



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

LEAD PASTOR

Bethel Church
Devils Lake, North Dakota

Population of City

7,500

Population of County

12,000- 90% of whom live within 5 miles of Devils Lake

Community Overview

A remarkable town in a remarkable state with a misleading name. Just as Bethel isn't a typical North Dakota church, Devils Lake isn't a typical North Dakota town! Take a second look and you will discover a great place to serve the Kingdom of God and a great place to nurture a family. Devils Lake is synonymous with outstanding fishing, hunting and recreational opportunities. The natural mix of forested hills, grasslands and wetlands surrounding Devils Lake provide vast opportunities for both tourism and farming. It is considered one of the Nation's top 10 lakes for Walleye fishing. In addition, being in the migratory flyway affords ample opportunities for waterfowl hunting and bird watching. If you like, you can even come face-to-face with animals native to the area such as Elk, Bison and Prairie Dogs at White Horse Hill National Game Preserve. Much of the land surrounding Devils Lake to the east, north and west is good for farming. The area's economy is rooted in agriculture with corn, soybeans and small grains being the main agricultural commodities. The town site of Devils Lake sits on the north shore and is the region's center for commerce, transportation and government. A charming downtown and highway corridor of retail are complimented by various downhome eateries, fine dining and entertainment. Small enough to be safe and friendly, Devils Lake has all the services of a town much larger in size including quality primary, secondary and postsecondary education and healthcare services. The State ranks among the happiest places to live and work for a reason.

Why People Like Living Here

The town of Devils Lake itself is a community of around 7,500 that often swells when the fishing, hunting and other outdoor activities are at their peak. The tourism industry keeps the area vibrant. The Chamber of Commerce notes that there are 400 businesses in town, with many in the downtown area. The community has a hospital, Lake Region State College, many parks, many restaurants, and more. Many area residents are very active. In the summer there is an abundance of outdoor activities, community events, and children's programs. The Devils Lake School District provides a great education and many programs for students. And as for the winter, those who embrace the winter will find a variety of activities for the family. Besides the offerings right in Devils Lake, most residents of Devils Lake find it easy to utilize cultural, recreational and shopping resources in Grand Forks and Fargo.

Church History

The story of Bethel goes all the way back to 1910, when the North Dakota Missionary Association sent a church planting missionary named Christ Myrdal to a bustling prairie town that needed to hear the Gospel of Christ. While over the years there have been many ministry re-births, the mission is still the same; proclaiming the Gospel to people

who need it. For over 75 years, the small church was located on a corner near the heart of downtown Devils Lake, in a building affectionally known as 'the stone church.' In the late 1970's, the church was small. The truth is, some wondered if the 15-20 attenders would be able to survive as a church. But God had a plan for Bethel. During the next decade, the church grew. More space was needed, so the church relocated and constructed a larger facility in 1988. But God still had bigger plans for Bethel. In 1997, Bruce Dick, a Dallas Seminary graduate who was from the area, was hired as an Associate Pastor. In January 2000, he would become the Senior Pastor, a position in which he faithfully served for two decades. Pastor Bruce's ministry was marked by excellent teaching of the Word of God and by continued spiritual and numerical growth. Growth continued at Bethel. More space was needed, and so in July 2011 the current sanctuary was dedicated to God's glory. Pastor Bruce and his wife Trudy currently serve with Evangelism Shift. They are both attenders and an important part of Bethel. Upon Pastor Bruce's transition from Bethel, one of the associate pastors; Bryce Harcey; became the Lead Pastor. Pastor Bryce served at Bethel from 2017-2021. Throughout its history it has been evident that God has a plan for Bethel.

Vision, Mission, Values

- As a church, We exist to Glorify God, Point People to New Life in Christ and Helping them to Follow Him as a Way of Life.
- Bethel seeks to be inwardly strong; nurturing committed followers of Jesus; and outwardly focused; impacting the area far beyond the limits of Devils Lake. From the beautifully designed, well-equipped auditorium where the people of God gather weekly for worship, to the gymnasium where people from the community are invited to play basketball, to the classrooms where children are loved and cared for on a daily basis, Bethel strives to use its amazing facilities for the Glory of God. While the facilities at Bethel are excellent, it is the people that make Bethel great. Bethel is a multigenerational church where new believers and seasoned saints worship, fellowship, serve and grow together.

