

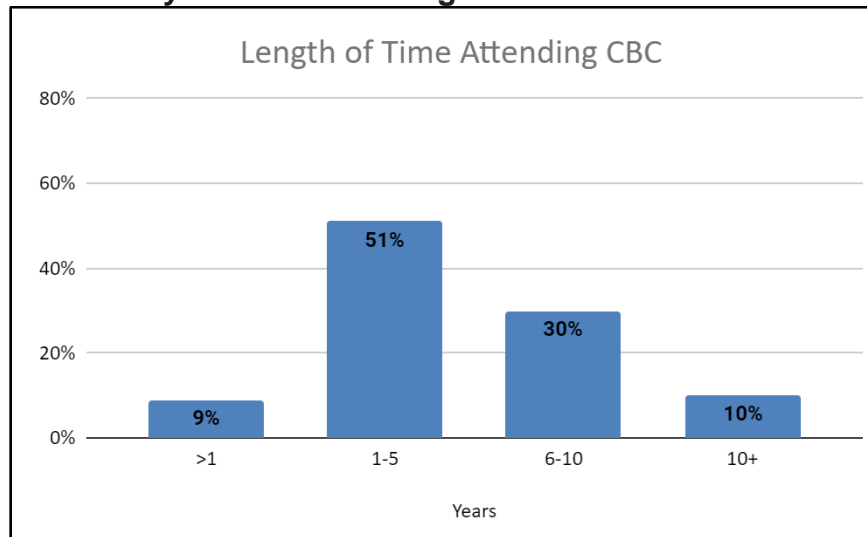
2024 Survey Data Results

Thank you for taking the time to respond to the survey and view the results listed in this document. 205 people (~35% of the church) started the survey and 140 (~25% of the church) completed the survey. The data has been scaled accordingly, so that every question is broken out into percentages based on the responses and does not include “missing” data from those who skipped select questions. Note that not all graphs scale to 100%, for ease of viewing.

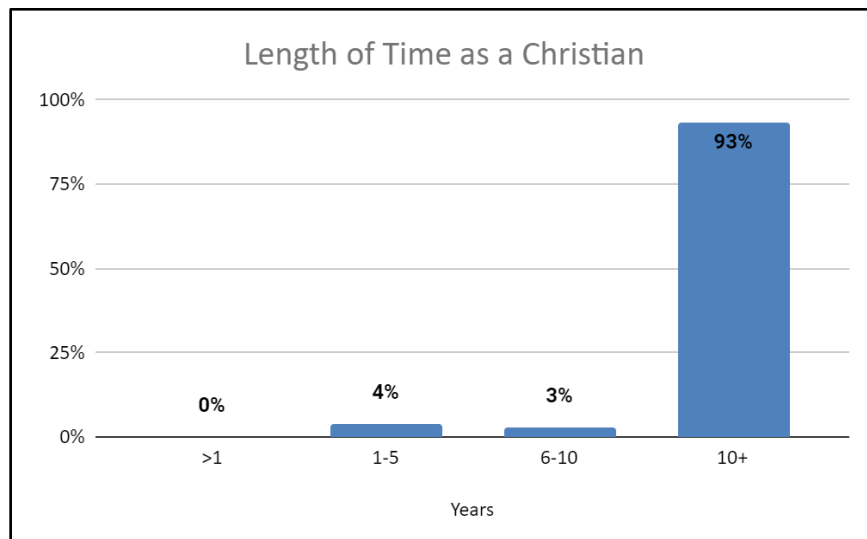
Please remember as you go through the data that these responses do not necessarily reflect the beliefs or statistics of CBC, but rather the beliefs and statistics of the individuals who responded to the survey. For example, 10% of survey respondents said they have been at CBC for over 10 years, but this does not mean that 10% of the entire congregation has been at CBC for over 10 years. While this is a great snapshot of the church, it is not all encompassing.

Many of these questions were asked because we are following the SBTC Pastor Search guidebook. The responses to these questions helped the PSC develop a church profile, community profile, and pastor profile.

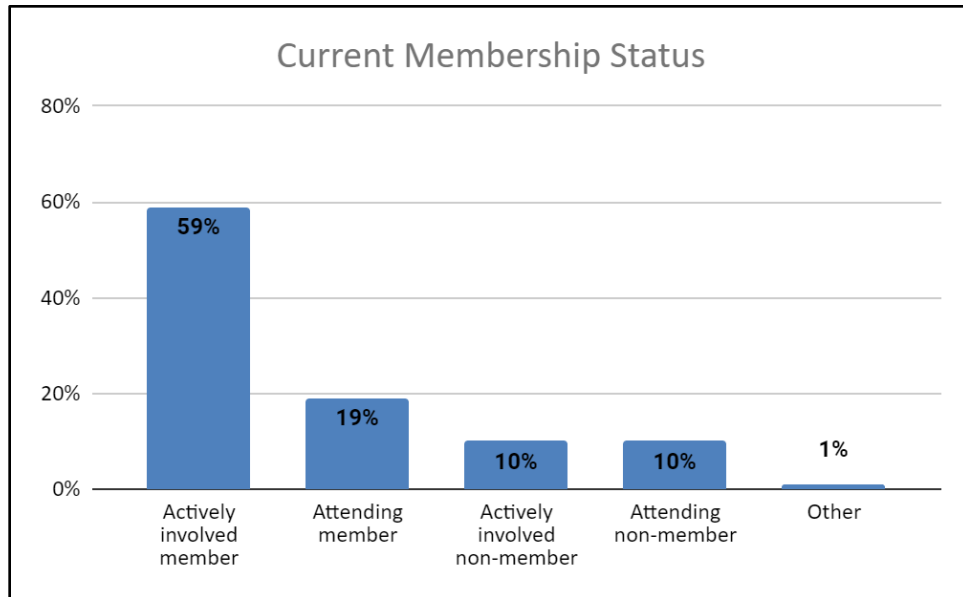
1. How many years have you been attending this church?



