

# Hartford Institute's Pastoral Search Inventory Sample

A church that chooses to offer the Inventory to its members to do completely online, or online with an option to have members fill out a paper copy which the church then enters online. Additionally we can customize the look of the survey somewhat, add a logo or photo, change the introduction and concluding remarks, select which questions are asked and even include additional open-ended questions if you are interesting all for the same price. Requests for extensive alteration of the survey may require additional charges.

The cost of this basic service (which includes several reports produced by the online software program and additional materials about interpretation of the results) is a church \$300.00 no matter how many questionnaires are entered. The raw data can be given to the church in a tab-delimited, Excel or other format for additional processing by persons at the church skilled in statistical analysis.

### **The following introductory text can be customized to fit your context**

The call of a new pastor is a critical event in the life of a congregation. It is a time of making a choice about our collective future. This moment provides an important opportunity for us all to share together in assessing who we are and where we see ourselves going.

This survey is designed to assist in this task. This survey was developed by the Hartford Institute for Religion Research in Connecticut ([www.hartfordinstitute.org](http://www.hartfordinstitute.org)).

The survey not only asks several sets of questions about our congregation's current ministry and your own involvement, but also seeks your input on pastoral leadership and your vision for our future.

Completing this survey ensures that your views have been heard and it will give us a baseline from which to measure whether we are moving in directions that we think are important. We ask that each member of your household over the age of 15 complete the survey.

You may complete this survey online at this site or on paper. If you choose to fill out the survey online, please try to complete it in one sitting. However if you are disconnected or are otherwise interrupted, you won't lose any of this information as it is automatically saved. To complete the survey, you can begin a new questionnaire and page forward to pick up the survey where you left off.

If you complete the paper survey please return it to the church so that your responses can be entered into the computer. This survey will take approximately 30 to 45 minutes to complete.

When answering this survey, please check the appropriate box or supply the required information as indicated. If answering questions with a limited number of choices, please choose the answer that comes closest to the right answer for you, even if it does not fit perfectly. Unanswered items reduce the usefulness of the inventory. It is important that everyone participate in this survey!

Your responses are anonymous. Thank you for your cooperation. We hope you enjoy filling out the questionnaire and that in addition to assisting our church, you find this process helpful in reflecting on your faith, the meaning of your church experience, and your hopes for the future.

If you have any questions about the survey, please contact the Search Committee at [email address].

## Your Church Participation

### 1. How long have you been a member of this local church?

- Not a member                       2 - 4 years                       10 -19 years  
 One year or less                       5 - 9 years                       20 or more years

### 2. How long does it usually take you to travel from home to church?

- 5 minutes or less                       11 - 15 minutes                       31 - 44 minutes  
 6 - 10 minutes                       16 - 30 minutes                       45 or more minutes

### 3. On the average, about how many times have you attended church worship during the past year?

- None     About once a month  
 About once or twice a year                       About two or three times a month  
 Once or twice every three months                       Four times a month or more

### 4. In how many church organizations, committees, and groups do you hold membership (not counting congregational membership itself)?

- None                       One                       Two                       Three                       Four or more

### 5. Has your involvement in the congregation increased, decreased, or remained about the same in the last few years?

- Increased     Remained the same     Decreased

### If your participation has INCREASED, which of the following are reasons for that? (check all that apply):

- More time available     Better health  
 Because of children     Stronger faith  
 Accepted office or other new responsibility in the church     More positive attitude toward the church

### If your participation has DECREASED, which of the following are reasons for that? (check all that apply):

- Less time available     Health problems  
 Because of children     Decreased faith  
 Given up office or other new responsibility in the church     More negative attitude toward our church

**6. Approximately how much does your family household contribute to our church per year? (If single or widowed, you as an individual?)**

- Under \$200
- \$200 - 599
- \$600 - 999
- \$1,000 - 1,499
- \$1,500 - 2,499
- \$2,500 - 3,499
- \$3,500 - 4,999
- \$5,000 - 7,499
- Over \$7,500

