

SEEKING OUR NEXT
Lead Pastor



Temple Baptist Church

To Know God and Make Him Known
Jamestown, ND

Temple Baptist Church

Lead Pastor Opportunity

Lead Pastor – Temple Baptist Church, Jamestown, ND

Details: 1200 12th Ave NE, Jamestown, ND 58401, US

Accepting Applications: February – March 2019

Position Type: Full-time; Lead Pastor of Multi-staff Church

Congregation: 200+

Brief Overview: Temple Baptist Church of Jamestown, ND is located on Interstate 94 halfway between Fargo and Bismarck. It is the ninth largest city in ND with a population in excess of 15,000.

We believe the man God has in mind for TBC is one committed to the sufficiency of Scripture and the supremacy of Christ with a record of successfully shepherding a team of leaders (both lay Elders and full-time Pastoral and support staff) as well as the entire body, to accomplish the mission God has for us – “To Know God and Make Him Known!”

We are affiliated with the North American Baptist Conference and would anticipate our next leader to be credentialed, or be willing to be credentialed, by the conference.

Special Notes: TBC partnered with Interim Pastor Ministries during 2018 to do a self-study under the guidance of an Interim Pastor. The self-study involved all members and regular attendees, the leadership of the church, and a special task force known as the Transition Team which has now become the Pastor Search Team. We look forward to discovering the man whom God will call to be our next Servant Leader.

Application Instructions:

- Email your resume in Word doc format to (tbcsearch4pastor@gmail.com)
- Carefully read the Profiles (Pastor, Church, and Community as follow in this document) and, in light of that information, send a document in Word format explaining why you believe God may be leading you to consider this position.

Church Profile

Temple Baptist Church Jamestown, North Dakota

Overview

Affiliated with the North American Baptist Conference ([NAB](#)) Temple Baptist Church (TBC) has a wonderful history of ministry in the greater Jamestown area. Founded in 1964, TBC was planted by a small group of faithful believers. From the humble planting team of 70 who gathered on that first Sunday, to the nearly 250 who worship at TBC today, this church has continued to influence and serve their community for Jesus Christ. Offering one Sunday worship gathering at 10:30 a.m.; services at TBC focus on Biblical teaching with a contemporary and engaging style of worship.

Along with the main services for adults, TBC offers Sunday morning ministries for children, youth, young adults and adults. Wednesday evening programming is geared for Kindergarten through 5th grade and Youth Group (for both middle and high school). Various adult classes such as Financial Peace University, Bible Study Fellowship (women's classes) and life groups are also available for adults.

TBC Church has a beautiful facility that includes a 400-seat, state-of-the-art worship center, constructed in 2011. In addition, the facility includes ample space for children and youth, and a large multi-purpose room and fellowship area. Through faithful stewardship and financial discipline, the church is close to paying off the building project and becoming debt free.

Working alongside the Lead Pastor is the Community Life Pastor, Youth Director and Church Counselor as well an Office Administrator and a custodian. TBC currently has an interim pastor through the Interim Pastor Ministries (IPM) which started in January of 2018.

Elders serve with the Lead Pastor (who is also an Elder) to Shepherd TBC, providing spiritual oversight, encouragement and guidance. TBC utilizes a modified congregational form of governance. We recently modified our governance model so that more decision-making and leadership is housed with the Elders. While this has been helpful and healthy in the rhythms of regular church operations, it is a significant change from the traditional congregational model of governance that the church had grown accustomed to over the years.

Context

With a beautiful facility strategically located in a growing part of the city, Temple Baptist is well positioned to make a significant Kingdom impact in the surrounding area, an opportunity that will not be lost on the incoming Lead Pastor.

TBC has valued its tradition of “family feel,” so a new Lead Pastor transition has been unsettling to many in the congregation. We recognize the need to be lovingly and patiently led into a larger church model; trusting leadership to make wise decisions for the good of the church and the glory of God.

The Opportunity

Temple Baptist Church represents an opportunity that is ripe with potential for the right leader. In 2018 the church participated in a congregational health assessment, which confirmed that TBC is in a recovery or “turnaround” position. A number of things need to be improved and innovated for the church to regain a sense that it is “hitting on all cylinders.” The incoming Lead Pastor has the opportunity to understand and value where the church has come from while crafting a revitalizing vision for its future: a vision that is clear, inspiring and built on the foundation of all that has been contributed to TBC throughout its history.

This congregation will benefit from a Lead Pastor who will take the time to get to know them, listen to them, build trust in leadership, and then work with them to establish a vision and a plan for the next season of ministry at TBC. As a church that highly values Biblical authority, the people will look for a pastor who “walks his talk” and who transparently connects Biblical truth to the challenges and messiness of life.

