

OPPORTUNITY PROFILE

For the Position of

**Pastor of Worship and Creative Arts**

September 2009



## **OVERVIEW**

*Scottsdale Bible Church is searching for a new Pastor of Worship and Creative Arts to shepherd, develop and oversee the corporate worship services. Scottsdale Bible currently has six Sunday worship services with an average total adult worship attendance of 5,500. The Pastor of Worship and Creative Arts will be responsible for leading, recruiting and developing a team of paid staff and volunteer members to effectively lead worship, being mindful of the various worship styles and demographics of each service.*

Scottsdale Bible Church (Scottsdale Bible) is a Christ-centered, non-denominational Church in an upscale community of the Greater Phoenix area. Scottsdale Bible Church is intentional about reaching out to families who do not yet attend church as well as believers growing in their spiritual maturity. While focusing on grace, the church is deliberate about serving and embracing everyone in a biblically-based manner, recognizing that Jesus saw and sees through the eyes of love to all. Scottsdale Bible is not about religiosity, but rather about the Truth of Scripture played out in everyday life. It has a biblical mandate to “Win, Build, and Send” that is captured in its strategic plan, *Vision 2010* (see [www.scottsdalebible.com/about/vision-mission-values](http://www.scottsdalebible.com/about/vision-mission-values)).

In 2006, the prior Pastor of Worship and Creative Arts, Dr. Ed Willmington, left Scottsdale Bible after twenty years to direct The Fred Bock Institute of Music at Fuller Seminary. Much loved, Ed left behind a rich legacy in the Worship and Creative Arts ministry which continues today...and now a new leader is needed.

Two years ago after a national search, a new Senior Pastor, Jamie Rasmussen, was chosen to follow Dr. Darryl DelHousaye who after 25 years left to be the full-time president of nearby Phoenix Seminary.

First and foremost, Senior Pastor Jamie Rasmussen, the elders and the staff, wish to use the resources available in the most effective means possible to reach new souls for Christ and to see people deepen their faith in and relationship with Christ. Presently, the three Sunday A.M. Worship services are “blended,” usually including the choir (down from 150 to 65 people) and orchestra (35–45 people), and three other services using a contemporary style using with a worship band (5–12 people).

The new Pastor of Worship and Creative Arts will have abilities and experience in several areas:

- Providing leadership and participation in worship to soften people’s hearts in preparation for the Word of God.
- Pastoring volunteers and staff involved in the Worship Arts.
- Providing the organizational leadership in the Worship Arts in a collegial, servant-leader style while being a participating member of the Executive Leadership Team of the church. Additionally, there is opportunity for the church to develop the youth in the worship arts.

*This ministry position offers such great breadth and depth in the usage of one's musical, pastoral and leadership gifting and experience that it is a rare opportunity for serving the Lord. An added benefit is that Scottsdale is a wonderful place to live.*

## **CHURCH HISTORY**

The way God created Scottsdale Bible Church is not unlike the five loaves and two fish He used to feed thousands. There was no evangelical church in Scottsdale when five families and three individuals gathered that first Sunday in January, 1962. Over the years the Lord has multiplied them into thousands of enthusiastic people for Christ.

After meeting in a home, school, women's club and the Masonic Lodge, five acres were purchased in 1963 and within two years, the congregation 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 where services began in 1979.

From its inception, Scottsdale Bible was missions-minded, and a solid foundation for personal spiritual maturity and growth was established through the study of God's Word. Children's programs, musical teams, women's ministry and adult enrichment classes 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 (President of Philadelphia Biblical University), and Don Sunukjian (a Biola/Talbot Seminary professor.) In February 1981, after 18 months without a senior pastor, God led Darryl DelHousaye to Scottsdale Bible. Pastor Darryl came to a vibrant church; excellent administrative leadership and the teaching ministry of men from all over the country had kept the church healthy and growing.

In the ensuing years, Scottsdale Bible 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 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 it continues to grow. In 2006, Dr. Darryl DelHousaye became the full time president of Phoenix Seminary and in November, 2007, Jamie Rasmussen came as Senior Pastor from Fellowship Bible Church in Ohio. But with blessing comes accountability. God is asking Scottsdale Bible to take new risks, begin new adventures and continue to take seriously their vision of creating a community of Christ-followers marked by unwavering faith and unconditional love.

