

## **Hespeler Baptist Church**

Our local church is a community of Christ followers seeking to make disciples who obey the Lord Jesus, through the Spirit, to the glory of God the Father (Matthew 28:16-20). Together, we aim to do so by walking worthy of the gospel (Philippians 1:27), which means standing boldly for the faith of the gospel (Philippians 1:27), shining brightly for the hope of the gospel (Philippians 2:14-16), and sacrificially serving out of love for the gospel (Philippians 2:1-11).

## **Full Time Associate Pastor of Discipleship & Biblical Counselling**

To help us in this task, we are a local church looking for a full-time associate pastor to join our pastoral team to lead and equip in discipleship, biblical counselling, and spiritual care. This position reports directly to the Lead Pastor and will shepherd, specifically, the following four areas:

### 1. Oversight of Connection Ministries (5%)

Overseeing the connection process involved when someone enters the orbit of our local church, which may include, but is not restricted to:

- shepherding the leadership of the hospitality team
- organizing newcomer lunches 2-3 times annually, or more as needed
- organizing baptism/membership classes 2-3 annually, or more as needed
- connecting people to Life Groups and Life Groups to people
- connecting people to ministry in our local church according to spiritual gifting.

### 2. Oversight and Equipping of Life Groups (25%)

Leading the equipping of the saints for the work of one-another ministry and spiritual care, through the sufficiency of biblical counsel, in the relational context of Life Groups. This includes, but is not restricted to:

- shepherding leaders through relational and life situations in their Life Groups
- providing oversight to Life Group leaders on biblically faithful study content
- holding Life Group leaders accountable in their responsibilities
- overseeing the development of future Life Group leaders
- maintaining focus on the goals of Life Groups: meaningful fellowship, fulfilling the one-anothers of Scripture, mutual accountability, multiplication, lay spiritual care/biblical counsel.
- promoting Life Groups to our congregation.

### 3. Oversight and Equipping of Spiritual Care and Biblical Counselling (50%)

Developing a culture of spiritual care and biblical counselling in our congregation by organizing, overseeing, and shepherding the launch of lay biblical counselling and one-another ministry training. This includes, but is not restricted to:

- personally counselling difficult pastoral situations, an average of 3-5 sessions per week
- including advocates and co-counsellors in as many sessions as appropriate in order to equip counsellors through on-the-job-training
- promoting and facilitating training for church members in soul care/counselling.

#### 4. Oversight of Pastoral Care (10%)

Overseeing visitation ministry to the sick, hospitalized, and house-bound. This includes, but is not restricted to:

- developing a visitation team
- overseeing the visitation team to ensure that needs are being met
- participating in visitation along with the pastoral team as needed.

#### Pastoral Staff Responsibilities (10%)

- occasionally participate in Sunday services in the reading of Scripture, the praying of Scripture, the seeing of Scripture (baptism and the Lord's Supper), and the preaching of Scripture.
- occasionally participate in weddings and funerals when requested
- occasionally contribute to discipling pastoral interns
- attend weekly pastoral staff meetings
- attend monthly Elders' meetings (pastoral staff are Elders at Hespeler Baptist Church)

### **Qualifications**

#### Personal, Spiritual, Character Requirements

1. He must meet the biblical qualifications as laid out in 1 Timothy 3:1-8; Titus 1:5-10; 1 Peter 5:1-4
2. He must be a student of the Word, able to defend and teach the truth through the enablement of the Holy Spirit
3. He must pursue an exemplary Christian life which others will recognize and follow
4. He must meet the moral, spiritual, and practical qualifications in Appendix A below
5. He must agree with the Church's operating By-Law, Statement of Faith, and Biblical Morality Statement
6. He must comply with all the requirements of the Church's Child Protection Policy, including a clear records check.

