

CONGREGATIONAL SELF-STUDY

Ohio District – LCMS

Congregational Information...

CALLING CONGREGATION (NAME, ADDRESS, PHONE):

St John Evangelical Lutheran Church
8888 Prospect Road
Strongsville, OH 44149
(440) 234-5806

CALL COMMITTEE CHAIR (NAME, ADDRESS, PHONE):

Rich Dyke
3668 Chelsea Dr
Brunswick, OH 44212
440-221-2326

CALL LISTS (EMAIL ADDRESS): richdyke78@gmail.com

CONGREGATION PRESIDENT (NAME, ADDRESS, PHONE):

Thomas Gunter
16942 Ringneck Cir
Strongsville, OH 44136
440-554-7080

CIRCUIT VISITOR (NAME, ADDRESS, PHONE):

VACANCY PASTOR (NAME, ADDRESS, PHONE): Pastor Eric Van Scyoc

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A pastoral vacancy in a congregation opens an opportunity for self-examination and growth. Most of the questions raised within this Congregational Self-Study (CSS) will help your congregation better understand itself. Some questions may inspire leaders to address issues or take advantage of opportunities before the congregation.

This document should be prepared by members of the Call Committee – not filled out by one member. Parts of it may be delegated to members outside of the call committee. Use as much space or as many lines as your answers require. Feel free to answer “NA” on questions that are not applicable to your congregation. The final version of this Self-Study should be formally approved by the Call Committee.

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- We encourage the Call Committee to share this document with the Congregation, both in the writing and in the completed stages.
- The District President must have a copy of these Self-Study documents before he can submit a list of pastoral candidates to the Congregation.
- A copy of this Self-Study must be included with the Call Documents which the Congregation sends to the Pastor Elect.
- Upon completion, email a copy to Cheryl Ohradzansky at ohradzanskyc@oh.lcms.org or mail to: Ohio District LCMS, 25000 Country Club Blvd, Suite 220, North Olmsted, OH 44070.

1) Statistical Information...

What was your average in-person worship attendance?

Last Year **55** 3 Years Ago **46** 5 Years Ago **44**

What was your online worship attendance? **N/A**

Last Year 3 Years Ago 5 Years Ago

How do you measure online worship attendance? **N/A**

What was your Communicant Membership?

Last Year **193** 3 Years Ago **204** 5 Years Ago **225**

What was your baptized Membership? (Communicant Members and Pre-Confirmation children)

Last Year **206** 3 Years Ago **207** 5 Years Ago **240**

How many children are in the Junior Confirmation Class?

4; 3 in class now, 4 will be confirmed in May of 2024.

If children receive early communion before confirmation, at what age? **N/A**

How many people were brought into the congregation by Adult Confirmation last year?

(unchurched, confession of faith) **0**

How many people were brought into the congregation by profession of faith last year?

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(restoration of a lapsed Lutheran) 2

How many people were accepted by transfer from another Lutheran church last year? 6

What percentage of your membership did not commune last year, 3 years ago, and 5 years ago? (Rich)

Last Year ? 3 Years Ago ? 5 Years Ago ? If anyone Knows this info
Please Insert

How many people were removed last year from our congregation roster by...

Death 3 Removal 0 Transfer 1 Release (to non-Lutheran church)

List and describe the vocations/occupations of members:

Retired = 20, Business/Professionals = 7, Educators = 3, Financial/accounting = 4, Clerical = 3, Other managers = 3, Trades = 2, Wife/Homemaker = 2, Hospice Chaplain

List and describe the educational training of members:

High school = 14, Some college = 6, 2 year degree = 3, 4 year degree = 12, graduate degree = 11

What PERCENTAGE of our members live...of our facilities? (Rich will ask for HELP)

Within one mile?	
Up to 2 miles?	
Within 3-5 miles?	
Within 6-10 miles?	
Within 11-20 miles?	
21 miles and beyond?	

2) Understanding Ourselves...

List three "strengths" of your congregation:

1. Our traditional way of worship.
2. Adherence to the Unaltered Augsburg Confession / we teach Christ crucified.
3. Our people and their generosity.

