

Overview: Westwood Baptist Pastor Profile

Pastor Profile

Section 4A: Tasks of the Pastor

33. In your judgment how high or low a priority would you like each of the following to be for the pastor of this church? It is worth remembering that not every task can be highest priority, and that in reality, only 3 or 4 probably can be. You may want to read the entire list, then go back and make your priority rankings.

a. Providing administrative leadership for the congregation's ministry

very high priority	22	17.6%
high priority	43	34.4%
moderate priority	51	40.8%
low priority	9	7.2%
Total responses	<u>125</u>	

b. Actively and visibly supporting the church's stewardship program

very high priority	11	8.7%
high priority	45	35.7%
moderate priority	59	46.8%
low priority	11	8.7%
Total responses	<u>126</u>	

c. Directly involving laity in the planning and leadership of church programs and events

very high priority	24	19.4%
high priority	59	47.6%
moderate priority	38	30.6%
low priority	3	2.4%
Total responses	<u>124</u>	

d. Planning and leading a program of new member recruitment

very high priority	12	9.7%
high priority	53	42.7%
moderate priority	48	38.7%
low priority	11	8.9%
Total responses	<u>124</u>	

e. Participating in local community activities, issues, and problem

very high priority	12	9.5%
high priority	36	28.6%
moderate priority	52	41.3%
low priority	26	20.6%
Total responses	<u>126</u>	

f. Holding social justice issues before members

very high priority	11	8.8%
high priority	30	24.0%
moderate priority	47	37.6%
low priority	37	29.6%
Total responses	<u>125</u>	

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g. Planning and leading worship sensitive to the needs of the congregation		
very high priority	57	46.0%
high priority	45	36.3%
moderate priority	16	12.9%
low priority	6	4.8%
Total responses	<u>124</u>	
h. Emphasizing the spiritual development of members		
very high priority	68	54.0%
high priority	46	36.5%
moderate priority	11	8.7%
low priority	1	0.8%
Total responses	<u>126</u>	
i. Visiting the sick, shutin and bereaved		
very high priority	34	27.0%
high priority	59	46.8%
moderate priority	31	24.6%
low priority	2	1.6%
Total responses	<u>126</u>	
j. Visiting members at their homes		
very high priority	4	3.1%
high priority	29	22.8%
moderate priority	64	50.4%
low priority	30	23.6%
Total responses	<u>127</u>	
k. Pastoral counseling of members having personal, family, and/or work related problems		
very high priority	26	21.0%
high priority	51	41.1%
moderate priority	36	29.0%
low priority	11	8.9%
Total responses	<u>124</u>	
l. Developing and supporting religious education programs for children and youth		
very high priority	26	20.6%
high priority	38	30.2%
moderate priority	49	38.9%
low priority	13	10.3%
Total responses	<u>126</u>	
m. Developing and leading adult education programs		
very high priority	9	7.3%
high priority	48	38.7%
moderate priority	58	46.8%
low priority	9	7.3%
Total responses	<u>124</u>	

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n. Supporting the world mission of the church

very high priority	15	12.0%
high priority	38	30.4%
moderate priority	54	43.2%
low priority	18	14.4%
Total responses	<u>125</u>	

o. Participating in denominational activities beyond the local church, that is, at the regional or national level

very high priority	2	1.6%
high priority	31	24.8%
moderate priority	57	45.6%
low priority	35	28.0%
Total responses	<u>125</u>	

p. Preparing and preaching inspiring sermons

very high priority	94	73.4%
high priority	30	23.4%
moderate priority	4	3.1%
low priority	0	0.0%
Total responses	<u>128</u>	

Section 4B: Style of Ministry

34. Listed below are 10 pairs of characteristics of a good pastor. You will probably agree that both traits in each pair are desirable. But if you had to choose, which characteristic of the two in each pair would you prefer in your pastor. Check one answer for each pair.

a. Expertise in Biblical and theological matters OR a strong emphasis on spiritual development

strongly prefer biblical	28	22.0%
slightly prefer biblical	28	22.0%
slightly prefer spiritual	41	32.3%
strongly prefer spiritual	30	23.6%
Total responses	<u>127</u>	

b. Interactions tend to be thought provoking and challenging OR comforting and reassuring.

