Staunton Church of the Brethren  
**Congregational Survey**

The search committee is beginning our search for new pastoral leadership. We are requesting your input to help us understand what kind of pastoral leadership is desired by the congregation. This moment provides an important opportunity for us to share and come together in assessing who we are and where we see ourselves going as a church. This information will be useful in assisting us to create a congregational profile and determining which candidates to interview. This survey is designed to assist in this task. Completing this survey ensures that your views have been heard and it will give us a baseline to measure whether we are moving in the right direction.

You may complete this survey on paper, online, or by email:

* To complete the survey on paper, print this document, fill in your responses, and mail it to Staunton Church of the Brethren, 1615 North Coalter Street, Staunton, VA 24401. (If you don’t have access to a printer and need a paper copy sent to you to, please call Annie in the church office at 540-886-8655 to request one.)
* To complete the survey online, visit [www.stauntonbrethren.org/survey.html](http://www.stauntonbrethren.org/survey.html).
* To complete the survey by email, fill out your responses in pen or pencil and scan it, or type in your responses in Word. Send the document as an email attachment to [stauntonbrethren@gmail.com](mailto:stauntonbrethren@gmail.com).

Your responses are anonymous.  We hope you enjoy filling out this survey and that in addition to assisting our church, you find this process to be helpful reflection. We appreciate your feedback!

**Please complete the survey by August 15th.**

If you have any questions about the survey, please contact one of the search committee chairs, Nancy Bowman (540-480-7314) or Delmer Botkin (540-350-2798).   
  
Thank you for your time and commitment to our congregation!

*Pastoral Search Committee (Delmer Botkin, Nancy Bowman, Wallace Clark, Emily Edwards, Rex Elsea, Amy Farthing (Ex-Officio), Chandra Lane, Scott Shomo, Alan Shull, Hannah Simmons, Candy Smith)*

## **Congregation**

*Note: We recognize that coronavirus has changed what church life looks like. Please respond to all questions by thinking about church life before coronavirus so that we can provide an overview of our church in general.*

1. What are 3 goals that Staunton Church of the Brethren should try to reach in the next 5 years?

|  |  |
| --- | --- |
| A) |  |
| B) |  |
| C) |  |

1. What are the characteristics of an effective pastor for our church?

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1. What type of background would be appropriate for our new pastor? (Check all that apply.)

|  |  |
| --- | --- |
|  | Masters of Divinity degree or higher from a seminary (example: Eastern Mennonite) |
|  | Masters of Divinity degree or higher from a Church of the Brethren seminary (Bethany) |
|  | Bachelor’s degree and approved ministry training (example: Shenandoah District Christian Growth Institute) |
|  | Approved ministry training (example: Shenandoah District Christian Growth Institute) but no Bachelor’s degree |
|  | No preference |
|  | Other (please describe): |

1. Rank these ministry priorities in order of importance for our church. (Put a number by each item, 1 being the most important and 12 being the least important.)

|  |  |
| --- | --- |
|  | Addressing the needs and interests of young adults and families |
|  | Addressing the needs and interests of children and youth |
|  | Coordinating service projects/missions work in the local area and other areas |
|  | Helping people discover their own gifts for service and ministry |
|  | Making a connection with / providing orientation to new people |
|  | Offering fellowship opportunities for the church |
|  | Offering meaningful worship services and preaching |
|  | Providing Christian education for adults (ages 19 and up) |
|  | Providing Christian education for children and youth (ages 0-18) |
|  | Providing pastoral counseling to those in need in our church family |
|  | Providing visitation for the sick, shut-ins, the bereaved, and others in our church family |
|  | Supporting and involvement in denominational priorities and initiatives |

**Respond to the statements below to the best of your ability. This will help us describe our church to pastoral candidates in our congregational profile.**

For each question on the next few pages, you’ll see two statements that are somewhat opposite: Option A and Option B. You will choose a response from 1 to 6, based on which statement best describes the congregation. Do we lean more towards Option A or Option B? If you are unsure of how to respond, you can leave the question blank or choose 3 or 4 as your response, as these are the two middle choices. Try to leave as few questions unanswered as possible. There is no right or wrong. These questions serve as a way to describe our church’s approach on a variety of topics, as clearly as possible.