List three "weaknesses" of your congregation (areas which need attention and improvement):

1. We are an older congregation with very few young families.
2. Participation in church events is low.
3. Social media presence and communication in general.

List some of the best things which happened in the past five years:

1. Youth attendance at Higher Things events.
2. The church reopening and gaining attendance after Covid.

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3. Solving the property flooding problem.
4. Starting the food pantry.
5. The rummage sales.
6. The new sign.
7. No debt.

List some of the worst things which happened in the past five years:

1. Covid causing us to close down services, mostly out of an abundance of caution due to having an older congregation.
2. Pastor Haugen taking another call.
3. Large givers were called home.
4. Dearth of baptisms.
5. The new church directory has not been completed.
6. No VBS.
7. Lack of fund raising.
8. Bible study participation is low among church leadership.
9. No AED/defibrillator.

List and describe some of the community events which are carried out in our facilities:

Monthly Food Pantry, 12-Step Program.

List and describe some of the Congregation's recent fellowship events:

Chili Cookoff, Farewell Dinner, Game Days

List and describe the Congregation's organized Prayer Ministry:

None.

Average Sunday Worship Attendance:

Last Year 66

3 Years Ago 52

5 Years Ago 81

3) Congregation Harmony...

Does the Congregation have any internal controversies on doctrine (teachings)? **No**

If so, explain:

Are there any controversies on liturgical practices and forms of worship? **No**

If so, explain:

Are there any conflicts (internal, with synod and district, with the community, other) which are unresolved? **No**

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If so, explain:

4) *Educational Ministries...*

Sunday School Enrollment - 2024 - 5 children due to confirmation class being held on Sunday.

Last Year 2023 - 8 children	3 Years Ago 2021- 0 due to covid	5 Years Ago 2019 - 11 children
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Sunday School Average Attendance

Last Year - 8	3 Years Ago - 0	5 Years Ago - 11
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Number of Sunday Adult Bible Classes

Last Year	1	3 Years Ago	1	5 Years Ago	1
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Total Weekly Attendance of Sunday Adult Bible Classes

Averages:

Last Year	12	3 Years Ago	10	5 Years Ago	10
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Number of Weekday Adult Bible Classes

Last Year	1	3 Years Ago	1	5 Years Ago	1
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Number of people (other than called workers) who lead weekly Adult Bible Classes: 0

How many elected officers and board members are part of the congregation's leadership? 16

How many of these leaders participate in regular Bible study classes? 5 to 6; usually 5

Total Weekly Attendance of Weekday Adult Bible Classes: Average: 8

Number of Sunday and Weekday High School Youth Bible Classes: 0

Total Weekly Attendance of Sunday and Weekday High School Youth Bible Classes: NA

Sunday School teachers.	Number of men?	Number of women?
	0 regular; 1 substitute	1 regular teacher; plus 1 assistant and 1 substitute

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How often do the Sunday School Teachers meet? NA

List the materials used for Sunday School Teacher Training: CPH Sunday School materials

List the materials used for Vacation Bible School: Materials from CPH

How many children were enrolled in VBS? Last held in 2018 with 15 children

5) Youth and other Age-Specific Ministries....

List the specific youth groups in the congregation (include age range), how often they meet, and a summary of their activities (can include middle school, junior and senior high and college):
none at present

Are any of the youth groups members of synod's "Lutheran Youth Fellowship"?

Describe: No LYF membership. In the past St. John's has sent youth to Higher Things conferences. The most recent group was unable to attend due to covid.

List and describe current congregation ministries and programs for Single Parents, Mothers, Fathers, Seniors, others -- include all activities): NA

6) Worship and Music Ministries...

List and describe the types of services used in worship (traditional, contemporary, blended, etc).
Traditional.

Describe any special services or liturgies that pastors write for worship. None

List all of the hymnbooks, song books, and worship aids which we use in our worship services.
Lutheran Service Book, The Lutheran Hymnal

List and describe all musical groups, including age, type (vocal or instrumental), and how often each meets.
Bell Choir, Adult Voice Choir

Describe the Congregation's practice in regard to admission to the Sacrament of Holy Communion.

