

Congregational Session 3 Report

Session Date: October 15, 2017

Focus on the Future State of Ox Hill Baptist Church

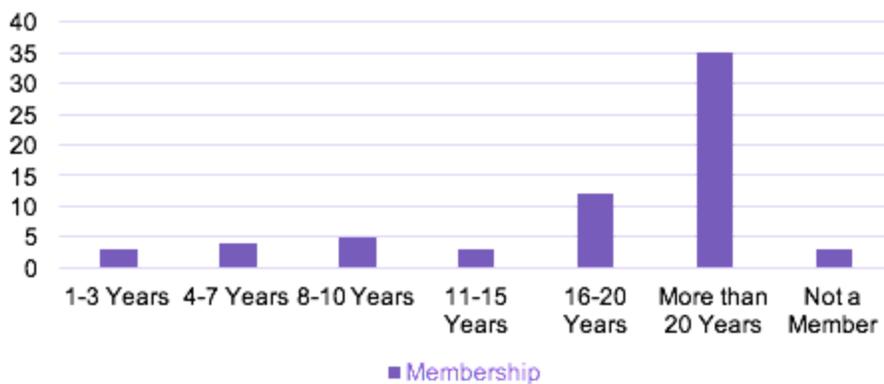
The respondents to the survey provided a great deal of feedback on ministry priorities, sermon characteristics, and personal traits our future senior pastor should have. Feedback also identified non-negotiable items related to our future leader, and significant challenges and opportunities our church will face over the next five years that the senior pastor will need to provide leadership for. 51 individuals attended the session in person and 65 surveys were submitted. Below is the Transition Team's interpretation of the data. All qualitative "themes" are reflective of statements that were repeated throughout the feedback. No statement was overlooked, but not all statements were thematic.

In addition to this report, all compiled data will be sent to the Pastoral Search team.

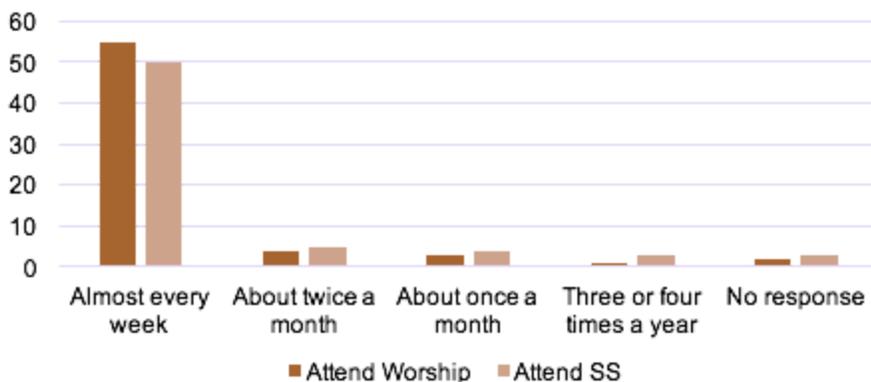
DEMOGRAPHICS

The following demographic information was collected on the respondents who completed the session 3 survey. The vertical axis represents the number of respondents.

