

PASTORAL SEARCH – THINGS THAT SHOULD CONTINUE

General Category	Detail Category	Description
Grand Total		
Worship service/style Total		
Worship service/style		Offer both Traditional and Contemporary Worship
Worship service/style		Using self in illustrations is great – like Rob – which makes you see something you haven't seen before. Makes himself vulnerable.
Worship service/style		Blessed by Willemsens
Worship service/style		Continue Rob's example of being measured in how he talks about politics; very important that our church does not endorse candidates.
Worship service/style		Keep Contemporary worship separate
Diversity Total		
Diversity		Continue to build on multi-ethnic focus
Ministry focus Total		
Ministry focus	Women	Recognize and support the strong Women's Bible study consistent because the structure is working, with coaches/leaders/large group/small groups, which combines deep Biblical teaching and personal connections.
Ministry focus	IDP	For IDP/WBC continue to be seen as one church not two different churches (one heart)
Ministry focus	Alpha	Alpha
Ministry focus	Life Groups	Life Group experience was great. Went over church beliefs.
Ministry focus	Men's	Men's Ministry
Ministry focus	Support	Support Groups
Bible-based Total		
Bible-based		Preaching on grace
Missions focus Total		
Missions focus		Brunch with a Missionary

PASTORAL SEARCH – THINGS WE DESIRE DIFFERENT/CHANGED

General Category	Detail Category	Description
Grand Total		
Ministry focus Total		
Ministry focus	High school and college	High school and college ministry focus
Ministry focus	High school and children's	Some were saddened that we stopped Awana and have nothing for HS on Sunday mornings
Ministry focus	Adult Communities	Recapture value of Adult Communities
Ministry focus	Children's	Reintroduce midweek touches for families—help us actively disciple our kids!
Ministry focus	High school, college, young adults	We need a focus on our young single adults. After high school /college there is nothing for them. We have too many 20s , 30s, 40s singles who have either left due to the lack of an opportunity to have a Sunday school class and/or social group where they can meet others or are staying here but feeling very lonely and left out. The Table was just another worship service to them—not the opportunity to really get to know people. Leadership was cut for Single Purpose (money?) but it is missed by our single children. We need some staff leadership again.
Ministry focus	Singles	focus on single's ministry (younger and older singles) - over 50% of our congregation are single?

Ministry focus	Adult Communities	Rooted and small groups have been successful, but I am hoping that the Sunday Schools will not be diminished. We have a wealth of excellent teachers who have taught in them through the years and without the classes we will miss that teaching. That is also the environment when we relate to God's word in a deep way and learn to make personal application. I don't hear of new ones starting for the newlyweds and young adults. I think all small group and no Sunday school is an error. Those who build the building provided rooms for that very vision. I hope the pastor will be in favor of keep both Rooted and the Sunday schools.
Ministry focus	Campuses	Reconsider if we need another campus
Ministry focus	High school and children's	Focus on revitalizing youth ministry from 5th grade to young adults.
Ministry focus	Children's	Nothing to help shepherd and disciple our kids
Ministry focus	Counseling	Would love more counseling ministries
Ministry focus	High school	We have dropped the ball in not having Sunday School for high schoolers. They want to have a class of their own. Project Serve was life changing for many of our children and the lack of this opportunity to serve is a real loss. Just assuming high school kids will serve without providing a clear structure of opportunities is an error. (Staff decided they wanted to encourage high schoolers to go to church with their families assuming they'd stay only one hour. They assumed that people only stayed one hour. We have made it impossible for high schoolers to connect which is so important.
Ministry focus	Children's	Family ministries to be fully staffed with staff that are valued and built into so that they stay at WBC
Ministry focus	Library	Promote resources
Ministry focus	College	College ministry desperately needed because more students are staying home for college

Ministry focus	High school/college/young adults	The current generation of teens and young adults in their twenties want a church that addresses mental, emotional and spiritual health.
Ministry focus	Home Bible studies	Have more Bible studies at people's homes for a certain age groups.
Ministry focus	Intergenerational	Younger Sunday School classes could do projects such as helping with funerals and Vanguard/Maturing Adults. Homebuilders do all these and are becoming very weary.
Ministry focus	Seniors	Seniors are not valued and need more TLC and events that serve younger seniors and older seniors
Ministry focus	Special Needs	Grow Special Needs ministry
Ministry focus	Special Needs	Disability ministry to adults and mentally ill
Ministry focus	Young moms	There is a gap for young moms where MOPS used to serve both as an outreach
Ministry focus	Culture	Need to be relevant to today's culture
Worship service/style Total		
Worship service/style		More evangelism, including altar calls
Worship service/style		Consider meshing worship styles to have unified service
Worship service/style		More time in pulpit for the Senior Pastor, particularly when new
Worship service/style		Change "you are sent" to "we are sent", including staff and laity
Worship service/style		More storytelling and testimonies
Worship service/style		Need the Sr Pastor to preach a considerable amount, relative to our other preaching pastors, and suggest the elders set an expectation in this regard
Worship service/style		Teach hymns to children
Worship service/style		Some were concerned that singing in the contemporary is weak; not robust like the traditional.
Worship service/style		Invites greater freedom to change up the format of the worship service; is not locked into a 30-35 minute sermon every week but is open to engaging elements (stories in person or video on life transformation or missions, visual arts, etc.) that can be inspiring and impactful.

