

The Master's Plan Survey Results Summary

The Master's Plan Committee would first like to start with thanking everyone for the valuable information that you submitted for this survey. The overarching goal of this process is to gather the hopes, thoughts, and dreams of the Zion Lutheran Church & School community in order to further the Master's Plan for how Zion Lutheran can best serve the Will of our Lord and God.

The results of this survey are but a first step in determining how we can all work together to bring the Master's Plan to fruition here at Zion Lutheran Church & School. This allows us to know how to deepen our conversations and thoughts about what direction our collective efforts will now be focused in the years to come. The goal at this stage is now to help everyone familiarize themselves with the results of this survey in order to further inform thoughts and feedback as this process continues to bring forth the Master's Plan.

The Master's Plan survey was conducted by Zion Lutheran Church & School in order to both gather information from the congregation and school families about how the church and school is currently functioning, as well as to determine the wants and needs of the church and school for the future.

The survey was provided to the congregation and school families via the church website, where responses could be captured electronically. It was also provided in a paper form where the responses were later transferred in their exact form into the online collection system. The premise and details of the survey were presented to the church and school families through in-person church services, emails, and the website.

The following information includes pertinent details related to the distribution of the survey and collection of information:

- The current estimated membership for 2023 at Zion Lutheran Church is 1025 members.
- The survey opened on January 8, 2023 and closed on February 3, 2023. Additional information was sent during this time to clarify that it was being sent to both church and school families.
- There were 91 survey submissions completed online and 17 submissions completed in written form (that were later transferred into the online collection system). This accounted for 108 total surveys completed.
- The Master's Plan Committee partnered with Vortex Technology Solutions in order to have the results of the survey analyzed. The following data tools were employed to analyze the survey data: Caplena, ChatGPT, PivotCharts, Google Analytics Data Trends, and Tableau Data Note.
- The data analysis worked to count the number of times key terms were mentioned in various responses in order to determine common ideas and themes related to the current functioning and desired paths for growth for our church and school.

The following graphs, charts, and data sets are designed to provide you with a summary of the information from that data analysis. Having received a high number of responses, the purpose of this overall summary of information is to provide an overview of the information that was submitted and what key ideas were shared.

For consistency, we have structured the information in a similar way for each question. For each question, you will see the following:

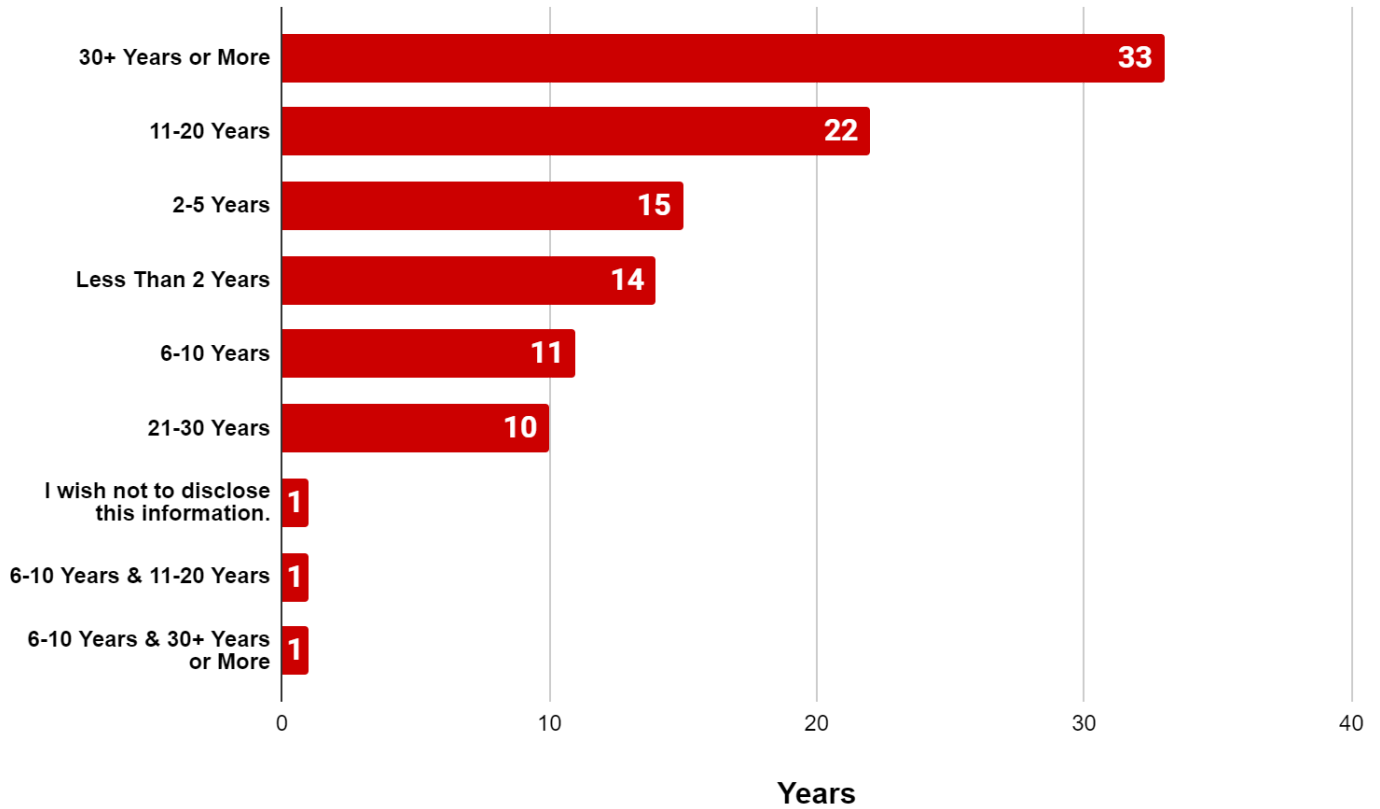
1. The original question as presented in the survey
2. A bar graph of “Trending Terms.” These “Trending Terms” represent words or ideas that occurred frequently in the responses to that particular question. The analytical process applied to the responses allowed us to be able to see the total number of times these “Trending Terms” appeared in individual responses which is represented by the bars in the graph.
3. Key highlighted responses are also included to exemplify the types of responses that led to the “Trending Terms” being included. The overall summary includes additional highlighted responses for those that wish to delve deeper.

