



Delta First Baptist Church Profile

**Lead Pastor
Position Description**



**First Baptist Church
1250 Pioneer Road
Delta, Colorado 81416
(970) 874-3847**

FirstBaptistChurchDelta.com

DeltaFBC@Yahoo.com

Greetings in our Lord Jesus Christ,

We are delighted that you are interested in the Lead Pastor position at Delta First Baptist Church. We are prayerfully looking for the right person to serve as our Lead Pastor, one who enjoys a life transforming walk with Jesus, who is centered in Christ and the Word of God and one who will help us fulfill our vision being God's people who regularly gather, grow in Christ and go with Christ into our community and world.

Please feel free to discover more of our vision, mission, history, leadership and ministry at our website at First Baptist Church Delta. With faith, hope and love, we look forward to meeting the right person that God is calling to serve as our Lead Pastor.

With joy in our journey with Christ!

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"So in Christ we who are many form one body, and each member belongs to all the others." Romans 12:5

WHO WE ARE:

Delta First Baptist Church is Christ-centered, Bible-rooted, and mission-minded loving body of about 125 faithful followers of Jesus Christ. We span several generations from newborn to 90+ years of age. We come from a variety of denominational backgrounds and Christian faith traditions. We are a multi-ethnic congregation predominantly Caucasian and Karen (a people group from Myanmar/Thailand.) We are united together in our love for Jesus. We have a rich tradition of American Baptist heritage spanning back to our founding in 1883.

OUR MISSION, VISION AND MODEL FOR MINISTRY

Our Mission - **Gather – Grow – Go...**

Our Vision - To produce lifelong devoted followers of Jesus Christ.

Church Verse - Romans 12:5 "So in Christ we, though many, form one body, and each member belongs to all the other".

We are a loving body of faithful followers of Jesus Christ; seeking to know and grow in Christ together, through God's Word, prayer and our worship of God; through fellowship and our shared life together; and through evangelism, service and outreach; creatively bringing Christ's message of hope to our community and world.

To read more about our beliefs please visit [American Baptist Churches USA](http://AmericanBaptistChurchesUSA.com).



CHURCH HISTORY

Delta First Baptist Church organized on Dec 10, 1883 with eight charter members. The group met in homes for services until early 1884 when a one room log church was built.

In 1888, twenty-five members launched out in faith to build a frame building on the corner of 4th and Meeker St. The lot was obtained as a gift and the church was to be built to seat 150 people.

The year of the 50th anniversary of the church was Feb 9, 1933 and was in the height of the great depression. A fire was discovered on the second floor of the annex during the morning worship service. Only the walls and floor remained. Salvage operations were begun immediately and most rebuilding work was done by volunteer labor. The reconstructed church was dedicated on Sept 7, just seven months after the fire.

In 1957, under the pastorate of Rev. Biro, the Antal family from Hungary was sponsored by our church to come to Delta. Also, in the summer of 1975, the church sponsored another refugee family from Vietnam.

Twenty-seven pastors have served our church since 1883. Our longest serving and current pastor, James Conley, arrived in September of 1994 and is now serving in his thirty-first year as of this writing.

The physical structure of Delta First Baptist Church is approximately 15,000 sqft. A 300 seat, raised ceiling sanctuary; a $\frac{3}{4}$ size full Gymnasium and Fellowship Hall with full kitchen and storage rooms with available seating for 225. The two levels of office and activities rooms consist of 15+ meeting

rooms of all sizes; men’s and women’s restrooms on each level, and most all areas are ADA Accessible. We have a 50x34 outdoor pavilion with an acre worth of lawn for church and Community activities. There are approximately 15 different community-based entities that use our facility daily, weekly or monthly.

Current daily or weekly activities consist of two different homeschools, Vision Homeschool Term Testing, multiple Men’s & Women’s bible studies, High School Youth Group, Awana, Young Life, 4-H Club, Square Dance Club, Troop/Pack 485 Scouting, Karate for Christ, VFW, Family Support Ministries, Community Pickup B-ball, wedding and funerals are just a few. The building usually opens up around 7am and closes around 8pm each evening. We are well known for having our doors open to the needs of our local community.

The history of the First Baptist Church of Delta is not written merely in words, as much as it is across the lives of those who served the Lord so diligently in this community. So it is, that we are not so concerned with words as what we are with lives.





Our Delta Karen Baptist Fellowship History

Today a large part of our congregation are Karen (a people group reached by American Baptists in Myanmar formerly Burma) who migrated to Colorado as war-torn refugees. In 2011, the first Karen family came to Delta. In 2012, more Karen and Karenni families moved here from the Denver area. There were about 30 families, Karen and Karenni combined, holding different beliefs ranging from Buddhism to Christianity. The Karen Baptist fellowship gathered every Sunday afternoon in the office of their apartment complex to worship.

In 2013, the Karen started holding worship services in our church library, and later as the congregation grew they requested to use the sanctuary. Because of the language barrier, not many Karen families attended our English services. Now we hold two Sunday services, one English and one Karen.

Ever since the Karen arrived all of us have been stretched, growing in love as we serve each other. We've demonstrated this in many ways. Some examples include tutoring, AWANA club, and legal help. Since 2011 First Baptist congregants have assisted over 50 Karen in obtaining US citizenship. Upon graduating high school, many of our Karen youth have chosen to serve in the U.S Military, while others are continuing their education and still more are working locally.

Currently there are seventeen extended Karen families residing in Delta, with over 100 active in the church. Delta First Baptist Church and Karen Baptist Fellowship are one congregation.

WHO WE ARE

In the past year we have conducted an assessment and surveyed our congregants. We note the following about us:

MINISTRY STRENGTHS

Children's Ministry	Youth Ministry	Vacation Bible School
Transportation Ministry	Mission Trips	Community Outreach

WHAT WE DO WELL

Socialize/Fellowship	Support Missions	Meet Needs
Support Elderly	Support Groups	Churches Use Building

NEEDS OF OUR CHURCH

More Volunteers	Long Term Planning	Life Groups
Mentors for New Christians		
Adult Ministry (couples and singles, college through middle age)		

STRUCTURAL STRENGTHS

Council Leadership	Financially sound	Diverse demographics
Updated and Maintained Facility		Constitution
Church Legacy 140+ years		Handicap Accessible





OUR COMMUNITY

The people of Delta First Baptist Church live and work in Delta, Olathe, Montrose and Grand Junction. This is the western slope of Colorado and eastern Utah. We have a variety of mountains and deserts that are some of the most desired outdoor destination locations in the western US. From the San Juan Mountain Range including Telluride; to the Grand Mesa, which is the largest flattop in the US; to eastern Utah and all its many desert destinations of Arches, Lake Powell, Bryce Canyon, and the two hour drive to the surrounding Moab area. We are in the heart of the true beauty of the Colorado Rocky Mountains...

Delta, Colorado, is a beautiful city of approximately 10,000, with a vibrant community spirit, and abundant recreational opportunities. The city offers an array of housing options, ranging from historic homes exuding old-world charm to modern developments designed to cater to diverse preferences and lifestyles. This variety makes the housing market in Delta appealing and accommodating to a wide range of residents.





In terms of work opportunities, Delta provides a conducive environment with a diverse range of employment prospects. Key sectors such as agriculture, healthcare, and education offer employment options. The median income in Delta County is \$37,478. Education is a cornerstone of Delta, with the city being home to reputable schools that provide quality education.

Churches hold a significant place in the social and cultural landscape of Delta, overall, we enjoy a co-operative church community. We enjoy a favorable climate with an abundance of sunshine and relatively mild winters.

We're a gateway to recreational paradise: The Grand Mesa, Black Canyon, Uncompahgre Plateau, and the list goes on! From hiking and camping, hunting, fishing, wildlife observation, Delta County offers an array of outdoor activities that cater to nature enthusiasts and adventure seekers alike.

Delta is a city that combines the best of natural beauty, community warmth, and diverse opportunities. Its housing options, work prospects, educational institutions, and recreational offerings make it an inviting place to call home.



FINANCIAL INFORMATION

CURRENT CHURCH BUDGET/EXPENSES

\$207,000

ANNUAL MISSION GIVING

7%

CURRENT ENDOWMENT

Financially Stable

PASTOR'S COMPENSATION

The salary will range between \$30K - \$40k, to be negotiable based on experience, education, and pastoral background. Salary package will include Salary, Two year on property Parsonage Housing (Annual Rental Value \$18,000).

BENEFITS

\$15-\$20k - Benefits will include Health Insurance Premium Reimbursement and M&M Retirement.

REIMBURSEMENT FOR MINISTRY-RELATED EXPENSES

\$5k - Allowance will be considered for the following reimbursable items: Conferences, Continuing Education, Mileage, Phone, Book Allowance, and Hospitality.

MOVING INFORMATION

The church will cover costs of all reasonable moving expenses.



