

# **SENIOR PASTOR SURVEY RESULTS**

## **ADDENDUM I**

The following Survey sheets (Nos. 1 – 6) included comments that were too extensive to be included in the data base (i.e., would not fit in the space allowed for comments). The comments are included here for completeness. All other portions of those Survey sheets have been put in the data base.

## St. John's MC,

#1

As we begin our pastoral search, we would like your feedback (which is anonymous) in two key areas:

1. Pastoral Skills: the experience, qualities, and skills that are most important to you in a pastor.
2. "Life of the Church" items for our incoming pastor and future planning for the Church Council.



**Please respond by end of the day September 30, 2025.**

If you have questions, please reach out to a member of the SPRC.

Thank you!

Below is a list of key pastoral skills and responsibilities Please rank the top 3 items you believe are most important.

1	Impactfully communicates Biblical teaching through preaching and ministering the Word of God.
	Capable of engaging the variety of our worship settings/programs.
	Motivates and instills confidence among individuals and teams within the church.
	Effectively promotes a team environment within church staff.
3	Outstanding pastoral care (grief, couples counseling, family counseling...)
2	Demonstrates passion for growing disciples.
	Ability to lead the church to "the next level."
	Emphasizes missions and outreach to the community and world.
	OTHER:

How can St. John's help nurture your growth as a disciple of Jesus Christ?

By consistently presenting the Christ-Centered Bible-based Gospel.

See Back

Are you actively involved in a small group, Sunday School or leadership team (Stephen's Ministry, Council Committee, Choir, D-group, etc.)?

<input checked="" type="checkbox"/>	YES
<input type="checkbox"/>	NO

How are you actively involved?

<input type="checkbox"/>	Bible Studies
<input type="checkbox"/>	Choir
<input type="checkbox"/>	Church Council Committee
<input type="checkbox"/>	D-Group
<input type="checkbox"/>	Methodist Men
<input type="checkbox"/>	Methodist Women
<input type="checkbox"/>	Small Group
<input type="checkbox"/>	Stephen's Ministry
<input checked="" type="checkbox"/>	Sunday School
<input type="checkbox"/>	Youth Group
<input type="checkbox"/>	Other:

Demographics:

What generation are you part of?

<input type="checkbox"/>	12 - 27 years old
<input type="checkbox"/>	28- 43 years old
<input type="checkbox"/>	44 - 59 years old
<input type="checkbox"/>	60 - 78 years old
<input checked="" type="checkbox"/>	79+ years old

What is your gender?

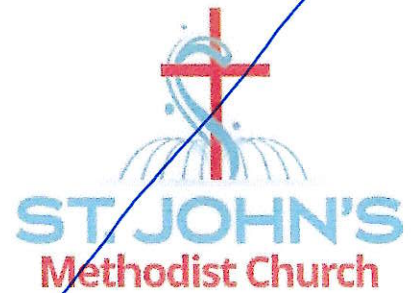
<input checked="" type="checkbox"/>	Male
<input type="checkbox"/>	Female

Ideally, the Pastor will be

- ① ~~Be~~ AN excellent preacher
- ② A skilled, experienced, and dedicated Bible teacher
- ③ A heart to reach the unchurched especially younger families
- ④ Experienced in leading a congregation the size and age diversity of St. John's
- ⑤ Able to direct others in the Administration of the church.

# St. John's MC,

# 2



As we begin our pastoral search, we would like your feedback (which is anonymous) in two key areas:

1. Pastoral Skills: the experience, qualities, and skills that are most important to you in a pastor.
2. "Life of the Church" items for our incoming pastor and future planning for the Church Council.

Please respond by end of the day September 30, 2025.

If you have questions, please reach out to a member of the SPRC.

Thank you!

Below is a list of key pastoral skills and responsibilities Please rank the top 3 items you believe are most important.

