



## Senior Associate Pastor Profile

- 1. Experience:** A licensed or ordained minister of the Gospel, or actively engaged in an ordination process. Senior pastoral or associate pastoral experience in a congregational setting desired. Interim pastoral experience may also be considered. Meets the qualifications of an elder as outlined in Scripture (1 Timothy 3, Titus 1)
- 2. Preaching/Teaching:** Gifted as a pastor-teacher in accordance with Ephesians 4: 11-16. *Preaches* with an emphasis on exegetical/expository preaching with an unwavering commitment to the Word of God. Carefully guards the pulpit entrusted to him from non-biblical doctrines and worldly thinking. Preaches the entire counsel of God with no personal/political agendas or fear of man's opinion.  
*Teaches* biblical truths and doctrines in small group and/or adult bible study settings in order to equip the body for service, build up the body in faith and knowledge of scripture, and grow believers to maturity in Christ.
- 3. Leadership:** Leads by biblical example and lifestyle – God first, then wife, children, and church family. Eager to serve with humility. Has a teachable spirit, and sees himself as an equal part of the body of Christ under His leadership –first among equals.
- 4. Shepherding:** Considers the needs of the entire church family. Watches over the flock and guards the body from false teaching and worldly ideas. Encourages and reaches out to all members of the church family. Promotes a spirit of unity and love among the church family. Leaves the ninety-nine for the one.
- 5. Counseling:** Gives sound biblical counsel, advice, and guidance. Encourages mature believers in the faith to assist with counseling opportunities in various ministries.
- 6. Prayer:** Exhibits a dedicated commitment to prayer for the church family and encourages a lifestyle of prayer. Is committed to public prayer (congregational/small group) and private prayer (personal/with family). Leads by example.
- 7. Outreach/Evangelism:** Is committed to making an impact in the surrounding community and throughout the earth with the gospel of Jesus Christ through ministry, missions, and various outreach opportunities.
- 8. Vision:** Understands the strengths and weaknesses of the church family, and recognizes their gifts, abilities, talents, and faithfulness. Builds upon the eternal biblical principles and standards to cast a vision for the future of God's people here at First Central. Learns from past successes and failures.



9. **Fellowship:** Actively encourages and promotes both intra-church and inter-church fellowship with those of like faith.
  
10. **Worship:** Leads the congregation with an attitude and lifestyle of worship through:
  - Preaching and teaching God's Word
  - Evangelism and outreach
  - Music and praise
  - Commitment to marriage and family
  - Building relationships
  - Dedication to prayer
  - Integrity in the workplace
  - Doing all for the Glory of God
  
11. **Discipleship:** Recognizes the gifts and talents of the church body and equips the saints for acts of service, evangelism, and discipleship training. Actively promotes opportunities to share the Gospel with the unsaved, while growing all believers to maturity in Christ.
  
12. **Administration:** Works with, and provides guidance/oversight to existing church staff for day-to-day operation of church organization. Delegates responsibilities appropriately. Encourages the efforts of church boards, committees, and ministries to successfully function in unity as a church body.

Drafted by the Elder Council and Pastoral Search Committee – March 2022  
First Central Bible Church