



# Pastoral Search Inventory

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**T**he call of a new pastor is a critical event in the life of a congregation. It is a time of making a choice about your future. This moment provides an important opportunity for a congregation to share together in assessing who they are and where they see themselves going. To assist in this task, the survey not only asks several sets of direct questions about the kind of pastoral leader you would like to see chosen, but it also includes sets of broader questions regarding your congregation's current ministry and your own involvement. Simply check the appropriate box or supply the required information as indicated. When answering questions with a limited number of choices, please choose the answer that comes closest to the right answer for you, even if it does not fit perfectly. Unanswered items reduce the usefulness of the inventory.

Please do not sign your name on the questionnaire. We want to guarantee that your individual answers will be held in the strictest confidence.

In some cases, more than one person in a household will receive an inventory. That is the way it is supposed to be. Please work independently and complete separate questionnaires. It is important that everyone participate in this survey! You will receive instructions from your congregation on how to return your inventory. If you misplace these instructions, you may use the address on the back cover.

Thank you for your cooperation. We hope you enjoy filling out the questionnaire, and that in addition to assisting your church, you may find it a helpful means of reflecting on your faith and the meaning of your church experience.

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Congregation Name:

## Your Church Participation

1. How long have you been a member of this local church?  
 Not a member                       2 - 4 years                       10 - 19 years  
 One year or less                       5 - 9 years                       20 or more years
2. How long does it usually take you to travel from home to church?  
 5 minutes or less                       11 - 15 minutes                       31 - 44 minutes  
 6 - 10 minutes                       16 - 30 minutes                       45 or more minutes
3. On the average, about how many times have you attended church worship services during the past year?  
 None     About once a month  
 About once or twice a year                       About two or three times a month  
 Once or twice every three months                       Four times a month or more
4. In how many church organizations, committees, and groups do you hold membership (not counting congregational membership itself)?  
 None                       One                       Two                       Three                       Four or more
5. Has your involvement in the congregation increased, decreased or remained about the same in the last few years?  
 Increased                                       Remained the same                       Decreased

***If your participation has increased***, which of the following are reasons for that? (*check all that apply*):

- |   |   |
|---|---|
| <input type="checkbox"/> More time available  | <input type="checkbox"/> Better health                            |
| <input type="checkbox"/> Because of children  | <input type="checkbox"/> Stronger faith                           |
| <input type="checkbox"/> Accepted office or other<br>new responsibility in the church | <input type="checkbox"/> More positive attitude toward the church |

***If your participation has decreased***, which of the following are reasons for that? (*check all that apply*):

- |   |   |
|---|---|
| <input type="checkbox"/> Less time available                                      | <input type="checkbox"/> Health problems                              |
| <input type="checkbox"/> Because of children                                      | <input type="checkbox"/> Decreased faith                              |
| <input type="checkbox"/> Given up office or other<br>responsibility in the church | <input type="checkbox"/> More negative attitude<br>towards the church |

6. Approximately how much does your family household contribute to your church per year? (*If single or widowed, you as an individual?*)  
 Under \$200                       \$1,000 - 1,499                       \$3,500 - 4,999  
 \$200 - 599                       \$1,500 - 2,499                       \$5,000 - 7,499  
 \$600 - 999                       \$2,500 - 3,499                       Over \$7,500
7. How many persons or families have you invited to visit or join your church in the past year?  
 None                       One                       Two                       Three                       Four or more
8. How many of your closest friends attend this church?  
 None                       One                       Two                       Three                       Four or more

## Tasks of the Church

Listed below are a number of tasks that a local church is likely to perform. Please respond to each item by indicating whether you feel your congregation needs to give it more emphasis; whether you are very or generally satisfied with your congregation's current performance of the task; or whether you feel the task currently receives too much emphasis.

