

Pastor Search Grid

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Buckets						
Personal piety	Of course, we are looking for someone who meets the biblical qualifications of the office of elder (1 Timothy 3:1-7; Titus 1:5-9; and 1 Peter 5:1-4). We also need someone who is beyond reproach and has great humility because it would be difficult for our people and the Session (and Curt) to follow someone who was coarse or loose in their personal business and habits.					
		<b>Qualifications</b>	<b>Source</b>	<b>Importance</b>		
	Character	Above reproach	Titus 1; 1 Tim. 3			
		Husband of one wife	Titus 1; 1 Tim 3			
		Not "open to charge" of debauchery	Titus 1;			
		Not "open to charge" of insubordination	Titus 1;			
		Godly household; manage household well with dignity	Titus 1; 1 Tim 3			
		Godly	Titus 1;			
		Not arrogant but humble	Titus 1;			
		Not quick tempered but patient	Titus 1;			
		Not drunkard but sober/temperate	Titus 1; 1 Tim 3			
		Not violent but gentle	Titus 1; 1 Tim 3			
		Not greedy, not a lover of money but content	Titus 1; 1 Tim 3			
		Hospitable	Titus 1; 1 Tim 3			
		Loves good	Titus 1;			
		Self-controlled	Titus 1; 1 Tim 3			
		Upright	Titus 1;			
		Holy	Titus 1;			
		Disciplined	Titus 1;			
		Holds firm to the word (sound instruction and rebukes error)	Titus 1;			
		Robust faith	Titus 1;			
		Sober-minded	1 Tim 3			
		Respectable	1 Tim 3			
		Not quarrelsome	1 Tim 3			
		Keeping children submissive	1 Tim 3			
		Not a recent convert	1 Tim 3			
		Good reputation in community	1 Tim 3			
		Practices what he preaches	John 13:13-17			
	Ministry/Gifts		Able to teach	1 Tim. 3		
			Characterized by service and humility	John 13:13-17		
			Wields authority with gentleness and humility (not lording it over others); Not domineering.	Mark 10:42-45; 1 Peter 5:1-5		
			Speaks truth in love	Eph. 4:11-16		
			Christ as head (not man)	Eph. 4:11-16		
			Not characterized by human cunning/deceit/schemes/manipulation	Eph. 4:11-16		
			Shepherd (loves and protects the flock)	1 Peter 5:1-5		
			Calling - Shepherds and oversees eagerly and willingly. Not out of duty	1 Peter 5:1-5		
			Exercises oversight	1 Peter 5:1-5		
			Not for personal gain	1 Peter 5:1-5		
			Sets for the flock (not a hypocrite)	1 Peter 5:1-5		
		Fruit of ministry		Saints equipped for ministry	Eph. 4:11-16	
				Body built-up	Eph. 4:11-16	
				Unity in faith	Eph. 4:11-16	
				Knowledge of Son	Eph. 4:11-16	
			Towards maturity/fullness of Christ	Eph. 4:11-16		
			Flock not tossed about by trends but grounded in Word	Eph. 4:11-16		
	Confessional	We embrace the Westminster Confession of Faith as the denomination's constitution and value the purity and the peace of the church founded on orthodoxy. We also embrace the church's Kingdom distinction and recognize the church's unique role in its obligations to preach the Word, administer the sacraments, and practice biblical church discipline. We have nothing to offer the world if we do not preach the Word and the Gospel of Jesus Christ. We must not lose our focus. <b>But we must retain the strong theological and Gospel heritage without the cultural baggage.</b> We recognize that the church has sometimes hidden behind the spirituality of the church doctrine and lost its prophetic voice, particularly on issues of race. We have sometimes confused tradition with orthodoxy. We also recognize that the Gospel and God's Word answer the questions our culture poses today, and the beautiful truths captured by the Westminster divines should inform but not limit our application of the Gospel. <b>That is why we are always reevaluating,</b> and we want a pastor who embraces unapologetically our confession, but seeks to explore, understand, and teach to us the newness of God's Word and the Gospel of Jesus meet our 21 <sup>st</sup> century needs.				
			<b>Qualifications</b>	<b>Source</b>	<b>Importance</b>	
		Ordained or eligible for ordination in the PCA				
		No "agenda" for CPC with respect to changing standards				
	[Other aspects of approach to theological debates within denomination covered within "personal piety" bucket above (e.g., "not quarrelsome") or in "liturgues" below					
Preaches the whole counsel of God	We want our next pastor to show us the hope we have in Christ and to equip us to be a Gospel-home for the hurting. We want someone who exposes God's Word for us, who understands how to be a herald of the Good News. We want a pulpit minister that teaches us how the Bible is the Story – the story of God calling a people to Himself. We want a preacher who gives us the redemptive context of a passage while faithfully teaching us the lessons God has for us in that particular passage, who can teach us the ethical implications of union with Christ while keeping God rather than man or the man's master. We want a pastor whose humility is evident from the pulpit, who shows us how the message he is preaching is bringing healing to his own weaknesses. We want a pastor who understands the questions our children and the 21 <sup>st</sup> century culture are posing to the Gospel. We want a pulpit ministry that is strong on application, that engages and challenges the Oxford and University community and its intellectual, post-modern culture					
		<b>Qualifications</b>	<b>Source</b>	<b>Importance</b>		
	See sermon evaluation form					
Vision, Leadership, and Organizational Health	As we move from a generalist to more of a division of labor to meet our pastoral needs, we need a pastor who is an effective leader, who understands and owns vision, who can lead us towards accomplishing that vision, who is developing leaders (officers, staff, and others) to accomplish that vision. We need someone who will lead the charge and promote the future of CPC with energy and passion.					
		<b>Qualifications</b>	<b>Source</b>	<b>Importance</b>		
		History of effective leadership				
		Builds ministry (not just ministers himself)				
	Interpersonal skills; track record of strong relationships with leadership and colleagues					
	History of casting vision and moving ministry towards vision					
	Effective communicator					
	Experience working well with session					
Fit/culture	We need someone who can relate well to our people and who embraces our mission/vision. We do not mean extrovert versus introvert, but we need someone who loves people and is not a respecter of persons. This is as much a question of humility as anything. We also need someone who will be an effective partner for Curt and who will lead Curt and our church so that Curt drives and his ministry flourishes. This will take someone comfortable in his own skin and secure in Christ and in ministry. We need someone who loves the University profession and loves the member who came to us through our benevolence ministry. The next pastor needs to embrace and lead us towards our "stated model", and key aspects of our mission like "worship as a paschal activity," "looking like the kingdom," and "challenging Mississippi's cultural blind spots.					
		<b>Qualifications</b>	<b>Source</b>	<b>Importance</b>		
		"Translates" to Oxford/Ole Miss/Mississippi				
		Public intellectual; does not view faith in opposition to intellect				
		Embraces higher education community				
		Good "fit" to lead CPC to realize vision; passionate about the things CPC is passionate about				
		Worship as pinnacle activity				
		Embraces "looking like the Kingdom"				
		Gospel-centered community				
		Related well to different kinds of people				
	Not divisive – no divisive agenda aside from the Gospel					