What Are We Doing Well?

Activities/Programs/Social
More people are being involved in church activities.
Multiple choices of activities in which to participate.
Expansion of programs is going well.
Small group ministry.
Caring for each other (ex. Care Team ministry)
Lots of activities.
Love the “share the bounty” table.
Have the feeling that all ages are being involved in many activities.
Extracurricular activities.
Great Sunday fall festival activity for families.
I love the stained glass and those dedicated to creating such beauty to aid our worship.
Family activities with the help of Janice Lanier (Octoberfest)
Assortment of programs and activities for adult members.
Starting small groups – stained glass class.
Small groups – prayer, Bible study, Care Team, stained glass, Friendship, kitchen crews.
Care team – a great service.
Small group meetings.
Groups that are available.
Get more circles going.

What Could We Do Better?

Activities/Programs/Social
I think that we should have more multi-generational activities.
Need more people to get involved with Care Giver Team.
It would be great to have a “Men’s Club” social and work parties.
More group activities – dinners and events to get us together.
More social events.
Many activities are not workable for people who work.
Have more fellowship events.
Better contact with congregation about “extra” activities/programs/functions within the church.
Speed up glass window production.
Participate in prayer gatherings.
Let different committees set up a system where activities don’t conflict with each other.
Make available study, friendship groups etc., to those who work.
More participation in small groups Young married/adults program. Focus more on them.
Have more family oriented events.
More Sunday evening “all-church” get-togethers.
Parent groups.
Family activities.
Have more people involved in Care Team.
I miss the fellowship of women coming together for fellowship and service.

What Are We Not Doing That We Should Be Doing?

Activities/Programs/Social
Marriage, engagement encounter type.
More gatherings for families.
Children’s programs like Awana.
Bible study or get-togethers for mothers with young children not in school (weekdays, not Sundays)
Continue to look at activities for families.
Activities for couples.
Re-establish a social event program “Salem Seekers”. Include Bible study with this.
We need some support or discussion or social groups for those who are divorced, separated, young adults who are unmarried and young married adults.
Small home groups.
Dinner groups for fellowship – round robin.
Something for singles of all ages – worship, social, etc.
Provide more social opportunities.
We need to establish a group for college age adults.
More small group times; teas, game night.
BINGO night. (Fridays)
Wide variety of activities for people to be involved. 
Stained glass wonderful. 
Internal socializing. 
Many worthwhile programs. 
Stained glass. 
Stained glass windows – WOW! 
Stained glass/banners. 
Fellowship with members. 
Offer numerous and varied opportunities for everyone to participate in life of the church. 
There are things for all ages. 
The stained glass is divine!

**Coffee Hour**
Good coffee. 
Fellowship after services. 
Animal crackers are a great idea for the “kids” 
I like the coffee hour. 
Love the friendship hour. 
Fellowship coffee hour. 
We do coffee hour well. 
I enjoy the coffee fellowship hour and I’m glad we are not doing the brunch anymore. 
Coffee hour and fellowship. 
Great coffee hour. 
Coffee time. 
Encouraging to go to coffee hour.

**Coffee Hour**
Miss children at coffee time. 
Those serving coffee should not have to be here for such a long time. 
Those doing coffee hour need to be at church all morning – too long! 
Coffee hour between services. 
One coffee time including the Sunday school children. 
Better food during coffee hour – donuts, Oreos, etc.) 
Coffee and 2 cookies would do. 
Reduce to one time instead of two.

**Coffee Hour**
Coffee hour needs changing – it’s too long a commitment for just a few people. 
Serve potato chips and doughnuts.
Atmosphere
I appreciate the “positive” paradigm within which we operate – the loving God, the positive mission statement.
Creating a good environment for worship.
Warm and friendly to visitors.
Friendly.
Reaching out to all members and non-members of Salem.
Friendly people.
Making new members feel welcome.
Many people do try to greet new people and find out who they are (but some of us don’t)
Friendly people.
Friendly, nice, good to others.
As a newcomer, you are welcoming and warm. Thank you!
As a visitor, it is a very welcoming, friendly place. The messages are positive and uplifting.
Great bonding of people.
Friendliness.
This is a very warm and welcoming congregation!
Welcomes strangers very well.
Our people are friendly.
Friendly.
Greeting people nicely.
Christian atmosphere.
We make people feel welcome
We are very kind.
Caring and sharing.
Fellowship is great.

