

# Albuquerque Church Lead Pastor Search

## Who We Are

Albuquerque Church is a new church-plant, started in 2019. We are a 501-c3 incorporated nondenominational Christian church located at the base of the beautiful Sandia mountains, in a middle-class residential neighborhood in northeast Albuquerque, New Mexico. Albuquerque Church has a very committed small core group of adults and children with a heart to reach our city with the gospel of Christ. COVID19 has played a large role in our size; however, it has provided us an opportunity to mature as a body of believers and to prepare financially to hire a pastor.

We long to see people come to faith in Christ and walk in newness of life. We desire to help the poor and the needy. We want to make an impact in our Oikos, our immediate community, the greater area of Albuquerque and to support others as they reach to the “Samaria” and “Utter ends of the Earth.”

We long to intentionally disciple these same people, that they learn more of Christ and develop a desire to make Him known *before* they begin to insulate themselves from their own circles of influence.

Currently, a board of three elders are leading our church, each gifted differently, all with some level of teaching gifts. We recognize we need a primary teacher who is visionary. Our work in the church so far has helped us see our need for such a visionary leader and has prepared us to be able to fully support that individual. We are able to teach but are not gifted with the *calling* to teach.

## Our Core Beliefs

Our Statement of Faith can be found at [ABQCHURCH.ORG](http://ABQCHURCH.ORG)

## Lead Pastor Job Description

First and foremost, we are looking for the man God has chosen. This is a bit difficult to quantify – especially on paper but we are only happy and growing as we walk in what He has prepared in advance for us to walk in (Ephesians 2:10).

We hope for a pastor who is able to lead as the Lord desires and demonstrates a certain amount of visionary/apostolic gifting (Ephesians 4:11) that is always urging and leading the church toward love and good deeds. A man not unlike “The men of Issachar who understood the times and knew what to do” (1 Chronicles 12:32) This is a man who leans heavily on the Word of God in all things. A man who approaches the Word of God with reverence and longs to exegete it and share it with others for the “equipping of the saints for the work of ministry, for building up the body of Christ” (Ephesians 4:12).

Our ideal pastor would have the gift of prophesy, one who stands against sin and has great insight into God's Word, applying it in specific circumstances.

We long to see an elder group of men who utilize gifts God has given to sharpen one another and help each other toward the vision God has given them to build up the body through love and humility. Our hope is the *regular members of a church do the work of ministry* rather than look to the church "staff" to do the work of ministry. This kind of a leadership structure is rare but is the model outlined in Scripture.

It should not be understated that one of the greatest desires we have is for this person to be **Gospel Centered**. This is perhaps our highest value in our church apart from Christ.

We have all watched a tendency in North American Churches to trade away "Christ" and "Him Crucified" (1 Corinthians 2:1-2) for a variety of social constructs that elevate the intellectual aspects of man and how they can derail Christ's desire for the church to operate as described in Ephesians 4:12-16. We see this as tragic and how it has fostered division, falling away, and a lack of unity that has brought an inability for people to discern and execute truth in a dark and lost culture.

- In Love with Jesus
- Biblical Centered
- Gospel Centered
- Christ Crucified Not lofty speech or wisdom
- Obedient but not legalistic

### **Core Competencies**

- Preaching. We are looking for a lead pastor who is well-read, articulate, engaging, and able to teach the Bible to a diverse crowd that includes both long-time believers and skeptics.
- Leadership Development. We are looking for a senior pastor who has the emotional intelligence, social intelligence, and spiritual sensitivity to lead and develop the staff and key lay leaders relationally, providing an example for them to emulate in their respective ministries so that we see leaders multiplied at every level of our congregation.
- Visionary Leadership. We believe the outward-focused, city-oriented, church-multiplying, disciple-making journey has just begun. We are looking for a lead pastor who has the twin gifts of envisioning the future and inspiring our congregation and elders to focus its prayer, energy, time and resources.

### **Major Responsibilities**

- He shall preach and teach the Scriptures as the Word of God in agreement with

the Albuquerque Church Statement of Faith and to generally preside at the services of the church with adequate spiritual preparation.

- He shall provide spiritual oversight to the staff and key lay leaders, discipling them in the way of Jesus and providing a model for them to imitate.
- He shall provide visionary leadership to the staff, the elder board, and the congregation to continue moving forward in our mission to multiply disciples throughout Albuquerque.
- He shall work with the staff to focus and organize Albuquerque Church's resources towards achieving its vision to multiply disciples.
- He shall lead the staff and/or lay leaders to provide pastoral care for the congregation, including officiating marriages, funerals, baby dedications, visitations, counseling etc.

### **Other Expectations**

- To spend adequate time in reading, studying, and general spiritual preparations for the ministries of the church. His personal spiritual development and growth is vital.
- To be an active participant and member of the Board of Elders.
- To be active at Albuquerque Church.

### **Academic Qualifications**

1. Biblical/Theological degree completed

### **Call and Benefits**

Upon acceptance of the call of Albuquerque Church, the Pastor is eligible for the following:

- Assistance with moving, auto fuel expenses, meals and lodging en-route for the family.
- Yearly vacation is necessary and will be made available.
- We believe where God guides, God provides. Albuquerque Church has the financial resources to support the pastor and his family. And, as our church grows, as God provides, our expectation would be for salary and benefits to increase proportionally.

### **Inquiry Process**

If after reading this description you have interest in the Lead Pastor position at Albuquerque Church and you feel you meet the qualifications for the role, you are invited to submit the following information for consideration:

- Your resume or CV (in Word doc or PDF format)
- Results of any personality or strengths assessments you have taken in the past three years (StrengthsFinder, DiSC, etc.).
- Electronic links to at least three video or audio sermon messages (video preferred)

- A current headshot photo of yourself, a current photo of your family, and family bio (in Word or PDF format)
- Five references, including: one supervisor or overseer (could be a board member), two or three staff associates, with at least one from someone you have supervised, and one or two personal. These references will be contacted later in the process and only with your prior approval.
- Written responses to the following questions (in Word doc format only). We believe that one can learn only so much from a resume. Your responses will help us to gain a more complete picture of you and your leadership.
  - Please tell us what is prompting you to seek the Lead Pastor's position at Albuquerque Church
  - Describe your faith in Jesus Christ. Tell us how you came to personal faith and something about your journey into ministry. What aspects of ministry are most personally satisfying to you?
  - What are two or three of your core strengths? Please share two or three examples of situations where you utilized your core strengths to move forward the church or ministry you were leading.
  - Describe how you view the ideal relationship between a Lead Pastor and:
    - The church staff
    - The Elders of the church
    - The families within the church
  - Share a ministry experience that refined you through failure and a ministry experience that refined you through success.
  - What are the key factors that you believe should be present in your next church and ministry in order for you to be optimized?

Please send your application to: [mitchellconstant87@gmail.com](mailto:mitchellconstant87@gmail.com)

If you have any questions, please contact Mitchell Constant at (505) 280-9222.