

# What do you want your pastor to do?

## How to use the questionnaire

This set of questions can be used as part of the process through which a congregation looks for a new pastor. It is filled out by as many parishioners as possible, collated and studied to give the board and search committee one part of the profile of a parish in preparation for screening and calling a new minister. Obviously other questions about the mission of the parish would need to be added.

The questions can also be used to develop agreed-upon priorities for the congregation's life. In one church, all parishioners were urged to complete the form as a first step in setting goals for the year. After it had been collated, members' answers were compared with the pastor's responses to the same questions. As this point, it became clear that there were areas of both agreement and disagreement among parishioners and between minister and people. It was also clear that not

all areas could receive top priority. The pastor and board then negotiated a statement of priorities for parish life, clergy energies and lay involvement, trying to provide the greatest satisfaction for both minister and people. The statement was then presented to the parish at large, with the promise of a year-end evaluation and the possibility of some changed priorities for a future year. In the Diocese of Spokane, we've used it very productively in the "three months after arrival" meeting of vestry and new rector to negotiate the year's goals.

A third use of the questionnaire has been to help a board and pastor identify areas of conflict that arise out of unclear expectations.

The form's origin is unknown to me. This adaptation came from a 1970 Pastor-Parish Relations program of the Spokane District of the Methodist Church.

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## Expectations of the Pastor's Role

How important is each pastoral function to you? Circle 5 if you think it is extremely important, 1 if you think it is unimportant, 2, 3, or 4 if your estimate is in between.

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|---|---|---|---|---|---|
| 1. Teaches and works directly with adults in adult religious education classes and/or special seminar series.                   | 1 | 2 | 3 | 4 | 5 |
| 2. Participates in community projects and organizations (such as school boards, community involvement).                         | 1 | 2 | 3 | 4 | 5 |
| 3. Ministers to the sick, dying, and bereaved.  | 1 | 2 | 3 | 4 | 5 |
| 4. Leads public worship.  | 1 | 2 | 3 | 4 | 5 |
| 5. Works with congregational boards and committees.   | 1 | 2 | 3 | 4 | 5 |
| 6. Maintains a disciplined program of prayer and personal devotion.   | 1 | 2 | 3 | 4 | 5 |
| 7. Accepts speaking engagements before community and civic groups, for special community occasions or for radio and television. | 1 | 2 | 3 | 4 | 5 |
| 8. Oversees church office activities, church bulletins, correspondence, records, etc.   | 1 | 2 | 3 | 4 | 5 |



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|--|---|---|---|---|---|
| 9. Tries to maintain harmony and resolve conflict among church members over church programs, finances, elections, etc.   | 1 | 2 | 3 | 4 | 5 |
| 10. Preaches sermons.  | 1 | 2 | 3 | 4 | 5 |
| 11. Visits new residents and recruits new members.   | 1 | 2 | 3 | 4 | 5 |
| 12. Counsels with people about their personal problems.  | 1 | 2 | 3 | 4 | 5 |
| 13. Follows a disciplined program of continuing education.   | 1 | 2 | 3 | 4 | 5 |
| 14. Teaches and works directly with children, visits Sunday School, preaches children's sermons, etc.                    | 1 | 2 | 3 | 4 | 5 |
| 15. Assists victims of social neglect, injustice, and prejudice; cooperates with social service and charitable programs. | 1 | 2 | 3 | 4 | 5 |
| 16. Teaches and works directly with young people (junior high and high school age) in classes and/or fellowship groups.  | 1 | 2 | 3 | 4 | 5 |
| 17. Administers baptism and communion, conducts weddings and funerals.   | 1 | 2 | 3 | 4 | 5 |
| 18. Cultivates a home and personal life with some friends and interests outside local church activities.                 | 1 | 2 | 3 | 4 | 5 |
| 19. Leads financial drives and building programs.  | 1 | 2 | 3 | 4 | 5 |
| 20. Talks with individuals about their spiritual development, religious life and beliefs.                                | 1 | 2 | 3 | 4 | 5 |
| 21. Participates in denominational activities and conferences.   | 1 | 2 | 3 | 4 | 5 |
| 22. Presents denominational programs to congregation.  | 1 | 2 | 3 | 4 | 5 |
| 23. Helps plan church budget and manage church finances.   | 1 | 2 | 3 | 4 | 5 |
| 24. Fosters fellowship at church gatherings.   | 1 | 2 | 3 | 4 | 5 |
| 25. Serves as an example of high moral and ethical character.  | 1 | 2 | 3 | 4 | 5 |
| 26. Maps out objectives and plans overall church strategy and program.   | 1 | 2 | 3 | 4 | 5 |
| 27. Interests capable people in church activities; recruits, trains, and assists lay leaders.                            | 1 | 2 | 3 | 4 | 5 |
| 28. Visits regularly in the homes of the congregation.   | 1 | 2 | 3 | 4 | 5 |
| 29. Counsels people facing major decisions of life, such as marriage.  | 1 | 2 | 3 | 4 | 5 |
| 30. Supplies new ideas for activities and projects.  | 1 | 2 | 3 | 4 | 5 |
| 31. Promotes enthusiasm for church activities.   | 1 | 2 | 3 | 4 | 5 |

Now that you have completed this questionnaire, will you please go back and put a big star on the left side of the page before each of the 5 statements most important to you.