



## Application for Associate Pastor of Care & Discipleship

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 ministry (if available)**, to the attention of Kevin Sauder ([ksauder@myncbc.org](mailto:ksauder@myncbc.org)) at your earliest convenience. If you have any questions about this form, feel free to ask. Note: Our search team isn't looking for perfection. We are so thankful our God uses imperfect, flawed people. So mentioning flaws etc. won't necessarily disqualify you.

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

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

## 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?    YES    NO

If yes, please provide contact information:

Reason(s) for leaving:

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

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

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

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

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

7. 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. Define “shepherding God’s flock” as referenced in I Peter 5:2-3?**

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

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

**5. 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 NCBC's Membership Doctrinal Statement or Leadership Doctrinal Statement (Both may be accessed at <https://myncbc.org/about/beliefs-values-mission/>)?

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?**



## 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: \_\_\_\_\_