



PASTORAL CANDIDATE PROFILE

I. CHARACTER

- a. Compliant with Titus 1:6-9 & 1 Timothy 3: 1-7
- b. Under no current or past church discipline
- c. Willing to undergo background checks

II. THEOLOGY

- a. In accord with the:
 - i. Ordinary means of grace (Word/Prayer/Sacraments)
 - ii. Westminster Confession of Faith, Larger & Shorter Catechisms
 - iii. Three Forms of Unity (Belgic Confession/Heidelberg Catechism/Canons of Dort)
 - iv. Regulative principle of worship

III. PREACHING

- a. Primarily using the lectio-continua approach
- b. Confirmed gift in preaching Gospel truths within the whole counsel of God's Word
- c. Preaches with depth, passion & seriousness befitting the Holy Sovereign God
- d. Expository preaching with a moderate tone and language that is easy to understand
- e. Aligns with the Session regarding the preaching & teaching plan for the year

IV. SHEPHERDING

- a. Develops elders as direct shepherds of the flock
- b. Develops the spiritual gifts & skills of the pastoral staff
- c. Builds relationships with the congregants (*)
- d. Effective as the Session moderator while serving humbly within the Session
- e. Effective as a church administrator as needed

V. MINISTRY

- a. Confirmed gift in shepherding God's flock through service (*) & prayer
- b. In accord with Midway's approach to reverent worship in the morning & evening
- c. Desires to grow Midway with a humble heart to locally advance God's Kingdom
- d. Supports all Midway ministries within and outside our walls
- e. Openness to developing new ministries consistent with Scripture
- f. Family is actively involved in the life of the Midway church family
- g. Effective advocate for Midway's interests within Presbytery & the General Assembly



VI. PCA BOOK OF CHURCH ORDER (BCO)

- a. Aligns generally with all the PCA BCO; in particular with:
 - i. Chapters 7-8: Duties of deacons, elders and teaching elders
 - ii. Chapters 47-63: The Directory for the Worship of God

VII. EXPERIENCE

- a. Minimum of a bachelor's degree & Master of Divinity
- b. Proficient in the use of the original Biblical languages (Hebrew & Greek)
- c. Preferred 10 consecutive years in active church pulpit ministry
- d. Preferred 7 consecutive years of pastoring at current church

(*) informally day-to-day, in friendship, ministry together, and/or visitation when appropriate