



February 2022

Dear Candidate,

Standale Baptist Church, is currently undergoing a search process of selecting prospective pastoral candidates. We are seeking a candidate that will not only fill the pulpit but grow our church through evangelistic efforts.

Included for your review is information regarding our church, some pertinent information about our community and a brief questionnaire for you to complete. We trust that this will be helpful in getting better acquainted with who we are.

If you believe that God might be leading you to be considered for the pastorate of our church, please return the enclosed questionnaire at your earliest convenience. If you need any further information, please feel free to call me at 616-460-8284 (cell), or the church office 616-453-4489. Email may be sent to bsahlberg@allcom.net .

Sincerely in Christ,

Bill Sahlberg
Standale Baptist Church, Pastoral Search Committee

Included: Standale Baptist Church overview and Doctrinal Statement, Candidate questionnaire and Reference Release, June 2021 Pastoral survey summary, Standale Baptist Church Constitution

Demographics

Standale Baptist Church is in the City of Walker, Michigan. The City of Walker is in West Michigan, approximately 30 miles from Lake Michigan. City of Walker boasts a population of 24,259 people.

Standale Baptist Church is located on a public transportation line that runs between Grand Rapids, and Allendale (8 miles away).

Grand Valley University is in Allendale. Where approximately 23,350 students are in attendance.

Standale Baptist Church Membership

Standale Baptist has a membership of approximately 70 members of record. A review of the included Pastoral Candidate Survey will show that most of this membership is over the age of 65.

Future of Standale Baptist Church

Through the will of God, it is the church's desire to grow this Church through evangelistic efforts within the local community and Grand Valley University.

Duties of the Pastor

A. Preaching and teaching.

1. He shall regularly be involved in preparing and delivery of messages and lessons through preaching and teaching. He shall be the primary administrator of the ordinances, but able to delegate.

B. Communication

The pastor shall regularly, personally communicate with the church family, using notes, e-mail, cards and letters, phone calls, individual and group meetings, etc.

C. Administration

His duties shall include:

1. Serve as the primary moderator of congregational business meetings
2. He shall supervise the ministry of the church clerk, pastoral assistants, secretary(ies), and those involved in the business office of the church.
3. If need arises, he may be called upon to supervise other positions as recommended by the Deacons.
4. He shall serve as a member of the Board of Deacons and the Corporate Board of Trustees in legal matters.
5. He shall be considered an ex-officio member of all committees for all matters not pertaining to his employment.

D. Evangelism

He shall participate in and promote evangelism as a basic part of the ministry of this church.

E. Counseling and Discipling

He shall be responsible for making pre-marital counseling available and developing the counseling and discipling ministries of the church.

Standale Baptist Church Doctrinal Statement

Truth where agreement is expected and understanding is encouraged.

1. *The Scriptures*

We believe in the complete inspiration of the Bible (the sixty six books of our Bible) as originally written by godly men of biblical times as they were directed by the Holy Spirit. These holy writings were without error. The Bible is the trustworthy completed revelation of God's will for today. It is the standard for human thoughts, words and deeds. (John 17:17; 2 Timothy 3:16,17; 1 Peter 1:23; 2 Peter 1:19-21)

2. *The Triune Godhead*

We believe that there is only one true God. He is a Spirit being who is limitless in His power, knowledge and presence. He has always existed and always will. He is perfect in His holiness, justice and love. He is worthy of our unreserved honor, allegiance, and love. We believe that while there is only one God, He exists in a Godhead of three persons (Father, Son and Holy Spirit) each equal in power, authority and glory. While these three exist in perfect unity, they have distinct personalities and functions within the realms of creation, ministry and redemption. (Genesis 1:1, 2:1; Exodus 15:11; Psalm 83:18; Matthew 28:19; John 4:24; 1 Corinthians 12:4-6; Revelation 4:11)

3. *The Lord Jesus Christ, His Deity, Birth, Crucifixion, Resurrection and Return*

We believe in the eternal existence of Jesus Christ as God the Son. All things were made by Him. He took on humanity and was born of a virgin. His life was without sin as He perfectly kept the law of God. His death on the cross was in our place, as the penalty for our sins. He physically arose from the dead and ascended to sit at the place of authority and honor beside God the Father. He presently acts as our High Priest and Advocate. He is returning in the air to take believers, both dead and living, to be with Himself. This event, the Rapture of the Church, could happen at any time and will precede a seven year period of great judgment upon the earth called the Tribulation. Following the Tribulation, He will return to the earth to establish His kingdom, and reign for 1,000 years. (Matthew 28:6,7; Luke 24:26,27; 1 Corinthians 15:51-53; Colossians 1:15-20; 1 Thessalonians 4:13-18; Hebrews 1:1-2; 1 John 2:1; Revelation 19:11-16, 20:4-6)

