

Pastoral Ministry Survey

This is a very important and critical analysis. You will be expected to make some difficult choices about what you consider to be the most important ministries of your church for the pastor to accomplish. You will need to make decisions between important tasks of ministry in order to determine what is most important and least important, in your opinion.

In going through this difficult process, you will develop a better appreciation for the many tasks of a pastor. It is nearly impossible for any pastor to accomplish all of these tasks. Yet, if he or she is expected to accomplish the important tasks, then which should be put aside? This is the decision that pastors must make nearly every week. Of all the important things that could be done, what is the most important?

The pastor is always setting priorities. Many times the pastor is evaluated by members (at least informally) based on what is not being done in the church. Members sometimes believe "everybody knows what the pastor should be doing." But without a tool to ask people about their expectations of pastoral performance, it is all guess-work.

In a pastoral search situation, this survey can inform the church and the pastoral candidates about what the church expects of a new pastor. The survey can highlight areas that the church considers very important. This information can be used to communicate significant areas of ministry to pastoral candidates.

Your opinion is important. Please prayerfully consider your choices. Forcing yourself to rank items important, please give it your best effort. Don't spend your time thinking of topics to place in the "other" category at the end of most sections, but if you believe an important topic is missing, this is the place for it.

Pastoral Ministry Survey

This survey is designed to discover the church's expectations for their pastor. Section A will allow the church to prioritize the various areas of ministry which are traditionally the role of the pastor. With this the church can discover and communicate to their pastor or potential pastor what they feel to be the most important areas of ministry as well as the least important. The following sections take each area of ministry and prioritize various aspects of each area of ministry.

Important Instructions - Please Read Carefully

The process of prioritizing is a two step process. *Take one section at a time.*

1. Determine the degree of importance of each item in the section. Choose the degree of **Value** on each item with a "high (**H**)," "medium (**M**)," or "low (**L**)."
2. Then prioritize the items in each section. **Rank** all areas of ministry giving the most important area of ministry a "1" and the next most important give a "2," the fifth most important a "5," the eighth most important an "8" and so on. When you rank you must choose which for you is more important than another. No two areas of ministry can have the same rank or number.

Section A—Major Areas of Ministry

Value/Rank

- ___ / ___ Maintains a personal devotional life as well as training for professional proficiency.
- ___ / ___ Provides consistent visitation to the members of the church.
- ___ / ___ Counsels members of the church as called upon.
- ___ / ___ Is active in community activities.
- ___ / ___ Is active in community ecumenical affairs.
- ___ / ___ Preaches and leads in worship on Sabbath morning.
- ___ / ___ Is active in denominational and associational activities.
- ___ / ___ Actively recruits and involves the laity in the ministry of the church.
- ___ / ___ Is actively involved in the teaching ministry of the church.
- ___ / ___ Assumes a leadership role in the program of the church.
- ___ / ___ Is actively involved in the outreach of the church by doing and teaching evangelism.
- ___ / ___ Is actively involved administering the programs of the church.

Section B--Personal and Professional Life

Value/Rank

- ___ / ___ Maintains a disciplined program of prayer and devotions.
- ___ / ___ Has close personal friends among church members.
- ___ / ___ Has understanding of own spiritual gifts and seeks out lay leaders to complement those gifts.
- ___ / ___ Follows a definite schedule of reading and study for personal growth and enrichment.
- ___ / ___ Maintains a home and personal life independent of the activities of the local church.
- ___ / ___ Serves as an example of high moral and ethical character.
- ___ / ___ Enrolls in seminars, etc. to enhance professional competency.
- ___ / ___ Promotes enthusiasm toward the church and its activities.
- ___ / ___ Other? _____

Section C--Visitation

Value/Rank

- ___ / ___ Knows and shows concern for every person in the church.
- ___ / ___ Visits in the homes of members of the congregation in a planned and scheduled way.
- ___ / ___ Visits regularly in the homes of the members of the congregation primarily when invited.
- ___ / ___ Visits new residents to the community inviting them to participate in the life of the church.
- ___ / ___ Visits with people who have some connections with the church, but don't attend.
- ___ / ___ Visits shut-ins who cannot regularly attend the functions of the church.
- ___ / ___ Other? _____

Section D--Counseling

The pastor meets a variety of counseling needs: spiritual, emotional, marriage, pre-marriage, vocational, family, sickness, dying, grief, etc., which must be dealt with on an as needed basis.

