

Summary of Survey Conducted by the Pastor Search Committee

The Pastor Search Committee (PSC) prepared the survey form after reviewing a previous survey used at Millbrook Baptist Church (MBC), surveys used by other large churches, and surveys prepared by various consulting organizations. The survey was conducted during March 17- 24, 2019, and the results were tabulated and the comments compiled by the PSC. There were 443 survey forms submitted and over 15 typed pages of comments. The PSC is very grateful to the congregation for their excellent participation and the careful thought they put into their answers and comments.

The purpose of this summary document is to share the key points we gained from the survey results. We will discuss the results below as the survey form was organized – **About You**, **About Our Church**, and **About Our Future Senior Pastor**. If you wish to refer to the survey form as you read this report, the form is shown in the Pastor Search Committee section of the Millbrook Baptist Church website (millbrook.cc).

About You

Before we discuss the results, it is important to understand how the percentages were calculated. For the demographic information, we simply divided the number of people in each category by the total number who responded. For other questions, since everyone did not answer each question, we divided the total number of responses or votes for each potential answer by the total votes for all answers to that question.

We will first present the age group information that the survey provided. The age group distribution of those completing the survey is shown in Table 1.

Table 1. Age Group Distribution

<u>Age Range</u>	<u>Number</u>	<u>Percentage</u>
Youth	18	4.1
College	6	1.3
Singles (20-30)	10	2.3
Singles (30+)	32	7.2
Young Married (Up to 30)	7	1.6
Married (30-45)	41	9.3
Married (45-60)	69	15.6
Married (60+)	214	48.3
Widow or Widower	40	9.0
Unidentified	6	1.3
TOTAL	443	100

Over half of those responding were senior adults. MBC is blessed with a faithful group of senior adults who attend regularly. Also, we can see the need to increase our young adult population (both single and married) for the long-term future of Millbrook.

The number of years our members have served is shown in Table 2.

Table 2. Number of Years as a Millbrook Member

<u>Years</u>	<u>Number</u>	<u>Percentage</u>
< 5	83	20.7
6-10	54	13.5
11-20	84	21.0
21-35	76	19.0
35 +	103	25.8
TOTAL	400	100.0

Millbrook members are very active in church with 48.0% attending 4-8 events per month and 28.3% more than 8 events per month. Also, 73.9% of our members attend activities outside of the regular Sunday morning Connect Groups and Worship Gathering. However, the program/service that you receive the greatest benefit from are Connect Groups (42.3%) followed by Worship Gathering (31.7%).

About Our Church

When asked what is the “heart” of Millbrook, 40.8% responded that it was Worship while 32.5% responded that it was Connect Groups. You will note in the previous section that the order was reversed when the question asked from which do you receive the greatest benefit. Connect Groups scored higher than Worship. Perhaps the benefit of fellowship and personal care within the small Connect Groups led to this change in ranking.

Members strongly affirmed the importance of belonging to the Southern Baptist Convention and our foundational doctrine in the “Baptist Faith and Message” by 58.5% responding “Very Important” and another 28.1% responding “Important”. Also, in response to the statement “Millbrook is a conservative Southern Baptist Church”, 60.7% responded “Agree” and 23.1% responded “Strongly Agree”.

About Our Future Senior Pastor

The first several questions about our preferences for future Senior Pastor are summarized in Table 3.

Table 3. Desired Attributes for Our Future Senior Pastor

<u>Attribute</u>	<u>Preference</u>	<u>Percentage</u>
Age	41-50	39.0%
Years of Ministry Experience	11-15	50.0%
Educational Level	Doctorate	30.4%
Southern Baptist Seminary	Important	44.7%

You will note that none of these attributes in Table 3 received an overwhelming percentage of votes. This is due to a large number of members who responded that they had “no preference” or it “does not matter”. This does not mean that they don’t care. Based on the written comments, their greatest desire is for Millbrook to have the Senior Pastor that God has prepared for us. If a candidate is that man, we should not pass him by because he doesn’t fit a preconceived profile. The PSC totally agrees with that perspective. We believe that age, education, and experience are important factors, but we see them as desirables – not “must have” pre-requisites.

Concerning the role and priorities of our future Senior Pastor, 77.7% of the members believe being a good pulpit preacher is his #1 role, and not surprisingly his top two priorities should be sermon preparation (40.9%) and prayer and Bible study (25.0%). He should also give strong priority to his family (51.1% strongly agree and 42.6% agree).

Based on the survey, our future Senior Pastor’s preaching style should be Personal (24.0%) and Textual (19.8%). Also, regarding whether they wanted preaching on controversial social issues, MBC member’s opinions varied from “little” (28.8%) to “some” (54.6%).

The survey results concerning feelings about the future Senior Pastor making changes were particularly interesting. Typically, we as human beings tend to resist change. However, the survey participants indicated a strong willingness to accept significant changes (46.6%) and a similar number (45.5%) preferred small changes.

Survey Written Comments

We have chosen not to release the full compilation of the written comments because some members wanted their comments to be kept confidential, some comments were directed at specific individuals, and we did not wish to generate any negative feelings from this survey. It is important to know that many encouraging and useful comments were received, and the PSC greatly appreciated them. Comments specifically to the PSC included “stay on your knees and in the Word of God”, “we pray the Lord’s blessings on you”, “strive only to please God”, and “choose the man God wants”. These comments resonate with our Mission Statement (which was approved by the PSC shortly before the survey) as described below.

