

Opportunity Profile
Pastor
Balmoral Bible Chapel
2700 55 St. Red Deer, Alberta, T4P 0X1
www.balmoralchapel.ca

Balmoral Bible Chapel is an independent fellowship of believers with a greater than 90 year history. We have been led by a faithful team of elders and deacons, along with a senior pastor who recently retired in the summer of 2023. God has been faithful and there has been a renewed focus and enthusiasm in our church.

We are a smaller multigenerational church body comprised of both an older demographic and younger families. We are known for being authentic, generous, and accepting of others' imperfections. We have a high level of volunteer involvement, place a high value on missions, and are financially stable. We have a firm commitment to preach the Word of God from the Scriptures and to be a community where everyone is empowered to use their gifts in meaningful ministry. We also hope to maintain a balance between caring for the people of the flock, while being active in outreach to the wider community. We realize we need to become more outward focussed and are attempting to move further along the path of being disciples who make disciples. We follow the New Testament model of male leadership which is shared among the elders and deacons. We are currently praying and seeking for the man God would have serve Himself and this congregation in a pastoral staff role.

The preferred candidate for this position will have the following:

1. A passion for God, exemplified with integrity; a personal walk with Christ and increasing maturity.
2. A demonstrated gift in expository Bible preaching and teaching, skilled in communicating the scriptures in a relevant and life applicable way.
3. A demonstrated compassion for the broken hearted, for the body of Christ, and a genuine desire to see transformational growth in individuals through the power and grace of God. This would include a passion for guiding us on the road toward both discipleship and evangelism.
4. Experience in working in a team environment, recognizing the value of effective teams, incorporating both staff and volunteer individuals.
5. A high level of competency in communication skills, well able to move people into action by effectively presenting and communicating the vision for the church.
6. A demonstrated compassion for the lost and the marginalized both locally and globally.

7. A broad range of experience in a church or ministry organizational setting, leading teams of volunteers and individuals, pastoral leadership and care.
8. An undergraduate level of biblical studies and related training in scriptural teaching.
9. An understanding of his own spiritual gifts, a good understanding of his limitations, and the ability to delegate to others where applicable.
10. A recognition of the gifts of individuals within the church, and the ability to support and encourage them to exercise these gifts to the edification of the church body.
11. A desire to be constantly learning and increasing the range of their gifts and skills.

While the candidate may not fulfil all the above criteria, consideration will be given to otherwise favourable applicants.

It is not a requirement that the selected candidate currently attends a Christian Brethren assembly, but it is a requirement that the person be in agreement with the Statement of Beliefs and the Lifestyle and Morality Standards of Balmoral Bible Chapel. (see below)

The Position

The responsibilities of the Pastor are as follows:

1. To preach and teach in the Sunday Morning service. This could be up to 75% of the services. We have a number of men who are quite capable of preaching and share in this ministry. The pastor develops the sermon series and coordinates its' schedule.
2. To communicate with the Worship Team leaders so together they can plan appropriate worship services.
3. At Balmoral Bible Chapel, the Lord's Supper is celebrated weekly; the Pastor is to regularly lead the congregation in this celebration, while also inviting and developing others into this ministry. The pastor in conjunction with the Elders will lead in regard to baptisms. There is no fixed schedule for baptisms; in general the individual desiring to be baptized meets with the Pastor/Elders prior to a baptism being scheduled.
4. The Pastor has the support and oversight of the church office. This includes general office duties and the direction of office staff. Responsibility for janitorial, grounds, building and financial concerns reside with the Chapel deacons.
5. The Pastor will act as a non-voting member of the Elders' Board and by extension the Leadership Team, and as such is expected to attend and participate in Elder and Leadership related meetings.
6. The position requires flexibility in time schedule. There is a general recognition that some ministerial activities may occur on weekends and evenings. These could include such things as weddings, funerals, responding

- to crisis situations or other pastoral care. Time off in lieu of such situations will be provided with accountability.
7. The Pastor, while not directly responsible for the following areas of ministry at the church, shall be involved and provide direction where required:
 - a. Support and co-operate with the Missions Committee in their role of maintaining contact with all supported church missionaries and missions.
 - b. Support and co-operate with the Community Services Committee in their role of care and benevolence in our geographical area.
 - c. Support and co-operate with the Christian Education of all ages. This includes Sunday School classes, youth, and adult education. Most of the positions in these areas will be handled by volunteers, but the pastor will provide input as required.

