



Results Survey # 6 - Side 1

What gifts do we need in our next pastor?

41 participants from 31 family units

Every leader can offer a variety of gifts, skills and personality characteristics that would be helpful. Each ministry setting calls for different priority tasks. This survey has 2 sides. You will complete both sides. Start with the Side 1 question about your experience and then the pastor's years of experience. Then select the five most critical tasks required in the position of the next pastor of Lutheran Church of Our Savior given our identity, mission, and priorities of our setting. Then turn to Side 2 regarding gifts & skills of the pastor. This survey is intended to be reviewed and prayerfully considered before attending a discussion session where any additional questions can be answered and where you can turn in the survey. If you cannot attend the session on Sunday, June 5th at 9:15 a.m. in the Parish Hall, please return the completed survey to any transition team member, the office, or the webservant mail box by noon on Sunday, June 5, 2011.

We asked: What qualities did you like in previous pastors? The responses (in no particular order) were:

- * Approachable, friendly, caring, with empathy, and good humor;
- * Having confidence in members, their ideas and abilities;
- * Maintaining an open door policy;
- * Good communicator and listener;
- * Able to counsel during all times-good and difficult.
- * Grace-filled, challenging, and intelligent preaching;
- * Sermons and "teaching moment" applied to daily life and experiences.
- * Love for and involvement with children/youth ministry;
- * Knowledge of the Bible and history; music ability; and insightful/affective teaching.
- * Beginning Small Group Ministry; and Lay Ministry.

2) What levels of experience would you consider as appropriate for the next pastor of this congregation? (check all that apply).

- 0 - 3 years 4 -9 years 10 -15 years 16 - 20 years 21 + years

Result: 7 25 25 13 6

3) Select the five most critical **tasks** required in this position.

- | | |
|----------------------------------|--|
| 10 Administration | 15 Ministry in Daily Life |
| 7 Building a Sense of Community | 6 Ministry with Seniors |
| 3 Campus / Young Adult Ministry | 1 Multicultural Ministry |
| 1 Chaplaincy Children's Ministry | 9 Music / Worship / Arts |
| 14 Christian Education | 0 Outdoor / Camping Ministry |
| 1 Communications / Media | 0 Parish Nurse / Health |
| 1 Community Organizing | 2 Participant in the Larger Church |
| 8 Conflict Management | 12 Pastoral Care and Visitation |
| 9 Counseling / Social Work | 21 Preaching / Worship Leadership |
| 0 Early Childhood Administration | 0 Public Policy / Advocacy |
| 0 Ecumenical Work | 3 Recruit and Equip Leaders |
| 13 Evangelism / Mission | 1 Self Care / Family Life |
| 5 Financial Management | 1 Small Group Ministry |
| 0 Global Service | 3 Social Ministry |
| 2 Innovation / Creativity | 2 Spiritual Formation / Direction |
| 0 Interim Ministry | 6 Stewardship |
| 8 Interpret Theology | 0 Strategic Mission Planning |
| 2 Inter-personal Climate | 8 Teaching |
| 5 Ministry in Crisis | 1 Volunteer Coordination |
| | 17 Youth and Family Ministry |

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Lutheran Church of Our Savior

5/9/2011

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Our Mission: "To Live in Faith, Share the Gospel, and Bring God's Healing and Hope to All People."



Results Survey # 6 - Side 2

41 participants from 31 family units

What gifts do we need in our next pastor?

This survey has 2 sides. Please complete Side 1 first. Gifts and Skills Required.

Results: The numeric tallied responses are summarized below and the 5 topics for each are in bold and colored. The 5 top priorities are indicated by alignment to the left. The 5 very helpful gifts are indicated by alignment to the right.

Identify a maximum of **five** gifts for ministry that our next pastor **must** bring to our ministry setting in the **left-hand** column. In the **right-hand** column, identify **five** more gifts that would be **helpful** in our ministry setting. This survey of gifts assumes that the pastor is able to offer worship leadership and preaching.

Top Priority	<i>Our new pastor needs to be able to...</i>	Very Helpful
20	Help people develop their spiritual life.	11
3	Help people understand and act upon issues of social justice	6
5	Provide care and nurture.	12
9	Be active in visitation of members and non-members.	10
11	Be effective in working with children.	10
10	Build a sense of community among the people with whom he/she works.	10
10	Help others develop their leadership abilities and skills for ministry.	10
14	Be an effective administrator.	5
21	Be an effective communicator.	7
13	Be an effective teacher.	10
0	Encourage support of the Church's wider mission.	7
5	Work regularly in the development of stewardship growth.	7
1	Be active in ecumenical relationships.	8
16	Be effective in working with youth.	8
1	Organize people for community action.	6
6	Be skilled in planning and leading programs.	9
15	Have a strong commitment and loyalty to the Lutheran Church.	7
2	Understand and interpret the mission of the Church from a global perspective.	5
10	Deal effectively with conflict.	11
11	Bring joy and good humor to relationships.	14
7	Be able to share leadership and work in a team.	13
3	Be creative and innovative about his or her tasks.	5
1	Be able to use technology and media.	3
1	Appreciate cultural diversity in language and customs.	5
5	Have talents in the areas of music, arts and writing.	10

Thank You for your participation!