

Church and Position Profile Questions

The BGAV minister matching system is designed to help the churches of the BGAV share clearly what they seek in a candidate and to help candidates reveal in their qualifications and preferences so that the most appropriate matches can be made.

This document contains the questions you will be asked in order to create a profile for your search. This printable tool is made available to help you to enter the information online. A representative of the search committee will have to enter the information online to create the profile for the open position.

Included on the last page is the agreement/disclaimer. You will be asked to indicate your understanding and acceptance of these statements, so please read this document carefully before you indicate your agreement online.

**Committee Contact Information:**

First Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Last Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Username: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Password: (minimum 7 characters): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Church Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Association: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**About Your Church:**

Church Worship Style (check all that apply)

 \_\_\_ Contemporary

 \_\_\_ Traditional

 \_\_\_ Blended

 \_\_\_ Liturgical

 \_\_\_ Other

If other, please explain:

Average Worship Attendance: (check one)

 \_\_\_ Below 100

 \_\_\_ 100-200

 \_\_\_ 200-300

 \_\_\_ 300-500

 \_\_\_ 500 Plus

Church Setting/Location Classification: (check all that apply)

\_\_\_ Rural

\_\_\_ Small town

\_\_\_ Suburban

\_\_\_ Urban

Approximate Annual Budget/Undesignated Receipts

 \_\_\_ Under $50,000

 \_\_\_ 50,001-100,000

 \_\_\_ 100,001 – 250,000

 \_\_\_ 250,001 – 500,000

 \_\_\_ 500,001 – 1,000,000

 \_\_\_ 1,000,001+

Number of full-time ministers on staff (including open position): \_\_\_\_\_

Number of part-time ministers on staff (including open position): \_\_\_\_\_

Does your church provide a parsonage for this staff position? (check one):

 \_\_\_ Yes

 \_\_\_ No

What are your church’s state affiliations? (check all that apply)

 \_\_\_ Baptist General Association of Virginia

 \_\_\_ Southern Baptist Conservatives of Virginia

 \_\_\_ Cooperative Baptist Fellowship of Virginia

What are your church’s national affiliations? (check all that apply)

 \_\_\_ African American Fellowship

 \_\_\_ American Baptist Convention

 \_\_\_ Baptist World Alliance

 \_\_\_ Cooperative Baptist Fellowship

 \_\_\_ National Baptist Convention

 \_\_\_ Progressive Baptist Convention

 \_\_\_ Saddleback Association

 \_\_\_ Southern Baptist Convention

 \_\_\_ Willow Creek Association

 \_\_\_ Other

 \_\_\_ No national or worldwide affiliations/support

**Church Tradition/Preference Profile**

Which statement is closer to what the majority of your congregation believes the Bible teaches? (check one)

\_\_\_ Christ offers the gift of salvation to all. We witness to everyone, knowing that anyone can potentially be saved if he or she will only confess to being a sinner, repent, and trust in Jesus. Each person decides whether or not to trust in Christ for salvation.

\_\_\_ Salvation is for those whom God has chosen ahead of time to be saved. We don’t know who those people are, so we witness to everyone, knowing that those whom God has chosen will respond and be saved.

Which statement reflects the pastoral leadership style your church prefers? (check one)

\_\_\_ As well as serving as spiritual leader of the church, the pastor is responsible for the direction of the church and makes decisions regarding church affairs without relying much on votes by the church as a whole or by congregation-elected committees.

\_\_\_ While serving as the spiritual leader of the church, the pastor expects the congregation as a whole to retain much responsibility for considering and voting on significant church matters in church-wide business meetings and through committees elected by the congregation.

Indicate which of the following leadership positions are held by women or would most likely be acceptable for women within the life of your local church? (check all that apply)

 \_\_\_ All

 \_\_\_ Pastor/Senior Pastor

 \_\_\_ Deacon

 \_\_\_ Sunday School Teacher Adults – Men

 \_\_\_ Sunday School Teacher Adults – Women

 \_\_\_ None of the Above

**Open Position Information**

Choose one most similar to the position to be filled:

 \_\_\_ Pastor/Senior Pastor

 \_\_\_ Traditional Interim Pastor

 \_\_\_ Intentional Interim Pastor

 \_\_\_ Executive Pastor

 \_\_\_ Business/Church Administrator

 \_\_\_ Minister of Education/Discipleship/Spiritual Formation

 \_\_\_ Collegiate Minister

 \_\_\_ Minister of Youth

 \_\_\_ Minister of Music/Worship leader

 \_\_\_ Minister of Children

 \_\_\_ Minister of Preschool Children

 \_\_\_ Minister of Adults

 \_\_\_ Minister of Senior Adults

 \_\_\_ Minister of Families

 \_\_\_ Minister of Pastoral Care

 \_\_\_ Minister of Recreation

 \_\_\_ Minister of Missions

 \_\_\_ Director of Missions

Exact Job Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Position Type (check one)

