

Associate Pastor

West Shore Baptist Church



West Shore Baptist Church

2025 Market St.

Camp Hill, PA 17011

email: mail@wsbc.org or bruland@wsbc.org

Phone: 717-761-0942

FAX: 717-761-8593.

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Associate Pastor - West Shore Baptist Church

Job Description:

1. The Associate Pastor who serves the West Shore Baptist Church will focus their efforts in two main functions of the church: Children and Youth Ministries and LifeHouse Contemporary Worship.
 - a. Children's and Youth Ministry: responsible for leading the church's ministry to and with Elementary-Age Children, Middle High Youth and Senior High Youth. The primary goal of this ministry component will be to engage and equip young people to become growing disciples of our Lord Jesus Christ.
 - b. LifeHouse Worship: responsible for leading the church's contemporary worship. The primary goal of this ministry component will be to guide those who worship at LifeHouse in deeper adoration of and dedication to the Lord Jesus Christ, ultimately leading people to become fully devoted followers of Christ.



2. Children/Youth Ministry Duties (50%)

- a. Weekly preparation and teaching of a Sunday School Class, as determined by the Board of Christian Education, in one of three areas: Elementary, Middle High or Senior High Youth. The Associate Pastor will consult regularly with the Board of Christian Education and/or with the Pastor on the selection of class curriculum and materials, being mindful of annually budgeted funds for this purpose.
- b. Planning, leading, facilitating and/or coordinating two 2-3 hour Middle High Youth Ministry Activities and two 2-3 hour Elementary-Age Children's Ministry Activities each month. Will provide guidance and support to children and youth programming (e.g. Vacation Bible School, Youth Group, Holiday programs, etc.). Within the broad range of children's and youth activities, the Associate Pastor will seek to feature those activities which serve one or more of the five New Testament

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- purposes of the Christian life: worship, fellowship, discipleship, outreach and/or service.
- c. Weekly phone, e-mail and/or in-person consultation with the Pastor and/or the Board of Christian Education regarding youth ministry ideas, plans, needs, concerns and matters for prayer or praise.
 - d. Monthly participation with a one page written report provided to the Board of Christian Education meetings (which presently meet monthly on the third Tuesday evening).
 - i. Report to consist of a summary of current projects, planned/future project, and tasks completed since prior meetings

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3. LifeHouse Contemporary Worship (50%)

- a. Plan Sunday morning LifeHouse gatherings by selecting Lifechurch.tv messages (e.g. preview and upload video messages for each Sunday). Consult with the Pastor to learn when he may be available to provide periodic "live" preaching at LifeHouse. The Associate Pastor is also encouraged to provide periodic "live" preaching.
- b. Serve as the worship leader at weekly LifeHouse worship gatherings. Select worship songs to rehearse with the LifeHouse band and lead the singing in LifeHouse Sunday worship. Regularly introduce new music and other thematically-appropriate elements.
- c. Coordinate the LifeHouse band. Keep band members informed of upcoming plans through weekly cue sheets, orders of service, and email. Lead weekly (or in the case of holidays or special circumstances, bi-weekly) rehearsals.
- d. Draw on the support and talents of worship band members as needed or desired to serve the needs of the LifeHouse ministry.
- e. Consult with the LifeHouse Leadership Council (LLC) about any special LifeHouse program funding needs. Through the Diaconate Chair, request and secure funds budgeted for LifeHouse. Report spending against budget to the Diaconate Chair for tracking purposes.
- f. Monitor technology used in LifeHouse and report any equipment issues to the Technology Committee and Diaconate Chair.
- g. Consult with the Pastor and Diaconate Chair on a regular basis. Provide a brief email or in-person update on a bi-weekly basis to the Pastor and the Diaconate Chair regarding LifeHouse praises, plans, needs or concerns. Facilitate the LifeHouse Leadership Council (a planning group) and meet on a quarterly basis.
- h. Monthly participation with a one page written report provided to the Diaconate Board meetings (which presently meet monthly on the third Tuesday evening).
 - i. Report to consist of a summary of current projects, planned/future project, and tasks completed since prior meetings
- i. Maintain good stewardship and security practices. Specifically, when departing on Sundays, turn off A/C or turn down heat in Davidson Chapel, turn off Davidson Chapel lights, check and lock church doors after LifeHouse band rehearsal.
- j. Will provide guidance and support to LifeHouse fellowship activities

4. Other Duties:

- a. Monthly participation at the WSBC church staff meeting.
- b. Responsible for outreach, networking, and promoting children/youth programs and LifeHouse worship service within the greater community
- c. Other duties as assigned by the Board of Christian Education and/or the Pastor

