

First Baptist Church Naples
Senior Pastor Criteria

Personal

1. He should be happy in a healthy and biblical marriage, unless he's a widower (1 Timothy 3:1-7)
2. He must understand the dynamics of family life through personal and/or educational/professional experiences
3. He is a leader who shows unique love for his flock and is therefore grieved when they suffer (2 Corinthians 2:4,8)
4. He is sensitive (2 Corinthians 2:2-4), as well as courageous (2 Corinthians 2:4) and seeks to be "obedient in everything" (2 Corinthians 2:9)
5. He is a person with good people skills and relational strengths (2 Corinthians 2:13, 13:11-14)
6. He is a man of faith who is thankful and not bitter or angry, experiencing ongoing renewal and growth (2 Corinthians 4:13, 15, 16; 5:7)
7. He is morally and ethically conservative, willing to be separate from the world and worldliness (2 Corinthians 6:14-17)
8. He is honorable with a good reputation among other pastors and leaders (2 Corinthians 8:18, 20-24)
9. He has moral and sexual purity (2 Corinthians 11:2, 12:21)
10. God's grace is upon him with His special favor (2 Corinthians 9:13; 14)
11. He walks with God-given authority as a leader in Christ (2 Corinthians 10:8; 13:10)
12. He is doctrinally sound and faithful (2 Corinthians 11:3; 4; 13:14)
13. He has an authentic prayer life, able to see answers to his petitions and intercessions (2 Corinthians 12:8; 13:9)
14. He is hospitable (2 Corinthians 13:12, 13)

Education and Experience

1. Minimum five years as Senior Pastor in a church with over 1,200 in attendance and multiple staff
2. He has a strong theology and biblical Intellect in agreement with FBCN Statement of Basic Beliefs and The Baptist Faith and Message 2000 Document
3. Master's in divinity degree at a minimum, Doctorate preferred

Pastoral Leadership & Teaching

1. He is committed to proclaim and lift up Jesus Christ for the glory of God (2 Corinthians 1:19, 20)
2. He has matured through time of brokenness and disappointment (2 Corinthians 2:13)
3. His ministry has been marked by sincerity without scandal, manipulation or dishonesty (2 Corinthians 2:17, 6:3)
4. He is sure of his call as "commissioned by God" to ministry (2 Corinthians 2:17)
5. Like Jesus, he is a true servant who puts others' needs ahead of himself (2 Corinthians 4:5)
6. He is experienced with confidence in leadership and some gifts of administration (2 Corinthians 8:20)
7. He has proven preaching and communications skills (2 Corinthians 8:18)
8. He is tested and proven in other ministries revealing a track record of faithfulness (2 Corinthians 8:22; 10:13; 13:6, 7)
9. He is intellectually disciplined and discerning (2 Corinthians 10:5; 11:6)
10. He values character over charisma and experience over appearance (2 Corinthians 10:10-13)
11. Taking sin seriously, he is willing as a prophet to call people to repentance (2 Corinthians 4:5, 5:11, 20)
12. He is wise in handling conflict without showing favoritism (2 Corinthians 13:1, 2)
13. He seeks to be a peacemaker bringing agreement, unity and peace within the church (2 Corinthians 13:11)
14. He is committed to leading and strengthening times of corporate prayer as a part of corporate worship, and also with smaller groups (Matthew 18:20, Acts 2:1)

Scripturally Focused

1. He has an evangelistic passion to proclaim Christ (2 Corinthians 4:5, 5:11, 20)
2. He is alert to spiritual warfare and knowledge of how to deal with the devil and his forces (2 Corinthians 4:4, 11:13, 15)
3. He is doctrinally sound and faithful, committed to a pulpit ministry that teaches the whole counsel of God in balanced discipleship, evangelism, theology and Biblical exposition
4. An academically driven teacher with a biblical foundation from which disciples grow, share their faith, and serve

Servant Leader

1. He is a humble, prayerful servant who is willing to do the “dirty work”, cherishes unity, and connects with the church body and the community, leading by example (Luke 22:25-27)
2. He will demonstrate humble servant leadership (John 3:30, 2 Timothy 2:15)

Collaborative

1. He must be able to work with others within the body and more importantly the community
2. Because of his love for people he has an open heart to all people, regardless of age, race, gender or spiritual condition (2 Corinthians 5:14, 6:11, 7:2, 12:11, 15, 13:11-14)
3. He has a pastor’s heart in giving “earnest care” for his flock (2 Corinthians 8:1, 16; 11:27)

Visionary and Inspirational Communicator

1. A leader with a clear vision and calling to inspire others to follow Jesus (Nehemiah 2:17-18)
2. He is both evangelistic and missional (2 Corinthians 10:16)

Financially Sound

1. He is financially generous in giving, going above the tithe to give generously out of grace (2 Corinthians 8:3-8)
2. He is not motivated by material things and salary, but he also does not desire to be a burden to the church (2 Corinthians 11:7-9)
3. Based on biblical financial model including no bankruptcy or default on debts