(could do better)

Atmosphere
More colors.
Greet visitors and members too at the door!
We could make Salem a warmer more inviting environment to reflect God’s love for us!
Make guests welcome.
The greeting of visitors.
Wish members would be more open and friendly to newcomers. Make us feel like part of your family.

(not doing but should be)

Atmosphere
Lose the “elitist” label of elegant church on the hill.
Try to make all people feel welcome. Everyone should feel comfortable at Salem.
Making Salem a warm, fuzzy place that all feel welcome.
Look more like our community – eg. Hispanics should be part of our reaching out.
Greet visitors – provide small remembrance (ie. loaf of bread is given in some congregations)
(doing well)

Communication
Newsletter is great – I always know what's going on.
The ad in the Wizard of Oz playbill.
Reaching church members.
The bulletin.
Great bulletins and newsletter

(could do better)

Communication
Communication between council and congregation.
Keeping congregation informed.
Communication between groups, individuals and staff.
Announce when council meetings are being held.
Advertising.
Wear name tags at various activities. There are a lot of new faces here and I like to know and/or meet them.
Better publicity of Salem with our local media. We have the ability to be the leading congregation in the valley. More members could mean even better programs.
Could we have more notice when we are scheduled for the fellowship hour. Could there be a calendar posted for the year or something.
More communication to congregation about growth program.
More publicity in the newspapers.

(not doing but should be)

Communication
Listening to the wants of the congregation rather than letting committees choose.
Publicity – We need to take advantage of the opportunity for Salem news items on the religion page in the Skagit Valley Herald – no charge.
Name tags for members.
Better communication and enthusiasm about events outside the church activities.
**Education**

Our confirmation class is doing great!
Wonderful and thought provoking teaching of the Word in adult Bible class.
Adult Sunday school class.
Bible study.
Bible study.
Sunday school for all.
Bible study (but we need to expand this)
Fellowship on Sundays
Youth and adult Bible studies (Sunday school)
Exploring roots of our religion.
I – my family – like the new Sunday school format.
Learning the Gospel lessons.
Many opportunities for Bible study.
Bible studies.
Good Bible study underway.
Enjoying the Bible study with Kim Forquer.
Good education to all people.
Teaching
Our adult education program is great.
Our Sunday school program is wonderful.

**Education**

Need more people willing to come to prayer group.
Encourage people to come and listen to pray and praise.
More Bible studies.
School.
I’d like to see more in-depth Bible study groups, perhaps with structured curricula – in the evening.
More Bible study.
Adult education after the service.
More Bible study groups.
Support Sunday school.
Keep working on the Sunday school program – continued support for coordinator and teachers.
A coordinator is necessary for the teachers and parents.
Sunday school growth.
Sunday school is better but we need to bring more children in from the community.
Start a pre-school in Sunday school.

**Education**

Home Bible studies.
Christian day school.
Increase the Sunday school.
Tutoring classes for school children (all ages)
More kids in Sunday school
Preschool.
Church school K-6
Establish a preschool.
More people should come to adult Bible study. It is worth taking time for.
Facility/Building
Move to new location.
Detailing of church (windows, mission statement)
Paying off debt quickly.
Diverse use of building.
Well-maintained facilities.
Great job on church environment. Very clean, organized, well maintained.
We have very good acoustics in the church.
The facility is a blessing, allowing for growth. We can invite friends and family and neighbors knowing there will be room for them.
The facilities are well cared for.

Facility/Building
Grounds maintenance.
Kitchen needs better organization and kept cleaner – would it pass inspection by City Health Dept.?
Finances – don’t realize the cost of maintaining our physical plant.
Prioritize the use of the church and sanctuary in favor of church groups vs outside groups (eg. Sk. Valley Chorale)
Use talent in our congregation to help with building maintenance.
Exterior maintenance is non-existent except for landscape
We should be doing a better job of getting outside groups to pay more for use of the facilities, especially the Skagit Chorale. A percentage of any outside group putting on a concert should go to facilities.
Several organizations use the church – heat light, paper products are costly. Do they pay accordingly?
Maintain church grounds.