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5. Experience and Skills Desired

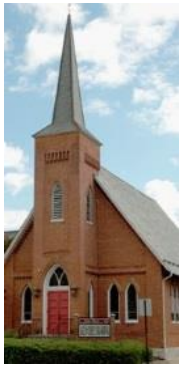
The candidate for Associate Pastor shall have earned a bachelor's degree from an accredited college or university, and have earned a master's degree (M.Div. or M.A.) from an accredited theological seminary or comparable graduate program. The candidate's undergraduate and graduate coursework, including prior church ministry or field education, shall provide evidence of the candidate's readiness to undertake this ministry position. In lieu of graduate theological education (i.e. a seminary degree), a candidate may present evidence of at least two years of full-time church ministry experience or at least four years of part-time experience in the areas of children's and youth ministry and contemporary worship leadership.

The ideal candidate shall also possess the following:

- a. A personal love of the Lord Jesus Christ and a genuine desire to glorify Him above all else.
- b. A heart for worship and a desire to lead others into a deeper and closer walk with the Lord.
- c. Ability to use collaborative team building skills in guiding and encouraging children, youth, and LifeHouse worship team members.
- d. Ability to be a friend/mentor to the youth, while being an effective communicator to parents.
- e. Ability to seek out and communicate effectively with all ages and generations of church members
- f. Personal spiritual disciplines of daily prayer and quiet time; encourages others to do the same
- g. Personal dedication to excellence in worship and praise music.
- h. Able to organize and manage time
- i. Must possess basic administrative skills such as a proficiency with MS Office tools and basic project planning
- j. Basic knowledge of various technologies associated with a worship service: Sound technology, lighting, instruments, audio/visual presentation, etc.

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About West Shore Baptist Church



The West Shore Baptist Church has been part of the Camp Hill and Greater Harrisburg community since June 7, 1960.

Our Purpose

During a “200 Days of Purpose” endeavor within the past decade, a church leadership team met in order to pray, study, reflect, discuss and seek God’s purpose and vision for our church. They developed an acrostic summarizing our purpose: **We seek to be a L.I.G.H.T. to our community by Loving God, Inviting Friends, Growing Together, Helping Others, Teaching Truth.**

| <i>Purpose</i> | <i>Acrostic</i> | <i>Purpose Statement</i> | <i>Biblical Foundations</i> | <i>Suggested Measurements</i> |
|----------------|-----------------|--------------------------|---|--|
| Worship | L | Love God | John 17:24-26; John 21:15-17; Mark 12:30-31; Romans 12:1-2 | Growth in Sunday traditional worship and LifeHouse service attendance; growth in personal daily quiet time and faith-sharing; growth in small group activity |
| Evangelism | I | Invite Friends | John 1:44-46; Luke 8:38-39; Luke 19:10; Rom. 12:14-18, | Growth in community outreach through targeted bridge events with children, youth and adults; growth in decisions / baptisms |
| Fellowship | G | Grow Together | John 17:20-23; Romans 12:3-5; 1 Cor.12:12-13; Philippians 1:3-6 | Growth in church membership; growth in small group activity; growth in “Discover” classes participation |
| Ministry | H | Help Others | John 15:9-17; Romans 12:9-13; Galatians 5:13-14 Galatians 6:2 Ephesians 6:7-8 | Growth in service and ministry participation within the church; growth in mission participation beyond the church; growth in meeting identified ministry needs |
| Discipleship | T | Teach Truth | John 21:15-17 John 14:1-6 Romans 12:6-8 2 Timothy 2:2 Eph. 4:14-16 | Growth in adult small group activity, growth in elementary, junior and senior high groups; growing numbers of leaders equipped to disciple and teach |

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- **Love God** in celebrative worship in order to *magnify* His name
- **Invite Friends** and share a caring witness as part of our life *mission*
- **Grow Together** in fellowship that encourages faith and church *membership*
- **Help Others** by empowering growing disciples to engage in God-shaped *ministry*
- **Teach Truth** by equipping growing disciples to develop Christ-like spiritual *maturity*



Our Baptist Heritage

Affirming our Baptist heritage as a cooperative, self-governing body within the Christian community, the government of this Church shall be vested in its membership. It shall, however, maintain affiliation and cooperation with the Harrisburg Association of Baptist Churches, the American Baptist Churches of Pennsylvania and Delaware, and the American Baptist Churches, U.S.A.

Doctrine

This Church accepts the Holy Bible as an all sufficient basis for doctrine and practice.

As a summary of principles for Christian conduct among its members, it adopts the following [WSBC By-Laws](#)

What We Believe at West Shore Baptist Church

Our Essential Beliefs

“In essentials, unity; in non-essentials, liberty; in all things, charity.” –Augustine of Hippo, ~400

God the Father is the Creator and Ruler of the universe. God the Father, God the Son and God the Holy Spirit have existed co-eternally and co-equally, forever as one God in three persons.

Jesus Christ is the Son of God. Jesus is co-equal with the Father. Jesus lived a sinless human life and offered himself as the perfect sacrifice for the sins of all humankind by dying on a cross. He arose from the dead after three days to demonstrate his power over sin and death. He ascended to heaven’s glory and will return again someday to earth to reign as King of Kings and Lord of Lords.

The Holy Spirit is co-equal with the Father and the Son of God. The Holy Spirit is present in the world to make persons aware of their need for Jesus as Savior. The Spirit of God also lives in every Christian from the moment of salvation, providing power for living, understanding of spiritual truth, and guidance in

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doing what is right. The Holy Spirit gives every believer one or more spiritual gift/s when they are saved. As Christians, we seek to live under the Holy Spirit's daily guidance and control.

The Bible is God's Word to us. It was written by human authors, under the supernatural guidance of the Holy Spirit. It is the supreme source of truth for Christian beliefs and living. Because it is inspired by God, it is the truth without any mixture of error. The Bible is inerrant and infallible. The Bible presents the gospel, which we believe is the power of God for salvation of everyone who believes.

Humans are created in the image of God, to reflect God's holy character. However, because of sin we are separated from God. We are unable to do a self-rescue via good works or religious deeds. Instead, we must admit our sin to God, repent and turn away from that sin, ask and receive God's forgiveness, and trust in God's Son as Savior, Lord and Leader. This is the basis of our salvation.

We are saved by God's grace through trusting in Christ alone for new life, abundant and eternal. The gift of salvation, for those genuinely saved, cannot be "lost." Salvation is maintained and secured for eternity by the grace and power of God, not by the self-effort of the Christian.

Humans are created to live forever. We will either exist eternally separated from God by sin, or eternally with God through His forgiveness and salvation. To be eternally separated from God is hell. To be eternally in union with Him is eternal life. Heaven and hell are real places of eternal existence.

--drawn from the WSBC "Discovering Church Membership" class

Our Practical Theology

- **Bible as our sole authority.** The Bible is the basis of what we believe, teach and practice.
- **Autonomy of the local church.** While ABC-affiliated, WSBC is above all Christ-centered.
- **Priesthood of all believers.** Every follower of Jesus is saved to serve and called to minister.
- **Tithing.** We believe the Bible teaches that the first 10% of one's income belongs to God.
- **Immersion.** We honor the New Testament's practice of believers' baptism by immersion.
- **Spirit-led Living.** We recognize our need to daily depend upon God's power and presence.
- **Telling others about Jesus.** We seek to share our faith in Christ and invite people to WSBC.

Our Polity

Affirming our Baptist heritage as a cooperative, self-governing body within the Christian community, the government of this Church shall be vested in its membership. It shall, however, maintain affiliation and cooperation with the Harrisburg Association of Baptist Churches, the American Baptist Churches of Pennsylvania and Delaware, and American Baptist Churches, USA.

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Our Church Covenant

This Church accepts the Holy Bible as sufficient basis for doctrine and practice. As a summary of principles for Christian conduct among its members, it adopts the following Church Covenant:

Mindful of our great heritage as American Baptists, as a part of the worldwide Body of Christ, His Church, we covenant together today to affirm our love for our Savior, for one another and for the world for which He died.

Grateful for the gift of God's incomparable revelation to us in Christ and in the Bible, we agree together to seek His will for our lives, individually and as a local congregation through the Holy Spirit's continuing guidance.

Thankful for the absolute trustworthiness of Holy Scripture, we affirm our faith in the necessity of the new birth for life eternal and for membership in His church.

We covenant together, with God's help, to avoid any form of speech and conduct which degrades, exploits, and enslaves persons and which dishonor the name of Christ. We renew our pledge to live a life consistent with His standards.

We further agree to take time for prayer, study, and worship, both private and in the fellowship of our Church, with minds ever open to the truth.

We affirm that the great unfinished task of the Church is the proclamation of Christ's redeeming love to every race and nation, symbolized in the Lord's Supper. As ministers in Christ, we commit ourselves, our money, our time, and our talent to His service.

Trusting in Him, we covenant together as sons and daughters, brothers and sisters, husbands and wives, to live each day so as to commend Christ to others.

As we await His glorious return and ultimate triumph, we rejoice in hope, exercise patience, practice hospitality, and show compassion to those in need, ever striving toward Christian maturity, seeking the unity of the Spirit in the bond of peace.

--drawn from the WSBC By-Laws (10-19-08)

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Church History:

No Baptist church existed in the communities west of the Susquehanna River near Harrisburg when, in 1957, the Pennsylvania Baptist Convention (now ABCOPAD) appointed a Steering Committee to explore the possibilities. Untold hours of work were involved as this committee, led by William Plank and Mart Baldwin, conducted surveys and sought a location. When the Methodist Church of Camp Hill prepared to build a new facility, their old property at S. 21st & Market Street became available. At a meeting in January 1958, 25 people agreed to attend and support a new Baptist church. That winter they held weekly Thursday evening prayer services in Camp Hill guided by lay leaders.

Negotiations for the property resulted in an agreement to purchase the Methodist Church and parsonage for \$80,000. An additional \$18,000 was spent for repairs and refurbishing, including building a baptistery. Financing was worked out with the denomination and a local bank. The name “West Shore Baptist Church” was suggested. The building was shared by both the Methodist and new Baptist congregations for about a year, until the new Methodist building was completed. The first pastor, the Rev. Robert Davidson, was called, and the first worship service held on October 5, 1958. Charter membership closed at Easter 1959 with 105 members. Current membership is about 320.

Since its founding 58 years ago, seven pastors have served the congregation: Robert Davidson (6 years), Richard K. Morris (3 years), Richard L. Parker (4 years), Allen T. Short (16 years), Carl W. Gittings (8 years), Roland M. Shanks (4 years), and currently, Gary Bruland (10 years, since June 2005). The first Assistant Pastor Jim Brown began ministry in 1973 and served 3 years. Other Assistant/Associate pastors were C. Wayne Diffenderfer (6 years), John R. Loring (9 years), J. Rodger Clark (2 years), James R. Dries (3 years), Douglas Baker, first Pastor of Youth & Young Adults (4 years.) First Visitation Pastor was Herbert Bulkley (5 years), A. Parker Tomlinson (10 years) and Interim Don Valentine (6 months). We have been blessed with fine Interim pastors—Stanley Nodder, Jr., Clyde Ross, Paul D. Gehris, Dan MacDonald. Members of the church provided youth leadership, along with Associate Pastors and Josh Wood as Assoc. Youth Pastor (5 years).

In 1975 there was a major renovation and expansion program of the current church sanctuary. Another major expansion was construction of the education building which was dedicated in 1993. Music has been a strong emphasis through the years with excellent leadership of choir directors. A gospel quartet, the *Baptones*, was organized in 1959. The group has had a dynamic community ministry for 55 years, providing strong support for Harrisburg’s Bethesda Mission during the past 20 years. The *Baptones* plan to hold their final community concert in November 2015.

A number of ordination services have been held, and from our congregation the following have entered Christian ministry: Robert M. Davidson, Coleen Chin LeQuire, Grace Lawrence Shirk, David Fishel, Luann Ketcham, Janice Robinson, and Kelly Whitcomb. Christian education has been a major focus, with Sunday school classes for all ages. VBS has been held in various formats through the years. Refugee resettlement has assisted people from Cuba, Laos, Cambodia, Zaire, Ukraine. A prison ministry was carried on faithfully for many years. The congregation has long been a leader in ABCOPAD mission support and mission service. Local areas of need, regional work camps, national work camps and mission trips with *Habitat*, overseas American Baptist-related mission trips to Nicaragua, Haiti, Mexico, Puerto Rico and Healing Hope in Malawi have benefitted from WSBC short-term mission service. American Baptist Men and American Baptist Women’s groups have provided

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fellowship, spiritual challenge and mission support. Youth groups encourage spiritual growth, and plan active and fun times together. Small groups have been formed for Bible study, fellowship, ministry and mission and remain an important part of our congregational life.

A Purpose-Driven initiative was launched in 2006, emphasizing a biblical and balanced focus on the five New Testament purposes of the church: worship, discipleship, fellowship, ministry and mission. A new church purpose statement: “We seek to be a LIGHT to our community by **L**oving God, **I**nviting Friends, **G**rowing Together, **H**elping Others, and **T**eaching Truth” was adopted in 2007, and a new LIGHT Team ministry model, with revised church By-laws was adopted in 2008. GriefShare and Divorce Care support groups began in 2009, with the former group continuing through the present, having ministered to over 70 persons from the church and greater community. During 2009-2010, Davidson Chapel was renovated, and the contemporary worship format was changed. In 2011, led by contemporary worship leader Peter Bruland, in association with LifeChurch.tv, LifeHouse was launched at WSBC. Marriage 101 marriage enrichment support groups and retreats began in 2013, and have continued to the present time.

We’ve been through times of great joy and also times of difficulty. Yet, the Lord has always raised up new persons to carry on His work at West Shore Baptist Church. We pray for the ongoing leading of the Holy Spirit as we now seek a new Associate Pastor for LifeHouse, Children’s and Youth Ministry. May God bless and guide!

--by Margaret Christianson, former Church Historian (2008), with updates by Pastor Gary Bruland (2015)

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Church Area Demographics:

Below you will find data that was gleaned using the US Census for the cities of Camp Hill and Harrisburg and Cumberland and Dauphin counties. WSBC is located in Camp Hill which is in Cumberland County; however, the city of Harrisburg (Dauphin County) is only a 10 minute drive. Note: Camp Hill is known for its excellent schools!

Cities:

| People Quick Facts | Camp Hill | Harrisburg | Camp Hill Actual Count 2010 | Harrisburg Actual Count 2010 |
|---|-----------|------------|-----------------------------|------------------------------|
| Population, 2013 estimate | 7,892 | 49,188 | | |
| Population, 2010 | 7,888 | 49,528 | | |
| Persons under 5 years, percent, 2010 | 5.5% | 8.9% | 434 | 702 |
| Persons under 18 years, percent, 2010 | 22.3% | 26.8% | 1,759 | 2,114 |
| Persons 65 years and over, percent, 2010 | 17.4% | 9.1% | 1,373 | 718 |
| Female persons, percent, 2010 | 52.0% | 51.9% | 4,102 | 4,094 |
| White alone, percent, 2010 (a) | 88.8% | 30.7% | 7,005 | 2,422 |
| Asian alone, percent, 2010 (a) | 6.7% | 3.5% | 528 | 276 |
| Hispanic or Latino, percent, 2010 (b) | 2.7% | 18.0% | 213 | 1,420 |
| High school graduate or higher, percent of persons age 25+, 2009-2013 | 96.4% | 79.2% | 7,604 | 6,247 |
| Bachelor's degree or higher, percent of persons age 25+, 2009-2013 | 51.0% | 19.8% | 4,023 | 1,562 |
| Mean travel time to work (minutes), workers age 16+, 2009-2013 | 17.7 | 19.7 | | |
| Housing units, 2010 | 3,545 | 24,269 | | |
| Homeownership rate, 2009-2013 | 71.4% | 40.8% | | |
| Median household income, 2009-2013 | \$65,014 | \$34,216 | | |
| Persons below poverty level, percent, 2009-2013 | 5.2% | 32.0% | | |

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Counties:

| Measure | Cumberland County | Dauphin County | Cumberland County 2013 Estimated | Dauphin County 2013 Estimated |
|---|-------------------|----------------|----------------------------------|-------------------------------|
| Population, 2014 estimate | 243,762 | 271,453 | | |
| Population, 2013 estimate | 241,268 | 271,017 | | |
| Persons under 5 years, percent, 2013 | 5.2% | 6.2% | 12,546 | 14,959 |
| Persons under 18 years, percent, 2013 | 20.3% | 22.6% | 48,977 | 54,527 |
| Persons 65 years and over, percent, 2013 | 16.6% | 14.9% | 40,050 | 35,949 |
| White alone, percent, 2013 (a) | 90.6% | 74.5% | 218,589 | 179,745 |
| Black or African American alone, percent, 2013 (a) | 3.7% | 18.6% | 8,927 | 44,876 |
| Asian alone, percent, 2013 (a) | 3.6% | 3.6% | 8,686 | 8,686 |
| Hispanic or Latino, percent, 2013 (b) | 3.3% | 7.9% | 7,962 | 19,060 |
| High school graduate or higher, percent of persons age 25+, 2009-2013 | 91.1% | 89.0% | 219,795 | 214,729 |
| Bachelor's degree or higher, percent of persons age 25+, 2009-2013 | 32.5% | 28.5% | 78,412 | 68,761 |
| Mean travel time to work (minutes), workers age 16+, 2009-2013 | 21.2 | 21.3 | | |
| Homeownership rate, 2009-2013 | 71.1% | 64.4% | | |
| Persons per household, 2009-2013 | 2.35 | 2.41 | | |
| Median household income, 2009-2013 | \$60,826 | \$54,066 | | |
| Persons below poverty level, percent, 2009-2013 | 8.3% | 13.3% | 20,025 | 32,089 |

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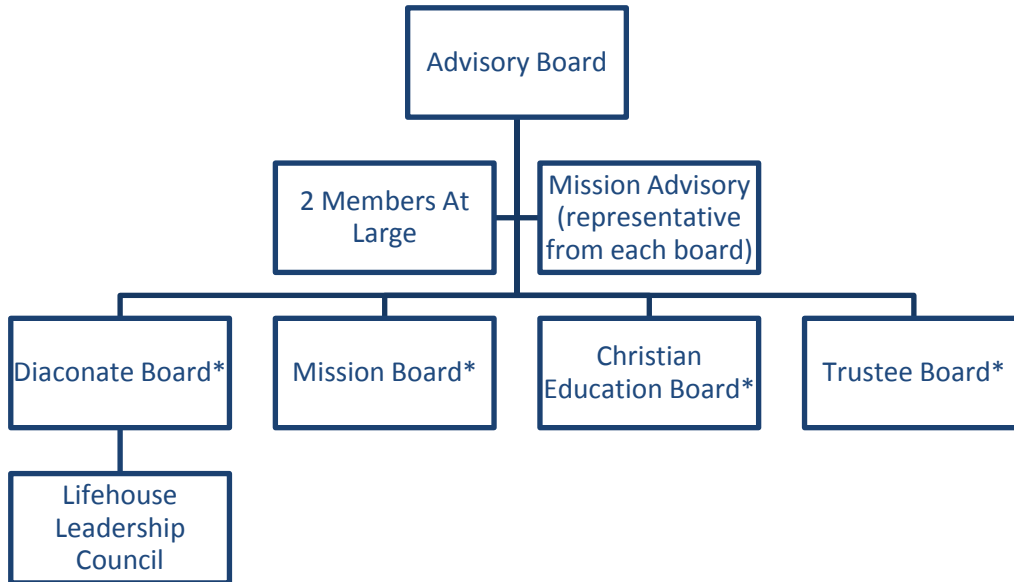
Specific Church Demographic Information

WSBC would be considered a neighborhood church of the Camp Hill borough. Approximately 75% of the congregation is over the age of 55, male and female evenly split

The approximate racial/ethnic mix of our congregation:

- a. _2_ African American
- b. _10_ Asian American
- c. _180_ European American
- d. _8_ Hispanic/Latino

Board Structure:



*All boards may have LIGHT Teams which are temporary teams for specific projects

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Congregational Style Indicator

◆ = Tends VERY strongly ■ = Definitely Tends ● = Somewhat Tends

| | ◆ | ■ | ● | ● | ■ | ◆ | |
|--|---|---|---|---|---|---|--|
| 1. Our church expects our pastor to take leadership. | | | | x | | | 1. Our church expects the pastor to share in leadership. |
| 2. Our church makes use of conflict and confrontation. | | | | | x | | 2. Our church seeks to avoid conflict and confrontation. |
| 3. Our church is influenced by history and tradition. | | x | | | | | 3. Our church is influenced by contemporary ideas and trends. |
| 4. Our church's approach to social issues is basically educational, leaving any action to individual conscience. | | | | x | | | 4. Our church's approach to issues is decidedly activist. We have a proven history of taking a stand on social issues as a congregation. |
| 5. Our church feels ethical decisions should be based on absolute standards. | | x | | | | | 5. Our church feels ethical decisions should be made in light of circumstance. |
| 6. Our church emphasizes ABC relationships locally, nationally and internationally. | | x | | | | | 6. Our church minimizes ABC relationships locally, nationally and internationally. |
| 7. Our church is often involved in community affairs. | | | x | | | | 7. Our church is seldom involved in community affairs. |
| 8. Our church's ideas and plans are made by an informal network. | | | | | x | | 8. Our church's ideas and plans are made by the responsible board, committee or task force. |
| 9. In making decisions our church is governed by boards. | | | x | | | | 9. In making decisions our church is governed by the congregation. |
| 10. Decisions are communicated formally through worship, bulletins and newsletter. | | x | | | | | 10. Decisions are communicated informally by bulletin boards, posters, grapevine or other informal network. |
| 11. Our church places much emphasis on giving to ABC national and world mission | x | | | | | | 11. Our church places little emphasis on giving to ABC national and world mission. |

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What Do We Want To Do and What Do We Want Our Pastor To Do

The Congregation:



- **PS010** Prepare and implement budget. (budget/financial management)
- **PS025** Gather together a new body of believers on a regular basis for Bible study and worship that will lead to a new permanent congregation. (church planting)
- **PS030** Keep persons informed through the use of the media, the church newsletter, etc. (communication)
- **PS080** Provide a teaching ministry that is based on theological, educational and historical foundations. (education)
- **PS090** Seek to lead persons to make decisions for Christ encouraging their identification with and participation in the local church/community. (evangelism)
- **PS120** Cooperate with churches/lead-ers from Baptist and other denominations. (interchurch cooperation)
- **PS130** Communicate a comprehensive understanding of the Bible and Christian theology in terms relevant to persons' lives. (interpreting the faith)
- **PS140** Seek to recognize and call forth the potential of persons as leaders, providing opportunities for their training and growth. (leadership development)
- **PS160** Motivate and support persons in discovering and using their gifts for ministry in their daily lives. (ministry of the laity development)
- **PS200** Develop and implement the goals and objectives of the church. (planning and management)
- **PS230** Support the preaching ministry with time for preparation/reflection on the Word, and commitment to listen for the Word's power and its implications for individuals, the church, the community and the world. (preaching)
- **PS280** Enable persons to develop and use individual and corporate resources – personal gifts, skills and finances – to the glory of God. (stewardship)
- **PS290** Enable persons to lead using methods and materials appropriate for the learners' ages and situations. (teaching)

The Associate Pastor (in priority order):

- **PS320** Develop and lead a ministry with adolescents that nurtures youth toward Christian faith commitment and discipleship. (youth ministry)
- **PS240** Design, encourage and help to implement organizational, social, educational, religious and/or recreational programs of ministry. (program development)
- **PS150** Attempt to turn vision into reality and to sustain it in the church. (leadership)
- **PS020** Develop and maintain programs and activities for enlarging the membership and/or the church's vision for ministry. (church growth)

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- **PS310** Participate actively in worship, offering feedback and suggestions for greater participation and effectiveness in the expression of praise, thanksgiving and devotion to God. (worship preparation and leading)
- **PS190** Create an atmosphere in which persons feel accepted, included and cared for and can identify with the group. (nurturing fellowship)
- **PS300** Make formal and informal connections with church members or others in their homes, at work or in other settings. (visitation)
- **PS040** Identify and evaluate the needs of the community and work to meet those needs through individual and/or corporate action. (community assessment/involvement)

Current ministries:

- Traditional Service
- Lifehouse Contemporary Service
- Music – Adult and Children’s Choir/Lifehouse Band and Singers
- Sunday School/Coffee Café/Prayer Team
- Missions (Variety to include Small Groups, CROP, OGHS, ABCOPAD, CAPC, Small Groups, Special Groups)



Desired new opportunities of ministry (In Priority Order):

- Youth ministries - focus on AWANA
- Lifehouse service
- Lead contemporary worship (pick sermons, assist praise band)
- Increase youth and young family attendance
- Increase volunteer support for children's ministry
- Use musical abilities for contemporary worship
- Bible teaching for children and youth

Potential areas of growth:

- Lifehouse Worship
- Drama Team
- Children/Youth Programs
- Young Families/Young Adults
- Volunteering
- Lifehouse Sponsored Events
- Expanded VBS

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Our LifeHouse (Contemporary) Worship Life



WORSHIP is the major focus of life together in the church; it gathers the people of God together regularly. WSBC offers both a traditional service and the LifeHouse contemporary service. The information on this section refers to the LifeHouse service and is rated according to the following criteria:

A = Always Happens

R = Regularly Happens (note monthly, yearly, etc.)

M = Most of the Time Happens

O = Occasionally Happens

N = Never Happens

S = Someday Soon We Would Like to Try This

CONGREGATION:

N/A Worship committee plans our worship (We do not have a Worship committee)

N Children participate in worship

A Lay Leaders participate:

A Make announcements

A Pray

N Preach

N Tell Children's Story

N Church Covenant is read

A People greet each other as part of worship

R Prayer concerns come from the people

O Verbally

R Written form

N Responsive Readings/Litanies are used

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- _N_ Unison Prayers are used
- _A_ Unison Bible Readings are included (We read key words or phrases together)
- _N_ Communion Served by Minister
- _O_ Invitation is extended to make a decision to join church or make public decision for Christ

MUSIC:

- _N_ Choirs participate (Always for Praise Band)
- _N_ Hand Bell Choir participates
- _A_ Congregation participates in singing
- _A_ Praise Songs/Choruses
- _O_ Familiar Hymns
- _R_ New Songs
- _N_ Gospel Songs
- _N_ Songs with inclusive language are used
- _A_ A Worship Team leads congregational singing
- _A_ A Song Leader leads congregational singing
- _M_ Soloists participate
- _N_ An organ is played
- _A_ A piano is played
- _A_ Other instruments are played
- _A_ Guitar
- _A_ Drums
- _N_ We use computer-generated music accompaniment

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WE LIKE THE MINISTER TO:

- Be the only worship leader
- Mention all prayer concerns in the pastoral prayer
- Preach sermons with a biblical focus
- Preach sermons on evangelism
- Preach sermons on social issues
- Preach sermons on stewardship
- Share leadership of worship with laity
- Share leadership of worship with other staff/associate pastors
- Share leadership of worship with students in ministry
- Tell the children's story
- Use input from the Worship Committee
- Encourage use of charismatic gifts
- Use a variety of worship styles
- Wear a robe/stole

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Our Church Life

The following are the ratings regarding the entire church according to the following scale:

- 1 = Always
- 2 = Most of The Time
- 3 = Occasionally
- 4 = Never
- 5 = Someday Soon We Would Like to Try

Our church offers:

| | | | | | |
|-------------------------------------|---|---|---|---|---|
| Sunday School for all ages | 1 | 2 | 3 | 4 | 5 |
| Midweek prayer/Bible study | 1 | 2 | 3 | 4 | 5 |
| Midweek children's programs | 1 | 2 | 3 | 4 | 5 |
| Child care for all services | 1 | 2 | 3 | 4 | 5 |
| Children's ministry opportunities | 1 | 2 | 3 | 4 | 5 |
| Youth ministry opportunities | 1 | 2 | 3 | 4 | 5 |
| Senior adult ministry opportunities | 1 | 2 | 3 | 4 | 5 |
| Single adult ministry opportunities | 1 | 2 | 3 | 4 | 5 |
| Small group Bible study | 1 | 2 | 3 | 4 | 5 |
| Needs-based small groups | 1 | 2 | 3 | 4 | 5 |
| Special needs groups | 1 | 2 | 3 | 4 | 5 |
| Women's Ministries | 1 | 2 | 3 | 4 | 5 |
| Men's Ministries | 1 | 2 | 3 | 4 | 5 |
| Spiritual gifts assessment | 1 | 2 | 3 | 4 | 5 |
| Teacher training events | 1 | 2 | 3 | 4 | 5 |

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| | | | | | |
|---|---|---|---|---|---|
| Revival/Renewal services | 1 | 2 | 3 | 4 | 5 |
| Mission education | 1 | 2 | 3 | 4 | 5 |
| Mission involvement | 1 | 2 | 3 | 4 | 5 |
| Community service opportunities | 1 | 2 | 3 | 4 | 5 |
| Ecumenical worship events | 1 | 2 | 3 | 4 | 5 |
| | | | | | |
| Intergenerational activities | 1 | 2 | 3 | 4 | 5 |
| Discipleship classes | 1 | 2 | 3 | 4 | 5 |
| Day-Care ministry | 1 | 2 | 3 | 4 | 5 |
| “English as a Second Language” Ministry | 1 | 2 | 3 | 4 | 5 |
| Community basic needs ministry | 1 | 2 | 3 | 4 | 5 |

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Compensation, Benefits and Ministry-Related Expense Reimbursement

A. COMPENSATION

1. Cash Salary: Indicate the maximum salary your congregation is able to offer. (Of course, you can negotiate the salary; however, we do not want to send you Profiles that your congregation cannot reasonably consider.) \$ 40,000.00

2. Housing: (Tax laws suggest that an annual vote of the congregation before the beginning of each calendar/fiscal year be recorded officially, setting the amount of salary that is considered "housing.")

a. Housing Allowance (inclusive of utilities, furniture, etc.) \$12,000.00

3. Total cash salary and housing cannot exceed: \$ \$52,000.00

B. BENEFITS

X Medical/Dental Insurance \$ 13,500.00

C. REIMBURSEMENT FOR MINISTRY-RELATED EXPENSES

Auto \$ 1000.00

Continuing education \$ 500.00

Other expenses Moving \$ 1000.00

Indicate the time you will offer for the following:

Conventions (area/regional/national) Request

Days off 1 day per week

Family Leave (e.g., maternity, paternity, elder parental, etc.)
Yes

Annual Leave Yes

Sick Leave 5 Days Year

Holidays: New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day