**7. How many persons or families have you invited to visit or join the church in the past year?**

- None
- One
- Two
- Three
- Four or more

**8. How many of your closest friends attend this church?**

- None
- One
- Two
- Three
- Four or more

## Tasks of the Church

**Listed below are a number of tasks that a local church is likely to perform. Please respond to each item by indicating whether you feel your congregation needs to give it more emphasis; whether you are very or generally satisfied with your congregation's current performance of the task; or whether you feel the task currently receives too much emphasis.**

	Needs More Emphasis	Very Satisfied	Generally Satisfied	Receives Too Much Emphasis
1. Offering worship that provides a meaningful experience of God and the Christian tradition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Providing worship that expresses the Gospel in contemporary language and forms	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Providing Christian education for children and youth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Providing Christian education programs for adults	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Helping members deepen their personal, spiritual relationship with God	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Sharing the good news of the Gospel with the unchurched	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Engaging in acts of charity and service to persons in need	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Encouraging members to act on the relationship of the Christian faith to social, political, and economic issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Providing a caring ministry for the sick, shut-ins and the bereaved	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Providing pastoral counseling to help members deal with personal problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Providing fellowship opportunities for members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Helping members understand their use of money, time and talents as expressions of Christian stewardship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Supporting the global mission of the church/denomination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Helping members discover their own gifts for ministry and service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Participating in activities and programs with other local religious groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Expressing our denominational heritage/tradition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Overall, which ONE task does your congregation do best?**

**For the sake of your own personal involvement in your congregation, which ONE task would you most like to see strengthened?**

## Organizational Characteristics

**In order to carry out its tasks, every church must deal with certain organizational issues, such as making decisions, sharing information, and developing resources. Listed below are a number of statements describing such issues. To what extent do you agree or disagree that each statement describes your congregation? A "Don't Know" response is provided, but please use it only when absolutely necessary.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know
1. Members are well informed about what the various committees and groups in the church are doing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. The activities taking place in the congregation are well publicized to the surrounding community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Study of the needs of the congregation and the community is regularly undertaken as the basis for church planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Members and groups get a lot of support and encouragement for trying something new in the congregation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Members are encouraged to discover their particular gifts for ministry and service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Lay leaders are provided the training they need for their committee and task assignments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Every member who is capable and interested has an equal opportunity to hold key leadership positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. The theological and biblical implications of important decisions are regularly discussed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Important decisions about the life of the church are rarely made without open discussion by church leaders and members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Disagreements and conflicts are dealt with openly rather than hushed up or hidden behind closed doors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. It is easy to summarize for visitors and non-members how our congregation differs from other congregations in the area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Members help each other out in times of trouble	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Cooperative programs with churches of other denominations are highly valued in our church	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. The current morale of our church membership is high	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. There is a sense of excitement among members about our church's future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# Congregational Identity

Listed below are several alternatives touching upon important dimensions of a church's identity. Using the seven point scale between each set of alternatives, please check the number which best describes where your congregation falls, "1" meaning most like the characteristic on the left, "7" meaning most like the characteristic on the right, "4" meaning an equal mix of both.

**1.**

	1 History and Tradition	2	3	4	5	6	7 Contemporary Ideas
Our church is more influenced by history and tradition OR by contemporary ideas and trends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**2.**

	1 Similar To	2	3	4	5	6	7 Very Different From
Members are similar to OR very different from the people who live immediately around the church.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**3.**

	1 Very Involved	2	3	4	5	6	7 Not at all Involved
Our church is very involved OR not at all involved with the community around the church.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**4.**

	1 Serving our Members	2	3	4	5	6	7 Serving the World
Our church is primarily oriented to serving our members OR to serving the world beyond our membership.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**5.**

	1 One Large Family	2	3	4	5	6	7 Loose Knit Association
Our congregation feels like one large family OR like a loosely knit association of individuals and groups.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**6.**

	1 Known as Prestigious	2	3	4	5	6	7 Not "Status" Church
Our church is known as a prestigious one in the area OR is not considered one of the "status" churches in the area.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7.

1 Educational 2 3 4 5 6 7 Activist

Our church's approach to social issues is basically educational, leaving any action to individual conscience OR is decidedly "activist". We take stands on social issues as a congregation.