Average Weekend Attendance

210+

Is your church multisite?

Yes

How many campuses?

Every Sunday, the Bethel worship service is live-streamed into several rural churches which are part of the Rural Church Network that Bethel pioneered over a decade ago. We currently have 3 churches in our Network.

Attendance Trend

Growing



Overview of Weekly Worship Gathering

Bethel is a multi-generational, regional church with people coming from 30-45 miles away. What draws people to Bethel is our priority on Worship and the Word. Our one Sunday service is at 9:30 AM. Folks are warmly greeted at the front door and as they enter the worship center. Bethel has many talented musicians and singers. The music is contemporary, vertically-oriented, and participatory. The people love to worship! Sermons are expository in nature, addressing important issues in life. While our normal style is to work through a large section of Scripture, we understand the importance of dealing with topics that are being discussed in coffee shops.

Worship Style of Your Church

Worship at Bethel is contemporary, but not 'cutting edge'. Our worship strives to be excellent, thematic, and participatory in a way that glorifies God. We have many different vocalists, so that each Sunday there are different 'faces' leading worship. God has also gifted us with many gifted musicians who play guitars, basses, drums, keys, and more. We sing many contemporary songs, while also honoring a few of the significant hymns. Bethel has been free of most of the arguments as to which songwriters can and can't be used. For us, it is the lyric of the song that determines its truthfulness, and not the source of the song. Worship is participatory as we seek to engage the worshippers with the presence of God. Besides weekly Sunday morning worship, throughout the year there are special gatherings designed solely to engage in worship.

Tell Us About Your Facility

Facilities are marked by excellence, and there are more facilities to come! The Worship Center is equipped with state-of-the-art audio/visual technology. The comfortable theater-style seats are in a sloped amphitheater with a balcony. On one recent Sunday, we had over 400 worshippers with several seats to spare. Bethel also has a wood-floor gym that is used every Wednesday night with the 80-100 kids in our Awana program. The gym is also used for community outreach on Sunday and Thursday evenings. Last Fall we also used the gym to serve a 300-person church family dinner at our Feast of Praise. Bethel has excellent spaces for Children's Ministries and Youth Ministries. The offices are modern, spacious, and comfortable. Our current biggest facility need is to provide spaces for Adult Ministries so that we will be more effective at gathering people and making disciples.

Overall Budget (this fiscal year)

\$475,000

Overall Long-Term Debt of the Church

None. Significant funds on hand.



Denominational Affiliation and/or Other Partnerships

Bethel is part of the Evangelical Free Church of America. We partner with Awana for our Wednesday night Children's Ministry. We are also engaged with the Cru ministry at Lake Region State College. Folks from Bethel serve locally at the pregnancy center, food pantry, suicide awareness council, and many more. The pastoral staff is involved with the local network of cross-denominational pastors.

Governance & Polity

The Lead Pastor of Bethel will provide the directional leadership for the church and work with the Elders to develop and articulate the vision, mission, values, and ministry initiatives, which in turn will guide ministry decisions and priorities regarding staffing, programming, and budgeting. The Lead Pastor is empowered to manage and direct the staff, resources, and ministries of the church, as agreed-upon by the Elder Board, to accomplish the mission and set the longterm direction of the church. The Elders at Bethel are in the process of formalizing a new administrative structure. It is their desire for the next Lead Pastor to express his input into the organizational structure, so that the structure will maximize his strengths and minimize his weaknesses. The intent of the organizational structure is to equip and to release the people of Bethel into places of effective ministry as they are impassioned by God, while maintaining mission alignment as a church.

