



# Teaching Pastor Job Description

January 2024

Reports to the Elder's Designated Supervisor

FLSA: Pastoral

## Key Areas of Responsibility:

- Bible Preaching and teaching
- Be a productive team player in working with the Elders, Leadership Team, ministry leaders, and office support staff
- Establish effective communication between staff, Elders and church leadership
- Design clear, realistic goals and objectives for the upcoming year

**Overview:** The Teaching Pastor is responsible for serving as the primary preacher/teacher for the Sunday worship services, for oversight of the adult teaching ministries of the church and performing general Elder duties expected of all Elders at SW Hills.

## Duties and Responsibilities:

### Teaching and Preaching

Includes, but not limited to: Primary preacher/teacher for the weekly worship services of the church; oversee filling the pulpit at services when he is not preaching ensuring doctrinal consistency; planning the use of substitute speakers to cover strategic topics; working closely with other pastors and elders to oversee and doctrinally and strategically align the various teaching ministries of the church (e.g. men's and women's Bible studies, Sunday School, small groups); overseeing the development of curriculum for use in various ministries of the church; training (mentoring) other men who show gifting to be teachers in the church.

### General Shepherding/Leadership

Includes, but not limited to: challenge and inspire all attendees to passionately love God, fully commit to His Word, engage in the body life of the church and seek out a personal ministry; encourage a culture of transparency, humility, and dependence on God; mentor, counsel, and visit with attendees; pray for members, leaders, and ministries of SW Hills.

### Pastoral Duties

Includes, but not limited to: perform weddings, funerals, hospital and shut-in visitation along with the other members of the pastoral staff and elders; be one of the first responders with the other pastors for member emergencies; provide counsel to individuals and couples on a limited basis; consistently participate in the Elders meetings; perform other tasks as directed by the Elders.

**Role Model:** A pastor is called to be an exemplary model of the biblical concept of a disciple of Christ and to be a "servant-leader." This includes having a spirit of humility (dependence on God and teachability before man), a proper view of others (regarding them as more important than yourself), a vibrant relationship with Christ and a passion to follow Him at all costs, and demonstrating consistent growth in your walk with God by significant interaction with Him through personal prayer and time in the Word. In addition, a pastor is to help SWHBC

accomplish her mission to be a gospel-centered community of love that embraces biblical truth and engages in God's mission to build Kingdom of God in our homes, in our community, and all around the world.

**Desired Education/Knowledge/Skills/Abilities:**

- M.Div, or equivalent
- 5 years of experience in a full-time pastoral role
- Biblical knowledge demonstrated through the accurate articulation of the truths of Scripture.
- A Christian worldview for public and private life.
- Able to teach doctrinally-sound sermons to the church in a manner that helps individuals grow in a practical knowledge of God and themselves resulting in a life glorifying to God.
- Training in counseling grounded in Scripture.
- Committed to self-discipline shown in a lifestyle of proven service to God and His church.
- A record of fruitfulness of God's blessing on ministerial work .
- Excellent interpersonal skills for work with individuals of all ages including visitors, volunteers, other members of the congregation, and the public.
- Contribute to an atmosphere that enables the pastoral staff and all the ministries of the church to function well.
- Able to maintain confidentiality; outstanding work ethic; self-motivated; teachable; positive attitude; willingness to study and improve knowledge and skill in areas of responsibility as needed.
- Ability to initiate, organize, complete, and follow-up on project work; attention to detail; strong teamwork skills to work with church staff and volunteers.

**Work Schedule:**

The Teaching Pastor is expected to personally teach 42 weeks of the year at all weekly services, currently on Sunday mornings. Other days and hours are flexible pending Elder approval. Because this is an exempt, pastoral position, the Teaching pastor should expect to work approximately 44-48 hours per week, including required meetings. Since this is a Teaching Pastor position, the pastor should limit his formal counseling work to less than 10%, or approximately 4 hours per week (this may be adjusted by Elder agreement). The pastor must be able to work evenings and Saturdays as needed for committee meetings and special events or projects, and he is expected to attend scheduled staff and elder meetings. He is also expected to set apart a weekly Sabbatical day.