8.

1 Gradual Growth 2 3 4 5 6 7 Conversion

Our congregation's approach to individual salvation emphasizes education, nurture and gradual growth in faith OR stresses conversion and a born-again experience.

9.

1 Strong Denominational 2 3 4 5 6 7 Difficult to Know

Our congregation gives strong expression to our denominational identity and heritage OR it's difficult to know to which denomination our congregation belongs.

10.

1 Create Partnerships 2 3 4 5 6 7 Work by Ourselves

Our congregation strives to create partnerships with other local churches OR prefers to work by ourselves or through our denominational channels.

**All congregations have an identity, or a sense of who they are, that all members share in and yet any individual member stands somewhat apart from. Please rate your agreement or disagreement with the following statements from your perspective as an individual looking at your congregation's overall identity and vision.**

Strongly Agree Agree Disagree Strongly Disagree

1. Our church's identity, as it is, is one with which I feel comfortable.

2. It is easy for me to tell my friends what is unique about our church.

3. I have a clear understanding of what our church stands for.

4. An effective effort was made to instruct me in our church's mission.

5. I have a strong sense of belonging to this congregation.

6. Being at this church has made a difference in my spiritual life.

## Worship

**For you, personally, how important are each of the following in the mix of qualities that make a good worship service?**

	Need to have more emphasis	Very satisfied	Generally satisfied	Receives too much attention
1. Providing time for members to greet one another	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Providing worship that is emotionally moving	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Providing worship that is intellectually challenging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Attention given to sacraments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Lay participation in leading worship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Use of inclusive, non-sexist language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Use of creeds or statements of faith	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Silent prayer/meditation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Having parts of the worship especially for children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Use of new or unfamiliar hymns	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Corporate prayer in which the entire congregation participates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Providing worship at times other than Sunday morning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Use of contemporary worship styles, music and language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**For you, personally, how important are each of the following in the mix of qualities that make a good sermon?**

	Essential	Important	Not very important	Downright distracting
1. Sets forth a clear faith position as a guide for making decisions and living a faithful life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Based on a clear, unambiguous religious authority	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Touches directly on my everyday life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Contains scholarly or literary illustrations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Is biblically based and illustrated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Makes me reflect on issues and events that go beyond my personal life and local community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Is challenging and thought-provoking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Obviously flows from the depth of the preacher's own personal faith and spiritual convictions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Is comforting and reassuring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Is carefully composed and skillfully delivered	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Is spiritually moving and inspirational	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Sets forth various sides of an issue without advocating one position as the only Christian position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



**Please identify to what extent you are satisfied with the following aspects of your church:**

	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied
1. The music (choir, anthems, and instrumentals) during Sunday worship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. The congregation's Sunday worship, other than the music	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. The way your spiritual needs are being met in the worship service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**If you could choose any time on Sunday morning, what time would you prefer for worship to start?**

- Before 8:00 am
- 8:00 am
- 8:30 am
- 9:00 am
- 9:30 am
- 10:00 am
- 10:30 am
- 11:00 am
- 11:30 am or later

## Tasks of the Pastor

**In your judgment how high or low a priority would you like each of the following to be for the pastor of this church? It is worth remembering that not every task can be highest priority, and that in reality, only 3 or 4 probably can be. You may want to read the entire list, then go back and make your priority rankings.**

	Very high priority	High priority	Moderate priority	Low priority
1. Providing administrative leadership for the congregation's ministry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Actively and visibly supporting the church's stewardship program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Directly involving laity in the planning and leadership of church programs and events	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Planning and leading a program of new member recruitment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Participating in local community activities, issues and problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Holding social justice issues before members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Planning and leading worship sensitive to the needs of the congregation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Emphasizing the spiritual development of members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Visiting the sick, shut-in and bereaved	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Visiting members at their homes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Pastoral counseling of members having personal, family and/or work related problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Developing and supporting religious education programs for children and youth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Developing and leading adult education programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Supporting the world mission of the church	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Participating in denominational activities beyond the local church, that is, at the regional or national level	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Preparing and preaching inspiring sermons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# Style of Ministry

Listed below are 10 pairs of characteristics of a good pastor. You will probably agree that both traits in each pair are desirable. But if you had to choose, which characteristic of the two in each pair would you prefer in your pastor. Check one answer for each pair.