We practice Closed Communion. We Commune only those that have been taught the teachings of the LCMS and that fully believe and agree with those teachings.

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Describe the Congregation's attitude toward the Pastor's leading of weddings and funerals and other activities for non-members.

When possible, the Pastor should discuss in advance with the Board of Elders in order to get their approval.

7) *Additional Ministry Staff*

Names of the past five Pastors and years of service for each:

- 1.) Pastor James A. Haugen - 20 Years.
- 2.) Rev. Thomas Sharpe - 6 Years.
- 3.) Rev. Dean C. Kavouras - 1 Year.
- 4.) Rev. Gary D. Bernath - 20 Years.
- 5.) Rev. Clarence W. Luekens - 25 Years

Names of current full-time staff members, areas of ministry, and length of service:

Secretary: Full Time Part-Time Other

Describe any future additional paid staff being discussed at this time:

None Custodian?

8) **Buildings and Facilities... RICH WILL COMPLETE**

Describe your present facilities: 2 Story building on 5 acres.

Are they handicapped accessible? Yes. Describe: Not officially ADA compliant but there is a ramp at the front entrance (upper level) and a ramp to the lower level/fellowship hall.

Describe any immediate building renovation, improvement or expansion plans: None planned at the moment.

Describe any future building renovation, improvements, or expansion plans: New roof in next few years. Updating lighting in Church, Gutter Tapes , Clean carpeting

Explain the computers which are in place for staff or volunteers: There are computers for the Secretary, Treasurer, Financial Secretary and Pastor.

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Does the congregation (and will the pastor) have access to the Internet? **Yes.**

Does the congregation have a web page? **Yes.** What is the URL? **www.stjohnluth.org**

9) Stewardship...

Do we have a talents inventory? **No.**

Describe:

Do we have a "Spiritual Gifts Identification Process"? **No.**

Describe:

Are members asked to make an annual financial pledge? **Yes, that has been done in the past, but has not been done since the pandemic began.**

If yes, describe your annual stewardship process:
Stewardship Sunday in Fall led by Stewardship committee.

10) The Church At Large...

Describe the Congregation's attitude toward the ELCA (Evangelical Lutheran Church in America):
We disapprove of many of their teachings and beliefs. We pray for them.

Describe the Congregation's attitude toward other Christian denominations: **We disapprove of many of their teachings and beliefs, but keep them in prayer.**

What is your perception of the Lutheran Church-Missouri Synod? What is its purpose? What are its strengths? What are its weaknesses? **(TOM will note comments made at voters for this and following)**

What is our perception of the Ohio District of Synod? What is its purpose? What are its strengths? What are its weaknesses?

11) The Congregation's Community...

Is our community...

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- Urban Inner city **Suburban** Changing
 Small town Rural Other

List predominant occupations in our community: [Management, Sales and Related, Office and Administrative support positions.](#)

List the predominant age groups in our community: [5-17 years, 35-54, 65 and over](#)

Do we describe our community as...

- Growing Declining **Stable** Other

List ethnic components of our community by percentage:

[86% white, 3% hispanic/latino, 4% Asian 4% Black](#)

Are there any ethnic/racial issues which are sensitive or unresolved in our community?

If so, explain: [None](#)

Major industries or businesses:

[Healthcare, Education, and Retail](#) [some light industry](#)

(Detailed demographic studies for your community are available through the Ohio District LCEF Vice President.)

How many people in the last 20 years have gone into professional church work (pastors, teachers, or DCEs etc), or have married such church workers?

List names and describe:

[Chris Richardson: pastor cc 2010](#)

[Jim Haugan III: Pastor 2023](#)

Identify the other Lutheran congregations within a 10-mile radius:

Hosanna Lutheran Church, 13485 W. River Rd. Columbia Station, Ohio District (currently worshipping at Ascension, N. Olmsted).