Temple Baptist is not looking for perfection, rather they are looking for a pastor who understands the redemptive power of Christ from personal experience and is able to share that experience with others. The incoming pastor will have the opportunity to inspirationally communicate, motivate and challenge the people through sound Biblical teaching that connects Biblical truth to all aspects of everyday life. He will also have the opportunity to assess current ministry offerings and improve onramps and pathways for people to “plug into” the church family. While some congregants are hungry to be effectively mobilized into ministry, others feel over-taxed and burned out.

Staff members will benefit from training and coaching to better equip and support volunteers. There is a sense the same small number of people are being asked to do a majority of the volunteer jobs, and it is

taking its toll. Poor organization and little advanced planning creates a challenging environment for those who would like to contribute.

A Lead Pastor who is experienced in successfully addressing these kinds of staff development and volunteer mobilization issues will find a great opportunity at TBC. Actively serving and participating in the community of the church are important traditions for the TBC church family.

The Easter Passion Play, for TBC, has been more than an outreach; it was the primary way TBC served the Jamestown community. It was the way to introduce the church to those who may not come to a Sunday service. It was a way in which the members could come together as a community to do something no one person could do alone and have new people integrated into community life in the church. People of all ages, skills and talents contributed to this annual event, and looked forward to seeing how God would touch the hearts and minds of people through a combined effort.

TBC needs to improve how it tells its own story. Transparent and authentic communication and celebration of all the wonderful ways God is currently working in and through the church community will help people to feel a sense of purpose and belonging. Current communication is informational rather than inspirational. Opportunities to inspire and motivate the people simply by telling their own stories are consistently missed. "A rising tide lifts all the boats," and celebrating ministry "wins" is an effective way to help raise morale and boost confidence in the overall impact of the church. This kind of sharing and celebration will certainly help to build momentum toward a more transformational future.

Like many congregations, this is a church with challenges and flaws, but there is also vast potential that is waiting to be ignited. TBC members look forward to the day when an effective leader with a clear vision will unify and inspire them toward God's preferred future for their church. With the right pastor in place, that day is fast approaching!

Community Profile

Community Demographics

Jamestown, North Dakota, is the 9th largest city in North Dakota with a population of 15,500. Jamestown is located on I-94 and is equal distance (100 miles east and west) between Fargo and Bismarck which are the two largest cities in North Dakota.

TBC completed a Percept Study and the results of that study are captured below. In addition, we included demographics and statistics on Legislative District 12 centered on [City dynamics](#) and Legislative District 29 centered on [Rural dynamics](#) for the area. In blending all of the data points together, here are a few of the general highlights:

- The average age for males is 37 and for women 41 with a median age of 39
- The median rent is \$629 per month with an average house value of \$120,100
- The average household income ranges from \$52,000 - \$62,000
- Over 85% of those married, 64% of unmarried males, and 26% of unmarried females own their own homes
- The average family size ranges from 2.0 – 2.5
- The overall poverty rate is 12.54%
- Overall population growth has remained relatively flat
- There are over 30 churches in Jamestown including Assembly of God, Baptist, Catholic, Episcopal, Lutheran, Nazarene, Presbyterian, Seventh Day Adventist and others.

Educational Opportunities

[Educational opportunities for children](#) are strong with 5 public Elementary and 2 private Elementary Schools, Jamestown Middle School, and Jamestown High School. In addition, [the University of Jamestown](#) is a private, liberal arts, Presbyterian based University with 1,100 students offering a wide array of undergraduate and graduate degrees. TBC is located adjacent to Jamestown High School and just a few blocks away from the University of Jamestown giving us prime opportunities to build on existing ministry programs to teenage and college students.

Employment Opportunities

In the event you have a spouse seeking employment, Jamestown has a very low unemployment rate of 2.0% with jobs available throughout almost every industry. Some of our major employers include Collins Aerospace, North Dakota State Hospital, Cavendish Farms, Duratech Industries, Anne Carlsen Center for Children, Jamestown Public Schools, Agri-Cover, Jamestown Regional Medical Center, and many others.

Recreational Opportunities

- Jamestown is known as the “Buffalo City” and is home to the [National Buffalo Museum](#) which helps drive local tourism
- [Recreational opportunities](#) abound in the area
- Enjoy the [Arts Center](#)
- [Two Rivers Activity Center](#) is a \$35MM family recreational facility that recently opened
- Golfing, hiking, sports, and other [recreational opportunities](#) abound in the community
- If you are an outdoor enthusiast, you will especially enjoy the fishing, hunting, and other outdoor opportunities in this area.

Overview of the Percept Group Study

PEOPLE AND PLACE

Projected Population Change	Very Low
Population Distribution	Stable, but 75% are spread out over 56% of the geographic area

FACES OF DIVERSITY

Lifestyles Group	Middle American families are the largest group @35%
Fastest Racial/Ethnic Growth	African American is the largest, although 92% Anglo American
Generation	The most significant group is Millennials (17-36), although Gen Xers (37-57) and Boomers (58-75) are equally represented
Family Structure	Somewhat traditional, although nearly 1/3 are single-parent homes

Education Somewhat low compared to national averages

COMMUNITY ISSUES.....

