



## Capital City Baptist Church

### Opportunity Profile

Capital City Baptist Church (**CCBC**) is in the process of searching for a new Senior Pastor. The search committee has prepared this document for interested and qualified candidates to consider and to submit their application accordingly.



#### 1. WHO WE ARE

Capital City Baptist Church (CCBC). We are an International, English-speaking church located in Mexico City. We are a Bible-believing, Bible-teaching, and preaching, Christ-centered church, theologically and biblically conservative but open to believers of non-Baptist backgrounds being members and participating in the ministries of CCBC.

We are self-supporting and have no official affiliation with any specific denomination. We are an independent, autonomous church in government and in structure.



Capital City Baptist Church began in 1954 as an English-speaking service in the Mexico City First Baptist Church. There were several English-speaking families who wanted to study God's Word and worship in English. In 1958 this group was organized into a church and began to meet in various locations around the city. In 1967 the church was donated some land by Mr. S Boling Wright in memory of his wife, Mary Conger Wright. The cornerstone ceremony was observed on July 2, 1972, and the first building was completed in November 1972 on the property where it now stands. Since that time, we have continued to grow in diversity and now have members that represent more than 20 countries.

We also have a growing Spanish speaking congregation that started in 2003, as part of CCBC, with their own pastor and leadership that report to the Senior Pastor and Church leadership.

We average 210 in English worship attendance and 90 in our Spanish Worship Service. In both congregations we have bible studies for every age group, and special studies for Men, Women, and Married couples.

During the pandemic, our church experienced a decline in attendance as many of our members returned to their country of origin. Our church is characterized by the variety of nations represented in it; we have members from all over the globe and we love that.



Today, the age range of CCBC members reflects a shift in generational attendance patterns. In any given worship service today, 73% of our worshippers will be 35 yrs. old and up. Only three years ago, however, the average age would have been much older.

There are still many unchurched young families in the community, and CCBC desires to be the church that reaches them with the gospel of Jesus Christ and plugs them into the church. We reflect the ethnic diversity of our community well. On average, worshippers at CCBC will be approximately 23% Anglo, 65% Hispanic, 4% African, 7% Asian and 2% Other.

Overall, CCBC is a warm and welcoming church family who is serious about the Great Commission and about reaching the next generations in our community. We value expository preaching, practical community ministries and global missions. We are excited about what God will do through the leadership of our next senior pastor.



As a community we have been blessed with an amazing mission/ministry opportunity as we are home to a widely diverse population.

#### **MINISTRIES**

- WOMEN OF THE WORD
- MEN'S FRATERNITY
- YOUNG ADULTS' MINISTRY
- YOUTH MINISTRY
- CHILDREN MINISTRY
- MISSIONS

**Staff Besides the Pastor:** We employ at present a church administrator and a Spanish pastor, in a part-time positions, and a custodian as a full-time position. Our staff also includes a worship leader, children's ministry leader, youth pastor, and children's choir leader.

## 2. WHAT WE BELIEVE

We believe in the Scriptures of the Old and New Testaments as verbally inspired of God and inerrant in the original writings, and that they are of supreme and final authority in faith and life.

We believe in one God, eternally existing in three persons, Father, Son and Holy Spirit. We believe the eternal Son of God was born of the Virgin Mary, and is true God and true Man.



We believe that man was created in the image of God by His direct act and not from previously existing forms of life and that all men are descended from the historical Adam and Eve, first parents of the entire human race; that man sinned and thereby incurred not only physical death but also that spiritual death which is separation from God, and that all human beings are born with a sinful nature and become sinners in thought, words and deed.



We believe that the Lord Jesus Christ died for our sins according to the Scriptures as a representative and substitutionary sacrifice; and that all who believe in Him are justified on the ground of His shed blood.

We believe in the resurrection of the crucified body of our Lord in His ascension into Heaven, and in His present life there for us, as High Priest and Advocate.

We believe in “that blessed hope”, the personal and imminent return of our Lord and Savior Jesus Christ.

