

Critical Senior Leader Requirements

One of the important functions of the *Vital Signs*® report is to assist leaders in determining what type of leader would be the best fit for their particular church. Many leaders have expressed the need for an explicit connection between their *Vital Signs*® report and a profile of their next leader. To meet this need Holy Cow! Consulting is now offering a Critical Senior Leader Requirements (CSLR) description that is customized to their particular *Vital Signs*® results.

A CSLR is a preliminary description of the type of person that might be a good fit. It is not a job description. It addresses five categories:

Subject Matter - What subjects should interest the candidate? What should they know? What information should they have a command of?

Circumstances/Context - What are the circumstances in which they will be functioning and need to feel comfortable?

Critical Abilities – What should the candidate be able to do extremely well that is critical to the achievement of this church's vision?

Leadership Style - On a spectrum ranging from sole decision-maker to full consensus, what kind of leadership should the candidate exhibit?

Motivation - What must motivate this candidate that will keep him or her in this position over the long run?

The Critical Senior Leader Requirements developed by Holy Cow! Consulting for a church is a preliminary description; it is not intended to replace the discernment process of leader who prayerfully converse with all the information about their church in their minds and hearts.

A sample CSLR report follows on the next page.

Questions? Call Holy Cow! Consulting at 514-208-4090.

Critical Senior Leader Requirements (Sample Report)

St. Anywhere Episcopal Church

Subject Matter

- Theologically trained
- Appreciative of a variety of theological perspectives but internally comfortable with moderately conservative stance
- Possesses an understanding of family-sized church dynamics
- Knowledgeable of effective strategies and tactics for a community based church
- Has a grasp on what is required to create a magnetic church
- Understands how to utilize a variety of worship resources

Circumstances/Context

- A family-sized church with in a slowly growing community
- A theologically diverse congregation tending toward a moderately conservative perspective
- A warm and hospitable community that values one another and finds new meaning through the church
- A congregation with high expectation for lay involvement in ministry
- A strong church with average morale, good decision-making and excellent conflict management skills
- A body of people with a very strong sense of connection between faith and life
- A congregation with an average tolerance for change but wanting a substantial amount of energy placed into church growth

Critical Abilities

- Good communicator / preacher
- Develop worship services with a high level of quality
- Articulate a clear vision achieved through incremental rather than sweeping change
- Optimize the education program based upon a realistic understanding of resources
- Negotiator who can help groups from different perspectives find common ground
- Build on the church's hospitality to welcome and embrace guests.
- Help the church further develop the joy of giving

Leadership Style

- Initiating - makes things happens but...
- Relational-pays attention to personal dynamics and
- Incremental in approach to change
- Coach - helps people know how to succeed

Motivated by

- Personal impact
- Community warmth and meaningful relationships
- Modest steps of growth and change