**PASTORAL LEADERSHIP EXPECTATIONS SAMPLE SURVEY**

The following list contains 42 items that represent a wide range of pastoral leadership qualities. All the qualities are important. However, please place an "X" beside the 12 items that you feel a new pastor needs to give priority to at this time. Do not rank the items.

Our congregation needs a pastor who...

\_\_\_ is an effective preacher/speaker.

\_\_\_ continues to develop their theological and biblical skills.

\_\_\_ helps people develop their spiritual life.

\_\_\_ helps people work together in solving problems.

\_\_\_ is effective in planning and leading worship.

\_\_\_ has a sense of the direction of their ministry.

\_\_\_ regularly encourages people to participate in denominational activities and programs.

\_\_\_ helps people understand and act upon issues of social justice.

\_\_\_ is a helpful counselor.

\_\_\_ ministers effectively to people in crisis situations.

\_\_\_ makes pastoral calls on people in hospitals, nursing homes or confined to home.

\_\_\_ makes pastoral calls on people not in hospitals, nursing homes or confined to home.

\_\_\_ is a good leader.

\_\_\_ is effective in working with children.

\_\_\_ builds a sense of fellowship among the people with whom they work.

\_\_\_ helps people develop their leadership abilities.

\_\_\_ is an effective administrator.

\_\_\_ is effective with committees and officers.

\_\_\_ is an effective teacher.

\_\_\_ has a strong commitment to the educational ministry.

\_\_\_ is effective in working with youth.

\_\_\_ inspires a sense of confidence.

\_\_\_ works regularly at bringing new members.

\_\_\_ regularly encourages financial support of denominational and partnership entities.

\_\_\_ reaches out to inactive members.

\_\_\_ works regularly in the development of stewardship growth.

\_\_\_ is active in ecumenical relationships and encourages the congregation to participate.

\_\_\_ writes clearly and well.

\_\_\_ works well on a team.

\_\_\_ is effective in working with adults.

\_\_\_ organizes people for community action.

\_\_\_ is skilled in planning and leading programs.

\_\_\_ plans and leads well-organized meetings.

\_\_\_ encourages people to relate their faith to their daily lives.

\_\_\_ is accepting of people with divergent backgrounds and traditions.

\_\_\_ encourages others to assume and carry out leadership.

\_\_\_ is mature and emotionally secure.

\_\_\_ has strong commitment and loyalty to the denomination.

\_\_\_ maintains confidentiality.

\_\_\_ understands and interprets the mission of the faith community from a global perspective.

\_\_\_ is a compassionate and caring person, sensitive to others' needs.

\_\_\_ deals effectively with conflict.

**Reference:** materials adapted from *A Local Church Seeks A Pastor*, Office for Church Life and Leadership, United Church of Christ, 1989.