

Church Profile for:  
**Eagle Rock Baptist Church**

**Church Information Section (Questions 1 - 24)**

**1. Regarding the confidentiality of this position**

This opening is already public. You may discuss this with anyone you wish.

**2. Regarding the present availability of this position**

This position is ready to be filled immediately.

**3. Please select EVERY candidate situation below that your church is willing to pursue.**

- 1. Candidate is presently between ministries and actively seeking placement.
- 2. Candidate is presently in a ministry and actively seeking placement.
- 3. Candidate is not actively seeking a new ministry position. However, if a position seemed to be a definite fit, s/he would:
  - Willingly consider it.
  - Be willing to talk about this position as long as there are no strings attached.
- 4. Candidate is presently in school or ministry, but will be available for placement after:
- 5. Candidate is interested in internship or ministry while in school or working.

**4. Date on which this information was last printed:**

1/4/2006

**5. Name of church representative entering data**

Andy Andrews

**Day Phone:** 208.524.2666                      **Night**                      208.529.8510                      **Cell**                      208.521.2778

**Position in Church:**      Search Committe Chair

**6. Name of person candidate should contact**

**May we contact you here**

Andy Andrews                                      **Home Phone:** 208.529.8510                      Yes

1080 south bellin rd.                              **Work Phone:** 208.524.2666                      Yes

Idaho Falls ID 83402                              **Cell Phone:** 208.521.2778                      Yes

**Email**                      iaaelw@onewest.net

**7. Church Name and Physical Address**

Eagle Rock Baptist Church

1080 South Bellin Rd.

Idaho Falls ID 83402

**Country:**      usa

Can a candidate call the church:      No

**8. Mailing Address**

1080 South Bellin Rd.

Idao Falls ID 83402

**Country:**      usa

**9. Denomination:**

North American Baptist Conference

**10. Attendance Record**

Year	Adult	7th - 12th Grade	1st - 6th Grade	Birth - 5th	Total
1996	133				133
2005	31	1	0	1	33
2004	46				46
2003	65				65
2002	68				68
2001	80				80
2000	103				103
1999	126				126
1998	125				125
1997	125				125
1995	132				132
1994	119				119
1993	100				100
1992	26				26
1991	45				45

**11. Church Setting -- Please select the ONE response that best describes the setting of your local church or ministry.**

Independent city (population 5,000 to 50,000)

**12. Church Education Level -- Please indicate (in whole numbers) the actual or estimated percentage of your adults (age 18 and above) that fall into each of the following educational levels. Please be sure these numbers total 100%.**

- 0 Non-readers
- 0 Can read but didn't graduate from high school
- 0 High School graduate level
- 30 Those with one or two years of college
- 50 Mostly college graduates
- 20 Mostly those who have done graduate work

**13. Age Distribution -- Using your PRESENT AVERAGE ATTENDANCE (Question 10) indicate the actual or estimated percentage of your congregation that falls into each age group below. Use whole number values to represent the percentage.**

5	Age 0 - 4	0	Age 30 - 34
0	Age 5 - 9	0	Age 35 - 44
0	Age 10 - 14	5	Age 45 - 54
5	Age 15 - 17	40	Age 55 - 64
0	Age 18 - 20	20	Age 65 - 74
0	Age 21 - 24	15	Age 75 and up
10	Age 25 - 29		

**14. Generational Focus -- What percentage of your average adult attendance would fall into each category below?**

- 50 Builders (born before 1946)
- 45 Baby Boomers (born between 1946 - 1964)
- 5 Baby Busters (born between 1965 - 1983)
- 0 Millennials (born after 1983)
- Born after 2000

**15. Cultural Focus -- What percentage of your total attendance would fall into each cultural group listed below?**

- 91 Anglo
- 3 African-American
- 0 Asian
- 3 Hispanic
- 3 Native American
- 0 A mixture of several ethnic groups or cultures not included above
- 0 A group in a foreign country outside the United States with their own language

**16. What language is used most of the time in your ministry?**

English

**17. If applicable, what secondary language is also used?**

English

**18. The Spiritual Growth and impact within the church could best be described as:**

**A. During the last 2 years**

Somewhat successful

**B. 3 to 5 years ago**

Somewhat disappointing

**C. 5 - 10 years ago**

Somewhat successful

## 19. Church Strengths and Needs

In the "Strengths" column click a "1" in front of the five greatest STRENGTHS of your church. Click a "2" beside any other area that, using a normed church survey, scores in the top quartile by quality. The CD you received from your denomination contains a normed survey. In the "Needs" column click a "1" in front of the five greatest NEEDS of your church today. (You may decide that your needs are not EXACTLY equal to your greatest WEAKNESSES.) Click a "2" in the "Needs" column next to any area that, using a normed church survey, scores in the bottom quartile by quality.

