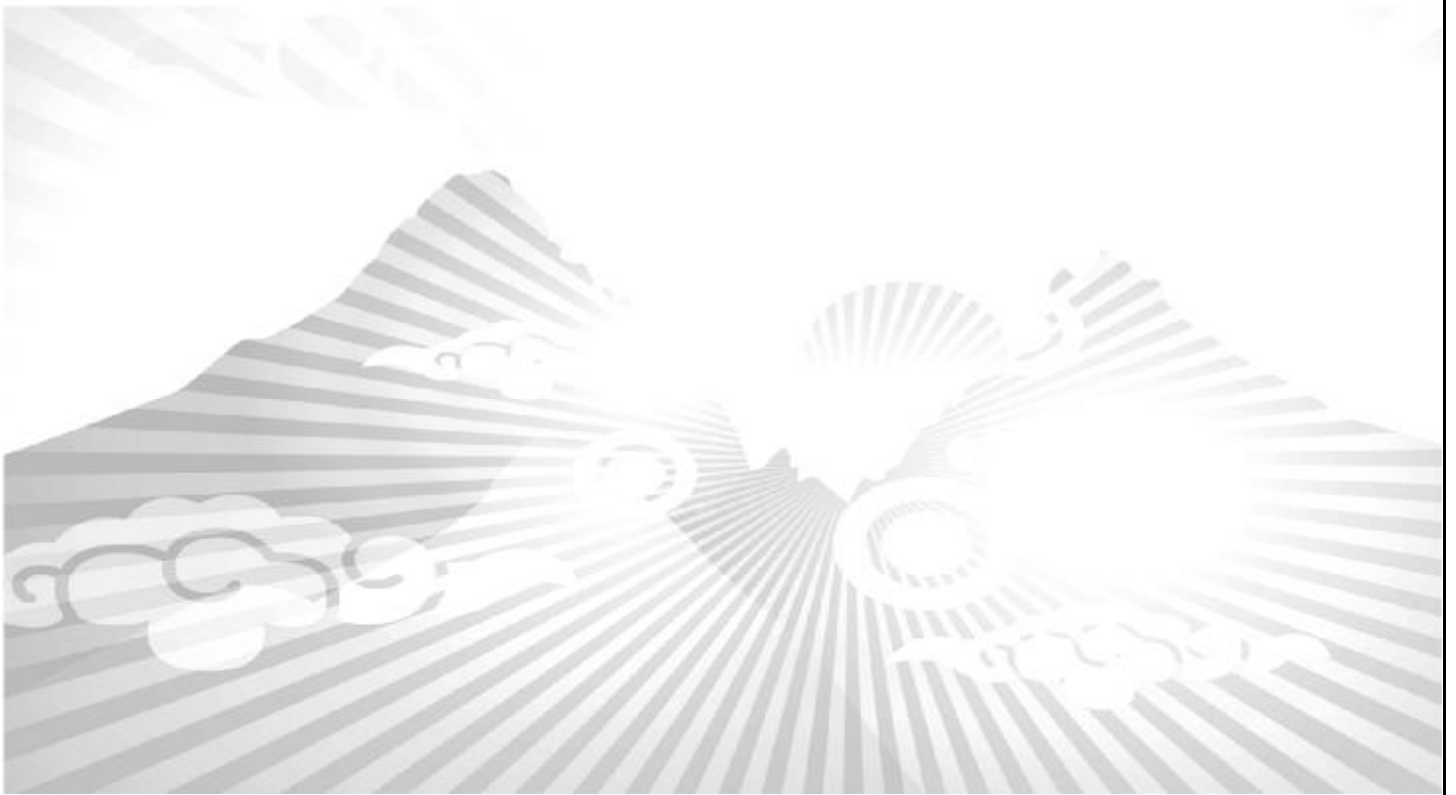


Landscape[®]

Texas-Louisiana Gulf Coast Synod

5/17/2016



Key Indicators

Overall Satisfaction

On the whole, I am satisfied with how things are in our Synod.

Clearly agree	52%
On the fence	42%
Clearly disagree	5%
Rating of satisfaction level	High

Overall Energy

In this Synod it seems to me that we are just going through the motions. There isn't much excitement about it among our members.

Clearly agree	13%
On the fence	44%
Clearly disagree	43%
Rating of energy level	Very high

Satisfaction Trends

Compared to the overall strength of the Synod three years ago, would you say the Synod is

Weaker	6%
About the same	31%
Stronger	63%
Rating of strength trend	High

Top Three Priorities

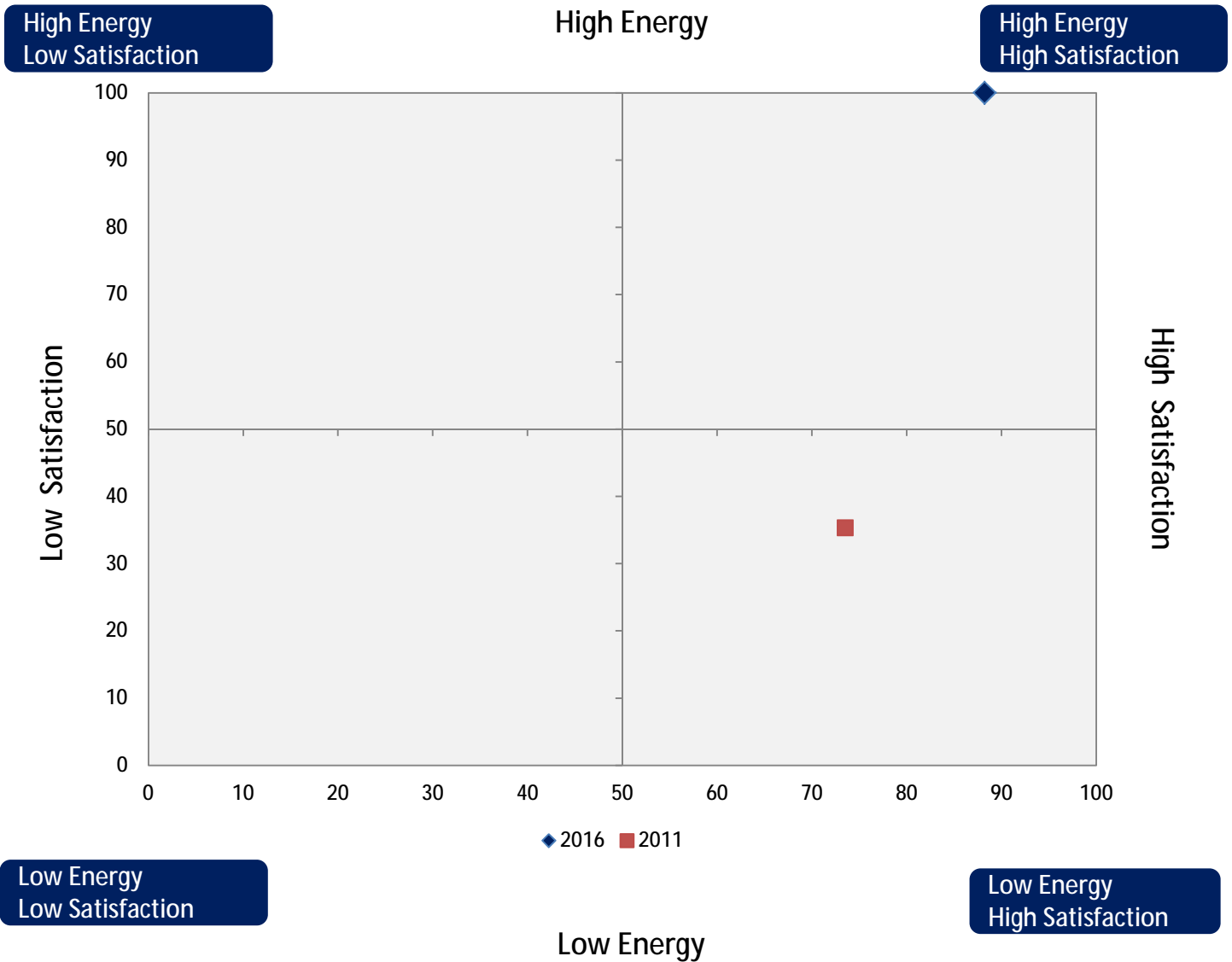
Where respondents believe additional energy needs to be applied to expand or improve your work.