Worship service/style		Missions stories could have a greater place in the worship service where all the people could hear them; these impact stories are inspiring as we see the impact of our giving locally and around the world.
Worship service/style		More Hispanic Worship services
Worship service/style		Contemporary service could be quieter
Community-building Total		
Community-building		Re-focus on the family, all generations including elderly
Community-building		More community interaction... we are losing our sense of togetherness
Community-building		There is a deep desire for WBC to find ways to make the big church feel smaller.
Community-building		Intergenerational ministry opportunities – older people pouring into younger
Community-building		Strengthening families - all stages
Community-building		A lot of time and money is being spent on equipment and technology in recent years, but the people are feeling the lack of time and attention to THEM.
Community-building		A balance between welcoming visitors and caring for the flock.
Community-building		What would it look like to have some larger family events—to make a big church feel smaller?
Community-building		Changes in past couple of years - we have embraced simple church philosophy, but we are a very complex church. In an effort to streamline, we have dumped ministries and relied on technology. There is grief about this and community feel is not there
Community-building		Pastors should greet congregation after the service. They could take turns and the pastor and his wife could greet together so that we can know them even though we are in a larger church.
Community-building		More time in between services to encourage social interactions
Bible-based Total		
Bible-based		Verse-by-verse exposition

Bible-based		More teaching about the Second Coming; we need to know how to live in what could be hard times ahead.
Bible-based		Explain what we believe more
Bible-based		A pastor that can preach stewardship three or four times a year. How many people understand tithing—money that belongs to God.
Bible-based		Talk about Heaven more, especially during these trying times, so that we can plan for Heaven like planning for a trip
Bible-based		Bible teaching in the face of cultural change
Missions/Outreach Total		
Missions/Outreach		Strong support for global and local missions
Communication Total		
Communication		Bulletin - add them back to enhance personal communication
Communication		Make it easy to speak into the process (web, group interactions, survey)
Communication		Hope to have more congregational input when it comes to the vision of the church... especially before major changes are made
Communication		Better all-church communication on important decisions etc.
Communication		More communications that are not on the computer. There are many people in the congregation without computers or who don't like them. Narthex news—babies, marriages, deaths, etc. We miss hearing all the wonderful things—the personal touches. Seems Life magazine has disappeared too. Prayer guide has gone from weekly to monthly. No one knows when it comes out. You have to download it. Not as easy to get. Not as up to date.
Community Outreach Total		
Community Outreach		Engaged with the community both inside and outside the church.

Community Outreach		Don't lose track of the seekers – share the Word with them.
Community Outreach		I love our church. I love our church building. I would love to see it open more and used for events. We have such an incredible building/property....I would like to see us use it to outreach even more. I know this is counter-culture to Sunday being the main thing...but I think unchurched people might come to an event before they come to a service.
Community Outreach		Plan for pandemic outreach...both within and outside of our congregation.
Community Outreach		Bring in the lost - do not become a country club
Focus on prayer Total		
Focus on prayer		More emphasis on prayer
Focus on prayer		I would love to re-open the prayer path and add this to the prayer walk. Maybe even announce that if you want to “hang around” after the services starting July 12 – go on a prayer walk. Or if not ready to come into church, come to church and prayer walk.
Focus on prayer		A return of corporate prayer meetings.
Discipleship Total		
Discipleship		Focus on discipleship/one-on-one mentoring ministries
Discipleship		Go deeper with people who come to us who believe a lot of different things
Discipleship		Call people to be courageous
Discipleship		Not focused on numbers but looks to spiritual growth
Diversity Total		
Diversity		More women in decision making process...feels very hierarchical male now
Diversity		Don't forget the majority of the current church population. Encourage diversity but

		also serve the population of people here (like older generations)
Diversity		Value older generations and listen to them because they have a lot of life and gifts to give to the church. With some of the changes of 2 years ago it was easy to feel like the older folks didn't matter.
Diversity		More integration with Hispanic congregation, feels like two churches in one building
Evangelism Total		
Evangelism		Encourages us to go out and bring others in
Missions Total		
Missions		Expand local missions
Missions		There is a desire to have more of a focus on our missionaries

