

Pastoral Profile Survey
Texas District—LCMS



Welcome to the Pastoral Profile Survey!

This survey seeks to clarify what your congregation's members believe to be the key roles, functions, attributes, and qualities of the next pastor who will be called. Your responses to this survey will provide information that will help in the process of identifying one or more pastors who are suited for your congregation's ministry and would, therefore, be good candidates.

Please answer all questions, carefully following instructions. When you have completed this survey, please submit it according to your congregation's call committee instructions. Your responses will then be recorded.

1. Which of the following statements BEST describes the purpose for which your congregation exists? Please choose only one.
 - a. Provide a place for God's people to worship
 - b. Preach and teach God's Word in truth and purity and administer the sacraments
 - c. Reach out into the community with the pure truth of God's Word to make disciples of those who are not believers
 - d. Pass the truth of God's Word down to the next generation
 - e. Support identified community needs and charitable causes to make our neighborhood a better place

COMMENTS:

2. Your congregation is currently effective at fulfilling the purpose chosen in question 1.
 - a. Yes
 - b. No

COMMENTS:

3. Which of the following BEST describes the current state of your congregation?

Please choose only one.

- a. ___Declining rapidly
- b. ___Declining slowly
- c. ___Stable
- d. ___Growing slowly
- e. ___Growing rapidly

COMMENTS:

4. All congregations experience conflict. Which of the following BEST describes the level of conflict in your congregation at this time? Please choose only one.

- a. ___Very low
- b. ___Low
- c. ___Moderate
- d. ___High
- e. ___Very high

COMMENTS:

5. Which of the following BEST describes your willingness to have your congregation change so that it can better accomplish its purpose? Please choose only one.

- a. ___Nothing about our congregation should change
- b. ___Minor needed changes that do not compromise God's Word are acceptable, so long as they cause only slight discomfort
- c. ___Major needed changes that do not compromise God's Word are acceptable, even if they cause moderate discomfort
- d. ___Substantial needed changes that do not compromise God's Word are acceptable, even if they cause significant discomfort

COMMENTS:

6. Considering all sources of gross personal income, what percentage do you believe the typical member contributes to your congregation? Please choose only one.

- a. ___0-4%
- b. ___5-9%
- c. ___10%
- d. ___11% or more

COMMENTS:

7. Not including worship services, how many hours per month do you believe the typical member participates in your church's Bible study or service activities? Please choose only one.
- a. ___ 0-2
 - b. ___ 3-6
 - c. ___ 6-9
 - d. ___ 10 or more

COMMENTS:

8. How willing do you believe the typical member is to increase the percentage indicated in question 6 and/or the hours indicated in question 7 so that your congregation may better fulfill its purpose? Please choose only one.
- a. ___ Not willing
 - b. ___ A little willing
 - c. ___ Moderately willing
 - d. ___ Very willing

COMMENTS:

9. Which of the following opportunities should your congregation pursue to fulfill its purpose? Please choose as many as are applicable.
- a. ___ Initiating or continuing a community social or charitable ministry
 - b. ___ Community engagement to reach those without saving faith
 - c. ___ A different style of worship service than what we currently offer
 - d. ___ Initiating or continuing a "preaching station" in another area of the community (a neighborhood, nursing home, someone's home, etc.)
 - e. ___ Planting a new congregation in the area
 - f. ___ Partnering with another congregation to plant a congregation in the area
 - g. ___ Encouraging and supporting gifted individuals to become Texas District—LCMS certified Evangelists
 - h. ___ Encouraging and supporting gifted individuals to become pastors or other LCMS-trained church workers
 - i. ___ Other, please specify:

COMMENTS:

10. Which of the following BEST describes the style of worship you prefer? Please choose only one.
- a. ___ Traditional—utilizing a Synod-approved hymnal, hymnody, and either organ or piano
 - b. ___ Contemporary—utilizing current Christian music and instrumentation such as keyboards, guitars, and drums
 - c. ___ Blended—utilizing elements of both traditional and contemporary worship, as described above

COMMENTS:

11. Would you support your congregation offering a worship style OTHER than the preference you indicated in question 10, so long as the preference you indicated in question 10 IS offered?
- a. ___ Yes
 - b. ___ No

COMMENTS:

12. Which of the following pastoral skills is MOST important to your congregation at THIS time? Please choose only one.
- a. ___ Visionary: Can create and articulate a picture of a preferred future for our congregation
 - b. ___ Planner and administrator: Maps out objectives, plans overall organizational strategies and designs programs with a focus on developing a strategy for mission and ministry and sees to implementation
 - c. ___ Innovator: Creatively envisions and implements new approaches to conducting ministry and initiates the change necessary to accomplish them
 - d. ___ Caregiver: Effectively cares for the spiritual needs of the congregation
 - e. ___ Leadership developer: 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, and then delegates appropriate responsibilities to them

COMMENTS:

13. Congregations often have areas of ministry that are of particular importance or emphasis. Which of the following areas require particular skill from your next pastor? Please choose as many as are applicable.

- a. ___ Congregational leadership and administration
- b. ___ Community leadership
- c. ___ Leadership of contemporary worship
- d. ___ Skills in cross-cultural ministry
- e. ___ Youth work
- f. ___ Small group leadership and development
- g. ___ Visitation and care of the elderly
- h. ___ Evangelistic outreach
- i. ___ Other, please specify:

COMMENTS:

14. Which of the following BEST describes your congregation's practice for the administration of Holy Communion? Please choose only one.

- a. ___ Our congregation administers 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. No exceptions to this practice.
- b. ___ Our congregation administers 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. Discretion is given to pastor and elders to commune others in extraordinary situations and circumstances.
- c. ___ Our congregation administers the Lord's Supper to baptized believers who confess their sins and come to the communion table after being informed concerning what the LCMS believes, teaches and confesses about this sacrament.

COMMENTS:

15. Please place any other comments the call committee should consider in the space below: