

LEADERSHIP QUALIFICATIONS

LEAD PASTOR

Calvary Bible Fellowship Church of Coopersburg, PA

Approved by the Elders - 2015-08-10

Absolute Essentials – no candidate will be considered who cannot meet these criteria. It is assumed that all men serving in the Bible Fellowship Church (BFC) would be expected to meet these criteria.

Displays Godly Character

In Article 204, The *Faith and Order* (F&O) describes the biblical, spiritual, moral and physical qualifications of a man who would serve as pastor in the BFC. The candidate should be a man who is godly in character and integrity, emotionally stable and balanced in life priorities, who will serve as an example of Christ and as a good role model to the congregation.

Leads a Godly and Supportive Family

The Pastor of Preaching and Teaching, if married, shall be a leader in his home and devote appropriate priority to his marriage and family relationships. A harmonious marriage and family life which positively impacts the candidate's ministry is essential. The candidate's family must acknowledge God's calling on his life to serve in pastoral ministry and affirm and support him in his time commitment and responsibilities.

Stands Committed to the Scriptures and Articles of Faith of the BFC

The Faith & Order of the BFC (F&O) clearly articulates our commitment to the Scriptures and our particular doctrinal distinctive. It is expected that the candidate will wholeheartedly share this commitment, allowing it to permeate his lifestyle, his preaching, teaching, and his overall ministry.

Has or is willing to obtain BFC Credentials

The candidate must have, or be willing to obtain, ministerial credentials with the Bible Fellowship Church (F&O 204-1; 502)

Preferred Profile – These characteristics reflect Calvary's values and are deemed by the Calvary Board of Elders to be priorities for the man who will serve Calvary effectively.

Practices Servant Leadership

Pastors in the BFC are "elders among elders" (F&O 204-2.2) in ministering to and exercising oversight in Christ's church. The Pastor of Preaching and Teaching is expected to lead the congregation after the example of Jesus Christ in a selfless, servant spirit, not "lording it over the flock," but leading by the faithful ministry of God's Word, exemplary character, and Christ like attitudes. He is expected to articulate the vision and mission for the congregation as developed by the Elders. He is to seek to mobilize and equip the leaders and congregation for united ministry and outreach in his preaching, teaching, and pastoral leadership.

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Communicates Scripture clearly in the Context of Relationships

The candidate shall give evidence of competency in communicating the Scriptures with an emphasis on exegetical preaching. He shall strive to know and understand the people to whom he ministers, and his communication will be enhanced by a loving relationship with the people of the congregation. His communication style, illustrations, applications, and level of complexity of content should suit a multi-generational and increasingly diverse audience.

Has graduated from seminary

The priority of the Pastor of Preaching and Teaching is to be the preaching and teaching of the Scriptures. We are seeking a candidate who is a seminary graduate and who has a working knowledge of the skills and tools to utilize the original languages in study, being well-versed in doctrine, and attuned to contemporary issues.

Is perceived as relational and approachable

Relationships are a priority and strength of Calvary Church. It is expected that the Pastor of Preaching and Teaching will be relational and committed to building intergenerational relationships.

Understands and has experience with multi-staff team leadership

Since Calvary Church is a multi-staff church, a candidate with experience in working in a multi-staff, elder-led congregation is preferred. It is expected that the candidate will be a team player and team builder who values consensus and respects the perspectives of others.

Displays a flexible leadership style

An attitude of flexibility and a willingness to go beyond personal preference in implementing ministry decisions will aid the Pastor of Preaching and Teaching in establishing a tone of cooperation among the congregation.