strongly prefer thought provoking	49	39.2%
slightly prefer thought provoking	40	32.0%
slightly prefer comforting	27	21.6%
strongly prefer comforting	9	7.2%
Total responses	<u>125</u>	

c. Usually emphasizes the Bible OR contemporary issues

strongly prefer Bible emphasis	39	31.5%
slightly prefer Bible emphasis	42	33.9%
slightly prefer issues	33	26.6%
strongly prefer issues	10	8.1%
Total responses	<u>124</u>	

d. Welcomes new approaches and ideas OR the way things have always been done.

strongly prefer new approaches	51	41.8%
slightly prefer new approaches	57	46.7%
slightly prefer always been done	13	10.7%
strongly prefer always been done	1	0.8%
Total responses	<u>122</u>	

e. Tends to be a strong and decisive force in decisions OR encourages congregational and lay leadership decision-making

strongly prefer decisive	7	5.6%
slightly prefer decisive	24	19.2%
slightly prefer encourages congregation	55	44.0%
strongly prefer encourages congregation	39	31.2%
Total responses	<u>125</u>	

f. Has a relaxed interpersonal OR a formal interpersonal style

strongly prefer relaxed	72	58.5%
slightly prefer relaxed	38	30.9%
slightly prefer formal	12	9.8%
strongly prefer formal	1	0.8%
Total responses	<u>123</u>	

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g. Achieves goals regardless of cost where ends justify the means OR the cost of goals sets priorities where means determine the ends

strongly prefer regardless of costs	5	4.3%
slightly prefer regardless of costs	34	29.3%
slightly prefer costs set priorities	57	49.1%
strongly prefer costs set priorities	20	17.2%
Total responses	<u>116</u>	

h. Helps people figure things out for themselves OR advises people what to do.

strongly prefer figure out	35	28.0%
slightly figure out	66	52.8%
slightly prefer advises	19	15.2%
strongly prefer advises	5	4.0%
Total responses	<u>125</u>	

i. Is reserved and reflective OR outgoing and socially engaging.

strongly prefer reserved	1	0.8%
slightly reserved	13	10.7%
slightly prefer outgoing	56	46.3%
strongly prefer outgoing	51	42.1%
Total responses	<u>121</u>	

j. Maintains a private life of family, friends, personal and professional development OR gives whole self to the life of the church and work as a pastor

strongly prefer private life	25	20.5%
slightly prefer private life	63	51.6%
slightly prefer gives whole self	24	19.7%
strongly prefer costs gives whole self	10	8.2%
Total responses	<u>122</u>	

Section 4C: The Choice Is Yours - Roles of the Pastor

35. Listed below are ten images or dominant roles in terms of which clergy variously orient their ministry. To what extent would you like to see the pastor of your congregation emphasize or embody each of these roles? Would you say it is essential, very important, moderately important, not very important, or would you prefer the pastor not emphasize at all?

a. Minister of the Word/Teacher of the Congregation: Finds fulfillment in preaching and teaching and is attracted to a congregation with a strong educational emphasis

essential	41	33.6%
very	54	44.3%
moderate	25	20.5%
not very	2	1.6%
not at all	0	0.0%
Total responses	<u>122</u>	

b. Church Administrator: Fulfillment comes in administering and managing a productive, varied and effective church program and organization

essential	11	8.9%
very	35	28.2%
moderate	67	54.0%
not very	9	7.3%
not at all	2	1.6%
Total responses	<u>124</u>	

c. Social Activist: Ministry centers in relating to the social context, enjoys being on the cutting edge of social concerns and involvement in community affairs

essential	16	12.9%
very	27	21.8%
moderate	40	32.3%
not very	28	22.6%
not at all	13	10.5%
Total responses	<u>124</u>	

