

# Pastoral Candidate Profile

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## CONTACT INFORMATION

Date (YYYY/MM/DD): \_\_\_\_\_

Last Name: \_\_\_\_\_ First Name: \_\_\_\_\_ Initial: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ Province: \_\_\_\_\_ Postal Code: \_\_\_\_\_

Primary Phone: \_\_\_\_\_  Home  Cell  Work

Secondary Phone: \_\_\_\_\_  Home  Cell  Work

Email: \_\_\_\_\_

Languages Spoken:  English  French  Other \_\_\_\_\_

## CHURCH AFFILIATION

Present Church Attending: \_\_\_\_\_

City: \_\_\_\_\_ Province: \_\_\_\_\_ Website: \_\_\_\_\_

Present Church Membership: \_\_\_\_\_  Same as above

City: \_\_\_\_\_ Province: \_\_\_\_\_ Website: \_\_\_\_\_

## I AM INTERESTED IN: *Select all that apply.*

### Pastoral Roles:

- Lead Pastor
- Associate Pastor
- Church Planter

### Associate Areas:

- Executive / Senior Associate
- Administration
- Children's Ministry
- Youth Ministry
- Young Adult's Ministry
- Family Ministry
- Discipleship / Small Groups
- Connection / Assimilation
- Visitation
- Online Ministry / Tech
- Worship Arts

### Locations:

- Large City
- Small City
- Small Town
- Toronto
- Montreal
- Northern Ontario

## FAMILY INFORMATION

Married?  Yes  No      Wedding Date: \_\_\_\_\_

Spouse's Full Name: \_\_\_\_\_

Have you been divorced?  Yes  No      Has your spouse been divorced?  Yes  No

If yes to either of the above two questions, include a brief statement:

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### Please provide the following information for any children:

Name	Year of Birth	Name	Year of Birth
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

## SPIRITUAL JOURNEY

Give a brief summary of your conversion, believer's baptism, spiritual growth and call to the ministry:

List your primary spiritual gifts in order of strength:

## PROFESSIONAL EXPERIENCE

List education, in descending order from most recent:

Institution	Degree / Diploma	Graduation Date

Are you ordained?  Yes  No

If yes, date of ordination: \_\_\_\_\_ By which church? \_\_\_\_\_

List church or other ministry experience, beginning with the most recent and providing information concerning length of service and role. If part-time, please indicate. If you are a student, provide primary experience in your ministry area.

Church or Ministry Organization	Role	Average Sunday AM Attendees	From MM/YY	To MM/YY

List secular work experience, in descending order from most recent:

Company or Organization	Position	From MM/YY	To MM/YY

List type, location and length of any specialized ministry experience (missionary service, chaplaincy, etc.):

List any denominational, missionary, community or volunteer organizations and boards you have served with recently.

List other ministry highlights:

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## **PHILOSOPHY AND PRACTICE OF MINISTRY**

What are your top three priorities in your ministry as a pastor?

Describe your style of leadership:

Describe how you have developed leaders in previous ministry roles:

Describe your primary preaching style:

Describe how you have modeled personal evangelism and led corporate evangelism in the church:

Describe how you have modeled personal disciple-making and led corporate disciple-making in the church:

How do you ensure people are welcomed and integrated into the church?

How would you describe your approach to hospitality?

How do you model and oversee pastoral care within your church?

How do you encourage the support of missions outside your church?

Describe how you lead and interact with volunteer and staff teams:

Describe your experience working with Church Boards:

Do you have experience church planting?  Yes  No If yes, please comment.

What are the top three books you have read in the past year (besides the Bible)?

How do you continue learning and growing in your ministry skills and knowledge?

Why do you wish to serve a church in The Fellowship of Evangelical Baptist Church in Canada?

Describe how you would support and encourage the church in which you serve to participate in and financially support the national and regional ministries of The Fellowship of Evangelical Baptist Churches in Canada:

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## **PERSONAL DISCIPLINES**

Describe your personal walk with the Lord and devotional habits.

Please comment as to how you invite input, encouragement, support and accountability from godly Christians.