Section E--Community Activities

Value/Rank

- ___ / ___ Participates in community projects such as PTA, school board, community improvement, etc.
- ___ / ___ Provides chaplaincy services to local hospitals and nursing homes.
- ___ / ___ Is active in community organizations (Lions, Kiwanis, etc.)
- ___ / ___ Accepts speaking engagements for community and civic groups.
- ___ / ___ Other? _____

Section F - Ecumenical Activities

Value/Rank

- ___ / ___ Builds cooperation with other community churches in servicing the needs of the community.
- ___ / ___ Accepts speaking engagements at other churches.
- ___ / ___ Is active in the local ministerial association.
- ___ / ___ Is active in a regional ministerial/ecumenical association.
- ___ / ___ Other? _____

Section G--Preaching and Worship

Value/Rank

- ___ / ___ Personally leads the Sabbath worship of the congregation.
- ___ / ___ Prepares and preaches the Sabbath message.
- ___ / ___ Is capable of leading the music for the worship of the church.
- ___ / ___ Prepares and leads Sabbath evening/mid-week worship services.
- ___ / ___ Provides a worship experience reflecting order and stability.
- ___ / ___ Provides a worship experience which is creative and changing.
- ___ / ___ Promotes and encourages increased attendance and participation at worship services and other church functions.
- ___ / ___ Other? _____

Section H--Denomination and Association

Value/Rank

- ___ / ___ Regularly attends the General Conference meetings.
- ___ / ___ Promotes interest in and support for international missions.
- ___ / ___ Promotes interest in and support for national (U.S. and Canada) missions.
- ___ / ___ Recruits others for full-time ministry.
- ___ / ___ Writes articles for *The Sabbath Recorder* and other publications.
- ___ / ___ Regularly attends the meetings of the Association.
- ___ / ___ Participates in the local camping program.
- ___ / ___ Participates in the ministry of the Association.
- ___ / ___ Participates in the ministry of the denomination by serving on boards or agencies, by helping at conference, etc.
- ___ / ___ Other? _____

Section I--Lay Mobilization

Value/Rank

- ___ / ___ Encourages only limited involvement of laity in the ministry of the church.
- ___ / ___ Involves lay people in the leading of worship in the church.
- ___ / ___ Motivates and trains lay persons for personal evangelism.
- ___ / ___ Involves lay people in the visitation ministry of the church.
- ___ / ___ Conducts classes for those seeking membership in the church.
- ___ / ___ Motivates and trains lay people in all areas of the ministry of the church.
- ___ / ___ Other? _____

Section J--Teaching Ministry

Value/Rank

- ___ / ___ Leads and/or teaches in Vacation Bible School.
- ___ / ___ Leads home or church mid-week Bible study groups.
- ___ / ___ Teaches children's Sabbath School classes.
- ___ / ___ Teaches youth Sabbath School classes.
- ___ / ___ Takes leadership role in the ministry of the Youth Fellowship.
- ___ / ___ Trains others to teach Sabbath School classes and teaches a class as well.
- ___ / ___ Trains others to teach Sabbath School classes in order to be free to not teach a class.
- ___ / ___ Is not involved in the Sabbath School program of the church.
- ___ / ___ Works with Sabbath School leaders (superintendent, C.E. Committee, etc.) in preparation of the church's Sabbath School program.
- ___ / ___ Other? _____

Section K--Leadership

Value/Rank

- ___ / ___ Maintains the primary role of a servant of the church.
- ___ / ___ Maintains the primary role as the leader of the church.
- ___ / ___ Helps the church to determine its own purpose and direction and then helps to achieve them.
- ___ / ___ Develops the purpose and direction of the church and then seeks clarification and verification from the church.
- ___ / ___ Other? _____

Section L--Outreach

Value/Rank

- ___ / ___ Preaches and teaches evangelistic messages so that visitors and members can be assured of their salvation.
- ___ / ___ Goes out into the community with the message of salvation in Christ with the goal of leading men and women into a saving knowledge of God through Christ.
- ___ / ___ Cooperates with social service and charitable agencies to help those in need.
- ___ / ___ Assists victims of social neglect, injustice and prejudice.
- ___ / ___ Teaches those in the community the good news of the Sabbath.
- ___ / ___ Other? _____

Section M--Administration

Value/Rank

- ___ / ___ Works local church committees and boards.
- ___ / ___ Supplies new ideas for church activities and projects.
- ___ / ___ Helps plan the church budget and manage church finances.
- ___ / ___ Fits in with the church as it is without bringing changes.
- ___ / ___ Leads financial drives and building programs.
- ___ / ___ Manages church office: bulletins, correspondence, and records.
- ___ / ___ Maps out the objectives and plans for the church.
- ___ / ___ Assists with maintenance and cleaning of church facilities.
- ___ / ___ Reports regularly on pastoral activities to the church.
- ___ / ___ Keeps denominational personnel and publications informed.
- ___ / ___ Other? _____

Seventh Day Baptist Council on Ministry
Rodney L. Henry, Director of Pastoral Services 5/92
Gordon P. Lawton, Director of Pastoral Services 1/07

Pastoral Ministry Survey

This evaluation tool is designed to get your opinion on the importance and priority of various areas of ministry. It is understood that pastoral priorities are based largely on the needs within the congregation. Please complete this survey with no particular church in mind. Simply indicate your understanding and feeling of the importance of these areas of ministry to you, as a pastor. The candidating church has also participated in this survey. With the results from their survey and the results from your survey, there will be a good basis for discussion in the candidating process.

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Section A—Major Areas of Ministry

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- ___ / ___ Is actively involved in administering the programs of the church.

Candidates' Name: _____