

October 9th, 2019

Dear pastoral candidate,

Sovereign Grace Bible Church (SGBC) is seeking to call a full time teaching elder/pastor to engage in a Spanish speaking church planting ministry in the Phoenix metro area. The community surrounding SGBC is heavily Hispanic. SGBC currently has one mid-week class delivered in Spanish as we are seeking to build a core group for the formation of a new church. This class is taught by one of our Spanish speaking members. We have approximately 12 bi-lingual individuals in our congregation and three of these are capable of doing live English to Spanish translation. These efforts were launched in mid August, 2019. We are seeking a bi-lingual elder/pastor to lead these efforts.

SGBC is committing presently available financial resources to support this work at the levels indicated in the table below for an initial five year plan. The newly forming church would also gradually bear portions of the expense.

Year	SGBC support (%)	New church support (%)	Note
1	99	1	Percent of pastoral salary and benefits
2	94	6	Percent of pastoral salary and benefits
3	83	17	Percent of pastoral salary and benefits
4	72	28	Percent of pastoral salary and benefits
5	53	47	Percent of pastoral salary and benefits
6 and Beyond	50	50	Projection only.

SGBC will also supply facilities for the new church for up to 160 persons at minimal cost. The newly forming church would have minimal facilities cost while it remained on SGBC's current site.

During its formative stages the new church would be under the authority of the SGBC elder-ship and the newly serving elder/pastor and family would be members of SGBC. Church plants are "risky" and very difficult, we do not expect this one to be an exception. SGBC's congregation unanimously approved this endeavor for the use of available funding for new ministries.

The following items are included below:

Description of SGBC

Application questionnaires:

Theological Persuasions

General Questions

Self Perception of Ministerial Effectiveness

Personal

Salary & Benefits Package

If you desire to be considered for this ministry opportunity please do the following:

1. Review the material on our web site (sgbcphx.org) and the material below to determine if you are interested in applying.
2. If so, send a cover letter and resume to our administrative assistant, Jan Burkis, by e-mail (jburkis@cox.net). **Do not fill out the application/questionnaire at this time. Wait to hear from us before spending the effort to fill out the application.** You may view the entire application below.
3. We will review your letter and resume and let you know if we desire you to complete the application.
4. If we desire you to complete the application we will email you further instructions.

Thank you for expressing interest in SGBC Phoenix!

SGBC Elders,

Dan Caffese

Nathaniel Hutchison

Mike Green

Victor Harris

Description of Sovereign Grace Bible Church

SGBC is an elder rule, doctrines of grace church of approximately 190 people (children included). Ministries include morning and evening worship, adult and children's Sunday School classes, and children's church (for those under age 5), a shepherding program, mid week Bible study classes in English and Spanish. Women and men's fellowships meet monthly for study and prayer. We have various other all-church fellowship activities and ministries throughout the year (see events calendar on web site). An annual Bible conference is hosted by SGBC.

We support Dr. Matthew Leighton in Spain who, with his family, serves in a local church and teaches in an evangelical seminary in Barcelona. We also support the Phoenix based apologetics organization, Alpha and Omega Ministries, led by Dr. James White. Alpha and Omega ministries is housed in our facility. We are involved in multiple ways with Choices Pregnancy Center in central Phoenix.

SGBC's statement of faith is the 1689 Baptist Confession with modifications which are detailed in our statement of faith booklet (see website). We also use a condensed statement of faith written in a more easily accessible style for modern readers (see web site). Our membership and discipline practices are described in the SGBC membership booklet (see web site). Elders and missionaries are required to subscribe to our full statement of faith, members are not.

SGBC practices a traditional mode of worship, consisting of a call to worship, prayer, responsive reading of Scripture, singing of hymns and songs ancient and modern and occasional special music performed by individuals. Most of our preaching is expository but we also treat certain subjects topically.

As a local church we desire the Gospel to be preached faithfully to all, without distinction, and that many would come to experience the glorious grace of God. We desire to see God's people built up and matured in the faith so as to honor Him in all of their lives.

SGBC is an independent church but we are members of the Fellowship of Independent Reformed Evangelicals (FIRE).

SGBC has four elders and five deacons. Two elders have their living off the gospel and two are lay elders. SGBC is located in west central Phoenix.

