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Christ Church at Grove Farm

Sewickley, PA

DECEMBER 2010

Pastor Search Congregational Survey

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Introduction from TAG

TAG Consulting provided a pastor search congregational survey for Christ Church at Grove Farm. The survey was designed in conjunction with the leadership at Christ Church. The purpose of the survey is to gain input from the congregation regarding what the membership desires in a new senior pastor.

Executive Summary

There were eight questions seeking demographic information about the survey respondents. There were three questions related to desired ministry skills, desired candidate priorities and experiences and desired personality traits. The last question was an open ended question seeking further input regarding additional attributes desired.

There were a total of 528 people who participated in the survey. Of those, 304 people wrote comments on the final open ended question. Staff respondents consisted of 9% of the survey while 91% were members. The majority of the respondents live within 10 miles of the church. The top three religious backgrounds represented, which made up over two thirds of those who participated in the survey, were Mainline Protestant, Roman Catholic and Non-Denominational.

The top three desired ministry skills which were identified were Preaching, Teaching, and Visioning and Strategic Planning. The top three desired ministerial experience priorities include Theology, Worship, and Evangelism. The top three personality traits identified were Relational, Compassionate, and Conservative.

The comment section which is at the end of this report is extensive and very helpful. It should be read in its entirety. There were many themes that were repeatedly mentioned. They include the following:

Overall, the most mentioned attribute is pertaining the preaching and teaching abilities for the new pastor. The respondents overwhelmingly mentioned that they want a strong biblical preacher who will boldly preach what the scriptures say and not what is politically correct. They want a preacher who will not shy away from preaching on difficult subjects, but who will uncompromisingly and boldly proclaim the biblical truths.

The respondents wanted this strong, uncompromising and conservative characteristic to be evident well beyond the pulpit. There was a clear desire to have a leader who is able to make the hard, often unpopular, decisions and to not be swayed by popular opinion or be influenced by large donors to the church.

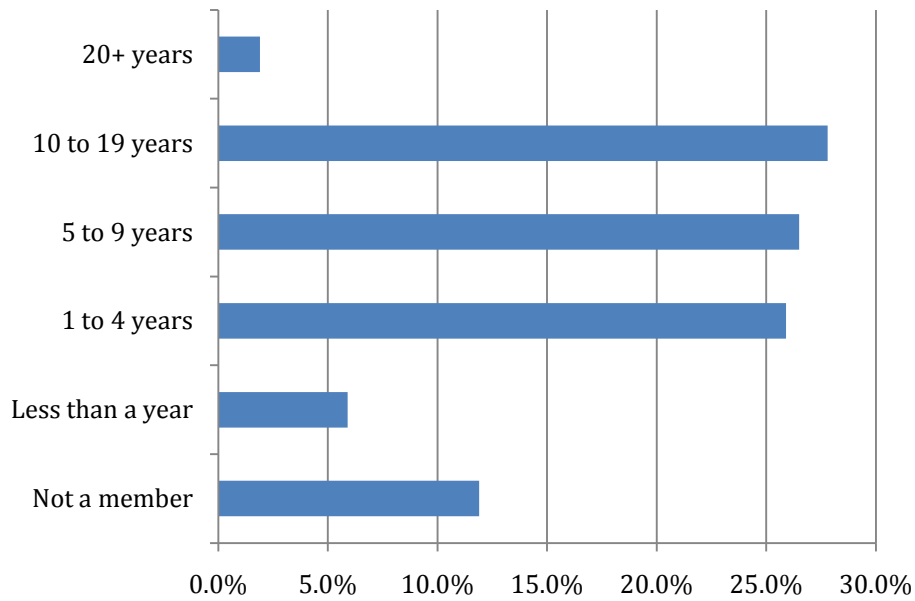
Along with the desire for a strong, confident and conservative leader who boldly leads they want the new pastor to embody humility and compassion as he relates to the church and to individuals. He should have a good sense of humor. He should have an open door policy and be available and accessible to all.

Oversight of staff and staff development was also an important theme which was raised. The respondents want a leader who can fully develop the staff and bring the best out of all of them.