Current Paid Staffing Level

Full-time

- Interim Lead Pastor
- Associate Pastor: Worship/Youth
- Associate Pastor: Rural Church Network
- Secretary
- Custodian
- A third full-time Associate Pastor is anticipated in 12-18 months

Major Ministries of the Church

- Children's Sunday School
- Awana
- Youth Underground: Wednesday Nights
- Youth Group
- Women's Ministry (several Bible Studies & events)
- Worship Ministry (40 people involved)
- Extensive Missions support
- Senior Citizens Bible Studies
- Host addiction support group

- Host weight loss support group
- Host junior-aged girls mentoring
- Support and host area homeschool support group
- Community Groups
- Basketball outreach
- Pre-school program
- Rural Church Network

Outreach Programs Overview

As a church, we know that we need to become increasingly outwardly-focused. We recognize that this has not been our strength. We want to be inwardly-strong, but outwardly focused. Our desire is for the next lead pastor to help us do this. We have gone through different seasons with varying levels of effectiveness. For more than 30 years, we have had a very effective Awana program which reaches many kids in the community. Our Youth Ministry programs aim to reach students. Weekly, we engage many unchurched people through basketball. In the past, we have participated with Time to Revive. Most of our outreach has been and is to encourage our people to impact their own web of relationships, and then to provide opportunities and events to which our folks can invite their friends.

In the most generic sense, how would you describe your church theologically?

Evangelical - Conservative

Published Theological Statement

Bethel is a member of the Evangelical Free Church of America and affirms their Statement of Faith.

God

- We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: The Father, the Son, and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

The Bible

- We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

The Human Condition

- We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through

God's saving work in Jesus Christ can we be rescued, reconciled, and renewed.

Jesus Christ

- We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus—Israel's promised Messiah—was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven, and sits at the right hand of God the Father as our High Priest and Advocate.

The Work of Christ

- We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

The Holy Spirit

- We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips, and empowers believers for Christ-like living and service.

The Church

- We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism, and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

Christian Living

- We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

Christ's Return

- We believe in the personal, bodily, and glorious return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service, and energetic mission.

Response and Eternal Destiny

- We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.



What theological hills will you die on?

- We desire unanimity with regard to the core issues of orthodoxy; such as inerrancy, substitutionary atonement, salvation by grace through faith, trinitarianism, etc; while allowing good and godly people to disagree on some of the lesser issues. However, sometimes 'lesser' issues become important. Two areas with which there are often difficulties in a church are eschatology and the work of the Spirit.
- With regard to eschatology, Bethel is pre-millennial. While to most people at Bethel this is not an important issue, to those who have considered various eschatological positions, it is very important.
- And regarding the work and ministry of the Holy Spirit, Bethel is 'open but cautious.'
- Also, unfortunately there are a couple of other current issues that have resulted in many churches experiencing discord: the emergent church and reformed theology. Bethel does not embrace the post-modern, subjectivity of the emergent church. While many folks at Bethel love and have benefited from the teachings of people like John Piper and while there is a high view of the sovereignty of God, championing the concept of limited atonement would cause difficulty.

Hot-Button Social/Cultural Issues for Your Church

Bethel is theologically, as well as socially/culturally, conservative. We desire to understand the Biblical truth on social issues; such as sexuality, transgenderism, wok-ism, racism, social justice, etc.; and to stand on truth. But in standing for truth on current social issues, the difficulty becomes knowing the best way to respond to a culture that is unmoored from truth. While the biblical truth is often clear, we would like to know how someone would lead us in responding to the issues, openly and with love.

Biggest Church 'wins' in the last 18 months?

- 2019-2021 was a difficult season for Bethel. During these years, a much loved, 22-year tenure pastor transitioned out of his ministry at Bethel. A highly-skilled associate pastor was moved into the position, which was not his strength, and in 2021 he resigned after two years. And then, of course, the ravages of Covid. But now, Bethel is moving forward. There have been 'wins'. Because of the already existing live-streaming technology at Bethel and the political environment of North Dakota, we were able to keep the church together during Covid.
- Last October, we had an event with over 300 people in attendance, many of whom are unchurched. On Easter Sunday, we had over 400 people.
- Giving surpassed the budget in 2021, and is still in the black in 2022.
- Progress had been made on implementing a new administrative structure that will allow Bethel to pursue its mission. As a result of focused conversations led by the interim pastor, Bethel is in a healthy place and ready to embrace the future. In a recent church health assessment, 80% of the people of Bethel indicated they are extremely optimistic about the future which God has for this ministry.