LEAD PASTOR POSITION DESCRIPTION AND VISION

1. GATHER IN CHRIST through sharing God's Word, Prayer, and Worship.
 - Congregation of faithful Followers. (Romans 12:5)
 - Centrality of the Word of God (2 Timothy 3:16)
 - Life transforming walk with Jesus (John 3:3, 30; Phil. 1:6)
 - Heartfelt worship (Psalm 138:1a; John 4:23)

2. GROW IN CHRIST together through Fellowship and Shared Life Together.
 - Compelling Christian community (Acts 2:42-47)
 - Sacrificial and generous living and giving (Romans 12:1-8)
 - Culture of godly leadership (Hebrews 13:7)
 - Fruitful organizational structures (Exodus 18:13-26, Acts 6:1-7)

3. GO WITH CHRIST into the world with Evangelism, Service and Outreach.
 - Intentional Evangelism (Matthew 28:18-20)
 - Transforming communities: (Micah 6:8)
 - Global perspective and engagement (Acts 1:8)

POSITION & PURPOSE

The Lead Pastor will help First Baptist Church fulfill Christ's vision and mission by modeling faithfulness to the duties of this position while striving to lead an exemplary life. This is a full-time position for an Minister of the Word. Our hopeful plan is for the Lead Pastor to work alongside our current Senior Pastor and church staff during a transition period of six to nine months. We offer this as a gift to all involved, helping in the transition for the congregation to new leadership.

BASIC QUALIFICATIONS

- The Lead Pastor will demonstrate a joyful commitment to Jesus Christ through a life of prayer, study of God's Word and practicing spiritual disciplines.

- The Lead Pastor should have a college degree, be ordained, or be working towards ordination to ministry in the American Baptist Church

- The Lead Pastor will be proficient in preaching and teaching, a gifted communicator of God's Word in speech and writing, able to relate Scripture to all ages with creativity and a good sense of humor.

- The Senior Pastor needs to be effective in a 50 hour work week with occasional interruptions, while modeling a healthy family life, rest and sabbath keeping.

LEAD PASTOR POSITION DESCRIPTION

- The Lead Pastor will faithfully and effectively teach God's Word weekly to help people grow in their life and faith in Christ.
- The Lead Pastor will be a person of prayer, modelling individually and encouraging personal and corporate prayer throughout the congregation.
- The Lead Pastor will administer Baptisms and Communion.
- The Lead Pastor will officiate only biblically based weddings, renewal of vows, memorial services and prepare people for these life events.
- The Lead Pastor will help people discover and practice their spiritual gifts for the building up of the church, including the Leadership Team and ministry leaders.
- The Lead Pastor will work with church leaders to ensure that all people in the church receive pastoral care and visitation as needed.
- The Lead Pastor will help us experience life in Christ through Evangelism, Service, and Outreach.
- The Lead Pastor will work alongside the church leadership to equip and motivate the people to go with Christ into our community and world.
- The Lead Pastor will encourage cooperation with other local ministries for the purpose of reaching people of all ages throughout our community.
- The Lead Pastor will help us develop a global Biblical worldview and prayer life for missions everywhere.

ACCOUNTABILITY

The Lead Pastor is accountable with the Diaconate for cooperative and effective ministries and relationships.

Administration

The Lead Pastor is responsible for the administration of the total church program, though many of the administrative duties will be delegated to staff and/or volunteer leadership. The Lead Pastor shall:

- Assist officers, boards and committees with long range and short-term planning, consulting, advising, coordinating and evaluating.
- Provide office administration through staff or volunteers for assignments such as central record keeping of minutes, membership

records, etc. for all board committees and church business meetings as well as reports of church officers.

- The Lead Pastor functions as leader of all staff and ministry teams, enabling them to utilize their gifts in the ministry of the church.

Denominational and Interdenominational Activities

- Participate in the national and regional ABC Ministers Council, pledge to its Code of Ethics, and actively pursue those ideals.
- Participate in and cooperate with clusters or associations within the region, state, city and national programs, events and activities.
- Cooperate with other local churches in appropriate ecumenical efforts and witness.

Personal Growth

- Appropriate time for personal reading, research and meditation.
- Encourage Continuing Education.
- Attend denominational and interdenominational conferences and conventions regularly and encourage other staff persons and members of the congregation to do likewise.
- Upon the completion of seven years of ministry with First Baptist Church, the Lead Pastor shall be entitled to a three-month sabbatical leave for personal relaxation, study and reflection.

Evaluation

There will be an annual review with the Lead Pastor and the Diaconate. Such appraisal on the part of the pastor, as well as the church leader group, can increase effectiveness as well as improve communications. Evaluation can be a positive and growing experience with emphasis on the positive qualities of leadership, the achieving of objectives, and the determination of new objectives. Unreached objectives or weaknesses in leadership can be discussed in love and with plans for improvement.

OUR GRATITUDE

We give thanks to our Lord Jesus Christ for your interest in the position of Lead Pastor with Delta First Baptist Church. We are praying for you and for guidance from the Holy Spirit to lead us to the person God is calling to serve as our Lead Pastor.

Whatever we do, in word and deed, we seek to do in the name of the Lord Jesus, giving thanks to God the Father through him (Colossians 3:17).