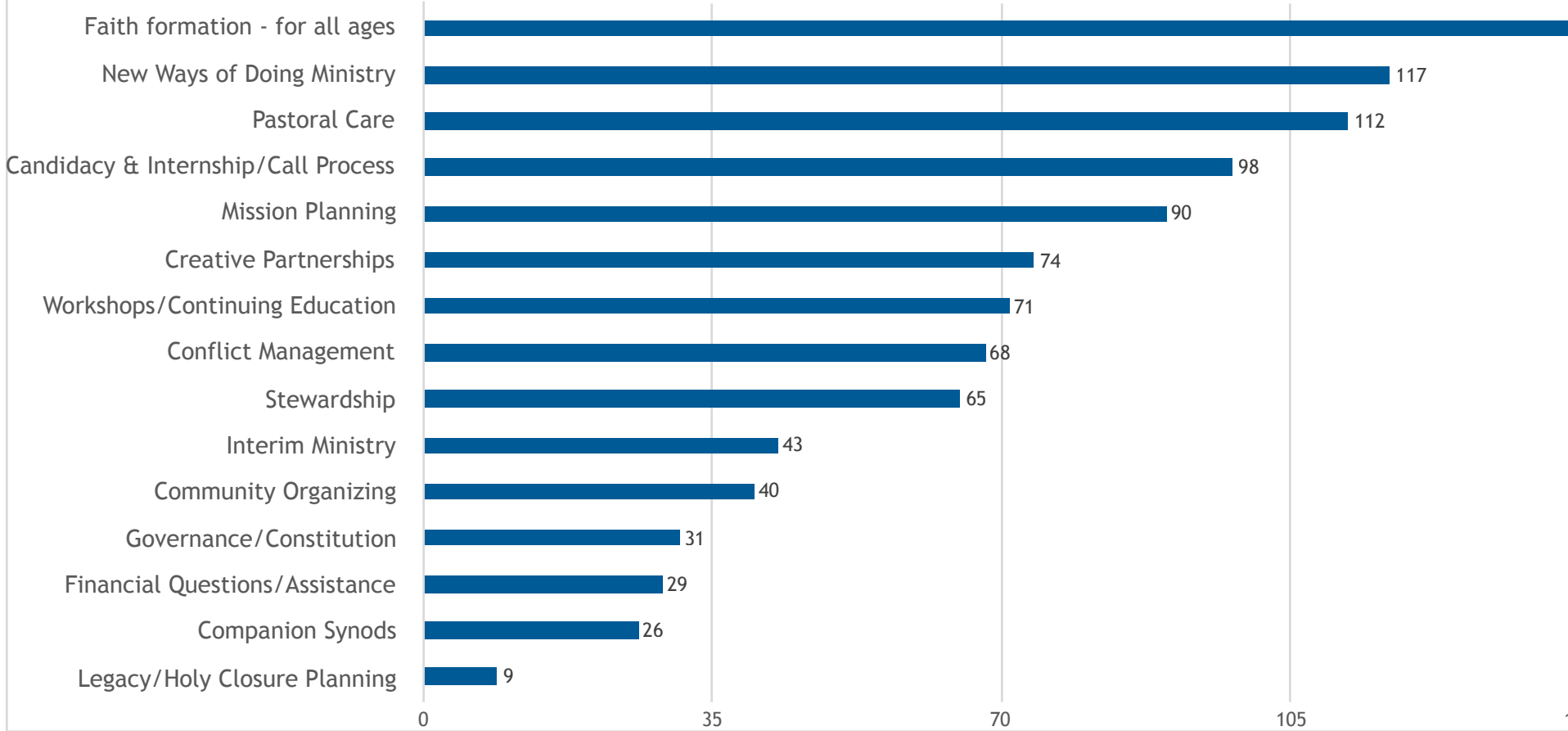
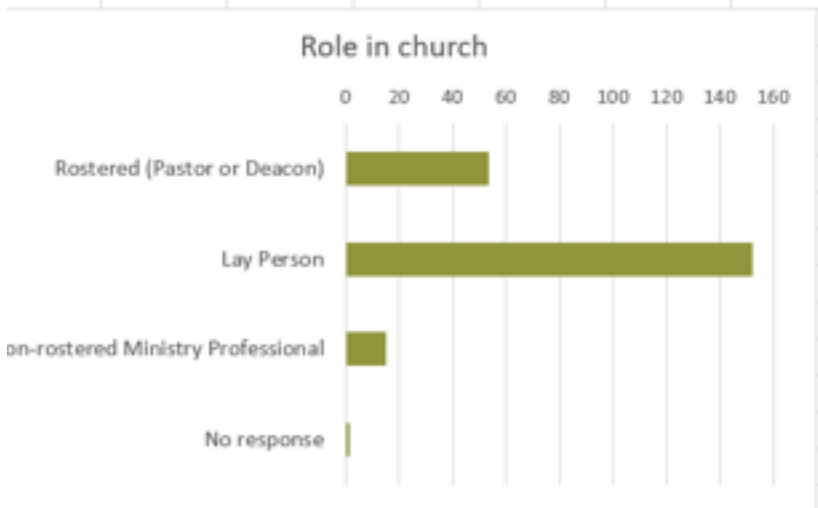