This position is a permanent full-time role, with compensation being negotiable, based on research of similar positions elsewhere, and with respect to background, experience, and education.

The Red Deer Area

Red Deer is situated in the heart of Alberta's beautiful Parkland, located halfway between Edmonton and Calgary. The greater community of Red Deer has over 250,000 people with over 100,000 of those living in the city. Central Alberta is a community with diverse cultural heritages.

The local economy continues to recover in today's market, since the petrochemical downturn of 2014 and the Covid pandemic. The main economic base is agriculture and food processing, oil and petrochemicals, small manufacturing, tourism and retail and other services required by the Central Alberta marketplace. Due, in part, to the strong economy Red Deer has become a great place to raise a family. There are safe and friendly communities throughout the city.

Red Deer has been described as "The City in the Park." With over 80 kilometres of easily accessible, paved, multi-use trails throughout the city, our family-oriented Waskasoo Park attractions are linked under the shade of poplars and along the quiet flow of the Red Deer River.

More information on Red Deer can be found at www.reddeer.ca

(Thanks to Crossroads Church of Red Deer for allowing us to use the preceding paragraphs from their ministry profile documents, as well as other assistance they've provided in this process.)

Application Process

Please include with your resume

1. A description of your faith in Jesus. Please include how you came to know the Lord, a little of your journey with Him, your current walk with the Lord, and how your relationship with Him currently affects your ministry.
2. Two examples of most defining experiences from your spiritual pilgrimage.
3. Your philosophy of ministry.
4. Regarding previous ministries of the last ten or so years:
 - a. Types of ministry(ies) in which you've been involved.
 - b. Size and character of the organization
 - c. Your place in the organization
 - d. Specific accomplishments you achieved
 - e. Links to 2 or 3 recent sermons
5. Names and contact information of five references

Resume and references can be submitted in confidence to:

pastorsearch@balmoralchapel.ca

Article #2 of our Governing Documents

2 STATEMENT OF BELIEFS

2.1 Scripture

We believe that the Bible in its entirety is God's inspired Word, inerrant in its original writing and is the final authority in all matters of faith and practice (Mt. 4:4; 2 Tim. 3:16, 17; 2 Pet. 1:21).

2.2 God

We believe that the one living and true God, who created and sustains all things, eternally exists in three distinct persons - Father, Son and Holy Spirit, and that these three possess the same nature, attributes and glory (Gen. 1; Deut. 6:4; Matt. 28:19; John 1:1,14; 10:30; Acts 5:3-4).

2.3 Man

We believe that man was created in the image of God and that by wilful disobedience he fell into sin. Therefore, he is liable to eternal punishment and cannot save himself (Gen. 1:26, 2:17; Rom. 3:23, 5:12; Eph. 2:1-3; Heb. 9:27; Rev. 20:11-15).

2.4 Jesus Christ

We believe that Jesus Christ is God the Son, conceived by the Holy Spirit and born of the virgin Mary. Therefore, true humanity and undiminished deity were united in His person forever (Isa. 7:14; Matt. 1:20; John 1:1, 14; I Tim. 2:5-6; Heb. 1:1-3).

We believe that Jesus Christ lived a sinless life, died upon a cross as a full and perfect sacrifice for the sins of all, and that His bodily resurrection and ascension to heaven marks Him as Lord of all. He currently intercedes with the Father on behalf of God's children. (Matt. 20:28; Rom. 8:34; I Cor. 15:3-4; 2 Cor. 5:21; Phil. 2:9-11; I Pet. 2:24, 3:18).

We believe in the personal, imminent return of the Lord Jesus Christ for His church, His return in glory to reign upon the earth and the eternal blessing of heaven for those who have trusted in Him for salvation (John 14:1-6; I Thess. 4:13-18; Tit. 2:13; Rev. 19:11-20:6).

2.5 Salvation

We believe that salvation is entirely of God's grace, through faith in Jesus Christ as Lord and Saviour. We believe that salvation is available to any who will believe. The believer is forgiven, regenerated, given eternal life, and unfailingly kept by the power of God. (John 1:12, 3:16, 5:24, 10:27-30, 12:48; Rom. 3:23-25; Eph. 2:8-9; I Pet. 1:3-5; I John 1:9, 2:2).

2.6 The Holy Spirit

We believe that God the Holy Spirit convicts mankind of sin. He has united every believer to Christ. He indwells every believer to glorify the Lord Jesus Christ. He empowers and instructs the believer in Godly living and He is a pledge of their final redemption (John 7:37-39, 14:16-17, 16:13; Acts 1:8, 2:37-38; Rom. 8:9, 26-27; I Cor. 6:19-20, 12:13; Eph. 1:13-14, 4:30, 5:18).

