

Pastor Search

Congregational Survey

Your Expectations

Please answer the following questions to indicate your expectations for our church's next pastor.

1. What is the desired age range for the pastor? (Check one)
 - ☐ Under 20
 - ☐ 20-29
 - ☐ 30-39
 - ☐ 40-49
 - ☐ 50-59
 - ☐ 60 or more
 - ☐ No age preference
2. What is the minimum acceptable educational level you expect the pastor to have attained? (Check one)
 - ☐ Less than high-school graduate
 - ☐ High-school graduate only
 - ☐ Some college or professional school
 - ☐ College graduate (bachelor's degree)
 - ☐ Attended seminary
 - ☐ Master's degree from seminary
 - ☐ Doctoral degree from seminary
 - ☐ Formal education degree not important
3. If the prospective pastor has attended seminary, should it have been a seminary of your denomination?
 - ☐ Yes
 - ☐ No
4. What are acceptable marital statuses for the prospective pastor? (Check all that apply)
 - ☐ Never married
 - ☐ Currently married
 - ☐ Separated or divorced
 - ☐ Widowed
5. What pastoral or professional ministry experience should be required? (Check one)
 - ☐ No prior experience necessary.
 - ☐ 1-5 years of prior experience as pastor
 - ☐ 1-5 years of prior church-ministry experience (such as church staff)
 - ☐ 6-10 years of prior experience as pastor
 - ☐ 6-10 years of prior church-ministry experience (such as church staff)
 - ☐ More than 10 years of prior experience as pastor
 - ☐ More than 10 years of prior church-ministry experience (such as church staff)
6. Should the prospective pastor have experience serving in a church with multiple staff members?
 - ☐ Yes
 - ☐ No
7. What should the size of the prospective pastor's current church be in relation to our church? (Check one)
 - ☐ Much smaller than our church
 - ☐ Somewhat smaller than our church
 - ☐ About the same size as our church
 - ☐ Somewhat larger than our church
 - ☐ Much larger than our church
 - ☐ Doesn't matter

8. Which two of the following do you consider the most important strengths needed by the incoming pastor? (Check only two)

- ☐ Preaching
- ☐ Administration
- ☐ Leadership
- ☐ Relationships

9. The following are activities to which a pastor may allocate time each week. Read all choices and check the three areas that should be the top time priorities of our new pastor. (Check only three)

- ☐ Administration, including tasks related to the church office, finances, and facility
- ☐ Correspondence with members by phone, e-mail, and other electronic means
- ☐ Counseling individuals with personal and spiritual problems
- ☐ Visiting members in the hospital and in nursing homes
- ☐ Visiting members or prospects at home or over a meal
- ☐ Sermon preparation
- ☐ Prayer
- ☐ Attending social gatherings and special events of ministries, classes, and groups in the church
- ☐ Planning and organizing ministry activities
- ☐ Meeting with ministry leaders who plan and organize ministry activities

10. Compared to our church's current worship services, would you want the prospective pastor to lead in making any of the following changes? (Check one)

- ☐ Include more traditional musical elements (classical hymns, older praise songs, fewer instruments).
- ☐ Include more contemporary musical elements (newer praise songs, upbeat arrangements, contemporary instruments).
- ☐ Use the same musical style as today.

11. Which of the following elements of preaching style effectively communicate God's Word to you? (Check all that apply)

- ☐ Logical, detailed, point by point
- ☐ Practical with clear application
- ☐ Personal, relational, engaging
- ☐ Textual (the Scripture text provides the meaning)
- ☐ Narrative (use of stories to illustrate points)
- ☐ Sermon series (spending multiple weeks on a topic)
- ☐ Bible book (spending multiple weeks on a Bible book)
- ☐ Challenging, appealing for action or change

12. Of the ministry priorities in our church, which *three* of the following does the incoming pastor need to emphasize *most*, and which *three* the *least*? (Check only three in each column)¹

Most (Mark 3)		Least (Mark 3)
<input type="checkbox"/>	Discipleship and spiritual formation	<input type="checkbox"/>
<input type="checkbox"/>	Developing small Bible study groups/classes	<input type="checkbox"/>
<input type="checkbox"/>	Building relationships in which people are connected and care for one another	<input type="checkbox"/>
<input type="checkbox"/>	Evangelism and showing Jesus through word and action	<input type="checkbox"/>
<input type="checkbox"/>	Leadership vision and a compelling plan for the future of the church	<input type="checkbox"/>
<input type="checkbox"/>	Care for the poor (social compassion)	<input type="checkbox"/>
<input type="checkbox"/>	Denominational emphases, programs, and giving	<input type="checkbox"/>
<input type="checkbox"/>	Missions involvement and giving	<input type="checkbox"/>
<input type="checkbox"/>	Prayer	<input type="checkbox"/>
<input type="checkbox"/>	Organizing ministries and empowering leaders for ministry	<input type="checkbox"/>
<input type="checkbox"/>	Understanding the context of our local community and approaching it with a missionary mentality	<input type="checkbox"/>
<input type="checkbox"/>	Corporate and personal worship	<input type="checkbox"/>
<input type="checkbox"/>	Strengthening families	<input type="checkbox"/>
<input type="checkbox"/>	Strategies for increasing the number of people who attend the church	<input type="checkbox"/>