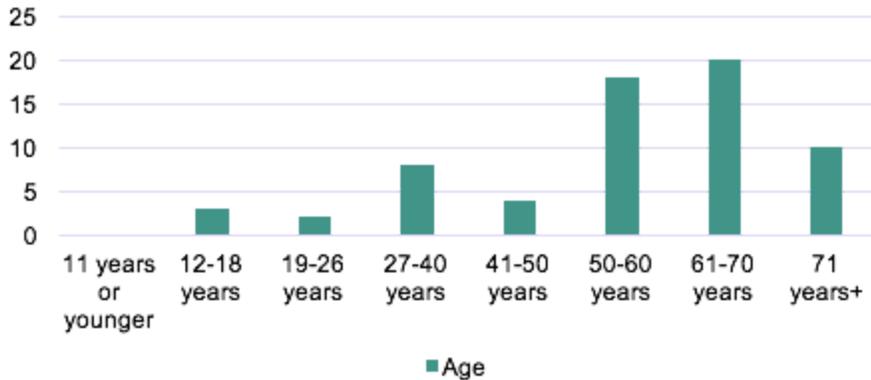
Membership of OHBC on Surveys Collected



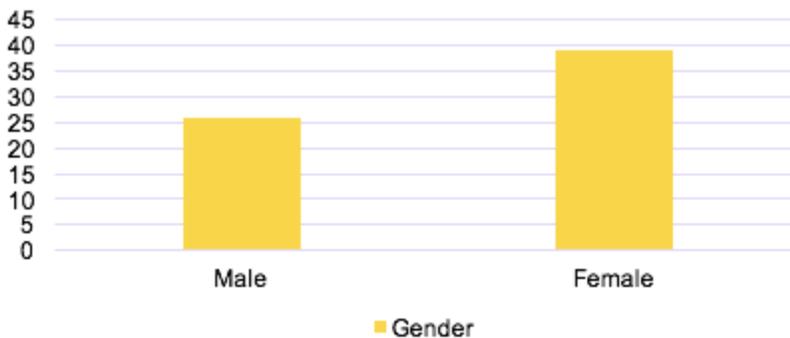
Attendance at OHBC on Surveys Collected



Age at OHBC on Surveys Collected



Gender at OHBC on Surveys Collected



TOP 10 MINISTRY PRIORITIES

A list of ministry priorities was provided and respondents were asked to select their top 5, and rank them 1-5. This list represents the frequency of occurrences for the items ranked as a top 5 priority. The number in parenthesis represents the number of respondents that selected this item as a top 5 priority.

1. Preparing and preaching effective sermons (55)
2. Working with deacons/lay leadership to establish vision for the church (39)
3. Nurturing spiritual growth of church members (37)
4. Encouraging lay leadership within the congregation (29)
5. Empowering and enabling ministerial staff (27)
6. Pastoral counseling for church members and families (25)
7. Visiting members in the hospital, care facilities or homebound (23)
8. Direct evangelism and outreach efforts (15)
9. Active support of local missions (10)
10. Active involvement in community activities and events (9)
11. Active support of world missions (7)
12. Promoting stewardship for members (6)
13. Networking with local pastors and religious leaders (5)
14. Direct involvement in planning church events and programs (5)

15. Providing administrative leadership (5)
16. Active involvement in denominational activities and events (2)
17. Other: Multilingual (1)
18. Other: Prayer (1)
19. Other: Working on spirit-based church family that works as a committed church - not separate group (1)
20. Other: Entrepreneurship (thinking outside the box) and Integration (between programs to ensure there is a tie-in to goals/objectives) (1)
21. Other: working to keep the entire congregation involved and Christ-centered (1)
22. Other: Good softball player (1)
23. Other: 12PM Dismissal (1)
24. Visiting members in their homes (1)
25. Supervising support staff (1)

TOP 10 SERMON CHARACTERISTICS

A list of sermon characteristics was provided and respondents were asked to rank the importance of these characteristics from 1-5, with 1 being very important and 5 being not important. The number in parenthesis represents the average ranking that this characteristic received from all respondents. Of all items ranked, only one ranked lower than 3, indicating all characteristics were relatively important. Items listed under "other" do not have averages, as they were listed by a single individual.

1. Biblically based (1.23)
2. Makes Christ real (1.27)
3. Challenges me to live more faithfully (1.40)
4. Provides a clear faith position (1.62)
5. Touches me spiritually (1.64)
6. Focused (1.65)
7. Well-composed and worded (1.79)
8. Challenges me to think (1.84)
9. Skillful delivery (1.85)
10. Speaks to all age groups (2.07)
11. Uses humor (2.10)
12. Offers a guide for making decisions (2.38)
13. Offers good illustrations (2.42)
14. Speaks with authority (2.57)
15. Addresses contemporary issues (2.59)
16. Stays within expected time limits (2.63)
17. Evangelistic in tone (2.64)
18. Touches me emotionally (2.70)
19. Provides comfort (2.74)
20. Shows multiple sides of an issue (2.76)
21. Promotes Baptist principles (2.86)
22. Animated delivery (2.97)
23. Contains scholarly material (3.07)
24. Other: Speaks to both mature and new christians. challenges both
25. Other: Engages everyone with eye contact & movement

