

212 took the survey out of a possible 344 members. 191 with names, 21 without.

6 areas most frequently addressed in survey:

1. Outreach – 283 times  
Includes: outreach, volunteer, Social Ministry, Salem West, and Mustard Seed.
2. Youth – 282 times  
Includes: youth, family, families, young, kids, children, H.S.
3. Membership – 139 times  
Includes: Members and membership.
4. Music – 69 times  
Includes music, choir, bells.
5. Bible – 48 times  
Includes preaching, Bible, Bible study, Gospel.
6. Leadership – 24 times  
Includes: Leaders, leadership, mission (Salem's mission statement )  
Mission NOT including missionary work as part of Social Ministry.

#### **Q5 How would you describe the direction in which God is calling Salem to go with its ministry?**

- I think Salem has been going in a good direction. Keep up the good work.
- Good.
- Its outreach led by Greg has been terrific - this church is looked up to throughout the region and state.
- I believe it's through the outreach program.
- Evangelism.
- The outreach in community has been noted. Need work on the errant members.
- 1. Worth - we are what we are - service oriented. 2. Giving - We need to be thankful for our members! 3. It seems like we're doing most things right but why aren't we growing. 4. Most churches are struggling with numbers! 5. We're blessed with good core of members. We must carry on good works.
- Social ministry is strong.
- I believe God is calling current members to spread His word to others and help our congregation grow – whether it be families, single people, or couples. Anyone should be welcome.
- At the moment it seems we are pointed in the direction of social ministry.
- Doing God's work by service to others eg. Salem West
- I think Salem's strength is in continuing its current programs and reaching out to immediate community.
- I do not feel that Salem as a whole is using the gifts God has given us as He would want us to. I also feel that Salem is not following our own mission statement.
- Outreach - Salem West/Mustard Seed/Haiti/etc...
- Engaging our youth. Recruit new families. Offering ski trips, youth minister to head up youth service projects, musical offering for youth...
- I have no interest in going. My faith is very lacking
- Continue reaching out to the community. I hear good things about Salem.
- social ministry
- Not enough fellowship - joined Salem to meet others of the same faith - seems we spend more time on outreach (which is ok) but...
- Salem should continue its social ministry - but would like to see more prayer/Bible study/equipping & discipling efforts to evangelize with Gospel as well as social activism.
- With works in the real world to glorify the living God and reclaim the lost and fallen away.
- To reach out to people with no faith and teach them about God
- Growth, family and youth oriented, music and service
- I think Salem should continue to build on its social ministry/outreach program - it is an asset to the church and to the community. Also, the musical talents should be encouraged - another octave of hand bells, please! Children and youth participation/involvement needs help - I personally feel new leadership is strongly needed in this area.
- I think the church is on the right track with the wonderful social ministry. Keep it up. I think this opportunity to serves give a person the desire to serve more
- I believe the social ministry with Salem West and Mustard Seed is the driving force of this church and it appears to continually grow
- keep on helping, and supporting the programs that we have in place
- to help serve God's people in as many ways as we have resources for
- Continue to expand our social ministry.
- I may be answering this wrong, so please bear with me. I am grateful that Salem has such a wonderful children's ministry coordinator to keep our youngest generations a part of the congregation. Being a

younger family that we are, we were quite saddened to see the energetic pastor leave and only hope that God can help all make great choices and decisions during this time, to bring that energy back.

- Expand the membership.
- Right on track, caring for its members and missions
- Continue Social ministry, build community membership base
- Continue with its wonderful social ministry with Salem West and the Mustard Seed. We do need to work to get new and younger members.
- It is difficult for me to forecast God's direction but Salem is a congregation composed mostly of older retired people. Salem's direction must take this into account. Per the stats published in the 2014 report, Salem lost more members through death and movement out that came in new. This might be viewed as the future direction of Salem and needs of parishioners must be accommodated. At our lake, we find fewer and fewer people as year around people and they tend to move back to Minneapolis or local nursing homes when they can no longer take care of themselves or need greater medical care. The congregation will age and the number of people physically able to participate will diminish. The number of jobs available to younger families in the communities around here is limited and probably will not increase so it seems unlikely that the congregation will grow unless families are recruited from other churches.
- How do I know the direction God is calling Salem to go with it's ministry? But I think that from the survey's and discussion at the last goal setting workshop, much discussion focused on youth. But it's not happening.....We need to look at who God is sending our way. We tend to do a good job at serving retirees, so let's do the best we can to reach them. Then we will have a financial base to hire a Youth (7-12) minister.
- Creating a larger congregation. Moving forward in growing in the Gospel.
- Children, family, outreach.
- I think we are doing work of Jesus in communities.
- Be a strong neighbor in our community.
- Strong new leader who has skills & passion for youth ministry.
- At this point I don't know!
- I feel like we are on unstable ground.
- Continue on with our outreach and try to attract the unchurched.
- Excellent outreach programs
- Back to the basics: Worship, study/education/equip, diversity in ministry emphasis, prayer, youth involvement.
- Salem has a phenomenal outreach program.
- Our outreach program, Salem West, and the Mustard Seed are very well known in the community as leaders in providing assistance to the needy. We should continue in that direction, however, we will need new and younger members to keep up the pace. Salem also has a good program for the children and should continue on this path.
- Look for a minister that is musical, friendly to ALL and military friendly. Someone to take on ALL pastoral duties.
- I'm praying that God will send a young, energetic pastor that will attract young families to Salem with an eagerness to serve.
- I'm not sure how to read this question.
- I believe God is calling us towards a more active family base and sustain our older demographic, too. Blend both.
- Be welcoming. Encourage family participation and have more activities for youth and young adults.

- I don't feel that our direction has changed....we have the same mission, transition is just uncomfortable for most (me included).
- To be united and go with the flow that God is showing Salem to go.
- Salem seems to be very involved in the community. It needs to be continued.
- To recruit more members by communicating the "advantages" "values" & pleasant/inviting atmosphere – loving and not judging. Branching out to others by not always just hanging around the people you know well and keeping all your friendships together in a healthy, loving, Christ-like way.
- Continue with outreach and try to attract younger families
- Social ministry efforts amazing. Bible studies important. Transitions unsettling - Pastor Cheryl is a calming influence.
- I felt we were moving along very well in all areas until we ran into the gay/lesbian issue, which seemed to create a real division in our people. Don't know if it was dealt with properly.
- To serve the area and church members.
- to preach the word and make disciples that spread and show God's love in their daily lives
- Wonderful
- Social ministry (West & Mustard Seed) seems to be working well.
- Outreach
- Outreach.
- I pray that God will send us a pastor who would be compatible to our ways of giving back.
- Outreach
- Lay people medical - what to do if a question. We have a lot of medical people at church. The elderly (I'm one) - seems like that group is greater and the youth less. Summer program to feed the kids lunch - the trailer court for one.
- Continue down the same path as it is taking now.
- I feel there was not an effort by PD or past Councils to recognize and address the decline in weekly attendance/membership. We experienced 30% growth between 1997 and 2004 and since then attendance has declined by about 25%. A determination needs to be made as to whether we want to remain dormant or whether God is calling us to attract people to grow and carry out our Mission Statement of Welcome, Equip and Send.
- Salem has a reputation as a giving and welcoming church. This is HUGE
- positive
- I think the ministries Salem has been doing are very good and at this point God call us continue this good work.
- Also I think God would like more programs that will help the younger confirmed members keep involved with Salem.
- I think God is calling us to continue our Social ministry with Mustard Seed and Salem West and all we do in that ministry.
- main priority, don't go backwards
- Work together.
- Growth in membership and younger members
- Okay - full steam ahead
- Up & up, keep plugging along in this society.
- Ministry should continue its emphasis in the community. Strengthen programs to attract young people for future sustainable membership. Retain traditional service. Attract those who are new to the community.