### Strengths

### Strengths

#### Needs

#### Needs

	1	1. Excellent pastoral leadership			19. Developing well-met individual needs
	1	2. Excellent preaching			20. Developing well-met family needs
		3. Developing church board leadership	1		21. Developing passionate spiritual growth
		4. Developing associate staff		2	22. Developing balanced age distribution
		5. Developing lay leadership			23. Developing responsive location
	1	6. Developing leader training			24. Developing attractive location
	2	7. Developing clear purpose and vision	1		25. Developing excellent facilities
	2	8. Developing concrete, functional goals			26. Developing generous stewardship
	2	9. Developing intentional disciplemaking process		1	27. Developing excellent evangelism
	2	10. Developing functional programming		2	28. Developing excellent attraction
		11. Developing contemporary approaches			29. Developing excellent assimilation
	2	12. Developing gift-oriented ministry			30. Developing inspiring worship
		13. Developing congregational involvement	1		31. Developing pervasive prayer
		14. Developing congregational commitment	2		32. Developing strategic missions
		15. Developing congregational unity			33. Developing excellent adult education
	1	16. Developing broad-based fellowship			34. Developing holistic small groups
		17. Developing excellent intimacy		1	35. Developing excellent youth ministry
	1	18. Developing loving relationships		1	36. Developing excellent children's ministry

## 20. Regarding church vision

Click on "1" next to the ONE vision statement that the majority of your leaders own for the next five years. ONLY IF you have agreed on a different vision five to ten years from now, click on "2" next to the vision statement that the majority of your leaders own in the five to ten year

1. Our vision is to grow as one church in our present location.
2. Our vision is to grow as one church, but to relocate to a new location.
3. Our vision is to grow in our present location, but also to plant one or more new churches.
4. Our vision is to grow where we are, but to share our facility with other ethnic churches.
5. Our vision is to turn our building over to an ethnic church and relocate our present congregation.
6. We do not have a clear vision owned by a majority of leaders.

## 21. Church Lifecycle -- A majority of the leaders of our church would agree that our church is in the following stage of the lifecycle of a church.

Re-birth Stage

## 22. In your church, how is the Senior Pastor involved in management of other staff?

The Senior Pastor is the only pastoral staff member we have.

23. Please rate the last person who held the position you are seeking to fill in the following areas:

If checked this question is not applicable because this is a new position

**Warm, relational, people-person**

About average compared to other professional church staff

**Accomplishing goals and tasks**

Quite weak compared to other professional church staff

**Preaching and teaching**

Somewhat below average compared to other professional church staff

**Supervisory and management skills**

Quite weak compared to other professional church staff

24. Theological Affinity (Below are listed only those statement marked "Agree" or "Agree with explanations.")

Baptist General Conference

**Marked as:** We wholeheartedly agree with this Doctrinal Statement

**Explanation:**

Conservative Baptist Association of America

**Marked as:** We wholeheartedly agree with this Doctrinal Statement

**Explanation:**

North American Baptist Conference

**Marked as:** We wholeheartedly agree with this Doctrinal Statement

**Explanation:**

## Church Doctrinal Section (Questions 25 - 32)

### 25. Regarding the Trinity

The Godhead eternally exists in three Persons -- the Father, the Son, and the Holy Spirit. These three are one God, having precisely the same nature, attributes and perfections, and worthy of precisely the same obedience, reverence and worship.

**Response:** Agree without reservation

**Explanation:**

### 26. Regarding God, the Father

God the Father is an infinite, personal spirit, perfect in every way. He concerns Himself mercifully in the affairs of persons, hearing and answering prayer and saving from sin and death all who come to Him through Jesus Christ.

**Response:** Agree without reservation

**Explanation:**

### 27. Regarding God, the Son

Jesus Christ is God's only begotten Son, equal in deity to the Father and the Holy Spirit. He was born of a virgin, lived a sinless life, and performed supernatural miracles while on Earth. He gave His life as an atoning, substitutionary death for the sins of the world. He ascended to Heaven where He makes perpetual intercession for His people.

**Response:** Agree without reservation

**Explanation:**

### 28. Regarding God, the Holy Spirit

The Holy Spirit is an infinite, personal spirit, equal in deity to the Father and the Son. He came into the world to convict the world of sin, righteousness and judgment and to regenerate, sanctify, and empower all who believe in Christ. The Holy Spirit indwells every believer and is his or her helper, teacher, and guide.

**Response:** Agree without reservation

**Explanation:**

### 29. Regarding the basis of salvation

All persons are sinners by nature and by choice, and are, as a result, separated from God and under condemnation. God accepted Christ's death as completely sufficient to pay for the sins of the world. No work of mankind, no matter how sincere or noble, adds any worth to the payment of Christ's death. People are saved by simply believing that Christ's death paid for their sins regardless of all good or evil works, sacraments or other beliefs, and receiving Christ as their personal Savior.

**Response:** Agree without reservation

**Explanation:**

### 30. Regarding the universal church

The true Church is composed of all such persons who, through saving faith in Jesus Christ, have been regenerated by the Holy Spirit and are united together in the body of Christ, of which He is the Head.

**Response:** Agree without reservation

**Explanation:**

### 31. Regarding Heaven and Hell

All persons will be raised from the dead; the believer to everlasting blessedness and joy with the Lord; the unbeliever to judgment and everlasting, conscious punishment.

