**PASTOR SEARCH COMMITTEE PASTOR PROFILE SURVEY**

The Committee should spend significant time thinking together about the qualities, skills and strengths needed by the next pastor in order to be an effective leader with that congregation. Using the data from the congregational/leadership survey is helpful in developing a profile, but alone is usually incomplete.

The following items, in alphabetical order, include the many responsibilities of a pastor. All of the responsibilities are important. Carefully consider the needs and staff of our church, then mark these items according to the relative importance of each. Please be discriminating in your response. Please check no more than six items in any column. On the back, comment further on any particular category in which you have additional thoughts inclusive of why you feel one category is of greater or lesser importance. Additional comments are often of more value than simple checkmarks.

|  |  |  |  |
| --- | --- | --- | --- |
|  | Very  Important | Important | Less  Important |
| **Leadership/Administrator:** The pastor should manage the affairs of the congregational organization through planning, decision making, delegating, evaluating, and managing conflict and stress. He should capably lead the church staff.  **Community Leadership:** The pastor should be aware of and concerned with community needs, activities, and affairs and knowledgeably capable of addressing these concerns from a pastoral perspective, thus establishing respect in the community.  **Counseling:** The pastor should set aside time to assist persons facing problems or decisions.  **Crisis Ministry:** Ministering in the midst of crises, for example death, sickness, or other traumatic events of individual lives.  **Denominational Leadership:** Serving or having served in a position of leadership within the local association or state denominational ministries. **Evangelism and Missions:** Personally sharing the Christian faith, enabling laypersons to witness, and supporting denominational missions. **Family:** The pastor should spend ample time with his family and be a positive leader in his own family.  **Pastoral Care:** Ministering to, befriending, nurturing, supporting, reconciling, and affirming church members in their homes, informal contacts, and at church.  **Personal Growth:** Strengthening himself and the church through private and public devotions, prayer and Bible study, availing himself of ongoing educational opportunities.  **Preaching:** Making the gospel relevant to people’s lives through clarity in preaching.  **Social Ministry:** Enabling persons within the congregation to become aware of and participate in issues of social concern.  **Stewardship Leader:** Leading laypersons to develop and use individual and congregational resources.  **Teaching (Bible Theology):** Communicating a comprehensive understanding of the Bible and Christian theology.  **Worship Leader:** Planning and conducting worship services as a central event of the congregation in gathered community.  **Vision:** The pastor should be excited about his calling to the ministry and to our church. He should exhibit a vision of doing God's work here, and should enthusiastically share it with the church. |  |  |  |