



CHURCH FOR ALL NATIONS | LEAD PASTOR PROFILE

Position Description:

The Lead Pastor of CFAN is responsible for the overall spiritual and executive leadership of CFAN's congregation and staff, serving as a steward leader. He shall faithfully pursue the fulfillment of CFAN's vision, mission, alignment of CFAN's values and the realization of its goals.

Lead Pastor Qualifications:

1. Spiritual leader who has a heart for worship, evangelism, teaching, discipleship and revival.
2. Called and determined to see the establishment of God's Kingdom in our church, community, in our country and in our world.
3. A visionary leader of leaders and a builder of people who can employ and develop and release people in their areas of strength.
4. Meet the scriptural prerequisites found in 1 Timothy 3:1-7, Titus 1, 1 Peter 5:2, and Matthew 28:19-20.
5. Proven track record of Pastoral Leadership, preferably having served as the lead pastor or senior associate pastor of another assembly that was larger than 500 people and/or leading a team of at least 15 people.

Worship Style:

1. The Lead Pastor does not necessarily have to possess musical skills or vocal ability, however, must be a fervent, Spirit-filled, charismatic worshipper who is supportive of contemporary and culturally relevant expressions of Biblical worship.
2. Endorses the use of various worship teams within the church.
3. Seeks to encourage the use of the manifestation gifts of the Holy Spirit within corporate worship in decency and order.

Pulpit Ministry and Communication Skills:

1. Able to motivate our congregation to fulfill the eternal purposes of God and the vision of our church through the preaching of anointed, life applicable, and scripturally based sermons.
2. Main speaker at services but willing to share the pulpit and provide opportunities for others to develop.
3. Passionate about sharing and teaching ALL of God's Word where services are live streamed and recorded for viewing.
4. Able to develop and clearly communicate the vision and missional priorities of the church.
5. Demonstrates effective communication and public relation skills.
6. Demonstrates proficiency with conflict resolution and has strong people skills.

Administrative and Leadership Skills:

1. Able to develop a management leadership team to lead and execute CFAN's activities, ensuring that all required skills are developed.
2. Able to establish and promote teamwork and relationship as core values of staff and volunteers.
3. Possess efficient time management skills required to accomplish objectives in a fast-paced environment.

Pastoral Care and Focus:

1. Able to build, teach and develop a core group of leaders who would assist in meeting the needs of our people and extending God's Kingdom.
2. A visionary leader who is able to deploy people in their areas of strength and keep them accountable to the vision of CFAN.
3. Champion and guard the spiritual and doctrinal values of CFAN.
4. Ability to nurture strong relationships with CFAN leadership team members and together pursue a healthy, functioning team environment.

Community Involvement, Evangelism and World Missions:

1. Considers local and international missions and community outreach a priority and a core value of the local church.
2. Encourages the church to be involved with community events that impact the lives of all people in the local communities that CFAN serves.
3. Embraces cross-cultural ministry.
4. Promotes and expands the work of world missions and the regular support of CFAN missionaries.

A Steward Leader: Christ centered pursuit of Kingdom Outcomes

1. Understands that his life is not his own.
2. Seek intimacy with God as his highest calling.
3. Is secure in his identity in Jesus Christ.
4. See those with whom he leads and serve as fellow pilgrims.
5. Regard all resources as gifts from God.
6. Recognize the spiritual battle he is in as he strives to lead as a faithful steward.
7. Has learned that victory starts with surrender.



CHURCH FOR ALL NATIONS | CHURCH PROFILE & SUMMARY

Our 7 Core Values:

1. Jesus – Reconciliation to the Father (John 14:6).
2. Bible – The foundation for all we do (2 Timothy 3:16-17).
3. Prayer – Conversation with God (Ephesians 6:18).
4. Worship – Our response to God (Psalm 150:6).
5. Relationships – Love God, love others (Luke 10:27).
6. Serving – Christ centered living (Galatians 5:13).
7. Discipleship – Develop a spirit-filled life (Matthew 28:19-20).

Our Mission Statement:

CFAN exists to create healthy, active, and reproducing members of God’s Kingdom.

CFAN fulfills its mission when we:

- 1) Exalt and bring glory to God.
 - a. We celebrate God’s presence in worship.
- 2) Equip believers.
 - a. We are called to equip believers to do the work of the ministry.
- 3) Extend the kingdom.
 - a. We are commissioned to reach people of every tongue, nation, and kindred.
- 4) Enlarge the body of Christ.
 - a. We include believers in our fellowship through membership.
- 5) Educate and make disciples.
 - a. We seek to bring individuals to maturity through discipleship.

Our Philosophy of Ministry:

- Preaching a full gospel with focus on repentance (more than Jesus Loves You).
 - a. Salvation = Christ’s Righteousness becomes yours.
 - b. Lordship = Christ is the ruler of your life.

