

# SEARCH COMMITTEE GUIDELINES & PROCEDURES: CONGREGATIONAL SURVEYS



## **CHRISTIAN CHURCH (DISCIPLES OF CHRIST) IN NEBRASKA**

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## DEMOGRAPHICS AND CHURCH LIFE

**Instructions:** 1 Form Per Person --- Each adult in the household, along with children old enough to complete the survey on her/his own, should complete a survey. Please be candid as this is anonymous.

**Zip Code:** \_\_\_\_\_

**Marital Status:**

- |   |  |
|---|--|
| <input type="checkbox"/> Single Youth                 | <input type="checkbox"/> Married                       |
| <input type="checkbox"/> Single Adult - 18-35         | <input type="checkbox"/> Married with Children at Home |
| <input type="checkbox"/> Single Adult - 36+           | <input type="checkbox"/> Blended Family                |
| <input type="checkbox"/> Single with Children at Home |  |

**Age Group:**

- |                                |                                |                                |
|--------------------------------|--------------------------------|--------------------------------|
| <input type="checkbox"/> 1-11  | <input type="checkbox"/> 25-34 | <input type="checkbox"/> 55-64 |
| <input type="checkbox"/> 12-17 | <input type="checkbox"/> 35-44 | <input type="checkbox"/> 65-79 |
| <input type="checkbox"/> 18-24 | <input type="checkbox"/> 45-54 | <input type="checkbox"/> 80+   |

**Education Level Attained:**

- |   |  |
|---|--|
| <input type="checkbox"/> High School                  | <input type="checkbox"/> College         |
| <input type="checkbox"/> Specialty School             | <input type="checkbox"/> Graduate School |
| <input type="checkbox"/> Other – Please Specify _____ |  |

**Occupation:**

- |  |                                       |  |
|--|---------------------------------------|--|
| <input type="checkbox"/> Business/Retail               | <input type="checkbox"/> Education    | <input type="checkbox"/> Manufacturing |
| <input type="checkbox"/> Construction                  | <input type="checkbox"/> Technical    | <input type="checkbox"/> Homemaker     |
| <input type="checkbox"/> Military                      | <input type="checkbox"/> Agriculture  | <input type="checkbox"/> Student       |
| <input type="checkbox"/> Service                       | <input type="checkbox"/> Professional |  |
| <input type="checkbox"/> Other – Please Specify: _____ |                                       |  |

**Employment:**

- |                                    |                                    |                                  |
|------------------------------------|------------------------------------|----------------------------------|
| <input type="checkbox"/> Full-Time | <input type="checkbox"/> Part-Time | <input type="checkbox"/> Retired |
|------------------------------------|------------------------------------|----------------------------------|

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**Is this church your church home?** \_\_\_\_\_ Yes \_\_\_\_\_ No

**Are you a member of this church?** \_\_\_\_\_ Yes \_\_\_\_\_ No

**How many years have you been a member:** \_\_\_\_\_ years

**How often did you attend worship during the past year?**

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Weekly                | <input type="checkbox"/> Once or Twice Every | <input type="checkbox"/> Once or Twice a Year |
| <input type="checkbox"/> Once or Twice a Month | Three Months                                 |   |

**How has your worship participation been over the last two years?**

- ☐ Increased ☐ Decreased ☐ Remained the Same

**If things have changed, please indicate why:**

- |   |   |
|---|---|
| <input type="checkbox"/> Time Availability                      | <input type="checkbox"/> My health has changed    |
| <input type="checkbox"/> Children's Activities                  | <input type="checkbox"/> My faith has changed     |
| <input type="checkbox"/> My attitude towards church has changed | <input type="checkbox"/> Church Leadership/Pastor |
| <input type="checkbox"/> Other – Please Specify: _____          |   |

**Beyond Worship, how else are you involved in the life of the church community (check all that apply):**

- |  |   |   |
|--|---|---|
| <input type="checkbox"/> Church Choir              | <input type="checkbox"/> Bible Study            | <input type="checkbox"/> Elder            |
| <input type="checkbox"/> Worship Leader/Liturgist  | <input type="checkbox"/> Sunday School Class    | <input type="checkbox"/> Deacon           |
| <input type="checkbox"/> Read Scripture in Worship | <input type="checkbox"/> Committee of the Board | <input type="checkbox"/> Mission Projects |
| <input type="checkbox"/> Other: _____              | <input type="checkbox"/> Board Member           |   |

**Do you have regular access to a computer in your home?** \_\_\_\_\_ Yes \_\_\_\_\_ No

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*The next 2 questions are to get a sense of Church Life today (Traditional Church), and Church Life for our future (Emerging Church/Growing Church).*

