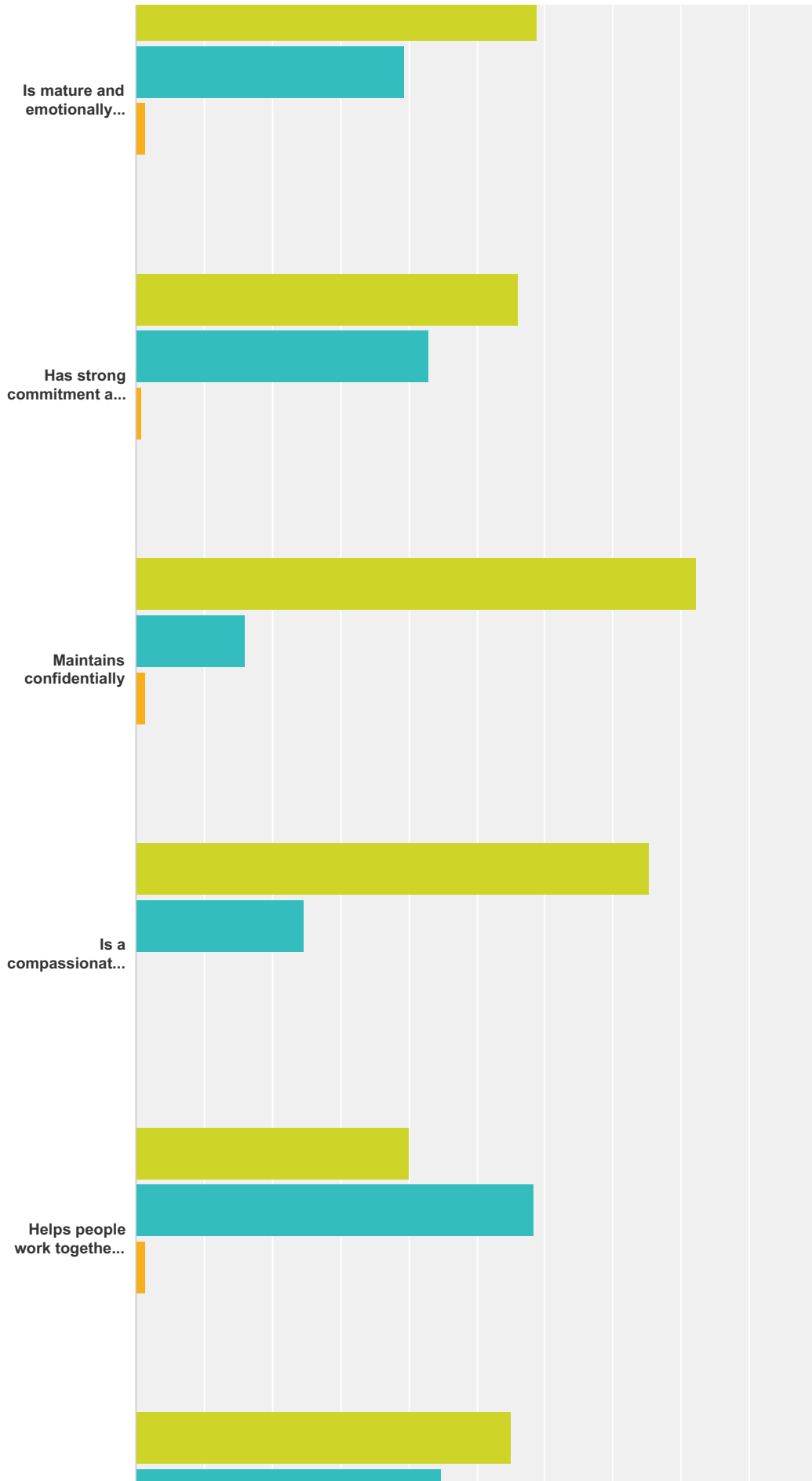
Trinity Lutheran Church of Dover, NJ



Trinity Lutheran Church of Dover, NJ

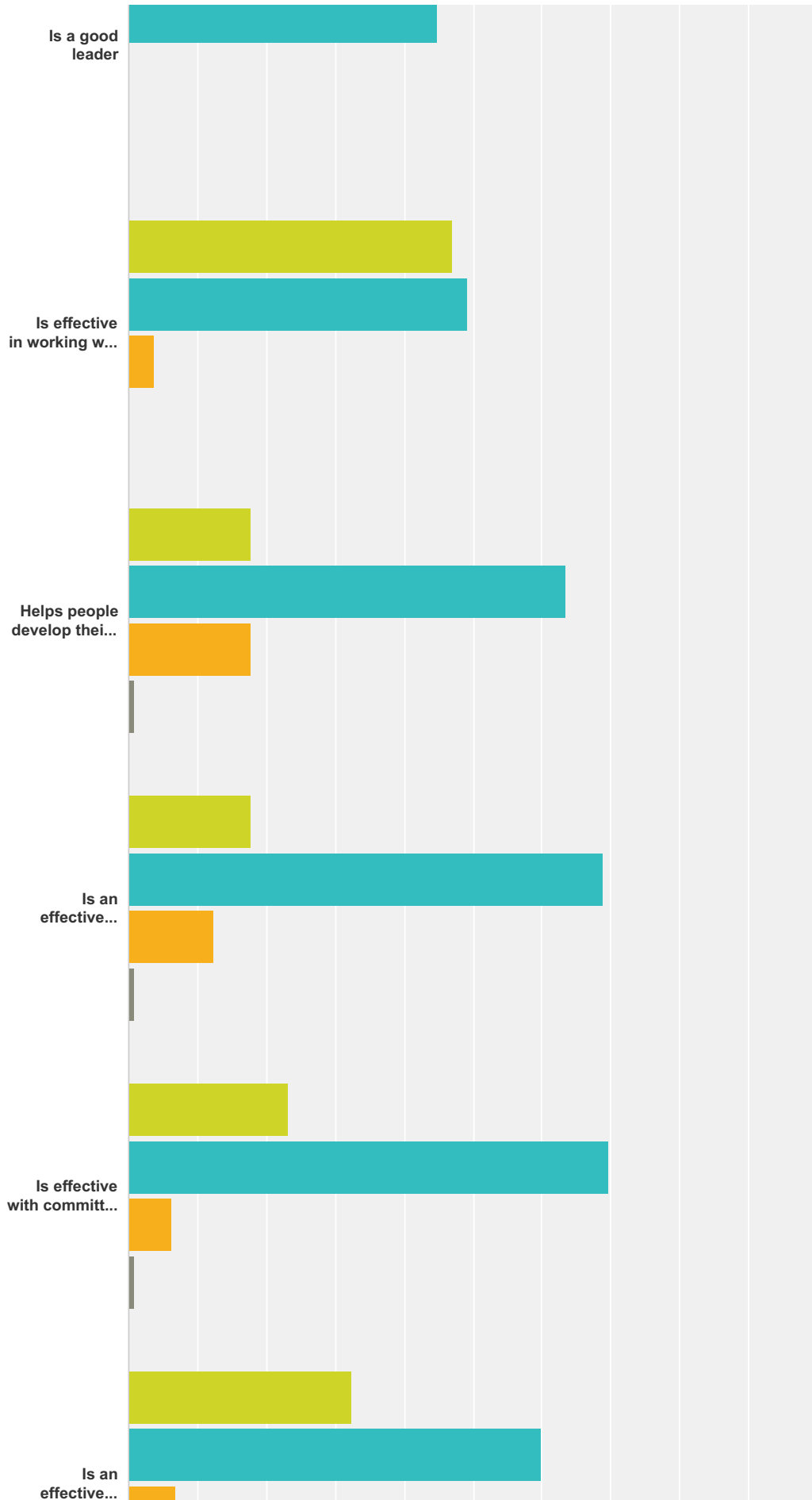


Trinity Lutheran Church of Dover, NJ

