

Church Planning Inventory

The purpose of this questionnaire is to help your church think about its present life and plan for the future. To assist in this effort, the survey not only asks several sets of direct questions about your perceptions of the congregation's current ministry and future goals, but it also includes sets of broader questions regarding your own involvement. Simply check the appropriate box or supply the required information as indicated. When answering questions with a limited number of choices, please choose the answer that comes closest to the right answer for you, even if it does not fit perfectly. Unanswered items reduce the usefulness of the inventory. Please do not sign your name on the questionnaire. We want to guarantee that your individual answers will be held in the strictest confidence. In some cases, more than one person in a household will receive an inventory. That is the way it is supposed to be. Please work independently and complete separate questionnaires. It is important that everyone participate in this survey! You will receive instructions from your congregation on how to return your inventory. If you misplace these instructions, you may use the address on the back cover. Feel free to share any comments or concerns you have about the inventory. Space is provided on the back for that purpose, and for sharing any additional information about your church that you think would be helpful. Thank you for your cooperation. We hope you enjoy filling out the questionnaire, and that in addition to assisting your church, you may find it a helpful means of reflecting on your faith and the meaning of your church experience.

Congregation Name:

Your Church Participation

1. How long have you been a member of this local church?

Not a member 2 - 4 years 10 - 19 years

One year or less 5 - 9 years 20 or more years

2. How long does it usually take you to travel from home to church?

- 5 minutes or less 11 - 15 minutes 31 - 44 minutes
 6 - 10 minutes 16 - 30 minutes 45 or more minutes

3. On the average, about how many times have you attended church worship services during the past year?

- None About once a month
 About once or twice a year About two or three times a month
 Once or twice every three months Four times a month or more

4. In how many church organizations, committees, and groups do you hold membership (not counting congregational membership itself)?

- None One Two Three Four or more

5. Has your involvement in the congregation increased, decreased or remained about the same in the last few years?

- Increased Remained the same Decreased

If your participation has increased, which of the following are reasons for that?

(check all that apply):

- More time available Better health
 Because of children Stronger faith
 Accepted office or other More positive attitude toward the church
new responsibility in the church

If your participation has decreased, which of the following are reasons for that? *(check all that apply):*

- Less time available Health problems
 Because of children Decreased faith
 Given up office or other More negative attitude
responsibility in the church towards the church

6. Approximately how much does your family household contribute to your church per year?

(If single or widowed, you as an individual?)

- Under \$200 \$1,000 - 1,499 \$3,500 - 4,999
 \$200 - 599 \$1,500 - 2,499 \$5,000 - 7,499
 \$600 - 999 \$2,500 - 3,499 Over \$7,500

7. How many persons or families have you invited to visit or join your church in the past year?

- None One Two Three Four or more

8. How many of your closest friends attend this church?

- None One Two Three Four or more

Tasks of the Church

Listed below are a number of tasks that a local church is likely to perform. Please respond to each item by indicating whether you feel your congregation needs to give it more emphasis; whether you are very or generally satisfied with your congregation's current performance of the task; or whether you feel the task currently receives too much emphasis.

	Needs More Emphasis	Very Satisfied	Generally Satisfied	Receives Too much Emphasis
1. Offering worship that provides a meaningful experience of God and the Christian tradition	[]	[]	[]	[]
2. Providing worship that expresses the Gospel in contemporary language and forms	[]	[]	[]	[]
3. Providing Christian education for children and youth	[]	[]	[]	[]
4. Providing Christian education programs for adults	[]	[]	[]	[]
5. Helping members deepen their personal, spiritual relationship with God	[]	[]	[]	[]
6. Sharing the good news of the Gospel with the un-churched	[]	[]	[]	[]
7. Engaging in acts of charity and service to persons in need	[]	[]	[]	[]
8. Encouraging members to act on the relationship of the Christian faith to social, political and economic issues	[]	[]	[]	[]
9. Providing a caring ministry for the sick, shut-ins and the bereaved	[]	[]	[]	[]
10. Providing pastoral counseling to help members deal with personal problems	[]	[]	[]	[]
11. Providing fellowship opportunities for members	[]	[]	[]	[]
12. Helping members understand their use of money, time and talents as expressions of Christian stewardship	[]	[]	[]	[]
13. Supporting the global mission of the church/denomination	[]	[]	[]	[]
14. Helping members discover their own gifts for ministry and service	[]	[]	[]	[]
15. Participating in activities and programs with other local religious groups	[]	[]	[]	[]
16. Expressing our denominational heritage/tradition	[]	[]	[]	[]

