

Check List for Pastor Search Committee (church <250 in attendance)

Future Worship Attendance:	<u>Growth</u>	<u>Plateau</u>	<u>Decline</u>
Age of Pastoral Candidate	30-60	60+	24-64+
Family of Origin			
First-born	✓		
Middle Child		✓	
Youngest/Only			✓
Optimist (versus a Realist)	✓	✓	x
DiSC Profile highest values	D, I	S	S, C
MBTI scores	ESFJ	ESFJ	E/ISTJ
Leadership skills (secular)			
poorly developed		✓	
medium developed	✓		
highly developed			✓
Married (w/spousal support)	✓	✓	✓
Preschoolers in the home	0-2	0	3+
Age at Conversion	16	17	13
Savior->Lord	✓	✓ /x	x
Age when called into ministry	27	23	22
General/Specific Call	Specific	50/50	General
Top Spiritual Gifts (ranked)	Faith Prophecy Pastor Encouragement	Pastor Giving Encouragement Faith Prophecy	Teaching Wisdom Knowledge Pastor Giving
Strongest Ministry Skill Set	Preaching	Pastoral Care	Teaching
Deal w/conflict quickly	67%	100%	80%
Formal Leadership Development Plan in place	✓	x	x
Years in Ministry	20	32	25
Has active mentor(s)	✓	x	x
Part of active (& significant) cohort group	✓	x	x
Daily prayer (avg. mins.)	30	50	30
Daily Personal Bible study	✓	✓	x
Maintain a Vital Relationship w/God "always"	✓	x	x
Takes Responsibility for church's growth	✓	x	x
How to Turn Around a Church:	Leadership is key	Programs are key	Orthodoxy is key
Area of Focus:	Pulpit Ministry	Prayer Initiatives	Pulpit Ministry

(This Pulpit Committee worksheet is based on the research published December 2015 by Dr. Kelton F. Hinton, Associational Missionary in the Johnston Baptist Association located in Selma, NC. If used, please acknowledge the source!)