	Needs More Emphasis	Very Satisfied	Generally Satisfied	Receives Too Much Emphasis
1. Offering worship that provides a meaningful experience of God and the Christian tradition	[ ]	[ ]	[ ]	[ ]
2. Providing worship that expresses the Gospel in contemporary language and forms	[ ]	[ ]	[ ]	[ ]
3. Providing Christian education for children and youth	[ ]	[ ]	[ ]	[ ]
4. Providing Christian education programs for adults	[ ]	[ ]	[ ]	[ ]
5. Helping members deepen their personal, spiritual relationship with God	[ ]	[ ]	[ ]	[ ]
6. Sharing the good news of the Gospel with the unchurched	[ ]	[ ]	[ ]	[ ]
7. Engaging in acts of charity and service to persons in need	[ ]	[ ]	[ ]	[ ]
8. Encouraging members to act on the relationship of the Christian faith to social, political and economic issues	[ ]	[ ]	[ ]	[ ]

	Needs More Emphasis	Very Satisfied	Generally Satisfied	Receives Too Much Emphasis
9. Providing a caring ministry for the sick, shut-ins and the bereaved	[ ]	[ ]	[ ]	[ ]
10. Providing pastoral counseling to help members deal with personal problems	[ ]	[ ]	[ ]	[ ]
11. Providing fellowship opportunities for members	[ ]	[ ]	[ ]	[ ]
12. Helping members understand their use of money, time and talents as expressions of Christian stewardship	[ ]	[ ]	[ ]	[ ]
13. Supporting the global mission of the church/denomination	[ ]	[ ]	[ ]	[ ]
14. Helping members discover their own gifts for ministry and service	[ ]	[ ]	[ ]	[ ]
15. Participating in activities and programs with other local religious groups	[ ]	[ ]	[ ]	[ ]
16. Expressing our denominational heritage/tradition	[ ]	[ ]	[ ]	[ ]

Please read over the preceding list of 16 church tasks, and answer the following two questions by writing in the number of the appropriate task.

- Overall, which **one** task does your congregation do best? \_\_\_\_\_
- For the sake of your own personal involvement in your congregation, which **one** task would you most like to see strengthened? \_\_\_\_\_

## Organizational Characteristics

In order to carry out its tasks, every church must deal with certain organizational issues, such as making decisions, sharing information, and developing resources. Listed below are a number of statements describing such issues. To what extent do you agree or disagree that each statement describes your congregation? A "Don't Know" (DK) response is provided, but please use it only when absolutely necessary.

	Agreement That Statement Describes Congregation				
	Strong	Moderate	Slight	Disagree	DK
1. Members are well informed about what the various committees and groups in the church are doing.	[ ]	[ ]	[ ]	[ ]	[ ]
2. The activities taking place in the congregation are well publicized to the surrounding community.	[ ]	[ ]	[ ]	[ ]	[ ]
3. Study of the needs of the congregation and the community is regularly undertaken as the basis for church planning.	[ ]	[ ]	[ ]	[ ]	[ ]
4. Members and groups get a lot of support and encouragement for trying something new in the congregation.	[ ]	[ ]	[ ]	[ ]	[ ]
5. Members are encouraged to discover their particular gifts for ministry and service.	[ ]	[ ]	[ ]	[ ]	[ ]
6. Lay leaders are provided the training they need for their committee and task assignments.	[ ]	[ ]	[ ]	[ ]	[ ]

	Agreement That Statement Describes Congregation				DK
	Strong	Moderate	Slight	Disagree	
7. Every member who is capable and interested has an equal opportunity to hold key leadership positions.	[ ]	[ ]	[ ]	[ ]	[ ]
8. The theological and biblical implications of important decisions are regularly discussed.	[ ]	[ ]	[ ]	[ ]	[ ]
9. Important decisions about the life of the church are rarely made without open discussion by church leaders and members.	[ ]	[ ]	[ ]	[ ]	[ ]
10. Disagreements and conflicts are dealt with openly rather than hushed up or hidden behind closed doors.	[ ]	[ ]	[ ]	[ ]	[ ]
11. It is easy to summarize for visitors and non-members how our congregation differs from other congregations in the area.	[ ]	[ ]	[ ]	[ ]	[ ]
12. Members help each other out in times of trouble.	[ ]	[ ]	[ ]	[ ]	[ ]
13. Cooperative programs with churches of other denominations are highly valued in our church.	[ ]	[ ]	[ ]	[ ]	[ ]
14. The current morale of our church membership is high.	[ ]	[ ]	[ ]	[ ]	[ ]
15. There is a sense of excitement among members about our church's future.	[ ]	[ ]	[ ]	[ ]	[ ]

## Congregational Identity

Listed below are several alternatives touching upon important dimensions of a church's identity. Using the seven point scale between each set of alternatives, please circle the number which best describes where your congregation falls, "1" meaning most like the characteristic on the left, "7" meaning most like the characteristic on the right, "4" meaning an equal mix of both.

