

COMMENT	PASTORAL QUALITIES
Worship and preaching the Word is most important. While the others are also important, they come in 2nd to sermons.	Worship Preaching Content
I feel that CTV really values our Liturgical approach to worship, strong Bible-based message and great music. Members have really benefited from the care, visitations and personal rapport with Pastor Kris and I'd like to see a similarly "comfortable with people" Pastor in the future. For the sake of the health of the Congregation AND to serve our community well, we really need to re-develop our Youth, Sunday School and activities for families with young and school-aged children.	Worship Preaching Content Visiting People Skills Youth Ministry Family Ministry Children's Ministry
This was very hard. The entire list had importance! It would be different if I were listing "congregational priorities," for those would certainly include ministry to children and youth! Since this is about the pastor himself, I tried to include items I regard as central to the pastor's job description (preaching, teaching, visiting, counseling, worship) or otherwise especially vital to his success in ministry (people skills, administration, leadership, initiative). While we'd hope a pastor would be interested in every group (!), I believe that his shepherding skills are most crucial with outreach to inactives ("lost sheep"), since there will be gifted people who can more easily connect with other demographics (children, youth, old folks, etc.). Since so many other items on the list are areas where a total lack of ability could sink his ministry, I believe that regular performance reviews are critical to head off serious problem areas. Have we had those in the past?	Preaching Delivery Teaching Ability Visiting Counseling Worship People Skills Administration Leadership Initiative Ministry to Inactives
All of the characteristics listed are important. A clear understanding of the gospel, teaching, preaching and the ability to lead meaningful worship are important aspects of being a pastor. Although it is difficult to rank the importance of all of the traits and abilities, we pray that we can find in a pastor that is able to relate to members, visitors and the community in a tactful, patient way. Pastoral care, in its many forms - visiting, calls (in its various forms) and the ability to counsel are important. A vision that youth are the future of the church will help the church continue to grow, always remembering that elder members possess experience and wisdom that can and should be valued and integrated into all areas of ministry.	Preaching Content Teaching Ability Preaching Delivery Worship People Skills Tact Visiting Counseling Youth Ministry Older Adult Ministry
Leadership is critical because the pastor is the point person for our church. The top leader sets the vision and tone for any organization. What he deems important, the behaviors he encourages and "rewards," and his ability to lead our congregation in a positive direction will determine the success or failure of CTV.	Leadership
I tried to think of Pastor Morris and what makes him such a WONDERFUL person, pastor, leader, shepherd...and then tried to find those traits and rank them accordingly. I know there is no such thing as a clone of Kris...but I tried :)	People Skills Leadership <i>Shepherd</i> <i>Clone Kris</i>
I place high importance on a pastor's tact and people skills having	Tact

heard what I would call horror stories in other congregations where the pastor was not a good match. The importance of preaching content, delivery and worship content have stood out to me the past 14 years. We have such beautiful services and sermons these days and I have described our Sunday worship as an "oasis" in the frequently difficult times we live in.	Preaching Content Preaching Delivery Worship
With a family with young children, I want a pastor that can lead the building of a community for my children. A place where they feel connected to God and the church. Where they grow to become adults who love God and willingly want to be involved in the church and it's mission.	Children's Ministry
The most important factors are preaching and worship. Those are strong currently and this needs to continue. Then comes the personal qualities of the pastor so that people will feel comfortable and the love of Christ is reflected. We could do more with family and children's ministries. These programs could be strengthened.	Preaching Content Preaching Delivery Worship People Skills Family Ministry Children's Ministry
To lead and grow the church membership and school.	Leadership
Worship is the highest priority for a church, why we gather. Given that, to aid worship, we need to grow as people and as a community. A pastor needs to be tuned into the people of his congregation. He has to navigate many personal personalities and needs.	Worship People Skills
