



Southwestern Minnesota Synod
Evangelical Lutheran Church in America

Congregation Discernment Survey

As we prepare for the next chapter in our shared ministry, we invite your honest and prayerful responses. Your input will help our Call Committee and Church Council discern who we are as a congregation and the kind of pastoral leadership we hope for in the future.

SECTION 1: ABOUT OUR CONGREGATION:

What three words best describe our congregation?

What do you see as our congregation's greatest strengths?

What ministries or programs are most meaningful to you?

- Worship and music
- Faith formation / Bible study
- Outreach and service
- Youth and family ministry
- Fellowship and community life
- Social justice and advocacy
- Caring ministries (visitation, prayer chain, etc.)
- Other:

In what ways have you seen God at work in our congregation recently?

How would you describe the overall "personality" of our church?

- Welcoming and inclusive
- Reflective and spiritual
- Energetic and active
- Justice-oriented
- Family-centered
- Other:

SECTION 2: OUR VALUES AND PRIORTIES:

Which values best describe our congregation today?

(Select up to 3)

- Compassion
- Inclusion
- Service
- Faithfulness
- Tradition
- Creativity
- Justice
- Joy
- Learning

Which areas should be our highest priorities in the next few years?

(Select up to 3)

- Worship and music
- Faith formation for all ages
- Outreach and service
- Social justice and advocacy
- Caring for members and neighbors
- Stewardship and financial health
- Youth and family ministry
- Evangelism and community engagement

What do you hope will *not* change about our congregation?

Where do you sense God might be calling us to grow or change?

Section 3: About Pastoral Leadership

What qualities do you most value in a pastor?

- Strong preaching and worship leadership
- Compassionate pastoral care
- Support for children, youth, and families
- Social justice engagement
- Teaching and faith formation
- Collaborative leadership
- Administrative and organizational skill
- Visionary leadership
- Community involvement
- Other:

What leadership style do you think best fits our congregation?

- Collaborative and relational
- Visionary and forward-thinking
- Organized and structured
- Calm and steady
- Activist and justice-oriented
- Reflective and contemplative

On a scale of 1–5, how important are the following in a pastor?

(1 = Not important, 5 = Very important)

Pastoral Quality	1	2	3	4	5
Strong preaching and worship leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Compassionate pastoral care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Engagement with social justice issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support for children, youth, and families	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encouragement of lay leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administration and organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What are the top three gifts or strengths you hope our next pastor will bring?

What qualities or experiences might *not* be a good fit for our congregation?

Section 4: Communication and Community Life

How connected do you feel to the life of the congregation?

- Very connected
- Somewhat connected
- Not very connected
- Not at all connected

What helps you feel most connected to church life and other members?

How do you prefer to receive information and updates from the church?

- Email
- Weekly bulletin or newsletter
- Website
- Social media
- Text message
- Announcements in worship
- Other:

How can we improve how we communicate, include, and engage one another?

Section 5: Looking Ahead

What are your hopes for the next few years of ministry at our church?

What gives you the most joy about being part of this congregation?

What concerns or worries do you have as we enter this time of transition?

How can we best support one another—and our leaders—through this process?

Is there anything else you'd like the Call Committee or Council to know?

Optional Demographics

How long have you been part of this congregation?

- Less than 1 year
- 1–5 years
- 6–10 years
- More than 10 years

What age range best describes you?

- Under 18
- 18–29
- 30–49
- 50–64
- 65+

In what ways are you currently involved in the life of the church?

(check all that apply)

- Worship/music leadership
- Education/Faith formation
- Outreach or service
- Fellowship
- Governance or committees
- Youth/family ministry
- Other: