

## Pastoral Search Survey Analysis

### Overall Summary

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#### Demographics & Participation

- Tenure in church: A mix of long-term members (10+ years – 63% of respondents) and newer attendees (1–5 years - 14% of respondents).
  - Attendance frequency: Many respondents attend weekly or multiple times per month, showing strong engagement.
  - Age distribution: Representation across age groups, but several responses emphasize the need to connect more with younger generations (20–40).
  - Gender: Balanced male/female participation.
  - Bible study/small group involvement: Many are active, but some note barriers to participation (e.g., scheduling, accessibility).
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#### Why People Attend & Stay

- Top reasons for attending:
    - Fellowship/community
    - Teaching/preaching
    - Music and worship experience
    - Location/convenience
  - What keeps them coming:
    - Welcoming atmosphere (“family feel,” “friendly people”)
    - Strong preaching and biblical teaching
    - Pastor’s genuine care for members
    - Sense of belonging and connection
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#### Areas for Improvement

- Community building: Several respondents want deeper connections beyond Sunday worship.
- Younger generations: Strong call to attract and retain families with children and singles in their 20s–40s.
- Evangelism/outreach: Desire for more involvement in local community needs (social justice, homelessness, food insecurity).
- Volunteer base: Concern that a small group carries most responsibilities; need broader engagement.

- Children/youth ministries: Requests for expanded programming for younger families.

### **Desired Qualities in the Next Pastor**

- Leadership qualities (top mentions):
    - Inspiring preacher/teacher
    - Handles conflict well
    - Vision-caster
    - Passion for youth/families
    - Strong interpersonal/emotional intelligence
    - Commitment to social justice and inclusivity
  - Experience preferences:
    - Many value extensive ministry experience over advanced degrees.
    - Some openness to recent seminary graduates, but majority lean toward seasoned leadership.
  - Age preference: Mixed — some prefer 40–49, others open to younger pastors if gifted and committed.
  - Marital status: Not universally important, but some see value in a spouse's involvement.
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### **First-Year Priorities for New Pastor**

- Assimilation into church culture
  - Growth in membership (especially families with children)
  - Renewed vision and strategic planning
  - Expanded programming (youth, community outreach)
  - Modeling Christ-like service, not just preaching
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### **Sermon Preferences**

- Most valued components:
    - Biblical references & exegetical teaching
    - Life application and spiritual nourishment
    - Relatable illustrations
    - Intellectual challenge (for some)
  - Less emphasized: Humor, status quo challenge (though a few value prophetic challenge).
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### **Strategic Insights**

- The congregation is deeply relational — they value warmth, friendliness, and a sense of family.
- There's a tension between tradition and progress: long-term members want stability, while newer voices call for inclusivity, social justice, and outreach.
- The survival and growth of the church is tied to attracting younger families and engaging the 20–40 demographic.
- The next pastor must be both a visionary leader and a relational shepherd — balancing teaching depth with community engagement.

## Open-Ended insights

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### Congregational Identity

- The church is described repeatedly as “family,” “welcoming,” and “friendly.” That relational warmth is a defining strength. The question is: how can this identity be preserved while also expanding to reach new demographics?
  - Several responses highlight Pastor Hamlin’s personal care as central to why people stay. This suggests the congregation equates pastoral leadership with relational presence more than organizational efficiency.
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### Future Direction

- There’s a tension between continuity and change. Some members want things to remain “perfect as they are,” while others warn that without growth — especially among young families — the church risks decline. This is a classic crossroads moment.
  - The call for social justice engagement (homelessness, food insecurity, inclusivity) shows a desire for the church to be more outward-facing. At the same time, others emphasize biblical teaching and spiritual nourishment as the core. The next pastor will need to balance inward discipleship with outward mission.
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### Generational Dynamics

- Many comments point to the 20–40 age group as critical for sustainability. Yet older members often emphasize stability and tradition. This creates a natural tension: how to honor long-term members while innovating for younger ones.
  - Some respondents explicitly mention singles and diverse family structures as underserved groups. That suggests the church’s current model may lean toward traditional family units, leaving gaps in ministry.
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### Leadership Expectations

- Emotional intelligence and conflict-handling skills are mentioned as much as preaching ability. This indicates the congregation is aware of internal diversity and wants a leader who can navigate differences gracefully.
- There’s a strong desire for a vision-caster — someone who can articulate a compelling future. But equally strong is the need for a shepherd who models Christ through presence and care. The dual expectation could be challenging: members want both strategic leadership and relational intimacy.

## Summary by Age Group

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### **Ages 30–39** (3% of respondents)

- Engagement: Smaller representation, but those present emphasize inclusivity and openness. Active participants, often balancing family and career.
  - Priorities:
    - Desire for a progressive, welcoming environment where all people feel comfortable.
    - Interest in social justice and community outreach.
    - Stronger focus on youth programs and ministries.
    - Expanded offerings for children and young families.
    - Strong preaching with practical life application.
    - Pastor who is relational and approachable.
  - Concerns: Fear that without attracting younger families and singles, the church may decline. Sustainability of the church if younger families aren't retained; need for more volunteers to share responsibilities.
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### **Ages 40–49** (11% of respondents)

- Engagement: Many are long-term members, often in leadership or ministry roles.
  - Priorities:
    - Balance between tradition and innovation.
    - Pastor with emotional intelligence and conflict-handling skills.
    - Growth in membership and diversity of ages represented.
  - Concerns: Ensuring singles and families in this age group feel included; desire for strategic planning and financial sustainability.
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### **Ages 50 and Over** (86% of respondents)

- Engagement: Strong presence; many are deeply rooted in the church's history.
  - Priorities:
    - Biblical teaching, spiritual nourishment, and pastoral care.
    - Continuity of the "family feel" and welcoming atmosphere.
    - Pastor who models Christ through service and presence.
  - Concerns: Some prefer minimal change ("everything is perfect"), while others acknowledge the need for outreach to younger generations.
  - Distinctive voice: Emphasis on stability, tradition, and maintaining the relational warmth that defines the church.
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### **Cross-Generational Themes**

- Unity in valuing community: All ages highlight friendliness and belonging as core strengths.
- Different emphases:
  - Younger groups → inclusivity, outreach, innovation.
  - Middle-aged groups → balance of growth and stability, family programming.
  - Older groups → tradition, teaching, pastoral care.

- Shared concern: The future of the church depends on attracting and retaining younger families while preserving the relational warmth that current members cherish.
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### **Strategic Takeaway**

The survey shows a generational layering of priorities: younger members want openness and outreach, middle-aged members want balance and sustainability, and older members want continuity and care. The next pastor will need to bridge these perspectives, offering both vision for growth and relational shepherding to maintain unity across age groups.

