



Application for Associate Pastor of Music and Worship

Help us get to know you better. We would appreciate it if you would take some time to fill out the following questionnaire. It's lengthy but we hope you won't feel intimidated. Short answers are fine. Please return your responses, **along with a copy of your written philosophy of music and worship (if available)**, to the attention of Kevin Sauder (ksauder@myncbc.org) at your earliest convenience. If you have any questions about the questions, feel free to ask. Note: Our search team isn't looking for perfection. We know God uses imperfect, flawed people. So mentioning flaws etc. won't necessarily disqualify you.

PERSONAL INFORMATION			
Full Name			
Street Address			
City	State	Zip Code	
Phone		Email address	
Year of birth		Are you married? YES NO	
If yes, full name of spouse			
Year of marriage			
Have you or your spouse ever been divorced? YES NO		If yes, please give a brief explanation:	
Do you have children? YES NO		If yes, please list the name and age for each child:	

CHRISTIAN LIFE	
Year of conversion:	Year of baptism:
Past church membership (in the last 20 years):	
What denomination do you affiliate with?	
In what denominations/bodies have you been ordained?	

EDUCATION AND PROFESSIONAL DEVELOPMENT				
	School	City/State	Dates	Degree

2-Year College				
4-Year College				
Graduate School				
Other				

1. How do you stay current with new materials and new ideas in ministry?
2. List some books that you have read in the past 12 months:
3. List magazines, periodicals, blogs and other social media that you read regularly:
4. List radio, web, and/or TV programming that you listen to/watch regularly:

EMPLOYMENT HISTORY AND EXPERIENCE			
Current or Last Employer:			
Telephone:		Website:	
Street address			
City	State		Zip Code
Dates of Employment:		Position/Title:	
Name and Title of Supervisor:			
May we contact him/her?		If yes, please provide contact information:	
YES NO			
Reason(s) for leaving:			

Previous Employer:			
Telephone:		Website:	
Street address			
City	State		Zip Code
Dates of Employment:		Position/Title:	
Name and Title of Supervisor:			

May we contact him/her?	YES	NO	If yes, please provide contact information:
Reason(s) for leaving:			

Next Previous Employer:			
Telephone:	Website:		
Street address			
City	State	Zip Code	
Dates of Employment:	Position/Title:		
Name and Title of Supervisor:			
May we contact him/her?	YES	NO	If yes, please provide contact information:
Reason(s) for leaving:			

Why are you open to a move at this time?
What interests you about this position?
What would you say are the major lessons you have learned about ministry in the places you have served so far?

PERSONAL EVALUATION
1. In what areas of ministry do you feel most experienced and competent?
2. What are your greatest strengths as a pastor?
3. What do you think are your weaknesses?
4. What are one or two spiritual gifts you believe the Spirit has given you?
5. Apart from sermon preparation, how do you regularly pursue holiness and communion with God?

6. Has personal financial management been a problem area for you?

7. During your adult life, have you engaged in any questionable relationship or pattern of behavior that would cause many members of a typical evangelical congregation to lose confidence in you as a spiritual leader, the kind described in I Timothy 3:1-7? If so, how long since the last incident?

8. Do you believe that you are “elder qualified” according to the character qualities described in 1 Tim 3:1-7 and Titus 1:5-9? Why or why not?

PREACHING

1. What do you believe are the critical elements of an effective sermon?

2. How do you decide what to preach and how do you prepare a typical sermon?

3. What do you see as the main purpose of Sunday morning church services?

4. What worship styles are you most comfortable with?

5. From what Bible translation do you prefer to preach? Why?

6. What well-known leaders/preachers do you hold in high regard? Why?

7. What is your view on replacement/covenant theology?

8. In a brief description, what is your view on evolution?

9. In today’s culture, what are some theological issues that pertain specifically to your ministry that you think are especially important for Christians to get right?