Biggest Opportunity for Your Church in the Next 12 Months

- Re-connecting people who have distanced themselves from Bethel back to a healthy church
- Fully implementing an Assimilation Process to maximize the current growth
- Developing a Discipleship Pathway
- Initiating a Leadership Development Process
- Finalizing an administrative structure that will unleash the body for ministry

Church's Biggest Challenge for the Future

- Creating space for Adults to connect with people of God and the Word of God on Sunday Morning at the subcongregational level
- Creating a culture of genuine openness with each other
- Continuing to make us inwardly strong, but moving us to be outwardly focused

Title of Position You Are Hiring

Lead Pastor

Full-Time Position?

Yes

Overall Description of This Position

- Bethel is currently seeking a Lead Pastor who will bring his unique strengths to guide Bethel into its next season of ministry.
- We are seeking a Lead Pastor who will continue to keep us inwardly strong, but who will lead us in being outwardly focused.
- The Lead Pastor of Bethel will provide the directional leadership for the church and work with the Elders to develop and articulate the vision, mission, values, and ministry initiatives, which in turn will guide ministry decisions and priorities regarding staffing, programming, and budgeting.
- The Lead Pastor is empowered to manage and direct the staff, resources, and ministries of the church, as agreed-upon by the Elder Board, to accomplish the mission and set the long-term direction of the church.

Reporting Relationship

As stated in our By-Laws, "The Senior Pastor shall be accountable to the Elders and to the congregation. He shall report to the Elders at their meetings and to the congregation at its annual business meeting. He shall be evaluated annually by the Elders." (ARTICLE II, C., 2., b)

Goals and Expectations

- Connect with the people at Bethel relationally
- Establish a consistent level of effective preaching
- Lead Staff in working the Assimilation Process, developing a Discipleship Pathway, and initiating Leadership Development
- Continue moving Bethel to be outwardly-focused, and inwardly-strong

Do you have a job description for this role?

MAJOR AREAS OF RESPONSIBILITY:

Preach and teach God's Word (40%/20 hours)

- Preach at Sunday worship services 40-44 Sundays/year.
- Be faithful to Scripture and seek to help the congregation understand and apply the message to their lives.
- At least one quarter each year, teach one of the adult Sunday School classes or a targeted seminar-style training.
- Set aside regular times of study in order to be personally equipped for sharing the Word with others

Provide leadership, vision, and overall direction for the church (30%/15 hours)

- The Lead Pastor of Bethel will provide the directional leadership for the church and work with the Elders to develop and articulate the vision, mission, values, and ministry initiatives, which in turn will guide ministry decisions and priorities regarding staffing, programming, and budgeting.
- The Lead Pastor is empowered to manage and direct the staff, resources, and ministries of the church, as agreed upon by the Elder Board, to accomplish the mission and set the long-term direction of the church.
- Lead the church in developing and maintaining a Discipleship Pathway.
- Develop and implement a recurring Leadership Development Process.
- Seek God regularly in prayer for direction for the church.
- Cast vision for the church in collaboration with the Elders and convey that vision through preaching, at congregational meetings, and other appropriate settings.
- Serve as an advisory member of all church Councils (ministry teams) in order to maintain Vision alignment of all Bethel ministries. Participate in meetings when available, and often enough to understand their level of function.
- Delegate appropriate ministry tasks to others in order to help them develop and grow in their areas of spiritual gifts.
- Provide vision and supervision of an effective Small Group Ministry. Administration of small groups may be delegated to a qualified person.

Supervise the church staff (15%/7.5 hours)

- Conduct weekly Staff Meeting.
- Lead Staff in developing and maintaining a process of assimilation of new attenders and follow-up of existing attenders.
- Participate in all human resource decisions for church staff.
- Provide direction, encouragement, and ongoing supervision for all paid staff.

