

Providence Bible Church

PBC Introduction

Providence Bible Church (PBC) was organized in Meridian, Idaho, in November 2023 from a group of approximately 40 faithful believers after a period of eleven months of prayer and study. We are a Bible centered church led by a board of elders. The church vision statement is: "Having a high view of God, we love Him above all, and purpose to fearfully and eagerly worship Him, grow in His likeness, embrace His adopted children, and build His church." Corporate worship regularly includes theologically rich, yet easily sung hymns and verse by verse expository preaching through one book of Scripture at a time. The worship service is designed to invite all to grow in their true knowledge of Jesus Christ and what He has done.

PBC is prioritizing Bible centered discipleship, actively seeking to equip members to serve one another, and to seek opportunity to proclaim our Savior's love for others. Those in need of a Savior will be welcomed here as their home. The body of Christ will grow at PBC as Christ leads, and PBC will be faithful to equip more church planters to reach outward for Christ.

Church attendance varies between fifty and seventy people. PBC is primarily comprised of families who serve, fellowship and worship together as units. Though family integration is not a primary doctrine of PBC, the families who attend are mostly homeschooling families. Our desire is to be intentional about seeking and embracing all those who are broken by sin and need the Savior.

The elders and congregation of PBC are seeking God's will to find a full-time associate pastor that will transition into the Teaching Elder. Additional information on Providence Bible Church, including the Doctrinal Statement, Distinctives, Initiatives, and leadership can be found at pbcidaho.org.

Associate Pastor Qualifications

Formal and Informal Education

In Gal 1:15-17, the Apostle Paul gave us a glimpse of what his preparation for ministry was like. He was set apart and called to preach Christ and spent three years away in preparation and focused study. In our day, this focused time of preparation in advance of full-time ministry is no less essential than it was in Paul's day. Formal Bachelor's and Master of Divinity degrees from an accredited college/university and seminary will serve this candidate well as he ministers full time. In addition to formal education, the candidate should be able to describe how their self-study and godly disciplines have grown them in Christ-likeness. This description should include growth from personal mentors, books, and authors. The candidate should give some sense of what his typical devotion and teaching/preaching preparation schedule is or would be.

PBC Doctrinal Alignment and Personal Statements

The Doctrinal Statement of Providence Bible Church states:

“This Doctrinal Statement is a summary of what Providence Bible Church teaches. It communicates what the elders believe to be a true and accurate representation of the Scriptures.”

We look forward to an open and honest discussion with the candidate to ensure alignment on doctrine. If the candidate has developed a written personal doctrinal statement and life vision, purpose, or goals, they should provide these documents to PBC for discussion.

Heart to Teach/Desire for Pulpit Ministry/Discipleship

Given the education above, this candidate will be both well prepared for Expository Preaching in the pulpit and personal discipleship but also desiring to grow in these abilities. Their giftings will be exhibited in a heart to preach God’s Word from the pulpit, as well as teach individuals, an ability to not only ‘give the sense so we understand the reading’ of the passage, (Neh. 8:8), but to lead the congregation in applying it.

General Character, Teachability, and Servant Leadership

1 Timothy 3:1-10 and Titus 1:6-9 give the qualifications for elders.

- The man of God must be humble first and foremost, because coming to saving faith strips the sinner of his pride leaving him humbled before a High and Holy God (1 Peter 5:1-5).
- The man of God must be wise, holding himself to account and making himself accountable to other trustworthy men (Eph 5:15-21).
- The man of God must preach the Word (2 Tim 4:2-5) and, if he is proven to be teaching in error or living in error, must be humble and be open to correction (1 Cor 5:5-8; Lev 20:26).
- The man of God must be loving and compassionate (1 Cor 13:1-8).
- The man of God must stand firm (Eph 6:10-18).
- The man of God must serve others as he leads (Phil 2:1-8).

Leadership Development

The associate pastor candidate should be able to describe his vision for developing men as leaders within the Providence Bible Church body. This includes both young and old men, and both experienced and inexperienced men. The candidate should also have a cogent philosophy of teamwork.

Ability To Counsel

The church is responsible for discipling its members (both generally and individually) by means of the truth and wisdom of Scripture. A shepherd must be committed to the “soul care” of the body. Biblical counseling as it is known today is the best means we have by which Christians

can be equipped to offer the counsel and soul care we all need. Therefore, a prospective pastor of PBC should be characterized by the following:

- Committed to the sufficiency of Scripture as the only means to bring true change to a person's heart and life. (2 Tim. 3:16,17)
 - Holding that the gospel is the power of God to salvation for everyone who believes. (Ro. 1:16)
 - Recognizing the insufficiency of psychology or other worldly counseling methods to effect meaningful heart change and discipleship to Christians.
 - Standing against "integrating" psychology or other worldly counseling methods with biblical counseling to effect meaningful heart change and discipleship to Christians.
- Supportive of PBC's vision to train and certify biblical counselors. (1 Thess. 5:14)

Missions Focus

A candidate must have a theology of missions which aligns with PBC, understanding the Great Commission is God's command to all Christians to be involved in reaching PBC's "Jerusalem, Judea, Samaria, and the remotest part of the earth," (Mt. 28:19,20; Acts 1:8). He must have a committed desire to support PBC's Distinctive #7, to help in developing, sending, and supporting church planters and demonstrate how he has previously served fulfilling similar ministries.