LEADERSHIP

1. Please further describe your experience, expertise or philosophy in the 4 following areas:
a. Leading and mentoring volunteer staff:
b. Making Disciples:
c. Evangelism:
d. Missions:
2. How would you help cultivate a sense of biblical, Godly community in a local church in the 3 following areas?
a. Pastoral staff:
b. Lay Leadership teams:
c. Congregation:
3. What do you think are the keys to moving a ministry towards greater spiritual health?
4. How do you envision a healthy ministry after 5 years of your leadership?
5. Define "equipping the saints" as referenced in Ephesians 4:11-16. How would you seek to fulfill this in your specific ministry role?
6. Describe an ideal working relationship between you and the following ministry partners:
a. Senior Pastor
b. Other Ministry Staff
c. Elders

PASTORAL CARE

1. Describe your personal commitment to prayer for the congregation and the ministry you serve.
2. How much do you value cross-generational involvement in your ministry? Does your ministry intentionally seek to strengthen marriage and parent-child relationships? If so, how?
3. Define "shepherding God's flock" as referenced in I Peter 5:2-3?

4. Explain your philosophy of counseling. What kind of problems would you prefer to refer to trained professionals outside of the church?

5. What is your view on the optimal time that a pastor would spend in personal counseling each month?

6. How would you counsel a young person who was struggling with same-sex attraction?

FINAL QUESTIONS

1. Do you have any reservations or questions about anything in the NCBC Doctrinal Statement (attached), or any concerns about anything that is not included?

2. In 50 words or less, how would you summarize the gospel to make the heart of it clear to an adult with little church background? What is the good news?

3. Are you a user of social media? If so, what do you use and may we have access to view it?

4. Do you have any sermons available via the web that we could view? If so, please include instructions for access to the sermon(s). If not available via the web, please let us know how we can acquire a recording?

5. How long would you intend to stay in this ministry? Please explain.

6. Is there anything else you wish us to consider at this stage?

PASTOR'S WIFE ADDENDUM

NOTE: Because we believe a pastor and his wife are a team in ministry, we trust that you will understand why we would like to have your wife complete this separate addendum portion of the application.

1. Year of conversion:

2. Briefly share your testimony:

3. Year of baptism:

4. What are your spiritual gifts?

5. How are you supportive of your husband's ministry?
6. What are some of the challenges you see in being a pastor's wife?
7. Where or how do you see yourself serving the church?
8. Do you plan to work full-time outside of the home? If so, does your occupation in any way interfere with your husband's ability to shepherd the flock?

SIGNATURE PAGE

I understand you may not interview me today, and hiring decisions are not always made instantly. I also understand New Castle Bible Church does not hire everyone who applies for any position, and that New Castle Bible Church does not discuss it's hiring decisions with applicants. I will be called if there is a job for me.

I certify that the facts contained in this application are true and complete to the best of my knowledge and understand that, if employed, falsified statements or omissions on this application shall be grounds for dismissal.

I authorize New Castle Bible Church to contact, obtain, and verify the accuracy of information contained in this application from previous employers, educational institutions and references. I also release New Castle Bible Church from all liability for any damage that may result from utilization of such information.

I understand that this application does not constitute an agreement or contract for employment and that there is no specified length of employment should I become employed at New Castle Bible Church. Furthermore, either I or New Castle Bible Church can terminate the relationship at will, with or without cause, at any time, so long as there is no violation of applicable federal or state law.

I understand that it is the policy of New Castle Bible Church not to refuse to hire or otherwise discriminate against a qualified individual with a disability because of that persons need for a reasonable accommodation as required by the Americans with Disabilities Act.

I have read and fully understand the above statements, and I seek employment under these conditions.

Applicant Signature: _____ Date: _____

New Castle Bible Church Doctrinal Statement

The Holy Scriptures

We believe that the Scriptures of the Old and New Testament are the infallible Word of God, a divine revelation, the original autographs of which were verbally inspired by the Holy Spirit, and that they are the supreme and final authority for faith and conduct. *2 Timothy 3:16,17; 2 Peter 1:21*

The Godhead

We believe in one God, eternally existing in three persons: Father, Son, and Holy Spirit. *Matthew 3:16,17; 28:19,20; 2 Corinthians 13:14*

The Person of Christ

We believe that Jesus Christ was begotten by the Holy spirit, was born of the virgin Mary, and is truly God and truly Man. *Matthew 1:18; Philippians 2:5-8*

The Earthly Work of Christ

We believe that Jesus Christ died a substitutionary death upon the cross, by grace providing salvation for all who believe on Him, justifying them on the ground of His shed blood. *Ephesians 1:7; 2:8; 1 Peter 2:24*