**Salary Range:**

\$85,000 - \$95,000 plus benefits

**How to Respond:**

Please submit your resume to Southwest Hills Baptist Church

[office@southwesthills.org](mailto:office@southwesthills.org) Attn. Joel Lundy

Website... [www.southwesthills.org](http://www.southwesthills.org)



## **SOUTHWEST HILLS BAPTIST CHURCH**

### **TEACHING PASTOR PROFILE & CHARACTERISTICS**

#### **The candidate should...**

- Be one who puts high priority on personal devotion to the Lord, and sees this as critical to the success of his preaching and ministry.
- Love to study the word of God and be able to exposit it boldly in a clear and understandable manner.
- Be able to inspire and motivate others, especially men, to cultivate and sustain a love for God and His Word.
- Be recognized as one who conducts his life in keeping with the biblical qualifications of elder. Also recognized as a family man, demonstrating strong devotion and leadership to his own family. He should also strive to strengthen the families in the church through his preaching and ministry.
- Pursue personal and professional growth through meeting with like-minded pastors and elders for discipling, study, and mutual encouragement. Continue education through seminars, conferences, etc.
- Possess a heart for missions and a desire to work with the Mission Action Team (MAT) in the encouragement and growth of SW Hills' missions efforts.
- Have a heart for evangelism, for outreach, and defending the Gospel. He should encourage and motivate the church to reach their community and beyond with the truth.
- Be a servant-teacher who becomes identified with the SW Hills fellowship, becoming one with the Leadership Team, the body of believers, and all who are working to glorify God and His kingdom.
- Be able to work with the Leadership Team in the development of people, ministries, and missions in the effort to advance the kingdom both in the local church and in the community.
- Possess a heart for the personal ministry of the Word through biblical counseling, and work with the counseling team in the encouragement and growth of the body's counseling ministry.
- Be effective in encouraging the congregation toward hospitality, service, and love for one another.
- Be a person who loves and enjoys people, able to discern the needs of the flock, positively demonstrating attributes of pastoral care abilities, shepherding, and community building.

# Southwest Hills Baptist Church, Beaverton, Oregon

## Bylaws Attachment A

### Statement of Faith

1. **The Bible.** The entire 66 books of the Bible are the Holy Spirit-authenticated word of God (John 16:13-14). Although the Bible was written by human authors in a variety of styles and genres, it is "God breathed" (2Tim 3:16) and is without error in the original manuscripts (Ps 12:6, 18:30; Pr 30:5; John 10:35; John 17:17; Titus 1:2). It is truthful and trustworthy, and it has supreme authority in all it addresses (Acts 17:11). It is the complete written word of God (Deut 12:32; Rev 22:18-19) and should be studied diligently by all people (Pr 2:1-5; 1 Pt 2:2).
2. **God.** There is only one living and true God (Deut 6:4; Is 45:5), creator of heaven and earth (Gen 1:1), who is infinite in being and perfection (Ps 139:17-18, 145:3; Rom 11:33-34). Everything that takes place is under his sovereign control (Job 38-41; Rom 8:28; 11:36; Eph 1:11). He is a transcendent spirit who is distinct from his creation (Is 40:12-31), but he is also intimately involved in every detail (Pr 16:33; Mat 6:26; 10:29) and is knowable (1 John 1:3; 2:3). God is all powerful (Gen 1:1; Job 42:2), all knowing (Job 37:16; Ps 147:5; 1 John 3:20), everywhere present (Jer 23:23-24), unchanging (Heb 13:8), loving (1John 4:8-10), holy (Rev 4:8), just (Deut 32:4), and glorious (1 Chr 29:11). his perfect knowledge extends to all things past, present, and future, including the future decisions of his free creatures (Luke 22:34). God is eternally existing (Ps 90:2) in three persons (Mat 28:19; 2 Cor 13:14) who are equal in every divine attribute and who execute distinct but harmonious roles (Mat 3:13-17; Heb 9:14) in the work of creation, providence and redemption:

- **God the Father**, who bears this name especially in relation to the Son (Heb 1:5) and to his children (Eph 3:14-15), is the originator of all things and initiates revelation (Heb 1:1-2), creation (Heb 1:2), redemption (Gal 4:4-5), and covenant relationship with his people.