 \_\_\_ Full-Time

 \_\_\_ Part-time

 \_\_\_ Part-time/Student

 \_\_\_ Bivocational

 \_\_\_ Interim

Position Description:

Minimum Compensation:

Approximate Annual Salary and Housing only (check one)

\_\_\_ Under $15,000

\_\_\_ $15,001 ‐ $25,000

\_\_\_ $25,001 ‐ $35,000

\_\_\_ $35,001 ‐ $45,000

\_\_\_ $45,001 ‐ $55,000

\_\_\_ $55,001 ‐ $65,000

\_\_\_ $65,001 ‐ $75,000

\_\_\_ $75,001 ‐ $85,000

\_\_\_ $85,001 ‐ $95,000

\_\_\_ $95,001 ‐ $110,000

\_\_\_ $110,001 ‐ $125,000

\_\_\_ $125,001+

Other Benefits Provided (check all that apply)

\_\_\_ None

\_\_\_ Retirement

\_\_\_ Medical Insurance

\_\_\_ Life Insurance

\_\_\_ Disability

\_\_\_ Social Security Allowance

\_\_\_ Pastor Must Use Salary Package in Previous Question to Cover These Costs

**Candidate Preferences**

Minimum Education Preferred: (check one)

 \_\_\_ Some college

 \_\_\_ College Degree

 \_\_\_ College and some graduate school (not seminary)

 \_\_\_ Graduate school degree (not seminary)

 \_\_\_ College and some seminary

 \_\_\_ Seminary degree

 \_\_\_ Doctorate degree (PH. D. or Dmin.)

 \_\_\_ Other

Minimum Years of Ministry Experience Preferred:

 \_\_\_ 0 years

 \_\_\_ 1-5 years

 \_\_\_ 6-15 years

 \_\_\_ 16-25 years

 \_\_\_ 26 +

Minimum Years of Experience As Senior Pastor Preferred-if for pastor position:

 \_\_\_ 0

 \_\_\_ 1-5 years

 \_\_\_ 6-15 years

 \_\_\_ 16-25 years

 \_\_\_ 26 +

Age Range Preferred: (check all that apply)

 \_\_\_ 18-22

 \_\_\_ 22-35

 \_\_\_ 36-45

 \_\_\_ 46+

 \_\_\_ No preference

Is ordination required for this position:

 \_\_\_ Yes

 \_\_\_ No

BGAV Minister Matching

Terms of Agreement/Service

This website provides a voluntary minister matching service to assist Virginia Baptist Churches as they seek to identify possible candidates for a ministry opportunity and to ministers seeking a place of ministry.  It attempts to assist churches and potential candidates by matching certain basic criteria regarding vacancy positions to candidates who submit their résumés based on education, experience, and other pertinent ministry data and preferences.  Personal and professional knowledge of candidates is often limited. References should be secured by the church in every instance and be verified along with other background information.This service does not represent an endorsement of a particular individual or reference about competency to minister.

As a service to churches, pastors and staff members, it is our goal to facilitate God’s work by introducing possible matches for churches and ministers.  This process is undergirded by prayer and is a good-faith attempt to be helpful to each.  Confidentiality and respect are important ingredients of this process.

Churches and ministers need also to seek continuously the leadership of God’s spirit and direction throughout this process.  Each has the responsibility to seek out relevant information about the other in order to be clear about the opportunity and the candidate.

Since pastors and ministers voluntarily submit their information on this website we do not necessarily endorse nor recommend any candidate whose name and resume is given to a church.  Rather, the names and resumes given to a church serve as a means of introduction only and have been identified through computerized matching software.  Churches who utilize this matching process need to verify the information including education, places of previous service, references and to conduct independent background checks.

It is also understood that the “best potential outcomes” occurs when churches and ministers are the right match for the other.  This process needs to be deliberate and may take longer than anyone originally planned.   We must each seek God’s leadership and direction to facilitate the right match.   We do not guarantee any of the names or resumes given to a church are the “right match” or God’s person for the position.  This can only be determined by the church as she prayerfully considers each candidate and seeks God’s guidance.

At the same time Candidates are not promised a successful match with the church to which their names are given.  We reserve the right not to distribute or share a candidate’s name and/or resume.  Candidates also understand we are not under any obligation to send their resumes to any church.  If a candidate desires, the resumes of candidates may be shared with other Baptist organizations.  The sharing of resumes with churches is confidential and while candidates will receive an email to let them know their resume has been sent, we will not share with candidates if where their resumes are sent.

Utilization of this system and process by churches, ministers, and individuals is completely voluntary.  Churches, candidates and all users of this system agree not to hold The Baptist General Association of Virginia liable in any way.  Churches are solely responsible for background checks and final decisions regarding the calling or employment of any individual.

