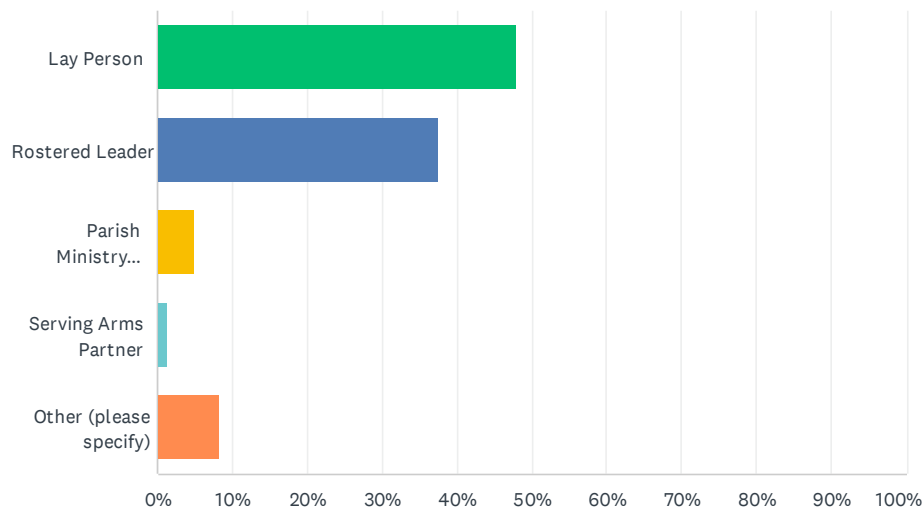


Q1 Which of the following best describes you? (select one)

Answered: 242 Skipped: 0



ANSWER CHOICES	RESPONSES	
Lay Person	47.93%	116
Rostered Leader	37.60%	91
Parish Ministry Associate	4.96%	12
Serving Arms Partner	1.24%	3
Other (please specify)	8.26%	20
TOTAL		242

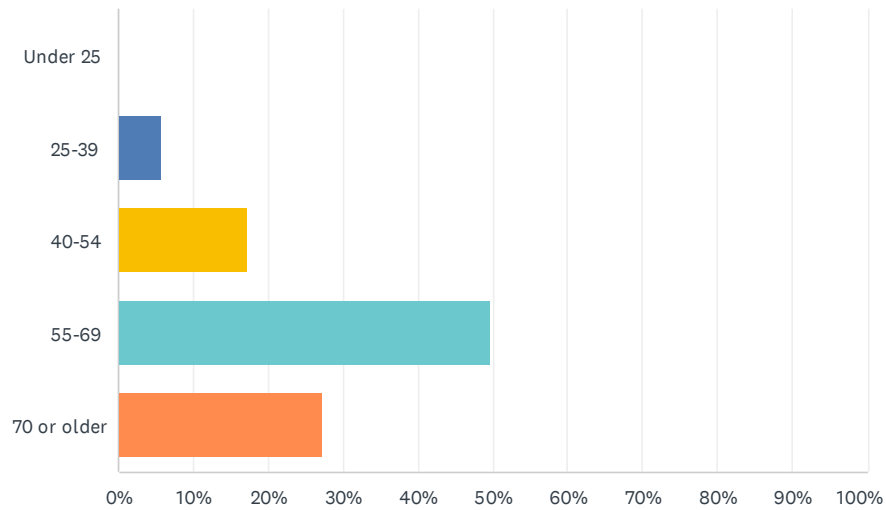
#	OTHER (PLEASE SPECIFY)	DATE
1	Church member	1/18/2022 8:58 AM
2	Retired Dir of Lay Ministry and Admin Assoc of Lay Stewardship	1/14/2022 1:30 PM
3	in candidacy	1/13/2022 1:52 PM
4	congregational member	1/12/2022 6:58 PM
5	former clergy	1/11/2022 12:11 AM
6	Parishioner	1/7/2022 1:52 PM
7	ELCA Coach	1/7/2022 9:58 AM
8	Spiritual Director/Superbisor	1/6/2022 7:56 PM
9	Parish Ministry student	1/5/2022 9:24 PM
10	Sunday school teacher	1/5/2022 4:49 PM
11	Transitional Minister/Final Year Seminarian	1/5/2022 1:55 PM
12	Global missions committee and worship and music committee member, choir member	1/5/2022 1:27 PM
13	baptized member	1/5/2022 12:49 PM
14	Church Council Member	1/5/2022 11:32 AM
15	Retired	1/5/2022 9:29 AM
16	Past very active Lutheran-past synod council member	1/5/2022 8:28 AM

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17	Lay person, spiritual director and in the pma program	1/5/2022 8:10 AM
18	Member	1/5/2022 7:48 AM
19	Retired pastor---Western Iowa Synod, living in Omaha	1/5/2022 6:27 AM
20	Pastor, Yearly Contract	1/5/2022 4:54 AM

Q2 What is your age? (select one)

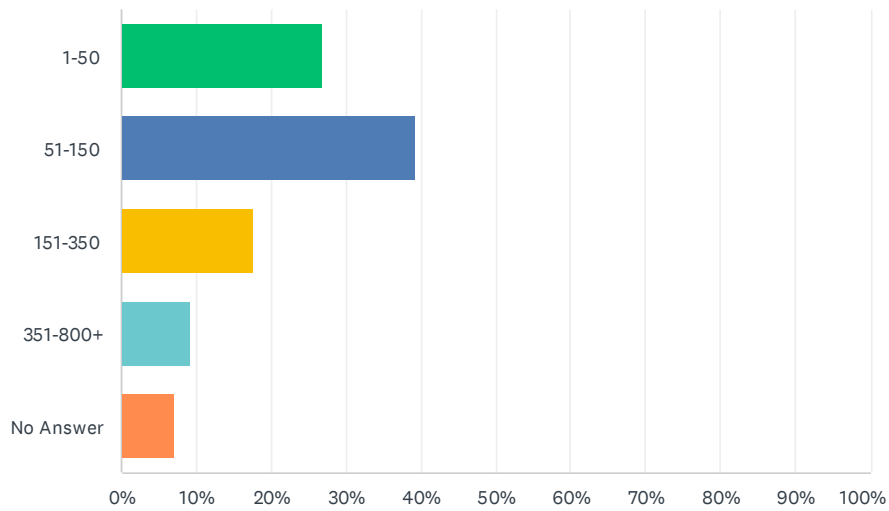
Answered: 242 Skipped: 0



ANSWER CHOICES	RESPONSES	
Under 25	0.00%	0
25-39	5.79%	14
40-54	17.36%	42
55-69	49.59%	120
70 or older	27.27%	66
TOTAL		242

Q3 What is the average weekly worship attendance of your congregation? (select one)

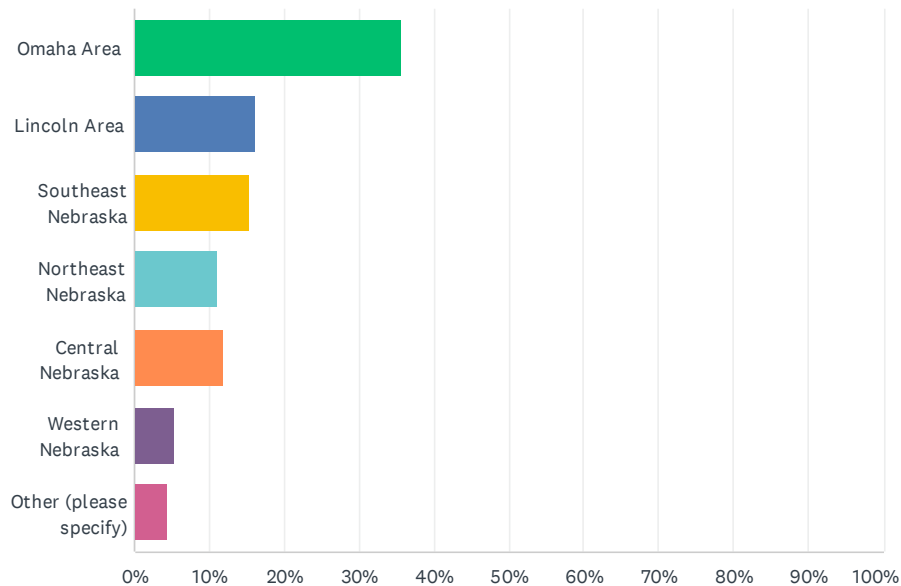
Answered: 242 Skipped: 0



ANSWER CHOICES	RESPONSES	
1-50	26.86%	65
51-150	39.26%	95
151-350	17.77%	43
351-800+	9.09%	22
No Answer	7.02%	17
TOTAL		242

Q4 Where is your congregation located? (select one)

Answered: 242 Skipped: 0



ANSWER CHOICES	RESPONSES	
Omaha Area	35.54%	86
Lincoln Area	16.12%	39
Southeast Nebraska	15.29%	37
Northeast Nebraska	11.16%	27
Central Nebraska	11.98%	29
Western Nebraska	5.37%	13
Other (please specify)	4.55%	11
TOTAL		242

#	OTHER (PLEASE SPECIFY)	DATE
1	Fremont	1/18/2022 2:58 PM
2	Lenexa, Kansas	1/11/2022 6:54 AM
3	retired and member in Lincoln area church, but have moved to Omaha and will be moving membership	1/7/2022 9:50 AM
4	between Omaha and Lincoln	1/6/2022 1:33 PM
5	Nebraska - it shouldn't matter where.	1/6/2022 11:28 AM
6	Minnesota	1/5/2022 5:19 PM
7	Between Lincoln and Omaha	1/5/2022 11:59 AM
8	Greater Fremont area	1/5/2022 11:03 AM
9	New Mexico	1/5/2022 10:46 AM
10	West Central Nebraska	1/5/2022 10:37 AM
11	serving arm of the synod	1/5/2022 10:03 AM

Q5 Where have you seen God active in the Nebraska Synod?

Answered: 210 Skipped: 32

#	RESPONSES	DATE
1	Tanzania	1/20/2022 8:24 AM
2	People who are trying to be faithful that join together to share the good news.	1/19/2022 4:37 PM
3	helping with disasters and their various mission giving	1/19/2022 1:53 PM
4	Welcoming Afghan refugees, disaster response, local hunger programs (Backpack)	1/19/2022 12:39 PM
5	with individuals, congregations, Synod, church wide and the world	1/19/2022 10:49 AM
6	Mission starts to reach out into underserved parts of the community.	1/19/2022 9:49 AM
7	Not as much as we would like. Seems more like a business office than Synod.	1/19/2022 7:34 AM
8	Our youth! Their passion for making a difference in the world is inspiring. I also am grateful for the work toward greater inclusivity in the church.	1/18/2022 10:20 PM
9	In the worship of my congregation that has been moving forward guided solely by a strong Deacon without help from the Synod office.	1/18/2022 9:28 PM
10	Outreach and volunteers. Churches have provided online services to provide members to continue with weekly worship	1/18/2022 8:28 PM
11	In the dedication of your staff to see that things wrap up well for a new bishop. I especially would like to compliment Megan Morrow for her work during the last several years!	1/18/2022 6:41 PM
12	Through the attitudes of the Bishop and staff, They have a heart for God. There are many activities of churches within the Synod that reach out to help and care for others. Many churches have meaningful worship services.	1/18/2022 4:10 PM
13	Mission field, support of local congregations	1/18/2022 2:58 PM
14	In our bishop's strong, courageous and intentional leadership.	1/18/2022 2:50 PM
15	In prison ministries. In many of the serving arms.	1/18/2022 2:39 PM
16	In Leadership development opportunities from book clubs to health to Emmaus Lifelong Learning offerings.	1/18/2022 2:28 PM
17	LWR outreach giving	1/18/2022 1:44 PM
18	Resilience of congregations pulling through pandemic; cooperation and collaboration among rostered leaders	1/18/2022 12:39 PM
19	In the dedication & commitment of Synod staff, outreach into the community in my local congregation, and in young campers at Carol Joy Holling Camp.	1/18/2022 11:30 AM
20	Camps although my experience at taking someone to camp last summer was not as I would have liked. There was not a lot of excitement upon arrival. I took my granddaughter and the greeting we had was rather lackluster. She also attended another leadership camp last summer and the difference in enthusiasm was no comparison.	1/18/2022 11:02 AM
21	In preaching truth, in advocating for justice, in caring for people in need, in not giving in to fear.	1/18/2022 10:42 AM
22	transformation of individuals who experience and practice contemplative prayer practices and spiritual direction, mission trips for adults, spiritual formation small groups	1/18/2022 10:23 AM
23	Through camping, mission and service to the world.	1/18/2022 9:17 AM
24	In the people	1/18/2022 9:08 AM
25	In the bishops work	1/18/2022 8:58 AM
26	Leadership development Outreach such as the Sudanese and Lakota ministries Assistance with pastor placement	1/18/2022 7:50 AM
27	Yes. God can be seen clearly acting in and through people of faith and the missional work of the Church. I also think there are moments when God's actions are tears for the direction of the ELCA and some of our work here in Nebraska.	1/18/2022 7:14 AM
28	Faith formation	1/18/2022 6:50 AM

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29	Service to those in need during natural disasters. Helping those who are food insecure.	1/18/2022 4:55 AM
30	Supporting many area outreaches (Project Hope, NLOM, prison ministry, campus ministries, more...)	1/17/2022 9:49 PM
31	Assisting in disasters. Guiding new leaders in the church.	1/17/2022 5:04 PM
32	In rostered leader colleagues helping each other out during the pandemic, supporting one another in the hard decisions that have needed to be made. Offerings from RARE have been really meaningful.	1/17/2022 4:51 PM
33	Through the ministries of Mosaic & LFS.	1/17/2022 11:27 AM
34	Being with leaders	1/17/2022 10:45 AM
35	I have seen God working in the synod groups such as 4G, How Then Will I Lead, as well as in leaders of various churches coming together with a passion for a certain ministry and, as a group, extending that passion and knowledge to others. I feel that having Deacon Timothy and Deacon Sunni in their developing roles has been such a blessing and have seen so many positives through their new positions in reaching out to those in the field. I have seen God active in the ways that rostered leaders in general are reaching out to each other to deal with the pandemic.	1/17/2022 9:42 AM
36	In people using the gifts they have been given for the good of others and the world, each day of their lives.	1/16/2022 12:28 PM
37	In the faces and lives of many people in the pew--especially in the rich history of many of our elders and retired pastors.	1/15/2022 5:22 PM
38	Financial and Service Stewardship	1/14/2022 1:30 PM
39	Responding to emergencies, providing messages of support, or encouragement.	1/14/2022 12:51 PM
40	NLOM	1/14/2022 12:01 PM
41	Leadership Ministries--specifically work being done by the new position that Sunni Richardson fills (perfect choice for this position, her leadership is needed!)	1/14/2022 11:23 AM
42	Supporting new methods/missions	1/13/2022 9:03 PM
43	In the creation of the program for Spiritual Direction. In the renovation and rebuilding of the UNL Campus church. In the gifting of Kraft and Immanuel grants to help build church to community involvement	1/13/2022 4:59 PM
44	In those moments when people still come to the church to seek meaning for things we cannot understand.	1/13/2022 2:18 PM
45	Outreach for flood relief victims. Help in calling a new pastor.	1/12/2022 6:58 PM
46	Emmaus, PMA program, youth events, companion synods, call process, adult mission trip	1/12/2022 3:10 PM
47	I have seen it when people come together for the greater good of the community - whether it be within the church community or outside the church.	1/12/2022 10:47 AM
48	In the youth.	1/12/2022 10:21 AM
49	1. Support for communities when disaster hits 2. Call process support 3. Support for the Lutheran Center (UNL) 4. Support of Immanuel Care Facilities	1/11/2022 5:02 PM
50	Thru it's members, ministries, leaders of all generations. The creativity here is great.	1/11/2022 11:16 AM
51	Continual encouragement of lay leadership & equipping/educating lay leaders in their gifts. An emphasis on the health of rostered leaders - building up spiritual direction across the synod for instance.	1/11/2022 11:01 AM
52	through the diligence of the Synod staff in responding to the needs of local congregations; through the commitment of the serving arms and individual congregations/people to meeting the ever-changing needs of immigrants, the poor, the LGBTQIA+ community, the food insufficient, and many others.	1/11/2022 10:51 AM
53	my congregation continues to save my life and is God-present...	1/11/2022 12:11 AM
54	Providing food for people in need. Faithful pastors.	1/10/2022 8:55 PM
55	Serving Arms	1/10/2022 8:25 PM
56	Responding to the real need of people. Supporting leaders and congregations.	1/10/2022 7:48 PM
57	At conventions, at service places, in my congregation, etc	1/10/2022 3:31 PM
58	Faithfulness and perseverance of very small congregations to continue to serve God and their communities.	1/10/2022 3:22 PM

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59	In the caring of the synod staff	1/10/2022 11:49 AM
60	I am biased because I work for a serving arm of the church, but I see God in this ministry (and our partner agencies) each and every day. I also see God in the innovation and grit shown by congregations who have persisted and shifted to virtual worship.	1/10/2022 11:29 AM
61	Through our food distribution for the local community	1/10/2022 10:17 AM
62	In our local community and with the local clergy group before they mostly left the area or left the ministry altogether. We have an excellent backpack program and support a nearby congregation with an after school program.	1/9/2022 9:32 PM
63	God is active in it's ministries and giving to the greater world	1/9/2022 1:53 PM
64	Through the work of the Serving Arms	1/8/2022 8:16 PM
65	In ways we have been dealing with this virus situation.	1/8/2022 7:57 PM
66	out reach to larger communities, crisis service, camps	1/8/2022 12:39 PM
67	Through a recent funeral, minister call and congregational guidances.	1/8/2022 8:19 AM
68	Mission Field Trip ELCA Disaster Response Camp Carol Joy Holling Food Pantries	1/8/2022 6:45 AM
69	In the relationships that have developed between the ministry leaders in the Panhandle. This is a supportive, collegial and Spirit-filled group of pastors and PMAs.	1/7/2022 10:00 PM
70	Community outreach	1/7/2022 9:32 PM
71	In our congregation and in the serving arms of the synod	1/7/2022 4:52 PM
72	Their continued efforts to work with those in need through World Hunger programs and the Disaster programs.	1/7/2022 4:39 PM
73	Through out our programs and outreach services	1/7/2022 2:40 PM
74	Pantries, immigrant ministries, justice issues	1/7/2022 2:37 PM
75	Among the gathering of congregations for collaboration of shared ministry.	1/7/2022 11:51 AM
76	a renewed attendance in Sunday morning worship and becoming more engaged in ministry	1/7/2022 11:39 AM
77	I have seen God active in the synod with all the aid we give to the ever increasing numbers of refugees.	1/7/2022 11:19 AM
78	Through the people I have worked with in the synod office, including the current bishop	1/7/2022 9:58 AM
79	As it reaches out to address the real needs of people: spiritual, physical, emotional. It doesn't just talk...it acts.	1/7/2022 9:50 AM
80	Serving arm. Healthcare front-lines during COVID.	1/7/2022 9:27 AM
81	Online ministries, synod, publications, etc.	1/6/2022 9:01 PM
82	various mission outreach projects	1/6/2022 7:58 PM
83	Spiritual Direction and training of new candidates. Lay people doing sermons in church services.	1/6/2022 7:56 PM
84	Among the people doing God's work in their daily lives - in spite of being busy with other things.	1/6/2022 2:06 PM
85	In their outreach programs.	1/6/2022 1:33 PM
86	In our stewardship of resources both in our synod and in the larger church. In the general spirit of collegiality, hope, and joy amongst the pastorate. In the faithfulness of the older pastors of the synod and their genuine care and respect of their younger colleagues. In the leadership trainings that have been offered, and in the way that Nebraska Synod puts its own spin on the work of the church in this place.	1/6/2022 11:29 AM
87	Mission work, disaster recovery - Stewardship	1/6/2022 10:13 AM
88	God is here, but not active among it's leaders	1/6/2022 10:02 AM
89	through dedicated leaders during Covid crisis	1/6/2022 9:59 AM
90	Mission Field Nebraska, Leadership (staff),	1/6/2022 9:39 AM
91	Through congregations and individuals helping others as in Table of Grace, quilts of LWR, etc.	1/6/2022 8:48 AM
92	Outreach to those in need	1/6/2022 8:41 AM
93	God's Work, Our Hands In the work of PMAs who can stand in place of a pastor - a pastor is the better choice to lead a congregation, but with the shortage of pastors, PMAs can fill in for a	1/6/2022 8:08 AM

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	time. In assisting Lutheran World Relief	
94	Opening church service with the covid 19 concerns to allow the church fellowship to reunite and be a family again	1/5/2022 9:24 PM
95	Social justice issues	1/5/2022 9:23 PM
96	Camp Carol Joy Holling, in our home congregation.	1/5/2022 9:22 PM
97	Disaster relief	1/5/2022 8:52 PM
98	Lutheran disaster relief, our pastor's Bible studies, people helping people in various ways	1/5/2022 7:24 PM
99	In the excellent communications from Bishop Maas.	1/5/2022 7:04 PM
100	Everywhere! Led by Bishop and staff God is visible in the many opportunities offered to grow in our relationship with God. This is true for both lay and rostered individuals.	1/5/2022 6:56 PM
101	I have seen the synod show up in places of disaster and offering aid to refugees.	1/5/2022 6:08 PM
102	This is quite a profound question to be answered in such a small blank.	1/5/2022 5:27 PM
103	Lutheran student centers	1/5/2022 5:24 PM
104	People's lives; CCJH; those with intellectual and developmental challenges	1/5/2022 5:19 PM
105	Getting called to Nebraska was a God thing.	1/5/2022 5:17 PM
106	God has been active through the words of encouragement given by our Bishop and Staff and others. God has been active through the food grants distributed around the synod making it possible to feed God's people. God has been active through our relationship with Tanzania and Argentina.	1/5/2022 4:55 PM
107	LWR projects, Hunger programs	1/5/2022 4:47 PM
108	Camp Carol Joy Holling	1/5/2022 4:31 PM
109	care and outreach to victims of natural disasters	1/5/2022 4:28 PM
110	Stewardship and mission	1/5/2022 4:20 PM
111	In NLOM programs and decisions, in a recent call process	1/5/2022 4:01 PM
112	• Our church's pantry and medical clinic • Youth Trips • Sunday school • Refugee resettlement help Too many places to list.	1/5/2022 3:58 PM
113	Spiritual Direction, connections with Oaks, Mosaic, Immanuel Village, Campus Ministries, and other serving arms. Also our connections with Northern Diocese of Tanzania and UELC Argentina.	1/5/2022 3:47 PM
114	Carol Joy Holling Tabitha Immanuel - Williamsburg Nebraska Legislature Matt Talbot Kitchen CROP walk Sooo many places...	1/5/2022 3:46 PM
115	Advocacy for marginalized people	1/5/2022 3:19 PM
116	Synod Assembly, Camp at Carol Joy Holling	1/5/2022 2:57 PM
117	in my church, we have a wonderful pastor	1/5/2022 2:42 PM
118	In local congregations reaching out to the community.	1/5/2022 2:42 PM
119	I have seen God at work through the lay leadership on Synod staff and in the congregations.	1/5/2022 2:38 PM
120	In spite of the NE Synod trying to shutter people and congregations, God has given many brave, loving people courage to worship, speak and act lovingly toward their neighbors.	1/5/2022 2:15 PM
121	Best example - assistance during the 2019 floods	1/5/2022 2:14 PM
122	New emerging leadership training, spiritual practices, and equipping leaders.	1/5/2022 1:55 PM
123	Synod Staff, Synod Events Zoom events during pandemic	1/5/2022 1:47 PM
124	Come on! This is too broad of a question.	1/5/2022 1:47 PM
125	Lutheran Family Services	1/5/2022 1:27 PM
126	Word and sacrament	1/5/2022 1:18 PM
127	Multiple church and community organizations.	1/5/2022 1:13 PM
128	conflict resolution, support for congregatons in transition, refugee resettlement, global mission, youth ministry, encouragement and education	1/5/2022 1:04 PM
129	In the staff and the people of the Senate	1/5/2022 1:01 PM

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130	Congregational worship; in the serving arms of the church	1/5/2022 12:55 PM
131	Bishop Maas and synod staff	1/5/2022 12:54 PM
132	when service carries the message	1/5/2022 12:49 PM
133	Service, worship,	1/5/2022 12:43 PM
134	The care of our church leaders The programs for young people The programs for leadership development	1/5/2022 11:59 AM
135	Disaster response, camp	1/5/2022 11:48 AM
136	Most specifically, in the Synod's growth in education offerings, both continuing ed. and lay education.	1/5/2022 11:43 AM
137	In any and all ways where people are working to create community and empower its members to take control of their experiences with God. Where those in power have ceded that power to cultivate the light of God in others and allow them to express that and bring that to life with the help of others is a good thing.	1/5/2022 11:32 AM
138	In its outreach activities	1/5/2022 11:30 AM
139	Through Brian's leadership. He is an incredibly talented and gifted individual that causes people to want to follow him	1/5/2022 11:29 AM
140	In various programs such as those of Lutheran Family Services and programs like backpack.	1/5/2022 11:11 AM
141	Most recently I have seen God work through PMA's in retirement settings, serving the residents of Immanuel Communities in their grief, joy and resilience.	1/5/2022 11:06 AM
142	Through partnerships, collaboration, experimentation, shared ministry, serving arms- and the ability to be church together in the large and small sense. Through idea sharing, open space for questions and conversations, and through really walking together, helping grow disciples, and serving God's world.	1/5/2022 11:03 AM
143	Through many local congregations of the synod I've seen God at work through a wide range of mission and service activities. I have also seen the Synod become more welcoming and open and seen some congregations take active steps to be more welcoming and inclusive.	1/5/2022 10:53 AM
144	Youth and Family opportunities for training/leadership/fellowship PMA Program Emmaus development Disaster relief: monetarily and hands-on Stewardship Resources Synod Assemblies Seeking the Spirit Within	1/5/2022 10:52 AM
145	Not much. Too scared of Covid, Political, Not Biblical.	1/5/2022 10:49 AM
146	Everywhere... specifically, in the continuing education opportunities; the ministry opportunities for youth; congregational vitality initiative; spirituality; prayer; worship	1/5/2022 10:46 AM
147	PMA program, Mosaic, congregational ministry which engages with the greater area community.	1/5/2022 10:46 AM
148	Bishop Maas	1/5/2022 10:45 AM
149	The Vitality Initiative for Congregations, Some of the serving arms like LFS who has enabled congregations to sponsor and settle refugee families, the Re: Formation, the care of our staff reaching out during pandemic	1/5/2022 10:40 AM
150	Through word and sacrament in our churches and the serving arms as well.	1/5/2022 10:40 AM
151	Supporting people in times of struggle (fires, floods, etc.). Supporting people in terms of everyday life (camps, education, outreach).	1/5/2022 10:40 AM
152	In the Northeast cluster, which is where we lived before I retired last year.	1/5/2022 10:39 AM
153	Mission Field Nebraska ministries Help for disasters Support for potential leaders/pastors Spiritual activities Support of global issues--via ELCA	1/5/2022 10:38 AM
154	In all the ways we help others in need.	1/5/2022 10:37 AM
155	The kindness and generosity of its leadership and (most of) it's ministers and deacons	1/5/2022 10:29 AM
156	Helping the disadvantaged.	1/5/2022 10:28 AM
157	In our small church where donations are delivered each month to Omaha charity organizations.	1/5/2022 10:25 AM
158	The response to covid bringing online worship and intentional efforts to reach and connect with people. Disaster relief. Prayers	1/5/2022 10:16 AM
159	Foodbanks. Disaster Assistance. Developing Youth.	1/5/2022 10:15 AM
160	I have seen God in the hospital-- my place of call. I have seen God present in patients. in the dying and the living. I have seen God in families; those celebrating, those who mourn, and	1/5/2022 10:12 AM

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those who are simply trying to get through the day. I have seen the God present among the employees who carry heavy burdens I have experienced God working with me and through me as I have lived out my my call as a pastor.

