



<http://scottsdalebible.com>



OPPORTUNITY PROFILE

For the Position of
Executive Pastor

Assisted by

Bruce Dingman
818 378-7755

bruce@dingman.com

Dr. Rich Kidd
757 642-0622

rich@dingman.com





OVERVIEW/OPPORTUNITY

Scottsdale Bible Church (SBC) is a Christ-centered, nondenominational church known for its values of *transformational Bible teaching, engaging worship, authentic community, and service-based outreach* all of which are *undergirded by grace*. The church currently welcomes an average of 5,500 adults and 800 children to its weekend worship services. It is a growing, vibrant, and dynamic church that consistently strives to improve its quality of experience, and in so doing, their ability to reach people. With 87% of the Scottsdale-area population unchurched, SBC is intentional in its effort to reach families who do not yet attend any church. This intentionality parallels its commitment to build the faith of believers desiring ongoing spiritual development. Scottsdale Bible has been blessed to have its impact extend to the far reaches of the world, through its support of more than 40 missionaries, and its missions presence in several countries and international regions. SBC is deliberate to serve and embrace everyone with a biblically based approach, recognizing that Jesus saw and sees through the eyes of love to all. Scottsdale Bible eschews religiosity; instead, applying the Truth of Scripture to everyday life.

Scottsdale Bible appeals to all generations through its eleven weekend services; two traditional, two blended, five contemporary and two modern, on three different campuses with a total of five separate venues, all are simulcast with the weekend's sermon.

In keeping with its biblical mission to **win** people to Christ, **build** them up in their faith in Jesus, and **send** them to be winners and builders in their spheres of influence, and exemplified in its **Compelled by Grace** vision (see Addendum), SBC is searching for a new Executive Pastor to guide the executive leadership and direct the staff in accomplishing the church's objectives. The Executive Pastor is a pivotal and strategic role, requiring a leader who effectively integrates deployment and mobilization expertise, while also demonstrating an appropriate balance between relational, people-oriented passions with administrative task-oriented needs.



CHURCH HISTORY

God has used Scottsdale Bible Church in much the same the way He used five loaves and two fish to feed thousands. In 1962, He took five families and three individuals and multiplied them into thousands of enthusiastic followers of Christ. There was at the time no evangelical church in Scottsdale. A group of 13 gathered the first Sunday in January 1962.

After meeting in a home, a school, a women's club and the Masonic Lodge, the church purchased five acres in 1963, and within two years, had settled into a new facility. God blessed this work with numerical growth, and with boundless faith, 20 acres of land were purchased in 1974 off Miller and Shea. Services began at the new location in 1979.

From its inception, Scottsdale Bible Church established a foundation for personal spiritual maturity and growth through the study of God's Word. Children's programs, musical teams, women's ministry adult enrichment classes, and a church-wide commitment to missions were all launched in its beginning days.

Transformational biblical teaching was rigorous, both in the pulpit and throughout all other programs. Pastoral leadership included Jim Borrer (former professor at Biola/Talbot Seminary and Dallas Theological Seminary), Sherrill Babb (who went on to be President of Philadelphia Biblical University), and Don Sunukjian (former Biola professor). In February 1981, after 18 months without a senior pastor, God led Darryl DelHousaye to a vibrant Scottsdale Bible Church, ready for his leadership. The excellent administrative leadership and teaching ministries of men from all over the country had kept the church healthy and growing—increasing attendance by more than 35 percent during those interim months anticipating his arrival.

In the ensuing years, Scottsdale Bible Church leapt forward. The staff enlarged, programs and building space were added and refurbished, several churches were planted and a second campus was launched—all with the underlying vision of creating a community of Christ-followers.



Scottsdale Bible Church has been blessed. Thousands of lives have been changed. Individuals and families have been rescued. People are using their gifts to expand God's Kingdom and SBC continues to grow. In 2006, Dr. Darryl DelHousaye became full-time president of Phoenix Seminary, and Dr. Larry Anderson was named interim senior pastor. In November 2007, Jamie Rasmussen came to SBC from Fellowship Bible Church in Ohio to be the Senior Pastor while Dr. Anderson transitioned to be the full-time Senior Pastor of North Bible Church, a Scottsdale Bible Church plant.

