

Senior Pastor

Candidate Profile

Job Description

Waterbrooke Fellowship, an evangelical Christian church in Victoria, MN, is seeking an individual for the role of Senior Pastor. This will be an opportunity to serve in an established but relatively young church. God has placed Waterbrooke in a dynamic setting, on a beautiful lake property with much space for growth, and with a city rapidly forming around it on all sides.

Overview

Waterbrooke is looking for a Senior Pastor who will equip its people for works of service in this rapidly changing community. Our next pastor will lead and direct the preaching/teaching ministry, ensuring that a biblically-based message is taught and demonstrated by all the leadership at Waterbrooke. He must hold to the inerrancy of Scripture, teaching the whole counsel of God and the authority of Scripture over our lives - God's absolute right to command belief and action through His Word.

At the same time, our pastor must come to know our community well and must be a visionary. In a world that is ever changing, he must be willing to continually review church programs, habits, and traditions eliminating those not mandated by Scripture and not serving the Kingdom of God well. It is essential that he lead this church in adapting to better reach the lost here in Victoria and the surrounding areas. The YFC motto, "Geared to the times, anchored to the rock" expresses our deep desire for this church.

Our new pastor will serve on the Board of Overseers (Elders) and provide leadership there, as well as overseeing church staff. The senior pastor will act as leader, shepherd, and chief executive officer of the church, under the supervision of the church overseers.

Pastoral Requirements

1 and 2 Timothy and Titus, as well as other passages, give us the Biblical pattern

of a good pastor. We recognize that these will be a life-long pursuit; every Christian is in a continual process of being conformed into the image of Jesus Christ, “for it is God who works in you to will and to act in order to fulfill His good purpose.” (Phil 2:13)

Following are the characteristics we believe a candidate for Senior Pastor at Waterbrooke must have attained to be effective, and that we therefore require:

- A clear calling by God to be a Pastor. No one invites himself into God’s court. Just as the prophets had a strong and clear call to God’s service, we also believe a Pastor should be able to recount clear evidences in his life that God has marked him for this position.
- A hunger for the rigorous study, understanding, and application of the Word of God. We believe the Holy Spirit uses the Word of God to transform a person to be a man of God (2 Tim 2:15 and 3:16). Willingness to seek and discern God’s message for the congregation, spending significant time and effort using professional skills to develop and deliver that message. As such, we prefer a pastor candidate to have a MATS or MDIV from a recognized evangelical seminary, or to be in pursuit of such a degree.
- A deep, personal relationship with Jesus Christ evidenced by a passionate, heartfelt love for His people. A pastoral candidate shall have a track record of Christ-like concern for the people God has placed under his care (1 Tim 3:1-7, Titus 1:5-9, 1 Peter 5:1-4). As such, we seek a man with at least 5 years experience as a pastor, with strong recommendations and references.
- A strong desire to lead this church in interacting with the community and reaching the lost. This includes helping Waterbrooke develop a strong and effective evangelism and discipleship mentality. We desire to think and act as, for example, David Platt writes in *Radical*. We will need a visionary, and a man that is not afraid to try things, fail, and try again as we reach out to this community.
- A personal background that demonstrates strong moral and ethical character.



- A life that demonstrates to others that prayer is a priority, both personally and in the life of the church.
- A courageous spirit. Large parts of Paul’s writings to Timothy are exhorting him to confront error. We know the church will continue to face pressures to conform to society; we need a pastor that will call out and confront any influence, inside the church or out, that compromises the clear teaching of the Word of God or that hinders people from coming to Christ. The pastor must be able to “correct, rebuke, encourage, with great patience and careful instruction.” (1Tim 1:3, 4:1-6, 2 Tim 3:16, 2 Tim 4:2-15)
- The intent to be at Waterbrooke for at least ten years. We realize that God is ultimately in charge of this, but many respected pastors believe the best churches have had long term pastors – we agree.

About Us

Waterbrooke is a 15 year old congregation. A senior pastor will be joining a music pastor and an office administrator as paid staff, and a Board of Overseers, bookkeeper and treasurer as volunteer leaders. We are associated with Converge (formerly the Baptist General Conference) and were sponsored in the year 2000 by Minnetonka Baptist (now Ridgewood Church). We are situated on a nine acre plot alongside Wasserman Lake in Victoria, MN. The church has an average attendance of about 100 people, with 120 regular attendees.

We have elected to work exclusively through the Converge P3 process. All interested candidates are directed to apply through this process at:

<http://convergep3.com/ContactUs.php>

For more information, contact Mandy Johnson at 651.633.0560 or Admin@ConvergeP3.com.