

## **Bethel RPC Assistant Pastor Position**

### The Rationale

Bethel is in a unique position. While a relatively small church, she does have a strong budget, considerable cash reserves, and a solid core of young families. Further, she benefits from a good facility, which offers ample classroom space and a multipurpose room, ideal for youth-oriented activities. Bringing on an assistant pastor would allow the church to leverage her strengths and build for the future, while also serving the congregations of Illiana Presbytery.

### The Need

There are great needs, both inside and outside of Bethel.

Starting from within, Bethel's ministry to youth could benefit from additional focus, both in discipling covenant children and in reaching families outside of the church (for which youth ministry is often a priority). Further, the current preaching and teaching load is heavy, with Sunday school, two Lord's Day services, and Wednesday night service. An additional teaching elder would enable the existing elders to carry that load, in a more sustainable way.

Also, moving beyond Bethel, Illiana Presbytery needs more teaching elders. Its churches are small, and for the most part, single staff. Thus, an additional teaching elder would bless the presbytery, by serving on committees and supplying pulpits.

### The Position

#### Teaching-Related Duties

- Preach at least six Sunday morning sermons and 24 Sunday evening sermons per year.
- Teach one Sunday school series and one Wednesday evening series per year.
- Provide pulpit supply for area PCA churches, up to one Sunday morning per month.
- Share the gospel with unbelievers in the community, whether through organic relationships and/or programs.

#### Youth-Related Duties

- Lead a biweekly youth group on Sunday nights, following evening worship service.
- Plan regular youth activities, in conjunction with the Activities Committee.
- Recruit volunteers for, and oversee, the youth Sunday school program.
- Serve at Illiana Presbytery's summer and winter youth camps.

#### Session-Related Duties

- Attend monthly session meetings and, as assigned, various committee meetings.
- Attend stated presbytery meetings, and serve on at least one presbytery committee.
- Assist the session in visiting church members and in showing hospitality.



### The Qualifications

The ideal assistant pastor will meet the following criteria:

- Master of Divinity from an accredited, Reformed seminary.
- Ordained or ordainable in the PCA.
- At least two years of experience (paid or unpaid) in youth or pastoral ministry.
- A desire to preach, teach, and work with youth and families.

### The Salary and Benefits

The starting salary for the assistant pastor is \$60K/year, and comes with annual cost of living adjustments. Bethel will also provide him with a one-time, low-interest loan of \$25K, to be used toward the purchase of a home. The loan will be forgiven 20% per year, and fully forgiven after five years of service.

In addition, the assistant pastor will receive four weeks of paid vacation per year, as well as one study week per year. For every six years of service, he will also receive a two-month paid sabbatical, to be planned by the assistant pastor and submitted to the session, no fewer than six months before the sabbatical.