With great blessing comes accountability. God is leading SBC to begin new adventures and continue to take seriously the church's vision of creating a *community of Christ-followers* marked by *unwavering faith* and *unconditional love*. This vision compels SBC to build healthy, growing congregations that dare to reach Arizona for Christ. In the last two years, the SBC community has expanded with the addition of multi-sites including the new (central) Grace Chapel, the Venue, a (west) Cactus Campus and most recently, a (north) Mountain Valley campus. In November 2015, SBC completed construction from its \$21.5 million capital campaign, "*Compelled By Grace*" - 88% of which was used for numerous improvements to the campus (e.g., renovating the Worship Center with 300 seats to accommodate 2000 people per service, new children's and student's buildings, and building a new café to be used for outreach and fellowship) and 12% for multi-sites and international missions.

The church's \$10 million annual budget appoints \$1 million to missions, and an ADDITIONAL \$2 million given as pass-through to missions and trips (annual report shows receipts of \$12-13 million).



SENIOR PASTOR

Scottsdale Bible has been blessed with measurable growth ever since Pastor Jamie Rasmussen's arrival in October 2007, reflecting a sense of love and enthusiasm among the congregation as a whole.

With nearly 30 years of experience in church growth, Jamie brings gifts of leadership and teaching to his role as Senior Pastor. During his seminary years, he spent time on staff with Youth for Christ in the suburbs of Chicago. After graduating from Trinity International University with a Masters in Divinity in 1989, he spent a year on staff at Willow Creek Community Church in Chicago. This was a formative year for him in the areas of evangelism and community. From there, Jamie was led to Detroit, Michigan, where he spent the next nine years on staff with a "transitioning" church. During this time, Grace Community Church grew from about 350 to 1,400 and Jamie's role grew and changed as well, as he eventually served two years as Executive Pastor. In 1999, he clearly sensed God's leading to a preaching/teaching role and spent three years in Canada as the Senior Pastor of a growing church. At the beginning of 2002, Jamie became the second Senior Pastor at Fellowship Bible Church in Chagrin Falls, Ohio. For the next six years, God used Jamie to help Fellowship transition from their founding senior pastor to new and fresh forms of ministry. The church doubled in attendance under his leadership, growing to about 1,400 in regular weekend worship attendance.

Jamie is a gifted pastor called to preach and teach. His reliance on the Holy Spirit sets the foundation for every message and proclaims Jesus Christ as "the way, the truth and the life." The eyes of Jamie's heart have been enlightened; he presents to all—the seeker and Christian alike—the same hope, "Christ in you the hope of glory." God has used brokenness in Jamie's life to create in him a way of teaching that is open, honest and vulnerable. Every engaging message, whether a topical study, a life application, or a study of a biblical book has Christ-centered relevance to living life today. Jamie's desire, to build up the body to full maturity in Christ, sets the course for his strong exegetical style.

Jamie is an empowered leader whose heart is fully submitted to God. He has a direct and candid style but is open and willing to evaluate everything set before him. Jamie has a Christ-directed vision for the church in the 21st century; he believes strongly in the mission and values of Scottsdale Bible. He believes that leadership is God-enabled and is totally dependent on the Spirit in his life and ministry. Jamie is a visionary with tremendous influence not only on the current pastoral staff, but on the body of Christ called Scottsdale Bible.

Jamie and his bride, Kim, have three adult children—Hannah, Abby and Paul. Jamie spends most of his time either at Scottsdale Bible or with his family. He enjoys jogging, reading, and riding anything with a motor.



CHURCH CULTURE

In addition to SBC's fundamental commitment to transformational biblical teaching in the main worship services, Scottsdale Bible has always emphasized active participation in smaller groups with the intent of developing rich and authentic community. Consequently, hundreds of small groups meet throughout the week involving an estimated 50 percent of the congregation.

One of the most distinctive traits about the culture of SBC is that this grace-filled body of Christ-followers has literally led the way in serving the Scottsdale-Phoenix community at large. An estimated 25 regional and national ministries have been started either directly by SBC or by its members. Additionally, countless more people serve God regularly in the community as extensions of SBC. Outreach in the form of service is a defining hallmark of the church.

Scottsdale Bible's staff, far from being simply "professional associates," sees itself as a "family" working together toward a common purpose. Staff meetings are marked by prayer and laughter, reflecting the care and joy shared across the staff. Emails to encourage one another and resources that are freely shared are common. Most of the staff are aligned in various "departments" (e.g., worship department, communications department, youth department) and most of these departments collaborate through a true "team approach" when it comes to accomplishing their ministry objectives.