First	Equip Pastors and other leaders in congregations with strategies that enable them to reach new members.
Second	Take a leadership role in working with churches that are struggling.
Third	Equip Pastors and other leaders in congregations to help members become growing, vital disciples.

Survey Process Statistics

Clergy	63
Synodically Authorized Lay Ministers	0
Rostered Lay Leaders	4
Othe Non-Rostered Church Staff	17
Congregational Council	124
Other Congregational Lay Leaders	13
Synod Council	6
Synod Staff	3
Other Synod Leaders	3
Number of respondents	233

Energy-Satisfaction



The levels of satisfaction and energy have been found to be reliable indicators of the health and vitality of a regional association. There are four quadrants on this map.

The high energy-low satisfaction quadrant is the chaos quadrant. Organizations in this quadrant are often struggling to structure and channel their energy into a direction they feel good about.

The low energy-low satisfaction quadrant is the recovery quadrant. Organizations in this quadrant require major changes in order to regain a significant level of vitality and health.

The low energy-high satisfaction quadrant is the static quadrant. Organizations in this quadrant have normalized a low level of vitality which enables them to be relatively satisfied.

The high energy-high satisfaction quadrant is the transformation quadrant. Organizations in this quadrant may choose strategies of growth, expansion, replication, and impact.

Drivers of Satisfaction and Energy

What Is a Driver?

When the data from your Portal is analyzed it discloses that not all questions are of equal importance. Questions that are more important are called drivers. A driver is an aspect of your regional association that significantly impacts how people feel or behave towards the organization. Drivers point to the critical services that members use to evaluate how well the body is addressing their concerns and what is impacting their level of satisfaction or energy. By attending to drivers, your regional association can focus attention on the services that may have the greatest impact on their members.

Another way of saying it is that the drivers comprise a lens through which members are viewing and evaluating their overall experience of the regional association; they color how members see nearly everything related to the regional association.

Drivers of Satisfaction

Respondents tend to feel more satisfied about their overall experience of the regional association when they feel positive in the following areas:

Importance

Driver #1	The Synod has been successful in helping congregations like mine become more vital and effective.	High
Driver #2	As a Synod we do a good job communicating with one another in a way that keeps us aware and engaged.	High
Driver #3	Problems between groups in this Synod are usually resolved through mutual effort.	High
Driver #4	The whole spirit in our Synod makes people want to get as involved as possible.	High
Driver #5	I trust the Synod leadership to provide strong and competent support to my congregation during challenging times such as changes in clergy or other transitions.	High

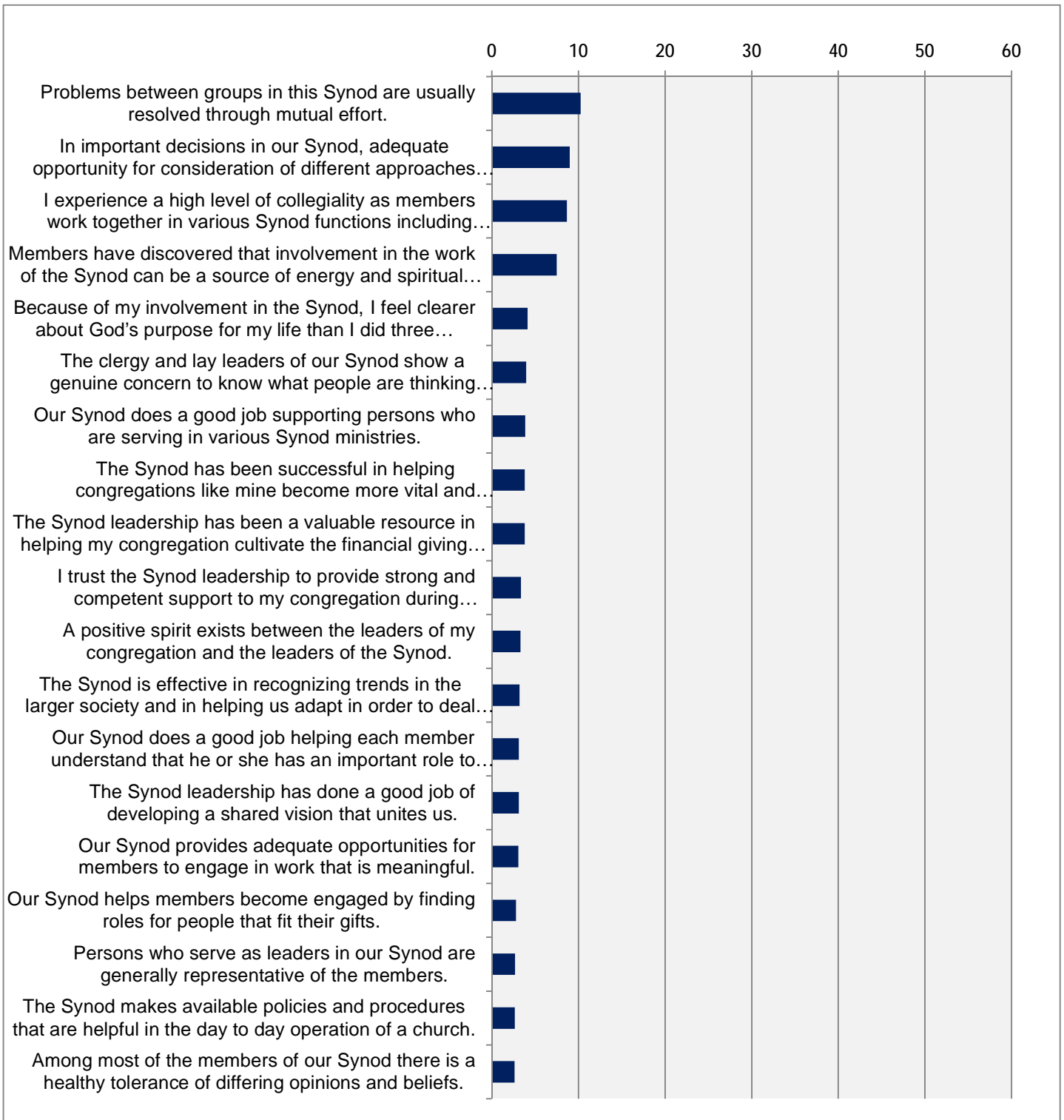
Drivers of Energy

Respondents tend to feel more energized about their overall experience of the regional association when they feel positive in the following areas:

Importance

Driver #1	Our Synod does a good job helping each member understand that he or she has an important role to play.	Low
Driver #2	There is a disturbing amount of conflict in our Synod.	Low
Driver #3	A positive spirit exists between the leaders of my congregation and the leaders of the Synod.	Low
Driver #4	The Synod has been successful in helping congregations like mine become more vital and effective.	Low
Driver #5	Persons who serve as leaders in our Synod are generally representative of the members.	Low

Critical Success Factors for Improving Satisfaction



20 35 Significant
 35 - 50 Important
 >50 Urgent

Future Priorities

When members were asked where they believed additional energy needed to be applied to expand or improve the work of your regional association they indicated the following priorities:

Rank	Priority	Mean	Rating
First	Equip Pastors and other leaders in congregations with strategies that enable them to reach new members.	3.66	Average
Second	Take a leadership role in working with churches that are struggling.	3.53	Average
Third	Equip Pastors and other leaders in congregations to help members become growing, vital disciples.	3.50	Average
Fourth	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.50	Average
Fifth	Develop a discernment process to rethink how to be vital Lutheran churches in our specific region.	3.42	Average
Sixth	Take a leadership role in new church development in promising regions of the Synod.	3.39	Very high
Seventh	Work with local congregations to increase the awareness of the Synod's mission and its unique impact upon the region that it serves.	3.21	Average
Eighth	Provide on-site stewardship consultants and programs to local churches in order to substantially increase the financial resources of congregations.	3.19	High
Ninth	Deepen our spiritual capacity as congregations to respond to life with serenity, confidence, and hope.	3.15	Low
Tenth	Improve the programmatic resources that the Synod makes available to congregations to insure that they are the most effective ways to do ministry in the church today.	3.03	Average
Eleventh	Make the Synod more responsive to requests for assistance in dealing with particular needs including pastoral transitions, financial issues, or other pressing concerns.	2.91	Average
Twelfth	Provide church leaders with the interpretive resources that will build more support for the work of the Synod among members of the congregation.	2.77	Average
Thirteenth	Cultivate a higher level of trust within the Synod.	2.76	Very low
Fourteenth	Streamline the Synod organizationally and administratively so that it makes better use of financial resources.	2.41	Average

Top Priorities by Role

Clergy

First	Equip Pastors and other leaders in congregations to help members become growing, vital disciples.	3.67
Second	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.67
Third	Take a leadership role in new church development in promising regions of the Synod.	3.64
Fourth	Equip Pastors and other leaders in congregations with strategies that enable them to reach new members.	3.56
Fifth	Take a leadership role in working with churches that are struggling.	3.49

Synodically Authorized Lay Ministers

First	#NUM!	#NUM!
Second	#NUM!	#NUM!
Third	#NUM!	#NUM!
Fourth	#NUM!	#NUM!
Fifth	#NUM!	#NUM!

Rostered Lay Leaders

First	Equip Pastors and other leaders in congregations with strategies that enable them to reach new members.	4.25
Second	Equip Pastors and other leaders in congregations to help members become growing, vital disciples.	4.00
Third	Develop a discernment process to rethink how to be vital Lutheran churches in our specific region.	4.00
Fourth	Take a leadership role in working with churches that are struggling.	4.00
Fifth	Deepen our spiritual capacity as congregations to respond to life with serenity, confidence, and hope.	3.50

Othe Non-Rostered Church Staff

First	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.88
Second	Equip Pastors and other leaders in congregations with strategies that enable them to reach new members.	3.78
Third	Equip Pastors and other leaders in congregations to help members become growing, vital disciples.	3.67
Fourth	Provide on-site stewardship consultants and programs to local churches in order to substantially increase the financial resources of congregations.	3.67
Fifth	Develop a discernment process to rethink how to be vital Lutheran churches in our specific region.	3.44

Top Priorities by Role

Congregational Council

First	Equip Pastors and other leaders in congregations with strategies that enable them to reach new members.	3.70
Second	Take a leadership role in working with churches that are struggling.	3.59
Third	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.44
Fourth	Equip Pastors and other leaders in congregations to help members become growing, vital disciples.	3.38
Fifth	Develop a discernment process to rethink how to be vital Lutheran churches in our specific region.	3.37

Other Congregational Lay Leaders

First	Develop a discernment process to rethink how to be vital Lutheran churches in our specific region.	4.25
Second	Equip Pastors and other leaders in congregations with strategies that enable them to reach new members.	4.13
Third	Equip Pastors and other leaders in congregations to help members become growing, vital disciples.	3.86
Fourth	Take a leadership role in working with churches that are struggling.	3.86
Fifth	Take a leadership role in new church development in promising regions of the Synod.	3.75

Synod Council

First	Provide on-site stewardship consultants and programs to local churches in order to substantially increase the financial resources of congregations.	2.67
Second	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	2.50
Third	Take a leadership role in new church development in promising regions of the Synod.	2.33
Fourth	Deepen our spiritual capacity as congregations to respond to life with serenity, confidence, and hope.	2.25
Fifth	Develop a discernment process to rethink how to be vital Lutheran churches in our specific region.	2.25

Synod Staff

First	Equip Pastors and other leaders in congregations to help members become growing, vital disciples.	5.00
Second	Take a leadership role in new church development in promising regions of the Synod.	5.00
Third	Develop a discernment process to rethink how to be vital Lutheran churches in our specific region.	4.50
Fourth	Deepen our spiritual capacity as congregations to respond to life with serenity, confidence, and hope.	4.00
Fifth	Take a leadership role in working with churches that are struggling.	3.50