Please read over the preceding list of 16 church tasks, and answer the following two questions by writing in the number of the appropriate task.

1. Overall, which **one** task does your congregation do best?

2. For the sake of your own personal involvement in your congregation, which **one** task would you most like to see strengthened?

Organizational Characteristics

In order to carry out its tasks, every church must deal with certain organizational issues, such as making decisions, sharing information, and developing resources. Listed below are a number of statements describing such issues. To what extent do you agree or disagree that each statement describes your congregation? A “Don’t Know” (DK) response is provided, but please use it only when absolutely necessary.

	Agreement That Statement Describes Congregation				
	Strong	Moderate	Slight	Disagree	DK
1. Members are well informed about what the various committees and groups in the church are doing.	[]	[]	[]	[]	[]
2. The activities taking place in the congregation are well publicized to the surrounding community.	[]	[]	[]	[]	[]
3. Study of the needs of the congregation and the community is regularly undertaken as the basis for church planning.	[]	[]	[]	[]	[]
4. Members and groups get a lot of support and encouragement for trying something new in the congregation.	[]	[]	[]	[]	[]
5. Members are encouraged to discover their particular gifts for ministry and service.	[]	[]	[]	[]	[]
6. Lay leaders are provided the training they need for their committee and task assignments.	[]	[]	[]	[]	[]
7. Every member who is capable and interested has an equal opportunity to hold key leadership positions.	[]	[]	[]	[]	[]
8. The theological and biblical implications of important decisions are regularly discussed.	[]	[]	[]	[]	[]
9. Important decisions about the life of the church are rarely made without open discussion by church leaders and members.	[]	[]	[]	[]	[]

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| 10. Disagreements and conflicts are dealt with openly rather than hushed up or hidden behind closed doors. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11. It is easy to summarize for visitors and non-members how our congregation differs from other congregations in the area. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 12. Members help each other out in times of trouble. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 13. Cooperative programs with churches of other denominations are highly valued in our church. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 14. The current morale of our church membership is high. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 15. There is a sense of excitement among members about our church's future. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Congregational Identity

Listed below are several alternatives touching upon important dimensions of a church's identity. Using the seven point scale between each set of alternatives, please circle the number which best describes where your congregation falls, "1" meaning most like the characteristic on the left, "7" meaning most like the characteristic on the right, "4" meaning an equal mix of both.

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| 1. Our church is more influenced by history and tradition. | 1 2 3 4 5 6 7 | Our church is more influenced by contemporary ideas and trends. |
| 2. Members are similar to the people who live immediately around the church. | 1 2 3 4 5 6 7 | Members are very different from people who live immediately around the church. |
| 3. Our church is very involved with the community around the church. | 1 2 3 4 5 6 7 | Our church is not at all involved with the community around the church. |
| 4. Our church is primarily oriented to serving our members. | 1 2 3 4 5 6 7 | Our church is primarily oriented to serving the world beyond our membership. |
| 5. Our congregation feels like one large family. | 1 2 3 4 5 6 7 | Our congregation feels like a loosely knit association of individuals and groups. |
| 6. Our church is known as a prestigious one in the area. | 1 2 3 4 5 6 7 | Our strengths notwithstanding, our church is not considered one of the "status" churches in the area. |

