

# St. Paul's Lutheran Church Pastoral Needs

This survey is designed to research the pastoral needs of our church. Research from the survey will be shared with the church council and will be used to help complete a ministry site profile when a call for a new pastor is necessary. Note, this research is not being completed as part of an immediate need for a call or because of any planned change in pastoral leadership. **Please complete the paper survey and return it to the box in the Good Shepherd Room. There is also an electronic version of the survey, which can be completed online.** Here is a link to the survey: <https://forms.gle/kuXXXMPQEEiZuZeX6>. **Please complete ONE survey, either online or on paper.**

1. How do you see St. Paul's Lutheran Church as following its current mission statement, "To Teach the World that God is Love"? Explain your answer.

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2. How would you describe the leadership style at St. Paul's?

	A lot like St. Paul's	A little like St. Paul's	Not at all like St. Paul's
We welcome ideas that are provoking and challenging	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We prefer ideas that are tried and true.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We rely on our leaders for direction.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We rely on group decision-making.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have learned how to use conflict constructively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We tend to perceive conflict as something descruective.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3. What are the strengths of St. Paul's Lutheran Church as a congregation?

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4. What are the five most important ministry tasks for a pastor at St. Paul's. (**Note - this list is long. Please take time to consider the listed items and select the FIVE most important ministry tasks.**)

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| <input type="checkbox"/> Administration                 | <input type="checkbox"/> Multicultural ministry         |
| <input type="checkbox"/> Building a sense of community  | <input type="checkbox"/> Music/worship/arts             |
| <input type="checkbox"/> Campus/young adult ministry    | <input type="checkbox"/> Parish nurse/health            |
| <input type="checkbox"/> Children's Ministry            | <input type="checkbox"/> Participant in larger church   |
| <input type="checkbox"/> Christian Education            | <input type="checkbox"/> Pastoral care and visitation   |
| <input type="checkbox"/> Communications/media           | <input type="checkbox"/> Preaching/worship              |
| <input type="checkbox"/> Community organizing           | <input type="checkbox"/> Recruit and equip leaders      |
| <input type="checkbox"/> Conflict management            | <input type="checkbox"/> Self care/family life          |
| <input type="checkbox"/> Counseling/social work         | <input type="checkbox"/> Small group ministry           |
| <input type="checkbox"/> Early childhood administration | <input type="checkbox"/> Social ministry                |
| <input type="checkbox"/> Ecumenical work                | <input type="checkbox"/> Spiritual formation/direction  |
| <input type="checkbox"/> Evangelism/mission             | <input type="checkbox"/> Stewardship                    |
| <input type="checkbox"/> Financial management           | <input type="checkbox"/> Strategic mission and planning |
| <input type="checkbox"/> Innovation/creativity          | <input type="checkbox"/> Teaching                       |
| <input type="checkbox"/> Interpersonal climate          | <input type="checkbox"/> Volunteer coordination         |
| <input type="checkbox"/> Ministry in daily life         | <input type="checkbox"/> Youth and family ministry      |
| <input type="checkbox"/> Ministry with seniors          | <input type="checkbox"/> Interpret theology             |

5. If St. Paul's were to hire an additional staff member (pastor, deacon, or layperson), what are some ministry tasks (beyond the tasks for the pastor) that staff member could serve? You may pull from the ministry tasks in the previous question for your response.

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6. Which gifts or talents are essential in a pastor of St. Paul's?

	Top Priority	Very Helpful	Not Essential
Help people develop their spiritual life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Help people understand and act upon issues of social justice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provide care and nurture.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Be active in visitation of members and nonmembers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Build a sense of community among coworkers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Help others develop leadership abilities and skills for ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Be an effective administrator.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Be an effective communicator.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Be an effective teacher.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. What is an area in which St. Paul's can grow as a church?

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8. Which gifts or talents are essential in a pastor of St. Paul's?

	Top Priority	Very Helpful	Not Essential
Encourage support of the church's wider mission.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work regularly in the development of stewardship growth.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Be active in ecumenical relationships.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Be effective in working with youth.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Organize people for community action.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Be skilled in planning and leading programs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Have a thorough knowledge of Holy Scriptures.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Have a strong knowledge of the Lutheran Confessions. (Luther's Catechism and the Augsburg Confessions)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

9. Which gifts or talents are essential in a pastor of St. Paul's?

	Top Priority	Very Helpful	Not Essential
Understand and interpret the mission of the church from a global perspective.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Deal effectively with conflict.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bring joy and good humor to relationships.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Be able to share leadership and work in a team.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Be creative and innovative about tasks.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Be able to use technology and media.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Appreciate the cultural diversity in language and customs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Have talents in the areas of music, arts, and writing.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Planning, leading, and implementing the Lutheran liturgy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

10. If you wish to be entered for a gift card for completing the survey or be contacted by the committee for a more in-depth discussion of pastoral needs, please include your name and email address.

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