

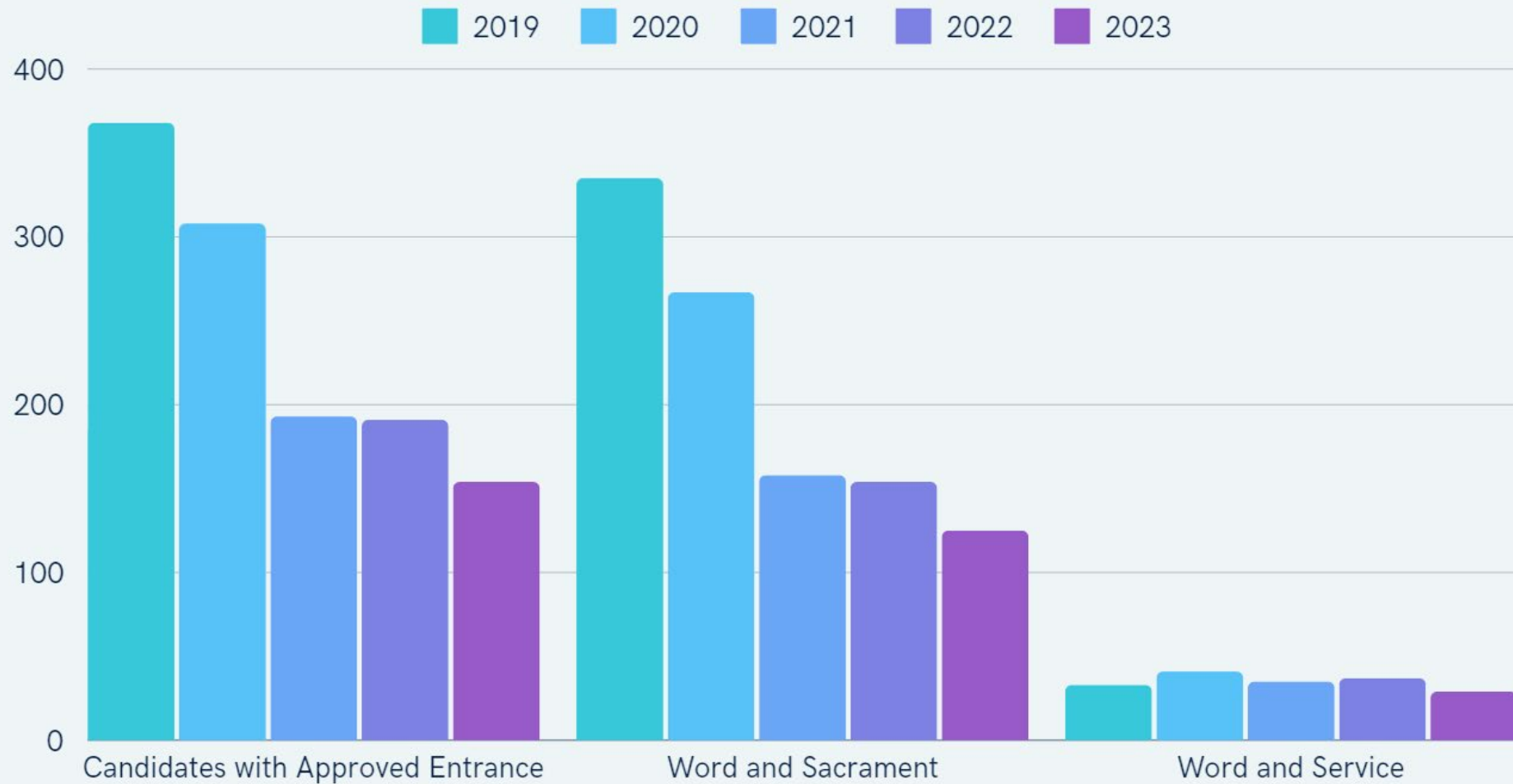
Leadership and Evangelism

ELCA 2024

Pastor Phil Hirsch

	2019	2020	2021	2022	2023
Candidates with Approved Entrance	368	308	193	191	154
Word and Sacrament	335	267	158	154	125
Word and Service	33	41	35	37	29

