

Vital Leader Profile

The information in the *Vital Signs* report enables the leaders of a church to specify the characteristics of a pastor, priest, or rector who will be a good fit for their particular church. The following list of requirements has been generated from your report and is intended to serve as a starting point for your discernment process. You will need to include other sources of information in your final document including the history of the church, community statistics, your own experience, and your sense of the leading of the Holy Spirit.

I. Professional Interests

A pastor/rector who is a good fit for your church should exhibit an interest in subjects that are important for leading a church like yours. This would include the following:

- Appreciative of a variety of theological perspectives but intellectually resonant with a moderately conservative perspective
- Knowledgeable regarding the dynamics of program-sized* churches and affirming of the distinctive opportunities for ministry that they offer
- Energized by the style of ministry that characterizes a regionally-focused rather than a community-focused church
- Attracted to books, articles, and resources that offer effective strategies and tactics for a church culture characterized by stability, traditions, and Biblical clarity

II. Context

A pastor/rector who is a good fit for your church should feel comfortable with the particular aspects of both the surrounding community and the congregation itself. This would include the following:

- A regionally based congregation where over 40% of the members live more than 5 miles away from the church building
- A church where the community within one mile of the church is primarily a commercial area
- A church where the income in the neighborhood within one mile of the church has not changed over the last three years
- A theological perspective that tends to be moderately conservative compared with other, similar churches
- A culture that values stability, tradition, and time-tested truth
- A church that is struggling with lower energy and satisfaction, and requires a significant effort to recover a sense of purpose and well-being
- A Christian community where the rate of giving is very high as a percentage of household income. Financially there is almost no room to grow and steps should be taken to sustain this level of giving over the long term.

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III. Abilities

A pastor/rector who is a good fit for your church has the abilities required to deal with critical issues the church is facing and to move the church forward toward important goals. Depending upon the leadership style, these abilities may be expressed as a personal capacity or through the development and management of other leaders.

- An ability and interest in creating a family life ministry that is effective in attracting parents, children, and youth
- An ability and interest in excellent preaching
- An ability and interest in reshaping the ministries of the church to reach others and incorporate them into the life of the church
- An ability and interest in creating a governance process that appropriately involves the members of the church in decisions
- An ability and interest in developing a Christian education and formation ministry that reaches people at every age and stage of life
- An ability and interest in developing opportunities for members to form relationships that fit their particular lifestyle and needs
- An ability and interest in calling and equipping members for ministry and leadership
- An ability and interest in helping the congregation become more open and flexible in dealing with change
- An ability and interest in creating ministries in the church that work to heal those broken by life circumstances
- An ability and interest in helping members discern their gifts

IV. Leadership Style

Leaders have different styles in the way they lead, accomplish goals, and make changes. The style that would best fit your church would include the following characteristics:

- Leads by recruiting and developing a team of leaders who can provide high quality programs. Seeks to provide ministry through lay leaders rather than direct involvement.
- Makes changes very slowly by working patiently to insure ownership of the final result

V. Core Motivations

A pastor who is a good fit for your church is one who can stay motivated over the long term. This means that he or she must be motivated by the challenge of mobilizing and training leaders to provide high-quality programs to a church and to the community the church serves. Enjoys the process of seeing lay leaders grow to take significant responsibility.

*Family-sized church	Under 50 worship attendance
*Pastoral-sized church	50 to 150 worship attendance
*Program-sized church	150 to 350 worship attendance
*Resource-sized church	Over 350 worship attendance