In summary, the organizational culture may be described as continuously striving to be:

- Radical about being grace-oriented both vertically and horizontally.
- Committed to doing what is right, best and ethical.
- Committed to consistently applying the practical truths, promises, and guidance of Scripture.
- Committed to winning the lost and developing the believer.
- Focused on continuous improvement, striving for best practices.
- Committed to serving others with humility, accountability, and professionalism, no matter the level within the organization.
- Team oriented, entrepreneurial and possessing a strong sense of direction and calling. Scottsdale Bible is not bureaucratic, yet values process.
- Committed to being proactive in furthering unity among the staff and congregation.
- Creativity-valuing and mission-focused, with a "we're-all-one-family" feel.
- A comfortable, welcoming, casual experience, recognizing and valuing the high level of organization and professionalism required to create that experience.
- A "can do/will do, make it happen" environment.



THE LOCALE

The City of Scottsdale is an exciting and dynamic community that has matured since its incorporation in 1951 as a city of 2,000 citizens, into the sophisticated and cultured southwestern city of today. The city continues to grow each year and has seen a nearly 10% increase in population since 2000. Scottsdale also boasts a highly educated population with more than 50% having at least a Bachelors degree, significantly higher than the State or National percentages. Additionally, income levels in Scottsdale are among the highest in the State and Nation. This is truly a location where economic prosperity and lifestyle converge.

Scottsdale Profile – Statistics

Year Founded: 1888
 Year Incorporated 1951
 Elevation 1260 feet
 Average Rainfall: 7.74 inches
 Annual Sunshine Days: 314
 Average Minimum Temperature 55.7 degrees
 Average Maximum Temperature 84.6 degrees
 Owner Occupied Median Home Value \$457,700
 Median sales price (2013—Trulia) \$345,000
 Median Gross Rent (2012) \$1,129
 Median Household Income Scottsdale—\$72,163
 Population: 223,514(2012)

Average Household Size 2.14
 Average Family Size 2.77
 Bachelor's Degree or Higher: 52.7%
 Median Age 45.1
 Ethnic Make-up:

- White Non-Hispanic (88.0%)
- Hispanic (7.0%)
- Other race (2.3%)
- Two or more races (1.7%)
- Black (1.2%)
- American Indian (1.0%)
- Chinese (0.6%)

Education

School-aged children in Scottsdale are served by three of the top performing academic school districts in the state in addition to a number of charter and private schools. In terms of higher education, Scottsdale Community College provides a variety of associate degree programs and transfer programs to Arizona State University, which has campuses spread throughout the Phoenix metro area. In addition, there are numerous workforce development programs available to aid businesses with training their new or existing employees.

Quality of Life

Quality of life is often measured by a community's commitment to the arts and its variety of recreational facilities and programs. Scottsdale has been a community committed to the arts since the early 1900s, and that commitment continues today with some of the world's finest visual and performing arts. The Scottsdale Center for the Arts and Scottsdale Museum of Contemporary Art offer numerous events each year from symphonic performances to plays that showcase Broadway stars. There are also over 125 galleries displaying local, regional, national and international artists, sculptors and painters, many of which can be viewed during the Scottsdale Art Walk taking place every Thursday night.



THE POSITION

The work of the church is “to equip the saints for the work of ministry, for building up the body of Christ” (Ephesians 4:12). Consequently, the essence of the job is to recruit, nurture and deploy leaders. Some of the leaders will be on staff and some will be volunteers. The Executive Pastor is responsible for the day to day operations of Scottsdale Bible Church (SBC), including the supervision of all staff and the coordination of all ministries.

Supervisory Relationship

Reports to the Senior Pastor

The Elders of SBC have delegated the daily management of the internal operations of the church to the Senior Pastor. In turn the Senior Pastor has delegated much of these duties to the Executive Pastor; as a result, the Executive Pastor is directly responsible to the Senior Pastor.