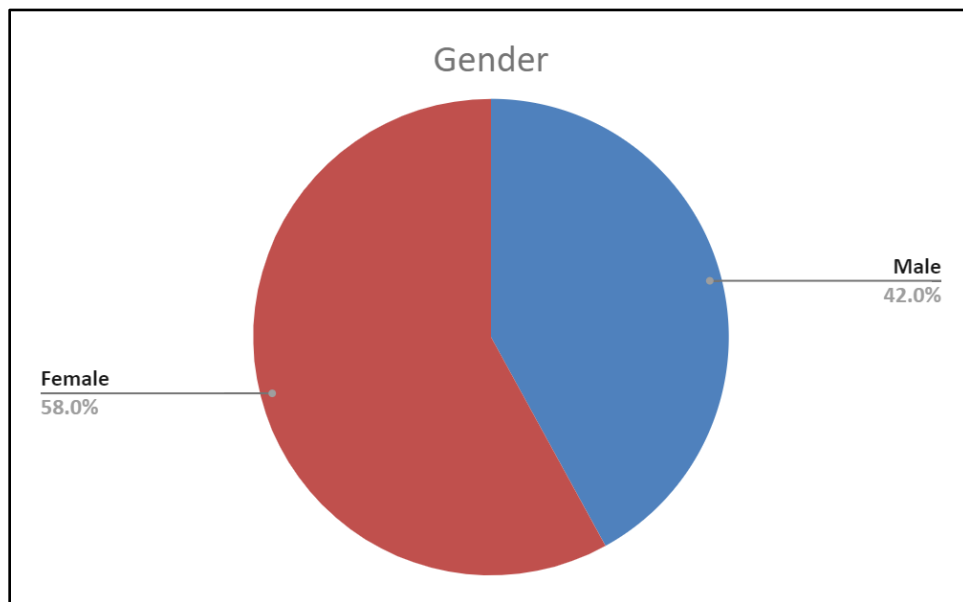
2. How long have you been a Christian?



3. What is your current membership status?

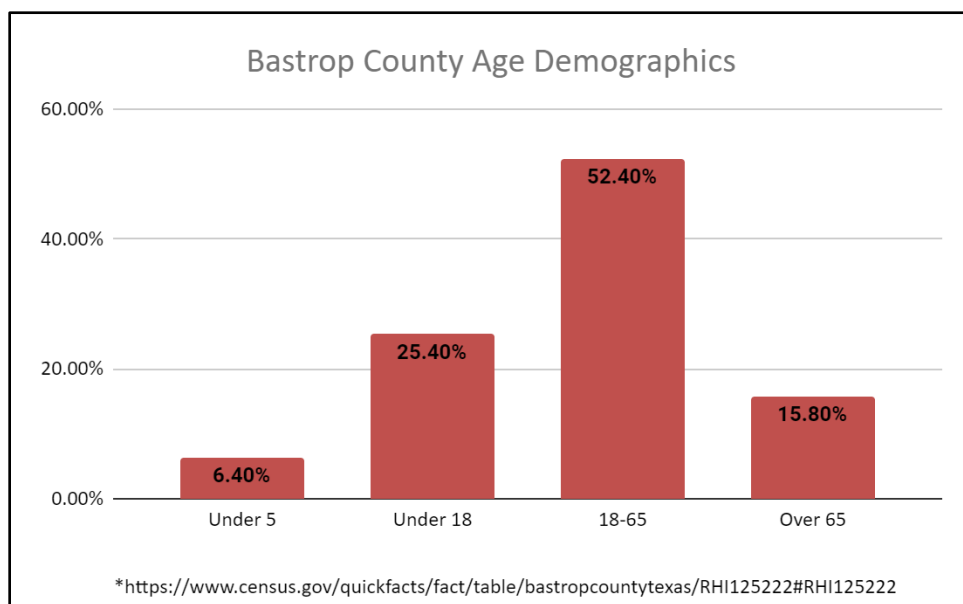
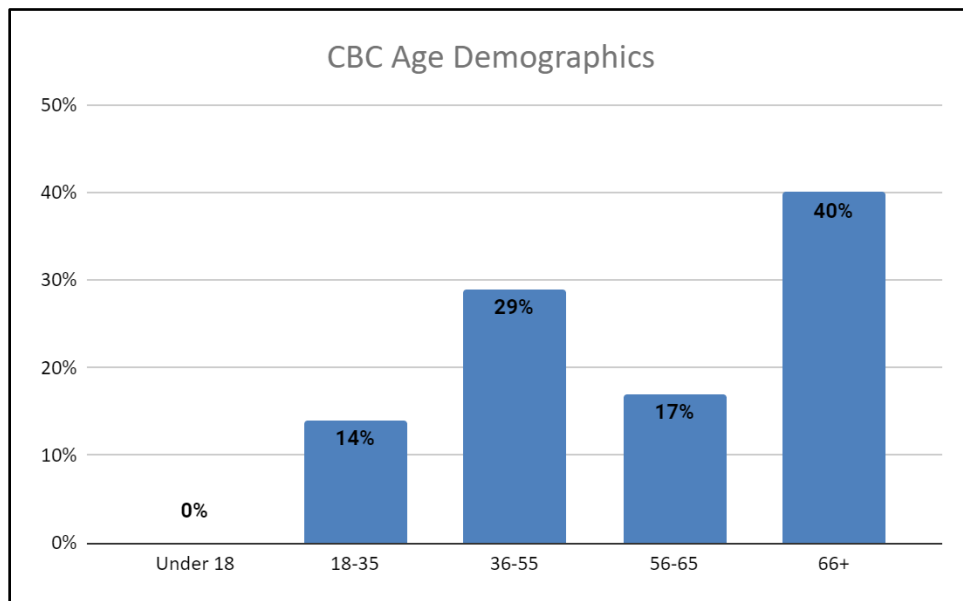