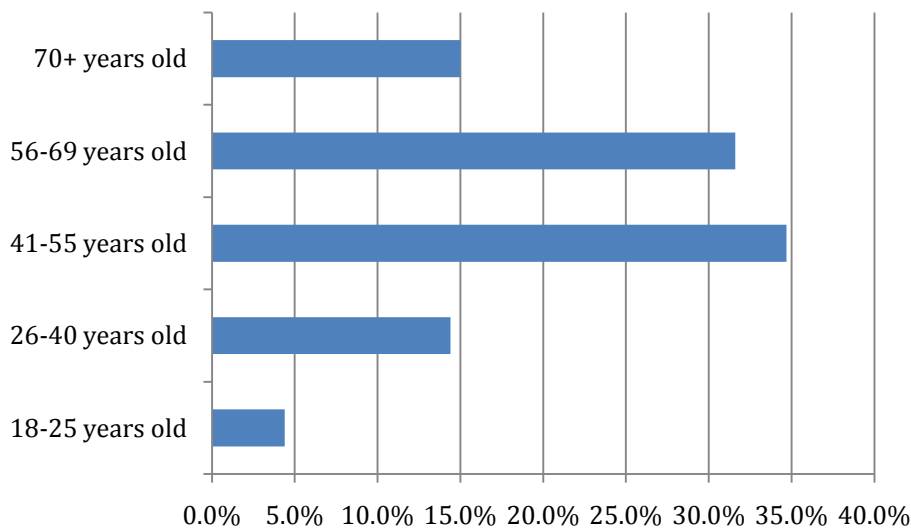
To ensure that this is true, there was a clear mandate that the new pastor be a faithful follower of Christ who submits his own life and his ministry to God. He should be deeply rooted in the scriptures and in prayer, seeking God's will in everything he says and does. This would ensure that he is a person of Christian moral character with the integrity needed for this position.

Detailed Survey Results

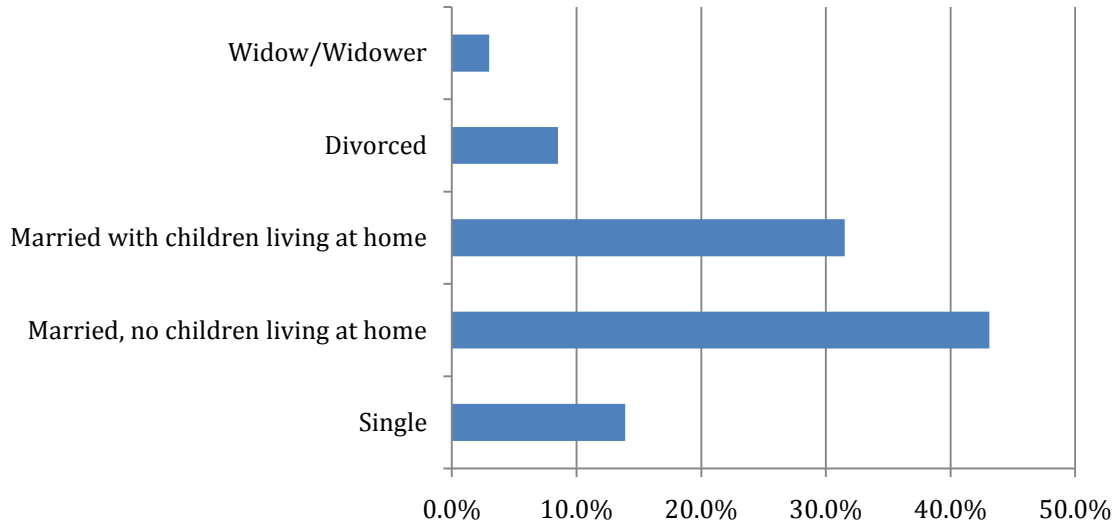
1. How long have you been a member?



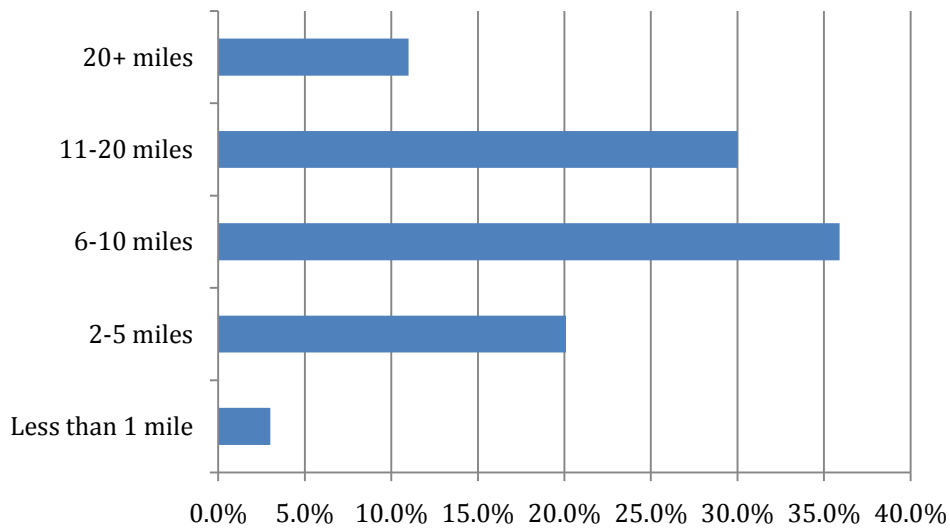
2. How old are you?