## THE CHURCH

*There are formulas for building big churches. Scottsdale Bible is not into formulas. There is conventional wisdom that says talent and celebrity are how you attract and maintain large congregations. Scottsdale Bible doesn't have much use for conventional wisdom.*

Scottsdale Bible is simply a collection of Christ-followers with an uncomplicated faith. They believe that if you love God and let Him show you how to love each other, there will be plenty of people who want to stop by to see what that looks like. Scottsdale Bible has observed that God's grace is indeed sufficient. They know by experience that His mercy is everlasting and for over 45 years He has proven that His love never fails.

Without following any prescribed agenda, Scottsdale Bible has become a place that many followers of Christ call their church home. For the past four decades God has used six humble and gracious men to stand and point hearts towards Him.

GRACE, TRANSFORMATION AND CULTURAL IMPACT. These terms have been the theme of Scottsdale Bible since the first sermon was preached from behind its pulpit almost half a century ago. They are now a congregation of over 5,500 adults who gather on two campuses each Sunday. Twenty-three fulltime pastors and ministers and over 75 supporting staff make up the team that oversees Scottsdale Bible's gathering of believers. The singular focus is to develop devoted followers of Christ—*who are marked by unwavering faith and unconditional love.*

Scottsdale Bible is also a church that has been blessed with a large number of lay people who bring a deep love for Christ and a sophisticated knowledge of His Word with them to church Sunday after Sunday. They also bring well-honed spiritual gifts and valuable experience that enhance their roles as servants to the greater body of Christ. Whether it is teaching the Bible, leading in worship, working with young people, or doing the myriad unseen chores that make up a vibrant church, Scottsdale Bible has enjoyed a rich history of God's blessing through the faithful service of His people.

From the time that God first turned the lights on at Scottsdale Bible, four core values have been embraced. These are: *transformational Bible teaching, engaging worship, authentic community and service-based outreach.* Regardless of what Scottsdale Bible is involved in or when members meet throughout the week, these four values are to guide what they are about. This is especially true concerning expositional preaching. It is the tradition of Scottsdale Bible to live for the Lord while being led by His Word.

Expositional preaching can become an idol if a church isn't careful, so Scottsdale Bible loves the Bible but they do not worship it. They teach the Bible in order to lift up Christ. Although the Bible is what guides Scottsdale Bible, it is Christ who is the central focus of their existence. *Transformational* exposition of the Bible isn't just the information within the scriptures that the church is committed to but the life-change that God's truth creates when it is passionately and accurately taught Sunday after Sunday.

This is also where “worship” comes in. With an ardent commitment to life-change among God’s people, developing a life-style of worship is critical. The Sunday gathering is seen as a “practice session,” if you will, for the rest of the upcoming week. They sing, fellowship, utilize the creative arts—all for the goal of helping people realize what a life-style of worship looks and feels like. They gather to focus on God and His glory, submitting hearts and lives to Him. The hope is that Scottsdale Bible helps people understand more what worship of the One true God is truly about.

## **SENIOR PASTOR**

Since Jamie Rasmussen’s arrival in October 2007, there has been an obvious excitement among the congregation as a whole, as well as measured growth. It would not be an overstatement to say that the congregation is “buzzing” each Sunday with appreciation for their new pastor, and Scottsdale Bible has seen a 10–15 percent increase in weekend worship attendance since Jamie arrived.

Jamie brings gifts of leadership and teaching to his role as Senior Pastor, as well as more than 20 years of experience in church growth. 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 more 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 size 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 with a submitted heart before God. He has a very 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 for the body of Christ called Scottsdale Bible.

Jamie is eagerly looking forward to partnering with a likewise gifted and passionate leader who will come alongside him and the elders to help take Scottsdale Bible to the next level in worship arts. Recognizing that this person will have complimentary gifts in creative communication, shepherding and leadership, Jamie is anticipating how God will use this kind of leader to continue to add substance and strength to the ministry of Scottsdale Bible.

Jamie and his bride, Kim, have three teenage children—Hannah (19), Abby (17) and Paul (16). 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 AND STAFF CULTURE**

In addition to the church's fundamental commitment to transformational biblical exposition in the main worship services, Scottsdale Bible has always emphasized smaller enrichment groups (30–150 people in each class) meeting on Sundays where community is developed. They also have hundreds of small groups that meet throughout the week involving an estimated 22 percent of the congregation. Scottsdale Bible has, since its founding, lived a deep commitment to missions and in addition to the large amount of giving that members do directly to outreach organizations, the church spends an additional 17 percent of its budget on missions and outreach.