4. What is your gender?



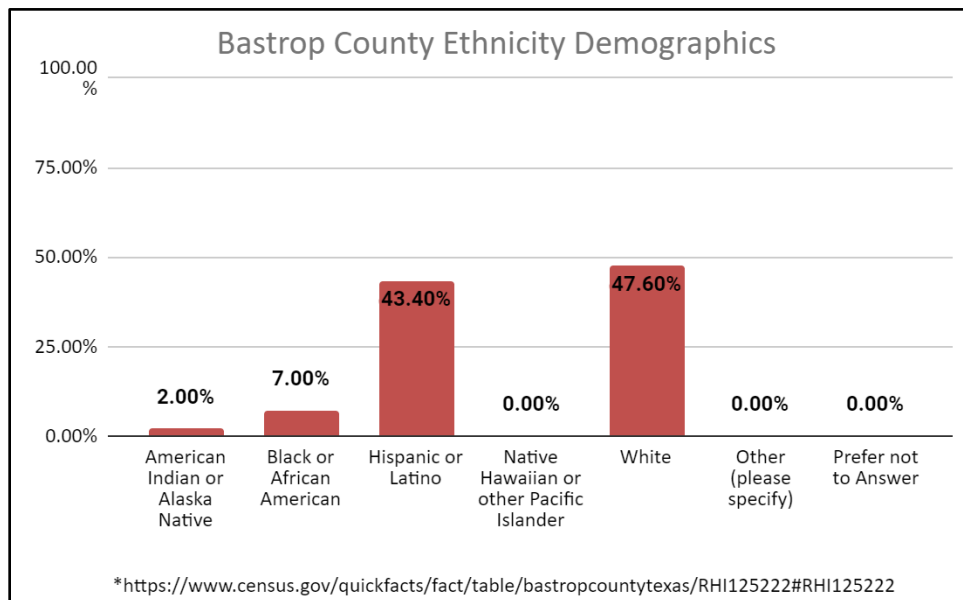
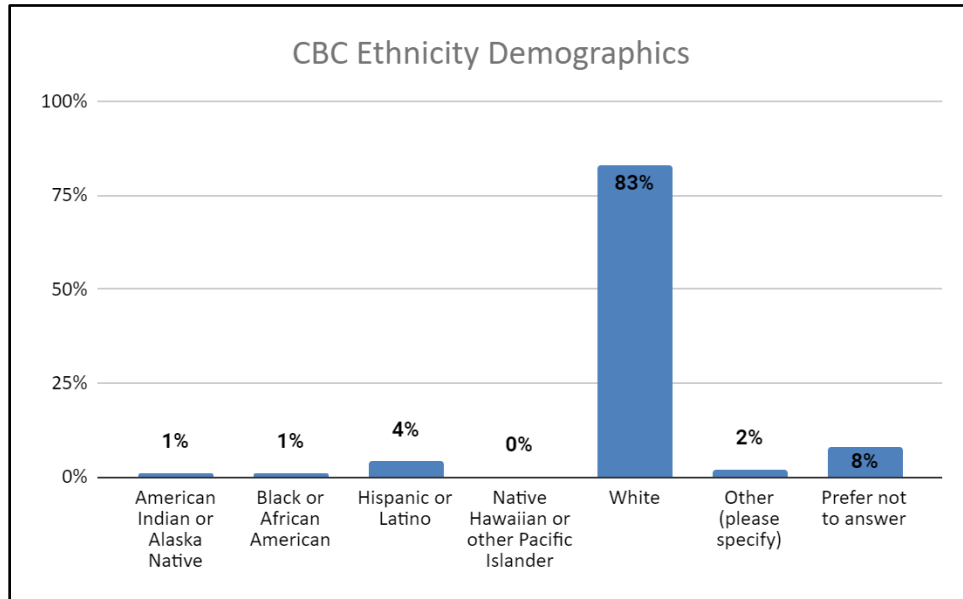
5. What is your age?

This question was asked so that the data can be compared to that of Bastrop County. Question 15 asked each respondent if they believe CBC is representative of the population of our community. This information allows us to identify areas for improvement in our church reach.

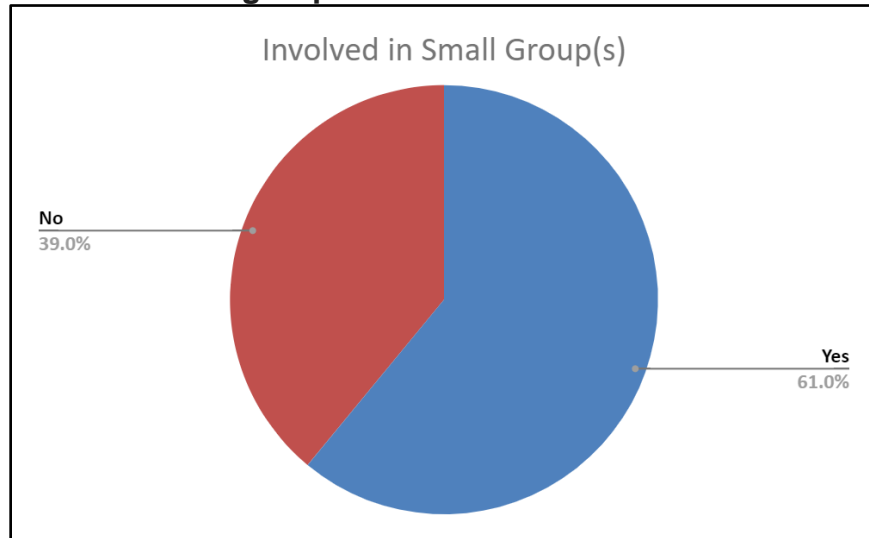


6. What is your ethnicity?

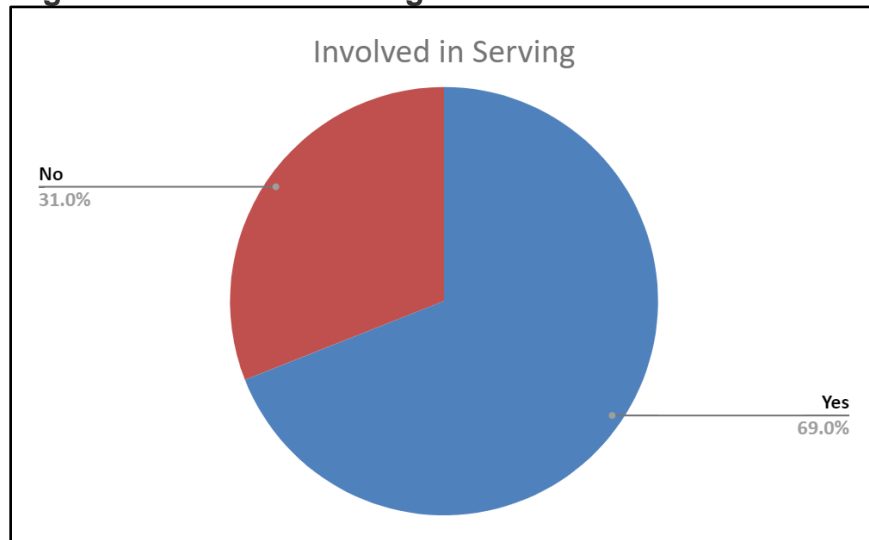
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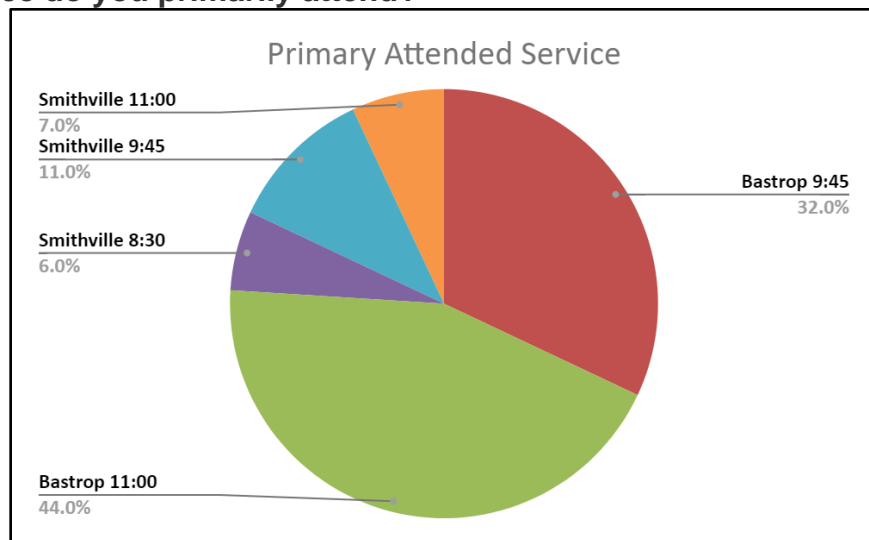
7. Are you involved in a small group at CBC?



