



King's Church in Spokane Valley, WA is seeking to call a Senior Pastor to shepherd a new but well-established congregation of around 160 congregants. As a mission church of Trinity Church in Coeur D'Alene, ID, we have begun installing leaders (both elders and deacons) from within the body. Our congregation is a multi-generational body, is spiritually mature on the whole, and has an ambitious vision for the area. Most importantly and in the short-term, we are looking for a man who will primarily spend himself in shepherding, preaching, and the necessary administrative tasks such duties require. This call is full-time and will be compensated accordingly.

Who Is King's Church?

We are currently a mission church within the CREC in Spokane Valley, WA (eastern Washington State, bordering Idaho). Our congregation numbers more than 30 families, many of whom have long-standing friendships that predate by years the existence of King's Church. The following list gives a brief but clear picture of the kind of life we are pursuing together:

- *Reformed*: we enthusiastically embrace the absolute, personal, and purposeful sovereignty of God over all things, for our good and his glory.
- *Presbyterian*: our polity is deliberately presbyterian, and we like it that way.
- *Biblical*: we love both the *presentation* and *celebration* of biblical truth as the source of a fruitful life together.
- *Structured by Authority*: we joyfully recognize and affirm that the created world is hierarchical by nature and cannot be understood or subdued (per Gen. 1:26-28, cf. Matt. 28:18-20) apart from this recognition.
- *Melodious*: we sing psalms and hymns loudly, frequently, joyfully, and thoughtfully.
- *Scholarly*: we think often and rigorously about life, and we believe that in order to fulfill the Dominion Mandate and the Great Commission the method of educating our children must be given due consideration. Our conviction is that, whether at home or through an institution, a Classical and Christian education best prepares the next generation for faithful service to Christ, and we oppose in principle government sponsored, subsidized, or regulated education.
- *Hospitable*: we take the Bible's exhortation to be hospitable with heart-felt seriousness.
- *Feasting*: whether it follows worship on the Lord's Day or not, feasting, fellowship, fun, and games regularly characterize our congregation.

Our Estimate of Pastoral Ministry

The pastor's work is ambitious. Richard Baxter wrote,

The ministerial work must be carried on diligently and laboriously, as being of such unspeakable consequence to ourselves and others. We are seeking to uphold the world, to save it from the curse of God, to perfect the creation, to attain the ends of Christ's death, to save ourselves and others from damnation, to overcome the devil, and demolish his kingdom, to set up the kingdom of Christ, and to attain and help others to the kingdom of glory.

The pastor's work is the fulcrum on which the welfare of the church depends. The British pastor, Charles Bridges, wrote,

*We should each of us consider ourselves as the appointed luminary in our respective spheres – placed as the centre [sic] of the system – **the source of light and warmth to all within our circle.** We should thus be "burning" as well as "shining lights." We need not always blaze; but we must always burn. There must be love as well as light – the light of holy love.*

The pastor's work is fundamentally both intellectual and affectionate. Jonathan Edwards wrote,

*I don't think ministers are to be blamed for raising the affections of their hearers too high, if that which they are affected with be only that which is worthy of affection, and their affections are not raised beyond a proportion to their importance, or worthiness of affection. I should think myself in the way of my duty to raise the affections of my hearers as high as possibly I can, provided that they are affected with **nothing but truth**, and with affections that are **not disagreeable to the nature of what they are affected with.***

Taken together, these perspectives form a view of pastoral ministry (including, but not limited to, preaching) that places biblical truth as discovered in Scripture at the center of the pastor's labors, because "The grass withers, the flower fades, But the word of our God stands forever" (Is. 40:8). The ministry of the Word, therefore, is and must be,

- holistic, in that the redemption of the entire cosmos, not just human souls, is the goal toward which we are striving;
- crucial, in that the light of the gospel shines brightest and most potently through the ministry of the Word of God, both in public and in private;
- joyful, in that the glory of God is apparent in the right ordering of the loves and affections of God's servant and God's people regarding themselves, the world, and God himself.

We are seeking a man who desires to minister the Word of the triune God to *all* of life (holistically), with *conviction* (crucially), with *demonstrable joy*.

Shepherding God's People

The pastor's primary responsibility is to shepherd God's people, a role that involves demonstrating strength in leadership as well as a profound affection for God's Word,

which serves as the final authority on all aspects of life. The pastor must also exhibit a kind, caring, and nurturing temperament, expressing love for those under his care. Functioning as a spiritual guide, the pastor provides support, encouragement, and wise counsel to help individuals navigate life's challenges and deepen their understanding of God's Word. He actively participates in moments of joy and walks through dark valleys, fostering unity and compassion within the church family.

A pastor also ministers in the practical aspects of life by offering guidance on ethical dilemmas and counsel in personal and familial struggles, thus revealing how abiding faith impacts everyday relationships in all of life.

The Proclamation of God's Word

The aim of preaching is to stir up worship within the hearts of God's people, both the preacher and the congregation. This heart-orientation is the root of all Spirit-wrought obedience that flows from the believer and that characterizes his life. In celebrating and savoring biblical truth, the preacher, anointed by God's Spirit as a secondary cause, both *models* joyful faith in God's truth and *begets* joyful faith within the hearts of the congregation. There is a two-fold aspect of preaching assumed here: the true apprehension of biblical truth in the mind, and the corresponding affections appropriate to that truth in the heart. John Piper describes this view of preaching as follows:

"There are always two parts in true worship. There is seeing God and there is savoring God. You must see him to savor him. And if you don't savor him when you see him, you insult him. In true worship, there is always understanding with the mind and there is always feeling in the heart. Understanding must always be the foundation of feeling, or all we have is baseless emotionalism. But understanding of God that doesn't give rise to feeling for God becomes mere intellectualism and deadness. This is why the Bible continually calls us to think and consider and meditate, on the one hand, and to rejoice and fear and mourn and delight and hope and be glad on the other hand.