**Response:** Agree without reservation

**Explanation:**

**Ques. 32.1**

**Regarding the extent of the Inspiration of the Bible, choose EVERY position that you would feel comfortable applying in your ministry.**

- A. Every word of the Bible, as it was written in the original manuscripts, was inspired and without error, but the King James version is the only acceptable English version of God's Word today.
- B. The Holy Spirit superintended the human authors (using their style and personalities) to compose and record without error God's word in the original manuscripts. Most versions today are still inspired to the level of the very words of scripture and acceptable for our use.
- C. God inspired the concepts contained in the Bible, but not to the level of the very words. This still makes the Bible our final authority for all faith and living.
- D. God inspired men to write the Bible, but because they were sinners, they made numerous errors in writing what God told them. However, what we have today, even in the historical and scientific sections, is mostly the inspired word of God.
- E. The parts of the Bible that relate to spiritual truth are inspired, but there are errors in certain passages that discuss history, science and the like.
- F. The Bible is not, itself, the word of God, but it can "Become" the word of God to a person as they study it to seek God's will.
- G. The Bible is not really inspired by God. It is just a book of religious stories, written by men.

Explanation:

**Check the letter that matches EVERY response you feel comfortable applying in your ministry**

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**Ques. 32.2**

**Regarding the eternal security of the believer, choose EVERY position you are willing to support as the position of a church in which you minister.**

- A. There is no eternal security for the believer. He can always choose to leave God's grace.
- B. The believer has assurance of salvation only as he/she continues to experience growth in Christlikeness.
- C. The Christian can obtain assurance of salvation only after s/he attains spiritual perfection.
- D. Everyone who truly trusts Christ's death for forgiveness is eternally secure (regardless of past or future sin), because the Bible promises this and the Holy Spirit is given as the proof of God's promise.
- E. Eternal security is based on God's election. God causes the elect person to persevere, in spite of him or herself.

Explanation:

**Check the letter that matches EVERY response you feel comfortable applying in your ministry**

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**Ques. 32.3**      **Regarding the Lord's Supper, choose EVERY answer you are willing to support as the position of a church in which you minister.**

A. Transubstantiation: The bread and wine transform mystically into the body and blood of Christ imparting grace to the believer.

B. Real Presence: Christ is really mystically present along with the bread and the cup.

C. Spiritual Presence: Christ is spiritually present along with the bread and the cup.

D. Emblematic: The bread and the cup pictures Christ's new covenant death for us.

Explanation: It is a powerful spiritual tool in the hands of the Holy Spirit.

**Check the letter that matches EVERY response you feel comfortable applying in your ministry**

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**Ques. 32.4**      **Regarding Charismatic Gifts, choose EVERY answer that you are willing to support as the position of a church in which you minister.**

A. Spiritual gifts (all of them) were only given to persons in the first-century church. Afterwards, they all ceased.

B. The sign and revelatory gifts ceased with the closing of the canon. They are never given today.

C. Though the Bible does not specifically state that they have ceased, God does not seem to be giving the sign and revelatory gifts today.

D. God may sometimes give a few believers the sign and revelatory gifts today (for instance, on foreign mission fields where the gospel must be validated for the first time), but they are not normative for most believers.

E. The sign and revelatory gifts are just as normative today as they were in the first century to those who are open to God's complete will.

F. Specific sign and revelatory gifts (such as speaking in tongues) are the experience of every believer who has truly received the second work of grace.

G. Specific sign and revelatory gifts (such as speaking in tongues) are the experience of every believer who is truly saved.

Explanation: the views taken should not be a dividing issue within the church and we do not believe in view "B".

**Check the letter that matches EVERY response you feel comfortable applying in your ministry**

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**Ques. 32.5** Regarding the role of women in the Church, choose EVERY answer you are willing to support as the position of a church in which you minister.

A. Egalitarian: In Christ, male and female are equal in honor, authority, and opportunity to serve in any ministry role.

B. Moderate: Only men are permitted to be elders and pastors but women may serve in (almost) any other ministry role.

C. Hierarchical: Roles of elder, pastor, and any other position of authority or teaching over men may only be held by men.

D. Subservient: Women were created to be "Help-meets" and are not allowed to fill any role other than serving roles in the church.

Explanation: What constitutes Leadership role? Example: We believe women can lead Choir as well as Children Sunday School. This would require individual discussion and understanding during the course of due process of election.

**Check the letter that matches EVERY response you feel comfortable applying in your ministry**

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**Ques. 32.6** Regarding the Millennium, choose EVERY position you are willing to support as the position of a church in which you minister.

A. The millennium is only an apocalyptic metaphor. It will never really happen.

B. The millennium is a potentially present political realization if only the Government submits to Christ.

C. The millennium is a metaphor for church and is taking place today.

D. The millennium is a metaphor for heaven, and the believer experiences it when he dies and goes to heaven.

E. As the Church follows Christ to overcome the world, we join Christ in bringing in the kingdom. This is the millennium.

F. The millennium is the literal 1000-year reign of Christ on earth during the end-times.

Explanation:

**Check the letter that matches EVERY response you feel comfortable applying in your ministry**

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**Ques. 32.7** Regarding the time of the tribulation and rapture, choose EVERY answer you are willing to support as the position of a church in which you minister.

A. The rapture comes before the seven-year tribulation.

B. The rapture comes before the "Wrath of God," somewhat midway within the seven-year tribulation.

C. The rapture comes midway within the seven-year tribulation.

D. The rapture, when it comes, only takes those believers who are ready.

E. The rapture comes with or close to the Second Coming of Christ.

Explanation: The view should not become a divisive issue within the church body.

**Check the letter that matches EVERY response you feel comfortable applying in your ministry**

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**Ques. 32.8** Regarding the mode of water baptism, choose EVERY answer you are willing to support as the position of a church in which you minister.

