

BELIEVE - BELONG - BRIDGE - BECOME

WEST SHORE BAPTIST CHURCH



Associate Pastoral Search

West Shore Baptist Church

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Pastoral Search - West Shore Baptist Church

Contents

The Position	3
Qualifications.....	4
Selection	5
About West Shore Baptist Church	6
Our Polity	7
Our Covenant	7
Our Essential Beliefs	7
Our Practical Theology	8
Church History	9
Church Area Demographics.....	10
Cities	11
Church Demographic Information	11
Organizational Structure.....	10
Ministries and Opportunities	11
Current ministries.....	11
Desired new opportunities of ministry.....	11
Congregational Style Indicator.....	12
What We Want Our Associate Pastor To Do	13
The Associate Pastor will (in priority order):	13
Our Worship Life	14
Congregation	14
Music	14
We Like The Minister To	15
Our Church Life.....	16
Our church offers	16
Compensation, Benefits and Ministry-Related Expense Reimbursement	17
APPENDIX 1: PASTORAL JOB DESCRIPTIONS.....	18

Pastoral Search - West Shore Baptist Church

The Position

West Shore Baptist Church (WSBC) exists to make disciples who *believe* our God and live out His word, *belong* to one another in community, *bridge* the Gospel to those who do not yet know Christ, and *become* more like Jesus through one-on-one mentoring relationships. We are seeking an Associate Pastor to embrace this vision and help to lead our congregation in building stronger Gospel-centered relationships both within our church community and beyond.

As we continue to grow our ministry, he or she will largely be responsible for creating & maintaining pipelines that help people move from only *believing* through worship to *belonging* in community & *bridging* through evangelism, with an emphasis on family ministry.

Position Responsibilities

1. **Belonging Ministries.** The Associate Pastor will be responsible to provide oversight to our ministries designed to cultivate Gospel-centered connections among members & regular attenders at WSBC by championing community groups and life groups & adding to our teaching ministry.
 - a. Work in partnership with the Christian Education Board to develop leadership pipelines that identify community group & Sunday School facilitators, especially, and then ensure that facilitators have coaching and adequate resources to perform their role well.
 - b. (Co-)lead a community group, share the stories of groups with the wider church body, and encourage those not yet plugged into a group to find a place to belong.
 - c. Serve on a Sunday School teaching rotation with the Senior Pastor and others.
 - d. Foster family ministry opportunities that encourage active participation in church life and finding groups/activities where they comfortably belong.
2. **Bridging Ministries.** The Associate Pastor will work in partnership with the Mission Board & Senior Pastor to create clearer pipelines to empower our congregants for Gospel-centered connections with our not-yet-believing neighbors.
 - a. This may look like utilizing life groups as “neutral spaces” to connect with not-yet-believers, promoting relational evangelism as a way of life, building connections with mission organizations already on the ground in our wider community, facilitating local & global mission trips, etc, in accordance with the Mission Board’s strategic plan.
3. **Believing Ministries.** Under the direction of the Senior Pastor, the Associate Pastor will aid in leading the worshiping life of WSBC. This includes:
 - a. Joining with the Senior Pastor, Music Director, and others appointed to design the liturgy, including selecting music, for corporate worship gatherings.
 - b. Preaching & teaching as directed by the Senior Pastor.
 - c. Working with the Children’s Ministry Director to enhance our ministry to families on Sunday mornings.
 - d. Facilitating the liturgy (welcome, pastoral prayer, etc) on rotation & co-officiating communion with the Senior Pastor.
4. **Becoming Ministries.**
 - a. As he or she grows into this position, the Associate Pastor will be responsible to provide oversight for developing systems & resources to move people from “groups” to intentional mentoring opportunities. This is an aspirational goal.

Pastoral Search - West Shore Baptist Church

5. Pastoral Roles. Under the supervision of the Senior Pastor, the Associate Pastor will be responsible to provide some pastoral counseling, provide Gospel-centered teaching & preaching, and leadership of assigned teams.
 - a. Depending on skills & life experience, and based on his or her goals, he or she may also be invited to grow in other pastoral skill areas under the Senior Pastor's coaching. Examples include hospital & home visitation, baptisms, weddings, funerals, etc.
6. Other Duties.
 - a. Participate in weekly staff meetings & monthly Advisory Council meetings, as well as other board meetings as assigned by the Senior Pastor.
 - b. Upon direction from the Senior Pastor, participate in other pastoral activities, as assigned. This role may grow and change with the needs of the church and the continued growth of the associate's strengths.

Qualifications

Required Skills:

1. The ability to articulate a deep and abiding relationship with Jesus Christ and a sense of calling to pastoral ministry.
2. Commitment to WSBC's vision of making disciples who believe, belong, bridge & become.
3. Possessing strong interpersonal skills, i.e. self-awareness; communication (verbal, written, and online); ability to self-differentiate in the presence of conflict or difficult situations; and an ability to interact with others from a foundation of theological and biblical integrity.
4. Relationally-oriented.
5. Experience with strategic thinking & planning.
6. Cultural sensitivity awareness.
7. Ability to build healthy relationships and teams.

Education:

1. Master of Divinity or equivalent from an ATS accredited institution, preferred.
2. Bachelor's degree *and* relevant ministry experience may also be considered.

Affiliation:

1. Ordained in the American Baptist Churches, USA, preferred
2. If not ABC-USA affiliated, candidate must agree to:
 - a. Sign the ABC-USA Minister's Council code of ethics
 - b. Submit to the process of having his or her ordination recognized by ABC-USA, if ordained
 - c. Pursue ordination within ABC-USA, if not yet ordained

Pastoral Search - West Shore Baptist Church

Selection

WSBC has in place an active and engaged 12-member pastoral search committee, representing all age groups and demographics and representative of all of our boards. The committee is working with the assistance of ABCOPAD, including its regional ministers and other resources. Plans include online and in-person interviews, review of preaching-style & references prior to presentation to the congregation. A visiting weekend will be arranged, which will include opportunities to meet congregants, tour church facilities, to present personal history and perspective and answer questions, and presentation of a sermon. A special meeting of the congregation will be convened the following week to make the determination on extending a call.

Pastoral Search - West Shore Baptist Church

About West Shore Baptist Church

Our vision is simple: We exist to make disciples who believe, belong, bridge & become.



We invite you to **believe** our God and His Word through corporate worship. When we gather each week, you will hear His word sung, prayed, and preached and be challenged to live out who He says you are and what He calls you to do. Believing means *living* His word.



Disciples cannot grow alone. We **belong** in community. For that reason, we prioritize community groups at WSBC and encourage everyone to actively engage with a group. Community groups meet in homes throughout the week (typically twice per month) to do life together, study God's word, and pray for one another.



Believing, belonging disciples quickly discover that they possess the greatest news ever told, but many in their spheres of influence do not know this Gospel. That leads disciples to **bridge** the Gospel to those not yet saved through outreach. At WSBC that looks like committing to pray for and intentionally engage at least one person in your world who does not know Jesus, as well as teaming up with others for local, national, and international mission opportunities.



Ultimately, discipleship is about inside-out transformation, as we **become** like Jesus. We believe we become most like Jesus in every area of our life when engaging in mentoring relationships. So we invite followers of Christ to take the next step and invite a believer a little further on the journey to serve as their mentor. Mentoring relationships are expressed in all kinds of ways, yet always include accountability and pursuit of Jesus.



Pastoral Search - West Shore Baptist Church

Our Polity

Affirming our Baptist heritage as a cooperative, self-governing body within the Christian community, the government of this Church shall be vested in its membership. It shall, however, maintain affiliation and cooperation with the Harrisburg Association of Baptist Churches, the American Baptist Churches of Pennsylvania and Delaware, and the American Baptist Churches, U.S.A.