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| <p>7. Our church's approach to social issues is basically educational, leaving any action to individual conscience. 1 2 3 4 5 6 7</p> <p>8. Our congregation's approach to individual salvation emphasizes education, nurture and growth in the faith. 1 2 3 4 5 6 7</p> <p>9. Our congregation gives strong expression to our denominational identity and heritage. 1 2 3 4 5 6 7</p> <p>10. Our congregation strives to create partnerships with other local churches. 1 2 3 4 5 6 7</p> | <p>Our church's approach to social issues is decidedly "activist". We take stands on social issues as a congregation.</p> <p>Our congregation's approach to individual salvation stresses gradual conversion and a born-again experience.</p> <p>It would be difficult for a visitor to know to which denomination our congregation belongs.</p> <p>Our congregation prefers to work by ourselves or through Our denominational channels.</p> |
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All congregations have an identity, or sense of who they are, that all members share in and yet any individual member stands somewhat apart from. Please rate your agreement or disagreement with the following statements from your perspective as an individual looking at your congregation's overall identity and vision.

	Strongly Agree	Agree	Disagree	Strongly Disagree
1. Our church's identity, as it is, is one with which I feel comfortable.	[]	[]	[]	[]
2. It is easy for me to tell my friends what is unique about our church.	[]	[]	[]	[]
3. I have a clear understanding of what our church stands for.	[]	[]	[]	[]
4. An effective effort was made to instruct me in our church's mission.	[]	[]	[]	[]
5. I have a strong sense of belonging to this congregation.	[]	[]	[]	[]
6. Being at this church has made a difference in my spiritual life.	[]	[]	[]	[]

Tasks of Pastors

In your judgment how high or low a priority would you like each of the following to be for the (senior) pastor of this church? It is worth remembering that not every task can be highest priority, and that in reality, only 3 or 4 probably can be. You may want to read the entire list, then go back and make your priority rankings.

Very High Priority	High Priority	Moderately Priority	Low Priority
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1. Providing administrative leadership for the congregation's ministry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Actively and visibly supporting the church's stewardship program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Directly involving laity in the planning and leadership of church programs and events	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Planning and leading a program of new member recruitment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Participating in local community activities, issues and problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Holding social justice issues before members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Planning and leading worship sensitive to the needs of the congregation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Emphasizing the spiritual development of members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Visiting the sick, shut-in and bereaved	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Visiting members at their homes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Pastoral counseling of members having personal, family and/or work related problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Developing and supporting religious education programs for children and youth	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Developing and leading adult education programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Supporting the world mission of the church	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Participating in denominational activities beyond the local church, that is, at the regional or national level	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16. Preparing and preaching inspiring sermons	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Style of Ministry

Listed below are 10 pairs of characteristics of a good pastor. You will probably agree that both traits in each pair are desirable. But if you had to choose, which characteristic of the two in each pair would you prefer in your pastor. Would you prefer the trait on the left, or would you prefer the trait on the right? Check one answer for each pair.

	Strongly Prefer	Slightly Prefer	or	Slightly Prefer	Strongly Prefer	
1. Expertise in Biblical and theological matters	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	Strong emphasis on spiritual development
2. Interactions tend to be thought-provoking and challenging	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	Interactions tend to be comforting and reassuring
3. Usually emphasizes the Bible	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	Usually emphasizes contemporary issues
4. Welcomes new approaches and ideas	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	Does things as they have always been done
5. Tends to be a strong decisive force in decisions regarding policy and program	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	Tends to encourage and defer to the decision-making of congregation and program lay leadership
6. Has a relaxed interpersonal style	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	Has a formal interpersonal style
7. Achieves set goals regardless of cost, ends justify the means	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	Costs of goals sets priorities, means determine the ends
8. Helps people figure things out for themselves	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	Advises people what to do
9. Is reflective and reserved	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	Is outgoing and socially engaging
10. Maintains a private life of family, friends, recreation and personal and professional development	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	Gives whole self to the life of church and work as pastor

Size and condition and Condition of Facilities

Please assess each of the following in terms of **size**.

	Excellent	Adequate	Needs Attention But Not Immediately	Needs Immediate Attention
1. Worship space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Educational space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Fellowship space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Office space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Parking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please assess each of the following in terms of **general condition** and **aesthetic appeal**.