- A. I practice baptizing once with immersion in the name of Father, Son, and Holy Spirit.
- B. I practice baptizing once with immersion in the name of Christ only.
- C. I practice baptizing three times with immersion (once for each Person of the Trinity).
- D. I practice baptizing by sprinkling.
- E. I practice baptizing by pouring.

Explanation:

**Check the letter that matches EVERY response you feel comfortable applying in your ministry**

<input checked="" type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input type="checkbox"/> E	<input type="checkbox"/> F	<input type="checkbox"/> G	<input type="checkbox"/> H	<input type="checkbox"/> I	<input type="checkbox"/> J	<input type="checkbox"/> K	<input type="checkbox"/> L
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**Ques. 32.9.** Regarding who should be water-baptized, choose EVERY answer you are willing to support as the position of a church in which you minister.

- A. Persons may be baptized who are of any age (even infants), even if they have not yet personally initiated a saving relationship with Christ.
- B. Persons may be baptized who may or may not be old enough to fully understand salvation, but say they believe Jesus is their savior and are willing to be baptized.
- C. Persons may be baptized who are definitely old enough to understand what they are doing even if they do not yet have a saving relationship with Christ.
- D. Persons may be baptized who are definitely old enough to understand what they are doing and have personally received Christ as their Savior.

Explanation:

**Check the letter that matches EVERY response you feel comfortable applying in your ministry**

<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input checked="" type="checkbox"/> D	<input type="checkbox"/> E	<input type="checkbox"/> F	<input type="checkbox"/> G	<input type="checkbox"/> H	<input type="checkbox"/> I	<input type="checkbox"/> J	<input type="checkbox"/> K	<input type="checkbox"/> L
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**Ques. 32.10** Regarding Divorce and Re-Marriage, choose EVERY answer you are willing to support as the position of a church in which you minister.

- A. God's hatred for divorce forbids anyone to seek divorce. Marriage to another while the previous partner is alive is adultery; no exceptions.
- B. God's hatred of divorce forbids the believer to seek divorce but permits the unbeliever in a relationship to carry through the process; marriage to another while the previous partner is alive is adultery; no exceptions.
- C. A believer may seek divorce if the partner is unfaithful by the sin of adultery or desertion; marriage to another while the previous partner is alive is adultery.
- D. A believer may seek divorce if the partners are incompatible; marriage to another while the previous partner is alive is adultery.
- E. God's hatred of divorce forbids the believer to seek divorce but permits the unbeliever in a relationship to carry through the process. In this case, marriage to another while the previous partner is alive is permitted.
- F. A believer may seek divorce if the partner is unfaithful by the sin of adultery or desertion; marriage to another while the previous partner is alive is permitted.
- G. A believer may seek divorce if the partners are incompatible; marriage to another while the previous partner is alive is permitted.

Explanation: This is a case by case scenario and should be taken with out an ounce of judgment and a ton of grace.

**Check the letter that matches EVERY response you feel comfortable applying in your ministry**

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**Ques. 32.11** Regarding the involvement of persons who are divorced/re-married in ministry, please choose EVERY position you are willing to support as the position of a church in which you minister.

- A. No divorced person is allowed to hold a leadership position in the church.
- B. Persons divorced/remarried before they were saved are forgiven and not treated as if they were divorced. They may hold leadership positions, but not those divorced/remarried after they were saved.
- C. Persons who were divorced/remarried after salvation may (after a healing period) hold leadership positions, but only if their divorce was due to adultery or desertion.
- D. Persons who were divorced/remarried after salvation may (after a healing period) hold leadership positions, as long as they have truly repented of all personal sin they committed in the divorce.
- E. No one is perfect, and divorce should be treated like any other sin. Persons who have done this and repented of any sin on their part are immediately eligible for leadership.
- F. Almost everyone commits adultery in his/her heart, daily. Even persons in the process of divorce (regardless of the reason for it) should be allowed to fill or continue in leadership roles.

Explanation: We separate out deacons/overseers and pastors from others. Again you need an ounce of judgment and a ton of grace and a case by case verdict.

**Check the letter that matches EVERY response you feel comfortable applying in your ministry**

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**Ques. 32.12** Regarding the use of Alcohol and Tobacco, choose EVERY position you are willing to support as the position of a church in which you minister.

- A. Alcohol and tobacco are part of God's creation, and are permitted as a gift of God to enjoy.
- B. Alcohol and tobacco are part of God's creation, and are permitted as a gift of God to enjoy, but only if they do not control or negatively effect the person who uses them.
- C. One should only use alcohol or tobacco if they are not controlled by them, and it does not hinder their testimony.
- D. One should never use alcohol or tobacco, because, even though the Bible may give this freedom, it will undoubtedly hinder your testimony to someone.
- E. One should never use alcohol or tobacco, because doing so would be sin.

Explanation: Alcohol and tobacco should neither be encouraged nor taught in this church.

**Check the letter that matches EVERY response you feel comfortable applying in your ministry**

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**Ques. 32.13** Regarding Abortion and Euthanasia, choose EVERY position you are willing to support as the position of a church in which you minister.