- **God the Son**, is the eternally existent Son of God (John 1:1-3) and is equal to the Father as deity (John 5:17-18; 20:28; Titus 2:13). In fact, as the Word (John 1:1) and image of God (Col 1:15; 2:9), he is the most definitive revelation of all God is (John 1:18; 2 Cor 4:6; Heb 1:3). He was incarnated as the man Jesus (1John 4:2), being conceived by the Holy Spirit (Luke 1:35) and born of the virgin Mary (Mat 1:18, 23). We believe in his sinless life (Heb 4:15), miracles, and teachings. We also believe in his substitutionary atoning death (Rom 3:24-25), bodily resurrection (Luke 24:1-8), ascension into heaven (Luke 24:50-51), perpetual intercession for his people (Heb 7:25), future visible return to earth (Acts 1:11), and eternal dominion over all people (Dan 7:13-14).

- **God the Spirit** is a personal being (2 Cor 13:14; Eph 4:30) equal as deity to the Father and the Son (Acts 5:3-4; Heb 9:14). He was sent by the Father and the Son (John 14:16; 15:26) to glorify Christ (John 16:13-14); to convict the world of sin, righteousness, and judgment (John 16:8); and to regenerate (John 3:5-8), sanctify (Rom 8:13; 2 Cor 3:18; Gal 5:22-23), and empower (Acts 1:8) all who believe in Jesus Christ. Believers have communion with the Father and the Son through the Holy Spirit (Rom. 5:5). The Holy Spirit dwells in every believer in Christ (John 14:17; Rom 5:5; 8:9), and he is their abiding helper (John 14:16), teacher (John 14:26), and guide (John

16:13). Knowing God better (Phil 3:10), loving and delighting in him and his ways (Deut 6:5), and bringing him joy (Matt 3:17) should be the chief goal of every person.

3. **People.** Adam and Eve, who were historic people, were created in the moral and spiritual image of God as free, rational, and relational beings and were given responsibility for and authority over God's creation (Gen 1:26-28). Even after the Fall, all people retain the image of God (Gen 9:6; Jas 3:9) and therefore have great value and worth. All people are sinners by nature due to the Fall (Ps 51:5; Mat 15:19) and by choice (Is 53:6), and therefore they are under condemnation (Rom 6:23), leading to spiritual and physical death (Eph 2:1-3). People are corrupted by sin in every area of life (Rom 3:9-18; 1Th 5:23), hostile toward God and incapable of pleasing him (John 15:5; Rom 5:6; 8:7-8).
4. **Salvation.** People are so dead and lost in sin (Col 2:13) that they can only be saved by God's initiative, as God works in their hearts (John 6:44, 65). A right relationship with God can only be obtained through the atoning death of the righteous one, Jesus Christ (Is 53:6), who came to earth by God's gracious predetermined plan (Acts 4:27-28; Gal 4:4). Those who repent of their sins and trust in Jesus Christ alone for their salvation (Galatians) are saved by grace (Eph 2:8-9) and preserved in the faith (John 5:24; Rom 8:1, 29-30) by the Holy Spirit (Titus 3:5-6).
5. **The Church.** Jesus is actively building the universal church (Mat 16:18; Eph 2:21-22), a living spiritual body of which Christ is the head (Eph 5:23) and all his followers are members (2 Tim 2:19). We also believe in the local church, consisting of believers in Jesus Christ who should be baptized on a credible profession of faith and associated for worship, ministry, and fellowship (Acts 2:42). We believe the local church glorifies God by worshiping him, edifying one another in love (1Cor 14:26), and proclaiming the full word of God to every people group (Mat 28:18-20). We also believe that local church leaders (Elders) should be male (1 Tim 2:12-3:7) and should have authority (Heb 13:17) and the responsibility to lovingly discipline members who refuse to repent of sin (Mat 18:15-17; 1Cor 5:9-13).
6. **Baptism.** The Lord Jesus has committed to the local church two sacred ceremonies: baptism and the Lord's Supper. Although baptism is not necessary for salvation (1 Pet 3:21), Christ commands and expects it as an act of obedience by every true believer (Mat 28:19). Because Christian baptism is a symbol of our new life of union with Christ in his death, burial, and resurrection, and because of the very meaning of the word "baptism," it is best carried out by immersion in water, and it is to be performed in the name of the triune God (Matthew 28:19).
7. **Communion.** The Lord's Supper ("Communion") was instituted by Christ as a commemoration of his sacrificial death and should be observed regularly until He returns (1 Cor 11:23-26). The elements are symbolic of Christ's once-for-all sacrifice; therefore, we are not actually eating the body and blood of Jesus, nor do the elements inherently impart grace. Nevertheless, the visual reminder of Christ's death and new covenant eaten by sincere believers in obedience to the Lord and in fellowship together nourishes our relationship with Christ and with each other.
8. **Progressive Sanctification.** At the moment of salvation (justification), the Holy Spirit fully dwells in each Christian (Rom 5:5; 8:9; 1 Cor 3:16; 6:19) and increasingly produces fruit (Gal 5:22-23), such as love, obedience to God, humility, sexual purity, generosity, and spiritual

