



SENIOR PASTOR MINISTRY PROFILE, CALVARY BAPTIST CHURCH



Senior Pastor – Who he is:

Any man who will serve under the title of “Pastor” will meet these qualifications as outlined in I Timothy 3 and other passages as noted. He must first have an eager desire to take on the work of shepherding. There must be no unfinished issues in his past that are within his control (accusations that are not sufficiently answered or debts that are left unsettled etc.). He must be self-controlled as seen in his leadership at church, his home, his finances and his community interactions. His speech will be free of corrupt communication and give grace to those who hear (Ephesians 4:29). He must show balance in consumption of entertainment and food.

If there are children in his home, they must be respectful and well-behaved. Regardless of his personality, he must be friendly, hospitable, enthusiastic, engaging (able to focus on the conversation at hand) and genuinely caring. The fruit of the Spirit should be easily observed in his life (Galatians 5:22-23) and these qualities should be increasing (2 Peter 1:5-8) toward the goal of personal holiness and personal godliness.

He should have a four-year degree from a Bible college in biblical or pastoral studies; possession or pursuit of a Master’s Degree is desired.

Senior Pastor –What he does:

He must have a singular focus on shepherding God’s church. While many men will possess other skills and hobbies, pastoring this church is his preoccupation. He must shepherd with a sincere love for people; a genuine empathy for everyone’s needs and struggles; practicing hospitality; demonstrating a true ability to listen and graciously respond.

He must keep his relationships current, addressing sin or wrongs suffered between himself and others in our church (members or not); forgiveness should be sought quickly and secured without regard for personal reputation or saving face. Within the community he must have a reputation for paying bills in a timely manner and engaging in a friendly way when doing business.

His ability to teach and lead others to do the same is crucial to our mission of making disciples and cannot be separated from it. This ability must be his present habit along with evangelism, having clear specific examples of this in his present ministry. “Disciple-maker” should be his existing reputation.

While it is not expected that any man would be gifted in every area of ministry (music, community events, administration), he should provide capable oversight and maintain a level of continuity across our church’s activities.

The content of his preaching and teaching ministry must be fully aligned with the doctrinal statement of Calvary Baptist Church. His personal agreement with CBC's statement of faith and member's covenant should have no reservations.

Senior Pastor – What a pastor's character and actions look like at CBC:

The most visible ministry of "Pastor Next" is his teaching and preaching on Sunday morning. The exposition of particular passages of Scripture is an expected diet; exposition that increases our understanding of the passage in front of us; exposition that increases our own skills in Bible interpretation. Relevant and relatable use of original languages while teaching is expected. Any Bible teacher must maintain a teachable spirit and not become defensive when questioned about some interpretation.

The application of God's Word to our daily experience must be a well-planned portion of his teaching. CBC has benefitted from Biblical Counseling Training and believe that the Scriptures provide all that we need for life and godliness (2 Peter 1:3). Each time the Word is opened we should be guided and challenged to be more holy (Leviticus 19:2; I Peter 1:16); more like Christ (Ephesians 4:17ff).

Interaction with the congregation should be a joy for our next Pastor. It should be evident that he wants to be with other people and is not looking for his first opportunity to get out. The responsibilities of locking up have been frequently passed around so he does not have to be the last person out the door.

Oversight of all ministries should not become micro-management. While there will be glad submission to his leadership, it must be balanced with his acknowledgement that God has gifted people within the church who can and should be employed in the work of ministry (Ephesians 4:11-13).

"Pastor Next" should either have experience leading a pastoral staff or enjoyed a positive staff experience under a competent leader. Our expectation is that additional staff will be needed in the near, if not immediate, future.

Many of CBC's ministries are on a good path. Our children's ministries, music ministry, facility management, greeters, deacon care, and community visibility are notable strengths with room yet for growth in each of these ministries.

Discipleship of our men is a needed emphasis. Evangelism practiced by our members that results in adult professions of faith and baptism is lacking. These ministries need revival by way of exhortation and a clear, effective pastoral example.

The Pastor's wife is first, a member of Calvary Baptist and will be shown the same love and welcome given to any new member. The Pastor's wife will be allowed to care for her family, to function gladly as a church member, and to serve according to her giftedness, opportunity and desires. She should be a good example to women that share her stage of life and a mentor to those who are younger (Titus 2:3-5).