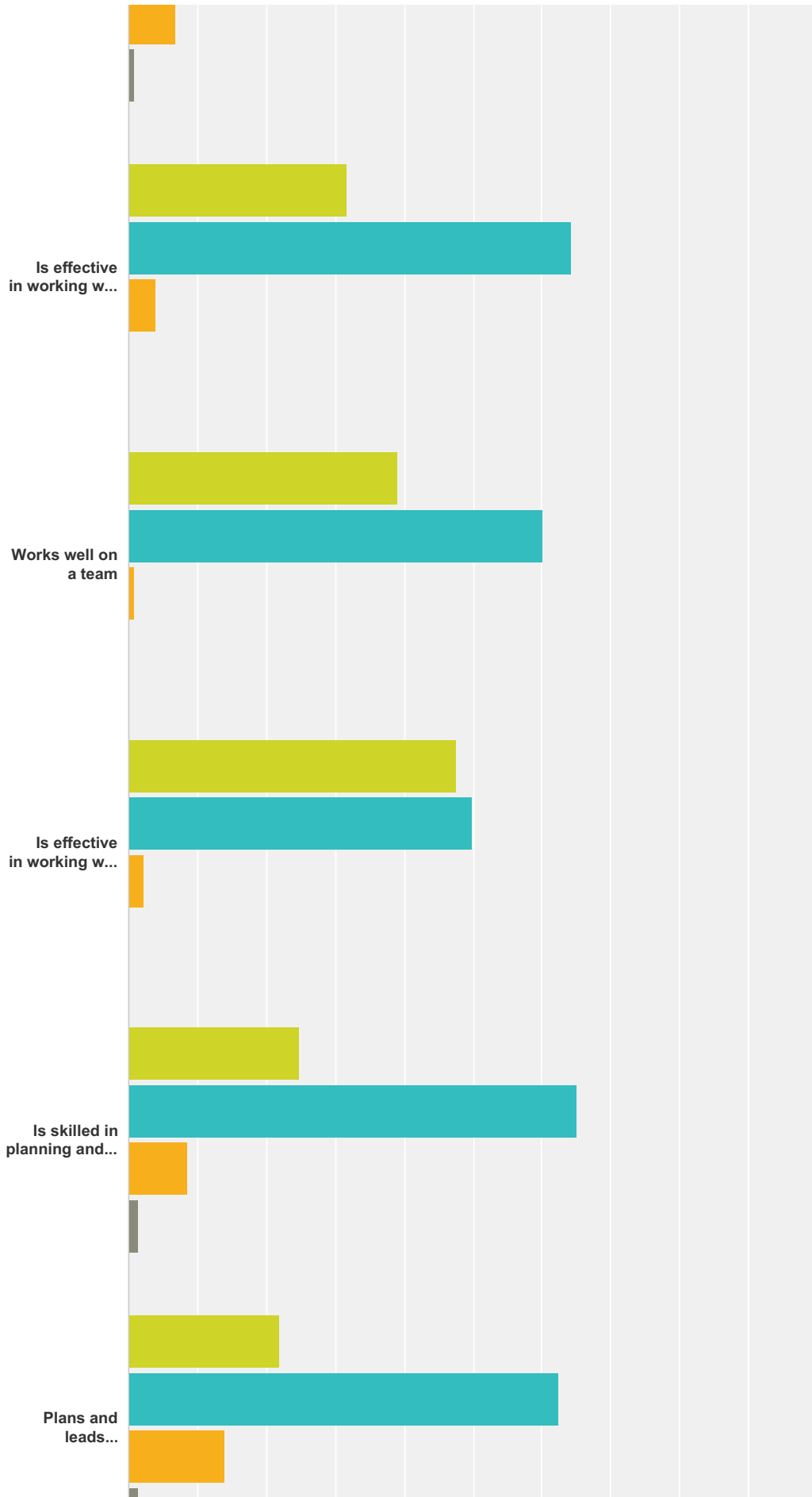




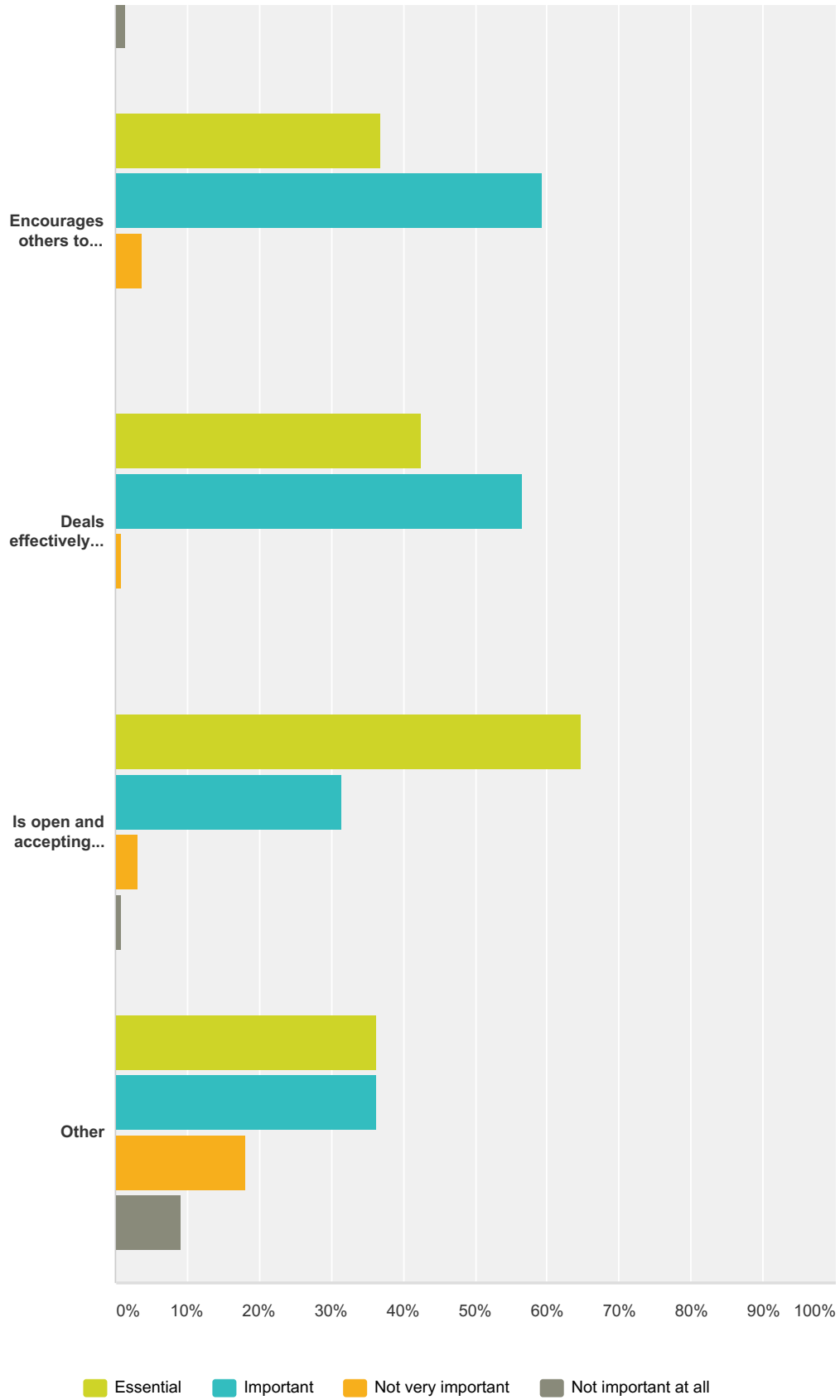
Trinity Lutheran Church of Dover, NJ



Trinity Lutheran Church of Dover, NJ



Trinity Lutheran Church of Dover, NJ



	Essential	Important	Not very important	Not important at all	Total
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## Trinity Lutheran Church of Dover, NJ