4. *Holy Spirit*

We believe that He is divine, a member of the Godhead and that He is equal in all aspects with the Father and the Son. He works to convict the world of sin, righteousness and judgment. He works to regenerate all who believe in Christ. He baptizes, seals, indwells, teaches and bestows one or more spiritual gifts on every believer. We believe that some spiritual gifts with supernatural manifestations (i.e. tongues, healings, and miracles) were given especially as signs to confirm the message being shared during the time of the apostles before the completion of the New Testament. (Matthew 28:19; John 3:5,6; 15:26,27; 16:7-11; Romans 12:3-8; 1 Corinthians 6:19,20; 12:4, -11,13; 14:22; 2 Corinthians 12:11,12; Ephesians 1:13,14; 5:18; Hebrews 2:3,4; 1 Peter 4:10,11)

5. Satan

We believe Satan is a created spirit being. He carried the rank and authority to lead the angels of God. Through pride and ambition he fell and led other angels to follow him. He exists as the evil "prince of the power of the air" and the unholy "god of this age." He is the committed enemy of God and the work of our Redeemer--Jesus Christ. He seeks to make accusations against believers. His destiny lies in defeat before the power of Jesus Christ. He will ultimately be cast into the lake of fire created for he and his angels. (Isaiah 14:12-15; Ezekiel 28:14-17; 2 Corinthians 4:4, 11:13-15; Ephesians 2:2; 2 Thessalonians 2:8-12; Revelation 12:9,10; 20:10)

6. *Atonement for Sin and Security of the Believer*

We believe that all men are sinners by nature as well as in their thoughts and actions. Because of this, it was necessary for God to provide salvation totally by His grace through Christ's death on our behalf on the cross. Mankind as sinners can do nothing to earn salvation. Only those who place their trust by faith in Christ as their personal Savior have eternal life. Having been saved by the grace of God (through faith) we are kept by God, awaiting the completion of salvation at the resurrection, when our bodies will be like Christ's glorified body. (John 10:28,29; Acts 13:39; Romans 3:23-26; 5:12; Ephesians 2:8; Philippians 3:20-21; 1 Peter 1:3-5)

7. *Position of the Believer In Christ*

We believe that Christians (those redeemed by the blood of Jesus Christ), have a unique position and relationship to God. Before salvation they were lost in sin and enemies of God.

After salvation they have been reconciled to God. They have become children of God, with Him as their Heavenly Father. In this new relationship, they have direct access by prayer to talk with God. Because of the completed work of Christ, they are joint heirs with Him of the riches of God's grace, and have a heavenly home being prepared for them. (John 1:12, 14:1-4; Romans 5:8-11; 2 Corinthians 5:17-20; Ephesians 1:7-8, 15-19, 2:4-7; Colossians 1:19-22)

8. *Heaven and Hell*

We believe that Jesus is preparing a place in heaven for all those who are His (saved) and that we will spend all eternity with Him in the New Jerusalem He is preparing. We believe that those who die without Christ as Savior are lost and will spend eternity in the Lake of Fire (Hell) created for the devil and his angels. (Matthew 25:34-46; John 14:1-3; 2 Corinthians 5:1; 1 Thessalonians 4:17; 2 Thessalonians 1:7-9; Revelation 20:11-15)

9. *The Church, the Ordinances, the Great Commission, the Autonomy of the Church*

- A. We believe the church was created by God in the New Testament to be a congregation of baptized believers, following the Word of God as their standard for faith and practices.
- B. We believe that the church is to practice the ordinances of baptism and the Lord's Supper (Communion) in obedience to the commands and examples of the New Testament. Baptism is by immersion (in water) of the believer as a picture of his faith in the death, burial and resurrection of His Savior and a commitment to live as a new creation in Christ. The Lord's Supper is celebrated in memory of Christ's sacrificial death, with the bread representing His body given for us and the cup representing His life blood shed for our sins. It is for all who know Christ as Savior.
- C. We believe that God called the church to glorify Him in its worship, ministry, and outreach as commanded in the Great Commission. (Matthew 28:19,20; John 4:23,24; Ephesians 4:11-16)

We believe that the local church was created by God for this age to be accountable to Jesus Christ our Head. God is presently working through the Church to accomplish His purposes and to call out a people for His name. When the church (all believers of this age) is taken out of this world (at the rapture), God will once again work through His chosen people, the nation of Israel. As a local church, we carry the responsibility to be self-governing in matters of membership, policy, government, discipline, finance, and benevolence. (Matthew 28:18-20; Acts 2:41-42; 1 Corinthians 11:2; Ephesians 5:23,24; Colossians 1:18; 1 Peter 5:1-4)

10. *Creation*

We believe that in the beginning God through the person of the Son (2nd person of the Godhead), acted directly to bring into existence all of creation, including all living things, with a special creation of the first man (Adam), and the first woman (Eve). He then proclaimed that it was good and that all living creatures were to reproduce according to their kind. He continues to sustain all of His creation. (Genesis 1 & 2; John 1:3; Colossians 1:16-17)

11. *Marriage*

We believe that marriage is the joining of one man and one woman and that sexual intimacy is to be expressed only within the bonds of a Biblically defined marriage. This reflects God's timeless creation design and pictures Christ's love for the church. Any other form of marriage or sexual intimacy is immoral and a perversion of God's gracious will. Genesis 1-3; John 1:2-3; Galatians 3:28; Genesis 2:18-25; Matthew 19:4-6; Romans 1:26-27, 7:2; 1 Corinthians 6:9-20; 7:1-5; Ephesians 5:22-33; Hebrews 13:4.