Family Life

Parents have been given the primary responsibility to raise their children by God (Deut. 6:4-7). The candidate should be ready to embrace his supporting role in helping parents disciple their families in a world of constantly changing norms.

Life Experience

Biblical leaders such as David (1 Sam. 26), Paul (Acts 9:26-30; 11:25-26), Jesus (Mt. 4:1-11), and others were developed through life experiences and waiting. The associate pastor should be able describe how God has used life experiences to mold him into an effective tool for ministry. He should be able to describe the process by which God has called him to full-time ministry.

Wife (If Applicable)

Genesis 2:20 tells us there was not found a helper suitable for Adam and God proceeded to create Eve. Provided the pastor is married, he should be able to describe how his wife complements him as a minister, husband and father and the roles she has fulfilled within their family and the church body. A man's wife must believe that her husband meets the qualifications to lead as outlined in 1 Tim 3 and Titus 1. PBC understands that a wife is not being hired along with her husband but recognizes the critical importance of a wife's wisdom and support for (and/or public agreement with) her husband's doctrinal stance and philosophy of ministry.

Associate Pastor Roles and Responsibilities

One-To-Three-Year Roles and Responsibilities

The roles and responsibilities the associate pastor will assume during the first one to three years will depend on their experience and abilities including:

- Expository preaching will be the expected method primarily in training and used in the pulpit.
- Filling the pulpit an average of two Sundays per month in the first year and transitioning to full time preaching over time.
- Regular teaching of Equipping Hour on Sundays, to lead the congregation toward consistent spiritual growth.
- Ministering to the body directly under the oversight and discipleship of the elders.
- Serving directly under the Teaching Elder while being mentored and disciplined by him.
- Personal discipleship may extend to a co-led Bible study, and/or discipleship of young men.
- Supporting fulfillment of the PBC vision, distinctives, and initiatives.
- Growing in godliness while gaining the love, respect, and confidence of the elders and congregation.
- Lead by example and disciple others to leadership roles as mutual trust and relationships develop.
- Attending elder meetings and beginning the process towards elder confirmation as soon as appropriate.

Future Roles and Responsibilities

As the associate pastor's relationships and abilities to minister grows, the associate pastor will fill the following responsibilities, which will ideally occur over three to five years:

- Teaching Elder as defined by the PBC Bylaws; see attached Article V from the Bylaws for a description of the Teaching Elder
- Leading biblical counseling
- Disciple individuals in the body.
- Disciple others in leadership

ARTICLE V – The Teaching Elder (elder with the primary teaching responsibility, thus considered especially worthy of double honor-1 Timothy 5:17) and Staff Elders

Teaching Elder Selection

The teaching elder shall be selected by the elders and affirmed by the members of the church in the same way as the Selection of Elder, Article IV.B. Each teaching candidate will be a man known for faithful Christian living over a period of several years. The candidate will be presented by the elder team to the congregation following extensive prayer, examination and unanimous conclusion. The congregation will be notified of the candidacy in preparation for a period of affirmation. The elders will review all comments received during the affirmation period and will prayerfully consider them. If concerns are raised, the elders will determine whether to remove the candidate from the candidate process or work through the concerns with the candidate and the congregation in a spirit of unity. If the candidate is unanimously approved by the elders, he will be installed as a teaching elder. The congregation will be notified of the results of this selection process.

Teaching Elder Duties

The role of the teaching elder is to be the primary teacher to the church body. He shall assist in public and regular services of the church and shall assist the elders in general oversight of the spiritual welfare of the church. His teaching shall be in agreement with the church doctrinal statement. He will function in the role of shared congregational and church leadership with the rest of the elder team.

Teaching Elder Dismissal or Resignation

The elder team may dismiss the teaching elder from teaching duties upon written notice, and if appropriate, allowing up to 90 days of severance. The teaching elder must give a notice two months in advance if he intends to resign. The time limit of his resignation or dismissal is subject to a lesser time if both that elder and the elders by mutual agreement provide otherwise.

Sabbatical for Paid Staff

Sabbaticals should be arranged for any elder that is also a paid, staff position. Each sabbatical should be requested, then be approved by the elder board three months in advance. The requested leave should include a detailed transition plan that explains how all of the elder's ministry and elder board duties will be handed off in his absence. Sabbaticals should be paid, should be granted every five years, and should be six months in duration.