26. Other: Structured - opening, 3 supporting points, conclusion

27. Other: Personal humble delivering

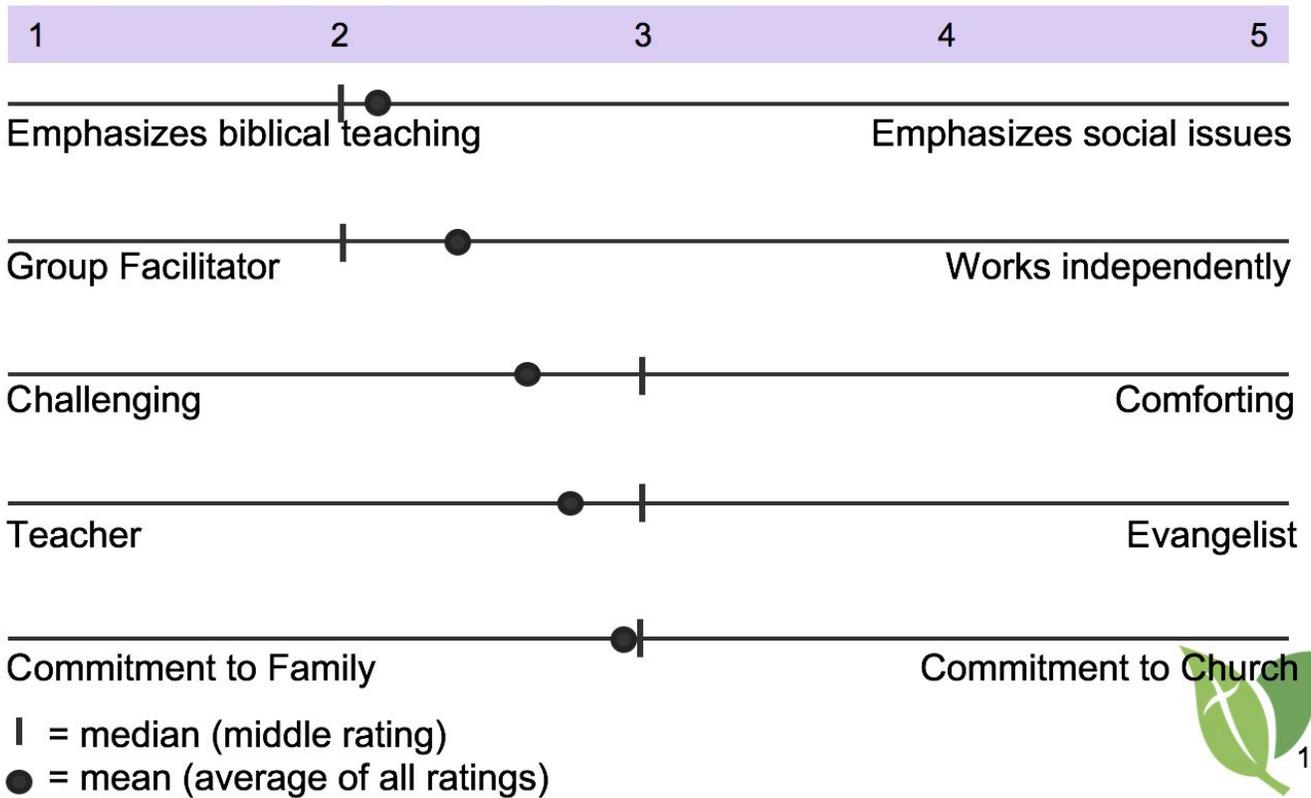
Notes: A few individuals left notes along the margins regarding sermon characteristics, indicating that they would like sermons to:

- Be age appropriate.
- Indicate that the worship leaders are collaborative in service planning.
- Be balanced timewise within the worship service.
- Minimize humor & illustrations.
- Minimize political influence.
- Use visual aids professionally.