## **Summary by Years Attending Church**

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### **1 Year or Less** (5% of respondents)

- Profile: Newcomers, often exploring or recently committed.
  - Strengths Noted: Friendly atmosphere, welcoming spirit, efficient experience.
  - Priorities:
    - Strong preaching and teaching that connects.
    - Desire for inclusivity and openness to diverse backgrounds.
    - Interest in programs that help them integrate (assimilation, first impressions, retention).
  - Concerns: Some uncertainty about long-term commitment; want reassurance that the church is progressive and outward-looking.
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### **1–5 Years** (14% of respondents)

- Profile: Settling in, beginning to serve in ministries.
  - Strengths Noted: Community feel, fellowship, music, and teaching.
  - Priorities:
    - Growth in membership, especially families with children.
    - Expanded youth and children's ministries.
    - Pastor who is approachable and relational.
  - Concerns: Sustainability — fear that without attracting younger families, the church may decline.
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### **5–10 Years** (19% of respondents)

- Profile: Established members, often involved in Bible study or committees.
- Strengths Noted: Strong preaching, sense of belonging, opportunities for ministry involvement.
- Priorities:
  - Balance between tradition and innovation.
  - Pastor with emotional intelligence and conflict-handling skills.
  - More outreach and community engagement.

- Concerns: Volunteer fatigue — small group carrying most responsibilities; desire for broader participation.
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### **10+ Years** (63% of respondents)

- Profile: Long-term, deeply rooted members; often leaders or ministry anchors.
  - Strengths Noted: Family atmosphere, stability, biblical teaching, pastoral care.
  - Priorities:
    - Continuity of the “family feel” and relational warmth.
    - Pastor who models Christ through service and presence.
    - Teaching and spiritual nourishment as central.
  - Concerns:
    - Some prefer minimal change (“everything is perfect”).
    - Others acknowledge need for outreach to younger generations and social justice engagement.
    - Tension between preserving tradition and embracing innovation.
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### **Strategic Takeaway**

- Newer members (≤5 years): Emphasize inclusivity, growth, and programs for children/families.
- Mid-term members (5–10 years): Seek balance — strong teaching plus outward community engagement.
- Long-term members (10+ years): Value stability, tradition, and pastoral care, but divided on how much change is needed.

## **Executive Summary**

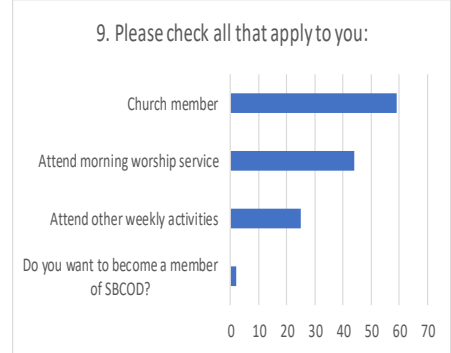
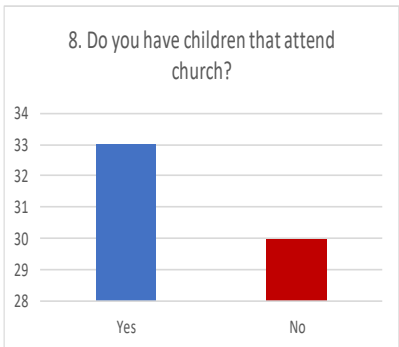
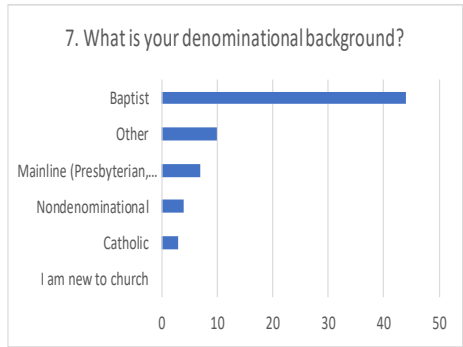
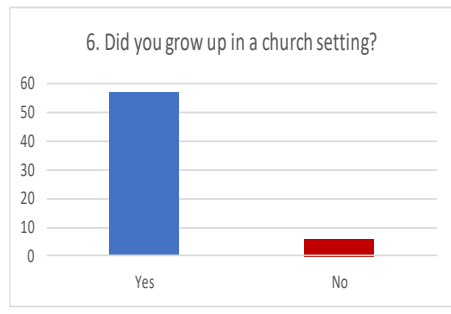
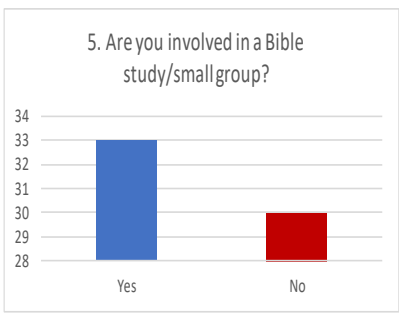
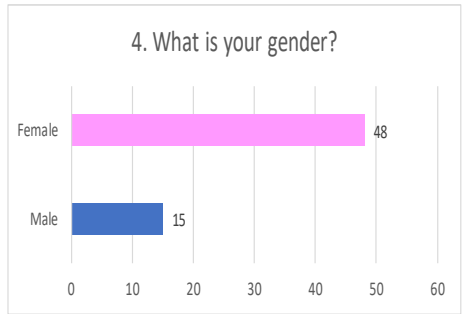
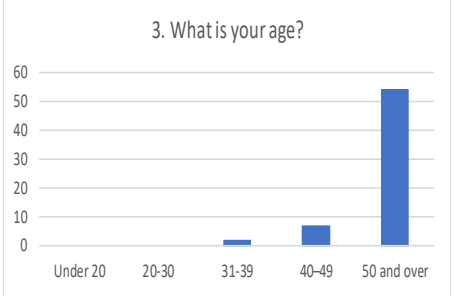
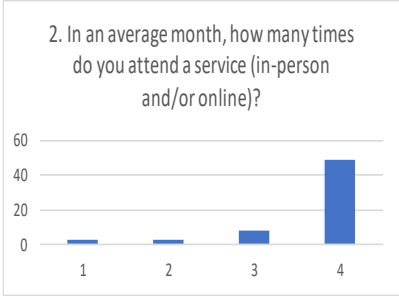
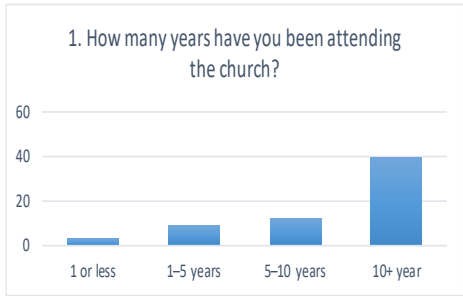
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The Pastoral Search Survey reveals a congregation that treasures its welcoming, family-like atmosphere and values strong biblical teaching and pastoral care. Members consistently highlight fellowship, preaching, and community as reasons they attend and remain engaged. At the same time, many express concern about attracting younger families, expanding children and youth ministries, and increasing outreach to the wider community.

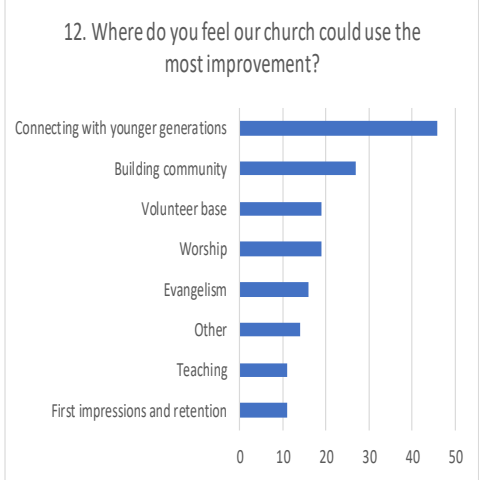
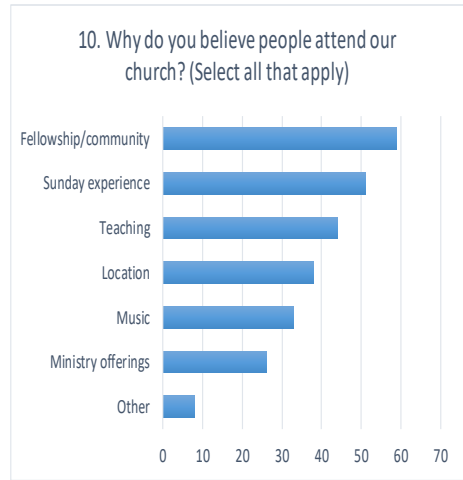
The responses point to a unified desire for a new pastor who combines visionary leadership with relational shepherding—someone who can inspire through preaching, model Christ-like service, and guide the church toward growth while preserving its warmth and tradition. This balance of continuity and innovation will be essential for sustaining the church’s mission and future vitality.

Total Survey Respondents – **63**.

# About You - Results



# About Our Church - Results



### **13. What keeps people coming to our church?**

People continue coming to our church because it is a warm, welcoming, family-like community where friendships and fellowship thrive, the preaching and teaching of God's Word are strong and uplifting, Pastor Hamlin and the congregation genuinely care for one another, and worship, prayer, and ministry opportunities create a sense of belonging, spiritual growth, and connection with God. Our location, history, diversity, and programs further strengthen this atmosphere, making the church a place where people feel loved, accepted, and at home.

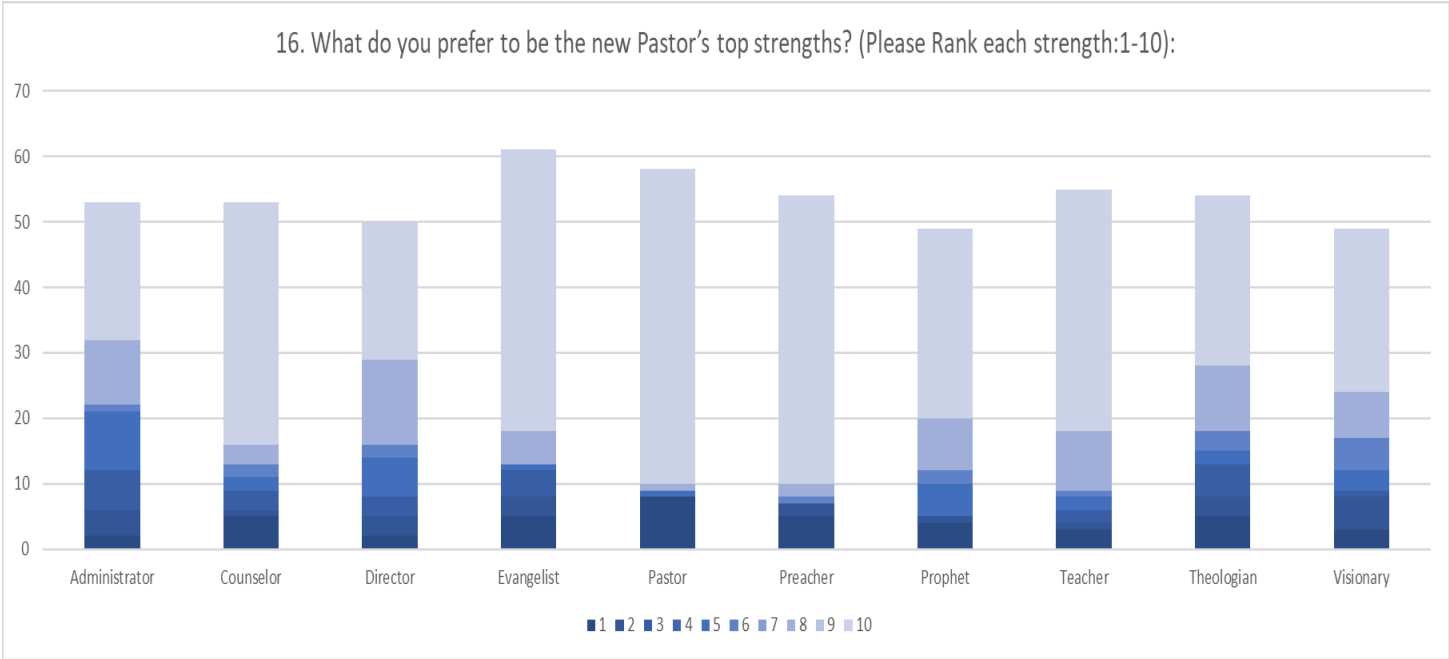
### **14. Where do you envision our church in 5–7 years?**

In 5–7 years, our church is envisioned as a growing, thriving, and inclusive community with a larger and more diverse membership—especially families and younger generations—actively engaged in worship, fellowship, and ministry. We see expanded services, vibrant music and programs for all ages, stronger outreach to meet local and global needs, and deeper spiritual growth through Bible-based teaching, prayer, and discipleship. This future depends on shared commitment, broader participation, and strong pastoral leadership to carry forward our mission while preserving the welcoming, family-like atmosphere that defines us.

### **15. What do you hope will be different, expanded, or changed?**

Members hope to see our church grow in size, energy, and engagement, with expanded offerings for children, youth, young adults, and families, stronger discipleship opportunities, and more vibrant worship and music. There is a desire for broader community outreach—addressing local needs such as homelessness, food insecurity, and fellowship opportunities—and for greater inclusivity so that all people feel welcome. Many envision increased member participation in ministries, more diverse leadership, and intentional focus on ages 20–40, while continuing to build on the strengths we already have. Overall, the hope is for a church that is spiritually alive, outwardly engaged, musically dynamic, and united in serving God and the community together.