Matthew 28: 19-20 Teaching God's work and making disciples is most important to me. This is why I chose Disciples, Lay Leadership Development, Preaching Content and Teaching Ability. Matthew 22:37-38 Love our Lord and neighbor. This is why I chose Community Involvement, Older Adult Ministry, Family Ministry and Counseling. Proverbs 22:6 - The most important and challenging role I have had in life is raising my three children. Teaching, loving, encouraging and nurturing children is extremely important to me.	Teaching Ability Discipler Lay Leadership Development Preaching Content Community Involvement Older Adult Ministry Family Ministry Counseling
To me Pastor Kris is very approachable and very likable. He is one of the most caring Pastors or individuals I have ever met. When I first him he made me feel comfortable. Other in our family have said the same when first meeting him. He is non-judgmental and does not pressure you. Love him.	<i>Clone Kris</i> People Skills
I started with pastor's goal to teach us through sound biblical content, being true to the Word. Also, to share the Word with passion to reflect how amazing God is. Counseling reaches people on a deeper level. Next, Pastor can encourage us to reach out within the church through ministries and then beyond to the community.	Teaching Ability Preaching Content Preaching Delivery Counseling Leadership
One more question might be added that speaks about Jesus last words Acts 1:8. That would be # 1 on my list.	Discipler
Eight of the 10 qualities are those that I see in Pastor Morris. I don't expect to find someone just like him, but does typify the things I find to be most important in a pastor, and so I can't help but include them in my top 10. (Of course he's not perfect, but he doesn't	<i>Clone Kris</i> Children's Ministry Youth Ministry

pretend to be - also a strength). I include children's ministry and youth ministry in the top 10 because these have been sorely neglected and are critical to our continued growth and health as a church; without them we will not attract and retain families, the life blood of any congregation	
<p>The sermon message is important and delivering it in a relatable way can help the congregation to understand it better.</p> <p>As the center of the congregation, the pastor needs to be able to relate to all people.</p> <p>A pastor can not be expected to do all jobs and needs to be able to work with boards and others to help ensure the church runs smoothly and effectively.</p> <p>As the school grows, it's important for the pastor to be involved, as an opportunity to grow the church, as well as youth programs.</p> <p>As stated above, the pastor cannot do all jobs, so he needs to be able to recognize individuals with skills and talents that can serve the church with their specific gifts.</p> <p>A pastor should be available to listen to people's needs and offer guidance. Many times an objective or neutral view can be helpful.</p> <p>Visitation ministry is important, but I think it is an area that could be delegated to the congregation or board members (elders).</p>	<p>Preaching Content</p> <p>Preaching Delivery</p> <p>People Skills</p> <p>Children's Ministry</p> <p>Youth Ministry</p> <p>Leadership</p> <p>Counseling</p>
Felt from my years as a parishioner that these 10 were of top notch importance.	
To continue to focus on the Christian message	Preaching Content
I believe that children and youth are the future of the church and they need as much support as well as new families from CTVLS school.	<p>Children's Ministry</p> <p>Youth Ministry</p>
We need a pastor that is capable of leading, listening and providing relevant and interesting sermons for all. With multiple ministries already in place in the church, I see it as a necessity that he/she be open to continuing and expanding ministry. People skills are a must; in my opinion. It's hard to think of someone, other than pastor, when answering these questions.	<p>Leadership</p> <p>Counseling</p> <p>Preaching Content</p> <p>Preaching Delivery</p> <p>People Skills</p>
These seem to me to be logical as a way to try and put on paper what you get in person.	
I believe people don't put church on a high priority if they find it boring, too technical or not following scripture. There are probably 20 of the above choices that I think are necessary in a pastor. Life experience is helpful.	<p>Preaching Delivery</p> <p>Preaching Content</p>
<p>The reason I chose at least the top 3 was simply if we don't keep the youth involved in the church we will have no church. We have to establish middle school and High school classes again. We should even consider maybe a 18-25 year old class.</p> <p>The only other thing I feel is something we need with the new pastor is to continue to seem relevant to all different ages during the sermon. It is important to bridge the gap!</p>	<p>Youth Ministry</p> <p>Young Adult Ministry</p>
This church is lacking opportunities for youth to be involved in. The	Youth Ministry

congregation is becoming older and if we don't infuse it with young people it will eventually die.	