Our Covenant

This Church accepts the Holy Bible as an all-sufficient basis for doctrine and practice. As a summary of principles for Christian conduct among its members, it adopts the following Church Covenant:

- Mindful of our great heritage as American Baptists, as a part of the worldwide Body of Christ, His Church, we covenant together today to affirm our love for our Savior, for one another and for the world for whom He died.
- Grateful for the gift of God's incomparable revelation to us in Christ and in the Bible and for His continuing guidance through the Holy Spirit, we agree together to seek His will for our lives, individually and as a local congregation.
- Thankful for the absolute trustworthiness of Holy Scripture, we affirm our faith in the necessity of the New Birth for life eternal and for membership in His Church.
- We covenant together, with God's help, to avoid those forms of speech and conduct which degrade, exploit, and enslave persons and which dishonor the name of Christ. We renew our pledge to live a life consistent with His standards.
- We further agree to take time for prayer, study, and worship, both private and in the fellowship of our Church, with minds ever open to the truth.
- We affirm that the great unfinished task of the Church is the proclamation of Christ's redeeming love to every race and nation, symbolized in Believer's Baptism and in the Lord's Supper. As ministers in Christ, we commit ourselves, our money, our time, and our talent to His service.
- Trusting in Him, we covenant together as sons and daughters, brothers and sisters, husbands and wives, to live each day so as to commend Christ to others.
- As we await His glorious return and His ultimate triumph, we rejoice in hope, exercise patience, practice hospitality, and show compassion toward those in need, ever striving toward Christian maturity, seeking the unity of the Spirit in the bond of peace.

Our Essential Beliefs

"In essentials, unity; in non-essentials, liberty; in all things, charity." –Augustine of Hippo, ~400
God the Father is the Creator and Ruler of the universe. God the Father, God the Son and God the Holy Spirit have existed co-eternally and co-equally, forever as one God in three persons.

Jesus Christ is the Son of God. Jesus is co-equal with the Father. Jesus lived a sinless human life and offered himself as the perfect sacrifice for the sins of all humanity by dying on a cross. He arose from the dead after three days to demonstrate his power over sin and death. He ascended

Pastoral Search - West Shore Baptist Church

to heaven's glory and will return again someday to earth to reign as King of Kings and Lord of Lords.

The Holy Spirit is co-equal with the Father and the Son of God. The Holy Spirit is present in the world to make persons aware of their need for Jesus as Savior. The Spirit of God also lives in every Christian from the moment of salvation, providing power for living, understanding of spiritual truth, and guidance in doing what is right. The Holy Spirit gives every believer one or more spiritual gifts when they are saved. As Christians, we seek to live under the Holy Spirit's daily guidance and control.

The Bible is God's Word to us. It was written by human authors, under the supernatural guidance of the Holy Spirit. It is the supreme source of truth for Christian beliefs and living. Because it is inspired by God, it is the truth without any mixture of error. The Bible is inerrant in its original autographs and infallible. The Bible presents the gospel, which we believe is the power of God for salvation of everyone who believes.

Humans are created in the image of God, to reflect God's holy character. However, because of sin we are separated from God. We are unable to do a self-rescue via good works or religious deeds. Instead, we must admit our sin to God, repent and turn away from that sin, ask and receive God's forgiveness, and trust in God's Son as Savior, Lord and Leader. This is the basis of our salvation. We are saved by God's grace through trusting in Christ alone for new life, abundant and eternal. The gift of salvation, for those genuinely saved, cannot be "lost." Salvation is maintained and secured for eternity by the grace and power of God, not by the self-effort of the Christian.

Humans are created to live forever. We will either exist eternally separated from God by sin, or eternally with God through His forgiveness and salvation. To be eternally separated from God is hell. To be eternally in union with Him is eternal life. Heaven and hell are real places of eternal existence.

Our Practical Theology

- **Bible as our sole authority.** The Bible is the basis of what we believe, teach and practice.
- **Autonomy of the local church.** While autonomous, we affirm the value of the associational principle and remain in close relationship with the Harrisburg Association of ABCOPAD churches and our ABC Region, ABCOPAD.
- **Priesthood of all believers.** Every follower of Jesus is saved to serve and called to minister.
- **Tithing.** We believe the Bible teaches that the first 10% of one's income belongs to God.
- **Immersion.** We honor the New Testament's practice of believers' baptism by immersion.
- **Spirit-led Living.** We recognize our need to daily depend upon God's power and presence.
- **Telling others about Jesus.** We seek to share our faith in Christ and invite people to know Him as Lord and Savior.