Probably one of the most distinctive things about the culture of the church is that this grace-filled group of Christ-followers has literally led the way in serving the community at large in the Scottsdale-Phoenix area. It is estimated about two dozen regional and national ministries have been started either directly by the church or by its members. In addition, countless others serve God regularly in the community as extensions of the church, and outreach in the form of service is a defining hallmark.

Scottsdale Bible's staff, far from being simply "professional associates," see themselves as a "family" working together toward a common purpose. Laughter around the coffee machine, emails that encourage one another and resources that are freely shared and given are commonplace on any given day on the main campus. Most of the staff are grouped in various "departments" (e.g., worship department, communications department, youth department, etc.) and most of these departments use much collaboration and a true "team approach" when it comes to getting their respective jobs done.

Due to the fact that the previous Senior Pastor, Darryl DelHousaye, moved on to assume the Presidency of Phoenix Seminary over two years ago, this was a natural time for many of the executive level staff to move on as well to other ventures. This has created a wonderful opportunity for a fresh group of relatively young, impassioned and gifted pastors and ministers to now lead the way toward a new season of ministry at Scottsdale Bible. Under Jamie's leadership Scottsdale Bible is looking to hire not just a new Pastor of Worship and Creative Arts, but also leaders in Family Ministries, Marriage Ministry and Children's Ministry. It is a very exciting time for the staff environment at Scottsdale Bible.

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 applying the practical truths, promises, and guidance of Scripture on a consistent basis.
- Committed to reaching the lost and developing the believer.
- Focused on continuous improvement, striving for best practices.
- Committed to serving others with humility and accountability, no matter the level within the organization.
- Team oriented, entrepreneurial and with 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-valued with a mission-focused, "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.

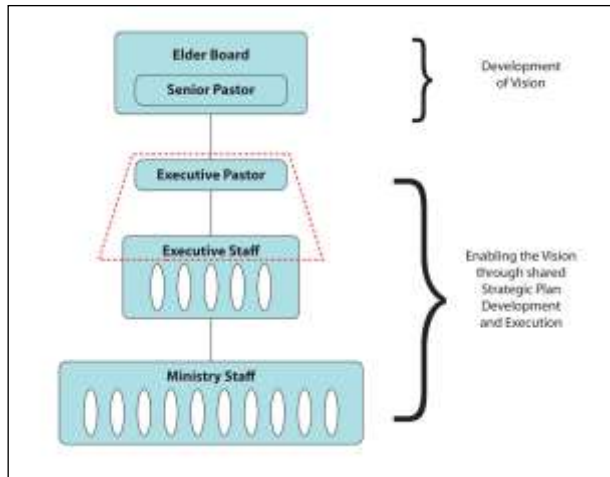
## **THE POSITION**

Scottsdale Bible's growth has resulted in the use of a variety of worship services which currently includes a blended style of worship for three morning services (usually with choir and orchestra) and a very contemporary worship with a worship band at the Eleven 10, evening and somanorth services. There is a talented array of artists, musicians and videographers available to create a diverse and meaningful worship experience for everyone. The church is in need of a leader able to embrace the entirety of Christian worship styles and who can define the style elements required for each of the services. This leader will oversee the paid staff and volunteer members of the Worship Arts Teams.

Although working closely with the Senior Pastor to shepherd the entire congregation and set the strategy for effective worship implementation at all services, the Pastor of Worship and Creative Arts will report directly to the Executive Pastor and be a member

of the Executive Leadership Team setting direction and providing leadership for the congregation as a whole.

Reporting to the Pastor of Worship and Creative Arts are the following full-time paid staff: three worship leaders, a vocal team coordinator/worship service planner, a keyboardist and a worship administrative coordinator.



**Responsibility Overview**

There are three crucial roles that the Pastor of Worship and Creative Arts must be able to play. Though a qualified candidate will most likely be stronger in one capacity over another, to adequately fulfill the job expectations he must be able to function well in each role.

**Pastor**

Shepherd and guide God’s people on a personal and small-group level.

Possess adequate biblical and theological knowledge in order to feed and guide God’s people.