- A. Life is sacred; no abortion or euthanasia, no exceptions.
- B. Abortion is permitted only to save the life of the mother, no euthanasia.
- C. Abortion is permitted only to save the life of the mother. Euthanasia is permitted only when the suffering is overwhelming and the person requests it.
- D. Abortion and euthanasia are permitted, but only when the alternative is too great to bear. (Acceptable examples might include disposing of a brain-damaged fetus from a rape or allowing euthanasia when pain becomes overwhelming.)
- E. Abortion or euthanasia is permitted upon request for the person who will experience them.
- F. Abortion or euthanasia should be done upon request of the guardian.
- g. Providing it is legal, abortion and euthanasia are acceptable under any circumstance.

Explanation: B. In extreme cases and than with a ton of grace and discernment.

**Check the letter that matches EVERY response you feel comfortable applying in your ministry**

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**Ques. 32.14** Regarding Authority above the Local Church, choose EVERY position you are willing to support as the position of a church in which you minister.

- A. Prophetic: God has given authority to one person (who is above the local church level) to oversee our church (and perhaps others also). Our local church is responsible to obey this person's authority.
- b. Hierarchical: God has given authority to (one person or) a group of persons outside of our local church. This person (group) has delegated that authority down through several layers of leaders. Our local church is responsible to obey this chain of authority.
- c. Representative: Local churches in a denomination or association elect/appoint/recognize and delegate authority to the collective group of these representatives. The local churches are then responsible to obey this group.
- D. Denominational: There is no authority above the local church, but local churches should voluntarily submit to the leadership of denominational leaders because the cause of Christ is almost always better served by many than by few.
- E. Associational: There is no authority above the local church, but local churches should organize or participate in regional or local associations of other churches voluntarily, because the cause of Christ is better served that way.
- F. Cooperative: There is no authority above the local church, but local churches should often cooperate with a few other local churches voluntarily whenever the cause of Christ is better served that way.
- G. Separatist: There is no authority above the local church, and local churches should be extremely careful when even cooperating with those outside their church.

Explanation:

**Check the letter that matches EVERY response you feel comfortable applying in your ministry**

<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input checked="" type="checkbox"/> D	<input checked="" type="checkbox"/> E	<input type="checkbox"/> F	<input type="checkbox"/> G	<input type="checkbox"/> H	<input type="checkbox"/> I	<input type="checkbox"/> J	<input type="checkbox"/> K	<input type="checkbox"/> L
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**Ques. 32.15** Regarding Authority within the Local Church, choose **EVERY** position you are willing to support as the position of a church in which you minister.

A. Prophetic: Final authority resides in the pastor who determines, interprets and declares God's Word and will to the church.

B. Pastor Rule, Elder/Deacon/Board led: Final authority resides in the Pastor who shares this authority with other leaders (as a senior partner would with junior partners). The pastor usually has final say over all policies and personel.

C. Board (Elder) Rule: Final authority resides in the (elder) board, which appoints other board members (elders) and determines, interprets and declares God's Word and will to the church.

D. Pastor led, Congregational Rule: Final authority lies with the congregation, but they delegate this (almost) exclusively to the Senior Pastor when they vote to call him. He then leads (mostly) as he chooses (sometimes using elders/deacons as junior leaders) unless the congregation votes to fire him.

E. Elder Led, Congregational Rule: Final authority lies with the congregation, but is only exercised to vote for the pastor(s) and elders (and the budget, constitutional changes, etc.). Apart from these issues, the elders (with whom the pastor is an equal) exercise authority as they see fit, and carry out this authority (often through the staff) unless the elders are impeached by the congregation.

F. Staff Serving, Congregational Rule: Final authority lies with the congregation and is exercised through frequent congregational meetings to vote on almost every position and issue in church life. The pastor/staff/other leaders are seen as servants to carry out this authority.

Explanation:

**Check the letter that matches EVERY response you feel comfortable applying in your ministry**

<input type="checkbox"/> A	<input type="checkbox"/> B	<input type="checkbox"/> C	<input type="checkbox"/> D	<input checked="" type="checkbox"/> E	<input type="checkbox"/> F	<input type="checkbox"/> G	<input type="checkbox"/> H	<input type="checkbox"/> I	<input type="checkbox"/> J	<input type="checkbox"/> K	<input type="checkbox"/> L
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## Church Philosophy Section (Questions 33 - 40)

### 33. Regarding Cultural Authority Style

In the "Actual" column, click next to the church's actual cultural authority style over the last few years. In the "Preferred" column check the same item as you checked in the "Actual" column UNLESS AND ONLY UNLESS YOUR LEADERS HAVE (almost unanimously) AGREED TO CHANGE TO A NEW STYLE. If they have agreed then click next to the style to which you have agreed to change.

**Actual Style:** Bishop

**Preferred Style:** Bishop

### 34. Regarding the Role of the Senior Pastor and Other Church Staff Members

Below are several common ways that the Senior Pastor and the staff function in a church. In the "Actual" column, click next to the pastor's actual role over the last few years. In the "Preferred" column check the same item as you checked in the "Actual" column UNLESS AND ONLY UNLESS YOUR LEADERS HAVE (almost unanimously) AGREED TO CHANGE TO A NEW ROLE. If they have agreed then click next to the role to which you have agreed to change.

**Actual Style:** Football Quarterback

**Preferred Style:** Football Quarterback

### 35. Regarding the primary purpose(s) of the church

Though none of the following may fully describe a church's responsibility, please place a 1, 2, 3, and 4 by the four statements you feel are the first, second, third, and fourth MOST important roles of a church.

