

# Pastor Search Profile

Thursday, October 4, 2018

10:00 AM

Church culture and community context

*First Alliance Church is a mix of people that accurately represent the community in which we serve. We have a blend of Retired Seniors, both permanent and seasonal, seniors who are still working, housing their adult children, and in some cases raising their grandchildren. We have a recovery-oriented culture dealing with substance, financial & relational burdens. We have people who have been in the church all their lives, that only have minimal Biblical knowledge. We have others who are quite seasoned believers. We have a diverse demographic, with both old and young, and becoming more and more multi-ethnic. We have an orphan-care culture that has drawn many families to FAC.*

Several life themes seem to rise to the top as we try to better understand the people worshipping at First Alliance:

- A deep level of brokenness - lostness
- A cultural divide between retirees and working class
- Economically challenged
- Adoption/foster oriented culture

*We're situated in a unique community which is an environment open for ecumenical collaboration. This region lacks true community, in that people are more inclined to lounge in their lanais, rather than socialize on their front porches like in days past. The community depends upon the lower income service-oriented jobs, yet the cost of housing is causing many to move away, or live with family. Most alarming is the sheer number of broken families, and single parent families in the region, particularly households with single moms.*

*There is typically minimal support for the arts, music, etc. Little to no support for children as Florida communities seem to cater to seniors.*

What has changed in the last 5 years in church life or approach in ministry that will affect our choice of leadership style of the new pastor?

- *FAC has become small group based*
- *Intentionally looking outward to become more community focused - Recently built Family Life Center to this end.*
- *Faith Family is becoming generally younger, partially due to draw of foster, adoptive and multi-ethnic families*
- *Lack of church polity. (e.g. what it means to be a part of a faith family: Faith, stewardship – tithing, commitment).*
- *We've lost our more significant givers.*
- *Much more ecumenical, yet still grounded in biblical tenants, and CMA core values.*
- *Youth Program has exponentially expanded*
- *Secure Children's Facilities, and Campus/Facility Security.*

Ideal new pastor description

*The new pastor should be a gifted communicator, who exhibits the ability to cast a compelling vision. He must be humble and authentic, and willing to confront errant behavior. He should know that none of this is possible without being a man of prayer and allowing the Holy Spirit to work through him.*

- *Dynamic Preaching*
- *Deep Biblical Teaching*

*He should breed a culture of leadership, being himself collaborative, supportive and relational with his direct reports and governing board. He should be a discipler, who creates an environment where discipleship thrives. Disciples give and go. They care for the least, and they plant churches. They have a heart for the lost and are compassionate for the hurting. Under the new Pastor, we pray for leadership development, multiplying the kingdom workforce and building strong teams.*

- *Good Delegator*
- *Administrative capacity*
- *Cast a vision for Family: If a person feel that there's nothing in it for me (whatever the genre) then there is a consumer mentality.*
- *Cast a vision for mentorship: between seniors and younger families*
- *Church Planting (sending capacity, not seating capacity)*
- *Clear, thriving discipleship process—challenging people in their faith*
- *Outreach culture*
- *How do we most impact the kingdom?*

## Church Governance:

The new pastor be accountable to the following - and the lines of authority should be viewed in light of scripture, and the life of Jesus in particular:

- Accountable to Congregation
- Accountable to Governing Board
- Accountable to District

The target profile for the pastoral candidate should be as follows:

- 40's - 50's would speak to both younger and older generation
- Needs to have at least 8-12 years left of ministry call.

What areas of church leadership & ministry should the new pastor stay away from?

- Don't need a micromanager - nor too distant from the ministries
- In order for the people to understand the various ministries, the senior pastor needs to have a working knowledge of each ministry and how it aligns with the vision.
- Want to protect the senior pastor from being the go-to person for all things counselling/pastoral - Decentralizing pastoral care.
- He should be discipling his first team.

What will be an area of church life and ministry that the new pastor should begin influencing/changing/creating immediately?

- After having sufficient time to learn the culture of FAC and listen to staff and ministry leaders:
- Culture of volunteerism - serving in the church. The culture should cause regular attenders to question themselves if they're not serving.

What attitude should the new pastor have in regards to the Christian & Missionary Alliance? World missions? Southeast District?

- Greatest importance is in the area of missions. The best way to support international missions is through the Great Commission Fund. They must subscribe to promoting awareness to the Alliance and what's being accomplished around the world.
- Differentiating what's good - great verses essential?
- Because we're the largest church in our district, there may be some obligations the new pastor will have by default (DEXCOM, Large Church Pastors Coalition...etc.)

Should the new pastor be Missional vs. pastoral? Elaborate.

- Is it impossible to be both? Pastoral first...the church will become missional.

If the concept of working as a Staff and Pastoral team is important to you, what would be the role of the new pastor in that team?

- Shepherd - pastoral
- Collaborative
- Relationship builder
- Communicates Vision
- Mediator

Relationship oriented? Goal oriented? Authoritarian oriented? Please explain which is most important and describe what that means.

- Goal Oriented: So long as the goal is Matthew 28:18
- That is people oriented.
- Your church is exactly formed to get the exact result you're experiencing.

How do we calculate a financial compensation package for the new pastor?

- Will get a ballpark range to work with. - based upon experience, present church culture, family...etc. What about church growth?

No one can do everything. What personal practices would you expect the new pastor to follow to maintain margins in his life that will foster his personal well being?

- Taking a Sabbath rest weekly
- balanced preaching rotations where staff & guest pastors and lay people can take one weekend worship per month.
- Annual vacations
- Annual retreats

What meetings or event must he attend? Are possible to skip?

- I would expect the Senior Pastor to collaboratively develop a meeting schedule in line with the vision of FAC and are at a reasonable cadence.
- Annual Conference, DEXCOM, District Meetings are necessary for him to attend
- Missions Week activities culminate in the Great Commission Fund drive that is vital to the CMA's mission as a whole.

Ways Congregation can have a voice: