



Lead Pastor Job Description & Church Profile

Background:

Originally founded in 1962 as Lacey Baptist Chapel, we are now known as Lacey Bible Church, and we are a growing multi-generational, multi-ethnic congregation that desires to make generations of disciples who love like Jesus.

Our current lead pastor, Jeremy Mikkelsen, is stepping away from this role after serving for nearly five years to pursue an opportunity to lead an alliance of like-minded ministries called the Free Grace Alliance. He is continuing to serve in his current role here at our church until a new lead pastor is identified.

Our church is an independent Bible Church, which has more than doubled in size over the past five years to an average in-person attendance of 125. A little over 200 people call this church their "home." We are located 10 miles from both the capital of the State of Washington and JBLM, one of the largest military bases in the country. We are about one hour south of the heart of Seattle.

The church facilities include a large traditional church building with a sanctuary that will seat 225, plus classrooms for adults and kids. Our campus is located on a major arterial road in one of Washington's fastest-growing and most unchurched communities. We own the building, a small parsonage, and seven acres of land debt-free. Our annual budget in 2023 is \$270,000. The church is poised for growth.

The church holds to the historic doctrines of the faith. For us, the Bible is the final authority. How we read and interpret the Bible is also critical. We hold to a literal, historical-grammatical hermeneutic. This has led to several theological distinctions. The first is a dispensational theology. The second is a clear gospel of grace, which is received by faith alone in Christ alone, apart from works of any kind. We believe that God offers His gracious gift of eternal life through the death of His Son to everyone – and that people choose to accept it by faith freely. Faith is our human response to God's promises. It is a decision and act of will; faith's synonyms include "belief" and "trust." Believers have both assurance of their salvation and eternal security since salvation is not based on our works but on Christ's. A detailed statement of beliefs can be found at our website: laceybiblechurch.org

What we are looking for:

We seek a Godly man and gifted pastor-teacher eager to lead our church family to effectively serve as Christ's ambassadors. The role has three primary aspects:

- 1) Be the primary teacher of the Word – exegetical, verse by verse, exposition of the Scriptures.
- 2) Be the primary leader of the elder team – serve as first among equals, to shepherd the church.
- 3) Be the primary executive – be the director of church staff and volunteers, overseeing the church's day-to-day operations.

Qualifications:

We are looking for three qualities in our new lead pastor. The first is character – does this person have an abiding relationship with Jesus Christ manifested by the spiritual fruit of righteousness? The second is vocational – is this person gifted and experienced for the duties of this ministry? The third is doctrinal – can this person unreservedly affirm the Church's statement of faith?

Character

- Devoted to his wife (if married), a "one-women" man who manages his household well (Titus 1:6; 1 Tim. 3:2).
- Humble, gentle, peaceful, and a lover of good (Titus 1:7-8; 1 Tim. 3:3).
- Sober, self-controlled, and respectable (Titus 1:8; 1 Tim. 3:2,7).
- Hospitable (Titus 1:8; 1 Tim. 3:2).
- A faithful steward with financial integrity (Titus 1:7; 1 Tim. 3:3; 1 Peter 5:3).
- Above reproach (Titus 1:8).

- Spiritually mature, respectable, and an example to the church (1 Tim. 3:6-7; 1 Peter 5:3).

Vocational

- Able to teach (Titus 1:9; 1 Tim. 3:2).
- Well trained in the Bible, formal Bible college or seminary training.
- The ability to connect to and lead a multi-generational congregation.
- A clear understanding, ability, and willingness to communicate the gospel.
- A clear understanding and experience of our walk as believers by means of grace.
- A relational and gracious philosophy of ministry.
- Servant leader, self-starting team player with a positive “can-do” attitude.

Doctrinal

- Able to unreservedly affirm the Church's statement of faith.
- Able to clearly articulate the gospel of grace.
- Able to refute common arguments against grace.

Specific Responsibilities:

1. Live in a way that reflects Jesus and the truth of the Bible – morally, ethically, and relationally.
2. Regularly preach and teach the Word of God and ensure the faithful proclamation of the gospel of grace.
3. In conjunction with other pastors and elders:
 - a. To plan and lead weekly worship services, Bible studies, etc.
 - b. To officiate baptisms, weddings, funerals, etc.
 - c. To provide pastoral care through visitation, counseling, and prayer.
 - d. To lead the church in effective evangelism.
 - e. To direct the assimilation of new members into the congregation.
 - f. To oversee the administration and management of all areas of the ministry.
 - g. To support, supervise, manage, and evaluate ministry staff.
 - h. To promote faithful financial stewardship and congregational benevolence.

Our Mission: **To make generations of disciples who love like Jesus.**

We find that mission throughout the Scriptures, famously in the “great commission” of Matthew 28:19. We know it is a short summary: “baptizing and teaching” is part of “make disciples,” and “love like Jesus” is shorthand for “obey everything I have commanded you.” We need to pass this on.