**1.**

	Strongly Prefer Biblical	Slightly Prefer Biblical	Slightly Prefer Spiritual	Strongly Prefer Spiritual
Expertise in Biblical and theological matters OR a strong emphasis on spiritual development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**2.**

	Strongly Prefer Thought-provoking	Slightly Prefer Thought-provoking	Slightly Prefer Comforting	Strongly Prefer Comforting
Interactions tend to be thought-provoking and challenging OR comforting and reassuring.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**3.**

	Strongly Prefer Bible Emphasis	Slightly Prefer Bible Emphasis	Slightly Prefer Issue Emphasis	Strongly Prefer Issue Emphasis
Usually emphasizes the Bible OR contemporary issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**4.**

	Strongly Prefer New Approaches	Slightly Prefer New Approaches	Slightly Prefer Always Been Done	Strongly Prefer Always Been Done
Welcomes new approaches and ideas OR the way things have always been done.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**5.**

	Strongly Prefer Decisive	Slightly Prefer Decisive	Slightly Prefer Encourages Congregation	Strongly Prefer Encourages Congregation
Tends to be a strong and decisive force in decisions OR encourages congregational and lay leadership decision-making.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**6.**

	Strongly Prefer Relaxed	Slightly Prefer Relaxed	Slightly Prefer Formal	Strongly Prefer Formal
Has a relaxed interpersonal style OR a formal interpersonal style.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**7.**

	Strongly Prefer Regardless of Cost	Slightly Prefer Regardless of Cost	Slightly Prefer Cost Sets Priorities	Strongly Prefer Cost Sets Priorities
Achieves set goals regardless of cost where ends justify the means OR the cost of goals sets priorities where means determine the ends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**8.**

Strongly Prefer Figure Out      Slightly Prefer Figure Out      Slightly Prefer Advises      Strongly Prefer Advises

Helps people figure things out for themselves OR advises people what to do.

**9.**

Strongly Prefer Reserved      Slightly Prefer Reserved      Slightly Prefer Outgoing      Strongly Prefer Outgoing

Is reserved and reflective OR outgoing and socially engaging.

**10.**

Strongly Prefer Private Life      Slightly Prefer Private Life      Slightly Prefer Gives Whole Self      Strongly Prefer Gives Whole Self

Maintains a private life of family, friends, personal and professional development OR gives whole self to the life of the church and work as pastor.

## The Choice is Yours

**Listed below are ten images or dominant roles in terms of which clergy variously orient their ministry. To what extent would you like to see the pastor of your congregation emphasize or embody each of the roles? Would you say it is essential, very important, moderately important, not very important, or would you prefer the pastor to not emphasize the role at all?**

	Essential	Very	Moderate	Not very	None at all
1. <i>Minister of the Word/Teacher of the Congregation</i> : Finds primary fulfillment in preaching and teaching and is attracted to a congregation with a strong educational emphasis	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. <i>Church Administrator</i> : Fulfillment comes in administering and managing a productive, varied and effective church program and organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. <i>Social Activist</i> : Ministry centers in relating the Gospel to the social context, enjoys being on the cutting edge of social concerns and involvement in community affairs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. <i>Group Facilitator</i> : Centers ministry around work with small groups of people, helping them relate particular interests and needs to the Gospel; organizes the church around a variety of interest, study and task groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. <i>Celebrant/worship Leader</i> : Is most at home in leading the congregation in worship; deep appreciation for ritual and ceremonial in both formal and informal settings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. <i>Spiritual Guide</i> : Encourages development of all members' spiritual lives; works intensely with those interested in pursuing spiritual disciplines; minister has exemplary spiritual life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. <i>Witness/Evangelist</i> : Focus of ministry is sharing the Gospel with those in and outside the church; developing the church's evangelistic witness is a primary task	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. <i>Counselor/Healer</i> : Spends a major part of each week in pastoral counseling and visiting in homes and/or hospitals; finds fulfillment in helping people face their crisis	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. <i>Community Chaplain</i> : Finds fulfillment in civic roles and leadership; often serves on community committees and task groups; may be chaplain to community groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. <i>Friend/Fellow Traveler</i> : Warm and loving person who relates to us as an ordinary human being; compassionate and good listener; not afraid to reveal personal pain and struggle	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Which of these ten roles do you feel it is most important for the pastor of your congregation to fulfill?**

