

PASTOR PROFILE QUESTIONNAIRE

Your input is valuable as we seek God's guidance in selecting our next pastor. This questionnaire will help our Pastor Search Committee understand what our congregation believes we need in our next spiritual leader who will guide us in becoming a church that faithfully lives out both the Great Commission (Matthew 28:19-20) and the Great Commandment (Matthew 22:36-40). Please answer thoughtfully and prayerfully. All responses are confidential.

PERSONAL DEMOGRAPHIC INFORMATION

1. Age range: ☐ U18 ☐ 18-30 ☐ 31-45 ☐ 46-60 ☐ 61-75 ☐ 76+

2. How long have you attended this church?

☐ Less than 1 year

☐ 1-5 years

☐ 6-10 years

☐ 11-20 years

☐ 21+ years

3. Your level of involvement (check all that apply):

☐ Regular attendee

☐ Small group participant

☐ Ministry volunteer

☐ Committee member

☐ Leadership role

☐ Other: _____

PASTORAL QUALITIES AND PRIORITIES

All of these qualities are important for pastoral ministry, but we need to understand which ones our congregation values most. Please RANK the following qualities from 1 to 7, with 1 being the MOST important and 7 being the LEAST important for our next pastor. Use each number only once.

Pastoral Qualities

- _____ **Biblical Knowledge and Teaching** Strong understanding of Scripture and ability to teach effectively
- _____ **Great Commission Leadership** Passion for evangelism, missions, and making disciples
- _____ **Great Commandment Leadership** Models and teaches loving God wholeheartedly and neighbors sacrificially
- _____ **Leadership Development** Ability to identify, equip, and empower others for ministry
- _____ **Pastoral Care** Compassion and skill in counseling, visitation, and caring for needs
- _____ **Administrative Abilities** Organizational skills and effective church administration
- _____ **Theological Soundness** Commitment to Baptist doctrine and biblical orthodoxy

Growth Areas

Place in order of importance (1-7) the areas of growth our next pastor should emphasize as we seek to fulfill the Great Commission and Great Commandment:

- _____ Reach younger generations that our church currently does not have represented in our congregation.
- _____ Reach ethnic groups that reflect community demographics that our church currently does not have represented in our congregation.
- _____ Emphasize care to those in our community who are impoverished.
- _____ Emphasize ministries that help our church minister to those who may not share our language.
- _____ Emphasize reaching the neighborhood (or county) where our church resides.
- _____ Prioritize strengthening of our church's financial resources and budget.
- _____ Creating missions opportunities for our membership to serve the Lord.

The Mission and Ministries (Pick 3)

- ☐ Church Starting/revitalization
- ☐ Mission partnerships, locally and globally
- ☐ Connecting our church to its preferred ministry partners, associations, and conventions
- ☐ Cross-cultural outreach/relations
- ☐ Care for the vulnerable and impoverished
- ☐ Be a church available to host community events as well as funerals of community people, members or not
- ☐ Ministry to people who are limited English proficient and seeking citizenship
- ☐ Ministry to Children
- ☐ Ministry to youth
- ☐ Other area _____

Current Ministries

Because new pastors often lead to new ministry directions in the life of a church, rank the following areas, in the order of importance, **with 1 being most important**, that you hope a new pastor might preserve with great care before making changes.

- _____ Music and Worship
- _____ Sunday School / Discipleship groups
- _____ Sunday Schedule
- _____ Wednesday Nights
- _____ WMU
- _____ Children's ministry
- _____ Youth Ministry
- _____ Maintaining pastors and deacons as offices of the church
- _____ Congregational decision-making and function
- _____ Other _____

Pastoral Experience

For each of these areas of ministry, please RANK them from 1 to 5, with 1 being the MOST important and 5 being the LEAST important for our next pastor to have experience or interest in. Use each number only once.

_____ Discipleship programs

_____ Missions (local and global)

_____ Community outreach/service

_____ Intergenerational ministry

_____ Evangelism training for members

What level of education should our next pastor have acquired?

_____ High School _____ College Degree

_____ Attending Seminary

_____ Finished Seminary with a Master's degree

_____ Working on Doctorate

_____ Finished Doctoral Work

How many years of experience are necessary to lead our church?

_____ 0-5 _____ 5-10 _____ 10+

Leading Change in the Church

How do you prefer the pastor to lead change in the church?

- ☐ I prefer significant changes quickly to address urgent needs
- ☐ I prefer moderate changes at a steady pace
- ☐ I prefer gradual, incremental changes with plenty of explanation
- ☐ I prefer to maintain traditions with minimal changes

What do you believe should be the top three priorities for our next pastor in their first year?

Thank you for your thoughtful input. Your responses will help guide our Pastor Search Committee, but please understand they will be used to gauge the congregation's thoughts rather than as a simple "majority rules" approach. We seek God's direction first and foremost for the person He has called to lead our church.

"Go therefore and make disciples of all nations... And you shall love the Lord your God with all your heart, and with all your soul, and with all your mind, and with all your strength... You shall love your neighbor as yourself." - Matthew 28:19, Mark 12:30-31