PASTORAL SEARCH – DESIRED CHARACTERISTICS

Personal/ Professional	General Category	Detail Category	Description
	Grand Total		
	Leadership qualities Total		
Professional	Leadership qualities		Executive leadership/shepherding
Professional	Leadership qualities		Mentor and lead younger staff
Professional	Leadership qualities		Vision-casting and communication
Professional	Leadership qualities		Able to build a gifted staff – can unleash the potential of the staff and laity.
Professional	Leadership qualities		Good at managing change
Professional	Leadership qualities		Servant leader
Professional	Leadership qualities		The ability to both lead and delegate and to get enough help. All these things can't be done by one person so he needs to be able to find and lead good people.
Professional	Leadership qualities		Need someone who strongly identifies with our vision and wants to lead us in that direction
Professional	Leadership qualities		Transformational leadership
Professional	Leadership qualities		Need to have respect for the business aspect of the church
Professional	Leadership qualities		Qualities of Biblical Leaders (Like Noah's obedience, Like Abraham embraced things in uncertain times)
Professional	Leadership qualities		Hope-filled leadership, positivity
Professional	Leadership qualities		Strengthen and retain junior pastors
Professional	Leadership qualities		Unifying
Professional	Leadership qualities		Accountable
Professional	Leadership qualities		Teachable
	Personal commitment to God Total		
Personal	Personal commitment to God		Holy Spirit is tangible in his life, leading to passion, energy, and reliance on the Holy Spirit to work in our church. Holy Spirit driven
Personal	Personal commitment to God		Person of prayer

Personal	Personal commitment to God		Strong and committed personal devotional life. His relationship with the Lord is his priority.
Personal	Personal commitment to God		Confident in the Lord, bold and thick-skinned
Personal	Personal Commitment to God		Spiritually sensitive (i.e., able to identify when he was last broken before the Lord)
Personal	Personal commitment to God		Contagious faith
Personal	Personal commitment to God		Shuns evil by having accountability in all areas of His life
Personal	Personal commitment to God		Discerning
Personal	Personal Commitment to God		He is submissive, Scripture centered and under the mission of God
personal	Personal commitment to God		Godliness
Personal	Personal commitment to God		Moving forward in obedience
Personal	Personal Commitment to God		Authentic faith demonstrated in good and bad times
personal	Personal commitment to God		Complete openness to God's leading Isaiah 55:8 "For my thoughts are not your thoughts, neither are your ways my ways," declares the LORD.
personal	Personal commitment to God		Loves God
personal	Personal commitment to God		Loves God's People and His Church
	Bible-based Total		
Professional	Bible-based		Doctrinally solid, Strong preacher; Passion for the Word of God
Professional	Bible-based		Boldly proclaims Biblical Truth
Professional	Bible-based		Gospel-centered
Professional	Bible-based		Equips others to handle the word of god and motivates them to ministry/sanctification
Professional	Bible-based		Not just preaching on the "hot" topics
Professional	Bible-based		To keep our focus on Jesus. Teaching to reflect this.
Professional	Bible-based		Understanding of salvation and able to teach that, like Hannibal

	Community-building Total		
Professional	Community-building		Engages with the congregation on Sundays (i.e., pastor in the pulpit and pastor in the atrium)
Professional	Community-building		Relates to all ages in the congregation (i.e., sees the church as a family)
Professional	Community-building		Unifying
Professional	Community-building		Draws people together and knows how to grow a community
Professional	Community-building		Heart for marginalized people - special needs, singles, homosexual
Professional	Community-building		Focused on leading/reaching the younger generation of singles and young married couples.
Professional	Community-building		Pastor to attract young families
Professional	Community-building		An ability to love all and lead well...especially towards the homosexual community
Professional	Community-building		Bridge-builder
	Engaging Total		
Personal	Engaging		Good listener and approachable
Personal	Engaging		Personable, gregarious
Personal	Engaging		Transparent and open
Personal	Engaging		Authentic
Personal	Engaging		Caring
Personal	Engaging		Someone in tune with how people are hurting...so much pain in the world. Need a pastor who sees that in people
Personal	Engaging		Charisma
Personal	Engaging		Genuine
Personal	Engaging		Visible to staff and church body
	Humble Total		
Personal	Humble		Humble
Personal	Humble		Committed to learning
Personal	Humble		Gentle
Personal	Humble		Flexible
Personal	Humble		Open-minded
Personal	Humble		not consumed or easily trapped by love of money or power
Personal	Humble		Self-Aware of his weaknesses
	Cultural engagement Total		