It is acknowledged that this information presented is but a summary of all the survey information that was submitted. As some of the information shared in the survey was either shared by the respondent with the belief that it would be anonymous and/or some of the information shared contained personally identifiable information, the full responses of the individual surveys are not being shared publicly. If anyone has any questions about the survey, please do not hesitate to reach out to the committee chairman Casey Dodd at doddcm03@gmail.com.

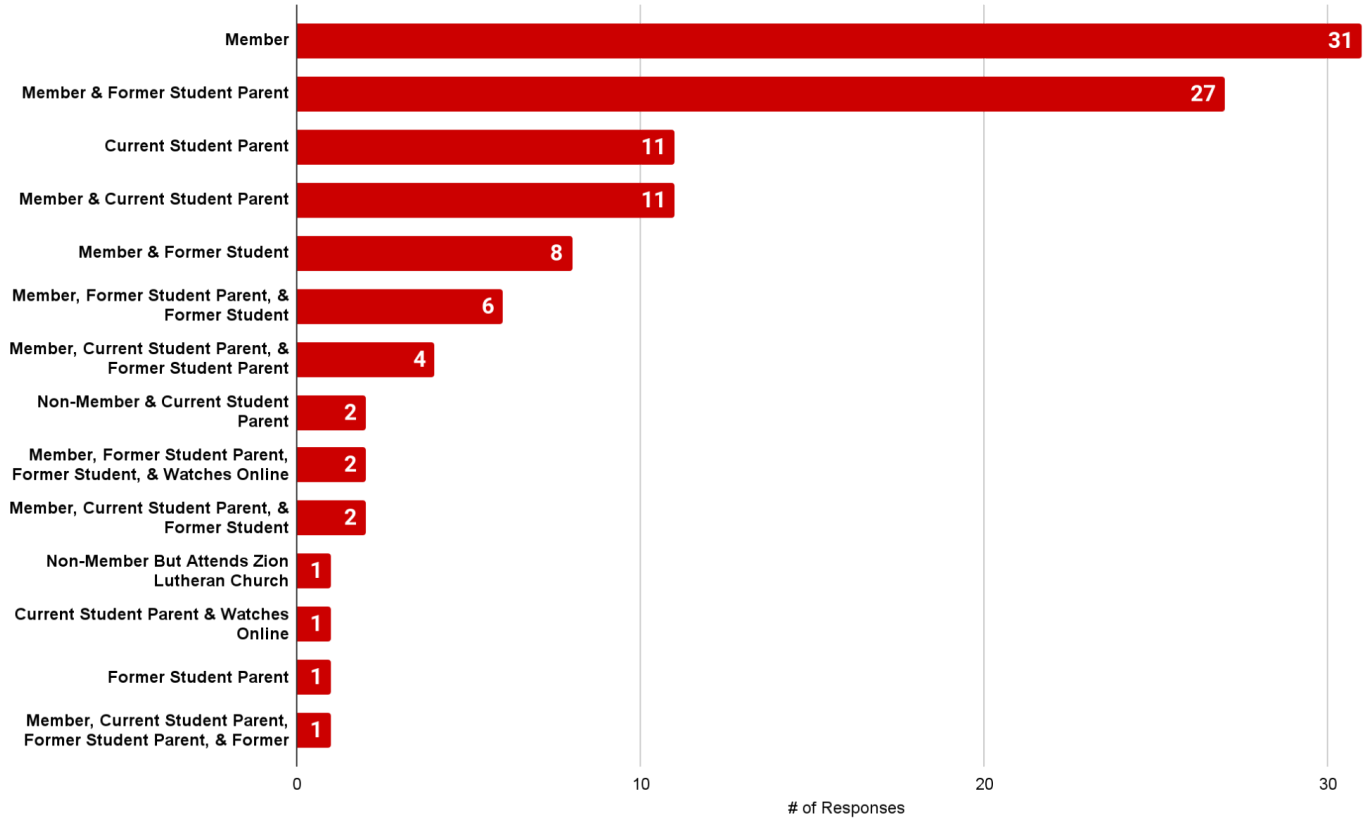
Part I

Survey Participant Demographic Information

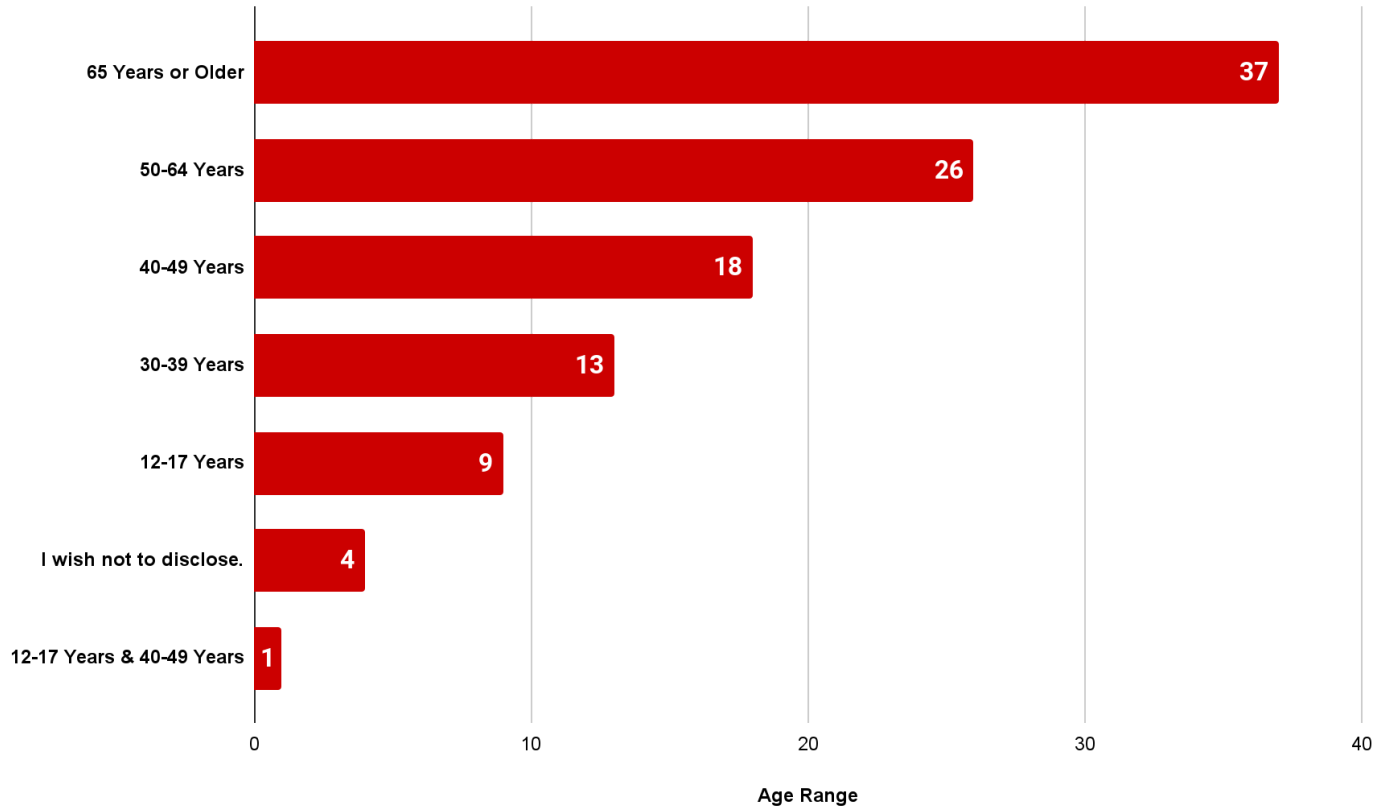
How long have you been a part of the congregation at Zion Lutheran Church & School?



In what ways are you connected to Zion Lutheran Church & School?