Conflict Management Index

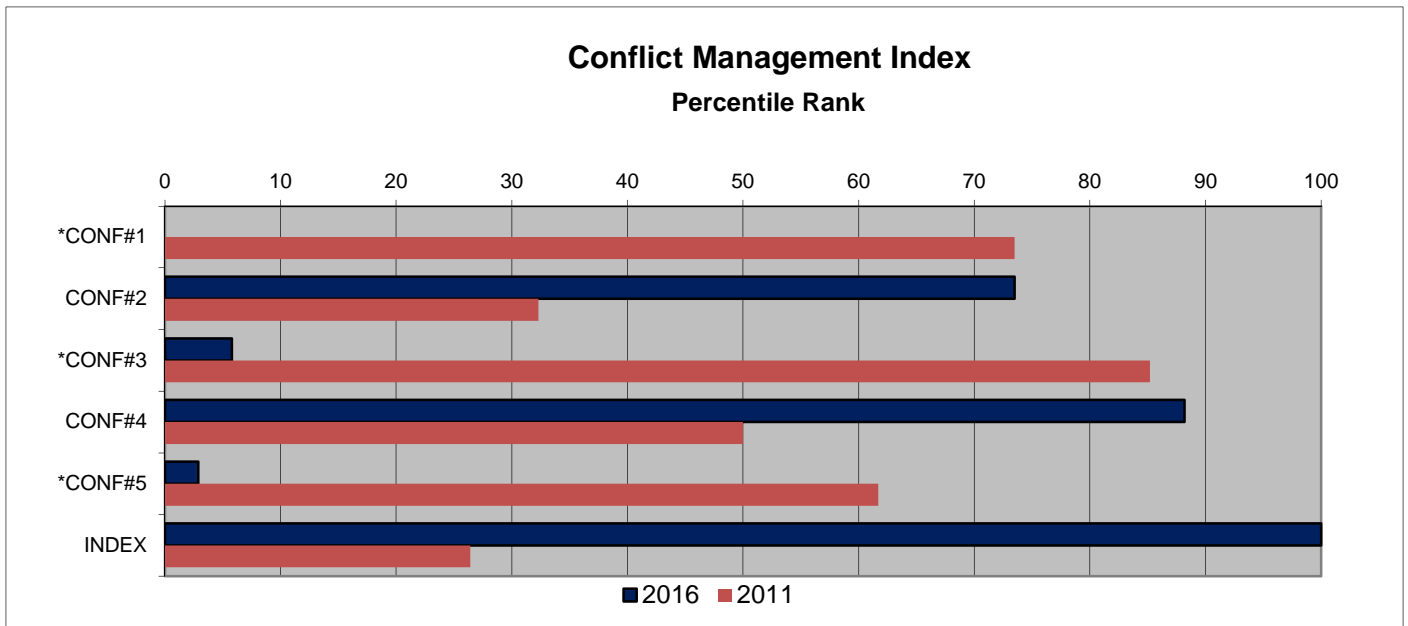
Question Text

- *CONF#1 There is frequently a small group of members in the Synod that opposes what the majority want to do.
- CONF#2 Problems between groups in this Synod are usually resolved through mutual effort.
- *CONF#3 Some leaders in my congregation have unresolved issues with the leadership of the Synod that get in the way of our working together.
- CONF#4 Among most of the members of our Synod there is a healthy tolerance of differing opinions and beliefs.
- *CONF#5 There is a disturbing amount of conflict in our Synod.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
*CONF#1	2%	26%	28%	23%	15%	5%
CONF#2	2%	2%	11%	42%	41%	2%
*CONF#3	15%	32%	20%	20%	8%	5%
CONF#4	0%	3%	10%	38%	38%	11%
*CONF#5	20%	51%	18%	9%	2%	0%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Engagement Index

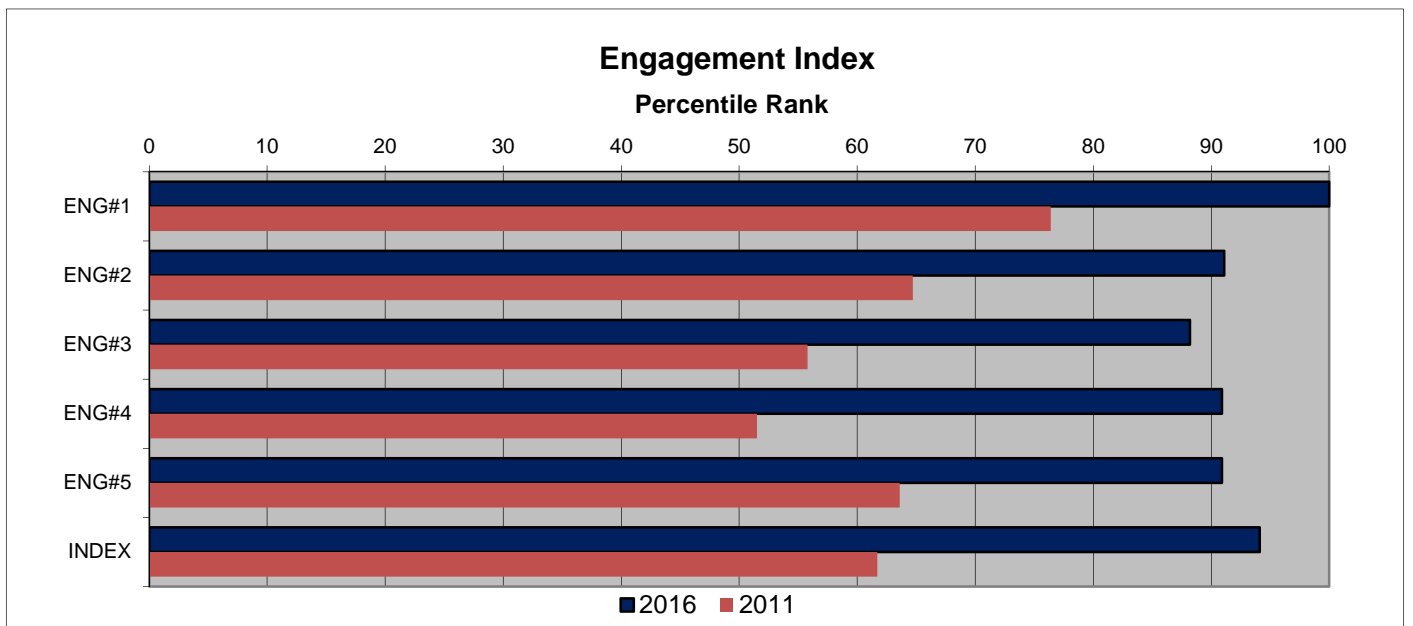
Question Text

- ENG#1 As a Synod we do a good job communicating with one another in a way that keeps us aware and engaged.
- ENG#2 Our Synod does a good job helping each member understand that he or she has an important role to play.
- ENG#3 Our Synod does a good job supporting persons who are serving in various Synod ministries.
- ENG#4 Our Synod helps members become engaged by finding roles for people that fit their gifts.
- ENG#5 Our Synod provides adequate opportunities for members to engage in work that is meaningful.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
ENG#1	0%	2%	12%	34%	37%	14%
ENG#2	2%	3%	23%	32%	31%	9%
ENG#3	0%	2%	8%	35%	42%	13%
ENG#4	1%	8%	16%	38%	34%	4%
ENG#5	0%	4%	7%	37%	40%	12%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Governance Index