Our method:	Know truth	<i>The gospel is the truth of the Bible</i>
	Experience grace	<i>The gospel is God’s grace to and for us</i>
	Live for eternity	<i>The gospel gives eternal life that starts now</i>

Our core values:	Everyone	<i>The gospel is for everyone. Everyone is invited in.</i>
	Simplicity	<i>The gospel is simple. We keep things simple.</i>
	Urgency	<i>The gospel is urgent. We feel the need to share it.</i>
	Humility	<i>The gospel requires humility. We need humility in everything we do.</i>
	Trust	<i>The gospel requires trust. We trust God and each other.</i>

Our Priorities: **Free Grace**
We rely on grace, God’s free gift of unconditional acceptance, love, and favor, as the means of salvation, the motivation for the Christian life, and the model for our relationships with others. (Ephesians 2:4-10)

Biblical Teaching

We teach the Bible that penetrates our hearts, renews our minds, and transforms our lives. (2 Timothy 3:16-17)

Genuine Worship

We worship to proclaim the glory of God and celebrate His presence in our lives, both individually and together, as a church family. (Colossians 3:16-17)

Christ-centered Families

We partner with parents to help children and students grow spiritually. (Deuteronomy 6:6-9)

Sacrificial Service

We serve sacrificially, using our personal resources and abilities to serve God and others. (John 13:12-17)

Authentic Relationships

We seek authenticity in our relationships by practicing unconditional acceptance, vulnerable sharing, mutual care, accountability, and spiritual growth. (Hebrews 10:23-25)

Community Outreach

We are compassionate in our outreach that expresses the love of God and message of Christ to our neighbors and community. (1 Peter 2:11-17)

Strategic Multiplication

We invest strategically to train and send out homegrown gospel workers – missionaries, church planters, evangelists, and pastors to maximize our impact for Christ in focused areas of the world. (2 Timothy 2:2)

Ethos of the church in photos:

Palm Sunday '23 –A Northwest vibe. Our music style is contemporary, although we mix in classic hymns done well. We teach lots of new music but carefully select songs that people can sing. Our focus is on solid lyrics and participatory leading.



A summer church picnic '22, the church community is still getting to know one another – we have doubled in the past 24 months. There is a healthy contingent of military families and young adults (JBLM is just north of us and has 110,000 people on base). There are around 250,000 people living within 30 minutes of the church, in the greater Olympia-Lacey-Tumwater area.



Easter Egg Hunt '22 – We really love reaching out to our community.



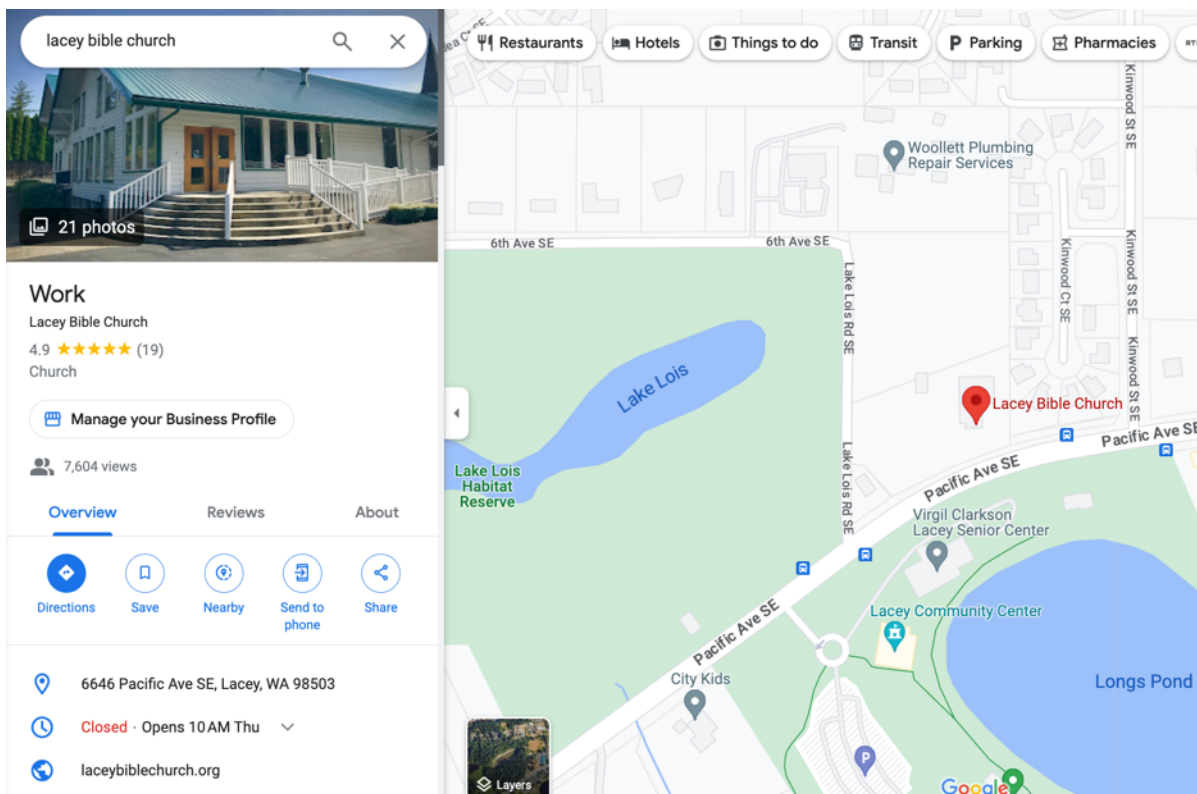
Youth Christmas '22 – Our youth group is still pretty small – an area we'd like to grow in.



