

## **Ministry Position Description ~ First Baptist Church of Sturgeon Bay, Wisconsin**

### **Associate Pastor**

First Baptist Church of Sturgeon Bay, a smaller mid-sized congregation of approximately 150 in a community of 10,000 in Door County, Wisconsin, seeks the right person to join our church as associate pastor and perhaps transition after a few years to the role of senior pastor. Initially, he will work with many and various family ministries. This pastor will have a sincere and passionate interest in such ministries and will work directly with children and youth as well as develop and oversee ministry teams composed of gifted and committed laypersons, whom he will train and equip to carry out ministries in church and community.

This person takes seriously his relationship with Jesus Christ and his growth as a disciple; he embraces the sovereignty of God and esteems the doctrines of grace; he demonstrates proficiency in studying and understanding the Bible and teaching its truth; he aims to give himself to prayer and the ministry of the Word; he understands and endorses historic Baptist convictions and perspectives; he enjoys healthy interpersonal relationships with a variety of people, and works to get along with others.

This pastor appreciates working cooperatively with a senior pastor and understands the value and necessity of a supportive and complementary relationship with both the senior pastor and other church leaders. Further, he regards service with First Baptist Church as a ministerial destination and not merely as a stop on a ministerial journey.

### **Overview**

1. Along with many and various pastoral responsibilities, the Associate Pastor will give attention to a variety of "family ministries". It is expected that the Associate Pastor will develop and lead ministers from within the congregation to use their gifts, talents, and energy to carry out the ministries.

These ministries may include, and are not limited to:

- Nursery and Children's Church
- Youth Groups
- Vacation Bible School
- Sunday School and Children's Club Programs
- Children's and/or Youth Musical/Drama Programs
- Mission Teams/Outreach Opportunities
- Family Christian Education Opportunities

2. The Pastor will be a member of and work closely with the Education Committee and will serve ex officio (with voice and vote) on each of the Education Committee's task forces, subcommittees and/or ministry teams created by the Education Committee to carry out their work. It is anticipated that the Pastor will attend Church Board meetings and, after two years of ministry with FBC, will become a member of the Church Board. (In addition, after a year of ministry, he will attend Deacon Committee meetings.)

3. The Pastor will engage in many other pastoral responsibilities, including regular teaching in a variety of settings and preaching on Sunday at least six times per year, and probably more.

4. The Pastor will subscribe without reservation to the church's Statement of Faith and Church Covenant and will be in full agreement with Article 4 of the Church Constitution, which deals with church membership. In addition, he will embrace the church's philosophy of ministry and values guiding our church's leadership. Furthermore, he must agree to abide by the Converge (formerly known as Baptist General Conference) Code of Ministerial Ethics and shall also consider First Baptist Church the proper and legitimate caretaker of his ministerial credentials, including licensure and ordination.

5. The Pastor must be willing to consider a long-term commitment to First Baptist Church of Sturgeon Bay. If he aspires to become our church's lead pastor, that may become a reality after at least a few years in the associate position. Our lead pastor anticipates transitioning from that role by the end of 2026.

### **Compensation**

1. To enable maximum use of personal gifts and abilities for the good of the body of believers and to the glory of God, First Baptist Church will seek to meet the financial needs and obligations of the Pastor with a fair and reasonable salary and benefits package. The compensation package will give consideration not only to salary and housing allowance, but also health insurance, retirement, time off (including vacation), and personal growth and development. In addition, the church shall provide proper reimbursement for ministerial expenses, including mileage and personal professional expenses.

2. The Pastor and the Church Board must exercise honesty and ethical integrity in dealing with the various issues of compensation. The Church Board will review and update specifics of the compensation package annually.

### **Contact**

Persons with an interest in the position should complete an application packet; the application form is available online at FBC's website: [www.sturgeon-bay.com](http://www.sturgeon-bay.com)

For more information, feel free to contact

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