

Are you More  
**“Executive”**  
or  
**“Pastor”**

A STRATEGIC CONVERSATION STARTER TO HELP YOU  
MAKE INTENTIONAL HIRING DECISIONS FOR YOUR  
NEXT EXECUTIVE PASTOR.

## Are You More of an “Executive” or “Pastor”?

### Purpose:

*The role of Executive Pastor is part "Executive" and part "Pastor."*

*The **Executive** role relates to overseeing business operations, creating and managing systems, overseeing finances and creating budgets, making HR related decisions, etc.*

*The **Pastor** role relates to overseeing the ministries of the church, setting strategy for youth ministries, adult ministries, missions, and worship and arts.*

*Some churches want an XP that leans more toward Pastor. Others lean heavily toward the “Executive” function – the purpose of this tool is to see if your candidate has a bent in the direction of what you need.*

### Survey:

1. Would you rather...
  - A) Spend time developing financial strategies and budget plans for the church?
  - B) Spend time mentoring and discipling church members?
2. Would you rather...
  - A) Oversee staff performance evaluations and HR policies?
  - B) Lead a team of volunteers in planning a church outreach event?
3. Would you rather...
  - A) Manage the logistical details of a major church building project?
  - B) Craft sermon series themes and develop spiritual formation plans?
4. Would you rather...
  - A) Create and implement operational systems to improve church efficiency?
  - B) Spend time visiting church members who are sick or in crisis?
5. Would you rather...
  - A) Work on strategies around church governance and decision-making?
  - B) Lead a small group Bible study and nurture discipleship relationships?

6. Would you rather...
  - A) Work behind the scenes ensuring church policies and procedures are effective?
  - B) Be on the front lines hosting a service or preaching a sermon?
7. Would you rather...
  - A) Plan the annual church budget and review financial reports?
  - B) Plan and lead a mission trip for church members?
8. Would you rather...
  - A) Oversee and direct facility management and maintenance?
  - B) Develop and implement a new ministry program for young adults?
9. Would you rather...
  - A) Ensure legal and compliance matters for the church are in order?
  - B) Counsel and provide spiritual guidance to church members facing challenges?
10. Would you rather...
  - A) Develop a strategic plan to grow the church's administrative capacity?
  - B) Develop a pastoral care team to minister to those in need?

## Results:

Executive ("A" Responses)	Pastor ("B" Responses)	Assessment Result
0-2	8-10	Strong Pastor orientation
3-4	6-7	Moderate Pastor orientation
5	5	Balanced blend of Executive and Pastor
6-7	3-4	Moderate Executive orientation
8-10	0-2	Strong Executive orientation

## Interpretation Guide:

- **Strong Pastor orientation:** Likely best suited for churches prioritizing discipleship, teaching, care, and ministry leadership.
- **Strong Executive orientation:** Likely best suited for churches that need operational leadership, strategic systems, and administrative excellence.
- **Balanced blend:** Versatile candidate who may be a good fit for hybrid expectations or a growing/changing church.

## Next Steps:

Now that you've completed the assessment, use the results to guide your next conversation:

- **If you're a candidate,** reflect on where your natural strengths lie and be ready to communicate how your unique blend of skills aligns with the church's needs.
- **If you're a church leader,** consider how the candidate's profile matches your expectations and priorities for the Executive Pastor role.

Remember: this tool is not a pass/fail test—it's a **conversation starter** to help you make a wise, intentional leadership decision.