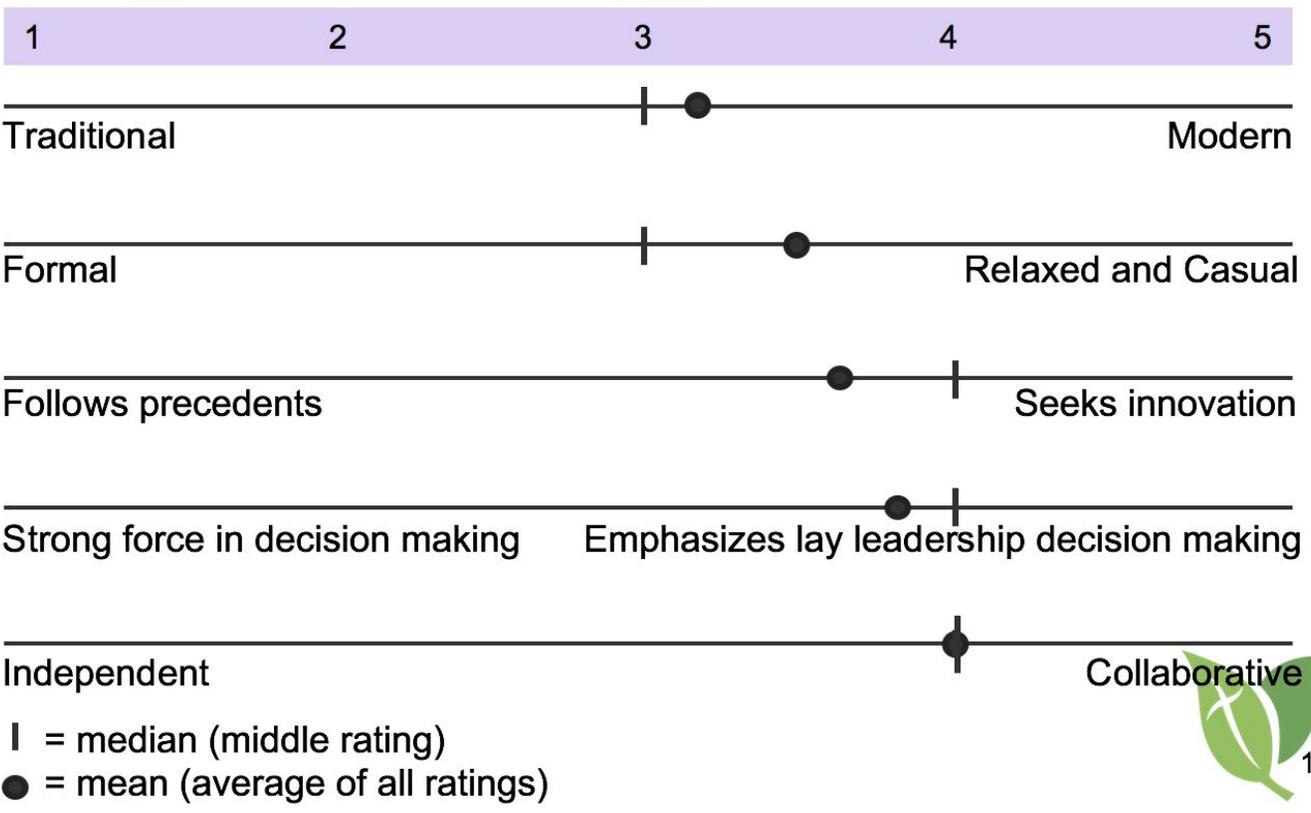
PERSONAL TRAITS

Respondents were asked to indicate which personal traits a pastor should possess. Ranking closer to number 1 indicated the item on the left of the range. Ranking closer to number 5 indicated the item on the right of the range. The median has been provided to show how close the average falls to the middle of the ratings.

