



Victory Baptist Church (Hermiston, OR) – Lead Pastor

The Big Picture

Victory Baptist Church (yourvictory.org) is a healthy congregation seeking a Lead Pastor who is strong in biblical expositional preaching/teaching, has a heart for shepherding God's people, driven by a high view of God's sovereignty, a love for the Gospel and a firm commitment to the truth of God's Word.

The Church

Victory Baptist Church is an independent community of Jesus-followers located in downtown Hermiston. Our church was established in October 2000, is financially sound and holds no mortgage on our building. Since March 2011, we have been affiliated with Conservative Baptist Northwest (CBNW). Victory is a warm, loving and generous group of people. Its membership is comprised of ~72 adults and 56 children, ranging in age from infants to eighty-year-olds, coming from a variety of backgrounds, professions and walks of life. We come together, using the different gifts and talents that God has given us, to worship God, build each other up in Christ and reach our community and the world with the Gospel of Jesus Christ. Among our distinctives are: God's sovereignty in salvation, plurality of elders and the complementary roles of men and women in the church.

The Community

Hermiston is a town of ~19,000. (The combined population of Hermiston and the surrounding smaller towns was ~87,062 at the 2010 census.) The largest and fastest growing town in Eastern OR, it is projected to double in size in the next ten years. It is basically an agricultural community with an ever-expanding foot in the technology industry. Its population is 50% Hispanic.

The Candidate

As a full-time, vocational elder, the Lead Pastor has the primary responsibility for the spiritual leadership of the church, serving under the Chief Shepherd (1 Pt. 5:1-4). The focus of the ministry of the Lead Pastor shall be the preaching, teaching, and ministering of the Word for the purpose of equipping the saints for the work of

ministry and for building up the body of Christ (Eph. 4:10-13). He shall also lead the other elders in exercising general oversight of the spiritual life of the congregation, including worship services, prayer, evangelism, and administration of the ordinances of the church. He shall be an ex-officio member of all committee meetings connected with the church and shall conscientiously perform such duties as may be arranged with the other elders.

The Qualifications

We require a man that meets the qualifications in I Timothy and Titus. The preferred minimum education is a seminary graduate along with a history of faithful ministry experience. We want a strong expository preacher and one who is grounded in our Statement of Faith. The Lead Pastor will maintain a healthy balance of work and personal/family priorities. He will develop a routine that includes a weekly day of rest. He shall make use of the allotted vacation time, education leave, sabbaticals, and other sources of renewal as determined by the church.

The Process

Please look over this job description and the church website. Along with your resume please answer these questions:

Why do you believe that you might be a good fit as the Lead Pastor for Victory Baptist Church?

Describe your experiences in ministry and how you may be qualified to serve as the Lead Pastor at Victory Baptist Church?

In just a few sentences please give a summary of your theology and how that is in line with the doctrine of Victory Baptist Church?

Please send your resume, the answers to these questions and a link to at least one online sermon to Jason@LancasterSearch.com