Faithwalk Lutheran Church, 13485 W. River Rd. Columbia Station, Ohio District

Royal Redeemer Lutheran Church, 11680 Royalton Rd. N. Royalton, Ohio District

St. Mark Lutheran Church, 1330 N. Carpenter Rd. Brunswick, Ohio District

St. Paul Lutheran Church, 1377 Lester Rd. Valley City, Ohio District

Ascension Lutheran Church, 28081 Lorain Rd. N. Olmsted, English District

Bethlehem Lutheran Church, 7500 State Rd. Parma, Ohio District

Calvary Lutheran Church, 6906 W. Pleasant Valley Rd. Parma, SELC District

Crossroads CLE, 16311 Brookpark Rd. Brook Park, Ohio District

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Our Savior Evangelical Lutheran Church, 4000 Wallings Rd. N. Royalton, English District
Bethany Lutheran Church, 6041 Ridge Rd. Parma, Ohio District
Holy Cross Lutheran Church, 4260 Rocky River Dr. Cleveland, English District
Christ Lutheran Church, 13812 Bellaire Rd. Cleveland, Ohio District
Shepherd of the Ridge Lutheran Church, 34555 Center Ridge Rd. N. Ridgeville, Ohio District
Holy Trinity Lutheran Church, 6220 Broadview Rd. Parma, SELC District
St. Mark Lutheran Church, 4464 Pearl Rd. Cleveland, Ohio District
Unity Lutheran Church, 4542 Pearl Rd. Cleveland, Ohio District
St. James Lutheran Church, 4771 Broadview Rd. Cleveland, Ohio District

12) Outreach, Evangelism and Mercy Ministry ...

Is there a congregation "Prospect List"? [Yes](#)

Number of names on it: [6](#)

Who maintains it? [Pastor](#)

How do we visit people who are on this list? [Pastor emails/ texts/ and tries to meet personally](#)

Which worship service(s) attract the most visitors?

Describe: [9:30 AM](#)

Our congregation makes visitors feel welcome by... [Good and personal greetings when seen and invited to sign visitor book and engage them in our open and friendly environment](#)

Describe in detail the process by which you identify and follow-up on Sunday worship service visitors:
[Pastor emails/ texts/ and tries to meet personally](#)

Describe how we train members to speak about their faith to others: [Room for growth](#)

Describe the process by which new members are assimilated or oriented so that they do not become a "backdoor loss" in a few years: [Room for Growth](#)

How often is a prospective member class taught? [Perhaps once a year](#) How long does the course last? [around six weeks](#)

Describe how the congregation serves or engages the local community, either on a regular or annual basis:

[Food Distribution](#)

[Three different 12 step programs](#)

[Annual rummage sale](#)

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13) Our Mission and Vision For The Future...

If your church has a "Mission Statement" write it out or attach it:

“LIFT HIGH THE CROSS OF CHRIST AND...PROCLAIM HIS UNCHANGING WORD IN A CHANGING WORLD”

What was the last planning event in which the congregation had to set goals for the next years?

N/A

Imagine a TV reporter is visiting your congregation 5 years from now; how would you like that reporter to describe your church?

- Friendly and inviting
- Teaching the love of God
- Devout
- Solid content

- We would show them our food pantry
- Everyone is singing
- Congregational growth
- Plenty of Bible study opportunities and participation

- We have enough youth to have a youth group
- Technologically up to date
- Outreach to the community

In participating in the Great Commission, who are you trying to reach or attract to your congregation?

- Those who have food needs (food pantry)

List the primary unmet needs in your congregation and **how you would like to address them:**

- Teenager engagement
- More Bible study opportunities at various times
- Afternoon activities
- Hospital visits
- More fellowship opportunities
- A seniors ministry
- Men’s and women’s groups

List current unmet needs in the community and **how you would like to address them:**

Areas where outreach are needed:

- school care
Summer camps

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- Loneliness
- College/school issues - providing college students an outlet for their stresses and concerns
- Reaching the unchurched and de-churched via “Learn about Jesus” classes
- Preschool and after
- Senior care
- Food pantry

14) Financial Information...

Total Annual Congregation Budget: \$ **132,430.00**

Actual Annual Spending for Work at Home in Congregation: \$?

