

# PASTORAL SEARCH SURVEY SUMMARY REPORT

Good Shepherd Lutheran Church  
Date: October 2025

## Overview

A total of 100 congregation members participated in the pastoral search survey, representing a wide range of ages and membership durations — from new attendees to those who have been part of Good Shepherd for over 16 years.

## Spiritual Qualities Most Valued in a Pastor

The congregation emphasized strong biblical and spiritual foundations. The top five most frequently mentioned qualities were: • Strong biblical preaching / teaching (79 mentions) • Strong faith and integrity (73) • Spirit-filled and Christ-centered (62) • Prioritizing the spiritual needs and growth of the congregation (59) • Humility and grace (45) Members desire a pastor who teaches faithfully, lives with integrity, and models prayerful leadership.

## Leadership & Personal Qualities Desired

Respondents expressed a clear preference for relational, communicative leadership that bridges generations and nurtures community. Top five leadership traits: • Good communicator (75) • Approachable (62) • Skilled counselor / listener (57) • Good with all age groups (51) • Collaborative team-builder (43) The congregation values approachability, collaboration, and a balance of vision with compassion and listening skills.

## Hopes for the Future of Good Shepherd

Themes from 85 open-ended responses reflect a unified vision of growth, outreach, and spiritual connection. Most common areas of hope: • Growth (29 mentions) • Leadership (28) • Community (24) • Families (21) • Spiritual strength (18) • Welcoming spirit (9) Members hope for a pastor who can reach new families, foster intergenerational connection, and deepen the church's mission within the broader community.

## Top Congregational Priorities

Strong Biblical Teaching and Preaching — Maintain doctrinal depth and engaging sermons. Effective Communication and Listening — Build strong, open relationships across all ages. Focus on Growth and Family Engagement — Revitalize outreach and youth participation. 4. Community Outreach and Service — Continue Christ-centered action in the community. 5. Spiritual Depth and Prayerful Leadership — Model authentic faith and nurture personal growth.

## **Tensions & Challenges**

Because many respondents are older, there is a concern about sustaining the church as demographics shift and younger people become more central. Balancing tradition with innovation is a recurring tension: how to stay anchored in doctrinal identity while also adapting to reach new people. Some worry about fragmentation or silos (“divided groups”) and want more cohesion. The diversity of expectations (as an example, a relational, strong preacher vs. caring counselor) means no single candidate may hit all ideal marks — trade-offs will be necessary.

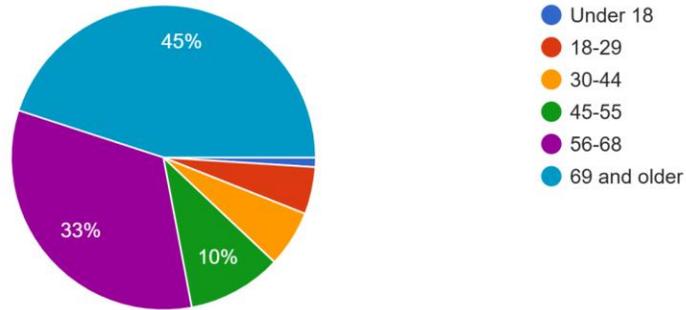
## **Summary**

Good Shepherd’s congregation is hopeful, faithful, and forward-looking. Members seek a pastor who blends spiritual depth with relational leadership — someone who will guide with conviction and compassion, fostering both growth and unity while preserving the church’s warm, welcoming spirit.

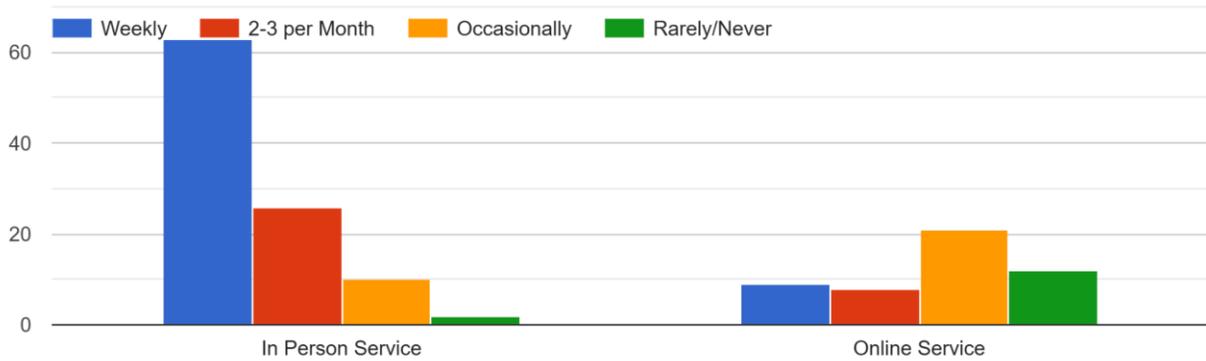
# Data from 100 Surveys

Demographics (optional but helpful) 1.1 What is your age group?

100 responses

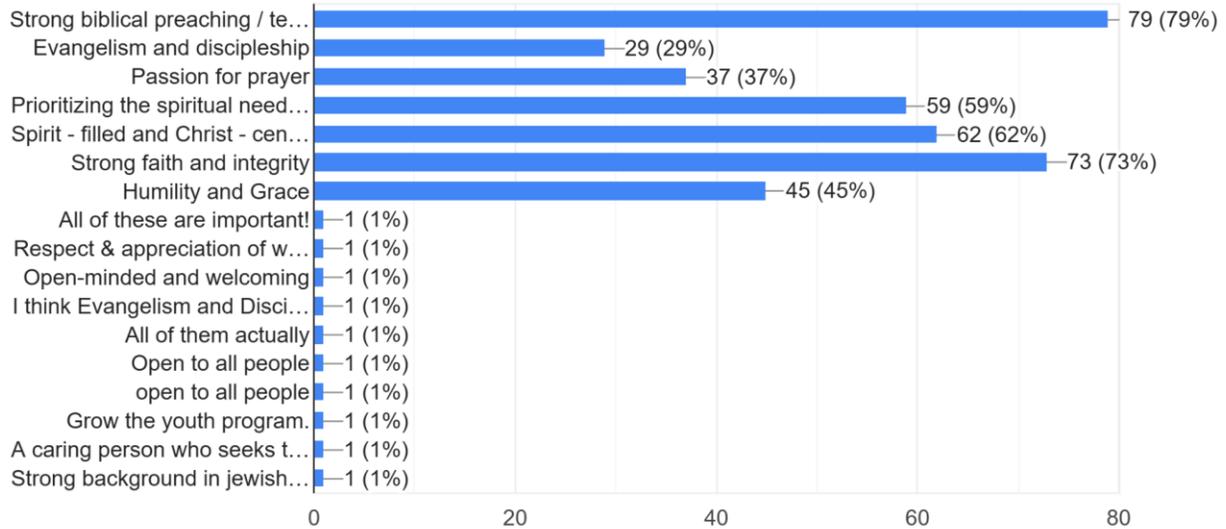


1.3 How often do you attend church services?



2. Spiritual and Pastoral Leadership 2.1 What spiritual qualities are most important in a pastor?  
(Pick up to 4 choices)

100 responses



2.2 What qualities should the next pastor bring? (Pick up to 4 choices)

100 responses

