



2025 Pastoral Search Committee Congregation Survey

Age: _____ Gender: _____

How long have you been a member of Zion? _____

In an average month, how many times do you attend church?

- A. About once a month
- B. Two to three times per month
- C. Every Sunday with rare absences

Are you involved in Sunday School and/or Bible Study?

- A. Yes
- B. No

Where do you feel Zion could use the most improvement?

- A. First impressions and retention
- B. Connecting with younger generations
- C. Building community
- D. Evangelism
- E. Worship
- F. Teaching
- G. Other _____

What is the minimum level of education that you prefer the new Pastor to have attained?

- A. High school diploma
- B. Some college
- C. Bachelor's degree
- D. Master's degree
- E. Doctoral degree
- F. Not a factor

Is marital status important? A. Yes B. No

What do you hope our Pastor will accomplish in their first 12 months? (choose your top 2)

- A. Growth in numbers
- B. Successfully assimilating into the church and culture
- C. Increased/renewed vision for the church
- D. New programming
- E. Other _____

What do you prefer to be the new Pastor's top strengths?
(choose your top 3)

- A. Preaching
- B. Administration
- C. Leadership
- D. Relationships
- E. Evangelism
- F. Missions
- G. Transparency
- H. Teacher
- I. Counselor
- J. Visionary

What are your desired character traits of the new Pastor?
(choose your top 3)

- A. Good communicator and listener
- B. Expertise in Biblical and theological matter
- C. Traditional worship style
- D. Contemporary worship style
- E. Open to new ideas
- F. Entrepreneurial and visionary
- G. Honest and trustworthy
- H. Thoughtful and pastoral
- I. Faithful and steadfast
- J. Gregarious and people-oriented
- K. Intentional and focused
- L. Prayerful and wise

What are the most important leadership qualities our new Pastor must possess? (choose your top 3)

- A. Inspiring and challenging preacher and teacher
- B. Well-loved leader and vision-caster
- C. Mentor and intentional disciple
- D. Passionate about reaching young people and young families
- E. Skilled and knowledgeable administrator
- F. Attracts and draws in new members
- G. Outreach to senior adults and sick & shut-in members
- H. Inspires generous stewardship of members' time, money, and resources
- I. Deals with conflict well

Which of the following are the most important regarding their experience? (choose your top 2)

- A. Served as a Senior Pastor at a church
- B. Has a well-known ministry
- C. Is affiliated with our denomination
- D. Has a Masters of Divinity
- E. Has experience in growing a church
- F. Has served as an Associate Pastor at a church of similar or larger size

What should our new Pastor focus most of their energy/time on? (choose your top 3)

- A. Staff management
- B. Small groups and discipleship
- C. Attracting new members and retention
- D. Teaching and the weekend experience
- E. Professional development and continuing education
- F. Corporate and personal worship
- G. Strengthening families
- H. Inspiring generosity and stewardship
- I. Pastoral care
- J. Implementing vision
- K. Missions involvement and giving
- L. Prayer
- M. Organizing ministries and empowering leaders for ministry
- N. Understanding the context of our local community and approaching it with a missionary mentality

In a sermon, which of these components are most important to you? (choose your top 3)

- A. Logical, detailed, point by point
- B. Personal, relational, engaging
- C. Textual (the scripture text provides the meaning)
- D. Narrative (use stories to illustrate points)
- E. Sermon series (spending multiple weeks on a topic/scripture)
- F. Challenging, appealing for action or change
- G. Other _____

Please list briefly any qualities or characteristics you would especially like to see in a person serving as our Pastor. Please share with us any other thoughts you may have that are not addressed in this survey.