PSC Mission Statement

In closing, the PSC would like to share our Mission Statement which we prepared and approved in early March. The statement gives our mission, vision, and values that we will follow as we do our work:

MILLBROOK BAPTIST CHURCH PASTOR SEARCH COMMITTEE

MISSION, VISION, AND VALUES

MISSION: To seek out and recommend to the church a minister of the gospel of the Baptist faith whose leadership abilities and Christian character qualify him to serve as the Senior Pastor of Millbrook Baptist Church.

VISION: A shepherd leader who will love us as we love him and who will serve many years as our Senior Pastor.

VALUES:

- Power of prayer in receiving God's wisdom and discernment in all decisions.
- God's enabling to keep Christ at the center of the committee's work.
- Clear direction from God in moving our Committee's work forward.
- Incorporation of input from our staff, congregation, and experienced advisors and consultants.
- God's empowering to keep the committee's conversations and work confidential.
- Working in spiritual unity to reach a unanimous decision on our recommendation for Senior Pastor.

We were encouraged by finding a lot of common ground between your comments and our Mission Statement. Thank you again for your input and prayers.



Instructions: The Pastor Search Committee would like your prayerful and thoughtful attention to this survey. You are the church and we welcome your input and recommendations regarding the church's search for a new pastor. On Sunday, March 17 & 24, surveys will be available for you to take a few minutes to fill out, complete, and return in your Connect Groups. Tables will also be available at our front or back Connection Center after our Worship Gathering on March 17 & 24 for you to stop by and complete the survey. All surveys must be completed and returned by Sunday, March 24 at 1:00 PM. *(Surveys are to be completed individually, not as a family).*

ABOUT YOU

1. Please select your age group:

- Children Youth/Student Single Adult (20-30) Single Adult (30+) Young Married (Up to 30) Married (30 -45)
 Married (45-60) Married (60+) Widow or Widower

2. How many years have you been a member of Millbrook?

- 0-5 6 -10 11-20 21-35 35+ Not a member, but attend regularly

3. Monthly, how often do you attend services or activities at Millbrook?

- Less than 2 2-4 4-8 More than 8

4. Are you currently involved in an activity (such as, Bible study, prayer group, D-Groups, recreation, etc.) outside of the regular Sunday morning Connect Groups and Worship Gathering?

- YES NO

5. Check the one program/service from which you receive the greatest benefit:

- Worship Gathering Connect Group Music Youth/Students Children Senior Adult Singles Missions
 Other (Specify) _____

ABOUT OUR CHURCH

6. In your opinion, what is the "heart" of Millbrook? (Select One)

- Worship Prayer Emphasis Connect Groups Fellowship Missions Other (Specify) _____

7. How important is it to you that Millbrook is part of the Southern Baptist Convention and has the "Baptist Faith and Message" as the foundation of our doctrine?

- Very Important Important Does Not Matter

8. Do you agree or disagree with this statement: "Millbrook is a "conservative" Southern Baptist church".

- Strongly Agree Agree Disagree Strongly Disagree No Opinion

ABOUT OUR FUTURE SENIOR PASTOR

9. Do you have an age preference for our future Senior Pastor?

- 30-40 41-50 50+ No age preference

10. What is the education level he should have?

- College Graduate Master's Degree Doctorate degree Does not matter

11. Is a Southern Baptist seminary degree important?

- Very Important Important Does not matter

12. How many years of ministry experience should he have?

- 5 -10 11-15 16-20 20+

13. Which question addresses your #1 role of a Senior Pastor? (Select one)

- Can the pastor communicate the Word to us? (Good pulpit preacher)
 Can the pastor minister to our needs? (Good pastoral care skills)
 Can the pastor run the organization of our church? (Good administrator)

14. The following are activities to which a pastor may allocate time each week. Select TWO areas that should be the top priorities of our future Senior Pastor.

- Administration, including tasks related to the church office, finances, and facility.
 Sermon preparation.
 Prayer and daily personal Bible study.
 Visiting members and prospects.
 Meeting with ministry leaders who plan and organize ministry activities.

15. Our future Senior Pastor should be encouraged to spend adequate time with his family to insure their needs are met.

- Strongly Agree Agree Should Not Be a Consideration

16. Which of the following elements of preaching style effectively communicate God's Word to you? (Select Two)

- Logical, detailed, point by point.
 Personal, relational, engaging.
 Textual (the Scripture text provides the meaning).
 Narrative (use stories to illustrate points).
 Sermon series (spending multiple weeks on a topic).
 Bible book (Spending multiple weeks on a Bible book).
 Challenging, appealing for action or change.

17. What do you feel about sermons dealing with subjects such as abortion, homosexuality, or other controversial social issues?

- Want a lot of this Want some of this Want a little of this Want none of this

18. Which of these would you like to see happen? (Select One)

- Our future Senior Pastor simply needs to continue things as they are with the church.
 Our future Senior Pastor needs to make small changes, but mostly continue with how things are.
 Our future Senior Pastor needs to make some significant changes for our church to meet its potential.

19. What else would you like the Pastor Search Committee to consider as we prayerfully search for the man the Lord has already selected as our future Senior Pastor?

THANK YOU

for taking the time to complete this survey and taking part in this important process.
Please continue to pray for God's direction for our church during this time.