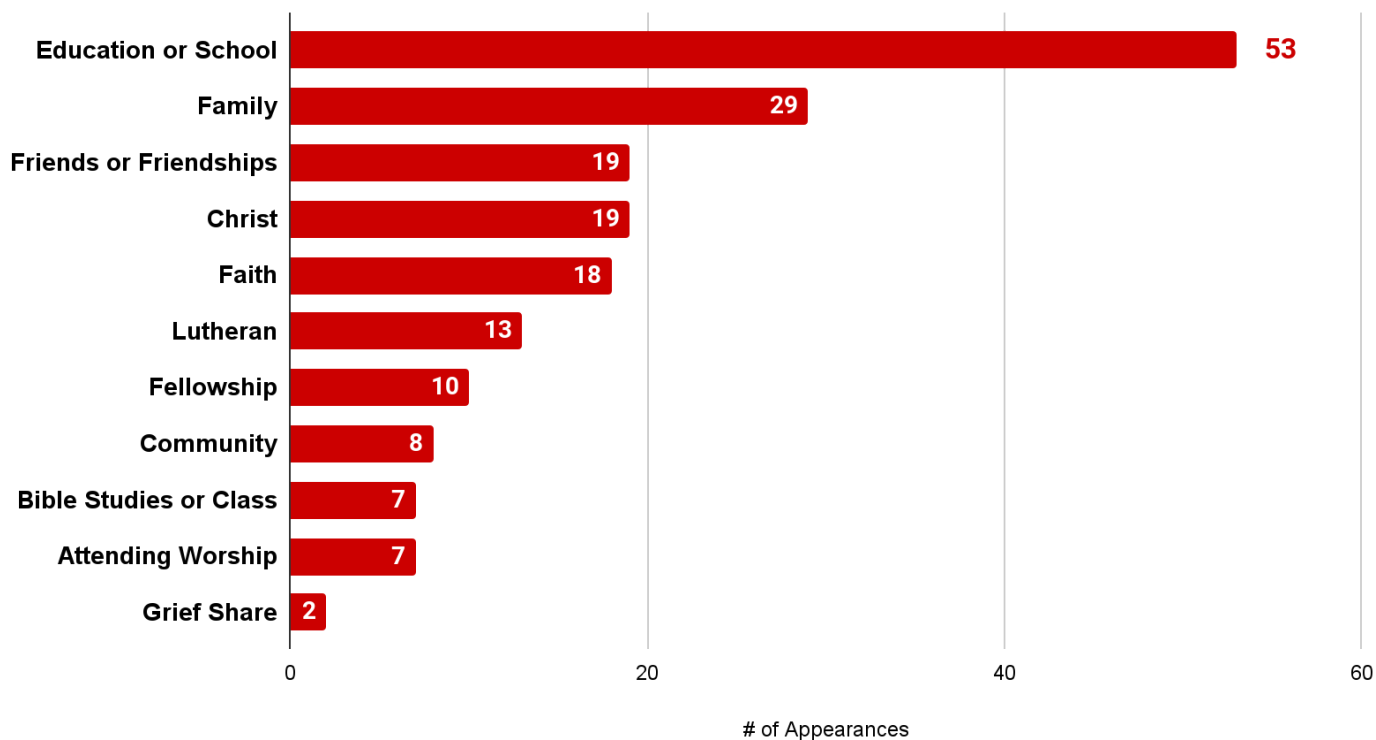
What age range best describes you?



Part II Survey Analysis By Question

Question 1 – How has God Blessed you through the ministry at Zion?

Trending Terms

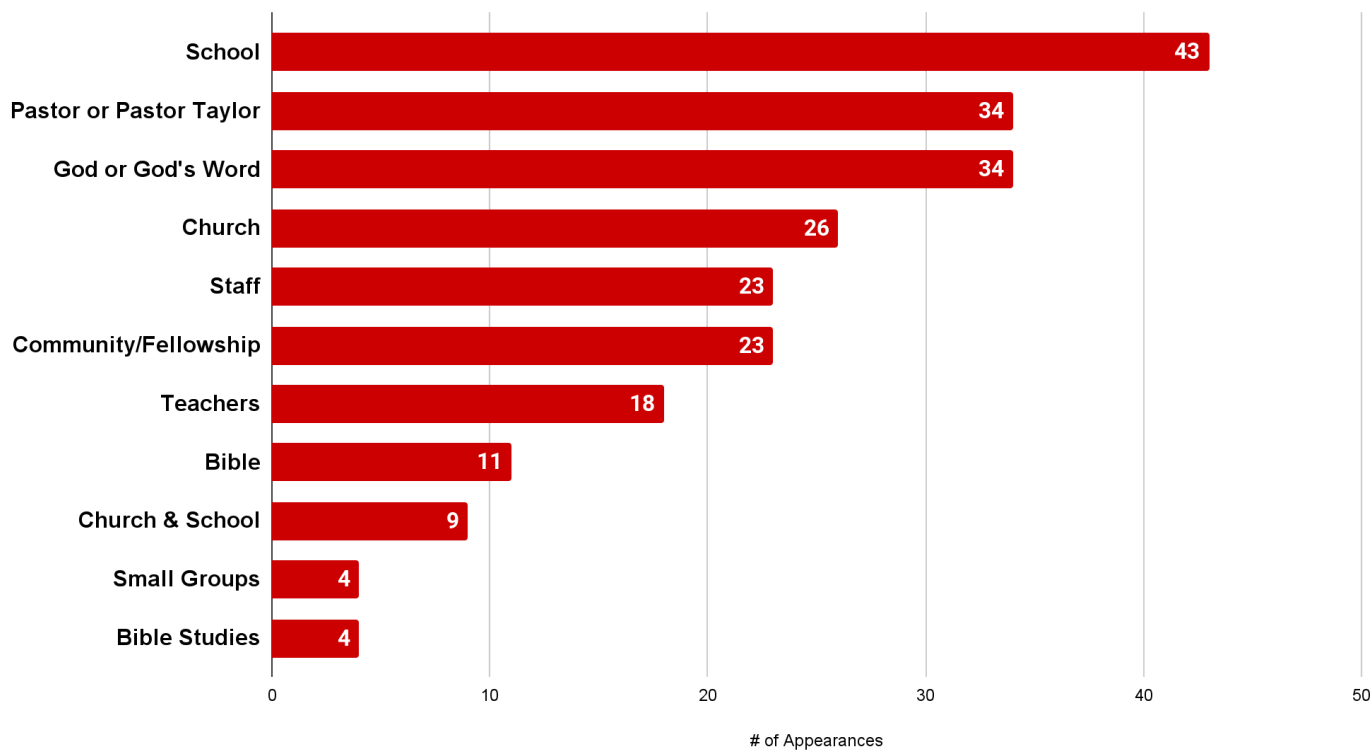


Highlighted Responses for Question 1:

- [8] I have been blessed through my Lutheran education from K-8 at Zion and through the opportunity to worship every weekend.
- [33] This is the first place where I feel that it is truly our home for worship for myself and my family. Never before had I attended a church where I felt the same sort of sense of care from the congregation and community and could feel God's blessings at work. The school has also provided a wonderful environment for our children to learn and grow.
- [41] God continues to bless my family and me at Zion through His Word and Sacraments. Zion's ministry has been central to our personal and family life since we became members. At our former congregation, we were at best passive members. Immediately upon joining Zion, we became very active, simply because people asked. The more we give of our time and resources, we receive back exponentially more.
- [57] We were a non-denomination family before I found Zion using a basic Google search for area preschools. We liked the idea of introducing our daughter to Bible stories, so Zion seemed like a good fit for that. Little did we know that seven years later we would be a Lutheran family that is very devoted to the teachings at Zion, the absolute truth of the Bible, and serving our community by following His plan.

Question 2 – What do you feel are the strengths of Zion Lutheran Church & School?

