

Profile Questionnaire for Call for Associate Pastor

Ministry Site Characteristics

Please mark with an "x" where Salem falls between each pair of two extreme characteristics.

A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US
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AS A COMMUNITY

We tend to be formal and programmatic.
 We have clearly defined goals and plans for our future.
 We are racially and economically diverse.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

We tend to be informal and spontaneous.
 We have no stated goals or plans.
 We are demographically homogeneous.

OUR LEADERSHIP STYLE

We welcome ideas that are provoking and challenging.
 We rely on our leaders for directions.
 We have learned how to use conflict constructively.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

We prefer ideas that are tried and true.
 We rely on group decision-making.
 We tend to perceive conflict as something destructive.

OUR PROGRAMMING

Our facilities are often used by community groups.
 We train people to minister outside our walls.
 We focus on ideas and beliefs.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Our facilities are only used for our activities.
 We train people to minister inside our walls.
 We focus on skills and action.

OUR THEOLOGICAL PERSPECTIVE

We are obviously Lutheran in identify and practice.
 We participate in synod and ELCA activities.
 We focus on Biblical studies and doctrine.

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

We are less obvious about our Lutheran heritage.
 We are not very active in the synod and ELCA.
 We focus on contemporary issues and topics.

What do you see as Salem's greatest strengths?

What are Salem's greatest challenges? What do we need to work on? What are our growing edges?

For Our New Associate Pastor

Please Mark His/Her Top Five Ministry Tasks

- | | | |
|--|---|---|
| <input type="checkbox"/> Building a Sense of Children's Ministry | <input type="checkbox"/> Campus / Young Adult Ministry | <input type="checkbox"/> Children's Ministry |
| <input type="checkbox"/> Christian Education | <input type="checkbox"/> Communications / Media | <input type="checkbox"/> Community Organizing |
| <input type="checkbox"/> Counseling / Social Work | <input type="checkbox"/> Ecumenical Work | <input type="checkbox"/> Evangelism / Mission |
| <input type="checkbox"/> Financial Management | <input type="checkbox"/> Innovation / Creativity | <input type="checkbox"/> Inter-personal Climate |
| <input type="checkbox"/> Ministry in Daily Life | <input type="checkbox"/> Ministry with Seniors | <input type="checkbox"/> Multicultural Ministry |
| <input type="checkbox"/> Music / Worship / Arts | <input type="checkbox"/> Participant in the Larger Church | <input type="checkbox"/> Pastoral Care and Visitation |
| <input type="checkbox"/> Preaching / Worship Self Care / Family Life | <input type="checkbox"/> Public Policy / Advocacy | <input type="checkbox"/> Recruit and Equip Leaders |
| <input type="checkbox"/> Self Care / Family Life | <input type="checkbox"/> Small Group Ministry | <input type="checkbox"/> Social Ministry |
| <input type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship | <input type="checkbox"/> Strategic Mission Planning |
| <input type="checkbox"/> Teaching | <input type="checkbox"/> Volunteer Coordination | <input type="checkbox"/> Youth and Family Ministry |

Please Mark the Top Five Desired Gifts for Ministry of the Associate Pastor

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

Please provide any other comments concerning the new Associate Pastor.

Your Demographic Information:

Gender Male Female Non-binary/other prefer not to say

Ethnicity/Race Caucasian African American/Black Asian/Pacific Islander Latine/Hispanic Multiracial Prefer not to say

Age 0-15 16-25 26-35 36-45 46-55 56-65 66-75 76-85 Over 85

How far do you live from Salem? 1/2 mile or less 1/2-1 mile 1-3 miles more than 3 miles