



SENIOR MINISTER PROFILE

Specific Required Task Descriptions

1. Feeding the flock by the diligent preaching of the Word. The Pastor should believe that the preaching of the Word of God is the Word of God. Sermons should be faithful to the text, expositing the thoughts of God and applying the passage to the congregation in its context. The pulpit should not be used as a means to “preach” moralism or human wisdom. Sermons should be well-ordered and wrought in confessional God-centered theology by clearly preaching Christ and Him crucified in every passage of Scripture. As William Perkins wrote in The Art of Prophesying: “Preaching one Christ, by Christ, to the praise of Christ.” In his sermons, and relying only on the Spirit of God, the Pastor should 1) desire to glorify God, 2) cause believers to grow in the grace and knowledge of our Lord Jesus Christ, and 3) direct unbelievers to Christ.
2. Rightly administering the sacraments and conveying their biblical, confessional meaning to the church. Helping to foster both a corporate and individual passion for prayer.
3. Overseeing the spiritual interests of the church by diligently and laboriously shepherding the flock; patiently serving the flock with a spirit of humility and meekness. The session will work to implement an intimate, personal, and godly system of shepherding of the flock, including visitation
4. Watching diligently over the flock committed to his charge, that no corruption of doctrine or morals enter therein. He, along with the session, must exercise government and discipline. (from BCO 8.3)
5. Teaching the flock through various forms of Christian Education. Christian Education should enhance God-centered thinking and enhance spiritual maturity and formation in members.
6. Leading the church in reaching the lost.
7. Recognizing the primacy of the ordinary means of grace, the pastor should be striving to conform the flock to godliness by the Spirit of God. By the sheer grace of God, members should be ever conforming to the image of Christ and growing in grace.
8. Encouraging fellowship of the saints in regular gatherings such as men’s bible studies, women’s bible studies, prayer meetings, Wednesday night fellowship meals/teaching/preaching.
9. Assisting in identifying and training future leaders of the church.

Desired Qualifications and Traits

PERSONAL

1. A man who is above reproach in the esteem of fellow church members and in the eyes of the community.
2. A man who has no outstanding conflicts with anyone, as so far as it depends on him.
3. A man who is managing his household well, loving his wife and diligently training his children to godliness.
4. A man who is a wise steward of his household's finances; not a slave to materialism; and faithfully giving his portion back to God.
5. A man with a humble and contrite spirit, who is quick to repent and slow to blame others for his sin.
6. A man who prays regularly with a steadfast trust in the Providence of God and encourages the flock to do likewise.
7. A man who is, by the Spirit, daily mortifying his own sin, not giving the devil a foothold in his life.
8. A man who does not trust in pragmatism in decisions, but holds firmly to the wisdom of God no matter the cost.

THEOLOGICAL

1. A man who firmly subscribes to the Westminster Standards and its system of doctrine, and is academically credentialed in a manner consistent with the historic reformed confessions.
2. A man who is not sympathetic to the teachings of "federal vision" and its corruption of historic reformed theology.
3. A man who believes the ordinary means whereby Christ communicates to us the benefits of redemption are especially the Preaching of the Word, Sacraments, and Prayer.
4. A man who sees the centrality of the church in a believer's life; sees corporate worship as the center of life for the church; and has a very high view of the Lord's Day.
5. A man who preaches the person, character, and work of Christ and cares less about proclaiming our culture than he does proclaiming the word of God.
6. A man who realizes that knowledge should not be imparted for the sake of puffing up, but for the pursuit of godliness.
7. A man who has a high value on the Presbyterian form of government, who willfully submits himself and the church to the authority structure God has ordained, and joyfully encourages the flock to do likewise.

MINISTERIAL

1. A man who has the heart of a shepherd, wanting to patiently tend to the flock under his care, building them up to godliness.
2. A man with a heart to help heal a church that has been through many trials; who is gifted in mediating conflict and takes joy in applying biblical principles to resolve conflict peacefully.
3. A man with a heart for the lost and helps to work out what the Great Commission means for Heritage Presbyterian Church and her members.
4. A man who is able to teach a wide range of topics to the flock, including biblical studies, church history, practical theology, and systematic theology.
5. A man who sees the necessity and command for daily Family Worship.
6. A man with a heart for our covenant children; encouraging their daily training unto godliness.
7. A man who is not afraid to administer Biblical church discipline, firmly committed to the Word of God as the rule of practice.