

Call Committee Survey

The information gathered from this survey will help determine what attributes are most important to our congregation as we seek a Pastor for St. Johns Lutheran Church. Your views are important!

Sunday -
March 18

Please help us by filling out the survey and returning it by

We would like a survey filled out by as many individuals as possible. Thank you.

Desired Ministry Skills:

The following attributes are significant for the candidates we will seek for a clergy position here at St. Johns. Please rank each of these in order of their importance.

1. For **each** ministry area, indicate in the **SKILL** column how skilled a successful candidate should be in that area.
2. In the far **RIGHT** column, identify the **TOP FIVE** ministry areas that you feel are essential to our congregation, in priority order with 1 being the highest. (Include areas on page 2 in your selections)

<u>Skill</u> Rate 1-5 (1=high)	<u>Ministry Area</u>	<u>Description</u>	<u>Top Five</u> Rate 1-5 (1=high)
	Preaching and Worship Leadership	Hear both Law and Gospel as it applies to the lives of people. Participate in carefully planning and conducting worship services.	
	Interpreter of Theology	Communicate a comprehensive understanding of the bible and Christian theology from a Lutheran Perspective	
	Sharing Leadership	Work mutually with volunteers and colleagues in a staff position	
	Family Life and Self-Care	Expect the pastor to use and allow time for cultivating home and personal life	
	Study Habits and Spiritual Discipline	Expect the pastor to practice and allow time for following a regular schedule of reading and studying, and for maintaining a disciplined life of prayer and personal devotion	
	Teach/Support Confirmation	Creatively relate to youth to teach the faith and inspire commitment.	
	Children' s Ministry	Teach and relate to preschool and elementary-age children	
	Ministry to Youth and Young Adults	Relate well, teach, and work with high school youth and young adults.	
	Teaching Adults	Teach and lead adults in faith development. Help the congregation to discern how faith impacts our daily living.	

Call Committee Survey

Desired Ministry Priorities and Skills *(continued!)*

<u>Skill</u> Rate 1-5 (1 =high)	<u>Ministry Area</u>	<u>Description</u>	<u>Top Five</u> Rate 1-5 (1=high)
	Stewardship	Inspire and motivate persons in developing and using individual and group resources in the service of the Church.	
	Evangelism	Reach out with the good news of Jesus the Christ	
	Counseling	Assist persons facing problems or decisions	
	Ministering in Crises	Support persons in the midst of crisis	
	Recruit and Equip Leaders	Enlist, equip, and motivate leaders to carry out the work of the organization.	
	Visitation	Support and nurture persons by visiting with them in settings other than church functions.	
	Inter-personal Climate	Exhibit and inspire a spirit of community.	
	Administration	Provide oversight of the organization, staff, committees, etc.	
	Social Ministry	Enable persons to become aware of community needs and to participate in action and advocacy	
	Participant in the Larger Church	Provide leadership to programs of the ELCA through the synod, churchwide expression, and affiliated institutions.	
	Financial Management	Provide leadership to the financial aspects of the congregation and to the development of the budget.	
	Innovator	Envision and implement new approaches, activities, and projects.	
	Utilizing Conflict	Analyze and utilize conflict situations to strengthen community life.	
	Strategic Planning	Engage in visioning, long-range planning, and goal setting.	
	Small Groups	Plan, cultivate, and support small-group ministry.	
	Ecumenical Work	Stimulate cooperation in local inter-church and interfaith programs	
	Community Work	Motivate persons to cooperate in community activities.	
	Musical and Artistic Gifts	Enjoy and use music and the arts to invite and enhance worship.	

Call Committee Survey

Gifts for Ministry

Every rostered leader can offer a variety of gifts, skills, and personality characteristics that would be helpful in a ministry setting. Identify a maximum of five gifts for our ministry that the successful candidate must bring to our ministry here in the left hand column. On the right, identify five more gifts that would be helpful in our ministry setting. *This assumes that the successful candidate is able to offer worship leadership and preaching skills.*

Must Bring	Our new pastor needs to be able to ...	Very Helpful
	Help people develop their spiritual life	
	Help people understand and act upon issues of social justice	
	Provide care and nurture	
	Be active in visitation of members and non-members	
	Be effective in working with children	
	Be effective in working with youth/ high school/college students	
	Build a sense of community among the people with whom he/she works	
	Help others develop their leadership abilities and skills for	
	Be an effective administrator	
	Be an effective communicator	
	Be an effective teacher	
	Encourage support of the Church's wider mission	
	Work regularly in the development of stewardship growth	
	Be active in ecumenical relationships	
	Organize people for community action	
	Be skilled in planning and leading programs	
	Have a strong commitment and loyalty to Lutheran Theology	
	Understand and interpret the mission of the Church from a global perspective	
	Deal effectively with conflict	
	Bring joy and good humor to relationships	
	Be able to share leadership and work in a team	
	Be creative and innovative about his or her tasks	
	Be able to use technology and media	
	Appreciate cultural diversity in language and customs	
	Have talents in the area of music, arts and writing	

Call Committee Survey

Ministry Site Characteristics: **As you think of our congregation and the way it lives out its mission, what tends to characterize our life together? This is information important to the selection process. Mark only one response in each line of the comparisons below.**

As A Community

	A lot like us	Somewhat like us	Not much like us	Not at all like us
We tend to be formal and programmatic instead of informal and spontaneous				
We have clearly defined goals and plans for our future rather than operating without goals or plans				
We are racially and economically diverse instead of demographically homogeneous				

Our Leadership Style

	A lot like us	Somewhat like us	Not much like us	Not at all like us
We welcome ideas that are provoking and challenging rather than preferring ideas that are tried and true				
We rely on our leaders for direction more than we rely on group decision-making				
We have learned how to use conflict constructively rather than perceiving conflict as something destructive				

Our Programming

	A lot like us	Somewhat like us	Not much like us	Not at all like us
Our facilities are often used by community groups instead of being used only by our own activities				
We train people to minister outside our walls more than we train people to minister inside our walls				
We focus on ideas and beliefs rather than on skills and action				

Our Theological Perspective

	A lot like us	Somewhat like us	Not much like us	Not at all like us
We are obviously Lutheran in identity and practice instead of being less obvious about our Lutheran heritage				
We participate in synod and ELCA activities rather than remaining inactive in the synod and ELCA				
We focus on Biblical studies and doctrine more than on contemporary issues and topics				

Call Committee Survey

Our Mission Statement says:

How do you see this being implemented here at _____?

What resources do we possess to accomplish our mission?

During the next 1-3 years, what are the top three mission priorities for our congregation, which, if accomplished, hold the most promise for the development of our ministry?

1. _____
2. _____
3. _____

What events or activities do you feel our congregation is really excited about?

Anything else you would like the Call Committee to consider?