1. Emphasizes biblical teaching - Emphasizes social issues (average: 2.2 | median: 2.0)
2. Group Facilitator - Works independently (average: 2.3 | median: 2.0)
3. Challenging - Comforting (average: 2.7 | median: 3.0)
4. Teacher - Evangelist (average: 2.8 | median: 3.0)
5. Commitment to Family - Commitment to Church (average: 2.9 | median: 3.0)
6. Traditional - Modern (average: 3.2 | median: 3.0)
7. Formal - Relaxed and Casual (average: 3.5 | median: 3.0)
8. Follows precedents - Seeks innovation (average: 3.7 | median: 4.0)
9. Strong force in decision making - Emphasizes lay leadership decision making (average: 3.8 | median: 4.0)
10. Independent - Collaborative (average: 4.0 | median: 4.0)



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Notes: A few individuals left notes along the margins regarding personal traits, indicating that they would like the senior pastor to:

- Support lay leadership, but be decisive when necessary.

- Be professional rather than formal.
- Use biblical teaching to speak to social issues.
- Seek innovation, but not to the exclusion of precedent.
- Be both a teacher and an evangelist.

THEMES FOR NON NEGOTIABLE ASPECTS OF OUR SENIOR PASTOR

Respondents were asked to list some non-negotiable items related to our next pastor.

- An individual demonstrating humility of spirit, speaking God's truth, who listens and collaborates with established church staff and lay leadership to move the church forward with goals-yet is capable of being decisive when necessary.
- Empower, encourage, and support ministerial and lay leadership, providing space for growth and innovation.
- An innovative leader, open to new ideas and change, that capture the congregational vision and leads it.
- Biblically-based sermons that are engaging, concise, educational, age and audience appropriate.
- Socially conservative and uncompromising to the world.
- Caring, compassionate, community minded and engaging to all people (ethnic, generational, social).
- Willingness to build a personal relationship with new and existing church members, to include pastoral visitation with members in the hospital, assisted living, rehabilitation or homebound.
- Passionate about sharing the love of God with our local mission field.
- Helping the congregation grow spiritually through evangelistic training and outreach.
- Spiritually mature believer, guided by the Holy Spirit, exhibiting a strong relationship with Christ and their calling.
- Prioritizes spiritual growth in the congregation, challenging and encouraging them to do God's work.

Demographics: Age, Gender, Location, education, experience, etc

This topic was not covered by a large number of individuals, so the feedback should be explored further by the pastor search team. But statements that were made by at least 2 individuals include:

- Age and gender may not be a factor, but a reference to being under 50 was made
- Live locally, possibly within 15-20 minutes and familiar with NOVA lifestyle (traffic conditions not specified)
- Preferred to have the candidate not be from current staff or congregation
- Doctoral-level seminary graduate

Most Significant Challenges Our Next Pastor Will Need To Provide Leadership Toward

Respondents were asked to list challenges our church will face in the next five years that our senior pastor will need to provide leadership toward.

- Aging congregation and infrastructure.

- Declining attendance; few younger families
- Church finances, increasing and educating new givers, and creating more awareness of stewardship.
- Changing demographics of surrounding neighborhood
- High contentment and borderline apathy from under-involved “80%,” potential burnout for overworked “20%”
- In classic Baptist tradition, we have a diverse congregation in terms of, theories on social issues, Baptist affiliation, spiritual walk, worship style preference, mixed denominational background, and competing priorities.
- Poor church organizational structure and decision making model.
- Weak discipleship training for laity.

Most Significant Opportunities Our Next Pastor Will Need to Provide Leadership Toward

Respondents were asked to list opportunities our church will face in the next five years toward which our senior pastor will need to provide leadership.

- Help us craft God's vision for our church. This includes evaluating our current ministries and programs, and proposing ways to improve them, or how we can innovate
- Help us to redefine our structure to give us flexibility, agility, and coordination in executing God's vision for our church
- The immediate (and surrounding) community has changed substantially in the past 25 years. It is much more ethnically and culturally diverse. How do we outreach to our neighbors to share the love of Christ and welcome them to the Ox Hill fellowship?
- How do we empower and strengthen our ministers and laity to be on mission?
- Help us to better define our relationship with and capitalize on the opportunity we have with the Rev. Wilson Maca and Rio Poderoso Iglesia
- How can we improve our worship vitality to make our worship more modern, less formal, more dynamic, and more engaging for all while still respecting our church culture and traditions?