

**Pastor Profile:**

Age Range: 30-50 years old

Education: Seminary Degree (Master of Divinity or equivalent) - Anointing supersedes degree but an anointed seminary pastor would be wonderful.

Experience: 6-10 years of pastoral experience, preferably with a proven track record in leadership and church growth

**Key Personal Qualities:**

1. **Charisma:** The new pastor should be naturally engaging, and able to inspire and lead the congregation through a captivating and sincere presence.
2. **Integrity:** A strong moral character is essential, ensuring that the pastor lives a life that aligns with Biblical teachings, both publicly and privately.
3. **Bible-Based Preaching:** The pastor's sermons should be deeply rooted in Scripture, ensuring that the congregation receives solid Biblical teaching.
4. **Spirit-Led Leadership:** The new pastor should be in tune with the Holy Spirit, seeking God's direction in every aspect of ministry, from preaching to decision-making.
5. **Creativity:** Fresh, innovative ideas for engaging the congregation and reaching the community will be key. The pastor should be willing to explore new methods of outreach and ministry.
6. **Heart for Souls:** A passion for evangelism and discipleship, with a focus on bringing people to Christ and helping them grow in their faith.
7. **Life Application Sermons:** The ability to preach in a way that applies the Bible to everyday life, making the Gospel relatable and actionable for congregants of all backgrounds.
8. **Strong Communication Skills:** The pastor should be able to effectively communicate with all age groups, from children and youth to adults and seniors, making everyone feel included and valued.

**Expected Challenges:**

1. **Kids Ministry & Youth Growth:** The church will need a pastor who is particularly focused on expanding and enhancing the ministry for children and youth, creating a strong foundation for the next generation of believers.
2. **Church Growth & Expansion:** A key challenge will be growing the congregation to the point where the church can move out of its current space and begin building on its property. This will require strong leadership in casting a vision for growth and inspiring the congregation to rally around that vision.

**Desired Changes to Lead:**

1. Increased Outreach Ministries: The new pastor should spearhead efforts to reach beyond the church walls, increasing involvement in the local community and establishing a presence that extends beyond Sunday services.
2. Relationship-Building with City and County Leaders: Developing connections with city and county officials can help the church play a more active role in the community and possibly open doors for new opportunities and partnerships in outreach and service.

**Other Skills:**

Our church relies on various technology platforms to support and streamline many areas of ministry. Our new pastor must be proficient with, or at least open to learning, the technological tools we use. While many of our team members are responsible for managing and maintaining these systems, the lead pastor must possess a working knowledge of them to ensure seamless leadership and effective communication.

These software tools cover a wide range of functions, including:

1. Media and Worship Tools: Used for live streaming, presentations, and enhancing the worship experience.
2. Banking and Financial Software: Ensures proper handling of church finances, budgets, and contributions.
3. Communication Platforms: Facilitates efficient communication within the congregation, ministry teams, and outreach to the community.
4. Giving Solutions: Manages donations and tithes, offering a simple and secure way for members to give.

Having a foundational understanding of these tools will allow the pastor to collaborate more effectively with the team, make informed decisions, and help the church run smoothly. The ability to quickly adapt to new technologies is crucial, as it will allow the pastor to lead with confidence in an increasingly digital world.

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**Ranking of Pastoral Responsibilities (in order of importance):**

1. Preaching Ability: The most important aspect of the pastor's role is delivering powerful, Bible-based sermons that inspire, teach, and challenge the congregation.
2. Soul-Winner: The pastor should have a strong focus on evangelism, with a heart for leading people to Christ and growing the church spiritually.
3. Teaching Abilities: Alongside preaching, the pastor should excel in teaching, offering deep, insightful Biblical lessons that help people grow in their knowledge of Scripture.

4. **Leadership Skills:** The pastor must demonstrate strong leadership, guiding the church towards growth and success, while empowering ministry leaders and volunteers.
5. **Administrator:** The pastor should be capable of managing church operations effectively, ensuring smooth coordination of staff, resources, and ministries.
6. **Visitor (Outreach):** The pastor should actively engage in outreach, visiting both current members and prospective congregants, and developing strategies to bring new people into the church.
7. **Church Family Minister:** The pastor should be involved in the lives of the congregation, offering support, encouragement, and pastoral care for families and individuals.
8. **Community Supporter:** The pastor should serve as a pillar of the community, building relationships with local leaders and contributing to the well-being of the surrounding area.
9. **Counselor:** The pastor should be available to offer spiritual guidance and counseling, helping individuals and families navigate personal and spiritual challenges.
10. **Denominational Leader:** While not the highest priority, the pastor should still maintain a positive relationship with the denomination and engage in any necessary denominational activities or leadership roles.

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### **Final Thoughts:**

It is essential that the new pastor adheres to the church's established bylaws and demonstrates a commitment to upholding the foundational principles and doctrines that define our congregation. This includes not only a willingness to follow the fundamental truths that have shaped the church's identity but also an eagerness to apply them in practical ways that advance the mission of reaching the community, empowering individuals, and expanding God's Kingdom.

The pastor should respect the governance and structure of the church, recognizing that the bylaws are in place to maintain order, accountability, and unity within the body of believers. These guiding principles must be upheld to ensure consistency in decision-making, ministry operations, and overall church direction.

By fully embracing these truths, the pastor will be equipped to:

1. **Reach the Community:** Lead outreach initiatives that connect with people in meaningful ways, showing them the love of Christ and inviting them into a relationship with Him.
2. **Empower People:** Foster spiritual growth and development within the congregation by providing the tools, teaching, and encouragement necessary for individuals to use their God-given gifts in service to the church and the community.

3. Grow the Kingdom: Inspire and guide the church in fulfilling the Great Commission, helping the congregation to live out their faith through evangelism, discipleship, and missional efforts that draw people to Christ and expand the impact of the Gospel.

In essence, the new pastor must be aligned with the church's core beliefs and purpose while leading with vision and integrity, ensuring that every step taken contributes to the spiritual and physical growth of both the church and the broader community.

**This profile provides a well-rounded perspective on the ideal pastoral candidate, placing preaching, soul-winning, and teaching abilities at the forefront of leadership.**