

Pastor Search Committee Survey

I Preferred Pastor Demographics:

Please check the minimum experience in full-time pastoral ministry you feel is needed for our pastor:

_____ 6 to 10 years _____ 11 to 20 years _____ 20 or more years

Please check the minimum level of education you believe is necessary for our pastor:

_____ College Degree _____ Master of Divinity _____ Doctor of Ministry _____ PhD

What age range would be best for our pastor?

_____ 25-34 years _____ 35-44 years _____ 45-54 years _____ 55+ years

II Desired Traits in our Pastor: (Please check the appropriate box for each trait)

| | Not Important | Important | Crucial |
|--|---------------|-----------|---------|
| A. Conveys a sense of enthusiasm and vision | | | |
| B. Practices personal evangelism | | | |
| C. Strong interpersonal skills (good communicator, easy to talk to, etc.) | | | |
| D. Strong leadership skills | | | |
| E. Practices sound personal spiritual growth disciplines | | | |
| F. Training and experience in counseling | | | |
| G. Possesses administrative skills (planning, personnel management, finance, etc.) | | | |
| H. Spanish literacy | | | |
| I. Demonstrated ability to be an agent of change | | | |
| J. Record of ministry to low income neighborhood groups | | | |
| K. Commitment to diversity | | | |
| L. Effective preacher | | | |
| M. Other (please be specific) _____ | | | |

Place the letter of the three most important traits in the spaces below (one is your top priority):

(1)_____ (2)_____ (3)_____

III Your Vision of our New Pastor's Workload (how pastor should spend time):

(Please check the appropriate box for each responsibility)

| | Not Important | Important | Crucial |
|---|---------------|-----------|---------|
| A. Attending various church-related ministry events | | | |
| B. Attending church committee meetings | | | |
| C. Being visible at community events | | | |
| D. Being visible at Baylor events | | | |
| E. Supervising and mentoring the staff | | | |

| | Not Important | Important | Crucial |
|---|---------------|-----------|---------|
| F. Time spent with own family | | | |
| G. Attending and/or serving at Waco Regional Baptist Association activities | | | |
| H. Attending and/or serving at state denominational activities | | | |
| I. Attending and/or serving at national denominational activities | | | |
| J. Pastoral ministry to church members (hospital visits, homebound members, counseling, etc.) | | | |
| K. Preparation for sermons | | | |
| L. Visiting prospective members | | | |
| M. Other (please specify) _____ | | | |

Place the letter of the three most important responsibilities in the spaces below (one is your top priority):

(1)_____ (2)_____ (3)_____

IV Your Vision for our Church's Ministry Areas in the next 5 years. (Which ministries are going to need immediate attention from our new Pastor?) (Please check the appropriate box for each ministry, note the change in choices little attention needed, 2-5 years, and immediate.)

| | Little Attention needed | 2-5 years | Immediate |
|--|-------------------------|-----------|-----------|
| A. Preschool & Children's Ministry | | | |
| B. Youth Ministry | | | |
| C. College Ministry | | | |
| D. Senior Ministry | | | |
| E. Music Ministry | | | |
| F. Activities Ministry | | | |
| G. Membership diversity | | | |
| H. Ministry to low income neighborhood | | | |
| I. Ministry to downtown business people and middle class residents | | | |
| J. Ministry to young families | | | |
| K. Sunday School | | | |
| L. Relationship building activities among members | | | |
| M. Worship style enhancement | | | |
| N. Membership and attendance growth | | | |
| O. Other (please specify) _____ | | | |

Place the letter of the three most important ministries in the spaces below (one is your top priority):

(1)_____ (2)_____ (3)_____

SIGNATURE (Unsigned surveys will not be considered.)

Please print your name legibly.