

**All Saints Lutheran Church**  
**Pastoral Call Questionnaire**

**1. What keeps you coming to All Saints? (Mark all that apply)**

- I have been with All Saints many years, and I am comfortable here.
- All Saints is close to where I live and has convenient worship services.
- I have friends and family that are members at All Saints.
- I enjoy the worship service and the message that I come away with each week as delivered by the preacher.
- Other. *Please explain on the lines below.*

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**2. What type of service do you prefer?**

- Traditional
- Contemporary
- Blended worship, a mix of both traditional and contemporary
- Other. *Please explain on the lines below.*

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**3. Where do you believe All Saints can improve? (Mark all that apply)**

- Outreach.
- Making visitors feel welcome.
- Adding additional activities—for example, Bible studies, fellowship events, book studies, or various interest groups.
- Other. *Please explain on the lines below.*

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**4. Are there any new programs you would like to see implemented?**

- Children's programs
- Youth programs
- Shut-ins
- Young adults
- Seniors
- All groups have adequate ministries/activities.
- Other. *(Please specify on the lines below)*

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**5. How would you rate All Saint's use of technology during worship?**

- Satisfactory
- Needs Improvement
- Suggestions for improvement

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**6. How important is it to you to have a pastor that lives in the community?**

- Extremely important
- Somewhat important
- Not at all important

**7. List and explain any opportunities that you think a new pastor might encounter at All Saints?**

*Please specify on the lines below.*

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**8. List and explain any challenges that you think a new pastor might encounter at All Saints?**

*Please specify on the lines below.*

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**9. What is the number one thing that you are looking for in a new pastor?**

*Please specify on the lines below.*

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**For the following questions (Questions 10-20), please choose the statement that best represents your thoughts:**

**AS A COMMUNITY . . .**

10.  We tend to be formal and programmatic.  
 We tend to be a somewhat formal and programmatic.  
 We tend to be somewhat informal and spontaneous.  
 We tend to informal and spontaneous.
11.  We have clearly defined goals and plans for our future.  
 We have somewhat defined goals and plans for our future.  
 We have some stated goals or plans.  
 We have no stated goals or plans.
12.  We are racially and economically diverse.  
 We are somewhat racially and economically diverse.  
 We are somewhat demographically homogeneous.  
 We are demographically homogeneous.

**OUR LEADERSHIP STYLE . . .**

13.  We welcome ideas that are provoking and challenging.  
 We somewhat welcome ideas that are provoking and challenging.  
 We somewhat prefer ideas that are tired and true.  
 We prefer ideas that are tried and true.

14.  We rely on our leaders for direction.  
 We sometimes rely on our leaders for direction.  
 We sometimes rely on group decision-making.  
 We rely on group decision-making.  
 We have learned how to use conflict constructively.  
 We have somewhat learned how to use conflict constructively.  
 We tend to somewhat perceive conflict as something destructive.  
 We tend to perceive conflict as something destructive.

### OUR PROGRAMMING . . .

15.  Our facilities are often used by community groups.  
 Our facilities are sometimes used by community groups.  
 Our facilities are mostly used for our activities.  
 Our facilities are only used for our activities.
16.  We train people to minister outside our walls.  
 We train people to sometimes minister outside our walls.  
 We train people to mostly minister inside our walls.  
 We train people to only minister inside our walls.
17.  We focus on ideas and beliefs.  
 We sometimes focus on ideas and beliefs.  
 We sometimes focus on skills and actions.  
 We focus on skills and actions.

### OUR THEOLOGICAL PERSPECTIVE . . .

18.  We are obviously Lutheran in identity and practice.  
 We are somewhat Lutheran in identity and practice.  
 We are somewhat less obvious about our Lutheran heritage.  
 We are not obvious about our Lutheran heritage.
19.  We often participate in synod and ELCA activities.  
 We sometimes participate in synod and ELCA activities.  
 We rarely participate in synod and ELCA activities.  
 We do not participate in synod and ELCA activities.
20.  We focus on Biblical studies and doctrine.  
 We somewhat focus on Biblical studies and doctrine.  
 We somewhat focus on contemporary issues and topics.  
 We focus on contemporary issues and topics.

**21. For the following question, please choose the FIVE MOST CRITICAL TASKS required in a ministry position:**

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|---|---|
| <input type="checkbox"/> Administration                   | <input type="checkbox"/> Ministry in Crisis                 |
| <input type="checkbox"/> Chaplaincy                       | <input type="checkbox"/> Multicultural Ministry             |
| <input type="checkbox"/> Communications/Media             | <input type="checkbox"/> Parish Nurse/Health                |
| <input type="checkbox"/> Counseling/Social Work           | <input type="checkbox"/> Preaching/Worship                  |
| <input type="checkbox"/> Evangelism/Mission               | <input type="checkbox"/> Self-Care/Family Life              |
| <input type="checkbox"/> Innovation/Creativity            | <input type="checkbox"/> Spiritual Formation/Direction      |
| <input type="checkbox"/> Inter-personal Climate           | <input type="checkbox"/> Teaching                           |
| <input type="checkbox"/> Ministry with Seniors            | <input type="checkbox"/> Campus/Young Adult Ministry        |
| <input type="checkbox"/> Outdoor/Camping Ministry         | <input type="checkbox"/> Christian Education                |
| <input type="checkbox"/> Pastoral Care and Visitation     | <input type="checkbox"/> Conflict Management                |
| <input type="checkbox"/> Recruiting and Equipping Leaders | <input type="checkbox"/> Ecumenical Work                    |
| <input type="checkbox"/> Social Ministry                  | <input type="checkbox"/> Global Service                     |
| <input type="checkbox"/> Strategic Mission Planning       | <input type="checkbox"/> Interpreting Theology              |
| <input type="checkbox"/> Youth and Family Ministry        | <input type="checkbox"/> Ministry in Daily Life             |
| <input type="checkbox"/> Building a sense of Community    | <input type="checkbox"/> Music/Worship/Arts                 |
| <input type="checkbox"/> Children's Ministry              | <input type="checkbox"/> Participating in the larger Church |
| <input type="checkbox"/> Community Organizing             | <input type="checkbox"/> Public Policy/Advocacy             |
| <input type="checkbox"/> Early Childhood Administration   | <input type="checkbox"/> Small Group Ministry               |
| <input type="checkbox"/> Financial Management             | <input type="checkbox"/> Stewardship                        |
| <input type="checkbox"/> Interim Ministry                 | <input type="checkbox"/> Volunteer Coordination             |

**22. For the following question, please choose the FIVE MOST ESSENTIAL GIFTS required in a ministry position, and then the FIVE THAT ARE VERY HELPFUL (nice to have, but not required in a ministry position):**

FIVE MOST ESSENTIAL	FIVE VERY HELPFUL	
<input type="checkbox"/>	<input type="checkbox"/>	Help people develop their spiritual life.
<input type="checkbox"/>	<input type="checkbox"/>	Help people understand and act upon issues of social justice.
<input type="checkbox"/>	<input type="checkbox"/>	Provide care and nurture.
<input type="checkbox"/>	<input type="checkbox"/>	Have talents in the areas of music, arts, and writing.
<input type="checkbox"/>	<input type="checkbox"/>	Be active in visitation of members and non-members.
<input type="checkbox"/>	<input type="checkbox"/>	Be effective in working with children.
<input type="checkbox"/>	<input type="checkbox"/>	Build a sense of community among the people with whom he/she works.
<input type="checkbox"/>	<input type="checkbox"/>	Help others develop their leadership abilities and skills for ministry.
<input type="checkbox"/>	<input type="checkbox"/>	Be an effective administrator.
<input type="checkbox"/>	<input type="checkbox"/>	Be an effective communicator.
<input type="checkbox"/>	<input type="checkbox"/>	Be an effective teacher.
<input type="checkbox"/>	<input type="checkbox"/>	Encourage support of the Church's wider mission.
<input type="checkbox"/>	<input type="checkbox"/>	Work regularly in the development of stewardship growth.
<input type="checkbox"/>	<input type="checkbox"/>	Be active in ecumenical relationships.
<input type="checkbox"/>	<input type="checkbox"/>	Be effective in working with youth.
<input type="checkbox"/>	<input type="checkbox"/>	Organize people for community action.
<input type="checkbox"/>	<input type="checkbox"/>	Be skilled in planning and leading programs.
<input type="checkbox"/>	<input type="checkbox"/>	Have a strong commitment and loyalty to the Lutheran Church.
<input type="checkbox"/>	<input type="checkbox"/>	Understand and interpret the mission of the Church from a global perspective.
<input type="checkbox"/>	<input type="checkbox"/>	Deal effectively with conflict.
<input type="checkbox"/>	<input type="checkbox"/>	Bring joy and good humor to relationships.
<input type="checkbox"/>	<input type="checkbox"/>	Be able to share leadership and work in a team.
<input type="checkbox"/>	<input type="checkbox"/>	Be creative and innovative about his or her tasks.
<input type="checkbox"/>	<input type="checkbox"/>	Be able to use technology and media.
<input type="checkbox"/>	<input type="checkbox"/>	Appreciate cultural diversity in language and customs.

**MUTUAL EXPECTATIONS . . .**

**23. Please list the FIVE PRIMARY AREAS OF ACTIVITY OR FOCUS that you wish your newly-called rostered leader to give special attention to during the first year of their ministry at All Saints.**

A.

B.

C.

D.

E.

**24. Please list the FIVE WAYS THAT OUR CONGREGATION WILL SUPPORT AND ENCOURAGE the rostered leader during the first year to help them accomplish these responsibilities**

A.

B.

C.

D.

E.