# About Our Future Pastor - Results

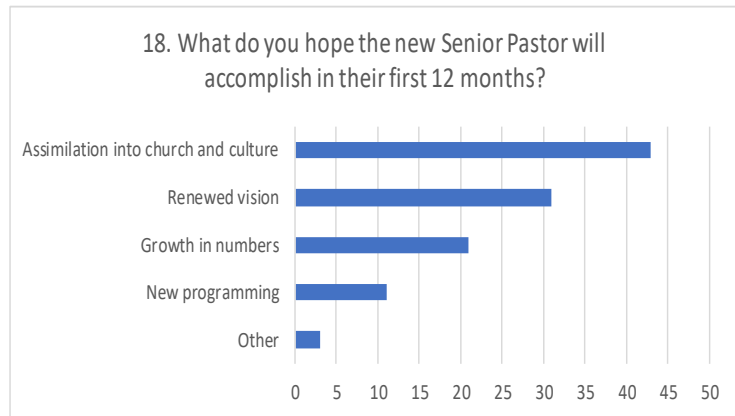
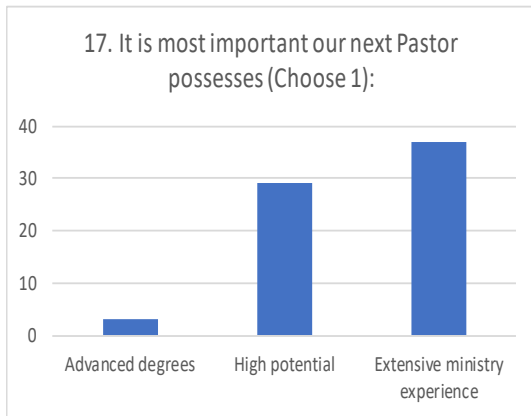


## Q16: Preferred Top Strengths of the New Pastor:

1. Pastor
2. Preacher
3. Teacher
4. Visionary
5. Evangelist
6. Counselor

## Key Insights

- Core Leadership Roles Dominate: Pastor, Preacher, Teacher, and Visionary are consistently rated highest. This suggests the congregation sees spiritual leadership, teaching, and vision as the backbone of church health.
- Evangelism & Outreach Are Valued: Evangelist scores show strong desire for growth and community impact. This aligns with survey comments about attracting young families and expanding outreach.
- Administration Is Weaker: Administrator scores are lower (This may reflect either less visibility of administrative work or a need for stronger organizational leadership to support ministry growth).
- Prophet & Theologian Are Mixed: Ratings vary widely. This suggests differing views in the congregation—some value prophetic/theological depth, while others prioritize practical ministry.
- Counseling & Relational Support: While not the top-rated, counseling is still seen as important, especially for sustaining fellowship and care.



### Q17: Insights

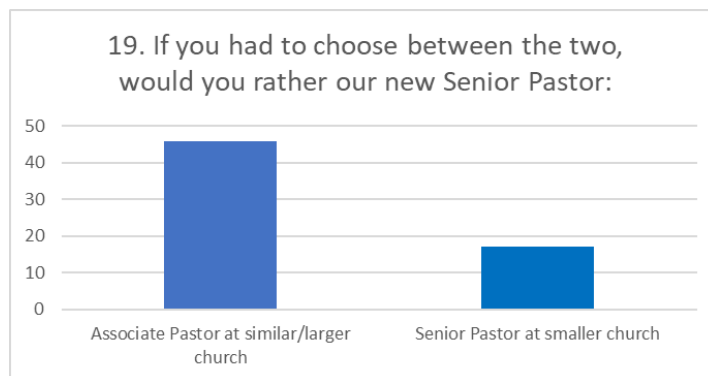
- Experience over credentials: The overwhelming preference is for a pastor with extensive ministry experience, far outweighing advanced degrees.
- Potential matters, but proven leadership is critical: While “high potential” is valued, the congregation clearly prioritizes someone who has already demonstrated effectiveness in ministry.
- Academic achievement is not a priority: Advanced degrees are seen as far less important compared to practical, lived ministry experience.

### Q18: Insights

- Assimilation is the top priority: The strongest hope is that the new pastor will quickly integrate into the church’s culture and community, building trust and relationships.
- Vision casting is essential: A large group wants the pastor to bring a renewed vision that inspires and unites the congregation.
- Growth is desired but secondary: Numerical growth and new programming are important, but they rank behind assimilation and vision.
- Other hopes are minimal: Only 3 responses fell into “Other,” showing strong consensus around the main priorities.

### Strategic Takeaway

The congregation is looking for a seasoned pastor with proven ministry experience who, in their first year, will focus on building relationships, assimilating into the church culture, and casting a renewed vision. Growth in numbers and programming are desired outcomes, but they are seen as flowing naturally from strong leadership and cultural fit rather than being the first priority.

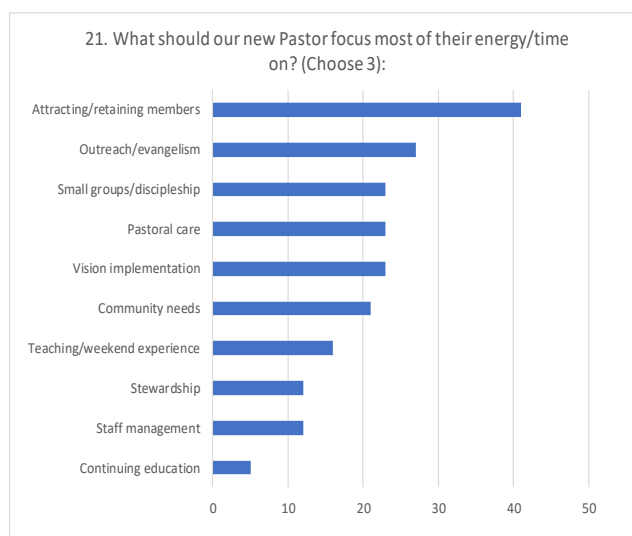
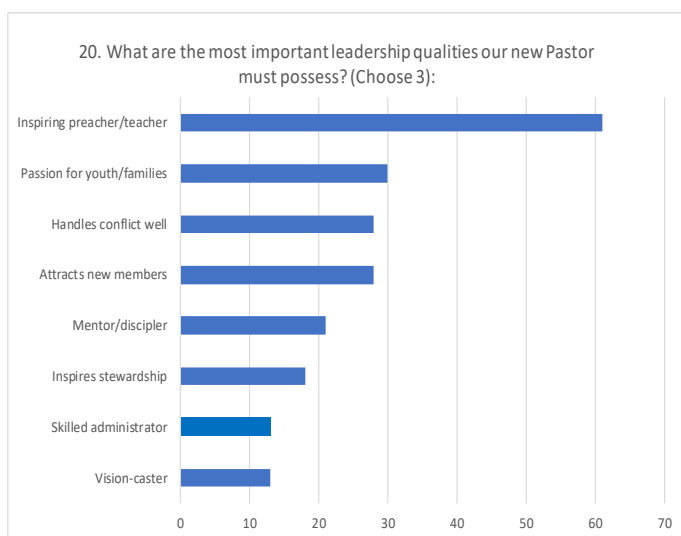


### Q19: Insights

- Preference for scale and exposure: The majority of respondents (nearly three times as many) prefer a candidate who has served as an Associate Pastor in a larger or comparable church. This suggests the congregation values experience in a more complex environment, with exposure to broader ministries, diverse membership, and organizational systems.
- Less emphasis on solo leadership in smaller settings: While some value prior Senior Pastor experience in a smaller church, this is a minority view. The congregation seems to prioritize breadth of experience and collaboration within a larger team over independent leadership in a smaller context.
- Implication for the search committee: The ideal candidate may be someone who has worked under strong leadership in a larger church, gaining practical experience with scale, diversity, and programmatic depth, and is now ready to step into senior leadership.

### Strategic Takeaway

The congregation is signaling that they want a pastor who has larger or comparable church experience and collaborative leadership skills, rather than someone whose background is limited to leading a smaller congregation. This points toward candidates who can bring systems knowledge, exposure to diverse ministries, and readiness to scale growth in your church's context.



## **Q20: Most Important Leadership Qualities (Top 5)**

1. Inspiring preacher/teacher (clear top priority)
  2. Passion for youth/families
  3. Handles conflict well
  4. Attracts new members
  5. Mentor/discipler
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### **Insights**

- Preaching and teaching are paramount: The congregation overwhelmingly values a pastor who can inspire through sermons and teaching. This is the single most important leadership quality by far.
  - Family and generational focus: Passion for youth and families ranks second, showing a strong desire to engage younger generations and sustain long-term growth.
  - Practical relational leadership: Skills in handling conflict and attracting new members are equally important, reflecting the need for both internal harmony and external outreach.
  - Mentorship and stewardship matter, but less so: While mentoring/discipling and inspiring stewardship are valued, they are secondary compared to preaching, family focus, and conflict resolution.
  - Administration and vision-casting are lowest priorities: These qualities are not dismissed but are seen as less critical compared to relational and spiritual leadership.
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### **Strategic Takeaway**

The congregation is looking for a pastor who is first and foremost an inspiring preacher and teacher, with a strong passion for youth and families, and the ability to handle conflict and attract new members. Administrative skills and vision-casting are helpful, but the heart of the role is spiritual leadership, relational care, and generational engagement.

## **Q21: Where Should the Pastor Focus Their Time? (Top 5)**

1. Attracting/retaining members
  2. Outreach/evangelism
  3. Vision implementation
  4. Pastoral care
  5. Small groups/discipleship
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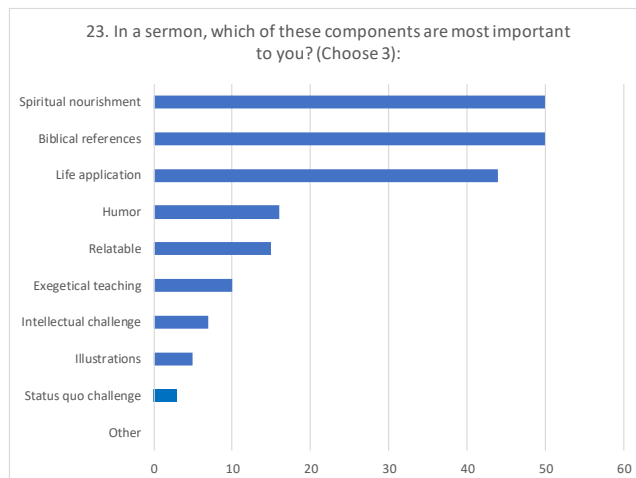
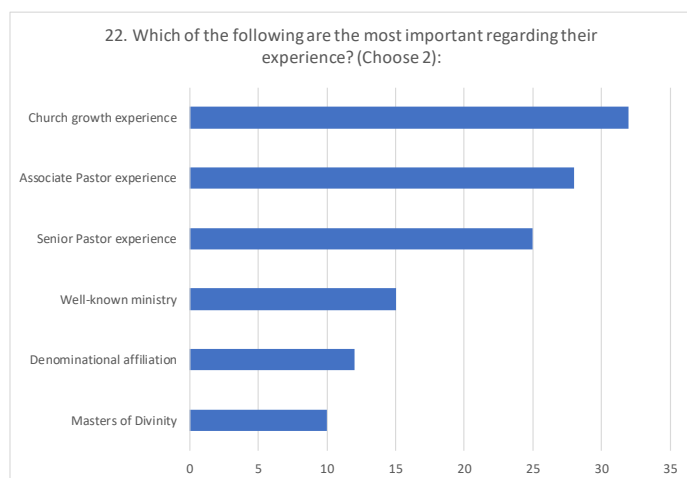
### **Insights**

- Growth is the top priority: The congregation's strongest desire is for the pastor to attract and retain members, signaling urgency around attendance and long-term sustainability.
- Outreach is critical: Evangelism and community engagement are seen as essential to expanding the church's reach.

- **Balanced leadership expectations:** Vision implementation, pastoral care, and discipleship are equally valued, showing the need for both strategic direction and relational shepherding.
- **Community connection matters:** Addressing local needs ranks just below discipleship, reflecting a desire for outward service alongside inward growth.
- **Lower emphasis on operations:** Staff management, stewardship, and continuing education are important but not seen as central compared to growth and vision.

## Strategic Takeaway

The congregation wants a pastor who will grow the church through outreach and member retention, while simultaneously implementing vision, providing pastoral care, and strengthening discipleship structures. Administrative and academic pursuits are secondary to relational, missional, and visionary leadership.



## Q22: Most Important Experience (Top 5)

1. Church growth experience
2. Associate Pastor experience
3. Senior Pastor experience
4. Well-known ministry
5. Denominational affiliation

## Insights

- **Growth is the highest priority:** The congregation most values a pastor with proven experience in growing a church, reflecting urgency around attendance, sustainability, and outreach.
- **Breadth of pastoral experience matters:** Both Associate Pastor and Senior Pastor experience rank highly, showing preference for candidates who have worked in leadership roles across different contexts.

- Recognition and alignment are secondary: Being part of a well-known ministry or having denominational affiliation are seen as helpful but not essential compared to growth and leadership experience.
  - Academic credentials are least important: A Masters of Divinity is valued by some but is clearly not a priority compared to practical ministry experience.
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### **Strategic Takeaway**

The congregation is signaling that the ideal candidate should bring hands-on experience in church growth and pastoral leadership (both associate and senior roles). Recognition in ministry and denominational ties are supportive but not decisive, and academic degrees are the least critical factor.

