

# Our Redeemer Lutheran Church Pastoral Search

## Congregational Survey 2025

Welcome to the Our Redeemer Lutheran Church (ORLC) Member Survey. The purpose of the survey is to gather information that will enable the ORLC Call Committee to assess our needs in calling our next pastor. Your assistance is desired and important to us. To help us better serve you, we ask that you **CAREFULLY** read each question so that your answers truly reflect your intention. We also ask that you prayerfully prepare your heart and thoughts in completing this survey. **Please answer all questions to the best of your ability.**

If you are filling out a paper copy of this survey or via this web survey, **please ensure it is submitted / returned by 7/20/2025** to ensure inclusion in the data collection and survey results. Additional paper copies of this survey are available at the church information desk/center, or you may print a pdf copy from ORLC web site found at <https://orlcknoxin.com> Please feel free to email these back to [mlenig60@gmail.com](mailto:mlenig60@gmail.com)

### Survey Demographics

To help us capture the congregational demographics data for the survey, please identify yourself by marking the appropriate boxes.

1. What is your age?

- ☐ 18 or under      ☐ 19-34      ☐ 35-49  
☐ 50-64      ☐ 65+

2. Gender

- ☐ Male  
☐ Female

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

- ☐ One year or less  
☐ 2 – 4 years  
☐ 5 – 9 years  
☐ 10 – 19 years  
☐ 20 or more years  
☐ Not a member

4. How were you first attached to our church?

- ☐ Attended church event
- ☐ Family Influence
- ☐ Invited by friend
- ☐ Lifelong member
- ☐ Liked the pastor
- ☐ Live nearby
- ☐ Prefer denomination
- ☐ Pre-school/ school
- ☐ Visited and liked
- ☐ Other: \_\_\_\_\_

### Congregational Culture

1. Select the number which best describes our church's congregational culture between the two extremes. For example, selecting the value (3) would indicate we are not stagnant but also not growing.

	1	2	3	4	5	
Stagnant	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Growing
Unfriendly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Friendly
Timid	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Courageous
Older	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Younger
Limiting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Empowering
Conflicted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Unified
Self-serving	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Others
Stingy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Generous
Closed to Change	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Open to Change

	1	2	3	4	5	
Pessimistic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Hopeful
Unclear Vision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Clear Vision
Unclear Values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Clear Values

This question requires one response per row

2. All congregations have an identity, or a 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 our congregation's overall identity and vision.***

	Strongly Agree	Agree	Disagree	Strongly Disagree
Our church's identity, as it is, is one with which I feel comfortable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is easy for me to tell my friends what is unique about our church.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a clear understanding of what our church stands for.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An effective effort was made to instruct me in our church's mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a strong sense of belonging to this congregation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being at this church has made a difference in my spiritual life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

This question requires one response per row

3. Choose up to five (5) greatest strengths of our congregation.

- ☐ Adult education
- ☐ Children's ministry (baptism through 5th grade)
- ☐ Community outreach/evangelism
- ☐ Community service
- ☐ Dedicated volunteers
- ☐ Facilities
- ☐ Financial generosity
- ☐ Lay leadership
- ☐ Mission
- ☐ Music ministry
- ☐ Pre-School
- ☐ Senior adult ministry
- ☐ Support for families
- ☐ Unity/harmony
- ☐ Welcoming and inviting
- ☐ Worship
- ☐ Young adult ministry
- ☐ Youth Ministry (6th grade through 12th grade)
- ☐ Women's ministry
- ☐ Men's Ministry
- ☐

4. Choose **three (3)** ministry areas that **should be** most important in our congregation.

- ☐ Adult education
- ☐ Children's ministry (baptism through 5th grade)
- ☐ Community outreach
- ☐ Community service
- ☐ Facilities
- ☐ Fellowship activities
- ☐ Mission/Evangelism
- ☐ Music
- ☐ Senior adult ministry
- ☐ Stewardship
- ☐ Training and equipping for service
- ☐ Youth Ministry (6th grade through 12th grade)
- ☐ Women's ministry
- ☐ Men's Ministry

5. Choose **five (5)** areas that **need the most** improvement within our congregation.

- ☐ Adult education
- ☐ Children's ministry (baptism through 5th grade)
- ☐ Community outreach/evangelism
- ☐ Community service
- ☐ Dedicated volunteers
- ☐ Facilities
- ☐ Financial generosity
- ☐ Lay leadership
- ☐ Missions
- ☐ Music ministry
- ☐ Pre-School
- ☐ Senior adult ministry
- ☐ Support for families
- ☐ Unity/harmony
- ☐ Welcoming and inviting
- ☐ Worship
- ☐ Young adult ministry
- ☐ Youth Ministry (6th grade through 12th grade)
- ☐ Women's ministry
- ☐ Men's Ministry

6. Choose **three (3)** main reasons (*besides worship and spiritual growth*) you believe our congregation exists.

- ☐ Christian education
- ☐ Community service
- ☐ Engagement in Mission/Evangelism
- ☐ Equip Christians to share their faith
- ☐ Fellowship activities
- ☐ Meeting the needs of the community
- ☐ Meet needs of members
- ☐ Provide human care ministries
- ☐ Support for families

7. List three things in our congregation that have died and/or need to be gently put to rest.  
(Provide at least one or N/A IF you can't think of anything.)

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8. What would you change about our congregation? (Provide at least one or N/A IF you can't think of anything.)

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9. What do you most appreciate about our congregation?

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10. Is there anything else you would like for the pastoral call committee to consider with this call process? (Provide at least one or N/A IF you can't think of anything.)

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## Pastoral Priorities

1. Priorities for our New Pastor- **Choose five (5)** areas that are the most important priorities for our senior pastor.