**Select 4 (Four) Areas of Church Life that are MOST Important to you:**

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> Personal Spiritual Life  | <input type="checkbox"/> Evangelism       | <input type="checkbox"/> Elders  |
| <input type="checkbox"/> Worship                  | <input type="checkbox"/> Fellowship       | <input type="checkbox"/> Stewardship   |
| <input type="checkbox"/> Music                    | <input type="checkbox"/> Youth            | <input type="checkbox"/> Church Communication                                |
| <input type="checkbox"/> Christian Education      | <input type="checkbox"/> Women's Ministry | <input type="checkbox"/> Discipleship/Faith Formation/Leadership Development |
| <input type="checkbox"/> Outreach/Mission/Service | <input type="checkbox"/> Men's Ministry   |  |
| <input type="checkbox"/> Pastoral Care            | <input type="checkbox"/> Deacons          |  |

**Select 4 (Four) Ministries (e.g., programs, services) that you currently are, or would be willing to invest your time establishing or strengthening in your church:**

- |   |   |   |
|---|---|---|
| <input type="checkbox"/> Adult Theological Discussion | <input type="checkbox"/> Parent Training Programs   | <input type="checkbox"/> Church Day-School          |
| <input type="checkbox"/> Bible Study                  | <input type="checkbox"/> Parent's Day Out           | <input type="checkbox"/> Spiritual Retreats         |
| <input type="checkbox"/> Prayer Groups                | <input type="checkbox"/> Food Pantry                | <input type="checkbox"/> Sport Groups               |
| <input type="checkbox"/> Art/Drama/Music Groups       | <input type="checkbox"/> Clothes Pantry             | <input type="checkbox"/> Church-Wide Camping        |
| <input type="checkbox"/> Divorce Recovery Group       | <input type="checkbox"/> Peace and Justice Programs | <input type="checkbox"/> Vacation Bible School      |
| <input type="checkbox"/> Marriage Support Group       | <input type="checkbox"/> Grief Ministry             | <input type="checkbox"/> Twelve Step Recovery Group |
| <input type="checkbox"/> Family Activities            | <input type="checkbox"/> Youth Social Programs      | <input type="checkbox"/> Active Retirement Group    |
| <input type="checkbox"/> Other: _____                 |   |   |

**Indicate 4 (Four) areas that you are looking most from our pastor:**

- |  |   |
|--|---|
| <input type="checkbox"/> Has a deep personal spiritual life  | <input type="checkbox"/> Strong pastoral care                                 |
| <input type="checkbox"/> Self-care (health and wellness)   | <input type="checkbox"/> Works with church leaders to envision our future     |
| <input type="checkbox"/> Is actively engaged in the Christian Church (Disciples of Christ) (Regional and General Church) | <input type="checkbox"/> Strong Administration skills                         |
| <input type="checkbox"/> Emphasizes outreach beyond our local community  | <input type="checkbox"/> Computer literate                                    |
| <input type="checkbox"/> Emphasizes outreach in our local community  | <input type="checkbox"/> Works with church members in bringing in new members |
| <input type="checkbox"/> Involved in the local community   | <input type="checkbox"/> Motivates church leaders                             |
| <input type="checkbox"/> Takes a stand on social issues  | <input type="checkbox"/> Good personal stewardship                            |
| <input type="checkbox"/> Delivers effective, meaningful sermons  | <input type="checkbox"/> Creative in planning and leading worship             |
| <input type="checkbox"/> Other: _____  | <input type="checkbox"/> Builds strong, personal relationships with members   |

THANK YOU!

# WHAT QUALITIES ARE WE LOOKING FOR IN OUR NEXT MINISTER?

## A Brief Survey Instrument

### INSTRUCTIONS:

1. Review all of the items before placing a check-mark next to any of them.
2. Think about the list, and reflect quietly by yourself about what kinds of gifts, talents, skills, and knowledge surface in your mind, heart, and soul. Note that some of the items are in direct contrast to another item - -that is intentional, as not everyone wants or needs the same thing from their minister and, in fact, there is often very different needs and wants from a minister of the same church.
3. Add any skills or knowledge that you would like included.
4. Notice that one person *cannot* be all of these attributes ~~ so ask yourself what is truly most essential to you.
5. Now you are ready – Check 10 (overall) of the following items.

### SURVEY QUESTIONS:

#### **Member Relationships:**

- ☐ A willingness and interest in supporting and guiding members and guests/friends in our relationship with God and one another;
- ☐ Experience in working with people in solving problems and conflicts;
- ☐ Has experience and interest in helping others gain clarity in our sense of direction and calling in our own lives and ministry;
- ☐ Enjoys providing emotional and spiritual support to members and guests/friends of the church;
- ☐ Enjoys visiting with/making pastoral calls with people in hospitals and care facilities/nursing homes;
- ☐ Enjoys visiting with people who are homebound;
- ☐ Enjoys visiting with people in their homes;
- ☐ Builds a sense of fellowship with the people with whom s/he works;

#### **Worship:**

- ☐ Is effective in designing, planning, and leading worship;
- ☐ An effective preacher;
- ☐ A desire to continue to learn and grow in their understanding of God;

