



OPPORTUNITY PROFILE LEAD PASTOR





THE OPPORTUNITY

Providence Bible Church, an urban neighborhood church located in Denver, Colorado, is searching for their inaugural Lead Pastor. This is an amazing opportunity for a pastor-shepherd with visionary leadership, a passion for discipleship, and a heart for multi-ethnic communities. Providence is a multi-cultural congregation with a focus on loving God and loving their neighbors. Through a collaborative partnership with CrossPurpose, a missional nonprofit organization, Providence is dedicated to seeing the Kingdom of God grow and expand in an urban context.

THE CHURCH

Providence Bible Church is a Christian community on mission to make disciples and see a city restored to wholeness by the grace of God.

OUR STORY: PROVIDENCE & CROSSPURPOSE

Providence Bible Church began with a core group who made a deep commitment to walk out of their faith. To join the church, members committed to gathering on the weekend, growing in a small group, giving of their resources, and going into the community on mission. This “high expectations” culture gave birth to CrossPurpose, a poverty alleviation non-profit that has helped over 2,000 neighbors escape poverty. Providence has focused more on having a mega impact than it has on building a mega church.

CrossPurpose is now a nationally respected nonprofit and has been replicated in five cities. Our current five-year plan is to expand to four sites locally engaging fifty churches in the work of loving our neighbors out of poverty.



WHO WE WANT TO BECOME:

Providence desires to grow its capacity for ministry impact while embodying the essence of koinonia, a caring and sharing community, as one tapestry made up of a multitude of colors from every nation, tribe, and tongue reflecting the splendor and majesty of our great God.

OUR CULTURE:

A family-oriented community committed to loving God together, loving our church family together, and loving our neighbor together.

OUR VALUES:

- The Redemptive Edge: Following in the footsteps of Jesus, ministering in the margins of life invites uncomfortable service.
- Expensive Love: Loving the way Jesus loves leads to ministry at the cross and a denial of self for others.
- Deep Roots: Ministering along relational rails takes time, it entails the necessity of proximity and a community-oriented mindset of being a visible presence in the neighborhood.
- Truth Telling: A willingness to admonish and affirm one another in love while acknowledging the presence of God at work in our lives.
- Relational Weave: A belief in cultural relevance leads to embracing God's gift of diversity while seeking to restore and reconcile the brokenness of humanity through Christ.
- All In: Fueled by the joy of the Lord as our strength and knowing ministry in the trenches of humanity is never easy, we willingly commit to being fully present within the church body and surrounding community.
- 4D: Led by a conviction that discipleship is not about addition, we embark on an intentional pursuit of spiritual multiplication that permeates four generations deep.



Mission

To live as fully loved and devoted followers of Jesus and love our neighbors to do the same.

DISTINCTIVES: OUR 3 LOVES

Love God Together

We love God because he first loved us. And God did not love us in a general or vague way. Rather, he shed his own blood specifically to purchase a people for his own possession. As his covenant people, God expects the Church to be a preview of the day when every nation, tribe and tongue assembles together to express their love for our great God and Savior, Jesus Christ. The best way to mirror that future picture now is by gathering as one unified group made up of diverse groups of ethnicities, classes, cultures, ages and languages--all loving God together.

Love Our Church Family Together

The Triune God is a Family who makes families. Because we are made in his image, we require community to flourish. Therefore, Providence Bible Church places a high value on honest, vulnerable, consistent and mutually beneficial relationships. We believe the structure that

best facilitates such relationships is our Community Groups, small groups consisting of 8-12 people who meet weekly around the city. Our commitment is to invest ourselves deeply into those with whom we regularly share food, Scripture, prayer, encouragement, service and our very lives.

Love Our Neighbor Together

Jesus demonstrated a totally radical and selfless love for his neighbor. We believe we should follow his example of sacrificial service by showing others the expensive love of the cross. Our core team displays the value of deep roots by living in the historic centers of poverty in our city. As a result, we birthed CrossPurpose, a nonprofit that doesn't just help people in poverty, it helps people out of poverty. We have many ways to get involved at CrossPurpose, including making a financial gift, serving as a volunteer, becoming an Ally, or joining the staff or board.