Professional	Cultural engagement		Guides congregation on engagement in complex cultural issues in a bold yet gracious and compassionate way
Professional	Cultural engagement		Someone who can help us understand how things are changing and how we should adjust to change
Professional	Cultural engagement		Have the courage to speak out about what is right in the area racial discrimination
	Family Total		
Personal	Family		Wife has a heart for ministry, involved, personable, and encouraging
Personal	Family		Family that is in order
Personal	Family		Has special needs kids
Personal	Family		Wife is on board, supportive and willing to move if necessary
	Diversity Total		
Personal	Diversity		Values diversity
Personal	Diversity		Possibly a pastor of color
Personal	Diversity		Bilingual
	Loving Total		
Personal	Loving		Loving, radiating the love of the Lord
	Integrity Total		
Personal	Integrity		Honest/Integrity
Personal	Integrity		Selfless
	Preaching Total		
Professional	Preaching		Teaching that captures the attention of all generations and leads to life transformation.
Professional	Preaching		More Consistency in sermon quality – know that the pastor is going to “bring it”
Professional	Preaching		Focus on preaching as opposed to shepherding
Professional	Preaching		Directly address current issues from Scriptural perspective
	Communication Total		
Professional	Communication		Excellent communicator
	Energetic Total		
Personal	Energetic		Energetic
	Committed Total		
Professional	Committed		Committed to staying WITH us—for many years, as the LORD allows?

Professional	Committed		Need the pastor to focus on our church versus other ministries
	Engaging Total		
Professional	Engaging		Relates emotionally to the staff and is connected to them and to our church family.
Professional	Engaging		Engaging - will establish the DNA of the church
	Experience Total		
Professional	Experience		He needs a few years on him to have the experience needed to share what they know.
	Experience Total		
Personal	Experience		A Senior Pastor who has been through difficulties and sufferings so that he can relate to others
	Younger Total		
Personal	Younger		Younger (to attract younger people and so he can be the pastor for a long time)
	Diversity Total		
Professional	Diversity		Can dialog on race and speak the truth
Professional	Diversity		Culturally responsive...done a fantastic job with Latinos. Need to be more proactive in Chicago's black community and all of the pain there.
	Worship service/style Total		
Professional	Worship service/style		Discernment on worship styles, love for music
Professional	Worship service/style		Willing to share the pulpit with co-pastors and guests
	Committed Total		
Personal	Committed		Reliable
	Freshness Total		
Personal	Freshness		Freshness - comes in with fresh eyes
	Patient Total		
Personal	Patient		Patient
	Person of prayer Total		
Personal	Person of prayer		A man of prayer and fasting
	Sense of humor Total		

Personal	Sense of humor		Sense of humor (to help lighten heavy issues that need to be tackled in this role)
	Discipleship Total		
Professional	Discipleship		A pastor who would really focus on discipling those young people we have been working so hard to get into the building who often seem to just come for the service a couple of times a month and think that's all there is. We want to grow them in their personal walks with the Lord and also as servant leaders in the church.
	Humble Total		
Professional	Humble		Willing to listen to opposing viewpoints and be willing to change his...humility
	Ministry focus Total		
Professional	Ministry focus	Women	A heart for women's ministries
	Missions focus Total		
Professional	Missions focus		Has experience with missions so that he can understand what it is like for different ethnicities

PASTORAL SEARCH - OTHER CONSIDERATIONS

General Category	Detail Category	Description
Diversity		We cannot force diversity; it will happen organically as the Gospel touches our hearts and opens us up to love all people as God does.
Diversity		We have changed from an upper-class, white church to a diversified church with an outward focus. Let's keep doing this.
Leadership qualities		administrator- unite or separate those roles? Hard to say
Other		Important for new pastor candidates to be aware of current situation at WBC: many pastors have left recently, Rob apologized at congregational meeting for not listening enough leading to a pause in additional changes.
Other		Expressing interest in Hannibal and how we make sure we keep him if he is not selected as the Senior Pastor
Other		If we picked Hannibal, we'd be down one more pastor. People in Iglesia would like us to pick someone else.
Other		Won't have a pastor who knows everybody because of our size.
Other		Will live in the West Chicago community
Other		important to have purity/sexuality conversations/vetting in the interview process
Other		We need to support the pastor and his family, both the elders and the church at large. (This recommendation came from multiple folks and I (Enoch) found it really impactful for expanding the way I'm thinking about this process)
Other		Questions on timeline. How will we hire a pastor this quickly?
Other		Don't throw out what's working
Other		Need more openness to gifts of women for ministry and leadership
Other		Balance in teaching style between different teaching pastors
Other		How will we hold new pastor accountable

