new covenant church

Pastoral Position Profile

Lead Pastor / Teaching Elder
Pompano Beach, FL

Bringing Wholeness to South Florida Through the Gospel

New Covenant Church (NCC) is prayerfully seeking a **Lead Pastor/Teaching Elder** who is deeply committed to Jesus Christ, the authority of Scripture, the historic Christian faith, Reformed theology, and the mission of the Evangelical Presbyterian Church (EPC).

We are seeking a pastor who will faithfully shepherd our congregation, preach and teach the Word of God, equip believers for ministry, develop leaders, cultivate discipleship, and lead New Covenant into its next season of Gospel-centered ministry throughout South Florida.

ABOUT NEW COVENANT CHURCH

New Covenant Church is a diverse and growing congregation in Pompano Beach, Florida. We are a church made up of people from a variety of backgrounds, generations, cultures, and church experiences, united by our desire to know Jesus Christ and make Him known.

Our mission is simple:

Bringing Wholeness to South Florida Through the Gospel.

We believe the Gospel transforms individuals, families, churches, and communities. We desire to be a church where people encounter Jesus Christ, grow in biblical truth, experience authentic Christian community, discover and use their God-given gifts, and are equipped to serve others.

Our congregation is characterized by a genuine love for one another, a willingness to serve, a desire to grow in Christ, and a passion to reach our South Florida community with the Gospel.

THE OPPORTUNITY

The next Lead Pastor will have the opportunity to help lead New Covenant into an important new chapter of ministry.

We are looking for a pastor who can help us:

- Deepen our commitment to biblical preaching and teaching.
- Develop a stronger culture of discipleship.
- Equip and develop Elders, Deacons, staff, and ministry leaders.
- Encourage every member to participate in the mission of the Gospel.
- Strengthen evangelism and community outreach.
- Cultivate congregational unity and spiritual maturity.
- Help people discover and use their gifts in ministry.
- Expand our Gospel impact throughout South Florida.

We are looking for someone who can build upon the strengths of our congregation while prayerfully helping us pursue where God is leading us next.

THE PASTOR WE ARE SEEKING

Above all, we are seeking a **godly shepherd**—a man who loves Jesus Christ, loves His Word, and genuinely loves people.

The ideal candidate will demonstrate the biblical qualifications for pastoral ministry described in **1 Timothy 3:1–7, Titus 1:5–9, and 1 Peter 5:1–4**.

He should be characterized by:

- Spiritual maturity and a growing relationship with Christ.
- Humility, integrity, and personal holiness.
- Faithfulness and emotional maturity.
- Genuine love and concern for people.
- Courage and conviction grounded in Scripture.
- Wisdom and grace in difficult situations.
- A teachable and accountable spirit.
- A commitment to servant leadership.
- A passion for the Gospel and the local church.

He should be approachable and relational while also possessing the courage to lead with clarity and conviction.

KEY RESPONSIBILITIES

Biblical Preaching & Teaching

The Lead Pastor will provide regular, faithful, Christ-centered preaching and teaching that is grounded in Scripture and consistent with Reformed theology. He should be an exceptional communicator who can explain biblical truth clearly, apply it thoughtfully, and cultivate a growing love for God's Word within the congregation.

Pastoral Shepherding

The Pastor will care for the spiritual needs of the congregation in partnership with the Elders, providing prayer, encouragement, pastoral care, counseling as appropriate, and ministry to individuals and families through the various seasons of life.

Discipleship

The Pastor will help develop a sustainable culture of discipleship in which people move from attending church toward becoming mature followers of Jesus who are connected to others, serving the church, and making disciples themselves.

Leadership Development

The Pastor will work with Session and ministry leaders to identify, equip, mentor, and develop the next generation of church leaders, including Elders, Deacons, staff, and ministry volunteers.

Evangelism & Community Engagement

The Pastor will model and promote personal evangelism and help equip the congregation to share the Gospel and serve our diverse South Florida community. We desire a church in which every believer understands that participation in Christ's mission is part of faithful Christian living.