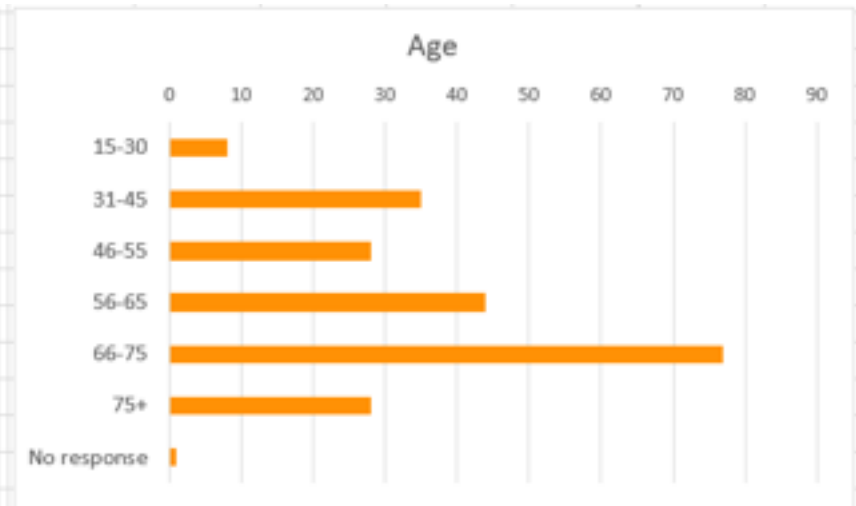