- Calling a special pastor who is at one with us, who listens, and is willing to work with us in God's ministry.
- With Salem's immense growth of social outreach during the past years it clearly shows something blessed by God. Ministry that gives freedom to move in the directions we are led by God is a must.
- Salem consists of an aging population and unfortunately is not located where the younger families frequent. There seems to be too much competition for young activities so I feel our ministry is leading toward the needs of an older generation
- Continue community service but strengthen family and youth training, programs, and participation.
- Welcome, Equip, Send: We do a great job of equipping and sending but with about 7 or 8 times as many funerals as confirmations, we need to do a better job of welcoming young people and families.
- Get more member involvement
- Community service
- Helping! Helping! Helping! Anybody and everybody! Per Mother Theresa "I can't do everything but I can do something!"
- Continue to be a family to the community; be Bible oriented.
- Great
- The social ministry is doing an excellent job. We need to figure out how to get more young people involved with committees, the council, etc. and get more young families coming to church and giving regularly.
- He likes what Salem is about hoping we continue to do good works
- God is proud of how Salem works for the good of others. I believe He wants us to continue this path of service
- Exciting and challenging
- To be an open and welcoming congregation for ALL believers regardless of gender, marital status, sexual preference. Using the variety of talents a diverse congregation can bring to the community at large.
- An anchor for the Deerwood/Crosby community. Leader in social outreach both locally and internationally.
- I think God is calling Salem to focus its energies both outward and inward, both to resolve the problems within the church concerning its members and to help relieve the problems of the world outside.
- NOT SURE, LIKE SALEM'S INVOLVEMENT BUT SEE ROOM FOR CHANGE
- I think the people have become more involved since our Pastor left.
- Continue to minister to its members and reach out to those in need and not churched.
- Serving/helping others in the community
- Continue reaching out as they have been.
- More young families and youth
- Continue our social ministry thru-out the world
- Warmth, kindness, caring, children
- The church has a history of reaching out to the community that goes beyond Deerwood. It also practices the value that all Salem members will be involved in ways that each individual enjoys doing, and is expected to serve by engaging in worship with fellow members and supporting these factors through monetary giving.
- I think a good direction
- Use the new facility He has blessed us with to provide an awesome place for people to come and worship and provide fellowship

- Welcome new members of community & the unchurched, - Gear programs to young families/youth – Stay community service focused - Continue to build our social ministry programs (Salem West & Mustard Seed) - continue outreach programs such as soup kitchen, jail ministry, etc. -
- Obviously Salem West/Mustard Seed is filling a need in a number of ways. Have seen growth in young children/youth ministry aimed towards elementary and pre-school, worry (perennial concern today) about adolescents wandering away. In our little backwater community, it's hard to find serious social or economic problems we can address, so I'm kinda running out of ideas.
- Certainly not the way it is going now. We should examine every aspect of our Sunday services and ask those who attend each service as to what they would like to change.
- Reaching out to people through involvement in the community through our missions programs.
- I think that God is calling us to spread his word in the community and around the world through mission work abroad and in our own backyard.
- I think we need to improve our youth and family ministry and to increase our membership.
- solid Bible oriented worship services and outreach.
- worship service based on Bible reading, song and prayer
- I believe Salem should reach out and try to find younger members. We have an aged congregation with not many younger members.
- Continue to minister to the local population along with continuing the current social ministry programs
- Not happy with some of the decisions of the Synod, but praying our congregation will stay faithful to the scriptures. Want to continue hearing "Holy Spirt" filled sermons, and have Godly leaders in all areas of our outreach. I am not sure if we can get younger members and children to participate, but I would not make that my first priority. We will continue to have "seniors" join, and that will help support our missions and congregation. I personally have tried to bring new members in, and have been successful in that area. I would encourage efforts along this line. Be a welcoming congregation, and include those individuals in other areas of our lives socially so they truly feel accepted and welcomed. ( meals, hobbies, events).
- right track, ALL are God's children
- to serve more people at worship, encourage those we assist with "goods" to become worshipers
- I wonder how many ways we can go? It would seem well to embrace what we have and strengthen a few areas rather than spread out.
- to build on and expand the good things we are already doing, using the staff we have
- forward and upward--don't look back.
- Teaching, helping, giving as he commanded us to bring people to Christ
- To continue in the ways we are going Justice focused, reaching out to all
- To go forward
- to continue and increase outreach
- Help those in need, use the resources we have, recognize our strengths, and utilize all members that have an interest in helping us get there.
- to be more focus on what God wants not what we want
- I think right now we are being tested as it seems the attendance is falling, so I think it is necessary to try to boost the attendance.
- I think more people are working harder and being involved. Even if the membership has dropped.
- God has called Salem to reach out to people who have financial and household needs.
- To be a leader in social ministry in the community
- Gods is calling someone that treats everyone the same with or without money. Someone who keeps both the traditional and contemporary services. Musical, visits the sick.

- I can't describe what I can't see clearly. The Mission Statement adopted by Salem reflects my understanding of what is expected of our congregation and all others. If you are looking for an opinion regarding which ministries should be emphasized or de-emphasized, I can't do that.
- I feel we are stagnant now, but we need more young families, better youth programs.
- Positive, action-oriented
- All inclusive and open to all in the community
- Strong emphasis on social ministry and keeping our young people involved and interested in a faith based life.
- Forward in outreach forward in inspiration of Christian life
- Strengthening real Discipleship. What about the Marks of Discipleship to guide us?
- God has a plan for us.
- I have no idea. Hopefully finding a pastor that gets along with kids and keeps things fun for them. I miss Pastor Dave for this reason
- Salem is a strong force in the community and surrounding area. I am so amazed at the outreach and I hope that this can continue. I am sure that God sees this important work and that it will continue.
- We need to reach out to younger members. We seem to be a church of the retired from previous jobs who are so very willing to work on all projects of Salem. Vacation Bible School shows a wealth of young people. Connie Lou is outstanding.
- Stand on the Word as our guide. Welcoming young families would be wonderful as God has a special place in his heart for children. Continue to maximize Social ministry by continuing to reach out to other organizations, like we did with Bridges of Hope, to provide even more services to a larger footprint in MN. As we know the need is there. Go to one service with alternating types of service. Sometimes we seem to be two separate congregations. Use the Word to address challenging issues that we (society) faces. This is good for a congregation to teach us how to continue to use the Bible when we are faced with tough times. And last but most important. A constant reminder we are all sinners and children of God even though we may not always agree.
- To serve the community in a wide variety of ways
- I think we need to offer a mid-week family friendly worship service. I think that is one way we can be more accommodating to families with children and teens. I think it also might draw in more of the community at large, which is what we need. Our Youth ministry has floundered for far too long.
- continuing to serve the community
- More community oriented
- Salem has such a strong Social Ministry and feel that is what makes Salem shine and continue to build on this. Is there a way to add to this in youth and family to make this part of Salem stronger.
- Continue our local and international outreach- expand inreach to members in need, reach out to unchurched in community
- Robust social activities, youth programs,
- I hope the same as Pastor Dave's. Young people loved him and he gave the church much needed energy provide a ministry that addresses the needs of younger families in order to grow the membership
- Expand outreach to community. Increase family involvement. Support those in declining health. Continue to provide mission opportunities
- service to the community service to our members To be a friendly member of our local community To reach out in the world to help others To know that that God is present in my life
- Community and global outreach. Bringing younger families into the church and involving youth.

