

# Senior Pastor – Pastoral Search Traits & Characteristics

## GOSPEL DRIVEN

- Projects leadership, strength, and accuracy in his exegesis and exposition of scripture
- Preaches with mindfulness toward engaging unbelievers, young believers, and mature believers
- Statesman and champion for the PCA
- High view of corporate worship
- Attentive to providing applications and exhorting everyone to live them out
- Encourages biblical literacy
- Promotes and protects our confessional, historic, reformed faith
- Resonates with men and women
- Motivated to and capable of connecting with many generations
- Passionate about God's Word as a treasure for life and godliness
- Constructively challenges unbiblical ideas
- Highly values our relationship with RTS

## DISCIPLE MAKING

- Equips others to be ambassadors for Christ and Gospel messengers
- Intentionally engages others because he cares for them
- Assimilates and mobilizes all ages to be ministers and missionaries
- Advocates being in community with one another and meeting in small groups
- Models what it means to know the culture and engage it with the Gospel
- Curious and inventive of ways to engage people to grow as Christ followers
- Protects and guards his people from false doctrine

## PERSONAL ATTRIBUTES

- A man of prayer; loves his flock and prays for the regularly
- Courageously preaches the whole counsel of God
- Self-aware and genuine
- Approachable
- Exhibits spiritual brokenness
- Relational; hospitable
- Momentum builder
- Energetic
- Initiator
- Persona is attractive to a diverse audience
- Comfortably transparent; willing to be vulnerable in appropriate situations
- Consistent and compelling communication of purpose, mission, and vision
- Innovative in the deployment of people and resources to build for the future
- Values and promotes personal accountability – models it for others
- Strong marriage and family values

- Develops staff and ordained leadership for maximum effectiveness in ministry
- Possesses strong leadership for a large organization
- Values stewardship — encouraging others to give of their time, talent, and treasure

## FAITH INTEGRATING

- Promotes every member as a missionary and steward of the Great Commission
- Champions the family
- Models biblical husbandry and fatherhood
- Enfolds children and young adults as essential participants in the life and mission of the church
- Mobilizes us to live outside our comfort zones and to share our faith with a watching world
- Involved in loving the people in the community
- Displays mercy in word and deed
- Mission minded
- High spiritual aspirations; the preeminence of Christ
- Willing to take risks for the sake of Christ and His glory

## CULTURE ENGAGING

- Embraces the beauty of generational, racial, ethnic, cultural diversity in the congregation and staff
- Engages the culture with the gospel
- Visible in and respected by the surrounding community
- Insistent on being involved with the least and the lost in word and deed ministry

- Advocates practical word and deed ministry to other cultures in our area
- In a Christ-like manner, thoughtfully and compassionately challenges sinners and their lifestyles
- Attuned to and capable of lovingly addressing gender and sexuality issues in the church and the world
- Leads a worship liturgy that engages all generations
- Embraces technology and leverages it as a resource to accomplish ministry
- Encourages the congregation to be informed and involved in local, state, and national issues