

GOOD HOPE SENIOR PASTOR PROFILE

Good Hope Presbyterian Church is a vibrant, growing, 180-member congregation in Fulton, MD, about 30 minutes' drive from both Baltimore and Washington, D.C. Our Senior Pastor of three decades announced his intention to retire upon the identification of his successor. At Good Hope, our strengths are our commitment to the Gospel, our close-knit community and our strong desire to serve one another within the church and the broader community, active lay and officer participation in the life of the church, and a distinctive, broadly traditional worship style. Our most significant challenges in the short-term center around the substantial growth we have experienced over the past few years, and a need to discern how to respond to issues of space, staffing, and the other needs of a growing church. We are looking for a humble, Christ-centered man to serve as our next Senior Pastor, who can continue to build on the Gospel foundation already laid and to help lead the church into the next phase of its ministry.

QUALIFICATIONS

- A life that has been changed by Christ and is marked by integrity and humility.
- Displays the Biblical qualifications for service as a teaching elder in his everyday life (*see* 1 Timothy 3:2-7; Titus 1:6-9).
- A commitment to the Bible as the infallible and inerrant Word of God and the subordinate Westminster Standards as a faithful exposition of Biblical teaching.
- Ordained Pastor within the PCA, or ordainable in the PCA.
- Experience serving as a pastor or comparable position, with preaching and leadership experience.

RESPONSIBILITIES

While we ultimately intend to develop a set of responsibilities that matches the next Senior Pastor's unique gifts, we generally expect that he will fulfill the following responsibilities:

- Leading worship alongside a liturgist (typically the Assistant Pastor, an Elder, or a Deacon).
 - Preaching the Word to the congregation most Sundays.
 - Administering the sacraments (Baptism and the Lord's Supper).
 - Planning worship services collaboratively with the Worship Team.
- Providing spiritual and organizational leadership in collaboration with the Session.
 - Working with the Session to establish and strengthen vision and priorities.
 - Leading, enabling, and supporting the development and implementation of Good Hope's vision for the future.
 - Bringing discernment and wisdom to help the congregation determine the best path forward for Good Hope's facilities and building funds.
 - Leading, mentoring, and directing the church's staff.
 - Encouraging and equipping the congregation to accomplish the ministries of the church.
- Providing pastoral care alongside lay members and church officers.
 - Providing prayer, compassion, and counseling for those who suffer in the congregation.
 - Overseeing, developing, and/or teaching courses for potential new members (children and adults) and officer candidates.
 - Encouraging and participating with the congregation in evangelism, missions, and outreach.
- Participating and representing Good Hope at the local Presbytery and the General Assembly.

SKILLS / GIFTS / CHARACTERISTICS

As we seek to discern the skills, giftings, and characteristics that will be most useful in our next Senior Pastor, we recognize that a wide range of gifts can be used by God and that our perception is incomplete. Nonetheless, we believe the following characteristics would best serve our community:

- **Pastoral and Community:** Our community is our greatest strength, and so we seek a pastor who is a strong community builder, humble, and others focused. We seek someone who:
 - Is relationally engaged, approachable and genuinely people oriented; someone whose presence puts people at ease.
 - Has a heart that cares deeply for the church and the “sheep” God has entrusted to him.
 - Builds authentic relationships within the congregation, showing empathy and understanding.
 - Actively engages with community members, extending kindness and support beyond the church walls.
 - Has a genuine love for and interest in people; naturally inclined and able to share his testimony with believers and unbelievers alike.
 - Navigates conflicts with empathy and fairness, promoting unity within the church community.
 - Is comfortable ministering in a largely secular, diverse community close to Washington, D.C., and other East Coast cities.
- **Preaching and Teaching:** Preaching and teaching is a central component of our life as a church and our worship of God. We seek someone who:
 - Values and pursues God-glorifying, Christ-centered, expository preaching and teaching from the whole counsel of God, empowered by the Holy Spirit.
 - Is articulate and clear in delivering sermons and teachings, making the Gospel accessible and applicable. Is able to preach in a way that reaches the congregation in love, demonstrating an understanding of our fallen state and how the redemptive work of Christ should impact our daily living and relationships.
 - Courageously articulates the Reformed faith and the counter-cultural pull of the Gospel without becoming preoccupied with the passing issues of the day.
 - Personally encourages and participates in evangelism, missions, and outreach, and is able to lead and inspire the congregation toward ongoing engagement in these ministries.
- **Leadership and Administration:** Our senior pastor is responsible for overseeing the staff and working with the Session to lead the congregation. As a result, we seek a candidate who:
 - Would serve well as the “moderator” of the Session, rather than the ultimate authority, while not shying away from the natural responsibility of leadership.
 - Is able to articulate a clear, inspiring vision for the church’s future, fostering a shared sense of purpose and direction.
 - Will honor Good Hope’s culture, while listening, learning, and leading us where we must change, mature, and develop.
 - Is committed to equipping “the saints for the work of ministry, for the building up of the body of Christ,” encouraging and empowering the staff and congregation to participate in the ministries of the church by serving each other and our community.

HOW TO APPLY

To apply, please submit the following to pastorsearch@goodhopepca.com:

- Cover letter
- Resume
- PCA Ministerial Data Form (MDF)
- Links to three recorded sermons
- Identify three references, ideally one professional, one pastoral, and one personal. (We will not contact references without your approval.)