Please Briefly Indicate Your Theological Persuasions

1. Doctrine of Scripture (Inerrancy, Inspiration, Canon, etc).
2. Creation
3. Fall of Man
4. The Trinity
5. The deity of Christ.
6. The virgin birth
7. The resurrection of Jesus.
8. Role of the Father in salvation
9. Christ's work in salvation
10. Discuss the design and extent of the atonement?
11. Role of the Holy Spirit in salvation.
12. Eternal security / perseverance of the believer
13. Discuss the free offer of the gospel.
14. Discuss saving faith and repentance.
15. Discuss the relationship between faith and works.
16. Common grace.
17. Discuss your understanding and assessment of the New Perspective on Paul.
18. Definition of evangelism, goals and methods.
19. Meaning and mode of baptism.
20. Communion (purpose, mode, how often, etc.).
21. Counseling (model and methods)
22. Conflict resolution in the church.
23. Church discipline.
24. Covenant theology.
25. Eschatology.
26. Apologetics.
27. Divorce and remarriage.
28. Abortion.
29. Homosexuality.
30. Social Justice movement and its impact on churches
31. Leadership of women in the church.
32. Spiritual gifts.
33. Personal and corporate prayer.
34. The purpose of the law in the life of the Christian.

35. Do you have a preferred Bible version? If so why?
36. Church government.
37. Role of the elders and deacons in the church.
38. Understanding of the Sabbath and the Lord's day.
39. Substance abuse (alcohol, tobacco and drugs). Use of alcohol and tobacco?
40. What is your view of Christian liberty and freedom of conscience?
41. Tithing.
42. Philosophy of missions.
43. Role of the husband and the wife in the home.
44. Discipline and nurturing of children
45. Schooling / education of children (Home schooling, Christian schools, public schools, charter schools).
46. Women working outside the home.
47. Do you agree with the entire 1689 Baptist Confession? If not, with which portions do you disagree (note SGBC does not subscribe to the entire confession, see our exceptions document).
48. Does your wife support your views as expressed in the above questionnaire?

General Questions

1. Give testimony of your salvation.
2. When were you baptized?
3. Explain your call to the ministry and the pastorate.
4. Why are you considering a change of ministry and pastorate?
5. How do the members of your family feel about reestablishing in a new community?
6. What is your philosophy toward shepherding and how would you encourage and organize a church's elders to do this work?
7. Describe your personal prayer and devotional life.
8. What do you believe are your strongest gifts and talents?
9. What are your weakest spiritual gifts and talents?
10. What has brought you the most satisfaction in your recent ministry?
11. What has brought the most discouragement in your ministry?
12. List periodicals or theological journals you read regularly.
13. What is your purpose in worship and the worship service?
14. What style of worship do you embrace, and why?
15. What is your preaching style? (Topical, expository etc., typical length of sermons)
16. What are your primary goals as pastor of a church?
17. Describe your thoughts on how you your would go about a church plant?
18. As a church planter describe what level and types of support you would desire from a sending / overseeing church? What you would not consider helpful?

Self Perception of Ministerial Effectiveness

Use a scale of effectiveness: 1 minimal, 2 somewhat, 3 competent, 4 very, 5 thoroughly

1. Preaching.
2. Teaching.
3. Evangelism.
4. Missions.
5. Pastoral care / shepherding.
6. Visitation.
7. Developing the laity for ministry.
8. Counseling.
9. Time management.
10. Management skills.
11. Leadership development.
12. Personal accountability before God.
13. Personal accountability to church leadership and staff.
14. Personal accountability to congregation.
15. Interpersonal / relational skills.

Personal

1. Age
2. Marital status
3. Children
4. Education
5. Ordination
6. Denominational affiliations
7. Work experience - ministerial and secular.
8. Membership in organizations.
9. Last five books you recently read.
10. Is your wife currently involved in ministry?
11. Hobbies and interests.

Salary and Benefits

Base annual salary:*	\$46,000.00 - \$53,000.00
Portions may be designated as housing and retirement for tax purposes.	
Annual ministry expense	\$1,000.00
Annual gas allowance:	\$600.00
100% of health insurance premiums for pastor, spouse, and children under age 26. Includes dental and vision for children.	\$31,000.00**
Dental plan for pastor and spouse:	\$500.00
Vision plan for pastor and spouse::	\$400.00
Cell phone provided;	\$500.00
Two weeks of vacation per year:	N/A
Total value of package: \$80,000 - \$87,000 ***	

* Final offer will be adjusted based on individual candidates.

** This figure is for a 1000.00 deductible policy. Employees may choose a 5,000.00 deductible and the savings of approximately 8,000 would be added to the base salary.

*** Employer matching payroll taxes and workers' compensation insurance are not included in this number.