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Pastoral Candidate Profile/Covenant (Full)

Concord Baptist Church is seeking a Senior Pastor candidate who is a seminary graduate with experience and would prefer him to have a doctorate. We will accept resumes until **June 1, 2026**.

Concord Baptist Church is a gospel-centered, multi-generational Southern Baptist congregation committed to loving God and loving people through biblically grounded worship, intentional discipleship, and active ministry engagement. Our worship services blend modern expressions with timeless hymns and choral elements, reflecting a style that is slightly more traditional while remaining accessible to all generations. Concord's ministry environment includes strong children's and student programming, a well-developed young adult ministry, vibrant small groups and Sunday School, and meaningful mission involvement at the local, state, national, and international levels.

Demographic Snapshot (As of March 2026)

0-18	187	41.8%
19-34	67	15.0%
35-54	82	18.3%
55+	111	24.8%
Total	447	

The Pastoral Candidate/Church Profile expresses Concord's deep commitment to doctrinal fidelity, biblical authority, and expository preaching. As a congregational church that is strongly pastor-led, Concord views the Senior Pastor as the primary spiritual leader and the central human authority within its ministry structure. The church seeks a pastor who will faithfully preach the Word, shepherd the congregation with Christlike character, and provide clear, confident, and godly leadership consistent with this pastor-led model.

In addition to preaching and shepherding, Concord desires a pastor who can lead and align an existing multi-staff ministry team, communicate with clarity, foster unity within the body, and guide the church with wisdom and conviction. The ideal candidate will be able to work cooperatively with lay leadership within a congregational framework, support and develop staff, and help the church pursue a unified vision for ministry effectiveness.

Concord enters this next season prayerfully and expectantly, seeking a pastor who will build on existing strengths, lead with humility and clarity, and shepherd the church toward continued health, discipleship, and mission impact for the glory of God.

Website & Social Media

Website: concordjc.org
YouTube: @concordjc
Facebook: @concordjc
Instagram: @concordjcmo

Mission & Vision

Concord Baptist Church is a welcoming, multi-generational community of faith committed to loving God and loving people. Rooted in the teachings of Jesus Christ, the church focuses on spiritual growth, discipleship, and gospel-centered living. All ministries are designed to help members and guests grow in their relationship with God, connect with others, and serve the world around them.

Core Beliefs

As a Southern Baptist congregation, Concord affirms the authority of Scripture, the centrality of Christ's redemptive work, and the call of every believer toward discipleship and mission. Worship blends traditional and contemporary elements, with a focus on biblical preaching, heartfelt praise, and community engagement.

Explanation of the Intent/Design of the Document

This document contains:

- "WHO BELIEVES AND AGREES" statements that are designed to be statements that reveal the faith or the beliefs of the pastor/church.
- "WHO CAN EXPLAIN WHY HE PREACHES AND TEACHES" statements that seek to show the skill of the pastor in handling the word of God and further reveal the faith or the beliefs he holds.
- "WHO IS" statements designed to demonstrate the character of the pastor.
- "WHO WILL" statements designed to reflect the intent or actions that the pastor's beliefs will instigate. The statements are arranged in a particular way to reflect that beliefs invariably lead to character and practice in preaching/teaching lead to skill and thus the implementation of those character traits and skills demonstrate intent and will inevitably lead to certain actions.
- "THIS MAN, WE WILL" statements that are commitments that we as a PSC and the church at large are making to the will of God for our church and to the man God will bring to us a Senior Pastor.

As a Pastor Search Committee, on behalf of Concord Baptist Church, we seek a man:

WHO BELIEVES AND AGREES:

- with the Baptist Faith and Message (2000).
- with the statement of Marriage and Sexuality as defined in the Concord Baptist Church Bylaws, article II (attached).

WHO CAN EXPLAIN WHY HE PREACHES AND TEACHES:

- the Bible, explaining *2 Timothy 3:16-17, 1 Corinthians 2:7-14, 2 Peter 1:20-21, Matthew 5:18; 24:35, John 10:35; 16:12-13; 17:17, and Hebrews 4:12.*
- there is one God eternally existing in three Persons, Father, Son and Holy Spirit, explaining *Deuteronomy 6:4, Isaiah 45:5-7, 1 Corinthians 8:4, John 4:24, Matthew 28:19, 2 Corinthians 13:14, John 1:1-3; 10:30, Colossians 1:15-17, Hebrews 1:2-3, and Acts 5:3.*
- Jesus, the eternal Son of God, came to His creation and was born of a virgin, led a sinless life, explaining *Isaiah 7:14, Matthew 1:23, 25, Luke 1:26-35, John 1:1, 14, 1 Peter 2:22, Hebrews 4:15.*
- that the Lord Jesus Christ accomplished our redemption through his sacrificial death on the cross, and that His death was voluntary, vicarious, substitutionary, propitiatory and redemptive, explaining *John 10:15, Romans 3:24-25; 5:8-9, 1 Peter 2:24, 2 Corinthians 5:21.*
- the believing sinner is declared righteous (justified) and freed from the penalty, power and ultimately the presence of sin, given eternal life, and adopted into the family of God, explaining *Ephesians 2:1-9, Philippians 3:9, Romans 3:22-24; 3:27-28; 4:1-5; 8:15-17, and John 3:16; 20:30.*
- that after being crucified and buried, Jesus rose from the grave on the third day and then ascended to the right hand of the Father, explaining *Matthew 28:6, Luke 24:38-39, Acts 2:30, Romans 4:25, Hebrews 7:25, 9:24, 1 John 2:1.*
- that the resurrection of Jesus confirmed His deity and the Father's satisfaction with His atoning work on the cross, guaranteeing the future resurrection of all believers, explaining *John 5:26-29; 14:19, Romans 1:4; 4:25; 6:5-10; and 1 Corinthians 15:20-23.*
- that Jesus will return to receive His church, explaining *John 14:1-3, 1 Thessalonians 4:13-18, and 1 Corinthians 15:50-52, and will return to judge the world, explaining *John 5:22-23; 27-29, Revelation 19:11-21, Matthew 24:29-31; 25:31-46.**
- that the Holy Spirit is coequal and consubstantial with the Father and the Son, explaining *Matthew 28:19, Acts 5:3-4; 28:25-26, 1 Corinthians 12:4-6, and 2 Corinthians 13:14.*
- that the work of the Holy Spirit is equally sovereign with the Father and the Son, explaining *Genesis 1:2, Matthew 1:18, 2 Peter 1:20-21, and John 3:5-8*

- that beginning at Pentecost the Holy Spirit came from the Father as promised by Jesus, explaining *John 14:16-17 and 15:26*.
- that the Holy Spirit is active in convicting the world of sin, righteousness and judgement and glorifying Jesus and transforming believers into the image of Christ, explaining *John 16:7-9, Acts 1:5, 2:4, Romans 8:29, 2 Corinthians 3:18, and Ephesians 2:22*.
- that the Holy Spirit baptizes all believers into the body of Christ (the church), explaining *1 Corinthians 12:13 and indwells all believers*, explaining *Romans 8:9-11, Ephesians 1:13; 4:30, and Acts 2:33*.
- that the Holy Spirit bestows spiritual gifts to believers to enable their function in the church, explaining *Acts 1:8, 1 Corinthians 4-11, 2 Corinthians 3:18, 1 Peter 4:10, and Romans 12:4-8*.
- that God created all things, explaining *Genesis 1:1-2:25, John 1:1-3, Colossians 1:15-16, Hebrews 1:2, Psalm 102:25; 89:11; 90:2, Isaiah 40:21-22; 42:5; 45:18, Job 38:4-11, and Revelation 4:11*.
- that God created all things, including man, for His glory, explaining *Isaiah 43:7, Colossians 1:16, and Revelation 4:11*.
- that Adam sinned through disobedience to God's word and died, spiritually and physically, and as a result, all humanity died in him, explaining *Genesis 3:1-7, 1 Corinthians 15:21-22, and Romans 5:12-14*.
- that all people are thereby sinners by nature and show that by their choices and actions, explaining *Romans 3:9-18; 23; 5:10-12 and Ephesians 2:1-3*.
- that God, by His grace, mercy and power, grants salvation and eternal life by forgiving sin on the basis of the redemption of Jesus Christ, the merit of His shed blood, not on the basis of any human merit or works, explaining *John 1:12-13, Ephesians 1:4-7; 2:8-10, and 1 Peter 1:18-19*.
- that this good news of salvation is for everyone who believes in this Jesus Christ, explaining *John 3:16, and Romans 10:9-10; 13*.
- that those who believe are in Christ because of God, explaining *1 Corinthians 1:30, Ephesians 2:4-7, James 1:18, and John 3:5-8*.
- that believers then are eternally secure in Christ and saved for heaven, explaining *John 5:24; 6:37-40; 10:27-30, Romans 5:9-10; 8:1; 31-39, 1 Corinthians 1:4-9, Ephesians 4:30, and Hebrews 7:25*.
- that Christ's church, all believers, have a command from Him to preach, teach and live the gospel to all near and far, explaining *Matthew 28:18-20, Luke 24:46-48, Romans 10:14-15, and 2 Corinthians 5:18-21*.

