



Summary of Northwest Intermountain Synod Bishop Election

Survey Results

(numbers are the number of comments relating to the category or title)

- 1. Which of the following best describes you? Lay person? Rostered Leader? Other? (Please clarify)?**

<u>Lay person</u>	<u>Rostered Leader</u>	<u>Rostered Leader (Ret.)</u>	<u>Other</u>
42	35	11	Seminarian - 1 Mission Developer - 1

- 2. What is your age?**

<u>NA</u>	<u>20-29</u>	<u>30-39</u>	<u>40-49</u>	<u>50-59</u>	<u>60-69</u>	<u>70-79</u>	<u>80-89</u>	<u>“Middle Age”</u>
1	1	7	8	15	25	25	5	1

- 3. What is the average weekly worship attendance of your congregation?**

<u>NA</u>	<u>?</u>	<u>0-20</u>	<u>21-40</u>	<u>41-60</u>	<u>61-80</u>	<u>81-100</u>	<u>101-120</u>	<u>121-140</u>	<u>141-160</u>	<u>161-180</u>	<u>181+</u>
3	4	11	17	26	8	7	3	4	2	0	4

- 4. Your congregation is a member of which cluster?**

<u>Upper Snake (A)</u>	<u>Treasure Valley (B)</u>	<u>Tscemicum (C)</u>	<u>Palouse (D)</u>
1	22	0	4
<u>North Idaho (E)</u>	<u>South Central (F)</u>	<u>Lower Col. Basin (G)</u>	<u>North Central (H)</u>
3	3	13	3
<u>Big Bend (I)</u>	<u>Mt. Spokane (J)</u>	<u>Spokane Valley (K)</u>	<u>Spokane West. (L)</u>
1	4	6	6
<u>?</u>	<u>NA</u>	<u>Incorrect Name</u>	
8	2	13	

- 5. Where have you seen God active in the NWIM Synod? In the**

1. People of the church – 7
2. Churchwide, synodical, congregational programs – 14
3. Rostered, lay leadership – 8
4. Care shown by congregations for their communities – 3
5. Church, cluster, congregations, and camps – 11
6. People of God responding to social issues, e.g., homelessness, hunger, etc. – 15
7. Worship, preaching, sacraments – 9



8. Prayer – 1
9. Response to adversity, e.g., COVID, natural disasters, etc. – 12
10. Gatherings, e.g., Cluster meetings, Regional Gatherings, Synod Assembly – 11
11. Word and sacrament – 2
12. All over, in everything – 4
13. Don't know – 2

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

1. Be more like a family, better integration, more mutual support among leaders (rostered and lay), clusters, and congregations – 20
2. Improve quality/quantity of lay leadership – 9
3. Be more open to change – 8
4. Expand the Synod's ministries (effectiveness, quality and quantity) – 6
5. Focus on evangelism – 6
6. Reaffirm what the church is and whose we are through training – 2
7. Prioritize youth, youth ministry, programs, etc. – 5
8. Continued/increased emphasis and engagement in social issues – 10
9. Be more ecumenical – 1
10. Improve synod processes that result in increased efficiencies, e.g., filling vacancies – 8
11. Emphasize Lutheran theology – 12
12. Improved communications – both vertically and horizontally at all levels – 4
13. Equal respect for both conservative and liberal viewpoints – 1
14. Help congregations look beyond simply survival – 1

7. In your local setting, what aspects of missions are most exciting or compelling to you?

1. Reaching out to help local community, e.g., food programs, low income, etc. – 15
2. Local congregation, worship, faith formation, programs helping members – 16
3. Engagement in/with social justice issues, e.g., immigration – 7
4. Evangelism, outreach – 7
5. Partnering with local agencies to solve local problems, e.g., housing insecurity, poverty, etc. – 21
6. Youth programs, e.g., targeted faith formation, outdoor ministries, etc. – 7
7. Service projects – 6
8. Sharing gifts/skills with other congregations – 2
9. Serving LGBTQ community – 4

8. What are the biggest challenges facing your congregation today?

1. Declining, ageing membership – 18
2. Transitioning from an era of COVID to a 'new normal' – 16



3. Keeping/attracting youth; youth education and programs – 14
4. Stewardship, church finances/budgets – 18
5. Lack of focus/priority on church mission(s) – 10
6. Ageing facilities; infrastructure costs – 2
7. Lack of new volunteers – 4
8. Putting ‘faith into action’ – 6
9. Lack of priority on thriving/growing/evangelizing – 3
10. Increased division/politics/ liberal versus conservative – 1
11. Energizing lay leadership – 3
12. Concern over rostered leaders; call processes – 7

9. How satisfied are you with how things are going in the NWIM Synod?

NUMERIC SCALE

Q9: How satisfied are you with how things are going in the NWIM Synod? (1-unsatisfied 5-very satisfied)

Answer Choice	0%	100%	Number of Responses	Responses Ratio
1 (Lower Range)			4	4%
2			16	17%
3			35	39%
4			29	32%
5 (Upper Range)			5	5%
Mean	3.17			
Median	3.00			
Total Responses			89	100%