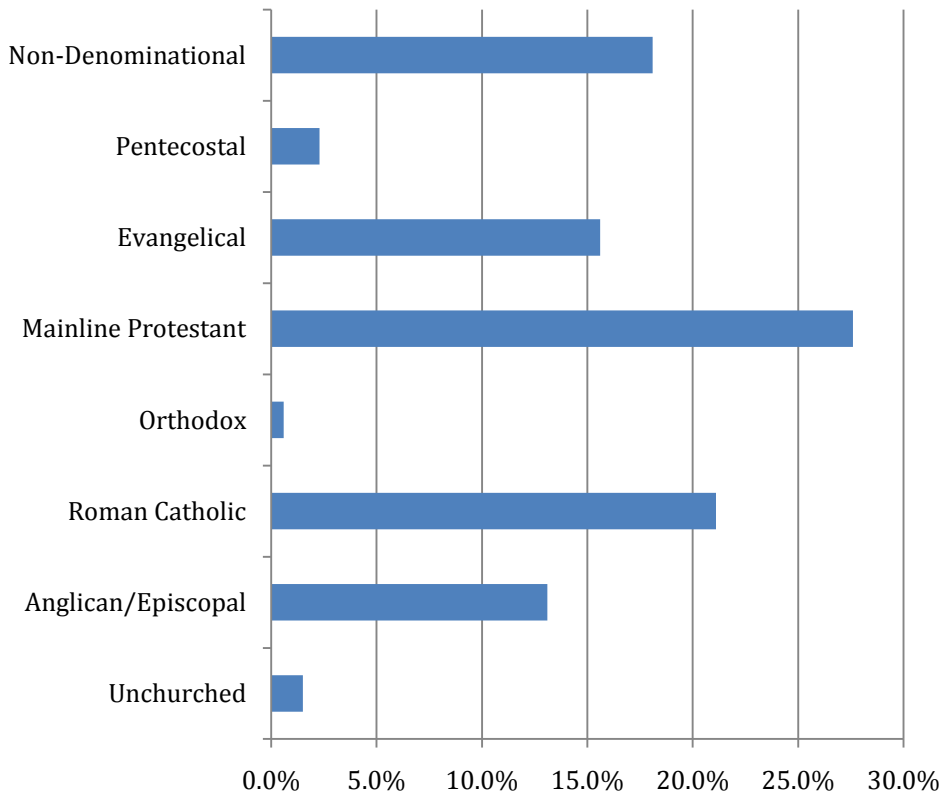
3. Choose the description that best describes your household.



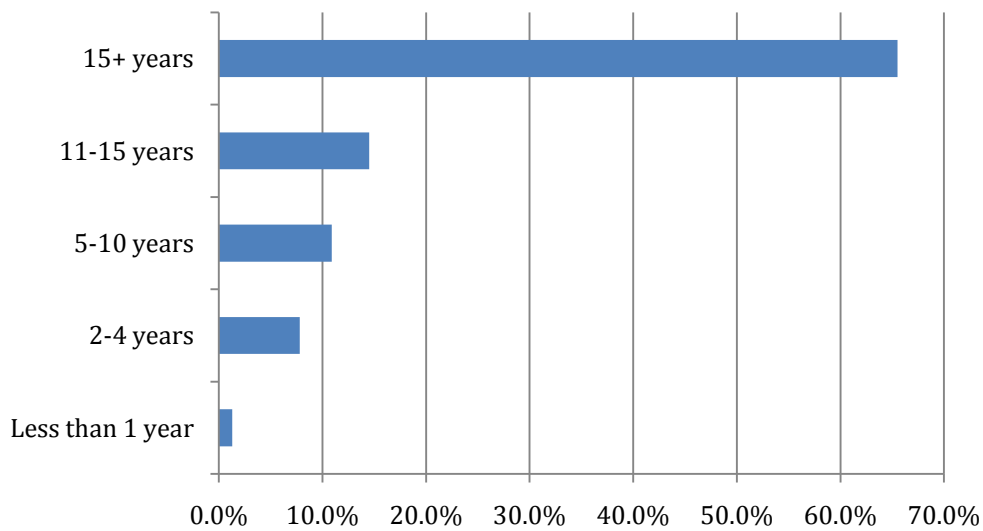
4. How far away from the church do you live?