**Which of the ten roles do you feel is least important?**

## Evangelism

**In thinking about what ORIGINALLY attracted you to this congregation, select from the list below those reasons that best match your reasons for coming. You may select more than one.**

- The Minister
- My friends are here
- The church's reputation
- Adult education program
- Child and youth program
- The music program
- The social outreach
- The worship style
- The self-help groups
- The denominational ties

**In thinking about what KEEPS you as part of this congregation, select from the list below those reasons that best match your reasons for coming. You may select more than one.**

- The Minister
- My friends are here
- The church's reputation
- Adult education program
- Child and youth program
- The music program
- The social outreach
- The worship style
- The self-help groups
- The denominational ties

## Size and Condition of Facilities

**Please assess each of the following in terms of size.**

	Excellent	Adequate	Needs attention, but not immediately	Needs immediate attention
Worship space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Educational space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fellowship space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Please assess each of the following in terms of general condition and aesthetic appeal.**

	Excellent	Adequate	Needs attention, but not immediately	Needs immediate attention
Worship space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Educational space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fellowship space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office space	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Exterior and grounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Religious Beliefs and Personal Practices

### Which one of the following best expresses your view of the Bible?

- The Bible is an ancient book of history, legends and cultural stories recorded by man. It has little value today except as classic literature.
- The Bible is a valuable book because it was written by wise and good people. I do not believe it is really God's word but it can teach us many moral precepts.
- The Bible is the record of many different people's response to God and because of this, people and churches today must interpret the Bible's basic moral and religious teachings for themselves.
- The Bible is the inspired Word of God and its basic moral and religious teachings are clear and true, even if it reflects some human error.
- The Bible is the actual Word of God and is to be taken literally.

### Please rate your agreement or disagreement with the following belief statements.

	Strongly Agree	Agree	Neutral or Unsure	Disagree	Strongly Disagree
1. There is no other way to salvation but through belief in Jesus Christ	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Human beings have developed over millions of years from less advanced forms of life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Jesus' resurrection from the dead was an actual event	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. All religions are equally good ways of helping a person find ultimate truth.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. The Bible has answers for all of the basic questions of life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Social justice is at the heart of the Gospel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. It is often difficult to live out my faith in daily work, leisure and community life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### Please rate how often you engage in the following practices.

	Daily	Few times a week	Once a week	Few times a month	Seldom or never
1. How often do you spend time in private devotional activity such as prayer, meditation, reading the Bible or other spiritual books?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. How often do you use the Web at home or at your office?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. How often do you use email?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. How often do you go on Facebook?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. How often do you look at religious Internet sites?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. How often do you volunteer your time in social service?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



## Background Information about Yourself

### Gender?

- Male  Female

### Age?

- Under 20  35 - 44  65 - 74  
 20 - 24  45 - 54  75 or over  
 25 - 34  55 - 64

### Racial/Ethnic Background?

- White  Hispanic  
 Native American  Mixed  
 Black  Asian  
 Pacific Islander

Other (please specify)

### Marital Status?

- Single, never married  Widowed  
 Living in a committed relationship  Separated or divorced  
 Married

### If you have children living at home, how many are in each age group?

Age 0 - 5	<input type="text"/>
Age 6 - 12	<input type="text"/>
Age 13 - 18	<input type="text"/>
Age 19 and over	<input type="text"/>

### Which best describes your current household?

- One person living alone  
 A couple without children  
 One adult with child/children  
 Two or more adults with child/children  
 Several adults living in the same household

