

ST. JOHN LUTHERAN CHURCH 2019 QUESTIONNAIRE

Any confirmed member, please complete and return by 3/31/19.

**PERSONALITY**

1. Is it important to you that the new Pastor have a warm, outgoing personality?

*Very Important    Important    Moderately Important    Not at all important*

**WORSHIP PRACTICES**

1. Is it important to you the new Pastor embrace both contemporary and traditional worship service?

*Very Important    Important    Moderately Important    Not at all important*

2. Is it important to you the new Pastor allows lay (member) participation, both men and women, in the Divine Worship Service?

*Very Important    Important    Moderately Important    Not at all important*

3. Is it important to you the new Pastor continue with current practices? For example, Lay Communion service, lay children's sermons (both men and women), lay led Bible study (men and women), etc.

*Very Important    Important    Moderately Important    Not at all important*

**LEADERSHIP**

1. Is it important for the new Pastor to plan, motivate, organize and equip the congregation for ministries?

*Very Important    Important    Moderately Important    Not at all important*

2. Should the new Pastor have a shared vision for the church's future?

*Very Important    Important    Moderately Important    Not at all important*

3. Is it important the new Pastor be supportive of women's present active roles in our congregation?

*Very Important    Important    Moderately Important    Not at all important*

4. Is it important the new Pastor be supportive and involved in generational activities such as youth and elder groups?

*Very Important    Important    Moderately Important    Not at all important*

5. How important are each of these areas of ministry, by the Pastor, for you?

**Pastoral Care—ongoing and in times of special need**

*Very Important    Important    Moderately Important    Not at all important*

### **Preaching**

*Very Important    Important    Moderately Important    Not at all important*

### **Evangelism**

*Very Important    Important    Moderately Important    Not at all important*

### **Christian Education**

*Very Important    Important    Moderately Important    Not at all important*

### **Worship**

*Very Important    Important    Moderately Important    Not at all important*

### **Stewardship**

*Very Important    Important    Moderately Important    Not at all important*

### **Age and Experience**

1. Are years of experience as a Pastor an important factor when considering a new Pastor?

*Very Important    Important    Moderately Important    Not at all important*

2. Is it important for the new Pastor to be an active supporter of our Sunday School Program?

*Very Important    Important    Moderately Important    Not at all important*

### **Personal Life**

1. How important is it that the congregation be sensitive to the Pastor's need for "private time"? (For prayer, study, family, recreation.)

*Very Important    Important    Moderately Important    Not at all important*

### **Community / Missions Outreach**

1. Is it important for the Pastor to be active in outreach to the community?

*Very Important    Important    Moderately Important    Not at all important*

2. Is it important for the Pastor to work with local community churches?

*Very Important    Important    Moderately Important    Not at all important*

3. Is it important for the new Pastor to support and encourage support from the congregation for the whole mission of the District and Synod?

*Very Important    Important    Moderately Important    Not at all important*

1. Priorities for our New Pastor – Rank the following list of priorities for your new Pastor in numeric order with **1 being the most important** and **10 being the least important**. Please use each number only once.

\_\_\_\_\_ Works with congregational leaders in setting visionary leadership

\_\_\_\_\_ Helps us develop strong evangelism and outreach into the community

\_\_\_\_\_ Makes the worship service the main focus

\_\_\_\_\_ Serves as the lead Bible teacher for the congregation

\_\_\_\_\_ Regularly visits hospitalized and homebound members

\_\_\_\_\_ Develops strong leadership teams, boards and committees

\_\_\_\_\_ Provides strong guidance in the area of stewardship

\_\_\_\_\_ Serves as a catalyst to help heal congregational conflict

\_\_\_\_\_ Skilled and energetic in preaching

\_\_\_\_\_ Is personally skilled and active in sharing Jesus with non-members

2. Leadership Priorities – There are a variety of leadership skills that a Pastor may exercise. Rank the following list in the numeric order with **1 being the most important** and **6 being the least important**. Please use each number only once.

\_\_\_\_\_ Visionary: Can create and articulate a picture of a preferred future for a congregation.

\_\_\_\_\_ Innovator: Envisions and implements new approaches to conducting ministry. Calls for change which may mean some aspects of ministry stay, some go and some get modified.

\_\_\_\_\_ Planner: Maps out objectives, plans overall organizational strategies and designs programs with a focus on developing a strategy for mission and ministry and sticks to it.

\_\_\_\_\_ Leadership Development: Enlists, Equips and motivates people to use their gifts for servant roles in God's Kingdom work including being leaders who help others develop their gifts.

\_\_\_\_\_ Mentor/Overseer: Effectively relates to and supervises other called or contracted church workers (e.g. Church employees)

\_\_\_\_\_ Delegator: Effectively delegates non-pastoral functions to others who are competent and qualified to fill those roles.

3. Preaching – A function of the Pastoral Office is public preaching of God’s Word. Rank the following preaching skills in numeric order with **1 being the most important** and **5 being the least important**. Please use each number only once.

\_\_\_\_\_ Preaches sermons that are regularly based on one of the assigned lessons (Old Testament, Epistle, Gospel) selected for that Sunday of the Church year.

\_\_\_\_\_ Preaches sermons or series of sermons of Biblical topics or themes that relate to current matters or issues of life.

\_\_\_\_\_ Preaches sermons that include stories or metaphors from everyday life which help connect the text of the sermon to the listeners.

\_\_\_\_\_ Preaches sermons that are as much teaching (expository narrative and application of a text of Scripture) as they are preaching.

\_\_\_\_\_ Preaches sermons that call to action (i.e. life application of hearing the God News)

4. Teaching – A function of the Pastoral Office is in the public teaching of God’s Word. Rank the following list of teaching tasks for your new Pastor in numeric order with **1 being the most important** and **7 being the least important**. Please use each number only once.

\_\_\_\_\_ Teaches a Bible class to adults each Sunday.

\_\_\_\_\_ Teaches youth confirmation class on a regular basis.

\_\_\_\_\_ Teaches laity to be teachers of youth and/or adult classes.

\_\_\_\_\_ Oversees the teaching of youth confirmation classes but does not necessarily teach all the classes themselves.

\_\_\_\_\_ Delegates teaching responsibilities to other staff members who are trained and equipped for such ministry.

\_\_\_\_\_ Provides Spiritual formation by guiding and coaching individual Christians in the church to mature in the faith through learning spiritual disciplines.

\_\_\_\_\_ Supports, encourages and equips laity for leading small group ministry.

**What other issues are important to you?**

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**What things in particular would you like your new Pastor to initiate? Or to support?**

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Pastors are called on to do many more things than their time allows them to do. As a consequence, they have to make decisions about priorities. In this process, it is helpful for them to know what their congregation view as priorities. **Please circle the top 6 priorities.**

1. Preparing for and coordinating the Sunday Service.
2. Congregational home visitation
3. Hospital and emergency visitation
4. Growing our youth program
5. Counseling
6. Training congregational members in personal evangelism
7. Planning a balance of worship, teaching, and fellowship experiences for congregational members
8. Encouragement of international mission's work
9. Involvement in outreach to local community
10. Involvement in youth activities and youth education.
11. Administrative leadership of church staff
12. Involvement in regional denominational activities
13. Providing oversight of all activities and committees of the church
14. Providing oversight of building programs as needed
15. Encouraging the development of small groups to meet specific needs within the church
16. Monitoring and guiding church expenditure to stay within budget
17. Conducting weddings, baptisms and funerals
18. Providing leadership when church discipline is needed
19. Dealing with persons who might cause division