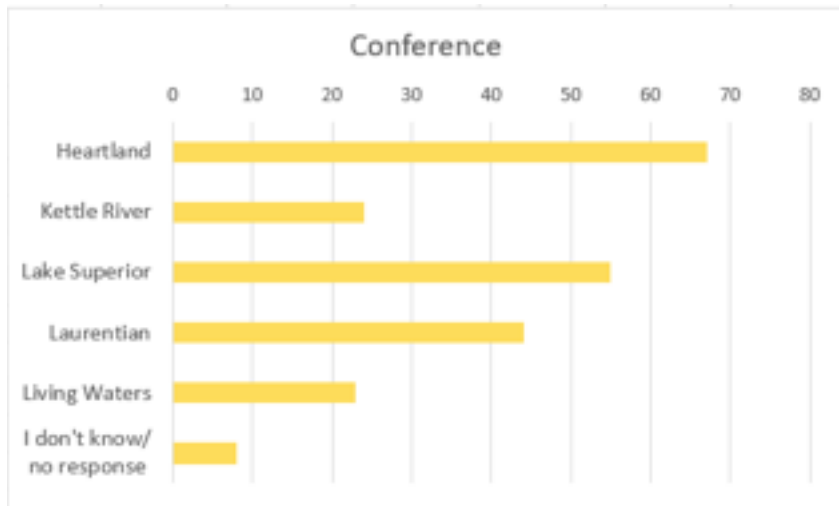
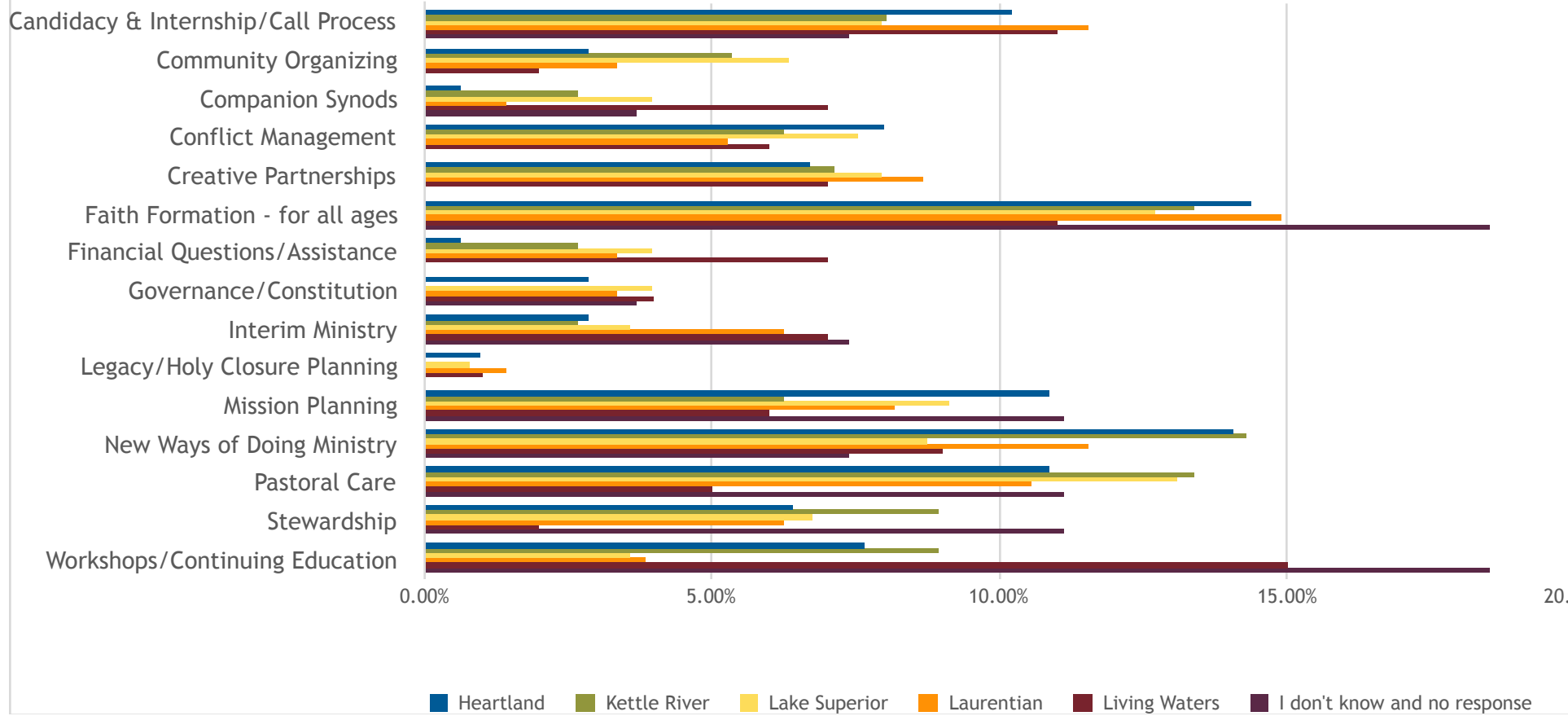


