### CONGREGATIONAL SURVEY EXAMPLES

**Example 1:**

**Your Expectations:**

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

1. 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.
2. 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
3. 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**

1. What is your gender? ❑ Male ❑ Female
2. What is your current age? ❑ Under 12 ❑ 30–39 ❑ 60–69 ❑ 12–17 ❑ 40–49 ❑ 70 or more ❑ 18–29 ❑ 50–59
3. What is your marital status? Check all that apply. ❑ Never married ❑ Separated or divorced ❑ Currently married ❑ Widowed
4. Do you have children under 18 living at home? ❑ Yes ❑ No
5. Circle the number that best describes your participation in the activities of this church. Not very active Very active 1 2 3 4 5

**Example 2:**

You are invited by the Pastor Search Committee to participate in the process of seeking a new pastor. Please give your prayerful attention to the survey. Thank you for your cooperation in responding to this survey.

1. How much pastoral experience should our next pastor have?

Under 5 years  5 – 10 years  10 – 15 years  15 – 20 years  more than 20 years  no opinion

1. What age should our next pastor be?

20 – 30  30 – 40  40 – 50  50 – 55  no opinion

1. What should be the minimum level of education of our next pastor?

high school  college degree  seminary degree  doctorate degree  no opinion

1. If a seminary degree is required, how important is it that the seminary be a recognized Southern Baptist Institution:

requirement  not very important  not important  important  very important  no opinion

1. Would you be open to a recent seminary graduate?  yes  no
2. Please indicate below the duties/responsibilities you consider are most important in our next pastor. Rank in order of their importance to you, 1 for most important, 2 for second in importance, etc.

\_\_\_\_\_administration

\_\_\_\_\_visiting church members

\_\_\_\_\_counseling

\_\_\_\_\_visiting the sick

\_\_\_\_\_preaching

\_\_\_\_\_visiting nursing homes

\_\_\_\_\_denominational involvement

\_\_\_\_\_prayer

\_\_\_\_\_Bible study

\_\_\_\_\_the ability to work with people

\_\_\_\_\_community involvement

\_\_\_\_\_social skills

\_\_\_\_\_reaching the lost

1. *If there are other responsibilities/duties not listed above which you feel are important, please use the lines below to make comments:*
2. *How important is it for our next pastor to be married?*  *requirement*  *not very important*  *very important*  *not important*  *important*  *no opinion*
3. *Please share with the Committee names (address & phone #, if possible) of prospects you would like the Committee to consider.*

**Example 3**

Your Pastor Search Committee would like for you to give this matter your prayerful and thoughtful attention. You are the church. We desire your insight in regards to the selection of a pastor. This will help in the work you have asked of us.

1. How much pastoral experience should our new pastor have?

☐ Under 5 years ☐ 10-20 years

☐ 5-10 years ☐ Over 20 years

1. While age should not be the primary factor, approximately what age pastor do you feel our church should seek at this time?

☐ 20-30 ☐ 40-50 ☐ 55+

☐ 30-40 ☐ 50-55

1. What educational qualifications should our new pastor have?

☐ High School ☐ Seminary (Masters)

☐ College degree ☐ Post-Graduate (Doctorate)

☐ Some seminary training ☐ Does not matter

1. A pastor has many important responsibilities. While he ought to be interested in each of the following, which do you feel should receive *most* of his time? (check five)

|  |  |
| --- | --- |
| ☐ Visiting prospective members | ☐ Sermon preparation |
| ☐ Administration and office work | ☐ Counseling and advising |
| ☐ Personal Bible study and prayer | ☐ Personal evangelism |
| ☐ Visiting church members | ☐ Civic affairs |
| ☐ Promoting church ministries | ☐ Attending church meetings |
| ☐ Spending time with his own family | ☐ Denominational service & attendance |

1. On which of these should he spend the *least* amount of time? (check two)

|  |  |
| --- | --- |
| ☐ Visiting prospective members | ☐ Sermon preparation |
| ☐ Administration and office work | ☐ Counseling and advising |
| ☐ Personal Bible study and prayer | ☐ Personal evangelism |
| ☐ Visiting church members | ☐ Civic affairs |
| ☐ Promoting church ministries | ☐ Attending church meetings |
| ☐ Spending time with his own family | ☐ Denominational service & attendance |

1. What do you feel is the most important quality our pastor should possess? Feel free to express your feelings about other characteristics you would like to have in a pastor. \*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

I would like to present the following name(s) for the committee’s prayerful consideration. (Please provide a resume.)