#### **Leadership**

- ☐ Has a clear sense of direction in her/his ministry/calling;
- ☐ Demonstrated experience in providing leadership;
- ☐ Works well independently;
- ☐ Works well with church leaders;
- ☐ Works well with children and youth;
- ☐ Is effective at working with adults;
- ☐ Identifies, recruits, and trains new leaders by developing their leadership skills;
- ☐ Effectively administers the church business;
- ☐ Demonstrated experience at working well with a church governance system (e.g., committees, boards);

- ☐ Inspires a sense of confidence;
- ☐ Works well with a church that would be considered a lay-led congregation;
- ☐ Works well with a church that would be considered a pastor-led congregation;
- ☐ Writes clearly and succinctly;
- ☐ Works well with committee and board leaders in planning and leading meetings;
- ☐ Is someone that I see as emotionally secure and mature;
- ☐ Is someone who understands and practices keeping healthy boundaries;
- ☐ Has demonstrated experience in dealing with conflict in healthy, constructive, creative ways.
- ☐ Is someone who maintains confidentiality;
- ☐ Enjoys designing, developing, and implementing new programs and ministries;

#### **Education & Faith Formation**

- ☐ Is an effective teacher and learner;
- ☐ Demonstrates a strong commitment to educational ministry in the church;
- ☐ Has demonstrated a willingness to work with the church leadership on church stewardship, in helping members to grow in their faith through tithes and offerings;
- ☐ Shares in the responsibility with church leadership and members in bringing in visitors and potential new members;
- ☐ Does well in organizing both members and friends/guests to take action, both within the church and in the broader community;
- ☐ Helps people to connect their faith to, and bring their faith into daily living;
- ☐ Accepts people with very different, even divergent backgrounds and traditions;
- ☐ Enjoys walking alongside members to support them as they assume new responsibilities in the church;
- ☐ Is someone who is compassionate as they learn about other peoples' needs;
- ☐ Connects with and stays in relationship with members who are no longer attending the church worship services;

#### **The Wider Church**

- ☐ Is someone who has a strong commitment to the Christian Church (Disciples of Christ);
- ☐ Encourages people to participate in the Christian Church (Disciples of Christ) ministries, programs, and activities;
- ☐ Encourages people to participate in Church-Wide (ecumenical, or across denominations) and Interfaith ministries, programs, and activities;
- ☐ Encourages people to grow in their understanding of, and become active in issues of social justice;
- ☐ Supports the Christian Church's General Church Ministries supported by Disciples Mission Fund;
- ☐ Is able to relate the mission of the Local Church to global issues;

#### **Other Skills, Knowledge, or Attributes**

- ☐
- ☐
- ☐
- ☐

THANK YOU FOR COMPLETING THIS SURVEY!

## HOW DO I FEEL ABOUT OUR CHURCH?

Circle one number to indicate how you feel about the Church where you worship.

Example: Our church is the best church in the world.

Disagree    1    2    3    4    5    6    7    8    9    10    Agree

1. Our church is made-up of people from a variety of backgrounds, interests, and ages:

Disagree    1    2    3    4    5    6    7    8    9    10    Agree

2. Our church is supportive and encouraging of all of our members.

Disagree    1    2    3    4    5    6    7    8    9    10    Agree

3. Communication across all of our members is very open.

Disagree    1    2    3    4    5    6    7    8    9    10    Agree

4. Decision-making in our church is broadly inclusive of all voices and perspectives.

Disagree    1    2    3    4    5    6    7    8    9    10    Agree

5. Our church adapts to change very well – sometimes quickly, sometimes gradually, but we do adapt.

Disagree    1    2    3    4    5    6    7    8    9    10    Agree

6. As a church as a whole we are hopeful about our future.

Disagree    1    2    3    4    5    6    7    8    9    10    Agree

7. As a church we actively minister to the needs of people in our community.

Disagree    1    2    3    4    5    6    7    8    9    10    Agree

8. As a church, our members actively support one another in our faith and our daily lives.

Disagree    1    2    3    4    5    6    7    8    9    10    Agree

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9. We have the potential to grow in our support for our church, and the wider Christian Church (Disciples of Christ) financially.

Disagree      1      2      3      4      5      6      7      8      9      10      Agree

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10. We would like to grow in our understanding of at it means to be the church, and to be a part of the wider Christian Church (Disciples of Christ).

Disagree      1      2      3      4      5      6      7      8      9      10      Agree

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11. Members of our church do a good job of inviting other people to worship with us.

Disagree      1      2      3      4      5      6      7      8      9      10      Agree

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12. Our church structure has been, and continues to be adaptable so that we can respond to situations within the church, and in society.

Disagree      1      2      3      4      5      6      7      8      9      10      Agree

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*If you responded to any of the questions above with either 1, 2, or 3, please help us to understand what your sense is about our church:*

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THANK YOU FOR COMPLETING THIS SURVEY!