Pastoral Search - West Shore Baptist Church

Church History

The West Shore Baptist Church has been part of the Camp Hill and Greater Harrisburg community since 1958.

No Baptist church existed in the communities west of the Susquehanna River near Harrisburg when, in 1957, the Pennsylvania Baptist Convention (now American Baptist Churches Of PA & DE, ABCOPAD) appointed a Steering Committee to explore the possibilities. At a meeting in January 1958, 25 people agreed to attend and support a new Baptist church. That winter they held weekly Thursday evening prayer services in Camp Hill guided by lay leaders.

The first pastor, the Rev. Robert Davidson, was called, and the first worship service held on October 5, 1958. Charter membership closed at Easter 1959 with 105 members. Membership has been as high as 350, while current membership is about 150.



Since its founding more than 60 years ago, eight pastors have served the congregation: Robert Davidson (6 years), Richard K. Morris (3 years), Richard L. Parker (4 years), Allen T. Short (16 years), Carl W. Gittings (8 years), Roland M. Shanks (4 years), Gary Bruland (12 years), and currently, Rev. Kelly Legg (since 2018). The first Assistant Pastor Jim Brown began ministry in 1973 and served 3 years. Other Assistant/Associate pastors were C. Wayne Diffenderfer (6 years), John R. Loring (9

years), J. Rodger Clark (2 years), James R. Dries (3 years), Doug Baker (4 years), Greg Kabakjian (6 years), and Bulus Galadima (9 months).

Music has been a strong emphasis through the years with excellent leadership of choir directors and special music ministries. We currently enjoy a vibrant musical blend during our worship service with a full band leading music, vocal choir singing weekly during the school year, & special music throughout the year.

Christian education has been a major focus and, in recent years, a growing number of people engaging in community group ministry. Youth group is currently on hiatus due to low numbers of participants. However, our Kids' Club (for students in grades 1-6) is growing and we recently called a part-time children's ministry director to lead discipleship ministries for this age bracket. We currently offer only adult Sunday School classes.

The church was founded with an intent on being a missions-based church. The congregation has long been a



Pastoral Search - West Shore Baptist Church



leader in ABCOPAD mission support and mission service, financially and by personal service. Refugee resettlement has assisted people from Cuba, Laos, Cambodia, Zaire, and Ukraine. A prison ministry was carried on faithfully for many years. Local areas of need, regional work camps, national work camps and mission trips with *Habitat*, overseas American Baptist-related mission trips to Nicaragua, Haiti,

Mexico, Puerto Rico and Healing Hope in Malawi have benefitted from WSBC short-term mission service.

We have been through times of great joy and also times of difficulty. Yet, the Lord has always raised up new persons to carry on His work at West Shore Baptist Church. We pray for the ongoing leading of the Holy Spirit as we now seek a new Associate Pastor. May God bless and guide!

Church Area Demographics

WSBC is located in Camp Hill which is in Cumberland County, and is situated near Pennsylvania's capital city, Harrisburg, about a ten-minute drive and across the Susquehanna River. Harrisburg is in Dauphin County, and is also the county seat. Following is information for Camp Hill, Harrisburg, Cumberland County and Dauphin County, derived from US Census Bureau data. Camp Hill has excellent schools. The Harrisburg metropolitan region continues to grow, and has expanding shopping, restaurant, outdoor, recreational, and entertainment opportunities. It is surrounded by Pennsylvania farmland but is also a convenient day trip to Philadelphia, Baltimore, Washington DC, Pittsburgh, and the Atlantic shore.