Actual Annual Spending for Synod/District Mission Offerings: \$ **500.00**

Actual Annual Spending for Other Ministries Outside of Congregation and outside of Synod/District: **\$ 3,900.00**

Average annual per communicant giving for all purposes: **\$907.00**

Current Indebtedness: **\$0.00**

Building Fund (Yes/No)? **Yes**

If yes, list size **\$ 8,181.78** and purpose:

Endowment Fund? Identify and list size (\$\$\$ amount):

Endowment earnings are to be used for: **NA**

Is there a Memorial Fund? **Yes** What are its assets? **\$295.00** How is it administered?

Operating budget unless designated when given. Also, there is a significant contingency reserve.

Does the Congregation or its organizations have regular fund-raising events such as dinners and bazaars?

Explain: **No**

Describe the process by which the Congregation formulates and adopts its budget: **The Stewardship board develops the budget, and then the budget is presented and approved by the voters.**

Describe when and how the Congregation submits its mission support to synod and district:

Given in first quarter in 2024. Ohio District forwards a percentage (at least ten percent) of gifted funds to national Synod.

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15) Pastor's Salary and Benefits Information ...

What was the last Pastor's base salary? \$ **\$76,0000**

How long has he been serving in the ministry (overall and not just our congregation)? **cc 26**

What was the last Pastor's housing allowance? **50% of base salary**

Who sets the division of the Pastor's compensation into salary and housing allowance?

Voters Assembly

If the Pastor is purchasing his own home, does the Congregation assist the Pastor in making the purchase? **yes** If so, please explain **Has helped with downpayment in past. Negotiable**

If the Pastor is to live in the parsonage, does the Congregation pay the utilities?

If so, list annual cost: \$ **n/a**

If the Pastor is to live in the Parsonage, does the Congregation provide an "Equity Allowance" to help him and his family establish equity? **n/a**

If so, how much per year: \$ **n/a**

What is the overall condition of this Parsonage? **n/a**

When was it built? **n/a**

Does the Congregation provide an Education Allowance for continuing education? **Yes**

How much is it on an annual basis? \$ **\$800**

How much time (not vacation) is allowed for Continuing Education? **Negotiable**

If the Continuing Education allowance is not spent in one year, do the money and the allotted time accrue for future use? **No**

Explain:

What amount is the stipend the congregation provides for the Pastor to purchase books, periodicals, and online resources? **\$200**

Does the Congregation reimburse the Pastor for auto mileage?

If so, how much: \$ **IRS Standard** Is this the amount recommended by the IRS? **Yes**

Is there an overall limit set by the Congregation? **\$7,000**

Does the Congregation reimburse the Pastor for out-of-pocket expenses, such as entertainment,

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supplies, hospitality? **Yes.**

Does the Congregation provide the Concordia Health Plan for the Pastor and his family?

If not, explain: **No. We provide a lump sum that could be used for that purpose. We provided \$22,000 to Pastor in 2023.**

Does the Congregation pay all of the Health Insurance expense for the Pastor's wife and children?

If not, explain: **Yes, depending on the plan that is chosen based on the lump sum provided.**

Do you follow the Ohio District Salary Guidelines? **Yes.**

Explain: **use online tool**

How is the Pastor's compensation set and reviewed annually? Who does it and how is it handled?

The Elders recommend Pastor salary to council.

List the most recent increments to the Pastor's salary in the last three years:

Approximately 4% increases per year

Describe the Congregation's vacation schedule for the Pastor: **District Guideline**

Is there any additional vacation time allowed if the Pastor's family or his wife's family live a considerable distance away?

Explain: **Discuss as needed.**

Does your congregation have a policy for a Sabbatical Leave for our called workers and does the congregation encourage called workers to take advantage of this policy? **Not at this time.**

16) Congregation Polity and Governance... TOM

How often does the Voters Assembly meet, and what is the purpose or agenda of such meetings?

twice a year

Describe the role of the Council, Vestry or Board of Directors. How much authority does our Board have to make decisions for the congregation, when compared to the Voters' Assembly?