All responses

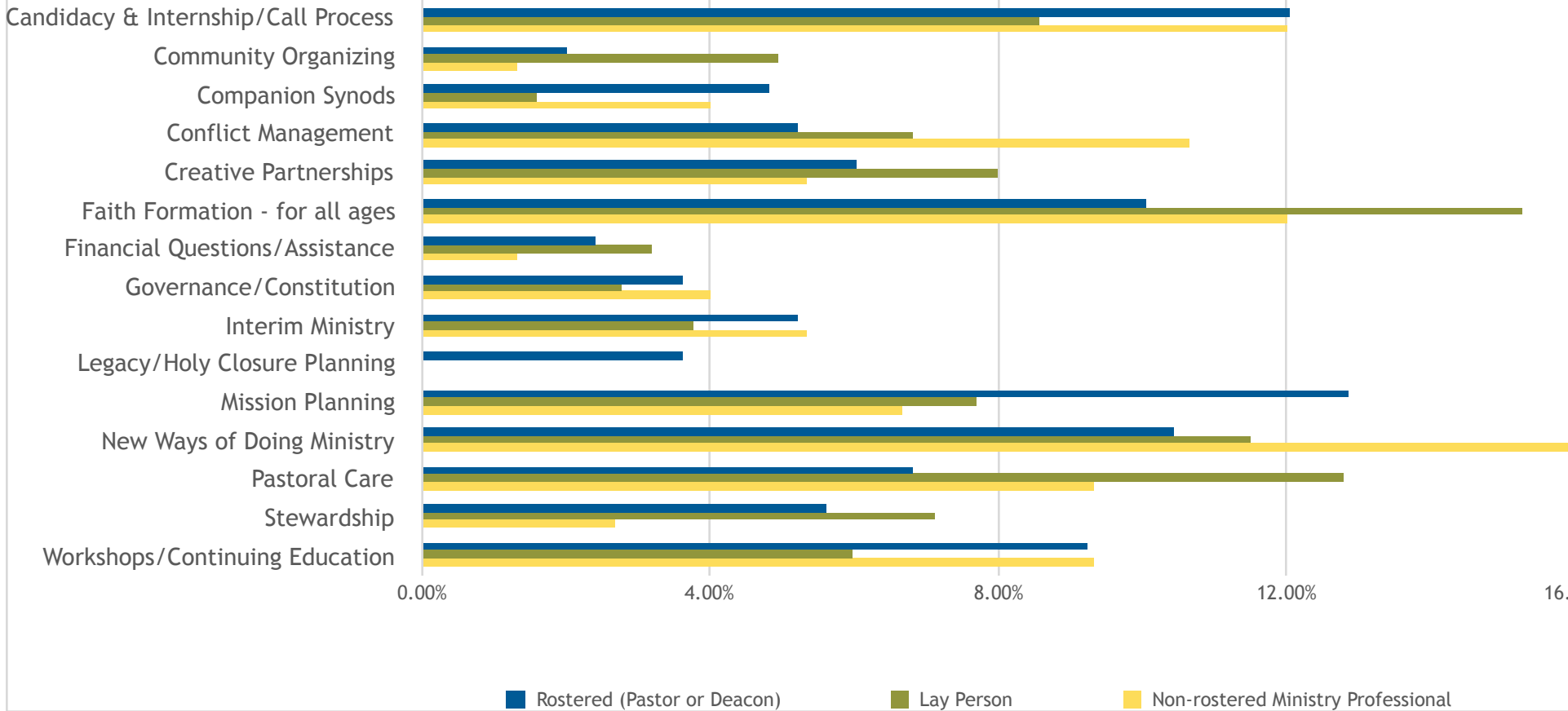




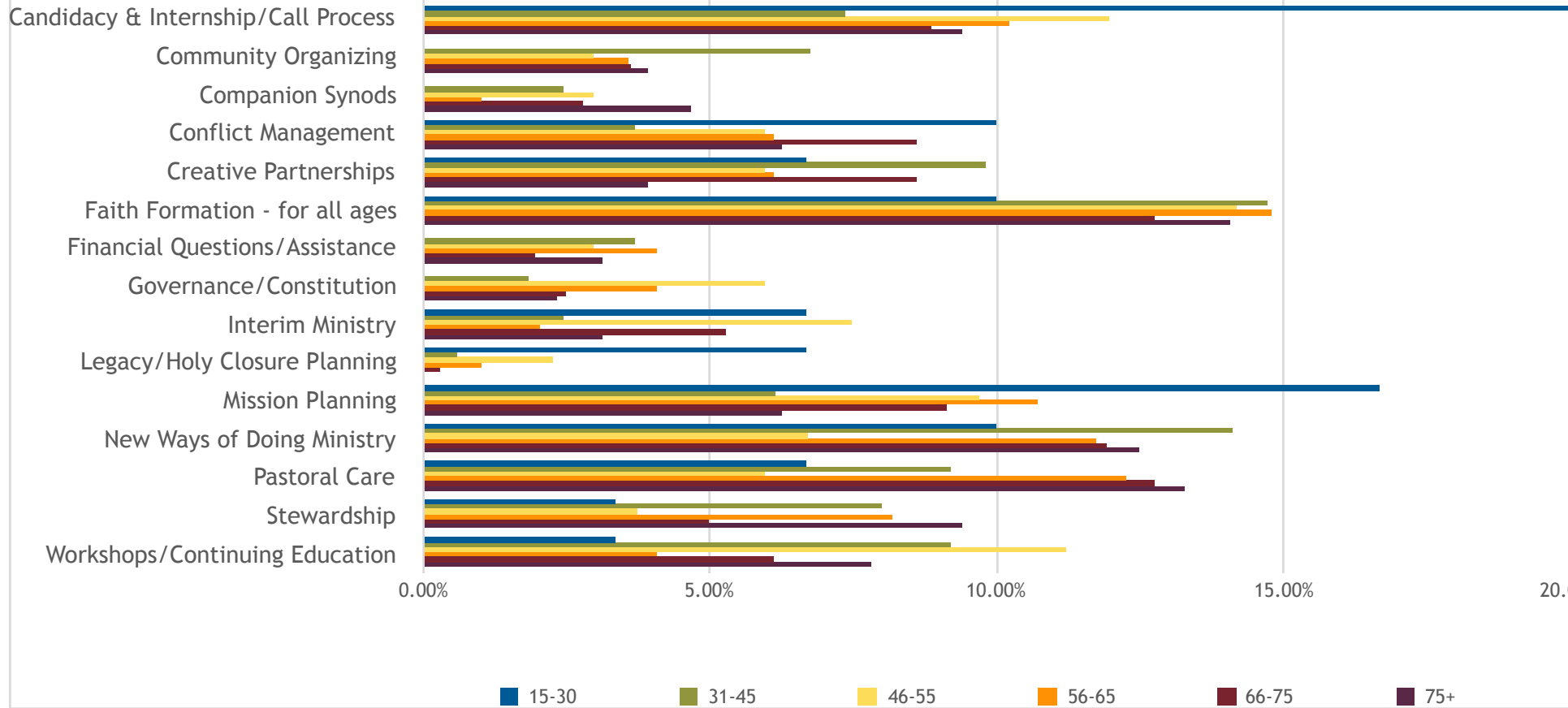
### By conference



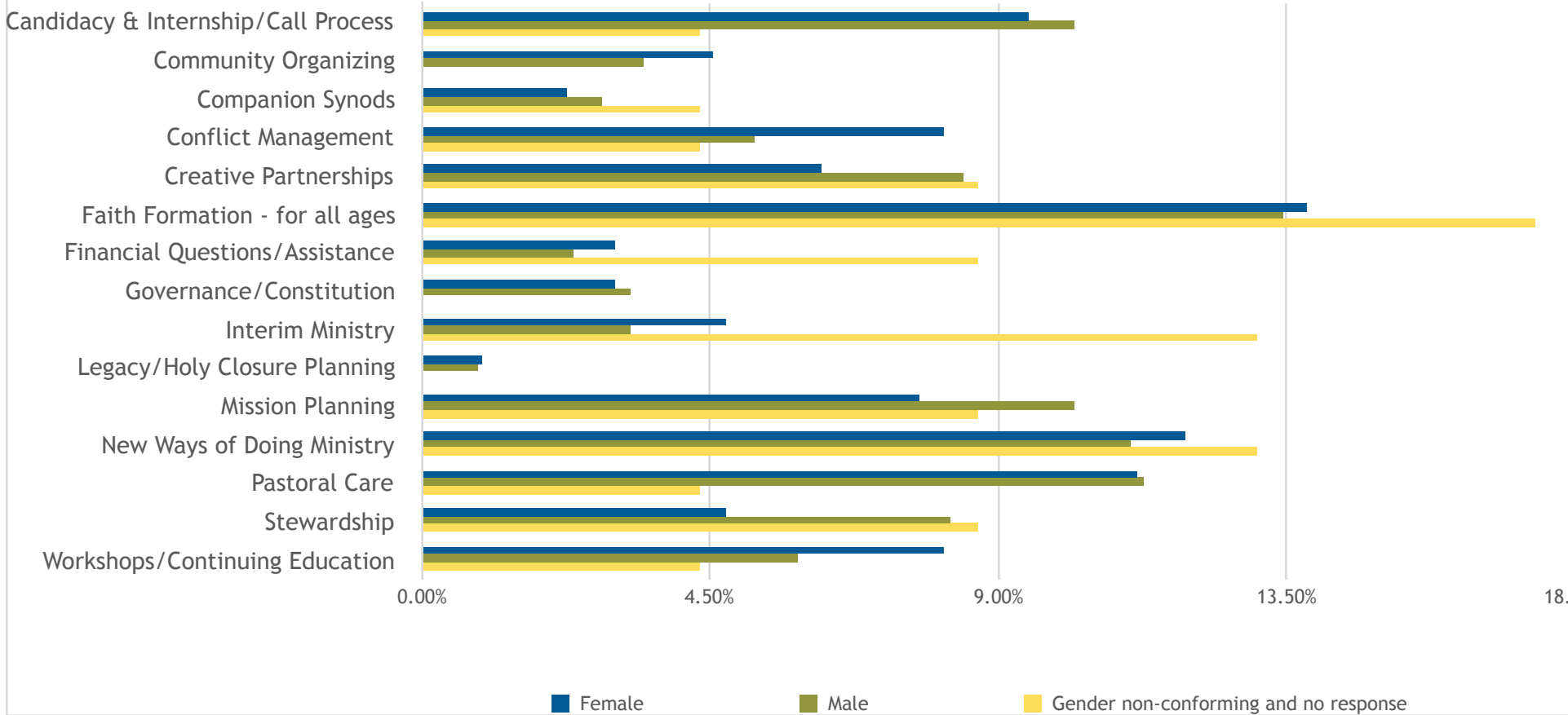
### By role in the Church



### By age



### By gender identity



<b>By conference -- ranked, top 5 highlighted</b> (Number of respondents in parentheses)	<b>Heartland</b> (67)	<b>Kettle River</b> (24)	<b>Lake Superior</b> (55)	<b>Laurentian</b> (44)	<b>Living Waters</b> (23)	<b>I don't know/ no response</b> (8)