Pastor Survey Responses.xls

d. Group Facilitator: Centers ministry around work with small groups of people, helping them relate particular interests and needs to the Gospel; organizes the church around a variety interest, study and task groups

essential	18	14.6%
very	45	36.6%
moderate	46	37.4%
not very	12	9.8%
not at all	2	1.6%
Total responses	<u>123</u>	

e. Celebrant/Worship Leader: Is most at home in leading the congregation in worship; deep appreciation for ritual and ceremonial in both formal and informal settings

essential	26	21.0%
very	49	39.5%
moderate	32	25.8%
not very	14	11.3%
not at all	3	2.4%
Total responses	<u>124</u>	

f. Spiritual Guide: Encourages development of all members' spiritual lives; works intensely with those interested in pursuing spiritual disciplines; minister has exemplarily spiritual life

essential	48	38.7%
very	55	44.4%
moderate	19	15.3%
not very	2	1.6%
not at all	0	0.0%
Total responses	<u>124</u>	

g. Witness/Evangelist: Focus of ministry is sharing the Gospel with those in and outside the church; developing the church;s evangelistic witness is a primary task

essential	17	13.8%
very	53	43.1%
moderate	41	33.3%
not very	11	8.9%
not at all	1	0.8%
Total responses	<u>123</u>	

Pastor Survey Responses.xls

h. Counselor/Healer: Spends a major part of each week in pastoral counseling and visiting in homes and/or hospitals; finds fulfillment in helping people face their crisis

essential	9	7.3%
very	47	37.9%
moderate	50	40.3%
not very	16	12.9%
not at all	2	1.6%
Total responses	<u>124</u>	

i. Community Chaplain: Finds fulfillment in civic roles and leadership; often serves on community committees and task groups; may be chaplain to community groups

essential	1	0.8%
very	18	14.6%
moderate	48	39.0%
not very	42	34.1%
not at all	14	11.4%
Total responses	<u>123</u>	

j. Friend/Fellow Traveler: Warm and loving person who relates to us as ordinary human being; compassionate and good listener; not afraid to reveal personal pain and struggle

essential	55	44.7%
very	39	31.7%
moderate	21	17.1%
not very	8	6.5%
not at all	0	0.0%
Total responses	<u>123</u>	

36. Which of these ten roles do you feel it is most important for the pastor of you congregation to file?

1 Minister of the Word/Teacher of the Congregation	29	24.6%
2 Church Administrator	5	4.2%
3 Social Activist	7	5.9%
4 Group Facilitator	6	5.1%
5 Celebrant/Worship Leader	11	9.3%
6 Spiritual Guide	28	23.7%
7 Witness/Evangelist	8	6.8%
8 Counselor/Healer	2	1.7%
9 Community Chaplain	1	0.8%
10 Friend/Fellow Traveler	21	17.8%
Total responses	<u>118</u>	

37. Which of these ten roles do you feel it is least important?		
1 Minister of the Word/Teacher of the Congregation	5	4.3%
2 Church Administrator	9	7.7%
3 Social Activist	33	28.2%
4 Group Facilitator	6	5.1%
5 Celebrant/Worship Leader	5	20.8%
6 Spiritual Guide	0	0.0%
7 Witness/Evangelist	3	2.6%
8 Counselor/Healer	7	6.0%
9 Community Chaplain	47	40.2%
10 Friend/Fellow Traveler	2	1.7%
Total responses	<u>117</u>	

Section 4D: Pastor Preference Questions

38. Preferred years of ministry		
1 - 5	4	3.5%
6 - 10	39	34.2%
10+	33	28.9%
does not matter	38	33.3%
Total responses	<u>114</u>	

39. Preferred age of next pastor?		
under 30	0	0.0%
30 -39	27	23.5%
40 - 49	36	31.3%
50+	6	5.2%
does not matter	46	40.0%
Total responses	<u>115</u>	

40. Preferred gender of next pastor?		
male	37	32.7%
female	4	3.5%
does not matter	72	63.7%
Total responses	<u>113</u>	

41. Preference of pastor's education?		
college degreee	3	2.7%
seminary graduate	76	67.9%
doctoral degree in theology or ministry	25	22.3%
formal education should not be a major factor	8	7.1%
Total responses	<u>112</u>	

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42. Marital status of pastor?

single	4	3.1%
married	45	35.4%
divorced	2	1.6%
divorced and remarried	3	2.4%
marital status should not be a major factor	73	57.5%
Total responses	<u>127</u>	

42. Would you be open to considering co-pastors? (husband and wife)

yes	52	46.8%
no	21	18.9%
perhaps if I understood the concept	38	34.2%
Total responses	<u>111</u>	