Position Responsibilities

Oversee and supervise the staff of SBC

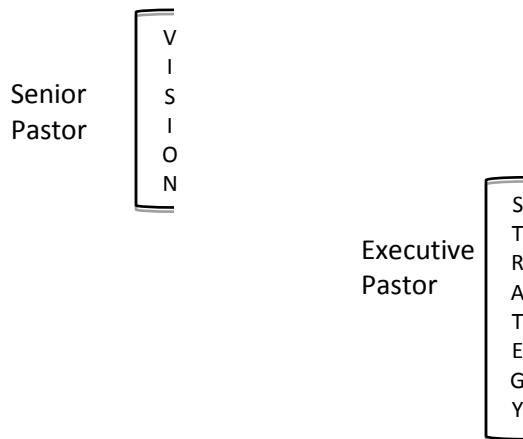
- Directly lead the Executive Leadership Team (major department heads)
- Create and cultivate a climate and culture in which the staff is passionate about their faith and their work, excel in their efforts and enjoy a healthy quality of life.
- Develop staff structures as needed
- Handle staff problems and conflicts as necessary
- Oversee staff performance and process
- Along with the Senior Pastor, ensure the successful shepherding and development of the staff
- Ensure the successful communication between the Elders and Staff
- Along with the Senior Pastor, coordinate key staff activities
- In partnership with the Senior Pastor, take direct responsibility for hiring and dismissal (and related personnel functions) of the ministry staff. Be responsible for indirect supervision of all other employees through the various team leaders (using existing “two up” principle)

Coordinate and integrate all the ministries of SBC

- Ensure successful start up of new ministries
- Ensure the on-going management/health of existing ministries
- Ensure communication between ministries
- Ensure successful completion of ministries as necessary



Oversee the implementing of the strategy of SBC as formulated by the Elders and Staff



- Along with the Senior Pastor, direct and guide the long range vision process of SBC
- Ensure that the Senior Pastor is sufficiently released and unburdened to pursue his vision casting and communicating responsibilities
- Participate regularly and actively on the Administrative Council, Finance Council, Building and Facilities Council and the Elder Board
- Partner with the Senior Pastor so that he may focus on the increasingly intensive responsibilities of public vision casting and overall church leadership, fresh and creative communication from the pulpit, entrepreneurial relationships in the community, and keeping his connection with God alive and robust.
- Partner with the Senior Pastor in the design and implementation of strategic plans that support and provide appropriate action steps toward the accomplishment of the church's vision.
- Give direction and leadership to the Ministry Pastors, their staff and ministry design.
- Mentor and coach staff ministry team to help them realize their God given potential in alignment with the vision and goals of Scottsdale Bible Church.
- Design and deliver a comprehensive training and leadership development process for the *staff ministry team*, and full staff.
- Provide day-to-day leadership to the *staff ministry team* in the design and coordination of all Scottsdale Bible Church ministries.
- Give direction to the Chief Financial Officer in budget design and implementation, monitoring and evaluating the general status of the church finances, and awareness of the relationship and connection of finances to the spiritual maturity of the congregation.
- Serve on the Team of Elders as directed as a non-voting member.
- General Pastoral Responsibilities (when needed) to include weddings, funerals, sacraments, prayer, etc. and regular presence on the platform in large group gatherings. If not already ordained the church can license the person for doing marriages. Direct leadership responsibility with a ministry close to his/her heart.



PERSONAL QUALIFICATIONS

Character

- Must possess in an increasing way the character traits listed in I Timothy 3:1-6.

Competency

- Must have a strong and proven background in leadership, management, and supervision.
- Must have experience as an Executive Pastor in a local church of 2000+ attendees.
- A master's degree or higher in some form of ministry training is preferred.

Calling

- Must be able to articulate a clear calling to servant pastoral leadership to the SBC congregation.

Chemistry

- Because of the nature of the close working relationship the Executive Pastor must have a unique reciprocal bond and kinship with the Senior Pastor.