10. What would make you more satisfied with the synod?

1. More overall engagement - 6
2. Expanded in-dept engagement (e.g., congregation-to-congregation, cluster-to-congregation, synod-to-congregation, synod-to-cluster) – 14
3. Improved overall communications (at all levels) – 9
4. More access to/contact with bishop and synod staff – 14
5. Expanded sharing of skills/gifts between congregations – 1
6. Expanded engagement with the community (neighbors) – 3
7. Improved Synod processes (e.g., training, call process, pastoral transitions) – 10
8. Improved synodical lay leadership – 5
9. Visible synodical ‘stand’ on moral, social justice, etc. issues – 6
10. Facilitate expanded engagement by youth – 2
11. Expanded support to churchwide and seminaries – 1



11. What challenges lie ahead of the NWIM Synod in the next 6 years?

1. Supporting struggling congregations, i.e., future (closure?), viability, membership – 43
2. Declining finances – 7
3. Connectedness between congregations – 7
4. Maintain theological relevance in today’s environment – 14
5. Reconnecting with Youth – 7
6. Supporting effective engagement with our communities – 5
7. Developing and utilizing effective tools that help deal with divisiveness – 7
8. Utilization of ageing and costly physical resources, i.e., buildings, infrastructure – 1
9. Effective use of lay leaders (quality and quantity) – 11
10. Embracing change – 4
11. Sufficient synodical resources, e.g., \$ and staff – 1
12. More inspirational synodical mission, vision, leadership – 1
13. Availability of qualified rostered ministers – 7

12. Please rank from 1 (most important) to 10 (least important) the following attributes/abilities of the NWIM Synod’s next bishop.

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

Answer Choice	Average Rank	Ranked 1	Ranked 2	Ranked 3	Ranked 4	Ranked 5	Ranked 6	Ranked 7	Ranked 8	Ranked 9	Ranked 10
Strategic leadership/vision	2.55	46 (51%)	19 (21%)	5 (5%)	5 (5%)	2 (2%)	2 (2%)	4 (4%)	0 (0%)	2 (2%)	4 (4%)
Preaching/proclaiming the Gospel	4.22	17 (19%)	15 (16%)	11 (12%)	10 (11%)	5 (5%)	10 (11%)	11 (12%)	2 (2%)	2 (2%)	6 (6%)
Pastoral care	4.09	7 (7%)	16 (17%)	23 (25%)	11 (12%)	11 (12%)	9 (10%)	3 (3%)	3 (3%)	2 (2%)	4 (4%)
Conflict resolution	5.73	2 (2%)	5 (5%)	4 (4%)	14 (15%)	19 (21%)	15 (16%)	12 (13%)	5 (5%)	9 (10%)	4 (4%)
Change management	5.53	5 (5%)	15 (16%)	15 (16%)	9 (10%)	4 (4%)	5 (5%)	3 (3%)	7 (7%)	11 (12%)	15 (16%)
Coach/trainer	6.44	1 (1%)	5 (5%)	9 (10%)	11 (12%)	4 (4%)	11 (12%)	7 (7%)	21 (23%)	12 (13%)	8 (8%)
Administration	6.52	5 (5%)	1 (1%)	7 (7%)	9 (10%)	11 (12%)	9 (10%)	12 (13%)	8 (8%)	11 (12%)	16 (17%)
Stewardship & development	6.58	0 (0%)	3 (3%)	6 (6%)	7 (7%)	13 (14%)	7 (7%)	21 (23%)	15 (16%)	10 (11%)	7 (7%)
Participation within the ELCA	6.69	2 (2%)	5 (5%)	3 (3%)	9 (10%)	11 (12%)	7 (7%)	14 (15%)	10 (11%)	17 (19%)	11 (12%)
Ecumenical relationships	6.65	4 (4%)	5 (5%)	6 (6%)	4 (4%)	9 (10%)	14 (15%)	2 (2%)	18 (20%)	13 (14%)	14 (15%)
Total Responses	89										



13. What should be the top priorities of the new bishop?

1. Strengthening relationship/support to synod pastors/lay leadership – 33
2. Strengthening relationship/support to congregations/clusters/communities – 19
3. Support strengthening financial situations in congregations – 2
4. Encourage effective management of change – 4
5. Provide mission, vision, strategy to help and unify congregations and their leadership – 22
6. Effectively manage vacancies, pastors in transition, availability of rostered leaders – 6
7. Communicate, communicate, communicate! – 4
8. Represent Gospel, Lutheranism, Churchwide in our world – 13
9. Expand youth engagement – 1
10. Provide tools/training/resources to lay and rostered leaders and congregations – 14

14. Is there anything else you would like to share with those discerning a potential call as bishop of the NWIM Synod?

1. Be a Pastor to the synod's Pastors and lay leadership – 7
2. Trust God – 8
3. Need to effectively prioritize – 8
4. Over communicate, not just electronically – 5
5. Be relational, don't stand on ceremony – 8
6. Prioritize building up rostered and lay leaders – 2
7. Minister to all of the synod equitably not just those that are close – 4
8. Acknowledge politics and division are present and must not be ignored – 1
9. Stay theologically grounded – 2
10. Make effective use of all resources; delegate - 3