1	A platform to preach the Word.	2	A family to manifest love
	A community to promote justice		A financial base for world missions
	An army to save the lost		A temple in which to worship God
4	A hospital to heal the afflicted		A support base for individual "ministers"
3	An equipping center to make disciples		

### 36. Regarding worship style

In the "Actual" column, click next to the church's actual "Worship Style" over the last few years. In the "Preferred" column check the same item as you checked in the "Actual" column UNLESS AND ONLY UNLESS YOUR LEADERS HAVE (almost unanimously) AGREED TO CHANGE TO A NEW WORSHIP STYLE. If they have agreed then click next to the worship style to which you have agreed to change.

**Actual Style:** 80% Traditional -- Hymns and a few choruses played on organ or piano

**Preferred Style:** 80% Traditional -- Hymns and a few choruses played on organ or piano

### 37. Regarding the Sunday Morning Target Group

In the "Actual" column, click next to the church's actual "Sunday morning target group" over the last few years. In the "Preferred" column check the same item as you checked in the "Actual" column UNLESS AND ONLY UNLESS YOUR LEADERS HAVE (almost unanimously) AGREED TO CHANGE TO A NEW SUNDAY MORNING TARGET GROUP. If they have agreed then click next to the new target group to which you have agreed to change. In other words, there should be a check in both columns. The "Preferred" column will be used for matching.

**Actual Style:** A 50% - 50% focus targeting both unsaved and believers equally

**Preferred Style:** A 50% - 50% focus targeting both unsaved and believers equally

**38. Regarding the weekday target group for most church ministries**

In the "Actual" column, click next to the church's actual "Target group for most church ministries" over the last few years. In the "Preferred" column check the same item as you checked in the "Actual" column UNLESS AND ONLY UNLESS YOUR LEADERS HAVE (almost unanimously) AGREED TO CHANGE TO A NEW TARGET GROUP. If they have agreed, then click next to the new target group to which you have agreed to change. In other words, there should be a check in both columns. The "Preferred" column will be used for matching.

**Actual Style:** A 50% - 50% focus targeting both unsaved and believers equally

**Preferred Style:** A 50% - 50% focus targeting both unsaved and believers equally

**39. Regarding your philosophy of discipling**

Select ONLY ONE statement below that most closely describes your church's philosophy of discipling.

Our church believes in discipling, but we have too many other priorities or needs right now to make discipling a top priority of the church.

**40. Regarding your philosophy of missions**

Please select the ONE RESPONSE that MOST CLOSELY describes your philosophy of missions.

Missions is important, and we will not only give above 10% of our total budget, but also (perhaps) send our own lay leaders on short-term missions every year hoping some will become missionaries.

## Church Position Section (Questions 41 - 44)

### 41. Please choose **ONLY ONE** position your church is attempting to fill

**Position:** Senior Minister without other staff

**Position Type:** Full Time

**If part time, how many months will the position last:** 0

**If part time, how many hours per week are expected:**

### 42. Regarding Generational Focus

Please click on **EVERY** age group the candidate you are seeking will be expected to focus on in his/her primary group.

- Builders (born before 1946)
- Baby Boomers (born between 1946 - 1964)
- Baby Busters (born between 1965 - 1983)
- Millennials (born after 1983)
- Born after 2000
- Normally distributed across all ages

### 43. Regarding Cultural Focus

Please click **EVERY** culture the candidate you are seeking should desire to minister to.

- Anglo
- African-American
- Asian
- Hispanic
- Native American
- A mixture of several ethnic groups or cultures
- A group outside the United States

### 44. Regarding Language

Please click **EVERY** language, other than English, that your candidate must speak to perform effectively in the position you seek to fill.

<input type="checkbox"/>	Spanish	<input type="checkbox"/>	Japanese
<input type="checkbox"/>	French	<input type="checkbox"/>	A dialect of China
<input type="checkbox"/>	Portuguese	<input type="checkbox"/>	A dialect of India
<input type="checkbox"/>	Russian	<input type="checkbox"/>	Other

## Church Profile Personal Section (Questions 45 - 55)

45. The ideal age of the candidate we are seeking is

Older than  and younger than

46. Desired Gender (check either one or both)

- Male  
 Female

Please click on EVERY ethnic background for your candidate that would allow him/her to minister effectively to your congregation/ministry.

- Anglo                                       Hispanic                                       Native American  
 African American                                       Asian                                       Other

47. According to our church's doctrinal position, a candidate for our church:

Cannot be divorced

48. Desired Family Structure

In the left column below, click on each item that describes the MOST DESIRABLE family structure for the candidate you are seeking. You may choose as many as are appropriate. In the right column, click on each item that describes ALL other acceptable family structures for this candidate. Clicking on an item two times will return that item to its original unselected state.

Most Desirable	All Others	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Single, never married
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Single, widowed
<input type="checkbox"/>	<input type="checkbox"/>	Single, divorced
<input type="checkbox"/>	<input type="checkbox"/>	Single, separated
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Married without children
<input type="checkbox"/>	<input type="checkbox"/>	Divorced and remarried without children
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Married with oldest child age 0-12 yrs old
<input type="checkbox"/>	<input type="checkbox"/>	Divorced and remarried with oldest child age 0-12 yrs old
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Married with oldest child age 13-18 yrs old
<input type="checkbox"/>	<input type="checkbox"/>	Divorced and remarried with oldest child age 13-18 yrs old
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Married with oldest child over 18 yrs old
<input type="checkbox"/>	<input type="checkbox"/>	Divorced and remarried with oldest child over 18 yrs old
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Married with no children still living at home
<input type="checkbox"/>	<input type="checkbox"/>	Divorced and remarried with no children still living at home

**49. Desired Educational Level**

In the left column below, click on each item that describes the **MOST DESIRABLE** educational level for the candidate you are seeking. You may choose as many as are appropriate. In the right column, click on each item that describes **ALL** other acceptable educational levels for this candidate. Clicking on an item two times will return that item to its original unselected state.