1. Worship space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Educational space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Fellowship space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Office space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Parking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Exterior and Grounds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Christian Education for Children

How satisfied are you with each of the following aspects of your congregation's Christian Education program for children? A "Don't Know" (DK) response is provided, but please use it only if absolutely necessary.

	Very Satisfied	Moderate Satisfied	Somewhat Satisfied	Not Very	DK
1. The total number of children that attend	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. The time and day at which classes for children are held	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The training provided teachers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

How satisfied are you with each of the following aspects of your congregation's church school program for children? Are you generally satisfied? Or you would like to see more of it or see it done better? Or do you think it currently receives too much emphasis? If your congregation currently doesn't have such a program and/or you see no need for beginning it, select "Doesn't have/no need." If you don't know about children's programming, please leave the questions blank.

	Needs More Or Better	Generally Satisfied	Too much Already	Doesn't Have No Need
1. Teaching children about the Bible and the church	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Giving children the feeling that they are loved by God and the church	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Developing in children a sense that Christian love includes respect for and service to others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Providing examples of what it means to be a Christian in today's world	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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| 5. Offering enjoyable fellowship activities | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. Including the children in the worship service | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Which one of the previous 6 aspects of programming do you believe should be the primary focus of your children's program? Circle the appropriate number of the question.

1 2 3 4 5 6

Youth Programs

For each of the following kinds of programs for teenage youth, please indicate whether you think your congregation needs more or better programs of this kind; is doing about right in this area; is already over-emphasizing or doing too much of this kind of programming; or, if your congregation currently doesn't have such a program and you see no need for beginning it? If you don't know about programming for the youth, please leave the questions blank.

- | | Needs More
Or Better | About
Right | Too Much
Already | Doesn't Have/
No Need |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. Educational programming that is Biblically centered | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Educational programming that helps youth clarify their values and beliefs as a part of an open exploration of faith | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Programming that involves youth in serving others | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Providing fellowship opportunities for youth to have fun together in a Christian setting | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Youth choirs or other kinds of musical groups | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. Including youth in the worship service | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Which one of the previous kinds of programs do you believe should be the primary focus of your church's youth program? Circle the appropriate number of the question.

1 2 3 4 5 6

Adult Education and Small Group Planning

For each of the kinds of programs or groups listed below, please indicate:

A: Whether you think your congregation needs more or better adult programs of this kind; is doing about right; is already over-emphasizing or doing too much in the area; or, if your congregation currently doesn't have such a program and you see no need for beginning it. If you don't know about programming for adults, please leave the questions blank.

B: Whether it is likely that you would attend if more or better adult programs of this kind were offered by your congregation. If you currently attend such a program at your church or if it is likely that you would if more or better such programs were offered, check yes.

	Need More Or Better	About Right	Too Much Already	Doesn't Have/ Or Need	Attend Yes/No
1. Study groups dealing with the Bible and theology	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
2. Study and discussion groups dealing with contemporary issues, topics and problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
3. Prayer, meditation and spirituality groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
4. Support groups in which members share with each other at the level of feelings and personal experience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
5. Fellowship events or hobby groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
6. Evangelistic outreach and visitation groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
7. Social concern groups for planning and working on projects directed at community or social issues/problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
8. Recreation/athletic activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
9. Literary/culture groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____
10. Groups and classes that explore marriage, the family and parenting issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____

If you were going to attend adult programs, which three of the following are the best times for you? Which three are the worst times?

	Three Best Times	Three Worst Times
1. Weekend retreat	<input type="checkbox"/>	<input type="checkbox"/>
2. Saturday morning	<input type="checkbox"/>	<input type="checkbox"/>
3. Weekday evening	<input type="checkbox"/>	<input type="checkbox"/>
4. Weekday morning	<input type="checkbox"/>	<input type="checkbox"/>
5. Weekday afternoon	<input type="checkbox"/>	<input type="checkbox"/>
6. Sunday morning	<input type="checkbox"/>	<input type="checkbox"/>

7. Sunday evening

[]

[]

Worship

How satisfied are you with each of the following aspects of your congregation's Sunday worship? Please respond to each item by indicating whether you are very satisfied or generally satisfied or whether you feel your congregation needs to have more emphasis given to it; or whether you feel the task currently receives too much emphasis.