*Example:*

|  |  |  |
| --- | --- | --- |
| Option A | My response | Option B |
| I am a morning person. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  | ✓ |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | I am a night person. |

*Your response choices for each question are:*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| very strongly tends towards Option A | definitely tends towards Option A | somewhat tends towards Option A | somewhat tends towards Option B | definitely tends towards Option B | very strongly tends towards Option B |
| = 1 | = 2 | = 3 | = 4 | = 5 | = 6 |

*In the example, this person definitely tends towards being a morning person.*

1. **In relating to people, the congregation…**

|  |  |  |
| --- | --- | --- |
| Option A | My response | Option B |
| Is reserved but accepts new people in time. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Is friendly, open, and accepting of new people. |

|  |  |  |
| --- | --- | --- |
| Option A | My response | Option B |
| Respects diversity among the membership. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Expects people to conform to congregational norms. |

|  |  |  |
| --- | --- | --- |
| Option A | My response | Option B |
| Seeks to involve all members in responsibilities. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Assigns many responsibilities to a few leaders. |

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| --- | --- | --- |
| Option A | My response | Option B |
| Deals with conflict by supporting those positions that seem to be correct. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | In conflict situations, usually seeks to work with all people involved. |

1. **In relating to leadership, the congregation…**

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| Option A | My response | Option B |
| Expects the pastor to do the organizing. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Handles organizational responsibilities. |

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| --- | --- | --- |
| Option A | My response | Option B |
| Has leadership that generates ideas. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Has leadership that adapts ideas. |

*Your response choices for each question are:*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| very strongly tends towards Option A | definitely tends towards Option A | somewhat tends towards Option A | somewhat tends towards Option B | definitely tends towards Option B | very strongly tends towards Option B |
| = 1 | = 2 | = 3 | = 4 | = 5 | = 6 |

**(6 continued) In relating to leadership, the congregation…**

|  |  |  |
| --- | --- | --- |
| Option A | My response | Option B |
| In bringing about change, is willing to work through conflict. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | In bringing about change, avoids conflict. |

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| Option A | My response | Option B |
| Assumes initiative and responsibility. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Waits for pastor’s initiatives and reminders. |

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| Option A | My response | Option B |
| Supports a leadership style that tries new approaches. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Prefers a leadership style that follows established approaches. |

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| --- | --- | --- |
| Option A | My response | Option B |
| Provides minimal support/funds for mission beyond the congregation. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Provides strong support/funds for mission beyond the congregation. |

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| --- | --- | --- |
| Option A | My response | Option B |
| Expects the pastor to be able to perform all pastoral functions well. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Prefers a pastor highly skilled in a few areas. |

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| --- | --- | --- |
| Option A | My response | Option B |
| Provides training for lay leaders. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Does not provide training for lay leaders. |

1. **In planning, programming, and evaluating, the congregation…**

|  |  |  |
| --- | --- | --- |
| Option A | My response | Option B |
| Has definite plans and has processed for situations that may arise. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Meets each situation as it arises. |

|  |  |  |
| --- | --- | --- |
| Option A | My response | Option B |
| Relies on groups and processes its decision-making. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Depends on a few strong individuals to lead in decision-making. |

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| --- | --- | --- |
| Option A | My response | Option B |
| Evaluates its mission and lifestyle regularly. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Resists self-evaluation. |

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| --- | --- | --- |
| Option A | My response | Option B |
| Articulates its mission, establishes goals, and evaluates them regularly. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Sees very little value in setting goals and evaluating them. |

*Your response choices for each question are:*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| very strongly tends towards Option A | definitely tends towards Option A | somewhat tends towards Option A | somewhat tends towards Option B | definitely tends towards Option B | very strongly tends towards Option B |
| = 1 | = 2 | = 3 | = 4 | = 5 | = 6 |