Are Boards self-funded so that they do not have to return to the Council or Voters after the Board has made a decision? If so, explain how the boards function:

List and identify the various Boards which govern our congregation:

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List and identify all auxiliary societies or groups or organizations within our congregation:

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17) Congregation Age Profile Rich followup May need Help from Committee on This

Please write the numbers of males and females in each specific age group of your Congregation.
What observations would you make about the future needs of your congregation based on these numbers?

Age Cohort	Number of Males	Number of Females
0 – 5		
6 – 10		
11 – 15		
16 – 20		
21 – 25		
26 – 30		
31 – 39		
40 – 49		
50 – 59		
60 – 69		
70 – 79		
80 – 89		
Over 90		
Total		

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18) *Desired Personal and Ministry Skills and Abilities* *Congregation Help*

Using the scale below, select a rating from 1 to 5 for the skills and abilities desired in the next pastor for your church. Then select the top 3 or 4 (but no more than 4) skills and abilities per the below instructions. For clarification of the Profile Definitions, please turn to the addendum.

Ratings:

1. Least Important; 2. Somewhat important; 3. Important; 4. Very Important; 5. Most Important

PERSONAL SKILLS			PASTORAL MINISTRY SKILLS		
<i>Indicate top 4 preferred of all personal and pastoral ministry skills with a check.</i>					
	Rating	✓		Rating	✓
Tact		<input type="checkbox"/>	Children’s Ministry		<input type="checkbox"/>
Patience		<input type="checkbox"/>	Youth Ministry		<input type="checkbox"/>
Cooperation		<input type="checkbox"/>	Young Adult Ministry		<input type="checkbox"/>
Initiative		<input type="checkbox"/>	Singles Ministry		<input type="checkbox"/>
Administration		<input type="checkbox"/>	Older Adult Ministry		<input type="checkbox"/>
Team Ministry		<input type="checkbox"/>	Family Ministry		<input type="checkbox"/>
Leadership		<input type="checkbox"/>	Ministry to Inactives		<input type="checkbox"/>
Innovation		<input type="checkbox"/>	Small Group Ministry		<input type="checkbox"/>
Creativity		<input type="checkbox"/>	Assimilation of New Members		<input type="checkbox"/>
People Skills		<input type="checkbox"/>	Lay Leadership Development		<input type="checkbox"/>
Community Involvement		<input type="checkbox"/>	Personal Witnessing		<input type="checkbox"/>
Personal Grooming		<input type="checkbox"/>	Counseling		<input type="checkbox"/>
Participation in Continuing Ed		<input type="checkbox"/>	Preaching Content		<input type="checkbox"/>
Conference Participation		<input type="checkbox"/>	Preaching Delivery		<input type="checkbox"/>
Use of Computer		<input type="checkbox"/>	Teaching Ability		<input type="checkbox"/>
Use of Social Media		<input type="checkbox"/>	Worship		<input type="checkbox"/>
			Music Ministry		<input type="checkbox"/>
			Stewardship		<input type="checkbox"/>
			Outreach/Evangelism		<input type="checkbox"/>

ATTITUDE TOWARD			VISITATION		
<i>Indicate most preferred with a check.</i>			<i>Indicate most preferred with a check.</i>		
	Rating	✓		Rating	✓
Christian Day School		<input type="checkbox"/>	Sick and Shut-in Visitation		<input type="checkbox"/>
Home Schooling		<input type="checkbox"/>	Outreach Visitation		<input type="checkbox"/>
Synod		<input type="checkbox"/>	Home Visitation		<input type="checkbox"/>
District		<input type="checkbox"/>			<input type="checkbox"/>

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Date Completed:

Reminder: Upon completion, email a copy to Cheryl Ohradzansky at ohradzanskyc@oh.lcms.org or mail to: Ohio District LCMS, 25000 Country Club Blvd, Suite 220, North Olmsted, OH 44070.

