**GCC: Pastor Profile**

**Personal Qualities**

1. This individual has taken a considerable amount of time developing a substantive and mature relationship with Jesus Christ (John 15:5; James 4:8). Their relationship with Jesus is attractive to others and encourages others to pursue Jesus themselves. (I Corinthians 11:1).
2. This individual’s relationship with God has been built over some time through spending consistent time in God’s Word for their personal spiritual growth (Hebrews 4:12) as well as developing a significant prayer life (I Thessalonians 5:17).
3. This individual is fully committed to discerning over deciding (Romans 12:1-2). The individual demonstrates a commitment to seek the Holy Spirit and His desire for both their life and the way they steward their leadership gift (Romans 12:8). This person is clearly submitted to the Holy Spirit’s direction (John 16:13; John 5:30).
4. This individual is fully committed to their family (Ephesians 5) and displays a healthy work/home balance by taking adequate time to nurture relationships at home.
5. This individual displays both strong leadership gifts (Romans 12:8) and the ability to offer those gifts with a humble Christ-like spirit of humility (Philippians 2:1-11).
6. This individual demonstrates a personal passion and commitment for evangelism, outreach, and discipleship with evidence in their personal life resulting in people coming into a relationship with Jesus Christ. (Matthew 28:18-20; Luke 19:10).
7. This individual is approachable and kind and does not easily become defensive (Galatians 5:22-23). This person can receive feedback when offered in a healthy, Christ-honoring way (Hebrews 10:24).
8. This individual demonstrates a healthy transparency and authenticity that causes others to feel comfortable in their presence (I Timothy 1:15).
9. This individual is a good steward of their personal finances – they do not find themselves in a financial crisis in their personal life (Luke 16:10).
10. This individual is a good listener (James 1:19) and demonstrates empathy (Romans 12:15).

**Professional Qualities**

1. This individual is clearly committed to Biblical orthodoxy and aligned with Wesleyan theology, commitment to following the Guiding Principles established by our church and including: ● Strong belief in the inerrancy of scripture as the infallible Word of God (2 Timothy 3:16-17; 2 Peter 1:20-21; Revelation 22:18-19)

● A strong commitment to egalitarianism (Galatians 3:28; Acts 18:19)

● A strong commitment to a biblical viewpoint of marriage between one man and one woman (Genesis 2:24; Ephesians 5:31)

1. This individual has a sound theological education and “handles well the Word of God” (2 Timothy 2:15) with a minimum of a bachelor’s degree, Master’s degree preferred.
2. This individual is already ordained in an acceptable denomination or is in the ordination track with the Wesleyan Church.
3. This individual has a track record of leadership success. They can clearly demonstrate both the ability and commitment to lead others they are already known as an individual who is a leader of leaders; someone who invests personally into the leaders around them to help them increase their God-given leadership gifts (Mark 3:14). When at GCC, this individual will continue their commitment to develop leaders by taking time to develop the staff, Board of Elders, and high-capacity laity.
4. This individual is a gifted and effective communicator/preacher/teacher (Romans 12:7; I Corinthians 12:28; Ephesians 4:11) who fleshes out the Bible in/through their own life (Philippians 2:12). They have demonstrated the ability to clearly and passionately communicate biblical truth through sermons that connect to believers and non-believers. While commentaries are certainly an important tool in the life of a communicator of God’s Word, this individual articulates in compelling ways how the text is changing their own life personally (Romans 12:1).
5. This individual has already served a minimum of 3-5 years in a local church with multi-staff. They have already demonstrated the ability to lead a multi-person staff in their previous position(s) and have formed a cohesive team, empowered staff in the execution of their responsibilities, and guided staff to develop their personal areas of giftedness as well as empowering them to develop and equip other leaders.
6. This individual has demonstrated over time, the ability to live under the authority of others (Matthew 8:9; Hebrews 13:7). In this regard, this individual is willing to submit to the authority of the Board of Elders, the Great Lakes Region, and The Wesleyan Church at large.

**Pastoral Qualities and Roles**

**1. Spirit-Led**

There is a strong commitment by church leadership for GCC to be guided by the Holy Spirit into the future He has for us. (Acts 1:8; Acts 2). This individual should be fully committed to listening to and following the direction of the Holy Spirit in their life personally and as a leader (Ephesians 5:18) and is equally committed to being sensitive to the promptings of the Holy Spirit (Acts 16:6) within the midst of a church service.