- To proceed with careful planning, always seeking God's guidance through constant prayer. Discern how to strengthen areas of ministry other than Social ministry.
- Doing a great job with its serving the community with Salem West and Mustard Seed. Our congregation has an aging population and we need to look at programs and resources that reach out to them. I'm looking for a strong spiritual leader in our new pastor. Someone who gets involved with our members and works to reach out and help develop lay leaders amount our congregation.
- Social Ministry
- Uphold and follow our mission statement. An active minister who leads by example. A minister who works in a cooperative manner with AIM. A minister who works closely with all staff and does performance reviews in a timely manner. A minster that meets with families or couples in the home.
- I think we must continue with Salem west, Mustard Seed, jail ministry, soup kitchen, etc.
- To continue to serve and witness to the community and counties.
- Continue its outreach mission programs – strengthen children’s programs, continue to reach out to older housebound members, new and unchurched in community.
- To welcome to all ages to participate in Salem’s ministry. Do not chase people away by pushing for money!
- Salem’s ministries are reaching out to the community and beyond.
- God needs to be in the forefront of teens.

**Q6 What are some strengths and hopes you have for Salem?**

- Our church has so many avenues. Salem West, Mustard Seed, Summerfest.
- Good people with a positive outlook for the future.
- Continued outreach program is its greatest strength. An expanded membership its greatest hope.
- Hope for bigger membership.
- Musically talented members. Enjoyable, meaningful worship.
- Music.
- Open to all people.
- Generally speaking, the members are welcoming to outsiders. Hopefully this will continue.
- Salem West, facility, music, the people of course.
- Hoping it gets a strong and eager council that will move Salem to the top with activities and new members.
- We as a church don't discriminate. We have a beautiful facility. We have Salem West and the Mustard Seed. We have wonderful members.
- Our social ministry through Salem West is a strength and I hope we can reach out for new (younger) membership.
- Social ministry
- Enthusiasm for service among the members is a strength - also I found it easy to get acquainted in Salem.
- People!!
- The members are fantastic! Great people, amazing building, and awesome opportunities! individuals working as a team
- our strengths in generous giving/service. How about getting our young people involved. Hope to have full church at every service.
- Continue with the direction it's going.

- Since I am new here I wish the task force and the call committee success in their efforts to call the Pastor who will fit in well with this church and its members.
- financially sound and attracting younger members
- We are a very giving and supportive congregation in regards to see to the needs of our own community.
- Community outreach. Giving to others. Energy of OLDER members (age-wise)
- Our strengths are known as outreach and involvement. MY hope would be able to draw young families but geographics play into it.
- Salem is strong in social ministry - in opportunities for socialization & activities of different sorts. My hope is emphasis on discipling members & spreading the Gospel. more opportunities to share faith walk & to pray as groups.
- Generosity and volunteering. Hope that we will take risks and not always do the safe thing
- Strengths are the compassionate generosity with money and time (volunteering), members are serving in order to serve the LORD not for recognition or personal gain, the members truly care about each other and are willing to help each other. Our church is a family. Other strengths are the music offered at services, the young children's programs and community outreach through Social ministry. Hopes are to bring back those members who were active in attending services and programs in the past but are not present anymore. To grow our membership. To have a larger number of Deerwood residents as members. To make Salem such a vibrant church that teens and young adults would rather spend their time here and bring friends than in other activities. To increase financial support of the church. To interact with other local churches even more than we do now. To enlarge our pool of volunteers. To have "meaty" Bible studies.
- Meaningful service opportunities that change a youth's perspective. They have always had a tremendous music ministry, I would love to see a children's music ministry (choir)
- One hope I have is for Salem to put some effort into engaging the youth to participate more, elementary and teenagers alike. I believe if the kids have something that keeps them interested, they will want to come. If they want to come, then their parents will be more willing to bring them. If there is nothing to engage the kids, it becomes a struggle as a parent to make them go. I know, and my oldest is only in 1st grade! New energy is needed, but also strong leadership.
- Their growth continues.
- continue to grow social ministry and try to attract young people
- unity
- that we are able to find a leader as caring and lively as Pastor is.
- Would love to see more volunteering which encourages a sense of family and fellowship. If each parishioner would volunteer only two hours per week.
- Strengths are many...everyone is so welcoming and kind. So many are overwhelmingly generous. Everyone works so well together, it's like everyone is family. Hopes are high, in that during this time everyone continues to work together and help each other .
- Continue the great social ministry.
- That we can keep doing what we are doing and building on what we have been undertaking. We have a older membership within the church, therefor change is certain with that.
- Strong core membership commitment Social ministry impact Wonderful facility Hopes: Build membership, continue social ministry priority
- Strengths are its Social ministry and I think its music program is strong.
- More effort to tend to the needs of an aging and diminishing congregation. Strengthen the youth program to retain and attract young families.

- I see Salem as a church that gathers most people as they move into the area as they retire. We serve those people very well. I hope we reach out to so many of those people that eventually, we will have so much money we will be able to hire a youth minister to develop a dynamic 7-12 youth program so as to bring in more younger families from the community.
- To move forward
- Continue with all of our outreach programs.
- All of our social ministries.
- To still be a presence in our community. hope to support their members like the Heart of Christmas for the women of the church. I hope we come up with something else for the summer of the men of the church. The Heart of Christmas energizes me. What can we do for the men to "energize" them?
- Music, social ministry.
- Growth with younger members
- Growth with young families and younger members.
- Strengths are service and outreach. Hopes are that we attract young families to nurture.
- Outreach to needy people. Attracting young people/families.
- Strengths: Music, life experiences.
- Salem continues to move forward, not standing still. The hope for Salem is to get the youth involved - they are Salem's future. Families more active and asking people to use their talents.
- Hopes - That more children would become active in the Sunday school program. There are many kids out there that just don't show up for whatever reason.
- Our strength is the outstanding group of members (about 30%?) who have unselfishly given their time and major financial support to Salem. Our hope is that we will get more active members that will continue to support our programs.
- Continue with a strong Sunday school and confirmation program. Increase our membership. Recognition of military (like what Pastor Cheryl did around Veteran's Day)
- We have many bright, capable members at Salem, but many are aging and have health issues; and we hope for an influx of young, eager families.
- Strengths - the volunteerism. Hopes - For Salem to exist in a peaceful manner.
- Sustainability
- I think we need to encourage our families to become active again and participate in Sunday School, Confirmation and Youth activities. Active families/youth will bring in some that may not be plugged in with a church. We have a very strong older demographic of members and our community outreach programs are awesome.
- would like to see a good minister with a family. Would like to see the minister's family participate in church events and worship. Young but strong in leadership.
- Continue to be strong in our giving and helping those that are not as fortunate as we are. Reach out to those that may be lacking spiritually as much as we do those that are lacking financially.
- I hope that we will continue to welcome, serve and teach people that wish to worship at Salem, and to continue
- community service and outreach as we always have.
- Coming together as one entity and getting the job done. I hope it is in God's will that we get a pastor like Pastor Cheryl or Pastor Cheryl herself.
- Great volunteers! Salem has many older members. I would hope the younger generations would be drawn in...
- Togetherness! Faithfulness! Feeling welcome. Good messages/sermons.
- music, outreach, family, I hope we can continue with the financial stability.