Pastoral Search - West Shore Baptist Church

Cities

People Quick Facts	Camp Hill Percent	Harrisburg Percent	Camp Hill Actual Count 2020	Harrisburg Actual Count 2020
Population, 2020			8,115	50012
Persons under 5 years	5.2%	8.3%	422	4151
Persons under 18 years	24.8%	28.5%	2013	14,253
Persons 65 years and over	16.6%	11.2%	1347	5,601
Females	53.0%	51.9%	4301	25,956
White alone	85%	34.3%	6898	17,154
Black alone	1.9%	46.4%	154	23,206
Asian alone	5.7%	2.8%	463	1,400
Hispanic or Latino	5.5%	24.7%	446	12,353
High school graduate or higher, age 25+, 2018-2022	96.2%	84.1%	7,807	42,060
Bachelor's degree or higher, age 25 2018-2022	60.6%	23.9%	4,918	11,953
Mean travel time to work (minutes), workers age 16+, 2018-2022			17.2	19.5
Homeownership rate, 2018-2022	68.5%	35.5 %		
Median household income, 2018-2022			\$104,959	\$46,654
Persons below poverty level, percent, 2018-2022	4.9%	28.3%		

Church Demographic Information

WSBC would be considered a neighborhood church of the Camp Hill borough.

The approximate age breakdown of the congregation (members & regular attenders) is:

- 5% infant – age 4
- 7% age 5 – 10 years
- 1% age 11 – 18 years
- 7% age 19 – 29 years
- 12% age 30 – 39 years
- 6% age 40 – 49 years
- 7% age 50 – 59 years
- 21% age 60 – 69 years
- 33% age 61 and above

The approximate gender breakdown of the congregation is:

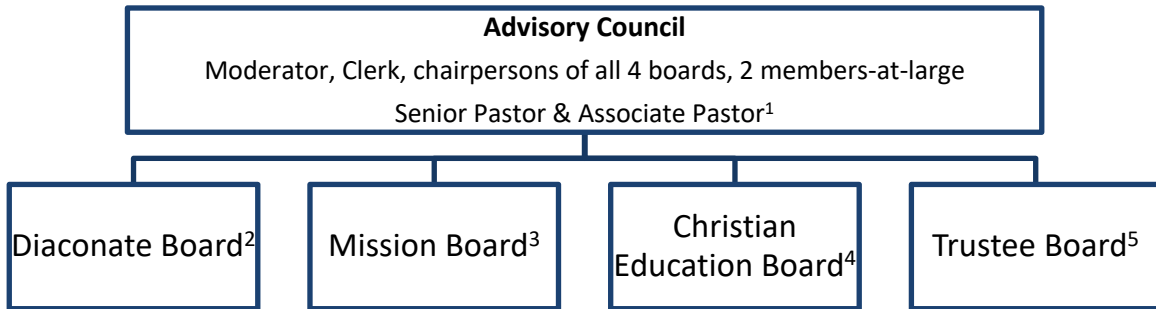
- 58% female
- 42% male

The approximate racial/ethnic mix of our congregation:

- African or African American: 6
- Asian American: 2
- European American: 141
- Hispanic/Latino: 0

Pastoral Search - West Shore Baptist Church

Organizational Structure



¹The Advisory Council includes the chairs of each board, two at-large members, the moderator, the senior pastor and the associate pastor. The senior & associate pastors are voting members.

²The Diaconate board works with the pastor on matters of form and content of worship, recruits & trains Sunday morning servants, oversees & administers the Benevolence Fund, coordinates fellowship events, and serves as liaison with the congregation on pastoral performance and relationships. They are responsible to help us grow as we 'believe' God's Word and 'become' like Him through mentoring relationships.

³The Mission Board oversees domestic & international mission outreach and equipping our congregation to engage in meaningful evangelism, as we 'bridge' the Gospel.

⁴The Christian Education Board is responsible for the discipleship of all ages & stages of our church family. They oversee community groups, summer life groups, Sunday School, children's church, Kids Club & many other 'believing & belonging' opportunities!

⁵ The Trustee board includes responsibility for personnel matters, including any matters relating to the pastoral leadership apart from those under the responsibility of the Diaconate, oversight of the church budget, and general maintenance needs.