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Addendum

PROFILE DEFINITIONS

TACT: Speaks and acts in a manner to maintain good relations with people, and works at not intentionally giving offense. Works to deepen good relations with all people, and loves people as redeemed souls in the blood of Jesus Christ. Is careful and sensitive in regard to what he says and does in order not to impede the proclamation of the true word of God.

PATIENCE: Bears the burdens of the ministry without complaining, gives people the benefit of the doubt and is a good model of putting the best construction on what people say and do. Is not hasty or impetuous in his actions and decisions. Exhibits the Scriptural virtue of “longsuffering.”

COOPERATION: Cooperates with the people as the Priesthood of Believers, seeks to work in concert with the leaders of the congregation. Is a team player, and makes a conscious effort to maintain a good working relationship with all the people of the parish, being particularly sensitive to local traditions, practices and concerns.

INITIATIVE: Works at being a good leader, is a self-starter and energetic and faithful in his work. Can be depended on to do his work well and without constant supervision.

ADMINISTRATION: Exhibits good leadership and management skills. Works well with boards and committees of the congregation so that the work of the church is faithfully carried out in an efficient, orderly, evangelical, and doctrinally sound way. Works at equipping people in the parish for their tasks and takes the time to properly inform and train them for their duties. Evangelically calls people responsible for various tasks to be accountable for those tasks. Maintains parish records in a responsible manner, and completes reports in good order and in a timely fashion. Supervises staff in an efficient, caring, and responsible manner.

TEAM MINISTRY: Possesses the ability to work together with others in a collegial way as part of a team. Shows respect for the other members of the team. Understands his position and responsibilities and how they contribute to the overall ministry of the congregation. Is able to have a collegial conversation with other members, as necessary, to address and resolve conflicts or matters of concern regarding the ministry of the congregation.

LEADERSHIP: Keeps before the people of the congregation a vision of where they are to be going and what they are to be doing. Has a good understanding of the mission of the church and the priorities necessary to accomplish that mission. Encourages the support and participation of the people in the work to be done without being dictatorial.

INNOVATION: Being faithful to the Scripture, he brings ideas and advice to matters which the congregation is addressing, or needs to address. Will examine or try new ideas, methods or devices.

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CREATIVITY: Is imaginative, and able to affect a course of action or behavior with new techniques or approaches.

PEOPLE SKILLS: Successfully works hard at getting along with all people, has a pleasing personality, and is sensitive, pleasant, and empathetic. Is well regarded by his people and peers.

COMMUNITY INVOLVEMENT: Is engaged with the community in ways that he is able to help and assist, and is visible and known in and by the community. Is sensitive and responsive to the needs of those outside the congregation.

PERSONAL GROOMING: Is clean and well appearing and dresses in a way that does not offend nor draw undue attention to himself. His appearance is consistent with his position, and does not reflect poorly on his congregation.

PARTICIPATION IN CONTINUING EDUCATION: Is willing to continue studying and learning in order to remain well informed and well trained in his Calling.

CONFERENCE PARTICIPATION: Is faithful in attending pastor's conferences, and takes an active role in such conferences, convocations, and the like.

USE OF COMPUTER: Is familiar with computers and is able to use them competently and appropriately in his pastoral ministry and in service to his congregation.

USE OF SOCIAL MEDIA: Is familiar with various social media venues and is able to utilize them appropriately for his pastoral ministry and in service of the congregation.

CHILDREN'S MINISTRY: Relates well to children, and communicates successfully with them. Has a high regard for the Sunday School, Vacation Bible School, and other children's ministries in the congregation.

YOUTH MINISTRY: Has an interest in and skill for working with young people. Understands that young people are also the church and works to equip them with God's word, saving faith, and the ability to live the Christian life. Is patient with youth, and understands the special challenges that they face.

YOUNG ADULT MINISTRY: Works well with this age group (18 – 30), and is sensitive to their special perspective on things and the needs in their lives.

SINGLES MINISTRY: Is comfortable and able to work with single adults and is sensitive to their special challenges and circumstances in the world. He understands that they do not at times fit into social structure that caters to couples and families.