- Ministering the Spirit in Power and allowing Him to move with all the gifts of the Spirit encouraged in the body and exercised in decency and order.
- Discipleship with Discipline, holding one another accountable to further the Kingdom.

Statement of Faith:

A link to our website : <https://cfan.church/about>

Community Context:

- Metropolitan / Suburban Community of Parkland, WA
- Population of Parkland 37,303 (2019)
- Population of Tacoma 219,346 (2019)
- Parkland is a college town, home of Pacific Lutheran University
- 30 miles south of Seattle
- The great Pacific Northwest is an outdoor wonderland displaying God's amazing creation. From the Pacific Ocean to the Cascade mountains to the desert terrain of Eastern Washington there is always something to see and enjoy. If you are not an outdoor person the cities offer sports, dining, shopping, and other activities to relax and enjoy with the family. Below is a link to a list of things to do in the area.

<https://postcardstoseattle.com/things-to-do-pacific-northwest/>

Church History:

Church For All Nations has a unique and rich heritage, with its roots in the Pentecostal Revival of the early 1900's. House meetings began in 1906 expanding in passing years to meeting at the Free Mission Hall. The congregation of this early church was comprised mainly of Norwegian immigrants.

The year 1926 saw more arrivals and the time came for the group to consider formal church membership. In September 1926, the group took the name The Scandinavian Mission and called their first pastor, Rev. Stolson. During the succeeding three years, The Scandinavian Mission continued to flourish, ministering to the community in their native Norwegian language.

In March 1929, the congregation moved to the church building at the corner of 11th and "J". In 1933 the church changed its name from The Scandinavian Mission to Bethel Pentecostal Assembly and began to minister to the English-speaking people of Tacoma in addition to its Scandinavian membership.

In 1968, Bethel Pentecostal Assembly and Tacoma Gospel Assembly joined together with a resolve to build a new building. The congregation spent three years constructing the building near 38th St and I-5 themselves, going into little debt. The church adopted a new name, Bethel Christian

Assembly also known as the "Christ Is the Answer" church due to the large sign easily viewed from I-5. Our longest serving pastor, Pastor William Wolfson, became the senior pastor in March 1989.

Steady growth resulted in the need for a larger facility. In November of 1999, the congregation moved into a brand-new facility on 112th Street. With the new location came a new name: Church For All Nations.

We are a church that was born out of the fires of revival. There are enduring threads throughout our history of revival, missions, healing, worship and prayer. Strong Bible teaching has enabled personal growth through discipleship as well as training opportunities for the leaders needed in succeeding generations. The rich spiritual heritage of our body is one of faith, which works by love. It was the expressed desire of our forefathers that we would take the gospel beyond these four walls. For generations, prayers have gone up before the Lord asking that we might take this region for Him. Today, the people of Church For All Nations have continued to pick up that mantle. We are taking the gospel to the Pacific Northwest and to the nations. The Lord has done and is doing wonderful things and He is not finished yet!

Church Composition:

- Self-governing, elder led church affiliated with the Fellowship of Christian Assemblies (FCA).
- 1,100 average weekly attendance (in person and on-line)
- 149 official voting members
- 7 elected elders
 - a. Occupations: Retired Boeing executive, Construction office manager, Wholesale lumber supplier, Remodel Contractor, Custom Home Builder, Business Administrator, Retired Pierce Transit Manager.
- Church Staff Profile
 - Full-time Business Administrator
 - Full-time Office Administrator
 - Full-time IT and Tech
 - Part-time Executive Administrator
 - Part-time Receptionist
 - Part-time Bookkeeper
 - Part-time Office Support
 - Part-time Music Ministry
 - Part-time Nursery/Preschool Director
 - Part-time Elementary Director
 - Part-time Youth Director
 - Part-time Pantry Director and Part-Time Social Media
 - Part-time janitorial (2 people, does not equal a full-time position)

Overall Ministry Programs:

- Sunday morning classes 8:30-9:30 (schedule varies)
- Sunday morning intercessory prayer 8:00am – 9:00am
- Sunday morning pre-service huddle & prayer 9:30am – 10:00am
- Sunday Morning Service 10:00am – 12:00 noon
 - a. Worship style: A balanced blend of contemporary and time-honored music with a focus on glorifying the name of Jesus and welcoming the Holy Spirit to move in our time together.
 - b. Instrumentalists: Piano, acoustic guitar, electric guitar, bass guitar & drums.
 - c. Preaching / teaching clearly from God’s Word for 40 to 50 minutes.
 - d. Prayer & alter time with worship after the message to allow the Holy Spirit to move and work in people’s hearts.
- Sunday Morning Children’s classes 10:00am – 11:30am
 - a. K-5th grade combined class 30-50 in attendance
 - b. Nursery- Pre School 20-30 in attendance.
- Sunday Evening Worship Nights 6:00pm – 8:00pm (4 times a year average)
- Mid-week Programs:
 - a. Nations Youth (Junior & Senior High) Wednesday 7:00pm, 20-40 in attendance.
- The Pantry
 - a. Saturday perishable community food bank providing to the open public and 21 local non-profit organizations.
 - b. Tuesday – Thursday appointments 10am -3pm
 - c. Friday appointments: 10am -Noon
- Torchbearers Senior Ministry – Wednesdays 10:00am