About You

13. What is your gender?

☐ Male

☐ Female

14. What is your current age?

☐ Under 12

☐ 30–39

☐ 60–69

☐ 12–17

☐ 40–49

☐ 70 or more

☐ 18–29

☐ 50–59

15. What is your marital status? Check all that apply.

☐ Never married

☐ Separated or divorced

☐ Currently married

☐ Widowed

16. Do you have children under 18 living at home?

☐ Yes

☐ No

17. What is your highest level of education thus far? (Check one)

☐ Not high school graduate

☐ College graduate (Bachelor's degree)

☐ High school graduate

☐ Graduate degree

☐ Some college or professional school

18. How long have you been a member of this church? (Check one)

- ☐ 1-2 years ☐ 6-9 years ☐ 20 or more years
☐ 3-5 years ☐ 10-19 years

19. Circle the number that best describes your participation in the activities of this church.

Not very active

Very active

1

2

3

4

5

20. Of these spiritual gifts listed in the Scriptures, which *three* are *most* important for the incoming pastor to have, and which *three* are *least* important? (Check only three in each column)

Most (Mark 3)		Least (Mark 3)
<input type="checkbox"/>	Administration	<input type="checkbox"/>
<input type="checkbox"/>	Apostleship	<input type="checkbox"/>
<input type="checkbox"/>	Discernment	<input type="checkbox"/>
<input type="checkbox"/>	Evangelism	<input type="checkbox"/>
<input type="checkbox"/>	Exhortation	<input type="checkbox"/>
<input type="checkbox"/>	Faith	<input type="checkbox"/>
<input type="checkbox"/>	Giving	<input type="checkbox"/>
<input type="checkbox"/>	Hospitality	<input type="checkbox"/>
<input type="checkbox"/>	Knowledge	<input type="checkbox"/>
<input type="checkbox"/>	Leadership	<input type="checkbox"/>
<input type="checkbox"/>	Mercy	<input type="checkbox"/>
<input type="checkbox"/>	Prophecy	<input type="checkbox"/>
<input type="checkbox"/>	Service/Helps	<input type="checkbox"/>
<input type="checkbox"/>	Shepherding	<input type="checkbox"/>
<input type="checkbox"/>	Teaching	<input type="checkbox"/>
<input type="checkbox"/>	Wisdom	<input type="checkbox"/>

21. Which one of these is *most* true in your opinion? (Check one)

- ☐ A pastor coming into this church will need to adjust the pastor's methods to the way we do things
- ☐ This church will need to adjust to the way the new pastor does things

22. Which one of these would you most like to see happen? (Check one)

- The incoming pastor simply needs to continue things as they are with this church, since it's working well now
- The incoming pastor needs to make some small changes, but mostly continue with how things are
- The incoming pastor needs to make some significant changes for this church to meet its potential
- The incoming pastor really needs to shake things up for this church to meet its potential

23. If the incoming pastor is married, which of these best describes what you feel the role of the pastor's spouse should be in the church? (Check one)
- ☐ They minister together jointly, as a true team devoted full-time to the church
 - ☐ The pastor's spouse should be very involved in the church, but not like a full-time worker
 - ☐ The pastor's spouse should attend the church and be involved just like other people should be involved, but with no special expectations
24. How would you feel about the pastor's spouse having a job outside of the church? (Check one)
- ☐ The pastor's spouse should be free to have a job outside of the church if the two of them feel that is the best choice for their family
 - ☐ The pastor's spouse should not have a job outside of the church; the spouse will be too busy with church activities and supporting the pastor's work
25. How important is it that the incoming pastor be very comfortable with technology and how to use technology in the church (having a great website, using social media like Facebook to reach people, using technology to help connect people in the church, etc.)? (Check one)
- | | |
|--------------------------------------|--|
| <input type="radio"/> Very important | <input type="radio"/> Not that important |
| <input type="radio"/> Important | <input type="radio"/> Not at all important |
26. Of the many ways that a pastor can lead by example, which one of the following do you feel is **most important** to be demonstrated in the pastor's personal life? (Check one)
- ☐ Personally volunteers to serve people in the community not affiliated with the church
 - ☐ Personally engages in evangelism
 - ☐ Spends time daily in personal time with God in prayer and Scripture reading (separate from any sermon preparation)
 - ☐ Personally belongs to and participates in a small group or Sunday School class
 - ☐ Personally engages in and supports missions
 - ☐ Personally tithes to the church
 - ☐ Personally spending quality time with family
27. Which of the following is *most* important to you? (Check one)
- ☐ Focus on reaching out as a church directly to the unchurched in the community
 - ☐ Focus on discipleship and growth within our own church, so that our people can then reach out individually to the unchurched in the community

