

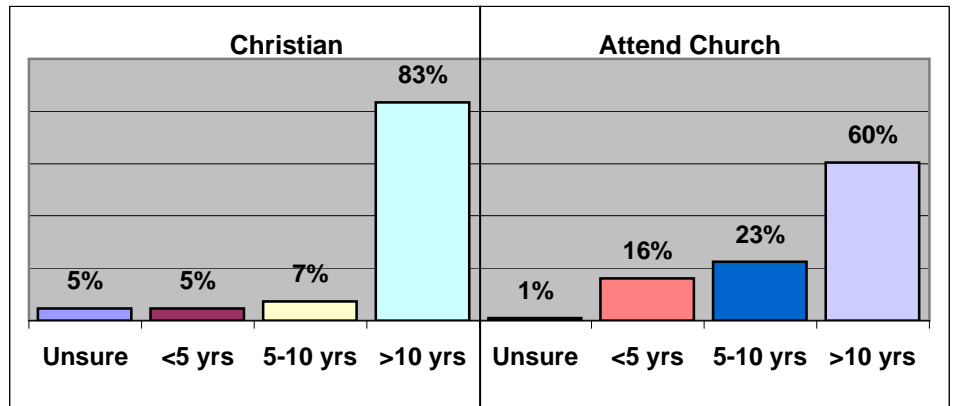
# PASTOR SEARCH SURVEY

Percentages are computed on the number of surveys that actually completed that particular question. Percentages on questions 15-42 do not include "Don't know."

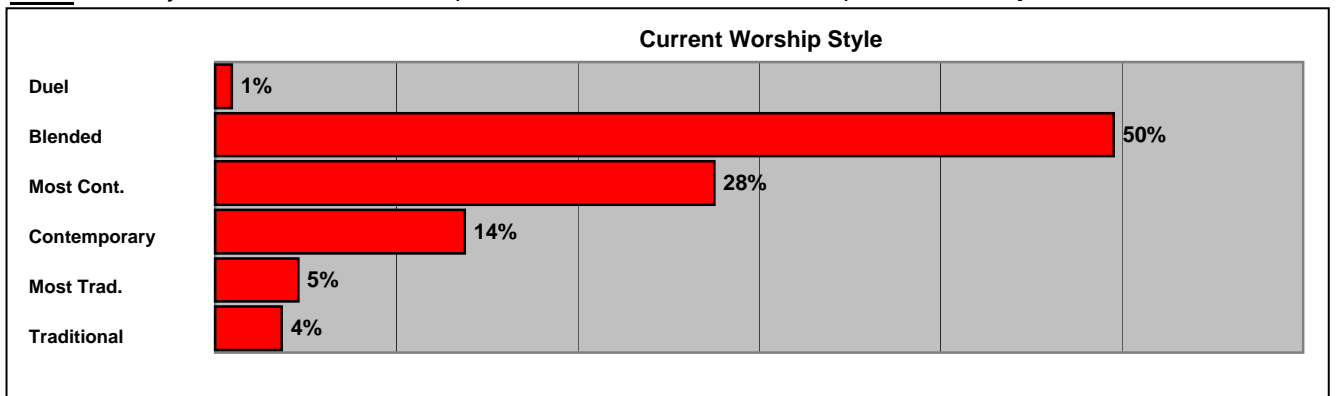
115 Number of Surveys Collected

\* Is this a special sorted report of a particular group within the church?           Yes        x   No  
 \* If "Yes" above, describe the report.

- 1 . I am:
  - 39% Male
  - 61% Female
  
- 2 . My age at my last birthday was:
  - 9% 17 or younger
  - 15% 18-34
  - 46% 35-64
  - 31% 65 or older
  
- 3 . The highest level of education that I have completed is:
  - 4% Elementary
  - 60% High school graduate
  - 28% College graduate
  - 8% Graduate Degree (Master's and/or Doctorate)
  
- 4 . Our total household income is:
  - 7% Less than \$15,000
  - 6% \$15,000 - \$24,999
  - 40% \$25,000 - \$49,999
  - 36% \$50,000 - \$74,999
  - 10% \$75,000 or more
  
- 5 . My ethnic background is:
  - 84% Anglo
  - 0% African American
  - 2% Hispanic
  - 0% Asian
  - 14% Other \_\_\_\_\_
  