161	I have seen a congregation recognize their physical limitations and choose to encourage and support others who serve as Christ's hands and feet in the community.	1/5/2022 10:06 AM
162	RARE TEAM; the Vitality Initiative	1/5/2022 10:03 AM
163	Seeking the Spirit Within, Middle School and High School Gatherings, Assembly events, The theological education opportunities, the many congregations throughout the synod that stepped up to feed the hungry and economically disadvantaged in these pandemic times.	1/5/2022 10:01 AM
164	In our church each Sunday and during the week in various groups that meet. Also, Nebraska Lutheran Outdoor Ministries, both at Sullivan Hills and Carol Joy Holling.	1/5/2022 9:55 AM
165	In all synod staff taking an active role in working with all congregations and keeping lines of communication open	1/5/2022 9:54 AM
166	In faithful leaders negotiating through a global pandemic.	1/5/2022 9:53 AM
167	Our church's help feed and cloth the needy in their towns.	1/5/2022 9:51 AM
168	God is active in and through the lives of the members, congregations, and shared ministries of the Nebraska Synod. Everywhere God is at work in and through any of these manifestations, God is at work in the Synod. I've seen this through individuals remarkable generosity. I've seen this risk-taking of congregations as they decide to welcome and celebrate LGBTQIA+ persons or communities like Barnabas who gather and care for the marginalized. I've seen this is Synod initiatives like Emmaus, VIC, and How Then Should I Lead, or in Synod serving arms like The Lutheran Center at UNL.	1/5/2022 9:48 AM
169	Through the generosity and resilience of the people and congregations	1/5/2022 9:48 AM
170	Through their willingness to work and worship with 'the other'-for example, prison ministry, immigration, mission rebuilding projects	1/5/2022 9:39 AM
171	I have seen God in local community activities like school backpack programs, food pantries, coat and mitten drives.	1/5/2022 9:35 AM
172	Weekly worship locally	1/5/2022 9:34 AM
173	I am always amazed at how supportive of the serving arms this Synod is for God's mission	1/5/2022 9:32 AM
174	leadership training opportunities. flood response.	1/5/2022 9:31 AM
175	Lutheran world relief, world hunger,family services.	1/5/2022 9:31 AM
176	In His people caring for one another.	1/5/2022 9:25 AM
177	Particularly through the means of justice—LFS, as well as congregations becoming RIC.	1/5/2022 9:17 AM
178	I see God active through our Bishop and the assistance to the bishops.	1/5/2022 9:17 AM
179	In our serving arm ministries, in our pastors continuing to navigate the challenges of the pandemic.	1/5/2022 9:12 AM
180	Especially these past couple years - in the support of congregations and clergy through a time of extended trauma.	1/5/2022 9:10 AM
181	I haven't	1/5/2022 9:08 AM
182	In our cluster, in the committee's/teams that I am on.	1/5/2022 9:06 AM
183	Several new mission programs.	1/5/2022 9:06 AM
184	Worship, Reformation conference, Assembly	1/5/2022 9:04 AM
185	Discipleship courses, online opportunities, youth ministry, outreach by staff to congregations, online newsletter, Bishop Brian's messages, RARE team, call process support	1/5/2022 8:54 AM
186	Serving Arms of the Church and Seeking the Spirit Within	1/5/2022 8:53 AM
187	In congregations reaching out, doing ministry. Not just to themselves	1/5/2022 8:44 AM
188	Helping to get congregations through the pandemic. It has been a very difficult time for all.	1/5/2022 8:43 AM
189	feeding ministries	1/5/2022 8:41 AM
190	In God's people slowly learning how to make peace with the situation and share life in Christ with people who are not native to the area.	1/5/2022 8:40 AM
191	Seriously dealing with many projects, substitutions and alternatives during the pandemic and presently.	1/5/2022 8:28 AM

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192	In the generosity, creativity, compassion, and commitment to follow Christ in loving and serving neighbors near and far.	1/5/2022 8:25 AM
193	Sharing resources	1/5/2022 8:24 AM
194	Emmaus Program, How than shall I lead, candidacy, synod staff giving pastoral care and guidance	1/5/2022 8:12 AM
195	Helping us maneuver this pandemic and finding new ways to worship and to continue to serve our community.	1/5/2022 8:12 AM
196	lots of places - in youth, missions, prison ministry, faith development, spiritual direction	1/5/2022 8:10 AM
197	How Nebraska folks gather to support one in other in small and meaningful ways.	1/5/2022 8:10 AM
198	Maybe to much in the world and not enough in Nebraska.	1/5/2022 7:48 AM
199	In the How Then Will I Lead program	1/5/2022 7:44 AM
200	I'm not sure. Small congregations have struggled since covid came to town, yet the virus persists and people are still fearful. The synod should work to dispel the fear and speak of the truth of the gospel. I don't know much about what is happening in large congregations, but I suspect they are having the same issues. I do believe that God is active in each regular-attending member because that is what is keeping them going in this difficult time. God is still giving us faith through His grace. People are thankful that they still have a church to go to and that the gospel is still being told truthfully.	1/5/2022 7:21 AM
201	Camp ministry & Campus ministry & Seeking the Spirit Within	1/5/2022 7:20 AM
202	Agencies & Institutions	1/5/2022 7:17 AM
203	Candidacy, Discipleship, Relationship Building, Community Giving	1/5/2022 7:06 AM
204	In its various mission field NE ministries, in leadership development, and in helping congregations carry out their ministry and mission	1/5/2022 6:59 AM
205	In leading our congregation to get back on track as an ELCA congregation that models the organizational, theological and spiritual structures of a healthy congregation in this denomination.	1/5/2022 6:58 AM
206	Local congregation--it's many programs, support of community agencies, worship.	1/5/2022 6:27 AM
207	All ages-youth into retirement age. The synod recognizes all people age, race, gender.	1/5/2022 5:40 AM
208	In the work and the serving arms of the synod	1/5/2022 5:12 AM
209	Giving to disaster responses	1/5/2022 5:05 AM
210	Almost everywhere I look I see God at work in the Synod.	1/5/2022 4:54 AM

Q6 What are your primary hopes for the Nebraska Synod and the ELCA as a whole in the next 6 years?

Answered: 226 Skipped: 16

#	RESPONSES	DATE
1	Keep up the good message	1/20/2022 8:24 AM
2	I question what is truly needed for the church from both of these bodies. Perhaps a Vision for a new and faithful way after all we have been through, are going through and what will come.	1/19/2022 4:37 PM
3	getting back to the basics. Teaching the true Word of God. the government thinks it is their responsibility to care for and tell us how to act. that job belongs to God and His Church. the ELCA needs to empower their people to care for each other without the ELCA itself making new unnecessary resolutions. you can not legislate behavior.	1/19/2022 1:53 PM
4	Become more inclusive and diverse; grow (or at least sustain) membership/participation; address unique needs (do not duplicate initiatives done better by others)	1/19/2022 12:39 PM
5	Hope Synod would be more visible, active, relational connector along with good team of staff	1/19/2022 10:49 AM
6	It would be great if our examples of diversity weren't limited to that one time a Norwegian sat at the same table as a Swede.	1/19/2022 9:49 AM
7	Follow Luther. Follow what it is to be a Lutheran. Support more rural churches	1/19/2022 7:34 AM
8	Continue expanding the circle to include everyone, no matter who they are. That the NE Synod, the ELCA and the greater church steps into the divide in our communities and helps bind us together. We have more in common than all the shouting voices would have us believe.	1/18/2022 10:20 PM
9	That both the Nebraska Synod and the ELCA remember that the Church is the people that form the faith, not the bureaucracy that runs it	1/18/2022 9:28 PM
10	We need to involve youth post confirmation they are are future	1/18/2022 8:28 PM
11	I would hope for a bishop who is a pastor for pastors and a person who is knowledgeable and would like to keep the synod in contact with rostered leaders as well as moving us forward into this new way to do church as covid continues and hopefully dwindles in its destructiveness	1/18/2022 6:41 PM
12	To reach out with love and caring to our members and our neighbors. To be a voice of caring and reconciliation. To maintain a balance, not too far left or right.	1/18/2022 4:10 PM
13	To maintain stability of current congregations and grow number of worshippers.	1/18/2022 2:58 PM
14	To have a bishop who can articulate the mission and who can give thoughtful and grounded reasons for decisions that are made.	1/18/2022 2:50 PM
15	To learn to focus our efforts on proclaiming the Good News to those who do not hear it, and let God take care of results.	1/18/2022 2:39 PM
16	That our focus as the body of Christ would be on invitation: into death/resurrection, into being a space of meaning-making, not just maintaining status-quo, into asking questions about who we are (as congregations, as a synod, as a denomination) in response to who's we are.	1/18/2022 2:28 PM
17	Commitment to including all, from small to large congress.	1/18/2022 1:44 PM
18	Establishing a new normal rather than trying to go back to the old normal; finding ways to change congregational mindsets from retaining/bringing in members to discerning and doing God's will	1/18/2022 12:39 PM
19	Maintain and grow church participation, attendance and giving. This will be VERY CHALLENGING with the current secular society we live in today.	1/18/2022 11:30 AM
20	Less political and more support to rural congregations	1/18/2022 11:02 AM
21	That we continue to stand with truth in a Post-truth world. That we continue to spread love and not fear. That we remain a beacon for the Gospel , not succumbing to popular fear, hate, rage which takes Christians in the direction of extremism.	1/18/2022 10:42 AM
22	more emphasis on spiritual formation and introducing contemplative prayer practices; listening and following the guidance of the Holy Spirit as individuals, congregations, and synod	1/18/2022 10:23 AM
23	Seeing greater understanding of the theology and mission of the Lutheran Church grow in all age groups while avoiding getting hooked into politics.	1/18/2022 9:17 AM

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24	I hope we will boldly proclaim the message of God' love for all people.	1/18/2022 9:08 AM
25	That they reach out to smaller churches and what their needs are	1/18/2022 8:58 AM
26	Keep us going--look forward to the church of the future, as it will be changing	1/18/2022 7:50 AM
27	I pray that the Synod become truly missional in connecting unchurched/dechurched and others who don't know Christ with faith in Jesus as Lord and Savior.	1/18/2022 7:14 AM
28	To grow the seeking the spirit within program to Foster deeper relationships with God	1/18/2022 6:50 AM
29	To help bring unity to the world. Showing and sharing love, hope, peace, and joy to all people but also bring that message to those who don't know Jesus.	1/18/2022 4:55 AM
30	We can be a beacon of light in the midst of political & racial divisions & inequities in our communities and Christian churches.	1/17/2022 9:49 PM
31	Grow congregation memberships and grow more church rostered leaders (Pastors).	1/17/2022 5:04 PM
32	That we are open to changing our structures (synod and ELCA) to better meet the current and future needs of our congregations and communities.	1/17/2022 4:51 PM
33	My hope is for the NE Synod ELCA to reach out and build relations with people of all backgrounds. Mission minded. Change the way church looks to those outside church. Simply following Jesus lead. Theology over traditions & fanfare.	1/17/2022 11:27 AM
34	Encourage more people to go to seminary Collaboration with community ecumenical churches More lay involvement	1/17/2022 10:45 AM
35	I hope to see more pastoral care come out of the synod to care for the leaders who are trying their best to lead during a pandemic. I also hope for the synod to continue seeking to be a group of diverse (in specialty/skills/passions as well as background) leaders. I would like to see transparency and honesty between synod staff as well as synod staff and church leaders. I would also like to see openness and flexibility, as we continue to move through the pandemic and into a new way of living out calls.	1/17/2022 9:42 AM
36	To grow deeper in an authentic spirituality that seeks to know God's live in a way that makes us reach out to those in need of knowing that love.	1/16/2022 12:28 PM
37	It seems as if we are living with "epidemics" and "pandemics" in most every facet of our lives in today's world--even in our local communities throughout Nebraska. More than ever, the Nebraska Synod and the ELCA must be an even greater presence in our lives.	1/15/2022 5:22 PM
38	Increase youth involvement through high school years. Increase commitment and involvement of young families.	1/15/2022 7:27 AM
39	Improved stewardship and spiritual service to others	1/14/2022 1:30 PM
40	Be as unified as possible, even when there are disagreements. Lead the congregations and provide counsel as needed	1/14/2022 12:51 PM
41	That we preach the gospel more than secular issues.	1/14/2022 12:01 PM
42	Support Rostered Leaders better. Leaders are sitting without calls while those from outside the synod are being brought in to serve open calls rather than working to get our leaders into calls first, which is also causing fantastic leaders to go to other synods or to quit ministry altogether. This has to stop.	1/14/2022 11:23 AM
43	Provide guidance to ministers on how to add or change programs and/or church services so fewer persons consider them irrelevant	1/13/2022 9:03 PM
44	My hope for the ELCA is that when people talk about Evangelicals they will be referring to the ELCA and our theology of grace and acceptance. My hope for the Nebraska Synod	1/13/2022 4:59 PM
45	My hope is that we process through our grief over what we have lost so that we can come together to find out how we can be the church.	1/13/2022 2:18 PM
46	My hope is that the Synod will have a focused mission and project. Building up and maintaining church leaders is extremely important. We are letting quality, strong candidates slip away to other synods.	1/13/2022 1:52 PM
47	Meet people where they are at in our community by being the hands and feet of our Lord.	1/12/2022 6:58 PM
48	1) Recognize current ministry models are no longer sustainable due to the shortage of pastors and, to a lesser degree, PMAs, and then figure out how our synod can re-vision ministry, calling people into and training people for ministry, especially as bi-vocational ministers. 2) To reground congregational life in Bible study and prayer so we are fed and fueled for mission and ministry instead of running ourselves ragged. 3) Training that will help congregations and ministers not be dominated by bullies. 4) Deeper connections with our companion synods in which we learn ministry models from them and adapt them for our context.	1/12/2022 3:10 PM

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49	To learn more deeply how to love people who are different from ourselves, guided by the light of Christ and redeemed by the hope he brings for the world.	1/12/2022 3:09 PM
50	More diversity, and improved appeal to more people.	1/12/2022 2:45 PM
51	That we are the light of the world - people can be inspired by our example of Christ. For the world to see that the church shouldn't be a place of oppression and judgment. Rather we are genuinely welcoming, and provide a safe space. In turn that the synod continue to support pastors when congregations and councils do not support or trust their pastor's leadership.	1/12/2022 10:47 AM
52	That the church will continue its outreach into the communities of NE.	1/12/2022 10:21 AM
53	1. Share a clear message on the top 2-3 priorities for the Synod. 2. Consider building networks/resources for "outlier" congregations: - Recognizing congregation size can lead to different opportunities & challenges -- is it possible for regional synods to handle it all? - Should "outlying" congregations be grouped differently so they can grow & share resources more efficiently?	1/11/2022 5:02 PM
54	To help people know Jesus! Walking with one another in faith is key and continues to be key in the work of the Nebraska Synod.	1/11/2022 11:16 AM
55	After many congregations imploded during the pandemic & political upheaval... can these dry bones live? Can the Synod become wildly creative about moving "church" outside the old brick buildings and equipping/training Pastors, for redevelopment? That would be my hope... wild creativity, new models of ministry, encouragement to try new holy experiments and if they fail, they fail. We try again!	1/11/2022 11:01 AM
56	that our focus remains on serving God and his people -- gathering for worship and faith formation, sharing God's love and hope and grace, raising awareness and enabling individuals to see Jesus in the other, growing in faith and service, not focused on growing in numbers.	1/11/2022 10:51 AM
57	encouragement for congregations...validation of the purpose of the Church	1/11/2022 12:11 AM
58	Find new metrics to define success beyond attendance stats.	1/10/2022 8:55 PM
59	Pastoral Planning. Commitment for Justice. Participation and Representation of minorities. Investing in higher and continuing education of Leaders.	1/10/2022 7:48 PM
60	Continue God's work for ALL people, no matter their personal beliefs	1/10/2022 3:31 PM
61	Survive and not shrink in numbers. Be able to continue their missions in spite of increasing poverty and depopulation in rural areas.	1/10/2022 3:22 PM
62	To work toward more diversity in Church's across the state	1/10/2022 11:49 AM
63	Excitement and hope for the future in the new normal! Increased congregational partnership with ELCA ministries	1/10/2022 11:29 AM
64	To keep growing with new ideas to help all congregation s to start to growing in membership	1/10/2022 10:17 AM
65	A new bishop for the synod and one for the ELCA and leadership that doesn't alienate congregations and pastors.	1/9/2022 9:32 PM
66	Become less political. ELCA is becoming too liberal. Members are leaving or considering leaving.	1/9/2022 5:14 PM
67	I hope there is a focus on church membership. Why aren't people attending church as much. What focus is on the younger members, i.e those under age 40	1/9/2022 1:53 PM
68	Grow in relationship. Find a way to help unify our dysfunctional society through the work and love of the church.	1/8/2022 8:16 PM
69	Continuing to find ways to minister in our communities.	1/8/2022 7:57 PM
70	spirit driven, leadership with a modern world	1/8/2022 12:39 PM
71	Financial security, programs to assist the elderly, out reach for the grieving.	1/8/2022 8:19 AM
72	Growing membership instead of declining More love	1/8/2022 6:45 AM
73	For the ELCA and its Synods to stand against White Christian nationalism and offer tangible witness to Christ's work of reconciliation, healing, and mercy.	1/7/2022 10:00 PM
74	Growth, education and continued outreach into the communities	1/7/2022 9:32 PM
75	To stay grounded in our identity and not jump on the latest society bandwagon.	1/7/2022 5:40 PM
76	Show that the church is alive and that the Spirit is at work	1/7/2022 4:52 PM
77	To be able to work together in ministry even when we don't agree with all the decisions made on the national and state level.	1/7/2022 4:39 PM

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78	Growth in numbers and more pastors coming in.	1/7/2022 2:40 PM
79	To find a way to get our brothers and sisters back as the Pandemic wanes. Help us learn to support the immigrants coming. Help congregations have conversations about disparity and justice issues while still loving each other.	1/7/2022 2:37 PM
80	To make significant changes in worship structure that will attract a new demographic to church without pushing the original members out the door.	1/7/2022 1:52 PM
81	To follow Gods words instead of re-writing them to fit their political views.	1/7/2022 12:29 PM
82	Further collaboration of congregations in sharing ministry and partnering to provide an expansion of opportunities for more people.	1/7/2022 11:51 AM
83	to maintain congregations based on Lutheran theology and not just entertainment values	1/7/2022 11:39 AM
84	More opportunities for faith formation.	1/7/2022 11:19 AM
85	That it will develop leaders, push back strongly against Christian nationalism, and that it will increase support of care of creation issues to all congregations and leaders.	1/7/2022 9:58 AM
86	That our church continues to build on the foundation of scripture.	1/7/2022 9:50 AM
87	That a focus on true mission comes before visibility & prestige.	1/7/2022 9:27 AM
88	Ability to meet safely in church without COVID.	1/6/2022 9:01 PM
89	I hope we could unite around a missional purpose	1/6/2022 7:58 PM
90	Continue doing and being what God created us to be doing.	1/6/2022 7:56 PM
91	That folks will remember the importance of "in person" worship over the convenience of "online" worship - so that our sanctuaries might once again be full.	1/6/2022 2:06 PM
92	For the NE Synod, I would hope that they would be more responsible for the actions of 'ministers' who never should have become ministers. And when they are destroying congregations the synod should step in and stop the destruction before it's too late.	1/6/2022 1:33 PM
93	That we will be true to who we are as a church, embrace that vision and grow through it. That we continue to be good stewards. That we persevere in trying new things that is faithful to the integrity of who we are as a church. That we continue to be a relevant voice in a world that often says we are not.	1/6/2022 11:29 AM
94	Nebraska will use its position of leadership in the ELCA to reinvent Synodical leadership in order to grow and strengthen the church instead of coasting with the rest of the ELCA into moral relativism and depravity, leftist politics, and the malaise of meaningless and empty ritualism. The ELCA churchwide org will be forced to contend with the legacy of its embrace of left-wing politics and top-down organization, will massively downsize, and will reimagine its role to be primarily about providing resources to congregations. The ELCA in general will require its seminarians to attend Lutheran seminaries, require those seminaries to employ Lutheran professors and teach traditional doctrine, and will move towards closing most of its seminaries and consolidating them into one or two.	1/6/2022 11:28 AM
95	continue with disaster relief in our nation and throughout the world. Focus on finding new ways to become church through pandemic and trends in our communities	1/6/2022 10:13 AM
96	Growth and Compassion	1/6/2022 10:02 AM
97	that we use the return from the pandemic as a spiritual opportunity to renew as church	1/6/2022 9:59 AM
98	Lead us into and through transition - even if it means "closing" the synod for new expressions of the church	1/6/2022 9:39 AM
99	More of the same plus increased attendance and participation in the work of the church.	1/6/2022 8:48 AM
100	Increased membership and outreach	1/6/2022 8:41 AM
101	I want a miracle to happen. Nothing less. I want the hatred and prejudice that some people have towards the LGBTQ community to leave the pulpit alone. If a person is qualified and called to preach, then that person should preach. Most Nebraskans don't understand what gender is, what sexual orientation is or even what the Bible says about something so basic about human beings. It's time to stop stuffing the conversation out of church.	1/6/2022 8:08 AM
102	Continue to be open minded to opportunities to new congregation within the synod and look for addition oportunities to offer mission programs.	1/5/2022 9:24 PM
103	More community visibility as leaders	1/5/2022 9:23 PM
104	They stay true to biblical concepts and don't veer too far to the left. Whenever I mention my church denomination the reaction is we aren't very conservative in beliefs.	1/5/2022 9:22 PM
105	To return to a more historical Lutheran position.	1/5/2022 8:52 PM

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106	The active membership/attendance stems the tide of decline. A new bishop as good in leadership as bishop Maas.	1/5/2022 7:24 PM
107	That Bishop Eaton's hope to expand membership through young people becomes a reality, and that the focus strengthens the "hub" of the wheel before branching out too quickly down the "spokes".	1/5/2022 7:04 PM
108	Prayers of hope rely heavily on following the Spirit in navigating the challenging waters of today's world. To recognize and respond in love to our changing world by continuing to be bold in our proclamation of the gospel!	1/5/2022 6:56 PM
109	My hope is that they will return to preaching from the Bible and leaving the political commentary out of it. You cannot blame one administration for their immigration policy and not address the next administration's policy. We are not institutionally racist and Bishop Eaton needs to stay out of right to own firearms	1/5/2022 6:16 PM
110	I hope the Synod will operate based on God's word and not on the world's perception. I have seen the Synod become more focused on being popular vs. being God-centered.	1/5/2022 6:08 PM
111	Deal with conflicted congregations more effectively. Support pummeled and mistreated pastors more compassionately and faithfully.	1/5/2022 5:27 PM
112	Get down to brass tacks to not keep the churches in stay as we are attitude	1/5/2022 5:24 PM
113	To be faithful, good stewards, active witnesses	1/5/2022 5:19 PM
114	That we never lose sight of Jesus. Keeping our focus on the spiritual mission, not just the social mission.	1/5/2022 5:17 PM
115	I hope we will continue to be alive. I hope there will be enough monetary funds to provide for a Bishop and staff, and if and when extra creativity is needed, that the Holy Spirit will provide. I hope no additional congregations will pull out of the ELCA. I hope that our global connections & partnerships remain strong. I hope that our synod continues to do things like uplifting future and current leaders.	1/5/2022 4:55 PM
116	Retaining all ELCA churches in the synod and getting more ELCA pastors and church leaders.	1/5/2022 4:47 PM
117	That systems can become more personal and mainstreamed without complex bureaucracy.	1/5/2022 4:31 PM
118	become more involved in the clamorous disputes of politics and its unfortunate spillover into health issues (vaccinations)	1/5/2022 4:28 PM
119	A closer relationship with the rural areas	1/5/2022 4:20 PM
120	That we will embrace, support, and work for justice for all who are in the margins of our communities, all who are living in poverty, LGBTQ individuals and groups, those effected by racism, people with mental illness and addictions, and all who are dealing with and/or recovering from the pandemic. I pray that we can reflect the Gospels in our work as a synod and not be swayed by political division and privilege.	1/5/2022 4:01 PM
121	I think the church as a whole, and the synod more specifically face great challenges in the next 6 years. The pandemic has greatly changed society and church. We need to be realistic about the changing demographics of the church. It's time to have serious conversations about merging or closing smaller churches. We need to be more responsive to hybrid worship (online and in person). We need to be respectful of people's time, which means shortening hymn lengths and other liturgical changes, as well as rethinking how we operate to incorporate the reality of fewer volunteers, etc.	1/5/2022 3:58 PM
122	A greater recognition of the challenges of rural congregations and ministry in rural congregations. I wonder how prepared our pastors are for ministry in rural.	1/5/2022 3:47 PM
123	Can meet needs we learn about slowly. Reaching out to Brooke unlike the stereotypical Lutheran	1/5/2022 3:46 PM
124	Show unity and faithfulness	1/5/2022 3:19 PM
125	Continue the mission of Christ, creating new leaders, and being hands and feet of God here in Nebraska.	1/5/2022 2:57 PM
126	More understanding of what is going on around us, at home and the world	1/5/2022 2:42 PM
127	Increase the number of persons connected to and worshipping in the church.	1/5/2022 2:42 PM
128	I would love to see more engagement with people in their daily life and the intersection of faith and vocation within secular settings.	1/5/2022 2:38 PM
129	Be welcoming to all. More helpful in helping people discern a call to ministry. More supportive of local congregation ideas and Initiatives.	1/5/2022 2:16 PM
130	My prayer is that God will inspire more Shepherds to fill pastoral roles in Lutheran congregations. We have the best news to share but have a hard time sharing it.	1/5/2022 2:15 PM

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131	Help churches find pastors. Take on big mission projects in Nebraska that churches can't do alone.	1/5/2022 2:14 PM
132	It would be nice to see more direct connection/visitation to congregations to build relationships. Congregations need to get to know synod staff and learn about their work within the normal rhythms of ministry. It would help them see the synod leadership differently, not just as either people who take their money or as crisis managers. They need to hear directly from synod leaders.	1/5/2022 1:55 PM
133	Respect ELCA and long time Lutheran traditions. Respect liturgy. Continue to address and forward Social Issues. Move away from screens, performance church and bad music.	1/5/2022 1:47 PM
134	Come to terms with shrinking size of congregations. Find ways to combine congregations and reach out in new ways. Focus and define the role of synods and ELCA Churchwide body.	1/5/2022 1:47 PM
135	Growth!! We need to encourage and support more youth in seminary. We need to breathe life into our churches. We need to, unapologetically, embrace, lift up, and share our traditional services and liturgy.	1/5/2022 1:27 PM
136	Finding its way in turbulent and unsettling times	1/5/2022 1:18 PM
137	Spreading God's word and doing his work and remaining true to Lutheran doctrine.	1/5/2022 1:13 PM
138	Big question. One area would be to work with others locally and globally to gain a larger view of God and how to live together with peace and dignity in the world.	1/5/2022 1:04 PM
139	To be thriving and gospel centered in the people	1/5/2022 1:01 PM
140	Stability of congregations and competence among synod leaders	1/5/2022 12:55 PM
141	Small churches willing to consolidate with another	1/5/2022 12:54 PM
142	continue to reach out to baptized members of the church in both triumphs and trials in all phases of their lives	1/5/2022 12:49 PM
143	Get more variety of ages and ethnicity	1/5/2022 12:43 PM
144	That we can create a culture that is focused on attracting and raising leaders for the church.	1/5/2022 11:59 AM
145	Helping rural congregations transition to viable forms of ministry.	1/5/2022 11:48 AM
146	More frequent connection, cheerleading, and engagement with rural congregations and missions. The number of congregations in rural areas is significant and seems sometimes overshadowed by the also significant - and more visible - needs present in impoverished urban communities.	1/5/2022 11:43 AM
147	I hope that what I mentioned in question 5 continues. We need to be hyper aware of how we are exercising and executing our actions made from positions of power.	1/5/2022 11:32 AM
148	to increase church membership and pursue those who have dropped away	1/5/2022 11:30 AM
149	Can it stay relevant and important into today's society with the current generation of young people moving away from the traditional church is very large numbers. What can we do to stay relevant with that constituency who are the future of the Christian church. It likely means redefine the definition of the traditional church. But how and in what ways. Many more questions than answers at this point.	1/5/2022 11:29 AM
150	To focus on Christ centered ministry and less on political issues including too much emphasis on "social justice" which is in many ways an undefinable term.	1/5/2022 11:11 AM
151	Ways to draw people into our rural Churches. Many are slowly fading away.	1/5/2022 11:09 AM
152	In our world of online worship, I would like to welcome back those who were confirmed in their home Church, to return online and support their home Church like family.	1/5/2022 11:06 AM
153	That it continues to serve faithfully- that partnerships continue to be nurtured, and that together we continue to be church together- doing God's work that we could never do as one congregation or one people alone.	1/5/2022 11:03 AM
154	I hope the synod can becoming more welcoming and inclusive and support/promote congregations being designated as Reconciling in Christ congregations - and possibly even the whole synod moving in that direction.	1/5/2022 10:53 AM
155	Keep asking the question: What is church to look like and be open to what God's answer is... Keep building and encouraging lay leadership: PMA training/Pulpit training for laity	1/5/2022 10:52 AM
156	Back to the Word! Uplift congregations! Lead, not follow the political ELCA. Liberal garbage!!	1/5/2022 10:49 AM
157	Strong pastoral care for our ministry leaders; strong push for continuing ed/ leadership development of our ministry leaders; continuing growth and education for hybrid worship; comfort that numbers don't make the church - ministry does	1/5/2022 10:46 AM