Trending Terms

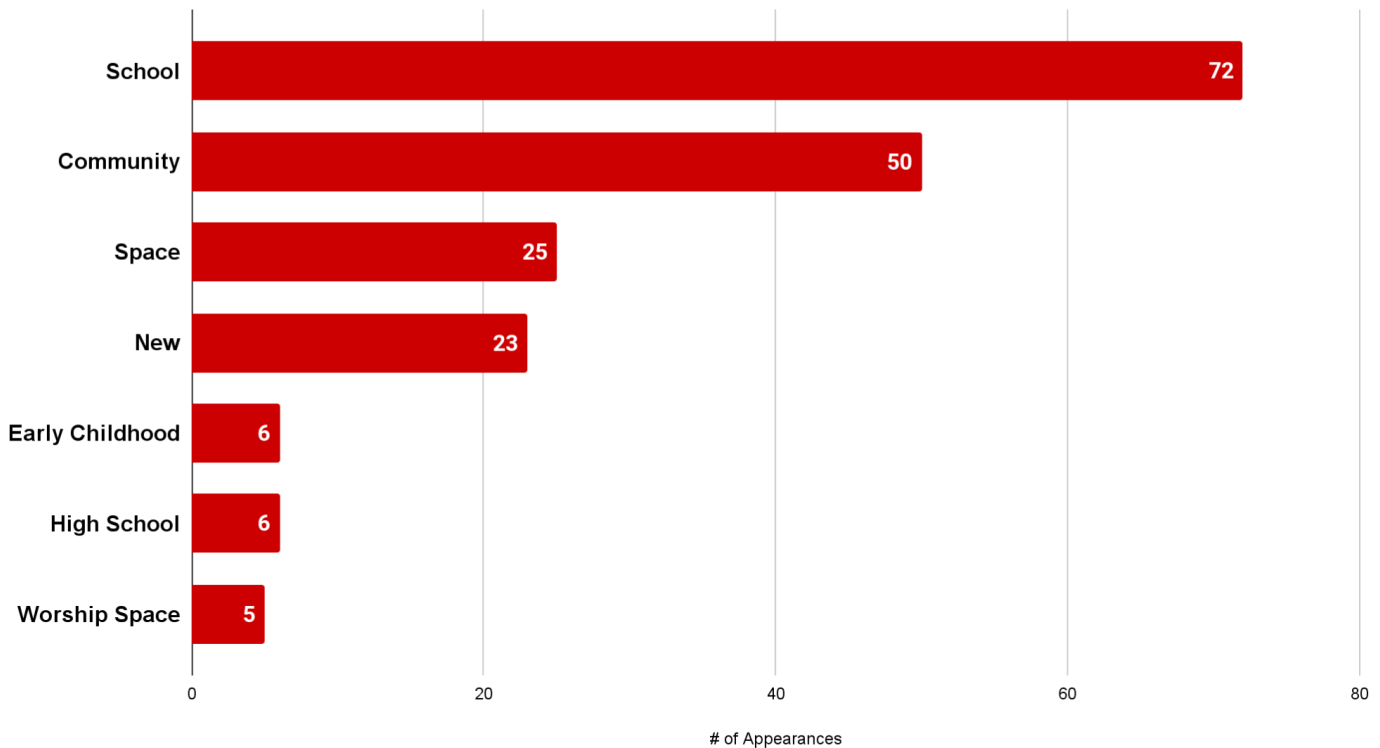


Highlighted Responses for Question 2:

- [21] The fact that we offer a private Christian education for our members and community is our biggest strength. We also feel Zion does a great job with different outreach programs from grief share to adopt a family at Christmas time. It gives us the blessing of helping others outside our church and in some cases bring them into our fold.
- [33] A major strength is the sense of community that exists within the congregation and the families that make up that congregation. Whether it be a church or school event, I feel like my children have so many people that I know care for them and love them. There are so many people that are so willing to dedicate their time and energy to support great things happening at the church and school.
- [37] The church and school have a positive relationship with one another. The staff/faculty are warm/caring/personal. The truth is taught.
- [57] Zion church and school both have a welcoming atmosphere and it is very obvious that staff truly care about the congregation and students. I think the church has a lot to offer, as far as outreach events and small groups and also online and in-person sermons. Pastor Taylor's style of sermon (storytelling format with clear points and flow) is very appealing and allows even my young children to follow along and connect. The school's biggest advantages are small class size, differentiation opportunities within the classes, opportunity to teach and talk about God and the Bible, and discipline that follows conservative views.

Question 3 – What do you feel are opportunities for potential growth or improvement for Zion Lutheran Church & School?