- 6 . I have been a Christian for:
  - 5% Unsure
  - 5% Less than 5 years
  - 7% 5-10 years
  - 83% More than 10 years
  
- 7 . I have attended this church for:
  - 1% Unsure
  - 16% Less than 5 years
  - 23% 5-10 years
  - 60% More than 10 years
  
- 8 . I am:
  - 86% A member
  - 14% Not a member
  
- 9 . I am a part of the church's key leadership (elder, vestry, deacon, leadership team, etc.)
  - 26% Yes
  - 74% No
  
- 10 . I am presently a small group leader.
  - 35% Yes
  - 65% No



- 11 . Presently, the most common worship style is:
- 4% Traditional – Hymns played on the organ or piano and choir.
  - 5% Mostly Traditional – Hymns and a few choruses played on organ or piano.
  - 14% Contemporary – Music written in recent years, played on guitars, drums, keyboard, often with a worship team.
  - 28% Mostly Contemporary - Music written in recent years, played on guitars, drums, keyboard, with a worship team, but with the addition of an occasional hymn.
  - 50% Blended – A blend of traditional and contemporary.
  - 1% Dual Style—two or more worship services with a different worship and music style.



- 12 . Which statement most closely fits your personal belief about the role of women in the church?
- 82% In Christ, male and female can serve in any ministry role.
  - 16% Only men are permitted to be elders and pastors, but women may serve in (almost) any other ministry and leadership role.
  - 2% Women are not allowed to fill any role other than serving roles in the church.
- 13 . Which statement most closely fits your personal belief regarding divorced persons holding church leadership positions?
- 2% No divorced person is allowed to hold a leadership position in the church.
  - 59% Divorced persons may hold leadership positions under certain conditions.
  - 39% Divorced persons are allowed to fill or continue in leadership roles regardless of the reasons for divorce.
- 14 . I agree with the doctrinal statement or stance of our church:
- 57% Completely.
  - 40% Completely on most issues, but I disagree on some issues.
  - 3% I have a number of significant disagreements doctrinally.

In this section, please evaluate each statement based on your perception of how the program, individual, group or church has functioned during the past year in comparison to other programs, individuals, groups or churches with whom you are familiar. Place a number in the blank to the left of each question number: (1-Don't know, 2-Below average, 3-Average, 4-Above average). The percentages indicate those who gave a positive response of average or above average.

- 15 . 57% The sermons capture attention, motivate, and deepen understanding of God's Word that results in commitment to Christ.
- 16 . 46% The pastor is skilled at inspiring vision, accomplishing goals, building consensus, developing leaders and team building.
- 17 . 43% The Board/Deacons/Leadership Team has the respect of the church and has the ability to work with the

pastor to lead the church to accomplish its purpose and vision.

- 18 . 53% The church has lay leaders ready to assume responsibility and leadership whenever the need arises.
- 19 . 78% The church trains all leaders to accomplish their ministry roles.
- 20 . 58% All the church leaders emphasize decentralizing authority and encourage participants to accept responsibility for ministry opportunities.
- 21 . 71% The church defines each ministry based on needed gifts, talents and passion. There is a well-defined process of gifts discovery, training, mobilizing and ministry matching.
- 22 . 70% Faith is passionately lived out with commitment, fire and enthusiasm.
- 23 . 60% The church knows why it exists and evaluates every structure, organization and program based on whether or not it is fulfilling its purpose.
- 24 . 53% The church has a clear mental image of its preferred future based on an accurate understanding of God, the church and the community.
- 25 . 58% All church programming is designed to help the church fulfill its vision.
- 26 . 72% Church structure and organization exists to fulfill purpose and vision without regard to tradition.
- 27 . 67% Participants leave the worship experience emotionally and spiritually inspired, feeling they have been in the very presence of God.
- 28 . 44% There are small groups for everyone where individuals can find intimate community, practical help, intensive spiritual interaction and where their physical, emotional and spiritual needs are met.
- 29 . 62% The church provides help and assistance that builds healthy families.
- 30 . 60% The church shares the gospel through meeting the needs of non-Christians and building relationships that results in their coming to Christ.
- 31 . 64% The church has a large percent of the congregation going out of their way to meet the needs of others, to sacrifice their desires to please others and to be accepting, friendly and kind to outsiders as well as members.
- 32 . 72% The church experiences agreement and harmony even when there is controversy.
- 33 . 60% The church involves almost everyone in such a way that even fringe people feel they “belong.”
- 34 . 47% The church is committed to participating in and giving to both home and foreign mission efforts.
- 35 . 90% The church is committed to starting new churches and is actively involved in starting new churches on a regular basis.
- 36 . 81% About one-third of the visitors, who are prospects, become regular attendees within one year of their first visit.

- 37 . 71% Individual participants give sacrificially to the church and its causes.
- 38 . 47% Prayer, individual and corporate, is a strength of the church.
- 39 . 36% The church facilities are attractive and provide for excellent programming.
- 40 . 62% The adult ministry provides for the needs of adults and their families and reaches out the community in effective ways.
- 41 . 48% The youth ministry provides for the needs of youth and their families and reaches out the community in effective ways.
- 42 . 48% The children's ministry provides for the needs of children and their families and reaches out the community in effective ways.

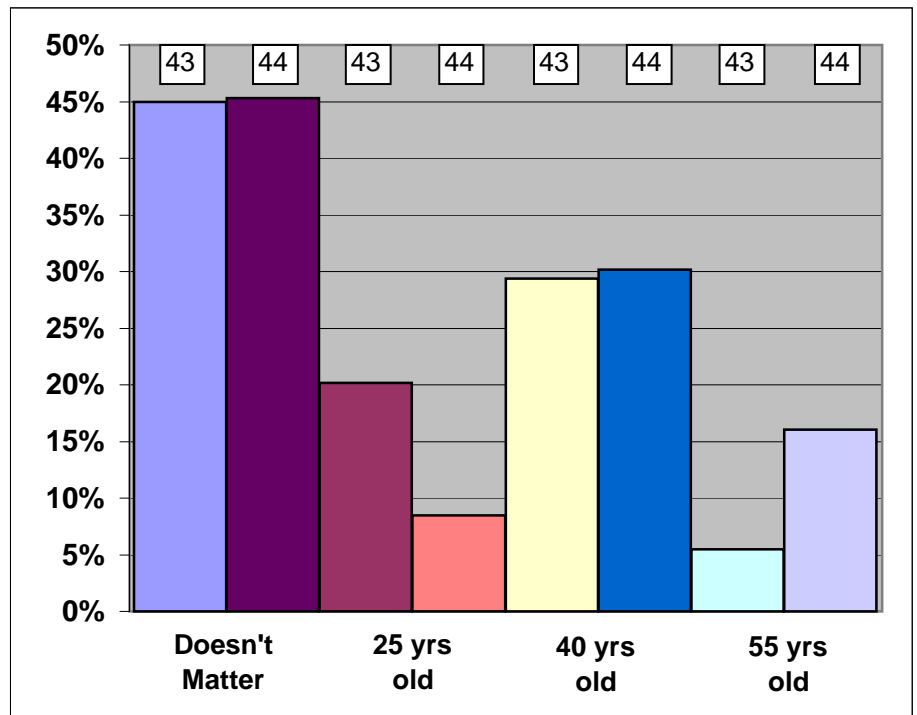
The last section relates to your individual preference for the new pastor. Place the number of your choice in the blank to the left of each question number.

43 . In order to have the credibility and experience necessary to lead this ministry, I feel the next pastor should be at the very least:

- 45% Age doesn't matter
- 20% 25 years old
- 29% 40 years old
- 6% 55 years old

44 . In order to attract new families and have enough good years of ministry left to accomplish our church's present needs, I feel the next pastor should be, at the very most:

- 45% Age doesn't matter
- 8% 25 years old
- 30% 40 years old
- 16% 55 years old



45 . To effectively lead in ministry, the next pastor should have at least the following number of years of ministry experience:

- 12% No experience required
- 28% 1 – 3 years
- 51% 4 – 10 years
- 10% Over 10 years

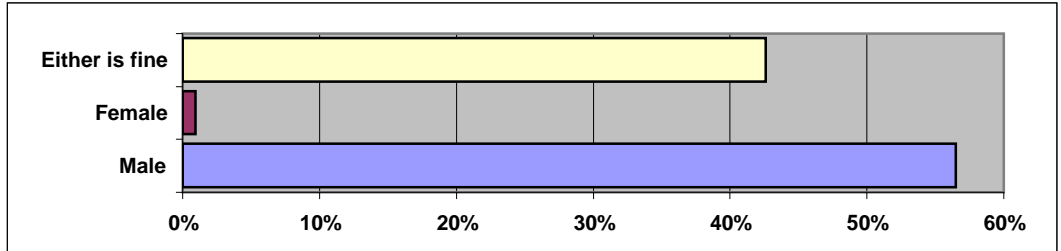
46 . Based on the educational level of the church and the persons we are trying to reach, what is the lowest education level acceptable for the next pastor?

