



Saint Philip's Pastoral Search Survey

The call of a new pastor is a critical event in the life of our congregation.

It is a time of making a choice about our future. This moment provides an important opportunity for St. Philip's to share together in assessing who we are and where we see ourselves going. To assist in this task, the survey not only asks several sets of direct questions about the kind of pastoral leader you would like to see chosen, but it also includes sets of broader questions regarding our congregation's current ministry and your own involvement.

Simply check the appropriate box or supply the required information as indicated. The survey can be completed manually or it can be filled out on your computer by going to www.stphilip-sv.net. It should take no longer than a half hour to complete.

When answering questions with a limited number of choices, please choose the answer that comes closest to the right answer for you, even if it does not fit perfectly. Unanswered items reduce the usefulness of the survey.

Please do not sign your name on the questionnaire. We want to guarantee that your individual answers will be held in the strictest confidence.

In some cases, more than one person in a household may fill out a survey. That is the way it is supposed to be. Please work independently and complete separate questionnaires. It is important that everyone participate in this survey!

You will receive instructions on how to return your survey. Feel free to share any comments or concerns you have about the survey.

Thank you for your cooperation. We hope you enjoy filling out the questionnaire, and that in addition to assisting your church, you may find it a helpful means of reflecting on your faith and the meaning of your church experience.

Congregational Participation and Involvement at St Philip's

Please indicate any activities you were (or intend to be) involved in either as a volunteer or as an attendee.

| Activity | Past Participation last 5 years | Present Participation | Future Participation | Not interested in this activity | Want to see more of this activity |
|--|---------------------------------|-----------------------|----------------------|---------------------------------|-----------------------------------|
| Service Activities | | | | | |
| Acolyte | | | | | |
| Server | | | | | |
| Usher | | | | | |
| Lector | | | | | |
| Healing Ministry | | | | | |
| Choir & other music | | | | | |
| Lay Minister | | | | | |
| Altar Flowers | | | | | |
| Altar Guild | | | | | |
| Coffee Hour | | | | | |
| Christian Education (Adult Involvement) | | | | | |
| Pre-School | | | | | |
| Elementary | | | | | |
| Junior High | | | | | |
| High School | | | | | |
| Bible Study | | | | | |
| Congregational Support | | | | | |
| Vestry | | | | | |
| Diocesan Delegate | | | | | |
| Grounds Maintenance | | | | | |
| Facilities Management | | | | | |
| Workdays | | | | | |
| Fund Raising | | | | | |
| Office Volunteer | | | | | |
| Newsletter | | | | | |
| Spiritual Support | | | | | |

| Activity | Past Participation last 5 years | Present Participation | Future Participation | Not interested in this activity | Want to see more of this activity |
|-----------------------------|---------------------------------|-----------------------|----------------------|---------------------------------|-----------------------------------|
| Bible Study | | | | | |
| Prayer/ Meditation Group | | | | | |
| Theology Book Group | | | | | |
| Healing Ministry | | | | | |
| Parish Social Events | | | | | |
| Tea & Garden Tour | | | | | |
| Rummage Sale | | | | | |
| Trivia Night | | | | | |
| Potlucks | | | | | |
| Art Class | | | | | |
| Fellowship Group | | | | | |
| Dinner Groups | | | | | |
| Book Club | | | | | |
| Ministries | | | | | |
| Homeless Shelter | | | | | |
| Youth Group (monthly) | | | | | |
| Sunday School | | | | | |
| Food Pantry | | | | | |

Are there any other activities that you would like to see St Philip's offer? Please describe:

How much time do you spend each month on church activities?

- 1-4 Hours 5-10 Hours 11 Hours or more

How much time do you spend each month on volunteering outside of church?

- 1-4 Hours 5-10 Hours 11 Hours or more

What kind of volunteering?

- 1.
- 2.
- 3.
- 4.
- 5.

FAITH AND BELIEFS

To be scored on a 5-point scale:

Agree, Somewhat Agree, Undecided, Somewhat Disagree, Disagree

1. Belonging to St. Philip's helps me to find deeper meaning and purpose in my life.

Agree `Somewhat Agree Undecided Somewhat Disagree Disagree

2. St. Philip's should be involved in helping the poor, the sick and the homeless.

Agree `Somewhat Agree Undecided Somewhat Disagree Disagree

3. Opportunities for spiritual growth are important to me.

(e.g., Bible study, book study, class)

Agree `Somewhat Agree Undecided Somewhat Disagree Disagree

4. The only way to have a loving relationship with God is to believe in Jesus Christ.

(The only way or the best way, to know God???)

Agree `Somewhat Agree Undecided Somewhat Disagree Disagree

5. St. Philip's should be an advocate of peace and social justice.

Agree `Somewhat Agree Undecided Somewhat Disagree Disagree

6. One of the reasons I attend the Episcopal Church is because of its emphasis on traditional liturgy and sacramental worship.

Agree `Somewhat Agree Undecided Somewhat Disagree Disagree

7. Along with Christianity, Judaism, Buddhism, and Islam provide helpful truth for spiritual growth.

Agree `Somewhat Agree Undecided Somewhat Disagree Disagree

8. I think ceremony and tradition are at the heart of church life.

Agree `Somewhat Agree Undecided Somewhat Disagree Disagree

9. St. Philip's provides me with a sense of belonging to a community.

Agree `Somewhat Agree Undecided Somewhat Disagree Disagree

10. It is often difficult to live out my faith in daily work, leisure and community life.

Agree `Somewhat Agree Undecided Somewhat Disagree Disagree

Please provide any additional or explanatory comments you would like to express.

TASKS OF THE RECTOR

Please indicate your opinion of the degree of the Rector's involvement in each task.

When you are done, please circle the categories for the four most important uses of the Rector's time. For example, if you think Recruiting Lay Leadership is one of the four most important uses, you would circle that heading, and so on with Preaching, Counseling, etc.

| | | | | | | |
|----|--|-------------------------|-------------|-------------|----------------|---------------------|
| 1 | Administration | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |
| 2 | Building maintenance | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |
| 3 | Stewardship | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |
| 4 | Recruiting Lay leadership | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |
| 5 | New member recruitment/growth | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |
| 6 | Community participation | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |
| 7 | Spiritual development | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |
| 8 | Visiting shut-ins | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |
| 9 | Visiting members | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |
| 10 | Contacting and/or calling on visitors | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |
| 11 | Counseling/mediation | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |
| 12 | Education – Youth | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |
| 13 | Education – Adult | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |

| | | | | | |
|-----------|--|-------------|-------------|----------------|---------------------|
| | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |
| 14 | Participation in denominational activities – diocesan, national | | | | |
| | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |
| 15 | Worship, Liturgy and Preaching | | | | |
| | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |
| 16 | Addressing social justice issues | | | | |
| | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |
| 17 | Empowering people to work together | | | | |
| | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |
| 18 | Special Financial – e.g. building, endowment or another fund | | | | |
| | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |
| 19 | Fellowship events | | | | |
| | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |
| 20 | Fundraising (e.g. Trivia Night, Garden Tour, NRATI) | | | | |
| | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |
| 21 | Music | | | | |
| | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |
| 22 | Greeting Worshippers | | | | |
| | No /Minimal Involvement | Team member | Team Leader | Supervise only | Sole responsibility |

Please provide any additional or explanatory comments you would like to express.

CHARACTERISTICS OF THE RECTOR

Please rate for importance.

Spiritual role model

Very Important Fairly Important Not Important

Thorough knowledge of Bible

Very Important Fairly Important Not Important

Inspiring preacher

Very Important Fairly Important Not Important

Inspiring Teacher

Very Important Fairly Important Not Important

Life experience outside ministry

Very Important Fairly Important Not Important

Musical ability, good singing voice

Very Important Fairly Important Not Important

Good listener

Very Important Fairly Important Not Important

Approachable

Very Important Fairly Important Not Important

Available

Very Important Fairly Important Not Important

Strong opinions/convictions

Very Important Fairly Important Not Important

Flexible

Very Important Fairly Important Not Important

Willing to be vulnerable

Very Important Fairly Important Not Important

Good with children

Very Important

Fairly Important

Not Important

Empowering/motivational – helps people find solutions

Very Important

Fairly Important

Not Important

Tolerant

Very Important

Fairly Important

Not Important

Sense of humor

Very Important

Fairly Important

Not Important

Engaging Personality/Charisma

Very Important

Fairly Important

Not Important

Indicate if you have strong feelings about the following possible characteristics of a potential candidate:

Single

Married

Divorced, unmarried

Divorced, re-married

Has children

Gender

Sexual Orientation

Age over 50

Race

Please provide any additional or explanatory comments you would like to express.

STYLE OF MINISTRY

Listed below are 10 pairs of characteristics of a good pastor. For some of them, you will probably agree that both traits in each pair are desirable. But if you had to choose, which characteristic of the two in each pair would you prefer in your pastor. Would you prefer the trait on the left, or would you prefer the trait on the right? Check only one answer for each pair.

| | Strongly prefer | Slightly prefer | OR | Slightly prefer | Strongly prefer | |
|---|-----------------|-----------------|----|-----------------|-----------------|--|
| Expertise in Biblical and theological matters | | | OR | | | Strong emphasis on spiritual development |
| Interactions tend to be thought-provoking | | | OR | | | Interactions tend to be comforting |
| Strictly upholds rulings laid down by national/diocesan bodies | | | OR | | | Is willing to voice own opinions and be flexible on controversial issues |
| Welcomes new approaches and ideas | | | OR | | | Does things as they have always been done |
| Tends to be a strong and decisive force in decisions regarding policy and program | | | OR | | | Tends to encourage and defer to the decision-making of congregation and lay leadership |
| Has a relaxed interpersonal style | | | OR | | | Has a formal interpersonal style |
| Encourages the congregation to stretch to achieve important goals | | | OR | | | Takes a conservative approach to goal planning |
| Helps people figure things out for themselves | | | OR | | | Advises people what to do |
| Is reflective and reserved | | | OR | | | Is outgoing and socially engaging |
| Maintains a private life of family, friends, recreation and personal and professional development | | | OR | | | Gives whole self to the life of church and work as pastor |

Tell us what specific questions would you like the Search Committee to ask a candidate?

STYLE OF PREACHING

Please rate for importance.

Indicate with a check in the left margin the two you feel are most important.

A compelling sermon should:

| | | | | |
|---|--------------|-------------------|-------------------|-----------|
| Expound on one or more Biblical lessons assigned for the day | | | | |
| Avoid | Don't Object | Slight Preference | Strong Preference | Essential |
| Expound on any Biblical lesson(s), not one assigned for the day | | | | |
| Avoid | Don't Object | Slight Preference | Strong Preference | Essential |
| Touch directly on my everyday life | | | | |
| Avoid | Don't Object | Slight Preference | Strong Preference | Essential |
| Set forth a clear faith position as a guide for making decisions and living a faithful life | | | | |
| Avoid | Don't Object | Slight Preference | Strong Preference | Essential |
| Be related to social justice issues | | | | |
| Avoid | Don't Object | Slight Preference | Strong Preference | Essential |
| Be related to political issues | | | | |
| Avoid | Don't Object | Slight Preference | Strong Preference | Essential |
| Make me reflect on issues and events that go beyond my personal life and local community | | | | |
| Avoid | Don't Object | Slight Preference | Strong Preference | Essential |
| Be spoken, rather than read | | | | |
| Avoid | Don't Object | Slight Preference | Strong Preference | Essential |
| Challenge and inspire | | | | |
| Avoid | Don't Object | Slight Preference | Strong Preference | Essential |
| Comfort | | | | |
| Avoid | Don't Object | Slight Preference | Strong Preference | Essential |
| Possibly make someone, even me, uncomfortable | | | | |
| Avoid | Don't Object | Slight Preference | Strong Preference | Essential |
| Provide Biblical context/background/history/facts | | | | |
| Avoid | Don't Object | Slight Preference | Strong Preference | Essential |
| Contain humor/illustrative stories | | | | |
| Avoid | Don't Object | Slight Preference | Strong Preference | Essential |
| Contain preacher's personal experiences and obviously flow from the depth of the preacher's own personal faith and spiritual convictions | | | | |
| Avoid | Don't Object | Slight Preference | Strong Preference | Essential |
| Set forth various sides of an issue without advocating one position as the only Christian position | | | | |
| Avoid | Don't Object | Slight Preference | Strong Preference | Essential |

Please provide any additional or explanatory comments you would like to express.

Additional Comment Section