

What Kind of Pastor Are We Searching for?

Cave Spring Baptist Church, Roanoke, VA
Pastor Search Committee

The Pastor Search Committee has published this document as the approved guidelines for the pastoral search process. It serves to inform the church membership and pastoral candidates of the kind of pastor the committee will place under consideration.

Believing that Scripture is sufficient for all matters of faith and practice, and understanding that there are a variety of trends in pastoral ministry today, we think it helpful to sketch in this brief document the kind of pastor for which we are searching. There are two main perspectives from which we intend to answer the question. They are: (1) a pastor's life and character, and (2) a pastor's ministry practices and priorities.

Life and Character

The kind of life and character required of a pastor is evident in several key texts of Scripture (references are to the New American Standard (NAS) unless otherwise noted). Some of the more important qualities of a pastor are summarized here in this profile.

- *As to his character, a pastor ought to be:*

... above reproach, the husband of one wife, temperate, prudent, respectable... hospitable, not addicted to wine or pugnacious, but gentle, peaceable, free from the love of money... and not a new convert... and he must have a good reputation with those outside the church. (1 Tim 3:1-7; cf. Titus 1:6-9)

- *As to his personal walk and devotional life, a pastor ought to be exemplary:*

Just as you know what kind of men we proved to be among you for your sake... You also became imitators of us and of the Lord. (1 Thess. 1:5-6)

Remember those who led you, who spoke the word of God to you; and considering the result of their conduct, imitate their faith... (Heb 13:7)

- *As to his family life, a pastor ought to live well:*

He must be one who manages his own household well, keeping his children under control with all dignity (but if a man does not know how to manage his own household, how will he take care of the church of God?) (1 Tim 3:4-5; cf. 3:15-16, Titus 1:6)

Ministry Practices and Priorities

Pastoral ministry is a multi-faceted vocation. It includes aspects of public and private ministry, often to a variety of people in a variety of ways. There are, however, some foundational practices that are characteristic of a good shepherd (John 10:11). These ministry practices, or duties, are given priority over other good works and are to be discharged faithfully (2 Tim 4:5).

- *As to the ministry of the Word, a pastor preaches, teaches, and counsels:*

And He gave some as apostles, and some as prophets, and some as evangelists, and some as pastors and teachers, for the equipping of the saints for the work of service, to the building up of the body of Christ. (Ephesians 4:11-12)

The elders who rule well are to be considered worthy of double honor, especially those who work hard at preaching and teaching. (1 Tim 5:17); Preach the word; be ready in season and out of season; reprove, rebuke, exhort, with great patience and instruction... (2 Tim 4:2)

For I did not shrink from declaring to you the whole purpose of God. (Acts 20:27)

- *As to the care of souls, a pastor shepherds according to Christ's example:*

Therefore, I exhort the elders among you, as your fellow elder and witness of the sufferings of Christ,... shepherd the flock of God among you, exercising oversight not under compulsion, but voluntarily,... nor yet as lording it over those allotted to your charge, but proving to be examples to the flock. And when the Chief Shepherd appears . (1 Peter 5:1-4)

I am the good shepherd; the good shepherd lays down his life for the sheep. He who is a hired hand, and not a shepherd, who is not the owner of the sheep, sees the wolf coming, and leaves the sheep and flees, and the wolf snatches them and scatters them. He flees because he is a hired hand and is not concerned about the sheep. (John 10:11-15)

- *As to the formation/maturation of believers, a pastor disciplines others toward Christian maturity:*

We proclaim Him, admonishing every man and teaching every man with all wisdom, so that we may present every man complete in Christ. (Col 1:28)

For the equipping of the saints for the work of service, to the building up of the body of Christ; until we all attain to the unity of the faith, and of the knowledge of the Son of God, to a mature man, to the measure of the stature which belongs to the fullness of Christ. (Eph 4:12-13)

- *As to the ministry of evangelism and missions, a pastor does the work of an evangelist:*

But you, be sober in all things, endure hardship, do the work of an evangelist, fulfill your ministry. (2 Tim 4:5)

For we do not preach ourselves but Christ Jesus as Lord, and ourselves as your bond-servants for Jesus' sake. For God, who said, "Light shall shine out of darkness," is the One who has shone in our hearts to give the Light of the knowledge of the glory of God in the face of Christ. (2 Cor 4:5-6)

- *As to oversight of the church, a pastor is responsible for the overall well being of the church, including matters of doctrine, resources, and administration:*

But as for you, speak the things which are fitting for sound doctrine. (Titus 2:1)

Shepherd the flock of God among you, exercising oversight.... (1 Peter 5:2)

Be on guard for yourselves and for all the flock, among which the Holy Spirit has made you overseers, to shepherd the church of God which He purchased with His own blood. (Acts 20:28)

Advertising of Position

The Senior Pastor position will be advertised within RVBA, The Baptist Banner, SBC, SBCV, CSBC website and the Ministry Referral System at seminaries.

Other Comments and Suggestions

The Committee recognizes that there may be other comments that church members would like us to consider as we search for a pastor (e.g., ministerial credentials, level of education, age, etc.). This

portion of the document is designed for such feedback. Please list in the box below any other comments about the future pastor that you would like the Committee to consider prayerfully.

Suggestions and comments may be given to any Pastor Search Committee member or emailed to cscherer@csbc.us. Comments and suggestions must be received by December 5, 2009.

Submitted by: _____