The Present and Future Work of Christ

We believe in the resurrection of the crucified body of our Lord, in His ascension into heaven in that body glorified, in His present life there for us as High Priest, in that 'blessed hope', the personal, premillennial, and imminent return of our Lord and Savior Jesus Christ for the Church, and in His 'glorious appearing' with the Church to set up His earthly kingdom. *John 20:20; Acts 1:9-11; Hebrews 4:14-16; Titus 2:11-13; 1 Thessalonians 4:13-18*

The Person and Work of the Holy Spirit

We believe that the Holy Spirit is a Person, is co-equal with God in all His attributes, and is sent by the Lord Jesus Christ from the Father, to convict the world of sin, to regenerate, indwell, guide, and teach the believer, and to empower him to live in victory over sin. *John 15:26; John 16:7,8,13*

We believe that the Holy Spirit sovereignty gives gifts to each and every believer for the edification of the whole church; and that certain of the gifts, such as apostleship, tongues, prophecy, miracles, and healing were of a temporary nature in order to authenticate the message of the apostles. *Romans 12:4-8; 1 Corinthians 12:4-11, 14:21,22; Ephesians 4:11-13; 2 Corinthians 12:12; Ephesians 2:20; Hebrews 2:3,4*

The Depravity of Man

We believe that man was created in the image of God, that in the sin of the first Adam, the whole human race fell, and apart from Christ, is spiritually dead and lost. *Genesis 1:26; Romans 5:12; Romans 3:23*

The Justification of Believers

We believe that all who by faith receive the Lord Jesus as their personal Savior become the children of God; that eternal life is a present possession; that those who are truly saved are eternally secure; that at death their spirits depart to be with Christ in conscious blessedness; and that at Christ's coming for the Church, their bodies shall be raised, and, together with the believers then living on

the earth, transformed into the likeness of the body of His glory. *John 1:12,13; 5:24; 1 Corinthians 15:51,52; John 10:27-30; Romans 8:29-30*

The Reality of Hell

We believe that all those who persistently reject Jesus Christ in the present life will after the thousand years be raised from the dead, and throughout eternity exist in a state of conscious and endless torment separated from God. *Revelation 20:11-15*

The Ordinances of the Church: Baptism & Communion

We believe in baptism by immersion of believers upon the confession of faith in Christ as personal Savior, representing their identification with Him in His death and resurrection, and the putting away of sin and rising to a new life in Christ Jesus. *Matthew 28:19; Romans 6:3-7; Acts 2:41; Colossians 2:12*

We believe in the observance of the Lord's Supper, to be kept by the believer, representing the shed blood and broken body of our Lord for our redemption. *Matthew 26:26-28; 1 Corinthians 11:23-29*

The Church

We believe that the Church consists of all those who in this dispensation truly believe on Jesus Christ, that it is the body and bride of Christ, that the local church is a company of believers observing the principles of the New Testament, and that its mission is to witness for Christ and make disciples among all nations. *Matthew 28:19,20; Acts 1:8*

The Reality of Satan

We believe in the reality and the personality of Satan, a subtle being of great power who is the enemy of all that is righteous, and who will ultimately be cast into the lake of fire. *1 Peter 5:8,9; Revelation 20:10*

The Sanctification of the Believer

We believe that our daily lives must be consistent with the teaching of God's Word; that holy living is practical living; that our goal is Christ-likeness in every area of life; that we are to be separated unto Christ and therefore separated from the sinful behavior of Romans 1 and Galatians 5; that we will gladly refrain from practices and places that would hinder the work of the Holy Spirit in us; and that we are to love one another fervently as a demonstration of our faith. *Romans 12:1-2; 1 John 1:7 and 2:15-17; Galatians 5:16-26; 2 Corinthians 6:14-7:1*

The Institution of Marriage

We believe that Matrimony is a divine institution to be entered into reverently; that believers are to marry only believers; that the two, male and female, shall become one flesh; that God expects us to be faithful until separated by death; and that what God has joined together man should not put asunder. *Genesis 2:18,23,24; Matthew 19:5-9*

The Sanctity of Life

We believe that God is the Creator and Sustainer of life, thus making life sacred from conception to His chosen time to take it. *Genesis 1:26, 27; Psalm 139:13-16; Acts 17:24-28*