- Many tireless volunteers, great staff. Beautiful building. Again, social ministry activities. Music program - choirs, worship, music, bells. Keyboard is A+.
- Strengths: Pastor Cheryl, Children's program, music program.
- Our outreach program is great. I hope we are encouraging people to attend our church who we are coming in contact with. We have a beautiful facility.
- New church, mission works, its members
- Strengths are the willingness of many members to volunteer their time and support; the musical strength. My hope is to see more younger families join the family of Salem Lutheran Church.
- I am satisfied keep up the great job!!!
- Hopes: Our children & young adults.
- The amount of people that volunteer.
- Strengths: Volunteers. Music. Hopes: A pastor that has an interest in home visitation and hospital visits. Hope the pastor would be happy with the American and Christian flag on the altar. Hope that people who have been alienated from church would be at least recognized and invited back to Salem.
- I hope Salem keeps on growing, we have the space.
- Strong congregation, good volunteers, supportive
- Youth - our staff is good but where are the kids? I have an 8 year old grandson I wish would come - but!! out of my hands.
- Keep all in a positive outlook on life. Communication/talking to each other.
- Our strength is in our members and their commitment to the church and each other. My hope is that Salem will adopt a long range plan to attract and keep new members, realizing that changes may be required to achieve those goals.
- generous and giving congregation, music, welcoming. Hope to attract area residents and younger families
- continue to be that social ministry church
- Social ministries is a very good strength of Salem. Very good volunteer involvement. I would hope more emphasis will be directed toward the younger members' needs.
- One area I would like to see increased is Bible study. We have a lot of members that are very capable of leading Bible study.
- our congregation is a community and hope we don't lose that
- 1. I feel we lose young people in church attendance once they are confirmed or graduate from high school. 2. We have a great facility.
- We need a pastor. Hope to have a leader in singing.
- Hope for more youth involvement. Hope for 2 services getting to know one another better.
- Strengths - community involvement, volunteerism, and sense of community and belonging within the church. Hope - to grow membership for future.
- Volunteering by a lot of people, even people who are not members volunteering. It is a way of bringing people together as God's family.
- It is a welcoming congregation, a blend of people from so many different backgrounds, not rigid or set in its ways, willing to use different methods to present the good news of Jesus. This is the freedom we have enjoyed and I feel is necessary to stay a healthy growing congregation.
- I think a well-run day care would bring new life to Salem. It would be great exposure and Christian day care would speak well for our concern for the young
- Improve attendance at services Improve youth participation and involvement. Visit the lonely and home-bound!
- Our outreach and missionary programs. Our care and concern for each other.

- More youth and young families (hopes) Music (strength)
- Volunteerism - MORE volunteerism.
- Social ministry
- The wonderful, functional building allows/offers so many opportunities for the community and the friendly congregation makes all feel welcome. May that continue!
- Keep taking care of the needy
- Strong social ministry. I hope we get a new pastor who is genuinely interested in the entire congregation, can work well with the council without trying to be a dictator, and can work well with the entire community and lakes area to grow the congregation and through growth insure the future strength and financial stability of the church.
- It's the people we pull together when needed! Let it continue at a greater strength
- First of all it's the people who give of their time so generously! I would like to see more of this there are many opportunities big and small. It's fun and rewarding. It's a blessing to be part of Salem and all of our missions.
- The amount of involvement of its people
- Salem has a very talented congregation. We need to build upon these talents that each individual member brings to our community. Make everyone feel needed and comfortable inside our walls and outside in the community at large.
- Social outreach programs. Openness to those from outside. Friendly and welcoming atmosphere. Strength of volunteerism. Biggest hope: growth and continued outreach.
- I hope the members will find a way to unite and renew their faith in the way Jesus lived
- LARGER ATENDANCE ON SUNDAY DRAW IN FAMILIES HOPE SOME YOUNGER PEOPLE STEP UP TO LARGER ROLLS OUR FUTURE PASTOR IS ABLE TO KEEP EXISTING GROUP UNITED
- The community has a feeling we are a caring congregation. I hope we continue to have a good outreach program
- I hope we find a great preacher.
- Great new minister- like the interim and former minister.
- Strengths: community service, music programs, children programs. Hopes: attract more young families, increase programs for teens
- Music - friendly congregation.
- They are all so well done.
- Bible study/coffee between services
- Strengths - people Hopes - to grow in our faith & service for God
- Support community in many ways
- Salem is an incredible organization. My hope for our church is that we continue to build and maintain our relationships in and outside the church. Whether we know it or not, Salem is an important leader and an active servant of God that is far reaching. The value of our relationships determines the success of Salem.
- Taking care of community needs
- Our church building, the members of our congregation, outreach. My hopes are we can find a pastor that will guide us in reaching out to folks in our area who believe but **don't** feel they need to go to church. See a change in what is perceived an overall decline in church attendance.
- We are experiencing a period of stasis right now. Many congregations do in an interim period as a few regular worshippers choose not to come regularly. I worry that church leadership misinterprets the present as a new reality and makes an unwise decision. I believe churches need to look ahead, not back; the past is easy because we've already seen it. Decisions we make today will have ramifications

felt for years, and decisions made today should reflect a response to the direction the world around us may seem to be heading, not a reaction to our own fallible, emotional foibles

- A minister that preaches & teaches the Gospel, that draws people to church - More young families join
- Continued outreach and mission focus - Continued social ministry programs - Adult Sunday School
- That the Church Council and Pastor think outside the ELCA boxes and dictates. We hope to have church services that we are eager to attend. Now we see it as a duty.
- Being mindful of and active in the community. We hope this continues.
- Our strengths are our outreach programs through social ministry, Salem West. I would like to see us use these programs as a pull in to increase involvement of youth/families and new members. I would also hope that we could be seen in the area as a welcoming church body instead of cliquey
- We have an awesome social ministry program, I hope someday our youth and family ministry is as strong.
- solid leadership and good financial managers
- good leadership and fiscal managers
- I hope for Salem to find younger families who will become active with Salem and attract more people to the congregation.
- Salem's strengths are its social ministry and involvement in the surrounding community.
- To take notice of what members feel, and not make have a pastor totally control the decisions of the church.
- More open communication. Combination of services so we can have a fuller church, yet meet the needs of both age groups and music preferences. If we get so big we need to go back to two services, that is a great problem. I am not sure why there is so much emphasis on Greg's role in our church, I think maybe the new pastor and Greg can decide how he best serves this congregation, not the transition team or Pastor Cheryl. I believe the outreach done through social ministry is the reason we are surviving as a congregation. That is the best way to reach the un-churched and invite them to be a part of Salem.
- Strengths are definitely related to our outreach programs. As far as hope: to keep our church from shrinking
- All are welcome. more children. LESS BIGOTRY
- strengths: outreach (social ministry), financially stable, active volunteers Hopes: that we become more involved in ministries other than SW and MS, that we become a Bible study/teaching congregation
- It would be good to see more children and young people. It seems also that some areas are just over stressed the sound booth is an example. More people are needed to do just a little work-instead of one or two people doing the work per service.
- A strong vibrant church family. Many willing volunteers. I want to see a Christ Centered, Bible based new pastor who can work with existing staff and is a cheerleader for all activities at Salem
- Our Congregation is our strength with God as our leader. That we honor each other with respect, speak kindly, drop the gossip, and put Christ in our hearts
- Our outreach ministries, music, Bible studies, lay speakers and dedicated Christian members that come together were and when there is a need in both spiritual and physical nature that is our strength. My hope is that will continue and more will come to join our Christian faith and walk
- Stronger kids ministry, more kids especially post Sunday School
- Committed members
- Strengths are outreach, and the younger children's program. Hope for increasing size of congregation, add younger congregation members, and improve the youth program (ages 12+)