- |   |               |  |
|---|---------------|--|
| 1. Our church is more influenced by history and tradition.  | 1 2 3 4 5 6 7 | Our church is more influenced by contemporary ideas and trends.  |
| 2. Members are similar to the people who live immediately around the church.  | 1 2 3 4 5 6 7 | Members are very different from people who live immediately around the church.                                     |
| 3. Our church is very involved with the community around the church.  | 1 2 3 4 5 6 7 | Our church is not at all involved with the community around the church.  |
| 4. Our church is primarily oriented to serving our members.   | 1 2 3 4 5 6 7 | Our church is primarily oriented to serving the world beyond our membership.                                       |
| 5. Our congregation feels like one large family.  | 1 2 3 4 5 6 7 | Our congregation feels like a loosely knit association of individuals and groups.                                  |
| 6. Our church is known as a prestigious one in the area.  | 1 2 3 4 5 6 7 | Our strengths notwithstanding, our church is not considered one of the "status" churches in the area.              |
| 7. Our church's approach to social issues is basically educational, leaving any action to individual conscience.      | 1 2 3 4 5 6 7 | Our church's approach to social issues is decidedly "activist". We take stands on social issues as a congregation. |
| 8. Our congregation's approach to individual salvation emphasizes education, nurture and gradual growth in the faith. | 1 2 3 4 5 6 7 | Our congregation's approach to individual salvation stresses conversion and a born-again experience.               |
| 9. Our congregation gives strong expression to our denominational identity and heritage.                              | 1 2 3 4 5 6 7 | It would be difficult for a visitor to know to which denomination our congregation belongs.                        |
| 10. Our congregation strives to create partnerships with other local churches.  | 1 2 3 4 5 6 7 | Our congregation prefers to work by ourselves or through our denominational channels.                              |

All congregations have an identity, or sense of who they are, that all members share in and yet any individual member stands somewhat apart from. Please rate your agreement or disagreement with the following statements from your perspective as an individual looking at your congregation’s overall identity and vision.

	Strongly Agree	Agree	Disagree	Strongly Disagree
1. Our church’s identity, as it is, is one with which I feel comfortable.	[ ]	[ ]	[ ]	[ ]
2. It is easy for me to tell my friends what is unique about our church.	[ ]	[ ]	[ ]	[ ]
3. I have a clear understanding of what our church stands for.	[ ]	[ ]	[ ]	[ ]
4. An effective effort was made to instruct me in our church’s mission.	[ ]	[ ]	[ ]	[ ]
5. I have a strong sense of belonging to this congregation.	[ ]	[ ]	[ ]	[ ]
6. Being at this church has made a difference in my spiritual life.	[ ]	[ ]	[ ]	[ ]

## Tasks of the Pastor

In your judgment how high or low a priority would you like each of the following to be for the (senior) pastor of this church? It is worth remembering that not every task can be highest priority, and that in reality, only 3 or 4 probably can be. You may want to read the entire list, then go back and make your priority rankings.

	Very High Priority	High Priority	Moderate Priority	Low Priority
1. Providing administrative leadership for the congregation’s ministry	[ ]	[ ]	[ ]	[ ]
2. Actively and visibly supporting the church’s stewardship program	[ ]	[ ]	[ ]	[ ]
3. Directly involving laity in the planning and leadership of church programs and events	[ ]	[ ]	[ ]	[ ]

	Very High Priority	High Priority	Moderate Priority	Low Priority
4. Planning and leading a program of new member recruitment	[ ]	[ ]	[ ]	[ ]
5. Participating in local community activities, issues and problems	[ ]	[ ]	[ ]	[ ]
6. Holding social justice issues before members	[ ]	[ ]	[ ]	[ ]
7. Planning and leading worship sensitive to the needs of the congregation	[ ]	[ ]	[ ]	[ ]
8. Emphasizing the spiritual development of members	[ ]	[ ]	[ ]	[ ]
9. Visiting the sick, shut-in and bereaved	[ ]	[ ]	[ ]	[ ]
10. Visiting members at their homes	[ ]	[ ]	[ ]	[ ]
11. Pastoral counseling of members having personal, family and/or work related problems	[ ]	[ ]	[ ]	[ ]
12. Developing and supporting religious education programs for children and youth	[ ]	[ ]	[ ]	[ ]
13. Developing and leading adult education programs	[ ]	[ ]	[ ]	[ ]
14. Supporting the world mission of the church	[ ]	[ ]	[ ]	[ ]
15. Participating in denominational activities beyond the local church, that is, at the regional or national level	[ ]	[ ]	[ ]	[ ]
16. Preparing and preaching inspiring sermons	[ ]	[ ]	[ ]	[ ]