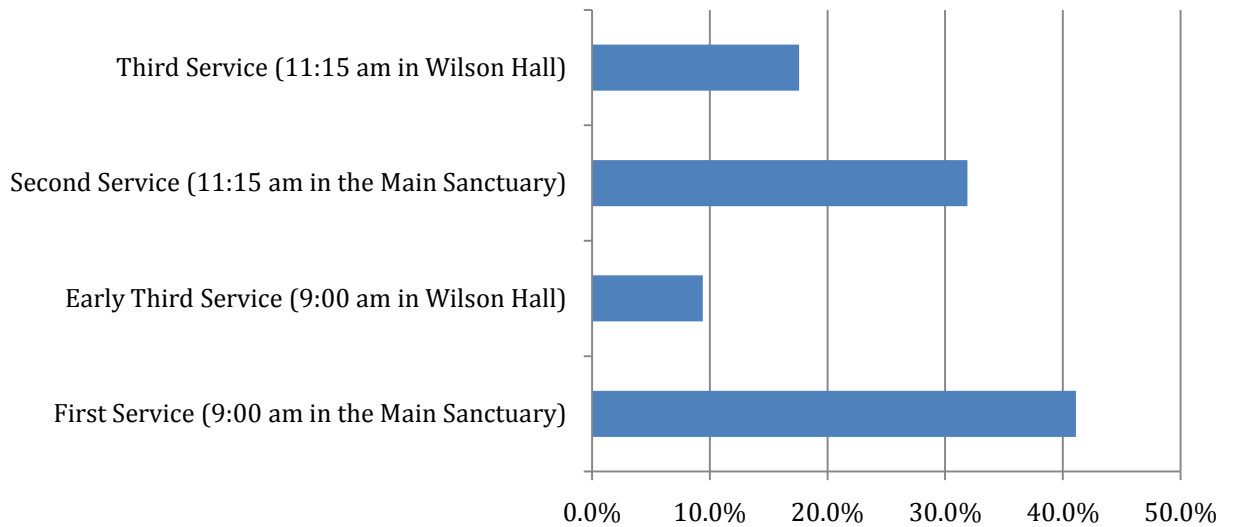
5. What is your religious background?



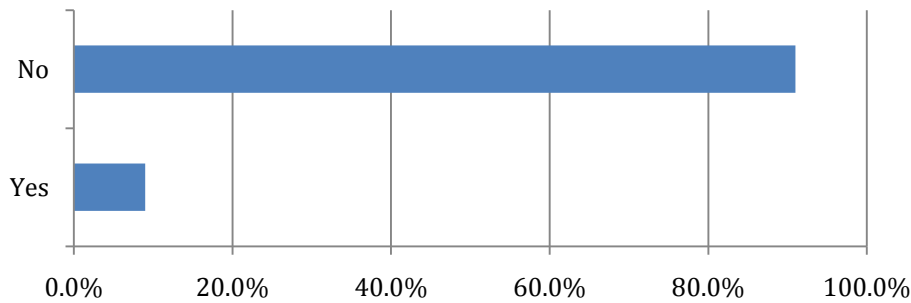
6. How long have you been active in your faith through a local church?