- Strengths: Social ministry projects. Volunteer opportunities of various kinds. Hopes: Pastor involvement in ALL activities the church is active in. Create an even stronger "family" feeling in all activities. New pastor to pull the membership together.
- to be the most welcoming, caring, giving community.
- Salem is a strong congregation and has a lot to offer the community as well as the church. I hope we can soon get our minister and start to build us back up. although Pastor Cheryl is a wonder pastor. I would hope we can once again be a strong church.
- That we find a Pastor who will preach the Gospel and relate to the congregation
- This should be two questions. Strengths include volunteerism, social ministries, properties, community visibility
- Social ministry continues Providing a meeting space for community events
- We can continue with our strong social ministry program. We can attract more membership.
- I have been impressed by the commitment to service and worship at Salem, which I refer to as our core strength. They are practiced in tandem, not one above the other. I hope that continues.
- Growth in both services, continued outreach
- Good and friendly people. God guides to great new leader
- Sustain and build on history of success
- Social ministry is very important!! Need to remain friendly and welcoming, Need a pastor that delivers an interesting and challenging sermon each week. Need good leadership and one that can work well with other members of the team music is also very important in our church
- Hope we can improve attendance at worship. We have a caring and friendly congregation.
- I would like to see our services stay the same. I think we need to continue bring young families into the church.
- Encouraging youth to participate in church and volunteering. One great strength also is our ability to dedicate time in the week for volunteer work.
- Strengths: strong, energetic pastoral leadership. Hope to have that again
- Finding a pastor won't take long, and that the pastor knows how to positively interact with kids, especially the FINK kids.
- As I said in the previous answer, the outreach to the community is such a strength and I hope this will continue, along with emphasis on strong youth programs.
- The genuinely kind, sincere believers are the strength of Salem
- Strengths. The congregation Social ministry Facility Hopes for Salem Have Study Groups pertaining to current issues. A suggestion might be on how does a Christian walk and talk. Have one service. Maybe 10 a.m. Sunday School could be at 9 or 11. Have young members help with ushering once a month. It gives them a sense of belonging. Find a Pastor who deals with challenges in an upfront and transparent way. Pastor Cheryl is a good example of having these skills. A Pastor who can be decisive in their decisions, even the tough ones. A Pastor who has experience with leading a diverse church and congregation.
- Salem is going to do just fine. I love to see young families at Church. Again, I have been removed from so much here at Salem.
- I do feel our Children's Ministry is a strength, and not just because it is my area of ministry. Our Social ministry is a strength. We have a great staff. Our building is an asset. My hope is that all of our ears and eyes would be open to where and what God is calling us to do and be and that our feet would follow His guidance.
- Continue to sustain the programs in place. Grow the congregation, as it is an older congregation. spread God's word and peace through Bible classes.

- Biggest strength is Salem's large & active volunteer force. I hope we can continue to increase membership.
- Continued growth of membership
- Strengths - Social ministry and dedication of members Hopes - Increase members and to look for ways to build on children & family and to grow overall membership
- Strengths are the participation of our members in volunteering and do hope that can continue.
- Salem as a family and as individuals reaching out to others
- A tight knit congregation, unselfish giving and donation of personal time.
- strong in social ministry, our membership enjoys strong leadership from its members
- People with a passion for Social ministry Volunteerism Increase membership Excellent worship services due to musical programming
- to increase youth in the church to increase Sunday school Make Salem a friendly and safe place. To be open to the community for other events, I think they are now To never hear NO when asked to do something.
- To remain a sustainable part of the community, reaching out and helping others. Sense of fellowship and welcoming is a strength
- My hope is always that we put Christ first and focus on prayer. My hope for Salem is that we strengthen and support a broader scope of ministry that includes in-depth Bible study, Christian activities for Seniors and singles, Youth and families. We have focused on only Social ministry for so long that I feel that is becoming our ONLY emphasis.
- Many of the things I mentioned in the previous question. We had started a Care/Visitation Ministry group and would like to see that start up again with more training and organization and follow through. Wider variety of Bible studies offered and maybe some Christian book studies.
- Attract more families. Keep offering children's programs.
- Social ministry. More families.
- Hopes – Increased membership. Need more youth involvement/programs. Children's choir. Adult study groups meeting weekly. A minister that shows an interest in students outside the church.
- The youth.
- These things and increase the youth programs and activities.
- The spirit of service and the joy in God's love through Christ.
- Outreach thru social ministry's many programs. Strong preaching.
- Very active and generous members. That we are given a friendly, active minister to lead us.
- The strength of Salem is good leadership, volunteers, willingness to expand & change – all are hopes for the future.
- Social Ministry! Service more families besides Bridges of Hope.

#### **Q7 What is unique about Salem?**

- It is a church of true GIVERS. (Such as the Transition Task Force.)
- The great spirit
- Volunteerism in spite of the overall age of the congregation.
- Giving to those in need.
- Community outreach projects

- A caring congregation.
- The music. Members step up when something critical needs attention.
- Social ministry.
- The Members.
- Salem West and the Mustard Seed - outreach!
- We have a large group of members willing to volunteer for anything asked of them.
- Amount of people who give their time and energy for Social ministry.
- Salem seems to be well known and admired in Deerwood and surrounding area.
- Social ministries.
- How welcoming and genuine the members are. Life is so busy and I can unfortunately go a month or longer between being at a service and people are so nice and happy to see my kids and me.
- a beautiful environment that families enjoy being in and feels like a comfortable place to be
- It's location in the heart of a small community with such a beautiful facility. Its extraordinary giving. Many talented retired professionals. All that it has going on with west and Mustard Seed.
- It's not. It's an organized religion just like all other churches.
- I have experienced the acceptance as a stranger in your midst.
- volunteerism
- Being able to decide whether to participate or not with supporting the ELCA
- Its outreach, Salem West, Mustard Seed, and volunteerism
- Strong social ministry
- the huge social ministry from such a small group
- The extent of the Social ministry programs. Relationships within the church
- The generational span.
- The strength of the social ministry - and the people who are serving God by spending hours working to make that ministry a success. The amazing musical abilities.
- Beautiful building and warm and friendly people
- social ministry and the strong involvement of the congregation in many aspects of the church
- all the caring things that we do for so many different groups.
- all of the programs that we have
- An extremely friendly congregation
- The warm welcomes that make new members and visitors feel like they are "home."
- Very caring people
- The high energy and excitement level for stepping out to take on new things
- Strong history of volunteerism. When there is a need people show up.
- The Salem West and Mustard Seed programs that do so much good for needy people in the area. Strong musical program for a small congregation. Many enthusiastic energetic older people.
- We have a wonderful loving Children's ministry (birth to 6th grade) we just need a few more older members to take an interest in our little ones, and we have exceptional outreach mission programs in Salem West, Mustard Seed, jail ministry, etc., with lots and lots of volunteers, very dedicated Bible studies groups (which I have only attended a few) and it appears many close friendships in the membership and lots of people who are related to each other.
- Its friendly congregation.
- Mustard Seed. The people. Salem West.
- Friendly and feels like a family.
- Many retired people. Strong social ministries.

