Senior Pastor Qualifications

1. Biblical Character

- Meets the qualifications for an elder outlined in **1 Timothy 3:1–7** and **Titus 1:5–9**.
- Demonstrates personal integrity, humility, self-control, and spiritual maturity.
- Has a strong and growing personal relationship with Jesus Christ.
- Maintains a healthy marriage and family life, where applicable.
- Has a reputation for trustworthiness within and beyond the church.

2. Theological & Doctrinal Qualifications

- Firmly committed to the authority, sufficiency, and inerrancy of Scripture.
- Fully aligned with the **Reformed theological tradition** and the *Westminster Standards*.
- Understands and supports the PCA's *Book of Church Order*.
- Able to communicate biblical truth clearly, faithfully, and compellingly.
- Demonstrates theological depth while making biblical teaching easily understood to people at different stages of faith.

3. Preaching & Teaching

- Gifted and experienced in expository, Christ-centered preaching.
- Able to faithfully explain Scripture and apply it to contemporary life.
- Has a passion for developing disciples through preaching and teaching.
- Can lead worship in a way that is biblically grounded and spiritually engaging.

4. Pastoral Care

- Demonstrates compassion and genuine love for people.
- Able to minister effectively in times of grief, illness, crisis, and family difficulty.
- Builds relationships across generations and backgrounds.
- Is approachable, available, and willing to listen.
- Understands that pastoral ministry involves both the congregation and the surrounding community.

5. Leadership

- Able to provide clear, biblical vision and direction for the congregation.
- Works effectively with elders, deacons, staff, and ministry leaders.
- Delegates responsibility and develops emerging leaders.
- Handles conflict with wisdom, patience, courage, and grace.
- Can lead change without unnecessarily creating division.
- Possesses sound organizational and administrative judgment.

6. Evangelism & Community Engagement

- Has a demonstrated passion for reaching people who are outside the church.
- Can represent the congregation positively in the broader community.
- Builds relationships with civic, nonprofit, educational, and other community leaders.
- Encourages the congregation to be a visible and meaningful gospel presence in the community.

7. Experience

- Ordained as a PCA minister.
- Demonstrated experience in pastoral ministry.
- Successful experience preaching, teaching, discipling, and shepherding a congregation.
- Experience leading or participating effectively with his Session.
- Ideally has experience with a congregation of comparable size and complexity.

8. Personal & Relational Qualities

- Humble rather than self-promoting.
- A good listener and communicator.
- Emotionally mature and resilient.
- Teachable and willing to receive counsel.
- Comfortable working with people of different ages, personalities, and perspectives.
- Demonstrates warmth, humor, hospitality, and approachability.

Your church's search:

Covenant Presbyterian Church, PCA is seeking a leader who can serve both the church and the broader community.

Five Essential qualities:

1. **Biblical and theological fidelity**
2. **Excellent preaching and teaching**
3. **Strong shepherding and relational skills**
4. **Visionary, collaborative leadership**
5. **A demonstrated ability to engage and serve the broader community**