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158	raise awareness and support the spiritual/prayer life of individuals and congregations	1/5/2022 10:46 AM
159	To integrate the mission and values of the ELCA within all three expressions of the church--with diversity, inclusivity and ownership of the calling to mission at all levels.	1/5/2022 10:46 AM
160	Growth	1/5/2022 10:45 AM
161	To build a stronger sense of identity and purpose that it makes a difference to be part of the God's people of the Nebraska Synod, and how this impacts congregations' presence in their communities and our state	1/5/2022 10:40 AM
162	Grow not wither.	1/5/2022 10:40 AM
163	Engage the unengaged. Established and maintain our pastoral leaders.	1/5/2022 10:40 AM
164	Develop a sense of unity in that we are all in this together, that the Synod and denomination is not just a remote jurisdictional entity remote and removed from the everyday ministry of the congregation.	1/5/2022 10:39 AM
165	Continue with above AND adapting to changing/emerging state of mainline churches--assisting congregations with all this	1/5/2022 10:38 AM
166	We need to get people back to church. Declining church attendance is a nationwide trend.	1/5/2022 10:37 AM
167	More bravery and honesty	1/5/2022 10:29 AM
168	Encouraging young people to return to the church.	1/5/2022 10:28 AM
169	To get back to JESUS, AND THE BIBLE	1/5/2022 10:25 AM
170	Lead vs manage. The current institution is grounded in the maintenance of the institution vs being church. How do we make a shift to gospel driven leadership. In my mind that means examining programs, synod staffing patterns and mission. Council needs to address the real issues and provide vision.	1/5/2022 10:16 AM
171	Making God's LOVE a focus: Love of others, love to others, love for others, love within ourselves, and a love towards God expressed in an attitude of gratitude. God is faithful. God is good. God is eternal (He was here before us and He will be here long after we are gone).	1/5/2022 10:15 AM
172	1. That we might live out the call of Micah 6:6-8	1/5/2022 10:12 AM
173	I hope to see the Nebraska Synod lead initiatives to teach and encourage struggling congregations to become faithful stewards of their facilities. This would include funding for renovations that allow congregations to share facility space with other organizations and businesses, create housing space, or engage the community otherwise. The ELCA is doing great work with Lutheran Disaster Response, Lutheran World Hunger, and many other human support efforts. I hope that these continue but that the churchwide body would re-address the first call and mobility process so that qualified leaders can afford to serve the congregations that seek them.	1/5/2022 10:06 AM
174	adopt the attitude, "the church is dead. Long live the church." I feel like the church is on hospice and we're just waiting on the death and resurrection. I regularly preach "I accept the church of my childhood isn't coming back. I trust the good news of Jesus Christ will be proclaimed, because it's survived for 2000 years through the work of the Holy Spirit."	1/5/2022 10:03 AM
175	To rise above the partisan "culture war" issues by giving our voice in a way that recognizes the complexity of these matters on a national level and by dedicating ourselves to trumpeting the good news of our amazing work with refugees, with veterans, with those in poverty, with those who are imprisoned, and in helping those most vulnerable.	1/5/2022 10:01 AM
176	To find young men and women to hear the call to ministry. To continue to hear and study God's word throughout our church and community ministries.	1/5/2022 9:55 AM
177	That we spread the word to pastors and seminarians that rural ministry is alive and active and a great opportunity to answer God's call to serve	1/5/2022 9:54 AM
178	I would hope that the Nebraska synod would lead the ELCA in addressing justice issues especially racial issues, sexual identity issues, and what Jesus actually taught versus what popular culture says Jesus taught.	1/5/2022 9:53 AM
179	Having spirit led Pastors leading our congregations ,having lay leadership workshops .	1/5/2022 9:51 AM
180	That the Synod would proclaim Christ crucified and resurrected to Nebraska. That living in the hope of Jesus, we would boldly serve our neighbors. I hope in the next 6 years we have a renewed call to ministry.	1/5/2022 9:48 AM
181	To work together to continue to live out our baptismal promises, especially the promises to work for justice and peace in all the world and to share the good news of Jesus with all.	1/5/2022 9:48 AM
182	continued spiritual growth for both the individual and the community, work with immigration and prison ministry, growth opportunities for pastors and lay, inclusion of youth in appropriate adult	1/5/2022 9:39 AM

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	ministry	
183	I hope the Synod can stay together. So many of our pastors are leaving or being driven out by negative forces in our congregations, even pastors who have been here for many years—pastors we thought would never leave our community. We can't get fill in pastors and are having to use pastors from non-ELCA. Our Bishop and his staff are no help. They are like we used to say in the army, Retired On Active Duty or ROADies. They don't care. The national doesn't care about local churches. Bishop Eaton plays politics while we can't keep pastors.	1/5/2022 9:35 AM
184	Cooperative efforts with other denominations to enhance outreach to younger people than our current active demographic.	1/5/2022 9:34 AM
185	I would hope that we could find a clear and articulate voice of graceful Christian identity in our Lutheran tradition and catechize those who are part of the ELCA and witness to those who are not yet part of the ELCA	1/5/2022 9:32 AM
186	more congregational sharing of staff and activities to allow some of the smaller congregations to continue doing some things, but not everything alone	1/5/2022 9:31 AM
187	Continue set programs	1/5/2022 9:31 AM
188	Better connections and communication with congregations.	1/5/2022 9:29 AM
189	Unity! There still seems to be hurt feelings and separation since churches left the ELCA.	1/5/2022 9:25 AM
190	To shift away from focusing on numbers and put more energy on helping individuals and communities participate in the world through a cross-inspired lens.	1/5/2022 9:17 AM
191	I hope we will continue to support our congratulations and their leaders through this difficult time.	1/5/2022 9:17 AM
192	To allow for the changes that are happening in the church to take place; to be inventive in our response to serving God and sharing in ministry together.	1/5/2022 9:12 AM
193	to continue with that type of support. To see a diverse need over the synod of small, very rural and changing (dynamics) to very large communities.	1/5/2022 9:10 AM
194	Finding a way to certify lay preachers....to fill pulpits	1/5/2022 9:08 AM
195	To be more inclusive, to help congregations think outside the box in their leadership, to continue to provide care and support to roster leaders struggling with their calls	1/5/2022 9:06 AM
196	We will become a pastoral nurturing Synod leading congregations into ministry and continually asking how they do ministry within and outside their congregation.	1/5/2022 9:06 AM
197	Keeping churches open with PMAs and Pastors to lead them	1/5/2022 9:04 AM
198	Grow our welcome, revitalize congregations, innovate, meet young families where they are, discern how to be "church in the community and world"	1/5/2022 8:54 AM
199	Care and feeding of leaders so they can grow their congregations.	1/5/2022 8:53 AM
200	Downsize the number of congregations/ministry settings or raise the salary guidelines if the synod (church wide) does not want a continued clergy shortage. 50,000 plus housing right out of seminary and increasing it by 1,500-2,000 a year per experience.	1/5/2022 8:44 AM
201	Be more focused on mission activities. Become stronger as a Synod with a focus of bringing people back to the Church	1/5/2022 8:43 AM
202	identifying and assistance in discerning calls, we need to grow leaders	1/5/2022 8:41 AM
203	I would like to see the denomination, not just the synod, come to grips with the reality of the situation we are in in 2021, that the world won't go back to 1950, and move on. I would also like it to see it take its own statements and actually try to live Gospel peace regardless of political affiliations, views on social issues, etc.	1/5/2022 8:40 AM
204	Continued growth and recruitment of seminary candidates.	1/5/2022 8:28 AM
205	That we would grow in telling the story of God's deep love for all creation, most embodied in Jesus' life, death and resurrection, and that we would be open to the Spirit's leading as to how best to live that out in our time.	1/5/2022 8:25 AM
206	That they get back to believing the Bible is the true word of Jesus Christ, The Word that cannot be changed to the demand of the worldview	1/5/2022 8:24 AM
207	Continue to help congregations, rostered ministers, leaders and communities meet the challenges of our time to share the Good News of Jesus.	1/5/2022 8:12 AM
208	It is my hope for the Nebraska Synod is for us to continue to grow and reach out to people who are different than we are, to continue to welcome and reach out to refugees and undocumented workers, and to the LBGTQ+ in our communities, to open our facilities to the youth in our communities.	1/5/2022 8:12 AM

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209	to challenge members to serve God in multiple ways connecting with their own and other churches and other denominations and groups to serve others	1/5/2022 8:10 AM
210	Support clergy in ways that give them courage and strength to continue in ministry. Creative ways to do ministry when numbers are dwindling.	1/5/2022 8:10 AM
211	Support for small congregations. Our Synod rep does not contact us. Support the PMA and TEEM programs to get more people in the Pulpit.	1/5/2022 8:05 AM
212	Look after the smaller churches as they do a lot of good in their communities.	1/5/2022 7:48 AM
213	I hope it goes back to Bible basics rather than let society interpret scripture.	1/5/2022 7:44 AM
214	Deep listening; active service - honoring the many voices within our church body	1/5/2022 7:44 AM
215	A. The synod might realize that it might be going down the wrong road as people continue to leave it. Only God can reverse that trend. I do not believe there are human methods that can reverse this trend. B. It is hoped, and prayed for, that the small rural churches continue to hold their place in Christ's church as they seem to operate within their means. C. It is hoped, and prayed for, that leaders for vacant parishes can be identified, encouraged, trained, placed, and retained.	1/5/2022 7:21 AM
216	I would like to see a better/closer feel of connection and partnership among rostered leaders across the synod.	1/5/2022 7:20 AM
217	Stabilize the pastoral shortages to enhance the call process	1/5/2022 7:17 AM
218	Continue outreach mission	1/5/2022 7:14 AM
219	That we, at every level, will be about Christ's mission as described in Matthew 28:19-20. That we will tread carefully in issues of "social justice" so that those do not become "Christ and ..." That our leadership serves on behalf of all of the Synod, not just the blue areas, and not from a top-down approach	1/5/2022 7:06 AM
220	That we might lift up the value of community and connectedness. That we might find new ways to proclaim Gods love for the world and be active and bold participants in its healing	1/5/2022 6:59 AM
221	That we find our stride and teach our members what it means to be a Lutheran in our congregation, our synod, the ELCA and in the world.	1/5/2022 6:58 AM
222	Proclamation of the Gospel, out-reach & support and encouragement of congregations and pastors.	1/5/2022 6:27 AM
223	Consistency with willingness to adapt as needed.	1/5/2022 5:40 AM
224	to help bridge the gap between young and old, and find a way to start reaching out to the rest of the world that Lutheran is a new way of thinking about God.	1/5/2022 5:12 AM
225	Maintain ELCA Lutheranism	1/5/2022 5:05 AM
226	To maintain it's current role and growing in ecumenical areas to reach the unchurched.	1/5/2022 4:54 AM

Q7 In your local setting, what aspects of mission are most exciting or compelling to you?

Answered: 212 Skipped: 30

#	RESPONSES	DATE
1	Community involvement	1/20/2022 8:24 AM
2	People coming together to meet needs for our neighbors in ways that honor and dignity are handed over to all.	1/19/2022 4:37 PM
3	youth. without them we can not continue to spread the news of Christ	1/19/2022 1:53 PM
4	Out reach and connection with the community	1/19/2022 10:49 AM
5	Feeding the hungry, providing shelter/building homes, comforting those that are starting over.	1/19/2022 9:49 AM
6	Local Mission Work. Food Pantries. Salvation Army.	1/19/2022 7:34 AM
7	I am very excited about reconciliation with indigenous communities. I also appreciate opportunities to support families that are on the edge of poverty.	1/18/2022 10:20 PM
8	Sharing the Word of Christ through personal contact and caring one for another.	1/18/2022 9:28 PM
9	Women' Ministry	1/18/2022 8:28 PM
10	Mission and worship	1/18/2022 6:41 PM
11	To know that a service or activity was meaningful to at least some. To know that our activities were helpful and not just tradition or for show.	1/18/2022 4:10 PM
12	Shoe boxes, serving as a Red Cross shelter	1/18/2022 2:58 PM
13	We continue to work to grow the faith, but even more, the faithfulness of our members in their day-to-day living.	1/18/2022 2:50 PM
14	People being surprised at who God really is, what God really does, as revealed in Jesus, and wanting to be part of that.	1/18/2022 2:39 PM
15	Hunger/feeding ministries.	1/18/2022 2:28 PM
16	Finding creative ways to serve and connect with the community. Also we've had several new people show up in recent weeks -- I think people are just exhausted by the pandemic and looking for hope; my congregation is good at welcoming people, and my hope is that these new folks are encountering the hope and peace of Christ among us -- drawn in not because we need bucks and butts, but because they need the gospel.	1/18/2022 12:39 PM
17	Our church supports a local elementary school in an underprivileged area of Omaha by giving books to 1st graders. I appreciate this program due to its link with education and learning.	1/18/2022 11:30 AM
18	Outreach and trying new ideas. We have an aging congregation and the diversity in our community is a challenge. Young families are so busy.	1/18/2022 11:02 AM
19	Caring for basic needs. Giving voice to the disenfranchised. Witnessing to the truth of Jesus.	1/18/2022 10:42 AM
20	committed lay leadership	1/18/2022 10:23 AM
21	Youth ministry. Global mission and community involvement in local mission.	1/18/2022 9:17 AM
22	There's still an expectation that you go to church. It's part of the culture.	1/18/2022 9:08 AM
23	Helping children and their needs	1/18/2022 8:58 AM
24	community/neighborhood outreach--our Loads of Love is very needed, appreciated, and successful	1/18/2022 7:50 AM
25	The personal one on one mission by individuals who are passionate about living the gospel in relationship with others to mentor them into a life giving relationship with God.	1/18/2022 7:14 AM
26	Reaching others through love.	1/18/2022 6:50 AM
27	Food pantry, providing necessities like clothing and bedding to those in need.	1/18/2022 4:55 AM
28	Welcoming refugees and helping them assimilate-and respecting their cultural differences.	1/17/2022 9:49 PM
29	Ministering to those in need in the local area.	1/17/2022 5:04 PM

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30	Being an LGBTQIA+ affirming ministry and uplifting the gifts of LGBTQIA+ people in our ministry and context.	1/17/2022 4:51 PM
31	Our church supports LFS, YES house, prison ministry, churches needing help after weather disasters, resettlement & supporting refugees from Afghanistan.	1/17/2022 11:27 AM
32	Reaching out in community Worship	1/17/2022 10:45 AM
33	The way households have had to come together during this time excites me. It brings an intergenerational need to ministry as a whole and that is exciting as we vision what the future holds. It also excites me the way deacons are able, when given the opportunity, to do flexible ministry that can be specific to a church or group of people.	1/17/2022 9:42 AM
34	Invitations to greater awareness of spiritual practices.	1/16/2022 12:28 PM
35	We have learned that through providing a network of leadership, many will participate and share their resources in our aged community of believers. Outside of our small congregation, we packed 191 layettes & 1210 backpacks this fall for LWR and assisted in providing Christmas gifts and care needs for 18 local families.	1/15/2022 5:22 PM
36	Involvement in community, Angel Tree, backpack program.	1/15/2022 7:27 AM
37	Maintaining our infrastructure to serve others and improving our financial situation to support ministry	1/14/2022 1:30 PM
38	Reaching out to those in need	1/14/2022 12:51 PM
39	Youth involvement.	1/14/2022 12:01 PM
40	Continuing ministries or starting new ministries that meet the needs of "post"-Covid times.	1/14/2022 11:23 AM
41	Increasing our mission and presence in the community	1/13/2022 9:03 PM
42	pastoral care of seniors, intergenerational faith formation, God's Work, Our Hands projects, use of Emmanuel and Kraft grants to create new ministries or to improve on ministries already in place.	1/13/2022 4:59 PM
43	There is a lot of work to be done. That can be exciting.	1/13/2022 2:18 PM
44	Helping members of our community who need basics like school supplies and Christmas gifts.	1/12/2022 6:58 PM
45	Adult education, prayer, worship (sometimes), being a well-focused church not trying to be all things to all people though not a large church	1/12/2022 3:10 PM
46	The opportunity to build community and make a difference in people's lives.	1/12/2022 3:09 PM
47	Helping elderly and feeding the hungry.	1/12/2022 2:45 PM
48	Support from the synod/churchwide in how to be church in a rural setting - what does church look like - what does leadership look like - compared to urban or suburban contexts.	1/12/2022 10:47 AM
49	Settling of refugees	1/12/2022 10:21 AM
50	1. Encouraging families to serve side-by-side to integrate volunteerism as part of life. 2. Instead of trying to be everything for everyone, dedicating our time and financial resources to targeted efforts/non-profits to have the greatest impact. 3. To help support communities who have been impacted by a natural disaster.	1/11/2022 5:02 PM
51	Ministry with our young people, and helping their ideas come to fruition.	1/11/2022 11:16 AM
52	We are a long way off here - but the poverty rate where I serve is high 20% or more. The Hispanic population is 40% of the community. Seems to me, the church ought to be partnering with some of the poverty-fighting agencies in town and becoming a bilingual church would be awesome. If I'm dreaming BIG, acquiring funds to revitalize our big empty building for early childhood development - it's a huge need in our area.	1/11/2022 11:01 AM
53	meeting the needs of the food insufficient; reaching out to the unchurched; using technology to reach a wider community	1/11/2022 10:51 AM
54	our congregation very mission oriented	1/11/2022 12:11 AM
55	Standing up for and including marginalized people	1/10/2022 8:55 PM
56	Response to the needs of the community. Open doors and opportunities for all.	1/10/2022 7:48 PM
57	Our local congregations seem a little stale to the overall vision of the ELCA	1/10/2022 3:31 PM
58	Just trying to survive. COVID is just another kick in the head. It would be nice if a big and a small church could form alliances, like sister cities. We have a lot to teach the big churches, they don't realize that.	1/10/2022 3:22 PM
59	Local outreach	1/10/2022 11:49 AM

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60	Youth engagement, support of people who are empty nesters - life transitions.	1/10/2022 11:29 AM
61	Media ministry	1/10/2022 10:17 AM
62	We have an excellent backpack program and support a nearby congregation with an after school program. We seek ways to serve that welcome.	1/9/2022 9:32 PM
63	We have a cupboard outside our church where residents of our small community can come and get food and gift cards. We ask for prayers from the community.	1/9/2022 1:53 PM
64	Caring for the poor, the hungry, the lost and those striving to make a new life.	1/8/2022 8:16 PM
65	Seeking to serve the needs of people.	1/8/2022 7:57 PM
66	mission to the lonely, misled, LGBTQ+ outreach, Gods true words of love, salvation and forgiveness	1/8/2022 12:39 PM
67	The resurgence of the church. Younger people taking an interest in church activities.	1/8/2022 8:19 AM
68	We have a men's group that meets weekly. We're always looking at ways for the spirit to move us. Currently we're donating much to Siena Francis House. We've given much in time and money to whatever shows up on our radar.	1/8/2022 6:45 AM
69	I have no idea what this question is asking.	1/7/2022 10:00 PM
70	Serving the community at large	1/7/2022 9:32 PM
71	Working with our youth and young people to help them see that God is part of their daily lives.	1/7/2022 4:52 PM
72	Our youth programs and our involvement in ecumenical ministry.	1/7/2022 4:39 PM
73	Community outreach	1/7/2022 2:40 PM
74	Being a city - taking care of all kinds of people	1/7/2022 2:37 PM
75	Our youth outreach programs.	1/7/2022 1:52 PM
76	Discerning and asking how we are being called by God to serve our community	1/7/2022 11:51 AM
77	Young people returning to worship on their own, even without parents	1/7/2022 11:39 AM
78	Growing closer to God	1/7/2022 11:19 AM
79	A bit disappointed in our local setting - we do support a food bank, trunk-or-treat, Thanksgiving baskets - but these all seem very 'safe' choices. I would like to see more outreach to other communities that need our help.	1/7/2022 9:58 AM
80	Retired and not directly involved in ministry. Have been isolated from congregational life due to pandemic as well.	1/7/2022 9:50 AM
81	Meeting the needs of our members whose voice is weakest and typically not heard.	1/7/2022 9:27 AM
82	Caring for basic needs of neighbors, messages of hope and blessings, helping immigrants, and supporting others.	1/6/2022 9:01 PM
83	relationship building with community mission partners	1/6/2022 7:58 PM
84	Use of PMA's and lay people in local church.	1/6/2022 7:56 PM
85	Not able to be involved right now but youth ministry is going strong.	1/6/2022 2:06 PM
86	Our outreach programs: The Kids' Cupboard and the Closet.	1/6/2022 1:33 PM
87	Building a sense of community in the neighborhood around the congregation. Embracing the Lincoln Literacy program and the community it serves within our building each week. Our cause of the month program helps us support many local agencies that are at work helping out in the community as well. This too, is very exciting.	1/6/2022 11:29 AM
88	Creative ways of worship and education that are safe and inviting to current and new members	1/6/2022 10:13 AM
89	Pastor, Deacon, PMA, TEEM call	1/6/2022 10:02 AM
90	for me, time to connect with local mission	1/6/2022 9:59 AM
91	Outreach into the community	1/6/2022 9:39 AM
92	Outreach to people who financially or physically need help	1/6/2022 8:41 AM
93	The mission project that are outside of our four walls with those in need of nutrition and daily material to survive.	1/5/2022 9:24 PM
94	Working with other area local churches on projects for the less fortunate	1/5/2022 9:23 PM
95	Helping lower income families, reaching both youth and elderly	1/5/2022 9:22 PM

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96	Community outreach.	1/5/2022 8:52 PM
97	Bible studies, Wednesday night suppers, church services that are open and welcoming to anyone.	1/5/2022 7:24 PM
98	I am pleased that we are trying to do fewer things very well, rather than many things just so-so.	1/5/2022 7:04 PM
99	Locally, it is at times challenging for members to see mission opportunities beyond the membership. Those "aha" moments when they realize the gospel does not geographical or relational limits!	1/5/2022 6:56 PM
100	I really like the work that is done in crisis situations around the world. Lutheran World Relief is a very respected source to give money to	1/5/2022 6:16 PM
101	The outreach events that we have make me excited. We need to be visible in our community.	1/5/2022 6:08 PM
102	The need for better communication is paramount.	1/5/2022 5:27 PM
103	Finding ways to help all whom need help	1/5/2022 5:24 PM
104	Social service engagement	1/5/2022 5:19 PM
105	Some opportunities are available for food ministries.	1/5/2022 5:17 PM
106	Empowering members to reach outside their comfort zone and help clothe, feed and encourage others in the Lincoln area is a great a joy, especially when working with Middle and High school students.	1/5/2022 4:55 PM
107	LWR projects	1/5/2022 4:47 PM
108	Reaching out to those in need.	1/5/2022 4:31 PM
109	feeding/clothing the needy through local food pantry and Bellevue Together organizations	1/5/2022 4:28 PM
110	Local work at our mission and food bank	1/5/2022 4:20 PM
111	Feeding the hungry and providing diapers for babies living in poverty	1/5/2022 4:01 PM
112	Our church is in heavy decline thanks to the actions of the outgoing Bishop. There is not much to be excited about. He deeply wounded our congregation, and I'm not sure it will survive.	1/5/2022 3:58 PM
113	Worshipping in person. Even though in numbers we have shrunk there seems to be a greater sense of discipleship.	1/5/2022 3:47 PM
114	Reaching out to people who need us who have so much. Souls and physical needs.	1/5/2022 3:46 PM
115	Inclusiveness	1/5/2022 3:19 PM
116	our service to others	1/5/2022 2:42 PM
117	Worship and community outreach	1/5/2022 2:42 PM
118	For me, its using our abundance of resources (money, materials, time, and skills) to advocate for loving our neighbor.	1/5/2022 2:38 PM
119	Outreach to community	1/5/2022 2:16 PM
120	Being the hands and feet of Christ to all ages of members.	1/5/2022 2:15 PM
121	Local mission work	1/5/2022 2:14 PM
122	Emerging partnerships within the community and other denominations/congregations. Re-visioning multipoint parishes from foundations based on finances to the development of shared mission.	1/5/2022 1:55 PM
123	Interpersonal relationships, Active social ministry. Well trained, intelligent, knowledgeable Clergy.	1/5/2022 1:47 PM
124	Social justice. Reaching new people.	1/5/2022 1:47 PM
125	Music ministry and global missions.	1/5/2022 1:27 PM
126	Serving the poor with love and compassion	1/5/2022 1:18 PM
127	Food pantry, helping new immigrants.	1/5/2022 1:13 PM
128	Larger and more in depth view of scripture and mission work both local and global.	1/5/2022 1:04 PM
129	Local charities and Synod support	1/5/2022 1:01 PM
130	community outreach; youth ministry programs	1/5/2022 12:55 PM
131	Ability to provide pulpit supply for others	1/5/2022 12:54 PM

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132	visibility in the community	1/5/2022 12:49 PM
133	Helping others not members as well as our members	1/5/2022 12:43 PM
134	Very little is exciting in regards to what is happening in our congregation right now.	1/5/2022 11:59 AM
135	Working to involve youth in the ministry of the church	1/5/2022 11:48 AM
136	Civic engagement and leadership in small rural communities. Ecumenical partnerships with schools to minister directly to families in times of need like backpack food programs, crisis response, and anti-bullying work. Seeing politically conservative neighbors and members find themselves doing the work of justice and equity, and being stretched to welcome people that are different than themselves. This has helped to heal some of the public and nasty vitriol and division.	1/5/2022 11:43 AM
137	It's all about welcoming people to the table and giving them voice and an ability to impact the world in the way God called them to.	1/5/2022 11:32 AM
138	Financial aid to local communities	1/5/2022 11:30 AM
139	Continuing to educate and be a relevant part of the community and meet the needs of the members and all who look to us for guidance and meaning	1/5/2022 11:29 AM
140	Support of Genesis House, backpack program, and our own sponsored missionary.	1/5/2022 11:11 AM
141	Inclusiveness. Demonstrations of love to everyone....even "non-Lutherans"! ☺	1/5/2022 11:09 AM
142	Ecumenical Worship and service, factoring in the Chaplaincy to all faiths and denominations.	1/5/2022 11:06 AM
143	Space for honest questions and wondering- about what God might be up to now and what God might be inviting us into next. The pandemic and uncertainty are calling us to wonder- and to hold space to wonder and experiment with intention, which creates room for innovation and to sense actively and presently new ways that God might be calling us forward to further God's mission of sharing the Word and truth of grace, love, peace, justice, reconciliation, welcome, and promise.	1/5/2022 11:03 AM
144	Service to the homeless and economically disadvantaged.	1/5/2022 10:53 AM
145	The partnership of PMA (authorized and unauthorized) and the rostered leaders	1/5/2022 10:52 AM
146	Learning about who our neighbors are and what they bring to our community.	1/5/2022 10:46 AM
147	serving those in need by missions trips with you and working with Open Door Mission	1/5/2022 10:46 AM
148	Engaging with the community, finding ways to be visible and active in the area beyond the church, sustaining spirituality and intentional ministry.	1/5/2022 10:46 AM
149	Better financial security	1/5/2022 10:45 AM
150	The opportunity to partner with God in what God is up to in our communities--empowering NE Synod congregations to reorient themselves beyond survival, but as an integral body of Christ in their community and state and world that God needs	1/5/2022 10:40 AM
151	Connecting our people to a vibrant living faith with Jesus. Seeing God in their every day walk.	1/5/2022 10:40 AM
152	Welcoming all people. Have folks invite other folks into their established circles of relationship.	1/5/2022 10:40 AM
153	To be able to access the larger scope of the Synod's ministry.	1/5/2022 10:39 AM
154	Community ministries--community garden, loads of love, assisting local organizations with hunger and basic human needs	1/5/2022 10:38 AM
155	Helping people in my own community.	1/5/2022 10:37 AM
156	Anything outside the four walls of the building	1/5/2022 10:29 AM
157	Helping younger people discover Jesus.	1/5/2022 10:28 AM
158	Having those in the community involved in activities.	1/5/2022 10:25 AM
159	Collaborative partnerships excite me but we lack the motivation to make them work. I see lots of service projects and good works but not sure we understand accompaniment because we still like to be in our own comfort zone and are quick to see the world through "them-us" lenses.	1/5/2022 10:16 AM
160	Actually helping others by feeding them, clothing them, giving them shelter.	1/5/2022 10:15 AM
161	I'm both excited and compelled by the challenge of pastoring at Nebraska Medicine. Supporting patients, families, and staff is both an honor and a challenge as we deal with new life, illness , and end of life challenges.	1/5/2022 10:12 AM
162	I am excited to see the way congregations in this community work together to serve those in need. We actively communicate to limit duplication of services, and members of many	1/5/2022 10:06 AM

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	congregations come together to help at ecumenical events.	
163	standing in the purple zone and showing love to all God's people; it confuses folks who are used to the us vs them mentality	1/5/2022 10:03 AM
164	We are a "secondary city" for refugee populations and a lot of immigrants, so these are important to me. We are also a city with strong rural/agricultural connections, so to see and hear of advocacy on behalf of farmers as well as meat processors would be great. Also, getting more regular in terms of ecumenical participation.	1/5/2022 10:01 AM
165	Our congregational community's attachment to Sullivan Hills. We need to understand how to minister to the younger members of our community.	1/5/2022 9:55 AM
166	Reaching out in local missions such as the start of a fully-stocked food pantry and the availability of such to everyone in need.	1/5/2022 9:54 AM
167	Nothing at the moment.	1/5/2022 9:53 AM
168	being the face of Jesus when helping the needy with food and clothing and sharing the Gospel with all .	1/5/2022 9:51 AM
169	My local setting works to imagine and implement how our faith extends into the world. We seek to serve those not in the church and to extend conversation about faith into the public square.	1/5/2022 9:48 AM
170	Working with the local food pantry with other area churches	1/5/2022 9:48 AM
171	book study	1/5/2022 9:39 AM
172	Welcoming new people to our community and our church. That is the only way we will survive. I know this irks our "foundational families" that don't like new people.	1/5/2022 9:35 AM
173	ongoing Word and Sacrament helping ministries	1/5/2022 9:34 AM
174	Finding authentic ways to worship God and serve our neighbors	1/5/2022 9:32 AM
175	Being the church to the community	1/5/2022 9:31 AM
176	That our small mission share matters in the world.	1/5/2022 9:31 AM
177	Outreach-teaching the congregation to think outside of themselves.	1/5/2022 9:25 AM
178	I'm very excited about the movement with the DART community betterment. I can't wait to see how we can make our city more just.	1/5/2022 9:17 AM
179	We do many local missions that we can see the people being helped right in our own community.	1/5/2022 9:17 AM
180	Youth and young adult ministry	1/5/2022 9:12 AM
181	growth spiritually in the entire community. there seems to be a huge need to minister to those who live "on the other side of the tracks"	1/5/2022 9:10 AM
182	Help for low income/no income families	1/5/2022 9:08 AM
183	reaching out to the community in service, connecting with families, providing ways to connect the church and community	1/5/2022 9:06 AM
184	We continually look for ways to reach out among the community and bring Christ to people.	1/5/2022 9:06 AM
185	Reaching out to serve those less fortunate locally and through Lutheran Disaster relief	1/5/2022 9:04 AM
186	Deep need to grow relationships within congregation and to connect with young people, to be church in the community, to address the needs of a confused culture—mediating divides	1/5/2022 8:54 AM
187	Experiencing people growing closer to their God.	1/5/2022 8:53 AM
188	Confirmation	1/5/2022 8:44 AM
189	Habitat for Humanity. Homelessness.	1/5/2022 8:43 AM
190	feeding people's minds, bodies, and Spirits	1/5/2022 8:41 AM
191	Evangelism	1/5/2022 8:28 AM
192	The partnerships congregations have with local schools, the creativity with regard to Faith Formation and worship life online and in person through the pandemic. Most especially, the heart congregations have for welcoming new comers to the U.S., and efforts to get to know their neighbors more deeply.	1/5/2022 8:25 AM
193	Define mission	1/5/2022 8:24 AM
194	Living with this community and sharing where God is working in rural Nebraska because God is	1/5/2022 8:12 AM

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	here doing new things.	
195	Our outreach to the hungry and homeless.	1/5/2022 8:12 AM
196	I like mission work (local, domestic and abroad) I like partnering youth, adults and working with the Methodist church and with my university and church to do missions	1/5/2022 8:10 AM
197	The collaboration between ecumenical partners.	1/5/2022 8:10 AM
198	Our congregation has a very active plan for charity work- Friendship Home, Veterans, Food Bank, etc.	1/5/2022 8:05 AM
199	The local. Backpack program. Senior citizens	1/5/2022 7:48 AM
200	Vision Team acting on ideas to connect people both within the congregation and throughout our community	1/5/2022 7:44 AM
201	Our mission is right outside our door. We do what we can to serve those in need in the community. The numbers of people needing to be served are increasing in the surrounding community, but the numbers of servants are declining. This we know and have known for some time. The most exciting thing for our congregation is that we are performing more baptisms than funerals, and that some young families are beginning to attend services more regularly. Currently we have a larger, and more participatory Sunday School than we have had in a decade. This due to a few dedicated people in the church that believe that the children deserve a great program in which to learn about the Trinity.	1/5/2022 7:21 AM
202	Stewardship of creation and being a faithful and bold actor with others working for climate change solutions.	1/5/2022 7:20 AM
203	Parish Ministry Associates making it possible for smaller congregations to keep worshipping.	1/5/2022 7:17 AM
204	Lutheran world relief	1/5/2022 7:14 AM
205	Discipleship, Relationship building for the sake of God, Leadership cultivation, Serving the needs of the community	1/5/2022 7:06 AM
206	Vocational blessing- which is locating the primary ministry of the church in the daily lives of people. Plus our educational and spiritual development efforts among the congregation.	1/5/2022 6:59 AM
207	Our congregation is very mission focused and has developed several ministries focused on meeting needs in the local community and the world beyond. We are also sponsoring several Afghan families in partnership with LFS.	1/5/2022 6:58 AM
208	Local congregation is doing a super job of building relationships, encouraging in faith---recently lay-written daily Advent devotions.	1/5/2022 6:27 AM
209	Always reaching out to people in need.	1/5/2022 5:40 AM
210	the outreach and services that are provided to the community and the worship.	1/5/2022 5:12 AM
211	Feeding/caring for needy	1/5/2022 5:05 AM
212	Keeping the doors open and looking for ways to attract attendees.	1/5/2022 4:54 AM

Q8 What are the biggest challenges facing your congregation today?

