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## Lead Pastor Profile

Attributes of the Lead Pastor must include the following:

- Prayerful dependence upon Jesus Christ
- Leader – ability to see the big picture – ability to develop and enable staff and teams
- Willingness to embrace and lead the current dedicated staff of High River Alliance Church
- Skilled and gifted communicator in the roles of preacher and teacher
- Approachable
- Emotionally and physically healthy
- Ability to connect with broad range of age demographics of church family
- Takes initiative
- Goal oriented
- Ability to work cooperatively with the Elder Board in planning, direction setting, accountability measures, etc.

Additional important attributes of the Lead Pastor to be considered:

- Creativity and flexibility
- An educational background including a bachelors degree in a related field with preference for a masters degree.

- Life experiences which contribute to a “well-rounded” character with the ability to relate to individuals from a variety of societal, cultural, and economic backgrounds.
- Ability to attract younger people & families through effective ministry style
- Spouse (if applicable) who is emotionally and socially healthy

Other attributes considered important when Ministry Match characteristics are compared with the present ministry team members:

### **Temperament Scale:**

- **Big Picture:** You look for ideas and possibilities as you approach new situations. You are innovative and visionary. You are good at figuring out the goal in a process. This ability allows you to see the big picture and to come up with new solutions and ideas rather than to focus on realities and develop practical processes.
- **Group:** You are oriented toward the group rather than toward the individual person. You recognize that what is good for the group may sometimes hurt individuals. Your strength is your concern for the whole group and you will fight for the group even if it means some individuals may be disenfranchised.
- **Logical:** You take an objective, logical approach to making decisions. You may at times have been accused of being unfeeling or insensitive, even though you feel like you care about the other person. You let your head rule your heart and you are better at evaluating rational alternatives to a situation than at identifying with another person emotionally.
- **Adapter:** You prefer to "go with the flow" and to adapt your actions to fit the circumstances. You tend to be very flexible when circumstances change. You need a ministry position which takes advantage of your ability to "shoot from the hip," rather than one which criticizes you for failing to plan adequately.
- **Processor:** You prefer to have things open-ended than to reach closure on everything you do. The process is more important to you than actually finishing a task. You need the opportunity to work on a number of tasks in process, rather than having to finish each one completely before going on to the next.
- **Flexible:** You are especially good at handling many short tasks effectively. You can change tasks and focus over and over without feeling stressed. You need a position which requires flexibility and the ability to shift quickly from one task to another, rather than the ability to follow-through long-term.

**Motivated Role:**

- Conceptualizer: You specialize in the design phase of a project, thinking up new ideas and new approaches to ministry. You are an "idea person" who is most fulfilled by discussing the theoretical possibilities of the project, with little need for practical application. You will be most effective if you have a team who can help turn your raw ideas into concrete ministries.

**Leadership Style:**

- Persuader: You impact others by using your personality to persuade them to do what needs to be done. You have a great ability to promote ideas, skillfully inspiring or talking people into doing what you ask, even if you don't have the ability to make them.
- Director: You impact others by using your authority and credibility to get them to do what needs to be done. You are a "tell-er," a directive leader who enjoys controlling your environment and leads by clearly stating what you want others to do and insisting that they do it.

**Participation Style:**

- Coach: You believe God has called you to be the primary leader of your area of ministry, and that He directs you, and other leaders, in the direction the ministry should go. Therefore, you feel primarily responsible for what happens in your area of ministry, and you have significant authority there, but you also share that responsibility and authority with other leaders in the same area.
- Teammate: You believe God has called you to be one of a number of leaders of your area of ministry, and that He directs you along with other leaders in the direction the ministry should go. Therefore, you share authority and responsibility equally with the other leaders in your area of ministry.

**In alphabetical order, your ministry gifts may include:**

- Character Evaluation
- Evangelism
- Faith
- Interpersonal Communication
- Motivational Leadership
- Preaching
- Promoting
- Self-management

- Strategic Planning
- Teaching/instructing

**In alphabetical order, your ministry values may include:**

- Accomplishing Goals
- Autonomy
- Being in charge
- Creating/Innovating
- Designing
- Developing Potential
- Influencing/Impacting
- Persuasion
- Problem Solving
- Risk
- Supervising