## PERSONAL AND FINANCIAL INTEGRITY

To protect your privacy, you do not need to answer here but be prepared to answer in an interview. The experience of many years shows that there are pastors who fail while in ministry. Some have had to resign because of an “**unguarded place**” in their personal life. As pastors are called to make disciples of Christ, they must be examples of personal godliness and consistent discipleship. Therefore, these questions are of a personal nature, but justifiably so.

Are there present or past issues in your life that might prohibit or inhibit a call to a local church in the Fellowship?

Yes  No If yes, explain.

In your previous ministries have you had any situations that resulted in a church taking a vote of confidence?

Yes  No If yes, explain.

Have you ever been convicted or pled guilty for any charge under the Criminal Code for which you have not been pardoned?

Yes  No If yes, explain.

Are you consistent in giving to the Lord?  Yes  No If no, explain.

Are you in significant personal debt (outside of home, car, education)?  Yes  No If yes, explain.

Do you or your family have any major medical needs or conditions that will need to be accommodated as you carry out your ministry?

Yes  No If yes, explain.

Would you consent to a criminal check if it was requested by a church or the Fellowship?  Yes  No

## STATEMENT OF FAITH

### *The Fellowship of Evangelical Baptist Churches in Canada*

- 1. BIBLE** We believe the Bible to be the complete Word of God; that the sixty six books, as originally written, comprising the Old and New Testaments were verbally inspired by the Spirit of God and were entirely free from error; that the Bible is the final authority in all matters of faith and practice and the true basis of Christian union.
- 2. GOD** We believe in one God, Creator of all, holy, sovereign, eternal, existing in three equal Persons, the Father, the Son, and the Holy Spirit.
- 3. CHRIST** We believe in the absolute and essential deity of Jesus Christ, in His eternal existence with the Father in pre-incarnate glory, in His virgin birth, sinless life, substitutionary death, bodily resurrection, triumphant ascension, mediatorial ministry and personal return.
- 4. THE HOLY SPIRIT** We believe in the absolute and essential deity and personality of the Holy Spirit Who convicts of sin, of righteousness and of judgment, Who regenerates, sanctifies, illuminates and comforts those who believe in Jesus Christ.
- 5. SATAN** We believe that Satan exists as an evil personality, the originator of sin, the archenemy of God and man.
- 6. MAN** We believe that man was divinely created in the image of God; that he sinned, becoming guilty before God, resulting in total depravity, thereby incurring physical and spiritual death.
- 7. SALVATION** We believe that salvation is by the sovereign, electing grace of God; that by the appointment of the Father, Christ voluntarily suffered a vicarious, expiatory and propitiatory death; that justification is by faith alone in the all sufficient sacrifice and resurrection of the Lord Jesus Christ and that those whom God has effectually called shall be divinely preserved and finally perfected in the image of the Lord.
- 8. FUTURE THINGS** We believe in the personal, bodily and glorious return of the Lord Jesus Christ; in the bodily resurrection of the just and unjust; in the eternal blessedness of the redeemed and in the judgment and conscious, eternal punishment of the wicked.
- 9. THE LOCAL CHURCH** We believe that a church is a company of immersed believers, called out of the world, separated unto the Lord Jesus, voluntarily associated for the ministry of the Word, the mutual edification of its members, the propagation of the faith and the observance of the ordinances. We believe it is a sovereign, independent body, exercising its own divinely awarded gifts, precepts and privileges under the Lordship of Christ, the Great Head of the church. We believe that its officers are pastors and deacons.
- 10. ORDINANCES** We believe that there are only two ordinances for the church regularly observed in the New Testament in the following order:
  1. Baptism which is the immersion of the believer in water, whereby he obeys Christ's command and set forth his identification with Christ in His death, burial and resurrection;
  2. The Lord's Supper which is the memorial wherein the believer partakes of the two elements, bread and wine, which symbolize the Lord's body and shed blood, proclaiming His death until He comes.
- 11. CHURCH AND STATE** We believe in the entire separation of church and state.
- 12. RELIGIOUS LIBERTY** We believe in religious liberty , that every man has the right to practice and propagate his beliefs.
- 13. THE LORD'S DAY** We believe that the first day of the week is the Lord's day and that, in a special sense, it is the divinely appointed day for worship and spiritual exercise.
- 14. CIVIL GOVERNMENT** We believe that civil government is of divine appointment for the interest and good order of society, that magistrates are to be prayed for, conscientiously honoured and obeyed, except only in the things opposed to the will of our Lord Jesus Christ, Who is the only Lord of the conscience and Prince of the kings of the earth.