Trending Terms

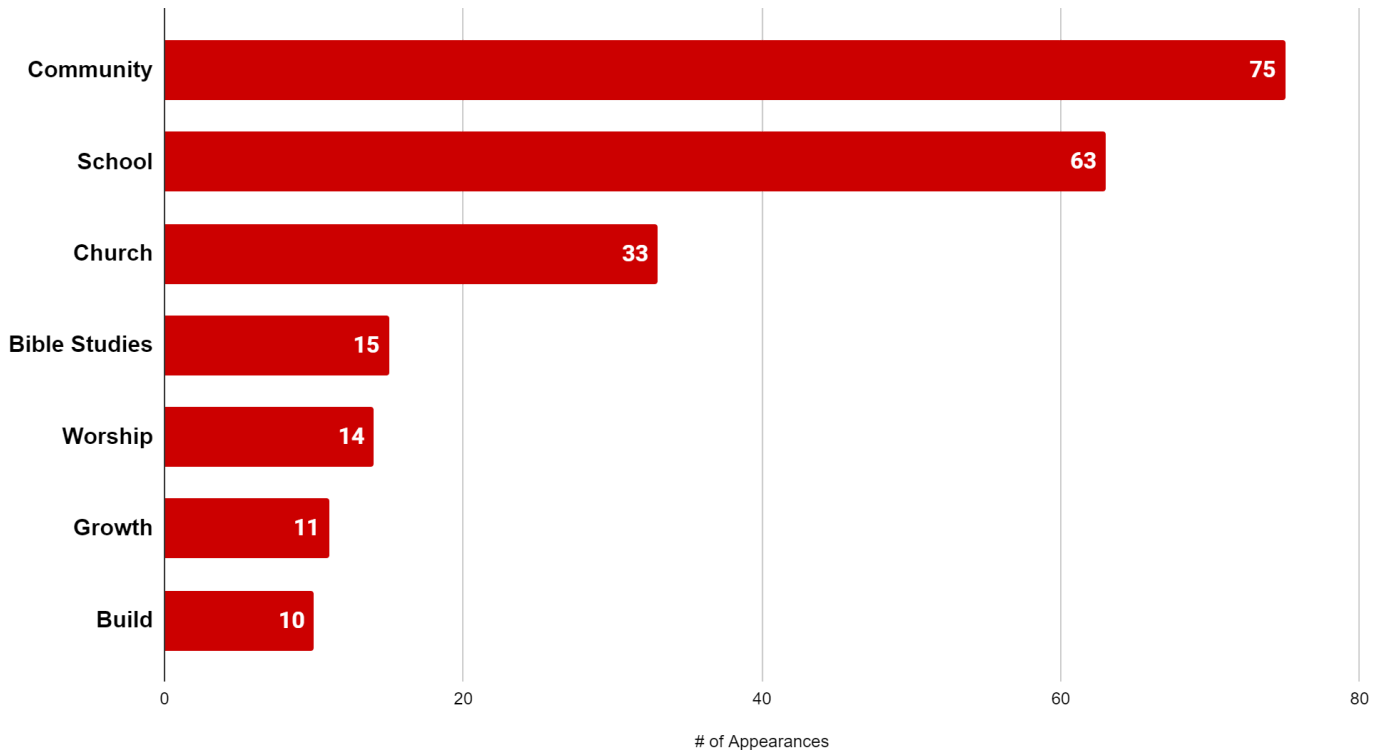


Highlighted Responses for Question 3:

- [41] We have relied on the ministry/teaching team and a relatively small group of laypeople to do the work. We need to grow both the ministry/teaching team and dedicated laypeople to facilitate the mission and vision of the congregation. While numerical growth is wonderful and a positive sign of a vital congregation, growth must also focus on connecting people to opportunities to serve. Connecting members to opportunities will generate outreach. We also have the resources to generate outreach like solid finances and an amazing campus that does not inhibit growth. As we are in a somewhat isolated location, we need to be a magnet to the community, a place that draws the community to us. Make ourselves known - both by getting out into the community and bringing people in. Focus on community services - adult and child care, collection/distribution of food and basic needs, etc. Appearances also matter: the grounds/landscaping also need a refresh.
- [79] From a church perspective we have the opportunity to further serve our immediate community through various servant projects and involvement in community events. We can open our doors to the community and look to be more involved as the community continues to grow as we try to spread Good News and grow the kingdom of God. From a school perspective, we feel like there is a huge opportunity to be more communicative and transparent with the overall operations. Additionally, there are multiple programs which have disappeared over the years like robotics, Lego club, writing club, etc. Before we look to grow the school in size and building we feel like making what we have better and more expansive should be the priority.

Question 4 – How do you see God using Zion Lutheran Church & School to best serve you, your family, and your community? Please include at least 3 examples.

Trending Terms



Highlighted Responses for Question 4:

- [35] 1) long range strategic infrastructure plan and implementation for future growth (including water/sewer/fuel utilities; impact of 300s expansion; facility security, damage, thief; operating costs especially liability insurance on any public access structures) 2) replace the daycare with new larger structure connected to church structure 3) move soccer field 4) bump out the back of church with new restrooms and cry room 5) bump out kitchen and create an institution grade kitchen to aid in public events/healthy school meals for before and after school programs opened to public 6) create a greenspace with trails around the property 7)use a portion of the land to grow a sustainable organic food source.
- [71] 1. Solidifying its base for faith development through new childcare facilities, activity field for school, church education rooms for weekday/evening use, and multi-purpose event/resource center for church and school. 2. Becoming a center for mission outreach through a training center and resource facility that gets God's Word and His people out. 3. Becoming a center for family support through facilities that provide a space and place for whole family activity and needs.

Deeper Analysis of Questions 3 & 4

When analyzing the responses to Questions 3 and 4 for this survey, it quickly became apparent that most responses in these two questions were regarding opinions or statements related to the growth, future, or how Zion Lutheran Church & School could improve. The following tables show “Trending Terms” that were identified in the multitude of responses and indicate the number of times those responses appeared. Additionally, the responses have been categorized into 3 key areas including Church, School & Daycare, and Uncategorized to help with interpreting how these “Trending Terms” fit within the overall ideas collected through the survey.

