

Pastor Search Qualitative Themes

Theme	Measure of Groundedness	Notes
Beliefs	160	Word of God inerrant repeated; Israel repeated less often but persistent; request for Baptist doctrine and non-Baptist (less frequent)
Experiences	83	Experiences spiritually in the past and in the present
Relationships	79	Develop with all people repeated
Negative	79	Questions that contained specifically and overtly critical commentary and directly stated criticism of church or leadership (neutral and positive not coded)
Worship Service	79	Specific to service; focus on music most notable; preaching skill preferences and worship order/style preferences; hymns repeated request; conflict/critique between 11:00 and 9:30 worship cited
Vision	68	Distinctly future focus on direction, growth, how, and outcomes
Leadership	54	Relational, evangelical
Discipleship and Evangelism	51	Outreach to others with the Gospel and service
Pastoral References	49	Model; mentions of Dr. Vander Warner and/or Mark Becton and/or Tony Crisp and/or Brian Autry
Style	39	How approaches are taken to teaching/preaching/leading
Change	34	Growth of Church and Worship Service
Unity	28	Statements about bringing people together
Connectedness to Grove	26	Calling and commitment to Grove