

First Baptist Church Norfolk 2023

Welcome to your local church pastoral search process.

Thank you for participating in this brief survey. This survey is designed to help your search committee better understand the skills and ministry areas you feel your future pastor should possess. It is also a survey to better understand where you understand your church to be right now in ministry. Take your time and answer all the questions. There is no right or wrong answers. All surveys are anonymous.

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What we want to do and what we want our pastor to do.

Below is a list of ministry activities that relate to the life and work of a congregation. For effective partnership in ministry, the work ultimately belongs to both pastor and congregants. However, at specific moments in the life of the congregation, pastoral leadership is needed more in some areas than others. From this list think through the ministry areas of the congregation. Select eight (8) ministry activities you hope the pastor will take primary leadership on.

1. Select from the ministry activities eight (8) areas you hope your future pastor will take primary leadership. Ministry areas are listed in alphabetical/numeric order, please review all ministry areas before making your eight (8) selections.

- Budget/Financial Management:** Prepare and implement budget.
- Church Growth:** Develop and maintain programs and activities to enlarge membership and/or the churches vision for ministry
- Communication:** Keep persons informed via media, written, spoken, web-based and other forms of available communication.
- Community Assessment/Involvement:** Identify and evaluate the needs of the community and work to meet those needs through individual and/or corporate action.
- Conflict Management:** Resolve conflict situations with persons or groups for the sake of the churches ministry.
- Counseling:** Provide opportunities for individual, couples, families and/or groups to enter into healing relationship.
- Cross Cultural Involvement/Mission:** Work with a language, ethnic, or cultural group different from your own.
- Education:** Provide teaching ministry that is based on theological, educational, and historical foundations.
- Evangelism:** Seek to lead persons to make decisions for Christ encouraging their identification with and participation in the local church community.
- Interchurch Cooperation:** Cooperate with churches/leaders from Baptist and other denominations.
- Interpreting the Faith:** Communicate a comprehensive understanding of the Bible and Christian theology in terms relevant to persons lives.
- Leadership Development:** Seek to recognize and call forth the potential of persons as leaders, providing opportunities for their training and growth.
- Leadership:** Attempt to turn vision into reality and to sustain it in the church.
- Ministry of Laity Development:** Motivate and support persons in discovering and using their gifts for ministry in their daily lives.
- Mission Promotion:** Encourage and provide opportunities for the congregation/individual to be informed and involved in Christian witness at home and abroad.
- Multicultural Sensitivity:** Demonstrate keen sensibilities to other language, ethnic, and/or cultural groups and settings.

- Music Directing/Performing:** Maintain a choral and/or instrumental programs of the church.
- Nurturing Fellowship:** Create an atmosphere in which persons feel accepted, included and cared for and can identify with the group.
- Planning and Management:** Develop and implement the goals and objectives of the church.
- Pastoral Care:** Provide by word and presence and empathetic understanding of and concern for persons in the routine and joys as well as the crises and transitions of life, giving assistance where appropriate and feasible
- Personnel Supervision:** Enable the staff to accomplish their duties and responsibilities and encourage their personal and professional growth.
- Preaching:** Support the preaching ministry with time for preparation/reflection on the Word, and commitment to listen for the Word's power and its implications for individuals, the church, the community and the world.
- Program Development:** Design, encourage and help to implement organizational, social, educational, religious and/or recreational programs of ministry.
- Social Action Enablement:** Seek to be aware of justice issues in the community and the world; then discover ways to act toward eliminating the cause of injustice.
- Spiritual Life Development:** Provide opportunities for individuals or groups to understand and enhance the spiritual dimensions of their personal lives.
- Stewardship:** Enable persons to develop and use individual and corporate resources—personal gifts, skills and finances—to the glory of God.
- Teaching:** Enable persons to lead using methods and materials appropriate for the learners' ages and situations
- Visitation:** Make formal and informal connections with church members or others in their homes, at work, or in other settings.
- Worship Preparation and Leading:** Participate actively in worship, offering feedback and suggestions for greater participation and effectiveness in the expression of praise, thanksgiving and devotion to God.
- Youth Ministry:** Develop and lead a ministry with adolescents that nurtures youth toward Christian faith commitment and discipleship.

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Congregational Style Indicator

1. Please give us your own perspective on the following characteristics of FBC Norfolk (we are asking how things appear from your perspective): 1-Never; 2-Often; 3-Frequently; 4-Always; 5-I don't know

	Never	Sometimes	Frequently	Always	I don't know
Our church expects our pastor to take leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our church expects the pastor to share in leadership with the congregation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our church is influenced by history and tradition.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our church is influenced by contemporary ideas and trends.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our church feels moral decisions should be made in light of circumstances. (ie not one size fits all)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our church feels moral decisions should be based on absolute standards. (ie black and white)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our church approaches social issues educationally, leaving any action up to the individual.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our church's approach to social issues is mainly activist, we take a stand on social issues as a congregation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our church emphasizes ABC relationships.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our church minimizes ABC relationship.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our church is often involved in community affairs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our church is seldom involved in community affairs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our church makes plans/ideas by an informal network	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our church makes plans/ideas with responsible boards and	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

committees.

Our church decisions are communicated through worship, bulletins, and newsletters.

Our church makes decisions governed by boards.

Our church makes decisions governed by the congregation.

Our church places much emphasis on giving to ABC national/world mission.

Our church places little emphasis on giving to ABC national/world mission.

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Future Pastor Background

1. Are you open to a female pastor?

- Yes
 No

2. What is the minimum education requirement you feel is appropriate for the next pastor?

- None to some college experience
 Completed 4yr Bachelor Degree
 Graduate (Master of Divinity, Master of Theology etc)
 Doctorate (Doctor of Ministry, PhD, EdD etc)

3. Ordination Status (choose all that you are comfortable with)

- Not yet ordained but willing to be ordained American Baptist
 Ordained American Baptist
 Ordained in another denomination but willing to have ordination transferred to American Baptist

4. Would you prefer our pastor to be....

- Married
 Not Married
 I have no preference for either married or not married

5. Is it important to you that we try to recruit a pastor who has cultural connections to the Midwest?

- Yes
 No

6. Is there one specific talent you would like to see in our future pastor?

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Our Vision For Ministry

This is your opportunity to share how you see the strengths and needs of your congregation. Using a few sentences answer the questions below.

1. Identify 2 aspects of First Baptist Church with which you are pleased.

2. Identify 2 aspects you would like to see changed.

3. What does the community of Norfolk need from our church?

4. What are some areas the Spirit is leading our church to participate in the near future?

5. What are you willing to do to make it happen?

1. Which of these aspects of worship do you prefer in our church service?

- Traditional-- I prefer Hymns, organ, and choir
- Contemporary worship choruses, with guitar and drums
- I like to have them both-- a mix of the traditional and some newer as well.

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Thank You

Thank you for taking this brief survey to help your search committee better understand the skills and ministry area expertise you value in your future pastor. Thank you for sharing about your understanding of where your church currently is in ministry. Results will be shared with your search team very soon.