Pastoral Search - West Shore Baptist Church

Ministries and Opportunities

Current ministries

- Community Groups
- Sunday School
- Summer Life Groups
- Music – Band / Vocal & bell Choir / Special Music
- Coffee Café
- Prayer Ministry
- Mission Possible Day
- Annual Mission Trips
- Summer Kids' Outreaches – Musical Theater Camp, VBS
- Kids Club
- Monthly Clothes Closet
- Benevolence Fund Ministry
- And many more!

Desired new opportunities of ministry

- Grow the Church, in the faith of the congregants and in community outreach
- Increase youth and young adult / young family engagement & outreach
- Increase volunteer support for children's ministry



Pastoral Search - West Shore Baptist Church

Congregational Style Indicator

◆ = Tends VERY strongly ■ = Definitely Tends ● = Somewhat Tends

1. Our church expects our pastor to take leadership.			●			1. Our church expects the pastor to share in leadership.
2. Our church makes use of conflict and confrontation.				●		2. Our church seeks to avoid conflict and confrontation.
3. Our church is influenced by history and tradition.			●			3. Our church is influenced by contemporary ideas and trends.
4. Our church's approach to social issues is basically educational, leaving any action to individual conscience.		■				4. Our church's approach to issues is decidedly activist. We have a proven history of taking a stand on social issues as a congregation.
5. Our church feels ethical decisions should be based on absolute standards.		■				5. Our church feels ethical decisions should be made in light of circumstance.
6. Our church emphasizes ABC relationships locally, nationally and internationally.		■				6. Our church minimizes ABC relationships locally, nationally and internationally.
7. Our church is often involved in community affairs.		■				7. Our church is seldom involved in community affairs.
8. Our church's ideas and plans are made by an informal network.					■	8. Our church's ideas and plans are made by the responsible board, committee or task force.
9. In making decisions our church is governed by boards.			●			9. In making decisions our church is governed by the congregation.
10. Decisions are communicated formally through worship, bulletins and newsletter.	◆					10. Decisions are communicated informally by bulletin boards, posters, grapevine or other informal network.
11. Our church places much emphasis on giving to ABC national and world mission.		■				11. Our church places little emphasis on giving to ABC national and world mission.

Pastoral Search - West Shore Baptist Church

What We Want Our Associate Pastor To Do

The following 8 ministry priorities were identified from a list of ministry activities provided by ABCUSA that coincide with the ministry priorities that pastoral candidates identify as their areas of strength & interest. We believe these reflect the areas we most need skills & experience from our next associate pastor.

The Associate Pastor will (in priority order):

1. Seek to recognize and call forth the potential of persons as leaders, providing opportunities for their training and growth (leadership development)
2. Develop and maintain programs and activities for enlarging the membership and/or the church's vision for ministry (church growth)
3. Create an atmosphere in which persons feel accepted, included and cared for and can identify with the group (nurturing fellowship)
4. Provide a teaching ministry that is based on theological, educational and historical foundations (education)
5. Seek to lead persons to make decisions for Christ encouraging their identification with and participation in the local church/community (evangelism)
6. Design, encourage and help to implement organizational, social, educational, religious and/or recreational programs of ministry (program development)
7. Provide by word and presence an empathetic understanding of and concern for persons in the routine and joys as well as the crises and transitions of life, giving assistance where appropriate and feasible (pastoral care)
8. Participate actively in worship, offering feedback and suggestions for greater participation and effectiveness in the expression of praise, thanksgiving and devotion to God (worship preparation and leading)



Pastoral Search - West Shore Baptist Church

Our Worship Life

WORSHIP is the major focus of life together in the church; it gathers the people of God together regularly. In recent years, we have created a vibrant service with a Gospel-focused welcome, blended music, Christ-centered preaching, prayer ministry & a time to greet one another. The following provides a snapshot of our typical service.