Qualities I like	
Most important is how the pastor relates to people and spends time getting to know them, so I picked Tact and Visiting as top priorities. (If pastor visits ALL members and prospective members, this includes Inactives and Older Adults/sick/shut ins.) Next I chose the emphasis a pastor should have on being a Discipler and Personal Witnessing (to help us all live out our faith daily and share Jesus with others). The most useful skills in this regard is the pastor's Preaching Delivery and Teaching Ability (so his preaching/teaching is interesting and practical for the listeners' daily life of faith). I didn't put Preaching Content because any LCMS-trained pastor should have that. Because CTV is a large church with many boards, Administration is important (and I think this includes Cooperation and Lay Leadership development as well as organizational skills). We want our church to grow and minister to the younger generation, so I think a focus on Children's and Family Ministry is absolutely essential. Finally, a pastor needs to be available for Counseling, being a trustworthy listener with a godly perspective and confidentiality.	People Skills Tact Visiting Ministry to Inactives Discipler Personal Witnessing Preaching Delivery Teaching Ability Administration Cooperation Lay Leadership Development Children's Ministry Family Ministry Counseling
I ordered them based on what is impactful for the greatest number of people in the congregation. I picked Children's Ministry because it is close to my heart and Ministry to Inactives since the pastor will know more about that than others will.	Children's Ministry Ministry to Inactives
Patience allows others to be heard and understood.	Patience
A strong basis in Word and worship is a hallmark of our church. Ability to cooperate with church leaders and embrace traditions is critical. Long term the ability to relate and inspire youth and our school is the future.	Preaching Content Worship Cooperation Youth Ministry
Most important is helping people understand and grow in their faith through preaching and teaching. Doing this keeps the congregation from wandering off to other churches or stopping with worship all together. Working with children and their parents to grow the congregation with young members. Taking initiative and reaching out to the community builds recognition of where we are physically and communicate what we believe to others	Preaching Content Preaching Delivery Teaching Ability Children's Ministry Family Ministry Initiative Community Involvement Discipler
First and foremost I believe the pastor should have a firm grasp of doctrine and preach the Gospel. Second, I believe he should be a good administrator and leader. CTV does not have the luxury of having paid staff to carry out management and decision-making tasks; therefore, this burden falls on the pastor. After the aforementioned attributes, I believe the pastor should be able to minister to the adult membership and provide support/counseling as appropriate.	Preaching Content Administration Leadership Counseling
Just want them to be like Kris	<i>Clone Kris</i>
Worship service is what is most important to me and I picked those	Worship

<p>qualities that apply. Also, I think we lose a lot of young adults to the culture of the world and I would like to see more effort put there. How is the tough question!</p>	<p>Young Adult Ministry</p>
<p>We lost a lot of youth in our church, they went elsewhere. Many were not listened too when we used to actually have a youth group, we need to draw more young families.</p>	<p>Youth Ministry Family Ministry</p>
<p>All areas are important.</p>	
<p>A strong message and leader for our church</p>	<p>Preaching Content Preaching Delivery Leadership</p>
<p>I chose people skills, preaching content and preaching delivery as my top 3 choices because I feel if newcomers don't like what they hear they won't come back a 2nd time. If we don't have the youth ministry we won't be able to shape the next generation. The administration needs to be important because we need to run the church the other 6 days of the week.</p>	<p>People Skills Preaching Content Preaching Delivery Youth Ministry Administration</p>
<p>A Pastor is the leader of the congregation. He must relate to all members, lead us in understanding scripture, help the lay leaders for the betterment of the church, and encourage youngsters in their faith walk and membership in the congregation.</p>	<p>Leadership People Skills Teaching Ability Lay Leadership Development Youth Ministry</p>
