



Pastor Profile Texas District, LC-MS



This survey seeks to clarify what our congregational members believe to be the key roles, functions, attributes and qualities of the pastor we are seeking to call. Your responses to this survey will provide information that will help in the process of identifying one or more pastors who are suited for our ministry and would, therefore be good candidates for our call. Please answer all questions, carefully following instructions. Please return your completed copy to the call committee.

1. Priorities for our New Pastor - Rank the following list of priorities for your new pastor in numeric order with 1 being the most important and 10 being the least important. Please use each number only once.

- ___ Works with congregational leaders in setting visionary leadership
- ___ Helps us develop strong evangelism and outreach into the community
- ___ Makes the worship service his main focus
- ___ Serves as the lead Bible teacher for the congregation
- ___ Regularly visits hospitalized and homebound members
- ___ Develops strong leadership teams, boards and committees
- ___ Provides strong guidance in the area of stewardship
- ___ Serves as a catalyst to help heal congregational conflict
- ___ Skilled and energetic in preaching
- ___ Is personally skilled and active in sharing Jesus with non-members

2. Worship Style - Think about your congregation's worship style. For each statement, rate how important it is that our new pastor is comfortable and able to utilize this worship component (1 through 5—see key below).

- 1=Very Strong Emphasis
- 2=Strong Emphasis
- 3=Moderately Strong Emphasis
- 4=Some Emphasis
- 5=Small Emphasis
- 6=No Emphasis

Think of each question starting with "How important is it to the mission of our congregation that..."

___ we have at least one worship service that uses only Synodically approved liturgies and hymnals (e.g. TLH, LW, LSB)."

___ we have at least one service weekly that uses only organ or piano to accompany congregational singing."

(Question 2 responses continued on next page)

____we have at least one service weekly that utilizes instruments other than organ or piano."

____we have at least one service weekly that blends traditional and contemporary hymns and songs in a liturgical service."

____we have at least one service weekly that would be considered contemporary in nature using a 'praise band' to lead congregational singing."

____we have at least one service weekly that involves laity as lectors, liturgists, cantors or other worship leadership on a regular basis."

____we have at least one service weekly that uses drama or film clips as a part of worship on a regular basis.

3. Other factors I believe are important as our congregation considers future elements of worship (note any comments here):

4. Communion Practice - Think about your congregation's practice of distributing Holy Communion. Rank the following three practices in order from 1 to 3 with 1 being most like your desired communion practice and 3 being least like your desired communion practice.

____Our congregation serves the Lord's Supper only to communicant members of this congregation, of other LCMS congregations and to members of congregations in altar and pulpit fellowship with the LCMS.

____Our congregation serves the Lord's Supper to baptized believers who confess their sins and come to the communion table after being educated in what the LCMS believes, teaches and confesses about this sacrament.

____Our congregation encourages its pastor(s) and elders to exercise pastoral discretion in determining who should be admitted to receive the Lord's Supper.

5. How often should our congregation offer Holy Communion? (please check one)

____Every worship service

____In at least one worship service each Sunday

____Twice monthly at each worship service

6. Women's Suffrage - Think about your congregation's practices concerning how important it is that women are eligible to vote in your voter's assembly and that our new pastor share that same view.

- 1=Very Strong Emphasis
- 2=Strong Emphasis
- 3=Moderately Strong Emphasis
- 4=Some Emphasis
- 5=Small Emphasis
- 6=No Emphasis

___ Women exercising the right to vote in congregational voter's assembly meetings.

7. Roles for Lay Men: Think about how your congregation involves laity in worship and leadership roles. Check all of the roles currently available to men in your congregation

___ Congregational President and Vice President

___ Elder/Lay Minister

___ Usher

___ Lay Reader (Lector)

___ Children's Sunday School Teacher

___ Adult Bible Class Teacher

___ Board/Action Team member

___ Board/Action Team chair

___ Confirmation Instructor

___ Treasurer/Financial Secretary

___ Communion Assistant

___ Other, please specify:

8. Roles for Lay Men: Think about the roles you checked in the previous question and how important it is to that our new pastor support men serving in these roles (fill in the number that best reflects your opinion).

- 1=Very Strong Emphasis
- 2=Strong Emphasis
- 3=Moderately Strong Emphasis
- 4=Some Emphasis
- 5=Small Emphasis
- 6=No Emphasis

___ Emphasis our new Pastor should have in supporting these roles for men.

Additional Comment:

9. Roles for Lay Women: Think about how your congregation involves laity in worship and leadership roles. Check all of the roles currently available to women in your congregation

___ Congregational President and Vice President

___ Elder/Lay Minister

___ Usher

___ Lay Reader (Lector)

___ Children's Sunday School Teacher

___ Adult Bible Class Teacher

___ Board/Action Team member

___ Board/Action Team chair

___ Confirmation Instructor

___ Treasurer/Financial Secretary

___ Communion Assistant

___ Other, please specify:

10. Roles for Lay Women: Think about the roles you checked in the previous question and how important it is to that our new pastor support women serving in these roles.

1=Very Strong Emphasis

2=Strong Emphasis

3=Moderately Strong Emphasis

4=Some Emphasis

5=Small Emphasis

6=No Emphasis

___ Emphasis our new Pastor should have in supporting these roles for women.

Additional Comment:

11. Leadership Priorities - There are a variety of leadership skills that a pastor may exercise. Rank the following list in numeric order with **1 being the most important** and **6 being the least important**. Please use each number only once.

___ Visionary: Can create and articulate a picture of a preferred future for a congregation.

___ Innovator: Envisions and implements new approaches to conducting ministry. Calls for change which may mean some aspects of ministry stay, some go and some get modified.

___ Planner: Maps out objectives, plans overall organizational strategies and designs programs with a focus on developing a strategy for mission and ministry and sticks to it.

___ Leadership Development: Enlists, equips and motivates people to use their gifts for servant roles in God's Kingdom work including being leaders who help others develop their gifts.

(Question 11 responses continued on next page)

____Mentor/Overseer: Effectively relates to and supervises other called or contracted church workers (e.g. DCE, Director of Music, administrative assistant).

____Delegator: Effectively delegates non-pastoral functions to others who are competent and qualified to fill those roles.

12. Preaching - A function of the Pastoral Office is public preaching of God's Word. Rank the following preaching skills in numeric order with 1 being the most important and 5 being the least important. Please use each number only once.

____Preaches sermons that are regularly based on one of the assigned lessons (Old Testament, Epistle, Gospel) selected for that Sunday of the Church year.

____Preaches sermons or series of sermons on Biblical topics or themes that relate to current matters or issues of life.

____Preaches sermons that include stories or metaphors from everyday life which help connect the text of the sermon to the listeners.

____Preaches sermons that are as much teaching (expository narrative and application of a text of Scripture) as they are preaching.

____Preaches sermons that call for action (i.e., life application of hearing the Good News)

13. Teaching - A function of the Pastoral Office is in the public teaching of God's Word. Rank the following list of teaching tasks for your new pastor in numeric order with 1 being the most important and 7 being the least important. Please use each number only once.

____Teaches a Bible class to adults each Sunday.

____Teaches youth confirmation class on a regular basis.

____Teaches laity to be teachers of youth and/or adult classes.

____Oversees the teaching of youth confirmation classes but does not necessarily teach all the classes himself.

____Delegates teaching responsibilities to other staff members who are trained and equipped for such ministry (e.g., teacher, DCE, Deaconess, etc.)

____Provides Spiritual formation by guiding and coaching individual Christians in the church mature in the faith through learning spiritual disciplines.

____Supports, encourages and equips laity for leading small group ministry.