## Style of Ministry

Listed below are 10 pairs of characteristics of a good pastor. You will probably agree that both traits in each pair are desirable. But if you had to choose, which characteristic of the two in each pair would you prefer in your pastor. Would you prefer the trait on the left, or would you prefer the trait on the right? Check one answer for each pair.

	Strongly Prefer	Slightly Prefer	OR	Slightly Prefer	Strongly Prefer	
1. Expertise in Biblical and theological matters	[ ]	[ ]		[ ]	[ ]	Strong emphasis on spiritual development
2. Interactions tend to be thought-provoking and challenging	[ ]	[ ]		[ ]	[ ]	Interactions tend to be comforting and reassuring
3. Usually emphasizes the Bible	[ ]	[ ]		[ ]	[ ]	Usually emphasizes contemporary issues
4. Welcomes new approaches and ideas	[ ]	[ ]		[ ]	[ ]	Does things as they have always been done
5. Tends to be a strong and decisive force in decisions regarding policy and program	[ ]	[ ]		[ ]	[ ]	Tends to encourage and defer to the decision-making of congregation and lay leadership
6. Has a relaxed interpersonal style	[ ]	[ ]		[ ]	[ ]	Has a formal interpersonal style
7. Achieves set goals regardless of cost, ends justify the means	[ ]	[ ]		[ ]	[ ]	Costs of goals sets priorities, means determine the ends
8. Helps people figure things out for themselves	[ ]	[ ]		[ ]	[ ]	Advises people what to do
9. Is reflective and reserved	[ ]	[ ]		[ ]	[ ]	Is outgoing and socially engaging
10. Maintains a private life of family, friends, recreation and personal and professional development	[ ]	[ ]		[ ]	[ ]	Gives whole self to the life of church and work as pastor

## Size and Condition of Facilities

Please assess each of the following in terms of *size*.

	Excellent	Adequate	Needs Attention, But Not Immediately	Needs Immediate Attention
1. Worship space	[ ]	[ ]	[ ]	[ ]
2. Educational space	[ ]	[ ]	[ ]	[ ]
3. Fellowship space	[ ]	[ ]	[ ]	[ ]
4. Office space	[ ]	[ ]	[ ]	[ ]
5. Parking	[ ]	[ ]	[ ]	[ ]

Please assess each of the following in terms of *general condition* and *aesthetic appeal*.

	Excellent	Adequate	Needs Attention, But Not Immediately	Needs Immediate Attention
1. Worship space	[ ]	[ ]	[ ]	[ ]
2. Educational space	[ ]	[ ]	[ ]	[ ]
3. Fellowship space	[ ]	[ ]	[ ]	[ ]
4. Office space	[ ]	[ ]	[ ]	[ ]
5. Parking	[ ]	[ ]	[ ]	[ ]
6. Exterior and Grounds	[ ]	[ ]	[ ]	[ ]

## Worship

How satisfied are you with each of the following aspects of your congregation's Sunday worship? Please respond to each item by indicating whether you are very satisfied or generally satisfied or whether you feel your congregation needs to have more emphasis given to it; or whether you feel the task currently receives too much emphasis.

	Needs to Have More Emphasis	Very Satisfied	Generally Satisfied	Receives Too Much Attention
1. Providing time for members to greet one another	[ ]	[ ]	[ ]	[ ]
2. Providing worship that is emotionally moving	[ ]	[ ]	[ ]	[ ]
3. Providing worship that is intellectually challenging	[ ]	[ ]	[ ]	[ ]
4. Attention given to sacraments	[ ]	[ ]	[ ]	[ ]
5. Lay participation in leading worship	[ ]	[ ]	[ ]	[ ]
6. Use of inclusive, non-sexist language	[ ]	[ ]	[ ]	[ ]
7. Use of creeds or statements of faith	[ ]	[ ]	[ ]	[ ]
8. Silent prayer/meditation	[ ]	[ ]	[ ]	[ ]
9. Having parts of the worship especially for children	[ ]	[ ]	[ ]	[ ]
10. Use of new or unfamiliar hymns	[ ]	[ ]	[ ]	[ ]
11. Corporate prayer in which the entire congregation participates	[ ]	[ ]	[ ]	[ ]
12. Providing worship at times other than Sunday morning	[ ]	[ ]	[ ]	[ ]
13. Use of contemporary worship styles, music and language	[ ]	[ ]	[ ]	[ ]

For you, personally, how important are each of the following in the mix of qualities that make a *good sermon*?