Characteristics

- Exhibits the gifts of wisdom, leadership and discernment (reads people and situations well in addition to an ability to discern gifting in others and the role that suits them best).
- Has the ability to motivate, mentor and empower others to lead and grow in their faith.
- Shows exceptional relational and interpersonal communication skills.
- Is highly approachable, authentic and a good example.
- Displays systems and customer service orientation; values both efficiency and process.
- Continuously learns and grows and helps others to do likewise.
- Values input, getting “buy-in” to decisions; yet, is decisive.
- Is energetic, has the stamina for a demanding position.
- Shows self-confidence; yet, is humble and has a servant's heart.
- Patient, calm during crisis and good at diffusing tension.
- Radiates genuine warmth; attracts people and is sensitive to others.
- Values people first and programs second; yet, is results-oriented.
- Encourages and stretches people to grow professionally and spiritually.
- Is an excellent group facilitator; conducts meetings effectively and productively.
- Delegates easily yet holds people accountable for timely and quality results.
- Confronts problems easily, promptly and sensitively; is effective with conflict resolution.
- Understands organizational development (knowing how the organization should be structured and how internal systems work most effectively).
- Balances work with a strong walk with God, appropriate times for family and personal time for refreshing and recharging.



PROFESSIONAL QUALIFICATIONS

The greatest requirement for a person in the role of Executive Pastor is a strong personal commitment to Jesus Christ and a love for His church. The person must demonstrate commitment to ongoing spiritual development and maturity, and must be someone of impeccable personal integrity and moral purity.

Theologically, he or she must be an Evangelical with deep appreciation for the authority of Scripture and an unswerving commitment to a biblically-based lifestyle. Overall beliefs must be consistent with “Scottsdale Bible Church’s Statement of Faith” (see Addendum 1). A theological degree is preferable but not required.

Professionally, a qualified candidate will be experienced as Executive Pastor of a church with a weekend attendance of over 2000 and a budget over \$3 million. He must have the deep understanding of church life that comes from active involvement and person also having had significant lay leadership roles. Ideally, a candidate will couple church Executive Pastor experience with prior business leadership experience.

A key expectation is that this person enjoys the supportive role of a #2 position, yet is comfortable with the assumption of responsibility for a large number of people. The Executive Pastor position is for a leader who does not desire the limelight, but rather one who seeks to carry the vision into reality as a dedicated supporter of and complement to the Senior Pastor and his gifting. In addition, he or she should know how to develop leadership abilities in others and how to build and manage a large team. This is not a preaching role.

Most likely, the person qualified for this role will have a four-year college degree and some theological education. However, this is not mandatory if the requisite knowledge, skills and abilities are demonstrated through seasoned experience.

The ideal candidate will see the work of managing church staff and operations as an act of ministry and apply a profoundly spiritual understanding to the work.

Additional characteristics include:

- Savvy business thinking and acumen within the context of spiritual objectives.
- Self-aware and authentic.
- Loyal and trustworthy.
- Sense of humor.
- Politically astute, but not politically driven.
- Able to delegate without micromanaging, but with good follow-up.
- Able to be visionary and to cast “vision within a vision.”
- Entrepreneurial and willing to take calculated risks; however, able to be the respectful “voice of reason” in exploring new options.
- Able to quickly inspire a sense of trust.



OPPORTUNITY

This opportunity will be attractive, first of all, because the person is drawn to the mission of the church. Additionally, the person will want to make a major difference as a key contributor to a fast-growing, dynamic organization with a positive and proactive leadership style. SBC is offering a competitive salary and appropriate benefits, coupled with a mission that is Christ-focused. Assistance with the cost of relocation is available. The selected candidate will be eligible to participate in ministerial allowances as related to Federal Income and Social Security tax.

SBC's vision, financial position, excellent leadership and desirable location make this an outstanding opportunity for consideration.

THE SEARCH AND SELECTION PROCESS

Bruce Dingman, President and Dr. Rich Kidd, Vice President will conduct the search on behalf of the Dingman Company, Inc. an executive search firm which has a successful track record of numerous similar searches www.dingman.com. This opportunity will be shared with many people who might be potential candidates or who might know potential candidates. The search firm will establish a list of interested and qualified persons and then conduct follow-up telephone calls.

Those candidates holding strong promise will prepare a detailed resume and respond to a prepared Candidate Questionnaire. The search consultant will then conduct personal interviews of the strongest, most appropriate candidates. The next step will include checking candidate's references, verifying degrees, and completing a background check.

In collaboration with Scottsdale Bible Church, the list of candidates will be narrowed to approximately four individuals who will then be interviewed comprehensively by the Search Committee and Senior Pastor.

Maintaining confidentiality, as needed by a candidate, will be an important part of the process. A practice of prayer and intercession will be observed throughout, with the hope of discerning God's will in this important decision.