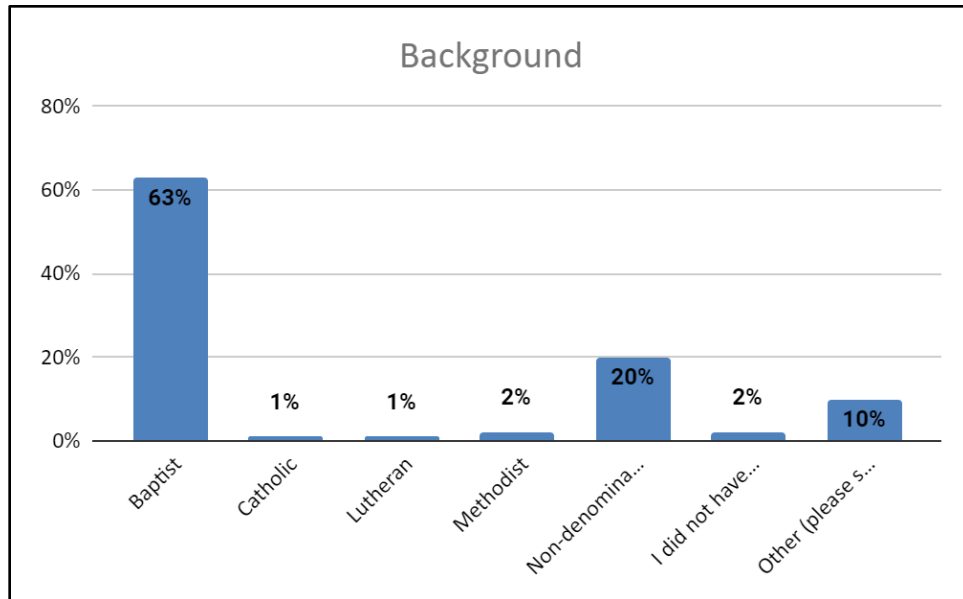
8. Are you serving in addition to attending services?



9. Which service do you primarily attend?



10. What type of background did you have before attending CBC?

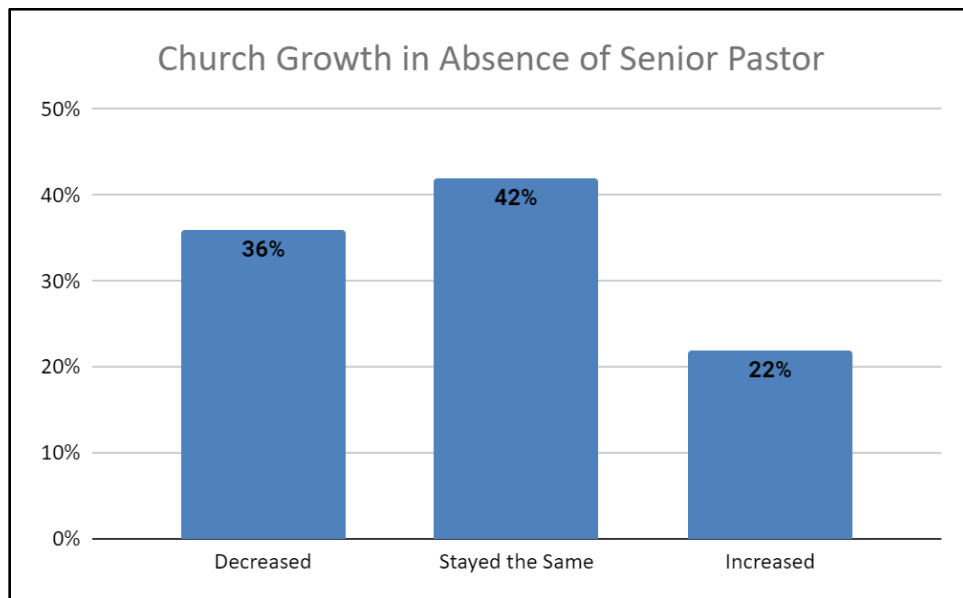


11. What brought you to CBC and why did you stay?

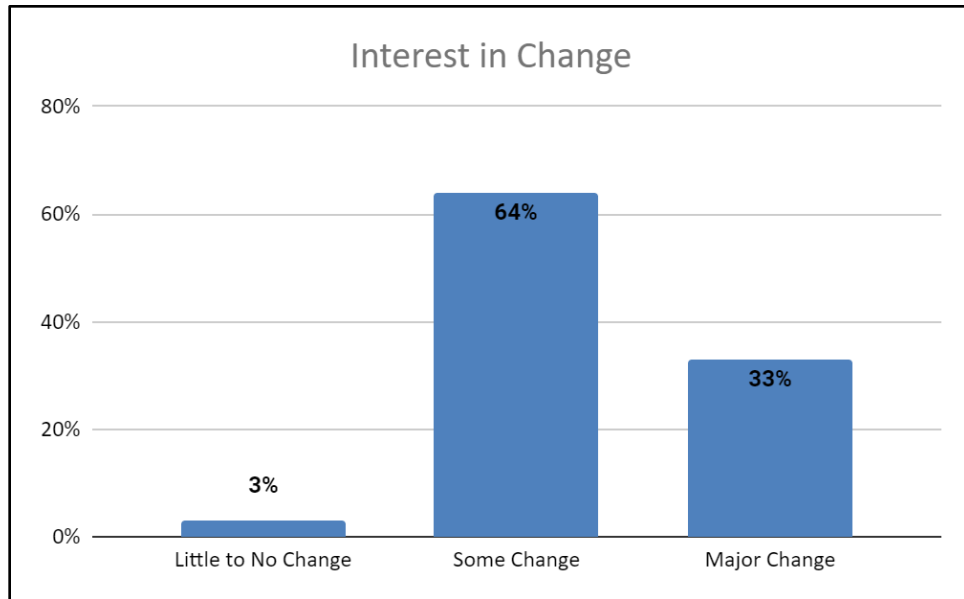
The top three themes listed were:

- 1. Community and Fellowship**
- 2. Biblical Teaching**
- 3. Missions and Service**