- ☐ Works with congregational leaders in setting visionary leadership
- ☐ Helps develop strong evangelism and outreach into the community
- ☐ Makes the worship service his main focus
- ☐ Skilled and energetic in teaching
- ☐ Regularly visits hospitalized and homebound members
- ☐ Develops strong leadership teams, boards and committees
- ☐ Provides strong guidance in the area of stewardship
- ☐ Serves as a catalyst to help heal congregational conflict
- ☐ Skilled and energetic in preaching
- ☐ Is personally skilled and active in sharing Jesus with non-members
- ☐ Is supportive of and open to having a Lutheran school

Comments \_\_\_\_\_

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## Pastoral Leadership Priorities and Styles

1. There are a variety of leadership skills that a pastor may exercise. **Choose three (3)** areas that are the most important leadership skills for our senior pastor.

\_\_\_\_ **Visionary:** Can create and articulate a picture of a preferred future for a congregation.

\_\_\_\_ **Innovator:** Envisions and implements new approaches to conducting ministry. Calls for change which may mean some aspects of ministry stay, some go and some get modified.

\_\_\_\_ **Planner:** Maps out objectives, plans overall organizational strategies and designs programs with a focus on developing a strategy for mission and ministry and sticks to it.

\_\_\_\_ **Leadership Development:** Enlists, equips, and motivates people to use their gifts for servant roles in God's Kingdom including being leaders who help others develop their gifts.

\_\_\_\_ **Mentor/Overseer:** Effectively relates to and supervises other called or contracted church workers (e.g. DCE, Director of Music, administrative assistant).

\_\_\_\_ **Compassionate:** Has a concern for the suffering of others, aspires to heal the suffering

\_\_\_\_ **Delegator:** Effectively delegates non-pastoral functions to others who are competent and qualified to fill those roles.

Comments \_\_\_\_\_  
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2. **Choose one (1)** of the following pastor leadership styles that you feel is best for our congregation.

☐ **Let me help you:** The pastor is a resource person, affirming, supportive and indirect, leading by example.

☐ **Let's go:** The pastor is progressive and result-oriented, a pioneer and achiever who is comfortable leading.

☐ **Let's be careful:** The pastor is proper, restrained, and careful, considers all factors, a thorough planner and makes changes cautiously.

☐ **Let's stay together:** The pastor is friendly, loving, and easy to get along with, a peace maker; team unity is most important.

3. **Choose one (1)** of the following pastor workstyles that you feel best suits our congregation.

☐ **Direct:** an initiator and achiever, eager and energetic, confident, determined, decisive, assertive, authoritative, and innovative.

☐ **Influencing:** inspiring and enthusiastic, sociable, people-oriented, trusting, poised, influential, convincing, and persuasive.

☐ **Steady:** systematic, consistent, concentrated on doing the task, deliberate, self-controlled, patient, stable, and even tempered.

☐ **Accommodating:** takes counsel and advice, is obliging, and follows procedure, disciplined, precise, diplomatic, and conventional.

### Pastoral Preaching Qualities

1. **Preaching-** A function of the Pastoral Office is public preaching of God's Word.

**Choose two (2) areas** that are the most important preaching qualities for our pastor.

\_\_\_\_ Preaches sermons that are regularly based on one of the assigned lessons (Old Testament, Epistle, and Gospel) selected for that Sunday of the Church year.

\_\_\_\_ Preaches sermons or series of sermons on Biblical topics or themes that relate to current matters or issues of life.

\_\_\_\_ Preaches sermons that include stories or metaphors from everyday life that help connect the text of the sermon to the listeners.

\_\_\_\_ Preaches sermons that are as much teaching (expository narrative and application of a text of Scripture) as they are preaching.

\_\_\_\_ Preaches sermons that call for action (i.e., life application of hearing the Good News)

Other: \_\_\_\_\_

## Pastoral Teaching Qualities

1. Teaching - A function of the Pastoral Office is in the public teaching of God's Word.  
**Choose three (3) areas** that are the most important teaching Qualities for our senior pastor.

\_\_\_\_\_ Teaches a Bible class to adults each Sunday.

\_\_\_\_\_ Teaches youth confirmation class on a regular basis.

\_\_\_\_\_ Teaches laity to be teachers of youth and/or adult classes.

\_\_\_\_\_ Oversees the teaching of youth confirmation classes but does not necessarily teach all the classes himself.

\_\_\_\_\_ Delegates teaching responsibilities to other staff members who are trained and equipped for such ministry (e.g., teacher, DCE, Deaconess, etc.)

\_\_\_\_\_ Provides Spiritual formation by guiding and coaching individual Christians in the church to mature in the faith through learning spiritual disciplines.

\_\_\_\_\_ Supports, encourages and equips laity for leading small group ministry.

\_\_\_\_\_ Other, please specify: \_\_\_\_\_

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## Pastoral Special Skills

1. **Special Skills-** Which special skills do you think the senior pastor needs to lead the church. Please indicate which skills are important for our new pastor to have **(check all that apply).**

- ☐ Musical ability
- ☐ Able to lead contemporary worship
- ☐ Is skilled in youth work
- ☐ Is skilled in family ministry
- ☐ Is skilled in visitation and care of the elderly
- ☐ Is a talented administrator
- ☐ Is a talented and skilled visionary and strategic leader
- ☐ Is willing to serve as a pastor at a “second site” of the congregation
- ☐ Is talented in working in team ministry
- ☐ Is talented in working with school administration
- ☐ Is skilled in leading a capital stewardship campaign
- ☐ Able to speak another language (please specify which language in “Other” along with any additional comments you may have)
- ☐ None
- ☐ Other, please specify: \_\_\_\_\_  
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