*First & foremost, A strong man of God, who lives by God's teachings, led by the Holy Spirit.*

1	Impactfully communicates Biblical teaching through preaching and ministering the Word of God. <i>Should have a strong Wesleyan Doctrine, but no longer be a part of the UMC</i>
	Capable of engaging the variety of our worship settings/programs. <i>Should be personable, welcoming, &amp; a good preacher/teacher.</i>
2	Motivates and instills confidence among individuals and teams within the church, <i>A senior Pastor must be a strong leader who knows &amp; leads by Biblical Principles.</i>
	Effectively promotes a team environment within church staff.
	Outstanding pastoral care (grief, couples counseling, family counseling...)
	<u>Demonstrates</u> passion for growing disciples.
	Ability to lead the church to "the next level."
	Emphasizes missions and outreach to the community and world.
	OTHER: <i>Leads the staff, teams, the entire congregation to live out the great commission of taking the love of Christ, asked by the Spirit, to all those</i>

*both near & far.*

How can St. John's help nurture your growth as a disciple of Jesus Christ?

*Make sure that there are enough opportunities for Bible Studies, and make everyone feel welcome to be there. Keep inviting people to pray & ask God to show each & every one of us our gifts & talents. Teach us how to use those to be "the church." Romans 12: 1-13. Continue giving us opportunities for Fellowship, service, & worship w/ one another. Be more intentional w/ worship & Fellowship time for children & youth.*

Are you actively involved in a small group, Sunday School or leadership team (Stephen's Ministry, Council Committee, Choir, D-group, etc.)?

<input checked="" type="checkbox"/>	YES
<input type="checkbox"/>	NO

How are you actively involved?

<input type="checkbox"/>	Bible Studies
<input type="checkbox"/>	Choir
<input checked="" type="checkbox"/>	Church Council Committee
<input type="checkbox"/>	D-Group
<input type="checkbox"/>	Methodist Men
<input checked="" type="checkbox"/>	Methodist Women
<input checked="" type="checkbox"/>	Small Group
<input checked="" type="checkbox"/>	Stephen's Ministry
<input checked="" type="checkbox"/>	Sunday School
<input type="checkbox"/>	Youth Group
<input type="checkbox"/>	Other:

*not at the moment. Usually are*

*Missions Committee, Grace Kitchen, Prayer Team, Sunny Monday, Reading w/day care, Children's Church*

Demographics:

What generation are you part of?

<input type="checkbox"/>	12 - 27 years old
<input type="checkbox"/>	28- 43 years old
<input type="checkbox"/>	44 - 59 years old
<input checked="" type="checkbox"/>	60 - 78 years old
<input type="checkbox"/>	79+ years old

What is your gender?

<input type="checkbox"/>	Male
<input checked="" type="checkbox"/>	Female

## St. John's MC,

#3

As we begin our pastoral search, we would like your feedback (which is anonymous) in two key areas:

1. Pastoral Skills: the experience, qualities, and skills that are most important to you in a pastor.
2. "Life of the Church" items for our incoming pastor and future planning for the Church Council.



Please respond by end of the day September 30, 2025.

If you have questions, please reach out to a member of the SPRC.

Thank you!

Below is a list of key pastoral skills and responsibilities Please rank the top 3 items you believe are most important.

<input checked="" type="checkbox"/>	Impactfully communicates Biblical teaching through preaching and ministering the Word of God.
<input type="checkbox"/>	Capable of engaging the variety of our worship settings/programs.
<input type="checkbox"/>	Motivates and instills confidence among individuals and teams within the church.
<input checked="" type="checkbox"/>	Effectively promotes a team environment within church staff.
<input type="checkbox"/>	Outstanding pastoral care (grief, couples counseling, family counseling...)
<input checked="" type="checkbox"/>	Demonstrates passion for growing disciples.
<input type="checkbox"/>	Ability to lead the church to "the next level."
<input type="checkbox"/>	Emphasizes missions and outreach to the community and world.
<input type="checkbox"/>	OTHER:

How can St. John's help nurture your growth as a disciple of Jesus Christ?