Is an effective preacher/speaker	<b>70.00%</b> 91	<b>30.00%</b> 39	<b>0.00%</b> 0	<b>0.00%</b> 0	130
Continues to develop his/her theological and biblical skills	<b>19.23%</b> 25	<b>66.92%</b> 87	<b>13.08%</b> 17	<b>0.77%</b> 1	130
Helps people develop their spiritual life	<b>33.85%</b> 44	<b>64.62%</b> 84	<b>1.54%</b> 2	<b>0.00%</b> 0	130
Is effective in planning and leading worship	<b>45.38%</b> 59	<b>54.62%</b> 71	<b>0.00%</b> 0	<b>0.00%</b> 0	130
Has a sense of the direction of his/her ministry	<b>43.41%</b> 56	<b>54.26%</b> 70	<b>2.33%</b> 3	<b>0.00%</b> 0	129
Regularly encourages people to participate in denominational activities and programs	<b>20.00%</b> 26	<b>63.85%</b> 83	<b>15.38%</b> 20	<b>0.77%</b> 1	130
Helps people understand and act upon issues of social justice	<b>15.38%</b> 20	<b>51.54%</b> 67	<b>29.23%</b> 38	<b>3.85%</b> 5	130
Is a helpful counselor	<b>28.46%</b> 37	<b>66.15%</b> 86	<b>5.38%</b> 7	<b>0.00%</b> 0	130
Ministers effectively to people in crisis situations	<b>48.84%</b> 63	<b>49.61%</b> 64	<b>1.55%</b> 2	<b>0.00%</b> 0	129
Makes pastoral calls on people in hospitals and nursing homes and those confined to their homes	<b>42.31%</b> 55	<b>54.62%</b> 71	<b>3.08%</b> 4	<b>0.00%</b> 0	130
Makes pastoral calls on members not confined to their homes	<b>5.47%</b> 7	<b>35.94%</b> 46	<b>52.34%</b> 67	<b>6.25%</b> 8	128
builds a sense of fellowship among the people with whom he/she works	<b>36.15%</b> 47	<b>61.54%</b> 80	<b>1.54%</b> 2	<b>0.77%</b> 1	130
Has a strong commitment to the educational ministry of the church	<b>33.33%</b> 43	<b>62.79%</b> 81	<b>3.88%</b> 5	<b>0.00%</b> 0	129
Works regularly at bringing new members into the church	<b>25.38%</b> 33	<b>63.08%</b> 82	<b>10.77%</b> 14	<b>0.77%</b> 1	130
Regularly encourages support of our church's wider mission	<b>10.77%</b> 14	<b>60.77%</b> 79	<b>27.69%</b> 36	<b>0.77%</b> 1	130
Reaches out to inactive members	<b>12.50%</b> 16	<b>73.44%</b> 94	<b>12.50%</b> 16	<b>1.56%</b> 2	128
Works regularly in the development of stewardship growth	<b>19.23%</b> 25	<b>68.46%</b> 89	<b>12.31%</b> 16	<b>0.00%</b> 0	130
Is active in ecumenical relationships and encourages the church to participate	<b>7.09%</b> 9	<b>55.91%</b> 71	<b>37.01%</b> 47	<b>0.00%</b> 0	127
Organizes people for community action	<b>8.66%</b> 11	<b>39.37%</b> 50	<b>43.31%</b> 55	<b>8.66%</b> 11	127
Encourages people to relate their faith to their daily lives	<b>48.06%</b> 62	<b>48.06%</b> 62	<b>3.88%</b> 5	<b>0.00%</b> 0	129
Understands and interprets the mission of the church from a global perspective	<b>16.54%</b> 21	<b>57.48%</b> 73	<b>24.41%</b> 31	<b>1.57%</b> 2	127
Inspires a sense of confidence	<b>40.77%</b> 53	<b>55.38%</b> 72	<b>3.85%</b> 5	<b>0.00%</b> 0	130
Is a person of faith	<b>79.23%</b> 103	<b>20.00%</b> 26	<b>0.77%</b> 1	<b>0.00%</b> 0	130
Writes clearly and well	<b>26.36%</b> 34	<b>55.81%</b> 72	<b>16.28%</b> 21	<b>1.55%</b> 2	129

Trinity Lutheran Church of Dover, NJ

Is accepting of people with divergent views	<b>51.16%</b> 66	<b>42.64%</b> 55	<b>5.43%</b> 7	<b>0.78%</b> 1	129
Is mature and emotionally secure	<b>58.91%</b> 76	<b>39.53%</b> 51	<b>1.55%</b> 2	<b>0.00%</b> 0	129
Has strong commitment and loyalty	<b>56.15%</b> 73	<b>43.08%</b> 56	<b>0.77%</b> 1	<b>0.00%</b> 0	130
Maintains confidentially	<b>82.31%</b> 107	<b>16.15%</b> 21	<b>1.54%</b> 2	<b>0.00%</b> 0	130
Is a compassionate and caring person	<b>75.38%</b> 98	<b>24.62%</b> 32	<b>0.00%</b> 0	<b>0.00%</b> 0	130
Helps people work together in solving problems	<b>40.00%</b> 52	<b>58.46%</b> 76	<b>1.54%</b> 2	<b>0.00%</b> 0	130
Is a good leader	<b>55.04%</b> 71	<b>44.96%</b> 58	<b>0.00%</b> 0	<b>0.00%</b> 0	129
Is effective in working with children	<b>46.92%</b> 61	<b>49.23%</b> 64	<b>3.85%</b> 5	<b>0.00%</b> 0	130
Helps people develop their leadership abilities	<b>17.83%</b> 23	<b>63.57%</b> 82	<b>17.83%</b> 23	<b>0.78%</b> 1	129
Is an effective administrator	<b>17.83%</b> 23	<b>68.99%</b> 89	<b>12.40%</b> 16	<b>0.78%</b> 1	129
Is effective with committees and officers	<b>23.26%</b> 30	<b>69.77%</b> 90	<b>6.20%</b> 8	<b>0.78%</b> 1	129
Is an effective teacher	<b>32.31%</b> 42	<b>60.00%</b> 78	<b>6.92%</b> 9	<b>0.77%</b> 1	130
Is effective in working with adults	<b>31.78%</b> 41	<b>64.34%</b> 83	<b>3.88%</b> 5	<b>0.00%</b> 0	129
Works well on a team	<b>39.06%</b> 50	<b>60.16%</b> 77	<b>0.78%</b> 1	<b>0.00%</b> 0	128
Is effective in working with youth	<b>47.66%</b> 61	<b>50.00%</b> 64	<b>2.34%</b> 3	<b>0.00%</b> 0	128
Is skilled in planning and leading programs	<b>24.81%</b> 32	<b>65.12%</b> 84	<b>8.53%</b> 11	<b>1.55%</b> 2	129
Plans and leads well-organized meetings	<b>21.88%</b> 28	<b>62.50%</b> 80	<b>14.06%</b> 18	<b>1.56%</b> 2	128
Encourages others to assume and carry out leadership	<b>36.92%</b> 48	<b>59.23%</b> 77	<b>3.85%</b> 5	<b>0.00%</b> 0	130
Deals effectively with conflict	<b>42.64%</b> 55	<b>56.59%</b> 73	<b>0.78%</b> 1	<b>0.00%</b> 0	129
Is open and accepting regarding racial, ethnic, sexual orientation diversity	<b>64.62%</b> 84	<b>31.54%</b> 41	<b>3.08%</b> 4	<b>0.77%</b> 1	130
Other	<b>36.36%</b> 4	<b>36.36%</b> 4	<b>18.18%</b> 2	<b>9.09%</b> 1	11