Vision & Leadership

The Pastor will work collaboratively with Session to establish and communicate a clear biblical vision for the church and provide leadership that is both courageous and humble, helping the congregation pursue its mission with unity and purpose.

Worship & Sacraments

Consistent with the EPC Book of Government, the Pastor will lead the congregation in worship, faithfully administer the sacraments, and provide spiritual and theological leadership for the life of the church.

THEOLOGICAL QUALIFICATIONS

The successful candidate will:

- Demonstrate a strong commitment to the authority and sufficiency of Scripture.
- Hold strong Reformed theological convictions.
- Be committed to the theology and government of the EPC.
- Be willing to affirm and teach the EPC's theological standards.
- Understand and embrace Presbyterian church government.
- Meet the biblical qualifications for pastoral ministry.
- Be willing to participate actively in the life and ministry of the EPC and its Presbytery.

The Pastor will serve as a **Teaching Elder** and work collaboratively with the Ruling Elders and Session in accordance with the EPC Book of Government.

KEY GIFTS & COMPETENCIES

The ideal candidate will demonstrate strength in the following areas:

1. Biblical & Theological Depth
A strong understanding of Scripture and Reformed theology, combined with the ability to communicate theological truth clearly and pastorally.

2. Preaching & Communication
A compelling and faithful preacher who can communicate God's Word with clarity, conviction, warmth, and application.

3. Leadership & Vision
The ability to establish direction, inspire people around a shared biblical vision, and lead the congregation toward its mission.

4. Relational Leadership
The ability to build trust, listen well, develop relationships, and navigate difficult conversations with wisdom, humility, and grace.

5. Organization & Development
The ability to establish priorities, delegate effectively, develop leaders, and create healthy ministry structures.

Additional strengths in **evangelism, discipleship, multicultural ministry, community engagement, and leadership development** will be highly valued.

WHAT WE HOPE TO SEE

Over time, we desire to see New Covenant Church become increasingly characterized by:

- Faithful biblical preaching and teaching.
- Growing spiritual maturity.
- A strong culture of discipleship.
- Healthy and equipped church leadership.
- Increasing personal evangelism.
- Deeper congregational community.
- Greater participation in ministry and service.
- New believers and baptisms.
- Meaningful engagement with our South Florida community.
- A growing reputation for Gospel-centered ministry.

Ultimately, we measure success not simply by attendance or programs, but by whether people are increasingly **loving God, loving one another, becoming like Christ, making disciples, and serving others.**

WHY NEW COVENANT?

New Covenant Church offers an opportunity to serve in a unique and diverse South Florida community alongside people who genuinely desire to grow in Christ and see the Gospel advance.

We are looking for a Pastor who will **love our people, honor our history, faithfully proclaim God's Word, develop leaders, cultivate disciples, and help us pursue God's mission for the next chapter of New Covenant Church.**

We believe the next Lead Pastor will not simply fill a position, but will have the opportunity to help shape the spiritual life and Gospel witness of a congregation committed to bringing the wholeness of Christ to South Florida.

“I will give you shepherds after my own heart, who will feed you with knowledge and understanding.” — Jeremiah 3:15

“Equip the saints for the work of ministry, for building up the body of Christ.” — Ephesians 4:12

“Go therefore and make disciples of all nations.” — Matthew 28:19

TO APPLY

Interested candidates should submit the following materials for consideration by the New Covenant Church Pastoral Search Committee:

- Cover letter describing your pastoral calling and interest in New Covenant Church.
- Current résumé/CV.
- Statement of faith and theological convictions.
- Summary of pastoral ministry experience.
- Recent sermon or preaching samples, preferably including video.
- References, including pastoral/ministry references.

Please submit application materials to:
New Covenant Church Pastoral Search Committee
pastorsearch@newcov.church

Application Deadline: [01/2027]

New Covenant Church is committed to seeking God's will through prayer, Scripture, wise counsel, and the guidance of the Holy Spirit throughout this process.