

Pastoral Candidate Profile

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 (Please specify) _____

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:

- Urban
- Small City
- Small Town
- Lower Mainland
- Interior
- Northern

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:

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 (please use blank page at the end if you need more space):

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:

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 modelled personal evangelism and led corporate evangelism in the church:

Describe how you have modelled 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 Churches 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:

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

Fellowship Pacific**Of the Scriptures.**

We believe the Holy Bible to be that collection of sixty-six books from Genesis to Revelation which, as originally written, was objectively the very Word of God; that it was written by men supernaturally moved; that it is verbally and plenary inspired; that it is truth without any admixture of error; and therefore is and shall remain to the end of the age, the only complete and final revelation of the will of God to men; the true centre of Christian union and the supreme standard by which all human conduct, creeds and opinions should be tried.

Of the Trinity.

We believe that there is one, and only one, living, eternal and true God; an infinite, intelligent Spirit, the Creator and the Supreme ruler of Heaven and earth inexpressibly glorious in holiness and worthy of all possible honour, faith and love; that in the unity of the Godhead there are three Persons, the Father, the Son and the Holy Spirit, equal in every divine perfection, executing distinct and harmonious offices in the work of redemption.

We believe that Jesus Christ is the only begotten Son of God; that He is truly and eternally God, equal with the Father and the Holy Spirit; that for our redemption He took upon himself the nature of unfallen man; that He was conceived by the Holy Spirit in a unique and miraculous manner, and was born of Mary, a virgin; that in the one Person of Christ there are two natures, the Divine and the human, each distinct, and indissolubly united; that being tempted in the flesh He lived a sinless life; that He was crucified under Pontius Pilate; that the third day He arose bodily from the tomb and manifested Himself for forty days to His disciples; that in His glorified body He ascended to the Father; that as High Priest He ever lives to make intercession for His own; that according to His promise He will come again in person, visibly, with power and great glory.

We believe that the Holy Spirit is a divine Person, equal with God the Father and God the Son and of the same nature; that He was active in creation; that He convicts of sin, of righteousness and of judgment; that He bears witness to the truth of the Gospel in preaching and in testimony; that He is the agent of regeneration; that He dwells in every believer from the moment of his conversion; that every believer is baptized in the Spirit by Christ; that He fills the believer as control is yielded to Christ; that the evidence of the presence and power of the Holy Spirit is the fruit of the Holy Spirit in the life.

Of the devil, or Satan.

We believe that Satan is a person; that he is the malignant prince of the power of the air, and the unholy god of this world; that he is man's great tempter, the enemy of God and His Christ, the accuser of the saints; that he is the author of all false religions, the inspirer of all apostasy, and the chief of all the powers of darkness; that he with his principalities is overcome by our appropriation of Christ's victory on Calvary; that he along with his hosts is destined to final defeat at the hands of God's Son, and to suffer eternal punishment in a place prepared for him and his angels.

Of the Creation.

We believe in the Genesis account of creation, and that it is to be accepted literally, and not allegorically or figuratively; that man was created directly in God's own image and after His own likeness; that man's creation was not by evolution or change of species or development through interminable periods of time from lower to higher forms; that all animal life and vegetable life were effected by special creation, and God's established law was that they should bring forth only "after their kind."

Of the fall of man.

We believe that man was created in innocence under the law of his Creator, but by voluntary transgression fell from his sinless and happy state; in consequence of which all men are now sinful, and all are sinners not only by constraint but of choice; and therefore under just condemnation without defence or excuse; that man in his fallen state is in a condition of total depravity by which is meant his utter incapacity to receive the things of the Spirit of God apart from the quickening grace of the Holy Spirit.

Of the atonement for sin.

We believe that the salvation of sinners is wholly by grace; that it is through the mediatorial office of the Son of God, Who by the appointment of the Father, freely took upon Him our nature, yet without sin, honoured the divine law by His personal obedience, and by His death made a full and expiatory atonement for our sins; that His atonement consisted in the voluntary substitution of Himself in the sinner's place bearing the penalty of God's Holy Law, shedding His precious blood; the Just dying for the unjust, Christ the Lord, bearing our sins in His own body on the tree; that having risen bodily from the dead, He is now enthroned in heaven, and is in every way qualified to be a suitable, compassionate and all-sufficient Saviour.

Of the new creation.

We believe that in order to be saved a sinner must be born again through personal faith in Jesus Christ; that the new birth is a new creation; that it is instantaneous and not a process; that in the new birth the one dead in trespasses and in sins is made a partaker of the divine nature and receives eternal life as the gift of God; that such is kept by the power of God through faith unto eternal salvation and shall never perish; that the new birth is brought about in a miraculous manner above man's comprehension wholly and solely by the grace of God through the power of the Holy Spirit in connection with divine truth; that its proper evidence appears in the fruits of repentance, faith, and newness of life.

