



FIRST BAPTIST
Bolivar

ADAM HUGHES

SENIOR PASTOR CANDIDATE



FIRST BAPTIST CHURCH - BOLIVAR

HUGHES FAMILY BIOGRAPHY

Adam and Holly are both originally from the Pine Bluff, Arkansas, area. Holly grew up the youngest child of a Southern Baptist pastor so she has been around and in local church ministry practically her entire life. Adam was called to ministry as a teenager in the very church in which Holly's father was pastor at the time. They began dating in the late 90's and then were married on June 2, 2001, in the same church in which they met, Southside Baptist in Pine Bluff. They believe when God put them together, He called them to not only be husband and wife, but also life-long best friends and partners in ministry. For the last 21 years, they have worshiped and served the Lord together in places such as Fort Worth, TX, Albuquerque, NM, and New Orleans, LA.



Together they have four kids: Ashlyn age 16, Kenlee age 14, Alex age 7, and Kate age 5. Ashlyn is soon to be a junior in high school. She loves all things related to music and is currently studying classical voice at NOCCA, the performing arts high school in New Orleans. Kenlee will be a freshman at the beginning of the next school year. She may be the funniest of the Hughes children and enjoys watching all kinds of musicals. Alex will be entering second grade next year. As the only boy he is genuinely all boy. He loves playing anything with a ball and is even more of an avid Razorback fan than his daddy. Kate, the youngest Hughes, will start kindergarten soon. She may be the most social of all the children and loves all kinds of animals, especially puppy dogs.

The Hughes family enjoys spending time together and believe God has called them as a family to invest themselves in the local church serving Him, sharing Jesus, and building His kingdom. They cannot wait to see what God has in store for them in FBC and as a part of the Bolivar community.

ADAM HUGHES RESUME

Personal: Born—April 14, 1979

Married—June 2, 2001 to Holly Marie Hughes

Children—Ashlyn Elizabeth (1/4/06); Kenlee Ann (1/27/08); Alex Isaiah (7/27/14); Kate Elise (12/18/16)

Saved—age 12

Called to Ministry—age 17

Licensed to the Gospel Ministry—South Side Baptist Church, Pine Bluff, Arkansas, March 1998

Ordained to the Gospel Ministry—South Side Baptist Church, Pine Bluff, Arkansas, August 1998

Education:

December 2013 Southwestern Baptist Theological Seminary Fort Worth, Texas

- Ph.D. in Expository Preaching and New Testament, School of Theology

May 2006 Southwestern Baptist Theological Seminary Fort Worth, Texas

- M.Div. with Biblical Languages. 4.1 Cumulative GPA

May 2001 University of Arkansas at Little Rock Little Rock, Arkansas

- B. A. in Speech Communications with a minor in Writing. 3.9 Cumulative GPA

Church Ministry Experience:

Approximately 20 years of Senior Pastor Experience and Local Church Ministry including:

Interim Pastor, Spring Creek Baptist Church, Kentwood, LA, June 2020-July 2021

Interim/Bivocational Pastor, Red Bluff Baptist Church, Folsom, LA, December 2017-March 2020

Senior Pastor, First Baptist Church West Albuquerque, Albuquerque, NM 2013-2016

Senior Pastor, West Baptist Church, Batesville, AR 2011-2013

Senior Pastor, RidgeCrest Baptist Church, Abilene, TX 2009-2011

Was the lead planter of this new church plant. Cast the vision of a comprehensive evangelism strategy for the newly developing southwest portion of the city, organized, trained leaders, and launched ministries as an outgrowth of that vision, involved weekly in personal evangelism and discipleship, etc.