- 8% High school diploma or GED
- 18% Bible School diploma
- 33% MA, MDiv (Master's Degree)
- 0% DMin, PhD, EdD or other earned doctorate

41% Bachelor's degree

47 . In order to minister most effectively in the position we seek to fill in the church, the pastor should be:

- 56% Male
- 1% Female
- 43% Either is fine



48 . In order to both minister to the present congregation and effectively reach those God has called us to reach, the pastor should be:

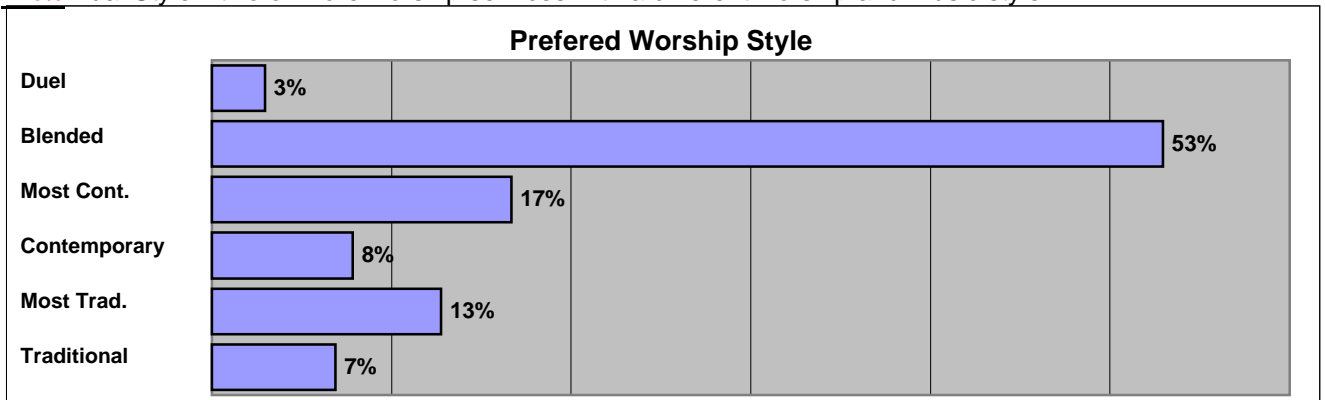
- 54% Anglo
- 0% African American
- 1% Hispanic
- 0% Asian
- 10% Other \_\_\_\_\_
- 35% Any of the above backgrounds will be equally successful here at both outreach and nurture.

49 . If/when the next pastor preaches, the preaching style that best ministers to me is:

- 4% Preach a passage and explain and apply each verse, one at a time.
- 22% Preach a passage. Explain the overarching concept, then explain how each verse fits, and the applications.
- 8% Don't actually explain the passage. Just explain the applications from the passage, and how to apply them.
- 30% Preach on topics (example: suffering, grace, etc.) and use scripture from all parts of the Bible.
- 26% Regardless of the text or topic, focus in on the simple gospel, and challenge all to be saved.
- 9% Other – \_\_\_\_\_

