

# Calvary Baptist Church

## Senior Pastor Profile

In close collaboration with the members of our church family, the Pastor Search Committee of Calvary Baptist Church (CBC) has undertaken a prayerful and strategic process to identify the skills, characteristics, and qualities most suited for the leader of our family of believers. We are committed to finding the man of God who can effectively connect our church to the community, enabling us to fulfill our church mission to lead people to Jesus by demonstrating God's love, declaring the Good News, and making disciples near and far.

### Demonstrating God's love

- ❖ He will value the insight of church members but not cater to any individual or group's desire.
- ❖ He will be involved in making biblical decisions concerning the direction of the church, which he will communicate with grace while leading gently over time.
- ❖ Although our ideal candidate is invested in his career, if he has a family, he will put God first, his family second, and the church third.
- ❖ We desire a pastor who models faithful leadership in the home and allows that to overflow into his leadership at church.
- ❖ As an established church in the community, we desire our pastor to usher our church forward with relevancy and compassion without compromising biblical truths.

### Declaring the Good News

- ❖ Our ideal pastor is committed to the inerrancy and authority of the Bible and agrees with the Baptist Faith and Message 2000.
- ❖ He should lead our church on the strong foundations of biblical authority and challenge the congregation to grow in their faith and actions.
- ❖ As he leads our congregation to be transformed by God's word, he should also be open to that transformation in himself.
- ❖ As an effective speaker and communicator, he will primarily be a text-driven expositor of the Bible.
- ❖ He should be relational in his delivery and firm in his conviction.
- ❖ As the leader of a multigenerational and multicultural church, he should be engaging our visitors and guests and balance the simplicity of the gospel message along with in-depth teaching and discipleship.

### Making Disciples Near and Far

- ❖ Our next pastor, skilled in relationship building, will be easily approachable.
- ❖ He will lead our pastoral team with a team-based approach but will steward the authority of the pastor's office well for all matters of final say.

- ❖ He will invest in training and development through continual learning and mentoring.
- ❖ He should be able to provide wise biblical counsel for restoration to those struggling with various life issues.
- ❖ We desire a pastor with long-term strategies and the endurance for execution.

**The following attributes were considered necessary through a comprehensive church family survey:**

- ❖ **Qualities and Attributes:** Our next pastor should possess character traits emphasizing holiness, authenticity, integrity, humility, honesty, a passion for the Lord, a servant's heart, and the ability to teach others. He should also have a good knowledge of scripture, be committed to prayer, and be mission-minded. Lastly, he should be relatable, approachable, and able to work in unity with the current staff.
- ❖ **Experience and Education:** Formal education is valued; however, there is also recognition that experience, successful ministry, and a track record of commitment and longevity in previous pastorates are crucial. The pastor should have a combination of education and experience, understanding that a seminary degree is preferred, although not the sole determining factor.
- ❖ **Leadership Responsibilities:** Include pastoral care, representing the church in the community, and leading by example. The pastor needs to be clear on the church's vision and direction while also being adaptable and willing to appreciate what is already working within the church.
- ❖ **Alignment:** The pastor should be aligned with the church's values, mission, and beliefs without focusing solely on wealthy members or political agendas. There is a desire for the pastor to support and participate in church ministries and outreach activities while also being led by the Holy Spirit and prioritizing prayer.
- ❖ **Transparency and Clear Communication:** Be transparent about the church's status and future. He should address issues with tact and diplomacy while remaining firm on biblical principles.
- ❖ The pastor's highest priorities should primarily be:
  - Preaching and sermon preparation for expositional messages to a multigenerational congregation.
  - Contributing to the overall church vision
  - Ensuring quality time with his family
  - Providing biblical pastoral counseling