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I agree with the Statement of Faith of the Fellowship of Evangelical Baptist Church in Canada.

Do you have any reservations or comments regarding the Statement of Faith?



## **CODE OF ETHICS**

### ***The Fellowship of Evangelical Baptist Churches in Canada***

#### **1. RELATIONSHIP TO GOD**

I will seek to fulfill my duty to watch over my congregation as one who must give account to God (Heb. 13:17). By the power of the Holy Spirit, I will seek to be the pastor God has called me to be. I will strive faithfully to keep my personal quiet time and seek to walk closely with my God.

#### **2. RELATIONSHIP TO MY FAMILY**

I will seek to fulfill my duties to my family as given in 1 Tim. 3:2-5, namely: to be lovingly faithful to my wife, as a one-woman man; to be self-controlled; to pursue purity; to be gentle; to manage my family well; to discipline my children in such a way that they will respect me.

#### **3. RELATIONSHIP TO MY CHURCH**

I will seek to carry out my pastoral function in the light of 2 Tim. 4:1-2, namely: to preach the Word; to keep prepared in all seasons; to correct, rebuke, and encourage; to exercise patience. If my personal convictions or practices should change in the process of time, and come to differ from my church's doctrinal statement or covenant, I will notify the church through my resignation.

I will, with my resignation, sever my pastoral relations with former parishioners, and will not make pastoral contact within the field of my successors without their knowledge and consent.

Having accepted a pastorate, I will not use my influence to alienate the church, or any portion thereof from its denominational loyalty and support. If my convictions change from those commonly held by our denomination, I will be honourable enough to withdraw.

#### **4. RELATIONSHIP TO THE COMMUNITY**

I will seek to maintain a good reputation in the community as stated in 1 Tim. 3:7. I will fulfill all financial obligations; obey government laws and regulations not contrary to Scripture; contribute as much as possible to the life and welfare of the community. I will seek to be a man of integrity (Rom. 12:17) in all my dealings with others, and above reproach in morals and relationships with men and women.

#### **5. RELATIONSHIP TO THE FELLOWSHIP OF EVANGELICAL BAPTIST CHURCHES IN CANADA**

Because the church I serve is affiliated with the Fellowship, I will participate wholeheartedly in the life of the Fellowship by: praying for God's blessing on its life, witness and ministry; and will encourage my church to participate in all the missionary outreaches of the Fellowship. If I change my doctrinal convictions so as to disagree with the Fellowship Statement of Faith, I will notify my church board through my resignation. Should I leave for any reason and enter another pastoral ministry, it would be viewed by regional leadership as not being in a location that would attract those from my former congregation.

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I agree with the Code of Ethics.

Do you have any reservations or comments regarding the Code of Ethics?

## REFERENCES

List names and addresses of four individuals, one of which served as a leader in your most recent church experience.

Name	Phone	Email

I waive my right to see any references that are collected.

Other comments or clarifications:

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## USE AND RELEASE OF THIS PROFILE

I would like this profile to be circulated to the Fellowship Regional Directors and Advisory Committees for use with local churches in the following geographical areas: *Select all that apply.*

Fellowship Atlantic (NS, NB, NL, PE)

AEBEQ (QC & Francophone ON, NB)

FEB Central (ON & Anglophone QC)

Fellowship Prairies (AB, SK, MB, NT, NU)

Fellowship Pacific (BC, YT)

I hereby grant permission for this profile and all related information to be released to search committees, according to the discretion of Fellowship personnel, whether elected or employed.

I certify the truthfulness of all the information in this profile.

I acknowledge and accept that FEB Central is under no obligation to provide this form to a church, and that they may refuse to make this form available to any church or all churches in their sole discretion.

*FEB Central does not verify the information set out on this form, nor does it certify the accuracy of the information set out or the qualifications of the applicant pastor for any position with a church. FEB Central's role is limited to the gathering of information and making such available to churches. It is the sole responsibility of the churches who use the information herein set out to verify its accuracy and to conduct their own due diligence in determining the suitability of the candidate pastor for any position being offered to them.*

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