

POSITION ANNOUNCEMENT

SENIOR PASTOR Grace Baptist Church

OPENING DATE: July 1, 2010
EMPLOYMENT LEVEL: Full-time; 12 months
START DATE: Negotiable

RESPONSIBILITIES:

This position exists to oversee the ministries of the church; function as an elder; lead and mentor ministry staff and volunteers.

Specific responsibilities include: Accomplish the mission and direction of the church; equip and coach ministry staff and volunteers to accomplish the mission and direction of the church; oversee the operational activities of the church, demonstrating to the Elder Board how those activities comply with stated policy and serve to accomplish the mission and direction of the church; communicate effectively and courteously with others, including staff, members, attendees, and the public, in a spirit of teamwork, respect and service; by actions, words and lifestyle, be a Christian role model to members and attendees; demonstrates awareness, respect and appreciation for diversity of culture, background, race, sex, political views, expressions of faith, etc. and works well with a variety of people.

Related duties include: Work directly with the Elder Board to develop the mission and direction of the church; insure the primacy of expository preaching and teaching throughout the ministries of the church; shall not fail to utilize the gifts and abilities of current ministry staff to accomplish the mission and direction of the church.

QUALIFICATIONS/REQUIREMENTS:

Master of Divinity degree required; 3-5 years experience in full-time church ministry environment; meet qualifications and competencies as outlined in the *Qualifications and Demonstrated Competencies of Pastoral Staff*; agreement with Board direction—demonstrated ability to lead a ministry unit or organization to accomplish the mission and direction as established by board or ministry leadership; leadership/mentoring experience—demonstrated ability to coach and mentor other ministry leaders to effectively accomplish the goals of the ministry; solid organizational skills required—demonstrated ability to work independently on multiple tasks with a high degree of accuracy; team orientation—demonstrated ability to work as a team member to accomplish organizational goals; preaching and teaching—demonstrated ability to deliver effective expository sermons and lessons that are gospel-centered with a high view of Scripture (infallible and inerrant); ability to speak and write effectively and to deal with the public and church community in a helpful and courteous manner; ability to obtain and use information with tact and discretion; ability to communicate effectively in English, including face-to-face, on telephone, in writing; and in understanding and following instructions; an evangelical Christian commitment and lifestyle consistent with the church's policies, including signed agreement with *GBC Statement of Faith* and being in living agreement with same.

Preferred: Doctoral degree in an area related to ministry leadership; 10 or more years of experience providing leadership in a ministry setting; experience preferred in counseling, Christian education, and leadership development; experience working with people from diverse backgrounds in a ministry setting.

COMPENSATION: Commensurate with experience.
Competitive benefits: Vacation; sick leave; holidays; medical, dental, life, disability insurance; and retirement plan.

REPORTS TO: Elder Board

TO APPLY: Submit resume and letter of interest to: Sr. Pastor Search Committee, Grace Baptist Church, P.O. Box 1, Newberg, OR 97132 or email materials to pastorsearch@gbcnewberg.org. The church reserves the right to fill the position as circumstances warrant.

Within our Christian commitment, Grace Baptist Church is an equal opportunity employer and does not discriminate on the basis of gender, age, race, color, marital status, national origin, disability, or veteran status.

QUALIFICATIONS AND DEMONSTRATED COMPETENCIES OF PASTORAL STAFF

Serve as an Overseer - 1 Timothy 3:2-7 and Titus 1:5-9

- Timothy 3:2-7 “Therefore an overseer must be above reproach, the husband of one wife, sober-minded, self-controlled, respectable, hospitable, able to teach,³ not a drunkard, not violent but gentle, not quarrelsome, not a lover of money. He must manage his own household well, with all dignity keeping his children submissive, for if someone does not know how to manage his own household, how will he care for God’s church? He must not be a recent convert, or he may become puffed up with conceit and fall into the condemnation of the devil.⁷ Moreover, he must be well thought of by outsiders, so that he may not fall into disgrace, into a snare of the devil.”
- Titus 1 5-9 “This is why I left you in Crete, so that you might put what remained into order, and appoint elders in every town as I directed you—⁶ if anyone is above reproach, the husband of one wife, and his children are believers and not open to the charge of debauchery or insubordination.⁷ For an overseer, as God’s steward, must be above reproach. He must not be arrogant or quick-tempered or a drunkard or violent or greedy for gain,⁸ but hospitable, a lover of good, self-controlled, upright, holy, and disciplined.⁹ He must hold firm to the trustworthy word as taught, so that he may be able to give instruction in sound doctrine and also to rebuke those who contradict it.”

Shepherd the Flock – Acts 20:28 and 1 Peter 5:1-3

- Acts 20:28 “Pay careful attention to yourselves and to all the flock, in which the Holy Spirit has made you overseers, to care for the church of God, which he obtained with his own blood.”
- 1 Peter 5:1-3 “So I exhort the elders among you, as a fellow elder and a witness of the sufferings of Christ, as well as a partaker in the glory that is going to be revealed:² shepherd the flock of God that is among you, exercising oversight, not under compulsion, but willingly, as God would have you; not for shameful gain, but eagerly;³ not domineering over those in your charge, but being examples to the flock.”

Lead through Example – 1 Peter 5:3

- 1 Peter 5:3 “not domineering over those in your charge, but being examples to the flock.”

Teach and Exhort – 1 Timothy 3:2 and Titus 1:9

- 1 Timothy 3:2 “Therefore an overseer must be above reproach, the husband of one wife, sober-minded, self-controlled, respectable, hospitable, able to teach.”
- Titus 1:9 “so that he may be able to give instruction in sound doctrine and also to rebuke those who contradict it.”

Refute Those Who Contradict Truth – Acts 20:29-31 and Titus 1:9

- Acts 20:29-31 “ know that after my departure fierce wolves will come in among you, not sparing the flock;³⁰ and from among your own selves will arise men speaking twisted things, to draw away the disciples after them.³¹ Therefore be alert, remembering that for three years I did not cease night or day to admonish everyone with tears.”
- Titus 1:9 “so that he may be able to give instruction in sound doctrine and also to rebuke those who contradict it.”

Manage the Church of God – 1 Timothy 3:5 and 1 Timothy 5:7

- 1 Timothy 3:5 “for if someone does not know how to manage his own household, how will he care for God’s church?”
- 1 Timothy 5:7 “Command these things as well, so that they may be without reproach.”

GRACE BAPTIST CHURCH STATEMENT OF FAITH

- The Bible is the inspired Word of God which has ultimate and final authority in all matters of faith and living.
- There is one God who exists eternally as three persons: the Father, the Son, and the Holy Spirit
- Jesus Christ is God’s eternal Son who is truly God and truly man, born of the virgin Mary, lived a sinless life, died on the cross for our sins, rose from the dead and will return from heaven to reign and to rule.
- The Holy Spirit is our Comforter and Guide who brings people to Christ and empowers the believer for godly living and service.
- People are brought into a relationship with God by His grace through faith in Jesus Christ.