Of election.

We believe that election is the eternal act of God's sovereign grace by which He chooses, calls, justifies and glorifies sinners; that it is effectuated by the Holy Spirit through God's Word in drawing sinners to Christ so that their wills are freely brought into compliance with God's elective purpose; that it excludes all human boasting; that it is demonstrated in believers by their personal faith in Christ, their love to God and their desire for holiness; that it is the ground of the believer's assurance and promotes humility and service.

Of justification.

We believe that justification is the great blessing by which God accepts, accounts and declares man as righteous; that it includes pardon from the guilt and condemnation of all his sin, the gift of eternal life on principles of divine righteousness; that it is bestowed by grace through faith solely upon the grounds of Christ's perfect life, and expiatory death whereby the righteousness of Christ is imputed to the believing sinner.

Of sanctification.

We believe that sanctification is primarily the believer's position in Christ by the grace of the new Testament sealed to the believer by the blood of the everlasting covenant whereby he is set apart unto God as the recipient of all heavenly perfections; that it is also a process by which the believer sets himself apart from sin to God in the gradual attaining of moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in his heart and in obedience to the Word of God; that it will culminate in the glorious and eternal state of entire sanctification at the coming of the Lord Jesus Christ.

Of the local church.

We believe that the church is a congregation of individuals baptized as believers upon profession of their faith, organized according to the New Testament pattern, associated by a covenant of faith and fellowship of the Gospel, and observing the ordinances of Christ; governed by His laws, and exercising the rights, and privileges invested in it by His Word; that its officers are pastors (or elders or bishops) and deacons, whose qualifications and duties are clearly defined in the Scriptures; that the true mission of the church is found in our Lord's commission, namely: to evangelize, to baptize, and to teach believers to observe all that the Lord commanded; that the church has absolute right of self-government free from any outside interference, and that the one and only superintendent is Christ, acting through the Holy Spirit in harmony with the Word of God; that in all matters of membership, of policy, of government, of discipline or benevolence, the will of the church is final, that it is Scriptural for true churches to cooperate with each other in the furtherance of the Gospel and in contending for the faith, and that each church is the sole and only judge of the measure and method of its co-operation.

Of baptism and the Lord's Supper.

We believe that Christian baptism is the immersion in water of a believer into the name of the Father, the Son and the Holy Spirit; that it is the direct command of Christ; that it shows forth the believer's union with the crucified, buried and risen Christ, and his death to sin and resurrection to a new life; that it is a condition of church membership and according to the Scriptural order baptism should precede the observance of the Lord's supper in which believers by the use of bread and the cup after solemn self-examination are to commemorate together the death of Christ.

Of civil government.

We believe that civil government is divinely appointed for the interests and good order of society; that the individual should fulfill faithfully his responsibilities as a good citizen; that magistrates should be conscientiously honoured and obeyed, except in things opposed to the revealed will of our Lord Jesus Christ, who is the only Lord of the conscience; that the church should remain distinct and separate from the state, and that there should be no intrusion of the one into the affairs of the other.

Of the righteous and the wicked.

We believe that there is an essential difference in the nature, belief and practice of the righteous and the wicked; that those who through faith are justified in the name of the Lord Jesus and set apart by the Spirit of God, are truly righteous in God's esteem, and those who continue in impenitence and unbelief are wicked in His sight and under the curse; that this distinction holds even after death, that the righteous depart to be with Christ, and are in a state of conscious blessedness awaiting the resurrection of the just and the receiving of their glorified bodies; that the wicked depart to Hades where they are in conscious torment until the final resurrection and judgment; at which time the righteous enter into everlasting felicity in Heaven and the wicked into everlasting conscious suffering in Hell.

I agree with the Statement of Faith of Fellowship Pacific.

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

Fellowship Pacific Ministry Workers

CODE OF CONDUCT

(Board Motion passed November 2012)

As a Pastor or Ministry Worker within the Fellowship of Evangelical Baptist Churches Pacific, I acknowledge my responsibility to live within the boundaries of Christian conduct as generally presented in the Bible, and as more closely defined in the following statements of ethics & conduct.

