

First Baptist Church-Darlington, WI
Member of Converge Great Lakes (formerly Great Lakes Baptist Conference)
15691 County Rd. K
Darlington, WI53530
www.fbcdarlington.com

First Baptist Church (FBC) of Darlington, Wisconsin is embarking aggressively on a search to find the Lead Pastor of God's choosing for our church. Believing that we have been led by godly men in the past, we are looking for that next godly man to lead us and help us to continue on to what God has called us to be.

We are looking for a man of prayer who possesses character, living the gospel that he preaches. We want to grow through the teaching of the Word of God and so need a strong preacher who will be able to effectively lead the church through his preaching. This man must truly care about people, loving them as their shepherd and caring about their needs. He must have the ability and skills to oversee the day to day operations of the church, to effectively supervise staff and to lead his fellow pastors (youth and children's pastors). In addition, he must be a man of vision who is constantly on the advance leading the board and church to win the lost, equip and make disciples, and minister and reach out to the needy with the intent of furthering the kingdom of God.

First Baptist Church has 162 years of history behind us which we cherish, but we prefer to be future-focused in our approach to ministry and missions. In 2001 we moved into a new building (the debt of which is on schedule to be paid off in January 2013) and the multipurpose room (gymnasium) is a center for much ministry.

As of December 31st, 2010 there are 127 members on the role of First Baptist with an average Sunday attendance of 95. There is a good blend of age groups attending. The majority of the people fall in the 35-64 age group, with an even mix above and below. Our general education level runs a little higher than the overall county numbers, with 40% of attendees at the high school level and 58% at the bachelors level or higher. Our median family income level is slightly higher than the county average by \$5,000. The majority of attendees of First Baptist Church have been Christians for more than 10 years.

We recently completed a two-year church evaluation program called "Re-Tool". We have 4 main goals or focus areas: corporate prayer, local missions and outreach, equipping folks for ministry, and discipling believers. We have a very active youth and children's ministry that currently is attracting large numbers of unchurched kids. The main focus of our outreach, although not the only focus, is to those kids and their families. Our youth and children's pastors coordinate a group of volunteers to help with the various programs to reach those youth and their families.

Our worship style is contemporary with a traditional hymn included occasionally. Music consists of a piano, guitars, and drums. Singing is supported by groups of worship teams each week. First Baptist Church supports and believes in the Scriptural doctrines as accepted by the Baptist General Conference (Converge Worldwide) in 1951.

We believe that Christ has gifted both men and women to be of His service in the Church. That being said, we believe that there are certain roles for which God has called men alone to serve in His Church.

At the top of that list would be the Lead Pastor's position. Our structure of administration is an elected Board of Administrators (to assist the followers "toward ministry") of godly men (11) that oversees the general business of the church. The Pastor is an ex-officio member of the Board of Administrators and must provide leadership and insight to the board to help them in that role.

Our existing staff consists of a youth pastor (full time) and children's pastor (half time) as well as part time office receptionist, finance officer, and building/grounds maintenance worker. For a more specific summary of the duties of the Lead Pastor please see the job description which is being included with this letter.

Darlington is a rural community of approximately 2,400 people. It is the county seat for Lafayette County, Wisconsin, which has a population of 16,840 people. Darlington is located in Southwest Wisconsin about 55 miles southwest of Madison, and 40 miles northeast of Dubuque, Iowa. Our community is a geographic region defined by population clusters within a broader area around Darlington. These small towns are Calamine, Fayette, Argyle, Wiota and Gratiot. Other towns or smaller cities within Lafayette county include Shullsburg, South Wayne, Belmont and Benton. First Baptist Church currently has regular attendees from most of these towns as well as from some towns in northern Illinois. There are seven churches in the city of Darlington including FBC. Estimated consistent attendance at other churches is about 10% of the Darlington population.

The median age for the county is 38 years, with 73% of the people having a high school education and 15% having a bachelor's degree or higher. The median household income is \$45,600; with the median value of homes being \$114,000. The overall ethnic make-up of the county is White at 97%. 3% are Hispanic and this percentage has been growing over the last 10 years. Many Hispanics fill jobs in the dairy industry. Lafayette County is primarily an agricultural area, but there is some industry in the county and in Darlington.

Darlington has a medical clinic along with an award winning county hospital to serve the needs of the area. The Darlington public schools are dynamic, successful and highly regarded.