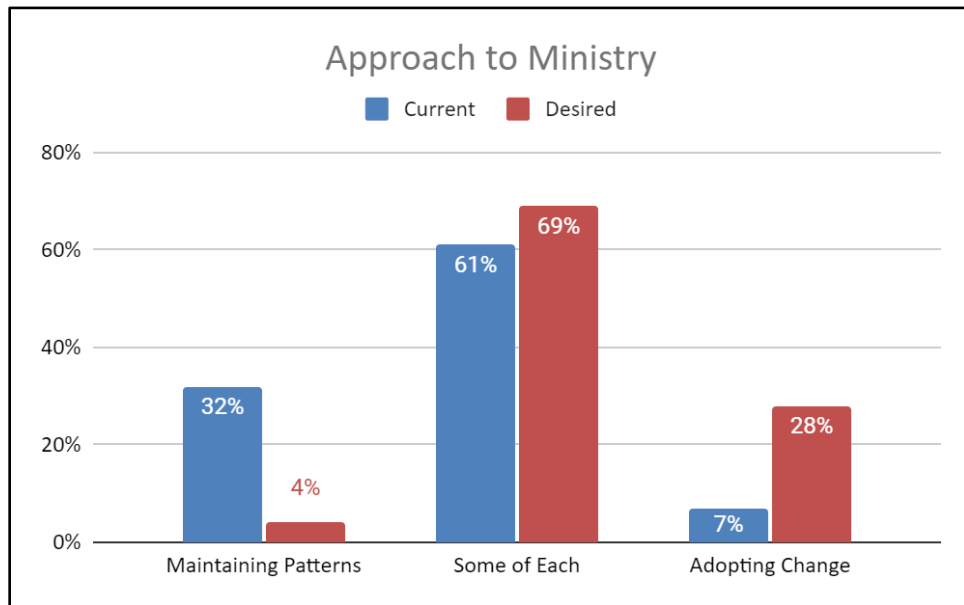
12. Do you feel that our church has had growth in the absence of a senior pastor?



13. How open are you to change in the church?

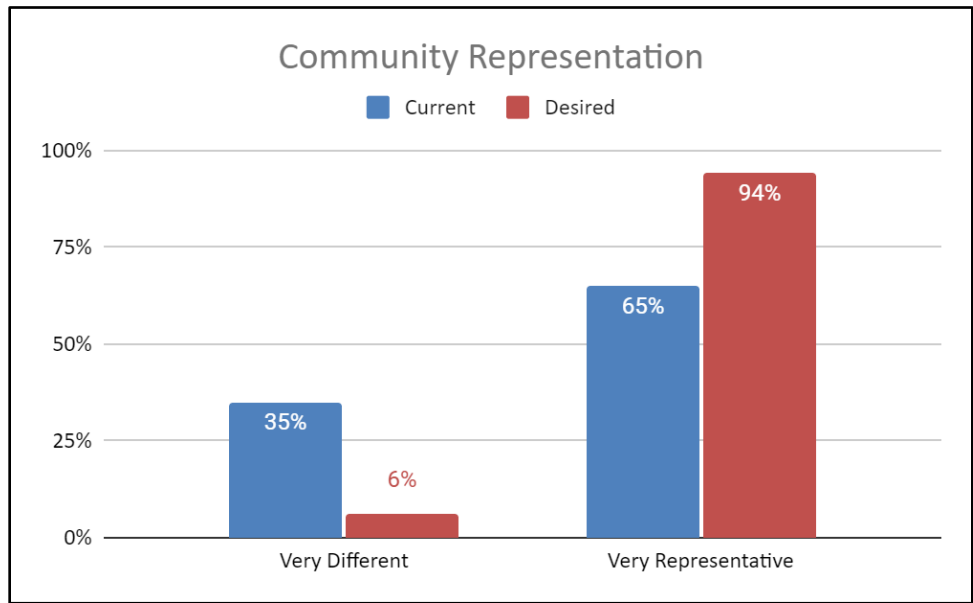


14. Do you feel that the congregation is focused on maintaining existing patterns of functioning or is adopting change and trying new approaches to ministry?

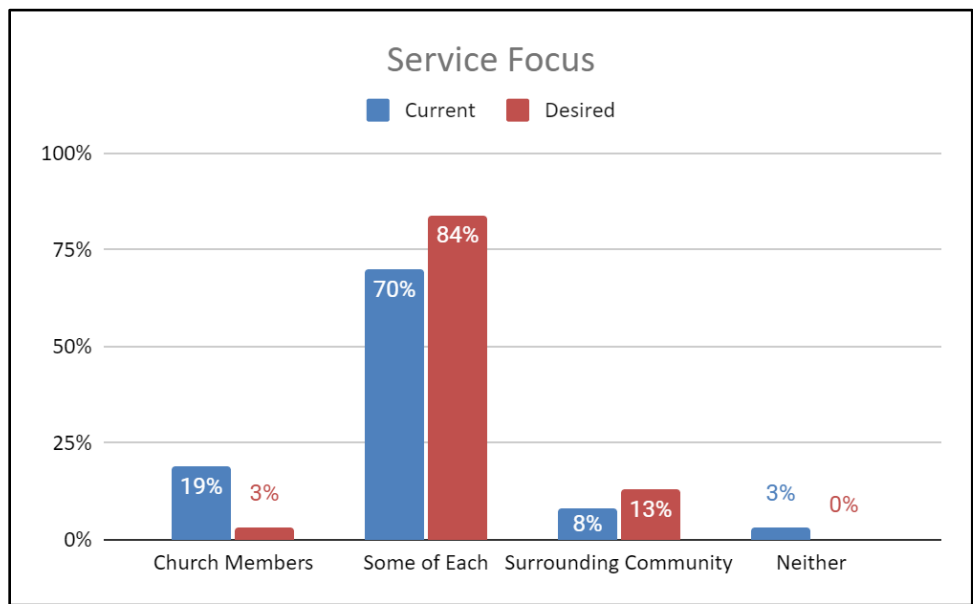


15. Do you feel that the congregation is representative of the population of our community?

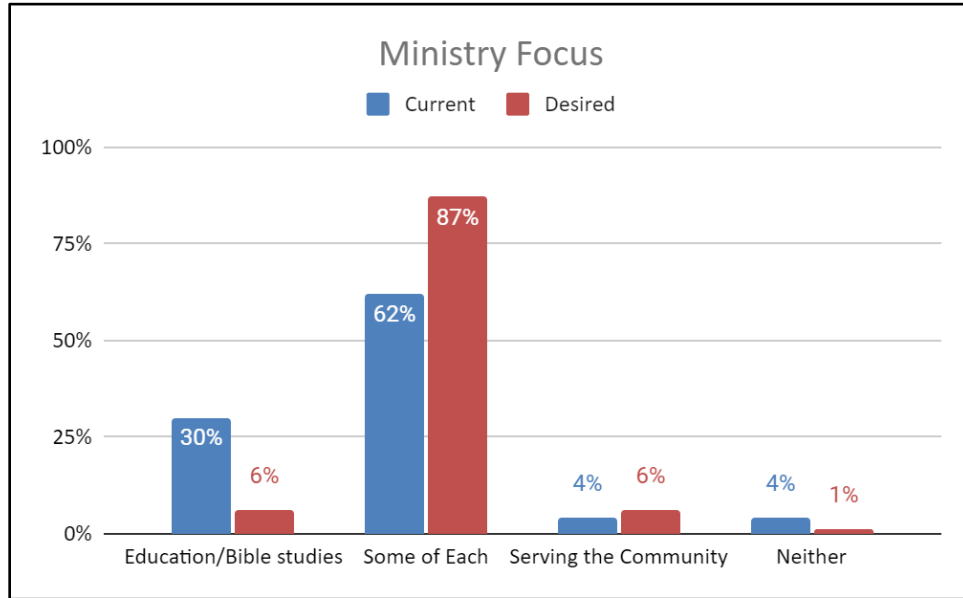
This question was asked so that the data can be compared to that of Bastrop County. Questions 5 and 6 asked about each respondents age and ethnicity. This information allows us to identify areas for improvement in our church reach.