- A** = Always Happens
- R** = Regularly Happens (note monthly, yearly, etc.)
- M** = Most of the Time Happens
- O** = Occasionally Happens
- N** = Never Happens
- S** = Someday Soon We Would Like to Try This

Congregation

- A** Senior Pastor plans our worship with music director & diaconate input
- A** Children participate in worship
- A** Lay Leaders participate:
 - A** Scripture reading
 - O** Make announcements
 - O** Give personal testimony
 - A** Pray
 - N** Preach
 - N** Tell Children's Story
- O** Church Covenant is read
- A** People greet each other as part of worship
- A** Prayer concerns come from the people
 - N** Verbally
 - A** Written form
- A** Responsive Readings/Litanies are used (call to worship)
- O** Unison Prayers are used (Lord's Prayer)
- N** Unison Bible Readings are included (We read key words or phrases together)
- A** Communion Served by Minister (with other lay servers)
- O/S** Invitation is extended to make a decision to join church or make public decision for Christ

Music

- A** Choirs participate
 - A** Adult Traditional: Choir seasonal, special music in summers
 - A** Band
 - O** Children's choir
 - O** Hand Bell Choir
 - O** Special music (congregants)
- A** Congregation participates in singing

Pastoral Search - West Shore Baptist Church

- A** Contemporary Music
- A** Familiar Hymns
- R** New Songs
- R** Gospel Songs
- N** Songs with inclusive language are used
- A** A Worship Team leads congregational singing
- N** A Song Leader leads congregational singing
- O** Soloists participate
- A** An organ is played
- A** A piano is played
- A** Other instruments are played
 - O** Acoustic guitar
 - A** Bass
 - A** Keyboard
 - A** Drums (cajon only now)
 - A** Violin
 - O** We use computer-generated music accompaniment (choir only)

We Like The Minister To

- O** Be the only worship leader
- A** Mention specific prayer concerns in the pastoral prayer
- A** Preach sermons with a biblical focus
- O** Preach sermons on evangelism
- M** Preach sermons with current-day application
- O** Preach sermons on social issues
- O** Preach sermons on stewardship
- A** Share leadership of worship with laity
- A** Share leadership of worship with other staff/associate pastors
- S** Share leadership of worship with students in ministry (when applicable)
- N** Tell the children's story
- N** Encourage use of charismatic gifts
- O** Use a variety of worship styles
- N** Wear a robe/stole

Pastoral Search - West Shore Baptist Church

Our Church Life

The following are ratings regarding the entire church according to the following scale:

- 1 = Always
- 2 = Most of the Time
- 3 = Occasionally
- 4 = Never
- 5 = Someday Soon We Would Like to Try

Our church offers

Sunday School for all ages	1	2	3	4	5
Midweek community groups/Bible study	1	2	3	4	5
Midweek children's programs	1	2	3	4	5
Child care for all services	1	2	3	4	5
Children's ministry opportunities	1	2	3	4	5
Youth ministry opportunities	1	2	3	4	5
Adult ministry opportunities	1	2	3	4	5
Single adult ministry opportunities	1	2	3	4	5
Small group Bible study	1	2	3	4	5
Needs-based small groups	1	2	3	4	5
Special needs groups	1	2	3	4	5
Women's Ministries	1	2	3	4	5
Men's Ministries	1	2	3	4	5
Spiritual gifts assessment	1	2	3	4	5
Teacher training events	1	2	3	4	5
Revival/Renewal services	1	2	3	4	5
Mission education	1	2	3	4	5
Mission involvement	1	2	3	4	5
Community service opportunities	1	2	3	4	5
Ecumenical worship events	1	2	3	4	5
Intergenerational activities	1	2	3	4	5
Discipleship classes	1	2	3	4	5
Day-Care ministry	1	2	3	4	5
"English as a Second Language" Ministry	1	2	3	4	5
Community basic needs ministry	1	2	3	4	5

Pastoral Search - West Shore Baptist Church

Compensation, Benefits and Ministry-Related Expense Reimbursement

A. COMPENSATION

Cash salary (DOQ)¹ \$45,000 - \$54,000 (commensurate with experience)

B. BENEFITS

Medical²

Dental

Vision

Social Security offset

MMBB Pension³

C. REIMBURSEMENT FOR MINISTRY-RELATED EXPENSES

Auto	IRS rate mileage reimbursement	
Continuing education		\$500
Books and materials		\$500

