

## Healthy Pastor Profile

The character and competence desired:	How it will be demonstrated:	Ideas for growing in this area:
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<p><b><u>Spiritual Vitality</u></b></p> <p>Out of a persons' growing relationship with Christ comes a Christ-like character and a Spirit-empowered competence for ministry. Spiritual vitality is the foundation of professional competency and spiritual authority for a Christian leader. "The greatest need for my church is my own personal holiness" (RM McCheyne)</p> <p><i>(Ps 78:72; Prov 4:23; Matt 6:33; 2 Tim 3:16-17; Acts 6:3; 2 Chron 16:9; 1 Tim 3:1-7; Rom 8:28-29; Phil 1:9-11; 2:5-11; 3:10)</i></p>	<p><u>Prayer</u> Demonstrates full dependence on the Lord in all matters through the regular practice of prayer for personal and ministry life</p> <p><u>Biblical orientation</u> Decisions and actions will be based on spiritual discernment and practical application of Scriptural principles</p> <p><u>Motivation &amp; Values</u> Demonstrates a motivation to focus all glory on the Lord and the expansion of His Kingdom rather than on their personal stature or status.</p> <p><u>Christ like Character</u> Demonstrates a growing conformity to the image of Christ. Their significance is rooted in their relationship to Christ rather than their organizational position or level of task accomplishment.</p> <p><u>Kingdom Passion</u> Their spiritual vitality is expressed in a dedication to building the Kingdom of God globally (C&amp;MA historic link between the deeper life and mission)</p>	<ul style="list-style-type: none"> <li>-personal prayer disciplines</li> <li>-involve a prayer team</li> <li>-SPN accountability</li> <li>-spiritual gifts inventories</li> <li>-development and practice of spiritual disciplines</li> <li>-formal and informal topical and exegetical study</li> <li>-spiritual retreats</li> <li>-international ministry exposure and involvements</li> <li>-College of Prayer</li> <li>-spiritual directors/mentors</li> </ul>
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<p><b><u>Influence</u></b></p> <p>Godly leadership is influencing other people towards God's purposes for them, primarily by an exemplary life and through setting the pace for others to follow. (Matt 4:19; 28:18-20; Mark 3:14; 2 Tim. 2:2; 1 Cor 11:1)</p>	<p><b><u>Relationship and Modeling</u></b> Demonstrates transparency in communication that enables others to understand their commitment and motivation.</p> <p><b><u>Influence</u></b> The potential to influence others through one's leadership position is in essence organizational "power", therefore each person will seek to understand: -Their personal &amp; leadership style -The nature and limits of power within organizations and in personal relationships -Differences in how power is exercised in the context in which they work (cultural, congregational, community)</p> <p><b><u>Posture of humility</u></b> Their ministry posture is as a servant of those they lead. Servant-leaders influence by example, by their presence and persuasion. Servant leadership is neither prestige/position achieved nor is it prestige or positionally ascribed; it is what someone <i>is</i>. (1 Peter 5:2-3; Luke 22:25-26; Phil 2:3-8).</p> <p><b><u>Learning</u></b> Is a student of Biblical and historical examples of leaders who were anointed and used by God.</p> <p><b><u>Perspective</u></b> Is familiar with various leadership models and understands the unique motivations and values of Servant Leadership.</p> <p><b><u>Empowerment</u></b> Demonstrates a focus on developing the potential of persons, not planned organizational results. Is focused on plans to <i>release</i> people for effective ministry rather than be <i>ruled</i> by the leader or the organizational objectives.</p>	<p>-Appropriate assessments and peer feedback to identify personal style of communication and leadership style</p> <p>-readings on organizational development, power in organizations, cross cultural leadership and power issues</p> <p>-a written personal philosophy of leadership, verbalized to ministry peers</p> <p>-reading on leadership, both Biblical and secular with peer reflections on the similarities and differences for pastoral leadership</p> <p>-leadership summits/seminars</p> <p>-training in coaching/mentoring</p> <p>-regular performance evaluations</p>
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