- So many retired folks...which is a good thing. We fit right in. Retired folks have time to donate. Retired folk have lived long enough to know what is of value.
- The people. Deep passion to serve.
- New, and can be shaped how the congregation would like it.
- There is an opportunity for it to embrace younger community around it.
- We are a service driven congregation.
- Service driven.
- Salem has an "open door" attitude & is truly interested in people's lives wanting us to grow in our faith so we can go and spread "the Good News."
- I have never belonged to a church that has been so active in so many community outreach programs
- The members are energetic, hard working, and enthusiastic about Salem and our programs. Also Greg Meyer has been an outstanding leader in helping our programs grow. Our goal should be to get more members that will help continue the growth of these programs.
- We have made Salem open to everyone for meetings, etc.
- We have a generous, giving congregation!
- The people
- I think the efforts through Salem West stand out from most other churches.
- Our Social ministry and helping those in need. The number of people that will volunteer when things need to get done.
- How we all work together even when we don't have our own pastor. Cheryl is a great leader for us but it is all of us that make that make up Salem.
- Salem is a very GIVING church and we are recognized for community service. The members of Salem are loving, caring and welcoming.
- Makes people really feel they are doing God's work and all belong to one big family blessed by God.
- Friendly, giving people.
- The high percentage of volunteers with a focus on "helping others." It is very well organized with good leaders
- outreach and volunteerism
- Good size for a small town. One pastor for 17 years. Now a couple of years of transition
- Social ministry program in local community.
- We have a large portion of our congregation who have retired in this area and moved to this area. They are an asset to the growth and prosperity of Salem.
- Its members
- The congregation cares about their church and the many volunteers. The Mustard Seed and Salem West are unique.
- Our church family
- Open
- We are small & friendly - Pastor Cheryl's puppets are a great tool for stories.
- The amount of people that volunteer. The music.
- We have so many great volunteers, everyone works together quite well
- Its outreach opportunities.
- The outreach programs - many community minded
- Preacher is more relaxing to listen to. Good mix of all during services
- Volunteering and the friendliness/caring of the members.
- facility, generous and giving membership. Salem West and Mustard Seed

- strong sense of purpose
- The very good involvement of a large number of members in many programs.
- Salem is very unique in that it has a lot of members with a lot of time to volunteer and are very willing to do that.
- although located in small community, we serve many people are involved – need younger individuals to start picking up the slack.
- Friendly and caring congregation towards each other.
- The people - members and friends. Gives one the feeling of an extended family.
- Missions and people. Good fellowship.
- Outreach programs, music - choir and bells. Greg Meyer input.
- All the people involved in music, very enjoyable.
- Unique qualities - commitment to music programs. We have an excellent choir and bell choir. There are many ways to be involved.
- We not only welcome people but help them get acquainted and involved, take them out for lunch.
- Volunteerism is amazing! Friendlier than so many churches. Worship continues during the week in so many small groups.
- It has a lot of local history for those who have always lived in the area
- Its community involvement of Salem West, Mustard Seed, and Summerfest.
- We are a family.
- Community outreach, diaper ministry, Salem West, projection of Sunday service on screens for hearing impaired, Mustard Seed, Honduras trips
- Care and concern for each other.
- Above and beyond volunteerism
- The people. Greg and his social ministry enthusiasm. The volunteerism.
- The people
- Our strong social ministry. With future support and cooperation of our new pastor, we must remain strong in this function.
- It's about the people and staff that give so much we have music, servers we reach out to the many in need
- Music, music, music! So uplifting. Pastor Cheryl, a true blessing for all of us. I pray we will find a Pastor very much like her! Our hard working staff.
- The amount of community it has
- Top of the line musicians. Bringing a good variety of music to enhance the worship experience of the congregation. Big city congregations have a hard time competing with the high level of music.
- The most unique thing is the extent of its involvement with social outreach programs
- Pretty big church for a pretty small community.
- FOR ITS SIZE WHAT IT CAN ACCOMPLISH IN GOD NAME
- The caring people and how much time they spend at it.
- Our Social ministry.
- It's ambitious social ministry program
- Wonderful facilities and music programs. Wonderful congregational attitude - also Pastor Cheryl.
- The music - the pastor especially and the great people.
- Community action
- It's welcomeness!! Lefse :)
- Large but small; making people welcome

- The constant level of energy and the commitment to serving the Lord in countless ways. There truly is something for everyone to do, yet new ideas are welcome
- The way it takes care of needs.
- The willingness for members to serve and volunteer their time. Also the heritage, 3 different churches on the same location.
- Salem is a home to fairly large number of retirees that are enjoying their golden years around some of the lakes in the area. Some of them have significant resources, which is a boon, but can also be a curse if not managed astutely. There is always the danger of fracturing the congregation along the lines of wealthy retirement-home-at the lake residents and less-advantaged locals with ties that sometimes span generations. All want a church home, but may have competing worldviews.
- The weekly worship experience - The leadership: staff, council - Many opportunities to serve - The friendliness and warmth of congregation - The "can do" attitude of so many of our members - The music ministry: choir, bells, Praise Team - Our beautiful new building –
- Its dedication to social ministries is admirable. Its being unwilling to deviate from "that's the way we do it" is not.
- Very active in so many ways with a large workforce of volunteers. Salem West and The Mustard Seed are examples that set us apart from other churches.
- We have a lot of volunteers, and a lot of hours logged, but often it seems it the same people. I'd like to see us build on that ministry with a goal to have a greater percentage of the congregation getting involved.
- I think we have the most committed volunteers of any church in our area.
- the Mustard Seed
- outreach with the Mustard Seed
- It has an excellent and supportive congregation.
- It is a leader in the area/synod for its outreach programs. There is an exceptional bunch of volunteers committed to service.
- All of the wonderful ways it reaches so many in need and also works as a friend/family group to carry on the Lord's work. I do not want that to change. Love our music programs and also the gatherings we do to share time with each other, coffee hour, quilting, projects etc. We speak volumes of how Christ loved when we participate in these things.
- Outreach(Salem West, etc.) and all the different opportunities for ministry
- our age. Majority of members are retired. this is good and not so good. Most retired members have time and are willing to volunteer. Also most are from metro area and moved to "the lake" so financially OK.
- Our Social ministry.
- its strong church family, with many dedicated people
- We reach out far and wide with our Social ministry programs. Our music is excellent. The people are willing to serve
- Our diverse congregation, both financial, educational and special talents that are so freely given.
- Welcoming. Social ministry focus
- Diverse ages
- New church, small town, great outreach programs such as working with inmates, Salem West, The Mustard Seed
- The extensive Social ministry effort and its successes in almost all activities pursued . Many opportunities to volunteer.
- Our outreach programs, caring about our whole community.