*Want joy to return to our church. Since the beginning of Covid there has been one crisis after another. The time prior to ~~the~~ vote on Separation from the UMC was so disturbing. A time filled with grief, anger, anxiety, and confusion. We have lost so many members which is sad. All of this has taken away much joy. Need a senior minister who is younger, confident in administrative skills, leadership, and above all one who love of God and preaching is paramount*

Are you actively involved in a small group, Sunday School or leadership team (Stephen's Ministry, Council Committee, Choir, D-group, etc.)?

<input type="checkbox"/>	YES
<input type="checkbox"/>	NO

How are you actively involved?

<input type="checkbox"/>	Bible Studies
<input type="checkbox"/>	Choir
<input type="checkbox"/>	Church Council Committee
<input type="checkbox"/>	D-Group
<input type="checkbox"/>	Methodist Men
<input type="checkbox"/>	Methodist Women
<input type="checkbox"/>	Small Group
<input type="checkbox"/>	Stephen's Ministry
<input type="checkbox"/>	Sunday School
<input type="checkbox"/>	Youth Group
<input type="checkbox"/>	Other:

Demographics:

What generation are you part of?

<input type="checkbox"/>	12 - 27 years old
<input type="checkbox"/>	28- 43 years old
<input type="checkbox"/>	44 - 59 years old
<input type="checkbox"/>	60 - 78 years old
<input type="checkbox"/>	79+ years old

What is your gender?

<input type="checkbox"/>	Male
<input type="checkbox"/>	Female

#4

## St. John's MC,

As we begin our pastoral search, we would like your feedback (which is anonymous) in two key areas:

1. Pastoral Skills: the experience, qualities, and skills that are most important to you in a pastor.
2. "Life of the Church" items for our incoming pastor and future planning for the Church Council.



**Please respond by end of the day September 30, 2025.**

If you have questions, please reach out to a member of the SPRC.

Thank you!

Below is a list of key pastoral skills and responsibilities. Please rank the top 3 items you believe are most important. *I rank them from 1 (most important) to 3 (least important)*

1	Impactfully communicates Biblical teaching through preaching and ministering the Word of God.
	Capable of engaging the variety of our worship settings/programs.
	Motivates and instills confidence among individuals and teams within the church.
	Effectively promotes a team environment within church staff.
	Outstanding pastoral care (grief, couples counseling, family counseling...)
	Demonstrates passion for growing disciples.
	Ability to lead the church to "the next level."
	Emphasizes missions and outreach to the community and world.
2	OTHER: <i>incorporates expository preaching, which forces the church to not skip over any verse, chapter, or book in the Bible.</i>

*3 (over)*  
How can St. John's help nurture your growth as a disciple of Jesus Christ?

*I urge St. John's Methodist Church to practice expository preaching on a regular basis. The books and letters in the Bible are designed to be read from start to finish, and to be placed in situational and historical context. I also urge the church to continue to fight against false teachers and false teachings. So much of what Jesus, Paul, Peter and others wrote about is about hypocrites, pagans, false teachers, and false teachings. It is no different today.*

Are you actively involved in a small group, Sunday School or leadership team (Stephen's Ministry, Council Committee, Choir, D-group, etc.)?

<input checked="" type="checkbox"/>	YES
<input type="checkbox"/>	NO

(3) 1 John 2: 5-6  
 "This is how we know we are in him: whoever claims to live in him must walk as Jesus did."

How are you actively involved?

<input type="checkbox"/>	Bible Studies
<input type="checkbox"/>	Choir
<input type="checkbox"/>	Church Council Committee
<input checked="" type="checkbox"/>	D-Group
<input type="checkbox"/>	Methodist Men
<input type="checkbox"/>	Methodist Women
<input type="checkbox"/>	Small Group
<input type="checkbox"/>	Stephen's Ministry
<input type="checkbox"/>	Sunday School
<input type="checkbox"/>	Youth Group
<input checked="" type="checkbox"/>	Other: Grace Kitchen, John Moore's wheelchair ramp ministry.

This is the most important responsibility of the new senior pastor.