While it is clearly understood that, like everyone else, I am in the process of personal growth, and that grace is a predominant characteristic valued by Fellowship Pacific, as a paid Pastor or Ministry Worker I realize and accept that there are solitary or recurring violations of the standards of ethics and conduct that may be grounds for discipline ranging from personal confrontation to dismissal. Further, I acknowledge that while employment is at the discretion of the local church, the Fellowship Pacific has a responsibility to ensure the ethical standards of all Pastors and Ministry Workers within our region. Thus, it is appropriate for them to pursue questions of integrity and ethics, and to bring it to the attention of the local church when it is deemed necessary.

AS A FOLLOWER OF CHRIST

I will regularly pursue my relationship with God through prayer, meditation on His Word, and corporate worship, seeking demonstrable growth in the fruit of the Spirit.

I will illustrate my passion for the lost by building meaningful, identifiable friendships with those who have not committed their lives to Jesus. I am committed to sharing with these friends the good news of Jesus Christ.

I will behave with personal integrity, seeking a life of truth, love, purity, and holiness. This includes refraining from any practice that is contrary to biblical teaching, such as (but not limited to) things like drunkenness, substance abuse, pornography, stealing, cheating, breach of trust or confidence, premarital or extramarital sexual relationships, homosexual relationships, fraud, physical aggression, abusive behaviour, sexual assault/harassment, and criminal activity. I appreciate that personal integrity in ministry is important enough to be deemed a job termination issue.

I will strive for a disciplined life in which I remain healthy through the consistent exercise of physical, emotional, and spiritual disciplines.

AS A FAMILY MEMBER

I will maintain an appropriate time balance between my family and church work. I will use my vacations as opportunities for personal and family renewal.

I will be a good steward of all that God has given, acting with integrity in the area of my personal finances, including regular giving to the church to which I belong.

I will act with integrity and love towards my family, with the full recognition that personal moral failure will result in immediate dismissal from a staff position in ministry, for the good of both my immediate and extended church families.

AS A LEADER IN THE CHURCH OF JESUS CHRIST

I will lead in the style of Jesus, acting with a servant attitude for the greater good of the church.

I will live my life in a way that is above reproach, accepting that those who lead in the church will bear greater responsibility.

I will accept responsibilities beyond my work on behalf of the local church only when they do not impinge upon the overall effectiveness of my primary ministry focus. If part-time, I also recognize my first vocational responsibility is to my primary employer.

AS A STAFF MEMBER IN A FELLOWSHIP PACIFIC CHURCH

I will regard all the people in our Regional or National church family with equal love and concern, refraining from any activity, language, or attitudes that could contribute to diminishing any individual or group of individuals.

I will make a determined and reasonable effort to pursue the mission, vision, and values agreed upon by our National and Regional churches.

I will encourage fellow ministry workers and pastors to live out their passion for God, including providing accountability for mutually agreed upon Kingdom outcomes.

I will not participate in conversations that present other Ministry Workers or Pastors in a negative way, instead speaking to them personally in love, or encouraging the other parties to discuss with those about whom they are concerned. In cases of potential theological controversy, I will refer the question or issue to our Regional Board after first talking to those involved, in person.

I will not lie or deceive other Ministry Workers or Pastors regarding any area in life or ministry, although I may decline to answer questions that encroach upon the private matters of members of my family or that would require me to violate confidentiality. I understand that while mistakes are a regular part of ministry, lying about them is unacceptable.

I will not participate in or lead a Fellowship church to leave the Fellowship family, except in the event of changes to the Statement of Faith that are incompatible with our local church understanding of Scripture. Otherwise, if my views or beliefs diverge sufficiently from the Fellowship Pacific Statement of Faith, mission, vision, or values that I cannot with good conscience remain in a Fellowship church, I will resign and pursue employment elsewhere.

If I resign from or am asked to leave a National or Regional Fellowship church, I will refrain at that time and in the future from becoming involved in the internal issues or direction of that church. I will be publicly supportive of the church I have just left. Likewise, I will not accept a ministry position or plant a church within the ministry boundaries of the church I have left unless permission is obtained from the leadership Board of the church.

I will seek to be open, vulnerable, and non-defensive in order to facilitate Fellowship unity and honesty. I will seek ongoing professional and personal growth by actively pursuing learning opportunities.

I agree with the Code of Conduct.

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

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:

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 Pacific (BC, YT)
 FEB Central (ON & Anglophone QC)
 Fellowship Atlantic (NS, NB, NL, PE)
 Fellowship Prairies (AB, SK, MB, NT, NU)
 AEBEQ (QC & Francophone ON, NB)

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 Fellowship Pacific 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.

Fellowship Pacific 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. Fellowship Pacific'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.

SUBMIT FORM

SAVE FORM

PRINT FORM

Overflow Page

(If you ran out of room in any of the sections, feel free to continue here.)