

## **Calvary Bible Church – Associate Pastor**

**Location:** Monroe, Washington

**Salary:** \$70–75k (DOE)

**Apply By:** August 1, 2026

**Website:** <https://calvarymonroe.com>

**Doctrinal Statement:** (attached)

**Position:** Full-time, flexible schedule (Sundays required)

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### **OUR CHURCH; OUR NEED**

Calvary Bible Church was planted in 2007 as a non-denominational fellowship approximately 40 miles northeast of Seattle in the smaller but steadily growing town of Monroe, WA. Over nearly two decades, the Lord has graciously sustained and matured our congregation, establishing a church marked by a genuine love for one another, expositional preaching, doctrinal clarity, and a high view of God and His Word. Our church family consists of roughly 100–125 people and reflects a broad range of life stages and backgrounds. We are grateful for a healthy mix of older saints, established families, singles, and young adults.

In recent years, the Lord has brought an increasing number of younger families – creating both fresh opportunity and growing pastoral need. As the church continues to mature, the need for shared pastoral leadership has become clear. Thus, we are seeking a faithful and qualified Associate Pastor – not primarily to duplicate existing strengths – but to complement and expand the church’s shepherding care, leadership development, and ministry infrastructure. This role represents not merely additional staffing, but a prayerful step toward long-term faithfulness, stability, and deeper pastoral care within the body.

### **QUALIFICATIONS**

- Meets the biblical qualifications for an elder (1 Timothy 3:1–7; Titus 1:6–9; 1 Peter 5:1–4; Acts 20:28)
- Demonstrates a growing, vibrant relationship with Christ (John 15:5; James 2:17)
- If married, leads his home in a Christlike manner (Ephesians 5:25–28; 1 Peter 3:7)
- Ministry experience required; 3+ years preferred (1 Timothy 3:6; Timothy 2:2)
- Formal theological training preferred (M.Div., Th.M., MABS) (2 Timothy 2:15; Proverbs 1:5)
  - Equivalent theological training will be considered on a case-by-case basis.
- Fully affirms and will teach in alignment with our Doctrinal Statement (attached) and Theological Distinctions (stated below) (Titus 1:9; Philippians 2:2; 1 Corinthians 1:10)
- Demonstrates humility, teachability, and a desire to grow
- Biblical counseling training (ACBC or similar) is a plus
- Graduates of The Master’s Seminary or similarly aligned institutions encouraged to apply

### **ROLE SUMMARY**

This role emphasizes relational ministry, leadership development, and pastoral care, while also contributing to teaching and select administrative needs. We are seeking a spiritually mature shepherd who loves Christ and His people, works diligently, and invests deeply in the body. He will be present among the congregation, developing leaders and strengthening both relational and structural aspects of church life. He should be approachable across generations, especially with younger families, and able to handle the Word of God with clarity and precision.

## **PRIMARY FOCUS (FIRST 12–18 MONTHS)**

In the first 12-18 months, the Associate Pastor will meaningfully integrate within the body and bear measurable fruit in the following areas:

### Shepherding Presence

- Become meaningfully known across the congregation through consistent, visible relational engagement (not primarily office-based)
- Engage in weekly fellowship, maintain ongoing discipleship relationships with 2-3 men, and offer scheduled biblical counseling as needs arise.

### Teaching and Pulpit Ministry

- Regularly teach in established settings (e.g., small groups, classes, or men's ministry)
- Preach in the pulpit approximately 4-6 Sundays a year
- Develop and grow a mid-week expositional teaching ministry (e.g., Wednesday service)

### Leadership Development

- Identify and develop key leaders while establishing or strengthening a clear process for recruiting, training, and supporting ministry volunteers
- Advance our discipleship program and begin entrusting meaningful ministry responsibility to others (2 Timothy 2:2)

### Ministry Strengthening

- Evaluate, assess, and contribute to the effectiveness of key Sunday morning ministries; particularly children's ministry and other family ministries
- Help bring appropriate structure and organization to church ministries without overcomplicating ministry life
- Establish written position papers on key theological positions of the church (e.g., gospel, baptism, communion, eschatology, etc.)

### Personal Growth and Integration

- Actively attend and participate in monthly elders meeting, demonstrating humility, teachability, and alignment
- Complete 3–5 books per year in theology/pastoral ministry and participate in at least one formal training, conference, or cohort annually
- Faithfully embrace the role as a long-term investment in the life of the church

## **ONGOING RESPONSIBILITIES**

The Associate Pastor will work to strengthen and solidify the foundations of Calvary Bible Church in writing and in practice – ensuring its theological faithfulness and long-term fruitfulness. This includes:

- Active shepherding, discipleship, and relational ministry
- Leadership development and ministry oversight (based on gifting and need)
- Teaching regularly; pulpit preaching periodically
- Participation in elder and leadership meetings
- Biblical counseling and pastoral care
- Officiating weddings and funerals as needed
- Strengthening ministries serving families, small groups, and next-generation needs

Additional responsibilities may include:

- Developing curriculum and strengthening doctrinal depth across teaching and ministry programs
- Drafting standard operating procedures for church operations
- Strengthening ministry systems and processes
- Prayerfully developing new ministries in response to congregational needs
- Ability to lead Sunday morning music a plus

## **CHURCH THEOLOGICAL DISTINCTIVES**

- We hold a high view of God and a high view of Scripture.
- We believe the bible teaches an elder-ruled polity.
- We are committed to expositional teaching/preaching through books of the Bible, believing that consistent, verse-by-verse teaching/preaching is essential to the spiritual growth of the church.
- We value doctrinal clarity, theological precision, and careful language in preaching and teaching.
- We hold to a dispensational theological framework, maintaining a clear distinction between Israel and the Church.
- We believe the revelatory sign gifts associated with the Apostles were foundational to the early church and are not normative today.
- We hold to a literal-grammatical approach to Scripture, including prophetic passages. Additionally, we understand Scripture to be Christotelic.
- We affirm the sovereignty of God in salvation and the necessity of the Spirit's regenerating work in bringing sinners to repentance and faith.
- We are committed to a pre-tribulation rapture and the literal millennial reign of Christ in our eschatology.
- We affirm the Regulative Principle in the elements of worship and practice of the church. This includes music selection, as we concern ourselves with theological accuracy in lyrics and authorial intent in composition.
- We are committed to the authority and sufficiency of Scripture in our counseling philosophy.

## **SUBMISSION**

Please submit:

- Cover letter
- Resume
- Links to three (3) sermons (if available)

**Email:** [pastorsearch@calvarymonroe.com](mailto:pastorsearch@calvarymonroe.com)

Applications will be considered as received.