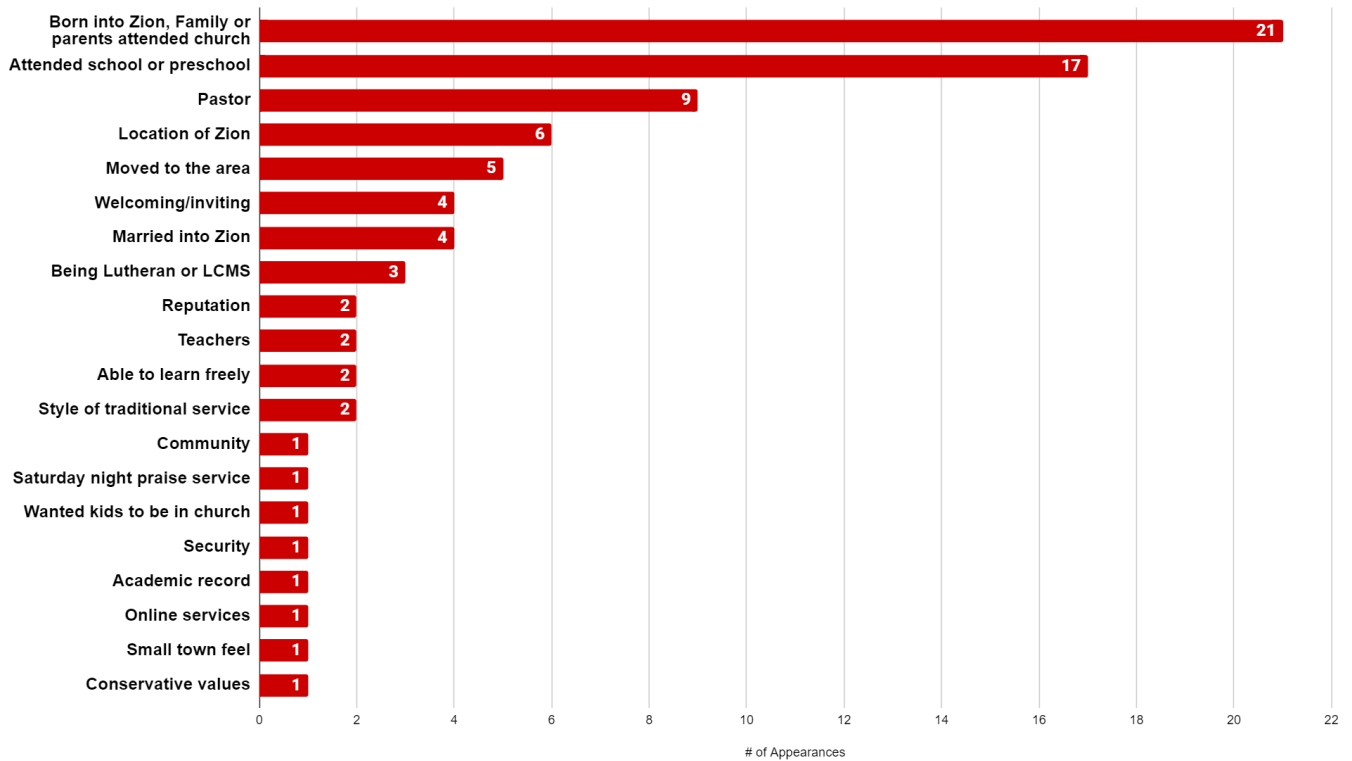
Church	# of Responses
Community Involvement & Outreach / Service Projects .	18
New or Improved Worship Space .	13
Add more Classes, Seminars, Church Events, and Activities	11
Community Center	7
Increase Youth Ministry	5
Add more space for meetings, classes, and conference rooms.	4
Continue Financial Responsibility	4
Continue Support Programs (Grief Share, Divorce Care, etc.)	3
Add additional storage	2
Increase access for Elderly or handicapped for balcony and alter.	2
Start a food pantry	2
Update Electronic Street Sign	1
Coffee Shop	1
Sunday School Programming for High School Ages	1
Expand Praise Band and music that is played	1
Add child-care for all ages during services.	1
More Mission Trips	1
Hire a full-time choir/music director.	1
The organ should be played louder.	1
Host outings for couples.	1
Retreats	1
Build and outdoor worship space.	1
Add additional space for bands, choirs, and equipment.	1
Better Communication	1
Stress the importance of attending worship in-person since covid.	1
Update Kitchen	1
Columbarium	1
Church Greeters	1
Better Communication between boards	1

School & Daycare	# of Responses
Build additional classroom and facility space for school and early education.	21
Build New or expand childcare facilities.	17
Add more clubs or activities for students.	7
Build a High School	5
Add windows that open to school wing.	2
Review Curriculum to further challenge students.	2
Increase Rates for School Tuition	2
Build additional recreation spaces and add more outdoor spaces for recess.	1
Teachers need better representation with council and planning meetings.	1
Develop a modern library with additional resources with tutoring rooms.	1
Swimming Pool so they can learn to swim.	1
Improved Locker Rooms	1
Add Trade Classes (Tech, Coding, Wood Working, Economics, Auto Mech.)	1
Better Signage for Building	1
Fix Pickup and Dropoff Line	1

Uncategorized	# of Responses
Senior Living Facility	8
Hire Additional Staff: Assistant Principal, Counselors, Resource Teachers	7
Use Athletics as Outreach	4
Expanded Cemetery or Improvements	3
Walking Path	3
Full-Sized Basketball Court	1
Obstacle Course	1
Greenhouse/Nature Areas for Education	1
Counseling Center	1
Comfort Dog Program	1
Golf Simulator	1
Improve drainage of playground area	1
Add church recorded records of church and cemetery online.	1
Use land for organic food source	1
Summer Programs	1
Fix Sewer Smell by Gym / Boys Locker Room	1

Question 5 – What was it that drew you to Zion Lutheran Church & School?

Trending Terms



Highlighted Responses for Question 5:

- [37] The familiarity of 'home'. The truth being taught. The ability to afford the school for our children through SGO and Choice Scholarships.