28. Of the following personality traits or styles, which *three* are *most* important for the incoming pastor to have, and which *three* are *least* important? (Check only three in each column)

Most (Mark 3)		Least (Mark 3)
<input type="checkbox"/>	Adaptable	<input type="checkbox"/>
<input type="checkbox"/>	Affectionate/loving	<input type="checkbox"/>
<input type="checkbox"/>	Calm	<input type="checkbox"/>
<input type="checkbox"/>	Confident	<input type="checkbox"/>
<input type="checkbox"/>	Creative	<input type="checkbox"/>
<input type="checkbox"/>	Decisive	<input type="checkbox"/>
<input type="checkbox"/>	Dedicated/driven	<input type="checkbox"/>
<input type="checkbox"/>	Detail-oriented	<input type="checkbox"/>
<input type="checkbox"/>	Funny/humorous	<input type="checkbox"/>
<input type="checkbox"/>	Generous/giving	<input type="checkbox"/>
<input type="checkbox"/>	Humble	<input type="checkbox"/>
<input type="checkbox"/>	Intelligent	<input type="checkbox"/>
<input type="checkbox"/>	Kind	<input type="checkbox"/>
<input type="checkbox"/>	Optimistic/upbeat	<input type="checkbox"/>
<input type="checkbox"/>	Outgoing/friendly	<input type="checkbox"/>
<input type="checkbox"/>	Patient	<input type="checkbox"/>
<input type="checkbox"/>	Risk-taker/adventurous	<input type="checkbox"/>
<input type="checkbox"/>	Scholarly/studious	<input type="checkbox"/>
<input type="checkbox"/>	Serious	<input type="checkbox"/>
<input type="checkbox"/>	Supportive/compassionate	<input type="checkbox"/>
<input type="checkbox"/>	Tolerant/open-minded	<input type="checkbox"/>
<input type="checkbox"/>	Transparent/down-to-earth	<input type="checkbox"/>
<input type="checkbox"/>	Visionary	<input type="checkbox"/>

29. How do you feel about sermons dealing with subjects such as abortion, homosexuality, or other controversial social issues? (Check one)

- ☐ Want a lot of this ☐ Want just a little of this
☐ Want some of this ☐ Want none of this

30. Which of the following do you prefer in sermons? (Check one)

- ☐ Messages that focus on everyday life, such as applying your faith at work, in your family relationships, etc.
☐ Messages that focus on teaching what the Bible says and what that means, then leave it to you to apply that to your life

31. Which of the following do you feel is most appropriate for this church in the sermons and teaching? (Check one)

- ☐ Beginner level – even people with no biblical background can understand
- ☐ Intermediate level – for people with some biblical background
- ☐ Advanced level – for people with a fairly good biblical background and knowledge
- ☐ Expert level – taking people with a high level of biblical knowledge and leading them even farther

32. What is the ideal sermon length in the main worship service? (Check one)

- ☐ Less than 20 minutes
- ☐ 20 – 29 minutes
- ☐ 30 – 39 minutes
- ☐ 40 – 49 minutes
- ☐ 50 minutes or more

33. Which of the following best matches how you feel about the pastor's role? (Check one)

- ☐ The pastor is ultimately responsible for everything within the church and needs to be closely involved with everything that's happening
- ☐ The pastor needs to find, train, and empower qualified staff or lay leaders, who then need to take responsibility for what's happening within the church

34. Which of the following best matches your feelings about cooperating with other religious organizations in order to help people in your community? (Check one)

- ☐ Our church should cooperate with all types of religious organizations (of any faith) if it will help people
- ☐ Our church should cooperate with all types Christian churches, regardless of denomination
- ☐ Our church should cooperate only with other Christian churches that have very similar beliefs to ours
- ☐ Our church should not be cooperating with other churches in our work

35. Of the following special skills and abilities, which *three* are *most* important for the incoming pastor to have, and which *three* are *least* important?