7. Which Worship Service do you usually attend?



8. Are you a member of the Christ Church staff?



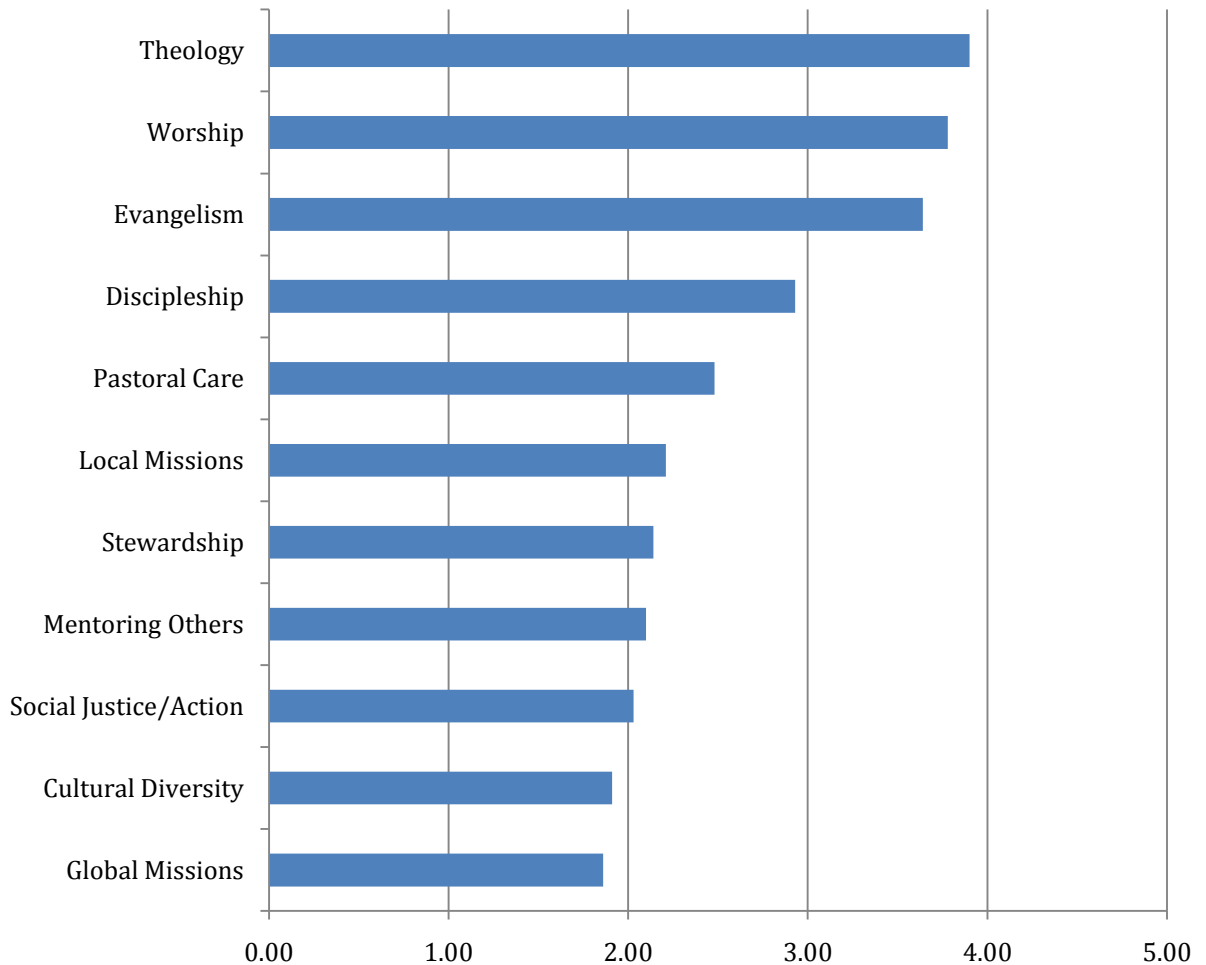
9. A Senior Pastor has a wide variety of ministry skills. We would like your input on what ministry skills you believe should be a priority for the Senior Pastor at Christ Church at Grove Farm. It is worth remembering that not every skill can be highest priority. Please read through the entire list, then go back and **CHOOSE THE TOP FIVE**. Rank them from most important (1) to less important (5).

Answers were ranked on a five point scale.



10. Every pastor brings a variety of experiences that would be helpful in addressing the priorities for mission and ministry at Christ Church at Grove Farm. What are the priorities, and corresponding experiences that you believe the Senior Pastor must bring to the position? It is worth remembering that not every priority/experience can be highest. Please read through the entire list, then go back and CHOOSE THE TOP FIVE. Rank them from most important (1) to less important (5).

Answers were ranked on a 5 point scale.



11. Every pastor brings a variety of personality traits that would be helpful in the position of Senior Pastor. It is worth remembering that not every trait can be highest priority. Please read through the entire list, then go back and **CHOOSE THE TOP FIVE**. Rank them from most important (1) to less important (5).

Answers were ranked on a five point scale.

