



**Columbia Bible Church, in Kennewick, WA, is seeking an associate pastor.**

[www.columbiabible.com](http://www.columbiabible.com)

### **Associate Pastor Role Description**

Columbia Bible Church is seeking an associate pastor who will assist the lead pastor in teaching the Word of God, caring for and shepherding flock, and overseeing the ministries of the church. This is intended as a full-time position; however, we are open to a part-time arrangement if the right situation presents itself.

### **Pastoral Responsibilities**

The associate pastor will report to the lead pastor as they serve together as undershepherds of the church. He is expected to model godliness, a love for God, His Word, and His Church. He is expected to lovingly pray for his church family. Exact roles and ministries are dependant on the giftings of the associate pastor and the needs of the church and the lead pastor. Potential ministry opportunities could be...

1. Leading the youth ministry and helping it to grow in partnering with parents and volunteers in the discipleship of their teens, and in reaching out to unchurched youth in our community.
2. Oversight and administration for small groups and ministry teams.
3. Pastoral leadership of the music ministry, in leading our church in true worship.
4. Leading discipleship classes for new believers.
5. Teaching Bible classes, and filling the pulpit at regularly scheduled times.
6. Leading our church in evangelism and outreach efforts.

Responsibilities may be modified as the church grows, and as needs change. As this is expected to be a full-time position (40 hrs/week), an office will be provided at the church building. Off-sight work is permitted depending on the ministries and duties involved. The associate pastor will be expected to meet with the lead pastor at least once a week for prayer, strategy, and mentorship. In the right situation, we may be open to a part-time arrangement while doing seminary online course work.

### **Essential Qualifications**

- Must meet the qualifications of an “overseer” found in 1 Timothy 3:1-7; Titus 1:5-9; and 1 Peter 5:1-5.
- If married, a wife who is fully supportive of him and of this ministry.
- If children, he must be fully invested in bringing them up “in the discipline and instruction of the Lord.”
- Significant biblical and theological knowledge.

- Consistent and disciplined spiritual life with a love for people.
- An attitude of humility in all things.
- Demonstrated experience in ministering to people in Gospel ministry.
- Gifted expository preaching skills.
- Accept the Columbia Bible Church statement of faith.

### **Desirable Qualifications**

- A love for others to know the Lord (evangelism).
- A desire to disciple youth.
- A heart for seeing people grow in Christian maturity through discipleship, biblical counseling, and mentoring.
- Achieved at least a bachelors degree.
- A desire to grow under the leadership/mentorship of the lead pastor.
- Capable to fill the pulpit on occasion.

### **Compensation**

- \$60,000-\$70,000
- Personal library acquisition fund of \$1,000 / yr.
- Other benefits to be negotiated.

### **Application**

Questions? Please contact [jonathan.columbiabible@gmail.com](mailto:jonathan.columbiabible@gmail.com).

To apply, please submit the following information to the above email address:

- An overview of qualifications for serving at CBC, including (no more than 4 pages):
  - Qualifications for meeting the CBC pastoral needs, as described above
  - A personal testimony
  - A self-assessment against biblical elder requirements (1Tim. 3:1-7; Tit. 1:5-9; 1Pet. 5:1-5).
  - A statement of your personal goals and philosophy of local church ministry.
- A resume, including:
  - Contact information
  - Work and ministry activities, with dates
  - Schools attended and degrees attained
  - Noteworthy professional and academic achievements
- A personal doctrinal statement (no more than 3 pages).
- Links to at least one sermon video. For those not currently in a pastoral role, practice sermons from a preaching class (or equivalent) or video from teaching the Bible in any capacity if possible.
- Contact information for at least one professional reference (someone who can speak to your character and performance on the job or in the classroom), at least one church/ministry related reference (someone who can speak to your character and performance in ministry) and two personal references (someone who can speak to your character in life and family).
- Note that prior to a final interview, we will require both a credit check and a law enforcement background check.

## About Columbia Bible Church

Columbia Bible Church aspires to love and obey God by teaching the Word faithfully, loving others, equipping the body of Christ, and making disciples in the Tri-Cities and around the world.

We believe that a person is eternally saved by grace alone, by faith alone, in Christ alone. We affirm the security of the believer. In our teaching, we uphold that the world was created in 6-days, we uphold biblical marriage, we are complementarian, and we do not practice the sign gifts. We practice believer's baptism, an open communion, and church discipline. We take a dispensationalist approach to Scripture, and in our views on Israel and the Church. We are a non-denominational church. Please consult our statement of faith for further details on the doctrinal truths which we hold and teach ([www.columbiabible.com/our-beliefs](http://www.columbiabible.com/our-beliefs)).

We began as a small group meeting in homes in March of 1977, with the desire to start a Bible-teaching church in the Tri-Cities. God has graciously provided for Columbia Bible Church in the years since, with Pastor Bruce Einspahr faithfully serving as pastor from 1977-2016, and Pastor Jonathan Smith currently serving as the pastor since 2016. God has brought church members who have faithfully used their gifts for the building up of the body, reaching out to our community, and supporting world missions! God has also blessed our church financially, providing just enough to do what His plans required and stay debt free. His grace abounds!

We are a small church in Kennewick, Washington (southeast part of the state). The area, often referred to as the Tri-Cities, has the feel of a large suburb surrounded by agriculture. There are abundant options for outdoor activities both in the Tri-Cities and within a few hours drive to mountains in all directions! The Tri-Cities has been experiencing steady growth as science, engineering, and agricultural industries continue to grow, and it is known to be a great place to raise a family. With the influx of young families and professionals into the area, there is a significant need for outreach, evangelism, and discipleship. There are also opportunities for evangelism and discipleship among the sizeable Spanish-speaking population in our area.

Over the years, our church's membership has had periods of growth and decline. As our area has grown in the past couple of years, so has our church! Our weekly attendance is about 85-100, including kids. There are increasing opportunities for teaching, discipling, counseling, and pastoral care as there have been new believers joining our congregation with the desire to grow in their faith! Our children's classes have also been growing, so there is a huge need to build into the lives of young people! In addition, our church is blessed to have an older generation who love the Lord, and desire to serve and invest in others.