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Pastor/Teacher

Search Process & Preferences

1 Tim 3:1-7 – Here is a trustworthy saying: If anyone sets his heart on being an overseer, he desires a noble task. Now the overseer must be above reproach, the husband of but one wife, temperate, self-controlled, respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. He must manage his own family well and see that his children obey him with proper respect. (If anyone does not know how to manage his own family, how can he take care of God's church?) He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap.

Titus 1:5-9 An elder must be blameless, the husband of but one wife, a man whose children believe and are not open to the charge of being wild and disobedient. Since an overseer is entrusted with God's work, he must be blameless--not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. Rather he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.

As the search committee considered a Pastor-Teacher, we identified the following qualifications:

- The Candidate must be born again and a mature believer. While this often would go as an unspoken subtlety, we desire to include it as the first requirement.
- Master of the Word. As we considered the educational level of potential candidates, we were able to see where some pastors without higher levels of formal education have been greatly used of God. The knowledge and ability to communicate the Word is what we can not sacrifice. He shall be a committed student of the Bible.
- A Preacher-Teacher will be using the Bible as the primary source of sermon preparation under the guidance of the Holy Spirit.
- He shall be a man of godly character exhibiting those qualities as outlined in I Tim. 3: 1-7: Titus 1: 6-9, I Peter 5: 1-3, Acts 6: 4, and Acts 20: 28-31.
- He shall be in full agreement with the mission statement and doctrinal beliefs as stated in the church constitution.
- He must have a vision for the multi-cultural church.
- He must have good relational and people skills.

- He must be a man of prayer, with an active prayer life.
- He must have leadership skills.
- He shall be patient, compassionate, diplomatic and willing to discipline and be disciplined according to Biblical guidelines (Matt 5:23-24, 2 Tim 4:2).
- He shall be supportive of evangelism, foreign and home missions, and community outreach.
- He shall keep his family as a priority, loving and caring for his wife as Christ does the church. We recognize his need for personal free time for both himself and his family.

Preferences

Mature man of God
 College and seminary education
 Married, family oriented
 Minimum of 5+ years experience in a pastoral position in a local church.

Although it is not a requirement, it is our desire that the candidate have a seminary level education or its equivalent.

References

For more information on the church and its constitution, refer to the website at: <http://www.bbc-av.org/> or contact Elder Harry Guess at 661 943-2224.

Search Process

The Search Committee will solicit resumes with accompanying sermons from several sources along with additional information and then consider them as they come available with accompanying sermons. The committee will take only one of the potential candidates to the congregation for consideration. If the congregation votes positively, the candidate becomes the Pastor-Teacher. Otherwise the search continues.

Please submit a resume, references, and video (DVD or VCR) of **two to three messages**.

Job Description

A. PREACHING AND TEACHING

1. Preach the Word (Acts 14:15; 2 Tim. 4:2). It will be the responsibility of the Pastor/Teacher to be the principal “expositor preacher”, discharging this duty with love, faithfulness, impartiality, and fearfulness, knowing that he will be held accountable for the welfare of the flock (Heb. 13:17).
 - a. Will devote sufficient quality time for study for the teaching and sermon preparation.

- b. Shall strive to make the gospel relevant to people's lives through clarity in preaching and communicating a comprehensive understanding of the Bible and Biblical theology.
 - c. Will work closely with the elder board and other pastors to develop other gifted men in this area also.
 - d. Will work closely with the music praise team and associate pastors to lead the congregation in vibrant worship services.
2. Teach the Word (2 Tim. 2:2). Seeing that the teaching task of the church is varied and too demanding for one person, the teaching responsibilities of the Pastor/Teacher will normally be limited to:
- a. Instruction normally occurring in the Sunday sermons.
 - b. Teaching when deemed necessary by the Pastor/Teacher. Examples would be membership classes and Sunday school or Bible studies.
 - c. Provide special instruction to the elders, deacons and staff in discipleship and leadership training.