Preaching is worshiping over the Word of God – the text of Scripture – with explanation and exultation." (The Supremacy of God in Preaching, pp. 9-10

Job Description

What follows is a list enumerating the various facets pertaining to the role of 'pastor' at King's Church. These facets clearly outline the importance of the mission and vision of King's Church and emphasize the necessity of working in concert with the elder session to ensure strong and Godly leadership.

1. Authority

- a. The pastor of King's Church has no more or less authority than any single member of the King's Church elder session; his voice and vote carry neither less nor more weight than any other session member's voice or vote.
- b. The pastor of King's Church, as every member of the King's Church session, is under the authority and protection of said body regarding the decisions of that body.

- c. Presumably, several areas of responsibility will be placed under the direct authority of the pastor of King's Church. These areas will be agreed upon by the session, and, having such authority, the pastor will be free to make decisions without necessarily consulting with the entire session. He will be accountable to the session for these areas, but will have freedom to work and tend them as needed without being unduly hindered by "asking permission" or "gaining approval" at every turn. Frequent communication, as is reasonable in each situation, is expected.

2. *Preaching, Teaching, & Vision*

- a. The pastor of King's Church will be responsible for roughly 80-90% of the preaching annually. The remaining 10-20% of the preaching will be the responsibility of the King's Church session elders.
- b. The pastor of King's Church will work in conjunction with the session of elders to lead the congregation toward a vision of ministry both internally and externally: within the congregation as a family and without the congregation as members of the larger Spokane Valley community.
- c. The pastor of King's Church will be responsible for scheduling and teaching of New Members classes as needed to incorporate new members into the body of King's Church. This class may also be taught by other session elders as approved by the King's Church session.
- d. The pastor of King's Church will oversee the training and appointment of parish group leaders as needed within the congregation.

3. *Shepherding & Counseling*

- a. Discipleship and mentoring of Deacons, and/or other men who demonstrate leadership potential for either office (i.e. deacon or elder)
- b. Visitation of congregants (whether in-home or otherwise)
- c. Premarital counseling of engaged couples
- d. Marriage and family counseling
- e. Pastoral/shepherding meetings with heads of households to assess/assist with overall wellbeing of men and their families
- f. Visitation of the sick and infirm
- g. Marriages, baptisms, funerals
- h. Adult Education classes as approved by the session
 - i. Parenting
 - ii. Marriage
 - iii. Spiritual Disciplines
 - iv. Books of the Bible
 - v. Theological Topics
 - vi. Cultural Engagement

4. *Theological Conviction*

- a. The pastor of King's Church should be Reformed in his theology, generally. That is, his view of salvation, as well as the other "typical" theological topics, should be oriented toward Reformational thinking, in concert with well-known Reformed confessional statements such as the Three Forms of Unity (the Belgic Confession, the Canons of Dordt, and the Heidelberg Catechism) and the Westminster Confession of Faith.
- b. The pastor of King's Church must, in good and clear conscience, subscribe to doctrinal standards of King's Church (i.e. the Westminster Confession of Faith) as his own regulatory Statement of Faith.
- c. The pastor of King's Church must also submit to the Constitution of King's Church as the regulatory document that expresses the particulars of our polity, procedures, and practices as a Church body.
- d. The pastor of King's Church should have demonstrated a level of theological training/education commensurate with an M.Div degree.
- e. The pastor of King's Church should acknowledge no false or artificial division of the secular from the sacred in life: all of creation belongs to, and is subject to, Jesus Christ, and Jesus Christ consciously and capably exercises authority over all of creation, at all times, in all places.

5. *Administration*

- a. The pastor of King's Church is responsible for presenting the elder session with an annual budget, giving specific consideration to the King's Church mission and vision, for consideration and approval in preparation for each fiscal year.
- b. The pastor of King's Church is responsible for scheduling and moderating the regular meetings of the session of elders of King's Church, however regularly the session meets.
- c. The pastor of King's Church is responsible for the weekly Lord's Day worship duties, whether delegated or personally assumed. This includes venue, the bulletin, delegated worship service roles, music, announcements, etc.

6. *Compensation*

- a. The pastor of King's Church will be paid a competitive salary that will include a housing allowance, health insurance, annual stipend for personal/spiritual growth and development, and mandatory vacation time of one month annually.
- b. The pastor of King's Church will be allotted a reasonable weekly/monthly "per diem" amount so as to enable him to meet regularly with congregants, whether members or regular attenders, as well as those interested in King's Church, the Christian faith, or any other aspect of his ministry.
- c. The pastor of King's Church will undergo an annual "job performance" review conducted by a subset of the session of King's Church. Prior to this review, a member of the session will deliver to the pastor a document containing the

criteria and means of assessing his job performance that will be used to inform him of his review.

We encourage those men who are interested to visit our website, kingschurchcrec.com, to gain a greater understanding of our doctrine and practices. There is, of course, much more to shepherding than can be accurately summarized here or on a website. At the end of it all, we are sheep seeking a shepherd whose life and ministry are tethered to the Chief Shepherd Himself in such a way that we are, collectively and individually, led in paths of righteousness for His Name's sake. Applicants should send a resume to kingschurchcrec@gmail.com, and should please include three personal/professional references and the appropriate contact information.