

***About You***

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- Did you grow up in a church setting?       Yes       No
- Do you have children under 18 living at home?       Yes       No
- How many years have you been attending church?       1 or less       1-5 years       5-10 years       10+ years
- On average, how many times do you attend a service per month?       1       2       3       4
- What best describes your participation in the activities of our church.
- Not very active*      *Very active*
- 1       2       3       4       5

***About Our Church***

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**Why do you attend our church?**

- Worship experience       The fellowship/community       Location       Love of the teaching
- Love of the music       Ministry offerings       Other \_\_\_\_\_

**Where do you feel our church could use the most improvement?**

- First impressions and retention       Connecting with younger generations       Building community involvement
- Evangelism/Outreach       Worship       Teaching
- Bigger volunteer base       Other \_\_\_\_\_

**What is the stated mission, vision or purpose of your congregation?** \_\_\_\_\_

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**What goals have been developed from your mission and vision over the next 5 years?** (Example new programs or outreach ministries.) Include long range or strategic plan. \_\_\_\_\_

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**Describe the strengths of your church, the best of what you are as a community, and what you can offer a new pastor.** \_\_\_\_\_

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**Explain the strategies or ideas that most excite your church in becoming or remaining missional.** \_\_\_\_\_

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**Name three of your church's most passionate hopes and why they are significant.** \_\_\_\_\_

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**How do you hope someone who visits your church would describe what s/he considers to be most important?** \_\_\_\_\_

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**Name at least one challenge facing your new pastor.** \_\_\_\_\_

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**Describe your vision and hopes for your church and your pastor over the next 5 years.** \_\_\_\_\_

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**Explain whatever else you would like your potential pastor to know about your church.** \_\_\_\_\_

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## About Our Future Pastor

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**What is the desired age range for the pastor?** Check as many boxes as you need to, in order to satisfy the age consideration you would be willing to accept. (For example if you would be willing to consider someone age 35 to 50, you would check the 30-39, 40-49 and 50-59 box.)

- 20-29       30-39       40-49       50-59       60-over       no preference

**What pastoral or professional ministry experience should be required? (Choose 1)**

- No prior experience necessary
- 1-5 years of prior experience as a pastor       1-5 years of prior church ministry experience
- 6-10 years of prior experience as a pastor       6-10 years of prior church ministry experience
- More than 10 years of prior experience as a pastor       More than 10 years of prior church ministry experience

**What are your top three desired character traits of the new Pastor?** \_\_\_\_\_

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**What do you hope the new Pastor will accomplish in their first 12 months?**

- Growth in numbers       Successfully assimilating into the church and culture
- Increased/renewed vision for the church       New programming
- Other \_\_\_\_\_

**What should the size of the prospective pastor's church be in relation to our church?**

**(Choose 1)**

- 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

**What are the most important leadership qualities our new Pastor must possess?**

**(Choose Your Top 3)**

- Inspiring and challenging preacher and teacher       Well-loved leader and vision-caster
- Mentor and intentional discipler       Passionate about reaching young people and young families
- Skilled and knowledgeable administrator       Attracts and draws in new members
- Deals with conflict well       Inspires generous stewardship of members' time, money, & resources

**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.**

**(Choose Only 3)**

- 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, nursing homes and shut-ins
- Visiting members or prospects at home or over a meal
- Sermon preparation
- Prayer
- Attending social gatherings, 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
- Bible study for personal spiritual growth
- Meeting physical needs of our community (ie. food pantry, medical loan closet, health ministry, etc)
- Other \_\_\_\_\_

**In a sermon, which of these components are most important to you?**

***(Choose Your Top 3)***

- |   |   |
|---|---|
| <input type="checkbox"/> Strong Biblical knowledge / references | <input type="checkbox"/> Application to everyday life |
| <input type="checkbox"/> Challenging of intellect               | <input type="checkbox"/> Humor                        |
| <input type="checkbox"/> Spiritual nourishment                  | <input type="checkbox"/> Illustrations                |
| <input type="checkbox"/> Challenge of the status quo            | <input type="checkbox"/> Relatable from the stage     |
|   | <input type="checkbox"/> Other _____                  |

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

***(Choose All That Apply)***

- |   |  |
|---|--|
| <input type="checkbox"/> Logical, detailed, point by point                  | <input type="checkbox"/> Personal, relational, engaging                              |
| <input type="checkbox"/> Textual (the Scripture text provides the meaning)  | <input type="checkbox"/> Narrative (use of stories to illustrate points)             |
| <input type="checkbox"/> Sermon series (spending multiple weeks on a topic) | <input type="checkbox"/> Bible book (spending multiple weeks on a book of the Bible) |
| <input type="checkbox"/> Challenging (appealing for action or change)       | <input type="checkbox"/> Other _____   |

**Of the ministries in our church, which of the following does the incoming pastor need give the highest priorities?**

***(Choose Only 3)***

- |  |   |
|--|---|
| <input type="checkbox"/> Discipleship and spiritual formation  | <input type="checkbox"/> Developing small Bible study groups/classes                          |
| <input type="checkbox"/> Evangelism and showing Jesus through work and action  | <input type="checkbox"/> Leadership vision and a compelling plan for the future of the church |
| <input type="checkbox"/> Care for the poor (social compassion)   | <input type="checkbox"/> Denominational emphases, programs and giving                         |
| <input type="checkbox"/> Missions involvement and giving   | <input type="checkbox"/> Organizing ministries and empowering leaders for ministry            |
| <input type="checkbox"/> Prayer  | <input type="checkbox"/> Building relationships where people care for one another             |
| <input type="checkbox"/> Corporate and personal worship  | <input type="checkbox"/> Strengthening families   |
| <input type="checkbox"/> Understanding the context of our local community and approaching it with a missionary mentality | <input type="checkbox"/> Other, please be specific _____                                      |

**What keeps people coming to our church?** \_\_\_\_\_

**What do you hope will be different/expanded/changed?** \_\_\_\_\_

**What else would you like to be considered as we prayerfully search for a new Pastor?** \_\_\_\_\_

**Is there anything else you would like us to know?** \_\_\_\_\_