Answered: 226 Skipped: 16

#	RESPONSES	DATE
1	expenses	1/20/2022 8:24 AM
2	Whiteness, Privilege, Politics that divide, Lack of connection and conversation, Lack of members and especially young people, difficulty finding a vision in the midst of the pandemic	1/19/2022 4:37 PM
3	age , membership and money	1/19/2022 1:53 PM
4	Declining membership, declining contributions, pandemic fatigue, lack of in-person community brought on by pandemic	1/19/2022 12:39 PM
5	Decline in attendance, Leadership and involvement.	1/19/2022 10:49 AM
6	People want to lay claim to an active faith community without rolling up their sleeves occasionally to help with the work that entails. As the 10% that "do everything" are aging or burning out, there are few, if any, new leaders stepping up (or perhaps even being developed) to fill those voids. The church at all levels has been far too focused on attendance thinking that leaders would also caught in the net if it were just cast wide enough. That mindset has become outdated since it peaked in the 1950's. I don't know what the answer to this problem is, but I want a bishop that not only recognizes the problem but is also willing to roll up the sleeves of the Synod office to get out there and work with congregations to staunch the bleeding that apathy has become. In some ways, I think that the Synod office has forgotten that they not only lead the clergy but all of the ELCA in Nebraska. Step up and lift the bushel basket that has been covering your light.	1/19/2022 9:49 AM
7	Pastoral call.	1/19/2022 7:34 AM
8	As one of the largest congregations in the NE Synod, it's important to keep members engaged and active in the congregation and broader church. People can hide in a large congregation and miss out on opportunities to grow and share their faith. We can also be ignorant of the needs and challenges of the many small congregations in our synod.	1/18/2022 10:20 PM
9	Continued faithful transparency and worship without a pastor.	1/18/2022 9:28 PM
10	Getting members back to the church	1/18/2022 8:28 PM
11	I would like more people to be involved in Bible Study...I feel there is a real lack of knowledge about what is in the Bible and what we are called to do as the body of Christ.	1/18/2022 6:41 PM
12	the lack of numbers lack of musicians we have persons with visions and desires to serve but age is reducing abilities	1/18/2022 4:10 PM
13	Pastor's lack of leadership, loss of church staff (4) within the year, attendance and loss of members, finances, mostly due to change of pastoral leadership	1/18/2022 2:58 PM
14	COVID. A lack of an ability to hire and/or call the next generation of leaders.	1/18/2022 2:50 PM
15	Money, not just as needed to support ministry, but as a distraction.	1/18/2022 2:39 PM
16	Unity and community for the sake of sharing the Good News. We are stuck in polarization and the past.	1/18/2022 2:28 PM
17	Financially doing okay. Need help in meeting needs to inspire mission.	1/18/2022 1:44 PM
18	We are a tiny congregation (under 90 members) and there is a lot of anxiety about how much longer they'll be able to support a full time pastor. We had several members die or leave in the last two years, and those who are left are worried -- and many of them getting burned out because there's such a small pool of volunteers to draw from.	1/18/2022 12:39 PM
19	Declining attendance and donations. Our recent pastor did not embrace the previous contemporary style of music and worship service in place when she arrived and our attendance has continued to decline. She does not realize that worship can be other than "rote" liturgy and hymns/organ music.	1/18/2022 11:30 AM
20	Getting more young families and getting a pastor.	1/18/2022 11:02 AM
21	Aging declining membership.	1/18/2022 10:42 AM
22	Providing what people need for spiritual growth and connecting with one another	1/18/2022 10:23 AM
23	Keeping young families and youth actively involved and learning Gods word and purpose	1/18/2022 9:17 AM

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	through greater understanding of the Bible.	
24	We are in a tiny town and it's not going to get any bigger.	1/18/2022 9:08 AM
25	Getting a strong leader to energize our congregation and get members back to church	1/18/2022 8:58 AM
26	Fewer and fewer people are willing to lead and willing to do--or even attend	1/18/2022 7:50 AM
27	Getting ahead of the current change curve brought about by societal (and beleiver's) departure from the Church (read: organized religion) and finding normal, natural ways to engage people in faith.	1/18/2022 7:14 AM
28	Member drop off	1/18/2022 6:50 AM
29	With the pandemic, finding unique ways to keep people safe and yet still meet. Not overloading our pastor and faith formation director.	1/18/2022 4:55 AM
30	Pandemic related attendance issues.	1/17/2022 9:49 PM
31	Getting folks back to church. Getting volunteers.	1/17/2022 5:04 PM
32	pandemic, mental health crises among young adults	1/17/2022 4:51 PM
33	Spiritual growth & reaching into the community.	1/17/2022 11:27 AM
34	Finding a pastor Growing our congregation	1/17/2022 10:45 AM
35	Numbers are dwindling due to the aging of the population as well as the timing of the pandemic. Everyone seems to be in survival mode.	1/17/2022 9:42 AM
36	Being relevant in a culture that doesn't find meaning there.	1/16/2022 12:28 PM
37	We are sharing a weekend PMA with two other congregations and are starved and hungry for pastoral leadership. Our last "called" Pastor kinda ghosted us and provided very little pastoral care to the congregations. Our recent part-time Interim Pastor had health and family issues which limited her ability to serve. Now we are waiting for the call process which is compromised with the shortage of available Pastors. Thankfully we have been blessed with finding pulpit supply from various sources for Sunday worship and funerals. It is tragic that we have recently lost several retired pastors who still had so much to offer to the Church.	1/15/2022 5:22 PM
38	Lack of commitment of young families/competition with sports.	1/15/2022 7:27 AM
39	Growth of middle and young demographics to continue ministries	1/14/2022 1:30 PM
40	attendance and dealing with the variety of opinions that Covid has produced.	1/14/2022 12:51 PM
41	Coming back to church.	1/14/2022 12:01 PM
42	Getting current members/friends of the congregation more active than only on Sunday mornings.	1/14/2022 11:23 AM
43	Lethargy, spiritual laziness, ministers stuck in ruts	1/13/2022 9:03 PM
44	Finding enough willing volunteers to be council and committee members. Re-growing our attendance to at least pre-Covid levels. Learning how to be tech smart enough to draw younger members to be involved.	1/13/2022 4:59 PM
45	We have a crisis of identity. Our services no longer match the needs of our communities (generally speaking).	1/13/2022 2:18 PM
46	Reaching more people with the Good News that offers hope in today's world. Dwindling attendance and volunteer fatigue.	1/12/2022 6:58 PM
47	1) The supply of ordained and lay ministers, including interims and pulpit supply. 2) Understanding the real purpose of a church -- making disciples for Christ. 3) Many ministers are burning out, stretched too thin, working an unhealthy amount of hours, not taking PTO. 4) Unrealistic expectations (hours etc) of ministers. 5) Affordability of ordained ministers.	1/12/2022 3:10 PM
48	Finding one another, and finding our footing after Covid (while in covid). Seeking to be hybrid self-aware and open to letting go of things that haven't been working.	1/12/2022 3:09 PM
49	Priorization of time from members; especially youth, and young family parents. Defining what our new normal is.	1/12/2022 2:45 PM
50	To grow when communities themselves are not. To be "politically neutral" when politics bring such divisiveness. Focusing on the gospel - and how God in Christ wants us to live - and not what politicians say how to live.	1/12/2022 10:47 AM
51	Covid and its impact on worship and involvement	1/12/2022 10:21 AM
52	1. Defining our "new normal" as we progress through the pandemic (i.e. worship patterns, giving patterns, volunteer commitments, etc). 2. Working through the Call Process due to the	1/11/2022 5:02 PM

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upcoming retirement of our Senior Pastor. 3. Helping our congregation see how we can work together to discuss local issues/social concerns rather than allowing these topics to become polarizing.

53	Aging membership. Small sizes makes it less likely that younger families will join as they generally want to go where there are other young families.	1/11/2022 3:13 PM
54	Many of my parishoners would say "people aren't coming back," but I would re-frame it. I would say the biggest challenges are processing grief, creating meaningful worship experiences, and being present with one another when we're all so worried.	1/11/2022 11:16 AM
55	Reaching families with children. For many reasons the congregation has suffered a great deal of attrition in child/youth & family ministry. High turnover of staff. Money conflicts. etc. - I am convinced however, there are plenty of families with children not part of any church... How can we discover/meet their needs?	1/11/2022 11:01 AM
56	Of course, Covid continues to hinder, at least to a certain degree, the gathering and the ability to reach out, but it has also encouraged new and creative ideas.	1/11/2022 10:51 AM
57	an anxious community...are we slowly dying?...most of us are old...	1/11/2022 12:11 AM
58	Trying to be faithful to the Gospel while dealing with a membership divided politically	1/10/2022 8:55 PM
59	Financial. Need of resources. Socio political situation.	1/10/2022 7:48 PM
60	Apathy of young families or young families more interested in glitzy, high tech worship services without being involved in a faith community	1/10/2022 3:31 PM
61	As I said, survival. We do an enormous amount of charity for our small size and it would be a shame if we couldn't continue. Another problem is the lack of younger people nearby. Average age must be over 60 now.	1/10/2022 3:22 PM
62	Finances	1/10/2022 11:49 AM
63	Welcoming and encouraging of participation	1/10/2022 11:29 AM
64	Lack of younger members	1/10/2022 10:17 AM
65	The synod and a few sour faces locally ran off our pastor and their family.	1/9/2022 9:32 PM
66	Membership retention. People are leaving ELCA and looking at other options because of it becoming more and more liberal.	1/9/2022 5:14 PM
67	participating members. Young families, in particular, are drawn to other things in their lives. Those things take priority over Sunday morning.	1/9/2022 1:53 PM
68	Understanding the root causes of the problems that put people in situations of need.	1/8/2022 8:16 PM
69	How best to be safe and continue the ministry we have.	1/8/2022 7:57 PM
70	aging membership, declining population, paternalistic dogma	1/8/2022 12:39 PM
71	Involvement and attendances.	1/8/2022 8:19 AM
72	Aging congregation.	1/8/2022 6:45 AM
73	Young families want their kids to learn about God and Jesus, but don't attend worship. Stewardship. Nurturing inter-generational relationships.	1/7/2022 10:00 PM
74	Stagnation	1/7/2022 9:32 PM
75	Attendance. Belief in the church as a grounded space that isn't whimsy to whatever seems popular by social trends.	1/7/2022 5:40 PM
76	Helping people in the community see the relavance of God and working on the mission in our local church communities.	1/7/2022 4:52 PM
77	being able to call an ordained pastor. working to encourage those who feel called to ministry to check out the PMA program.	1/7/2022 4:39 PM
78	People willing to engage in active mission	1/7/2022 2:40 PM
79	People who have left in the last year. Pastor search	1/7/2022 2:37 PM
80	Numbers and giving	1/7/2022 1:52 PM
81	Having people in church	1/7/2022 12:29 PM
82	Disagreements on ethical and political issues	1/7/2022 11:51 AM
83	releasing worshippers from the comfort of livestream worship and a return to the building to once again be in communion with others.	1/7/2022 11:39 AM

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84	COVID	1/7/2022 11:19 AM
85	The congregation seems to care more about how it 'looks' (nice building, coffee bar offerings) than getting out and supporting communities in need; I sense a feeling that poor people 'deserve' their status, and that those of us with higher salaries and better homes are somehow deserving of these things, rather than seeing them as gifts we should share. I would like to see our congregation get more involved with the community, reach out to churches in underserved communities and really get to know and understand what their struggles are. Invite them to dinners at our church, and vice versa. Unless we can see people in underserved communities with hopes and fears similar to our own rather than the 'others' (and all the negative connotations that are wrapped up in the 'others')- we will never get our congregation out of their comfy padded pews and into the sometimes uncomfortable work we are called to do. Dare I say - we need to be knocked off our pedestals and get outside of our pristine suburban church. I am also very, very concerned about Christian nationalism - which I see creeping into a few conversations.	1/7/2022 9:58 AM
86	(same as #7)	1/7/2022 9:50 AM
87	Lack of Synod support, both spiritually and financially; not being heard or valued by the Synod.	1/7/2022 9:27 AM
88	Being able to meet without the feeling that you're risking the spread of COVID.	1/6/2022 9:01 PM
89	Finding a new senior pastor for our large congregation because our senior pastor is retiring	1/6/2022 7:58 PM
90	Healing	1/6/2022 7:56 PM
91	See #6 above	1/6/2022 2:06 PM
92	A minister who should never have been ordained.	1/6/2022 1:33 PM
93	The innovation of other churches that preach and teach a message that contradicts the message of the Gospel preached here, the prevalent voice of conservative christianity (I refuse to capitalize this title or recognize it as Christian) that both makes congregation members doubt our churches leadership, and leads to an apathy in which we simply give up on faith all together. I think probably the answer to preventing this is every day Bible Study and family devotions...and yet both are a struggle to achieve.	1/6/2022 11:29 AM
94	The public, politicized actions of the ELCA at the national level are a continuing, ongoing scandal to my congregation.	1/6/2022 11:28 AM
95	Searching for new minster in call process	1/6/2022 10:13 AM
96	Leadership	1/6/2022 10:02 AM
97	re-engaging with people from isolation	1/6/2022 9:59 AM
98	Resources, both people and finances. We are trying to do more with less	1/6/2022 9:39 AM
99	Need more regular attendance. Quite a few families come when there aren't any sports events or other school activities on the weekend.	1/6/2022 8:48 AM
100	Increasing membership and youth activities and involvement	1/6/2022 8:41 AM
101	Getting younger members to be more active. There's a desire to sing more contemporary music, but no one willing to make it happen.	1/6/2022 8:08 AM
102	Bring the members back to worship and experience the holy spirit in their heart to be a part of the big picture of the church.	1/5/2022 9:24 PM
103	COVID! Keeping the church relevant when gatherings are infrequent at best	1/5/2022 9:23 PM
104	Church attendance numbers dwindling. Sports activities keeping families too busy to come. Congregation getting older. Lack of pastors to take over ours who is retiring.	1/5/2022 9:22 PM
105	Diminishing attendance due to Covid and lessening commitment of younger people to church attendance and participation.	1/5/2022 8:52 PM
106	Declining attendance (though our giving has remained positive), keeping youth active in church services/activities	1/5/2022 7:24 PM
107	A lack of "mid aged" adult active members. We have the early 30's and the old members, with a weakness in between.	1/5/2022 7:04 PM
108	Finding our way after (or still in) the pandemic. Everything has changed but not sure people realize this is prime time for the church to also make changes. To lead people to see clearly the world we live in and then respond appropriately.	1/5/2022 6:56 PM
109	The covid issue has caused more people to stay at home to worship. Sports programs on weekends keep the kids out of Sunday school. There are so many distractions to keep people from worship.	1/5/2022 6:16 PM
110	Attendance, engaging our youth, being relevant and preaching God's word. Having the tough	1/5/2022 6:08 PM

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	conversations.	
111	Recognizing the changing context and seeing new possibilities. Being creative about being church.	1/5/2022 5:27 PM
112	not willing to merge	1/5/2022 5:24 PM
113	Engagement beyond core constituency	1/5/2022 5:19 PM
114	Lay leadership. Competition with sports activities. Lack of interest or need to worship.	1/5/2022 5:17 PM
115	Helping members remember that lesser gods like sports, children's athletics, power, status, etc., do not lead to life; and that it is ok to make a growing relationship with God a top priority. And then there is the normal list of membership, viruses, technology, budgets, etc.	1/5/2022 4:55 PM
116	Hiring good pastor and staff. A huge debt.	1/5/2022 4:47 PM
117	Families with busy schedules who have conflicts on Sunday mornings and Wednesday evenings.	1/5/2022 4:31 PM
118	ongoing struggles with COVID restrictions and how they effect when, where, and how we can meet and share communion	1/5/2022 4:28 PM
119	Not having commitment from prospective pastors. We are in the call process again after 3 very short years. This is killing small congregations.	1/5/2022 4:20 PM
120	Maintaining connections with those must or who choose to only worship online. Discerning our call to outreach in our community and engaging in the work to make it a reality.	1/5/2022 4:01 PM
121	Too many to list--- declining attendance, declining giving, less participation, low energy, high debt. As I mentioned, the Bishop is directly responsible for the trajectory of our church in the last five years. We are currently searching for a pastor and desperately need a strong leader that can re-energize us and revitalize our mission. The congregation never healed following the firing of a previous pastor. So the congregation and council are on separate paths. We need some unity and get on the same page for who we are and what we want to be, moving forward.	1/5/2022 3:58 PM
122	Shrinking numbers. Congregations close by with no pastors. Finding ways to serve in the community.	1/5/2022 3:47 PM
123	Retaining members. Providing support and education for diverse individuals on their own spiritual journeys.	1/5/2022 3:46 PM
124	Centering faith in a divisive culture	1/5/2022 3:19 PM
125	Calling a new pastor, keeping our youth involved.	1/5/2022 2:57 PM
126	lack of respect of our church and faith in God	1/5/2022 2:42 PM
127	Following the pandemic convincing members to return to corporate worship when they may have gotten used to not doing so.	1/5/2022 2:42 PM
128	Competing with every other activity families are involved in outside of church.	1/5/2022 2:38 PM
129	Loss of membership, covid encouraging young people to be involved	1/5/2022 2:16 PM
130	Renewed vitality. Covid brought on complacency.	1/5/2022 2:15 PM
131	Finding a new senior pastor Reaching out to our expanding neighborhood Building back after COVID restrictions	1/5/2022 2:14 PM
132	One of the two congregations I serve has an embedded history of "ministry for themselves" or fellowship activities that do not incorporate faith into their planning. They also have a resistance to external guidance.	1/5/2022 1:55 PM
133	Decline in overall church attendance. Lack of interest in any form of religion. Pandemic.	1/5/2022 1:47 PM
134	Focusing on mission, reinventing ways to do ministry.	1/5/2022 1:47 PM
135	Aging congregation, lots of Pastoral and staff changes, downtown location	1/5/2022 1:27 PM
136	Maintaining love and compassion	1/5/2022 1:18 PM
137	Lutheran values and doctrine being watered down till we are just another Sunday morning social club.	1/5/2022 1:13 PM
138	Don't have enough knowledge to answer this.	1/5/2022 1:04 PM
139	Attendance and money	1/5/2022 1:01 PM
140	declining membership and worship attendance	1/5/2022 12:55 PM
141	Membership shrinking and aging. Lack of new volunteers	1/5/2022 12:54 PM

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142	try to do too much	1/5/2022 12:49 PM
143	Attendance down, streaming is good, but cannot replace in-person worship	1/5/2022 12:43 PM
144	Leadership, vision and care	1/5/2022 11:59 AM
145	Lack of leadership and vision at the local level	1/5/2022 11:48 AM
146	Aging members unwilling to learn technological approaches in order to implement new best practices for church administration. Without the budget to hire an administrator, more and more... and more... comes on to my plate. Volunteer "burnout" as many "age out" of being able to be as active as they have been, doing certain church 'jobs' for 30+ years, and the difficulty in letting new and excited volunteers step in to take the reins. So, largely, navigating that "letting go" process and embracing change, be it events, technology, mindset, etc., that is hindering growth in many different ways.	1/5/2022 11:43 AM
147	There are people that think empowerment means controlling all aspects of the process. The logic is about creating an environment that makes empowerment possible, but when you rake the garden too much, you work against empowerment and run the risk of stealing congregational autonomy and engagement.	1/5/2022 11:32 AM
148	covid	1/5/2022 11:32 AM
149	Keeping the "spark" going after Covid 19; assured financial support for the local church	1/5/2022 11:30 AM
150	The separation that has occurred because of the pandemic and recreating the connection that existed before	1/5/2022 11:29 AM
151	People no longer seem to care as much about church attendance as they did prior to Covid. The ensuing restrictions imposed by the disease has brought some positive changes such as live streaming services. However, some will substitute streaming for regular church attendance.	1/5/2022 11:11 AM
152	Limited growth	1/5/2022 11:09 AM
153	The cycles of saying goodbye, either to someone who has passed, is passing, or needs a higher level of care.	1/5/2022 11:06 AM
154	Uncertainty and challenges in planning- not being able to get a great handle on what the next 6-18 months look like given transitions (potential transitions of relationships and roles) and uncertainty with pandemic, etc.	1/5/2022 11:03 AM
155	A hyper focus on unimportant things like the 3C's in the constitution.	1/5/2022 10:53 AM
156	Lack of growth(rural); low attendance *(about 7 families carry the financial responsibilities); lack of anyone stepping out to lead...dependent upon "everyone knows what to do"....or "someone will get it done" or "we have always done it this way/everyone knows what to do"	1/5/2022 10:52 AM
157	Listening to all the crap coming out of the ELCA. All about Race, Climate Change, bunch of Liberals', covid, masks, shots Gays, gender benders, and the big one, Abortions!. Sick of the BS! It is the Devils work, and we don't pay attention to it! We are to FEAR and Love God , not change God, so we FEEL better. We were a hundred times better in the ALC.	1/5/2022 10:49 AM
158	Disengagement of some families	1/5/2022 10:46 AM
159	re-engagement after the pandemic, how to facilitate members back into the church and help process how the pandemic has impacted lives and congregations	1/5/2022 10:46 AM
160	Insulation to the greater community. Lack of visibility. Aging membership. Eroding stewardship to sustain goals.	1/5/2022 10:46 AM
161	Getting people to attend worship services	1/5/2022 10:45 AM
162	Post-Quarantine shut down recovery--in person gathering numbers Finding ways to talk about the divisions that politics has created	1/5/2022 10:40 AM
163	Rising Costs and lower income coming in. People anguishing and languishing due to Covid.	1/5/2022 10:40 AM
164	Percentage of members who are active. Low attendance. Stagnant budget.	1/5/2022 10:40 AM
165	detachment, remoteness, apathy, and the sense of being overwhelmed by today's challenges and demands.	1/5/2022 10:39 AM
166	Getting new people to buy into church in general and getting them involved and fully engaged in meaningful ways	1/5/2022 10:38 AM
167	Low church attendance.	1/5/2022 10:37 AM
168	Irrelevance in our community	1/5/2022 10:29 AM
169	Attracting new members	1/5/2022 10:28 AM

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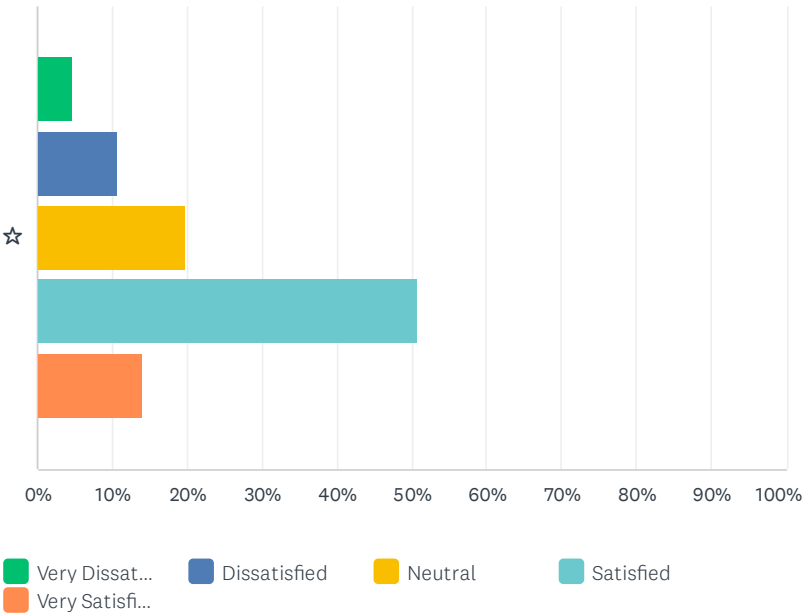
170	Paying the bills and the failure of the ELCA in providing leadership.	1/5/2022 10:25 AM
171	Fear of the unknown and the idea that we cannot take a risks limits our work. We are worried about finances, numbers and maintaining what is comfortable.	1/5/2022 10:16 AM
172	I know that the answer seems like it SHOULD be our declining numbers, but I think the biggest challenge is taking the focus off ourselves and putting the focus on others. JOY is Jesus first, Others second, and Yourself last.	1/5/2022 10:15 AM
173	My "congregation" is deeply challenged does not have enough staff to meet the challenge of providing healthcare for increasing numbers of people who come to us for care. The hospital is often full, with patients waiting for beds in rooms.	1/5/2022 10:12 AM
174	Both congregations I serve are very elderly. We have no children and no young families. We face budget shortfalls every year and continue to exist by draining decades-old reserves. We have aging facilities that are not well utilized and lack the physical strength to maintain them properly.	1/5/2022 10:06 AM
175	covid-19 isolation closing things down	1/5/2022 10:03 AM
176	Connecting those newer to the church with meaningful ministry and getting others to trust them in this. Moving the church more and more into a mindset of lay leadership and away from seeing the staff as the ones that do the work.	1/5/2022 10:01 AM
177	Engaging young families and individuals in our church groups and worship services.	1/5/2022 9:55 AM
178	Falling attendance due to moving out of community, not returning to in-person worship due to the pandemic, ?	1/5/2022 9:54 AM
179	The congregation will be seeking an interim after my leaving later in January. I think they need to address and relearn the concept of the priesthood of all believers.	1/5/2022 9:53 AM
180	leadership, congregation is losing members to larger Church in area, lack of Spirituality of members	1/5/2022 9:51 AM
181	A deep sense of institutional mistrust of the larger church.	1/5/2022 9:48 AM
182	Engagement of members as the pandemic continues, getting volunteers, building intergenerational relationships	1/5/2022 9:48 AM
183	na-I'm retired	1/5/2022 9:39 AM
184	Apathy, negativity, bringing politics into church, not welcoming those new to our community, racism, unwillingness to serve, not having a pastor thanks to a bitter faction within the church, lack of synod leadership.	1/5/2022 9:35 AM
185	aging of active attenders, decreasing numbers	1/5/2022 9:34 AM
186	Lack of hope	1/5/2022 9:32 AM
187	getting volunteers to help with worship and events	1/5/2022 9:31 AM
188	Keeping membership.	1/5/2022 9:31 AM
189	Finances.	1/5/2022 9:29 AM
190	Declining membership	1/5/2022 9:25 AM
191	I think, like many, we are having an identity crisis. Who are we, what are we about, and how can we move into a new way of being without leaving our more traditional members behind?	1/5/2022 9:17 AM
192	We are doing well with these difficult times. We have a wonderful pastor and we are all working together to get through these times. We are feeling spiritually fed every week.	1/5/2022 9:17 AM
193	accepting the new, everchanging world and how people no longer look to a church building to be the centerpoint of their personal faith journey... or look to the church at all to find God's presence in their lives.	1/5/2022 9:12 AM
194	declining memberships.....an ever-widening gap between the haves and the have-nots.....	1/5/2022 9:10 AM
195	Apathy...getting congregants physically engaged	1/5/2022 9:08 AM
196	lack of diversity, lack of staff, lack of participation in congregational life	1/5/2022 9:06 AM
197	We will need to evaluate our ministry organizations to help make them more efficient and conscious of ministry opportunities.	1/5/2022 9:06 AM
198	Regular attendance	1/5/2022 9:04 AM
199	See list above. Add ongoing pandemic Need for genuine innovation Make sure our theology of grace is truly lived out	1/5/2022 8:54 AM
200	Apathy and political divisiveness.	1/5/2022 8:53 AM