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### **Q23: Most Important Sermon Components (Top 5)**

1. Biblical references
  2. Spiritual nourishment
  3. Life application
  4. Humor
  5. Relatable
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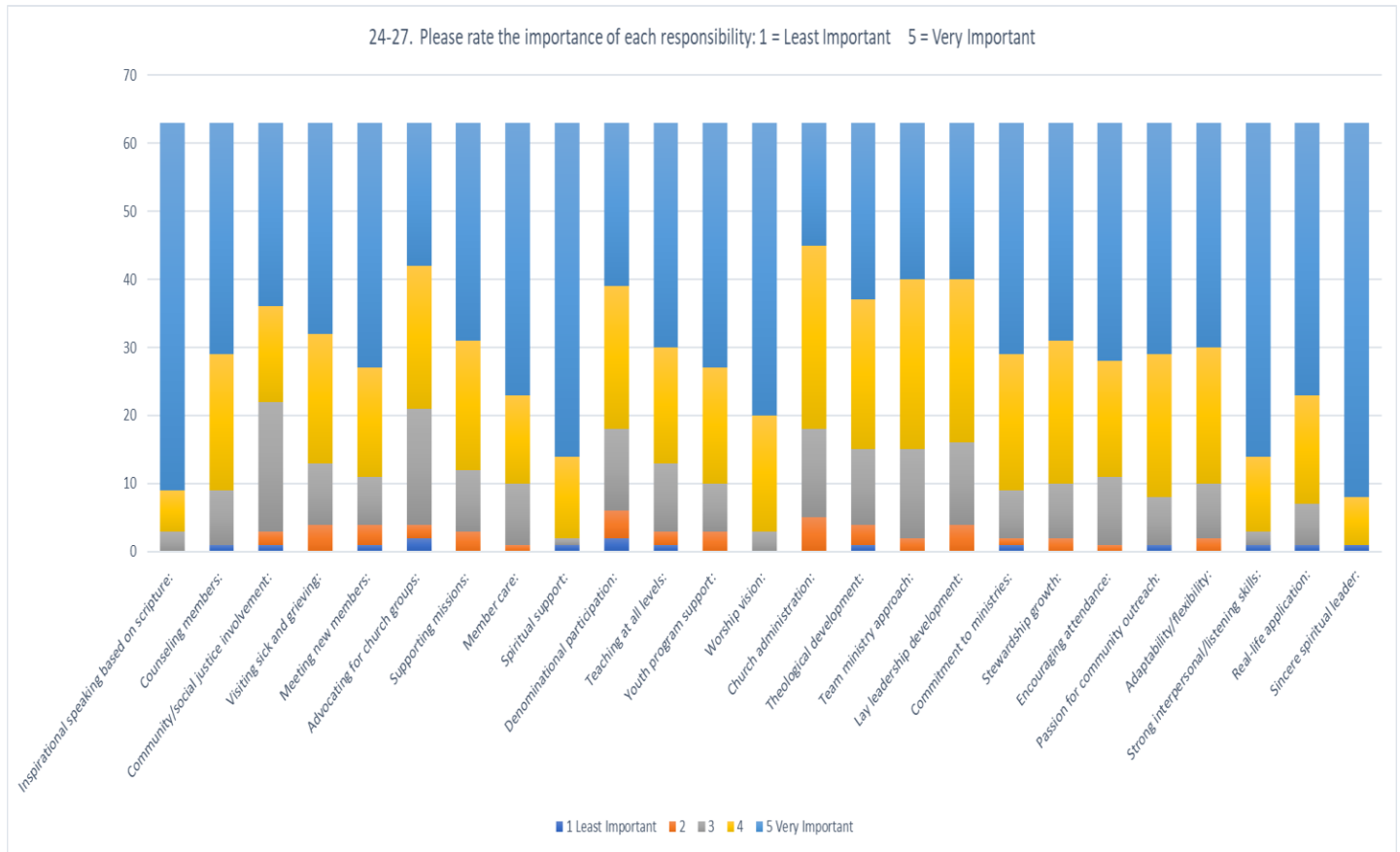
### **Insights**

- Scripture and nourishment are central: The congregation places the highest importance on sermons being rooted in the Bible and providing spiritual nourishment. This shows a strong desire for messages that are both doctrinally sound and spiritually uplifting.
  - Practical application matters: With life application ranking just behind scripture and nourishment, members want sermons that connect biblical truth to everyday living.
  - Engagement tools are secondary: Humor and relatability are valued but clearly less critical than scripture, nourishment, and application. They serve as supportive elements rather than the core.
  - Lower emphasis on intellectual or exegetical depth: Intellectual challenge and exegetical teaching scored much lower, suggesting the congregation prefers accessible, applicable sermons over highly academic or technical ones.
  - Minimal desire for disruption: Status quo challenge and illustrations are the least important, showing that members prioritize encouragement and nourishment over confrontation or storytelling.
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### **Strategic Takeaway**

The congregation wants sermons that are biblically grounded, spiritually nourishing, and practically applicable to daily life. Relatability and humor can enhance engagement, but they are secondary. Academic depth or challenging the status quo are not primary expectations—clarity, encouragement, and connection to scripture are.

## Pastor Responsibilities/Attributes (Rate 1–5)



### Q24-27: Top Responsibilities of the Next Pastor (Ranked Very Important):

1. Sincere spiritual leader
2. Inspirational speaking based on scripture
3. Spiritual support
4. Strong interpersonal/listening skills
5. Worship vision
6. Real-life application of scripture
7. Member care
8. Counseling members
9. Commitment to ministries
10. Passion for community outreach
11. Encouraging attendance
12. Youth program support
13. Meeting new members
14. Supporting missions
15. Stewardship growth
16. Visiting sick and grieving

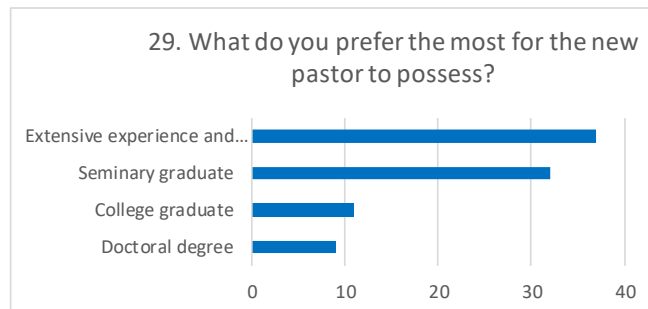
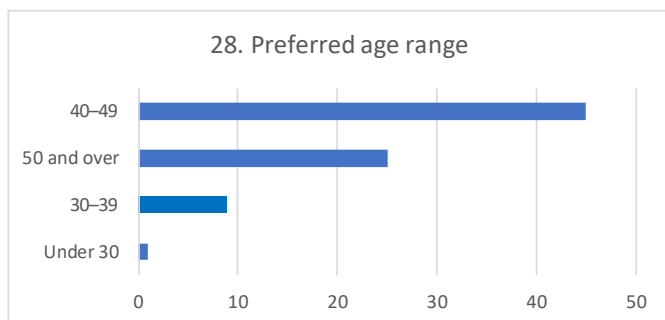
## Insights

- Spiritual authenticity and scripture-centered preaching are the congregation's highest priorities, with "Sincere spiritual leader" and "Inspirational speaking based on scripture" topping the list.
  - Relational care is equally critical: strong listening skills, counseling, member care, and visiting the sick/grieving all rank very high.
  - Vision and application matter: worship vision, real-life application of scripture, and spiritual support are seen as essential to guiding the church.
  - Community engagement is valued: outreach, missions, stewardship, and welcoming new members all received strong support.
  - Administrative and denominational tasks (church administration, denominational participation, theological development) ranked lower, showing the congregation prioritizes spiritual leadership and relational ministry over organizational duties.
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## Strategic Takeaway

The congregation is looking for a pastor who is spiritually authentic, scripture-centered, relationally strong, and visionary in worship and outreach. Practical administration is less important compared to pastoral care, preaching, and community engagement.

