

## Pastor Profile

Before considering any candidate, the pastoral search committee, in conjunction with the board, should develop a profile of the type of pastoral leadership they believe their church needs. Sometimes members of the selection committee may be tempted to allow the preferences of one or two strong personalities in the group to dominate the list. Kenneth Russell, district superintendent of one of Canada's largest districts, gives great advice to boards writing a pastoral profile:

*Make sure that as a committee, there is consensus on this matter. If you don't, it will lead to frustration later in the process. Remember, this is a good tool but don't be rigidly bound to it. A candidate may come your way which may not fit the rigid guidelines of your Pastor Profile. The value of the Pastor Profile is that it is a concise summary of your self-study results and what you may feel the Holy Spirit has been saying to you.<sup>50</sup>*

Two sample pastoral profiles are provided:

- 1) Listed by desired qualities in prioritized order
- 2) Listed by categories

Select which model works best for you and then customize it for your church. After the search committee creates one, they should feel free to amend the profile to reflect results of the congregational survey or significant insight acquired during the search process.

**Sample 1: Organized by desired qualities.** Following is a sample lead pastor profile that was used for a church of about 150 people in Windsor, Colorado. The ideal profile for this church consisted of the following characteristics in prioritized order:

- Ordained and in good standing with the Assemblies of God
- Lead pastor experience
- Strong family and core values
- A person of faith and prayer
- Loves people
- Inspirational communicator
- Outstanding leadership skills
- Able to mentor and develop leaders
- Creative
- Able to resolve conflict
- Education (college/seminary or equivalent)
- Cultural fit
- Contemporary ministry philosophy
- Experienced in church growth

- Missions minded

**Sample 2: Organized by category.** Here is an example from the *Pastoral Transition Manual* from the British Columbia and Yukon District of the Pentecostal Assemblies of Canada:

**Position Summary:**

The lead pastor of CPC is responsible for the overall spiritual and executive leadership of CPC's congregation and staff, the fulfillment of CPC's purpose and mission, the alignment of CPC's values, and the realization of CPC's goals. Position is accountable to the CPC Leadership Team (Board).

**Lead Pastor Qualifications:**

- Has a heart for worship, evangelism, teaching, and revival.
- Called and determined to see the establishment of God's Kingdom in our Assembly, in our community, in our country, and in our world.
- Is a visionary leader of leaders and a builder of people who can employ, develop, and release people in their areas of strength.
- Meets the scriptural prerequisites found in 1 Timothy 3:1-7, Titus 1, 1 Peter 5:2, and Matthew 28:19-20.
- Holds credentials with the Pentecostal Assemblies of Canada (PAOC), the Assemblies of God (AOG), or one whom the executive officers of the BC/Yukon PAOC District approve.
- Has a proven track record of pastoral leadership, preferably having served as the lead pastor

**Worship Style:**

- Does not necessarily have to possess musical skills or vocal ability; however, they must be a fervent, Spirit-filled, charismatic worshipper who is supportive of contemporary and culturally relevant expressions of biblical worship.
- Endorses the use of various worship teams within the church and campus locations.
- Seeks to encourage the use of the manifestation gifts of the Holy Spirit within corporate worship.

**Pulpit Ministry and Communication Skills:**

- Can motivate our congregation to fulfill the eternal purposes of God and the vision of our assembly through the preaching of anointed, life-applicable, and scripturally based sermons.
- Is the main speaker at services but shares the pulpit and provides opportunity for others to develop.

- Is passionate about sharing and teaching God's Word in a multicampus environment where sermons are recorded and distributed through video links and the website.
- Can develop and clearly communicate the vision and missional priorities of the church.
- Is proficient in all forms of communication and supporting technologies.
- Demonstrates effective communication and public relations skills.
- Demonstrates proficiency with conflict resolution and has strong people skills.

**Administrative and Leadership Skills:**

- Can develop a management leadership team to lead and execute CPC's global activities, ensuring that all required skills are developed.
- Can establish and promote teamwork and relationship as core values of staff and volunteers.
- Possesses efficient time management skills required to accomplish objectives in a fast-paced environment.

**Pastoral Care and Focus:**

- Can build, teach, and develop a core group of leaders who would assist in meeting the needs of our people and extending God's Kingdom.
- Is a visionary leader who can deploy people in their areas of strengths and keep them accountable to the vision and goals of CPC.
- Can nurture strong relationships with the CPC Leadership Team members and together pursue a healthy, functioning team environment.
- Champions and guards the spiritual and doctrinal values of CPC.

**Community Involvement, Evangelism, and World Missions:**

- Considers local, national, and international missions and community outreach a priority and a core value of the church.
- Encourages the church to be involved with community events that impact the lives of all the people in the local communities that CPC serves.
- Embraces a cross-cultural ministry context.
- Promotes and expands the work of world missions and the regular support of CPC's missionaries.