12. *Separation*

We believe that mankind was created in the image of God and that sin contaminated that moral image. In regeneration we are restored to fellowship with God and therefore we are to commit ourselves to all that will build our fellowship with God. We need to refrain from all that would harm us or keep us from that fellowship. We are to love God and reject all in this life that would keep us from loving Him as we ought. (Romans 12:1,2; Colossians 3:1,2; 1 John 2:15-17)



Pastoral Candidate Initial Questionnaire

Greetings to you in the name of Christ Jesus!

If you feel led of the Lord at this time in your life and ministry to be considered as a possible candidate for pastor of our church, please answer the questions and return the questionnaire to us at your earliest convenience. If some questions are answered on your resume you need not answer them twice. We can also email this questionnaire to you so that you can answer and reply electronically, should you prefer.

Thank you for your cooperation in sending us this information. It will be treated in strictest confidence. If you are presently pastoring a church, please provide for us 1-2 church bulletins, church newsletter, and your church website address.

Thank you very much and may God richly bless you as you faithfully serve him.

Your Name:

Address:

Phone

Email:

1. Please share a brief testimony as to your conversion and call to the ministry.
2. List your educational background.
3. List your previous ministries/pastorates and how long you were at each one.
4. Share with us information about your family that will assist us in getting acquainted with you.

5. What has been the main emphasis of your ministry?

6. What do you consider to be your spiritual gifts?

7. What areas of strength have been evident in your ministries for the Lord? (Examples will be helpful).

8. What would you consider to be areas that need to be strengthened in your ministry?

9. Do you agree with our church's doctrinal statement? (attached)

10. What is your position on both personal and ecclesiastical separation?

11. List at least 3 personal references with their addresses and phone numbers and email.



Pastoral Reference Release

I, _____, hereby authorize Standale Baptist Church of Standale Michigan, 49404, to verify all information contained in my application or other written communication, including resumes. This includes all former church officers, church members, pastoral colleagues, and ministry representatives, as well as other business, educational, and professional references.

I recognize that this verification process will include confidential contacts with former church officers, church members, pastoral colleagues, and ministry representatives, as well as other business, educational, and professional references.

I further authorize that any personnel at former places of employment, churches, or references may disclose any and all information regarding my work history, personal characteristics, salary, work habits, or other areas of importance to this ministry organization.

Furthermore, I waive the right to take legal action against the aforementioned churches, their members and officers, or references for releasing such requested information.

I understand this authorization form and agree to the release and verification of the aforementioned information.

Printed name _____

Signature _____ Date _____

Summary of
Pastoral
Candidate
Questionnaire -
48 Respondents

Description		Count	Updated 5/12/2021
Member		41	
Non-Member		7	
# years Attending Standale Baptist Church			
	<1	4	
	1-2	4	
	2-5	2	
	5+	34	
Church Attendance			
	3 or more Sundays per month	34	
	1 or 2 Sundays per month	5	
	Occasional Sundays, but not every month	2	
	Just started attending	1	
	Not attended worship service for the last 6 months	4	
Age			
	18-24	2	
	25-34	4	
	35-44	4	
	45-54	4	
	55-64	5	
	>65	29	
Ministry Participation			
	Usually attend or lead Sunday school	36	
	Active participant in one of the Church ministries	23	

Have children who participate in one of the ministries	8
Leader in at least one of the ministries	23

College student	2
Have children under 12 years of age	3
I have teenage children	2
I am married	25
Male	22
Female	27

Candidate Demographics.

Qualities by Priority	Priority 1	Priority 2	Priority 3	Priority 4
Preaching	45	0	0	2
Teaching	10	25	9	4
Administering	5	21	13	8
Ministering	5	20	16	4
Leading	7	27	7	5
Relating Cross Culturally	2	19	18	7
Supporting Community	0	14	18	15
Counseling	9	22	11	3
Evangelizing	20	21	4	2
Making Disciples	7	28	5	2
Visiting	8	24	7	4
Shepherding	15	24	5	3

Previous Senior Pastor experience

Yes	13
No	3
Does not matter	32

How many years experience as Senior Pastor?

1-5	11
6-10	13
11-20	3

20+	0
Does not matter	20

Educational Qualifications as Senior Pastor

College Degree in Theology or ministry	9
Graduate from Seminary with degree in Theology or ministry	15
Doctoral Degree in Theology or ministry	2
Does not Matter	10

Needs of person completing the questionnaire

Gaining assurance of salvation	3
General Bible knowledge	17
Learning basic Christian doctrine	10
Improving family relationships	8
Stewardship of time and money	9
Understanding and using spiritual gifts	19
Overcoming temptation	11
How to study the Bible effectively	23
How to Pray effectively	19
Other	6