Demographics:

What generation are you part of?

<input type="checkbox"/>	12 - 27 years old
<input type="checkbox"/>	28 - 43 years old
<input checked="" type="checkbox"/>	44 - 59 years old
<input type="checkbox"/>	60 - 78 years old
<input type="checkbox"/>	79+ years old

What is your gender?

<input checked="" type="checkbox"/>	Male
<input type="checkbox"/>	Female

# 5

## St. John's MC,

As we begin our pastoral search, we would like your feedback (which is anonymous) in two key areas:

1. Pastoral Skills: the experience, qualities, and skills that are most important to you in a pastor.
2. "Life of the Church" items for our incoming pastor and future planning for the Church Council.



**Please respond by end of the day September 30, 2025.**

If you have questions, please reach out to a member of the SPRC.

Thank you!

Below is a list of key pastoral skills and responsibilities Please rank the top 3 items you believe are most important.

1	Impactfully communicates <u>Biblical teaching</u> through <u>preaching</u> and ministering the Word of God.
	Capable of engaging the variety of our worship settings/programs.
2	Motivates and instills confidence among individuals and teams within the church.
2	Effectively promotes a team environment within church staff.
	Outstanding pastoral care (grief, couples counseling, family counseling...)
3	Demonstrates passion for growing disciples.
3	Ability to lead the church to "the next level."
	Emphasizes missions and outreach to the community and world.
	OTHER: <u>a godly, bible teaching pastor/teacher</u>

How can St. John's help nurture your growth as a disciple of Jesus Christ?

Short term bible studies - 6-8 weeks long (so different groups can be intentional in relationship building - if it's the same weekly/monthly group - how do believers meet others). Examples: church wide small groups on prayer, church wide small group on knowing spiritual gift and plugging into church/committees/projects to serve areas/missions

Are you actively involved in a small group, Sunday School or leadership team (Stephen's Ministry, Council Committee, Choir, D-group, etc.)?

<input checked="" type="checkbox"/>	YES
<input type="checkbox"/>	NO

How are you actively involved?

<input checked="" type="checkbox"/>	Bible Studies
<input type="checkbox"/>	Choir
<input type="checkbox"/>	Church Council Committee
<input checked="" type="checkbox"/>	D-Group
<input type="checkbox"/>	Methodist Men
<input type="checkbox"/>	Methodist Women
<input type="checkbox"/>	Small Group
<input checked="" type="checkbox"/>	Stephen's Ministry
<input type="checkbox"/>	Sunday School
<input type="checkbox"/>	Youth Group
<input checked="" type="checkbox"/>	Other: <i>MLT/MIC</i>

Demographics:

What generation are you part of?

<input type="checkbox"/>	12 - 27 years old
<input type="checkbox"/>	28- 43 years old
<input type="checkbox"/>	44 - 59 years old
<input checked="" type="checkbox"/>	60 - 78 years old
<input type="checkbox"/>	79+ years old

What is your gender?

<input type="checkbox"/>	Male
<input checked="" type="checkbox"/>	Female

## St. John's MC,

#6

As we begin our pastoral search, we would like your feedback (which is anonymous) in two key areas:

1. Pastoral Skills: the experience, qualities, and skills that are most important to you in a pastor.
2. "Life of the Church" items for our incoming pastor and future planning for the Church Council.



**Please respond by end of the day September 30, 2025.**

If you have questions, please reach out to a member of the SPRC.

Thank you!

Below is a list of key pastoral skills and responsibilities Please rank the top 3 items you believe are most important.

1	Impactfully communicates Biblical teaching through preaching and ministering the Word of God. <i>EFFECTIVE SPEAKER</i>
	Capable of engaging the variety of our worship settings/programs.
2	Motivates and instills confidence among individuals and teams within the church.
	Effectively promotes a team environment within church staff.
	Outstanding pastoral care (grief, couples counseling, family counseling...)
	Demonstrates passion for growing disciples.
3	Ability to lead the church to "the next level."
	Emphasizes missions and outreach to the community and world.
	OTHER:

How can St. John's help nurture your growth as a disciple of Jesus Christ?