- Provide regular feedback to staff regarding performance, including an annual written performance review.
- Lead staff in developing their ministry goals and accountability in pursuing those goals.
- Recommend new staff positions as needed to the board of Elders.

Provide Gospel Shepherding and Biblical Counseling (10%/5 hours)

- Provide counseling services as needed, referring long-term counseling needs to outside Christian counselors.
- Actively participate in the life of the church and its members.
- Visit the sick and elderly as available.
- Perform weddings and funerals for church members as requested.

Other (5%/2.5 hours)

- Participate in neighborhood and community events as time allows.
- Participate in discipleship and multiplication across the Northern Plains District.
- Other projects and duties as deemed necessary by the Elders.

KEY SKILLS AND ABILITIES:

- Ability to consistently teach the Bible in a way the average person can understand.
- Ability to show care and compassion to people with diverse needs.
- Ability to lead both small and large groups.
- Ability to manage and prioritize multiple tasks and competing demands for your time.
- Willingness to submit to the church constitution, the board of Elders, and the official decisions of the membership of the congregation.

EDUCATION AND EXPERIENCE REQUIREMENTS:

- Seminary education plus 10 years of ministry experience, 7 which involves preaching ministry and/or significant teaching.
- Demonstrated life of moral and ethical purity, together with the qualities of an elder as described in 1 Timothy and Titus.
- Be willing to seek continuing education to be licensed, credentialed, and ordained in the Evangelical Free Church of America.

SKILLS, PERSONALITY, AND EXPERIENCE

- Educational Preferences: How important is either formal ministry or theological training to you?
- Very important.
- Graduate of a highly regarded seminary with at least Masters of Divinity preferred.
- 10 years of ministry experience, 7 which involve preaching and/or significant teaching ministry. Experience as a Lead Pastor of a multi-staff church preferred.

Denominational Affiliation

Important that he affirms EFCA Statement of Faith without reservation

How important is geographical location to you?

Not important as long as they can adjust to the culture

What skills are you looking for specifically?

- Ability to consistently teach the Bible in a way the average person can understand
- Ability to show care and compassion to people with diverse needs
- Ability to lead both small and large groups
- Ability to manage and prioritize multiple tasks and competing demands for your time
- Willingness to submit to the church constitution, the board of Elders, and the official decisions of the membership of the congregation

What technical abilities (if any) are required?

ProPresenter. There are many other technical programs used, especially in regard to live streaming the worship services, other capable people cover these needs.

Equipper or Doer?

Without question: Equipper

Attractional Vs. Missional?

For our area, we would be considered attractional given the quality and style of our worship. The intent of the leaders is for believers to engage with the presence of God, so there is a missional aspect to worship as well.

Budget Area Supervision

\$475,000

Personal Characteristics Desired

- Loves people, pursues people by investing in their lives
- Is able to connect with people multi-generationally, seeing their value to God rather than because of his own personality preferences
- Lives intentionally to reflect Christ in interactions with others
- Does not seek to be divisive on 'trendy' theological nuances which have conflicted many churches
- Ability to show care and compassion to people with diverse needs
- Knows himself and likes himself

What would immediately disqualify someone?

- Is not biblically qualified to be an Elder
- Is not in agreement with the Statement of Faith
- Doesn't embrace grace
- Is Divorced
- Has an agenda to promote 5-point Calvinism
- Amillennial, Post-Millennial
- Has an agenda to promote social-justice, wok-ism
- Has to always be right; unteachable
- Is lazy

Urgency

7 - We are motivated to aggressively engage in this search process, but we have a good transition plan in place which will keep us from acting too quickly and making a wrong decision. The ministry at Bethel is going well, but we would like for a new pastor to lead us into the next season of effective ministry.

Other "Must Have" Skills

CORE COMPETENCIES

His Preaching (Proclaiming the Word of God and Compelling Listeners with the Truth of Scripture) and Teaching (Explaining the Truth in Scripture and Helping Apply God's Word to Daily Life) are Biblically Grounded and Centered (II Timothy 3:16-17; Titus 1:9).