B. OUTREACH

1. Equipping (Eph. 4:11-12).
- a. The Pastor/Teacher will be expected to fulfill his scriptural calling to equip the saints for the work of ministry.
 - 1) Will systematically train disciples and equip leaders for ministry through personal modeling, mentoring and programming.
 - a) In this regard, the Pastor/Teacher will meet with the elders and other pastors individually to mentor and disciple them to ensure the spiritual care for their care groups.
 - b) Meets monthly with the Elder board to administer the business of the church. Contributes and participates in mutual accountability of each other.
 - c) Schedules and leads leadership to educate and inspire these leaders of the church regarding vision, mission and strategy when necessary.
 - b. The Pastor/Teacher will seek out those filled with the Holy Spirit and train them to minister.
 - 1) Will conduct a gift assessment of the elders along with other pastors and will facilitate the developments of those God given gifts.
2. Leadership (Romans 12:8)
- a. The Pastor/Teacher will serve as the moderator of the church meetings and provide for a minimum of one meeting annually. It is his duty, along with the Elder board, to see that the policies and actions of the board are properly implemented.
 - b. Assist the church's leadership in developing a vision for the church. Direct plans for ministry and church growth; develop and fine tune the church's organizational structure.

- c. Create goal ownership and a sense of shared purpose among the laity through leading by example, involving others in the decision making process, and activity participating in meetings and events.
 - d. Will participate and lead the monthly Elder board meetings
 - e. Will participate and lead the weekly staff meetings.
3. Administration (Heb. 13:17)
- a. The Pastor/Teacher will have general oversight of the church and other major ministries under the direction of staff, acting as a catalyst for the direction of the church, i.e. facilitating existing ministries and programs. He will have the privilege of forming ad hoc committees after consulting with the Elder board, such as he deems necessary for the purpose of researching, brainstorming, and so forth. Such committees will not have legislative power but will serve strictly in the advisory capacity.

C. PASTORAL CARE

1. Intercessory Prayer (Acts 6:4; Eph. 6:18)
 - a. Every effort will be made by the Elder board to assist the Pastor/Teacher with the work of ministry so that sufficient time can be given to this responsibility.
 - b. The Elder board will cooperate with the Pastor/Teacher further engaging in and promoting special times of prayer.
2. Directing Public Worship
 - a. The Pastor/Teacher is responsible for the order of worship and arrangement of special services.
 - b. He is expected to be sensitive to the Holy Spirit, striving to maintain a balance between the mental and emotional, along with the objective and subjective aspects of worship.
3. Administering the two Ordinances of the church
 - a. The Ordinance of the Lord's Supper will be administered normally through the direction of the Pastor/Teacher and will be celebrated at least once each month in the church.
 - b. The Ordinance of Baptism will be administered by the Pastor/Teacher as well as others who are deemed appropriate for this ministry
4. Calling on the Sick
 - a. Priority will be given to church members. Because of the excessive needs in this area, the Pastor/Teacher primary focus will be on those considered severely ill.
5. Membership calling
 - a. Whenever possible will do this with the elder(s).
6. Biblical Counseling
 - a. Priority will be given to members of the church.
 - b. Decisions as to the amount of time and persons to be counseled will be at the discretion of the Pastor/Teacher. Pastor will give a generic report of number of individuals being counseled along with a calendar schedule and the amount of time.

7. Officiate Weddings and Funerals
 - a. The Pastor/Teacher will have the right to grant or refuse the ceremony of marriage or funerals according to biblical reasons.
 - b. Ordained men and staff pastor(s) will consult the Pastor/Teacher before officiating wedding ceremonies or funerals within the church.
8. Conflict Resolution
 - a. The Pastor/Teacher will work to facilitate peace among members of the staff and the congregation, seeking to win back the estranged and to reconcile those with broken relationships, particularly when such conflict threatens the welfare of the church.
 - b. The Pastor/Teacher will review with the Elder board any problems or concerns of the above, working with them to determine solutions in a timely manner.
9. Other
 - a. Annual mutual review of all elders and pastoral staff as well as the pastor/teacher.

Contact Information

Interested individuals should contact:

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Please submit a resume, references, and video (DVD or VCR) of **two to three messages**.