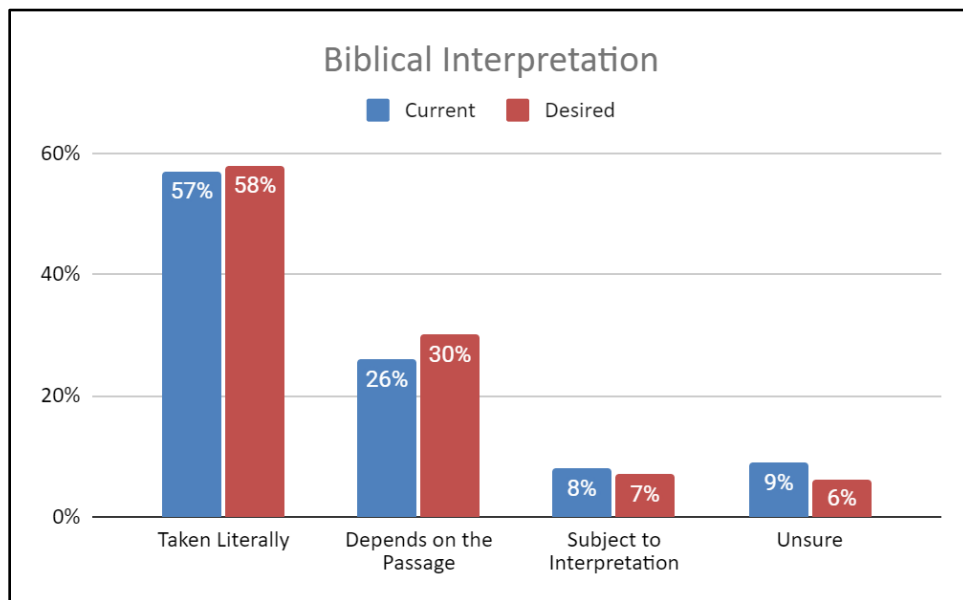
16. Do you feel that the church is focused primarily on serving church members or serving the surrounding community?



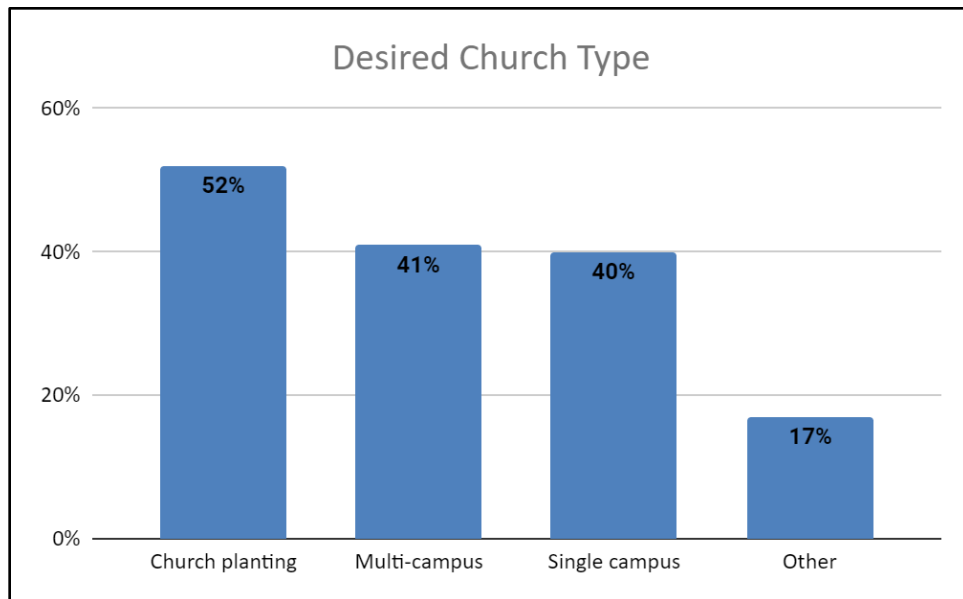
17. Do you feel that the church ministry is primarily focused on the education of our church members or is actively sending church members out to serve the community?



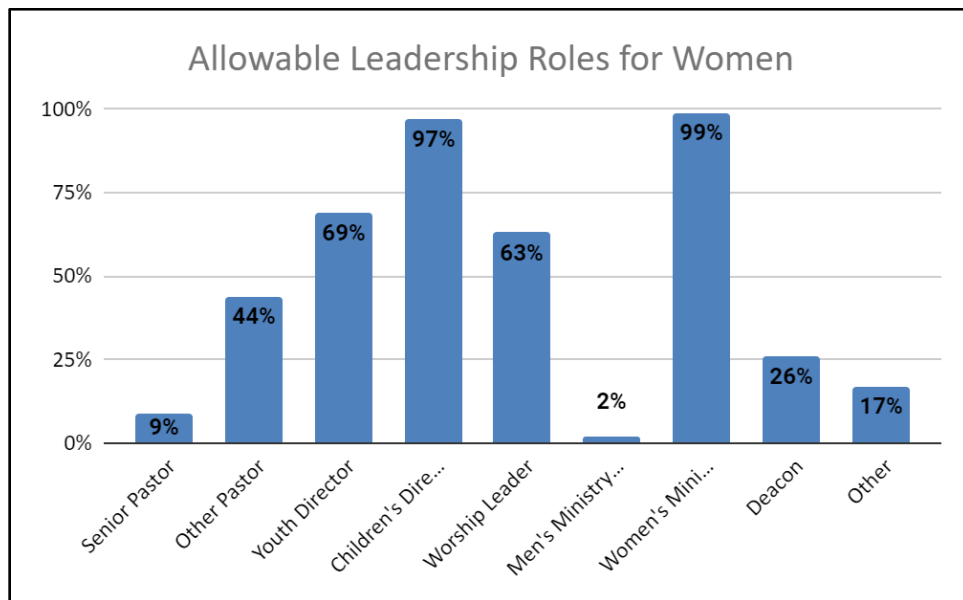
18. CBC believes the Bible is the true Word of God. Do you feel that the church believes the Bible is to be taken literally or that the Bible is subject to interpretation?



