

PASTORAL QUALITIES, ABILITIES AND INTERESTS SURVEY SUMMARY

(For Part VI. of the Congregational Self Study: Matching Congregational Needs to a Pastor)

In considering the qualities, abilities, and interests listed below, which do you believe are the most important for your next pastor to possess? Please select your top ten and rank them.

As with all sections of the Self Study, Christ the Vine Call Committee sought to be transparent and inclusive with all portions of this Survey. A Google Form (electronic) and a paper format survey of the 32 Pastoral Qualities, Abilities and Interests were shared with all members of the Congregation via our weekly email announcements, direct e-mails and announcements (orally and printed) in the Sunday Bulletin starting on 9/11/23. Weekly Announcements (via email and at service) emphasized the importance and use of the survey. When it was noticed that certain age-delimited segments of our communicant membership were missing, an urgent message was created to explain our need for younger communicant members of CTV to reply to the survey.

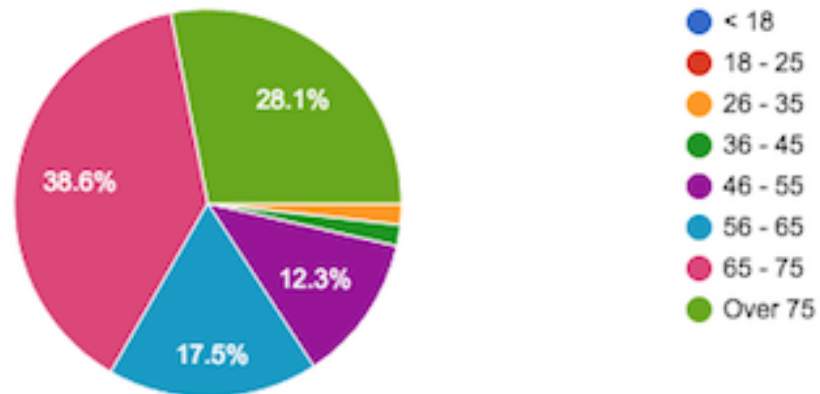
Despite our best efforts, there was some confusion about accessing the Survey (which was done via a link) with at least one member thinking the survey was posted to the Pastoral Call Section of our website. About 50% of our regular Sunday Worshipping Community responded to the survey. Ultimately, younger voices in our congregation gave limited responses. However, the Call Committee was gratified to see “senior members” resonating with the LCEF findings for our area. Seniors know that our future depends on families with children, youth and young adults and only two of our seniors asked for a Pastor who focused on Older Adult Ministry as one of their Top Ten Choices. This could be due in part to many Seniors feeling that our current ministry approach at Christ the Vine is meeting their needs.

The TOP TEN TRAITS faithfully reflect the 57 useable responses to the survey (one was not useable). Each respondent selected and ranked their top 10 Pastoral Qualities, Abilities and Interests, where 1 = top interest and 10 = lowest of their top ten. Scores were then averaged by item after weighting unanswered items. Each respondent was given the opportunity to explain their choices in an open narrative section where CTV Members were also invited to share anything they thought the Pastoral Call Committee should know about the calling of our new Pastor. A qualitative analysis was performed of the written responses, and items were thematically coded and counted.

Survey Responder Information

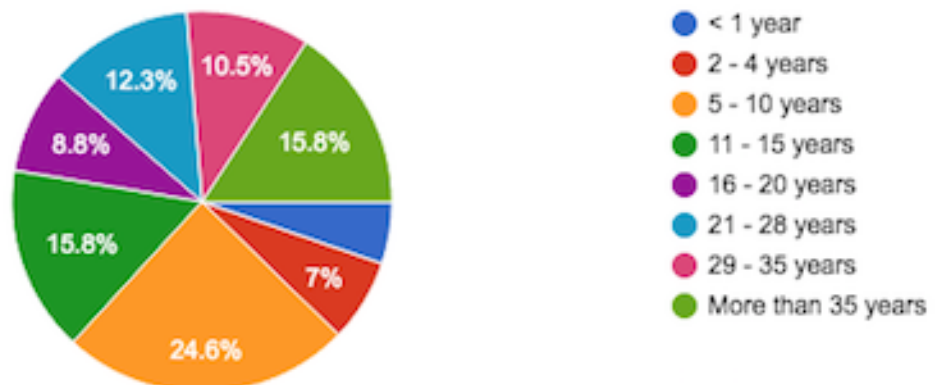
Age of Person Completing this Survey

57 responses



Number of Years at Christ the Vine

57 responses



RATING CATEGORIES FOR THE PASTORS

Rank	Category
1	PREACHING CONTENT: <i>Understands that preaching is more than a presentation of Biblical narrative and Confessional soundness, but must communicate and proclaim Law and Gospel. Knows that preaching which edifies is presenting Law and Gospel in such a way that even a child can understand it. Makes the Gospel prominent in preaching, but preaches the whole word of God with faithfulness. Makes clear application of the word of God to lives of the people of the congregation. Is faithful to the Scripture and Confessions in his sermons.</i>
2	PREACHING DELIVERY: <i>Preaches in a manner that makes the sermon interesting and understandable. Preaches with confidence and with a passion for the word of God and for the people that God has placed in his care. Preaches in an engaging manner using good communication skills, and makes good use of illustrations.</i>
3	WORSHIP: <i>Understands the nature of worship and leads the congregation in worship on a regular basis, and in appropriate manner and form. Carefully prepares for each worship service, and leads the congregation in understanding that in true Christian worship, God is present in His Word and Sacraments and through these means of grace is delivering to His people the gifts that He has for them in Jesus Christ. He teaches and encourages the people to attend the worship services in God's House faithfully, and works hard to make each service Spiritually rich and nourishing.</i>
4	PEOPLE SKILLS: <i>Successfully works hard at getting along with all people, has a pleasing personality, and is sensitive, pleasant, and empathetic. Is well regarded by his people and peers.</i>
5	LEADERSHIP: <i>Keeps before the people of the congregation a vision of where they are to be going and what they are to be doing. Has a good understanding of the mission of the church and the priorities necessary to accomplish that mission. Encourages the support and participation of the people in the work to be done without being dictatorial.</i>
6	CHILDREN'S MINISTRY: <i>Relates well to children, and communicates successfully with them. Has a high regard for the Sunday School, Vacation Bible School, and other children's ministries in the congregation.</i>
7	TEACHING ABILITY: <i>Understands that teaching is more than lecturing, and uses methods appropriate to his hearers, whether children or adults. Works to present material so that people grow in knowledge, attitude, and skill in regard to the Christian faith and life. Works to train teachers in the parish so that others in Sunday School classes or Bible classes may assist him in his work of teaching God's word in the congregation</i>
8	YOUTH MINISTRY: <i>Has an interest in and skill for working with young people. Understands that young people are also the church and works to equip them with God's word, saving faith, and the ability to live the Christian life. Is patient with youth, and understands the special challenges that they face.</i>
9	TACT: <i>Speaks and acts in a manner to maintain good relations with people, and</i>

	<i>works at not intentionally giving offense. Works to deepen good relations with all people, and loves people as redeemed souls in the blood of Jesus Christ. Is careful and sensitive in regard to what he says and does in order not to impede the proclamation of the true word of God.</i>
10	VISITING: <i>Understands that personal contact with members of the congregation and prospective members is very important. Makes visits to the homes of the people of the congregation, and also maintains a posture of availability to members who want to come and visit with him. Reaches out to people and is assessable to all, and is sensitive to the needs of the sick and shut-in. Gives high priority to individual soul care.</i>

ADDITIONAL PASTORAL QUALITIES, ABILITIES AND INTERESTS EVIDENCED THROUGH OUR SURVEY

The analysis of our thematic coding of the written responses from those who completed the survey revealed four additional areas of high interest by our church community. The 4 areas were also evidenced in our review of the ExecutiveInsite Report of the Damascus area demographics and American Beliefs Study obtained through the Lutheran Church Extension Fund. All seemed tied to the growth of our congregation, especially with respect to young families. They are listed here in order:

COUNSELING: *Open and assessable as a pastoral counselor to God’s people with God’s word, but clearly understands his limits in terms of needs outside of the spiritual realm. Knows when he can help, and when he should refer to others. Carefully keeps all information in regard to counseling confidential. Is a good listener, is not judgmental, and uses God’s word appropriately.*

FAMILY MINISTRY: *Is sensitive to the needs of families, is helpful in bringing Biblical truth to bear on such issues as parenting, discipline in the family, and special issues arising in single parent families. Models care and nurture for his own family.*

DISCIPLER: *Helps people to grow in their faith and to put that faith into practice in their personal relationships, through service to the church and their community, and through sharing the love of Christ with the people in their life.*

YOUNG ADULT MINISTRY: *Works well with this age group (18 – 30), and is sensitive to their special perspective on things and the needs in their lives.*