Facility/Building
Make a balcony please
We need to do a better job with outdoor building maintenance.
Realign or replace outside lights that are supposed to light up cross.
Install a communion rail.
Raise fees to outside groups to reflect building loss and wear and tear.
(doing well)

**Involvement**
Using talents in the congregation.
Lots of members being active.
We have many talented leaders.

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(could do better)

**Involvement**
More people/volunteers to help with special events, van pick up.
Attend every Sunday – not just now and again.
Read and act on the “time and talent” – spread the activities such as usher, communion to more that the select group.
A clearer pathway for people to get involved.
Encourage “closet” people to use their talents.
Get more people involved.
Get different people involved.
Include more people in planning.
Include or ask a diverse group to participate at all levels even if their ideas differ (not just the same players).
Better use and acknowledgement of time and talent pledges.
Individual participation in activities.
Effort to mix more young people and middle age people together at services would make older people feel more youthful and younger people feel more mature. “United we stand, divided we fall.”
We could all be willing to give at least one tenth of our income to the Lord.

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(not doing but should be)

**Involvement**
Bringing in the 16-40 year olds.
We are allowing only a small core of involved to do things in the church. We need more people to participate in all areas of the church.
Encouraging more participation from members.
If every member were tithing (at least) there would…
**Music**

**Doing well**
Good music – appreciate Spirit, choir, love Bill Franklin.
Great music – wonderful choir, great Spirit group.
Sing a lot.
Great music.
Wonderful music.
Christmas programs.
Spirit Singers are wonderful.
Our music is superb.
Music provided by the Spirit Singers is outstanding!
Love the music, choir, Spirit Singers.
Spirit Singers.
I like songs from the green hymnal – more traditional.
Great organ.
Variety of music – would like to see it continue to grow.
Spirit Singers and choir
Love the “Spirit” music.
Organ is very good.
Spirit Singers are great.
Music – organ, choir and Spirit Singers.
Music at services.
Music of Spirit Singers and choir.
Music during service.
Choir music well done.
The singing.
Our music team is very talented and strong and faithful.
We have a nice variety of music.
Spirit Singers and choir are excellent!
Keep adding “Gospel” (not jazz) hymns.
Spirit Singers are exceptional!

**Music**

**Could do better**

**Doing well**

Do not jazz up sacred songs.
We are under-utilizing the enormous talents of this congregation.
Use more music styles, accompaniment, variety.
More choir participation.
More Spirit music.
Music and utilizing the use of talents in the congregation.
Choir needs to sing music to include more members – not so difficult.
Hymns need to be more singable.
Choir and Spirit Singers at same service.
More modern Christian songs.
Children’s choir?
More variety with music.
More Spirit. More choir members.
More organ.
There are too many unsingable hymns and liturgical songs that are difficult for members let alone visitors. Music and liturgy should be simple and easy to sing.
More songs from red hymnal – bouncy, peppy type. More people sing on these songs.
Increase use of green hymnal.
Participating in choir and music.
Talent in congregation should be tapped into for music – Spirit Group isn’t what it used to be.
Play more traditional music with choir.
More older hymns sung.
Songs are too slow or too fast – they butcher good songs.
Sing hymns faster. Not like a “Dirge”
Get in the spirit with the Spirit Singers – “Loosen up.” Clap if want to.

**Music**

**Not doing but should be**

The music program is uninspiring – it needs more energy.
Please print the entire music in the Sunday bulletin on Sundays when the alternative music is used.
Youth music band.
Need upbeat praise music.
More choir members.
Choir needs help for worship leading - microphones?
More modern and upbeat music.
The music is O.K. but for the contemporary service you should get the people clapping and sing more “praiseful” music (such as music at Christ the King)
Worship (for contemporary service) could be more joyful such as people dancing, clapping etc. (sort of like Old Testament style worship!!)
Teenage music groups – Christian rock group
Music – we got a band but they aren’t that good.
Outreach
Low income housing.
Senior housing.
Sharing our facilities with others.
Community outreach.
Opening the church for others to use.
Serving others in the city.
Opening the church to community events.
Church open to many community events.
Outreach with Care Team.
Low income housing wonderful.
Salem Village
Community outreach.
Open to community events and services
(musical groups, blood drive, school, etc.)
Using facilities for community events.
High visibility in community.
Salem Village stands as a witness to
our community.
Facility becoming community anchor.
Sponsoring Scouts.
Care Team.
Allowing the building to be used in the
community.
Our support of senior housing is
unsurpassed in Skagit County.
The church gets many uses for many
different functions. Brings a lot of different people into the church.

