

Position to be filled: Associate Pastor – Pastor of Care and Connection
Location: Kearney, Nebraska
Compensation Package: Competitive to central NE

Candidate Profile for Pastor of Care and Connection

Qualifications:

- The candidate must be spiritually mature, demonstrating a deep devotion to the Lord as seen in consistent and meaningful personal, family, and corporate worship. He will be devoted to the Word and to prayer and will meet the qualifications of an overseer found in 1 Timothy 3:1-7; Titus 1:5-9; and related passages.
- He will be devoted to the local church and will see connection with a local body as vital to spiritual health.
- He will be passionate about biblical counseling, believing the Word to be sufficient for the troubles of the soul and will be skilled in the private ministry of the Word.
- He will have a minimum of an undergraduate degree in biblical studies or biblical counseling and preferably a masters in biblical studies, theology, or biblical counseling. Candidates with equivalent experience or education that can be clearly demonstrated and validated may be considered.
- He will be certified with the ACBC or will have equivalent training.
- He will be a self-starter who is forward thinking and able to plan and implement effective ministry strategies.

Experience:

- He will have 3-5 years of pastoral or formal biblical counseling experience.
- He will have demonstrated experience shepherding individuals and families through troubles of life using the private ministry of the Word.
- He will have experience recruiting, training, and overseeing volunteers for ministries and will have experience collaborating with other ministry leaders.
- We prefer that he have experience training and overseeing volunteer counselors as well as integrating counseling practices within a broader care ministry aimed at developing a culture of care.
- He will have experience teaching and training, including leading workshops or seminars.
- He will have preaching experience.

Skills:

- People skills, including the ability to quickly develop trust and rapport.
- Listening, including the ability to ask good questions that clarify and draw out meaning.
- Discernment, including the ability to perceive and judge rightly.
- Verbal and written communication, including clarity and concision.
- Conflict resolution and mediation.
- Problem solving, including the ability to identify issues, analyze root causes, and provide good solutions.
- Team building, including the ability to foster cooperation, trust, and a shared sense of purpose.
- Recruitment, including the ability to identify, mobilize, and train volunteers.
- Time management, including the ability to prioritize tasks, set goals, and organize personal schedules.
- Adaptability, including the ability to adjust to shifting circumstances.
- Project management, including the ability to plan and coordinate resources.
- Teaching, the ability to provide clear instruction in group settings.

Job Description

Pastor of Care and Connection

The Pastor of Care and Connection will oversee care and connection ministries at CBC. He will mobilize and coordinate support for members experiencing life's hardships, ensuring physical and spiritual needs are met compassionately and effectively. Additionally, he will work to help new people assimilate into the life of CBC, promoting and facilitating membership and working to facilitate connections that will promote spiritual growth. More broadly, he will help to foster a culture of connection with CBC. Long-term, he will aim at the development of a robust biblical counseling ministry designed to provide counsel to individuals and families, training volunteer counselors, and working to cultivate a community of care.

Qualifications:

- He will meet the qualifications of an elder provided in passages like 1 Timothy 3:1-7 and Titus 1:5-9 and as explained in the CBC Qualifications Explanation document. He will demonstrate an awareness of weaknesses borne out of self-examination and a desire for correction (Proverbs 12:1, etc.). He will have the heart of a shepherd as described in passages like Ezekiel 34:11-16.
- He will be a man of the Word and prayer and will have a consistent pattern of personal worship.
- He will understand and exemplify what it means to live and lead from brokenness, receiving and giving grace in keeping with the character of Christ.
- He will have an understanding of the centrality and practicality of the gospel for both personal and corporate life and will have the ability to apply it to his ministry efforts.
- He will have a practical knowledge of doctrine and be able to discern false teaching, correct error in gentleness, and defend the connection between doctrinal purity and human flourishing.

Expectations:

- He will promote the local church as the primary means of sanctification for believers.
- He will seek to grow in his ability to apply the riches of the gospel to the troubles of his own life and to the troubles of others in ways that lead to wholeness.
- He will diligently pursue ongoing personal, spiritual, and professional development that will include reading across the spectrums of Christian

thinking (i.e. theology, church history, biography, devotion, practical ministry, leadership, etc.).

- He will be certified in counseling by the ACBC and will maintain his certification.
- He will strive to be approachable, teachable, and appropriately flexible.
- He will be a self-starter and will take the initiative to grow and develop his areas of ministry responsibility in submission to the Lead Pastor and board of elders.

Duties will include:

He will take responsibility for developing and overseeing ministry to those needing care among CBC membership:

- He will equip and mobilize members to help meet the needs of those experiencing hardships, including illness, disability, job loss, bereavement, end of life matters, etc..
- He will coordinate support to ensure care needs are being met, including the provision of counselling care.
- He will oversee visitation needs for the infirmed, including at homes, hospitals, and other care facilities.
- He will work with the lead pastor to ensure care for those who are grieving a loss, helping to coordinate funeral services and related ministries.
- He will oversee the CBC benevolence ministry.

He will oversee assimilation and connection ministries:

- He will take responsibility for hospitality ministries, especially aimed at welcoming new people and helping them to connect with CBC in meaningful ways.
- He will promote and help facilitate membership at CBC, helping new people to see the importance of connecting with the body in covenant.
- He will help to ensure that new members assimilate into the life of CBC by involvement in discipleship opportunities (e.g. small groups, service, etc.) and otherwise developing healthy connections to the body that promote spiritual growth.
- He will oversee small group ministry.

He will work to develop and then oversee a robust counseling ministry at CBC:

- He will personally provide counsel to individuals and families within CBC, setting an example of shepherding care.
- He will equip and mobilize trained counselors within CBC, providing training opportunities and encouraging continued development of counseling skills.

- He will provide oversight and support for volunteer counselors, including case management.
- He will help develop and promote a community counseling ministry aimed at providing counseling care to unbelievers and the unchurched in the Kearney area.
- He will work to foster a culture of care within CBC by promoting the ideals and vision of the biblical counseling movement and the sufficiency of Scripture for all of life.

Preaching and teaching:

- He will preach as needed (~8-10x per year).
- He will teach as needed (Bible classes, etc.).
- May officiate weddings, including the provision of pre-marital counseling.

Cornerstone Berean Church Profile

Cornerstone Berean Church, in Kearney, Nebraska, was founded in the summer of 2001 and met at various locations until the opening of our current building in 2005. CBC is part of the Berean Fellowship which was founded in central Nebraska in the 1930's and now includes 57 churches in 13 states. Our mission at CBC is to make disciples of Jesus by declaring and displaying the gospel together. We aim to fulfill this by connecting, gathering, serving, sharing, and of course through the preached Word.

Our congregation includes about 300 individuals who would call Cornerstone home with 220-235 in average weekly attendance. While we have a wide range of ages, we have a lot of young families with 42% of our population being children. Out of the adults in our congregation 80% are members, with 73% of our adult members serving within the church. Those numbers would increase with the inclusion of our youth students and youth members.

Our worship service would likely be described as unique, as we order our service more traditionally while singing music that is contemporary. We place a strong emphasis on the Word of God being read and the songs being intentionally chosen to call us into worship, confess our need, assure us of our pardon, and confess on faith as we prepare to hear the Word preached. With our large number of children and youth we offer a variety of ministries both on Sunday mornings and Wednesday nights. Adult small groups meet throughout the week in both men's and women's studies.

Our community is in central Nebraska, with the city of Kearney at its center and several small towns surrounding us. Kearney is the 5th largest city in Nebraska with a 2020 population of 33,790. Kearney is known for its Sandhill Cranes, the Archway over the interstate, the University of Nebraska at Kearney, great parks, arts & culture, and home to various tournaments and conventions. Located just north of I-80, we are a convenient drive to many larger cities. Highway 30 also runs through Kearney and just to the west of the city limits marks the halfway point of the United States between Boston and San Francisco.

How to Apply:

Please submit your resume and a general life narrative to our search team at office@cornerstoneberean.org

Please check out our website at www.cornerstoneberean.org