

### **GIFTEDNESS— Prophet (60), King (30), Priest (10)<sup>1</sup>**

The Rock is looking for a man who is primarily a Prophet (60), secondarily a King (30) and thirdly a Priest (10). This means that he is strongest in the pulpit and in proclaiming the truth. Secondarily, his gifts of leadership and administration can help the church see a vision for where they are now and where they will go in the future. His priestly gifts, although not the most pronounced, flavor how he proclaims the truth as a Prophet and how he approaches the pace and implementation of change as a King.

### **THEOLOGY— Devotional (60), Doctrinal (30), Cultural (10)<sup>2</sup>**

The next pastor of The Rock will be a man who is intent, as a Prophet, to make clear and actionable application of Biblical truth in the lives of his people. His focus will be on their practical personal growth in grace. This is done from a doctrinal foundation, but not with “churchy” language. To the extent that the culture is engaged by the new pastor it will be as one who is “in the world” but not “of the world.” Taking a stand for truth AND loving the world around him will be part of his mission.

### **DEMOGRAPHIC— A married father who is in his late 30’s to early 50’s**

The Rock is seeking a family man. They want someone who understands how to raise children from experience and who is in a committed relationship with his bride. They are not looking for a perfect father or husband, but rather one who is intent on being and becoming the father and husband that Jesus would have him be. He will likely be more conservative in his values, extroverted in his engagement style and have excellent emotional intelligence.

### **BIBLICAL CHARACTER— Qualifications from Scripture about Elders**

As a foundation, the Biblical qualifications from Timothy and Titus are a baseline for The Rock. He must be above reproach, meaning he must be: devoted to his wife, a one-woman man (*Titus 1:6; 1 Tim 3:2*); his children must be in submission, though not perfect (*Titus 1:6; 1 Tim 3:4-5*); a faithful steward (*Titus 1:7*); humble — not arrogant (*Titus 1:7*); gentle — not quick-tempered (*Titus 1:7; 1 Tim 3:3*); sober — not a drunkard (*Titus 1:7; 1 Tim 3:3*); peaceful — not violent (*Titus 1:7; 1 Tim 3:3*); not greedy for gain (*Titus 1:7; 1 Tim 3:3; 1 Peter 5:3*); hospitable (*Titus 1:8; 1 Tim 3:2*); a lover of good (*Titus 1:8*); self-controlled (*Titus 1:8; 1 Tim 3:2*); upright (*Titus 1:8*); holy (*Titus 1:8*); able to teach (*Titus 1:9; 1 Tim 3:2*); spiritually mature (*1 Tim 3:6*); respectable (*1 Tim 3:7*); and an example to the flock (*1 Peter 5:3*).<sup>3</sup>

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<sup>1</sup> We use these three “offices” of Christ to describe the various pastoral roles a pastor fills inside the church.

<sup>2</sup> The terms “Practical”, “Doctrinal” and “Cultural” are used to describe the emphases in the execution of pastoral roles as it relates to the church’s culture and personality. A pastor who emphasizes “Practical theology” will be intentional in making application to the daily devotional lives of his congregation. A pastor who emphasizes “Doctrinal theology” is intentional in making sure the church is taught and equipped with theological truth in a systematic way. A pastor who emphasizes “Cultural theology” is intentional in making sure that the church is engaging and loving the people and culture around their parish. The “Practical theology” pastor says, “You cannot say you have strong doctrine and the ability to engage the culture UNLESS you are applying truth to yourself first. The “Doctrinal theology” pastor says, “You cannot claim to be growing personally or reaching the culture UNLESS you have a firm grasp on what the truth truly is.” The “Cultural theology” pastor says, “What good is great theology and personal devotion UNLESS you are giving it away and loving the people around you?”

<sup>3</sup> For more information on the demographics of the area there is detailed information in the full document for prospective Senior Pastors.

## CHURCH PROFILE

### **THEOLOGY— Broadly evangelical**

The Rock is broadly Evangelical and not aligned with any specific denomination or tribe. They would hold firmly to the historic creeds of the church (Apostles, Nicene). While not explicitly aligned with any confessional statements from church history, they are Biblically conservative holding to inerrancy and infallibility, although not expressing it in those terms. Their view of sacraments would be Baptist with regard to baptism and open table with regard to communion, practicing intinction.

### **WORSHIP— Progressive and semi-charismatic**

The worship style at The Rock is progressive— praise music as epitomized by contemporary worship artists. They have an appreciation for the truth of historical hymns, but that truth finds its expression in more emotive and participatory worship than in traditional arrangements. Worship centers around preaching and the Lord's Supper is celebrated weekly. Children and families are welcome and equal participants in an environment that is very "Florida" and "come as you are."

### **CULTURE— The Rock is a true family**

The Rock is a family. Many churches say they have a "family-feel" but this is more than a feeling. After the previous pastoral transition the community of believers who remained as part of The Rock were galvanized into a tight-knit group of believers who love each other, enjoy fellowship (and food) and are intent on "doing life together." There is a sense of "all hands on deck" when it comes to just about everything that is done corporately AND there is a real sense of flexibility and grace about the execution of programming.

### **DEMOGRAPHIC— Broad mix**

The Rock is a true Florida panhandle congregation— young and old across the spectrum of means and backgrounds. There is a healthy mix of men, women, families, singles and a diversity of ethnic and racial backgrounds. Anyone from any walk of life could enter the sanctuary and find "their people." Giving and resources have been abundant due to the sacrificial view of church membership that this eclectic mix of believers have embraced.<sup>4</sup>

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<sup>4</sup> For more information about the demographics of the area see the full prospective pastor document.