



Position Title to be filled: Pastor (Lead Vocational Elder)

Location: Glendive, MT

Compensation Package: \$70,000 (incl. salary, housing allowance)

Living Hope Bible Church at a Glance

During the early spring of 2022 a group of around 30 people identified a need for a new church plant in Glendive with a commitment to expositional teaching, Christ-centered fellowship, and Biblical discipleship. In May, 2022, with a leadership team of 5 men and their wives, a fellowship of believers began to gather in the basement of the Glendive Library, which eventually grew into what is now known as Living Hope Bible Church; a non-denominational Bible church in eastern MT with a gathering of around 80 people. The church continued to grow and in June, 2025, we began sharing a local church building, the Congregational Church of Glendive.

We exist as a church to worship together as God's family by proclaiming Christ, teaching His Word, and discipling His followers.

Living Hope Bible Church Up Close

There is a real need for a Christ-exalting, Gospel-centered, Bible-focused church to be nurtured in Glendive; a place where folks can continue to grow in their affections for Christ, grow in the knowledge of His truth; a place where believers find encouragement and help to walk like Christ. We aspire to disciple believers in such a way that Christ will be proclaimed and exemplified to people who've never met Him. A life characterized by 'living hope' (1 Pet 1:3-5).

We understand discipleship to be more than just a Bible reading plan, a consistent prayer life, and dedication to the body of Christ (and of course it can't be less than that). Following in the steps of Christ is as John says in 1 John 2:5, 6, 'walking in the same way in which He walked'. It is learning to not view life simply on the horizontal level; seeing only people and circumstances to which one reacts. Rather, its learning how to 'set your mind on the things of God' (Matt 16:23) in spite of the people or circumstances that threaten you. It's entrusting yourself to God in the midst of everyday life because you know His wisdom is more reliable than your own. (1 Peter 4:19, 2 Tim 1:12). True disciples love learning to walk in the ways of Christ more and more, and delight in helping others do the same. Just as the Apostle Paul penned to the church in Colossae, we want to labor and strive according to His power so that we might present every man complete in Christ (Col 1:28-29). That, we believe, is the privilege and essence of being a follower of Christ and the joy of being the church. Helping others get to where God is taking them!

In short, we aspire to make disciples who are Gospel-centered, Bible-focused, and Christ-exalting.

By Gospel-Centered we mean that

- The gospel is to be believed.
- The gospel is to be shared.
- The gospel is to be reflected in relationships.

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By Bible-Focused we mean that

- We believe in the authority and sufficiency of scripture for all things that pertain to life and godliness. (2 Pet 1:2-4)
- We focus our teaching on the Bible, not personal stories or agendas (2 Tim. 4:2).
- We are also committed to let the Bible determine our view of worship, ministry, counseling, and leadership.

By Christ-Exalting we believe

- We exist not to make ourselves look good but to show that Jesus is great.
- Jesus promised in Matthew 16:18, "I will build my church." The church is His and we recognize Him as our Chief Shepherd and head of the church (1 Peter 5:4; Col. 1:18).

Living Hope Bible Church Leadership Structure

From the beginning our leadership team have been committed to these core values because they are central to the mission of the NT church (Matt 28:18-20; Acts). Acting as co-equals in a structure reflective of NT elders, we are now in search of a vocational elder who is willing to lead us into the next stage of development.

Definition

The Vocational Elder (Pastor) is responsible for providing elder oversight for the preaching, vision, and general direction of LHBC. Oversight of this ministry includes *leading* by aligning the Church with the vision of the Elders of LHBC, *feeding* the body with the Scriptures, *guarding* the doctrine and practice of the ministries of LHBC, and *guiding* the Church by shepherding and discipling its members. The Vocational Elder will work closely with the lay elders, deacons and other appropriate personnel of LHBC.