**(7 continued) In planning, programming, and evaluating, the congregation…**

|  |  |  |
| --- | --- | --- |
| Option A | My response | Option B |
| Supports denominational programming. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Rejects denominational programming. |

1. **In relating to the community, the congregation…**

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| Option A | My response | Option B |
| Is involved in the community. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Is seldom involved in the community. |

|  |  |  |
| --- | --- | --- |
| Option A | My response | Option B |
| Speaks out on controversial issues. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Feels it is not appropriate for the church to speak out on controversial issues. |

1. **Regarding theological views, the congregation…**

|  |  |  |
| --- | --- | --- |
| Option A | My response | Option B |
| Has views that are fairly stable. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Has views that are in the process of changing. |

|  |  |  |
| --- | --- | --- |
| Option A | My response | Option B |
| Regards the Bible as God’s word and follows a strictly literal meaning. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Regards the Bible as the word of God that needs to be interpreted to speak to the needs of an ever-changing world. |

|  |  |  |
| --- | --- | --- |
| Option A | My response | Option B |
| Makes decisions that are based on absolute standards. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Makes decisions that are based on circumstances. |

1. **Regarding preaching, teaching, and worship, the congregation…**

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| --- | --- | --- |
| Option A | My response | Option B |
| Prefers preaching that is informal. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Prefers preaching that is formal. |

|  |  |  |
| --- | --- | --- |
| Option A | My response | Option B |
| Wants to be confronted and challenged. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Wants to be comforted and assured. |

|  |  |  |
| --- | --- | --- |
| Option A | My response | Option B |
| Adheres strictly to the order of worship. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Is willing to change an order of worship to meet a need. |

*Your response choices for each question are:*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| very strongly tends towards Option A | definitely tends towards Option A | somewhat tends towards Option A | somewhat tends towards Option B | definitely tends towards Option B | very strongly tends towards Option B |
| = 1 | = 2 | = 3 | = 4 | = 5 | = 6 |

1. **Regarding pastoral visitation, the congregation…**

|  |  |  |
| --- | --- | --- |
| Option A | My response | Option B |
| Prefers visitation within the congregation. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Prefers visitation with new people. |

|  |  |  |
| --- | --- | --- |
| Option A | My response | Option B |
| Expects the pastor to visit members when the need arises. | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  |  |  |  |  |  | | 1 | 2 | 3 | 4 | 5 | 6 | | Expects the pastor to visit members on a systematic basis. |

1. **Additional comments:**

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| --- |
|  |

## **Background**

Please tell us more about those completing this survey.Check all that apply.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Gender:**  Male  Female  **Age:**  11-20  20-30  30-40  40-50  50-60  60-70  70 or over  **In what denomination were you raised? (If there were multiple, which did you identify with most when you were growing up?)**  Church of the Brethren  Other Protestant  Catholic  Other  **How long have you been attending this church?**  Under 2 years  2-5 years  5-10 years  10-15 years  15-20 years  20-25 years  25-30 years  30 or more years  **Which best describes your current household?**  One person living alone  A couple without children  One adult with child/children  Two or more adults with child/children  Several adults living in the same household  **Was this survey meant to represent a household (i.e. more than one person’s opinion)?**  No  Yes (please specify number of people below)   |  | | --- | |  | | *Note: We recognize that coronavirus has changed what church life looks like. Please respond to the questions below by thinking about church life before coronavirus so that we can provide a general overview.*  **How many Sundays might you attend church each month, on average?**  0 / rarely or on holidays  1 / occasionally  2 / sometimes  3 / often  4 / always  **Are there things that the church needs to address that would increase your interest in *attending church* in the future?**  No  Yes (please describe below if you’d like)   |  | | --- | |  |   **There are many opportunities to participate in the life of the church (commissions, Sunday School, choir/chorus, church board, ushers, volunteering for events, etc.). Overall, how would you describe your involvement?**  Not at all involved  Rarely involved  Sometimes involved  Frequently involved  **Are there things that the church needs to address that would increase your interest in *being involved* in the future?**  No  Yes (please describe below if you’d like)   |  | | --- | |  | |