D. OTHER EMPLOYMENT MATTERS

- Employment by contract
- Expected work week of 40 to 50 hours; two days off per week encouraged
- Auto reimbursement per IRS rules and rates
- Up to 20 leave days (vacation + sick) annually; no carry-over
- Four Sundays off per year, apart from special services⁴
- Family leave (maternity/paternity, elder parental, bereavement etc.) negotiable
- Disability leave determined on a compassionate basis; three months and under compensated, over three months on arrangement with Ministers and Missionaries Benefits Board (MMBB)
- Holidays: New Years Day⁵, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day⁵
- Qualified retreats/conventions/continuing education considered work days
- Reasonable moving expenses reimbursed at actual cost

Notes

¹May be delineated between cash salary and housing allowance

²Church makes HSA contribution based on high-deductible coverage

³Pension is with MMBB, at 16 percent of salary, and includes death benefit

⁴Special services may include special pulpit guest, e.g.

⁵Holiday is not observed if it falls on Sunday; a compensatory day may be taken

Pastoral Search - West Shore Baptist Church

APPENDIX 1: PASTORAL JOB DESCRIPTIONS

From the current WSBC By-Laws, last amended and readopted in 2019

VII. Pastorate

A. Pastor, Associate Pastor, Assistant Pastor(s)

1. Selection

The Pastor(s) shall be chosen upon recommendation of a pastoral search committee convened by the Advisory Council and elected by written ballot of the Church membership at a special meeting. Notice of the meeting and its purpose shall be read from the pulpit on two successive Sundays, and advance written notice given to the membership by mail. An affirmative vote of three-fourths of qualified members present, provided that twenty-five percent of the membership is present and voting, shall be necessary to extend a call.

2. Qualifications

- a) The Senior Pastor shall be an ordained Baptist minister, believing in and preaching the Gospel of Jesus Christ and cooperative with the purpose and program of the American Baptist Churches, U.S.A.
- b) The Associate Pastor and the Assistant Pastor(s) shall be ministers, believing in and preaching the Gospel of Jesus Christ and cooperative with the purpose and program of the American Baptist Churches, U.S.A.

3. Responsibilities of the Senior Pastor

The Senior Pastor shall:

- a) Be charged with the spiritual welfare of the congregation.
- b) Preach the Gospel, administer the ordinances, promote evangelism, and be in charge of the services of public worship.
- c) Carry out a program of pastoral visitation.
- d) Coordinate the duties of the other staff Pastors.
- e) Supervise and evaluate the staff employees in consultation with the Board of Trustees.
- f) Be a non-voting ex officio member of all boards of the Church.

4. Responsibilities of the Associate and Assistant Pastor(s)

The Associate and Assistant Pastor(s) shall:

- a) Be charged with the spiritual welfare of the congregation.
- b) Preach the Gospel, administer the ordinances, and promote evangelism.
- c) Participate in a program of pastoral visitation.
- d) Be a non-voting ex officio member of all boards of the Church.

Pastoral Search - West Shore Baptist Church

- e) In the absence of the Senior Pastor, take direction from the Advisory Council.
 - f) Assist the Pastor in carrying out the duties of the Pastorate pursuant to the description of duties approved by the Advisory Council.
5. Accountability
- a) The Pastor(s) shall annually develop ministry goals and objectives with the assistance of the Diaconate. They shall be reviewed and adjusted as appropriate.
 - b) The Pastor(s) shall present a report to the membership at the annual and quarterly business meetings.
 - c) They will be accountable to the Board of Trustees in particular and the membership in general for activities or transactions involving personnel management, monies, property, or facilities belonging to the Church.
 - d) They will be subject to periodic review of job performance, personal conduct, professional development, and compensation adjustment (within budget established by the congregation) by the Advisory Council.
6. Termination
- a) A Pastor's term of office may be ended upon a minimum thirty days written notice by either the Pastor or the Church through the Church Clerk.
 - b) Termination of a Pastor by the Church shall be voted on at a special business meeting, after its purpose is announced from the pulpit on two successive Sundays and advance written notice given to the membership by mail. An affirmative vote by written ballot of a majority of members present is required for termination, providing those present are not less than thirty five percent of the total Church membership.