

Assessment of Pastoral Leadership Needs

_____ Alliance Church
_____, PA

In order to match a candidate to your church, please indicate the top three natural talents that you most desire in your next pastor. Mark "1" to indicate most desired natural talent, "2" for second highest, and "3" for the third most important. Mark only 3 from the list of 10!

- _____ Providing Leadership Vision
- _____ Communicating the Word of God
[Inspiration, instruction, exhortation and correctness]
- _____ Directing Evangelistic Outreach
- _____ Guiding/Counseling Congregational Members
- _____ Personal Study and Research
- _____ Overseeing Projects, Ministry Programs
- _____ Mentoring and Recruiting Lay Leaders
[One-on-one discipleship and facilitating committees and boards]
- _____ Supervising Volunteers and Staff
- _____ Overseeing Church Budgets and Finances
- _____ Performing Visitation, Baptisms, Weddings, Funerals, and participating in Community and National Events

MINISTRY:

What do you see as the specific purpose/vision/mission of your church?
Is it in written form?

To what degree has the congregation adopted (bought into) the purpose/vision mission statement of _____ church?

No Impact 1-----2-----3-----4-----5-----6-----7-----8-----9-----10 Guides Decisions
Give examples:

What are your church's regular meetings/ministries and what is each meeting's/ministry's primary function and average attendance?
Functions: 1-Winning the Lost, 2-Building the Believer, 3-Equipping the Worker, 4-Multiplying the Leader

Meeting/Ministry	Function	Attendance

MINISTRY (cont.)

Prioritize the following ministries in light of how your congregation invests financial and personnel resources. (1=most important to 11=least important)

Investment of Resources	Financial	Personnel
Youth		
Children		
Worship Service		
Small Groups		
Music		
Women's ministry		
Men's Ministry		
Prayer meeting		
Singles		
Senior Adults		
Sports Ministries		

How does the community view the ministry of your church?

List 5 things which might be considered strengths, weaknesses, opportunities or threats which characterize or might be facing the church at this time:

STRENGTHS	WEAKNESSES	OPPORTUNITIES	THREATS

PASTORAL EXPECTATIONS:

Prioritize the way you want your pastor to spend his time and energy.
(1=most important to 9=least important)

- _____ Preaching
- _____ Prayer and Bible Study
- _____ Administration
- _____ Lay-leadership development
- _____ Shepherding
- _____ Counseling
- _____ Disciple-making
- _____ Evangelism
- _____ World missions

How many years of ministerial experience do you feel the next Senior Pastor should have before coming to your church? _____

What style of pastoral leadership is needed for your church at this time?

Apostle Barnabas-----|-----Apostle

Paul

Explain:

What are three important personality characteristics for the next Senior Pastor?

What criteria would you use to measure a good work week for your pastor?

What advice would you give a pastor in his first year of ministry at your church?

Describe your current pastoral staff situation.

Describe the current support staff provided for your pastors.

ATTITUDE TOWARD CHANGE:

How open are the leaders of the church to embrace change?

- No 1-----2-----3-----4-----5-----6-----7-----8-----9-----10 Yes
Give examples:

How open are the members & adherents of the church to embrace change?

- No 1-----2-----3-----4-----5-----6-----7-----8-----9-----10 Yes
Give examples:

How many new Elders and Governing Board members took office . . .

last year? _____

2 years ago? _____

What three issues have caused the most conflict in the church in the last five years?