

Overall Themes

Things Going Well

- 1 More respondents invited people to church within the last six months (up 3.54% from last year).
- 2 Across the board, our Family Ministries, Schools and Child Care were highly rated.
- 3 "Since '23, we experienced a 13.70% growth in respondents that are satisfied with our overall leadership / strategic direction.
- 4 Communication across the board was rated much higher than '23, and has been trending up the last four surveys.
- 5 The vast majority of respondents say that they participate in Rows (96.3%) and Dots (95.54%).

Things to Improve

- 1 43.70% say that they never participate in Circles, 38.17% never participate in Arrows.
- 2 Only 54.16% of respondents say we are effective in sharing the gospel with the unchurched/dechurched.
- 3 While we appear to be a congregation that prioritizes missions (89.45% say they can get involved), only 61.83% volunteer internally, and 51.06% volunteer outside of CL.
- 4 A vocal few are displeased with how we handle prayers within worship, requesting we return them to the screens.
- 5 Only 44.25% feel comfortable approaching church leadership with questions or concerns about financial matters.

Recap

Overall	We received 469 total responses, which kept us consistent with years past.
Demographics	Average respondent was a 65+ married female who has attended as a member for 11+ years, attends our Sumner campus and has invited 2-5 people to Christ Lincoln.
People Invited	The number of people that have invited at least one person to Christ Lincoln rose from 61.40% to 64.94% (an 5.77% increase). A majority invited 2-5 people.
Clarity	There is a continued want for clarity in the decision making process. More people acknowledged improvements, but sited financial information and staffing changes as areas that need improved.
Financials	Respondents recognized that there has been progress made. Many were still concerned about debt and the ongoing campaign. It felt like a 50/50 split on those that wanted us to discuss finances more, and those that wanted it to be reigned back in.
Communication	There were a lot of highlights within communication. One area of growth needs to be the website, specifically the events calendar.
Caregiving	Caregiving received dozens of positive comments, highlighting Bill's care, his vision and his presence.
Pastors	No one group got highlighted more than our pastors. Several individuals thanked our pastors for their strong preaching and care. There were a few individuals who requested deeper sermons on tough to talk about topics.

Staff Highlighted

<i>211 Sumner Band</i>	<i>Elementary Teachers</i>	Mark L'Heureux
<i>211 Yankee Hill Band</i>	Ginny Burruss	Mary Ann Humphrey
Aaron Hedlund	Hanna Lyons	Megan Adam
Aaron Hutton	Jaelene Koll	Melinda Scheich
Amy Schmidt	James Moseman	Michael Eckelkamp
Andrea Lewis	Jane Schnake	Michael Jank
Annette Kracke	Jeannie Worrell	Michelle Dale
Annie Hansen	Jeff Scheich	Nancy Schumacher
Autumn Crable	Jeremiah Majorins	Nicole Burk
Bill Steinbauer	Joel Marquardt	Pat Baumfalk
Bob Ewell	Josiah Janke	Paul Kasaty
Bobbi Heibel	Kent Weishahn	Rachel Teut
<i>Child Care staff</i>	Kim Jacobsen	Ron Pavletich
<i>CL Foundation Board</i>	Kira Janke	Sara Alishouse
Daniel Potts	Kristin DiVito	Sara Fahleson
David von Kampen	Laura Coatney	Sara Walters
Dirk Reek	<i>Lay Leadership Board</i>	Sarah Batenhorst
DJ	Luke Schnake	Tom Koffarnus
Dylan Teut	Maria Castens	Wendy Herrold

Age	2024 Results			2023 Results		+/-
	Under 18	0	0.00%			--
	18-24	3	0.64%	13	2.98%	2.34%
	25-34	50	10.66%	43	9.86%	0.80%
	35-44	83	17.70%	63	14.45%	3.25%
	45-54	68	14.50%	62	14.22%	0.28%
	55-64	84	17.91%	89	20.41%	2.50%
	65+	181	38.59%	166	38.07%	0.52%

