

Local Church/ Pastor Interview Project

Name of Pastor: Pastor Dr. Susan Jones PhD.

Denomination or Affiliation of Church: Baptist

Weekly Sunday Attendance of Congregation: 80 – 90%

1. *What is the pastor's personal beliefs/understanding of Spiritual Gifts and their direct influence upon the ministry of their local church.*

Pastor Jones belief concerning spiritual gifts is that each person should know their gift and get plugged into a ministry. She believes that gifts were given to the church in order to edify and build up the body Christ. Furthermore, Pastor Jones believes that spiritual gifts should be used in an orderly fashion.

2. *Does the congregation have a Vision and/or Mission Statement that specifically or generally addresses the issue of Body Ministry (i.e. involvement of congregation in ministry through use of spiritual gifts).*
Yes, the church has been divided up so that ministries that are in effect, address issues that were present when Pastor Jones first started. The ministry has been developed so that the church grows, they can add sub-ministries to address the needs of the congregation and community.

Mission Statement: Preach and teach the message of salvation and the truths of the word to build up spiritual maturity while provide a true and meaningful worship experience. To educate through in depth enriching bible training in order to build a congregation devoted to achieving the universal church's mission of going all over the world preaching the gospel to every creature therefore making a difference in our lives, our church, and the community.

Vision Statement: To be a church striving to promote love, forgiveness, spiritual health and a balance life style in individuals and families through the word of God. To provide a spiritual place of refuge while ministering to the needs of the whole person spiritually, mentally, and physically.

3. *Approximately what percentage of the congregation is personally and directly involved in some aspect of ministry.*
75 – 85%
4. *What is the pastor's and/or church leadership's goal for the percentage of congregation involved in ministry.*
Her goal is that 85 – 95% of her member should be involved in ministry by her fifth year which is 2018.
5. *Does the local church have a specific and stated (written or spoken) strategy to help congregation discover and develop their spiritual gifts? If so, describe what it is.*
At first Pastor Jones did not have a specific strategy for helping members discover their spiritual gifts. As she interacted with her congregation the Lord would reveal to her the spiritual gifts of her members. However, she does have spiritual gift tests that she can administer to help with that. Lastly, during new membership classes members are to give the church of their spiritual gifts.
6. *Does the congregation have a high turnover of volunteers – people involved in ministry? If so, why (in the pastor's opinion)? If not, why (in pastor's opinion)?*

According to Pastor Jones, there is not a high turnover volume of volunteers. The church was very small when she started and she needed the help of the whole church for Sunday services to run effectively. So as of today, the new people who are being added are coming along to lift the weight off of those who have been overworked.

7. *What areas of ministry within the congregation are the hardest currently to staff with volunteers? Why is this an issue for the congregation (in the pastor's opinion)?*
The youth ministry is the hardest area to staff. The youth ministry was staffed with mostly one family of the church and it is hard for the family to accept others into the group. The usher's ministry is difficult as well. This is because most of the members who are not plugged in have some health issue that prevents them from standing.
8. *Is there a level of burnout, overworked, overwhelmed – among current church volunteers and leaders? If so why? If not why? Does the church have a specific and designated time of commitment for volunteers (such as ... Awana program runs only during School Year ... volunteers have summer off, etc.)?*
No there is no current burnout among the members because we have eliminated extra programs. There is a "Volunteer Substitution" that occurs when needed. There are no ministry programs that run only through the school year. There is no designated time of commitment for volunteers.
9. *What percentage of the congregation's ministries are geared specifically towards them (i.e. fellowship, pastoral care, etc.); what percentage geared towards evangelism and unchurched; what percentage geared towards World Missions?*
60% towards church, 30% towards missions, and 10% towards missions.
10. *In the pastor's opinion – what are the greatest challenges & obstacles to getting more members involved in ministry? Why does this seem to be the case?*
Conflicts with health and sports. A few of the members face health challenges, such as cancer, diabetes, and a host of other challenges that hinders them from being more involved in church. Sports is a major conflict because some of the youth practice 3 – 4 days during the week and a lot of their games are being held on Sundays.
11. *If the pastor could change anything about the way his or her congregation does ministry what would it be and why?*
Pastor Jones states that the first thing she would change concerning ministry is "The youth." The church is currently in a phase to bring in modular trailers for them to have their space which will hopefully bring in more teachers as well as youth from the community.
12. *What is the one thing the pastor believes you, as a ministry student, needs to know about spiritual gifts and local church ministry?*
That God has equipped every believer with gift(s). Everyone ought to be able to use their gift. However, though you teach and train on gifting some members judge others gifting causing feelings of inadequacy for some. Jealousy, envy, and strife are going to be present within every ministry. These things must be addressed regularly because people are accustomed to looking for their piece of the pie.