

Appointment of a new Team Vicar

Congregation Questionnaire Seeking a New Team Vicar

Dear Member of St John the Divine,

We are beginning to work on the process of attracting and recruiting a new Team Vicar. Archdeacon Simon Gates, will be meeting with us in July. An important aspect of this necessary and thorough process is the writing of a Person Specification; this document outlines the essential and desirable skills, experience and personal characteristics we, as a church community, consider important in our new Team Vicar.

To ensure the person specification does, indeed, reflect the views of our congregation, the DCC and Churchwarden would very much value your thoughts by completing a questionnaire. Collectively, the responses will help us to determine the key characteristics that will best serve St John's in this new chapter.

Please read and consider each question carefully, as there are different types of response depending on the particular question. There are also four final questions that enable you to respond entirely in your own words.

We do not ask you to provide your name unless you wish to do so, and all responses will be treated with complete confidence. However, it would be appreciated if you could complete the demographic section at the beginning of the questionnaire. At the end of the process, all completed questionnaires will be destroyed.

Thank you for taking the time to contribute to this very important aspect of the appointment process. **Please be sure to return your form by Sunday 15 June 2025.**

Ann Roberts
Churchwarden, St John the Divine

Congregation Questionnaire

Name (Optional):

Member of Christ Church / St John the Divine (delete as applicable)

Gender:

Age range: Under 18 / 18-25 / 25-39 / 40-55 / 56-70 / 70+

Section 1: Personal and Leadership Qualities

1. Recognising that every individual has different strengths, which three characteristics do you feel are most essential in our new Vicar?

Please tick up to 3:

- ☐ Approachable and friendly
- ☐ Compassionate and pastoral
- ☐ Inspirational and visionary
- ☐ Humble and servant-hearted
- ☐ Good sense of humour
- ☐ Other (please specify): _____

2. No leader is perfect. However, what kind of leadership approach do you think would best fit St John's?

Please tick all those you consider most important:

- ☐ Collaborative
- ☐ Inclusive
- ☐ Decisive
- ☐ Directive
- ☐ Gentle
- ☐ Nurturing
- ☐ Inspirational
- ☐ Bold
- ☐ Other (please specify): _____

Section 2: Spiritual Leadership

3. **Understanding that different aspects of ministry require focus at different times, which areas should be a priority for our new Vicar?**
Rank in order of importance, 1 being the highest.

- ☐ Preaching and teaching the Christian faith
- ☐ Developing community outreach and mission
- ☐ Strengthening pastoral care within the congregation
- ☐ Encouraging youth and family involvement
- ☐ Leading inspiring worship and prayer
- ☐ Other (please specify): _____

4. **What style of preaching do you find most engaging?**
Please choose one of the following:

- ☐ Traditional and reflective
- ☐ Practical and application-focused
- ☐ Theological and intellectual
- ☐ Story-based and engaging
- ☐
- ☐ Other (please specify): _____

Section 3: Style of Worship

What do you value about the style of worship at St John's?

Are there any other styles of worship you would like to see developed?

Section 4: Church Community & Outreach

5. Our new Vicar will bring particular gifts, but not all skills in equal measure. How important is it that they are actively involved in the following?

Please underline the appropriate response.

- **Fostering community relationships** (Very important / Somewhat important / Less important)
- **Engaging with children and young people** (Very important / Somewhat important / Less important)
- **Fostering interfaith and ecumenical relationships and those within the wider Diocese** (Very important / Somewhat important / Less important)
- **Social justice and charitable initiatives** (Very important / Somewhat important / Less important)
- **Environmental and sustainability issues, including Eco-Church** (Very important / Somewhat important / Less important)
- **Valuing and fostering a musical tradition** (Very important / Somewhat important / Less important)

6. When thinking about the future of our church, should the new Vicar focus more on:

- ☐ Growing our congregation in numbers or
- ☐ Strengthening the faith of existing members or
- ☐ Focus on other priorities (please specify below):

Section 5: Finally...

Please feel free to answer the following questions in your own words:

- **Recognising that no Vicar can do everything perfectly, what one or two qualities or priorities do you think are of the greatest importance for St John's at this time?**

- **What are the aspects of St John's life you most appreciate?**

- **What do you think we could do better?**

- **Is there anything else you would like to add?**
(Please also write on the back of the accompanying letter if you need extra space)

Thank you very much for your time. Your input will be invaluable as we seek God's guidance in appointing a new Team Vicar.