



Pastoral Candidate Profile

His Objective:

To seek the guidance of the Holy Spirit to effectively communicate and proclaim the Gospel of Jesus Christ, evangelize the unsaved, and educate and equip the believing congregation to effectively reach others with the Gospel. He will strive to preach the Word of God to the congregation excellently and effectively each week, in-season and out-of-season, promoting a vibrant spiritual relationship with the Lord. He will shepherd our church, feed the flock the Word of God, guard the flock from unsound doctrine and dangers, care for and call back those lambs that stray, and point us towards a Biblically positive vision that culminates in Christ's return.

His Call:

The role of the Pastor is unique within the scriptural requirements and thus the structure and organizational by-laws of Fellowship Baptist Church. The pastor is the only staff member called and confirmed by the vote of the congregation. The Pastor hires all other employees within the controls and boundaries of the congregationally approved operating budget. The Pastor is **called** by the congregation to take the leadership of the church by casting the vision and guiding the flock. The staff is **appointed** by the Pastor to serve. Thus, the role of the Pastor requires the highest biblical standard for selection than other roles as it is a position of scriptural mandate, significant trust, and weighty leadership.

His Qualifications:

Spiritual

- ✓ Exhibits a deep personal relationship with Jesus Christ, and is unashamed to preach the gospel
- ✓ In character he is beyond reproach, temperate, self-controlled and meets the scriptural qualifications of a pastor as detailed in 1 Timothy 3:1-7, Titus 1:5-9 and 1 Peter 5:1-4.
- ✓ He must exercise Godly leadership in his home and not be divorced to carefully adhere to the requirements of scripture (1 Timothy 3:2).
- ✓ He must be a seasoned minister and not a novice, evidenced as he leads with humility and wisdom (1 Timothy 3:6).
- ✓ He must be blameless and without reproach in his testimony within the church (1 Timothy 3:2) and have a good reputation among those who are unbelievers (1 Timothy 3:7).
- ✓ Shepherds God's flock under his care, serving as an overseer; not lording over those entrusted to him, but being a spiritual example to the flock. (1 Peter 5:2-3)
- ✓ Pastors and teaches, preparing God's people for works of service so that the body of Christ will be built up. (Ephesians 4:11-12)
- ✓ Demonstrates a genuine love for people and has a Christ-like concern for their spiritual, mental and emotional well-being.
- ✓ A spirit of humility as an under-shepherd lifting up only the Chief Shepherd, Jesus Christ.



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Education and Experience

- ✓ Master of Theology is preferred; Bachelor's degree is a minimum. Degree(s) must be from an accredited Christian college, university or seminary.
- ✓ An ordained minister.
- ✓ Minimum of eight years of full-time ministry as a senior pastor with an average attendance of 250 or more each Sunday; or twelve years of full-time ministry as an associate pastor in a church with an average attendance of 500 or more; or the average of the years of ministry as a senior pastor and an associate pastor.

Requirements

- ✓ Pass a criminal and personal background check.
- ✓ Allow a credit check of personal finances.

His Responsibilities:

- ✓ Performs all of the Scriptural duties of the office of pastor-teacher by preaching the Word. He values the importance of the weekly sermons and spends significant time in prayer and preparation. He employs a mainly expository preaching method.
- ✓ Seeks and promotes prayer as a priority, both personally and in the life of the Church.
- ✓ Involves himself personally in many of the day-to-day ministries of the church and community events in order to develop relationships and model Christ-like servant-leadership.
- ✓ Seeks God's direction in casting ministry vision, setting goals and developing the ministries that will fulfill that vision and taking oversight of the execution of that vision.
- ✓ Supervises and develops his Pastoral Staff, providing leadership, goal-setting and yearly evaluation.
- ✓ Supervises, develops and evaluates his ministry team leaders and works alongside them to accomplish the ministry goals.
- ✓ Meet weekly with the Deacons go over prayer needs within the church and discuss matters for counsel and accountability.
- ✓ Administers funds authorized in the congregationally approved annual budget within the accounting control systems of the church.

Compensation and Benefits:

- ✓ Compensation and benefits will be commensurate with experience and will be negotiated and placed in writing before the vote of the church to extend the call to the pastor.