

CARING COMMUNITY CHURCH PASTOR PROFILE

PERSONAL QUALITIES

1. Committed and mature follower of Jesus Christ with a consistent and deep life of prayer and time in God's Word that is continuously growing and developing.
2. Demonstrates a personal passion and commitment for evangelism, outreach, and discipleship with evidence in their personal life.
3. If married, must be deeply committed to family and maintains healthy boundaries on behalf of the family.
4. The pastor should clearly seek to build and invest in relationships, especially with the people the pastor is responsible to lead.

PROFESSIONAL QUALITIES

1. Must fully embrace the Bible as the Word of God, in alignment with Wesleyan theology.
2. Has a sound theological education with a minimum of a bachelor's degree, preferred Master's but not required.
3. Must be ordained in an acceptable denomination or be in the ordination track with the Wesleyan Church. (see Wesleyan Church Guidelines)
4. Excellent record of leadership success in the church preferably as the Lead Pastor.
5. Strongly recommend the candidate has served in a Pastoral role a minimum of 3-5 years in a local church.

PASTORAL QUALITIES AND ROLES

Community Engagement

This person will be a relational leader who values partnership development and intentional community engagement. The pastor will communicate the vision of the church to the community as well as investing in, and building partnerships with, local churches, businesses, and local government. They will be Kingdom oriented and value unity over uniformity.

Enthusiastic Alignment with the Church's Mission and Core Values

It is essential that the pastor is excited and in alignment with the stated mission of the church. The pastor must also wholeheartedly believe in and lead the practice of our stated core values. The Pastor must believe in the mission of Caring Community Church.

Effective Preacher/Teacher

Must fully embrace the Bible as the Word of God. The pastor should be able to clearly and passionately communicate biblical truth through sermons that connect to both believers and non-believers. Messages should be creative, engaging, filled with practical application and presented in such a way that the people find them motivating, challenging, helpful, and convicted. Sermons should spark passion, action, and be relevant to all ages.

Reliable: faithful to commitments

The church leadership, in addition to the congregation as a whole, views the pastor as faithful to commitments and decisions. The pastor should be a person who can be relied upon to have deep integrity.

Competent in Facing Challenges and Conflicts

The pastor should be faithful, dependable, and even-keeled in challenging times. Tough conversations, including addressing conflict, should be managed in a timely manner with grace and kindness, speaking the truth in love.

Demonstrates Dependence on the Holy Spirit

The pastor must demonstrate an eagerness to invite the Holy Spirit to be released in great power and demonstrate an eagerness to depend on the leadership of the Holy Spirit in leading the ministry of the church.

LEADERSHIP QUALITIES AND ROLES

Leader

The pastor has a demonstrated gift of organizational leadership. This results in leading and equipping the board, staff, volunteers, finances, vision, etc. and must be committed to leadership development in others. The pastor's leadership makes others better.

Leader: collaboratively develop, cast, and implement vision

The pastor must have experience and be effective at all phases of vision casting for the church and must be willing and able to operate in a collaborative approach.

Staff/Volunteer Leadership

Must have experience effectively leading a multi-person ministry. This will be demonstrated by the ability to direct staff/volunteers, form a cohesive team, empower staff/volunteers in the execution of their responsibilities and guide individuals to develop their personal areas of giftedness.

Consensus Building: a leader who will form, equip and lead teams of leaders

The pastor will equip the staff, the board, other leaders in the church, and the congregation in a collaborative spirit. The pastor should be able to lead assertively and yet demonstrate flexibility within reasonable boundaries to achieve "ownership" from the teams in an effort to achieve common goals.

Effective Communicator: communicates in a compelling manner

The pastor should be able to communicate clearly and passionately, both written and verbally, to large and small audiences. Communication should be timely and informative. Feedback should be solicited regularly so communications can be corrected or repeated as needed. Communication to the staff, the leadership of the church, and the congregation concerning vision and future direction should be motivating so that people want to be part of the future direction of the church.

Follow Through: caring tasks to completion

The pastor must ensure that follow through happens on decisions that are made. It is not necessary that the pastor personally carry out those tasks to completion. However, it is necessary that the pastor recognize the need to follow through by seeing that the staff and church leaders efficiently carry out tasks.

Courageous in creating opportunities

The pastor must be willing to try new and innovative things, take obedient risks, test new waters, and go after the mission in creative and yet responsible ways. This should be done in the context of being a consensus-building leader and also as a networker with peers outside the church to leverage the collective wisdom of others facing similar opportunities.

Intergenerational Ministry

The pastor must be committed to reaching multiple generations and finding ways to reach out to all generations.