Gender	2024 Results			2023 Results		+/-
	Male	188	40.09%	179	41.06%	0.97%
	Female	281	59.91%	257	58.94%	0.97%

Household	2024 Results		By Community	211 Sumner 211 Yankee Hill Sanctuary		
	Total In Household	1,271		Total In Household	513	345 413
	Total Minus Respondent	802		Total Minus Respondent	333	228 241
	Average Per Household	2.71		Average Per Household	2.85	2.95 2.39

Attendance Length	2024 Results			2023 Results		+/-
	<1 year	13	2.77%	16	3.72%	0.95%
	1-2 years	35	7.46%	38	8.84%	1.38%
	3-5 years	78	16.63%	77	17.91%	1.28%
	6-10 years	89	18.98%	74	17.21%	1.77%
	11+ years	254	54.16%	225	52.33%	1.83%

Attendance by Worship Community	Attendance in the Last 6 Months					
	2024 Results			2023 Results		+/-
	211 Sumner	248	52.88%	200	46.51%	6.37%
	211 Yankee Hill	160	34.12%	121	28.14%	5.98%
	Sanctuary	243	51.81%	189	43.95%	7.86%

Attendance by Worship Community	Primary Campus			How Many Attended Another Worship Community in the Past 6 Months?			
	2024 Results			211 SUM	211 YH	SANC	Only Their Community
	211 Sumner	180	38.38%	211 Sumner	--	26	52 113
	211 Yankee Hill	117	24.95%	211 Yankee Hill	23	--	19 85
	Sanctuary	172	36.67%	Sanctuary	46	20	-- 111

People Invited	2024 Results			2023 Results		+/-
	0 people	156	35.06%	166	38.60%	3.54%
	1 person	84	18.88%	64	14.88%	4.00%
	2-5 people	189	42.47%	176	40.93%	1.54%
	6-10 people	11	2.47%	16	3.72%	1.25%
	11+ people	5	1.12%	8	1.86%	0.74%

More respondents than average attend/worship weekly at 211 Yankee Hill
Fewer respondents than average attend/worship weekly at 211 Summer.

211 Sumner	211 Yankee Hill	Sanctuary
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More respondents than average never participate in circles at 211 Sumner. This is a negative trend.

Fewer respondents than average never participate in circles at 211 Yankee Hill. This is a positive trend.

	At Christ Lincoln	211 Sumner	211 Yankee Hill	Sanctuary
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Outside of Christ Lincoln	211 Sumner	211 Yankee Hill	Sanctuary
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Through MOTM, Christ Lincoln prioritizes mission work	I can get involved in mission opportunities through CL
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Only **61.83%** volunteer at Christ Lincoln, and only **51.06%** volunteer outside of Christ Lincoln.

	Strongly Disagree	Disagree	Agree	Strongly Agree
1. The company's financial performance is poor.				
2. The company's management is ineffective.				
3. The company's products are of low quality.				
4. The company's customer service is poor.				
5. The company's financial performance is good.				
6. The company's management is effective.				
7. The company's products are of high quality.				
8. The company's customer service is excellent.				

	Strongly Disagree	Disagree	Agree	Strongly Agree	+ %				
CL sermons make a specific impact on my life.	8	1.98%	21	5.19%	204	50.37%	172	42.47%	92.84%
CL congregation encourages me to serve in the community.	3	0.75%	37	9.30%	258	64.82%	100	25.13%	89.95%
CL welcomes others well.	5	1.24%	13	3.23%	209	51.99%	175	43.53%	95.52%
CL supports my spiritual growth.	4	1.01%	15	3.78%	212	53.40%	166	41.81%	95.21%
CL congregation places a high value on prayer.	5	1.24%	19	4.70%	207	51.24%	173	42.82%	94.06%

