

Senior/Solo Pastor Search Criteria

Your Church Information:

Church Name Grace Baptist Church Date 08-01-25

City, State, Zip White Salmon WA 98672

Secure email address for receiving resumes: gracebaptist@grace-ws.org

Indicate the setting of your church:

- ☐ Rural ☒ Small town ☐ Medium city ☐ Large City
☐ Suburban ☐ Inner-city ☐ Ethnic

The size of your church:

- ☐ Small (less than 100) ☒ Medium (100-250) ☐ Large (250-900) ☐ Extra-large (900+)

☐ We need a bi-vocational pastor.

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Please choose the descriptions, characteristics and qualifications that best represent the pastor you are seeking for your fellowship.

What spiritual gifts do you want him to possess? (check no more than three).

- | | | | |
|---|--|--|--------------------------------------|
| <input type="checkbox"/> Prophecy/Preaching | <input type="checkbox"/> Service | <input checked="" type="checkbox"/> Teaching | <input type="checkbox"/> Exhortation |
| <input type="checkbox"/> Giving | <input checked="" type="checkbox"/> Leadership | <input type="checkbox"/> Mercy | <input type="checkbox"/> Discernment |
| <input type="checkbox"/> Evangelist | <input checked="" type="checkbox"/> Pastor | <input type="checkbox"/> Administration | <input type="checkbox"/> Faith |

Top three ministry strengths your candidate should possess (ranked 1-3, 1=strongest).

- | | | | |
|---|---|------------------------------------|--|
| <input checked="" type="checkbox"/> 2 Administrator | <input type="checkbox"/> Outreach | <input type="checkbox"/> Worship | <input type="checkbox"/> Counseling |
| <input type="checkbox"/> Pastoral Care | <input checked="" type="checkbox"/> 3 Personal Evangelism | <input type="checkbox"/> Motivator | <input checked="" type="checkbox"/> 1 Pulpit |

Education (choose one):

- ☒ Bible College preferred ☐ Bible College required ☐ Seminary preferred
☐ Seminary required

Years of Experience: 5 minimum 10 preferred

Range Each Category

Using the following chart, please indicate the **range** in which your church functions in each category.
Please place two check marks on each continuum:

	1	2	3	4	5	4	3	2	1	
Church Music:	Traditional	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Contemporary
Worship Style:	Formal	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Informal
Sermon Style:	Expository	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Topical
Sermon Series:	Frequent	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Infrequent
Theology:	Calvinistic	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Arminian

Please describe your church government: _____

Grace Baptist follows an Elder-led, congregationally affirmed government structure. The Lead Pastor
shepherds the flock as a teacher and equipper, working in concert with the Elder Board of 11 godly
men who safeguard the spiritual health and doctrinal integrity of the church. There are 15 Deacons
and 10 Deaconesses who serve to meet the practical needs within the congregation and beyond.
Guided by biblical principles, the church's constitution and bylaws provide a framework for ministry.

Additional Comments:

Our longtime senior pastor is ready to retire. At the request of the Elders, he has agreed to stay on
part time, for a time, as Pastor Emeritus, with the intent to serve in a limited role focusing on
discipleship, missions, and helping with the pastoral transition.

We intend to hire an additional pastor for youth and family as well.

Thank you.

Please submit your completed form to: Placement

Church Venture Northwest
13504 NE 84th St. Ste 103-264
Vancouver, WA 98682

Or email to: placement@churchventurenw.com