	Needs to Have More Emphasis	Very Satisfied	Generally Satisfied	Receives Too Much Attention
1. Providing time for members to greet one another	[]	[]	[]	[]
2. Providing worship that is emotionally moving	[]	[]	[]	[]
3. Providing worship that is intellectually challenging	[]	[]	[]	[]
4. Attention given to sacraments	[]	[]	[]	[]
5. Lay participation in leading worship	[]	[]	[]	[]
6. Use of inclusive, non-sexist language	[]	[]	[]	[]
7. Use of creeds or statements of faith	[]	[]	[]	[]
8. Silent prayer/meditation	[]	[]	[]	[]
9. Having parts of the worship especially for children	[]	[]	[]	[]
10. Use of new or unfamiliar hymns	[]	[]	[]	[]
11. Corporate prayer in which the entire congregation participates	[]	[]	[]	[]
12. Providing worship at times other than Sunday morning	[]	[]	[]	[]
13. Use of contemporary worship styles, music and language	[]	[]	[]	[]

For you, personally, how important are each of the following in the mix of qualities that make a **good sermon**?

	Essential	Important	Not Very Important	Downright Distracting
1. Sets forth a clear faith position as a guide for making decisions and living a faithful life	[]	[]	[]	[]
2. Expresses a clear, unambiguous basis of religious authority	[]	[]	[]	[]

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|---|--------------------------|--------------------------|--------------------------|--------------------------|
| 3. Touches directly on my everyday life | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. Contains scholarly or literary illustrations | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. Is biblically based and illustrated | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. Makes me reflect on issues and events that go beyond my personal life and local community | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. Is challenging and thought-provoking | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8. Obviously flows from the depth of the preacher's own personal faith and spiritual convictions | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 9. Is comforting and reassuring | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 10. Is carefully composed and skillfully delivered | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11. Is spiritually moving and inspirational | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 12. Sets forth various sides of an issue without advocating one position as the only Christian position | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 13. Overall, how satisfied or dissatisfied are you with the music (choir, anthems and instrumentals) during Sunday worship? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 14. Overall, how satisfied or dissatisfied are you with your congregation's Sunday worship, other than the music? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 15. Overall, how satisfied or dissatisfied are you with the way your spiritual needs are being met in the worship service? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 16. If you could choose any time on Sunday morning, what time would you prefer for worship to start? | | | | |
| | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Community and Social Involvement

In thinking about the many possible ways your congregation could be involved with community and social issues, what priority would you give to each of the following?

Highest Priority High Priority Moderate Priority Low Priority No Priority

1. Providing or supporting social services for persons in need	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Providing meeting rooms in the church for community groups working on various issues and problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Encouraging the minister to use a portion of his/her time working with community and social action groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Calling attention to social,community and world issues from the pulpit and in study groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Organizing social issue advocacy or action groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Linking interested lay members to denominational, ecumenical or non-church social service or advocacy programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Giving money to denominational programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Giving money to ecumenical or non-denominational programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Helping organize or support disadvantaged groups to pursue their own causes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Lobbying and petitioning corporate corporate government official on peace and justice issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Stewardship Development

In your congregation's stewardship program, what priority would you give to each of the following?

	Highest Priority	High Priority	Moderate Priority	Low Priority	No Priority
1. Strong appeals from the pulpit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Adult education programs on the meaning of Christian stewardship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Mailings to members clearly setting forth the reasons for	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Christian stewardship

4. Encourage membership pledging	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Every member canvasses or visitation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Tithing or proportionate giving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Hiring a professional fund raising consultant or group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Giving money to ecumenical or non-denominational programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Encourage giving to a church endowment through wills and bequests	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Special giving appeals for a charitable cause or mission effort	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Imagine that your congregation was able to raise significantly more money than currently budgeted. How high a priority would you put on each of the following for use of that money?