Entrance Numbers by Year



**Word & Sacrament
Full Time: 332**

**Word & Service
Part Time: 5**

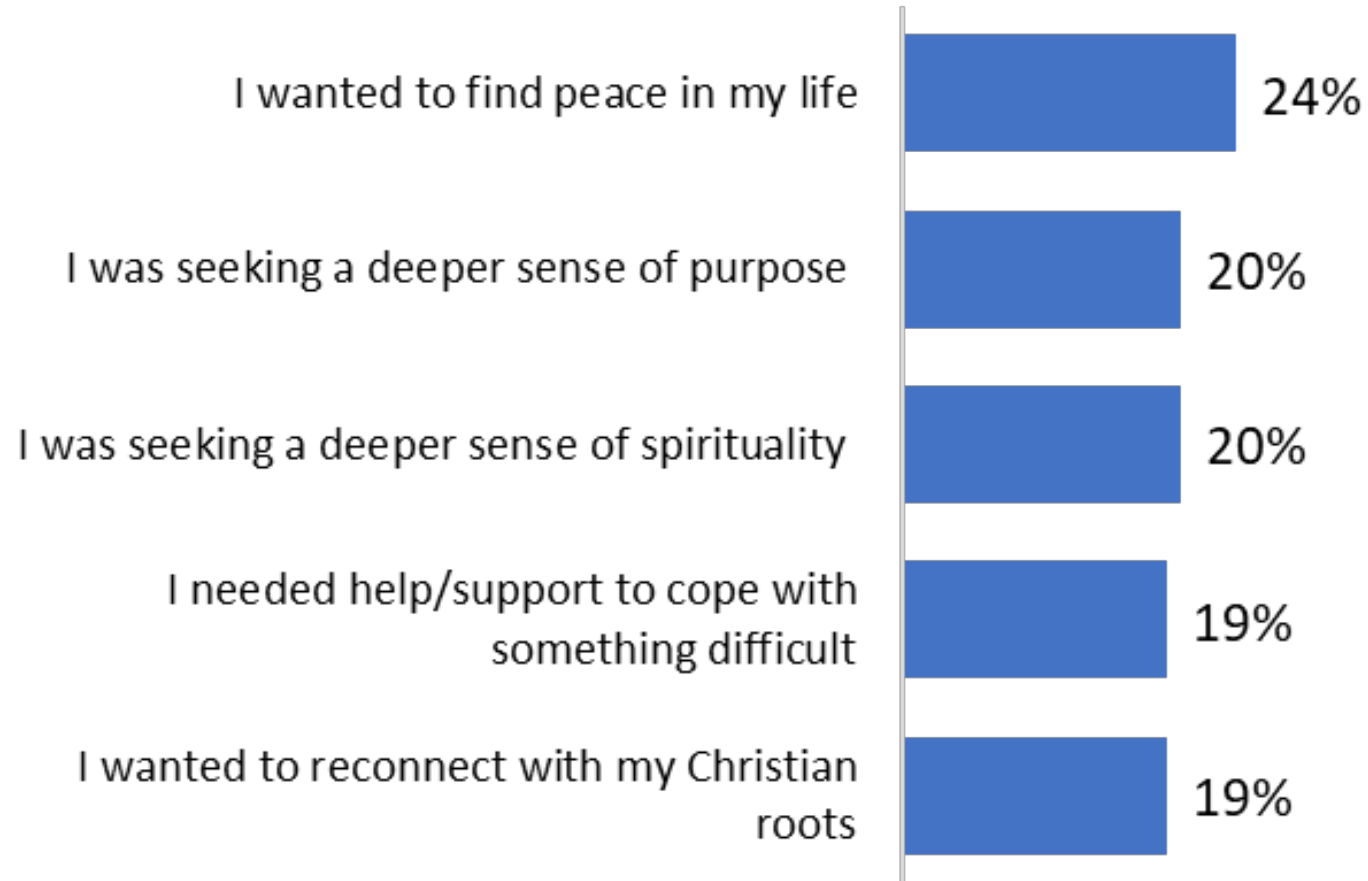
**Word & Sacrament
Part Time: 203**

**Total Current
First Call
Vacancies: 565**

**Word & Service
Full Time: 25**

What People are Looking for in a Church?

*Top 5 Things that may Encourage a Non-Churchgoer to Consider Attending Church**

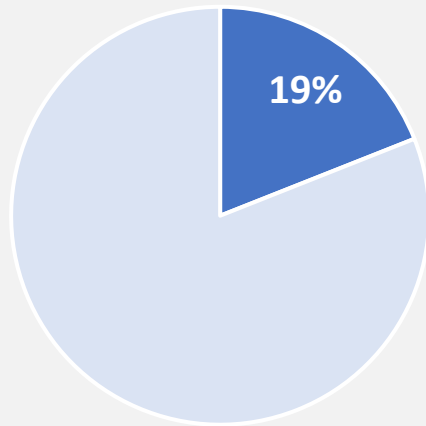


I would consider visiting a *specific church* if . . .

- Now thinking about a *specific* church they would consider visiting, U.S. adults are most likely to say they would consider visiting a church if “it seemed welcoming to visitors” (34%), “It seemed like I would fit in” (28%), and “the location was convenient” (28%). Despite the 35% who selected “none of the above” these are same top responses among non-churchgoers.