Senior Pastor, First Baptist Church, Chico, TX 2005-2008

Bivocational Pastor, Rock Creek Road Baptist Church, Mineral Wells, TX, 2004-2005

Senior Pastor, Greenlee Baptist Church, Pine Bluff, AR 2000-2003

Seminary and Teaching Ministry:

Associate Dean, Division of Church Ministry
New Orleans Baptist Theological Seminary
August 2020-Present

Occupying the J. D. Grey Chair of Preaching
New Orleans Baptist Theological Seminary
August 2021-Present

Assistant Professor of Expository Preaching
Director, Mentoring Programs in Pastoral Ministries
New Orleans Baptist Theological Seminary
2016-Present

Dean of the Chapel
New Orleans Baptist Theological Seminary
2016-July 2020

Visiting Professor, "A Theology of Expository Preaching,"
Logos College of Theology
Trivandrum, Kerala, India
June 2018

Adjunct Professor, Expository Preaching and Biblical
Hermeneutics
Southwestern Baptist Theological Seminary, Little Rock
Extension Center
2008-2012

Other Administration Experience:

Founding Director, Adrian Rogers Center for Expository
Preaching
New Orleans Baptist Theological Seminary
January 2017-Present

MDiv Revision Taskforce

Served on the taskforce that had the responsibility to design and
present the revised Masters of Divinity Degree to the Faculty
New Orleans Baptist Theological
2020/21-2021/22 Academic Year

Lilly Endowment Pathway for Tomorrow Initiative

Served on the Team that researched and designed a proposal for a \$50,000 grant for studying strategies for preparing pastors and ministers for greater personal and professional success in their ministries. Also, helped implement the research phase once the grant was awarded

New Orleans Baptist Theological Seminary

February 2021-August 2021

Interim and Acting Division Chairman, Pastoral Ministries
Division

New Orleans Baptist Theological Seminary

January 2019-July 2019

Co-Author, Kern Foundation Grant

A Proposal for a half a million dollar grant to allow 18 to 21 year old students complete a B.A. and MDiv in 5 years in preparation for pastoral ministry in the United States.

New Orleans Baptist Theological Seminary

November 2018

Mission Trips and Other Speaking/Preaching Ministry

Experience:

Mission, Preaching, and Teaching Trip, Trivandrum, Kerala, India, June 2018

Preached, taught at their Bible College, and visited two children's homes on this trip

Mission and Vision Trip, Chinandega, Nicaragua, September 2012

Preached at First Baptist Church Chinandega on this trip

Summer Worship Speaker and Project Coordinator, World Changers (NAMB) 2002-2008

Various locations in Arkansas, Mississippi, and Texas

Vision Trip, Seattle, WA, Spring 2003

As a representative of the Harmony Baptist Association of Pine Bluff, AR

Mission Trip, Seattle, WA, Summer 2002

As a representative of the Harmony Baptist Association of Pine Bluff, AR

Mission Trip, M-Fuge Mission Camp, Mobile, AL, Summer 2000

"Pastor to Pastor." Co-Host of ongoing weekly pastoral ministry podcast with Dr. Charlie Ray III

August 2021-Present

<https://pastor.simplecast.com/>

Select Publications:

Together We Lead: Integrating Church Leadership and Administration for Ministry Success (Co-Author with Jody Dean). Birmingham, AL: New Hope Publishers, 2021.

“Being Heard: How Interpersonal Relationship Skills Outside of the Pulpit Enhance Your Preaching in the Pulpit.” In *Interpersonal Relationship Skills*, rev. ed. Edited by Loretta Rivers, Jeanine Bozeman, and Argile Smith. Published online or as a PDF resource for students. December 2020.

“The Soul of the Evangelistic Expository Sermon: From Broadus and Criswell to Rogers and Kelley.” In *Engage: Tools for Contemporary Evangelism*. A Festschrift in Honor of Dr. Charles S. Kelley Jr, 445–63. Edited by Craig Price. New Orleans: NOBTS Press, 2019.

Book Review. Ronnie W. Rogers, *The Vulgarization of Christ’s Church: Combating Progressivism’s Damning Influence upon Christian Thinking and Preaching*, In *Journal for Baptist Theology and Ministry* 15, no. 1. (2018): 157–59. Available online at http://baptistcenter.net/journals/JBTM_15-1_Spring_2018.pdf.

“Integrating Discipleship and Ministry Leadership in Your Preaching.” In *Together We Equip: Integrating Discipleship and Ministry Leadership for Holistic Spiritual Formation*, 77–91. Edited by Jody Dean and Hal Stewart. Bloomington: Westbow Press, 2018.

“Leadership in the Small Church.” In *Small Church, Excellent Ministry: A Guidebook for Pastors*, 83–97. Edited by Jeffrey Farmer. Eugene: Wipf and Stock, 2017.