**What is your highest level of formal education?**

- Less than high school graduate
- High school graduate
- Some college, trade or vocational school
- College degree
- Post graduate work or degree

**Are you?**

- Retired
- Employed full time
- Employed part time
- Not currently employed
- Full time "houseperson"
- Student

**If currently employed, presently job-hunting or retired, what is/was your occupation?**

- Service worker: policeperson, barbers, janitors, beauticians, waiters, ushers, etc.
- Clerical worker: bookkeepers, secretaries, mail carriers, telephone operators, etc.
- Farmer/Rancher
- Operative or Laborer: semi-skilled and unskilled workers in construction and manufacturing, etc.
- Tradesperson: carpenters, masons, plumbers, electricians, machinists, etc.
- Sales worker: insurance and real estate agents, brokers, salespersons, etc.
- Proprietor, manager or public official: city manager, credit officers, buyers, floor managers, etc.
- Professional, technical: teachers, doctors, computer programmer, architects, accountants, artists, etc.
- Other (please specify)

**Are you self-employed or an independent business person?**

- Yes
- No

**If married, is your spouse employed?**

- Yes, full time
- Yes, part time
- No

**What is your household income range?**

- Under \$25,000
- \$25,000 - 49,999
- \$50,000 - 74,999
- \$75,000 - 99,999
- \$100,000 - 149,999
- \$150,000 or more

**How many years have you lived in this general area?**

- One year or less
- 2 - 4 years
- 5 - 9 years
- 10 - 19 years
- 20 or more years

**How likely is it that you might move out of this general area within the next few years?**

- Definitely will move
- Probably will move
- Might move (50/50)
- Probably will not move
- Very unlikely to move

**In what denomination were you raised? If you were involved with more than one denomination when you were growing up, with which did you have the greatest identification?**

- Baptist
- Disciples of Christ
- Episcopal
- Lutheran
- Methodist
- Presbyterian
- Other (please specify)
- United Church of Christ
- Unitarian/Universalist
- Other Protestant
- Roman Catholic
- None

## Qualities in our New Pastor

This listing corresponds specifically to the United Church of Christ denominational pastoral search material. We do not recommend it for every church doing a pastoral search.

**The following list of items represents a range of qualities in the ministry of the church. Identify how important each of the following is in a new pastor.**

	Essential	Important	Not very important	Not important at all
Is an effective preacher/speaker	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Continues to develop his/her theological and biblical skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Helps people develop their spiritual life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is effective in planning and leading worship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has a sense of the direction of his/her ministry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Regularly encourages people to participate in denominational activities and programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Helps people understand and act upon issues of social justice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is a helpful counselor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ministers effectively to people in crisis situations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Makes pastoral calls on people in hospitals and nursing homes and those confined to their homes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Makes pastoral calls on members not confined to their homes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
builds a sense of fellowship among the people with whom he/she works	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has a strong commitment to the educational ministry of the church	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Works regularly at bringing new members into the church	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Regularly encourages support of our church's wider mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reaches out to inactive members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Works regularly in the development of stewardship growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is active in ecumenical relationships and encourages the church to participate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organizes people for community action	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encourages people to relate their faith to their daily lives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understands and interprets the mission of the church from a global perspective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inspires a sense of confidence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is a person of faith	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Writes clearly and well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is accepting of people with divergent views	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Is mature and emotionally secure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has strong commitment and loyalty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintains confidentially	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is a compassionate and caring person	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Helps people work together in solving problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is a good leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is effective in working with children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Helps people develop their leadership abilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is an effective administrator	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is effective with committees and officers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is an effective teacher	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is effective in working with adults	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Works well on a team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is effective in working with youth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is skilled in planning and leading programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Plans and leads well-organized meetings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encourages others to assume and carry out leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Deals effectively with conflict	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(please specify)

## **The Future Church**

**Now that you have spent this time reflecting on the congregation present situation, think for a bit about your vision for the future of this church. Please take a few final minutes and discuss your hope for the church's future. What are your dreams, desires, and wishes for the church over the next five years?**

**Thank you for taking the time to complete this survey.**

**We appreciate the time and thought you have given to it.**

**Thank you again.**