

Worksheet for Creating a Pastoral Profile

I. Character

Spirituality

1. What Fruits of the Spirit are you looking for?
2. How mature in the Lord should the candidate be (number of years saved and years in ministry)?
3. What type of calling are you looking for Pastoral (more the keeper of the sheep) vs. Missional (more the gatherer of the sheep) or both?
4. What qualities from ITimothy 3 would you prioritize?
5. Would you want a Paul, Peter, Barnabas, John, or James to be your Pastor? Why?
6. What is most important: a praying man, a man who spends significant time in study, a doer of the Word, a man of mediation, a man of action?

Leadership

1. Do you want a people-oriented or task oriented man?
2. Do you want an upfront aggressive man or someone content with being in the group or even behind the scenes?
3. List in order of importance: hard working, peacemaker, visionary, innovative, manager, entrepreneur, motivator, servant, respectable, humble, flexible, discerning, stable.

Intra-Personal

1. How much experience should this man have: young- just out of seminary, 5-10 years of pastoral experience, younger, older etc.?
2. Should he have specialized experience in certain tasks? If so, name the task(s).
3. Should the man be single, married, married with children?
4. List in order of importance: self-control, diligent, successful in the past, teachable, integrity, gentle, excellence, desire to learn and grow, manage personal life well, peaceable.

Inter-Personal

1. Is it important for the man to have a heart for a particular age group?
2. Are there personality traits that would hinder a man in ministering to the people? If so, name them.
3. Describe the leadership style you prefer the man to possess when: working with the Board, with Deacons, with Ministry or Committee leaders.
4. List in order of importance: warmth, compassion, approachable, relaxed, sense of humor, respect for others, good reputation with outsiders, ability to work with people, tolerance, forgiving.

II. Skills

Spiritual

What skills are necessary-rate their importance: being disciplined, able to discern needs and problems, understanding spiritual warfare, exercising faith?

Personal

1. Would you be willing to have a man serve bi-vocational? If so, how many hours outside the church?
2. List in order of importance: management and administration skills, computer skills, marketing skills, stewardship, organizational skills, work ethic.

Interpersonal

1. Do you want the man to be involved with the community? If yes, does this mean be active in civic groups, etc.?
2. Would you rather have a man who works best with individuals or with groups?
3. List in order of importance: ability to counsel, involved in mercy outreach, cross-cultural skills, communications technology, conflict resolution, decision-making.

Ministry

1. Describe the type of preaching that would best serve the flock?
2. Should the man be more gifted in preaching or in teaching i.e. small groups, discipleship?
3. Do you desire a man who spends as much time in visitation, outreach, and evangelism as he does in preaching and teaching?
4. What views would you want the man to hold in such areas as: cooperation with other churches and organizations, music, worship style, political involvement, etc.?
5. List in order of importance: involvement in social issues, handling of issues, preaching, teaching evangelism, church planting, multi-racial ministry, missions.

III. Knowledge/Education

Biblical/Theological Knowledge

1. What type of Bible training do you desire: Bible Institute (at least 3 years are needed to be credentialed with the BFC), Bible College graduate, Seminary Graduate?

2. Are there any doctrinal distinctives or Biblical convictions that would rule out a man, i.e. tongues, divorce, previous problem with sin, etc?

3. Is there an area of study or theological expertise that you would desire the man to possess?

IV. Roles & Duties

List the following in terms of importance from 1-12

- _____ Evangelism
- _____ Visitation
- _____ Preaching
- _____ Teaching
- _____ Discipling
- _____ Counseling
- _____ Missions Leadership
- _____ Worship Leadership
- _____ Music Leadership
- _____ Church Administration
- _____ Leadership of Elders
- _____ Organization of Programs
- _____ Community Involvement

V. Other Considerations

1. Give a range of what you think the pastor's salary should be (base salary, housing allowance, medical insurance payment, retirement, other allowances)?
2. If there are other staff members what role(s), should the Pastor have with the other staff members?
3. Are there any items you would desire in a pastor that have not been covered?