

First Baptist Church of Asheville seeks ways to draw from the collective wisdom of our congregation in decision-making. Since the music ministry is so integral to church life, the search committees for the position of Associate Pastor, Music and Worship, sought input through surveys and interviews with membership. We are using the church's feedback to establish the direction of the search and the criterion to be used in selection. Below, you will find a compilation of the results. Please be aware that we are very cognizant that each candidate brings his/her own gifts and skills. There is no expectation that any one person matches all these preferences. Our hope is that the reader will get a sense of who we are as a congregation. Thank you!

CONGREGATION SURVEY:

(Most frequent reoccurring words, phrases, ideas for each question)

1. What makes our worship service unique/special for you?
 - Traditional music.
 - The integration of all aspects of the worship service including music, message (sermon) and following the liturgical calendar.
 - Congregational participation, especially the singing of hymns.
 - Quality and variety of music.

2. What should we ensure remains constant in both worship services and other music programs?
 - Diversity and variety of music.
 - Commitment to excellence and high quality of our music.
 - Traditional more than contemporary music and service. Use of hymnals instead of screens.
 - Focus on youth/children's choirs, handbells, AFTA, and talented members sharing their skills.

3. What are the two or three important attributes/characteristics our next Associate Pastor, Music and Worship should possess?
 - Commitment and dedication to worship.
 - Minister to everyone.
 - Collaborative, patient, understanding, approachable, enthusiastic.
 - Possesses a diverse set of skills and has prior experience.

4. What is the most important thing you would like this search committee to know or do as the Church seeks and hires a new Associate Pastor, Music and Worship?
 - Seek a minister who uses music to serve God and people.
 - Seek someone who will work well with our ministerial team; one who is collaborative.
 - Seek someone who is a good fit for our style of worship.
 - Seek a minister/pastor not just a music director.
 - Seek someone who will engage our children, youth and community choirs.

CHOIR SURVEY:

(Most frequent reoccurring words, phrases, ideas for each question).

1. List in priority order the most important criteria to consider as we hire a new Associate Pastor, Music and Worship.

- Depth, knowledge and experience in sacred music worship.
- Collaborative.
- Pastoral Identity – Giftedness for planning creative, collaborative, theologically-rich worship services; ability to lead others in creating beautiful worshipful music; sense of collegiality with other FBCA ministers and staff.
- Creativity in music and arts in worship.
- Talented, gifted musician.

2. What is the most important trait the Associate Pastor, Music and Worship must possess in working with the choir?

- Ability to inspire all choir members.
- Extends the love of God through musical expression.
- Patient but striving for excellence.

3. What are specific concerns as you think about the challenging search process we face? Your hopes and dreams?

- Finding a person who will identify with our Church theologically and musically.