	Highest Priority	High Priority	Moderate Priority	Low Priority	No Priority
1. Increased support to our denomination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Increased support for community social service programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Increased support for world missions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Increase current staff salaries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Hire additional staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Renovate, enlarge or add to current facilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Increase budget for educational and program materials and resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Begin an endowment or add to an existing one	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Increase evangelistic efforts and advertising	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Evangelism

In thinking about what originally brought you to this congregation and what keeps you here, select from the list below those reasons that best match your reasons for coming and staying at this church. You may select more than one.

Then		Now
_____	The Minister	_____
_____	My friends are here	_____
_____	The church's reputation	_____
_____	Adult education program	_____
_____	Child and youth program	_____
_____	The music program	_____
_____	The social outreach	_____
_____	The worship style	_____
_____	The self-help groups	_____
_____	The denominational ties	_____

Religious Beliefs and Personal Practices

Which one of the following best expresses your view of the Bible?

The Bible is an ancient book of history, legends and cultural stories recorded by man.

It has little value today except as classic literature.

The Bible is a valuable book because it was written by wise and good people. I do not believe it is really God's word but it can teach us many moral precepts.

The Bible is the record of many different people's response to God and because of this, people and churches today must interpret the Bible's basic moral and religious teachings for themselves.

The Bible is the inspired Word of God and its basic moral and religious teachings are clear and true, even if it reflects some human error.

The Bible is the actual Word of God and is to be taken literally.

Please rate your agreement or disagreement with the following belief statements.

	Strongly Agree	Agree	Neutral or Unsure	Disagree	Strongly Disagree
1. There is no other way to salvation but through belief in Jesus Christ.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Human beings have developed over millions of years from less advanced forms of life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Jesus' resurrection from the dead was an actual event.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. All religions are equally good ways of helping a person find ultimate truth.
5. The Bible has answers for all of the basic questions of life.
6. Social justice is at the heart of the Gospel.
7. It is often difficult to live out my faith in daily work, leisure and community life.

Please indicate how often you engage in the following practices.

- | | Daily | Few Times
A Week | Once
A Week | Few Times
A Month | Seldom
Or Never |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. How often do you spend time in private devotional activity such as prayer, meditation, reading the Bible or other spiritual books? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. How often do you use the Web at home or at your office? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. How often do you use email? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. How often do you look at religious Internet sites? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. How often do you volunteer your time in social service? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Background About Yourself

1. Gender?
 Male Female
2. Age?
 Under 20 25 - 34 45 - 54 65 - 74
 20 - 24 35 - 44 55 - 64 75 or over
3. Racial/Ethnic Background?
 White Black Hispanic Asian
 Native American Pacific Islander Mixed
4. Marital Status?
 Single, never married Widowed
 Living in a committed relationship Separated or divorced
 Married
5. Number of children living at home?
 _____ Age 0 - 5 _____ Age 19 and over
 _____ Age 6 - 12 _____ No children living at home
 _____ Age 13 - 18 _____ Do not have children

6. Which best describes your current household?

- One person living alone Two or more adults with child/children
 A couple without children Several adults living in the same household
 One adult with child/children

7. What is your highest level of formal education?

- Less than high school graduate College degree
 High school graduate Post graduate work or degree
 Some college, trade or vocational school

8. Are you (*check one*)?

- Retired Employed part time
 Employed full time Full time "house person" or student
 Not currently employed

If currently employed, presently job-hunting or retired, what is/was your occupation?

(1) Service worker: policeperson, barbers, janitors, beauticians, waiters, ushers, etc.

(2) Clerical worker: bookkeepers, secretaries, mail carriers, telephone operators, etc.

(3) Farmer/Rancher

(4) Operative or Laborer: semi-skilled and unskilled workers in construction and manufacturing, etc.