	Essential	Important	Not Very Important	Downright Distracting
1. Sets forth a clear faith position as a guide for making decisions and living a faithful life	[ ]	[ ]	[ ]	[ ]
2. Expresses a clear, unambiguous basis of religious authority	[ ]	[ ]	[ ]	[ ]
3. Touches directly on my everyday life	[ ]	[ ]	[ ]	[ ]
4. Contains scholarly or literary illustrations	[ ]	[ ]	[ ]	[ ]
5. Is biblically based and illustrated	[ ]	[ ]	[ ]	[ ]
6. Makes me reflect on issues and events that go beyond my personal life and local community	[ ]	[ ]	[ ]	[ ]
7. Is challenging and thought-provoking	[ ]	[ ]	[ ]	[ ]
8. Obviously flows from the depth of the preacher's own personal faith and spiritual convictions	[ ]	[ ]	[ ]	[ ]
9. Is comforting and reassuring	[ ]	[ ]	[ ]	[ ]
10. Is carefully composed and skillfully delivered	[ ]	[ ]	[ ]	[ ]
11. Is spiritually moving and inspirational	[ ]	[ ]	[ ]	[ ]
12. Sets forth various sides of an issue without advocating one position as the only Christian position	[ ]	[ ]	[ ]	[ ]

	Very Satisfied	Generally Satisfied	Somewhat Dissatisfied	Very Dissatisfied
13. Overall, how satisfied or dissatisfied are you with the music (choir, anthems and instrumentals) during Sunday worship?	[ ]	[ ]	[ ]	[ ]
14. Overall, how satisfied or dissatisfied are you with your congregation's Sunday worship, other than the music?	[ ]	[ ]	[ ]	[ ]
15. Overall, how satisfied or dissatisfied are you with the way your spiritual needs are being met in the worship service?	[ ]	[ ]	[ ]	[ ]
16. If you could choose any time on Sunday morning, what time would you prefer for worship to start?				
[ ] Before 8:00 a.m.	[ ] 9:00 a.m.	[ ] 10:30 a.m.		
[ ] 8:00 a.m.	[ ] 9:30 a.m.	[ ] 11:00 a.m.		
[ ] 8:30 a.m.	[ ] 10:00 a.m.	[ ] 11:30 a.m. or later		

## Evangelism

In thinking about what originally brought you to this congregation and what keeps you here, select from the list below those reasons that best match your reasons for coming and staying at this church. You may select more than one.

Then <i>What originally attracted you to attend this congregation?</i>		Now <i>What is the foremost reason you remain a part of this congregation?</i>
_____	The Minister	_____
_____	My friends are here	_____
_____	The church's reputation	_____
_____	Adult education program	_____
_____	Child and youth program	_____
_____	The music program	_____
_____	The social outreach	_____
_____	The worship style	_____
_____	The self-help groups	_____
_____	The denominational ties	_____

## Religious Beliefs and Personal Practices

Which one of the following best expresses your view of the Bible?

- The Bible is an ancient book of history, legends and cultural stories recorded by man. It has little value today except as classic literature.
- The Bible is a valuable book because it was written by wise and good people. I do not believe it is really God's word but it can teach us many moral precepts.
- The Bible is the record of many different people's response to God and because of this, people and churches today must interpret the Bible's basic moral and religious teachings for themselves.
- The Bible is the inspired Word of God and its basic moral and religious teachings are clear and true, even if it reflects some human error.
- The Bible is the actual Word of God and is to be taken literally.

Please rate your agreement or disagreement with the following belief statements.