WHO IS:

- called by God to be a pastor and teacher, for the equipping of the saints for the work of service and the building up of the Body of Christ (*Ephesians 4:11-14*).
- filled with the Spirit of God, demonstrated through preaching that is empowered by the Holy Spirit, characterized by boldness, authority, and a clear focus and foundation on God's Word rather than man's opinion (*John 3:34, 1 Corinthians 1:18-19; 2:4-5; 13, and Ephesians 6:17*).
- above reproach, of good reputation, gentle, peaceable, nurturing, not known to be a troublemaker in the churches and communities where he has served (*Titus 1:6, 1 Timothy 3:2-3, and 1 Thessalonians 2:7*).
- temperate, not addicted to wine or strong drink, not greedy, free from the love of money, and who manages his own household well (*1 Timothy 3:4*).
- able to teach, with the goal of his instruction to demonstrate love from a pure heart and a good conscience and sincere faith (*1 Timothy 1:5*).
- willing to seek the mind of Christ and will of God in every decision in his personal life and in the life of the church (*1 Corinthians 2:16, Philippians 2:5, and Acts 16:6-10*).
- an example to the people in the church and community, modeling the love and compassion of Jesus Christ (*1 Timothy 4:12 and Ephesians 5:1-2*).
- a graduate of an evangelical seminary with Senior Pastoral experience who has a Doctorate degree (Master's degree minimum).

WHO WILL:

- pursue righteousness, godliness, faith, love, perseverance, and gentleness (*1 Timothy 6:11*).
- be kind to all, patient when wronged, and gentle even when correcting those who oppose him (*2 Timothy 2:24-25*).

- remain vigilant and shepherd the flock of God, not for personal gain but humbly following the will of God, exercising oversight in the church, but without bullying the people of God (*Acts 20:28 and 1 Peter 5:2-3*).
- not shrink from declaring the whole counsel of God (*Acts 20:27*).
- be ready always to reprove and exhort the church with great patience (*2 Timothy 4:2*).
- work diligently to study to show himself approved; to give attention to the public reading of Scripture; and work tirelessly to preach and teach and accurately interpret and present the truth of the Word of God (*1 Timothy 5:17 and 2 Timothy 2:15; 4:13*).
- read carefully and clearly from the Word of God, giving the explanation so the people of God might understand the Word, and opening their minds to understand and apply the Scripture (*Nehemiah 8:8 and Luke 24:45*).
- be mighty in Scripture, demonstrating that Jesus was the Christ and that He had to suffer the cross and rise from the dead (*Acts 17:2-3; 18:24; 28*).
- instruct the church to do good, to be rich in good works, to be generous and ready to share (*1 Timothy 6:18*).
- having been taught by faithful men, he will be willing to entrust what he has learned to other faithful men and women who will then teach others (*2 Timothy 2:2*).
- continually fight the good fight, maintaining his faith and a good conscience (*1 Timothy 1:18-19*).
- lead and align an existing multi-staff ministry team, communicate with clarity, foster unity within the body, and guide the church with wisdom and conviction.

Finally, when we discern God's will and call God's choice for His church, THIS MAN, WE WILL:

- appreciate as he who diligently labors among us, has charge over us, and gives us instruction in the Lord (*1 Thessalonians 5:12*).
- esteem very highly, in love, for his diligent work among us (*1 Thessalonians 5:13*).
- remember as he leads us and speaks the Word of God to us; and we will imitate him as he imitates Christ (*Hebrews 13:7 and 1 Corinthians 1:11*).
- follow, submitting to his Godly leadership for he keeps watch over us as one who will give an account (*Hebrews 13:17*).