Church Facilities:

- Currently a 77,000 square foot 2 story building
- Future 13,000 square foot community center



STATEMENT OF FAITH

HOLY BIBLE

The Holy Bible, and only the Bible, is the authoritative Word of God. It alone is the final authority in determining all doctrinal truths. In its original writing, it is inspired, infallible and inerrant (II Timothy 3:16; II Peter 1:20-21; Proverbs 30:5; Romans 16:25-26).

TRINITY

There is one God, eternally existent in three persons: Father, Son and Holy Spirit. These three are coequal and coeternal (I John 5:7; Genesis 1:26; Matthew 3:16-17, 28:19; Luke 1:35; Isaiah 9:6; Hebrews 3:7-11).

JESUS CHRIST

Jesus Christ is God the Son, the second person of the Trinity. On earth, Jesus was 100% God and 100% man. He is the only man ever to have lived a sinless life. He was born of a virgin, lived a sinless life, performed miracles, died on the cross for mankind and thus, atoned for our sins through the shedding of His blood. He rose from the dead on the third day according to the Scriptures, ascended to the right hand of the Father, and will return again in power and glory. (John 1:1,14, 20:28; I Timothy 3:16; Isaiah 9:6; Philippians 2:5-6; I Timothy 2:5).

VIRGIN BIRTH

Jesus Christ was conceived by God the Father, through the Holy Spirit (the third person of the Trinity) in the virgin Mary's womb; therefore, He is the Son of God (Matthew 1:18, 25; Luke 1:35; Isaiah 7:14; Luke 1:27-35).

REDEMPTION

Man was created good and upright, but by voluntary transgression he fell; his only hope of redemption is in Jesus Christ, the Son of God (Genesis 1:26-31, 3:1-7; Romans 5:12-21).

REGENERATION

For anyone to know God, regeneration by the Holy Spirit is absolutely essential (John 6:44, 65; Matthew 19:28; Titus 3:5).

SALVATION

We are saved by grace through faith in Jesus Christ: His death, burial, and resurrection. Salvation is a gift from God, not a result of our good works or of any human efforts (Ephesians 2:8-9; Galatians 2:16, 3:8; Titus 3:5; Romans 10:9-10; Acts 16:31; Hebrews 9:22).

REPENTANCE

Repentance is the commitment to turn away from sin in every area of our lives and to follow Christ, which allows us to receive His redemption and to be regenerated by the Holy Spirit. Thus, through repentance we receive forgiveness of sins and appropriate salvation (Acts 2:21, 3:19; I John 1:9).

SANCTIFICATION

Sanctification is the ongoing process of yielding to God's Word and His Spirit in order to complete the development of Christ's character in us. It is through the present ministry of the Holy Spirit and the Word of God that the Christian is enabled to live a Godly life (I Thessalonians 4:3, 5:23; II Corinthians 3:18, 6:14-18, II Thessalonians 2:1-3, Romans 8:29, 12:1-2, Hebrews 2:11).

JESUS' BLOOD

The Blood that Jesus Christ shed on the Cross of Calvary was sinless and is 100% sufficient to cleanse mankind of all sin. Jesus allowed Himself to be punished for both our sinfulness and our sins, enabling all those who believe to be free from the penalty of sin, which is death (I John 1:7; Revelation 1:5, 5:9; Colossians 1:20; Romans 3:10-12, 23, 5:9; John 1:29).

JESUS CHRIST INDWELLS ALL BELIEVERS

Christians are people who have invited the Lord Jesus Christ to come and live inside them by His Holy Spirit. They relinquish the authority of their lives over to him thus making Jesus the Lord of their life as well as Savior. They put their trust in what

Jesus accomplished for them when He died, was buried, and rose again from the dead (John 1:12; John 14:17, 23; John 15:4; Romans 8:11; Revelation 3:20).

BAPTISM IN THE HOLY SPIRIT

Given at Pentecost, it is the promise of the Father, sent by Jesus after His Ascension, to empower the church to preach the Gospel throughout the whole earth (Joel 2:28-29; Matthew 3:11; Mark 16:17; Acts 1:5,2:1-4, 17, 38-39, 8:14-17, 10:38, 44-47, 11:15-17, 19:1-6).

