



St. John's Baptist

A SERVANT CHURCH

Churchwide Pastoral Discussion

September 21, 2025

Survey Process

1. Created by the Transition & Pastoral Search teams
2. Questions: 9 multiple choice and 1 open response
3. Survey opened from July 15th, 2025 - August 25, 2025
4. Publicized from the pulpit, in the Family News, & Sunday bulletin
5. 137 anonymous responses
 - i. Digital - 133
 - ii. Handwritten - 4

Today's Process



PRESENTATION OF
SURVEY RESULTS



SMALL GROUP
DISCUSSIONS



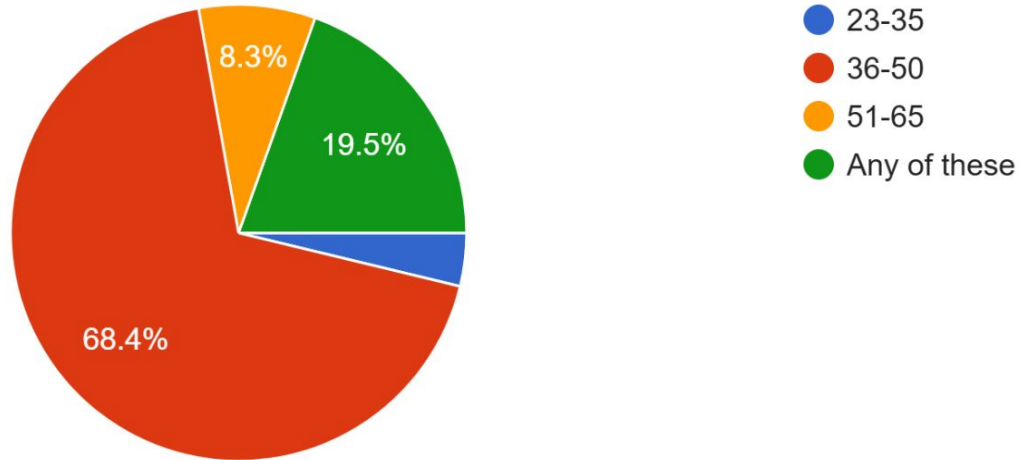
LARGE GROUP FEEDBACK

Covenant for conversations

- We all bring different and legitimate emotions
- Everyone invited to speak BRIEFLY
- We're not here to criticize or glorify any minister
- Listen generously – without rebuttal or argument
- Treat everyone as equals
- Ask clarifying questions rather than making assumptions
- Critical positivity vs. Toxic negativity

What age range do you prefer for the next SJBC pastor?

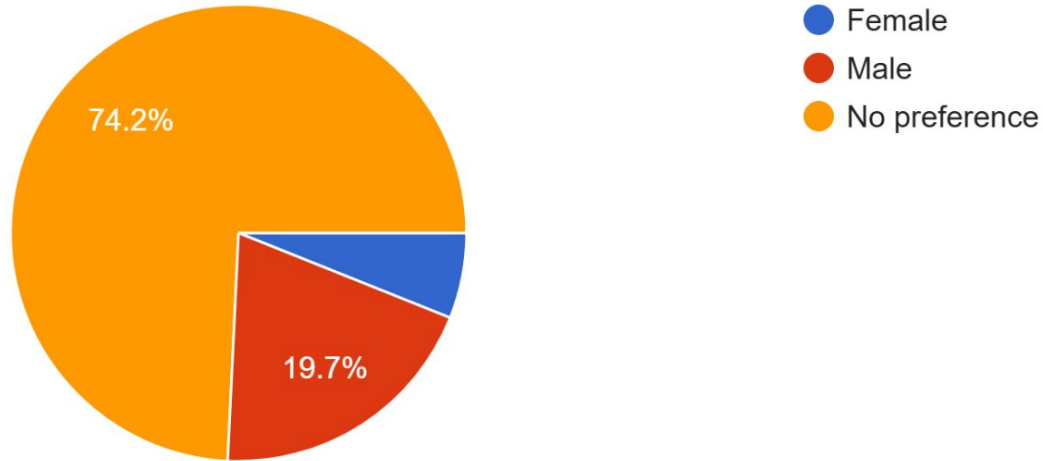
133 responses



Takeaway: preference for a person in the middle-stages of their career

What gender do you prefer for the next SJBC pastor?