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201	aging, low expectations of church	1/5/2022 8:44 AM
202	Declining number of people in the pews. Continued financial support. Increasing costs.	1/5/2022 8:43 AM
203	pandemic fatigue, apathy	1/5/2022 8:41 AM
204	Maintaining a large building/congregational participation and attendance.	1/5/2022 8:28 AM
205	Aging leadership, grumpy people who long for the glory days and keep nagging when things don't measure up to that.	1/5/2022 8:25 AM
206	Unity and believing The Word over worldview	1/5/2022 8:24 AM
207	being able to articulate through words and actions the power of Jesus to change lives, heal, restore and renew in a way that resonates with the community.	1/5/2022 8:12 AM
208	Our biggest challenge is to change the mindsets of certain members to reach out to the above mentioned communities, to change traditions and make new ones.	1/5/2022 8:12 AM
209	We lack a vision and goals of what we want to be and do. We have lots of good things happening, but not much communication and coordination within the church	1/5/2022 8:10 AM
210	People dying and the next generation not putting God as a central part of their lives. People making excuses not to come to church.	1/5/2022 8:10 AM
211	Finding a full time pastor. Paying the wages and benefits required by the Synod. Getting people back to church	1/5/2022 8:05 AM
212	Attendance	1/5/2022 7:48 AM
213	We're closing.	1/5/2022 7:44 AM
214	Getting beyond the desire to have more people in the pews and going back to the way it used to be.	1/5/2022 7:44 AM
215	I believe the answer to this can be seen above in numbers 5-7.	1/5/2022 7:21 AM
216	Alternative "Christian" narratives that are not rooted in the Bible, the Gospel of Jesus, or Lutheran theology. More and more are catechized through media.	1/5/2022 7:20 AM
217	Lack of clergy candidates with call process.	1/5/2022 7:17 AM
218	Lack of young people	1/5/2022 7:14 AM
219	Division, "Christ and..." mentality, Busyness, Distraction, Lack of purpose	1/5/2022 7:06 AM
220	Activating young adults. Worship attendance and communication challenges in Covid. Some hints of financial stress	1/5/2022 6:59 AM
221	For the past 10 years there was a drifting away from principles and organizational structures of the ELCA. Current lay leadership has "forgotten" how things were prior to this time. Now we have a lead pastor and "new" ways of looking at our foundations and there seems to be a lot of resistance to realigning with the constitution and Lutheran theology. There are very loud voices that want the congregation to ignore anything that feels uncomfortable. I am not certain if these voices are the majority or if they are the anguished cries of a few.	1/5/2022 6:58 AM
222	Rebuilding after Covid restrictions. Attracting back those who stayed away for the Covid year.	1/5/2022 6:27 AM
223	Covid	1/5/2022 5:40 AM
224	looking beyond ourselves, to the rich diversity that is in our own backyard.	1/5/2022 5:12 AM
225	Staying true to Lutheranism	1/5/2022 5:05 AM
226	Age of active members and a lack of youth.	1/5/2022 4:54 AM

Q9 How satisfied are you with how things are going in the Nebraska Synod?

Answered: 233 Skipped: 9



	VERY DISSATISFIED	DISSATISFIED	NEUTRAL	SATISFIED	VERY SATISFIED	TOTAL	WEIGHTED AVERAGE
☆	4.72%	10.73%	19.74%	50.64%	14.16%	233	3.59
	11	25	46	118	33		

Q10 What would make you more satisfied with the Synod?

Answered: 188 Skipped: 54

#	RESPONSES	DATE
1	More Synod visits to churches . more communication of Synod activity	1/20/2022 8:24 AM
2	Care and help for those going through professional and personal difficulties	1/19/2022 4:37 PM
3	back to basics. bringing more people to Christ	1/19/2022 1:53 PM
4	Synod's timely involvement, responses, Support and encouragement in the life of people and congregations.	1/19/2022 10:49 AM
5	It would be great if the Synod actually followed through on it's policies and promises. So much of what I see just seems thrown together. Perhaps that is due to a history of loyalty and familiarity being used in the selection of Synod staff rather than honest appraisals of skills and abilities. Being in a few disrupters to rock the boat a little.	1/19/2022 9:49 AM
6	Scholarships for new pastors in seminary. Support our constitution and not force yours. Support rural churches more.	1/19/2022 7:34 AM
7	I think the synod is doing good work, I just am not as aware of it as I could be.	1/18/2022 10:20 PM
8	Transparency, follow through and stepping out from behind the desk.	1/18/2022 9:28 PM
9	No comments	1/18/2022 8:28 PM
10	Have stronger leadership support when calling a pastor, more visibility of synod staff other than for special occasions--this would help strengthen relationship with parishioners to the synod.	1/18/2022 2:58 PM
11	I feel like all leadership positions are, in this chapter of our society, heavily criticized to the point of damaging our leaders. The bishop has been a steady and consistent voice in support of greater civility. My sadness around the bishop's departure is that we will lose this voice.	1/18/2022 2:50 PM
12	If people better understood why we are here.	1/18/2022 2:39 PM
13	Broader attention from small to large.	1/18/2022 1:44 PM
14	If Brian Maas would stay bishop forever. ;^) Haha. In seriousness, I think Synod staff do an outstanding job and that this is truly one of the best synods in the ELCA (if not the best!). More broadly, I'd love it if the Nebraska synod as a whole were less conservative and more flexible, but that's a bit beyond the scope of the Bishop.	1/18/2022 12:39 PM
15	I already have a high satisfaction with the Bishop and Synod staff. They are truly "fighting an uphill battle" everyday: with pastor retirements, declining church attendance, declining donations, depopulating of rural Nebraska, and fewer people wanting to be pastors.	1/18/2022 11:30 AM
16	Less liberal opinions from some of the leader way too much politics coming from leaders.	1/18/2022 11:02 AM
17	We have some outstanding preachers of the word. But in some cases, we are lacking. It is a difficult time for pastors due to divisions and voices constantly leading people to fear and extremism. Our ELCA pulpits should be a refuge. But also present a challenge to our fears and selfishness.	1/18/2022 10:42 AM
18	Less politics and more Bible.	1/18/2022 9:17 AM
19	More help from the Synod office. Not every church thinks the Synod is "evil." During these difficult past two years we have not heard a strong guiding voice from the Synod level.	1/18/2022 9:08 AM
20	Better communication and help more when needed in the call process	1/18/2022 8:58 AM
21	Perhaps more visibility? Not sure	1/18/2022 7:50 AM
22	An emphasis more focused on relational faith sharing and equipping congregations with the tools and experiences to truly be in mission rather than struggling under the burden of insider preferences driving the church.	1/18/2022 7:14 AM
23	I love that we are generous to the national ELCA, but I think that 51% has become a point of pride and has caused some of our programs within the Nebraska Synod to suffer	1/18/2022 6:50 AM
24	Not sure	1/18/2022 4:55 AM
25	Be more vocal about supporting racial justice issues.	1/17/2022 9:49 PM
26	more clear and timely communications about mobility from assistants to the bishop	1/17/2022 4:51 PM

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27	Outward support of voters rights for everyone. Also more overt support of refugees especially the Afghans settling in Nebraska.	1/17/2022 11:27 AM
28	Keeping Bishop Maas!	1/17/2022 10:45 AM
29	Improving pastoral care of its leaders and allowing the Spirit to speak. Truly having the back of their leaders and finding better ways to work through congregational conflict. Having assistants that do their job well and are truly there to help in transitional times or times of conflict. Honesty and transparency between synod staff as well as honesty and transparency between synod leaders and church leaders.	1/17/2022 9:42 AM
30	If congregations would see beyond themselves more.	1/16/2022 12:28 PM
31	Improved communication. Some members of our congregation are very concerned about the expression of politics in our National Church office.	1/15/2022 5:22 PM
32	More emphasis on Spiritual growth through programs like Via de Cristo to renew the church	1/14/2022 1:30 PM
33	When congregations are seeking pastors, I think the Synod could do more to help people in other synods to be aware of the needs and opportunities. This has many advantages, including potentially having congregations dependent upon supply pastors and limited program for a shorter period of time, perhaps bringing in fresh ideas. While recruitment might not be the right word, actively seeking pastors who might have a desire to relocate to this area seems to be a good idea	1/14/2022 12:51 PM
34	Not sure	1/14/2022 12:01 PM
35	See above.	1/14/2022 11:23 AM
36	more statewide programs that all churches can contribute to; more overt efforts toward social justice	1/13/2022 9:03 PM
37	Move the Boundaries classes to a location farther west occasionally. CJH may be convenient for synod staff but not so much for those who live west of Grand Island.	1/13/2022 4:59 PM
38	If the congregations in the Synod would lend more support to their shared efforts Synodically through Mission Share and awareness, I believe it starts there.	1/13/2022 2:18 PM
39	Clearer communication, proactive approach to situations that arise rather than reactive.	1/13/2022 1:52 PM
40	I really don't know.	1/12/2022 6:58 PM
41	A clearer focus on the essential work of congregations.	1/12/2022 3:10 PM
42	Congregations connecting more.	1/12/2022 3:09 PM
43	More proactivity on issues of equity (social, racial,sex, economic).	1/12/2022 2:45 PM
44	For the future bishop to continue to be a pastor to the pastors. To understand and lead in all contexts - urban, suburban, and rural.	1/12/2022 10:47 AM
45	As a church, we have not connected with the Synod as much as we probably should. Instead, we've been reaching out to congregations (ELCA and others) that are similar in size and face similar opportunities/challenges. We've found these connections to be helpful to learn and share best practices.	1/11/2022 5:02 PM
46	I believe there should be a visit from a Synod representative to every congregation at whatever interval could be sustained (3 years should be possible). The representative should attend worship, meet with the members, and possibly meet with the council. The purpose should be to "get to know" each other without having a specific agenda.	1/11/2022 3:13 PM
47	Helping me speak "Nebraskan"	1/11/2022 11:16 AM
48	A compelling mission coupled with plans to carry out that mission	1/10/2022 8:55 PM
49	More pastoral presence and knowledge of the ministries. Pastoral planning and Vocational pastoral.	1/10/2022 7:48 PM
50	I'd like to mark neutral but there is something wrong with how Number 9 is set up. I don't have a problem with the Synod.	1/10/2022 3:22 PM
51	To keep it as it is	1/10/2022 11:49 AM
52	I think the past two years have drained many of our leaders and caused a decrease in energy to share the Good News in all corners of our communities.	1/10/2022 11:29 AM
53	Better leadership in helping with resources	1/10/2022 10:17 AM
54	New leadership, new faces and a welcoming approach for people of all ages and not just young liberal crybabies who whine when they don't get their way.	1/9/2022 9:32 PM
55	Same as above. Move to the middle politically. When pastors add liberal politics into their	1/9/2022 5:14 PM

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	sermons, makes me ready to leave a congregation I've been a member of for over 35 years.	
56	More engagement with congregations, e.g., conducting Sunday forums for learning.	1/8/2022 8:16 PM
57	less rigid focus on past traditions, outreach to all communities, bold stands on God's love.	1/8/2022 12:39 PM
58	More rural lay programs. Organizational volunteer programs to serve in Hospitals and nursing homes.	1/8/2022 8:19 AM
59	More young people committing to a church More action on the part of our faith	1/8/2022 6:45 AM
60	N/A	1/7/2022 9:32 PM
61	Without covid pandemic, it may be easier to work our missions in communities. Nothing is easy but God may be trying to tell us something.	1/7/2022 4:52 PM
62	Not sure	1/7/2022 2:40 PM
63	To be more visible to congregations	1/7/2022 1:52 PM
64	Leave the political aspect out of church and it's teachings.	1/7/2022 12:29 PM
65	More access to staff and resources	1/7/2022 11:51 AM
66	More learning opportunities.	1/7/2022 11:19 AM
67	From my interactions within the synod office, I think they are on the right path. I don't think all pastors and congregations are on board; many/most congregants come into church on Sunday and never take the time to learn about what the synod is doing or what the church at large supports. It feels at times as if pastors do not want to offend by suggesting (for example) creation care is vital for our planet's survival, and that Christian nationalism and isolationism (meaning staying inside your church rather than reaching out to other faith communities and people) is found in our congregations. I wish rather than the safe, uncontroversial "Jesus Loves You" sermons, we could get more timely and relevant sermons based on the scary things happening in our world - and how as Christians, through Christ, we address those fears and problems. Didn't Jesus sometimes offend? We have become so lukewarm in order to appeal to everyone that I feel we have lost our message and our passion to do God's work. And it is particularly apparent with our young people - they have real concerns about the climate and other issues, yet those do not seem to be addressed. The only way I kept my high school kids engaged in the Lutheran church as they transitioned to adults is to find Lutheran churches and other pastors outside of our Nebraska church to connect them with - pastors who developed their passion and addressed their sometimes difficult questions.	1/7/2022 9:58 AM
68	I am a transfer from the LC-MS and it has always been difficult feeling accepted by the ELCA. Lots of cliques and it always seems like I am an outsider.	1/7/2022 9:50 AM
69	Any sort of outreach or support by the Synod.	1/7/2022 9:27 AM
70	If we were not fearful that we're exposing ourselves and others to COVID risks.	1/6/2022 9:01 PM
71	A confident leader who helps determine an overall vision for the organization.	1/6/2022 7:58 PM
72	Understand limited staff due to budget constraints but sometimes feel very alone and unsupported by synod staff.	1/6/2022 2:06 PM
73	Step up and take responsibility for sending us this minister who is destroying our congregation.	1/6/2022 1:33 PM
74	I AM VERY frustrated with the way the call process is being handled. It feels very weighed down and political right now.	1/6/2022 11:29 AM
75	Synod staff seems to be coasting to the end of Bishop's now shortened term. Either that needs to change, or the staff needs to turn over before the end of Bishop's term in August.	1/6/2022 11:28 AM
76	Not all congregations have liberal views, be aware that there are conservative views and work for a common ground. We all worship the same God and are His children	1/6/2022 10:13 AM
77	Support	1/6/2022 10:02 AM
78	Wish we could find more people interested in PMA and Pastoral studies.	1/6/2022 8:48 AM
79	Not sure	1/6/2022 8:41 AM
80	more interaction with synod personnel to show that they care and help us on how we could grow the church attendance .	1/5/2022 9:24 PM
81	More understanding of what the synod actually does	1/5/2022 9:23 PM
82	If they were more available to help with filling clergy vacancies.	1/5/2022 9:22 PM
83	Stated above in #6.	1/5/2022 8:52 PM
84	Don't lean progressive/liberal (do not see much of that at our church)	1/5/2022 7:24 PM

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85	That Bishop Maas would stay put. That there would be clarity in the amount and destination of the required local Church contribution.	1/5/2022 7:04 PM
86	The present leadership has done an excellent job in leading and setting examples of living as disciples of Christ. Better communication at times maybe could be improved.	1/5/2022 6:56 PM
87	Information put out almost drives half of the people away because of a differing of opinion. If it could just be kept to what is said in the Bible and leave personal opinion and political side out of it. We have the words of Jesus and that is what we need to here. Bishop Eaton is not doing and favors for the Lutheran Church	1/5/2022 6:16 PM
88	Take a stand and quit acting like we are trying to make the world happy. I feel we need to take a stronger stance, more like our Catholic brothers and sisters. I don't see them wavering because of public opinion. We should not be concerned with public opinion, but what God's opinion is of us.	1/5/2022 6:08 PM
89	More support for pastors from the Synod staff. More understanding from the Synod staff.	1/5/2022 5:27 PM
90	Greater engagement in, with and through congregations, clusters and beyond	1/5/2022 5:19 PM
91	Better communication that isn't just asking for money.	1/5/2022 5:17 PM
92	More communication between ELCA leaders and lay member of the congregations.	1/5/2022 4:47 PM
93	Simplifying systems and processes.	1/5/2022 4:31 PM
94	see above--deeper and more vocal involvement with obvious divisions within our society due to polarization of EVERYTHING	1/5/2022 4:28 PM
95	More outreach and education to lay leaders. Many years ago the synod was making more of an effort to help churches grow their lay leaders.	1/5/2022 4:20 PM
96	More visibility in our communities and congregations, plus a larger presence in media regarding social issues and work toward solutions.	1/5/2022 4:01 PM
97	A new Bishop might help. He's been missing in action ever since 2016. Too many golf outings and fundraisers and not enough actual church work.	1/5/2022 3:58 PM
98	Again a greater emphasis on training for rural ministry both with pastors presently in rural ministry and those who are entering into their first call in a rural setting.	1/5/2022 3:47 PM
99	Keep going in direction of welcoming the many with both ordained and non-ordained staff who are supported in their diverse ministry.	1/5/2022 3:46 PM
100	Greater vitality	1/5/2022 3:19 PM
101	a closer relationship with the people running the synod	1/5/2022 2:42 PM
102	Greater assistance with succession planning	1/5/2022 2:42 PM
103	Intentional time and resources to help rostered leaders with their spirituality, as well as congregations, engage spiritually before, during, and after meetings and activities outside of worship.	1/5/2022 2:38 PM
104	More in tune with needs at the congregational level	1/5/2022 2:16 PM
105	Be visible to all the NE Synod congregations. We need to see that we are all One Body, though many members.	1/5/2022 2:15 PM
106	Offering more practical continuing ed	1/5/2022 2:14 PM
107	Development of more direct interaction between the synod and the congregations. We need to build stronger relationships between synod staff and the members of our congregations.	1/5/2022 1:55 PM
108	Brian Maas stays as Bishop. Intelligent, knowledgeable, well trained. (Seminary) pastors.	1/5/2022 1:47 PM
109	Clear focus and understanding of what all the staff does. Work on ways to help congregations merge/share ministry. I'm tired of hearing we have a clergy shortage. We have too many congregations! Clergy can't be expected to work part-time at small congregations. I know the synod can't force congregations to merge, but it can bring rostered leaders together to discuss ways to move forward. We need leadership.	1/5/2022 1:47 PM
110	More opportunities for spiritual retreats and education, more opportunities to serve and gather together. I receive the newsletter/emails (which I enjoy) - I just wish there were more ways to grow and participate	1/5/2022 1:27 PM
111	Seemingly the Synod exists as an important administrative entity in preserving the physical and human resources of the church.	1/5/2022 1:18 PM
112	More supervision of ministers that are Lutheran in name only.	1/5/2022 1:13 PM
113	Support for children and family ministry.	1/5/2022 1:04 PM

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114	Less drama from the local churches	1/5/2022 1:01 PM
115	Less conflict between parishes and their pastors; more support for the work of the synod.	1/5/2022 12:55 PM
116	Certified PMAs doing pulpit supply that can do communion	1/5/2022 12:54 PM
117	congregations need to continue to reach out to baptized members	1/5/2022 12:49 PM
118	Stronger collaboration with the Synod agencies Create a model for fundraising	1/5/2022 11:59 AM
119	Hmmm. Not sure. I can always use more resources that are professionally done and free, specifically if the synod had a graphic designer that whipped up generic welcome and invitational graphics for social media posts and postcards. I've got too much on my plate to do those things and they are so helpful. Even something like offering templates for newsletters / letterheads and etc. Things like that that every congregation seems to have to reinvent the wheel for. It's time for congregations to not have to duplicate each other's work.	1/5/2022 11:43 AM
120	I'll be more satisfied as long as they continue to do what is mentioned above.	1/5/2022 11:32 AM
121	fewer staff who are more effective	1/5/2022 11:32 AM
122	See more of the bishop, if that is possible	1/5/2022 11:30 AM
123	Be more definitive regarding issues such as the killing of Christians in Lebanon. We need to be bold in condemning these actions against Christians and Christian missionaries.	1/5/2022 11:11 AM
124	Face to face visits from synod representatives. Open panels seeking ideas and suggestions from grass roots rural congregations.	1/5/2022 11:09 AM
125	Not sure because next Monday marks the first anniversary of my being Certified as a PMA. It's been a wonderful and challenging year.	1/5/2022 11:06 AM
126	Continuity. I'm generally worried about this transition in what it might mean for synod staff. It would be a mistake to lose out on the Vitality Initiative for Congregations and all the good work that has been done to build partnerships under Bishop Maas, but also the resources and support provided especially through those who serve on the synod's Discipleship Team in areas related to faith formation, mission, innovation, stewardship, and leadership development.	1/5/2022 11:03 AM
127	More trained lay leaders on staff; opening up clergy for calls Fewer programs/more relationship building Continuing the Western "presence" in or around Panhandle (Office)	1/5/2022 10:52 AM
128	commitment to Seeking the Spirit Within	1/5/2022 10:46 AM
129	Always seeking transparency, so to provide peace within the community. Eliminating all sense of us/them attitudes. Seeking ways to build on the overall assets of the church.	1/5/2022 10:46 AM
130	More involvement with the congregation	1/5/2022 10:45 AM
131	This staff under Bishop Brian's leadership has stopped the bleeding of using continent funds and has brought the synod to living sustainably again. It has also tightened up the administration and organization, but it has not led to an overly healthy synod staff that puts all of the congregations and those of us on the front line as first within the mission and vision of their God-given purpose. They have become too focused on managerial needs and reactive processes (which they were forced to in such a time), that they have made it known that they are always working harder than the rest of us. I would be far more satisfied with the Synod if our staff reset their priorities and focus by taking their mission to heart and regaining passion and joy. I would love to see a stronger sense of connection built between staff and congregations as well.	1/5/2022 10:40 AM
132	Giving those called in whatever role the tools to carry out their ministry. With this administration, there is a tendency to error on the side of policy/procedure and not pastoral needs.	1/5/2022 10:40 AM
133	Less bureaucracy.	1/5/2022 10:40 AM
134	Hard to say in a synod as far-flung geographically and demographically as is ours. Having a 'travelling' Synod staff is very helpful.	1/5/2022 10:39 AM
135	Don't always know details of what's going on--unless you are blessed to get to attend Synod Assembly	1/5/2022 10:38 AM
136	I don't know. I am neutral on this issue.	1/5/2022 10:37 AM
137	Witnessing more bravery to make hard and unpopular choices	1/5/2022 10:29 AM
138	We have lost faithful members as the ELCA spent more time worrying about transgenders, LGPTor 4% of the USA population. Getting our thoughts back to the mission of CHRIST THE SAVIOR is the real need.	1/5/2022 10:25 AM
139	Leadership and resourcing as a focus for staff vs fixing and crisis management. Vision coming from Council. How do we address the real issues that people are facing beyond saying "God is	1/5/2022 10:16 AM

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	here - trust, hope, believe".	
140	Continued outreach and continued gratitude for what God is doing and providing for us.	1/5/2022 10:15 AM
141	It would be nice if the Nebraska Synod would widen its vocabulary and thought process to include leaders who work in non-congregational ministry.	1/5/2022 10:12 AM
142	The current mobility process is stuck. We see dozens of congregations seeking new leaders, but they are unable or unwilling to pay wages for the dozens of experienced leaders seeking new calls.	1/5/2022 10:06 AM
143	better pay for synod staff	1/5/2022 10:03 AM
144	Not really sure what the answer for that is. I guess I'd be more satisfied if the congregations would fully fund the work that we want to accomplish as it would allow the synod to have the staffing and other resources to do more in promoting spiritual health and growth in communities.	1/5/2022 10:01 AM
145	More attention to Western Nebraska Church Communities.	1/5/2022 9:55 AM
146	See #6.	1/5/2022 9:53 AM
147	help Church's define their Mission	1/5/2022 9:51 AM
148	Improved communication. Decisive leadership. Creativity. A embodied willingness to take risks. Healthy candidacy and mobility processes that deeply engage and walk with leaders. Proactivity as opposed to reactivity. Focus.	1/5/2022 9:48 AM
149	na	1/5/2022 9:39 AM
150	More involvement by the synod staff in local events. We never see them unless they are fund raising or telling us why we can't find a relief pastor. Also attracting and retaining pastors in our community.	1/5/2022 9:35 AM
151	If possible, to have actual ministries that are not in service to Synodical administration. For example, why do we only hold worship experiences Synod wide when we have a meeting scheduled afterwards? I know we have a lot of land to cover, but the process is more important than the result	1/5/2022 9:32 AM
152	I think it would be so helpful if more churches realized the things the Synod does. I believe there are many who just think money goes and don't realize the benefits of having a synod. More and more people who join churches these days are not from Lutheran backgrounds and so things need to be explained more and not assumed. BUT... you can put info out and you still can't make people read it or listen to it.	1/5/2022 9:31 AM
153	I would hope for more energy and support from the staff.	1/5/2022 9:29 AM
154	I would like to see Synod staff visiting congregations. Not just when they are asked or when there is a problem, but get out and see what the congregations are doing.	1/5/2022 9:25 AM
155	I'm not sure. It seems like we do a lot of talking without much movement (myself included). And sometimes it feels like every synod tries to reinvent the wheel—doing what someone else is doing instead of tapping into the others. Again, the congregations do this as a microcosm of the synod, as well—at least in larger cities where several congregations don't seem to need anybody else.	1/5/2022 9:17 AM
156	I'm not sure what would make me more satisfied, but I think there is always room for improvement.	1/5/2022 9:17 AM
157	Stronger connection to the congregations as ONE...so easy to not see or validate the importance this has in ministry. This is difficult in such a politicized world, but could assist in assuring long-term support for all the needs of those we serve in congregations and faith communities across the state.	1/5/2022 9:12 AM
158	I wish the synod office were more rurally located. people would see that it's not just a corporate office, but a group of people that have the rural people in mind	1/5/2022 9:10 AM
159	If the Synod stopped acting like a government entity, and acted more like a problem solving agency....	1/5/2022 9:08 AM
160	more diversity on staff, continued programming/educational growth in diversity	1/5/2022 9:06 AM
161	Staff needs to become less a program oriented organization and become more active and proactive with congregations. One way is to be more in touch with each pastor and congregation.	1/5/2022 9:06 AM
162	Clearer guidelines for churches without clergy	1/5/2022 9:04 AM
163	Deeper reach of congregational vitality work, continued opportunities for personal growth in faith online	1/5/2022 8:54 AM

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164	Greater personal touch of Synod staff.	1/5/2022 8:53 AM
165	Not sure	1/5/2022 8:44 AM
166	Getting back to the pre-pandemic state. Continuing the focus on leadership development.	1/5/2022 8:43 AM
167	less technology and more physical contact	1/5/2022 8:41 AM
168	Right now? Fewer surveys like this.	1/5/2022 8:40 AM
169	Think they need more people but know that adds to expenses.	1/5/2022 8:28 AM
170	If congregations across the synod would identify, disciple and raise up leaders both in their congregations and to serve the larger church. Leaders who love to tell the Story, and love to see God at work in everyone's story, helping others see God and how they are known by God, loved, gifted with callings and purpose, forgiven and free to love God and neighbor.	1/5/2022 8:25 AM
171	Leave the ELCA	1/5/2022 8:24 AM
172	That the Synod is willing to look at these possibilities.	1/5/2022 8:12 AM
173	I think we need an honest conversation about what our strengths are, what we want to do and what it will take to achieve them. Support pastors and congregations that are doing good things. Perhaps mentoring between churches.	1/5/2022 8:10 AM
174	More contact/information from our rep. Less liberal programs.	1/5/2022 8:05 AM
175	Once again focused more in Nebraska	1/5/2022 7:48 AM
176	See answer 6.	1/5/2022 7:44 AM
177	More interfaith opportunities.	1/5/2022 7:44 AM
178	I don't have a very good view of what the synod really wants to do going forward, so I have no answer. I don't understand what the synod wants to be five, 10, 15 years down the line. Knowing what the master plan for the synod, and Christ in the synod really is. Are we a study in sociology or are we a study in Jesus Christ and His Church?	1/5/2022 7:21 AM
179	A better sense of authentic community across the whole synod.	1/5/2022 7:20 AM
180	Lead in helping congregations understand the cultural changes in philanthropic world and not rely on "generations passing down" for financing a congregation.	1/5/2022 7:17 AM
181	Engage mobility more quickly, Launch new mission congregations, Encourage redevelopment of struggling congregations, Provide practical training for seminarians and first call candidates that realigns expectations of his/her ability to effect social justice changes, take care not to allow the very screechy minority voices to pretend to represent all of the Synod in hot button issues	1/5/2022 7:06 AM
182	I believe that synod staff could have more people that are experienced and experts in a particular field. For instance, a dedicated HR expert to help with conflict and policy, it might also be helpful to empower local clusters and their deans to help with the call process and leadership development.	1/5/2022 6:59 AM
183	This is a personal sentiment-I have been a member of 3 different ELCA congregations. I know what it means to be a member in the ELCA and I understand Lutheran theology. I did my due diligence before joining this congregation and am surprised by how far they have strayed from organizational basics. This congregation is not who they present themselves to be. This causes me to question whether the ELCA/Nebraska Synod is a fit for me and whether I will be able to remain an engaged member of the congregation.	1/5/2022 6:58 AM
184	Maybe finding ways to support small-rural parishes, helping them attract non-attending folks in their communities.	1/5/2022 6:27 AM
185	Not sure	1/5/2022 5:40 AM
186	better assistance through the mien of bureaucracy that is all things anymore. better forms and documents.	1/5/2022 5:12 AM
187	Maintain present activities	1/5/2022 5:05 AM
188	Nothing currently that I can think of.	1/5/2022 4:54 AM

Q11 What challenges lie ahead of the Nebraska Synod in the next 6 years?

