

Appendix 3

Survey for the Pastor Selection Committee

To Be Taken by Pastor Search Committee Members Only

Instructions for completing the questionnaire on the next page.

On the next page you will find ten groups with four statements in each. In each identify the statement that is most in keeping with the type of ministerial leadership your church needs. Also identify the statement in that group which refers to qualities least needed in the new minister. Of the two remaining statements in the block, identify the one that is next most and next least like the minister. Repeat this procedure for each of the ten groups. Use the following point system to mark your answers.

- Assign 4 points to the statement that is most like the minister.
- Assign 3 points to the statement that is next most like the minister.
- Assign 2 points to the statement that is next least like the minister.
- Assign 1 point to the statement that is least like the minister.

Please note: This is not a test. There is no right or wrong answer. Your primary goal is to determine the ministry priority concerns of your church family. This information will help the committee understand priorities and communicate those concerns to the prospective minister.

Scoring: In the space provided, write the appropriate score beside the number/letter combination found at the bottom of the page. After transferring all of the numbers, add the four columns. If your addition is correct, your total for all four columns should be 100.

Write your score in the space below.

Proclaimer	Caregiver	Proactive Leader	Evangelism/ Church Growth
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Change the values to 1st, 2nd, 3rd, and 4th priority

Proclaimer	Caregiver	Proactive Leader	Evangelism/ Church Growth
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Now we will determine a group response from the search committee in order to determine the ministry priorities we are seeking. Complete the table below by placing your 1-4 priority in the appropriate column. Next, total each of the four columns. Finally, assign to each column its appropriate priority from 1 to 4 with 4 being the highest value.

Search Committee Member	Proclaimer	Caregiver	Proactive Leader	Evangelism/Church Growth
Total of each column				
Priority listing in order				

- A. 1 ____ A gifted teacher who enables persons to learn and understand deep spiritual truths.
- 2. ____ A community volunteer who cooperates in community and interdenominational activities/programs.
- 3. ____ A regular visitor to the sick, dying, and bereaved.
- 4. ____ A leader who works through existing committees.

- B. 1. ___ A church office administrator, giving attention to bulletins, correspondence, newsletters, etc.
 2. ___ An effective communicator of well-prepared sermons.
 3. ___ Active in reaching out to new families in the community.
 4. ___ A skilled counselor available to assist persons with personal and spiritual problems.
- C. 1. ___ A person active in associational, state convention, and denominational life.
 2. ___ A person sensitive to the church's financial needs in budgeting skills and stewardship emphasis.
 3. ___ A regular visitor in the homes of church members.
 4. ___ A person who emphasizes evangelism and the importance of individual lifestyle witnessing.
- D. 1. ___ A person who is well read and can communicate on a broad spectrum of topics.
 2. ___ A person who understands how to work with diverse people.
 3. ___ A person who emphasizes counseling ministry.
 4. ___ A person who uses praise songs and/or drama in worship.
- E. 1. ___ A person who enjoys shut-in visitation.
 2. ___ A person who believes it is important for the church to have a mission statement.
 3. ___ A person who has excellent pulpit presence.
 4. ___ A person who seeks scriptural applications to resolve life problems.
- F. 1. ___ A person with deep concern for those who have never made a profession of faith.
 2. ___ A person who is an excellent listener and guards confidentiality.
 3. ___ A person who sets goals and develops strategies to meet them.
 4. ___ A person who celebrates the uniqueness and giftedness of people.
- G. 1. ___ A person who desires to help people reach their full potential and use of personal gifts.
 2. ___ A person who enjoys the study of Scripture and its application to current lifestyles.
 3. ___ A person who is motivated by challenges and growth.
 4. ___ A person who maintains excellent eye contact with persons when speaking to them.
- H. 1. ___ A person who is an articulate speaker and uses correct grammar/word pronunciation.
 2. ___ A person who is an excellent organizer.
 3. ___ A person who has compassion on all in the church and community who are hurting.
 4. ___ A person who keeps records on the number of baptisms and new additions.
- I. 1. ___ A person who is drawn to becoming better equipped with listening skills
 2. ___ A person who has a deep sense of tradition and church history/tradition.
 3. ___ A person who has a personal vision and a vision for the future of the church.
 4. ___ A person who reads extensively on changing trends and cultural shifts.
- J. 1. ___ A person who enlists the support of others in order to accomplish tasks.
 2. ___ A person who provides multiple entry points into the life of the congregation's ministries.
 3. ___ A person who encourages multiple ministries aimed at the great variety of human need.
 4. ___ A person who understands the importance of a sense of drama and timing when speaking.

Proclaim $\frac{\quad}{A1} + \frac{\quad}{B2} + \frac{\quad}{D1} + \frac{\quad}{E3} + \frac{\quad}{E4} + \frac{\quad}{G2} + \frac{\quad}{G4} + \frac{\quad}{H1} + \frac{\quad}{I2} + \frac{\quad}{J4} = \underline{\quad}$

Lead $A4 \quad \frac{\quad}{B1} + \frac{\quad}{C2} + \frac{\quad}{D2} + \frac{\quad}{E2} + \frac{\quad}{F3} + \frac{\quad}{G3} + \frac{\quad}{H2} + \frac{\quad}{I3} + \frac{\quad}{J1} + \frac{\quad}{\quad} + \frac{\quad}{\quad} = \underline{\quad}$

Care $A3 \quad \frac{\quad}{B4} + \frac{\quad}{C3} + \frac{\quad}{D3} + \frac{\quad}{E1} + \frac{\quad}{F2} + \frac{\quad}{G1} + \frac{\quad}{H3} + \frac{\quad}{I1} + \frac{\quad}{J3} + \frac{\quad}{\quad} + \frac{\quad}{\quad} = \underline{\quad}$

Growth $A2 \quad \frac{\quad}{B3} + \frac{\quad}{C1} + \frac{\quad}{C4} + \frac{\quad}{D4} + \frac{\quad}{F1} + \frac{\quad}{F4} + \frac{\quad}{H4} + \frac{\quad}{I4} + \frac{\quad}{J2} + \frac{\quad}{100} = \underline{\quad}$