“Great Commission Preaching: How Matthew 28 Should Influence Preaching.” *Theological Matters Blog*, August 1, 2017. <https://theologicalmatters.com/2017/08/01/great-commission-preaching-how-matthew-28-should-influence-preaching/>

“Preaching Christ: What Jesus Said about the Kingdom of God.” *Preaching Source Blog*, February 17, 2017. <http://preachingsource.com/blog/preaching-christ-the-kingdom-of-god/>.

Dissertation Abstract. “An Intentional Philosophy of Preaching: An Examination of the Relationship between William Perkins’s Homiletic Method and Doctrine of Revelation.” *Southwestern Journal of Theology*, vol. 56.2 (Spring 2014), 304.

“An Intentional Philosophy of Preaching: An Examination of the Relationship between William Perkins’s Homiletic Method and Doctrine of Revelation.” Ph.D. diss., Southwestern Baptist Theological Seminary, 2013.

FBC PASTOR SEARCH QUESTIONNAIRE

- Describe the processes or events that have led you to consider leaving the church that you are presently serving, including references to the current environment at your church.

My current ministry is teaching and administration at a Seminary. From my perspective, things are going well for me. As a matter of fact over the last couple of years I have been promoted a couple of times. I feel like I have had an influential ministry here and could be completely satisfied if that were to continue. However, when I filled the pulpit for your church in August and September I enjoyed preaching for you and enjoyed the congregation. I felt like the congregation connected with me as well. Therefore, when I met with you as a committee and you inquired about me submitting a resume my interest was raised. After praying for several weeks following our conversation, I felt like this was something I should pursue to see if the Lord might be leading in this direction.

- Describe your spiritual disciplines. What do you do to ensure that your relationship with Christ is vibrant and fresh and how has that changed over the years?

For several years now I have been using the “Grace to You” Bible app to read through the Bible annually. Sometimes, however, in alternate years, I will slow down and spend more time digging deeper into certain sections of God’s Word. Currently, I am doing this in Biblical Wisdom Literature (primarily Proverbs and James). I also like to keep a reading and prayer journal, although at times I am not as consistent with this as I need to be. Occasionally, I like to take a day or an extended portion of the day and get away in solitude in spiritual retreat.

As far as what I do to ensure that my relationship with Christ stays vibrant and fresh, I think accountability has a lot to do with this. From an accountability standpoint, I have a few men who I talk with on a regular basis who serve as accountability partners. Also, my wife is genuinely my best friend. We have very open communication in our marriage. We regularly discuss how we are doing with our spiritual disciplines and pray together. However, at the end of the day, it is a personal commitment I must make. I must make the daily “appointment” with God a regular commitment and be disciplined to keep it. I believe this is why they are called spiritual disciplines. Regardless of what other accountability measures I put in place, if I do not make this commitment, then the spiritual disciplines and spiritual vitality will not be a part of my life.

Regarding how this has changed over the years, I would say many of the same disciplines/routines remain the same. What has changed is the depth and joy of my relationship with Christ I believe. I think it is sweeter now and I trust Him more. Also, I believe I do not rush through my personal time with Him now as much as I used to. Several years ago, it felt more like a task to finish but now it feels much more like a relationship for which I long for and enjoy. I think my prayers have gotten a lot more specific the older I get as well.

- **Describe a sermon or sermon series you have preached that you believe was particularly effective and why.**

Since you as a church heard it, I would point to the series through selective Psalms titled "Seeing the King through the Psalms" that I preached at FBC Bolivar in August and September. In this series, I preached through 5 selected Psalms over a six week period covering topics including seeking/finding wisdom for life, the power/significance of the Word of God, our hope in Christ as the Good Shepherd, worship, and God's past faithfulness as an assurance for our future hope.

I believe it was effective for several reasons. It was based on the truth and accurate teaching of God's Word, the sermons were clear and concise and thus seemed to be understood by the congregation, and it intersected with the lives of real people and the challenges that people face daily. In short, I believe God showed up and spoke through His Word. I genuinely believe the Spirit of God imparted the truth of God to the people of God in a way that applied to the congregation as a whole and their lives as individuals. Any and every time this occurs, I believe a sermon series or an individual sermon will be effective.