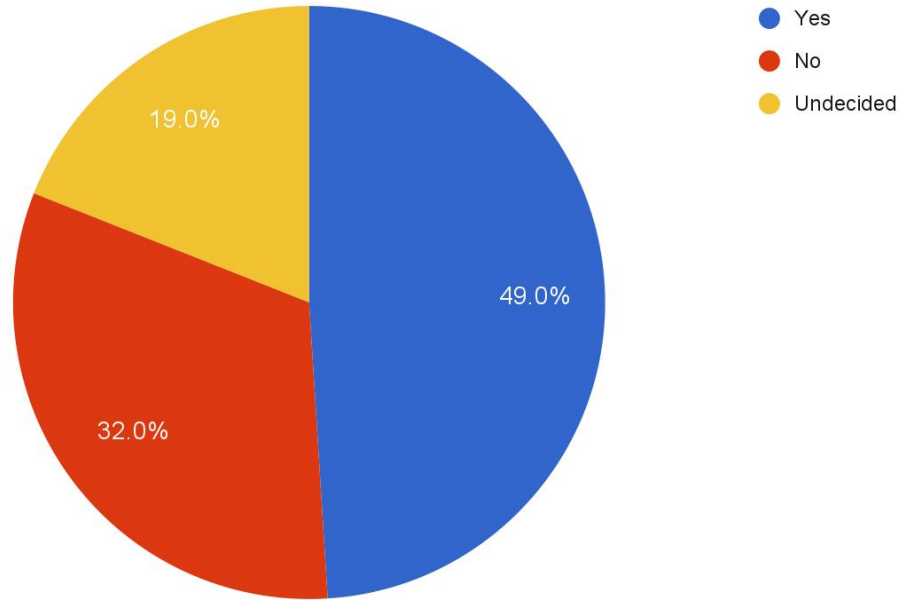
132 responses



Takeaway: no preference on gender. Only 6.1% explicitly preferring a female.

I would welcome a senior pastor who identifies as LGBTQIA+

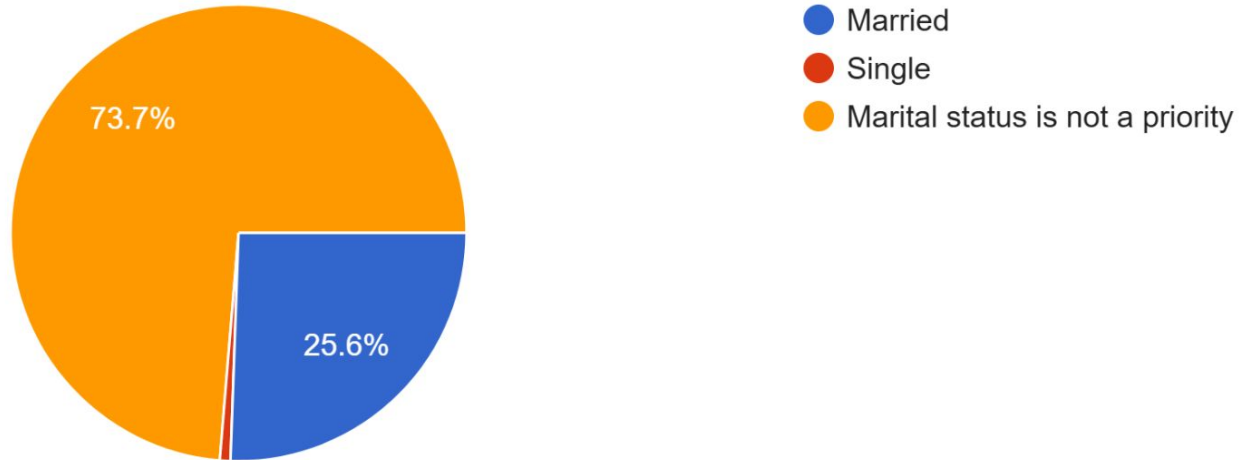
128 responses



Takeaway: half of the church is OK, a third not OK, and 20% are mixed

I prefer the marital status of my pastor to be

133 responses



Takeaway: not a priority for three quarters, one quarter prefers married

What basic profile do you envision for your next pastor?