Primary Concern The basics – divorce, addictions, retirement, health insurance, satisfying job, good church

Risk Level (Stress Conditions) Average in terms of those areas that contribute to stress – single parent homes, below poverty households, adults without high school diploma, etc.

Potential Resistance to Change Somewhat high because the average age is above the U.S. average

FAITH PREFERENCES

Faith Receptivity Somewhat high compared to national averages

Financial Support Potential Low because income is lower than the national average

Church Style Both traditional and contemporary as is fairly consistent with the national average based on age groups

Church Program Preference Recreational, although social needs (food, clothing, addictions) are also predominant

Religious Preference Somewhat high based on the national average

Pastor Profile

[Temple Baptist Church](#) in Jamestown, North Dakota is seeking its next Lead Pastor and the timing could not be better to join this faithful church family as we explore how to more effectively achieve the mission to which God has called us: "To Know God and Make Him Known." We are eager to call an experienced Pastor and Leader to guide us, encourage us and challenge us as we adventure together for continued impact in Jamestown and the surrounding communities.

TBC understands that we are not "hiring" a Lead Pastor, but intentionally, carefully, and prayerfully seeking to discover the Servant Leader whom God is "calling" to Shepherd this flock in Jamestown, ND. This profile is not an expression of professional skills as much as an expression of Shepherd-like qualities we believe important to help us accomplish God's mission for us in the 21st Century.

I Timothy 4:12b-16 Essentials

HEART ESSENTIALS (v. 16a – "Keep a CLOSE WATCH ON YOURSELF and ... PERSIST IN THIS...")

We desire a Pastor who, in his personal life:

- Is known for an intimate walk with God through personal time in the Word, prayer, and accountability to spiritual partners
- Is known for his devotion to his wife
- Is protecting himself against any accusation in his relationship with other women
- Is making margin in his life for his own children at home or adult children away from home
- Is submitting himself to both personal and ministry accountability partners who freely ask him hard questions.
- Is committed to the stewardship of his body as the temple of the Holy Spirit
- Is known to be a good steward of his personal finances and therein content in times of plenty and times of loss
- Is known as a Servant Leader (*one who above all is a "servant of the Lord"*)
- Is known to love the flock of God
- Is not diverted from mission as a "people pleaser" (*Gal. 1:10*)

HEAD ESSENTIALS (v. 15 – "...devote yourself to the PUBLIC READING OF SCRIPTURE, to EXHORTATION, to TEACHING.")

- We desire a Pastor who, in his cognitive life:
- Is passionate about discovering what the author of any given text of Scripture intended to say to his contemporaries...
- Is purposefully seeking to discover how the Gospel is rooted in every text of Scripture and committed to make it central to his teaching...
- Is committed to understanding the generational distinctions within the culture and ministering in a way that helps each value the other...
- Is continuing his education, especially in those fields/studies that enable him to strengthen the mission to which God has called us as a Church...

HAND ESSENTIALS (v. 14 – “Do not neglect THE GIFT YOU HAVE which was given you by prophecy when the council of ELDERS LAID THEIR HANDS ON YOU.”)

We desire a Pastor who, in his ministry life:

- Is cognizant of his spiritual gift(s) and exercises them with freedom and joy
- Is committed to loving exhortation (interested in transformation, not just information)
- Is gifted in leadership, especially mentoring and equipping leaders
- Is able to lead the Elder Team in developing and communicating with clarity and passion God’s mission, vision, and strategy for this church

Additional Essentials

(In no significant order of importance)

- Is committed to a Gospel-centered preaching plan that calls and equips the church “To know God and make Him known”
- Is committed to a team approach to shepherding
- Is familiar with and values the use of technology in preaching/teaching, daily communication, and the worship services of the church
- Is available for Pastoral counseling keeping it in balance with prayer and the preaching of the Word
- Is committed to strengthening the Life Group Ministry of the Church
- Is committed to personally sharing the Gospel and strengthening a holistic approach to the church’s outreach
- Is passionate about overseeing and equipping church staff to accomplish the mission of the church in their assigned roles
- Is committed to the structure of the church: Elders who shepherd, Deacons who assist, and Members who serve

Preferred Qualifications

Apart from the clear Biblical qualifications listed in 1 Timothy 3 & Titus 1

- Minimum of 5 years Pastoral Church Ministry; preferably as Lead Pastor.
- If married, a wife with a heart for ministry, and very supportive of her husband and his ministry. *(She, however, will not be expected to fill a formal ministry role.)*
- Seminary Degree from an Evangelical Seminary; preferable at least a Master of Divinity.
- Previous experience managing multiple staff and willingness to serve with our existing full-time staff (Associate Pastor, Youth Director and church counselor) as “first among equals” (i.e. – Overseeing their work while valuing their call to ministry). Also overseeing the Administrative Assistant in the office.
- Been ordained or licensed and has those credentials with the NABC. If not, is willing to pursue full ordination credentials with the NABC.