

## Pastoral Profile

1. **Experience:** A licensed or ordained minister holding to Baptist teachings; Five years senior pastor experience with one congregation preferred; Associate pastoral experience within a large congregation and/or interim pastoral experience with similar longevity also will be considered. The applicant's education must include at least a Master's degree or a Bachelor's degree along with 7 years full time senior pastoral experience.
2. **Preaching:** Preaches with an emphasis on exegetical/expository preaching with a sound, unwavering commitment to the Word of God; Carefully guards the pulpit entrusted to him from strange doctrines and worldly thinking; Preaches the whole counsel of God, not for personal agendas, political correctness, nor fear of man's opinions.
3. **Leadership:** Leads by biblical example and lifestyle, putting God first, then wife, children, & 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 headship - first among equals.
4. **Shepherding:** Considers the needs of the entire church family; Watches over the flock; Guards the church body from false teachings, and secular ideas; Encourages and reaches out to all members of the church family; Promotes a spirit of unity and of love among its people; Leaves the 99 for the one.
5. **Counseling:** Gives sound, biblical counsel, advice, and guidance; Encourages mature believers in the faith to assist with counseling opportunities through various ministries and outreach opportunities.
6. **Prayer:** Prays dedicatedly for the saints and encourages a lifestyle of prayer; Is committed to both public prayer (congregational/small group/outreach) and private prayer (with wife and children/personal alone time); Leads by example.
7. **Outreach/Evangelism:** Is committed to making an impact on the surrounding communities and then throughout all the earth with the gospel of Jesus Christ, with various ministries, missions and outreach opportunities.
8. **Vision:** Understands the strengths and weaknesses of the church family; Learns from past successes and failures; Recognizes the gifts, talents, and faithfulness of its members; Builds upon the biblical principles and standards which have endured for generations in order to cast a vision for the future of God's people at First Central Baptist Church.
9. **Fellowship:** Actively encourages and promotes both intra- and interchurch fellowship with those of like faith (not necessarily of like denomination).

10. **Worship:** Leads the congregation with an attitude and lifestyle of worship through:
- Preaching and teaching God's Word
  - Evangelism outreach
  - Music and praise
  - Commitment to marriage and family
  - Building relationships
  - Dedication to prayer
  - Integrity in the workplace
  - In all things for the Glory of God.
11. **Discipleship:** Equips the saints for acts of service, evangelism, and discipleship training; Recognizes the gifts and talents of the church body; Actively promotes opportunities to share the gospel with the unsaved and to grow all believers to maturity in Christ.
12. **Administration:** Works with and guides existing church staff; Oversees the day-to-day jobs of the church organization; Delegates responsibilities appropriately; Encourages the efforts of church boards, committees, and ministries to successfully function as a church body.