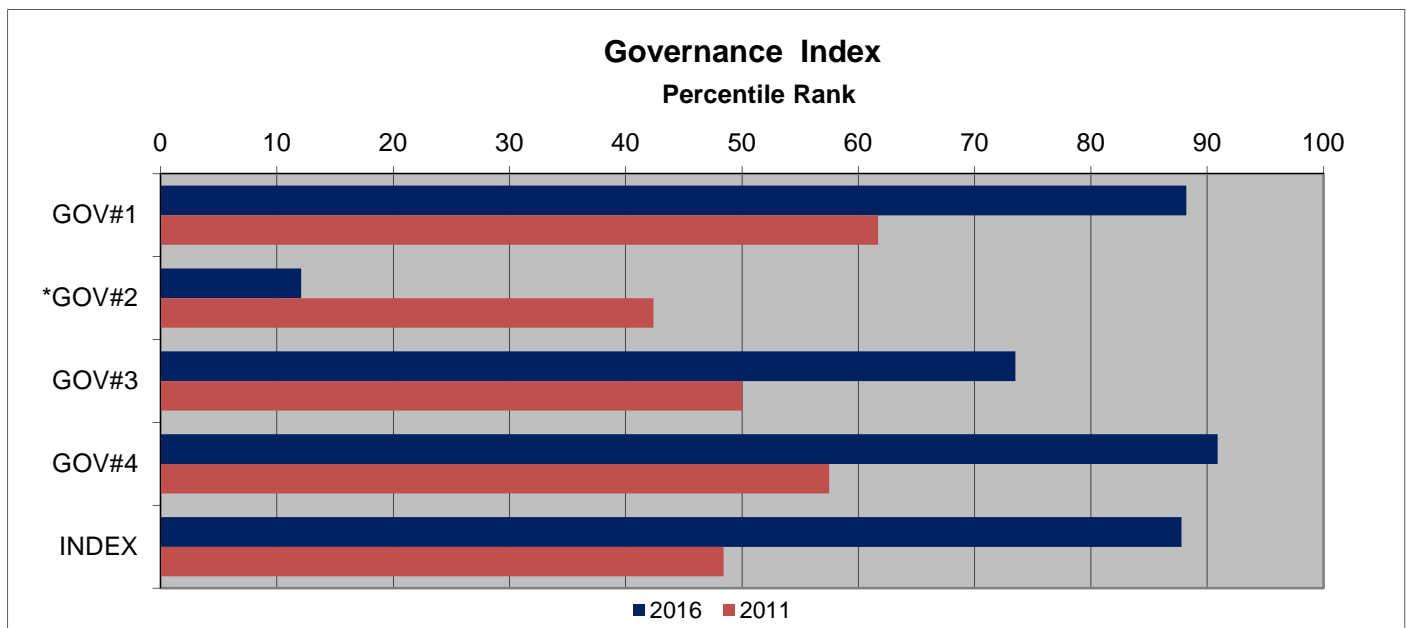
Question Text

- GOV#1 The clergy and lay leaders of our Synod show a genuine concern to know what people are thinking when decisions need to be made.
- *GOV#2 Most important decisions about what the Synod should do as a whole are really made by the same, small group of people.
- GOV#3 In important decisions in our Synod, adequate opportunity for consideration of different approaches is usually provided.
- GOV#4 Persons who serve as leaders in our Synod are generally representative of the members.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
GOV#1	1%	2%	4%	25%	50%	19%
*GOV#2	1%	12%	26%	38%	20%	4%
GOV#3	0%	4%	15%	39%	39%	3%
GOV#4	1%	4%	11%	39%	40%	6%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Collegiality Index

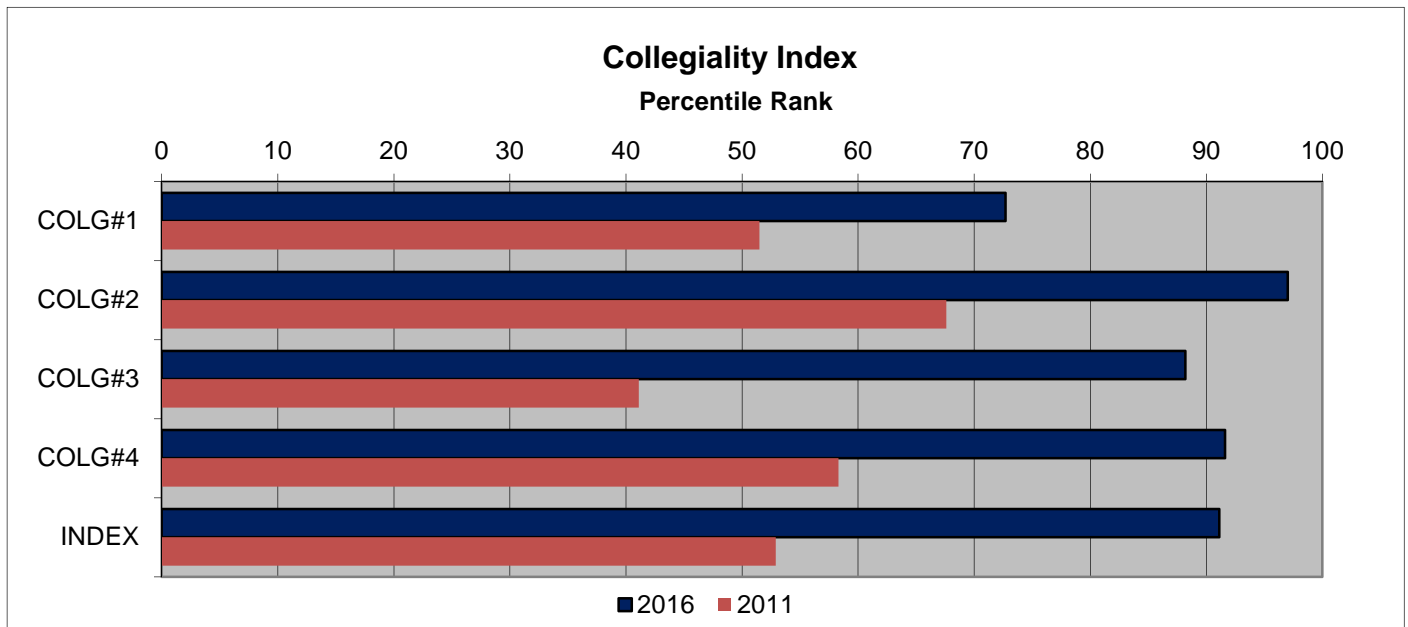
Question Text

- COLG#1 I experience a high level of collegiality as members work together in various Synod functions including the annual assembly, on boards and committees, in collaborative ministries, and in partnership with the Synod staff.
- COLG#2 Persons serving in various Synod endeavors exhibit a genuine hospitality toward one another and new persons entering into our Synod (new clergy, staff, boards, committees, assemblies, collaborative ministries, etc).
- COLG#3 A positive spirit exists between the leaders of my congregation and the leaders of the Synod.
- COLG#4 In our Synod, we are mindful of the cultural diversity and regional complexity of our communities.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
COLG#1	1%	3%	9%	28%	41%	17%
COLG#2	1%	1%	3%	20%	51%	25%
COLG#3	1%	4%	5%	29%	39%	22%
COLG#4	1%	4%	4%	29%	42%	21%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Leadership Index

Question Text

LEAD#1 The Synod leadership has done a good job of developing a shared vision that unites us.