2.7 The Church

We believe that the Church is composed of all true believers and that the Lord Jesus Christ is the head of His church (I Cor. 12:12-13).

We believe that the local church, under the authority of the Lord Jesus Christ, is self-governing, led by a plurality of leaders known as elders and deacons. In obedience to Christ, the local church is to practice believer's baptism and the Lord's Supper (communion) as ordinances (Acts 2:41-42, 20:17, 28; I Cor. 11:24-26; Eph. 1:22-23, 2:19-22; Col. 1:18; I Tim. 3:1-13; Tit. 1:5-9; I Pet. 2:4-5, 9-10).

We believe that a primary function of the Church is to evangelize the lost and make disciples (Matt. 28:18-20; Acts 1:8).

2.8 Access to God

We believe that every believer has direct access to God without need of an earthly mediator, and that no person, church, or decree can come between the believer and his Lord (Rom. 8:38-39; I Tim. 2:5; Heb. 4:14-16).

2.9 Resurrection of Man

We believe that both the believer and unbeliever will experience resurrection, the former unto conscious eternal life in heaven and the other unto conscious eternal damnation in hell (Dan. 12:2; John 5:28-29; John 12:48; Acts 24:15; Rom. 2:5-16; II Thess. 1:6-10).

2.10 Marriage

We believe marriage is a sacred covenant, ordained by God between one man and one woman, is exclusive of all others, and is designed to endure until death. The stable Christian home is the preferred environment for raising children, and sexual union is exclusively reserved for the husband and the wife who are married to each other. A believer must not seek marriage with an unbeliever. (Gen. 2:22-24; Exod. 20:14; Lev. 18:6-23; Matt. 5:27-32, 19:9; Acts 15:29; Rom. 7:3; I Cor. 5:1-2, 9-13, 6:9-10, 12-20, 10:6-8; II Cor. 6:14-16; Eph. 5:3-5; I Thess. 4:3-5; Heb. 13:4) (See Appendix A: *Lifestyle and Morality Standards* for an extended explanation of this section.)

Appendix A: Lifestyle & Morality Standards

This policy sets out standards and principles that describe the Godly behaviour expected of those who are part of Balmoral Bible Chapel (BBC), whether as a member, volunteer, or employee and gives direction on how to maintain those standards.

In all its ministry endeavours, BBC seeks to glorify God. Members, volunteers, and employees of BBC are required to support the objectives of BBC, act with Christ-like love toward one another, and to conduct themselves in a manner consistent with principles of Scripture. The points outlined in this policy are based on Scripture¹, which is accepted by BBC to be the final authority in all matters of faith and practice.

A.1 Rejected Conduct at BBC

BBC makes every effort to ensure that high moral standards and honourable, gracious behaviour characterizes every member, volunteer and employee in both public and

private settings. This will serve as a witness to those who see us publicly. All who serve with BBC are encouraged to establish personal, spiritual disciplines that foster an intimate relationship with God, which is essential to effective service as a disciple of Christ. This includes prayer, Bible study, regular Chapel attendance, and sharing of faith and beliefs with others. BBC rejects the following conduct as being incompatible with the Christian standards of anyone serving in the ministries of BBC:

1. breach of trust or confidence
Lev. 19:11; Mt. 5:37; 19:18; 22:39; Phil. 4:8; 1 Pet. 1:15-16; 1 Jn. 3:3
2. lying or deceit
Mt. 5:37; 19:18; Eph. 4:25,29.
3. extramarital sexual relationship(s) (adultery)
Ex. 20:14; Lev. 18:6-18, 20; Mt. 5:27-32; 19:9,18; Rom. 7:2-3; 1 Cor. 5:1-2, 9-13; 6:9-10, 13-20; 10:8; Eph. 5:3-5; 1 Thess. 4:1-8; Heb. 13:4
4. premarital sexual relationship(s) (fornication)
Ex. 20:14; Mt. 5:27-32; 19:18; Acts 15:29; 1 Cor. 5:1-2, 9-13; 6:9-10, 13-20; 10:8; Eph. 5:3-5; 1 Thess. 4:3-5; Heb. 13:4.
5. reading or viewing pornography
Rom. 7:5-6; 13:13-14; Gal. 5:16-21; Phil. 4:8; Col. 3:5; 1 Thess. 4:3-5, 5:22; 1 Jn. 3:3.
6. homosexual relationship(s)
Lev. 18:22, 20:13; Rom. 1:24-27; Jude 1:7.
7. theft or fraud
Ex. 20:15,17; Lev. 19:35-36; Mt. 5:37, 6:12; Eph. 4:28.
8. aggressive and abusive behaviour
Pr. 15:1; Mt. 5:9, 21-22, 38-39; Rom. 12:10, 16-21, 1 Cor. 13:4-5; Phil. 2:3-8, 4:8; James 1:19-20, 3:5-8; 1 Pet. 3:8-9; 1 Jn. 3:3.
9. sexual assault/harassment
Deut. 22:25-26; Mt. 5:28; 1 Cor. 6:9-11, 18-20; 1 Jn. 3:3.
10. using illicit drugs, including cannabis. An exception for cannabis use may be allowed for medical reasons, as long as evidence from a physician is provided.
Rom. 13:1-2, 5; 1 Cor. 6:19-20; Eph. 5:15-18; Phil. 4:8; 1 Thess. 5:6; 1 Tim. 4:12; 1 Pet. 1:13, 5:8-9; 1 Jn. 3:3.
11. criminal activity
Ex. 20:13-17; Rom. 13:1-2, 5; Eph. 5:8-11; Col. 3:5-10; 1 Thess. 5:22; 1 Jn. 3:3.
12. Attempting to change one's biological gender, or living as a gender different from the biological one at birth.
Gen. 1:27; 5:2
13. Participating in, or otherwise supporting, abortion or euthanasia.
Ex. 20:13; Deut. 5:17; Job 14:15; Psalm 1139:13-16; Matt. 19:18;

A.2 Maintenance of Morality Standards

The following guidelines will be used to maintain the morality standards as described in the foregoing:

1. In the event of a violation or breach of these standards, the elders of BBC will attempt to bring about the restoration of the individual in order to maintain a working relationship with the organization dependent upon the nature and extent of the violation or breach. The "discipline" process allows for a three-stage process, the second and third stages being at the discretion of BBC.
2. The first stage of discipline shall be a review of the problem by the elders and/or a designated elder together with a congregant member. Should the person(s) under review feel that there is still misunderstanding at this stage, a formal appeal may be made to the elders of BBC.
3. The second stage of discipline is the "restorative" process which is dependent not only on the repentance by the individual for the alleged conduct, but also on the nature and severity of the breach or violation. In this stage of discipline, BBC may recommend that the individual undergo professional counselling and assessments and may apply a probationary period to allow for correction of the conduct or behaviour of the individual. When restoration is deemed successful and complete, as determined by the elders, then BBC may reinstate the individual and provide ongoing support and accountability for them.
4. The third stage of discipline is the termination of the working relationship between the individual and BBC. As the violation of this policy by an individual is recognized by the elders of BBC as a fundamental breach of the relationship, the individual accepts that BBC may in its sole discretion terminate the relationship without notice or compensation.

A.3 Handling of Some “Disputable” Behaviours

Regarding the use of tobacco or alcohol, while not considered a “moral” issue by BBC, we believe that its usage often leads to over usage and can be harmful to self and others. (1 Cor. 6:19) Therefore, at functions where an individual is attending or acting as a representative of BBC, abstinence from the use of tobacco, cannabis, and alcohol is strongly encouraged out of respect for the diversity of opinion within the evangelical community on the use of these products, and to give extra care to avoid causing an offence or setting an inappropriate example. The use of tobacco is discouraged out of consideration for the health and well-being of the individual and his or her work associates and family. This is the basis for prohibiting the use of alcohol or tobacco or cannabis on the premises of BBC.

¹Genesis 1:27-28; 2:18-25; Exodus 20; Leviticus 18; Deuteronomy 4:2; Matthew 5:17-19; 5:27-32, 37; 19:3-9; 18-19; Mark 13:31; Romans 1:25-27; 7:2-3; 14:1; 15:4; 1 Corinthians 5:1-2, 9-13; 6:9-10, 13-20, 7:3-5, 8-9; 10:6-12; Ephesians 4:25, 29; 5:3-5; Philippians 4:8; Colossians 3:5; 1 Thessalonians 4:1-8; Hebrews 13:4; 1 John 3:3.

Adapted from Living Stones Church Policy and Procedures Manual, Updated March 22, 2012

Cannabis added to A.1.10, March 20, 2019

A.1.12 Gender dysphoria and A.1.13 abortion and euthanasia added March 30, 2022