Answered: 216 Skipped: 26

#	RESPONSES	DATE
1	getting the message out	1/20/2022 8:24 AM
2	battle for existence and being relevant willingness to have difficult conversations	1/19/2022 4:37 PM
3	we need to recognize and work with all Christian denominations	1/19/2022 1:53 PM
4	1) Pastoral resignations/retirements, 2) too few Ministers of Word and Sacrament for vacancies, 3) reluctance of congregations to change	1/19/2022 12:39 PM
5	Leadership	1/19/2022 10:49 AM
6	Apathy. Trying to compete with the demands and distractions of "the world" without offering the Gospel in a way that directly addresses the issues in the world. We don't need laser light shows, but we do need to learn to speak in ways that resonate. Sounds that resonate can be heard above the din of noise, and resonating with Christ is our only hope of spreading the good news to those that are drowning in popular culture and social media. Irrelevance to those that perceive Christianity as a country club (at best) or dangerous (at worst).	1/19/2022 9:49 AM
7	Losing touch with congregations. Losing touch with SE Nebraska. Losing touch with Luther's conservative perspective.	1/19/2022 7:34 AM
8	The partisanship and anger that is growing throughout the country and within our churches. Continuing to engage more voices and look always toward unity even in disagreement. Growing up youth into pastoral roles and church leadership.	1/18/2022 10:20 PM
9	We need to be more open to change and more willing to meet people where they are rather than making them come to us.	1/18/2022 9:28 PM
10	Keeping the church vibrant and growing during during these times	1/18/2022 8:28 PM
11	Filling vacancies and getting churches to join together as one body to help lessen the need for more pastors.	1/18/2022 6:41 PM
12	continuing to be a voice for those in many needs Looking at the church, Synod, world with new needs, problems, abilities and getting the general membership to be the church in new ways.	1/18/2022 4:10 PM
13	Membership, finances, lack of pastoral candidates	1/18/2022 2:58 PM
14	Finding the right leader for bishop.	1/18/2022 2:50 PM
15	Healing division, focussing on mission.	1/18/2022 2:39 PM
16	Addressing the growing number of empty pulpits in our synod; having hard conversations with congregations and leaders about the theological disconnect between pulpit and pew; the cultural norm of American evangelicalism/civic religion in our synod and beyond.	1/18/2022 2:28 PM
17	Shortage of rostered folks to fill vacancies; panicky congregations worried about finances -- and those without leaders potentially more vulnerable to being targeted and proselytized by LCMC, pandemic burnout among congregations and leaders, political polarization exacerbated by the pandemic pulling congregations apart at the seams	1/18/2022 12:39 PM
18	Pastor retirements, declining church attendance, declining donations, depopulating of rural Nebraska, fewer people wanting to be pastors and credibility of "the church" in today's society.	1/18/2022 11:30 AM
19	Recruiting new pastors and keeping out of politics. Need to focus on building the church. Too much money is spent on administration	1/18/2022 11:02 AM
20	Continuing decline in attendance especially in rural areas. The pressure to appease members and losing the message of peace, justice, love.	1/18/2022 10:42 AM
21	providing spiritual leadership	1/18/2022 10:23 AM
22	Keeping young people interested in remaining in the Lutheran church by helping them understand the Lutheran purpose and mission uniqueness. Education and committee to Lutheran Doctrine.	1/18/2022 9:17 AM
23	Pastor shortages. Small churches not being able to pay adequately, so Pastors choosing to leave. Pastors being bullied into leaving.	1/18/2022 9:08 AM

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24	Finding Pastors to fill open positions.	1/18/2022 8:58 AM
25	Dying church for us main stream christians	1/18/2022 7:50 AM
26	Lutheranism and participation in a relationship with Christ are both on the decline. How do we make the transition into grass roots, relational mission more like the early Christian Church. I also beleive the Nebraska Synod could influence the ELCA, which continues to move in a direction that does not represent many of her members. Supporting the ELCA in making fewer societal pronouncements and focusing on faith growth and development would be a direction I could support.	1/18/2022 7:14 AM
27	Funding our programs within Nebraska	1/18/2022 6:50 AM
28	Finding pastors, bringing unity to congregations, acceptance of all people	1/18/2022 4:55 AM
29	Attendance and participation; recruiting and educating and more pastors.	1/17/2022 9:49 PM
30	equipping and supporting congregations through change	1/17/2022 4:51 PM
31	Combating hatred in our society. Bringing people together to talk & care about others.	1/17/2022 11:27 AM
32	New bishop means new assistants, learning about congregations	1/17/2022 10:45 AM
33	The challenge is going to be getting out of the system that they currently are in. It's not working for this synod and many are frustrated. Trust has been broken and many leaders, including myself, do not feel supported by the synod. Add the pandemic to the mix and there is a need to be flexible and look beyond the "high church" ways of doing things.	1/17/2022 9:42 AM
34	Thinking beyond institution to being Jesus in the world.	1/16/2022 12:28 PM
35	*Lack of clergy to shepherd our flocks--particularly out-state NE. *Coaching/training/support of available pastors. *Mutual Ministry partnership training for Congregations.	1/15/2022 5:22 PM
36	Covid and people being satisfied with not being in-person for worship and other Church involvement.	1/15/2022 7:27 AM
37	More spiritual growth than "country club" atmosphere in congregations.	1/14/2022 1:30 PM
38	Shortage of pastors. Increasing needs of the communities they serve	1/14/2022 12:51 PM
39	Apathy	1/14/2022 12:01 PM
40	Pastoral leaders. Fixing what has hurt our current leaders (see comment above)	1/14/2022 11:23 AM
41	lowered funding, loss of church goers, an even bigger age gap in membership caused by young people dropping out;	1/13/2022 9:03 PM
42	The lack of pastors for many pulpits that need to be filled. The need to continually trim the budget because benevolence and mission support continue to be less and less.	1/13/2022 4:59 PM
43	Unity is difficult these days.	1/13/2022 2:18 PM
44	The Synod has been challenged by keeping leaders in the Synod and supporting, advocating, and equipping them. It is pertinent to work on improving relationships with those in candidacy and seminaries.	1/13/2022 1:52 PM
45	Making the church relevant and meeting the needs of our local community. For example Nebraska City desperately needs affordable adequate day care and housing.	1/12/2022 6:58 PM
46	1) The supply of ordained and lay ministers, including interims and pulpit supply. 2) Understanding the real purpose of a church -- making disciples for Christ. 3) Many ministers are burning out, stretched too thin, working an unhealthy amount of hours, not taking PTO. 4) Unrealistic expectations (hours etc) of ministers. 5) Affordability of ordained ministers.	1/12/2022 3:10 PM
47	Identity. Reconnection. Outreach. Caring about the groaning of creation and the cries of hurting people in ways that spark creativity and hope because of our new life in Christ.	1/12/2022 3:09 PM
48	Changing economic demographics, staying out of politics	1/12/2022 2:45 PM
49	For the rest of the ELCA to see and know how awesome Nebraska is! How can we compel others to give us a chance. I know, because I came to NE from a major urban setting - never had NE on my radar - and I am beyond blessed and surprised with NE!	1/12/2022 10:47 AM
50	Encouraging people to keep and to stay involved in their church.	1/12/2022 10:21 AM
51	1. Pastor turnover (i.e. Baby Boomer retirements and pastor/lay staff burnout) 2. Congregation support as they determine "new normals" after the pandemic	1/11/2022 5:02 PM
52	I think it will be tempting to put bandaids over problems that need open-heart surgery. The work ahead is difficult, and at the same time simple: asking, listening, believing.	1/11/2022 11:16 AM
53	With ongoing pandemic life, with an upcoming Presidential election season that is expected to	1/11/2022 11:01 AM

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be a hot mess... and the financial challenges in our economy... the world context and the cultural narrative seem like a steep climb. Continually reminding the people of God to speak and live and behave as the people of God in the face of SO much uncertainty... seems "easy" but is perhaps a great challenge. Working cooperatively instead of competitively seems another challenge for pastors & congregations.

54	healing divisions of many kinds; connectedness	1/11/2022 10:51 AM
55	clarity re "social justice" and the Gospel...	1/11/2022 12:11 AM
56	Find better ways to deal with mobility so that synod staff can be out helping accomplish the mission	1/10/2022 8:55 PM
57	Decreasing number of members. Formation and Education of Leaders.	1/10/2022 7:48 PM
58	Rural depopulation, aging population, growing poverty in rural areas, those who drift to the cities seldom integrate into congregations there nor do they come home anymore. I live and work in Lincoln but was attending my home church in Burr until COVID and my own increasing disability unrelated to COVID, my life is falling apart. I haven't attended anywhere lately.	1/10/2022 3:22 PM
59	Pandemic, shrinking congregations, finances	1/10/2022 11:49 AM
60	Pastoral vacancies and retirements. Learning to lean into the new normal and keep folks engaged	1/10/2022 11:29 AM
61	The lack of younger people in worship	1/10/2022 10:17 AM
62	The synod has been digging its own grave since Bishop deFreese left and with the current bishop being awol for the last 2+ years at least the wrong 2 assistants have been hiding in their offices, ignoring pastors who need help including our last one who left within the last year and living in fantasyland when it comes to what pastors will come to Nebraska and stay. We heard from our "bishop's assistant" who seemed more concerned with flying planes while sleeping on the job than in actually helping us find a pastor.	1/9/2022 9:32 PM
63	Keeping Pastors in the churches	1/9/2022 1:53 PM
64	An increasingly dysfunctional and selfish society that too often fails to embrace the needs of others.	1/8/2022 8:16 PM
65	traditional church versus the quick fix churches. Our institutional church needs to embrace growth based in God Love and Word	1/8/2022 12:39 PM
66	At present finding a new Bishop. Financial issues. Lack of participation.	1/8/2022 8:19 AM
67	Enough pastors Declining membership	1/8/2022 6:45 AM
68	Increasing divisions that are showing up in our society. Urban/rural divide, demographic changes. How to be a church that is inclusive. Naming the idolatry of "individual rights" in a culture that believes that rights are God-given.	1/7/2022 10:00 PM
69	Previous Bishop left big shoes to fill	1/7/2022 9:32 PM
70	Identity, leadership, vacancies	1/7/2022 5:40 PM
71	Bringing church communities back out into the new reality of who and whose we are. Covid has made us turn things upside down.	1/7/2022 4:52 PM
72	filling empty pulpits.	1/7/2022 4:39 PM
73	Declining membership. Less money for outreach	1/7/2022 2:40 PM
74	Funding staff, keeping the serving arms advancing	1/7/2022 2:37 PM
75	Membership and money	1/7/2022 1:52 PM
76	Keeping people in the synod	1/7/2022 12:29 PM
77	Reconciling differences in a way that leads from the Gospel rather than culture or politics. Need to reshape the purpose of the synod to available and helpful to the congregations and their leadership as they themselves are navigating the anxiety and tensions around the pandemic and the political climate.	1/7/2022 11:51 AM
78	enriching smaller congregations that can't compete with larger churches and other denominations based on media, facilities and those extras they can't afford or maintain.	1/7/2022 11:39 AM
79	Moving forward from the pandemic not doing things because it's the way we have always done them.	1/7/2022 11:19 AM
80	Continuing to do God's work in Nebraska - and helping congregations and pastors realize that caring for the often disparaged "others", the planet, people of all colors, LGBTQ+ members, etc - are not 'political' issues but God issues. Service to others - not yourself, your comforts, your bank account, your political beliefs - is what matters.	1/7/2022 9:58 AM

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81	The pandemic is not going away. Our church will need to "think outside the box" as we attempt to address and live with this crisis. Also, the divisive environment alive in our nation must be a major focus of ministry: dealing with the right wing lies and misinformation.	1/7/2022 9:50 AM
82	Financial support structure for the small churches and serving arms.	1/7/2022 9:27 AM
83	Reducing the fears about the state of public health protocols.	1/6/2022 9:01 PM
84	A shortage of pastors available to fill vacancies in congregations.	1/6/2022 7:58 PM
85	Shortage of full time Pastors and church leaders that are not ordained.	1/6/2022 7:56 PM
86	Apathy and political polarization	1/6/2022 2:06 PM
87	The bishop has painted a picture of how bad things are for years. All of the challenges the Bishop outlined are real. Still a lot of great things are happening hear. We must not simply state the obvious struggles, we must cheerlead the success well!!! Also, we need new leadership in the current call process.	1/6/2022 11:29 AM
88	We are closing congregations regularly, our congregations are aging, and the leadership of the Synod seems mostly focused on left-wing political issues and going through the motions. Most of our congregations are conservative in viewpoint, but the Synod and most of its pastors actively hate conservatives and disrespect them in public and in private. There is a rising tide of woke "antiracism" in Synod committees that will further alienate many congregations. Synod staff members regularly and actively promote left-wing politics and organizations on social media. The trend towards promoting radical gender ideology, neopronouns, etc. is contributing to fewer and fewer parents being willing to expose their children to ELCA churches in Nebraska. In the next six years, I predict that a lot of people are going to stop putting up with it.	1/6/2022 11:28 AM
89	Political challenges; pandemic challenges, How we accept some "road blocks" and create new paths to strengthen our faith and come together as a strong ELCA Synod Define trends and characteristics of Nebraska Synod and attain achievable goals to support the Mission Statement	1/6/2022 10:13 AM
90	Growth and local community involvement	1/6/2022 10:02 AM
91	evangelism style	1/6/2022 9:59 AM
92	The continued decline of mainline churches and seeking a vision for what the future church will be.	1/6/2022 9:39 AM
93	Pastor supply, and probably finances if we don't increase church attendance	1/6/2022 8:48 AM
94	Not sure	1/6/2022 8:41 AM
95	if the giving from church member does not increase there will be challenges on how to offer many programs without financial support from the ELCA churches.	1/5/2022 9:24 PM
96	Keeping the church relevant for the younger generations	1/5/2022 9:23 PM
97	People not going into the ministry, yoking more congregations, financials	1/5/2022 9:22 PM
98	In our congregation, an outflow of individuals due to unhappiness with the ELCA's social stance especially on LGBTQ issues as well as a lessening desire for people to affiliate with a church. Therefore, less offering at both local and Synod level, less members to work on doing the work of the Church and eventually not being able to support a Pastor, the local Church and it's mission.	1/5/2022 8:52 PM
99	Provide for reasons that people want to continue to attend church/support mission. Reverse the "nones"/agnostic attitudes	1/5/2022 7:24 PM
100	Trying to get the larger Church's to follow ELCA guidance and policies, rather than picking and choosing. Maintaining contributions at Church and Synod level due to large numbers of elderly passing on.	1/5/2022 7:04 PM
101	With so many unknowns in the future it is perhaps those unknowns along with many "known" challenges. Finding different ways to be church that uses the resources and people available. To see what has worked in the (distant) past no longer works today and will not work in the future.	1/5/2022 6:56 PM
102	Keeping the people all together. Your stances and political sides drive one-half of the people away.	1/5/2022 6:16 PM
103	Growing the Nebraska Lutheran community and engaging young people to serve as ministers.	1/5/2022 6:08 PM
104	Maintaining congregations and membership/attendance Engaging members, edp young families	1/5/2022 5:59 PM
105	The church is contracting. Devotion to the old ways of doing things is making the church increasingly irrelevant.	1/5/2022 5:27 PM

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106	to increase membership	1/5/2022 5:24 PM
107	Connecting faith and life with the manifest grace God freely gives	1/5/2022 5:19 PM
108	Finances probably.	1/5/2022 5:17 PM
109	The ever shrinking mission share Anger, bitterness, etc. that is projected to a blue synod from a very red state. Creating a way that Assistants to the Bishop are not spread so thin that they snap; funding such people Helping congregations deal with: Covid, 2009 vote/human sexuality, small numbers of pastors to fill empty spots, social justice Helping pastors survive	1/5/2022 4:55 PM
110	Having enough Full time pastors in the clusters across the state	1/5/2022 4:49 PM
111	Pastor shortages,	1/5/2022 4:47 PM
112	Declining membership in congregations.	1/5/2022 4:31 PM
113	losing Bishop Maas's leadership and continual drain of youth from ALL churches, including ours	1/5/2022 4:28 PM
114	Attracting pastors that will stay in NE.	1/5/2022 4:20 PM
115	Embracing change, utilizing technology fully as a tool to reach more people, finding ways to teach tolerance, healthy communication, and healing of divisions.	1/5/2022 4:01 PM
116	See all of the above. Church membership, nationwide, continues to plummet. People are busy and don't have time for "church problems." We need to make our church more relevant for the 21st century.	1/5/2022 3:58 PM
117	Finding more pastors for our congregations. Developing new ways of ministry for shrinking, or shrunk congregations.	1/5/2022 3:47 PM
118	Embracing diversity in substantive ways with staff and lay members.	1/5/2022 3:46 PM
119	Fragmentation	1/5/2022 3:19 PM
120	New leaders/Pastors for congregations; small congregations trying to stay open.	1/5/2022 2:57 PM
121	the same as always, keeping our faith strong and helping others	1/5/2022 2:42 PM
122	Remaining relevant in people's lives	1/5/2022 2:42 PM
123	I think the biggest challenge is focusing in on how to love our neighbor in a world that is divisive and demanding of our attention.	1/5/2022 2:38 PM
124	Declining membership, engaging new pastors, local involvement in outreach initiatives.	1/5/2022 2:16 PM
125	Pastoral vacancies and congregational complacency.	1/5/2022 2:15 PM
126	Filling vacant pastoral positions Church members not being as involved as pre-COVID	1/5/2022 2:14 PM
127	It will take a cultural shift to re-vision outward focused shared mission. We need to learn how to engage in partnership and accompaniment ministries that welcome diverse voices rather than maintaining current systems the reinforce our contextual status quo. We need to move away from the synod staff "doing for" congregations and move to "doing with."	1/5/2022 1:55 PM
128	Pandemic Overall decline in interest in church, religion	1/5/2022 1:47 PM
129	See my answer from the previous question. If the new bishop doesn't address shrinking congregations that refuse to work together or merge I'm not sure where we'll be in 6 years. We also need to discuss together how to use the financial resources of the synod.	1/5/2022 1:47 PM
130	The rapidly diminishing numbers of ELCA Pastors and congregants. Society, in general.	1/5/2022 1:27 PM
131	More outreach to the underserved as well as better and broader involvement of youth and young adults	1/5/2022 1:18 PM
132	Need to encourage youth to go to seminary, helping disadvantaged persons, continuing covid struggles, helping struggling congregations	1/5/2022 1:13 PM
133	Don't have enough knowledge to answer this.	1/5/2022 1:04 PM
134	Speaking to a community and world that is increasingly indifferent to the Christian message	1/5/2022 12:55 PM
135	Lack of ordained pastors especially in rural areas New bishop would be PMA friendly	1/5/2022 12:54 PM
136	non denominational gatherings are taking a good share of potential church goers	1/5/2022 12:49 PM
137	Continuing growth and additional people of all age groups. Shouldn't be a	1/5/2022 12:43 PM
138	Declining church attendance Reduced financial support	1/5/2022 11:59 AM
139	The lack of rostered leaders to lead many small congregations.	1/5/2022 11:48 AM

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140	<p>Healing the PTSD of Covid. Helping pastors outside of Omaha and Lincoln navigate negative political divisions. We're called to be authentic and in some ways that's the fastest way to lose your job or the support of your community. Pastors can also use... something for resiliency, something that allows us to be authentic... I'm not sure the answer. But this will help keep younger pastors in the synod and in rural areas, which is an area with a lot of pulpits. It could be a challenge, too, in conservative areas of the state as political divisions keep getting worse and worse. Impacts of climate change on giving to local congregations that "trickles up" to impact mission support. In a different vein, coping with a growing disconnect between churches and technology. It's not just budget that doesn't allow a small congregation to do much in that space, it's also pastoral training, and willingness of aging members. Alongside that, technology and its use and misuse could become a challenge. There's a lot of opportunities for good and bad to come about with more working from home families and the emergence of virtual reality and the "metaverse" space. We've lost a lot of connection while our church has saved a lot of money in mileage. At the same time as I'm thinking about how things like email communications (like Mailchimp and "email marketing") and emerging virtual/social spaces can be useful ministry tools and connection points with some folks, others churches are feeling like they need to invest inordinate amounts of money just to live stream a service because the congregation doesn't have the technical know-how to do those things on the cheap, and do they even need to? Not every church needs to, but it's a helpful tool to have in their toolbox. So, a challenge will be holding these very different church realities together and tending to them appropriately, AND educating pastors about these things, too. There's more, I'm sure, and some are hyperlocal. So please continue to offer professional development continuing ed. and maybe even skill based things. Pastors simply need professional tools we don't get in seminary.</p>	1/5/2022 11:43 AM
141	We need to be very careful with our focus. It is easy to focus on the arguments and political differences. The focus needs to be on our humanity and away from the political aspects of the world. If someone has an opinion, who cares? We need people who are going to do helpful and life-cultivating things without asking. It costs no money to be a good servant of God.	1/5/2022 11:32 AM
142	mostly financial	1/5/2022 11:32 AM
143	Declining church membership overall	1/5/2022 11:30 AM
144	See #6 above plus trying to find another leader with the skills and vision we had in Pastor Brian.	1/5/2022 11:29 AM
145	Church attendance. People being committed to their church.	1/5/2022 11:11 AM
146	Creating and providing an education process church's can use to expand on the value of community as a part of the church. Perhaps this would draw people into the church if they truly felt accepted.	1/5/2022 11:09 AM
147	I have friends who are members of ELCA parishes in Western Nebraska. I sense a "fatigue" in worshipping without for long periods of time.	1/5/2022 11:06 AM
148	Will we be able to hold space for the big questions about what it means to be part of the larger church? What does it mean to be an ELCA Lutheran? And what does it mean to be part of a (hopefully) post-pandemic church? How will we lean into these questions and faithfully serve and hopefully grow as God's people? And how will we continue to equip congregations and leaders, especially given the reality that we will likely always be 30-70 rostered ministers short in this synod going forward?	1/5/2022 11:03 AM
149	Changing church Clergy shortage Funds due to inflation in all parts of life The agriculture market Negativity and polarization	1/5/2022 10:52 AM
150	Mobility; Burn out; lack of passion for the church from members; new candidates for rostered ministry	1/5/2022 10:46 AM
151	financial aspects	1/5/2022 10:46 AM
152	Speaking truth to power. Working to communicate ELCA / Synod/ Congregational partnership. Building up spirituality to equip ministry.	1/5/2022 10:46 AM
153	Growth, financial security	1/5/2022 10:45 AM
154	rebuilding trust for any organized religious organization in such a time; building a more solid foundation of mission (identity/purpose); creating a healthier staff system; continuing the work of road shows and others methods of intentional connection and care and reaching out; moving from reactive ministry to vitalized	1/5/2022 10:40 AM
155	Shrinking membership and lack of a need of a Synod.	1/5/2022 10:40 AM
156	Being relevant. Church membership is down, worship attendance is down, congregations are aging, budgets are strained, pastors are in short supply.	1/5/2022 10:40 AM
157	The continued inevitable decline of small rural communities and subsequent effects upon the churches located therein.	1/5/2022 10:39 AM

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158	Mainly to keep church going! To thrive, and not just survive.	1/5/2022 10:38 AM
159	Staying relevant	1/5/2022 10:37 AM
160	Irrelevance and insolvency	1/5/2022 10:29 AM
161	Diversity.	1/5/2022 10:28 AM
162	Evidently having pastors, and leadership in the LUTHERAN and all churches.	1/5/2022 10:25 AM
163	How do you shift from the current systems to a leadership role. There is so much of the work that is management and limits innovation and experimentation.	1/5/2022 10:16 AM
164	Satan sneaking in through doubts and fears and feelings of disaster and disappointment. Consider the sparrow and the lillies....	1/5/2022 10:15 AM
165	1. How will the synod be the embodiment of Jesus even as it is part of the institutional church? 2.How will the synod lead and guide pastors as certain political voices, pull the faithful away from the call of the gospel? 3. How can synodical eaders help congregations to understand their mission?	1/5/2022 10:12 AM
166	In the next six years, the ongoing challenges of aging and shrinking congregations learning to be God's hands and feet in the world in new ways will become a primary concern.	1/5/2022 10:06 AM
167	Being true to the gospel of Jesus Christ means upsetting those in power and control. We need to do a better job of turning the reigns of leadership over to those who have been denied/oppressed--people of color, people with physical disabilities, etc. Kenosis will cause discomfort in the short term, and in the long term make us is better disciples.	1/5/2022 10:03 AM
168	1. Cancerous contempt and distrust for institutional leadership that is spreading like wildfire in this country. 2. 21st century communication and faith formation oportunities. 3. Respecting the autonomy of congregations while calling out the age-ism and sexism that pervades a lot of call processes 4. Being Evangelical in ways that are bold and life-affirming and full of grace.	1/5/2022 10:01 AM
169	Financial stability, Growth of the churches, which ultimately means growth of the Synod.	1/5/2022 9:55 AM
170	see #6.	1/5/2022 9:53 AM
171	loss of church members and Pastors to lead the Church's	1/5/2022 9:51 AM
172	A enduring global pandemic. Cultural polarization. Developing/redeveloping models of rural ministry. Scarcity of leaders. Decreasing funds (at least in the modes in which they have been historically received). Moving beyond institutional preservation. Learning to do ministry in a secular frame (i.e. a world that doesn't easily believe in God).	1/5/2022 9:48 AM
173	Responding to the changes of a covid reality. Working for social justice especially racial justice when our congregations are so white and trend conservative	1/5/2022 9:48 AM
174	our nation's continued division reflecting in our congregations	1/5/2022 9:39 AM
175	Attracting new pastors. Deciding if some congregations are non-viable, and if so, the path forward for those remaining. Fighting racism. Spreading the good news of Jesus Christ.	1/5/2022 9:35 AM
176	avoiding polarization, leading in a liminal time, finding clergy willing to serve rural areas	1/5/2022 9:34 AM
177	Being interesting. There will be a lot of competition for attention and time	1/5/2022 9:32 AM
178	Being the church! Young families' schedules are so driven by sports that the church is no longer a priority to be put into schedules. How do we be the church outside of Sunday morning worship? How do we encourage people to be a part of a church family where we can help support each other?	1/5/2022 9:31 AM
179	Spreading Gospel in light of world views.	1/5/2022 9:31 AM
180	Getting a top notch staff in place.	1/5/2022 9:29 AM
181	Covid hangover which impacts the way we worship and operate our churches and declining membership.	1/5/2022 9:25 AM
182	Relevance. That's really true for all the faith institutions. Do we strive simply to stay in existence, or can we see a bigger target that may or may not mean an end to our existence as we know it?	1/5/2022 9:17 AM
183	The biggest challenge I see is to fill the vacancies that we have in our synod. Trying to get candidates to come to Nebraska.	1/5/2022 9:17 AM
184	attendance	1/5/2022 9:13 AM
185	Funding. Closures of congregations. Shortage of pastoral leadership.	1/5/2022 9:12 AM
186	changes....due to the growing ages of those "loyal" church attenders and caregivers. changes....due to "me" movements	1/5/2022 9:10 AM