#	(please specify)	Date
1	does whatever is necessary to get job done	4/9/2015 1:39 PM

## Trinity Lutheran Church of Dover, NJ

2	keeps bible at center of all activities and duties. Is bionically focused and knowledgeable.	4/8/2015 5:00 PM
3	young- under 60	4/4/2015 5:09 PM
4	has good sense of humor	3/23/2015 3:50 PM
5	bilingual	3/20/2015 8:55 PM
6	Does not cultivate a small group that controls what goes on in church.	3/20/2015 2:59 PM
7	does not micro-manage	3/15/2015 3:56 PM

**Q69 Now that you have spent this time reflecting on TLC's present situation, think about your vision for our church. Please take a few minutes and discuss your hope for TLC's future. What are your dreams, desires, and wishes for TLC over the next five years?**

Answered: 75 Skipped: 90

#	Responses	Date
1	Although community outreach is what TLC is known for, I think that it sometimes takes over the church and SS Program. Mainly this is apparent in our appearance inside and outside the building. If I was a prospective member with a young family I would look at the dirty bathrooms which upstairs rarely have supplies. Outside garbage is overflowing, stairs are filthy. These are things that people with young kids look at because their hands are everywhere. Cleaning up our sidewalks from glass and dirt since parking close is not usually an option.	4/9/2015 5:07 PM
2	Needs to get children more active in the church as future members.	4/9/2015 1:41 PM
3	That TLC is a place where people feel welcomed and loved. where youth are cherished, encouraged and heard.	4/8/2015 8:54 PM
4	I hope that with all of the congregations gifts we stay focused on expressing and living Gods word through Sacrament and the programs/outreaches we have and may become involved with, wherever or whatever that may be.	4/8/2015 5:14 PM
5	TLC is an amazing church with great, devoted congregants who remain strong and devoted despite the time of transition. The transition team is to be applauded for their time and effort in focusing on what is important to all congregants. We live in difficult times and to have a spiritual place of peace, comfort and connection with God is essential. Thank you.	4/8/2015 5:13 PM
6	just to be there other than a Sunday. Have the church be open to sit quietly in the pews and reflect	4/7/2015 8:20 PM
7	to find another pastor with similar qualities as Pastor Cheri. A pastor that gives sermons that the congregation can relate to their lives The choice is yours- least important is number 11	4/7/2015 8:08 PM
8	continue outreach to local community	4/6/2015 7:18 PM
9	TLC continuing the outreach into the community supplying food, meals, clothing and essentials to the needy. A minister who is compassionate caring and helpful to all people regardless of race or ethnicity	4/6/2015 7:09 PM
10	It is important to reach out to children and youth- to teach the values of christianity- or there will be not future. It is important that the pastor is learned and inspires adults with that	4/6/2015 6:50 PM
11	Expand Christianity in Lutheran Theology among youth and unchurched, support and encourage biblical study and its elegance to personal lives, provide spiritual/life support for individuals in need	4/6/2015 6:34 PM
12	This transition has been a difficult one for my life at this time. I'm do not do well with change. I do not have the same feeling of satisfaction of coming to church to worship. I'm used to more structure in the workings of everyday life of the church and am anxious to more forward and find a suitable replacement for Pastor Cheri.	4/6/2015 11:48 AM
13	I hope that TLC can be a place for not only spiritual, but intellectual development. I value the lessons I have learned from Christianity because of the moral lessons that come from them and the different perspectives of looking at the world that they teach. Mainly, though I find that a sense of belonging, regardless of what I believe, has always been what has kept me at TLC. I hope that TLC can continue to develop to become a place where all denominations of Christians, NON-Christians, and even people who do not consider themselves religious, can go to study morality and learn from the experiences of the congregation as a whole. All are welcome, and all should always be welcome, regardless of any circumstances, so that we can all grow together, not only as a church, but as a community.	4/5/2015 9:31 PM

## Trinity Lutheran Church of Dover, NJ

14	Continue our community outreach. Encourage families to come to church with their children. Maintain our building. Bring new creativity into worship. Maybe use the blue books once in awhile. Be open to new ideas that lead to a more spiritual worship service.	4/5/2015 8:46 PM
15	I hope to see TLC continue to thrive as a congregation and grow in membership. I look forward to having a minister that can "lead" the congregation with a strong faith, but emphasize that TLC is built on the members and not just the Pastor. Change is good and this is the opportunity to look at our history and what has worked, but not be afraid to try something new. Nothing is written in stone and you don't know if something works until you try. Trinity has always been a congregation that prides itself in community outreach and I believe this is an important part of our ministry, especially with our location in Dover, NJ. On another note - under aesthetic needs I would like to say that the bathrooms at TLC are in immediate need of updating and renovation. This is an area that not only member's see, but visitors.	4/5/2015 12:18 AM
16	appreciate the effort of the survey	4/4/2015 5:21 PM
17	I want a contemporary service- praise band I would prefer a younger pastor An active college age/young adult program (i.e. 20-30's) Someone who works with kids and likes volunteering The choice is yours- least important is 11 Tasks of the church- needs to be strengthened- college age/ young adult group	4/4/2015 5:11 PM
18	to increase our membership to continue our outreach programs Under tasks of the church- best= outreach see strengthened= increasing membership	4/4/2015 4:57 PM
19	For the future years of TLC, I hope our pastor enables us to remain like a large family and enables us to continue to be able to work with the community and help those in need. I hope we will continue to reflect on the past traditions of TLC and keep expanding our knowledge about the founders. I do not want what we have worked for to become the congregation we are today is not lost when we receive this new pastor. I hope God helps us on our journey to a better future for everyone.	4/4/2015 11:14 AM
20	I hope TLC continues to be a positive force in the community and the world for helping those in need. I hope a new core of member leaders emerges to partner with the pastor and congregation to help make TLC an even stronger catapult for inspiration during these troubled times.	4/1/2015 4:37 PM
21	I would like to have the pastor give more sermons on the meaning of life and how we can best serve the will of God. I would like to see more outreach to the community and more of the church membership working together to improve the community and to help members of the congregation. I would like to see more fellowship programs to help develop a stronger bond between members of the congregation. I would like to see our membership increase and would like us to reach out in various ways to recruit new members. Solving the very difficult parking problem would no doubt help; wish I had a solution for that. Very satisfied with the way Pastor Dan is leading the worship services.	3/31/2015 9:10 PM
22	I believe it is important to find new members especially those with children. Children are the future of any church. Stewardship is a very important mission of Trinity and I want us to continue to focus on helping others.	3/31/2015 5:53 PM
23	I would like to see us become more tech oriented, Use the internet more to keep in touch with members eg. Newsletter. I would like the children to increase their attendance at Sunday School. they are our future.	3/31/2015 9:06 AM
24	I hope TLC continues to serve people in need and continues our strong outreach programs. However, we cannot forget about the needs of our members. There needs to be balance between doing God's will of serving others and nurturing our members. We also need to look at the condition of our building because aesthetics does make a difference. We need a strong Pastor that can work with the members but we need strong and active members to make the church survive.	3/30/2015 5:10 PM
25	Hearing adult choir on a more regular basis Development of children's music program	3/30/2015 7:39 AM
26	to continue TLC's strong presence with it's outreach programs and commitment for the care of the congregation. To have a minister that will preach in a way that will be not only be thought provoking but relate to every day life. To ensure that TLC has programs in place to support and encourage our children.	3/29/2015 4:44 PM
27	Growth as a congregation. Continuing outreach. Increase youth programming.	3/29/2015 4:23 PM
28	continue those things which are good and working. Change or improve those that aren't. Improve music, youth, education, participation, membership. Increase congregational enthusiasm with a new pastor. Opportunities to do God's work in world. Please see the two typed pages I have included with my survey as well	3/29/2015 2:39 PM
29	none	3/29/2015 2:26 PM
30	That the people of the church continue to reflect the faith and optimism that I discovered in our church. Thanks to the committee for their work on this survey Under tasks of the church- what needs to be strengthened is music	3/29/2015 2:01 PM