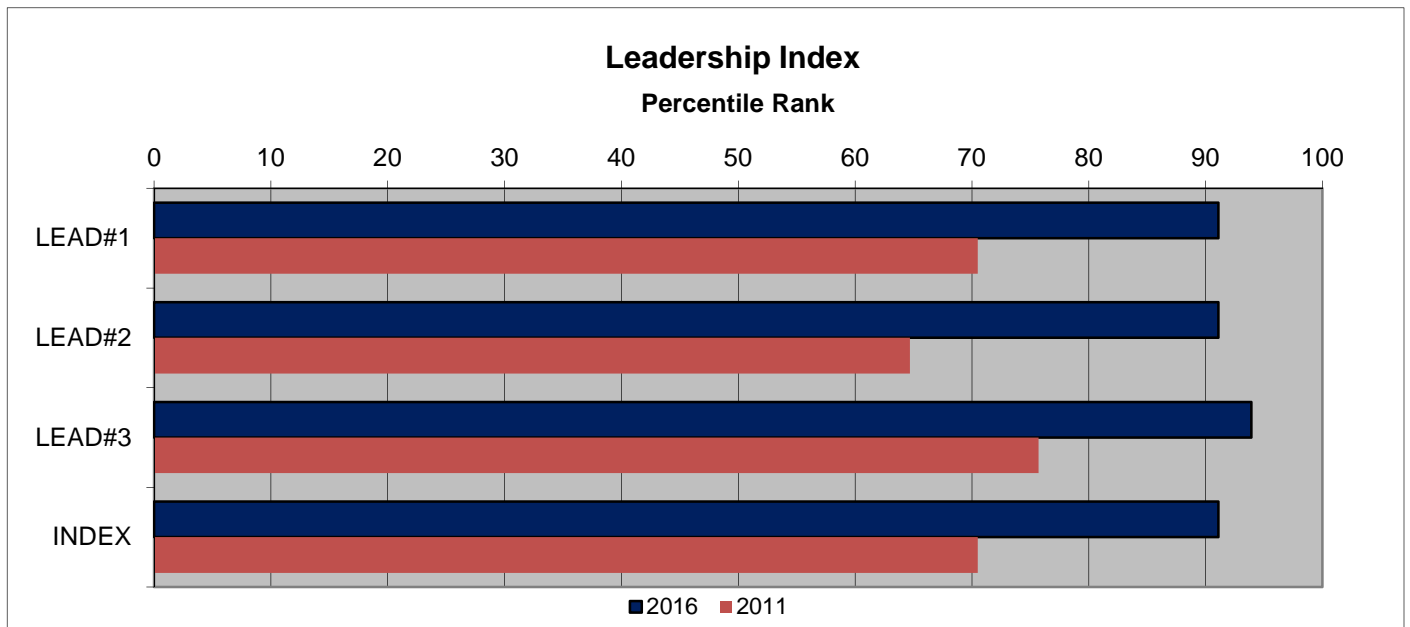
LEAD#2 The Synod is effective in recognizing trends in the larger society and in helping us adapt in order to deal with those changes.

LEAD#3 I find Synod meetings to be a good use of my time and energy.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
LEAD#1	4%	2%	14%	25%	41%	14%
LEAD#2	1%	4%	11%	29%	43%	11%
LEAD#3	1%	5%	13%	31%	36%	14%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Morale Index

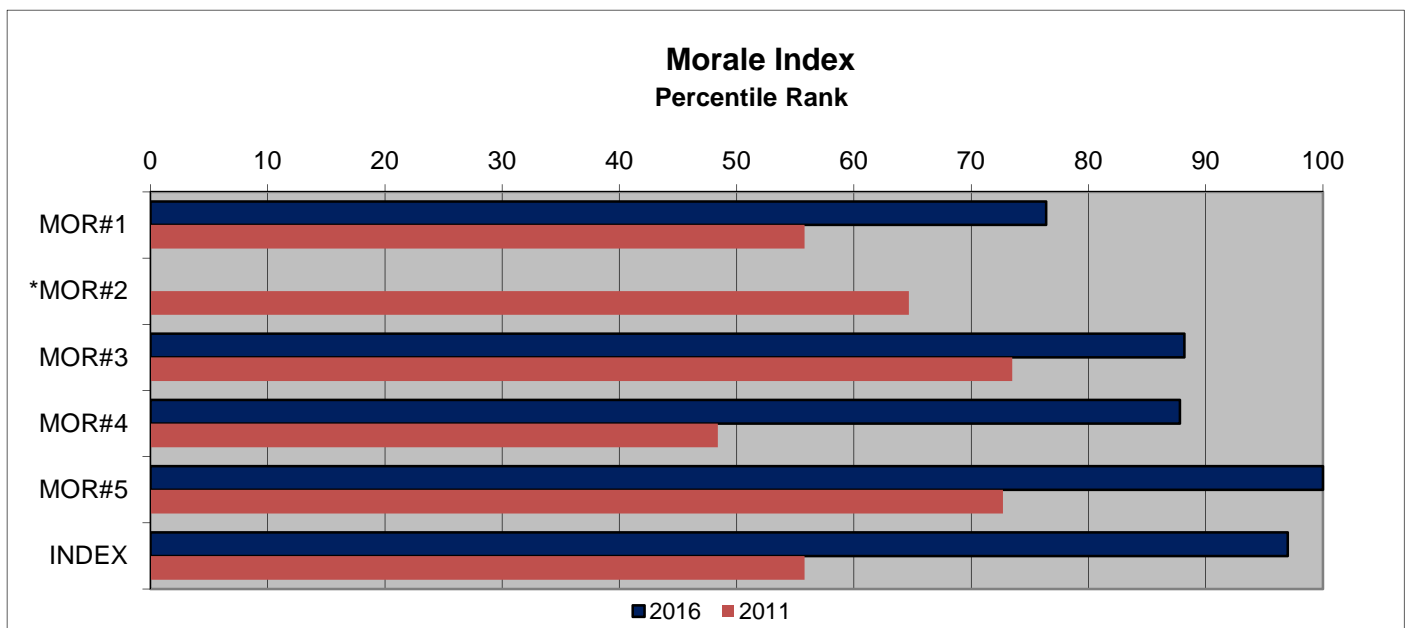
Question Text

- MOR#1 Members have discovered that involvement in the work of the Synod can be a source of energy and spiritual renewal.
- *MOR#2 In this Synod it seems to me that we are just going through the motions. There isn't much excitement about it among our members.
- MOR#3 On the whole, I am satisfied with how things are in our Synod.
- MOR#4 Because of my involvement in the Synod, I feel clearer about God's purpose for my life than I did three years ago.
- MOR#5 The whole spirit in our Synod makes people want to get as involved as possible.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
MOR#1	1%	4%	9%	27%	46%	13%
*MOR#2	9%	34%	26%	18%	11%	1%
MOR#3	1%	4%	7%	35%	39%	13%
MOR#4	1%	7%	17%	32%	34%	9%
MOR#5	0%	4%	23%	45%	24%	4%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Support to Congregations Index

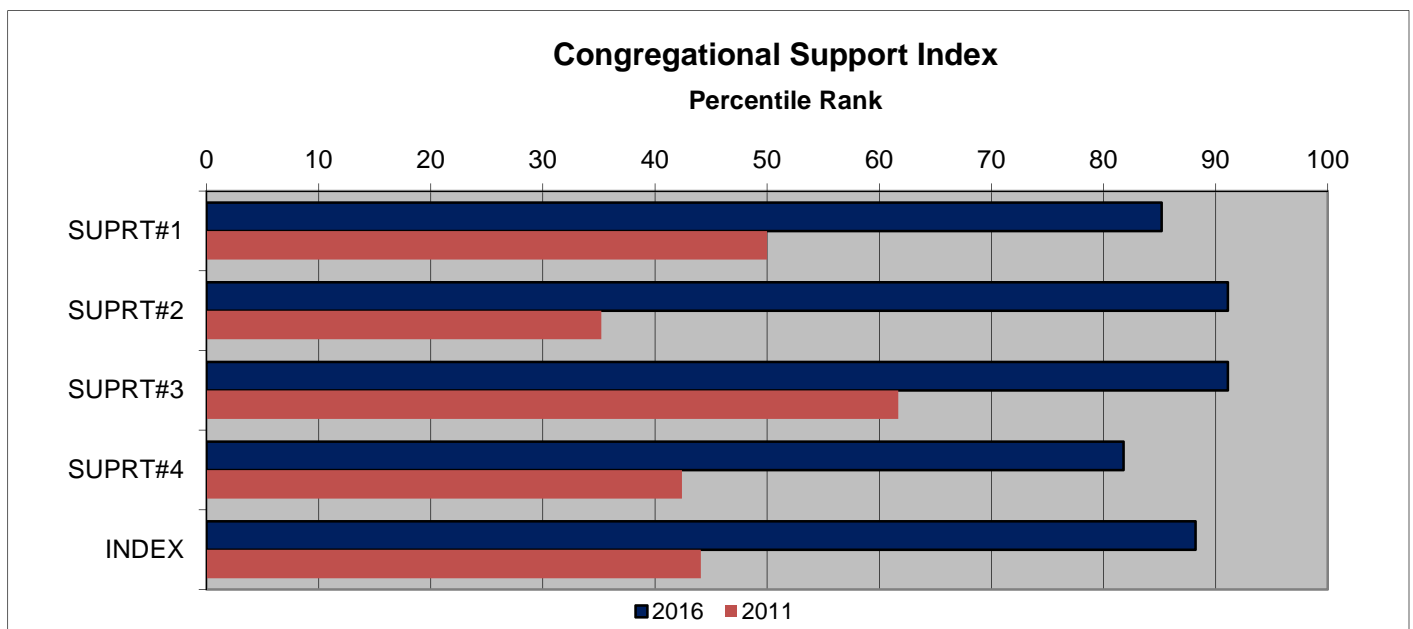
Question Text

- SUPRT#1 The Synod makes available policies and procedures that are helpful in the day to day operation of a church.
- SUPRT#2 The Synod has been successful in helping congregations like mine become more vital and effective.
- SUPRT#3 I trust the Synod leadership to provide strong and competent support to my congregation during challenging times such as changes in clergy or other transitions.
- SUPRT#4 The Synod leadership has been a valuable resource in helping my congregation cultivate the financial giving of our people.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
SUPRT#1	1%	4%	5%	31%	50%	9%
SUPRT#2	3%	10%	14%	32%	30%	11%
SUPRT#3	2%	1%	5%	23%	39%	30%
SUPRT#4	3%	12%	26%	33%	23%	3%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Change and Vision Clarity

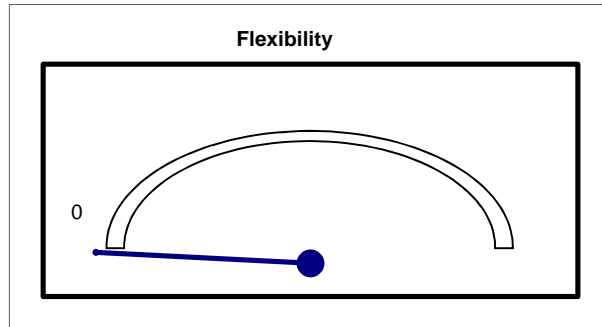
Flexibility

Our Synod tends to stay very close to established ways of doing things.

Response	Percentage
Strongly disagree	1%
Disagree	19%
Tend to disagree	42%
Tend to agree	24%
Agree	14%
Strongly agree	1%

(lower rating desirable)

Rating: Very low



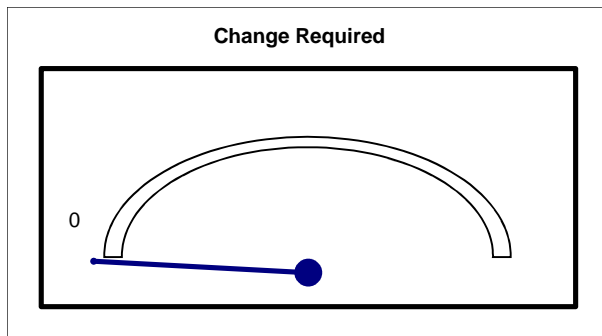
Change Required

In order to make significant progress toward your vision for our Synod, how much change will be required?

Response	Percentage
Almost no change	4%
Small amount of change	31%
Moderate amount of change	57%
Large amount of change	7%
Change nearly everything	1%

(lower rating desirable)

Rating: Very low

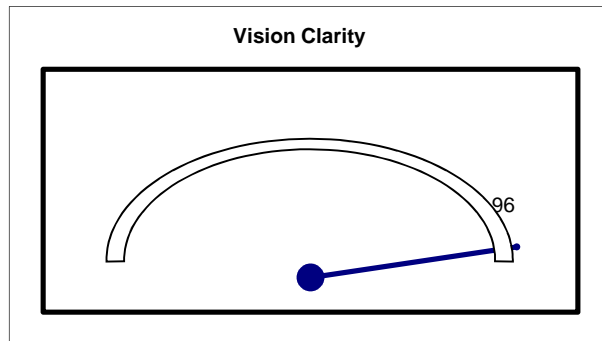


Vision Clarity

I am clear regarding where the Synod is headed and how we are going to get there.