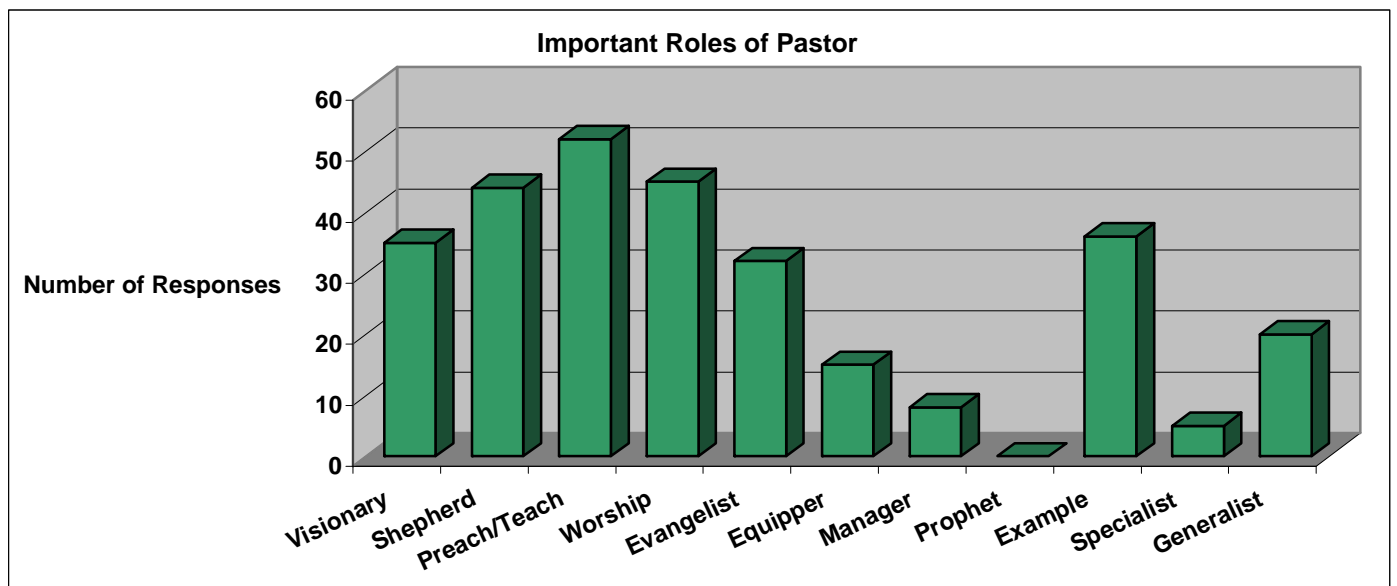
50 . In the future, the worship style that would best enable me to worship God in spirit and truth is:

- 7% Traditional – Hymns played on the organ or piano and choir.
- 13% Mostly Traditional – Hymns and a few choruses played on organ or piano.
- 8% Contemporary – Music written in recent years, played on guitars, drums, keyboard, etc.
- 17% Mostly Contemporary - Music written in recent years, played on guitars, drums, keyboard, with a worship team, but with the addition of an occasional hymn.
- 53% Blended – A blend of traditional and contemporary.
- 3% Dual Style—two or more worship services with a different worship and music style.



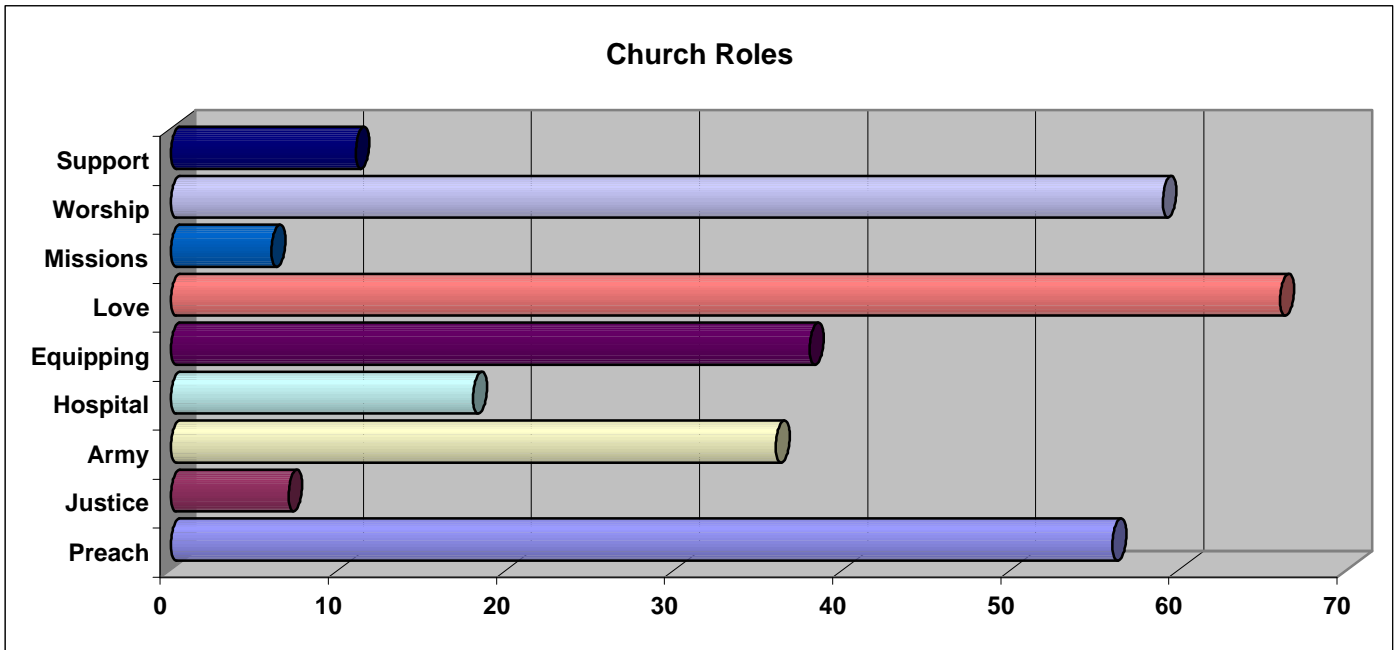
51 . Of the eleven “roles” of ministry select three that you feel would be the most important for the pastor.

