

OPPORTUNITY PROFILE

For the Position of

Global Outreach Pastor



OVERVIEW/OPPORTUNITY

Scottsdale Bible Church (SBC) is a Christ-centered, *under-girded by grace*, nondenominational church with an average weekend attendance of 5,500 adults and 800 children. It is a growing, vibrant, and dynamic church that consistently strives to improve the quality and their ability to reach people. SBC is intentional about reaching out to families who do not yet attend church, 87% of the people in the Scottsdale area are unchurched, as well as to believers growing in their spiritual maturity. This intentionality extends beyond the local community and to the far reaches of the world. SBC 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. SBC is not about religiosity, but rather about the Truth of Scripture played out in everyday life.

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

In keeping with our biblical calling to "Win, Build, and Send" and our **Compelled by Grace** vision (see Addendum), SBC is searching for a new Global Outreach Pastor to influence people toward transformation through sharing the Truth of God's Word; compassionately caring for the poor and lost; partnering with like-minded agencies, churches and missionaries; and training and mobilizing people to serve. The Global Outreach Pastor is seen as a pivotal, strategic role and one that effectively integrates deployment and mobilization expertise, while also demonstrating a good balance between relational, people-oriented passions with administrative task-oriented needs.



CHURCH HISTORY

The way God created Scottsdale Bible Church is not unlike 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. At the time, there was no evangelical church in Scottsdale. A group of 13 gathered the first Sunday in January 1962.

After meeting in a home, school, 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 was missions-minded and established a solid foundation for personal spiritual maturity and growth 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 Borror (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 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—increasing attendance by more than 35 percent during those interim months.

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 we continue 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 asking SBC to take new risks, begin new adventures and continue to take seriously our vision of creating a community of Christ-followers marked by unwavering faith and unconditional love. It compels SBC to build healthy, growing congregations. It enlarges our hearts to reach Arizona for Christ. In this spirit, in the last two years, the SBC community has expanded with the addition of several multi-sites including our new Grace Chapel, the Venue, our Cactus Campus and most recently, our Mountain Valley campus. There is currently a \$21.5 million capital campaign, *"Compelled By Grace"* - 88% of which is to enlarge/modify/add numerous improvements to the campus (i.e. enlarging the Worship Center from 1700 to 2000 seats, new children's and student's buildings) and 12% is for multi-sites and foreign missions. Construction will be completed in November of this year.

The annual church budget is \$10 million of which \$1 million goes to missions and approximately \$2 million supports the 300+ people who go on annual short-term missions trips.



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.

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 on the body of Christ called Scottsdale Bible.

Jamie and his bride, Kim, have three grown 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 exposition in the main worship services, Scottsdale Bible has always emphasized smaller enrichment groups. With the intent of developing rich and authentic community, hundreds of small groups meet throughout the week involving an estimated 50 percent of the congregation.

Probably one of the most distinctive things about the culture of SBC is that this grace-filled body of Christ-followers has literally led the way in serving the community at large in the Scottsdale-Phoenix area. It is estimated that about two dozen regional and national ministries have been started either directly by SBC or by its members. In addition, countless others 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 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.

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, 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.



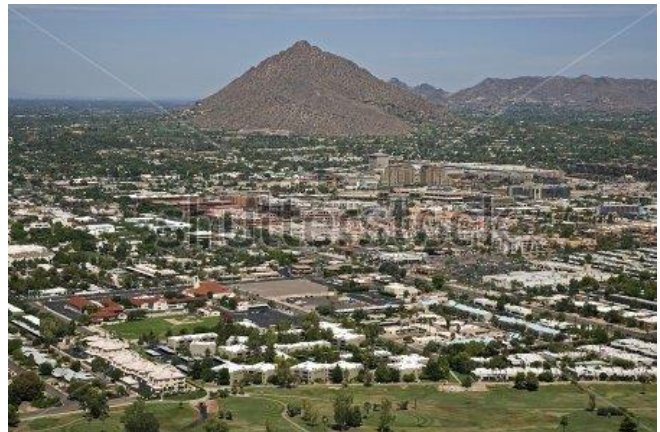
THE LOCALE

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
Bachelors 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 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 Art-Walk taking place every Thursday night.



GLOBAL OUTREACH MINISTRY OVERVIEW

Scottsdale Bible Church and the Global Outreach Ministry operate out of their main location on Shea Boulevard. Approximately 4000 families call Scottsdale Bible their church home and it has a long and impactful missions history. Scottsdale Bible Church has approximately 50 long-term, financially supported missionaries deployed through various sending agencies. These missionaries are located in core strategic regions and contain a mix of both foreign

and U.S. nationals and their families. Their roles range from administration to leadership and are focused on both reached and unreached areas. SBC also sends more than 350 members of its congregation on short-term missions to dozens of countries annually to support the work of a wide variety of missionaries and missions agencies. The Global Outreach Pastor oversees the relationships with SBC's supported missionaries in conjunction with a very competent group of volunteers who make up the Missions Resource Team. The current areas of focus for SBC missions are Tanzania, Europe and the Middle East, but the church also supports works in many other regions on a smaller scale.