<p>I was most welcomed as a new member with my son and we found worship, friends, and servanthood within Christ The Vine LCMS</p>	<p>Assimilation of New Members Worship People Skills <i>Servanthood</i></p>
<p>Genuine interest in all people, all ages, and helping communicate the real presence of God in worship and in life is primary for me. Those ten selected attributes seem to reflect that best, although all the choices seem like strong, positive characteristics that God could use.</p>	<p>People Skills Worship</p>
<p>Preaching, worship, education, outreach through Lutheran education at all levels are intended to bind all together into one in His Word and in His service.</p>	<p>Preaching Content Preaching Delivery Worship Teaching Ability</p>
<p>I believe the list we have chosen will seek a well rounded pastor that is personable, true to spreading the gospel, and is willing and able to evolve as times change while still holding to the teachings of the bible.</p>	<p>Discipler</p>
<p>We need a Pastor who will grow the congregation with more younger members and families. He would provide leadership in more opportunities for education in the Word for all members. Revitalization of the Sunday School and Youth Ministry should be a focus.</p>	<p>Youth Ministry Family Ministry Teaching Ability Children's Ministry</p>
<p>We need someone to keep all of us involved and educated in the true word of God. We need to have more young families and young adults involved. While the preschool is a good program more Sunday school and adult bible classes are needed.</p>	<p>Teaching Ability Family Ministry Young Adult Ministry Children's Ministry</p>

<p>I chose these qualities because the pastor should be mainly considering our spiritual growth. We have lay people who are good at administration, and will help with visiting and other things like that. I am very concerned that we don't have children's, youth, young adult programs. I know of at least a couple families who have decided not to come to Christ the Vine because we don't have anything for their children. The new pastor needn't be in charge of these programs, just positive toward them and encouraging them. Mostly, I want to have the man that God has chosen for us because I know that he'll be a perfect fit.</p>	<p>Children's Ministry Youth Ministry Young Adult Ministry</p>
<p>The abilities listed are all very important. The first 7 I chose were probably how I feel about our current pastor. Strong leadership, content of preaching, delivery are important to me. The last 3 items I chose were where CTV can be stronger, especially youth ministry and young adults.</p>	<p><i>Clone Kris</i> Leadership Preaching Content Preaching Delivery Youth Ministry Young Adult Ministry</p>
<p>It was difficult to choose 10 from a list of 32. I choose the top 10 things important to myself and my family.</p>	
<p>I believe that we should continue our learning no matter what our age and that our belief will continue to grow and strengthen with a good teacher.</p>	<p>Teaching Ability</p>
<p>Good traits a leader should exhibit</p>	<p>Leadership</p>
<p>I think the sermons and how they are delivered/what their content is are important and impacted by the person's patience, people skills, tact and teaching ability. I think it's important that the pastor is able to relate as a counselor as that may be the first person they go to when seeking help. Computer and technology literacy is important, as that's how people stay connected. Grooming is important as it creates the important first impression and you can turn people off immediately despite your skill/ability if your grooming detracts from the message or makes people uncomfortable.</p>	<p>Preaching Delivery Preaching Content Patience People Skills Tact Teaching Ability Counselor Computer/Technology Literate Grooming</p>
<p>These will help the members grow as "a whole person in Christ Jesus".</p>	
<p>In order of importance Number 1 faith and solid belief. Everything comes after.</p>	<p><i>Faith and Solid Belief</i></p>
<p>Christ the Vine is a welcoming, inclusive and friendly congregation and our pastor should encourage these attitudes at Sunday services in worship, by example and his preaching by lifting up the Son of God in love, announcing our redemption and restoration. We need a Spiritual leader who follows Jesus example and who lives and "Walks the Talk" Salvation is a gift of God and we must all be encouraged to share this gift. Most of the other gifts seem interchangeable and intermingled traits to work with people in the congregation.</p>	<p>People Skills Preaching Content Personal Witnessing</p>