

Minister Preference Summary

Minister Preferences

This part of the SJCC Comprehensive Health and Minister Search Survey provides a view of our church's preferences for a new lead minister. This area of the survey shows the roles, qualities, and characteristics that respondents feel are most essential as well as the qualities of a good sermon.

Minister Roles

Most Essential:

- 1. Truth Speaker** – 56% felt this is essential – 29% very important
 - Fearless in speaking the truth both to the church and to the world
 - Willing to confront, exhort, rebuke, and “speak the truth in love”
- 2. Visionary Leader** – 47% felt this is essential – 37% very important
 - Understands the vision and mission of the church
 - Able to excite members about participation in that vision and mission
 - Leads the church effectively to accomplish the vision and mission
- 3. Minister of the Word/Teacher** – 45% felt this is essential – 44% very important
 - Finds primary fulfillment in preaching and teaching
 - Serves the congregation with a strong educational emphasis

Least Essential:

- 1. Priestly** – 7% felt this is essential – 26% very important
 - Deep appreciation for ritual and ceremony in both formal and informal settings
 - Places great value on the way weddings, funerals, the Supper, baptisms, etc. are conducted
- 2. Church Administrator** – 7% felt this is essential – 27% very important
 - Administer and manage productive, varied, effective ministries and programs
 - Manages staff
- 3. Social Activist** – 9% felt this is essential – 29% very important
 - Ministry centers in relating the Gospel to the social context
 - Enjoys being on the cutting edge of social concerns and involvement in community affairs

Good Sermon Qualities

Most Essential

1. Biblically based and illustrated
2. Describes life from God's perspective
3. Provides a clear faith position as a guide for making decisions and living a faithful life
4. Challenging and thought provoking

Least Essential

1. Avoids controversy
2. Sets forth various sides of an issue
3. Is comforting and reassuring
4. Is engaging and entertaining

Minister Characteristics

An Effective Minister:

- Has a relaxed demeanor and personality
- Is outgoing and socially engaging
- Emphasizes pursuit of the church mission rather than keeping the peace
- Welcomes new approaches and ideas
- Emphasizes application and practice over theory
- Provokes and challenges members
- Has a healthy work/life balance, but takes his responsibilities as a minister seriously
- Encourages collaborative congregational decision making, but is able to be decisive when it is required

Minister Qualities:

- Maintains Confidentiality
- Has a good work ethic
- Is an effective preacher/teacher
- Is mature and emotionally secure
- Is a compassionate and caring person
- Cooperative partner with Elders
- Encourages people in their faith
- Effective and motivational teacher
- Builds a sense of teamwork among staff
- Helps people develop their spiritual life
- Deals effectively with conflict

Summary

As the search committee searches for our next minister we will carefully consider the qualities and characteristics the congregation is seeking. We believe these attributes are what God is calling for through our members. The ideal candidate will be a visionary leader and motivator that is able to inspire the congregation. His leadership will draw more members to committed roles that work toward the vision of the church. Yet, he will not be afraid to speak the hard truths and be a witness for God. He will be an adept teacher that will help us build our relationship to God and reach out to the lost in our community.