Lead the congregation in worship with a shepherd’s heart and focus.

**Administrator/Leader**

Lead and manage people within one’s ministry areas.

Organize and plan ministry and ministry events with evident success.

Demonstrate personal organization skills in order to keep pace with a large and growing ministry.

**Artist**

Exhibit proven musical and creative abilities.

Show breadth of artistic style and expression.

Willing to stay current and “take risks” combined with a heart for traditional worship forms.



### **Specific Responsibilities**

- Along with the Senior Pastor, Executive Pastor and Elders, develop a comprehensive philosophy and plan for the worship arts ministries at Scottsdale Bible that is consistent with the stated vision, values and mission.
- Pastor the Worship and Creative Arts staff and volunteers; if not personally leading the choir and/or orchestra to insure that the staff person hired/assigned to do so has the capacity and heart to pastor those people.
- Develop and oversee the weekly contemporary and blended worship services.
- Provide the leadership and input to the Senior Pastor and ELT as to trends in dynamic worship and creative arts to most effectively reach people for Christ, and how to change and grow in new areas.
- Develop and ensure the overall pastoral leadership environment of the Worship and Creative Arts Ministry.
- Organize and oversee all special services and events associated with the Worship and Creative Arts Ministry.
- Plan, develop and implement additional worship platforms and services at Scottsdale Bible utilizing differing and divergent worship styles (e.g., contemporary, blended, etc.)—both on-site and in multi-campus settings.
- Lead, manage, develop and evaluate all paid Worship and Creative Arts staff.
- Develop and ensure a culture of volunteerism in and through the Worship and Creative Arts ministries where volunteers are utilized aggressively and regularly in the life of the ministry.
- Give leadership to the team working with the just-launching Worship Arts Academy which works with both the Children’s Ministries and Student Ministries in developing the next generation of worship leaders and participants.
- Serve on the Executive Leadership Team for overall church vision, strategy, planning, management and evaluation.
- Insure that all policies and procedures are established and adhered to for all areas within Worship Arts Ministry.
- Develop and monitor annual goals, objectives and budgets in a timely manner.
- Maintain fiscal accountability for the Worship and Creative Arts department.
- Recruit, nurture, equip, motivate, and encourage a large network of volunteers and volunteer leaders to support these programs.
- Work with the Worship Arts ministry team to develop an annual children’s ministry plan, and budget that supports the church-wide goals. Manage Worship Arts activities to stay within the annual budget.
- Proactively communicate, support and fulfill the mission, vision, core values, purposes and goals of Scottsdale Bible.

## **THE PERSON**

More than anything else, Scottsdale Bible is looking for a humble, godly man to lead the way toward deeper worship in and through the ministries of the church. Recognizing that pride is a common trait among fallen human beings in general (and certainly pastors are not immune to this), Scottsdale Bible is looking for a man who has experienced enough brokenness in life to realize very clearly the need for God on a daily basis. This also assumes that this humility translates into a well-honed maturity in dealing with all kinds of personalities one meets in a large and diverse ministry context.

In addition to the obvious artistic and leadership skills needed to fulfill the requirements of being the Pastor of Worship and Creative Arts, Scottsdale Bible is looking for a person who has a “shepherd’s heart.” The ability to personally lead the congregation in worship in an “up front” fashion, as well as the ability to guide individuals spiritually “behind the scenes,” are indispensable traits in the person who will fill the shoes as the Pastor of Worship and Creative Arts. Although someone else on the platform might be the lead singer or musician, this person will be the leader in worship.

Lastly, Scottsdale Bible seeks a person who values family as a high priority. The church sees family as the bedrock of any God-honoring culture. A healthy and passionate love of spouse, if applicable, combined with an obvious love for and discipline of his/her children, if applicable, are crucial traits Scottsdale Bible is looking for in the person who would stand before the congregation and lead them to the throne of Christ in worship.

The following sections represent ideal candidate attributes. It should be noted that it is understood that these are ideals and that the successful candidate may possess many, but likely not all of the desired attributes.

### **Required Qualifications**

- A mature and growing relationship with Jesus Christ.
- A commitment to personal prayer/devotion.
- A solid grasp of Scripture and proven application.
- A Bachelors or Masters degree in Music is most appropriate, with a Masters and/or seminary degree a plus.
- A proven track record of ten or more years, preferably in fulltime ministry in leadership either in a church or a Christian school, college or university.
- A demonstrated experience in leading a worship and creative arts ministry or organization with 100+ participants.
- A proven and quantifiable history of methodology and success in developing and implementing a viable staff and volunteer recruitment process.
- A sincere, genuine love for worship using various styles (and excellence in musical performance) that helps people become more intimate with Jesus Christ and prepares their hearts for the Senior Pastor’s message.
- A willingness to agree and adhere to the *Mission, Vision, Values, and What We Believe* statements (see Addendum 1).

- An ability to multi-task with a capacity and organizational ability to lead a large organization; must be well organized, high energy and be able and willing to work “longish” hours.
- A proven effectiveness as a business partner with senior leadership, peers, subordinates, volunteers and end-users. An ability to lead up, down and across.
- A demonstrated leadership in creating a cohesive, people-oriented departmental team and being part of a leadership team with the same style.
- Experience working effectively with local organizations.
- An ability and desire to serve in this role at Scottsdale Bible a minimum of five years (subject to satisfactory performance and at the discretion of the church).
- Experience in related pastoral duties in ministering to the Worship Arts staff and volunteers, including Bible study, counseling, evangelism, prayer, etc.

### **Characteristics**

The candidate must understand how organizations function best, exhibit great people management and team-building skills and demonstrate the ability to lead an organization operationally through sustained growth and improvement. The person must be comfortable operating in an environment where the ability to explore new opportunities and do things not yet done are valued.

This must be someone that others want to comfortably follow; someone who inspires confidence and enthusiasm. The leadership style that best fits the organization is consultative, participative and consensus-building, yet decisive, holding people accountable. The person should be a coach, a leader of leaders, and able to delegate effectively rather than micromanaging tasks. The person should have adeptness with the various creative and technical skills within the department. Proven abilities to lead musicians and creative resources as they lead others in worship are critical. This person should have a gentle, enduring style, yet be firm when needed.

This is a role for a “servant leader,” someone who is committed to serving those he or she leads and views the staff as serving one another and the community. It is crucial that people be heard and their input considered before making decisions. A demonstrated ability to confront and manage conflict in a healthy manner is needed as well as flexibility to meet unexpected opportunities. Rather than merely reactive, he or she will be proactive in giving insights that increase efficiency, service or improved decision making.

Scottsdale Bible is a large organization, and the successful Pastor of Worship and Creative Arts will see the value of establishing new systems, or improving existing systems to enhance consistency, quality, and effectiveness, without adding needless bureaucracy. This should be done without stifling quick response time or the entrepreneurial spirit. One should respond quickly to new opportunities while keeping the mid and long-term ministry goals in focus. The candidate should be capable of establishing direction, motivating and inspiring both within and outside the department. The person should be a learner who continuously asks the question, “What can I (or we)

learn from this?” Taking calculated risks should be encouraged for the sake of finding better ways, growth, or learning from mistakes.

The candidate must be a person of integrity and have a consistent record of truthfulness, fulfilling commitments, maintaining confidences and handling personal affairs honorably.

The selected individual will be intelligent, articulate and persuasive. Presentation, verbal and written skills must be proficient, using technology relevant to the role. In addition to communicating well within a team, he or she will need to communicate effectively with the larger community.

This person will be a solid and supportive team player who will help make things happen. The candidate’s people management and relational skills should be excellent. Being dictatorial, condescending, or insensitive would not be acceptable characteristics. Rather, while this person may have high expectations of his or her staff, the candidate should be fair, understanding, trustworthy and a good listener, mentor and team builder. The selected candidate should be good at developing relationships based on trust and candor.

While the position will usually be 50+ hours a week, it is expected that the person will place family needs first. The right person will demonstrate the ability to balance the needs of the job and one’s personal life.

## **FACILITIES AND EQUIPMENT**

The Worship Center seats 1800 people, has a stage 90 feet wide and 35 feet deep with removable seating for a choir of up to 180 people. There is a four manual Rogers organ and a pulpit that are both retractable in the floor of the platform. There are presently three blended worship services each Sunday morning and one contemporary service at 5:00 pm in the afternoon. Perhaps three out of four Sundays each month, the choir and orchestra participate in the Sunday morning services and a worship band of seven to eight plays a part in the contemporary service.

