

TOOL 7

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 ☐ 30–39 ☐ 50–59 ☐ No age preference
☐ 20–29 ☐ 40–49 ☐ 60 or more

2. What is the minimum acceptable educational level you expect the pastor to have attained? Check one.

- ☐ Less than high-school graduate ☐ Attended seminary
☐ High-school graduate only ☐ Master's degree from seminary
☐ Some college or professional school ☐ Doctoral degree from seminary
☐ College graduate (bachelor's degree) ☐ Formal education degree not important

3. What are acceptable marital statuses for the prospective pastor? Check all that apply.

- ☐ Never married ☐ Separated or divorced ☐ Currently married ☐ Widowed

4. 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)

5. 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 larger than our church
☐ Somewhat smaller than our church ☐ Much larger than our church
☐ About the same size as our church ☐ Doesn't matter

6. Which two of the following do you consider the most important strengths needed by the incoming pastor?

Check only two.

- ☐ Preaching ☐ Administration ☐ Leadership ☐ Relationships

7. 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

8. 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.

9. Which of the following elements of preaching style effectively communicate God's Word to you?

Check all that apply.

- ☐ Logical, detailed, point by point
- ☐ 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

10. Of the ministry priorities in our church, which three of the following does the incoming pastor need to emphasize most? Check only three.¹

- ☐ Discipleship and spiritual formation
- ☐ Developing small Bible study groups/classes
- ☐ Building relationships in which people are connected and care for one another
- ☐ Evangelism and showing Jesus through word and action
- ☐ Leadership vision and a compelling plan for the future of the church
- ☐ Care for the poor (social compassion)
- ☐ Denominational emphases, programs, and giving
- ☐ Missions involvement and giving
- ☐ Prayer
- ☐ Organizing ministries and empowering leaders for ministry
- ☐ Understanding the context of our local community and approaching it with a missionary mentality
- ☐ Corporate and personal worship
- ☐ Strengthening families

About You

11. What is your gender?

☐ Male ☐ Female

12. What is your current age?

☐ Under 12 ☐ 30–39 ☐ 60–69
☐ 12–17 ☐ 40–49 ☐ 70 or more
☐ 18–29 ☐ 50–59

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

☐ Never married ☐ Separated or divorced
☐ Currently married ☐ Widowed

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

☐ Yes ☐ No

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

Not very active

1

2

3

4

5

Very active

1. LifeWay Christian Resources has two assessment tools that go deeper on topics introduced in question 10. 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.

To purchase and download a more comprehensive congregational survey or for additional versions for other staff members, visit www.lifewayresearch.com/searchsurveys.