- 35 VISIONARY-LEADER - The staff member sees himself/herself as the visionary leader of his/her flock. He/She is known as a “vision-caster” and leader.
- 44 SHEPHERD - The staff member spends the majority of his/her time in counseling and visiting in homes and hospitals. He/She is known as a pastor “who cares.” Counseling has a high priority as well as positive interpersonal relationships.
- 52 PREACHER-TEACHER - This person understands his/her role as being primarily involved in teaching the truths of Scripture and applying them to contemporary life. This person is more satisfied in the pulpit and the study than anywhere else.
- 45 WORSHIP LEADER - One’s primary concern is with personal and corporate worship. He/She finds great satisfaction in planning meaningful services of worship and leading his/her congregation to experience the awesome holiness of God in worship.
- 32 EVANGELIST - Primary concern is to win the lost to Christ and enfold them into the church. He/She may do this through personal visitation, through training others, or through his pulpit ministry.
- 15 EQUIPPER - This model of ministry has a high commitment to the development and deploying of leaders and church members as players on the team. He/She will derive satisfaction more from the accomplishments of people he/she has trained than from “hands on” ministry of his/her own.
- 8 CHURCH MANAGER - The staff member sees himself /herself similar to a corporate manager. He/She manages the resources of his/her flock well. The life of his/her flock is carefully organized and lines of authority are well defined.
- 0 PROPHET - This person will be concerned to challenge the unrighteousness he/she perceives in society. Righteousness and justice will be dominant themes in ministry. Sermons will compare the contemporary social scene with prophetic, biblical truth.
- 36 SPIRITUAL EXAMPLE - This staff member sees his/her major role as providing an example for the congregation. His/Her life is a model not only of what the Christian life is like, but also of how it can best be lived. His/Her example is the guide that church members use in developing their Christian lives.
- 5 SPECIALIST - This staff member sees his/her role as being a team member with a unique and needed expertise. He/She focuses almost exclusively on implementing this expertise with excellence, leaving everything outside this expertise to other teammates.
- 20 GENERALIST - This ministry model does not have a dominant choice among the other models. This minister’s image will be in flux as he/she changes to meet what he/she perceives to be the changing needs of the congregation. There will not be a dominant image of him/her, which is shared by a majority of the members of his/her church.



52 . Though none of the following may fully describe a church's responsibility, select the three roles you feel are the most important for the church in the next five years.

- 56 A platform to preach the Word.
- 7 A community to promote justice.
- 36 An army to save the lost.
- 18 A hospital to heal the afflicted.
- 38 An equipping center to make disciples.
- 66 A family to manifest love.
- 6 A financial base for world missions.
- 59 A temple in which to worship God.
- 11 A support base for lay



53 . My present feeling about our church is:

- 66% I'm quite satisfied and plan to stay.
- 32% Though somewhat dissatisfied, I see a brighter future and plan to stay.
- 1% I'm about to lose hope and plan to leave unless improvement comes soon.
- 1% I have lost all hope of improvement and plan to leave soon.