There is another venue in the high school building, used for two services each Sunday: the Eleven10 Venue (service starts at 11:10 am on Sunday morning) and somanorth (service at 6:00 pm, oriented towards a younger generation), which seats 450 people and uses two different worship bands of about five people each.

On special occasions another video venue used is the Town Centre, a flexible multi-purpose room used for large adult Enrichment Classes, athletic gymnasium events, and large banquet gatherings. The Town Centre has the capacity to seat up to 900.

The Choir Room has a choir loft seating of 175 plus a grand piano and sound system. The Orchestra Room holds up to 55 people, an upright piano and a rehearsal area.

Worship Arts has its own office/administrative area adjacent to the choir room, in the rear of the Worship Center.

There is proper sound, video and audio equipment to support Worship Arts.

## **THE LOCALE**

Scottsdale Bible Church is located in one of the most enchanting areas of the country. Arizona is a state of great beauty. Because it is one of the younger members of the union of states it thrives on a constant influx of fresh ideas and enthusiastic innovation. Scottsdale sits in the middle of the rich Sonoran Desert. Its regional climate plays into the hands of people who love the outdoors. The area offers everything a person could hope for when it comes to sports, recreation, culture and the arts. If you love professional sports, the Valley of the Sun has just about anything you could want. Scottsdale just happens to be the epicenter of one of the most picturesque states in the West.

When it comes to raising a family, Scottsdale is an ideal setting. There are excellent educational options and plenty of outlets to make a family rich in memories. It's also a crossroads of cultures and socioeconomic distinctives that lend to raising kids who have a heart for others.

But with opportunity comes challenge. The hurried pace and competitive nature of the local culture can put great strain on marriage and parent/child dynamics. The demands of the growing and prosperous marketplace have left Scottsdale Bible surrounded by thousands of people who find themselves beaten up by the process and wondering if there isn't more to life than what they have. Of *course* there's more! And Scottsdale Bible Church wants to carefully steward the opportunity to reach out to these people with the love and forgiveness that only Christ can offer.

### **Scottsdale Profile—Facts and Figures**

Incorporated in 1951 as a city of 2,000

Population today: 235,371 (51.8% female/48.2% male)

Elevation 1260 feet

Average Rainfall: 7.74 inches

Annual Sunshine Days: 314

Average Minimum Temperature 55.7 degrees

Average Maximum Temperature 84.6 degrees

Estimated Average Household Income (2008) \$110,079

Estimated Median Household Income (2008) \$74,504

Owner Occupied Median Home Value \$220,041

Median sales price \$320,000

Renter Occupied Median Rent \$759

Median Household Income Scottsdale—\$69,017 (Phoenix Metro \$51,862; US \$48,451)

Average Household Size 2.25

Average Family Size 2.91  
Bachelors Degree or Higher: 50.8%  
Median Age 43.8  
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%)
- Asian (0.6%)

### **Education**

Scottsdale boasts a highly-educated population with over 50% having at least a Bachelors degree, which is significantly higher than the State or National percentages. School-aged children 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 through out 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 1900's, 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 Artwalk taking place every Thursday night.

### **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 management style. Scottsdale Bible is offering a competitive salary and appropriate benefits, coupled with a mission that is Jesus Christ focused and a beautiful place to live. 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.

Scottsdale Bible's vision, financial position, excellent leadership and desirable location make this an outstanding opportunity.



Our client is an equal opportunity employer and does not discriminate based on ethnicity, age, gender, national origin, veteran status, or physical handicap. However, by the nature of this organization and its purposes, it does limit its hiring to people whose beliefs, theology and lifestyle are consistent with the church's statement of "What We Believe" (see Addendum 1 - Vision, Mission, Values and Statement of Faith).

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 be made until mutual interest has been established.

As part of the process of being a candidate, the person will authorize a background check for driving and credit history, and criminal records, and degree/certification verifications, as well as submit to a recorded video interview with the recruiter that may be provided to the client. Additionally, at the client's request, candidates must be willing to submit to personality, behavioral, or related evaluation/measurement processes.



For further information on this position, please contact:

**Bruce Dingman, President**

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Consultants for Executive Selection

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## **Addendum 1**

### **VISION, MISSION, VALUES AND STATEMENT OF FAITH**

Scottsdale Bible Church (SCOTTSDALE BIBLE) 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 over 45 years He has proven to us that His love never fails.

#### ***Vision***

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.

### **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.