Candidacy & Internship/Call Process	5	6	5 (tie)	2 (tie)	2 (tie)	6 (tie)
Community Organizing	10 (tie)	10	9	11 (tie)	13 (tie)	11 (tie)
Companion Synods	14 (tie)	11 (tie)	10 (tie)	14 (tie)	5 (tie)	9 (tie)
Conflict Management	6	8 (tie)	7	9	9 (tie)	11 (tie)
Creative Partnerships		7	5 (tie)	5	5 (tie)	11 (tie)
Faith Formation - for all ages	1	2 (tie)	2	1	2 (tie)	1 (tie)
Financial Questions/Assistance	14 (tie)	11 (tie)	10 (tie)	11 (tie)	5 (tie)	11 (tie)
Governance/Constitution	10 (tie)	14 (tie)	10 (tie)	11 (tie)	12	9 (tie)
Interim Ministry	10 (tie)	11 (tie)	13 (tie)	7 (tie)	5 (tie)	6 (tie)
Legacy/Holy Closure Planning	13	14 (tie)	15	14 (tie)	15	11 (tie)
Mission Planning	3 (tie)	8 (tie)	3	6	9 (tie)	3 (tie)
New Ways of Doing Ministry	2	1	4	2 (tie)	4	6 (tie)
Pastoral Care	3 (tie)	2 (tie)	1	4	11	3 (tie)
Stewardship	9	4 (tie)	8	7 (tie)	13 (tie)	3 (tie)
Workshops/Continuing Education	7	4 (tie)	13 (tie)	10	1	1 (tie)





