

Senior Pastor Grace Baptist Church

Responsibilities

1. To provide spiritual leadership for the ministry of Grace Baptist Church, giving direction and council to staff, ministry leaders and members of Grace.
2. Serve as a Staff Elder on the Elder Council, which is charged with oversight and accountability for the total work of the church, and serves as a communication link and sounding board between itself and the ministries of this body.
3. Provide pulpit ministry on Sunday mornings, which include expounding of Scriptures, exhorting the body to apply scriptural principles to their lives, and providing a clear presentation of salvation. Romans 6:23
4. Participate in visitation of church members, those who are sick, and individuals in need of spiritual council.
5. The expectation is to set regular office hours during the week, which allow interaction with office staff and church members. (These hours will be mutually agreeable between the candidate and the Elder Council.) The candidate will, in addition, designate time for uninterrupted study of the scriptures.
6. Conduct weekly staff meetings to provide counsel and integration of total church ministry and service planning.
7. Participate in outreach events when appropriate, to extend the influence of the church to the entire community.

Requirements

1. Must at minimum, have a four year degree from an accredited bible college or seminary in biblical studies.
2. Must exemplify the characteristics outlined in 1 Timothy 3 and Titus 1, and seek to be a man with a vital devotional life, and is devoted to family.
3. Must have accepted Christ as personal savior, been baptized by immersion, and become a member of this body of believers within one month of hire. Probationary period will be for 180 calendar days from date of hire, and will be reviewed by the Elder Council at such time. An extension of this probationary period may be given if deemed necessary by the Elder council.
4. Desire to love God with all his heart, soul and mind, and love his neighbor as himself. (The Great Commandment. Matthew 22:37-40)
5. Desire to go and make disciples of all nations, baptizing them, and teaching them to obey everything God's word commands. (The Great Commission. Matthew 28:19-20)
6. Seek to live according to the statement of faith and covenants of this church.
7. Shall maintain at all times a Godly deportment, that no reproach may come through him to the body of Christ.

Compensation Package

1. A flexible compensation package may include salary, housing allowance, health insurance, retirement savings, and other budgeted items, such as professional reimbursements as determined by the Elder Council. Total compensation package ranges from \$65,000 to \$85,000, and will be determined by experience and qualifications.
2. Paid expenses for attendance at Northwest Conservative Baptist Association meetings, training seminars and other conferences deemed appropriate.
3. Expectation is 40-50 hours of work with two days off per week. The candidate and the Elder Council will establish a mutually agreeable schedule.
4. Probationary period must be completed with approval from Elder Council prior to any vacation being granted, after which three weeks paid vacation per year for the first three years, increasing to four weeks after three years, and 5 weeks after 10 years. Vacation carry-over to the next year is allowed if approved by the Elder Council.
5. Seven paid holidays per year include New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving (2), and Christmas Day. If the holiday falls on a Sunday, or a regular day off, another day off will be provided the following week.
6. Assistance for moving expenses by Grace Baptist Church are not guaranteed, but if deemed necessary, may be discussed at the time of hire.



GRACE BAPTIST CHURCH
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