

# Growth Points

with Gary L. McIntosh, Ph.D.

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## The “C Process” of Staffing

Research going back to the early 1950s documents the importance of having the right proportion of pastoral staff to church attendees in order for a church to grow. Following World War II it was common to see a ratio of one full-time pastor for every 500 worshippers in a church (1:500). However, the growing lack of volunteers in many churches pushed the ratio to 1:350 by the mid 1960s. Today an appropriate staffing ratio is considered to be 1:150.

Remember  
and practice  
this principle:

“Recruit to a  
vision . . . not  
a program.”  
- Dennis Baker

Hiring pastoral staff is not a new concept. The question is What should a church look for to bring about an excellent fit between church and staff, as well as staff members with other staff members?

“The C Process” is an old one, and no one knows for sure where it originated. So, here is my take on this approach to determining what to look for in a new pastoral staff member.

### 1. Call

Look for a person who has a clear leading to your church and position. Does the person show evidence of self-awareness and the call of God on his or her life? Do they have a passion for ministry that goes beyond the available position being just a job?

### 2. Character

Look for a person of integrity who is above reproach. Among other things, seek a humble, teachable, and, if married, a person with a solid marriage.

### 3. Competence

Look for a person qualified to do the job. Does their education, experience, and skills fit the position? Do they have a track record of fruitfulness? Have they had success in establishing vision and direction in prior ministry situations?

### 4. Compass

Look for a person who has goals in life and ministry, one who has a high degree of emotional and spiritual maturity. Is the individual a lifelong learner? Are they growing spiritually? Is there evidence of spiritual, emotional, and relational growth? Are they heading somewhere or just drifting along?

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# Look for a person who fits relationally with your church.

## Do they understand the church's life-stage?

### 5. Communication

Look for a person who has excellent skills in speaking and writing. Do they have a public and private communication style that fits and connects with your people? Are they biblically and theologically articulate?

### 6. Chemistry

Look for a person who fits relationally with your congregation and present staff team. Are they an authentic team player? Do they bring energy to the staff team or leave others depressed and discouraged? Are they able to leave others up in ministry and life? Does their personality connect well with those with whom they must work? Do they have a genuine pastoral heart?

### 7. Capacity

Look for a person who is able to handle the challenges of ministry. Do they demonstrate a strong work ethic, resiliency, stamina, and energy? Are they able to multiply themselves by building teams? Do they delegate well? Can they accept change and lead others to change with diplomacy?

### 8. Culture

Look for a person who understands and fits the community and regional culture of your church. Will their appearance and/or style preferences build trust or distract from your church's ministry? Can they engage the many constituents, both inside and outside your church, appropriately?

### 9. Context

Look for a person who fits the size, life-cycle, and generational context of your church. Do they understand the church's history and life-stage? Are they the right person for today's job?

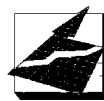
### 10. Commitment

Look for a person who is able to make a long term commitment to your church. Do they have a track record of longevity in other ministry positions or jobs? Have they stayed long enough in previous work situations to build trust and establish a significant ministry? Do they see your position as a stepping stone to something else?

### And just one more . . . Common Sense

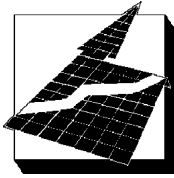
Look for a person who has an ability to perceive, understand, and judge things reasonably. Are they able to reason, converse, and work with others in a wise and reasonable manner?

What additional insights can you add to "The C Process?"



Gary L. McIntosh is an author of numerous books and articles.

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### **Growing God's Church**

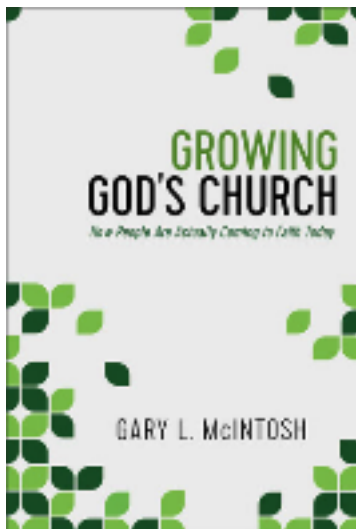
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