SBC takes the Great Commission and the equipping of the saints very seriously, as attested to by its substantial investment in Global Missions. Matthew 6:21 reminds us that "Where your treasure is, there your heart will be also." As such, it has been a value at SBC for decades to commit our treasure generously to Global Outreach initiatives and our congregation rises to meet critical local and global needs regularly and faithfully. SBC currently invests more than \$1 million in global missions annually – or 11% of its total budget – and has strong financial reserves and no debt. There is an additional \$2-2.5 million in designated giving, and a large portion of that goes towards missions and outreach. This God-inspired generosity requires a faithful and determined individual to steward those resources carefully and thoughtfully, in accordance with well-developed strategies aimed at long-term Kingdom impact.

THE POSITION

The Global Outreach Pastor reports to the Executive Pastor, Ken Bohlen. The position is critical in helping shape the vision for global outreach at SBC and in the execution of the missions strategy. The Global Outreach Ministry team is exceptionally talented, loyal to the ministry and, moreover, to the cause of Christ being faithfully proclaimed and integrated into the lives of people throughout the world. The Global Outreach team consists of three full-time team members reporting to the Global Outreach pastor, an all-volunteer MRT of 8-10 people, and 100 volunteers.

The following sections represent ideal candidate attributes.

Duties and Responsibilities

- Be the primary visionary leader for the Global Outreach Ministry.
- Build trust and rapport along all lines of involvement, including volunteers, staff, leadership, and short-term mission teams.
- Ensure that all policies and procedures are established and adhered to for all areas within the Global Outreach Ministry.
- Work with SBC leadership to understand the goals and objectives of the church. Pursue an understanding of leadership's expectations of the Global Outreach Ministry as it relates to the all-church goals, services and events.
- Provide a detailed quarterly report for the leadership at SBC to keep them apprised of the current state of the work and to maintain alignment with SBC at large.
- Develop a church-wide communication strategy to build awareness, and ultimately greater ownership, of the Global Outreach initiatives of Scottsdale Bible Church by the congregation.
- Evaluate the current Global Outreach model, investigate possible alternative philosophies, build consensus with all constituencies, and implement approved changes.
- Work with the Global Outreach team to develop annual ministry goals, objectives and budget that supports the church-wide goals. Manage activities to stay within the annual budget.
- Serve in a pastoral role to counsel and guide field missionaries, especially in areas of focus. Empower the Global Outreach and Missions Resource Teams to help cover pastoral care for SBC supported missionaries.
- Provide ongoing educational opportunities for the Global Outreach and Missions Resource Teams.
- Work with the broader staff to create outreach opportunities for individuals and families within their respective spheres of ministry influence.
- Recruit, nurture, and equip a large network of volunteers and volunteer leaders to support Global Outreach programs such as short-term missions and the prayer and nurture network for our field missionaries.
- Create opportunities for field missionaries to connect and share their work with SBC's



congregation and with each other.

- As a member of SBC's broader pastoral team, assist with the development of church-wide ministry goals.
- Maintain a healthy balance of focus between the "field" and SBC.
- Adhere to the SBC Staff Statement of Faith.

Required Qualifications



- A mature and growing relationship with Jesus Christ.
- A commitment to personal prayer/devotion.
- A definitive grasp of Scripture and proven application.
- A Bachelor's degree from an accredited institution.
- Five or more years of proven track record of large program management, preferably in full-time ministry or non-profit work with some emphasis on global missions or local outreach. Extensive lay experience with global missions will be considered.

- Demonstrated experience in leading a large ministry team consisting of staff and volunteers.
- A strong and clear calling to full-time ministry.
- A proven ability to balance being an advocate for field missionaries while keeping the vision of the organization as a whole in focus.
- A proven and quantifiable history of methodology and success in developing and implementing a viable staff and volunteer recruiting plan.
- A willingness to agree with and adhere to the SBC *Mission, Vision, Values, and Statement of Faith*. (see Addendum 1)
- Intent and desire to serve in this role at Scottsdale Bible Church a minimum of five years (subject to satisfactory performance and at the discretion of SBC).
- Proven effectiveness as a ministry partner with senior leadership, peers, subordinates, volunteers and end-users. An ability to lead up, down, and across.
- Demonstrated leadership in creating a cohesive departmental team.
- Experience working effectively with missions organizations.
- Willingness to travel to the field a reasonable amount of time.

Desirable Qualifications

- Experience in pastoral duties, including counseling, evangelism, visitation, child dedication, prayer, baptism, communion, and teaching.
- Experience in managing local/community outreach programs.
- Demonstrated ability to maintain a balance between field-focused resource deployment activities and church-focused mobilization activities.

- Experience in assisting a fast-growing, entrepreneurial organization to greater excellence in operations, policies and systems while preserving the culture.
- An understanding of, and ability to execute, sustainable, long-term global missions strategies.
- International field experience.
- Strong spiritual gifting in shepherding, teaching, leadership, evangelism, and/or apostleship.
- A Bachelor's or Master's in theology, divinity, global missions or related field.
- Solid understanding and use of technology to leverage efficiencies.

Characteristics/Qualities

- Ability to energize and empower individuals, and build effective teams.
- Bold, strategic thinker – methodical in developing culture and people.
- Biblically literate, with a vibrant and growing relationship with Christ and the ability to teach others.
- Ability to inspire confidence and enthusiasm, at the individual, small and large group level.
- Collaborative, consensus-building management style yet decisive and able to hold people accountable.
- A demonstrated ability to confront and manage conflict in a healthy, biblical manner.
- High level of integrity—above reproach.
- Articulate and persuasive.
- Strong relational skills—good listener, fair, understanding, empathetic and trustworthy.
- Strong organizational and decision-making skills.
- Capable of balancing the needs of the job and one's personal life.



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:

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Addendum 1

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

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.