- All the mission work it does. And music is a unique asset.
- We are noted for a caring church in the community
- Social ministries commitment and growth.
- Strong social ministry
- Friendly, musical, caring,
- The high level of volunteer participation.
- Our outreach in the community
- Our outreach, our new church, Good givers of time and talents
- Resiliency, consistency
- the large amount of social ministry that goes on and the congregations generosity
- Volunteerism, although we need more people to get involved especially some young people.
- The mission statement. And it's movement of the parishioners.
- It's a welcoming friendly church, with care for old and new members alike.
- Salem does a great job at ministry and outreach.
- Social ministry Part of a retirement area.
- Friendly. Genuine warmth. Open. Active people. Salem West is very unique, even in large churches. The primary item would be how active people are.
- A very generous congregation. A lot of musical talent. Our area wide outreach to people in need.
- Salem is a big family. God has created a loving family here.
- The community outreach program - Salem West & The Mustard Seed
- It's membership
- It's outreach and social ministry along with the Mustard Seed
- The church family and friendliness of members. And as I said the participation of members in anything & everything the church is involved in. Including community events.
- strong presence in the community, ecumenical in some of its programs, strong music program
- Salem West/Mustard Seed
- Tight knit congregation.
- Its location in a small town but its outreach to the world
- I feel good about being a member of Salem I feel good when I hear people talk about Salem and all the things that is being done by this congregation.
- The people
- The ability of this congregation to respond to needs of all kinds.
- I think most people are genuinely friendly and the music leaders of this church are outstanding and very welcoming to those interested in their programs. I think the community sees us as the church with the Mustard Seed and Salem West so our social ministry efforts are recognized. Social ministry of Salem west – Mustard Seed.
- Outreach programs. Honduras connection.
- The way people give of their time – consistently & continuously. How everyone helps others. How people reach out to others – via prayer and other means. Strong adult choir.
- We are a giving church.
- We work together.
- Its feeling of congregation as family.
- Its volunteers and their high level of commitment.
- Small town church with lots to offer.

- Genuineness of the people.
- Social ministry is wonderful.

**Q8 Is there anything you would like to see happen at Salem (ex. new groups formed, activities, etc.)?**

- Keep going in the same direction. Our church is known for its great volunteers. (So much time and effort).
- 3 American flag place in a position of honor. 4 Have one service on Sunday, which will save on heat, lights, etc
- Saturday night service.
- Involvement of teens and for teens. Need more younger families.
- Is the ELCA affiliation restricting our growth?
- Coffee hour to open up as giving to different parts of the church that are in need of funds to serve and the money goes to that fund.
- Young family Bible study groups.
- We already have multiple activities at Salem - many opportunities for people to serve or gather for social or learning
- I feel I would be welcome in any activity so for MYSELF no more are needed but would do what I could to support new activities.
- A pastor who will engage kids and young families - I think Cheryl is doing a great job in the transition.
- A youth pastor. Have services back to back with SS during church service. Bridging the gap between early and late.
- Too soon for me to see the needs. I think Salem already has most areas covered.
- improve our current programs not add more
- Why do we have 1 service in the summer when congregation is fullest and 2 services in winter when congregation is 1/2 of summer? Need more fellowship. Music - older congregation. Would be nice to have hymns we grew up with - at least one!
- Maybe groups, activities with ALL LOCAL CHURCHES. All churches unite their young families (& community) to a "Dr. Dobson" video on how to handle "my child is being bullied", or "I think my child may be into drugs", or "we have an autistic child". And have speakers at each class to offer suggestions, help, support (Another topic: How to build a strong marriage, relationship, etc.) Let's help our parents with knowledge and information in raising a family - parenting skills.
- Maybe a group who will read Christian books & share with each other. Opportunity for concentrated groups to share the Gospel with unchurched - for people to REALLY WANT TO participate in small groups that emphasize prayer, Bible study & sharing where we are in our faith walk. However, that is not something you can make people do - operative word is people who truly WANT to participate to help each other grown in faith.
- strong effort to reclaim the adults who stop coming after the kids graduate. We need to inspire new faith and wean them from tv/sports.
- A volunteer coordinator position to schedule and recruit for all needs in the church. A youth leader that the students respect and enjoy being with. youth groups for young teens and older teens. Young adult group for mentoring, socializing and Bible study. A list of fix-it men and women, similar to the FBI board, for example an elderly member needs a light bulb changed or a ride, or last minute baby sitting for a family.
- Children's/youth choir meaningful youth service project

- A Bible study for beginners! I always feel that since I don't know enough I wouldn't be a very willing participant
- More modern Christian music, it would be great to have the late service at an earlier time on Sunday, Maybe a Saturday night service could solve this problem. A contemporary service may call younger people.
- attract younger people
- This is the first church I have been a member of that gives so many options to every age group for groups and activities.
- Continue to strengthen what we have.
- Grow in membership as that will increase the numbers in the 20%/80% of members that will be able to carry on with some of the tasks to bring us in to the future. More ways or times arranged for bonding within our church family.
- I think the elder membership is well served. I think the younger membership probably is short on programs and activities.
- Involve children in music--Children's Choir?
- There seem to be plenty of groups for many diverse areas of interest. Mustard Seed volunteers seem to be decreasing based on the number of calls for extra help.
- I see Salem as a church that gathers most people as they move into the area upon retirement. We serve those people very well. I hope we reach out to so many of those people that eventually, we will have so much money we will be able to hire a qualified Youth pastor to develop a dynamic 7-12 youth program so as to bring in more younger families from the community
- More young families joining our family.
- We need more young new members.
- Bible studies. Youth activities/ministry
- More open to change!
- Bible study group for my age group, relatable group for my family and my children. Church members being more open to change.
- Pastoral led Bible teaching Youth and S. School growth.
- Salem is working very hard to meet the needs of the congregation. With today's busy lifestyle, it's difficult to get people to activities and events.
- Would like to see more young people involved - teens, 20's & 30's - in choirs, singing groups, etc.
- The most important thing that needs to happen at Salem at this point is: Select a new pastor that will help us bring in new and younger members. Someone with lots of energy and an outgoing personality who will get involved in community organizations that can help to obtain new members.
- I would like to see the American & church flags up front of church.
- Continue to do a good job with the existing ministries. Be careful and don't add more and find we don't have the man power to support them.
- Build the youth program / participation
- Wednesday night activities at church - possibly a Wed night service
- Bible coaching. For myself, I would like to find someone that would spend some time with me, one to one that can help me to understand the Bible. I do not feel comfortable in a Bible study. I know there are people that would help, I just need to find him/her.
- I would really like to see the church "fuller" especially when so many go south!! Couples Bible study where up to 4-5 couples get together once every month & maybe a year end get together and all couples share what each group liked - the most valuable reward with Christ being the most important.

Grow as many couples as possible with a sense of belonging to something special - young couples to retired.

- More young families, Sunday school age and teens in confirmation
- New pastor, more new members, more volunteers
- I wish we had more children. It is so exciting to see the little ones with the "instruments" at the end of service. I think the older children joining in is special and a good example.
- More fundraisers.
- Fundraisers to help with our financial shortfall.
- I think it's great that Salem opens its doors to groups to meet. It makes them feel more at home.
- Prayer vigils for specific needs. I cannot begin this - the new group Debbie M starting is good. I'm limited and with an unchurched spouse, I need to choose and I'm not as social as I was once. Only at noon, AM, and weather is a factor for me.
- Wait until new pastor arrives for his direction.
- Make a prayerful and publicized decision as to whether this congregation wishes to grow or not. If not, nothing needs to be done other than find ways to sustain this church financially. If so, then programs need to be developed and carried out to determine wants, needs and desires of those being solicited. Does God not want all to be invited?
- more of the same with flexibility for new things
- More men's groups for activities,
- Bible study groups Our study group will start again in January.
- provide opportunities for training lay leadership
- Keep our youth top priority. They are the future.
- Saturday nite service - drop one Sunday service.
- Possibility of a Saturday evening church service maybe 5 p.m. or so for those that might have a conflict with Sunday a.m. At least having the option to attend one or the other.
- I would like to be able to stand up more often when we sing. None of us like to sing while sitting.
- One service in summer so we worship as one and get to know each other
- There are sufficient groups and activities already.
- Continue as it has been for the last seventeen years. As I look back on those years, I would never have dreamt our ministry would be where it is today. I have been told there isn't another church in the area that is as generous as Salem.
- Continue to see beyond ourselves, our needs.
- As mentioned a Christian day care and/or preschool would change the "style" of how we look to the future generation to be our leaders.
- More family and youth involvement and participation.
- More teen/young adult involvement.
- Of course it's how we grow
- There is always room for more activities! Open to hearing what they might be. Must meet the needs of all ages
- I would like to see Salem open up to being more diverse and accepting of all believers. Salem is too "white middle classed", we need to be more accepting of anyone who comes through our doors. We need to rid ourselves of cliques. We need to let God be judge and we stop judging others. Get rid of our "redneck" attitudes and open up to accepting all people, no matter what and who they are.
- Greater exposure to those new to the area and community.
- I'd like the people of Salem to rethink the way they see the world. I'd like them to reprioritize helping people and caring for them over outward appearances and money. Our satellite ministries are