OUR COMMUNITY:

Denver was originally settled by the Cheyenne and Arapaho tribes until gold was discovered in the 1850s. Settlers poured into this dusty western town and before long, the largest inland city west of the Mississippi took shape. Denver is now the 19th largest city in the country.

Providence is centered in ten neighborhoods in Northeast Denver: Globeville, Five Points, Elyria/Swansea, Whittier, Cole, Skyland, Clayton, North Park Hill, Northeast Park Hill, and Commerce City. Northeast Denver is among the most diverse and historic neighborhoods, not only in the Denvermetro area but also in the state of Colorado.

These long-standing neighborhoods are filled with rich cultural history. Northeast Denver was originally settled by European immigrants and later became an African-American neighborhood in the 20th century. Today, the neighborhood is rapidly gentrifying and is now comprised of Latino, African-American, and Caucasian residents. The tensions created by gentrification are felt by many and the church of Jesus Christ has a unique opportunity to bring people together across race and class lines in one body.

THE STAFF

As the Lead Pastor of Providence Bible Church, you will be joining a dedicated, collaborative, supportive, and diverse staff of five people including a Sunday Morning Director, Youth Director, Community Group Director, and Discipleship Pastor.

For more information click [here](#).



THE POSITION

The Lead Pastor will oversee and lead the congregation through shepherding, teaching, and preaching. In partnership with the Elder Board, the Lead Pastor will develop worship opportunities, provide spiritual guidance, and coordinate the congregational care of the church.

Primary Responsibilities:

• Pastoral Care & Shepherding

- Cast vision and strategy for discipleship
- Lead a Community Group
- Hospital and/or home visits to the sick, elderly, widow, and orphan
- Lead deacon and elder retreat annually

• Preaching and Teaching

- Organize and implement the preaching and liturgical calendar, including sermon series
- Preach regularly at the Sunday worship gatherings
- Teach membership classes
- Preach & teach at church retreats, seminars, and other events as needed

• Organizational Oversight

- Cast Vision
- Develop goals, objectives, and strategic plans in partnership with the Elder Board
- Lead, manage, and support Providence staff

• Collaborative Partnership with CrossPurpose

- Teach spiritual formation classes for CrossPurpose on rotation
- Overseeing the discipleship of new believers from CrossPurpose
- Provide input on joint staff meetings and training between Providence and CrossPurpose





Your Core Competencies:

- Call to pastoral ministry & pastor's heart
- Encourager & servant leader who has successfully led thriving teams
- Leading out of a relationship with Jesus Christ
- Previous pastoral ministry experience with a high level of theological competence in working with underserved communities
- Thriving in cultivating multicultural relationships
- High emotional intelligence
- Lifelong learner and seeking ways to grow in your discipleship
- Planner & organizer

Your Characteristics:

- Hospitable
- Humble
- Prayerful
- Team Player

Compensation & Benefits

- \$125-\$150K depending on education and experience
- Performance Bonus up to 5% of salary
- Down payment assistance
- Relocation costs
- 3-month paid Sabbatical with a \$10K stipend (after 7 years)
- 3-4 week study leave annually
- 4 weeks vacation
- 6 sick days per year
- Flexible remote work policy
- Health, dental, vision, workers compensation, unemployment, short-term disability, long-term disability





AGORA Search Group is a faith-based Colorado Springs search firm providing executive search and selection services to clients locally, nationally and internationally.

Founded in April 2000, AGORA offers a record of 100% success in placing pastors, executives and senior level leaders in churches and non-profit organizations. Recognizing that not every good leader is a good fit for every good organization, our aim is to serve as a catalyst for clarity, discernment and support in your search process. While AGORA is structured for profit, it is driven by mission, resulting in a dynamic and agile approach to "business as ministry." Additionally, AGORA tithes from its profits to ministries that support the Church and its mission.

Arbra Bailey is leading the Providence Bible Church, Lead Pastor search. Arbra brings over 25 years of leadership experience to AGORA, spanning the Church, non-profit, and academics. His unique ability to develop people and networks fostering community serves as an asset in the executive search process. Arbra has a passion for God, people, creation, and the Church. During the last five years, he served as the National Director of African American Relations at Compassion International. Arbra and his wife, Helena, have three adult children and two grandchildren. He enjoys listening to jazz, watching sports, and Friday movie nights with the family.

For further details regarding this role, please contact:

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