maturity—all leading to greater and greater Christlikeness (Rom 8:29). As Christians we need to follow the leading of the Holy Spirit and with his help put off all types of sin (2 Cor 7:1; Eph 4:19-22). Sanctification culminates in glorification, which is the final blessed state of the redeemed.

- 9. Christians and Civil Government.** The civil government is a third human social institution (along with the family and the church) ordained by God. Its specific ministry is encouraging righteousness, administering justice, defending life and property, and restraining evil (Rom 13:1-5). It is not independent of God, but subject to him (Rom 13:4, 6). We are to be subject to lawful civil authorities (1Pet 2:13-14) yet may participate in influencing the laws and administration as citizens and holders of public office. However, we must respectfully disobey laws and commands of the civil government and accept the penalties whenever those laws are clearly contrary to the Bible (Acts 4:19-20).
- 10. Truth.** All truth corresponds to objective spiritual and physical reality because God is the author of Scripture and the creator and sustainer of nature (Gen 1:1; Num 23:19; Col 1:16-17; Titus 1:2). Such objective truth is grounded in the person and character of the Triune God (John 14:6; 15:26; Eph 4:20-21). As a result, it does not change with circumstances, time, or culture and is independent of what any person or group thinks about the world. Proclaiming the truth as revealed by the Scriptures is one of the primary tasks of the church (1 Tim 3:15). The scientific method and other means of knowledge that are consistent with the scriptural worldview are useful in discovering truth about God's creation. Scientific and experiential knowledge may inform but should never dictate how we interpret the Bible. Instead, the Bible is the final authority to which all truth claims must submit.
- 11. The Family.** The family consists of people united by marriage, biological relationship, or adoption. Marriage is the uniting of one man and one woman in covenant commitment for a lifetime, modeling the relationship between Christ and the church (Eph 5:22-33). The husband and wife are of equal worth before God, since both are created in God's image (Gen 1:27). A husband is to love his wife as Christ loved the church and to exercise his God-given responsibility to lead his family (Eph 5:25-33). A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ (Eph 5:22-24). Children, from the moment of conception, are a blessing from the Lord (Ps 127:3-5). Parents—not the church or the state—have the primary responsibility to direct and develop their children, and they will be held accountable by God for discipling their children in the instruction of the Lord (Pr 1:8-9; Eph 6:4). Children are to honor and obey their parents (Eph 6:1-3). Sins which harm the family and pervert God's intention for marriage, such as lust, pornography, fornication, adultery, and homosexuality, must be put off (Mat 5:27-30; 1Cor 6:9-10).
- 12. The Last Things.** The Lord Jesus Christ will personally and visibly return to earth (Rev 1:7) to deliver his people (2Th 1:6-7), to conquer all who oppose his will (2 Th 1:8), and to consummate his Kingdom (Dan 7:14; Rev 11:15). Therefore, our ultimate hope for a righteous world is not based on politics, science and technology, or any other human endeavor, but on the return of Jesus Christ (Rev 21). We believe in the resurrection of the body (Dan 12:2; 1 Cor 15:20), the final judgment (Acts 17:30-31; 2Tim 4:1), the eternal blessedness of the believing

righteous (Mat 25:34), and the endless conscious suffering of the unbelieving wicked (Mat 25:41, 46; 2 Thes 1:8; Rev 14:9-11).