	Strongly Agree	Agree	Neutral or Unsure	Disagree	Strongly Disagree
1. There is no other way to salvation but through belief in Jesus Christ.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Human beings have developed over millions of years from less advanced forms of life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Jesus' resurrection from the dead was an actual event.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. All religions are equally good ways of helping a person find ultimate truth.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. The Bible has answers for all of the basic questions of life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Social justice is at the heart of the Gospel.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. It is often difficult to live out my faith in daily work, leisure and community life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please indicate how often you engage in the following practices.

	Daily	Few Times a Week	Once a Week	Few Times a Month	Seldom or Never
1. How often do you spend time in private devotional activity such as prayer, meditation, reading the Bible or other spiritual books?	[ ]	[ ]	[ ]	[ ]	[ ]
2. How often do you use the Web at home or at your office?	[ ]	[ ]	[ ]	[ ]	[ ]
3. How often do you use email?	[ ]	[ ]	[ ]	[ ]	[ ]
4. How often do you look at religious Internet sites?	[ ]	[ ]	[ ]	[ ]	[ ]
5. How often do you volunteer your time in social service?	[ ]	[ ]	[ ]	[ ]	[ ]

## Background Information About Yourself

1. Gender?

[ ] Male                      [ ] Female

2. Age?

[ ] Under 20                      [ ] 25 - 34                      [ ] 45 - 54                      [ ] 65 - 74  
 [ ] 20 - 24                      [ ] 35 - 44                      [ ] 55 - 64                      [ ] 75 or over

3. Racial/Ethnic Background?

[ ] White                      [ ] Black                      [ ] Hispanic                      [ ] Asian  
 [ ] Native American                      [ ] Pacific Islander                      [ ] Mixed

4. Marital Status?

[ ] Single, never married                      [ ] Widowed  
 [ ] Living in a committed relationship                      [ ] Separated or divorced  
 [ ] Married

5. Number of children living at home?

\_\_\_\_\_ Age 0 - 5                      \_\_\_\_\_ Age 19 and over  
 \_\_\_\_\_ Age 6 - 12                      \_\_\_\_\_ No children living at home  
 \_\_\_\_\_ Age 13 - 18                      \_\_\_\_\_ Do not have children

6. Which best describes your current household?

- |  |  |
|--|--|
| <input type="checkbox"/> One person living alone       | <input type="checkbox"/> Two or more adults with child/children      |
| <input type="checkbox"/> A couple without children     | <input type="checkbox"/> Several adults living in the same household |
| <input type="checkbox"/> One adult with child/children |  |

7. What is your highest level of formal education?

- |   |   |
|---|---|
| <input type="checkbox"/> Less than high school graduate           | <input type="checkbox"/> College degree               |
| <input type="checkbox"/> High school graduate                     | <input type="checkbox"/> Post graduate work or degree |
| <input type="checkbox"/> Some college, trade or vocational school |   |

8. Are you (*check one*)?

- |   |   |
|---|---|
| <input type="checkbox"/> Retired                | <input type="checkbox"/> Employed part time                 |
| <input type="checkbox"/> Employed full time     | <input type="checkbox"/> Full time "houseperson" or student |
| <input type="checkbox"/> Not currently employed |   |

***If currently employed***, presently job-hunting or retired, what is/was your occupation?

- (1)  Service worker: policeperson, barbers, janitors, beauticians, waiters, ushers, etc.
- (2)  Clerical worker: bookkeepers, secretaries, mail carriers, telephone operators, etc.
- (3)  Farmer/Rancher
- (4)  Operative or Laborer: semi-skilled and unskilled workers in construction and manufacturing, etc.
- (5)  Tradesperson: carpenters, masons, plumbers, electricians, machinists, etc.
- (6)  Sales worker: insurance and real estate agents, brokers, salespersons, etc.
- (7)  Proprietor, manager or public official: city manager, credit officers, buyers, floor managers, etc.
- (8)  Professional, technical: teachers, doctors, computer programmer, architects, accountants, artists, etc.
- (9)  Other: \_\_\_\_\_

***Are you self-employed*** or an independent business person?

- |                              |                             |
|------------------------------|-----------------------------|
| <input type="checkbox"/> Yes | <input type="checkbox"/> No |
|------------------------------|-----------------------------|

***If married***, is your spouse employed?

- |   |   |                             |
|---|---|-----------------------------|
| <input type="checkbox"/> Yes, full time | <input type="checkbox"/> Yes, part time | <input type="checkbox"/> No |
|---|---|-----------------------------|

