



PASTOR PROFILE

POSITION REQUIREMENTS:

- Has led a life that has been above reproach over the duration of his ministry and is characterized by traits identified by the Apostle Paul in I Timothy 3 and Titus 1. His life gives credence to the power of the Gospel and the love of God.
- Has 10+ years in ministry experience with 5+ years in a significant leadership role. Demonstrates the core competencies and instincts that accompany the effective leadership of a church the size of Sycamore.
- Is in agreement with the Westminster Confession of Faith and the Catechisms of the Church. His knowledge of the core realities of Reformed faith found in our confessions and traditions allows him to apply them in contemporary and practical ways.
- Meets the requirements of the Book of Church Order.
- Is ordained (or is able to obtain ordination) in the Presbyterian Church in America.

MUST DEMONSTRATE THE FOLLOWING:

Preaching and Teaching God's Word

- Is a dynamic and compelling preacher who brings light to biblical truths through both expository and relevant topical teaching and preaching. Makes the profound accessible, the theological practical, the cross beautiful, and duty desirable.
- Is an advocate of Reformed theology, possessing the ability to teach and lead a congregation into a deeper understanding and appreciation of the beliefs of our denomination. Demonstrates the capacity for infusing each and every sermon with the Gospel of Jesus Christ.
- Has an established communication style developed over time spent in the pulpit and is comfortable in his own skin.
- Is characterized by a bold, gracious transparency of his own need for grace that encourages his flock to turn their own hearts to Christ alone.
- Demonstrates the ability to create an annual preaching calendar complete with texts, themes, and specific strategies that are based on a thoughtful and deliberate consideration of the Sycamore body.
- Is able to maintain a fair assessment of the spiritual health of the congregation and understands what emphasis of the Gospel is most needed to strengthen their faith and compel their obedience.

Spiritual Maturity

- Shows clear evidence of a mature, deep, vital, intimate relationship with God.
- Is a secure leader who does not respond defensively to those who may disagree. On the contrary, envelops the necessary confidence of conviction, inherent authority, and vision for the church in a graciousness that compels people to follow rather than resist.
- Leads and cares for his family with Christ-like love and grace. His wife and children demonstrate observable respect for him, emanating from a consistent life lived behind the scenes of his churchly responsibilities.

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- Is a man quick to pray and whose prayer life is a natural outworking of the Gospel and his self-confessed need as a broken and needy creature.
- Is devoted to Scripture above and beyond sermon preparation. In his personal life, his pursuit of Scripture is propelled by an ever present need to be strengthened in his faith.
- Demonstrates love for God's people and shows evidence of a shepherd's heart. Is less inclined to "fix" people and more inclined to love them where they are – compelling them to look to Christ.
- Walks into complex problems with grace and delicacy; is the type of shepherd whose instinct is to step toward people's messes and not away.
- Is willing to say "the hard things" and confront sin when necessary in the natural course of fellowship.

Organizational Leadership

- Has experience in working with leadership to develop and implement a strategic plan and vision for the future of kingdom ministry that is reviewed and updated periodically for effectiveness. Among other things, this means he agrees with and has a thorough understanding of the ethos and distinctives of Sycamore, accompanied by a plan to enhance and expand those core realities.
- Has experience in working with leadership to manage a church or ministry budget. Must demonstrate the ability to connect the allocation of resources with a strategic vision of the church.
- Has the ability to delegate responsibility with appropriate follow-up, possessing a leadership style that empowers, coaches, and supports his staff, providing clear and measurable job descriptions and ministry objectives.
- Has the ability to identify, train, and develop pastoral ministry and lay leadership (especially younger men). Possesses a philosophy and clear strategy of leadership development and discipleship.
- Has the ability to moderate the session and provide input and planning for meetings and ministries. His presence on the session is that of "a leader among equals" rather than the "resident decision maker." His leadership style among the session is collaborative and unifying.
- Has ability and experience in hiring, training and leading staff.

Outreach

- Desires and is able to reach all demographics in the Midlothian area. Is able to encourage an outward focus in the church without compromising doctrine, the foundational realities of Sycamore, or the body life of the church.
- Has a heart for the community and the lost which naturally equips and holds the session, staff, and other leaders accountable in their personal emphasis on evangelism.
- Maintains and encourages an outreach focus to the overall ministry.
- Leads by example and intentionally and routinely develops relationships with non-believers for evangelistic purposes.