Outreach
Reach out to community organizations,
(Friendship House.)
As we strengthen our knowledge of God’s
word, emphasize individual outreach
to our family etc.
Visiting the sick and shut ins.
Reach out into the community bringing
more persons into a relationship
with Christ.
Invite and bring people to church.
Community outreach, especially inclusive
of minorities.
Outreach: fulfilling our mission statement
in this community and outside this
community.
Outreach in community.
More exposure to outside needs other
than the church.
Reach out to new people, visitors, neighbors.
Outreach into community. More work with
poor and minorities.
More outreach programs to neighbors
near church.
Visit the sick and shut-ins, reach out to
the lost and hurting.
Contact members who were very active, but
now not attending.
Church involvement within the community of
Christian related areas (like Hispanic
ministry, church school, outreach to
all people.
Reach out more actively to community - we
are too passive in our outreach.
Too many outside groups using the church
to promote their own cause.
More follow up with new members.
Personal evangelical outreach...invite
people to Salem, discuss faith with
friends, etc.

Outreach
Contribute more food to local food bank.
Housing and care for minorities and migrants.
Visit members who no longer attend.
College outreach.
More community involvement – reach out
More to underprivileged, elderly etc.
Mission to bring in new members.
Operation Christmas Child!
Reaching out to college community, particularly
the residence halls and nearby apartments.
Rise up from the back and declare Jesus is Lord, to
our family and neighbors, friends and
strangers.
Outreach to the college.
Neighborhood outreach
Community outreach.
Are we taking part in any international missions
or overseas missions?
Reach out to the Hispanic community
Outreach to: neighborhood, Skagit Valley College
More community outreach.
Continuous review of mission statement and
new ways of implementing it.
More neighborhood interaction/involvement.
Homeless housing is in critical need.
Services to down and out people – counseling for
job hunting, financial counseling,
placement services.
Interact with other faiths in the community.
Support other Lutheran organizations i.e.
Josephine Sunset etc.
Our community has a large population of Hispanics –
A new development just opened nearby – A
reach out maybe after school programs,
homework club etc.
Ministry to Hispanic community.
Ministry to mentally ill.
Ministry to our immediate neighborhood.
Give more money to the community (Friendship
House)
Reach out to college students (weekly dinners?)
Outreach to Hispanic and Russian Immigrants
Care and support for homeless.
(doing well)

**Personnel**
Yeah, Pastor Kevin
Pastor Kevin is awesome! Good sermons, great rapport with congregation.
I like the Pastor.
We have a very strong and good pastor.
The Pastor truly cares about the elderly and their life.
Full time nursery worker is awesome!
Pastor Kevin has great sermons and always makes me laugh!
Pastor Kevin is great! Kim is great!
Selection of Pastor Kevin to lead us and his continuing involvement of the children.
We are truly blessed to have such a passionate and energetic pastor.
We did well getting Pastor Kevin.
Pastor Kevin visiting the shut-ins so faithfully.
Great job in office services provided.
Pastor Kevin’s great at getting his message across.
Good leadership from Pastor Kevin.
We have a great staff!
Our pastor knows every member and visits us in our homes.
We have a fantastic leader in Pastor Kevin.
Pastor Kevin!
Pastor’s sermons are always new and fresh – inspiring.
Strong leadership in our pastor.
The growth for the youth – Dennis.

(could do better)

**Personnel**
Pastor visits all shut-ins and ill persons.
Sunday school and family activities – we really need someone on staff to organize. (The volunteers are doing great, but the time commitment to make the program grow is beyond volunteering)
How about an Assistant Pastor so Pastor Kevin wouldn’t have to do all the adult education etc.?
Pastor needs a helper. It would be nice to have a pastor/assistant reaching out to young families more. Get to know us and get us involved - connect with us.
More people/volunteers to help with staff needs.

(not doing but should be)

**Personnel**
Pastor Kevin needs help.
We need more ordained clergy.
We need paid staff for Christian Ed./Sunday School.
Give Pastor Kevin a break sometimes!
Have a parish nurse.
Groundskeeper chairman to organize maintenance of grounds and exterior of our church buildings, etc.
Give Pastor Kevin a break.
Larger staff – Pastors have families too.
We should be calling a second pastor soon!
Pastor needs time at home.
Please give Pastor Kevin a break.
Are we not taking care of our pastor!
Giving Pastor Kevin a break!
Give Mary Pat a break! PLEASE
(doing well)  (could do better)  (not doing but should be)

(personnel cont.)
Hearing great sermons from Pastor Kevin.
The care that Pastor offers to the elderly
and the elderly elderly.
We have a good pastor to lead us.
Great Pastor, enthusiasm helps.
I enjoy Pastor Kevin’s sermons!
The church secretary, Mary Pat, is gracious
and knowledgeable and efficient – a
tremendous asset.
We have a great Pastor!
We have a great youth leader.
Church services are a joy to attend as
Pastor Kevin makes it so.
Pastor Kevin's preaching.
Pastor Kevin's sermons and calling on
shut-ins.
**Spirituality**
Preaching the Bible
Messages of God are clearly delivered.
Spiritual teaching, learning from God's Word, reaching the hearts and minds of all with the Gospel.
Good organization and relevant songs in spiritual harmony.
Spiritual values.
Pastor Kevin's sermons are informative and faith challenging.
We are doing a great job of bringing the Word of God into our midst.
Many good missions for Christ.

**Spirituality**
Spirit as a family.
Coming into worship of our Lord – not just gathering of friends.
Expanding our understanding of all of Scripture – not just Gospel text of the day. Sometimes the OT and Ep. texts are WOW! But does it reach us? Is there a way to bring them into sermon?
Invite and welcome others into this community of faith.
We could be much more faithful in attendance and in support of ministry.
Really believe what we say in words and trust the Lord to continue making us his resurrection-in-Christ believers!
Our pastor knows every member and visits us in our homes. We could ask the Lord to show us when we should visit.
The prayers of the church should include more than just our sick and dying parishioners – how about more thanks, prayers for national leadership, our military.

**Spirituality**
Share the comfort and peace with others that comes from a relationship with Jesus.
More of our blessed hope our Lord's return!
Sherisham Conf. – more insights into God's word.
(Live up to our “name”) Follow the example of the first child of God from SALEM – Gen 14:18-20. He blessed Abraham and I think we should find out ways to be a blessing to the children of Abraham (the Jews)
Every member pledge to read the Bible through during the next year. Underline what God is saying to us
**Worship Service**

Service schedule. 
Sermons from Pastor Kevin
Like the early service. 
Worship service is done well. 
Like the 8:30 service. 
Good services. 
The message on Sunday to the adults. 
Good sermons. 
Different service times. 
Ringing the bell – good call to worship. 
Two services with education time for all at once – WOW! What a positive message of growth. 
Sermons. 
Services of the church (regular, memorial, etc.)
Good sermons. 
Worship. 
Two services are nice for time flexibility. 
Sunday service is great. 
Sunday morning worship. 
The organization of service is great. 
Sermons are uplifting and meaningful, easy to understand and relevant. 
Worship service is contemporary and inviting. 
Early service. 
Preaching. 
Great sermons. 
Opportunities to worship. 
Sermons are applicable to today’s life. 
I like two services. 
Worship is inspirational! 
Preaching 
Our worship and preaching is superb.