*MORE RE: ABOVE — AN EFFECT SPEAKER IS CRITICAL! NEW PEOPLE COME & WILL RETURN IF THE SERMON SPEAKS TO THEM — IF NOT, THEY WON'T RETURN TO GET INVOLVED IN THE OTHER ASPECTS OF CHURCH — ONCE HERE, WE HAVE TWO EFFECTIVE PASTORS TO HELP GUIDE & SUPPORT THEM & A WELCOMING CONGREGATION. BUT I SEE THE SENIOR PASTOR'S HUGE ROLE TO GET PEOPLE IN THE DOOR & TO KEEP PEOPLE COMING BACK. THANKS!*

Are you actively involved in a small group, Sunday School or leadership team (Stephen's Ministry, Council Committee, Choir, D-group, etc.)?

<input checked="" type="checkbox"/>	YES
<input type="checkbox"/>	NO

How are you actively involved?

<input type="checkbox"/>	Bible Studies
<input type="checkbox"/>	Choir
<input checked="" type="checkbox"/>	Church Council Committee
<input type="checkbox"/>	D-Group
<input type="checkbox"/>	Methodist Men
<input type="checkbox"/>	Methodist Women
<input type="checkbox"/>	Small Group
<input type="checkbox"/>	Stephen's Ministry
<input checked="" type="checkbox"/>	Sunday School
<input type="checkbox"/>	Youth Group
<input checked="" type="checkbox"/>	Other: <i>GRACE KITCHEN</i>

Demographics:

What generation are you part of?

<input type="checkbox"/>	12 - 27 years old
<input type="checkbox"/>	28- 43 years old
<input type="checkbox"/>	44 - 59 years old
<input checked="" type="checkbox"/>	60 - 78 years old
<input type="checkbox"/>	79+ years old

What is your gender?

<input type="checkbox"/>	Male
<input checked="" type="checkbox"/>	Female

# **SENIOR PASTOR SURVEY RESULTS**

## **ADDENDUM II**

The following comments (Nos. 7 – 9) were received without Survey sheets. The comments are included here for completeness.

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#7

### THOUGHTS ON THE SENIOR PASTOR SELECTION

I'm sure that the selection of a Senior Pastor who meets St. John's requirements will be an extremely challenging process. No doubt, because of the recent turmoil resulting from the opportunity to disassociate with the UMC, qualified candidates will be hesitant to make a change so soon after making their decision to remain with UMC or with their present church if it decided to disassociate.

Either way, any decision has the potential to affect their retirement arrangements. I assume that a candidate who is affiliated with UMC will have to surrender his or her retirement plan. To attract the candidate, St. John's would have to establish an equivalent plan. For a candidate from an independent Methodist church, that may or may not be the case. If the plan is a portable one, the individual could keep it and St. John's would incur no compensation fee for loss of coverage.

In the search for candidates within UMC, I suggest Ken Nelson, our former District Superintendent. Ken served as Associate Pastor at St. John's a number of years ago. In his time here, he demonstrated all of the key pastoral skills and responsibilities on our list of attributes. One example: after only two weeks here, Ken was able to associate the name with the face of every St. John's member.

Sincerely and prayerfully,

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#8

All of the skills listed on the "Mentimeter" are essential and it is difficult to pick the top three. In my opinion, the best measure of a pastors affectless is the attendance at Sunday morning services. Attendance at a church will grow and remain high with an affective preacher. Also, the demographics of the congregation are important. A church that has a mix of young families with children and older adults has been served by a pastor that effectively reaches people of all ages.

#9

The verbal feedback that I received from 4 individuals during the drop in Sunday was as follows. Two of these addressed the committee as a group.

- The lead pastor should not be in charge of all administrative responsibilities, this needs to be delegate to other staff members.
  - Preaching and ability to translate scripture so that it relates to all
  - Preaching ability
  - Theological values that follow scripture
-