

BEFC Pastoral Search Committee  
Preaching Pastor Candidate Profile

***Proverbs 16:9 "The heart of a man plans his way, but the LORD establishes his steps."***

The purpose of the candidate profile is creating a description of qualifications for our desired preaching pastor. This has been envisioned as eventually becoming a more descriptive or narrative profile, but we began by listing qualifications in three categories; non-negotiable, negotiable, and potential deal killers. Non-negotiable qualifications are must haves and should be able to be backed scripturally. Negotiable qualifications are nice to have, but not necessary. Potential deal killers would make a candidate less attractive and potentially non-viable if unresolved.

- Non-Negotiable
  - Candidate believes the Bible is the inerrant inspired word of God and is committed to expositional preaching all of it
  - Candidate has a verifiable good reputation, must be able to provide references
  - They display the habits of a learner and have a plan for growth. There should be evidence of a daily bible studying habit.
  - Candidate must be a biological and identifying as a male. If he is married, it must be to a woman who is also of good repute, and who also supports her husband's ministry.
  - They must align and love the proposed purpose, mission, and vision statements of BEFC. They must have a love for members of their flock and the community where it exists.
  - They should have a high view of God. Their salvation should be by grace alone through faith alone, giving them a fear of the LORD, humbleness in their position, joy in their salvation, and hope for their future.
  - They must meet the qualifications of eldership as stated in 1 Tim 3:1-7, 1 Peter 5:1-4 and Titus 1:5-9. They should be excited about joining a plurality of elders and not desiring to be the lone senior pastor
  - Candidate must be formally educated and have a degree
- Negotiable
  - Set age or family size
  - Years of experience in or out of the EFCA
  - Degree of hospitableness or encouraging character
  - A specific eschatological view
  - Preaching style
- Potential Deal Killers
  - Unwilling to become a member of the Becker community
  - Lack of discipline such as financial
  - Unresolved conflict
  - Lack of relational skills

***Psalms 118:25 "Save us, we pray, O LORD! O LORD, we pray, give us success!"***