- **Discuss your leadership style with the following:**
 1. **other ministers**
 2. **staff**
 3. **deacons**
 4. **church members**

My leadership style and approach is essentially the same with each of these groups with only slightly different applications depending on the situation. Therefore, I will give a general answer to the question with brief applications to each group.

In my recent publication, Together We Lead, I gave the following definition of leadership: "Biblical leadership includes the process of finding God's goal for a specific group of people, instilling that goal in them, equipping them to grow in Christlikeness and to fulfill the goal, and empowering them to serve God's eternal kingdom along with you" (32). This definition is the result of several years practicing and researching leadership. I believe in this description and it guides my practice.

Therefore, I take a team based approach in my leadership style. I am not a dictator or a micromanager. I like to empower people to do what they have been called and equipped to do. My philosophy is that God has called people. The church has affirmed that calling and put them in a position to do a certain task/ministry. Under the general direction and in concert with the overall mission and vision of the church, which I do believe I have a responsibility to lead and communicate as pastor, I want to encourage, empower, and equip people to go do that ministry to the best of their ability. This does not mean that I am not involved at all. I always tell my staff and leadership that I am a resource to them and want them to have all the tools and support they need to be successful. My main rule to those who are serving with me has always been just make sure that I do not get surprised. In other words, let's make sure we are regularly communicating and on the same page. Those often go together. I tell them just make sure I know what you are doing/planning so we can talk about it and I can be supportive of you.

other ministers – my leadership is applied in this area first by being patient and learning the church, the community, and the people for an extended period of time. I believe it would be naive at best and arrogant at worst for me to change church ministries in a context that I do not know nor have I ever lived. My main goal in leading other ministries is to be a servant, lead by example, encourage and equip the volunteers, and communicate vision so that we all make sure we are on the same page.

Staff – mainly here I attempt to communicate vision, mentor and equip, and empower them to do the ministry they having gifting in and have been called to. I certainly believe it is the pastor's responsibility to be the overall supervisor/leader of the staff.

Deacons – mainly here I want to be a servant, lead by example, and invite the deacons to be involved in ministry and service along with me. Certainly this includes good communication and explaining overall vision and direction.

church members – much of my application of leadership here would relate to how I understand leadership related to the other ministries of the church. I would want to learn the congregation, the needs, and the context. Certainly the most important part of a pastor's leadership to the congregation involves teaching/preaching and shepherding the flock with great care in such as an under shepherd of the Good Shepherd will displaying, although imperfectly, His character and demeanor.

- **Describe ways that your church has effectively engaged your community.**

First, I will simply say this is getting harder and harder in our world and the context that the 21st century church finds itself. This is not to say that it is impossible or that we are not called to try. We certainly are and our world needs Christ and the life changing message of His Gospel now more than ever.

Regarding how my church, or churches I have pastored in the past, have effectively engaged the community, I would say it has largely depended on context. I have been involved in door-to-door evangelism, mercy/benevolence ministries, service based ministry, and fall or family festival type of events. Overall, the most effective community engagement I have seen has been when we as a church have found what the community values and then get involved/serve in that part/activity in the community. In the church I served in Albuquerque, the most effective ministry engagement we had was when we held a free concert in the park, which was perpendicular to the church and gave away free hotdogs, waters, and popsicles. We also had a moderate amount of success with a fall family fest.

Overall, however, perhaps the best and most effective ministry engagement for a church is when the individual members, including the pastor, make a regular practice of ministering to and sharing the Gospel with those who God has already put in our sphere of influence.

- **Briefly describe your philosophy regarding the relationship between the local Southern Baptist church and:**
 - the State Baptist Convention
 - the Southern Baptist Convention

Since I see the relationships essentially the same, I will answer these together. A Baptist distinctive is the autonomy of each local congregation. In other words, we are not answerable to any outside entity, group, or authority. The congregation under the headship and leadership of Christ through the Holy Spirit and by the Word of God governs itself. However, we choose to cooperate willingly by our finances and occasionally assembling together with other like-minded congregations for the purpose of mission/evangelism, theological education and training, and fellowship and encouragement.