**2. Visionary**

This individual is committed to seeking the will of God (Romans 12:2) within the context of a leadership discernment community (Acts 15:28) where God’s will for the church is sought and where the board can therefore enthusiastically support the vision that has been agreed upon together. This individual is experienced and effective at all phases of vision development and deployment for the church and has demonstrated a willingness and an ability to operate with a collaborative approach. This collaborative approach includes leading strongly but also being a good listener. A church-wide vision will always include reaching out to people in the Greenville area and seeing many people come to know Jesus Christ through evangelism.

**3. Empowering Leader/Strong EQ**

As was stated earlier, this individual is an empowering leader (Ephesians 4:11-13) who has a track record of developing the leaders around them (leadership development). They do not micromanage, nor do they feel the need to do the ministry all by themselves. Instead, this person takes great delight in equipping others so that they can live in the ministry God has called them to accomplish. This individual is effective at building life-giving relationships with others. Those who have served under this individual speak of the healthy culture that has been created under this individual’s leadership. They have demonstrated over time that they possess a strong EQ.

**4. Enthusiastic Alignment with the Church’s Mission and Core Values and Culture**

This individual has thoroughly considered the vision/mission of Greenville Community Church and is both excited about and in alignment with its stated vision/mission. This individual further supports the culture of GCC by supporting the community of love that exists within the body of believers (I Peter 4:8).

**5. Reliable: Faithful to Commitments**

This individual has demonstrated they can be relied upon to have deep integrity and follow through on commitments (Matthew 5:37). It is not necessary that the pastor personally carry those tasks to completion, but it is necessary that the pastor recognizes the need for follow through and oversees the staff and church leaders efficiently to carry out tasks.

**6. Community Engagement**

This individual is a relational leader who seeks intentional community engagement. They can network and communicate the vision of the church to the community as well as invest in, and build partnerships with local churches, businesses, and local government. They will be Kingdom-oriented (Matthew 6:10).

**7. Competent in Facing Change, Challenges, and Conflict**

This individual has demonstrated the ability to be faithful, dependable, and even-keeled in challenging times showing clear trust in the power of God to see the church through difficult times (Philippians 4:6-7). They have demonstrated the ability to lead from a broad perspective and is competent in leading through change. They are adaptable, displaying a calm “open-mindedness” to the different ways the Holy Spirit may want to move even in the most challenging of situations. They are resilient, and do not easily become “weary in well-doing” (Galatians 6:9). The individual has further demonstrated the ability to provide what some have called, “carefrontation,” which is the ability to provide authentic, respectful, and gracious communication when a servant is not succeeding, and a transition is needed. They have demonstrated the ability to address conflict promptly with grace and kindness (Ephesians 4:15).

**8. Financially Responsible**

This individual understands that as the” point leader” of the church, they are ultimately responsible for providing oversight for the financial affairs of GCC. This person has demonstrated in the past the ability to be a good steward of church finances and has deployed finances in the most effective way to help the church reach its full redemptive potential (Proverbs 27:23).

**9. Courageously Opportunistic**

This individual has demonstrated the ability to try new and innovative things, take obedient risks, test new waters, and go after the mission of the church in creative and yet responsible ways (Matthew 9:17). This person has demonstrated themselves as a consensus-building leader and also as a networker with peers outside the church to leverage the collective wisdom of others facing similar opportunities. This individual has a habit of listening to others, praying, discerning God's will, and then act.

**10. Committed to Diversity**

The individual who is chosen for this position will have demonstrated a commitment to the Gospel reaching everyone in the community by demonstrating a commitment to being a multi-cultural, multi-generational, and multi-economic leader (Revelation 7:9).

**11. Committed to Being Real and transparent**

This individual is “down to earth” and is committed to being transparent regularly to the board and congregation about the financial and overall health of GCC.

**12. Champion of all ministries.**

This individual can support Worship and Creative arts, Frontline Ministry, Love Your Neighbor, and be a passionate leader of our Kids and Youth ministries to ensure our ongoing church growth.