#### Professional Requirements

1. An undergraduate degree in theological education at a recognized biblical institution
2. A minimum of 3-5 years of pastoral experience, with 2 years' experience in biblical counselling

#### Professional Preferences

1. A graduate degree in theological education at a recognized biblical institution
2. Biblical Counselling certification (willingness to pursue acceptable)

Interested applicants should submit a resumé and cover letter to Caleb Hall by email at: [caleb@hespelerbaptist.ca](mailto:caleb@hespelerbaptist.ca).

## Appendix "A"

### The Biblical Qualifications of Elders

Elders must be called to this vocation by God, which calling must be affirmed by others and be evidenced in the fruit of his life and ministry. In addition, he must meet the biblical qualifications of a pastor relating to (1) moral and spiritual character; (2) abilities; and (3) Spirit-given motivation (1 Timothy 3:1-7; Titus 1:5-9; 1 Peter 5:2-3).

#### 1. MORAL AND SPIRITUAL QUALIFICATIONS

Most of the biblical qualifications relate to the candidate's moral and spiritual character qualities. Paul's lists in 1 Timothy 3:2-7 and Titus 1 :6-9 are representative, not exhaustive. In short, an elder must provide a model of Christian living for others to follow (1 Peter 5:3b).

The overriding character trait is "blamelessness" (1 Timothy 3:2; Titus 1 :6) "as a steward of God" (Titus 1 :7) - i.e. as one who takes care of God's things. Obviously, blamelessness does not mean that one must never have done or said anything that is blameworthy since no one would then qualify. It obviously refers to his present condition.

The areas in which a man must be "blameless" are defined by the apostle Paul as:

##### a) His personal life

temperate; self-controlled	(1 Timothy 3:2; Titus 1 :8)
sober-minded; prudent; sensible	(1 Timothy 3:2; Titus 1 :8)
not given to wine- i.e. not a drinker.	(1 Timothy 3:3; Titus 1 :7)
not violent; not quick-tempered	(1 Timothy 3:3; Titus 1 :7)
not greedy for money	(Titus 1 :7; 1 Timothy 3:3)
gentle	(1 Timothy 3:3)
not quarrelsome	(1 Timothy 3:3)
not self-willed	(Titus 1 :7)
lover of what is good	(Titus 1 :8)

##### b) His family life

husband of one wife	(1 Timothy 3:2; Titus 1 :6)
Rules his own house well	(1 Timothy 3:4)
- he is the respected leader in his home and his children respect him.	

##### c) His spiritual life

Holy	(Titus 1 :8)
Just	(Titus 1 :8)
Not a novice	(1 Timothy 3:6)
Able/apt to teach	(1 Timothy 3:2)

##### d) His relational / social life

A good testimony/ reputation among those outside	(1 Timothy 3:7)
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##### d) His relational / social life cont'd

of good behaviour	(1 Timothy 3:2)
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## 2. ABILITIES

An Elder must be **able to teach and defend the faith** (1 Timothy 3:2; Titus 1 :9). Thus, he must have applied himself for some years to the reading and study of Scripture, be able to discuss biblical issues intelligently and logically, have formulated doctrinal beliefs, and have the verbal ability and willingness to teach other people.

In addition, the pastor must have demonstrated a significant gift of leadership (Romans 12:8) - either in his own house (1 Timothy 3:5), if he is a married man with family, or in some other aspect of his life (Hebrews 13:7, 17; 1 Timothy 5:17-25; Titus 1 :5-9; 1 Peter 5:1-5).

Further, supported by the elders and pastoral staff, he should have the gift of administration (1 Corinthians 12:28) in order to adequately administer the affairs of the church.

## 3. SPIRIT-GIVEN MOTIVATION FOR THE TASK

The Holy Spirit alone must **call** this person to this office of the church (Acts 20:28), give him the personal **desire** to love and care for God's people (1 Timothy 3:1; 1 Peter 5:2), and **empower** him with spiritual motivation, gifts, and wisdom to carry out the task of spiritual and practical oversight of God's people, as a shepherd who serves God's people in an exemplary way (Acts 20:28-31; 1 Peter 5:1-3).