We believe that all who receive the Lord Jesus Christ by faith, are born again of the Holy Spirit and thereby become the children of God, that they are thereafter indwelt by the Holy Spirit who makes possible a life of personal holiness and a walk of obedience to the will of God; that all who are born again are “kept by the power of God” and, therefore, are incapable of losing their salvation.

We believe in the bodily resurrection of the just and the unjust, the everlasting blessedness of the saved and the everlasting conscious punishment of the lost.

We believe that the local church is a body of believers organized for worship, work, and fellowship; that the two ordinances of the church are baptism and the Lord's supper, that the local church is an independent and self-governing body responsible alone to Christ who is its Savior and Lord.



**Our Vision:**

**“To be Loving, Growing, and Serving followers of Jesus Christ to the glory of God.”**

**Our Mission:**

**Capital City Baptist Church is a Bible-based church that exist to be and make disciples of Jesus Christ who: "Love God passionately, Obey faithfully, Grow intentionally, and Serve committedly."**

**3. WHERE WE MEET**

CCBC is located in the heart of Mexico City, a megacity considered the ninth largest and most populated agglomeration in the world. At our present site, since November 1972, we have a wonderful building complex with a beautiful sanctuary that seats 300 people, an apartment for the Pastor and many multi-purpose rooms that are used on Sundays and through the week. We are situated in a strategic point in the city next to a private Hospital and an English-speaking School.

Mexico City, in the 2020 census, exceeded nine million inhabitants with 9,209,944, which represents 7.3% of the country's total population. However, when the entire metropolitan area of the Valle de Mexico is considered, the population adds up to 21,804,515 inhabitants, which places Mexico City as the largest urban agglomeration in the Spanish speaking world and America.



As an international, English-speaking church, our goal is to reach the English-speaking community in Mexico City for Christ. This consists of Mexican citizens, foreign residents, and expats who are here in long term or short-term capacities.

Mexico City:

Abbreviated as CDMX is the capital and largest city of Mexico, as well as the most populous city in North America. Mexico City is one of the most important cultural and financial centers in the world. Home to large communities of expatriates and immigrants from the rest of North America (U.S. and Canada), from South America, from Central America and the Caribbean; from Europe from the Middle East, Africa, and recently from Asia-Pacific.

Mexico City is home to the largest population of U.S. Americans living outside the United States. Estimates are as high as 700,000 U.S. Americans living in Mexico City, while in 1999 the U.S. Bureau of Consular Affairs estimated over 440,000 Americans lived in the Mexico City Metropolitan Area.

CCBC current attendance:

Most of CCBC attendants first heard about our church by friends' recommendations and evangelistic events, followed by online media (Google search, Facebook, Google map, etc.)



#### 4. WHO ARE WE SEARCHING FOR

The Pastor Search Committee of Capital City Baptist Church sought the input of our church family to help us understand the kind of man we will be searching for as our next senior pastor. Even though we are a community of multicultural people with a wide range of variety of backgrounds, there was great unity overall.

We are looking for a man of God who demonstrates the centrality of the gospel of Jesus Christ to all matters of life and faith through preaching, teaching, mentoring, and counseling and has the desire to be active in impactful ministry to our fellow church members, our local community, and abroad.



CCBC is searching for a pastor who has a minimum of five years pastoral experience and Biblical studies, at least seminary graduate level or higher, and is committed to the inerrancy, authority, and sufficiency of the Bible. He will be a man who fears God, leads by example and is more interested in spiritual growth based on Biblical truth rather than numerical growth based on pragmatic idealism. We desire a man who is being transformed by God's Word himself, whose sermons are theologically sound, thought provoking, challenging and consistent. He will be a text-driven expositor of the biblical text, able to preach from the whole counsel of God, both Old and New Testaments, in such a way that the message is faithful to Scripture, centered on Christ, and brought to bear on daily life in a clear and compelling way. While he may be open to listen to different points of view, he will be firm in his conviction, well-grounded on the Scriptures rather than on traditions, man-made rules, external appearance, personal feelings, or preferences.