19. What type of church do you want to see CBC become? Select all that apply.



20. What leadership roles do you think women should be allowed to hold in the church? Select all that apply.



Most comments in the "Other" category expressed:

1. Most roles if not titled "Pastor" - except Senior Pastor or Men's Leader
2. Anything God calls them to
3. Diaconess

21. Please list strengths and/or positive qualities that you see in our church.

While the individual comments can be seen by the Pastor Search Committee, they are not listed here to preserve anonymity. The most common themes are listed below.

The top three themes listed were:

- 1. Worship**
- 2. Community and Fellowship**
- 3. Biblical Teaching and Spiritual Growth**

22. Please list areas for improvement that you see in our church.

While the individual comments can be seen by the Pastor Search Committee, they are not listed here to preserve anonymity. The most common themes are listed below.

The top three themes listed were:

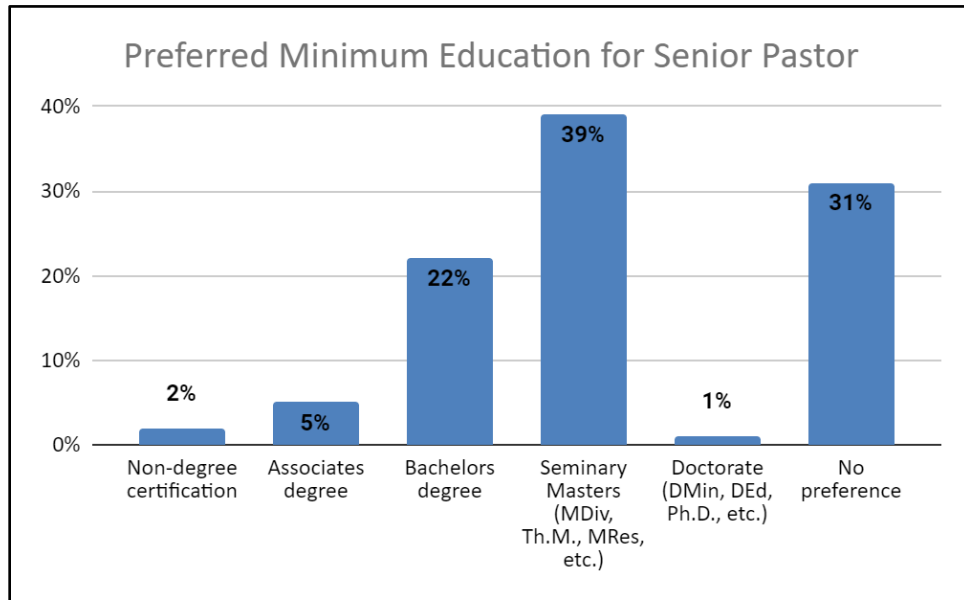
- 1. Improved Communication**
- 2. Recognition and Support for Leadership**
- 3. Enhanced Fellowship and Engagement**

23. Please use the comment box below to share thoughts about our church and community that you feel were not covered by these questions and you want the Pastor Search Committee to know.

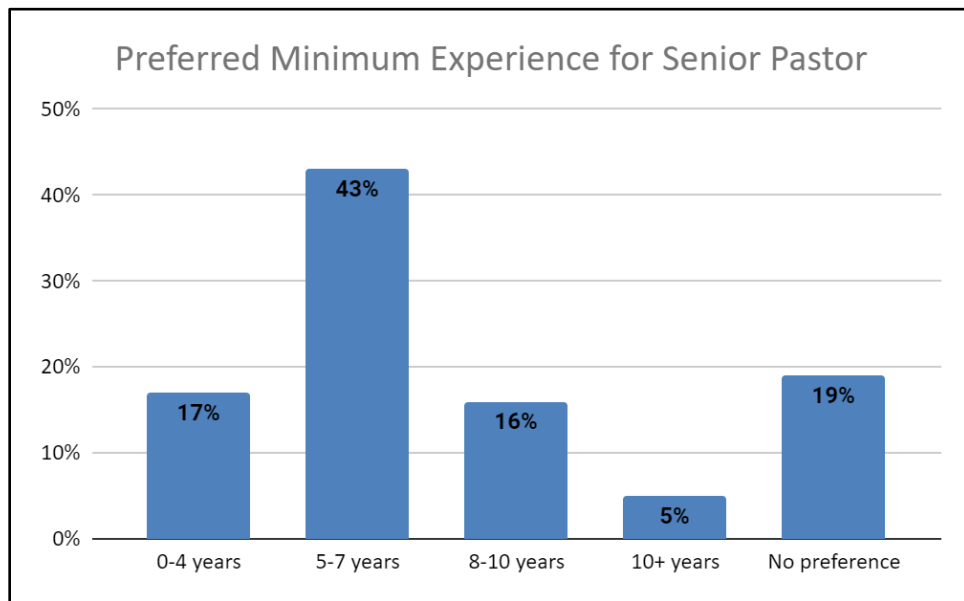
While the individual comments can be seen by the Pastor Search Committee, they are not listed here to preserve anonymity. The most common themes are listed below.

- a. Appreciation for Volunteers:** There is acknowledgment and gratitude for the faithful volunteers who contribute to the mission of CBC, even in the absence of a senior pastor.
- b. Desire for Discipleship:** Some members feel that CBC lacks a strong emphasis on growing believers from converts to passionate disciples of Christ. They desire more hands-on involvement in the sanctification process and a deeper understanding of biblical principles.
- c. Need for Volunteer Support:** There is a concern about a lack of volunteers, with some feeling underappreciated and overworked.
- d. Political Engagement Concerns:** There is a concern about the church's association with right-wing political issues and the desire for a leader who will challenge the church to prioritize compassion and love over partisan politics.
- e. Unity and Communication:** There are calls for better communication and unity between different ministries and campuses of CBC. Some members feel a divide between campuses and desire a more cohesive approach.
- f. Desire for Effective Preaching:** Members express a desire for preaching that is grounded in biblical truth and encourages practical application in daily life. They want sermons that equip believers to live out their faith effectively.
- g. Leadership Qualities:** Members value qualities such as strong leadership, pastoral care, and a commitment to biblical principles over formal education credentials.
- h. Engagement with Community:** There is a desire for the church to have a greater impact on the community, both in terms of outreach and meeting practical needs.
- i. Concerns about Church Structure:** Some members express concerns about the church's structure and decision-making processes, suggesting that these factors may have contributed to the prolonged search for a senior pastor.

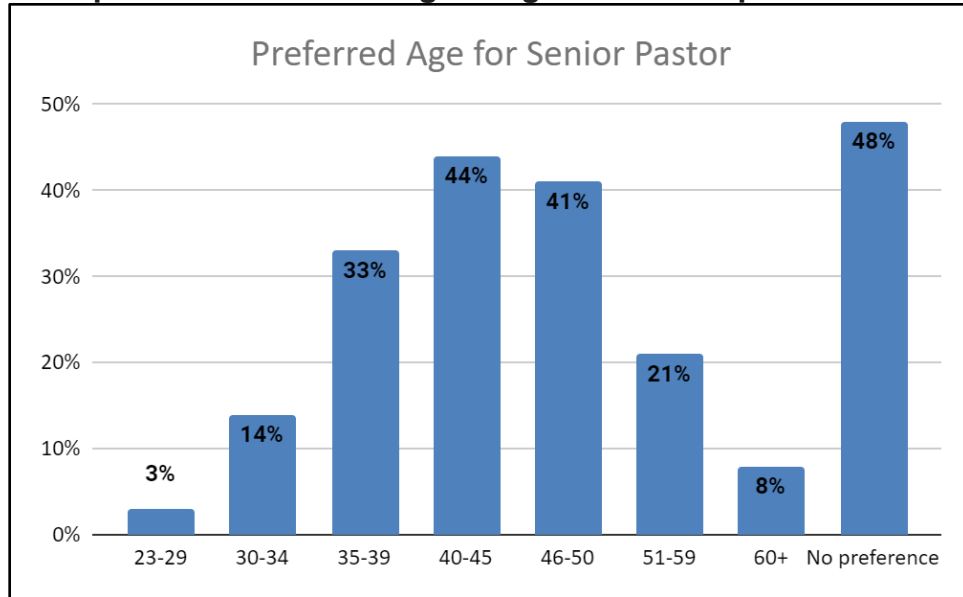
24. What is the minimum amount of education that you believe our new pastor should have completed?



25. What is the minimum amount of senior pastoral experience you believe our new pastor should have?



26. Do you have a preference concerning the age of our new pastor? Select all that apply.



27. Please mark each responsibility as lower or higher based on how you feel the Senior Pastor should prioritize them. Keep in mind that lower priority items do not mean they won't be accomplished, but they might be delegated to other staff.

Top 5 Highest Priority Responsibilities:

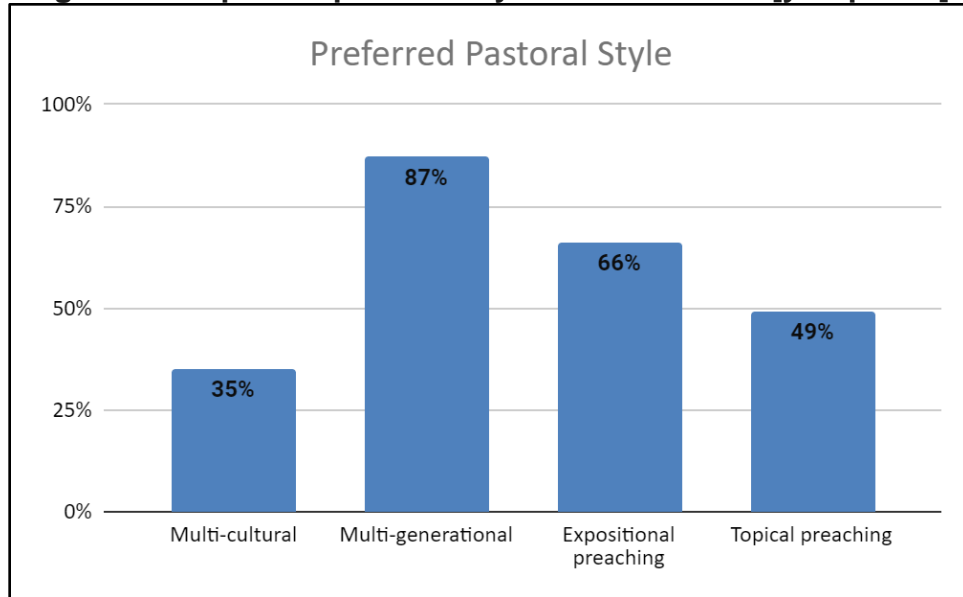
1. Preaching and Sermon Prep
2. Time with family/leading his own household
3. Directing the overall church vision
4. Investing in ministry leadership (mentoring staff)
5. Pastoral counseling to church members and attendees

28. The following are examples of pastoral qualities. Please select up to five that are most important to you.

Top 5 Preferred Pastoral Qualities:

1. Authentic communicator (from pulpit, in small groups, one-on-one)
2. Friendly and approachable
3. Invested in the staff
4. Prioritizes family
5. Dedicated to a long-term commitment at CBC

29. The following are examples of pastoral style. Select all that [you prefer].



30. Please share any other thoughts on senior pastor qualifications that were not asked and you want the PSC to consider.

While the individual comments can be seen by the Pastor Search Committee, they are not listed here to preserve anonymity. The most common themes are listed below.

- a. **Prayer and Trust in God's Guidance:** Above all, there is a recognition of the need for prayer and reliance on God's guidance throughout the pastoral search process. Congregants trust that God will lead them to the right candidate at the appointed time.
- b. **Accessibility and Relatability:** Congregants desire a senior pastor who is approachable, caring, and not overly formal in presentation. They want someone who has a heart for the church family and can connect with people on a personal level.
- c. **Passionate Discipleship:** There is a desire for a pastor who can ignite passion for God and His Word among the congregation. They want someone who prioritizes biblical education and can effectively teach and lead others in spiritual growth.
- d. **Experience Over Education:** While education is valued, experience and personal character are considered equally important. Congregants believe that successful experience in ministry, along with qualities like authenticity, teachability, and faithfulness, are crucial for effective pastoral leadership.
- e. **Engagement with Ministries:** The pastor is expected to actively support and participate in various church ministries, even if not directly responsible for all of them. They should also be involved in community outreach and events.
- f. **Leadership Style:** A pastor should demonstrate strong leadership skills, including the ability to navigate confrontations and issues with diplomacy while standing firm on biblical principles. They should lead by example and seek to equip others for ministry.
- g. **Long-term Commitment:** There is a preference for pastors who have a track record of staying in one place for a significant period, indicating stability and a commitment to the church's long-term growth and health.
- h. **Adaptability and Vision:** While maintaining biblical fidelity, pastors should be willing to adapt to changing cultural contexts and address relevant issues without compromising on Scripture. They should have a clear vision for the church's mission and direction.
- i. **Unity and Collaboration:** It's important for the new pastor to work in unity with existing staff and congregational leadership. They should seek to build strong relationships within the church community and foster unity among members.
- j. **Spiritual Health and Integrity:** Congregants value pastors who prioritize their personal spiritual health,

integrity, and the well-being of their families. They should lead by example in living out biblical principles.