The Dingman Company, Inc. is a retained executive search firm devoted exclusively to serving our clients in matters of executive selection. We are a generalist firm that has served the business world nationwide since 1979. While most of our assignments are in the corporate sector, due to our faith, we also serve many non-profit organizations who are followers of Jesus Christ.



Our client is committed to a process that represents equal opportunity employment and does not discriminate in any way based on gender, race, age, color, national origin, veteran status, medical condition, or physical or mental disability. However, for searches on behalf of religious organizations, candidates will be evaluated based on that organization's theological beliefs and religious practices.

We fully respect the need for confidentiality of information supplied by interested parties and assure them that their backgrounds and interests will not be discussed with anyone, including our client, without their prior consent, nor will reference contacts generally be made until mutual interest has been established. Reference checking will require that a candidate give the recruiter access to third parties. The recruiter and the Search Committee will be cautious and sensitive as needed in trying to preserve any candidate's anonymity.



For further information on this position, please contact:

Bruce Dingman
President
Bruce@dingman.com
(818) 378-7755
Los Angeles Office

Dr. Rich Kidd
Vice President
Rich@dingman.com
(757) 642-0622
Virginia Beach Office





VISION, MISSION, VALUES AND STATEMENT OF FAITH

Scottsdale Bible Church (SBC) is simply a collection of Christ-followers with resolute faith. We believe that if we love God and let Him show us how to love each other, the world will take notice! We have observed with our own eyes that God's grace is sufficient. We know by experience that His mercy is everlasting. And for more than 50 years He has proven to us that His love never fails.

Vision

To create a community of Christ-followers marked by unwavering faith and unconditional love.

Mission

WIN people to faith in Jesus Christ; BUILD them up in their faith; then SEND them out to be "winners and builders" in their spheres of influence.

Values

Our core values are transformational Bible teaching, engaging worship, authentic community and service-based outreach—each supported by grace.

Compelled by Grace

Compelled by Grace is about reaching people with the gospel of Jesus Christ. It is the bold vision God has given the SBC elders and leaders, who began praying for revival and seeking God's direction for our next 50 years as a church. As we look forward, we face an even greater opportunity to reach beyond our walls and beyond ourselves to extend God's love to new generations. The heart of this journey is changing lives and the impact will be immeasurable, as lives are changed for eternity.

God is calling SBC to enhance and expand the church campus to make room for new people seeking to know Him, to meet the needs of current families, and to improve our ability to minister effectively. It is about impacting lives and leaving a lasting legacy that testifies to God's goodness for generations to come.

SBC will strengthen God's work here in Scottsdale and in surrounding neighborhoods by becoming a more intentional part of the community and expanding with new multisite campuses and church planting partnerships. These new congregations will be lighthouses to bring Christ's light and the spiritual DNA of Scottsdale Bible into new parts of this spiritually-thirsty Valley.

In addition to the SBC campus and our local community, God is calling SBC to expand our impact internationally in places where the Gospel can radically transform lives, specifically in Western Europe, the Middle East and Tanzania. We believe God intends to use SBC to spread His truth, love and grace to an increasingly secularized culture that needs to experience His life-changing power.



STATEMENT OF FAITH

Scripture

We believe in the Scripture of the Old and New Testament as being verbally and completely inerrant in the original writings and of supreme and final authority in faith and life.

What We Believe

We believe in the Scripture of the Old and New Testament as being verbally and completely inerrant in the original writings and 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 that Jesus Christ was begotten of the Holy Spirit and born of the Virgin Mary and is true God and True man. The Holy Spirit was sent by the Father as promised to convict the world of sin, to glorify Jesus and to transform the lives of believers into the likeness of Christ.

We believe that man was created in the image of God; that he 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 separated from God with a sinful nature.

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 redeemed and justified on the ground of His shed blood.

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

We believe in "that Blessed Hope," the personal, premillennial and imminent return of our Lord and Savior, Jesus Christ.

We believe that all who receive by faith the Lord Jesus Christ are born of the Holy Spirit and thereby become children of God, a relationship in which they are eternally secure.

We believe in the bodily resurrection of the just and of the unjust; the everlasting blessedness of the saved, and the everlasting conscious punishment of the lost along with Satan and the other fallen angels.

We believe that the Church is a spiritual organism made up of all believers in Christ; that in its local manifestation it is an autonomous assembly of believers; and that its ordinances are baptism and the Lord's Supper.