

November 1, 2011

Discerning Christ's Call

The Pastor Nominating Committee (PNC) has been charged with discerning whom God is calling into pastoral leadership for Covenant Presbyterian Church (CPC). In following Christ, the head of the church, we seek to discern the will of God in all things. In the pastoral call process it is God who calls, and it is we who listen. The process is not simply hiring a new employee. It is participating in God's own choice for CPC. Faithful attentiveness to and trust in the guidance of God's spirit is helping to make the journey rich and fruitful.

Pastor Attributes Survey

One of the most important tasks for the PNC is to offer a *Pastor Attributes Survey* to hear from members, friends and visitors of the congregation about what you believe are the most important attributes for the next pastor of CPC. This survey will give vital direction to the PNC as we complete the important step of developing CPC's Church Information Form.

The Pastor Nominating Committee invites each individual to fill out one survey and urges you to do these three things before you begin:

- (1) Pray for guidance as you consider what is most important for you and your faith, and this community of faith.
- (2) Please read the instructions carefully before filling out each section.
- (3) Please read each attribute before answering.

Thank you for taking the time to share in this pastor nominating process, for being a part of the CPC family, and for your prayers for the PNC. Completed surveys will be accepted through **Sunday, November 20th**.

Yours in Christ,

CPC Pastor Nominating Committee

Judy Bochner

Olin Brown

Rich Griffin

Leah Martaindale

William Talbert

Kris Williams

Linda Windle

Covenant Presbyterian Church
Pastor Attributes Survey 2011

PART I: INFORMATION

1. Gender: M F
 2. Age Group: under 18 18-25 26-45 46-55 56-65 over 65
 3. Marital Status: Single/Never Married Married Divorced Separated Widowed
 4. Membership Status: Member Visitor Student

PART II: WHAT DO YOU VALUE IN A PASTOR?

A: Mark an X by ten (10) of the 31 value statements below that you believe are most important for the next pastor of Covenant Presbyterian Church.

<i>I VALUE A PASTOR WHO:</i>	Value Statements (select 10)
1. Appreciates the role of music in spiritual growth and worship. (Music Appreciation)	
2. Provides guidance, leadership, and resources for persons seeking to deepen their faith in Jesus Christ. (Spiritual Development)	
3. Works with the Presbytery, Synod, and General Assembly Committees in shaping and implementing ministries. (Governing Body Ministry)	
4. Welcomes and nurtures diversity within the congregation. (Church Diversity)	
5. Provides pastoral care and counseling to members and constituents. (Pastoral Care)	
6. Provides Bible-centered teaching that encourages/motivates members and visitors to continually learn. (Teaching)	
7. Offers guidance in the responsible use of church financial resources. (Financial Management)	
8. Proclaims the good news of Jesus the Christ as Savior and Lord effectively to the church and community. (Evangelism)	
9. Establishes a network within the congregation for hospital and emergency visitation. (Hospital and Emergency Visitation)	
10. Believes worship is vital, alive and leads the congregation to encounter God. (Worship Service Style)	
11. Is skilled in training, developing and inspiring church leadership. (Leadership Development)	
12. Is scholarly, enjoys reading and is current on local, national and world affairs. (Scholarship)	
13. Possesses effective oral and written communication skills, expressing ideas and beliefs in individual and group settings. (Communication)	
14. Provides leadership that encourages and enables volunteers and professional staff to perform their responsibilities. (Administrative Leadership)	
15. Plans for and participates in congregational home visits with members and prospective members. (Home Visitation)	
16. Committed to personal development through prayer and continuing education. (Personal Development)	
17. Preaches from the Bible, relating it to the present day and bringing it to bear in the congregation's life and work. (Preaching)	

18. Develops programs to finance the work of the church. (Fund Raising)	
19. Possesses or is near completion of a doctoral degree. (Education)	
20. Assists in the constructive resolution of differences within the congregation. (Mediation Skills)	
21. Effectively manages the ongoing work of an office staff to ensure efficient operations. (Office Management)	
22. Is actively involved in inter-denominational activities and leads congregants' involvement in community service and leadership. (Community Service and Leadership)	
23. Challenges the congregation to develop and demonstrate responsible stewardship, motivating them to contribute their time and resources to the work of the church. (Stewardship and Commitment)	
24. Develops a strategic plan resulting in improved quality, timeliness and effectiveness of operations. (Strategic Planning)	
25. Evaluates programs and staff, encourages an environment of accountability, recognition, openness, and constructiveness feedback. (Evaluation of Programs and Staff)	
26. Provides resources and programming that meets the needs of adults of all ages. (Adult Ministry)	
27. Can effectively manage and address church debt. (Debt Management)	
28. Provides knowledge of resources and programming that meets the needs of youth and children's ministries. (Youth and Children's Ministry)	
29. Works with the Session to develop goals and activities that shape the future and relate to the church's fundamental decisions. (Organizational Leadership and Goal Setting)	
30. Values ministering to college students. (College Ministry)	
31. Provides guidance during the budgeting process. (Budget Preparation)	

PART III: Other Thoughts

1. Tell us anything else that you believe is relevant to the calling of a new pastor.