Response	Percentage
Strongly disagree	3%
Disagree	8%
Tend to disagree	30%
Tend to agree	36%
Agree	20%
Strongly agree	3%

Rating: Very high

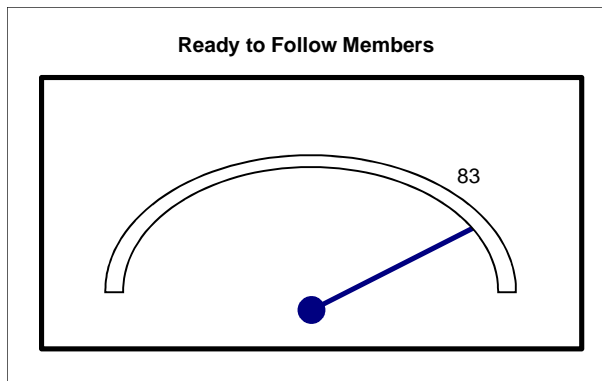


Member Readiness to Follow

In their actions, our members demonstrate open-mindedness and readiness to follow the lead of our Bishop and other Synod leaders.

Response	Percentage
Strongly disagree	1%
Disagree	4%
Tend to disagree	9%
Tend to agree	46%
Agree	30%
Strongly agree	10%

Rating: High



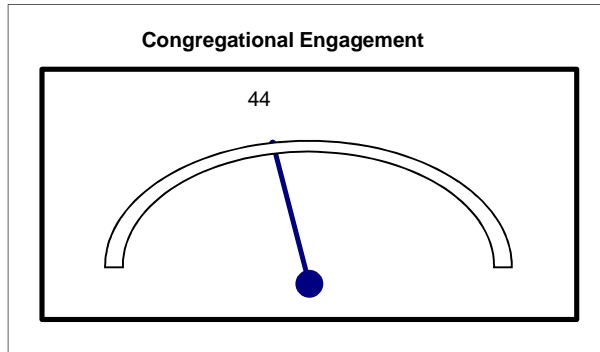
Engagement and Utilization

Congregational Engagement

Rating: Average

Beyond sending representatives to the annual Synod Assembly, how engaged would you say that your congregation has been with any phase of the Synod's life and work in the last 12 months?

Response	Percentage
Not engaged	3%
Little engagement	41%
Moderately engaged	39%
Highly engaged	18%

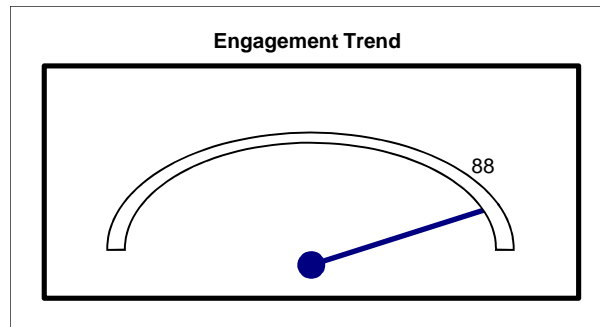


Engagement Trend

Rating: High

Over the last three years how has your congregation's engagement with the Synod changed?

Response	Percentage
Less engaged	6%
About the same	58%
More engaged	37%

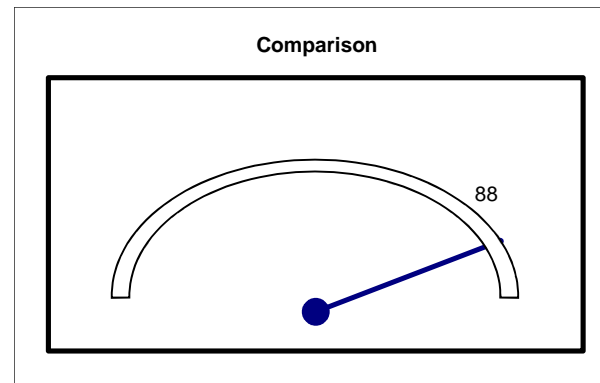


Comparison

Rating: High

If you have served in leadership positions of other Lutheran Synod/congregations, how would you compare your level of satisfaction with our Synod to other Synods you have worked with?

Response	Percentage
Less satisfied here	16%
About the same	28%
More satisfied here	56%

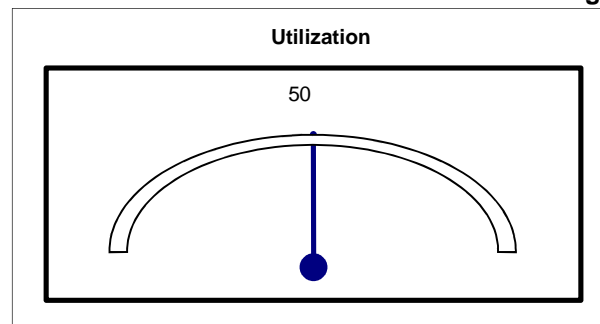


Utilization

Rating: Average

When I think about my gifts, interests, and time, I often feel that I have something to give the Synod but don't know how to give it.

Response	Percentage
Strongly disagree	10%
Disagree	22%
Tend to disagree	25%
Tend to agree	33%
Agree	6%
Strongly agree	5%



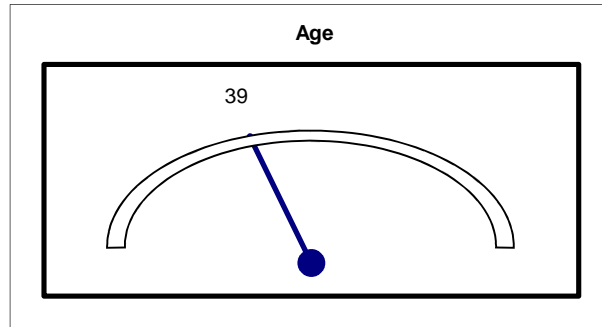
Respondent Profile

Age

My age is...

Response	Percentage
Below 19	1%
19 to 24	1%
25 to 34	4%
35 to 44	9%
45 to 54	17%
55 to 64	38%
65 +	31%

Rating: Average



Gender

My gender is...

Response	Percentage
Male	47%
Female	53%

Ethnic Background

What is your ethnic background?

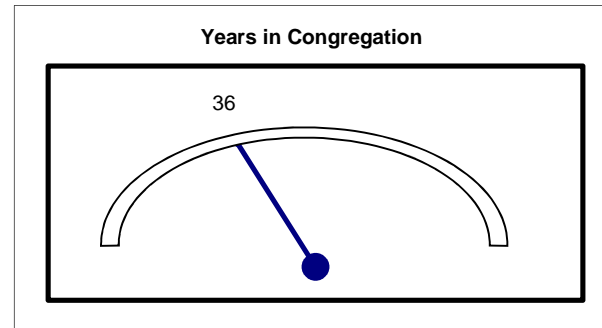
Response	Percentage
Black	1%
Caucasian	96%
Native	0%
Latino	0%
Asian	0%
Other	3%

Years in Congregation

I have been involved in my congregation...

Response	Percentage
Less than 1 year	7%
1 to 2 years	8%
3 to 5 years	14%
6 to 10 years	16%
11 to 20 years	20%
20+ years	35%

Rating: Average



Awareness

What would you say is your level of awareness regarding the work of the Synod?

Response	Percentage
Unaware	5%
Somewhat aware	19%
Moderately aware	41%
Very aware	35%

Rating: Average