Our church body has an excellent relationship and reputation with the Darlington Public School system, which is more open than many schools to some things faith-related, including sacred music during concerts and music competitions. We have received their "Friend of Education" award. We serve and help them in various ways throughout the year, and our youth pastor has a standing invitation to eat with the students during lunch hour.

First Baptist Church has been blessed by volunteer leaders taking an active role in leading many of the outreach ministries. Therefore, our Lead Pastor must provide vision and leadership in equipping the board and other lay leaders to continue in the present ministries and develop new ones that accomplish our ministry intent: "Our purpose is to glorify and enjoy God, providing an atmosphere through His Holy Spirit, whereby people begin and develop personal relationships with Jesus Christ".

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Lead Pastoral Position Description

Title: Lead Pastor

Accountable for: Youth Pastor, Children's Pastor, Office Receptionist, Building/Grounds Maintenance Worker

Position Description:

Our pastor must be a Spirit-filled preacher whose sermons show evidence of ample study and preparation, and are well organized, easy to follow, well-illustrated, delivered with enthusiasm, and have a sense of urgency and expectancy.

He must live a good life; be a man of character and integrity so that his words are believable. (1 Timothy 3:1-7 and Titus 1:6-9)

He must teach sound doctrine.

He will be expected to step along-side our congregation to motivate us, help deepen our relationship with God and show people that he cares.

He must be able to articulate vision to lead people forward.

He must be self-motivated, productive and enthusiastic.

He must be organized to be able to oversee the affairs of the church on a daily, monthly and yearly basis.

He will provide leadership to the Board of Administrators.

Our pastor will provide administrative leadership, support for ministry programs, and work in harmony with the Board of Administrators, worship teams, program leaders in addition to effectively supervising fellow pastors and staff.

Position Responsibilities:

Leadership & Ministry Direction

- Leads and assists the Board of Administrators in developing, implementing, and evaluating church vision
- Communicates and clarifies the vision, strategies and goals of the church to the congregation
- Inspires and motivates fellow pastors, the church staff, Board of Administrators, and ministry leaders to minister effectively.
- Supervises the Youth Pastor, Children's Pastor, Office Receptionist and Building/Grounds Maintenance Worker, conducting annual evaluations for each and reporting the results to the Board of Administrators
- Maintains an accountability relationship with the Board of Administrators

Preaching, Teaching, Prayer & Study

- Effectively communicates and applies God's Word with sound Biblical doctrine
- Seeks God's will for His church through earnest prayer
- Studies the Scriptures diligently and continually grows in Bible knowledge
- Works with all participants to lead the church body through planning and conducting the worship services and leading in the observance of ordinances

Evangelism & Outreach

- Cultivates relationships with neighbors and the local community
- Encourages, promotes and expands the small group program
- Creates strategic opportunities for evangelistic outreach
- Promotes and supports local and global missions
- Continues to cultivate a relationship with the Darlington Community of Churches

Mentoring and Pastoral Care

- Identifies, develops and trains potential servants
- Conducts visitation, counseling, weddings, funerals, baby dedications and baptisms
- Directs discipleship and spiritual gift training

Organizational matters

- Maintains regular, productive church office hours
- Conducts periodic oversight and review of all ministries
- Maintains a relationship with Converge Great Lakes and is familiar with the resources it provides

Desired Position Qualifications:

Education and Experience

- Bachelor's Degree and 3 years pastoral experience including weekly preaching
- 2 – 3 years supervisory experience
- Demonstrates organizational skills and fiscal responsibility

Other

- Maintains a healthy balance between pastoral responsibilities and family life
- Candidate must be in full agreement with the church statement of faith, as stated in the Converge Worldwide/BGC Affirmation of Faith
- Good sense of humor

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Pastoral Questionnaire

Please answer the following questions:

- 1: Which one area of the Pastoral Position Description are you most strong in? Give specific examples from your life within the last year.
- 2: Which one area of the Pastoral Position Description are you the weakest in? Give specific examples from your life within the last year.
- 3: Have you and your family ever lived in a small, rural community?
- 4: Do you have a mentor? Describe your relationship with that person.
- 5: Have you ever been under church discipline? If yes, explain.
- 6: How have you pursued holiness in the past year? Be specific.
- 7: What do you consider to be your main goal of preaching?
- 8: A first time visitor/non-believer pulls you aside after worship and tells you an off-color joke. How do you respond?
- 9: Do you delegate tasks, or do you prefer to do things yourself?
- 10: How have you dealt with conflict between you and the church board? Be specific.
- 11: How have you cast vision in the past, and did it work? Explain.
- 12: How did you deal with opposition to your vision casting? Be specific.
- 13: Which age group do you feel most comfortable communicating to?
- 14: Describe your typical "work week". Be specific.
- 15: Describe a situation where a member of a church you pastored was disciplined. What was the result?
- 16: Describe the aspects of church administration for which you are currently responsible.

