



International Baptist Church Hamburg



Hamburg is a harbor city in the north of Germany. The city has lovely parks and due to the many canals Hamburg has more bridges than Venice. It has a population of nearly 1,9 million people (though the greater metropolitan area has 5 million) from many different backgrounds. There are around 20 universities in the city so there are a lot of students.

WHO WE ARE

Congregation

IBC Hamburg is a member of the International Baptist Convention, a network of English language churches all over the world. We are a Bible-based and Christ-centered church, which attracts people from different denominations as well as people who are interested in the Christian faith. Our congregation consists of a diverse population with people from around 50 different countries. Due to corona only around 180 people are allowed to attend at present and about 40 children but before corona we had 250-300 people attending on a Sunday. We have a membership of around 230. Due to the number of students our congregation is relatively young but we also have a lot of young families. Like many international churches, we do have a transient congregation but also a base of regular attendees. Our Vision is: We exist to call and make Disciples from every nation to reach all nations.

Staff

Besides the pastor, we employ at present a church administrator in a part-time position, a custodian on an hourly basis and a children's ministry worker as a fulltime position.

WHERE WE MEET

Location

We meet on the premises of the Haven Church (belonging to the Freie Evangelische Gemeinde) where we have been for the last 14 years. On a normal Sunday there can be two German services in the morning, our English service and then a Spanish service in the afternoon. The church location is ideal being in the center of the city, just a minute's walk from a subway station. Our offices along with various meeting rooms are located about a 5-minute walk from the church.

WHEN WE MEET

Services

Our services take place from 1 to 2 pm. Before Corona we would have a meal and fellowship after the service. Additionally, we live stream our services on YouTube every Sunday in an attempt to ensure that our services are available to as many people as possible.

OUR MINISTRIES

Discipleship: Our discipleship opportunities are designed to help our members get connected to the church family and to grow in their relationship with Christ.

Life transformation Groups: We have a number of groups that meet weekly either in person or online. We also have a central Bible study once a week for anyone who wishes to participate.

Seminars: We run a number of seminars during the year for the spiritual development of the congregation. For example, 'How to be happy though married', 'Those complicated Emotions', 'Spiritual disciplines' or 'Learning how to pray according to the Lord's Prayer'.

Children's Ministry

Children's ministry is a core function of our church. We view children not as the church of tomorrow but as the church of today. Hence our desire is to mold them into disciples of Christ. The kids' ministry takes place during the adult worship service. It is a special time when we teach children about God and the Bible in a fun, energetic way that helps make faith come alive in their hearts. We use the Orange program in our children's ministry.

Youth Ministry

Our focus is on the discipleship of Middle and High School students, challenging and leading our youth to answer Jesus' call to "follow Him."

Prayer Ministry

We have a dedicated prayer team that is regularly praying for our church family. Every Sunday before the service a prayer team intercedes for the service and the church family. Prayer requests written or online can be submitted to the team at any time. We also have a Zoom prayer group every Friday evening where the entire congregation can join in.

Missions

Food for the Homeless: we have a team of wonderful people who meet in our IBC Office on Sundays and make coffee and sandwiches to hand out to the homeless people on the streets where they spend time listening to and praying for them.

Outreach Ministry: we hold seminars on this topic trying to equip our congregation to fulfill our vision which is to call and make disciples from every nation and to reach all nations.

We support a number of missionaries in different organizations all over the world. YWAM in Hawaii, Wycliff in Chad and Faraja in Kenya.

Sunday Ministry

Welcome team: this group consists of the greeters who welcome everyone into the service on Sundays and see to the smooth running of the service.

Worship team: through our worship ministry we seek in every way to uplift our Lord and our God. Being a younger congregation, we feature primarily modern praise and worship music. We have a number of worship leaders and teams.

The connection center is there to connect the newcomers so that they feel at home and can find ministries to serve in and groups to attend.

Translation team translates the service into German for those who are not that proficient in English. The translation is done simultaneously via headsets.

Beamer team makes sure that the songs, sermons and announcement are projected onto the screens.

Film team sets up cameras, film and makes sure that the service is live streamed and then uploaded onto YouTube.

Sound team is responsible for the sound during the service.

Food and fellowship is a team of lovely people who are responsible for the food that is prepared and served every Sunday after the service. During the corona times this has not been possible.

PASTORAL SEARCH

QUALIFICATIONS FOR THE PASTOR

- IBC is looking for a lead pastor answering a divine calling to minister to a unique multinational community. The senior pastor will have the qualities outlined in 1 Timothy 3 as well as other aspects expected of a person serving in this position.
- A deep, steady faith, experience in leading, mentoring, and discipling others. (1 Timothy 3:5)
- Living a Christ-transformed life, an example of God's unwavering love and a show of devotion to their flock. (1 Timothy 3:5)
- Spiritually mature with sound doctrine, humble, and honest in their daily life. (1 Timothy 3:2,3:6)
- Being influential and inspirational in accordance with God's Word. (1 Timothy 3:2)
- Experience in ministering within an international community is a significant advantage for relevant and effective ministry in IBC.
- (Preferred) Education in Christian biblical theological studies (i.e., Masters of Divinity, Masters of Theology, etc).
- Some pastoral experience.
- Fluent in the English language is a necessity, preferably some knowledge of the German language.

JOB RESPONSIBILITIES

- Leads the leadership group, of which he is one, giving overall leadership to the church.
- Help plan the weekly worship services.
- Preach weekly sermon.
- Provide short-term counselling.
- Conduct baptisms and baby dedications.
- Perform weddings and funerals of expats or church members.
- Discipleship of new and seasoned believers, helping them to grow in their

relationship with Christ and their knowledge of the Bible.

- Bringing growth to people coming to know Jesus Christ as their Savior and Lord.
- Growing the number of people in the church and developing a church governance and ministry structure.
- Weekly meetings with church staff

APPLICATION PROCESS

Search and selection

- The IBC Pastoral Search Committee is carefully and prayerfully seeking God's will and guidance throughout the search process. Of the resumes that are received, once an initial review and vetting process has been conducted, follow-up questionnaires and preliminary phone/ZOOM interviews will be conducted.
- A series of checks will then be performed on promising candidates including, but not limited to, the following:
 - Background check
 - References
- Final candidates will be interviewed, along with their spouse, via ZOOM (or some similar web-based video-conferencing method).
- Once a recommendation is made to the church leadership, and upon approval from the church leadership, the recommended candidate's information will be presented to the church. A visit to IBC Hamburg (at IBC's expense) will be scheduled where the candidate will have the opportunity to preach to the church and also have an opportunity to meet with members of the congregation.
- After the visit has concluded, the church leadership will call for a special membership meeting. At that meeting, the members will vote to call the candidate to serve as Senior Pastor.

Applying for the position

Interested candidates may submit an application to Pastor Dan Aanderud, Pastoral Search Team Chairman, at **office@ibc-hamburg.de** with the following documents:

- Updated resume and cover letter explaining the candidate's interest in the position
- 2-5 professional and/or ministry references
- Proof of academic titles
- Proof of past professional and/or ministry/pastoral experience
- Links to or copies of audio or video of past preaching (if available)
- Applications will be accepted until the job vacancy is filled. The application process is being managed by a Pastoral Search Committee.

For more information about the church, visit **www.ibc-hamburg.de**