Age preference

Gender preference

LGBTQ identification

Marital status

Other?

What is the minimal education level you prefer for your pastor?

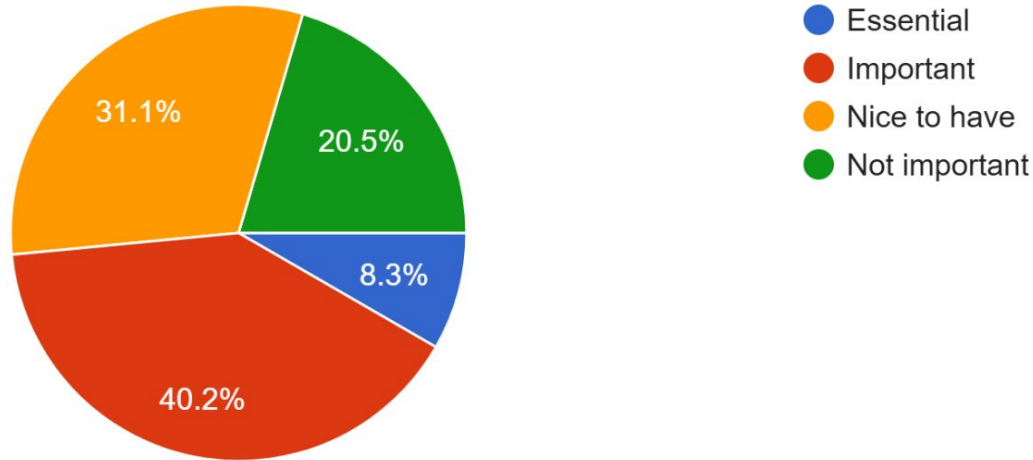
131 responses



Takeaway: no clear preference, 40% prefer doctorate, 33% prefer masters

Having a pastor with a background in a Baptist tradition is

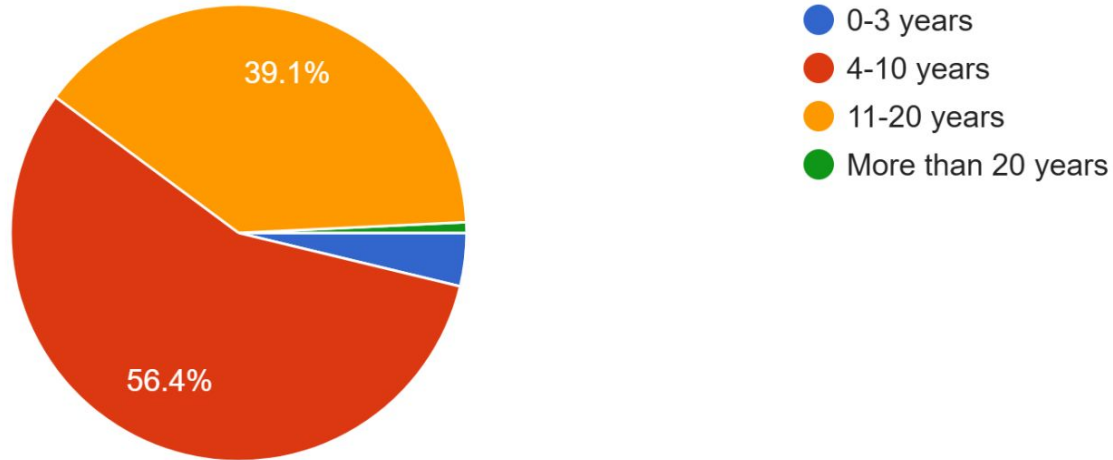
132 responses



Takeaway: important to half of respondents, not important to 21%

I prefer the pastor to have the following years of senior pastoral experience

133 responses



Takeaway: preference for a person who has served 1-2 previous churches

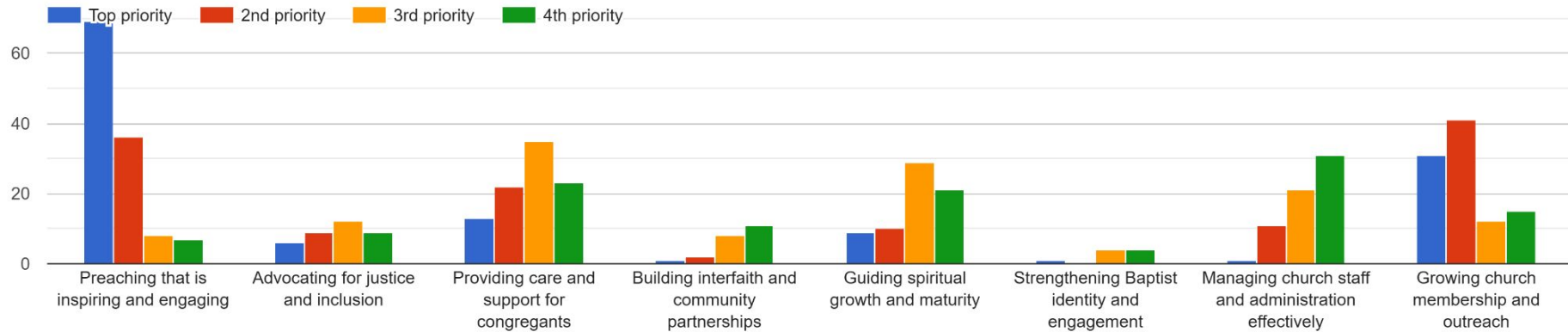
What background do you envision
for your next pastor?

Minimum education level

Baptist tradition

Senior Pastor experience

What goals do you believe should be the top 4 priorities for our next pastor?