**13. Taking Action.** We believe our understanding and study of these doctrines will nourish our inner lives, strengthen our faith, and bring us comfort, peace, and joy. We also believe we need to act upon this statement of faith, that we need to be doers of God's word and not only hearers who delude themselves (Jas 1:22.) In fact, we believe that at the final judgment, God will reward us for our faithfulness to these biblical beliefs and how we have put them into action (2Cor 5:10; Rev 22:12). This is a statement of faith that will guide the teaching ministry of Southwest Hills and, indeed, our very lifestyles (1 Cor 10:31).

## Portland/Beaverton Oregon Snapshot:

Portland, Oregon is a beautiful Pacific Northwest city. Despite the national attention in recent years for antifa absurdities and the ever-growing strains of homelessness, this City of Bridges is a thriving community full of growth and opportunity. 12 bridges span the Willamette River which divides the city into East and West. Portland is also called the City of Roses, home to the Rose Garden and annual Rose Festival. The first rose bush was sent as a wedding gift to the wife of Jason Lee, a missionary who brought the gospel to the indigenous community in the early 1830s.

Portland's Metro population now boasts over 2 million people, roughly 600,000 living in Portland proper. Portland is politically blue, over 75% voting Democrat. Surrounding communities are more evenly blended between conservatives and liberals. Public education in Oregon ranks very low in national standards. Oregon's 2022 standardized test scores for 4th and 8th graders ranked 6th worst in the nation. However, Portland does have a wide variety of educational options for children. There are 9 school districts in Portland, roughly a dozen charter schools, and over 100 different private schools.

Portland began in the 1840s and became a historical hub city in the region due to its location on the confluence of the Willamette River and the mighty Columbia River. The communities of Portland are divided into 4 quadrants by the Willamette River and Burnside Road, with an extra quadrant to the North in an area known as St. Johns. Portland is surrounded by a wealth of lovely suburb towns, some being Beaverton, Hillsboro, Tigard, Lake Oswego, Gresham, Vancouver, etc.

Beaverton, where Southwest Hills Baptist Church is located, is home to almost 100,000 people. The median household income is around \$82,000. Over 60% of the population is White, 20% Hispanic, 11% Asian, and around 5% Black. The median home sale price in Beaverton is \$530,000. One of the largest employers in Beaverton is Nike, where their headquarters are located. There are a number of IT companies in the area: Intel and Tektronics being two of the largest.

The Portland area provides a diversity of activities for all to enjoy. The natural beauty of the Pacific Northwest is a major draw for many. Forests, mountains, rivers, coastlines abound, enjoyed by a broad spectrum of outdoor enthusiasts. Portland has over 350 miles of bike lanes, with many choosing to commute by bicycle, rain or shine. The weather is sunny in the summer but gray and drizzly the rest of the year. The city makes up for its Vitamin D deficiency with lots of coffee, boasting over 80 coffee roasters. Beer is another staple for many, with 70+ breweries peppering the city. Good food and good drink abound, serving a broad, ever-diversifying palate.

Portland prides itself on being weird, with every alternative lifestyle seemingly embraced. Especially in light of this, the Pacific Northwest needs Christian churches. Portland sadly boasts a population of over 40% who identify as 'religiously unaffiliated.' Christ's church is a light in a dark, needy city. Despite many of the *Portlandia* stigmas of 'eccentric hippies' ringing true, Portland is a diverse, cosmopolitan city, filled with precious people, each made in God's image. And each one of them needs to hear and receive the good news of the Gospel and the lavish grace that God has richly provided in Jesus Christ.