## Trinity Lutheran Church of Dover, NJ

31	to keep a strong spiritual relationship with each other and others and keep up the work that has been done in the past going strong and always listen to new ideas to better the church and its outreach.	3/29/2015 8:10 AM
32	Although I support the outside activities going on in the church, I often feel that they are taking over the place of regular members. I often feel uncomfortable coming in to the building especially during the week. I would like to see a more welcoming entrance to the church. Please remove the garbage cans etc.	3/28/2015 4:12 PM
33	Have the pastor do the liturgy and give the blessing The choice is yours no option for least important which I believe is 11	3/28/2015 11:06 AM
34	I am very satisfied	3/28/2015 10:54 AM
35	:I would like to see us grow in faith and numbers. I would like to see us continue to be the "little yellow " church on the corner where eveyone can come for help.Our outreach to the community and beyond is very important. How we use our offerings to help others is more important than spending it on making a beautiful building. I would like us to be a spirit-filled place where everyone is valued.	3/27/2015 1:25 PM
36	I want to see TLC grow in numbers; more fellowship for the people of the church;a pastor who will preach a sermon that intertwines with our everyday lives and helps our faith to grow.	3/26/2015 2:03 PM
37	I am looking forward to some changes and am not unhappy with the prospect of a new pastor. I think it is important that we continue our strong community outreach and build on it in the future. I would also like to see more emphasis on improving the musical area. Of course it would be wonderful if we could have better parking as I believe that would help us in improving our membership. We are an informal congregation when it comes to worship but I would like to see us have a more formal approach sometimes, i.e. once again having the cruxifix process at the beginning of the service & the end. I would like to see one Sunday service eliminated for now until there is a need for adding another.	3/25/2015 1:12 PM
38	My hope is for TLC to continue to grow. Bring back the youth they are the future.	3/24/2015 2:16 PM
39	I envision a church which recognizes the talents of its parishioners and involves many rather than few parishioners doing many phases of the churches work. I would like to see a growth in the Trinity youth programs...they are Trinity's future. I pray that God will continue to bless Trinity in its work at home, in the community and throughout the world. I am blessed to be a part of this church.	3/24/2015 10:08 AM
40	I would like for TLC to continue along it's present path. For instance, I think it's great the way it's members participate in all decisions, especially this one. I would appreciate more in the way of counselling, but I am very happy with the way things are and hope to get a pastor who embraces all these wants and needs. Thank you for taking YOUR time.	3/23/2015 6:32 PM
41	I hope the new pastor has a friendly and outgoing personality to engage the congregation both adults and children. I hope their sermons are uplifting, energizing and relate to everyday life. I hope the church continues the many outreach programs Trinity has.	3/23/2015 4:49 PM
42	To begin to bring in more modern styles of worship - maybe having "traditional" worship 8 and 930 and a more modern style at 11. To continue and support our local community. To continue to make all who attend feel welcome.	3/23/2015 9:34 AM
43	a new pastor who knows the importance of children and the strength of a program that caters to their needs. the future is our children and the strength of their faith.	3/22/2015 11:31 PM
44	see if you can find another pastor cheri	3/22/2015 7:39 PM
45	I wish the church will grow and continue its outreach to our community and beyond.	3/22/2015 5:24 PM
46	I would like to see a higher percentage of members be involved in at least one activity other than worship. There are too many individuals with multiple roles/tasks. I think that leads those folks towards burnout and concentrates decision in too few hands. It is also bad for the bystanders because they don't have any "skin in the game". I think we have made awesome progress in the last two years spreading out the tasks, but I think we can do even better. The lack of youth participation is a big concern. I was very upset that the transition team has no representation from the young adults. They are the future of the church and we are not involving THEM at all with what they wish to see Trinity become.	3/22/2015 4:57 PM
47	Pastor Cheri put us on a good path & kept us there for many years. We must keep that going.	3/21/2015 6:55 PM
48	Would like the church to grow within the community. Have a Spanish service, that is a potential future growth. We need to keep our children engaged, add more music, & keep offering help for the community, fix the parking issue for the handicapped & the snow removal with the town. Members need to reach out to inactive members. Find another pastor like PC & Pastor Dan. Thanks for the survey	3/20/2015 9:09 PM