Therefore, my philosophy for a local church regarding the relationship between the local Southern Baptist church and both the State Convention and the SBC is that first and foremost the local church by the governance of the congregation under the headship and leadership of Christ through the Holy Spirit and by the Word of God governs itself for the purpose of discipleship, worship, ministry, service, fellowship, and both local and global mission. This is primary and paramount. Second, as long as they agree to and can continue to do so with freedom of conscience, the local congregation can/should freely and willingly cooperate together, sharing both resources (finances) and manpower, to do mission/evangelism, theological education and training, and fellowship and encouragement.

The one difference may be that, simply because of proximity, I personally usually have a closer/more personal relationship with the State Convention and other pastors/church staff in the State Convention rather than those in the broader SBC as a general rule.

In short, I am for mutual and willing cooperation between local autonomous churches both in the State Convention and the SBC.

- How do you handle frustration, disappointment, or failure?

I would like to say that these do not affect me and that I am not susceptible to frustration or even depression. However, this simply would not be true. I live in a world of brokenness and broken people, including myself, and therefore regularly have to face the effects and emotions that come as a result. When I experience these, I try to do the following things: 1) Earnestly seek the Father through prayer and Bible reading; 2) Share with my family what I am feeling, especially my wife (she is truly my best friend); 3) Ask for trusted friends and accountability partners to pray for and with me; 4) Spend time /worship with my church family (I feel like I need to regularly gather with the church as much or more than anyone else; nothing encourages my soul in a time of disappointment more than gathering with the Body of Christ for worship and fellowship); 5) Commit to learn anything I need to from the situation personally; 6) Confess any wrongdoing or sin on my part that may have contributed to the disappointment or failure; and finally 7) Move forward looking toward the future rather than dwelling in the past.

- What is your plan for sharing the gospel with people you meet in your community?

As an individual believer, I am open to and will employ multiple different paths for doing this. Much of it depends on learning the context of where I live and gaining an understanding of who a community is and what they value. Much like with church ministry as a whole, I think sharing the Gospel can be done as a part of door-to-door evangelism, mercy/benevolence ministries, service based ministry, and fall or family festival type of events. However, I believe it really simply comes down to a personal commitment/decision to share Christ and to understand it is a part of my calling from and being obedient to Christ.

I think the most effective means of sharing Christ is training myself to make the Lord and what He has done a regular and consistent part of the conversations that I have with people. Some may ask the question, "How do I work Christ into this conversation." I think when we are obedient to and growing in our relationship with Christ, we get to the point where our natural affection is so much toward our Savior that we basically would have to work to keep him out of our conversations. This is how I try to live and interact with those in my community.

When it comes to my actual method for sharing the Gospel, I use a modified approach to what is known as "One Verse Evangelism" based on Romans 6:23: "For the wages of sin is death, but the gift of God is eternal life through Christ Jesus our Lord."

- How do you balance your ministry responsibilities with your family time?

I tell my students on a regular basis that time management and balance will be a challenge the rest of their lives and ministries. This is something that always has to be worked at, evaluated, and adjusted. It is never something that we master.

So, to be candid, this is and I believe will continue to be one of the greatest challenges in my life and ministry. The way I attempt to manage this tension is to keep a regular schedule and calendar at work during “normal” weeks. I communicate with my wife and family what my weekly/monthly schedule is. It is important to be diligent at work and fulfill the responsibilities and commitments I have made to the church/ministry I am involved with. My family understands this. However, I protect at least one day/night a week to give my full attention to my family. Unless there is a genuine emergency, I do not let anything interrupt this. Furthermore, I protect at least one day/night a month as a date night for my wife. Also, we make sure we schedule family vacations every year and get away to spend time together. Furthermore, I attempt to maintain some level of personal hobbies and activities. (I love playing golf when the opportunity allows.) Also for physical fitness, my wife and I have become avid runners over the last year and a half. We run on average 5 to 6 mornings a week. This also gives us about an extra 45 minutes together before we begin our hectic daily schedules.

Furthermore, my family understands that emergencies happen. I have found that there is more understanding when something unexpected comes up that requires my attention or I have an abnormally busy week or two as long as I keep my promises and commitments that I have made to them during the other times. These practices have seemed to help us achieve some balance and to manage the tension/balance between ministry and family. Once again, however, this process is not perfect and does require constant attention.