

First Baptist Church of Norfolk, Inc.
Pulpit Search Committee Congregational Survey

In seeking a pastor for our church, it is imperative that The Pulpit Search Committee (PSC) try to answer the question: "What kind of pastor do we need?" In that effort, each member is asked to prayerfully complete this survey. We welcome and value your comments.

Survey options:

- Take survey online: www.firstbaptistnorfolk.org (you can get the link in our weekly Activity Report)
- Download a printable PDF from our website's home page.
- Pick up a printed copy at Church Office or the Sunday Worship Service
- Contact the office and one will be emailed or mailed to you.

Please complete and return the survey by November 1, 2021.

PASTOR RESPONSIBILITIES:

For each of the following job responsibilities rank the importance of that responsibility for the pastor.

	Very important 5	4	Important 3	2	Least important 1
1. Ability to communicate faith & beliefs through dynamic inspirational speaking skills based on scripture	()	()	()	()	()
2. Counseling members who are dealing with personal problems	()	()	()	()	()
3. Participation in community activities and Social Justice	()	()	()	()	()
4. Visiting the sick and grieving	()	()	()	()	()
5. Meet with potential and new members	()	()	()	()	()
6. Works well with and advocate for individual groups within the church: Ministerial Staff, Elders, Deacons, Ministries and Committees, etc.	()	()	()	()	()
7. Supporting missions, both local and worldwide	()	()	()	()	()
8. Care and concern for individual members	()	()	()	()	()
9. Strong spiritual support and witness to members	()	()	()	()	()
10. Participation in denominational organizations	()	()	()	()	()
11. Emphasis on teaching the congregation: a. during sermons, b. teach & explain God's Word at all levels	()	()	()	()	()
12. Encourages and works with youth programs	()	()	()	()	()
13. Be able to articulate a clear vision and biblical perspective of personal and corporate worship	()	()	()	()	()
14. Skilled administrator/manager of church, church staff, church businesses, properties and programs	()	()	()	()	()
15. Continues to develop theological and biblical skills	()	()	()	()	()
16. Supports a team (working together) approach to ministry	()	()	()	()	()
17. Develops and strengthens lay leadership	()	()	()	()	()
18. Has strong commitment to the ministries of the church	()	()	()	()	()
19. Works regularly in development of stewardship growth	()	()	()	()	()
20. Encourages attendance at Sunday Services and Wednesday/Thursday Bible Study	()	()	()	()	()
21. Possess a passion for people in the community (poor, homeless, sick, etc.)	()	()	()	()	()

PASTORAL ATTRIBUTES:

Please scan the following attributes of a potential pastor and rank in your top 5.

- 1. Exceptionally Personable _____
- 2. Exceptional and Sincere Spiritual leader _____
- 3. Dynamic Biblical Communicator _____
- 4. Exceptional Preaching style _____
- 5. Exceptional interpersonal, communication & listening skills _____
- 6. Application to real life challenges _____
- 7. Missions minded _____
- 8. Adaptability and flexibility _____
- 9. Dynamic and Inspirational Community Leader _____
- 10. Supports the Community and Social Causes _____

PASTOR PROFILE:

- 1. About what age would you like our next pastor to be? Please check one.
 Under 30 30-39 40-49 50-up
 Age should not be a major factor

- 2. What preference do you have regarding the pastor's education and/or experience?
 College graduate Doctoral degree in theology or ministry(
 Seminary graduate
 Pastors years of experience and references are most important

- 3. Is marital status important?
 Yes No Comment: _____

- 4. What minimum pastoral or professional ministry experience should be required? Check one.
 1-5 years of prior experience as a lead pastor
 1-5 years of prior church ministry experience (other than a lead pastor)
 More than 5 years of prior experience as a lead pastor
 More than 5 years of prior church ministry experience (other than a lead pastor)

- 5. Which of the following elements of preaching style most effectively communicate God's Word to you?
Check the 3 that most apply to you.
 Logical, detailed, point by point
 Personal, relational, engaging
 Textual (the Scripture text provides the meaning)
 Narrative (use of stories to illustrate points)
 Sermon series (spending multiple weeks on a topic)
 Bible book (spending multiple weeks on a book of the Bible)
 Challenging, appealing for action or change (revival)

COMMENTS/ADDITIONAL INFORMATION:

Please list briefly any qualities or characteristics you would especially like to see in our Senior Pastor.

Please share with us any other thoughts you may have that are not addressed in this survey.

PLEASE LIST SOME POSITIVE CHARACTERISTICS OF FBC:

MEMBERSHIP DEMOGRAPHICS (*):

Please complete these few questions about you. We will use these to be certain that various groups within the church are represented in this survey.

- 1. Gender: Male Female
- 2. Age Range: 12-19 20-29 30-39 40-49 50-59 60-69 70+
- 3. Marital Status: Single Married Divorced Widowed
- 4. Do you have children in the preschool program? Yes No
- 5. Do you have children in the children’s program (grades 1-6)? Yes No
- 6. Do you have (or are you) a youth in the youth program? Yes No
- 7. Please check all that apply to yourself:
 - Church member
 - Attend Sunday School regularly
 - Attend morning worship service
 - Attend other weekly activities
 - Attend Sunday evening and Wednesday evening services

We appreciate you taking time to complete this survey. Thank you for providing the information necessary to complete this important task facing our church.

Please return all paper surveys to the church or email your responses to the church at office@firstbaptistnorfolk.org by November 1, 2021.

(*) Required