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49	Grow in the community and be an inspiration to others.	3/20/2015 4:37 PM
50	For this church to survive we must invite new members of the Hispanic community to join our congregation. Our new pastor must be fluent in Spanish. Not only to continue our decades old mission of feeding the local less fortunate but also feeding them spiritually.	3/20/2015 4:23 PM
51	Improved Web site: Calendar on website does not reflect activity of the church	3/20/2015 3:27 PM
52	I would like to see our music program grow. I miss all the different choirs and the instruments. I would like to see the position of communion assistant be offered to everyone, not just people on council. We need more social events such as the square dance and bowling to bring people together outside of worship.	3/20/2015 3:03 PM
53	I wish for our church to thrive and grow as a community of like minded people with a strong faith and a bright future. It is essential to revive our Sunday School program with children for the survival of our church. I think we need to advertise more about what our church does in the community and at large. Our church is not listed in Morris and Sussex county papers that have church listings, times of worship, etc.	3/20/2015 10:02 AM
54	I am extremely proud of the social ministry at TLC - Faith Kitchen, food pantry, Veteran's home, collections for schools, Military Mommas, etc. It is great that we have some that we repeat, but also each new one reminds us of things that are going on in our country or around the world that may not even be on our radar. I want my kids to be aware of and sensitive to the fact that there is a lot more to the world and to life than what goes on in Morris County, NJ. Of course I want our new pastor to be the most wonderful pastor in the world, but no one person can be wonderful at everything. So, I want them to be strong in several areas, know their weaknesses and allow and support lay leaders to fill in where they may be weaker. I want to see a continued emphasis on the children, teaching them about Lutheranism, but also about other religions and what is different about being Lutheran in general and what TLC in particular teaches, values and does. After all, you are never too old to learn, but it is essential to give kids the foundations of faith, community service and justice.	3/19/2015 12:06 AM
55	TLC does a great job focussing on outreach and support of the needs of the community - that should continue. Additional effort should be spent building a close, supportive and socially involved/interactive congregation.	3/18/2015 6:55 PM
56	I hope that TLC will recover from this period of uncertainty and that it's congregation will increase in size, faith and commitment to the community.	3/17/2015 6:17 PM
57	My hope for TLC is that it continues to grow in its identity as a congregation that cares not only about the members within its walls, but about all of the members of the human family. TLC's soup kitchen, food pantry, youth retreats, and worship services were the first places I felt a connection to God, to the idea that I was able to develop a relationship with God, and that God was not an abstract far-away figure but rather someone who resided in every person I encountered, no matter how different from me that person might seem. It was at TLC that I first discovered the immense joy of serving others, and the possibility of deepening that joy by grounding my actions in a faith rooted in love and justice.	3/16/2015 6:32 PM
58	There is a needed balance between outreach and service and the need for upkeep of the church community. There is also hope and need for an active Youth program, along with the recognition of the benefits of modern communication and the advantages attached to it. I hope the schedule of the worship services will be altered to allow more connection between members.	3/16/2015 11:03 AM

## Trinity Lutheran Church of Dover, NJ

59	<p>I hope that this church thrives and grows to provide meaningful worship, fellowship and education for many years to come. We have some big obstacles to overcome first. The 1st section of the survey "organizational characteristics" needs a lot of help. I am very optimistic that we are on the right track to increasing Attendance, participation, fellowship and making worship meaningful again. This was 1 of the reasons I stayed is because when I joined 15 years ago, it was a place that fed me spiritually. I wanted to participate and volunteer and did not like to miss church. The more you became involved the more you realized that it was hard to get leadership of TLC to grow and change with the times. I also felt that the world's needs were more important than worship and the congregational well-being. It was more important to feed the homeless and food pantry and as a member I was not being fed spiritually. I know that our homeless ministry and food pantry are very important and needed in our community and it is the Christ-like thing to do but if you have no members how can we continue this ministry. This leads me to our church property...it is filthy. Outside: There are people standing in line waiting for a free meal 6 days a week...give them a broom and a garbage bag. Inside: we need a cleaning service to clean the church with so many people using it. We need to purge the crap....clean out the closets Our church is not very inviting to new potential members. Another thing lacking greatly is fellowship. I admit that I don't participate in the activities but I only know a handful of people there. I really only know the people at my service. I don't have any close friends at the church, no one I do anything with outside of the church, so I will pick an activity with friends over a church activity every time. I belong to the church but only for an hour on Sunday morning. I hope that we can move to 1 or 2 services on Sunday I will get to know more people. Maybe we can brainstorm and come up with new ideas for fellowship. I believe the synod did us and pastor Cheri a great disservice by leaving her in this church for over 30 years. She is a wonderful person and it was sad when she left but it was time for change. My hope is that with God's help and much prayer we can move forward and feed the needs of congregation, community and world.</p>	3/15/2015 8:41 PM
60	<p>The entrance to the church needs to be better maintained. It is constantly littered with trash, old clothes, cigarette butts. Each day clients of the faith kitchen should be rotated and assigned to clean up the front of the church. Right now it's dirty and not welcoming to new members. The overall cleanliness of the building needs to improve. Our building is heavily used and we need more cleaning staff or the current staff need to be held accountable. The PLC is dirty and worn and not a welcoming place for church to have Sunday school. The dirt on the walls leading upstairs is unacceptable. In the past leadership opportunities were reserved for "yes" people. It is important if this church is to grow and thrive once again that the role of lay leadership be developed and emphasized. We need more involvement of lay people not only in positions of leadership but also in worship. Have true assisting ministers. Have lay people complete home communions, visitation. Adult education should be shared with lay people and the pastor. Not having 3 services will allow the Pastor to lead Adult Ed on Sunday. But Adult Ed by the pastor should be offered at other times. The men's Bible study is awesome and that fact that it is led by a clergy member is outstanding. There needs to be more open communication of church business. Council agendas are not available, minutes of the meetings are weakly recapped and posted with little to no detail. There should be a section on the website for people to review those minutes. The website needs immediate professional attention. The site is weak. A marketing firm should be hired to create a branded image of the church website, newsletter (should be posted on website too) stationary and logo. Have a members only part of the site for items. People look on church websites before they visit a church. Right now the dominant picture of the church on the site is from 125 years ago. There needs to be pictures of people-- showing that our church is alive. I think we need to do a better job of serving and growing our members and focus less on serving the world. If we don't secure the future of this church then there is no church to serve the world. I think a pastor should have administrative skills, but if not, then the office staff needs to be strong and effective.</p>	3/15/2015 7:41 PM
61	<p>Continued outreach programs to community and congregation. Increase involvement of the youth for the church to grow and prosper. A commitment through our Stewardship programs to bring our seniors to service and worship on a weekly basis when needed. The youth will be the future of TLC and the Seniors are important to its past/history. Mabel Roy</p>	3/15/2015 7:36 PM
62	<p>Continue to grow be involved with outreach to the community and maintain a spiritual base.</p>	3/15/2015 7:05 PM
63	<p>I hope to see TLC continue to grow as a congregation, to continue their important charity and social services that help the community and beyond, for the ramp to be covered so it can be used year round and for better parking for seniors especially those needing walking aides</p>	3/15/2015 6:33 PM
64	<p>My hope for TLC's future is that it continues along the same path that it has for the past 100 years, welcoming diversity, having compassion for its members and those in the community, and sharing its wealth with those of the world through programs we support.</p>	3/15/2015 5:24 PM
65	<p>I want TLC to reflect the teachings of Jesus in inviting people to contribute to the world around them. I want TLC to survive in a world of the younger generations who don't see a need for attending church. I like the technology that is being added and hope it grows. I hope that the new pastor could help to make sense of this crazy world we're living in.</p>	3/15/2015 5:11 PM
66	<p>To find a pastor to lead our church who wants to grow the church.</p>	3/15/2015 4:32 PM