Takeaway: Inspiring preaching is the undisputed top priority. This is followed by a clear desire for church growth and pastoral care. While important to a segment of the congregation, "*Advocating for justice and inclusion*" and "*Strengthening Baptist identity*" are lower-tier priorities for the congregation as a whole.

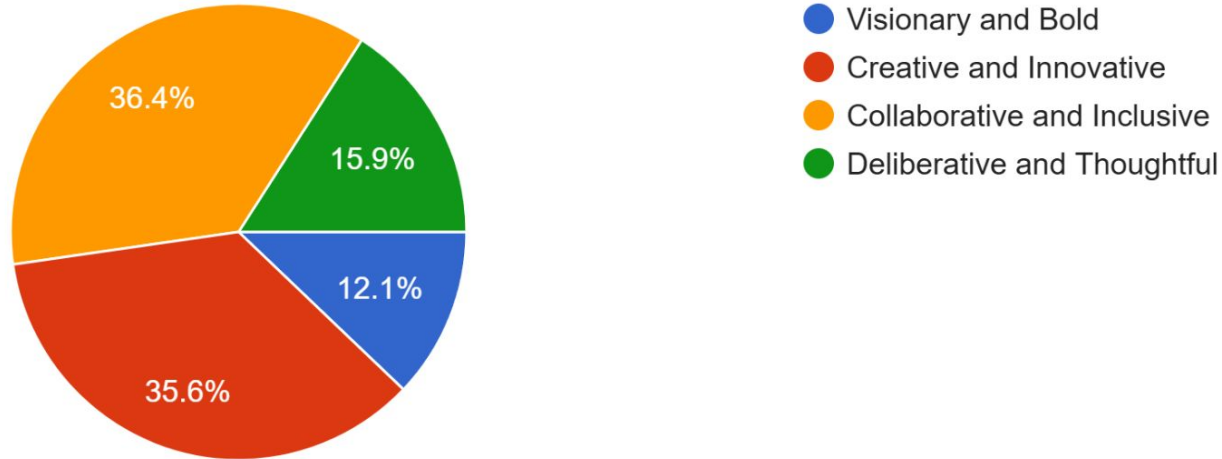
What priorities do you envision for your next pastor?

Preaching
Church Growth
Pastoral Care
Spiritual Growth

Managing Staff
Advocate for Justice
Interfaith Connections
Baptist Identity

What leadership style do you believe would best serve the congregation?

132 responses



Takeaway: team player who is willing to try new things than a rockstar with inflexible tendencies



What Leadership Style do you envision for your next pastor?



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Thank you for your input!