Do you have any thoughts you would like to share regarding our discipleship settings?		
5	More prayer in church - not on the website, show it on the screens	Trends Identified No large trends were identified, but with the continuation of individuals sharing frustration around our new prayer process, it shows that we have a passionate few. Deeper sermons were mentioned again, and a few asked what our discipleship settings were. Most answered "None at this time" or "N/A."
4	Deeper sermons with "more meat on the bone"	
3	What are our discipleship settings?	
3	Group for single people to connect	
3	More mission volunteer opportunities	
2	Greeters/Ushers need to do a better job greeting	
2	More Adult Education at Yankee Hill	
1	We ask for money too often	
1	Need improvements to our website/newsletter	
1	More Nights of Praise	
1	Podcast of the sermons made available	
1	Let us sit during Confession/Absolution, Prayers	
1	More opportunities for shut ins	

Ease of Receiving Comm.	2024 Results		2023 Results	211 SUM	211 YH	SANC
	Emergency info	3.19	2.90	3.34	3.21	3.05
	Event info	3.26	2.96	3.29	3.31	3.18
	Financial info	2.97	2.46	3.06	3.07	2.82
	General info	3.28	2.86	3.38	3.30	3.18
	Hiring info	3.32	--	3.43	3.33	3.21
	395 Total			149 Total	98 Total	150 Total

Key: 1.00 is Very Difficult, 2.00 is Difficult, 3.00 is Easy, 4.00 is Very Easy
 We improved by significant margins from '23. Sanctuary needs more/targeted focus.

Communication Preferences

	Emergency Info		Event info		Financial info		General info		Hiring info		Don't use this	
Emails	266	68.56%	285	72.70%	247	64.16%	276	70.23%	164	44.57%	8	2.59%
Newsletters	83	21.39%	205	52.30%	182	47.27%	215	54.71%	175	47.55%	13	4.21%
Text Messaging	227	58.51%	89	22.70%	32	8.31%	63	16.03%	26	7.07%	25	8.09%
Pre-Service Ann.	77	19.85%	159	40.56%	62	16.10%	136	34.61%	89	24.18%	11	3.56%
In-Service Ann.	120	30.93%	202	51.53%	83	21.56%	176	44.78%	94	25.54%	4	1.29%
Website	123	31.70%	174	44.39%	148	38.44%	178	45.29%	185	50.27%	23	7.44%
Facebook	71	18.30%	78	19.90%	10	2.60%	49	12.47%	46	12.50%	124	40.13%
Instagram	20	5.15%	28	7.14%	2	0.52%	24	6.11%	15	4.08%	220	71.20%
TikTok	2	0.52%	5	1.28	1	0.26	3	0.76	3	0.82%	292	94.50%

Key: Green is our most used channel of communication, Orange is our second most used, and Yellow is our third most used.

Given the demographics of our survey, it isn't surprising that a significant amount of respondents don't use social media.

Email is, across the board, the most used channel of communication, followed by newsletters and our website.

	Strongly Disagree		Disagree		Agree		Strongly Agree		+ %
I am aware of the current open positions at CL.	18	4.60%	78	19.95%	242	61.89%	60	15.35%	77.24%
I am aware that CL hires non-traditional church roles.	17	4.40%	47	12.18%	263	68.13%	66	17.10%	85.23%
I am likely to recommend someone for an opening at CL.	20	5.25%	84	22.05%	245	64.30%	39	10.24%	74.54%

What comments do you have about access to information or hiring?			Trends Identified	
3	Why so much turnover?		Most shared that they know how to invite someone to apply if they knew someone that was interested. A few others asked why we have so many open positions. Some expressed interest without knowledge on how to apply, or how to help.	
3	Share a salary range for open positions			
2	I have no interest in hiring process			
1	I am unsure how to help			
1	I don't know anyone that is looking for an open position			
1	I applied and didn't hear back			
1	Hiring process takes too long			
1	Need more clarity/communication surrounding our hiring process			
1	Appreciation for the hiring highlights in the eNews			
1	Take current staff along to career fairs			
1	How do you apply?			

