

Full-Time / Salaried / Exempt / Pastoral Staff
Mutually accountable to Church Elder Board

OBJECTIVES

- To respond to God's calling for the church and effectively communicate this vision to the congregation.
- To serve as the primary preacher to equip the congregation through sound Bible teaching delivered with excellence to the congregation each week.
- To serve as leader, shepherd, and chief executive officer of the church, sharing in the ministry of the word and prayer as a member of and mutually accountable to the church elder board.

QUALIFICATIONS

SPIRITUAL

- A deep, personal relationship with Jesus Christ evidenced in daily life and exhibiting character qualities outlined in 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter: 5:1-4.
- Exhibit personal qualities that grow from a deep understanding of God's Word, including integrity, honesty, and compassion.
- Earnestly seek God's will above all other possible motivations.
- Excellent communicator, visionary in leadership and able to lead a diverse team.
- Continue to cultivate and enhance Bethany Community Church as a vibrant and evolving intercultural congregation that includes a large contingent of Deaf and hard-of-hearing members. The pastor will foster inclusion, engagement, and respect of Deaf and hard-of-hearing in worship, service, fellowship, and all aspects of church life.
- Endorse, support and effectively communicate the visionary culture of Bethany Community Church, including our commitment to honor the diversity of cultures represented in Bethany's congregation.
- Earnestly seek the unity of the church body and exhibit Christ's love by developing positive and encouraging relationships with the church body.
- Demonstrate a passionate, heartfelt love for people with a Christ-like concern for their spiritual, physical, mental, and emotional well-being.

EDUCATION AND EXPERIENCE

- Masters-level or higher degree preferred from a respected seminary, preferred Masters of Divinity.
- Licensed as an ordained minister or willing to seek ordination within the first two years of employment.
- Five or more years of experience in pastoral ministry, preferably in roles that included preaching and supervision of staff.
- Must either possess or be willing to develop ability in American Sign Language to a conversational level. (Learning ASL would be a covered ministry expense.)

REQUIREMENTS

- Serve as a voting member of the Elder Board and be accountable to the Elder Board.
- Become a member and be committed to ministry at Bethany Community Church.
- Must pass a criminal record background check.

RESPONSIBILITIES

- **PREACHING:** Value the importance of the weekly sermon. Seek to discern God's message for the congregation and spend significant time and effort to develop biblically sound and personally relevant messages. Equip other leaders to share the preaching and teaching responsibility and help prepare others God may be calling into vocational ministry.
- **VISION-CASTING:** Seek God's direction and develop His vision for our church in conjunction with the elder board in a way that maximizes the gifts and resources available. Seek to find new ways and additional resources to accomplish God's plan for our church.
- **LEADERSHIP DEVELOPMENT:** Develop and manage pastoral staff and lay leaders for successful ministry. Initially, serve as direct supervisor for support staff. Support ongoing leadership development and spiritual oversight of church staff and lay leaders. Be personally involved in selection, supervision, goal-setting, and evaluation of staff members as needed.
- **EVANGELISM:** Set an example in personal evangelism and equip the congregation to share the Gospel with those who do not yet know God.
- **STEWARDSHIP DEVELOPMENT:** Lead by example, and work in conjunction with our financial team to grow givers and establish a budget that reflects the vision and goals of the church.
- **PASTORAL CARE:** Equip staff, church elders, lay leaders, and the congregation as a whole to bear one another's burdens in order to fulfill the law of Christ. Show evidence of love for people in the congregation while reaching out, developing relationships, and sharing in the triumphs and challenges in their lives. Ensure leaders are available and equipped to perform marriages and funerals – and to officiate when appropriate.
- **SPIRITUAL FORMATION:** Promote prayer and other spiritual practices as a priority, both personally and in the life of the church.
- **EVALUATION/DEVELOPMENT:** Continually evaluate effectiveness of programs and propose creative ideas for improvement. Offer overall vision to develop and grow ministry. Spend time in personal study in order to expand relevant knowledge and keep current with latest trends in ministry.
- **COMMUNITY INVOLVEMENT:** Represent Bethany in our community and in any partnerships with other area congregations, and with local and worldwide ministries.