

St. Charles Bible Church
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**ASSOCIATE PASTOR SEARCH
2-14-2022**

The St. Charles Bible Church is prayerfully searching for an Associate Pastor.

Full – time position: Total compensation package \$53,750 – \$70,000

Purpose:

Work as a partner with Senior Pastor and Elders to shepherd the flock, oversee youth ministry, disciple youth and young adults. Lead congregation toward further spiritual growth, community outreach, evangelism and missional living.

Church Needs:

We are seeking someone who could assume the responsibilities of Christian Education, discipleship groups, and Sunday morning worship. Our current Senior Pastor is nearing retirement and would like to minister alongside an Associate who could possibly transition to Senior Pastor. Most of all we are looking for a ministry partner who is passionate about Jesus, God's people and working together.

Spiritual and Character Qualifications:

- Have a clear testimony of faith in Christ Jesus and a growing, thriving relationship with Him
- Meet qualifications of an Elder/Pastor as seen in 1Timothy 3:1-7 and Titus 1:5-9.
- Be in agreement with St. Charles Bible Church's statement of faith.
- Passionate about reaching the lost with the Gospel and eager to assist the congregation in ministry outside the walls of the church.
- Heart for discipling young people and a burden for preparing them for a life of service to the Lord.

Areas of Responsibility where help is needed::

- Working closely with Senior Pastor and Elder Board
- Attending board meetings
- Serve regularly in areas of need during Sunday Morning Service – current need of music leader.
- Lead, manage, and oversee Children's Church on Sunday morning and AWANA on Wednesday evening.
- Teach, manage and develop youth and young adult ministry
- Recruit and equip volunteers to serve in various aspects of youth ministry
- Assist in outreach programs ex.(AWANA families)
- Preach 8-10 times per year as needed

Additional Skills that will be considered:

- Music
- Preaching ability
- Technological literacy

What is your definition of Missional Outreach?

Describe your Philosophy of Youth Ministry. How would you see this applied to a church of 60-100?

If married, is your wife supportive of your calling to be a pastor?

What do you read to keep up with what's happening in the culture-the church's and world's?
Do you have authors or books that have influenced you?

How have you managed stress and maintained balance in family/ministry life?

What led you to apply to this posting? What excites you about this position?

What questions do you have for us?

Faith Statement

St. Charles Bible Church

1. The Holy Scriptures

We believe the Holy Scriptures of the Old and New Testaments to be the verbally inspired Word of God, the final authority for faith and life, inerrant in the original writings, infallible and God-breathed.

Matt. 5:18; John 16:12,13; 2 Tim. 3:16,17; 2 Pet.. 1:20,21

2. The Godhead

We believe in one triune God, eternally existing in three persons—the Father, the Son, and the Holy Spirit—co-eternal in being, co-identical in nature, co-equal in power and glory, and having the same attributes and perfections. Deut. 6:4; 2 Cor. 13:14

3. The Person and Work of Christ

a) We believe that the Lord Jesus Christ, the eternal Son of God, became man, without ceasing to be God, having been conceived by the Holy Spirit and born of the Virgin Mary, in order that He might reveal God and redeem sinful men. Luke 1:35; John 1:1,2,12

b) We believe that the Lord Jesus Christ accomplished our redemption through His death on the Cross as a representative, vicarious, substitutionary sacrifice; and, that our justification is made sure by His literal, physical resurrection from the dead. Romans 3:24,25; Eph. 1:7; I Pet.. 1:3-5; 2:24

c) We believe that the Lord Jesus Christ ascended to heaven, and is now exalted at the right hand of God, where as our High Priest, He fulfills the ministry of Representative, Intercessor, and Advocate.

Acts 1:9,10; Rom. 8:34; Heb. 9:24; I John 2:1,2

4. The Person and Work of the Holy Spirit

a) We believe that the Holy Spirit is a person who convicts the world of sin, of righteousness, and of judgment; and, that He is the supernatural agent in regeneration, baptizing all believers into the Body of Christ, indwelling and sealing them unto the day of redemption.

John 16:8-11; Rom. 8:9; 1 Cor. 12:12-24; 2 Cor. 3:6; Eph. 1:13,14

b) We believe that He is the divine Teacher who guides believers into all truth; and, that it is the privilege and duty of all the saved to be filled with the Spirit.

John 16:13; Eph. 5:18; I John 2:20,27

5. The Total Depravity of Man

We believe man was created in the image and likeness of God, but that in Adam's sin the race fell, inherited a sinful nature, and became alienated from God; and, that man is totally depraved and of himself, utterly unable to remedy his lost condition. Gen. 1:26,27; Rom. 3:22,23; 5:12; Eph. 2:1-3,12

6. Salvation

We believe that salvation is the gift of God brought to man by grace and received by personal faith in the Lord Jesus Christ, whose precious blood was shed on Calvary for the forgiveness

of our sins.

John 1:12; Eph. 1:7; 2:8-10; I Pet.. 1:18,19

7. The Eternal Security and Assurance of Believers

a) We believe that all the redeemed, once saved, are kept by God's power and are thus secure in Christ, forever. John 6:37-40; 10:27-30; Rom. 8:1; 8:38,39; I Cor. 1:4-8; I Pet.. 1:5

b) We believe that it is the privilege of believers to rejoice in the assurance of their salvation, through the testimony of God's Word; which, however, forbids the use of Christian liberty as an occasion to the flesh. Rom. 13:13,14; Gal. 5:13; Titus 2:11-15

8. The Two Natures of the Believer

We believe every saved person possess two natures, with the provision made for victory of the new nature over the old nature through the power of the indwelling Holy Spirit; and, that all claims to the eradication of the old nature in life is unscriptural. Rom. 6:13; 8:12,13; Gal. 5:16-25; Eph. 4:22-24; Col. 3:10; I Pet.. 1:14-16; I John 3:5-9

9. Separation

We believe that every saved person should live in such a manner as to not bring reproach upon their Savior and Lord; and, that separation from all worldly and sinful pleasures, practices and associations is commanded of God. Rom. 12:1,2; 14:13; 2 Cor. 6:14-7:1; 2 Tim. 3:1-5; I John 2:15-17; 2 John 9-11

10. Missions

We believe that it is the obligation of the saved to witness by life and by word to the truths of Holy Scriptures and to seek to proclaim the Gospel to all mankind. Mark 16:15; Acts 1:8; 2 Cor. 5:19-20

11. The Ministry and Spiritual Gifts

a) We believe that God is sovereign in the bestowment of all His gifts; and, that the gifts of evangelists, pastors, and teachers are sufficient for the perfection of the saints today; and, that speaking in tongues and the working of sign miracles gradually ceased as the New Testament Scriptures were completed and their authority became established. 1 Cor. 12:4-11; 2 Cor. 12:12; Eph. 4:7-12

b) We believe that God does hear and answer the prayer of faith, in accord with His own will, for the sick and afflicted. John 15:7; I John 5:14-15

12. The Church

a) We believe that the church, which is the body and espoused Bride of Christ, is a spiritual organism made up of all born again persons of this present age. Eph. 1:22-23; 5:25-27; I Cor. 12:12-14; 2 Cor. 11:2

b) We believe that the establishment and continuance of local churches is clearly taught and defined in the New Testament Scriptures. Acts 14:27; 20:17,28-32; I Tim. 3:1-13; Titus 1:5-11

c) We believe the Lord has committed two ordinances to the local church: Baptism and the Lord's Table (Communion). We believe baptism is identification with the Lord's death, burial and resurrection by immersion in water in the name of the triune God. We believe the Lord's Table was instituted by Christ for commemoration of His death. We believe that these two ordinances should be observed and administered until the return of the Lord Jesus Christ.

Matt. 28:19-20; Rom. 6:3-11; Matt. 26:26-29; I Cor. 11:23-26

d) We believe that it is God's plan and purpose for only men to be pastors, deacons and trustees.

I Tim. 2:11-15; 3:1-7; I Cor. 11:1-16; 14:33b-38

13. Dispensationalism

We believe in the Dispensational view of Bible interpretation, but reject the extreme teaching known as "Hyper-dispensationalism", such as the teaching which opposes either the Lord's Table or water baptism as a scriptural means of testimony for the Church in this age. Matt. 28:19-20; Acts 2:41-42; 18:8; I Cor. 11:23-26

14. The Personality of Satan

We believe Satan is a person, the author of sin and the cause of the Fall; that he is the open and declared enemy of God and man; and, that he shall be eternally punished in the Lake of Fire. Isa. 14:12-17; Matt. 4:2-11; 25:41; Rev. 20:10

15. The Second Advent of Christ

We believe in that "Blessed Hope", the personal, imminent, pre-tribulational and pre-millennial Coming of the Lord Jesus Christ for His redeemed ones; and in His subsequent return to earth, with His saints, to establish His Millennial Kingdom. Zech. 14:4-11; I Thess. 1:10; 4:13-18; Rev. 3:10; 19:11-16; 20:1-6

16. The Eternal State

a) We believe in the bodily resurrection of all men. The saved to eternal life, and the unsaved to judgment and everlasting punishment. Matt. 25:46; John 5:28-29; 11:15,26; Rev. 20:5,6,12-13

b) We believe that the souls of the redeemed are, at death, absent from the body and present with the Lord, where in conscious bliss they await the first resurrection, when spirit, soul and body are re-united to be glorified forever with the Lord. Luke 23:43; 2 Cor. 5:8; I Thess. 4:16-17; Phil. 1:23; 3:21; Rev. 20:4-6

c) We believe that the souls of unbelievers remain, after death, in conscious misery until the second resurrection, when with the soul and body re-united, they shall appear at the Great White Throne Judgment, and shall be cast into the Lake of Fire, not to be annihilated, but to suffer everlasting conscious punishment. Matt. 25:41-46; Mark 9:43-48; Luke 16:19-26; 2 Thess. 1:7-8; Jude 6-7; Rev. 20:11-15

17. The Civil Government

We believe that God has ordained and created all authority consisting of three basic institutions: (1) the Home, (2) the Church, and (3) the State. Every person is subject to these authorities, but all (including the authorities themselves) are answerable to God and governed by His Word. God has given each institution specific biblical responsibilities and balanced those responsibilities with the understanding that no institution has the right to infringe upon the other. The home, the Church, and the state are equal and sovereign in their respective biblically assigned spheres of responsibility under God. Rom. 13:1-7; Eph. 5:22-24; Heb. 13:17; 1 Pet. 2:13-14

18. Human Sexuality, Marriage, & the Family

A) God's Plan for Sexuality and Marriage vs. Sexual Immorality

According to the Bible, God has designed marriage to be the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to (a) reveal the spiritual union between Christ and His church, and to (b) provide for the man and the woman in marriage the framework for intimate companionship; included in that intimacy is both the channel of sexual expression according to biblical standards, and the means for procreation of the human race. We believe that sexual intimacy is a wonderful gift of God that is to be expressed only between one man and one woman (as genetically defined), within the love and bonds of their marriage (Genesis 2:24-25; Matthew 19:4-6; Ephesians 5:21-33; 1 Corinthians 7:3-5; Hebrews 13:4).

We believe God has commanded that any form of sexual intimacy outside of marriage is both immoral and a sinful perversion of God's gift of sex (Leviticus 18:1-30; Genesis 19:1-3, 4-5, 6-13; Proverbs 6:32; 1 Corinthians 5:1-2, 6:9, & 6:18; Romans 1:26-27; 1 Thessalonians 4:3-8). Furthermore, we believe that any form of sexual immorality such as adultery, fornication, lesbianism, homosexuality, bisexuality, bestiality, incest, pornography, cohabitation (regardless of the age of the individuals involved), or any attempt to change one's gender in disagreement with one's genetically-defined gender, is sinful and offensive to God (Leviticus 18:1-24 & 20:7-21; Romans 1:18-32).

We believe that in order to preserve the function, unity, and integrity of the church as the local Body of Christ, and to provide a biblical role model to the church members and the community, it is imperative that all persons employed by the church in any capacity, and those who serve as volunteers, should abide by and agree to this "Human Sexuality, Marriage, & the Family" section of our Constitution and conduct themselves accordingly--whether at church, at home, or in the community.

In light of our biblical commitments, the pastor of St. Charles Bible Church in St. Charles, Minnesota, will not perform any same-gender weddings or any other anti-biblical weddings or ceremonies at the church or at any other location. Furthermore, no member or nonmember parties will be allowed to use any facilities of the church for same-gender and/or sexually immoral weddings and wedding receptions, or other functions.

The Bible also informs us how we are to respond to people who struggle with sin of any kind, including homosexuality. We do believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ (Romans 8). And we believe that every person must be afforded compassion, love, kindness, and dignity. Hateful and harassing behavior, attitudes, or speech directed towards any individual are to be repudiated and are not in accord with Scripture nor the doctrines of St. Charles Bible Church of St. Charles, Minnesota (1 Peter 2:13-25; 1 Thessalonians 4:11-12).

B) God's Plan for the Family

We believe that God's plan for a family involves a monogamous lifelong marriage between one man and one woman with children, if God wills. Through it, God provided all the necessary physical and emotional relationships, nurture, and support. We believe the family, as described, is still to exist for the purposes of reproduction, spiritual and social instruction, care giving, maintaining traditions, teaching and conveying God's divine wisdom, and displaying and modeling the character of God. We further believe that the promotion of same-sex families and extramarital procreation do not constitute a biblical lawful family unit, for in God's eyes, such things are an abomination and are under God's wrath. (Gen. 1:28; 2:18; 9:1; Lev.

18:22; 20:13; 25:10; Deut. 4:9; 29:9; Psa. 113:9; 127:3-5; Matt. 19:4-6; Rom. 1:27; Heb. 13:4)

Because we believe that the fundamental and inalienable right to religious freedom is at stake within this critical issue, we will remain loyal to God and to His eternal Word, regardless of the decision of any human court, regardless of how supremely men venerate it. God's expressed Word and His will must remain truly supreme.

Therefore, the members of St. Charles Bible Church agree to remain submissive to God rather than to men; to openly reject any legal redefinition of marriage; to continue to contend for the Christian faith; and to affirm God's design for marriage, family, and individual conduct.

19. The Sanctity of Life

A) Abortion

We believe that human life begins at conception and that the unborn child is a living human being. Abortion constitutes the unjustified, unexcused taking of unborn human life. Abortion is murder. We reject any teaching that abortions of pregnancies due to rape, incest, birth defects, gender selection, birth or population control, or mental well-being of the mother are acceptable.

(Job 3:16; Psa. 51:5; 139:14-16; Isa. 44:24; 49:1,5; Jer. 1:5; 20:15-18 Luk. 1:44)

B) Euthanasia

We believe that active euthanasia, (the taking of life) or unnatural passive euthanasia (starving someone to death), to avoid suffering is morally wrong and condemned by God as murder. It is not merciful to kill a sufferer, for the Bible teaches that through suffering much learning is obtained, as well as opportunity to bring glory to God. Consequently we can never condone nor participate in any such acts of the destruction of human life, either by directly taking life, or deliberately withholding food, water or air that leads directly to one's death.

(Gen. 1:27; 2:16-17; Job 1:21; Exo. 20:13; Psa. 90:10; Rom. 5:3-4, 12; James 1:2-4)

C) Infanticide

We believe that Infanticide, (the taking of a child's life to avoid suffering or provide donor organs and tissue to another) is morally wrong and constitutes the act of murder. All human life has sanctity and dignity and as such only God has the right to take it. Consequently the killing of any human life, particularly encephalitic or gravely deformed infants, to avoid suffering, or to produce organ and tissue harvesting and transplantation is an act of murder, and is condemned by God. (Gen. 1:27; 9:6; Job 1:21; ; Exo. 20:13 ; 4:11 ; Rom. 5:12; 1 Cor. 6:19-20; Heb. 9:27; James 3:9b)

20. Lawsuit Between Believers

We believe that Christians are prohibited from bringing civil lawsuits against other Christians or the Church to resolve personal disputes. We believe the Church possesses all the resources necessary to resolve personal disputes between members. We do believe, however, that a Christian may seek compensation from injuries from another Christian's insurance company as long as the claim is pursued without malice or slander. (1 Cor. 6:1-8; Eph. 4:31-32)

21. Giving

We believe that every Christian, as a steward of that portion of God's wealth entrusted to him, is obligated to support his local church financially. We believe that every Christian should give

proportionately, sacrificially and cheerfully to the support of the local Church, the relief of those in need, and the spread of the Gospel. We believe a Christian, upon giving, relinquishes all rights to direct the use of such offerings once the gift has been made. (Gen. 14:20; Prov. 3:9-10; Acts 4:34-37; 1 Cor. 16:2, 2 Cor. 9:6-7; Gal 6:6; Eph. 4:28; 1 Tim. 5:17-18; I John 3:17)

ARTICLE III — PURPOSE

The purpose of this Church shall be to promulgate the Gospel of Jesus Christ, to extend missionary work, to lead souls into the saving knowledge of our Lord Jesus Christ, and to cultivate Christian union upon the basis of the Word of God.

ARTICLE IV — DENOMINATIONAL POSITION

This Church shall be, and remain, independent. It shall not, be now, or at any time hereafter, under any denomination, federation of denominations, or federal council of churches of denominations.

ARTICLE V — POWER AND AUTHORITY

It shall be within the power of this Church to ordain into the Gospel ministry, those men whom God has called and equipped. It shall have the authority, by vote of the congregation, to call ordination councils and issue proper credentials.