Most Desirable      All Others

<input type="checkbox"/>	<input type="checkbox"/>	Less than a High School education
<input type="checkbox"/>	<input type="checkbox"/>	High School diploma or GED
<input type="checkbox"/>	<input type="checkbox"/>	Some college work, but less than a 4 year degree
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bible School diploma
<input type="checkbox"/>	<input type="checkbox"/>	Bachelor's degree
<input type="checkbox"/>	<input type="checkbox"/>	Some Master's level work, but not a Master's degree
<input type="checkbox"/>	<input type="checkbox"/>	MA
<input checked="" type="checkbox"/>	<input type="checkbox"/>	MRE
<input checked="" type="checkbox"/>	<input type="checkbox"/>	MDiv
<input checked="" type="checkbox"/>	<input type="checkbox"/>	ThM
<input type="checkbox"/>	<input type="checkbox"/>	DMin
<input type="checkbox"/>	<input type="checkbox"/>	PhD, EdD or other earned doctorate

**50. Marital Strength**

Click the **LOWEST** marital strength you are willing to accept in a candidate for your ministry. **NOTE: Persons not meeting this qualification will be disqualified no matter how excellent a match they might otherwise be.**

Strong

**51. Marital Support for Ministry**

Click the **LOWEST** level of marital support you are willing to accept in a candidate for your ministry. **NOTE: Persons not meeting this qualification will be disqualified no matter how excellent a match they might otherwise be.**

Supportive - Helps me when I ask

**52. Spousal Ministry Involvement**

Click the **LOWEST** level of ministry involvement you are willing to accept for your candidate's spouse in your ministry. **NOTE: Persons not meeting this qualification will be disqualified no matter how excellent a match they might otherwise be.**

Occasionally leads a ministry

## Ministry Match Section

Weight	Temperament
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Innergized
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Exergized
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Detail
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Big-Picture
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Group
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Individual
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Logical
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Relational
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Adapter
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Planner
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Finisher
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Processor
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Proactive
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Responsive
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Perseverant
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Flexible

Weight	Motivated Role
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Conceptualizer
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Prototyper
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Implementer
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Refiner
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Manager

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Weight	Leadership Style
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Director
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Persuader
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Unifier
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Perfecter

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Weight	Participation Style
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Prophet
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Coach
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Teammate
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Assistant
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Steward

## Ministry Gifts

Weight	Teaching Cluster
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Preaching
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Teaching/Instructing
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Discipling/Mentoring
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Interpersonal Communication

  

Weight	Planning Cluster
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Strategic Planning
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Financial Planning

  

Weight	Change Cluster
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Promoting
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Negotiating

  

Weight	Ideation Cluster
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Conceptualizing
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Creating/Innovating

Weight	Counseling Cluster
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Problem Solving
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Empathy/Identification
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Counseling
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Character Evaluation

  

Weight	Leadership Cluster
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Motivational Leadership
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Operational Leadership
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Managerial Leadership
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Administrative Leadership
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Follow-Through

Weight	Writing Cluster
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Creative Writing
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Technical Writing

  

Weight	Individual Gifts
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Serving/Helping
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Musical Expression
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Evangelism
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Faith
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Giving
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Cross_Cultural Communication
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Expediting
<input style="width: 50px; height: 20px;" type="text"/>	<input type="checkbox"/> Data Handling
<input style="width: 50px; height: 20px;" type="text"/>	<input checked="" type="checkbox"/> Self-Management

# Ministry Values

**Weight**

- Accomplishing Goals
- Appreciation
- Autonomy
- Being in Charge
- Competition
- Creating/Innovating
- Cross-Cultural Ministry
- Designing/Creating
- Developing Potential
- Facility Administration
- Feedback
- Finance
- Giving
- Hard Work
- Influencing/Impacting
- Meeting Needs
- Mobility

**Weight**

- Musical Expression
- Overcoming Challenges
- Performance
- Persuasion
- Pioneering
- Precision/Perfection
- Problem Solving
- Proficiency
- Purpose
- Risk
- Research
- Serving
- Stability
- Supervising
- Teaching/Training
- Working with People
- Writing

## Church Profile Ministry Experience Section (Questions 56 - 66)

### 56. Total Ministry Experience

In the left column, click beside the total ministry experience (equals experience in any and all positions) your candidate MUST have to be considered for your position. NOTE: All persons with less experience than this will be eliminated from consideration, no matter how gifted. In the right column, click beside the total ministry experience that is DESIRED (but not necessarily required) for this position. NOTE: This level of

**Must Have:** 1-3 years experience required

**Desired:** 4-9 years experience required

### 57. Specialized Ministry Experience

In the left column, click beside the amount of specialized ministry experience (equals experience in the exact or very similar position that you seek to fill) your candidate MUST have to be considered for your position. NOTE: All persons with less experience than this will be eliminated from consideration, no matter how gifted. In the right column, click beside the specialized ministry experience that is DESIRED (but not necessarily required) for this position. NOTE: This level of choice will not exclude any candidate.

