**PASTORAL ATTIBUTES SURVEY**

**Age:**

\_\_\_\_\_ 0-5 \_\_\_\_\_ 35-49 \_\_\_\_\_ 75+

\_\_\_\_\_ 6-18 \_\_\_\_\_ 50-64

\_\_\_\_\_ 19-34 \_\_\_\_\_ 65-74

**Education:**

\_\_\_\_\_ Completed less than high school \_\_\_\_\_ Graduated college or vocational school

\_\_\_\_\_ Graduated high school \_\_\_\_\_ Graduate degree

\_\_\_\_\_ Some college or vocational school

**Family Units:**

\_\_\_\_\_ Couple with children at home \_\_\_\_\_ Single

\_\_\_\_\_ Couple without children at home \_\_\_\_\_ Single parent with children at home

**Adult Occupation:**

\_\_\_\_\_ Business/Professional \_\_\_\_\_ Educator

\_\_\_\_\_ Clerical \_\_\_\_\_ Student

\_\_\_\_\_ Farmer/rancher \_\_\_\_\_ Homemaker

\_\_\_\_\_ Laborer/manufacturing \_\_\_\_\_ Other

**Employment:**

\_\_\_\_\_ Employed \_\_\_\_\_ Retired

\_\_\_\_\_ Unemployed \_\_\_\_\_ Disabled or otherwise unable to work

**PASTOR ATTRIBUTES**

What do you consider to be the most important attributes of a pastor?

The following list represents a range of important qualities in the ministry of the church. Place an “X” beside the 12 items which you feel are the most important aspects of pastoral ministry for your church at this time. **Do not rank the items.** If the aspects you consider to be important are not included in the list, place them at the end in the blanks provided.

***Our church needs a person who…***

1. \_\_\_\_\_ is an effective preacher/speaker
2. \_\_\_\_\_ continues to develop his/her theological and biblical skills
3. \_\_\_\_\_ helps people develop their spiritual life
4. \_\_\_\_\_ helps people work together in solving problems
5. \_\_\_\_\_ is effective in planning and leading worship
6. \_\_\_\_\_ has a sense of the direction of his/her ministry
7. \_\_\_\_\_ regularly encourages people to participate in NACCC activities and programs
8. \_\_\_\_\_ helps people understand and act upon issues of social justice
9. \_\_\_\_\_ offers helpful personal guidance
10. \_\_\_\_\_ ministers effectively to people in crisis situations
11. \_\_\_\_\_ makes pastoral calls on people in hospitals, nursing homes and the homebound
12. \_\_\_\_\_ is a good leader
13. \_\_\_\_\_ is effective in working with children
14. \_\_\_\_\_ builds a sense of fellowship among the people with whom he/she works
15. \_\_\_\_\_ helps people develop their leadership abilities
16. \_\_\_\_\_ is an effective administrator
17. \_\_\_\_\_ is effective with committees and officers
18. \_\_\_\_\_ is an effective teacher
19. \_\_\_\_\_ has a strong commitment to the educational ministry of the church
20. \_\_\_\_\_ is effective in working with adults
21. \_\_\_\_\_ inspires a sense of confidence
22. \_\_\_\_\_ works regularly with the congregation to bring new members into the church
23. \_\_\_\_\_ regularly encourages support of missions
24. \_\_\_\_\_ reaches out to inactive members
25. \_\_\_\_\_ works regularly in the development of stewardship growth
26. \_\_\_\_\_ is active in ecumenical relationships and encourages the church to participate
27. \_\_\_\_\_ is a person of faith
28. \_\_\_\_\_ writes clearly and well
29. \_\_\_\_\_ works well on a team
30. \_\_\_\_\_ is effective in working with youth
31. \_\_\_\_\_ organizes people for community action
32. \_\_\_\_\_ is skilled in planning and leading programs
33. \_\_\_\_\_ plans and leads well-organized meetings
34. \_\_\_\_\_ encourages people to relate their faith to their daily lives
35. \_\_\_\_\_ is accepting of people with divergent views
36. \_\_\_\_\_ encourages others to assume and carry out leadership
37. \_\_\_\_\_ is mature and emotionally secure
38. \_\_\_\_\_ has strong commitment and loyalty
39. \_\_\_\_\_ maintains confidentiality
40. \_\_\_\_\_ understands and interprets the missions of the church from a global perspective
41. \_\_\_\_\_ is a compassionate and caring person
42. \_\_\_\_\_ deals effectively with conflict
43. \_\_\_\_\_ knows how to use technology and social media
44. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
45. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**THEOLOGY AND PRACTICE**

Choose whether you would consider each of the following statements true or false.

|  |  |  |
| --- | --- | --- |
|  | True | False |
| Only the pastor can serve communion |  |  |
| Babies should not be baptized, only adults |  |  |
| Children should not be allowed to take communion if they have not attained confirmation |  |  |
| Our congregation allows members to preach from time to time |  |  |
| Fussy babies should be removed from worship |  |  |
| Ministers should never talk about (money), (politics), (xyz) from the pulpit |  |  |
| The church should not allow (weddings), (funerals) of people who are not members of the church |  |  |
| The church should trust all people and not worry about running background checks on volunteers |  |  |
| The minister should be treated as a professional employee of the church |  |  |
| I believe every word in the Bible is literally true |  |  |
| I believe only Christians go to heaven |  |  |
| Ministers should be in the office most of the time |  |  |
| Ministers should pay the most attention to serving people who are already in the church |  |  |
| Our church is willing to partner in ministry with other churches, even if they have different theologies |  |  |
| Our church focuses more on treating others with justice than on mandating “correct” beliefs |  |  |
| Our primary aim in reaching out to others in mission and outreach is to ensure that they give their lives to Christ |  |  |
| Our primary aim in reaching out to others in mission and outreach is to assist them in acquiring life’s basic necessities |  |  |
| The local church should never take a public stand on political or social issues |  |  |
| The NACCC should never take a public stand on political or social issues |  |  |
| Prayer has the power to change the world |  |  |
| God is personally active in our lives |  |  |
| Evolution and the Biblical account of creation are compatible with each other |  |  |
| We are comfortable with theological diversity |  |  |

**Church Relationships**

**Identify your church's experience with conflict. Indicate the extent to which each statement describes your church, using the following scale.**

**Never Sometimes Always**

**1 3 5**

\_\_\_\_\_ As a church, we respect and listen to each other and work things through without generating divisiveness.

\_\_\_\_\_ As a church, we try to respect and listen to each other, but it is not uncommon for differences of opinion to be a problem and for some people to choose sides.

\_\_\_\_\_\_ Some have left our church because of conflict.

\_\_\_\_\_\_ Conflict hurts our sense of unity, so we tend not to talk about it.

\_\_\_\_\_\_ Painful experience with conflict has been present, but it has been worked through and we have learned from the experience.

\_\_\_\_\_\_ We have had some painful experiences with conflict, and they linger in the background.

\_\_\_\_\_\_ Open conflict is present, and we need a minister who can help us deal with it.

**Prior Leadership**

\_\_\_\_\_\_ We have had a solid relationship with persons involving pastoral leadership.

\_\_\_\_\_\_ We have had some fairly rocky moments, but we have worked them through, and relationships with pastoral leaders have grown in significant and important ways.

\_\_\_\_\_\_ We have had some tough times and things did not always work out.

Signature (optional) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_