OLDER ADULT MINISTRY: Has an interest in and skill for working with older adults. Is sensitive to their needs, willing to listen to their concerns, and gentle and patient with them in their weaknesses. Is faithful and conscientious in providing Word and Sacrament ministry to the shut-ins.

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FAMILY MINISTRY: Is sensitive to the needs of families, is helpful in bringing Biblical truth to bear on such issues as parenting, discipline in the family, and special issues arising in single parent families.

MINISTRY TO INACTIVES: Is concerned about members who are not active in the parish, visits in their homes, and works at bringing the back into the active life and service of the congregation.

SMALL GROUP MINISTRY: Works well with small groups, such as Bible study groups, peer groups, special interest groups, and the like. He understands small group dynamics, and can identify and train small group leaders.

ASSIMILATION OF NEW MEMBERS: Is good at nurturing new members and helping them feel at home in the congregation. He assists the new members in becoming active and contributing members of the parish. He is sensitive to the special needs of people who are new to a congregation.

LAY LEADERSHIP DEVELOPMENT: Is capable to identifying people with good leadership qualities and then training and encouraging these people to assume leadership roles in the parish. Works at equipping people to carry out duties and responsibilities in the congregation.

PERSONAL WITNESSING: Has a genuine concern for the lost, and conveys that concern to the people of the parish. Makes evangelism calls and encourages and trains the congregation to do the same. Maintains his personal life so that he is an example of good witness to the Gospel of Jesus Christ.

COUNSELING: Open and assessable as a pastoral counselor to God's people with God's word, but clearly understands his limits in terms of needs outside of the spiritual realm. Knows when he can help, and when he should refer to others. Carefully keeps all information in regard to counseling confidential. Is a good listener, is not judgmental, and uses God's word appropriately.

PREACHING CONTENT: Understands that preaching is more than a presentation of Biblical narrative and Confessional soundness, but must communicate and proclaim Law and Gospel. Knows that preaching which edifies is presenting Law and Gospel in such a way that even a child can understand it. Makes the Gospel prominent in preaching, but preaches the whole word of God with faithfulness. Makes clear application of the word of God to lives of the people of the congregation. Is faithful to the Scripture and Confessions in his sermons.

PREACHING DELIVERY: Preaches in a manner that makes the sermon interesting and understandable. Preaches with confidence and with a passion for the word of God and for the people that God has placed in his care. Preaches in an engaging manner using good communication skills, and makes good use of illustrations.

TEACHING ABILITY: Understands that teaching is more than lecturing, and uses methods appropriate to his hearers, whether children or adults. Works to present material so that people grow in knowledge, attitude, and skill in regard to the Christian faith and life. Works to train teachers in the parish so that

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others in Sunday School classes or Bible classes may assist him in his work of teaching God's word in the congregation.

WORSHIP: Understands nature of worship and leads the congregation in worship on a regular basis, and in appropriate manner and form. Carefully prepares for each worship service, and leads the congregation in understanding that in true Christian worship, that God is present in His Word and Sacraments and through these means of grace is delivering to His people the gifts that He has for them in Jesus Christ. He teaches and encourages the people to attend the worship services in God's House faithfully, and works hard to make each service spiritually rich and nourishing.

MUSIC MINISTRY: Possesses music abilities (organ, piano, keyboard, directing a choir, etc.); is open to supervision by the leader of the team ministry; understands the position and responsibilities and how they contribute to the overall ministry of the congregation.

STEWARDSHIP: Teaches God's people the Biblical principles of Christian stewardship, and models that in his own life. Works to help the people understand and practice what it means to be a disciple of Jesus Christ.

OUTREACH/EVANGELISM: Possess good people skills and is able to relate well to other people; is aware of current best practices in reaching people with the Gospel; possesses the ability to motivate others to be involved in the outreach programs of the congregation and to share their faith in Christ with others.

VISITING: Understands that personal contact with members of the congregation and prospective members is very important. Makes visits to the homes of the people of the congregation, and also maintains a posture of availability to members who want to come and visit with him. Reaches out to people and is accessible to all, and is sensitive to the needs of the sick and shut-in. Gives high priority to individual soul care.