**Worship Service**

Back to one service. 
Include more middle age and younger people in ushering. 
Would like to have one service (10 a.m.) and one coffee hour. 
Increase volume slightly for the hearing impaired. 
Quit changing service times. 
Have a screen with the words to hymns on it (projected – large enough for all to read.) 
Have just one service each Sunday. 
One service. 
More congregation involvement during service. 
It’s hard to find ushers for two services. 
Perhaps go to one service. 
Return to one service at 10:00 am. Coffee and fellowship following service. 
Introduce new members. I like greeting my neighbor. 
Praise worship using new praise music – always at the same time of day. 
Use projectors for hymns. 
One service. 
Broaden worship styles, learn new hymns, involve more people especially children. 
Listen to what people want in services. 
Please have one service. 
Two services very confusing. There is no consistency in music. I want to know “for sure” if it is liturgical or contemporary and have services at same time each week.

**Worship Service**

Have everybody shake hands and say “May the Lord be with you” after we say the Lord’s Prayer. Makes people feel good and meet new people around you. 
Have Baptism a part of Sunday service. 
Commune at every service. 
Lord’s Prayer at every service/ recitation of The Creed. 
Share the Peace at every service. 
Have the Sunday school children sing during the service. 
Standing too much and too long. 
Do we omit all texts on prophecy – the Messiah’s return. 
Are we providing worship services that are “family friendly” 
I’d like to see areas of sanctuary roped off so on smaller attendance Sundays, people are forced to sit with one another – we are a family. 
More families attending service. 
More kids at children’s sermon. 
Would prefer to have one service rather that two on Sunday mornings. 
I would think with this complex we could do well with one service. 
Communion each Sunday. 
Moving kids collecting communion cups a bit further away. 
Let’s stop seeing our congregation spread into 4 – let’s do 2 and treat us as a whole during communion. 
Please put Sunday school at the same time as service. 
Please have communion every Sunday. 
More attention to worship flowing smoothly.
(doing well)

(worship service cont.)
We have great messages.
I like the banners.
Extraordinary sermons that bind every-day living with the teachings of Christ.
I like the early service.
Children’s sermon.
Flexibility of two services.
Great sermons.
Two services are important.
Worship service encourages us to spread God’s Word.
Worship and communion.
Providing two services and having nursery open during both.
Sermons are well presented.
The traditional and newer service styles.
The preaching.
A lot of work goes into church service, same ones do more work than me which I am thankful for.
Great preaching.
Good preaching.
Sermons.
Greeters and ushers are great!
Inspirational worship.
Trying hard to accommodate many needs by the arrangement of the worship schedule.
Sermons are a plus!
I like the service each Sunday. Also, the communion process.

(could do better)

(worship service cont.)
Could we save $ by not listing everything in the bulletin that is already listed in the green hymnal? Bulletin wouldn’t use so much paper.
Provide music for the songs printed in the bulletin.
Return to one service – 10:30, 10:45
Have one service – 10:30
One service – 10:30?
One service at 9:30 (full church)
Excuse children for Sunday school after children’s sermon.
1st service is too early for a lot of members.
Sunday school classes at 9:30, one service at 10:30 and coffee hour at 11:30.
Return to one service.
Consolidate services – one at 9:30
“Spirit” worship needs more foot-tapping songs.
Encourage sitting together (close to front)
More singing.
Some people can’t get up and down easily so thy feel like being in a hole.
Could we all sit down more.
One service.
I myself prefer the original service – songs we all know and love to sing.
Involve youth in service – high schoolers.
Please one service.
Sing songs throughout communion service.
One service.
Greeting time at beginning of service. Greet neighbors sitting close by.
Would like a shortened service for those who cannot sit long, like my spouse with bad back. Not everyone is in perfect health.

(not doing but should be)

(worship service cont.)
(doing well)

Youth/Children
Involving the young folks.
Serving the youth.
Awesome youth group.
Youth ministry 9-12 is growing.
Youth group is going very well but we need
to get more people.
Youth program and Dennis.
Youth programs.
Great youth group.
Strengthening our youth. The Sunday
school program is really growing.
Awesome youth groups!
Loving care for our babies.
Dedicated youth group.
The youth is growing! Good job! Keep
it up.
Excellent children education, teachers
and volunteers!
Youth group.
Youth.
Youth activities/focus.
Youth group is underway.
Sunday school is beginning to roll.
Youth program is growing – exciting!
Our youth program is outstanding.
Youth programs.
Many involved and very organized.
Youth group.
The youth group under Dennis’ guidance.