## Pastor Profile - Results



### Q28: – Preferred Age Range

1. 40–49 (top choice)
2. 50 and over

**Insight:** The congregation strongly prefers a pastor in the 40–49 age range, signaling a desire for someone with maturity and experience but still in a season of energy and long-term leadership potential. Older candidates (50+) are also acceptable, while younger candidates (under 40) are far less preferred.

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### Q29: – Preferred Qualifications

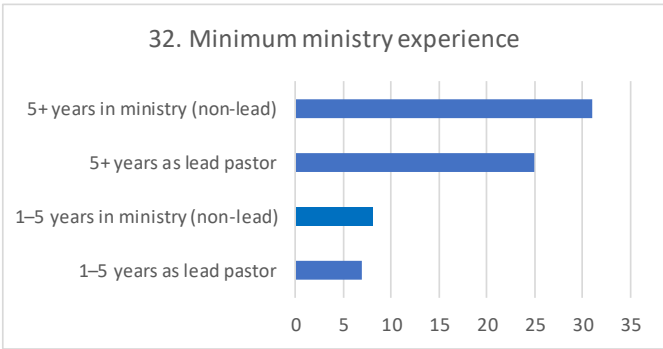
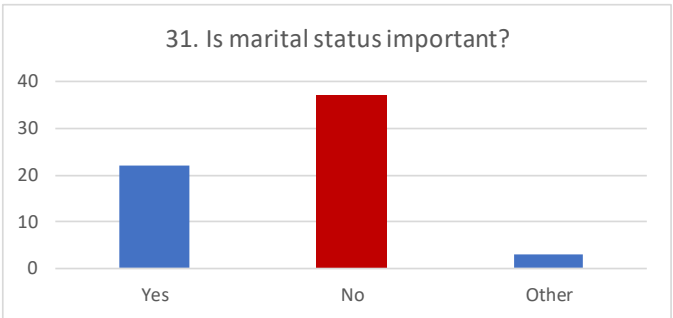
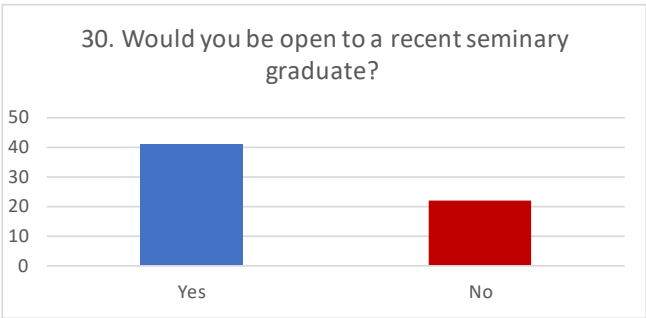
1. Extensive experience and references (top choice)
2. Seminary graduate

**Insight:** The congregation prioritizes practical ministry experience and proven references over academic credentials. Seminary training is valued, but advanced degrees (doctoral or even college-only) are far less important compared to hands-on pastoral experience.

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**Strategic Takeaway**

The congregation is looking for a pastor who is in the 40–49 age range and brings extensive ministry experience with strong references, ideally supported by seminary training. Academic degrees beyond seminary are not considered essential. This reflects a desire for a leader who combines seasoned experience, spiritual grounding, and long-term potential.



**Q30: – Openness to a Recent Seminary Graduate**

**Insight:** The majority are open to considering a recent seminary graduate, but there is still a significant portion (about one-third) who prefer more seasoned candidates. This shows flexibility, though the preference leans toward experience.

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**Q31 – Importance of Marital Status**

**Insight:** Most respondents do not consider marital status important. While some value it, the congregation overall prioritizes qualities and experience over personal marital circumstances.

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**Q32: – Minimum Ministry Experience**

**Insight:** The congregation strongly prefers candidates with at least 5 years of ministry experience, whether in a lead or non-lead role. Shorter experience (1–5 years) is far less favored. This reinforces the emphasis on proven, seasoned leadership.

## **Pastor Profile Summary**

(Integrating questions 16–32)

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### **Core Identity**

- Sincere Spiritual Leader – Authentic, trustworthy, and spiritually grounded.
- Inspirational Preacher/Teacher Rooted in Scripture – Delivers biblically-based sermons that nourish, inspire, and apply to real life.
- Relational Shepherd – Strong interpersonal and listening skills, providing spiritual support, counseling, and member care.

### **Experience & Background**

- Extensive Ministry Experience – 5+ years in ministry (lead or non-lead), with proven references.
- Church Growth Experience – Demonstrated ability to attract and retain members.
- Preferred Age Range – 40–49 (with openness to 50+).
- Education – Seminary graduate preferred; advanced degrees (doctoral) are not essential.
- Flexibility – Congregation is open to recent seminary graduates, but seasoned experience is strongly favored.
- Marital Status – Not considered a major factor.

### **First-Year Expectations**

- Assimilation into Church Culture – Build trust, relationships, and understand the congregation's identity.
- Renewed Vision – Cast and implement a clear, inspiring direction.
- Growth & Outreach – Focus on evangelism, attracting families, and retaining members.
- Pastoral Care & Discipleship – Provide relational support and strengthen small groups.

### **Leadership Qualities**

- Preaching & Teaching Excellence – Rated most important overall.
- Passion for Youth & Families – Engage younger generations for long-term sustainability.
- Conflict Resolution & Relational Skills – Handle challenges with wisdom and care.
- Visionary Leadership – Inspire stewardship and lead worship meaningfully.
- Community Engagement – Outreach and missions valued, though secondary to preaching and care.

### **Strategic Takeaway**

The congregation is asking for a pastor who is:

- Authentic and spiritually sincere
- Biblically grounded and inspiring in preaching
- Experienced in ministry and church growth
- Relationally strong, caring, and a good listener
- Able to assimilate quickly, cast vision, and engage youth/families

In short: A seasoned, scripture-centered shepherd who can inspire, care, and grow the church while leading with authenticity and vision.

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

The congregation expressed a desire for a Senior Pastor who is a spiritually authentic, emotionally intelligent, and relational leader—someone approachable, humble, compassionate, and a good listener who models Christ through service as well as preaching. They want a pastor who is grounded in scripture yet dynamic in communication, able to deliver uplifting, practical, and heartfelt messages that connect faith to everyday life. Many emphasized the importance of justice and inclusivity, with openness to addressing issues such as racial inequality, sexual assault, mental health, LGBT inclusion, and generational engagement, while others preferred a more conservative, non-political approach—reflecting diversity within the congregation. Overall, the vision is for a pastor who is community-focused, family-oriented, and capable of engaging both younger and mature members, building programs that equip the church to serve together, while embodying sincerity, compassion, and strong Christian leadership.