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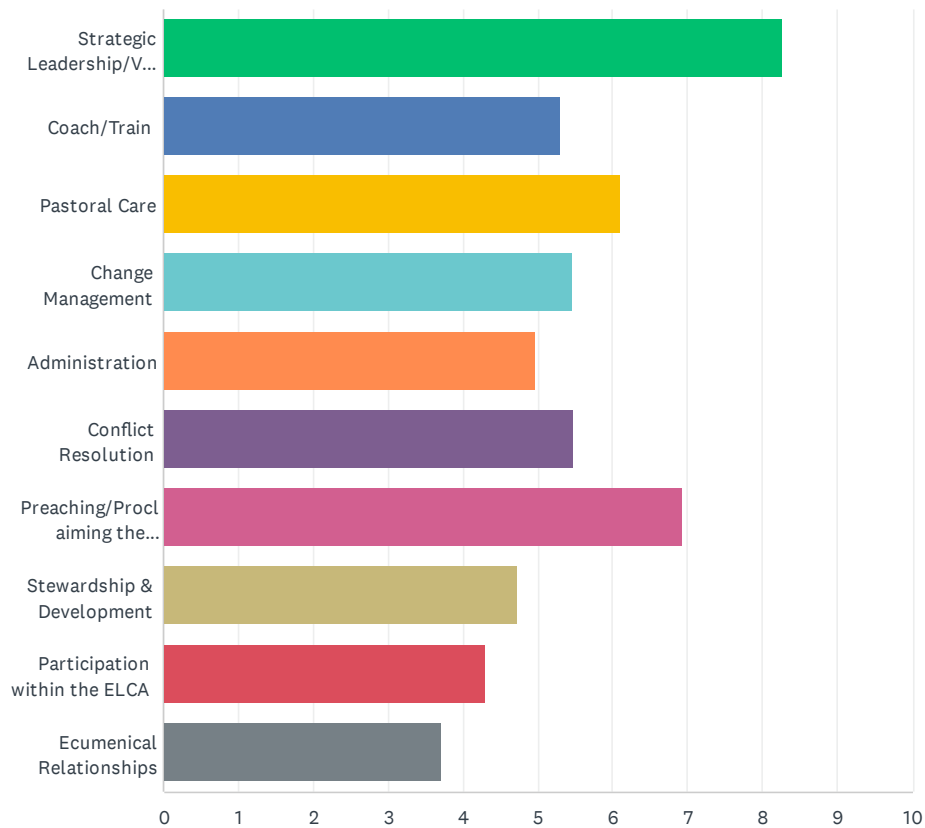
187	Empty pulpits	1/5/2022 9:08 AM
188	shrinking numbers, lack of roster leaders	1/5/2022 9:06 AM
189	Moving into a time of teaching, modeling, and living in as a communal church. As the nation struggles with the demise of individualism, the Church can help and be pastoral.	1/5/2022 9:06 AM
190	Clergy and PMA shortage	1/5/2022 9:04 AM
191	Reaching into local communities in meaningful and relevant ways, reimagining what it means for a congregation to grow as a community of people of all ages, mediating division with a set of shared faith beliefs that ground our actions in society, figuring out how being people of faith is lived out (government, responsibilities to all during an ongoing public health crisis)	1/5/2022 8:54 AM
192	Make a shift to a growth mentality. Trusting God to guide us.	1/5/2022 8:53 AM
193	Dwindling finances and clergy. Retelling Gospel to a new generation. Can/dare the church relook at sexuality and being a Christian, Career and being being Lutheran, what does faith have to do for life outside Sundays and teaching kids morals. Can we name the evils that happen in the world as well as in the church (even beyond Lutherans)	1/5/2022 8:44 AM
194	Having enough qualified people to serve in the congregations, starting with ministers, PMA's, teachers, etc.	1/5/2022 8:43 AM
195	pandemic recovery, outreach to the marginalized	1/5/2022 8:41 AM
196	Even if congregations were to start living into the future more willingly, the clergy shortage will not go away that fast. There are likely going to be more parishes forming and congregations closing.	1/5/2022 8:40 AM
197	Need for seminary graduates and challenging and engaging new ideas.	1/5/2022 8:28 AM
198	How to embody Christ in New and faithful ways as congregations. ministries, and serving arms walking together. How to understand each other, bridge our differences, and celebrate diversity as a gift of our Creator. How to bear witness to God's kingdom/kin-dom values and vision in a fearful time of political, social and environmental upheaval.	1/5/2022 8:25 AM
199	Standing up for the Word of Jesus Christ	1/5/2022 8:24 AM
200	One thing I noticed was at the Synod thanksgiving service. If I were someone new who entered First Lutheran in Kearney, how comfortable would I feel. Someone not familiar with out European culture would not feel comfortable in that setting. We have to reach out to people who are different than we are and be willing to make the changes to make them comfortable in our churches and accept some of their traditions. Putting a few hymns in our hymnal from other cultures won't do it. Too many members feel it is the responsibility of the pastor to get new members when we the congregation are the ones called to do this.	1/5/2022 8:12 AM
201	attracting pastors, offering a vision. making hard decisions about what support can be offered and where there are gaps	1/5/2022 8:10 AM
202	Support from the congregations. Funding massive programs.	1/5/2022 8:05 AM
203	Keeping the churches open and going	1/5/2022 7:48 AM
204	Liberal ideas are infiltrating behaviors and beliefs.	1/5/2022 7:44 AM
205	New models of being church together with rostered leader shortage and congregations dwindling	1/5/2022 7:44 AM
206	Membership, leadership and learning to move the church closer to God. We need to get closer to God and tirelessly give the people the honest truth about Him. We also need to do much better in relating Jesus Christ and the Holy Spirit to the struggles we the people are enduring and navigating. Keeping Jesus' name alive and relevant in ourselves, our families, and our communities, has been, and always will be our primary challenge. How we relate Jesus to the everyday lives of Christians is the biggest challenge we face.	1/5/2022 7:21 AM
207	Faith shaped more by media and less by the Bible. Rostered leader isolation that leads to discouragement and rust out.	1/5/2022 7:20 AM
208	"Creating Financially Stable Congregations" James Elrod . Logistics (not applicable for small long.) Excellent resource on change Example: determine what is possible to change - time not spent on factors that realistically cannot be changed.	1/5/2022 7:17 AM
209	Financial, Political divisions, Economic divisions, Lack of focus of congregations	1/5/2022 7:06 AM
210	The same challenges the institutional church is facing everywhere: combatting the cultural/political divides that pull communities apart, a declining membership and relevancy, raising up leaders that can help congregations navigate significant change.	1/5/2022 6:59 AM
211	Declining membership, polarity in our world, immature spirituality, muting the gospel and poor theology	1/5/2022 6:58 AM

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212	Support of rural ministry, keeping the life in declining rural churches...and yes, closing when necessary.	1/5/2022 6:27 AM
213	Recovery from the pandemic	1/5/2022 5:40 AM
214	outreach to the community, membership, distinction between Lutheran and other desition theology in a way that others see grace	1/5/2022 5:12 AM
215	The temptation to lean "Evangelical" to attract new members	1/5/2022 5:05 AM
216	The declining in church members.	1/5/2022 4:54 AM

Q12 Please rank from 1 (most important) to 10 (least important) the following attributes/abilities of the Nebraska Synod's next bishop:

Answered: 236 Skipped: 6



	1	2	3	4	5	6	7	8	9	10	TOTAL
Strategic Leadership/Vision	44.05% 100	20.26% 46	9.25% 21	8.81% 20	4.85% 11	3.96% 9	2.20% 5	1.76% 4	1.76% 4	3.08% 7	227
Coach/Train	3.51% 8	7.89% 18	13.16% 30	13.60% 31	11.40% 26	10.53% 24	10.96% 25	9.21% 21	11.40% 26	8.33% 19	228
Pastoral Care	11.06% 25	11.50% 26	15.49% 35	13.72% 31	7.52% 17	9.29% 21	10.62% 24	7.08% 16	6.64% 15	7.08% 16	226
Change Management	4.00% 9	14.67% 33	10.67% 24	12.89% 29	12.00% 27	8.44% 19	8.89% 20	7.56% 17	4.00% 9	16.89% 38	225
Administration	1.78% 4	8.89% 20	11.11% 25	10.22% 23	12.44% 28	10.22% 23	9.78% 22	11.11% 25	16.00% 36	8.44% 19	225
Conflict Resolution	1.31% 3	9.61% 22	11.79% 27	10.92% 25	16.16% 37	17.03% 39	12.23% 28	10.04% 23	6.55% 15	4.37% 10	229
Preaching/Proclaiming the Gospel	28.26% 65	14.35% 33	10.87% 25	6.96% 16	5.65% 13	6.52% 15	10.00% 23	8.26% 19	4.78% 11	4.35% 10	230
Stewardship & Development	1.32% 3	4.85% 11	8.81% 20	9.69% 22	12.33% 28	11.45% 26	14.98% 34	20.70% 47	10.13% 23	5.73% 13	227
Participation within the ELCA	3.10% 7	5.75% 13	5.31% 12	7.08% 16	10.18% 23	10.18% 23	11.95% 27	13.72% 31	23.01% 52	9.73% 22	226
Ecumenical Relationships	2.60% 6	3.90% 9	4.76% 11	6.06% 14	7.79% 18	11.69% 27	8.23% 19	10.82% 25	14.29% 33	29.87% 69	231

Q13 What should be the top priorities of the new bishop?

Answered: 213 Skipped: 29

#	RESPONSES	DATE
1	Communication with members of the Nebraska ELCA	1/20/2022 8:24 AM
2	Supporting Rostered Leaders so they can support the laity Visioning for Rostered Leaders so they can equip the saints for service	1/19/2022 4:37 PM
3	unity and growth does mean changing our background of beliefs	1/19/2022 1:53 PM
4	1) Strategic Planning with Synod Council, 2) mobility/call support, 3) fundraising	1/19/2022 12:39 PM
5	Pastoral care, Administration, Strategic Leadership/ Vision and conflict resolutions.	1/19/2022 10:49 AM
6	We're nearly a quarter of the way through the 21st century. We need a bishop that can learn and train others on what it means to be a 21st century disciple/congregation. That will not include wishing super duper hard that the 1950's would return because they won't any more than the 1850's or 1750's will return. We need to move forward.	1/19/2022 9:49 AM
7	Scholarships for seminary. We need pastors. Support rural churches and congregations.	1/19/2022 7:34 AM
8	Vision for the years ahead and ensure the synod team is aligned and equipped. Being bold in addressing that the church and all its members are called to be the hands and feet of Jesus and leave judgement to God.	1/18/2022 10:20 PM
9	Care of our existing Pastors and personal contact with the congregations he/ she serves.	1/18/2022 9:28 PM
10	Leadership and vision to lead Lutherans during this difficult times	1/18/2022 8:28 PM
11	The ones I marked 1, 2, 3	1/18/2022 6:41 PM
12	meeting the members in the congregations continuing to care for the leaders and members take time to be a visionary continuing to be available and approachable for conversation	1/18/2022 4:10 PM
13	Preach/proclaim Gospel, good administrator, leadership, visible guidance for resolving conflicts within congregations	1/18/2022 2:58 PM
14	Giving vision that is unique to Nebraska. Seeking to heal division. Hiring strong assistants. (Each of these is a continuation of the work of the current bishop.)	1/18/2022 2:50 PM
15	Articulating mission.	1/18/2022 2:39 PM
16	Being an agent of change, willing to have hard conversations, be an effective communicator.	1/18/2022 2:28 PM
17	Retaining pastors with realistic commitments to community & the gospel.	1/18/2022 1:44 PM
18	Help congregations and rostered leaders recover from pandemic -- spiritually, mentally/emotionally -- and point us forward	1/18/2022 12:39 PM
19	Develop a strategic vision/plan for the Synod and develop ecumenical & secular partnerships to creatively address areas of significant need/deficiency.	1/18/2022 11:30 AM
20	Recruiting	1/18/2022 11:02 AM
21	Providing inspiration to Pastors and laypeople.	1/18/2022 10:42 AM
22	Being an authentic and spiritual leader	1/18/2022 10:23 AM
23	The bishop needs to be spirit driven to preach the gospel in an inspiring way and lead other pastors to do likewise. The Bishop needs to be a person who meets people in a caring and compassionate manner and shows God's love in his words and actions to the Nebraska Synod and the world. Preaching and teaching the Bible and sharing the message of faith and grace driven church work.	1/18/2022 9:17 AM
24	Getting qualified Pastors into Nebraska. And getting out Pastors who are doing harm to the Kingdom of God and God's people (not merely moving them, but removing them from the Pulpit).	1/18/2022 9:08 AM
25	Hiring staff that helps him lead and are capable of helping/reaching out to their churches.	1/18/2022 8:58 AM
26	Lead us into the future church--help us all figure out what that may be	1/18/2022 7:50 AM
27	Modeling and leading our synod into faith based growth and development focused on mission and discipleship development. Building unity rather than the division being created by current ELCA leadership.	1/18/2022 7:14 AM

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28	To support and Foster growth before the programs within Nebraska.	1/18/2022 6:50 AM
29	Acceptance of all, help to equip others to share the gospel message, listen to what is going on in the world and help others to know that in order to pray for those things.	1/18/2022 4:55 AM
30	Ability to inspire pastors and church leaders with the Good News to share with all, and support outreach. Not look inward.	1/17/2022 9:49 PM
31	Growing more Pastors to serve.	1/17/2022 5:04 PM
32	optimizing processes, staff, and resources for more effective mobility and call processes in the synod	1/17/2022 4:51 PM
33	To care for the pastors and encourage them to care for their congregations. Reach out beyond the ELCA in Nebraska to create strong World relationships.	1/17/2022 11:27 AM
34	Deep faith Dynamic and educated Great vision and experience	1/17/2022 10:45 AM
35	Pastoral care to their leaders in the field, putting together assistants (possibly letting go of some current ones) that truly can help with that pastoral care and leadership. With that I believe comes dealing with the conflicts that have arisen with the pandemic or that have become worse with the pandemic because they weren't dealt with in the first place.	1/17/2022 9:42 AM
36	Tell the truth. Challenge people to live the gospel. Ask questions.	1/16/2022 12:28 PM
37	Pastoral care and accountability of our Pastors and strengthened relationships with Ne Synod Congregations.	1/15/2022 5:22 PM
38	Spiritual leadership to grow Christ's Church. Hire administrators to handle administrative duties.	1/14/2022 1:30 PM
39	Helping the congregations to be "The Church" in their respective communities, which may look different in the various parts of the state.	1/14/2022 12:51 PM
40	Staying out of politics	1/14/2022 12:01 PM
41	Reaching out to EACH and EVERY rostered leader in the Synod to check in--not through the assistants. I know this is a HUGE task to complete, but one that I think is vitally needed.	1/14/2022 11:23 AM
42	changing the call process to be faster and fairer to both churches and ministers; convincing ministers they have to change or will lose their congregations; insisting ministers provide more context and explanation of Bible passages	1/13/2022 9:03 PM
43	Prayer time and Bible study.	1/13/2022 4:59 PM
44	Seeing the reality of the church and speaking truth to those who are responding anxiously.	1/13/2022 2:18 PM
45	church leadership & candidacy improvements & review successfully do development work on behalf of the Synod clear communication	1/13/2022 1:52 PM
46	Rethinking what 'church' looks like in 2022.	1/12/2022 6:58 PM
47	Narrowing the focus of the synod to those things that support healthy, vibrant congregations. Supporting new and currently functioning models for the way ordained and lay ministers are identified, trained, and deployed within Nebraska, including through ecumenical collaboration whenever beneficial.	1/12/2022 3:10 PM
48	Candidacy and creative use of leaders placed for the Holy Spirit to employ (lay and clergy).	1/12/2022 3:09 PM
49	Encouragement to recruit and development new pastors, perhaps making it "easier" to get in to the club.	1/12/2022 2:45 PM
50	Proclaim the gospel in everything they do - from actual preaching down to the most mundane tasks. To be a pastor to the pastors. To not be bogged down in admin tasks.	1/12/2022 10:47 AM
51	Keep developing a vision of the church for the future in NE.L	1/12/2022 10:21 AM
52	1. Setting the priorities for the NE Synod during the next 3-5 years (especially as we come out of the pandemic) 2. Recruiting pastoral talent for openings within the Synod 3. Helping congregations become more comfortable/successful with stewardship efforts	1/11/2022 5:02 PM
53	Bold proclamation that holds the tension of firm belief in Christ and openness for the Spirit's joy and transformation. So, no big deal!	1/11/2022 11:16 AM
54	Isn't that the work of the Spirit to figure out? Some folks will be deeply concerned with money, some with unifying our congregations, some with pleasing pastors, some with pleasing churches... it's a huge mix! The top priority of the new bishop, is to be authentic, to be true to their own gifts, surround themselves with staff that have complimentary gifts, and embody the hope of the gospel... continually reminding all the people of the NE Synod whose we are and why that matters.	1/11/2022 11:01 AM
55	Sharing the gospel in all facets of the role. Communicating frequently and transparently with	1/11/2022 10:51 AM

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	the synod	
56	see #12	1/11/2022 12:11 AM
57	Lead a new vision and help pastors, congregations and serving arms see and accomplish their roles	1/10/2022 8:55 PM
58	Visitation and Pastoral Care. Preaching and Proclaiming the Gospel. Education and continuing education of Leaders.	1/10/2022 7:48 PM
59	They are all important. I think Strategic Leadership and Vision are the most important--where there is no vision the people perish. Change is essential but will be enormously painful to those already hurting.	1/10/2022 3:22 PM
60	Encouragement and vision for the new normal	1/10/2022 11:29 AM
61	God word Meeting changes in today's world Helping congregation s in today rapid changing world Strong theological understading	1/10/2022 10:17 AM
62	Firing the current assistants and bringing in people who are more our age and understand where we are coming from. We would love to have a pastor who wanted to stay in Nebraska.	1/9/2022 9:32 PM
63	How to keep Pastors in the ministry and encouraging younger members to be active.	1/9/2022 1:53 PM
64	Connect with people, not just congregations. Be approachable and open minded.	1/8/2022 8:16 PM
65	Leadership and pastoral care.	1/8/2022 7:57 PM
66	Care for current members, staff, pastors. Fill us up with hope, help us to grow in Christ	1/8/2022 12:39 PM
67	Ability to delegate authority and oversee the progress of each program.	1/8/2022 8:19 AM
68	Having the spirit move us to engage each other and our communities.	1/8/2022 6:45 AM
69	Leading through significant demographic and societal change. Working with other mainline denominations to share ministry and leaders (even though I put ecumenical relationships last in the above ranking).	1/7/2022 10:00 PM
70	Growth and outreach	1/7/2022 9:32 PM
71	Commitment to the Gospel. Accessible to members. Honest and realistic	1/7/2022 5:40 PM
72	Being a shepherd leader. We've had excellent leadership in the past and the Spirit will bring forth another excellent leader.	1/7/2022 4:52 PM
73	Leadership Being able to relate to small congregations and congregations west of Grand Island.	1/7/2022 4:39 PM
74	Leadership, vision, preaching the gospel	1/7/2022 2:40 PM
75	Making sure pastors are cared for Make yourself known to congregations	1/7/2022 2:37 PM
76	Reaching out to all congregations and their leadership	1/7/2022 1:52 PM
77	I would like to see our NE bishop communicate to the national ELCA Bishop that it is NOT OK to post political opinions on social media. We have been members of an ELCA church for 35 years, and I am appalled at the recent posts of our national bishop. For the first time ever we are considering leaving our church and the ELCA. By reading the responses to Bishop Eaton's recent posts, it is obvious she is not uniting our church, but dividing it. We would like to see more unity in our local message and the national message going forward.	1/7/2022 12:01 PM
78	Seek Change Discern the call of the Synod to serve God's activity all around us.	1/7/2022 11:51 AM
79	getting to know the people of the congregations represented in the state	1/7/2022 11:39 AM
80	Build back a more diverse community	1/7/2022 11:19 AM
81	Doing God's work - even when it pushes congregations outside of their comfort zone a bit. Baby steps are fine - but no steps are not.	1/7/2022 9:58 AM
82	Pastoral care is huge. However, I really believe we need to become more and more creative in our ministry as we respond to the needs of people. Innovation will need to be the heart of the Bishop's leadership and vision.	1/7/2022 9:50 AM
83	Outreach to the small churches and the serving arms.	1/7/2022 9:27 AM
84	Be engaged, authentic, and visible in the communities, churches, and supportive of the Synod missions.	1/6/2022 9:01 PM
85	Help provide leadership and vision to the synod and its congregations.	1/6/2022 7:58 PM
86	Being led to that position by God.	1/6/2022 7:56 PM

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87	Visioning for the future & Pastoral Care	1/6/2022 2:06 PM
88	To make sure that his/her underlings can help congregations who are struggling (ie., incompetent and destructive 'minister').	1/6/2022 1:33 PM
89	Inspire us with the Gospel...and then let the Spirit guide the changes that are needed	1/6/2022 11:29 AM
90	Leading by example in actively welcoming, hearing out, and not dismissing conservative members and pastors. Fix the mobility process and set up performance-based accountability metrics for assistants to the bishop involved in mobility. Block the racist "anti-racism" movement in all Synod committees. Actively recruit pastors who want to be pastors, not left-wing political activists who are blowing up congregations and communities here. Actively discourage political activist pastors from finding new calls in Nebraska. Provide accountability to preaching and teaching of pastors, particularly in regard to expecting them to be Lutheran and faithful to the Gospel. The core is rotting out and needs radical change for things to improve.	1/6/2022 11:28 AM
91	Be a positive role model to our synod churches Active in his/her faith on a daily basis and energetic in proclaiming the Good News of Jesus Christ to others in a joyous and loving manner. A leader who can assist/encourage congregations of all ages in spiritual growth. Understand and work through conflict in needed congregations	1/6/2022 10:13 AM
92	Community and statewide pastoral care	1/6/2022 10:02 AM
93	encouraging congregations in renewed mission and hospitality outreach in their communities, and encouraging sharing of insights across the synod	1/6/2022 9:59 AM
94	Leading the church with a vision for a rapidly changing world and Church	1/6/2022 9:39 AM
95	Just said so in the previous question	1/6/2022 8:48 AM
96	Not sure	1/6/2022 8:41 AM
97	Preaching and proclaiming the gospel should be their top priority. Granted, there are lots of people in the synod who do just that, but if the bishop isn't doing one of the most basic activities of a church, then maybe we've lost sight of what we're all about. And keep the pulpit free of politics and such nonsense. Stick to the script of the Bible.	1/6/2022 8:08 AM
98	to be a leader and develop programs to help small churches be part of the big picture	1/5/2022 9:24 PM
99	Supporting pastors	1/5/2022 9:23 PM
100	Getting to know the churches and pastors well.	1/5/2022 9:22 PM
101	#12	1/5/2022 8:52 PM
102	Strategic leadership, proclaiming the gospel	1/5/2022 7:24 PM
103	Providing grace and support to the Pastors in the Synod who have had a rough 18 months. Assuring uniformity and consistency in following the ELCA principles and priorities. Recruiting efforts to increase seminary students.	1/5/2022 7:04 PM
104	To prayerfully lead to the best of their ability, relying on God's love and guidance. To love the people they serve.	1/5/2022 6:56 PM
105	Including all members and keeping them all together. Preach only what is written in the Bible. NO political stance or opinion.	1/5/2022 6:16 PM
106	Building the foundation of our ministry. Uniting our churches. I appreciate our former bishop, and his preaching/sermons was so strong, but I felt he avoided taking a stand on the tough issues. Churches needs guidance rather than leaving topics up to the churches themselves to decide.	1/5/2022 6:08 PM
107	The new bishop might make it a priority to support pastors beaten up in ministry.	1/5/2022 5:27 PM
108	Find super assistant pastors that want to help her/him	1/5/2022 5:24 PM
109	Leadership that engages and leads toward a hopeful future	1/5/2022 5:19 PM
110	Care for leadership, administration	1/5/2022 5:17 PM
111	Relying of God's help and guidance. Preserving Lutheran doctrine, Leading pastors and church leaders,communicating with leaders and lay members. Attracting more people into the ministry.	1/5/2022 4:47 PM
112	Visioning outside the box with regard to raising up leaders and inspiring churches to minister outside their walls.	1/5/2022 4:31 PM
113	guiding the Nebraska Synod into a dynamic organization which involves all members (especially the young) into a force for unity in our divided nation...CERTAINLY A VERY REALISTIC EXPECTATION :-(1/5/2022 4:28 PM
114	New vision of our synod.	1/5/2022 4:20 PM

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115	Envisioning innovative ways to bring and apply God's hope and healing.	1/5/2022 4:01 PM
116	Healing the congregations that are hurting. Finding ways for the ELCA to be relevant to people's lives. Providing a clear vision for the mission of the Nebraska Synod that churches can be a part of.	1/5/2022 3:58 PM
117	Proclaiming the gospel. Stewardship. Working with call. Dealing with conflict. Supporting the PMA program and TEEM ministry.	1/5/2022 3:47 PM
118	Understanding the diversity of congregations and urging them to embrace it. This is tough in the NE synod.	1/5/2022 3:46 PM
119	Centering on a Gospel focused vision	1/5/2022 3:19 PM
120	Keeping Jesus front and center	1/5/2022 2:57 PM
121	be available	1/5/2022 2:42 PM
122	I believe the top priorities of the next bishop should be pastoral care and change management because we are in a constantly, fast-changing world and roster leaders need care too.	1/5/2022 2:38 PM
123	Knowing needs of individual congregations, fostering cooperation between congregations, compassion	1/5/2022 2:16 PM
124	Renewed vitality.	1/5/2022 2:15 PM
125	Helping fill pastoral vacancies	1/5/2022 2:14 PM
126	Re-vision ministry through the gospel lens of how we are called to be servant leaders who participate in the work that God is already doing. The bishop (and staff) needs to connect with congregation and listen to them, then support and equip them to go out. We need the bishop to send us out into our communities. As long as we sit waiting for people to come to us we will continue to see a decline in our faith communities. We need to be inspired, equipped, and sent out.	1/5/2022 1:55 PM
127	Work to eliminate congregation shenanigans with strong leadership and procedures. Current theology, etc. care for pastors and clergy families. Diversity and inclusion.	1/5/2022 1:47 PM
128	Leadership in change.	1/5/2022 1:47 PM
129	Passion for sharing the Gospel. New ideas to get everyone excited and involved in sharing the Gospel. Growing our NE churches	1/5/2022 1:27 PM
130	Care of the clergy	1/5/2022 1:18 PM
131	Continuing preaching God's word as they visit and support congregations.	1/5/2022 1:13 PM
132	Don't have enough knowledge to answer this.	1/5/2022 1:04 PM
133	To me that question should be answered by the bishop and his or her staff	1/5/2022 1:01 PM
134	articulating a clear strategic plan for the mission of the synod and its congregations.	1/5/2022 12:55 PM
135	Be open to new ideas, especially from young families. O	1/5/2022 12:54 PM
136	see above	1/5/2022 12:49 PM
137	Welcoming and relationships Keeping the NE Synod together and healthy.	1/5/2022 12:43 PM
138	Strategic Leadership/Vision, staffing, relationships with congregations and leaders	1/5/2022 11:59 AM
139	Love and support local congregations and empower and equip local pastors to thrive. Work hard with cluster deans to ensure pastors feel connected to each other and to the new bishop. I would encourage you to really recognize the vast differences between congregational realities in all areas and listen, really listen, to pastors - and believe them. Talk to them one on one away from their lay leadership. Nebraska is a diamond, a wonderful Synod and it's in a terrific place. I'm afraid, though, particularly for younger pastors (<50), that burnout is a growing problem.	1/5/2022 11:43 AM
140	See question 5.	1/5/2022 11:32 AM
141	a pastoral presence	1/5/2022 11:32 AM
142	Develop stronger connections with local parishes	1/5/2022 11:30 AM
143	Trying to bring and/or keep the synod together with a common goal and understanding based on the fundamentals of gospel message. Especially in these time of incredible divisiveness in our society as a whole.	1/5/2022 11:29 AM
144	Focus on Christ centered worship and participation in the life of the church on a local level.	1/5/2022 11:11 AM
145	Guidance on sustaining and growing congregations.	1/5/2022 11:09 AM