How can we improve our communication with you?			Trends Identified	
8	Need for the website to be kept up-to-date, specifically the events		Several respondents expressed a desire for an event calendar on our website that was kept up-to-date. Others shared that the financial information that is shared is not enough and is rarely up-to-date. Some shared a want for staff members to be more responsive, mentioning pastors specifically. The vocal few continued to express their displeasure with our prayer process in worship.	
7	Need for more/more up-to-date financial information			
7	Need for staff to respond to emails quicker			
6	Too many emails from various departments			
5	Prayers should be listed in worship, not on the website			
4	Share service times and topics in our eNews			
3	Live stream service quality needs to be improved			
2	Text about service cancellations/campus closures			
2	Need more involvement from pastors			
1	Mail out the eNews			
1	More advanced notice for funerals			
1	Share video announcements before services begin, not during			
1	Strong desire to refrain from adding TikTok			

I agree with the following statements:	Agree	
I trust Christ Lincoln to use my donations as intended.	321	82.10%
I feel my current level of financial giving to Christ Lincoln is generous.	167	42.71%
I regularly review or adjust my level of giving to the church.	144	36.83%
I feel satisfied with Christ Lincoln's overall financial management.	240	61.38%
I trust Christ Lincoln's leadership to make financial decisions that align with our Mission and Vision.	279	71.36%
I feel comfortable approaching church leadership with questions or concerns about financial matters.	173	44.25%
I agree with none of the statements listed above.	27	6.91%
391 Total		

What motivates you to give financially to Christ Lincoln? (Select all that apply)	Agree	
Faith and spiritual beliefs	335	85.68%
Trust in church leadership	155	39.64%
Desire to support church programs	267	68.29%
Tradition or habit	134	34.27%
Impact of donation	131	33.50%
Transparency in financial matters	66	16.88%
Other (please specify)	15	3.84%
391 Total		
All of our "Other" responses fit within one of the above categories, such as, "So more can know Jesus," "God gives us 100%, so giving 10% is easy," and "Love for Christ." Four (4) individuals mentioned a desire to support our school specifically, and one mentioned that they haven't been giving lately because they are "very disappointed with CL in their handling of money."		

What additional thoughts would you like to share regarding your giving and Christ Lincoln's finances?		
12	Where does our giving go?	Trends Identified
11	I don't know anything/enough about our finances	Several respondents expressed confusion as to where our giving goes, often sharing that they don't know anything or very little about our financial process. To help, several suggested sharing quarterly reports. Some shared that we have too much debt, and that we should be working to lower this amount, not add to it. Some expressed a desire for more communication regarding our finances coming from church leadership. A few others expressed concerns with our staff size, priorities, and specific decisions.
9	We have too much debt - honor the vote to not add more	
7	Requested a quarterly report	
7	Expressed a desire for leadership to meet with congregants to explain giving	
3	We need to talk about giving more from the stage	
3	We talk about finances too much	
3	We have too many staff members	
1	What does our staff do? Pickleball / outside of church involvement seem to be a bigger priority.	
1	I feel ignored by our financial leadership staff	

Ministries Supporting Your Family's Faith Journey	Extremely Poor		Poor		Good		Excellent		N/A		+ %
Children's Ministry	1	0.27%	4	1.07%	41	10.96%	62	16.58%	266	71.12%	95.36%
Middle School Ministry	1	0.27%	4	1.07%	22	5.87%	45	12.00%	303	80.80%	93.02%
High School Ministry	1	0.27%	2	0.54%	26	6.97%	30	8.04%	314	84.18%	94.88%
Adult Discipleship	3	0.81%	21	5.66%	125	33.69%	89	23.99%	133	35.85%	89.91%
Worship	1	0.26%	2	0.53%	121	31.93%	240	63.32%	15	3.96%	99.18%
Elementary	1	0.27%	1	0.27%	23	6.27%	37	10.08%	305	83.11%	96.80%
Child Care	2	0.55%	3	0.82%	22	6.03%	28	7.67%	310	84.93%	90.91%

The + % section shows what percentage of those that chose one of the four options (not N/A) responded positively.

