

What Kind of Pastor Do We Want and Need?

One of the most important parts of the mission study is to articulate what we as a congregation are looking for in a pastor to lead PPC in its next chapter. As we move into the pastor search process, we'll need to be clear in the capabilities the new person should bring to our church in order to attract the candidates.

In the congregational survey, we gave everyone an opportunity to voice their opinions about what the new pastor should be like. The five skills that emerged as most important are (*Definitions below, if needed*):

	% Who Selected
Pulpit skills:	96%
Leadership:	80%
Congregational connectivity:	72%
Youth connection:	65%
Engagement skills:	52%

Based on this survey results, our number one priority is finding someone who excels at delivering sermons. Beyond that, we want a strong leader who can provide compassionate pastoral care, who has experience with children and youth programs, and who can inspire the congregation to be very active in the life of the church.

What we need to come to terms with is how these five skills will help us with the programs and activities we want at PPC. (See page 3). When we look at the activities that are important to the congregation, there are some gaps. For example, programs most important to us include Christian education, pastoral care, community outreach and a strong stewardship program. Teaching ability, community-mindedness and stewardship planning did not make the cut for what we want in a pastor.

How do we reconcile the gaps between the skills we want in a pastor and the programs that are important to us? Discuss.

Definitions

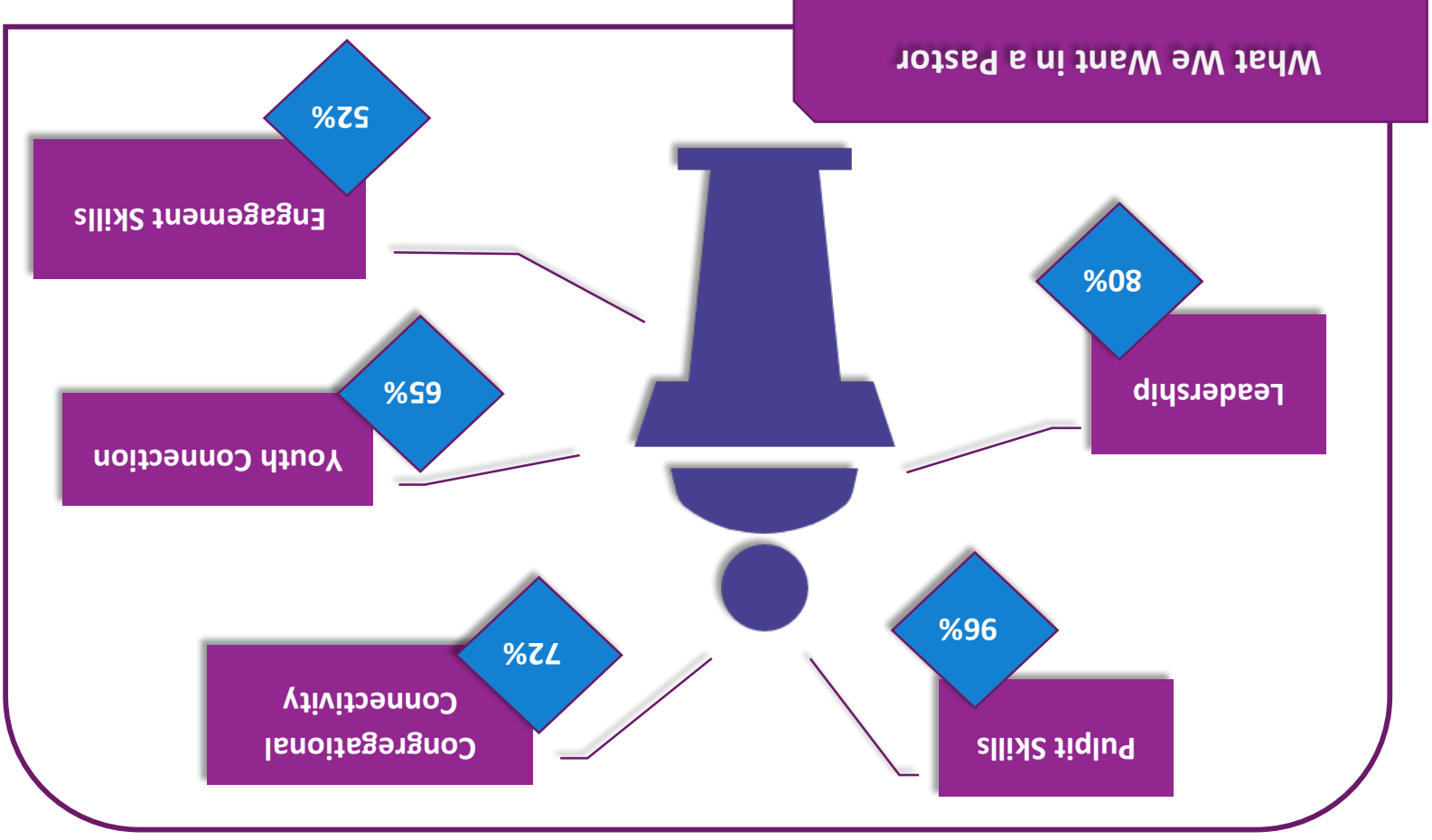
Pulpit skills: Delivering inspirational and motivating sermons

Leadership: Ability to guide and motivate congregation, elders and volunteers in fulfilling church mission

Congregational connectivity: Strong empathy, compassion and communication skills for counseling, visitation, support

Youth connection: Track record of effectively working with the children and youth of the church

Engagement skills: Developing a congregation of very active members and volunteers



Five skills were selected by 50% or more of the survey respondents. Additional skills were selected by:

- 46% Recruitment and retention: Developing plans and programs to attract and retain church members:
- 41% Community minded: Track record of community involvement and leadership outside of church:
- 37% Teaching ability: Developing, staffing and leading effective Christian education:
- 33% Communications skills: Beyond the pulpit, effective verbal and written communications:
- 20% Administrative/organizational skills: Attention to details and church policies and process:
- 17% Stewardship planning and execution: Developing programs to increase member giving/pledging:

How do we match our priorities with what we want in a pastor?

Programs and Activities We Want	Rank
Christian education for children and youth	1
Ministry for sick, shut-in and bereaved PPC members	2
Local outreach in Pittsboro and the surrounding community	3
Christian education for adults	4
Strong stewardship/giving program	5
Service to persons in need outside of PPC	6
Bible study	7
Fellowship opportunities for all congregants	8
Strong music program	9
Opportunities for fellowship, service and education specifically for men of the church	10
Opportunities for fellowship, service and education specifically for women of the church	11
Activities and programs with other local religious groups	12
Programs to encourage Christian involvement in social, political, environmental and economic issues	13
Support for the global mission of Presbyterian USA	14
Affinity and life stages groups for church members and non-members	15

Rank	Skills We Want in a Pastor
1	Pulpit skills: Delivering inspirational and motivating sermons
2	Leadership: Ability to guide and motivate congregation, elders and volunteers in fulfilling church mission
3	Congregational connectivity: Strong empathy, compassion and communication skills for counseling, visitation, support
4	Youth connection: Track record of effectively working with the children and youth of the church
5	Engagement skills: Developing a congregation of very active members and volunteers
6	Recruitment and retention: Developing plans and programs to attract and retain church members
7	Community minded: Track record of community involvement and leadership outside of church
8	Teaching ability: Developing, staffing and leading effective Christian education
9	Communications skills: Beyond the pulpit, effective verbal and written communications
10	Administrative/organizational skills: Attention to details and church policies and process
11	Stewardship planning and execution: Developing programs to increase member giving/pledging