Characteristics of the Ideal Candidate

- An authentic relationship with Jesus and a desire to follow Him in every aspect of life
- Elder Qualified (1 Tim. 3; Titus 2)
- An agreement with the beliefs, purpose, vision, and core values of the church
- An attitude of servant leadership and a relational aptitude that evidences a genuine love for people, flexibility, and an appreciation of differences
- A shepherd's heart
- A humble, transparent, and teachable spirit that is responsive, open to constructive evaluation, and eager to learn
- An ability to recruit, organize, develop and communicate with leaders and teams
- A self-starting attitude that identifies, strategizes, and implements what needs to be done
- An aptitude for addressing and resolving conflict
- Willingness to participate in elder consensus decision-making

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Key Working Relationships

- Lay Elders
 - Reports directly to the lay elders
 - Operates collegially with other lay elders in the day to day functioning of ministry.
 - Provides leadership to lay elders through mentoring them, equipping them, and aligning their ministry priorities with the implementation of the elders' vision for LHBC.
- Staff Team
 - Functions within the broader staff team as a fellow laborer in the gospel. Supervises individual staff members as delegated by the elders.

Responsibilities for Vocational Elder

- Lead the preaching and teaching schedule at LHBC
 - Preach 40-45 Sundays per year.
 - Set the tone for doctrinal distinctives of LHBC through preaching and teaching.
 - Model Christ centered, expository preaching and teaching that promotes and integrates with discipleship ministries of LHBC.
 - Develop preachers to share Sunday Morning responsibility.
 - Shepherd and counsel in such a way that also trains others to do the same
- Lead the implementation of the vision of the elders for LHBC through training the church doctrinally, leading the church by example, and developing qualified leaders.
 - The vocational elder will use his gifts of teaching and communication to strengthen the church's biblical literacy, spiritual development, and health.
 - Share responsibility to facilitate membership classes to ensure that all members are aware of and committed to the doctrines and practice of Scripture.
- Lead the lay elders
 - Mentor Elders towards growth in Christian maturity
 - Equip Elders for more effective shepherding ministry
 - Align the priorities of the Elders to cohere with the implementation of the vision of LHBC
- Lead in developing Gospel-culture across the church.
 - Model Gospel-culture for the body
 - Instruct the body as to how to apply the Gospel ministerially, relationally, and spiritually to its life and relationships
 - Develop a welcoming environment where the lost are engaged, believers are safe to be sinners and saints, and Jesus is exalted.

Responsibilities for General Pastoral Ministry

- Develop and disciple men towards growth in Christian maturity.
- Participate as an Elder in the board of Elders
- Assist in administering the ordinances
- Lead (or facilitate the leadership of) major Church Events (baptisms, Lord's Supper services, All-Church Meeting, etc.)
- Coordinate (or conduct) funerals, weddings, and general pastoral counseling as appropriate.

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Preferred General Pastoral Ministry

- Develop and disciple future church-planters and missionaries.

Preferred Experience and Education

- 5 years of ministry experience
- Evidence of consistent biblical maturity in leadership over time.
- M.A. in Biblical studies or higher.
- Training in Biblical counseling (MABC or certification with CCEF, ACBC, BCC, or other Biblical counseling certifying boards)

Living Hope Bible Church Community

Living Hope Bible Church was planted in Glendive, MT; a small hospitable rural town of about 6,000 people in eastern MT with many tight knit family connections. Nestled between the Yellowstone River and Makoshika State Park. It is primarily a farming and ranching community, spread out along the river and upper plains. Dawson Community College sits just on the south of town with just under 400 students enrolled.

With a small local community college south of town and various rural communities outside of Glendive, Living Hope Bible Church aims to fulfill Christ's mission to many people of different ages, stages, and places.

How to Apply:

Please submit your resume by sending it to our leadership team at lhbcglendiveff@gmail.com. Feel free to contact KP who is one of our elders with any questions you may have at 208-269-5125.

Our website is still a work in progress, but you can get a feel for who we are. You can check our ministry here: <https://www.livinghopeglendive.com/>