17: Give an analogy of what you think the lead pastor's relationship should be with a board of administrators/deacons, etc (ie: football coach/assistant coaches, President/Advisors, General/Officers, etc), elaborate briefly.

18: What is your view regarding home schooling, Christian schooling, public schooling?

19: What is your preferred worship style?

20: How have you specifically, personally, reached out to people in your community? Be specific.

21: Order the following in importance: The Church, your family, the unbelieving community. State why.

22: How do you feel about Reformed theology, Armenian theology, dispensation theology, and charismatic theology.

23: How would you describe your physical health?

24: What kind of debt do you think is permissible for Christians?

Please send your resume, the completed questionnaire, and the following two forms signed/dated By February 6th, 2012 to:

First Baptist Church

Pastor Search Committee, attn: Matt Singer

P.O. Box 135 Darlington, WI 53530

If you have questions regarding the application process you can contact Matt Singer at 608-482-3348 or e-mail fbsearchcomm@gmail.com

The two attached forms are as follows:

- "Authorization for Release of Information"
- "Permission to Contact Second and Third Level References"

These forms give Darlington First Baptist Church permission to do a background check and secondary reference checks *should you become one of the final candidates.*

AUTHORIZATION for RELEASE of INFORMATION

The information contained in this profile will be treated with the utmost confidentiality and respect.

(Please print legibly.)

Applicant’s Full Legal Name: _____

Other Name(s) You’ve Used: _____

Present Street Address: _____

City: _____ State: _____ Zip Code: _____

Previous Address(es) (if at a present address less than five years) _____

Phone Number: _____ Cell Phone Number: _____

Work Number: _____ Email: _____

Social Security Number: _____ Date of Birth: _____

Driver’s License Number: _____ State: _____

I authorize my references, present and past employers, and churches listed in my resume, to give Darlington First Baptist Church any information, including opinions, they may have regarding my character and fitness for child care and youth work, or other volunteer ministry or employment. This release and authorization acknowledges that Darlington First Baptist Church may now, or at any time while employed or as a volunteer, obtain and use a “consumer report” about me, which may include verification of my education, credit history, previous employment/work history, driving record, and criminal record that may be in the files of the federal, state, or local criminal justice agency in any state. A photocopy of this authorization and Consent for Release of Information shall be valid as the original. The results of this verification process will be used to determine employment or volunteer eligibility. All results will be kept CONFIDENTIAL. The information obtained will not be provided to any parties other than to designated Darlington First Baptist Church personnel.

I authorize ScreenNow, or the Wisconsin State Police Department, or any other company doing business with Darlington First Baptist Church that provides background information, to release any information that pertains to any record of convictions in its file or in any criminal file maintained on me, whether local, state, or national, and to disclose orally and in writing the results of this verification process to authorized representatives.

I do hereby agree to forever release and discharge Darlington First Baptist Church, ScreenNow, and all such individuals, employers, churches, organizations, to the full extent permitted by law, from any claims, damages, losses, liabilities, costs and expenses, or any other charge or complaint arising from the retrieving and reporting of information.

In the event that information from the consumer report is utilized in whole or in part in making an adverse decision with regard to my application, before making the adverse decision, Darlington First Baptist Church will provide me with a copy of the report and the Elder Board or other such board.

I hereby authorize Darlington First Baptist Church to obtain a consumer report on me.

APPLICANT’S Signature: _____ Date: _____

PERMISSION to CONTACT SECOND and THIRD LEVEL REFERENCES

We are requesting permission from you to contact second and third level references as we contact your references. Should you become one of the final candidates for the Lead Pastor position, we feel that it would be important to do second-level and third-level reference checks.

I hereby authorize Darlington First Baptist Church to contact second and third level references.

Applicant's Name (please print): _____

Applicant's Signature: _____

Date: _____