<i>“I would consider visiting a specific Christian church if...”</i>	All U.S. Adults	Non-Churchgoers
It seemed welcoming to visitors	34%	28%
It seemed like I would fit in	28%	26%
The location was convenient	28%	24%
I was personally invited by someone	21%	18%
The service times were convenient	21%	18%
The church actively promoted inclusivity and diversity	18%	16%
I knew the church was active in helping the local community	21%	15%
It seemed like a diverse congregation	16%	14%
I saw people like me in their community (e.g., racially or economically)	17%	13%
Their teachings were clearly based in scripture	22%	13%
It appeared to be active and well attended	17%	11%
I could attend virtually or in-person	15%	11%
I liked what I saw on the church’s website	13%	9%
I could go online and listen to a sermon first	12%	9%
I had heard the music there was good	12%	9%
The church offered programs important to me	15%	8%
The church leaders were well known and active in the community	11%	6%
It’s signage was clear and helpful	9%	6%
I thought the church building was beautiful	8%	6%
Their social media was up to date and had examples of things the church does	7%	5%
The church had a preschool or daycare	6%	3%
There is child-care available during services/gatherings	5%	3%
The church had K-12 schooling available	5%	2%
Other	2%	2%
None of the above	23%	35%

I would continue to go to a church I visited if....



Statements that define this group...

- The church actively promoted inclusivity and diversity
- It seemed welcoming to visitors
- It seemed like a diverse congregation
- It seemed like I would fit in
- I saw people like me in their community (e.g., racially or economically)
- I knew the church was active in helping the local community

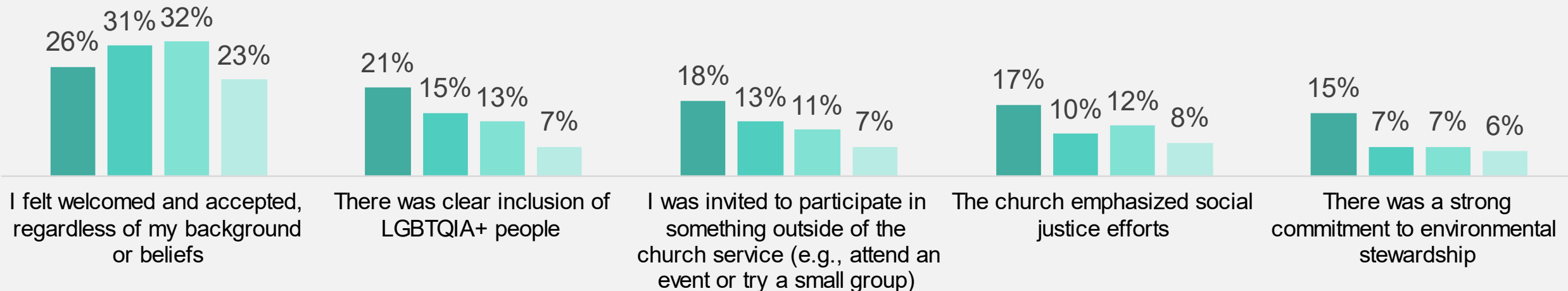
I would *continue attending* a church I visited if...

- When analyzed by generation, five key differences become clear. Compared to older generations, younger generations are significantly more likely to say they would continue attending a church if there was clear inclusion of LGBTQIA+ people, they were invited to participate in something beyond the church service, the church emphasized social justice, and if there was a strong commitment to environmental stewardship. Millennials and Gen X are specifically more likely to say, “[if] I felt welcomed and accepted, regardless of my background or beliefs.”

“I would continue attending a church I visited if...”

Base: Non-churchgoers | By generations | only significant differences shown

■ Gen Z ■ Millennials ■ Gen X ■ Boomers





Gather Valley of the Sun
Phoenix, AZ



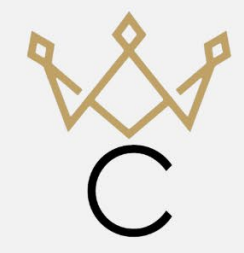
Gather Pikes Peak
Colorado Springs, CO



Gather NoCo
Boulder & Ft. Collins, CO



Gather Jax
Jacksonville, FL



The Collective
Atlanta, GA



Gather Treasure Valley
Boise, ID



Gather Ann Arbor
Ann Arbor, MI



Gather Grand Rapids
Grand Rapids, MI



A Community Called Grace
Bemidji, MN



Gather Twin Cities
Minneapolis/St. Paul, MN



Somethings
Grand Forks, ND



Gather Cincinnati
Cincinnati, OH