- Preaching and teaching are expository in nature, focused upon and led by the biblical text
- Recognizes the power of the Holy Spirit to work through God's Word

He Exhibits Proven Spiritual Leadership (Philippians 2).

- Can equip the congregation and staff to read and understand the Bible
- Can equip the congregation and staff to grow in their spiritual walk with Christ
- Can draw non-believers to Christ and make Christ's love known to them
- Can help others fall in love with Christ and His Word

He Exhibits Proven Organizational Leadership (I Peter 5:1-3).

- Listens to God
- Leads by example
- Communicates Biblical Truth, driving and shaping the preaching
- Inspires clear vision
- Shapes the church culture
- Drives forward the mission and core strategy of the church



- Maintains the mission alignment of Bethel ministries
- Empowers others to express their gifting
- Oversees and develops the Staff Team

Other “Nice to Have” Skills

- He and his family sense a calling from God to serve as Lead Pastor of Bethel Church (John 10:2-4 and 14-16)
- He is a mature but still growing believer in Jesus Christ, exhibiting the fruit of the Spirit (Ephesians 4:14-16; Philippians 3:12-15; II Peter 1:3-9; I Timothy 3:6, Galatians 5:22-23; Colossians 3:12-14; Titus 1:7-8)
- He satisfies the requirements and demonstrates the core beliefs reflected in the Bethel Constitution and Bylaws.
- He regularly practices core spiritual disciplines (Philippians 4:6-8; Ephesians 3:16-19)
- Has an active prayer life
- Engages in personal Bible study
- Engages in personal devotional time (silence and solitude)
- Utilizes accountability partner(s)
- He leads his family in accordance with Scripture (I Timothy 3:4-5; Titus 1:6)
- He understands biblical manhood, womanhood and parenthood and applies these concepts to his life and ministry (Proverbs 31:10-31; Ephesians 5:22-33; Ephesians 6:1-4; I Peter 3:7)
- Is able to connect with people, seeing their value to God rather than because of his own personality preferences
- Lives intentionally to reflect Christ in interactions with others

Finally...

- Effective communicator of Scripture
- Passionate for gospel
- Pursues people lovingly
- Authentically approachable
- A collaborative leader
- Adjustable and adaptable
- Biblical Leader of his family
- Spiritually Vibrant

LEAD PASTOR

Bethel Church

Devils Lake, ND



Public Job Posting

Lead Pastor

Bethel Church

Devils Lake, North Dakota

Bethel Church in Devils Lake, North Dakota is currently seeking a Lead Pastor who will bring his unique strengths to guide Bethel into its next season of ministry. This pastor will continue to keep the church inwardly strong, but will lead them in being outwardly focused. The Lead Pastor of Bethel will provide the directional leadership for the church and work with the Elders to develop and articulate the vision, mission, values, and ministry initiatives, which in turn will guide ministry decisions and priorities regarding staffing, programming, and budgeting.

What you'll be doing:

- Preaching and teaching God's Word
- Providing leadership, vision, and overall direction for the church
- Supervising the church staff
- Providing Gospel Shepherding and Biblical Counseling

Skills you'll need to have:

- Effective communicator of Scripture
- Passionate for gospel
- Authentically approachable
- A collaborative leader
- Adjustable and adaptable

The town of Devils Lake itself is a community of around 7,500 that often swells when the fishing, hunting and other outdoor activities are at their peak. The tourism industry keeps the area vibrant. The community has a hospital, Lake Region State College, many parks, many restaurants, and more. Many area residents are very active. In the summer there is an abundance of outdoor activities, community events, and children's programs. The Devils Lake School District provides a great education and many programs for students. Besides the offerings right in Devils Lake, most residents of Devils Lake find it easy to utilize cultural, recreational and shopping resources in Grand Forks and Fargo.

Does this sound like an environment in which you would like to serve?

<https://www.chemistrystaffing.com/bethel-church-lead-pastor>