



Congregational Survey

Our Vision for Mission – Ministry Site Characteristics

As you think of your congregation and the way it tends to live out its corporate life and pursue its mission, what characterizes your life together? The following congregational characteristics give you the opportunity to reflect on these qualities and indicate your opinion. Please check the box that best describes your opinion about each statement listed below.

As a community:

	A Lot Like Us	A Little Like Us	Not Like Us
We tend to be formal and programmatic.			
We have clearly defined goals and plans for our future.			
We are racially and economically diverse.			

Our leadership style:

	A Lot Like Us	A Little Like Us	Not Like Us
We welcome ideas that are provoking and challenging.			
We rely on our leaders for direction.			
We perceive conflict as constructive and consider it as opportunity for change and growth.			

Our programming:

	A Lot Like Us	A Little Like Us	Not Like Us
Our facilities are often used by community groups.			
We train people to minister outside our walls.			
We focus on ideas and beliefs.			

Our theological perspective:

(Alternate: Our Lutheran heritage and Biblical focus)

	A Lot Like Us	A Little Like Us	Not Like Us
We are obviously Lutheran in identity and practice.			
We participate in synod and ELCA activities.			
We focus on Biblical studies and doctrine.			



Leadership Needs

Select the five most important ministry tasks you think should be required of your new pastor.

- | | | |
|-------------------------------------------------------|---------------------------------------------------------|-----------------------------------------------------------|
| <input type="checkbox"/> Administration | <input type="checkbox"/> Youth and Family Ministry | <input type="checkbox"/> Teaching |
| <input type="checkbox"/> Chaplaincy | <input type="checkbox"/> Building a Sense of Community | <input type="checkbox"/> Campus/Young Adult Ministry |
| <input type="checkbox"/> Communications/Media | <input type="checkbox"/> Children's Ministry | <input type="checkbox"/> Christian Education |
| <input type="checkbox"/> Counseling/Social Work | <input type="checkbox"/> Community Organizing | <input type="checkbox"/> Conflict Management |
| <input type="checkbox"/> Evangelism/Mission | <input type="checkbox"/> Early Childhood Administration | <input type="checkbox"/> Ecumenical Work |
| <input type="checkbox"/> Innovation/Creativity | <input type="checkbox"/> Financial Management | <input type="checkbox"/> Global Service |
| <input type="checkbox"/> Inter-personal Climate | <input type="checkbox"/> Interim Ministry | <input type="checkbox"/> Interpret Theology |
| <input type="checkbox"/> Ministry with Seniors | <input type="checkbox"/> Ministry in Crisis | <input type="checkbox"/> Ministry in Daily Life |
| <input type="checkbox"/> Outdoor/Camping Ministry | <input type="checkbox"/> Multicultural Ministry | <input type="checkbox"/> Music/Worship/Arts |
| <input type="checkbox"/> Pastoral Care and Visitation | <input type="checkbox"/> Parish Nurse/Health | <input type="checkbox"/> Participant in the Larger Church |
| <input type="checkbox"/> Recruit and Equip Leaders | <input type="checkbox"/> Preaching/Worship Leadership | <input type="checkbox"/> Public Policy/Advocacy |
| <input type="checkbox"/> Social Ministry | <input type="checkbox"/> Self Care/Family Life | <input type="checkbox"/> Small Group Ministry |
| <input type="checkbox"/> Strategic Mission Planning | <input type="checkbox"/> Spiritual Formation/Direction | <input type="checkbox"/> Stewardship |
| | | <input type="checkbox"/> Volunteer Coordination |

Mutual Expectations

Please list five primary areas of activity or focus that you wish your newly-called pastor to give special attention to during the first year of his or her ministry at this congregation:

1. _____
2. _____
3. _____
4. _____
5. _____

Please list five ways that this congregation will support and encourage the pastor during the first year in order to help him or her accomplish these responsibilities:

1. _____
2. _____
3. _____
4. _____
5. _____

Gifts for Ministry

In the left-hand column, select a maximum of five gifts for ministry your new pastor must bring to your congregation. In the right-hand column, select five more gifts that would be helpful in your congregation. (This survey of gifts assumes that the pastor is able to offer worship leadership and preaching.)

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