Our next pastor must live in accord with the character qualifications for elders laid out in 1 Timothy 3:1-7 and Titus 1:5-9 in utter dependence on the gospel of Jesus. He will be easily approachable, have experience in personal discipleship, pastoral counseling, and conflict resolution and be skilled in relationship building. He will lead our staff with a team-based approach but will steward well the authority of the office of pastor for all matters of final say. He will value the insight of long-time members of the church, but not cater to anyone's (or group's) desire to the neglect of another's. He will make biblical decisions concerning the direction of the church and communicate them with grace while leading gently over time. We desire a pastor who cares about every person's needs and has interest in children, youth, men and women classes and ministries, watching over them, the teachers, and leaders.

If he has a family, he will put God first, his family second and the church third. We desire a pastor who models faithful leadership in the home and allows that to overflow into his leadership at church. Though his wife is not expected to fulfill a specific role in ministry, it would be desirable for her to participate actively in the church ministries. We desire to see her modeling the character of a godly woman according to Titus 2:3-5 and 1 Peter 3:3-6 as our pastor's helper, living in unity, harmony, and consistency in what both may do, teach, and support.

Due to the variety of the members at CCBC, their cultures and backgrounds, he must be sure of God's calling to minister in Mexico with its unique personality and be able to deal with an international church in this mega city. Our pastor will have a passion to see people reached for Christ and be able to cultivate a culture of evangelism and personal discipleship.

The Senior Pastor is responsible for leading, preaching, teaching, training, counseling, and representing the church ministry as an expression and exercise of CCBC's VISION and MISSION.

**Qualifications:**

CCBC is looking for a Senior Pastor answering a divine calling to minister to a unique multinational community and has the desire to be with us at least five years.

**A. Spiritual**

1. A Spirit-filled follower of the Lord Jesus Christ.
2. Agrees with the CCBC's statement of faith.
3. Upholds biblical standards of conduct that reflect Christ's high call.
4. Reflects a deep, steady faith, experience in leading, mentoring, and discipling others. (1 Timothy 3:5)
5. That is living a Christ-transformed life, an example of God's unwavering love and a show of devotion to their flock. (1 Timothy 3:5)
6. Spiritually mature with sound doctrine, humble, and honest in their daily life. (1 Timothy 3:2,3:6)
7. Demonstrates a heart for missions.



**B. Education and Experience:**

1. Graduate from Seminary or higher level (i.e., Master of Divinity, Masters of Theology, etc.).
2. Minimum of five (5) years' Pastoral experience.
3. Experience leading multiple staff and ministering in a multicultural congregation.

**C. Knowledge:**

**Skills and Abilities**

1. Experience with living, studying, or working abroad (preferred).
2. Native English Speaking, knowledge of the Spanish language is desirable.
3. Proven organizational and coordination skills to lend integrity and consistency to a unified overall ministry.
4. Ability to identify and develop emerging leaders.
5. Pastoral counseling, and conflict resolution skills.
6. Demonstrated familiarity with leadership coordination and church constitutional responsibility.
7. Excellent verbal and written communication skills.
8. Ability to lead collaboratively, build teams, and empower staff to carry out the CCBC vision.

## 5. APPLICATION PROCESS

The CCBC Pastor 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 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 CCBC (at CCBC's expense) will be scheduled where the candidate will have the opportunity to preach to the church and 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 on calling the candidate to serve as Senior Pastor.

### Applying for the position

Interested candidates may apply by email to Daniel E. Harris, Chairman of the Pastoral Search Committee c/o [ccbsearchcommittee@gmail.com](mailto:ccbsearchcommittee@gmail.com) 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.**

## 6. Additional information.

CCBC offers an economic package which includes salary, health and dental insurance, furnished apartment, car, pension contribution, immigration paperwork expenses, and paid vacations.

Check us out at: <http://www.capitalcitybaptistchurch.com/>

We are excited to see who God has been preparing to lead this church.

We are currently striving to follow God's will!