**Must Have:** No experience absolutely required

**Desired:** 1-3 years experience required

### 58. Church size experience

To be considered for our ministry, a candidate must have had SOME KIND of ministry experience in a church with an attendance of AT LEAST:

No smaller than 25

### 59. Church Size Related to our Specific Position

No smaller than 25

### 60. The candidate we are seeking must have the following numerical growth experience:

Any numerical growth experience is acceptable to us / or not applicable to the position we have.

### 61. The candidate we are seeking must have the following level of success in producing spiritual growth in his/her ministries: (Choose only one response, Scroll down the box below to see definitions)

Any numerical growth experience is acceptable to us / or not applicable to the position we have

### 62. Moral Issues -- Please select EVERY issue below that would disqualify a person as a candidate for your ministry position.

- Arrested or convicted for a felony
- Arrested or convicted of child abuse
- Accused, arrested or convicted of sexual misconduct of ANY kind
- EVER involved in a homosexual lifestyle
- EVER been disciplined by a religious body
- Recently taken a psychological test that suggested mild psychological problems

**Comments:**

**63. Regarding your primary ministry role(s)**

Below you will find eleven roles that church staff members might play in a ministry. Click the "1" in the box beside the primary role your candidate will be expected to play in your ministry. Click the "2" in the box beside the second most important role. Click the "3" beside the third most important role

1	Visionary-Leader		Church Manager
	Shepherd		Prophet
2	Preacher-Teacher		Spiritual Example
	Worship Leader		Specialist
3	Evangelist		Generalist
	Equipper		

**64. Desired Preaching Style**

Place a "1" beside the preaching style your congregation desires MOST of the time. Place a "2" beside the preaching style that is the congregation's second choice. Place an "3" beside the TWO least desirable preaching styles.

2	Verse-by-verse -- Preach a passage and explain and apply each verse, one at a time.
1	Expository, passage-by-passage -- Preach a passage. Explain the overarching concept, then explain how each verse fits, and the applications.
3	Applicational -- Don't actually explain the passage. Just explain the applications from the passage, and how to apply them.
	Topical -- Preach on topics (example: suffering, grace, etc.) and use Scripture from all parts of the Bible.
3	Spiritual -- Each week preach whatever message God lays on the preacher's heart regardless of a preaching schedule.
	Evangelistic -- Regardless of the text or topic, focus in on the simple gospel, and challenge all to be saved.
	Other:

**65. Philosophy of Evangelism**

Click on EVERY approach to evangelism below that would be acceptable for a candidate for your ministry position. NOTE: Candidates who primarily practice an approach that you do not select will be eliminated from consideration no matter how excellently they match your church otherwise.

- Practices personal evangelism and spends very little time involving others in evangelism.
- Provides encouragement, but no training, trusting the Holy Spirit to lead people to individually practice evangelism.
- Provides encouragement, training and then provides organization and accountability to help people practice individual evangelism.
- Provides all of the above and in addition launches a few centralized or up-front approaches each year as well.
- Primarily focuses on up-front or centralized evangelism approaches, spending only a little time on training and organizing individual evangelism.
- Focuses exclusively on up-front evangelism.
- Hardly involved in evangelism at all, either personally or leading others.

**66 Denominational Commitment**

Click on EVERY approach to denominational commitment that would be acceptable for a candidate for your ministry position. NOTE: Candidates not matching any of your choices will be eliminated from consideration no matter how excellently they match your church otherwise.

- All denominations and organizations above the local church level are unbiblical and should be avoided. I will lead any church I serve to drop all commitments of this kind.
- Denominations and organizations above the local church level are expensive and time-consuming. Unless the church I serve gets much more than it must give to such organizations, I would recommend that we drop our commitment to such groups.
- Denominations and organizations above the local church level are fine if they help our church. I would recommend that we keep our commitment to our denomination or association as long as there is no significant drain on our church. If there is a drain, we should leave.
- Denominations and organizations above the local church level are valuable. We can do much more together than separately. I would recommend that we remain strongly committed and involved in our denomination or association unless that group strays from our church's doctrinal position. If they stray much at all, we should leave.
- Denominations and organizations above the local church level are more valuable that most people realize. Even if there is significant drain and doctrinal difference, it's worth it for the benefit the denomination provides. I would recommend that we maintain our commitment to this group unless the most extreme doctrinal difference
- I would never under any circumstance lead a church to break its denominational or associational ties.

**67. Will your candidate be required to raise financial support to cover his/her salary?**

No

**68. Please click on EVERY option you would allow your ministry candidate to choose regarding housing.**

- Church-owned housing
- Candidate could purchase his/her own home
- Candidate could rent/lease his/her own home
- Under hardship cases the church would help with a down payment for a home

**69. Below please list the salary and benefits package to be offered to the AVERAGE qualifying candidate for your ministry position.**

Salary: 45,000.00

Health Insurance:

Life Insurance:

Housing Allowance:

Personal Development:

Pension:

Car Allowance:

Other:

Other: 45,000.00

**70. This question is financial information not to be shown on this report.**

**71. Before we continue with tailoring, is there any other information that you would like a prospective ministry leader to know that is not covered in the Church profile?**