(Check only three in each column)

Most (Mark 3)		Least (Mark 3)
<input type="checkbox"/>	Administration	<input type="checkbox"/>
<input type="checkbox"/>	Biblical scholarship	<input type="checkbox"/>
<input type="checkbox"/>	Business skills	<input type="checkbox"/>
<input type="checkbox"/>	Creative or artistic skills	<input type="checkbox"/>
<input type="checkbox"/>	Developing lay leaders and volunteers	<input type="checkbox"/>
<input type="checkbox"/>	Excellent speaker	<input type="checkbox"/>
<input type="checkbox"/>	Fundraising skills	<input type="checkbox"/>
<input type="checkbox"/>	Leadership	<input type="checkbox"/>
<input type="checkbox"/>	Managing staff	<input type="checkbox"/>
<input type="checkbox"/>	Motivation	<input type="checkbox"/>
<input type="checkbox"/>	Relational skills	<input type="checkbox"/>
<input type="checkbox"/>	Strong missions background	<input type="checkbox"/>
<input type="checkbox"/>	Teaching skills	<input type="checkbox"/>
<input type="checkbox"/>	Team-building	<input type="checkbox"/>

36. In your area, how important is it that the incoming pastor has the ability to speak a language other than English? (Check one)

- ☐ Very important
☐ Important

- ☐ Not that important
☐ Not at all important

37. What language (besides English) is important in your area: _____

38. Some candidates might have special experience with specific groups of people. Which *three* are *most* important for the incoming pastor to have, and which *three* are *least* important? (Check only three in each column)

Most (Mark 3)		Least (Mark 3)
<input type="checkbox"/>	Business leaders	<input type="checkbox"/>
<input type="checkbox"/>	Children	<input type="checkbox"/>
<input type="checkbox"/>	College age/young adults	<input type="checkbox"/>
<input type="checkbox"/>	Divorced people	<input type="checkbox"/>
<input type="checkbox"/>	Immigrants	<input type="checkbox"/>
<input type="checkbox"/>	New Christians	<input type="checkbox"/>
<input type="checkbox"/>	Other cultures	<input type="checkbox"/>
<input type="checkbox"/>	People struggling with addictions	<input type="checkbox"/>
<input type="checkbox"/>	Seniors	<input type="checkbox"/>
<input type="checkbox"/>	Singles	<input type="checkbox"/>
<input type="checkbox"/>	Youth/teens	<input type="checkbox"/>
<input type="checkbox"/>	Young families	<input type="checkbox"/>

39. How important is it that the incoming pastor put plans in place for major improvements or additions to the church's facilities? (Check one)

- ☐ Very important ☐ Not that important
☐ Important ☐ Not at all important

40. Finding a new pastor may mean balancing different priorities and preferences. Which *two* are *most* important priorities for this search, and which *two* are *least* important? (Check only two in each column)

Most (Mark 2)		Least (Mark 2)
<input type="checkbox"/>	The level of education	<input type="checkbox"/>
<input type="checkbox"/>	The level and types of experience	<input type="checkbox"/>
<input type="checkbox"/>	The preaching style	<input type="checkbox"/>
<input type="checkbox"/>	The mix of spiritual gifts	<input type="checkbox"/>
<input type="checkbox"/>	The mix of skills and abilities	<input type="checkbox"/>
<input type="checkbox"/>	The type of personality	<input type="checkbox"/>
<input type="checkbox"/>	The level of compensation the church will have to pay	<input type="checkbox"/>

41. If you could have only one of these, which one below describes the kind of pastor you would *most* like to have? (Check one)

- ☐ A great leader ☐ A great evangelist
☐ A great preacher ☐ A great teacher
☐ A person with a great heart ☐ A great motivator

42. How important is it that the incoming pastor have or develop relationships with our denomination's local and regional leadership? (Check one)

- ☐ Very important ☐ Not that important
☐ Important ☐ Not at all important

43. How important is it that the incoming pastor serve in our denomination as opportunities arise? (Check one)

- ☐ Very important ☐ Not that important
☐ Important ☐ Not at all important

Willingness

Please indicate your willingness to take any of the following actions.

44. Are you willing to volunteer for additional responsibilities at church during the search process?
☐ Yes ☐ No
45. Are you willing to volunteer in new or different ways to best support the new pastor's leadership?
☐ Yes ☐ No
46. Are you willing to regularly pray for the pastoral search team until a pastor is hired?
☐ Yes ☐ No
47. Are you willing to pray for the incoming pastor?
☐ Yes ☐ No

1. LifeWay Christian Resources has two assessment tools that go deeper on topics introduced in question 12. *Transformational Church Assessment Tool* (www.transformationalchurch.com) measures the health of your church. *Spiritual Formation Inventory* (www.lifeway.com/sf) measures the spiritual formation and maturity of your congregation.

Another practical resource is the *Pastor Search Committee Handbook, Revised*. It provides guidance on how to organize a search committee, how to gather information, how to let God lead you, how to present a prospective pastor, and how to give the pastor a good start.

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www.lifewayresearch.com

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