excellent signs of this, however, there is still a sickness within the core of the congregation that isn't being addressed. I would love to see Salem focus on sustainability, practicality, and above all, a deep sense of stewardship, love, responsibility to the rest of the world.

- BETTER ADVERTISING, MORE EMPHASIS ON PUT IN SOME YOUNGER PEOPLE IN LEADERSHIP POSITIONS
- I feel we have a good percentage of groups formed all ready
- continue with what we have for a while
- Increased activities for teens -- perhaps getting them more involved in social ministry programs
- Everything is fine.
- Afternoon of games and fellowship. Bible study for men and women between church services.
- Leave ELCA
- I really enjoyed the one service. Saw people that I haven't seen for a long time. It seemed like it brought everybody together. It was great. It would be great for the choir to sing every Sunday.
- Bible study that would allow working families to participate.
- I have no ideas, but it should be everyone's job to be vigilant about social trends and opportunities. The hard part is managing our responses to that...it is easy to approach board or pastor with a "someone should..."; much more difficult to encourage and mentor volunteers.
- Adult "Sunday School" program - More youth programs - Bible study groups
- Have Sunday school at the same time as the second service so that the parents will stay for the service rather than dropping them off and returning after Sunday school is over. Hymns to be sung to be selected by a lay group and not being limited to songs that fit the Gospel lesson. Christmas hymns being song all during the Advent season, not just at Christmas.
- We think there are enough activities. There are plenty of opportunities to get involved
- Stronger youth program to serve our present youth and encourage more involvement. I think we do this by reaching out to families. New members/families could be paired with a "mentor family", similar in size and age.
- Mentor families could encourage participation, offer friendship and fellowship and be an asset during some of those awkward coffee moments. Kind of like a buddy system for families. I would also like to see some smaller mission trips for youth, like other area churches offer.
- I would like more youth activities, but don't know how to get families involved.
- transportation for those not able to drive
- I would like to see options for child watching during activities for parents that need to bring their children with them.
- Strong commitment to serve its members and a program to attract new families.
- I just hope we can maintain the ones we have now and not spread us so thin
- Bring back the FAB LUTEFISK DINNER (fund raiser)
- Bible study lead by pastor. maybe a coffee gang some mornings so members get together, get to know each other , etc
- I think we have our hands full.
- find a new pastor who will build on our strengths and work well with our existing staff
- strengthen the programs we have. We are not mourning, and are ready to move forward
- A push to attract young couples to join our congregation through contemporary services which is we're most growing metro churches are bringing in new members by the train loads. We do need to offer traditional services for those who feel that need. Growth is in our younger people mostly with some coming from retiring people moving into this resort area.
- Add a youth coordinator for ages 12+ on the staff

- Recruit a Pastor who will choose to be active in everything we do as a congregation and stop delegating to lay people.
- More unity.
- I think Salem has plenty of activities, but we do need more involvement however we can do it.
- Involving young families has always been a priority, but it doesn't seem to happen.
- We feel there are always members and staff making Efforts to build a stronger congregation
- Salem needs to attract participation from more young people. I don't just mean a strong youth initiative, although that may be part of it, but finding ways to fill the wants and needs of those who are not retired, or thinking about it.
- I don't know how to do that, and worry that those of us who have been retired for some time might not be able to visualize or accept what is needed to move forward.
- More leadership among the younger families. We old folks get worn out.
- More young people so things for them to do.
- Nothing radical or big changes
- We are not especially social type people so not the ones to answer that.
- Reenergized youth and FINK
- Wednesday night church service. Cut one from Sunday and move it to Wednesday. Sunday mornings are very hard to get there.
- Unsure. (\*Note: This survey doesn't give the complete picture of our Salem transition. There hasn't been space provided, nor appropriate questions to discern why our participation numbers are low. I had to hit the 'previous' key until I found a space to write a response. One thing I think that would be of great value to faith life at Salem is to go to one worship service and also involved more members with personal announcements, while also looking for ways to personalize and embody a healthy faith life. We've been members a long time at Salem and I still feel like many of the members are strangers. Having one church service would help. I feel Debbi in the office is outstanding. Her work, her personality, her emails, her godly example and the energy she brings to our faith family is perfectly outstanding. I honestly feel she needs a raise for keeping our church going and her level of professionalism. Greg, too, gets high praises in my book! Both of those people always have, always will, have my respect as they live out their faith so well.
- Study groups that address current or challenging issues. As Christians this would be great to bring Salemites with differing views together to discuss these issues. The purpose of these would not be to have everyone agree but instead to work together as Christians to learn how you can have differing views yet we are all children of God.
- I wish I could respond to this, but I am not here enough to sign up for anything. Wish we could convince the U.S. to allow our Canadian friends to be here longer.
- Mid-week or maybe Sunday late afternoon worship service. Could include a meal. A free monthly community wide meal. A Parenting group, a Preschool group for Moms and Children, Youth Ministry. Sunday morning Adult Forums, Bible or Topical study. Christmas caroling in December.
- Try to promote ways to involve young persons
- regular actual BIBLE studies led by the pastor
- Increase in membership, stronger youth (although know community is a strong retirement community)
- Probably one service in the Winter and back to two services in the Summer. Of course that has already been discussed. Maybe a Saturday Night service.
- we have great activities in place for men, women, youth-not sure what to add to this list
- more input to congregation from church council about finances throughout the year. Open invitation to congregation to participate in activities now planned by task force for its members

- More youth programs. Changes in FINK program.
- more multi-generational service projects
- easier to get people to do Sunday coffee time
- Again, I would like to see more emphasis on in-depth Bible study, activities for Seniors, Empty Nesters, Youth, Children and Family Ministry. And yes - we need to hire a young, educated, enthusiastic Youth Leader. It isn't acceptable to just say "we can't afford it." In my opinion, we can't afford NOT to do this!
- More outreach to others in the community and those who have become inactive in the name of Salem and not just the material things we can supply. More of a "what can we do for you" spiritually approach if that makes sense. Become more diverse – all ages.
- More young people – families.
- Taking on more new members. Active and involvement of H.S. students. Bible studies for couples. Children's choir.
- Some serious small group effort.
- More social groups formed so members can know each other on more than a superficial level. More transparency in church budget month to month. Members have a right to know when budget is tight as well as when things are going well.
- Activities for young couples. A more active Sunday school – involve for students.
- Youth group or 3 or 4 events with service projects.