Sample Minister Profile

Based on Search Committee’s understanding of the church’s needs, characteristics and opportunities for ministry and witness, the following profile will be used to discover candidates for (position):

1. EXPERIENCE:

The (position) shall have at least ___ years’ ministry experience as (position).

2. EDUCATION:

The (position) shall have at least a __________ diploma/degree from an accredited (Baptist) high school/university/seminary.

3. QUALITIES/CHARACTERISTICS:

(There are hundreds of possible items that could be considered here. These are just a few to get the committee started. Some can be gleaned from the church-wide survey if this was done.)

The (position) will have:

A clear sense of calling to this ministry.
Love for and commitment to his/her own family.
An obvious sense of humor without demeaning others.
Good financial sense regarding personal/family finances as well as church/ministry finances.
Good organizational and leadership skills.
Courage of his/her convictions without being dogmatic.
An impeccable moral reputation.
Above average preaching/teaching ability.
Above average administrative skills.

The (position) will have preferences similar to those of the church in the following areas:
Worship style preference (contemporary, informal or traditional, formal)
Leadership style preference
Method of staff supervision
Relationships with association/state and national conventions

The (position) will have beliefs similar to those of the church in the following areas:
Beliefs about:
Scripture
Salvation (All can be saved or the ones God has chosen)
Women in church leadership roles
Divorce and role of divorced persons in church life
Church involvement in social and community issues
Role of pastor/staff/deacons/committees in church governance
Inclusion or exclusion of non-Baptists for participation in the Lord’s Supper
Whether to re-baptize former non-Baptists who join the church
The (position) will demonstrate skills in the following areas:

(Based on position)

Above average ability to play a musical instrument
Above average ability to sing and direct choirs
Ability to motivate others to participate in ________
Ability to relate well to (children, youth, singles, senior adults, etc.)
Exceptional ability to explain Biblical concepts appropriate to (children, youth, adults) and make practical application of those concepts

4. VISION/PASSION/GOALS: (Sample ideas)

The (position) will have:

A passion for hands-on missions/ministry in and beyond the local community.
A vision for reaching the lost in the local community.
A vision for strengthening families.
A passion for developing family health and teaching family values.
A love for and appreciation of (senior adults, youth, children).
A vision for connecting with the unchurched in the community in a variety of ways to open doors for ministry and evangelism.
A vision for the spiritual growth of the congregation.
A vision for the numerical growth of the congregation and its various ministries.
A passion for pastoral care for the elderly, sick, shut-ins, bereaved, and lonely.
Goals for training and developing leaders among church members.
Goals for increased attendance and participation in church worship and activities.
Goals for improving/increasing the size of church facilities.

5. AFFILIATIONS (Sample ideas)

The (position) will:

Support the ministry and witness of the Baptist General Convention of Texas.
Support the Southern Baptist Convention exclusively as the means of involvement in international and North American missions.
Support both the SBC and the Cooperative Baptist Fellowship as the means of involvement in international and North American missions.
Agree with/support the Baptist Faith and Message statement of 1963.