9. What is your household (family or single living alone) income range?

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Under \$25,000    | <input type="checkbox"/> \$50,000 - 74,999   | <input type="checkbox"/> \$100,000 - \$149,999 |
| <input type="checkbox"/> \$25,000 - 49,999 | <input type="checkbox"/> \$75,000 - \$99,999 | <input type="checkbox"/> \$150,000 or more     |

10. How many years have you lived in this general area?

- |   |  |                                     |
|---|--|-------------------------------------|
| <input type="checkbox"/> One year or less | <input type="checkbox"/> 5 - 9 years   | <input type="checkbox"/> 20 or more |
| <input type="checkbox"/> 2 - 4 years      | <input type="checkbox"/> 10 - 19 years |                                     |

11. How likely is it that you might move out of this general area within the next few years?
- Definitely will move                       Might move (50/50 chance)     Very unlikely to move  
 Probably will move                               Probably will not move
12. In what denomination were you raised? If you were involved with more than one denomination when you were growing up, with which did you have the greatest identification?
- (1)  Baptist  
(2)  Disciples of Christ  
(3)  Episcopal  
(4)  Lutheran  
(5)  Methodist  
(6)  Presbyterian  
(7)  United Church of Christ  
(8)  Unitarian/Universalist  
(9)  Other Protestant: \_\_\_\_\_  
(10)  Roman Catholic  
(11)  Other: \_\_\_\_\_  
(12)  None

## The Choice is Yours

Now that you have had the opportunity to reflect on your church, your beliefs, and the qualities you value in a pastor, we return to one final way of sharing with the search committee and congregation the kind of pastor you would like to see called.

Listed below are ten images or dominant roles in terms of which clergy variously orient their ministry. To what extent would you like to see the pastor of your congregation emphasize or embody each of the roles? Would you say it is essential, very important, moderately important, not very important, or would you prefer the pastor to not emphasize the role at all?

	Essential	Very	Moderate	Not Very	None at All
1. <b>Minister of the Word/Teacher of the Congregation:</b> Finds primary fulfillment in preaching and teaching and is attracted to a congregation with a strong educational emphasis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. <b>Church Administrator:</b> Fulfillment comes in administering and managing a productive, varied and effective church program and organization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. <b>Social Activist:</b> Ministry centers in relating the Gospel to the social context, enjoys being on the cutting edge of social concerns and involvement in community affairs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Essential	Very	Moderate	Not Very	None at All
<b>4. <i>Group Facilitator:</i></b> Centers ministry around work with small groups of people, helping them relate particular interests and needs to the Gospel; organizes the church around a variety of interest, study and task groups	[ ]	[ ]	[ ]	[ ]	[ ]
<b>5. <i>Celebrant/worship Leader:</i></b> Is most at home in leading the congregation in worship; deep appreciation for ritual and ceremony in both formal and informal settings	[ ]	[ ]	[ ]	[ ]	[ ]
<b>6. <i>Spiritual Guide:</i></b> Encourages development of all members' spiritual lives; works intensely with those interested in pursuing spiritual disciplines; minister has exemplary spiritual life	[ ]	[ ]	[ ]	[ ]	[ ]
<b>7. <i>Witness/Evangelist:</i></b> Focus of ministry is sharing the Gospel with those in and outside the church; developing the church's evangelistic witness is a primary task	[ ]	[ ]	[ ]	[ ]	[ ]
<b>8. <i>Counselor/Healer:</i></b> Spends a major part of each week in pastoral counseling and visiting in homes and/or hospitals; finds fulfillment in helping people face their crisis	[ ]	[ ]	[ ]	[ ]	[ ]
<b>9. <i>Community Chaplain:</i></b> Finds fulfillment in civic roles and leadership; often serves on community committees and task groups; may be chaplain to community groups	[ ]	[ ]	[ ]	[ ]	[ ]
<b>10. <i>Friend/Fellow Traveler:</i></b> Warm and loving person who relates to us as an ordinary human being; compassionate and good listener; not afraid to reveal personal pain and struggle	[ ]	[ ]	[ ]	[ ]	[ ]

Which of these ten roles do you feel it is most important for the pastor of your congregation to fulfill? \_\_\_\_\_

Which of the ten roles do you feel is least important? \_\_\_\_\_

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*Prepared by:*



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