Likelihood of Recommending to Friends	Extremely Poor		Poor		Good		Excellent		N/A		+ %
Children's Ministry	5	1.32%	9	2.38%	117	30.95%	130	34.39%	117	30.95%	94.64%
Middle School Ministry	6	1.59%	7	1.86%	101	26.79%	107	28.38%	156	41.38%	94.11%
High School Ministry	4	1.07%	7	1.87%	95	25.40%	100	26.74%	168	44.92%	94.66%
Adult Discipleship	8	2.11%	18	4.75%	154	40.63%	116	30.61%	83	21.90%	91.22%
Elementary	5	1.34%	11	2.95%	101	27.08%	103	27.61%	153	41.02%	92.73%
Child Care	8	2.16%	9	2.43%	102	27.49%	97	26.15%	155	41.78%	92.12%

The + % section shows what percentage of those that chose one of the four options (not N/A) responded positively.

Efforts to Communicate Activities/Needs to CL	Extremely Poor		Poor		Good		Excellent		N/A		+ %
Family Ministries	4	1.04%	15	3.92%	169	44.13%	119	31.07%	76	19.84%	93.81%
Elementary	2	0.52%	17	4.46%	110	28.87%	79	20.73%	173	45.41%	90.88%
Child Care	9	2.36%	22	5.77%	105	27.56%	66	17.32%	179	46.98%	84.66%

The + % section shows what percentage of those that chose one of the four options (not N/A) responded positively.

Do you have any additional thoughts you would like to share about the supporting the spiritual growth of our next generation?			Trends Identified	
8	What is family ministries doing?		Several individuals want to know more about the day-to-day operations within Family Ministries, Child Care and Elementary - often expressing desire to help and support. A few want a children's message added to 211 Sumner. Some express the desire to mention the importance of our students more. One shared interesting views regarding confirmation.	
7	What is child care doing?			
4	Add a children's message at 211 Sumner			
3	What is the elementary doing?			
2	I don't have any children			
1	Lower tuition costs			
1	Talk about Making Room more			
1	Very important to have youth involved in church			
1	I want to hear more about Lincoln Lutheran			
1	More songs geared toward students/youth			
1	Confirmation classes should not talk about secular issues			

What do you believe should be the top priority for Christ Lincoln in the coming year?

The most common theme that emerged from the responses was a desire for greater transparency and clarity regarding the church's financial decisions and overall budget. Many members expressed a need to understand how funds are allocated and how their giving impacts the church's mission and operations. Improving youth and children's programs was also a major focus, with calls for more engaging activities, better support for youth spiritual development, and increased investment in staff and resources for these ministries. Several responses mentioned the importance of strengthening small groups and fellowship opportunities to help members feel more connected to the church community. Another significant theme was the worship experience, with suggestions to enhance music, involve more members in worship leadership, and create a more consistent and spiritually enriching atmosphere. There were also mentions of improving outreach efforts to both existing members and the broader community, ensuring that new members feel welcomed and supported. A few respondents highlighted the need for better communication overall — not only about finances but also about ministry goals, leadership decisions, and opportunities for involvement. Underlying these responses was a clear desire for the church to focus on building a strong, connected community while providing transparency and accountability in its decision-making.

Is there anything else you would like to share with us?

The survey responses reflected a strong sense of gratitude for the worship experience and leadership at Christ Lincoln, with many expressing appreciation for the musicians and worship leaders. However, there were consistent suggestions for improvement, including adjusting the volume and song selection in 211, offering a Sanctuary worship services at Yankee Hill, and incorporating more scripture-based sermons. A desire for deeper personal connection with pastors and more intentional prayer for individuals was also highlighted. Communication improvements were a recurring theme, with requests for better event promotion during services, clearer follow-up after new member classes, and a sermon podcast. Concerns about financial transparency and staffing decisions were noted, including questions about efficiency and oversight. Feedback on the music ministry included a desire for improved quality at Yankee Hill and better balance between vocalists and instruments. Community engagement was valued, but respondents encouraged more opportunities for youth involvement and a return of the Back to School Kickoff. Facility-related suggestions included improving the sanctuary entrance and providing better weekday access at Yankee Hill. Overall, the responses highlighted a deep appreciation for the church's leadership and worship, alongside a desire for more connection, clarity, and balance in worship and communication.