## Trinity Lutheran Church of Dover, NJ

67	Under the choice is yours least important role should be 11 for which there was no choice	3/15/2015 3:57 PM
68	We were truly blessed that Cheri was our pastor for so many years. She was a gifted, dedicated person, likely one-of-a-kind. I hope our new pastor has the same compassion for and interest in each church member, is unafraid to try new things, and can revive and, indeed, grow our congregation. Our church does remarkable things in terms of outreach and social service, considering our congregation's size. I'd like to see that continue. Reaching out to the young people will be critical to the church's continuation since it appears our congregation is aging and, as been the case with so many other congregations, this over the long term could lead to the church's dissolution. I'd like sermons to touch me emotionally as PC's often did, both in joy and sometimes in sadness or reflection. I think we might do more in cooperation with other nearby churches, perhaps even having occasional joint services as we did several times with St. John's down the road. I'd like to see a much stronger web and Facebook presence, especially directed at recruiting younger people to visit us and join us. I believe Pastor Dan's encouragement of creating written policies is an excellent idea, but they should never serve as a straightjacket limiting flexibility or responding to a specific need. I have truly loved being a TLC member and pray to God that He sends us another remarkable Pastor.	3/15/2015 3:19 PM
69	I hope TLC continues on the path of educational ministry and stewardship. I do believe that there are elements that need tweaking but I think if we work together as a congregation, all will work out in the end.	3/15/2015 2:40 PM
70	Continues to grow in its involvement of outreach and ministering to the those who need assistance. I would hope that we would be able to reverse the trend of losing members and reach out to the young families as well as increase the youth ministry programs. That there be improvements made to the facilities that support the Food Pantry, Faith Kitchen and Edna's Haven. That there is greater participation in the programs of the church (at present a few persons are involved in many areas). More members have to share in the programs for them to continue to be successful in the coming years.	3/15/2015 12:01 PM
71	When my family first joined TLC the youth program was thriving. I hope that more families start returning - the future of any church is its youth. I am happy the commandos are still together and hope this group continues to confirmation and further into the future	3/15/2015 9:18 AM
72	To have a youth program. Have a contemporary service. Would like a pastor that has a family. Would like to see just 2 services on Sunday morning 8:30 and 10:30	3/14/2015 8:43 PM
73	I would like TLC to help each person find their place in the ministry of the church and the world. More attention needs to be made in drawing people to the church and giving them reason to stay. I pray that there is a fervent focus made on the youth of our congregation and we find ways of making them feel welcome and loved and wanting to spend time as part of the family.	3/14/2015 8:43 PM
74	My hope is that Trinity continue to be a beacon of light, hope and refuge in our community. That it grow in membership and that it's programs for children and youth be reinvigorated. Our children are our future. We must engage them, actively, in activities. I pray that we find a pastor that is a strong spiritual, religious leader and a solid, strategic administrator.	3/14/2015 4:08 PM
75	I would hope that people will be open to a pastor who is not a carbon copy of our previous pastor. We cannot grow as a church if we are not willing to change or accept someone with new ideas and ways of preaching. Many people have left without giving the interim pastor a chance, ( which is their loss) and which makes me less than optimistic about our future. We should be soaking up all that Pastor Dan has to offer, because he has a lot of gifts to share. We are a small church, so I'd like to see someone who tends to the needs of the church members with a little less emphasis on the community. I support that we have a soup kitchen and food pantry, but social ministry should not interfere with ministry to the members of the church. We need to change things up a bit, replace some old traditions with new traditions. Thirty years is a long time to do things the same way. Older folks cling to that but we will never attract and keep younger families unless we dare to change.	3/14/2015 3:39 PM