Our street sign. A DIY project that matches our vibe. We have new visitors every week.



Our online presence is strong. Simple but effective website, Google ads, and great reviews.



We love families and are excited to invest in the next generation.



Our little lobby Christmas '21. Our building is historic; the interior areas most used by the public are in great shape and are tastefully updated.

We are raising funds to expand our parking lot as, on most Sundays, we have more cars than spaces. About a dozen people park on the grass.

It may be time to move to two services in the near future.



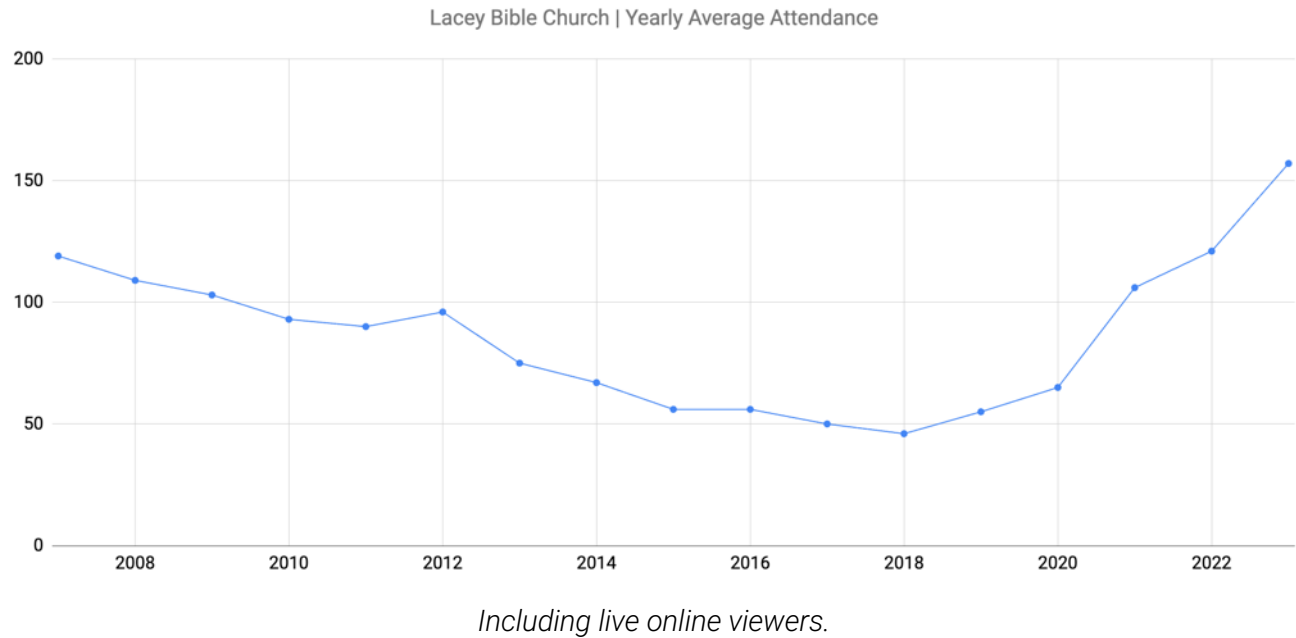
Our “No Lost Kids” outreach booth at a local kid’s event. The City of Lacey calls us frequently to serve and participate in city events. We are across the street from a senior center, a community center, and a city park. Our church desires to be out and present in the community, representing Jesus in a lost and broken world.



More than most churches, we are truly multi-ethnic and multi-generational. We are significantly more diverse than our local community – a real testimony of the unifying power of the gospel of grace.



Recent attendance trends



Ready to dive in?

Take a good close read at our doctrine to make sure you are aligned with us:
<https://www.laceybiblechurch.org/>

Check out some YouTube videos:
<https://www.youtube.com/@LaceyBible/featured>

Email your resume and cover letter to our elder:
ambarton24@gmail.com

Logistics

We hope to have the person identified before the end of 2023. The start date would depend on relocation timelines but could range from “immediately” to June 2024.

We believe in taking good care of our staff. Salary will be based on experience. 90-100k+