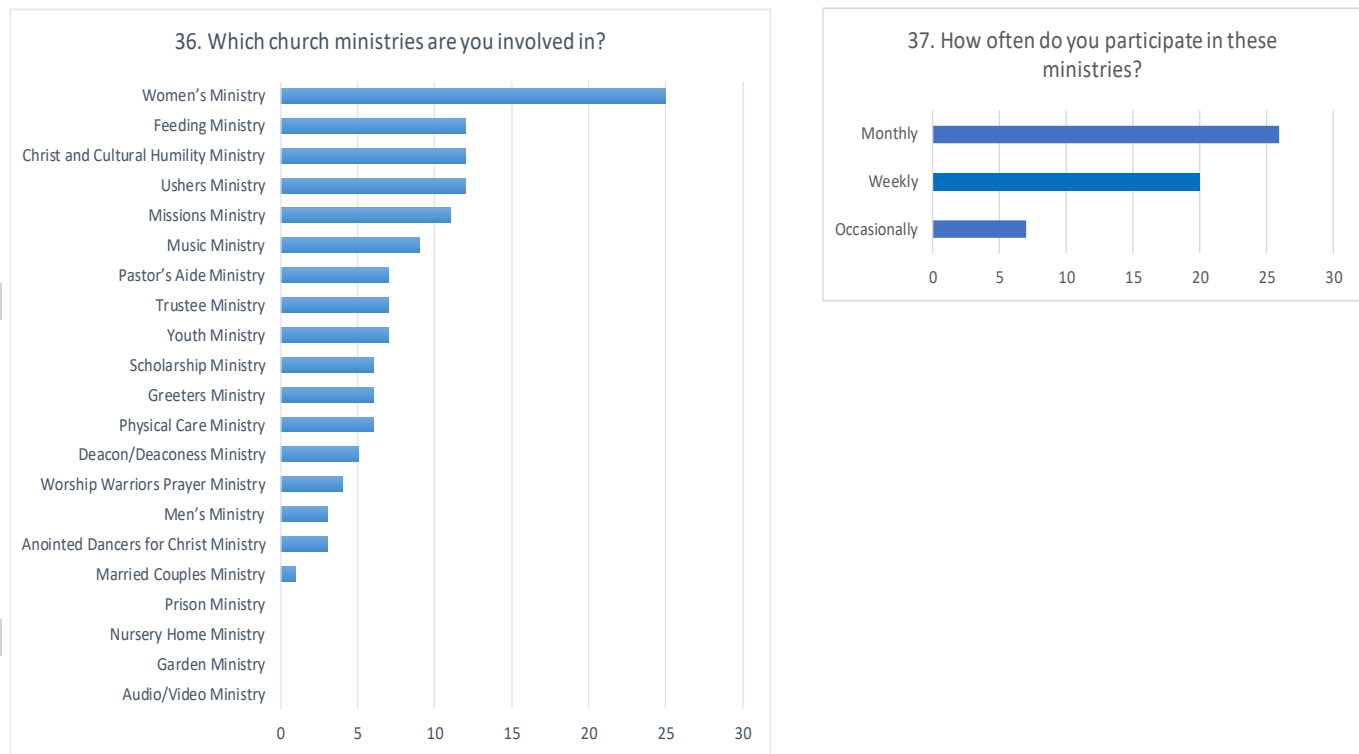
**34. Please share with us any other thoughts you may have that are not addressed in this survey.**

The additional comments highlight several recurring themes: the need to focus on younger generations (ages 22–40) while also honoring the legacy of past leadership; the importance of strategic planning for financial sustainability; and a desire for a pastor who is dedicated, spirit-led, and committed to long-term service. Respondents emphasized the value of community outreach, fellowship, and inclusivity, welcoming all people regardless of background or orientation, while also noting differing preferences around gender and political engagement. Practical suggestions included opening the church office regularly for prayer and counseling, incorporating health and wellness programs, and adding a youth pastor. Many stressed that the church should remain a place of refuge and transformation, with a pastor who provides inspirational messages, embraces multicultural diversity, and guides the congregation through cultural and political challenges. Finally, there was a call for humility, teachability, and a willingness to learn, ensuring that leadership avoids harmful impacts and instead fosters Christian maturity and unity.

**35. How can you help make the transition to a new pastor successful?**

The congregation emphasized that a successful transition to a new pastor will require warmth, openness, and active support. Members expressed willingness to welcome the pastor and their family, attend services faithfully, volunteer without hesitation, and engage in prayer and intercessory support. They highlighted the importance of being kind, generous, honest, and friendly, while avoiding gossip or comparisons to past leadership. Many noted the value of social fellowship outside of worship, small group conversations, and focus groups to strengthen connections. Overall, the responses reflect a commitment to working together under the pastor's vision, offering encouragement, and creating a loving, supportive environment that helps the new leader acclimate and thrive.

# Participation in Ministries - Results



## Q36: Insights

- Women’s Ministry dominates involvement: With 25 participants, this is by far the most active ministry, showing strong engagement among women in the congregation.
- Service-oriented ministries are highly valued: Ushers, Feeding, Missions, and Cultural Humility ministries all have double-digit participation, reflecting a strong emphasis on hospitality, outreach, and justice.
- Music and Worship support are important: Music Ministry and Worship Warriors Prayer Ministry highlight the role of worship in congregational life.
- Youth and Trustee Ministries show moderate engagement: indicating balanced involvement in governance and generational ministry.

## Strategic Takeaway

The congregation’s ministry life is strongest in Women’s Ministry, service/outreach ministries (Ushers, Feeding, Missions, Cultural Humility), and worship/music, reflecting a culture of hospitality, justice, and spiritual engagement. Areas like youth, governance, and pastoral support have moderate involvement, while specialized ministries show little to no participation, pointing to potential opportunities for revitalization or reorganization.

## Q37: Insights

The responses to Question 37 show that ministry involvement within the congregation is consistent and steady, with most members participating on a monthly basis , a significant number engaging weekly, and only a small group involved occasionally. This pattern reflects a healthy rhythm of service, where many are regularly committed while others contribute periodically. The balance

suggests that the church has a strong core of active participants sustaining ministry life, alongside a broader group who engage less frequently but still remain connected. Overall, the congregation demonstrates a willingness to serve, with opportunities to encourage occasional participants toward greater consistency to participate.

**38. Are there any ministries you would like to participate in but currently do not?**

The responses to Question 38 show that while many members are already active in multiple ministries and feel stretched, there is interest in expanding involvement in specific areas. Several mentioned wanting to join or deepen participation in the Scholarship, Feeding, Missions, Music, Pastor's Aide, Women's, Youth, and Worship Warriors ministries, while others highlighted the importance of Bible Study (not listed in the survey but actively attended). A few respondents suggested creating new opportunities such as a Health and Wellness ministry or focus groups. At the same time, many indicated no additional ministries they wish to join, reflecting both satisfaction with current commitments and recognition of personal limits. Overall, the congregation shows a mix of commitment to existing ministries, openness to new areas of service, and awareness of balancing involvement with capacity.