<b>By role -- ranked, top 5 highlighted</b> (Number of respondents in parentheses)	<b>Rostered (Pastor or Deacon) (53)</b>	<b>Lay Person (153)*</b>	<b>Non- rostered Ministry Professional (15)</b>
Candidacy & Internship/Call Process	2	4	2 (tie)
Community Organizing	15	10	13 (tie)
Companion Synods	11	13	10 (tie)
Conflict Management	9 (tie)	8	4
Creative Partnerships	7	5	8 (tie)
Faith Formation - for all ages	4	1	2 (tie)
Financial Questions/Assistance	14	12	13 (tie)
Governance/Constitution	12 (tie)	14	10 (tie)
Interim Ministry	9 (tie)	11	8 (tie)
Legacy/Holy Closure Planning	12 (tie)	15	15
Mission Planning	1	6	7
New Ways of Doing Ministry	3	3	1
Pastoral Care	6	2	5 (tie)
Stewardship	8	7	12
Workshops/Continuing Education	5	9	5 (tie)

\* Includes one survey where role was not given



<b>By age -- ranked, top 5 highlighted</b> (Number of respondents in parentheses)	<b>15-30</b> (8)	<b>31-45</b> (35)	<b>46-55</b> (28)	<b>56-65</b> (44)	<b>66-75</b> (78)*	<b>75+</b> (28)
Candidacy & Internship/Call Process	1	7	2	5	4 (tie)	4 (tie)
Community Organizing	12 (tie)	8	12 (tie)	12	11	10 (tie)
Companion Synods	12 (tie)	12 (tie)	12 (tie)	14 (tie)	12	9
Conflict Management	3 (tie)	10 (tie)	7 (tie)	7 (tie)	6 (tie)	7 (tie)
Creative Partnerships	6 (tie)	3	7 (tie)	7 (tie)	6 (tie)	10 (tie)
Faith Formation - for all ages	3 (tie)	1	1	1	2	1
Financial Questions/Assistance	12 (tie)	10 (tie)	12 (tie)	9 (tie)	14	12 (tie)
Governance/Constitution	12 (tie)	14	7 (tie)	9 (tie)	13	14
Interim Ministry	6 (tie)	12 (tie)	5	13	9 (tie)	12 (tie)
Legacy/Holy Closure Planning	6 (tie)	15	15	14 (tie)	15	15
Mission Planning	2	9	4	4	4 (tie)	7 (tie)
New Ways of Doing Ministry	3 (tie)	2	6	3	3	3
Pastoral Care	6 (tie)	4 (tie)	7 (tie)	2	1	2
Stewardship	10 (tie)	6	11	6	9 (tie)	4 (tie)
Workshops/Continuing Education	10 (tie)	4 (tie)	3	9 (tie)	8	6

\* Includes one survey where age was not given



<b>By gender identity -- ranked, top 5 highlighted</b> (Number of respondents in parentheses)	<b>Female</b> (117)	<b>Male</b> (97)	<b>No response and gender non-conforming*</b> (3)
Candidacy & Internship/Call Process	4	4 (tie)	8 (tie)
Community Organizing	11	10	13 (tie)
Companion Synods	14	13	8 (tie)
Conflict Management	5 (tie)	9	8 (tie)
Creative Partnerships	8	6	4 (tie)
Faith Formation - for all ages	1	1	1
Financial Questions/Assistance	12 (tie)	14	4 (tie)
Governance/Constitution	12 (tie)	11 (tie)	13 (tie)
Interim Ministry	9 (tie)	11 (tie)	2 (tie)
Legacy/Holy Closure Planning	15	15	13 (tie)
Mission Planning	7	4 (tie)	4 (tie)
New Ways of Doing Ministry	2	3	2 (tie)
Pastoral Care	3	2	8 (tie)
Stewardship	9 (tie)	7	4 (tie)
Workshops/Continuing Education	5 (tie)	8	8 (tie)

\* Combined due to small sample size