(5) Tradesperson: carpenters, masons, plumbers, electricians, machinists, etc.

(6) Sales worker: insurance and real estate agents, brokers, salespersons, etc.

(7) Proprietor, manager or public official: city manager, credit officers, buyers, floor managers, etc.

(8) Professional, technical: teachers, doctors, computer programmer, architects, accountants, artists, etc.

(9) Other: _____

Are you self-employed or an independent business person?

- Yes No

If married, is your spouse employed?

- Yes, full time Yes, part time No

9. What is your household (family or single living alone) income range?

- Under \$25,000 \$25,000 - 49,999 \$50,000 - 74,999 \$75,000 - \$99,999 \$100,000 - \$149,999
 \$150,000 or more

10. How many years have you lived in this general area?

- One year or less 2 - 4 years 5 - 9 years 10 - 19 years 20 or more

11. How likely is it that you might move out of this general area within the next few years?

- Definitely will move Might move (50/50 chance) Very unlikely to move
 Probably will move Probably will not move

12. In what denomination were you raised? If you were involved with more than one denomination when you were growing up, with which did you have the greatest identification?

- (1) Assembly of God
- (2) Baptist
- (3) Church of Christ
- (4) Church of God
- (5) Disciples of Christ
- (6) Episcopal
- (7) Lutheran
- (8) Methodist
- (9) Nazarene
- (10) Presbyterian
- (11) Roman Catholic
- (12) Other Protestant: _____
- (13) Other: _____
- (14) None

Now the Choice is Yours

Now that you have had the opportunity to reflect on your church, your beliefs, and the qualities you value in a pastor, we return to one final way of sharing with the search committee and congregation the kind of pastor you would like to see called. Listed below are ten images or dominant roles in terms of which clergy variously orient their ministry. To what extent would you like to see the pastor of your congregation emphasize or embody each of the roles? Would you say it is essential, very important, moderately important, not very important, or would you prefer the pastor to not emphasize the role at all?

	Essential	Very	Moderate	Not Very	Not At All
1. Minister of the Word/Teacher of the Congregation: Finds primary fulfillment in preaching and teaching. Is attracted to a congregation with a strong educational emphasis.	[]	[]	[]	[]	[]
2. Church Administrator: Fulfillment comes in administering and managing a productive, varied and effective church program and organization	[]	[]	[]	[]	[]
3. Social Activist: Ministry centers in relating the Gospel to the social context, enjoys being on the cutting edge of social concerns and involvement in community affairs	[]	[]	[]	[]	[]
4. Group Facilitator:	[]	[]	[]	[]	[]

Centers ministry around work with small groups of people, helping them relate particular interests and needs to the Gospel; organizes the church around a variety of interest, study and task groups

5. Celebrant/worship Leader:

Is most at home in leading the congregation in worship; deep appreciation for ritual and ceremony in both formal and informal settings

6. Spiritual Guide:

Encourages development of all members' spiritual lives; works intensely with those interested in pursuing spiritual disciplines; minister has exemplary spiritual life

7. Witness/Evangelist:

Focus of ministry is sharing the Gospel with those in and outside the church; developing the church's evangelistic witness is a primary task

8. Counselor/Healer:

Spends a major part of each week in pastoral counseling and visiting in homes and/or hospitals; finds fulfillment in helping people face their crisis

9. Community Chaplain:

Finds fulfillment in civic roles and leadership; often serves on community committees and task groups; may be chaplain to community groups

10. Friend/Fellow Traveler:

Warm and loving person who relates to us as an ordinary human being; compassionate and good listener; not afraid to reveal personal pain and struggle

Which of these ten roles do you feel it is most important for the pastor of your congregation to fulfill? _____

Which of the ten roles do you feel is least important? _____

The Future Church

Now that you have spent this time reflecting on the congregation's present situation, think for a bit about your vision for the future of this church. Please take a few final minutes and discuss your hope for the church's future. What are your dreams, desires, and wishes for the church over the next five years?

Further Comments – feel free to share with us any additional comments you might have about the survey.

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