(could do better)

Youth/Children
Emphasize young families more.
Youth program – make top priority for
church.
I think that the youth group (9-12) should
put together more things for the
younger children – like how they
helped with the Octoberfest.
A program for the pre-teens – maybe a
youth choir.
Youth activities – possible phone tree
among youth. Not just senior high
kids! More for 3, 4, 5, 6, grades.
Build strong youth program.
We have fun playing games.
More youth activities.
Improve our youth program.
We need more young people.
Involving the younger kids like 5th
graders for more fun, like
bowling or skating etc.
Involves confirmed youth in church
activities.
Youth education! More organization,
involvement with congregation.
I think that we should have a better
youth (3rd - 6th grade) program.
Youth programs.

(not doing but should be)

Youth/Children
What about an after-school child care program?
Two or more MV Lutheran churches
have preschools, but we have a great
facility here that could be used more
during weekdays.
Training teens in church service.
Include the youth in the Sunday worship
Possibly a pre-school and day care program.
Making things more youth friendly – mid-week
activities, resource list/phone trees,
Sunday school connections, family
days.
Have more programs for Sunday school age
during summer or other times when
school is not in session. (nature
camp – explore on river property,
sport activity camp, tutoring camp
offerings)
We are not keeping the young people in the
church.
Involve youth more.
Other

Trying new things.
Offer fellowship, education and worship.
Moving forward with vision and coordination.
Interaction and communication is good.
Openness to new ideas.
Trying new things. Not stuck in a rut.
Special events.
Ministering to ourselves.
I think we are doing it all – can’t think of anything else.
Appear to be growing.
Forward thinking – especially with this visioning process.
Open to growth, new ideas.
Our volunteers are terrific.
Support system.
Van service.
Stewardship.
Energy.
Stewardship.
I am very happy with the program.

(could do better)

Other

We are O.K.
Needs of all ages are important.
Growing in all aspects.
It’s wonderful that there is a nursery provided but it is usually so full with older kids I won’t leave my baby in there. There needs to be an age limit on kids that can be left there – say no one over 4 years old.
Ministry to families.
Build stronger committee structure.
A shelf for pillows. People that need them for these chairs could pick one up on the way in.
More calling on parishioners.
Establish an ongoing process and program to attract new members.
Economize – resources wasted at times – travel expense, lights on etc.
Satisfied with all that is being done at present.
Can’t think of a thing.
Reach the middle age adults and families – the 20-40 age group.
Young marrieds/adults program. Focus more on them.
I believe each church member could help the church by having a monthly automatic withdrawal for their contribution to the church. This way the church knows what its monthly income from members will be.
Name tags so we could get to know every one better.

(not doing but should be)

Other

You are doing very well in all phases of your work.
Stop children from running around in the fellowship room. It is dangerous.
Stay with your great program.
We need more families at Sunday school and at services. More came when children education was during the service.
Young families are the church’s future too.
Satisfied with all activities so far.
Ministry to families.
Every member picture board.
Reinstate Lenten offering folders.
Cottage meeting to discuss retirement of debt and pledges for next year.
Have name tags.
Change is progress in the making.
Nursery should serve the babies during the service (not 6 year old)
A picture board of our Salem family – in this space! (bulletin board area)
Open to new way of doing things like new projects.
Can’t think of a thing – you are doing great!
More house calls.
I think we’re doing just fine.
Please set an age limit for who can go in the nursery. 5, 6, 7 year olds are in there during the service which take up space that is meant for babies. I end up taking my baby to the service and he distracts others.
Better way to count and deposit $ after services. We can all improve in our work but I cannot see the need for any major changes.
Greeting of visitors and follow-up after services.
Barb Hamburg’s idea for pictures of membership.

(cont.?)
Congregational growth.
Find out what the majority wants to be done, not what a few think they want.
Do a better job in meeting regular expenses of the church.
Making possible a meeting for everyone with a variety of occasions.
Visitation – train lay persons to do this. Don't leave it for the pastor.
A drive for more younger people to join.
Personal stewardship building.
More focus on the older people of the congregation.