

As we begin our journey toward strengthening a local congregation for a hopeful future, we encourage you to consider how God has uniquely equipped you as a pastor to lead and serve the church that has called you. In order to do so, we invite you to review an article published by the North American Mission Board Replant Team to identify your strengths and potential growth opportunities as a pastor. While written originally for replanters, many of the same characteristics are also essential to any pastor seeking to lead a church toward a hopeful future.

If you'd like to start a conversation about your future as a potential replanter or revitalization pastor in South Carolina, email [hopeforchurches@scbaptist.org](mailto:hopeforchurches@scbaptist.org).

## 13 Essential Characteristics of Effective Revitalization Pastors & Replanters by Jimbo Stewart

**Visionary Shepherd** — A visionary shepherd has the ability to sense and see God's next steps for a congregation and the capacity to lead the church forward as a loving shepherd. He is patient, wise, strategic and relational.

**Gospel Orientation** — Gospel orientation refers to aligning the culture and practice of the church in such a way that the core doctrine of the gospel drives its mission and practice in preaching, managing conflict and leading organizational change.

**Missional Focus** — Pastors with a missional focus make it a priority to equip and mobilize the congregation to live life on mission in their community and beyond for the sake of Christ and His gospel.

**Organizational Awareness** — A pastor with organizational awareness is adept at understanding how power dynamics work within the church, anticipating how changes would be received, recognizing where change may produce friction and- showing an awareness of how current practice and changes affected their position in the community in which they served.

**Pastoral Grit** — Pastoral grit is the ability to persevere through the inevitable difficulties of replanting and remain steadfast to shepherd the church forward as God uses the replanter to turn a dying church around.

**Spousal Perseverance** — The pastor's wife possesses a love for Jesus and the church. She is emotionally and spiritually prepared for the challenges that come with replanting a dying church.

**Resourceful Generalist** — A resourceful generalist possesses the ability to speak into and lead in a variety of areas in order to lead the church well. There is no task beneath him.

**Tactical Patience** — Tactical patience is the ability to skillfully implement change at a pace that is appropriate to a specific congregation's health and needs. It is about having the discernment of knowing when something must be changed and how it should be changed.

**Initiative** — The pastor with initiative leads the church with a passion rooted in biblical convictions and demonstrated in a bias for action. He proactively works to avoid problems, as well as finding or creating new opportunities.

**Emotional Intelligence** — Emotional intelligence is the capacity to be aware of, control and express one's own emotions and to handle interpersonal relationships judiciously and empathetically.

**Affinity for Multi-Generational Ministry** – A pastor with an affinity for multi-generational ministry is able to connect easily with both the young and old in his congregation so each group knows they are loved, valued and heard and so all ages are pastored well.

**Respect for a Church's Legacy** – A pastor with respect for a church's legacy knows how to love and build off of a church's past without allowing people in the congregation to idolize it in an unhealthy way.

**Willingness to Confront** — The pastor with a willingness to confront is able to willingly (not eagerly) navigate conflict with directness, love, humility, patience and wisdom – driven by a love for the church and her members.

I am praying that God will continue to increasingly call men who possess these characteristics and the biblical qualifications of a pastor to the work of leading and guiding a church toward renewal and hope.

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Source: <https://www.namb.net/church-replanting/resource/13-essential-characteristics-of-effective-replanters/>

## 13 Essential Characteristics of a Revitalization Pastor / Replanter

*Directions: Score each of the following on a scale of 1 (not a consistently strong characteristic) to 10 (consistently displayed strong quality) based on the description provided.*

\_\_\_\_\_ **1. Visionary Shepherd** — A Visionary Shepherd has the ability to sense and see God's next steps for a congregation and the capacity to lead the church forward as a loving shepherd. He is patient, wise, strategic, and relational.

\_\_\_\_\_ **2. Gospel Orientation** — Gospel Orientation refers to aligning the culture and practice of the church in such a way that the core doctrine of the gospel drives its mission and practice in preaching, managing conflict, and leading organizational change.

\_\_\_\_\_ **3. Missional Focus** — Pastors with a Missional Focus make it a priority to equip and mobilize the congregation to live their life on mission in their community and beyond for the sake of Christ and His gospel.

\_\_\_\_\_ **4. Organizational Awareness** — A pastor with Organizational Awareness is adept at understanding how power dynamics work within the church, anticipating how changes would be received, recognizing where change may produce friction, and showing an awareness of how current practice and changes affected their position within the community in which they served.

\_\_\_\_\_ **5. Pastoral Grit** — Pastoral Grit is the ability to persevere through the inevitable difficulties of replanting and remain steadfast to shepherd the church forward as God uses the replanter to turn a dying church around.

\_\_\_\_\_ **6. Spousal Perseverance** — The pastor's wife possesses a love for Jesus and the church. She is emotionally and spiritually prepared for the challenges that come with replanting a dying church.

\_\_\_\_\_ **7. Resourceful Generalist** — A Resourceful Generalist possesses the ability to speak into and lead in a variety of areas in order to lead the church well. There is no task beneath him.

\_\_\_\_\_ **8. Tactical Patience** — Tactical patience is the ability to skillfully implement change at a pace that is appropriate to a specific congregation's health and needs. It is about having the discernment of knowing when something must be changed and how it should be changed.

\_\_\_\_\_ **9. Initiative** — A pastor with Initiative leads the church with a passion rooted in biblical convictions and demonstrated in a bias for action. He proactively works to avoid problems, as well as finding or creating new opportunities.

\_\_\_\_\_ **10. Emotional Intelligence** — Emotional Intelligence is the capacity to be aware of, control, and express one's own emotions, and to handle interpersonal relationships judiciously and empathetically.

\_\_\_\_\_ **11. Affinity for Multi-Generational Ministry** – A pastor with an Affinity for Multi-Generational Ministry is able to connect easily with both the young and old in his congregation so each group knows they are loved, valued, and heard, and so all ages are pastored well.

\_\_\_\_\_ **12. Respect for a Church's Legacy** – A pastor with Respect for a Church's Legacy knows how to love and build off of a church's past without allowing people in the congregation to idolize it in an unhealthy way.

\_\_\_\_\_ **13. Willingness to Confront** — A pastor with a Willingness to Confront is able to willingly (not eagerly) navigate conflict with directness, love, humility, patience, and wisdom – driven by a love for the church and her members.

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