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146	Bringing the Synod back together after 3 years of non-togetherness. Assisting all Churches in attaining online worship opportunities and welcoming back the flock.	1/5/2022 11:06 AM
147	To enter into this new call with a sense of wonder, awe, and a deep desire to learn and admit that they don't know everything. To not want to change the whole staff or synod structure over night, because the learning curve is great; but to also be open to the Spirit's movement and know that God might be calling us into something new and a new way of being.	1/5/2022 11:03 AM
148	Relationship Building A deep spirituality and it's practices Listening Team work and team building among staff	1/5/2022 10:52 AM
149	Fostering relationships with rostered leaders and encouraging them to continue learning/growing; Care for leaders; Finding joy in the call (it's a tough one);	1/5/2022 10:46 AM
150	Communication Inclusiveness/ Mission awareness and invitation/ Proclaimer of Gospel/ Change Management/ ELCA and Ecumenical Partner	1/5/2022 10:46 AM
151	Growth, pastor development	1/5/2022 10:45 AM
152	1. Mission/Vision reset of Identity and Purpose with truly knowing the WHY for the synod and communicating it 2. Connection and relationship building 3. Keeping the gospel front and center 4. Empowering rostered leaders and PMAs and others to lean into a different way of leadership that moves them into more exploration with their congregation and communities-- adaptive leadership. They can't function the old way of "Build it" and they will come. Or say it and command it, and your office is respected and trusted. It's get out there and partner with God in what God is doing.	1/5/2022 10:40 AM
153	Develop Relationships. Be present to others through the ministry of presence.	1/5/2022 10:40 AM
154	Maintain current roster of pastors. Recruit new pastors.	1/5/2022 10:40 AM
155	Accessibility. Streamline his or her schedule to cut down on obligatory meetings and 'administrivia.'	1/5/2022 10:39 AM
156	Encourage pastors to work WITH congregations, especially leadership and do all she/he can to support all of them.	1/5/2022 10:38 AM
157	Establishing a relationship with congregations across Nebraska. Nebraska Lutherans want to know their Bishop.	1/5/2022 10:37 AM
158	-Visioning -Truth-telling in word and action -Communicating	1/5/2022 10:29 AM
159	Education on the value of diversity	1/5/2022 10:28 AM
160	LEADING OTHERS TO CHRIST...	1/5/2022 10:25 AM
161	1) synod staffing with an eye to the future. 2) Vision & aligning resources with the vision 3) having a coach to walk with the Bishop as there are hard decisions they will have to make for our future. 4) continuing education to equip and empower the synod to make the needed shifts. And all of this is grounded in listen to the Spirit and grounding themself and staff in prayer, study and growth.	1/5/2022 10:16 AM
162	Be loving and grateful. Develop relationships.	1/5/2022 10:15 AM
163	It seems that the leadership of the synod has done a good job and has set priorities that can be continued until the new team can analyze and create a slightly different plan.	1/5/2022 10:12 AM
164	Teach, Coach, and Lead congregations into a new sense of identity aligned with our beliefs and committed to reaching the lost in our communities.	1/5/2022 10:06 AM
165	"Meet your people, earn their trust, and fall in love with them" Rev David deFreese to a bunch of 1st call pastors	1/5/2022 10:03 AM
166	Development, Casting new vision for the next 5 years, promoting healthy conversations in congregations where there is conflict, exploring creative new paradigms and models for ministry in a changing culture.	1/5/2022 10:01 AM
167	Developing a vision for the synod would be the top priority. Pastoral care to the Rostered Leaders, PMA's and Synod Staff. Financial Stability to the Synod and coaching and training leaders (which is probably a delegated responsibility, but extremely important). Training leaders whether it is Rostered, PMA's, or Lay needs much more emphasis, in my opinion.	1/5/2022 9:55 AM
168	Be a great and caring leader who shares a love of God through word and deed.	1/5/2022 9:54 AM
169	A new bishop should make a concerted effort to meet all congregations, within the first 18 months after election. Further, addressing the issues raised in #6 above.	1/5/2022 9:53 AM
170	Strategic Leadership, helping Church's that are losing members and making sure Gospel is Preached	1/5/2022 9:51 AM
171	Developing a strategic plan for leadership development in the Synod and re-designing Synod	1/5/2022 9:48 AM

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	staffing and structures in line with key objectives.	
172	Leadership spiritual leading	1/5/2022 9:39 AM
173	The new bishop will need to quickly put out the fires left to smolder and burn by the old bishop. The new bishop will need to attract pastors and teach congregations to retain pastors. The new bishop will need to refocus congregations to sharing and demonstrating the good news of Jesus Christ, and focus them away from politics, back biting, and negativity.	1/5/2022 9:35 AM
174	"recruiting" and caring for professional leaders balanced leadership in fractured times setting example in self-care	1/5/2022 9:34 AM
175	They should be authentic to their gifts, creative and faithful to our tradition, and seek to serve with others	1/5/2022 9:32 AM
176	Bringing together all congregations across the state and finding ways to share ministries together.	1/5/2022 9:31 AM
177	Leadership, godliness	1/5/2022 9:31 AM
178	Surround herself/himself with quality staff, staff that are creative, energized, and eager to connect individually with congregations.	1/5/2022 9:29 AM
179	Personable and listens to the needs of the congregations.	1/5/2022 9:25 AM
180	Helping pastors and congregations envision a different future. Inspire.	1/5/2022 9:17 AM
181	They will need to be open and honest about what is happening within our synod. They will need to be understanding but also firm at times.	1/5/2022 9:17 AM
182	growth	1/5/2022 9:13 AM
183	Finding ways to help grow support for the work of the church, especially by including a youth/young adult focus.	1/5/2022 9:12 AM
184	connecting with communities getting to know the rostered leaders in the synod knowledgeable about leading leaders through conflict	1/5/2022 9:10 AM
185	Find a solution that will fill pulpits with Lay Preachers	1/5/2022 9:08 AM
186	Helping congregations, and their leaders, to think about new and different ways of leadership within their congregations, and how to adapt to a changing culture around church and faith	1/5/2022 9:06 AM
187	Establish a relationship and on ongoing confidence with clergy and congregations. Be pastoral, listen, love, and live hope.	1/5/2022 9:06 AM
188	Faith role model Visioning Lead creative and responsive change	1/5/2022 8:54 AM
189	Re-engage leadership in the congregations. Authentic faith expression.	1/5/2022 8:53 AM
190	Being honest that faith life is not the center of Nebraska life anymore and what can the church do to renew the Gospel to a generation(s) that see little relevance in it. May be impossible due to fact that many inside church hold on the idea that church is a "safe place" that does not change or that church looks like me (race, socioeconomic status, sexual identity, political views)	1/5/2022 8:44 AM
191	Leadership development. Strategic initiatives. Further establishing the statewide network.	1/5/2022 8:43 AM
192	Preaching/Proclaiming the Gospel	1/5/2022 8:41 AM
193	Parish formation.	1/5/2022 8:40 AM
194	Leading and Vision	1/5/2022 8:28 AM
195	Getting to know the synod and the role and responsibilities, prayer, being in spiritual direction, vision for mission, how to staff and structure to live into mission.	1/5/2022 8:25 AM
196	Preaching the Gospel unchanged instead of social justice and worldview's	1/5/2022 8:24 AM
197	To make our membership aware of how privileged we are and how this looks to our communities, and get the lay members to take on their responsibilities to take Christ to the nations and stop picturing Christ to look like one if us.	1/5/2022 8:12 AM
198	listening and assessing where congregations and pastors are and what gets people excited and what is needed.	1/5/2022 8:10 AM
199	Training future pastors/leaders.	1/5/2022 8:05 AM
200	Focus on Nebraska and pastors	1/5/2022 7:48 AM
201	Get back to basic solid Biblical teaching and preaching.	1/5/2022 7:44 AM
202	Leadership centered in Christ and the reality of today (including the deep divides)	1/5/2022 7:44 AM

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203	Being supportive, honest, Christ centered, thrifty. Being sincere and truthful. The new Bishop should understand clearly that one size does not fit all. It never has worked because some congregations just cannot do all the stuff that larger churches can. One size fits all makes management decisions easier, but one size fits all lets smaller and rural congregations fall through the cracks.	1/5/2022 7:21 AM
204	Focus on the rostered leaders to build moral and authentic community/collegiality.	1/5/2022 7:20 AM
205	Training and coaching clergy and PMA's on - self-care - Promote practice of clergy training for encouraging, and motivating congregational leaders rather than carry out those roles that can be played by lay folks.	1/5/2022 7:17 AM
206	Casting a vision for all of the Synod, Helping congregations focus on their mission, Providing unifying leadership based on fundamental Biblical principles	1/5/2022 7:06 AM
207	We are the church. Everything flows from the proclamation of the gospel. Administrators can be hired. The call of the bishop is to lead the church in its mission	1/5/2022 6:59 AM
208	Strategic vision	1/5/2022 6:58 AM
209	Proclaim the Gospel, mission & out-reach. Support & encouragement of pastors	1/5/2022 6:27 AM
210	Working together across Nebraska	1/5/2022 5:40 AM
211	to find ways of equipping the people to be more involved with the synod process so that things can be more transparent. Helping to find ways of how the pandemic will change us forever, and now help us to see that it is not a bad thing,	1/5/2022 5:12 AM
212	Leading and looking ahead w/vision	1/5/2022 5:05 AM
213	Holding true to The Bible, his/her call.	1/5/2022 4:54 AM

Q14 Is there anything else you would like to share with those discerning a potential call as Bishop of the Nebraska Synod?

Answered: 155 Skipped: 87

#	RESPONSES	DATE
1	I do question the mind of those who feel called to this position. I pray for all that are entering into this potential call with a clear mind and pure heart.	1/19/2022 4:37 PM
2	The Synod is likely going to have to make difficult funding decisions in the years ahead. I don't think the current level of staffing and ministries can be sustained given mission share declines from congregations.	1/19/2022 12:39 PM
3	Bishop who can be relational, Strong Leader, administer and navigator.	1/19/2022 10:49 AM
4	NO	1/19/2022 7:34 AM
5	This is a challenging time to be a leader in any arena, given all the animosity in society, but that also makes it an incredibly rich time to be a beacon of light in the darkness. Be bold!	1/18/2022 10:20 PM
6	Be available. You will be elected to serve the Synod, not push papers.	1/18/2022 9:28 PM
7	No	1/18/2022 8:28 PM
8	Other than I pray that Bishop Mass is happy with his new call and want him to know he will be missed.	1/18/2022 6:41 PM
9	Bishop needs to be visible in congregations, other than for special events, to gain support of congregants for ELCA. Parishioners ask why they should support ELCA.	1/18/2022 2:58 PM
10	Being able to support the greater voice of the ELCA, while also tempering the messages that are received as "inflammatory" by many Nebraskans, would be helpful. The ELCA is being characterized as having a theology in concert with the left. Claiming our centrist roots is necessary in Nebraska.	1/18/2022 2:50 PM
11	Please just follow Jesus. Don't get caught up in fighting the battles people think Christians "should" fight. Proclaim the Good News in a broken world and help people re-prioritized.	1/18/2022 2:39 PM
12	Stewardship means everything we do- synod office should be leaders in teaching this area.	1/18/2022 1:44 PM
13	*makes sign of the cross* Good luck!	1/18/2022 12:39 PM
14	Make no mistake, this is a highly challenging call at this time in history, but it also has the opportunity to be a very rewarding experience for the right individual.	1/18/2022 11:30 AM
15	Dedicated to building a better support program	1/18/2022 11:02 AM
16	Discern who has the heart of a servant. Integrity is of high importance in leadership. Sometimes people seek leadership roles for the wrong reasons. You only get a small glimpse in the process, so use caution in granting passes for answers less than forthcoming. Leaders should not have an answer to every question. Observe carefully when someone answers a question, authoritatively, when they do not know the answer.	1/18/2022 10:42 AM
17	In recent months and perhaps years the ELCA has gotten a "black eye" for getting involved with political issues and taking too much of a stand. We need to pray for our leaders but our forefathers were wise in making a distinction between church and state. Taking a stance on certain political issues is really not our job unless it takes away the rights to worship freely.	1/18/2022 9:17 AM
18	We need a Bishop who is will to speak with love to a church that has become too much like the world. Bullies, might-makes-right, etc. We need to move back to the cross.	1/18/2022 9:08 AM
19	We are a team! Thanks be to God!	1/18/2022 7:50 AM
20	I understand it is a difficult position. The ELCA is a big tent. There is room for many thought and positions under the tent. I beleive it will be important to seek unity rather than disenfranchising those with other beleifs and foundations within our synod.	1/18/2022 7:14 AM
21	I would like to see an increase of support for seeking the spirit within and the PMA program s. I think they will be a key to our continued success	1/18/2022 6:50 AM
22	No	1/18/2022 4:55 AM
23	Be a model of Jesus. Not caught up in the power.	1/17/2022 11:27 AM
24	Be prepared for hard work	1/17/2022 10:45 AM

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25	We need a bishop who is open and willing to do things differently, as guided by the Spirit. We have great things happening in our synod and very gifted leaders in the congregations, but they need to be supported.	1/17/2022 9:42 AM
26	You won't have the answers. A deep spiritual grounding is essential. It's not about you.	1/16/2022 12:28 PM
27	Historically, Nebraska has been blessed with incredible Bishops who have had many gifts to serve us. It is our prayer that God will send us another gifted leader to serve us.	1/15/2022 5:22 PM
28	Making question 12 work to show my answers. BW	1/14/2022 1:30 PM
29	Assistants need better accountability and need to work with congregations closer. The congregation I serve that is in the call process has not spoken to their assistant (Juliet Hampton) since January of 2021. How are they in the call process if no one is even checking with them or communicating with them?	1/14/2022 11:23 AM
30	They have big shoes to fill.	1/13/2022 2:18 PM
31	We need a faithful, truth-teller. The church needs an innovator who can think outside the box and sees unique solutions to problems. We would greatly benefit from someone who has vision and is prophetic.	1/13/2022 1:52 PM
32	No.	1/12/2022 6:58 PM
33	You always have the power to convene people. Create contexts for the Holy Spirit to work among us.	1/12/2022 3:09 PM
34	With such a diverse synod from metro to very rural - to be able to relate to all contexts. Not to forget the easily forgotten.	1/12/2022 10:47 AM
35	Listen to God's call with humility and peace.	1/12/2022 10:21 AM
36	We have greatly appreciated the calm demeanor, kind support, and listening ear Bishop Maas has brought to the job. These skill sets are special and we encourage the new Bishop to utilize a similar approach. We look forward to supporting the new Bishop!	1/11/2022 5:02 PM
37	This might seem a little random, but don't wait for a personal emergency to be the impetus for asking for help.	1/11/2022 11:16 AM
38	oh. my. goodness. you should pray.	1/11/2022 11:01 AM
39	I will be praying for you!	1/11/2022 10:51 AM
40	someone enthusiastic about the Lutheran tradition and who is very much in the world but not of it.	1/11/2022 12:11 AM
41	The synod needs a visionary leader capable of putting together a strong, motivated team to lead the synod in renewed energy for mission.	1/10/2022 8:55 PM
42	I'm sorry to see Bishop Maahs go. I thought he had an excellent handle on what needs to be done. God help the successor. It won't get any easier. I hope whoever it is has some understanding of rural problems.	1/10/2022 3:22 PM
43	The last two Bishops have had strong engagement with the serving arms of the Synod and that is very unusual AND critical so we can be the church together! I would deeply regret seeing the relationship between serving arms leaders/ agencies and the Bishop decline with the new Bishop.	1/10/2022 11:29 AM
44	Stay out of the graves the last bishop and staff dug with their absenteeism and neglect.	1/9/2022 9:32 PM
45	The work here is very important, much needed, and it wont be easy	1/8/2022 12:39 PM
46	The new Bishop needs to be approachable, willing to listen to differing ideas and calm enough to make adjustments.	1/8/2022 8:19 AM
47	God bless!	1/8/2022 6:45 AM
48	God will lead those into rolls that are maybe not comfortable but just like Samuel, candidates have to rely on the Spirit and respond with "here am I, send me."	1/7/2022 4:52 PM
49	Times are changing and we have to change with them. The word doesn't change but maybe how we spread the word has to change.	1/7/2022 1:52 PM
50	It should be felt as a call not just a step up the ladder.	1/7/2022 12:29 PM
51	Synods don't/can't/shouldn't do all things for all people - What are we called to be as a community of faith and out of that calling reset the priorities and leadership to follow that call.	1/7/2022 11:51 AM
52	a time of serious prayer and contemplation	1/7/2022 11:39 AM
53	Pray, and be bold.	1/7/2022 9:58 AM

Bishop Election Survey

54	Make sure God's Word is the foundation of this ministry. This is a phrase used often, but it really makes sense: "What would Jesus do?" Probably a good guiding principle.	1/7/2022 9:50 AM
55	Full time commitment and authenticity in accord with being called.	1/6/2022 9:01 PM
56	Could Bishop Michael Rinehart (Houston TX) provide advice and guidance to our synod on how he sees his role as bishop?	1/6/2022 7:58 PM
57	Love God, share Jesus and ride with the Holy Spirit.	1/6/2022 7:56 PM
58	If we don't take better care of the pastors we have, we'll lose them - that sends a strong message to those who may be in the discernment process.	1/6/2022 2:06 PM
59	The geography of the Nebraska Synod is large. We currently have satellite offices...or used too. We have a large metro population combined with a remotely rural population. It is a synod of contrasts and you will be asked to be the bishop of all of us. This will be a challenging call.	1/6/2022 11:29 AM
60	If you aren't committed to actually loving the vast majority of Synod members across the state, no matter their politics or profession, do us all a favor and step back from this call before you do even more damage.	1/6/2022 11:28 AM
61	Be hopeful, yet realistic, pointing to and proclaiming new life (resurrection) amidst the death and dying.	1/6/2022 9:39 AM
62	No	1/6/2022 8:41 AM
63	I want you to love Jesus Christ with all your being. I want you to be a person filled with the Holy Spirit who listens to what God tells you. Discern his guidance for you. Be true to scripture and take care of you. Be alert to signs of burn-out. Also, be visible and approachable. How's that for a mixed bag? But I think each of these is important - so important - to keep the Synod healthy.	1/6/2022 8:08 AM
64	Covid effects on the church will be felt for several years-it's going to take a lot just to maintain let alone build.	1/5/2022 9:23 PM
65	Making sure they gave the energy and time management skills it would require,	1/5/2022 9:22 PM
66	Hopefully you will feel strongly supported to seek the position and after assuming the position.	1/5/2022 7:24 PM
67	Prayers.....	1/5/2022 6:56 PM
68	I have been born, raised married in the Lutheran church. Because of the ELCA taking opinions as to whose administration is worse for immigrants and castigating one and not the other, gun issues, racism issues have caused me to question my membership in this church. I have gone exclusively to devotions from the Missouri Synod Lutheran church. I do not totally agree with all of their views, but the ELCA also condones abortions. It's tough to sort it all out. Thankful that God is the final judge.	1/5/2022 6:16 PM
69	Be a leader. Be strong. Don't court public opinion. Give us guidance on the tough issues. And stop forcing controversial stances on our youth. I may never attend a National Youth Gathering again after the obvious attempts to be more popular with the public on certain topics. We need someone who will be motivating, unifying and theological.	1/5/2022 6:08 PM
70	We need a bishop who has a heart for pastors within the Synod, one who identifies with them.	1/5/2022 5:27 PM
71	Extend synod reach by utilizing the gifts present in pastors and lay leader who can become unpaid (financially) staff who extend, expand and enhance the synod effectiveness.	1/5/2022 5:19 PM
72	God be with you.	1/5/2022 5:17 PM
73	Let the public know that the Nebraska ELCA is alive and well.	1/5/2022 4:47 PM
74	May God bless and empower you to serve!	1/5/2022 4:31 PM
75	The world cries out for leadership in all areas, and virtually all of those areas involve our relationship with the loving Christ depicted in the Bible. How that dynamic can be communicated and shared with large numbers of people is NOT a task to be taken lightly. Please know that many of us will be supporting you with thoughts, prayers, and whatever else you need.	1/5/2022 4:28 PM
76	I would say that as a Bishop of the Nebraska Synod you need to know and appreciate the people of Nebraska. Many, especially in the rural areas are rugged individualists. But we take care and love our neighbors.	1/5/2022 4:20 PM
77	Maybe it is time for a woman and/or non-white male to serve in this role.	1/5/2022 4:01 PM
78	Please look beyond older white male candidates.	1/5/2022 3:58 PM
79	Support the PMA program and TEEM ministry. The way of the future will probably be indigenous leadership especially in the rural.	1/5/2022 3:47 PM
80	be honest	1/5/2022 2:42 PM

Bishop Election Survey

81	NA	1/5/2022 2:38 PM
82	We don't want to be a stumbling block to God.	1/5/2022 2:15 PM
83	It is crucial that they know how to listen and build community.	1/5/2022 1:55 PM
84	Follow the example set by Brian Mass. clear, firm leadership, applicable across the board.	1/5/2022 1:47 PM
85	Use TheoCon, or whatever we call it these days, for times of strategic planing with rostered leaders in the synod. The new bishop must work with rostered leaders to plan how to address the crises the church is facing. Stop hiring people for stewardship, development, and evangelism. Hire people who can deal with the conflict so that the bishop can focus on leadership. Figure out ways to get deans and other rostered leades to do more with call processes. Hire competent assistants. In consultation with rostered leaders, clearly define the 3 to 5 things the bishop and the synod staff should focus on, then restructure the synod to accomplish those tasks. Then report on those tasks at TheoCon and Synod Assembly. Decide what needs to come to an end, let it die or become someone elses responsibility. For example, WELCA and Men in Mission should not take up anyone's time at the Synod level. If we don't stop pretending everything is the same as it was 10 or 15 years ago and just keep doing the same things, there will not be a Nebraska Synod much longer. We need change! We need a bishop who is a strong leader who can work collaberatively with rostered leaders to figure out news ways to be the church.	1/5/2022 1:47 PM
86	Please, please, please the Lutheran church, historically, has contributed greatly to the creation and nurturing of classical, sacred music and traditional liturgy. I pray that our new Bishop will embrace and encourage these beautiful traditions of our denomination. Also, please help our youth to find their way back home to the church.	1/5/2022 1:27 PM
87	Talk to Bishop Brian Maas. :)	1/5/2022 1:04 PM
88	Wisdom in discerning and meeting the problems experienced by many congregations and pastors in our synod.	1/5/2022 12:55 PM
89	Be flexible as things are changing rapidly	1/5/2022 12:54 PM
90	hire from within	1/5/2022 12:49 PM
91	To explore their reasons for seeking the position.	1/5/2022 12:43 PM
92	Thank you for considering this call. You have our support and prayers.	1/5/2022 11:59 AM
93	I'm praying for you.	1/5/2022 11:43 AM
94	Question 5 and the theme of Empowerment.	1/5/2022 11:32 AM
95	this should be a person with vision and emotional intelligence and a proven record of working with people to attain goals	1/5/2022 11:30 AM
96	Focus on Lutheran education and what it means to be a Christian in these trying times. Faith based activity and education.	1/5/2022 11:11 AM
97	Must put Jesus first with a Christ-like mindset!	1/5/2022 11:09 AM
98	Our son recently moved to Denver to take a job with an Architectural firm. He would rather worship online with us than to find a new Church and potentially leave the ELCA.	1/5/2022 11:06 AM
99	Thank you for faithfully discerning.	1/5/2022 11:03 AM
100	I emphasize the spiritual leadership necessary for this position; hubris is dangerous when one forgets who they are, and whose they are and the ministry is NOT about them. I think we have had a great spiritual leader in our present Bishop Maas.	1/5/2022 10:52 AM
101	A calming presence and a sense of humor will take you far!! I am praying for you.	1/5/2022 10:46 AM
102	Find a bishop whose heart is in the gospel, has a passion for the church, and is willing to assist congregations/members/ communities to develop with mission	1/5/2022 10:46 AM
103	It is a very difficult job, not always fun	1/5/2022 10:45 AM
104	Be open to the spirit, keep mission and vision central in what God is calling synod to do, connect and connect and connect some more!	1/5/2022 10:40 AM
105	No	1/5/2022 10:40 AM
106	Always remember what as Chief Pastor it is like to be a Pastor.	1/5/2022 10:39 AM
107	Strong belief in calling to serve as Bishop of NE Synod	1/5/2022 10:38 AM
108	Pray for God's help and guidance.	1/5/2022 10:37 AM
109	We're good on 60-year-old, straight, white, Nebraska-born men in the history of our synod.	1/5/2022 10:29 AM

Bishop Election Survey

	Let's draw the circle wider.	
110	The ELCA will end if they do not GO BACK TO THE BIBLE, AND TEACH CHRIST.	1/5/2022 10:25 AM
111	I question the bishop sitting on every board and the number of times they are present at meeting simply because of title. How do we want the bishop to invest their time? That change requires permission of Council in my mind.	1/5/2022 10:16 AM
112	Kindness goes a long way. Thanks.	1/5/2022 10:15 AM
113	We are all weary. We look to our Bishop for support and encouragement during these incredibly challenging circumstances.	1/5/2022 10:06 AM
114	remember the wisdom of Douglas Adams "The major problem, one of the major problems, for there are several, with governing people is that of who you get to do it. Or, rather of who manages to get people to let them do it to them. To summarize: it is a well known and much lamented fact that those people who most want to rule people are, ipso facto, those least suited to do it. To summarize the summary: anyone who is capable of getting themselves made president should on no account be allowed to do the job. To summarize the summary of the summary: people are a problem." -Douglas Adams, The Hitch-Hikers Guide to the Galaxy	1/5/2022 10:03 AM
115	We have been fortunate to have strong, dedicated and visionary Bishops in the past. I would expect the same qualities in our next Bishop of the Nebraska Synod.	1/5/2022 9:55 AM
116	I hate to see the old bishop go!	1/5/2022 9:53 AM
117	A Spirit Filled Bishop who understands and leads with compassion like Jesus .	1/5/2022 9:51 AM
118	We need a bishop is who NOT conflict adverse, and a vision that helps make/implements difficult decisions that not everyone will like.	1/5/2022 9:48 AM
119	--	1/5/2022 9:39 AM
120	The new bishop needs to stop listening and encouraging negative people in our congregations. These are the people that don't welcome new people and inevitably run off our pastors.	1/5/2022 9:35 AM
121	Prayers arise!	1/5/2022 9:34 AM
122	I will hold the new bishop on prayer continually	1/5/2022 9:32 AM
123	You will need armor of God.	1/5/2022 9:31 AM
124	I believe it's a thankless job in so many ways. It is not the amazing, heroic job most people fantasize. It's hard work. It will take a person who is willing to sacrifice free time, personal interests and even family time much more often than anticipated.	1/5/2022 9:29 AM
125	I have enjoyed and appreciated the work of Bishop Maas.	1/5/2022 9:25 AM
126	No	1/5/2022 9:17 AM
127	Don't do it for the money or the prestige. There really isn't any that goes along with the role. Be a servant leader, and trust God to guide you.	1/5/2022 9:12 AM
128	nope	1/5/2022 9:10 AM
129	There was talk of a Lay Preacher program, that didnt come to fruition....Synod cannot afford to abandon that program...the next Bishop needs to take action on this....	1/5/2022 9:08 AM
130	Pray! Ask why this is really important to you? Do you seek power, change, or is your true desire to deep and meaningful ministry as God leads you?	1/5/2022 9:06 AM
131	Gratitude for being asked my opinions Gratitude to Bishop Brian and Debbie and to the entire Synof staff	1/5/2022 8:54 AM
132	We need to know each other so we can allow the Holy Spirit to lead us to our next leader.	1/5/2022 8:53 AM
133	Be bold, upset the apple cart and be prepared to leave after one term. We need a one term visionary, shaker upper who is not beholden to any political vantage point of the Gospel, needing to make friends. Perhaps a solitary individual who calls us out to change and if steps on toes so be it.	1/5/2022 8:44 AM
134	The current environment is presenting numerous challenges inside and outside of the Church.	1/5/2022 8:43 AM
135	Please be the ultimate caretaker of your clergy and their families, so they can continue to serve strengthened and restored.	1/5/2022 8:41 AM
136	I find this survey to be a significant overreach on the part of the Bishop Election Committee. It gives the impression that the Election Committee is trying to steer or influence the election unduly, and I hereby register complaint.	1/5/2022 8:40 AM
137	Requires a very dedicated, committed individual surrounded by prayerful support from the rest of us.	1/5/2022 8:28 AM

Bishop Election Survey

138	You aren't in this alone. We will pray for you and partner with you. We are church together.	1/5/2022 8:25 AM
139	A strong belief in Christ and able to stand up to worldview changes not consistent to Gods Holy Word	1/5/2022 8:24 AM
140	It is a huge undertaking and it will lots of determination and the willingness to offend some people inside of the church.	1/5/2022 8:12 AM
141	I hope that we will use spiritual directors and continue to train them and use their gifts to assist our members, pastors, congregations and synod.	1/5/2022 8:10 AM
142	Communication with s smaller congregations.	1/5/2022 8:05 AM
143	No	1/5/2022 7:48 AM
144	Communicate clearly with congregations, making sure messages and policies reach the people. Sometimes information stops with the pastors.	1/5/2022 7:44 AM
145	Do you have the gifts of speaking difficult truth in love and offering a word of clarity and God's grace in chaos?	1/5/2022 7:44 AM
146	The new Bishop should be an understanding person, a person who is a pastor first and administrator second. A love for Jesus Christ above all things.	1/5/2022 7:21 AM
147	They should have a strong prayer life and get their joy and strength from God because this call has significant challenges.	1/5/2022 7:20 AM
148	Please don't be afraid to say no. It is a complete sentence.	1/5/2022 7:06 AM
149	We cannot look to a single person to address the mountain of issues the church is facing. I pray that congregations and congregational leaders can also rededicate themselves to being active partners in our life together.	1/5/2022 6:59 AM
150	Thank you for the opportunity to share thoughts with the synod	1/5/2022 6:58 AM
151	Sincere thanks. It will not be an easy Calling in these times.	1/5/2022 6:27 AM
152	Good focus-	1/5/2022 5:40 AM
153	Listen to us, preach well, and kindness.	1/5/2022 5:12 AM
154	Carry on the ideals currently exemplified by our Synod	1/5/2022 5:05 AM
155	N/A	1/5/2022 4:54 AM