THE GIFTS OF THE HOLY SPIRIT

The Holy Spirit is manifested through a variety of spiritual gifts to build and sanctify the church, demonstrate the validity of the resurrection, and confirm the power of the Gospel. The Bible's lists of these gifts are not necessarily exhaustive and the gifts may occur in various combinations. All believers are commanded to earnestly desire the manifestation of the gifts in their lives. These gifts always operate in harmony with the Scriptures and should never be used in violation of Biblical parameters. (Hebrews 2:4; Romans 1:11, 12 :4-8; Ephesians 4:16; I Timothy 4:14; II Timothy 1:6-7; I Corinthians 12:1-31, 14:1-40; I Peter 4:10).

THE CHURCH

The church is the Body of Christ, the habitation of God through the Spirit, with divine appointments for the fulfillment of Jesus' Great Commission. Every person who is born of the Spirit is an integral part of the church as a member of the body of believers. There is a spiritual unity of all believers in our Lord Jesus Christ. (Ephesians 1:22, 2:19-22; Hebrews 12:23; John 17:11, 20-23).

SACRAMENTS

Water Baptism: Following faith in the Lord Jesus Christ, the new convert is commanded by the Word of God to be baptized in water in the Name of the Father and of the Son and of the Holy Spirit (Matthew 28:19; Acts 2:38; Mark 16:16; Acts 8:12, 36-38; 10:47-48).

The Lord's Supper: A unique time of communion in the presence of God when the elements of bread and grape juice (the Body and Blood of the Lord Jesus Christ) are taken in remembrance of Jesus' sacrifice on the Cross (Matthew 26:26-29; I Corinthians 10:16, 11:23-25).

Marriage: We believe marriage is defined in the Bible as a covenant, a sacred bond between one man and one woman, instituted by and publicly entered into before God (Matthew 19:4-6).

SANCTITY OF LIFE

Human life at all stages and ages is sacred. We are created in the image of our Creator and every life is valuable. We believe this value should be expressed and exhibited for all people. (Genesis 1:26-27; Genesis 2:7; Acts 17:25).

HEALING OF THE SICK

Healing of the sick is illustrated in the life and ministry of Jesus, and included in the commission of Jesus to His disciples. It is given as a sign, which is to follow believers. It is also a part of Jesus' work on the Cross and one of the gifts of the Spirit. (Psalm 103:2-3; Isaiah 53:5; Matthew 8:16-17; Mark 16:17-18; Acts 8:6-7; James 5:14-16; I Corinthians 12:9, 28; Romans 11:29).

GOD'S WILL FOR PROVISION

It is the Father's will for believers to become whole, healthy and successful in all areas of life. Because of the fall, many may not receive the full benefits of God's will while on Earth. That fact, though, should never prevent all believers from seeking the full benefits of Christ's provision in order to better serve others.

Spiritual: (John 3:3-11; II Corinthians 5:17-21; Romans 10:9-10)

Mental and Emotional: (II Timothy 1:7, 2:11; Philippians 4:7-8; Romans 12:2; Isaiah 26:3)

Physical: (Isaiah 53:4,5; Matthew 8:17; I Peter 2:24)

Financial: (Joshua 1:8; Malachi 3:10-11; Luke 6:38; II Corinthians 9:6-10; Deuteronomy 28:1-14; Psalm 34:10, 84:11; Philippians 4:19)

RESURRECTION

Jesus Christ was physically resurrected from the dead in a glorified body three days after His death on the Cross. In addition, both the saved and the lost will be resurrected; they that are saved to the resurrection of life and they that are lost to the resurrection of eternal damnation (Luke 24:16, 36, 39; John 2:19-21, 20:26-28, 21:4; Acts 24:15; I Corinthians 15:42, 44; Philippians 1:21-23, 3:21).

HEAVEN

Heaven is the eternal dwelling place for all believers in the Gospel of Jesus Christ (Matthew 5:3, 12, 20, 6:20, 19:21, 25:34; John 17:24; II Corinthians 5:1; Hebrews 11:16; I Peter 1:4).

HELL

After living one life on earth, the unbelievers will be judged by God and sent to Hell where they will be eternally tormented with the Devil and the Fallen Angels (Matthew 25:41; Mark 9:43-48; Hebrews 9:27; Revelation 14:9-11, 20:12-15, 21:8).

SECOND COMING

Jesus Christ will physically and visibly return to earth for the second time to establish His Kingdom. This will occur at a date undisclosed by the Scriptures (Matthew 24:30, 26:63-64; Acts 1:9-11; I Thessalonians 4:15-17; II Thessalonians 1:7-8; Revelation 1:7).



CFAN Lead Pastor Proposed Compensation Package

Annual Salary:

Proposed Range \$90,000 - \$120,000.00 depending upon experience.

Expense Account:

Monthly expense account \$751.00 (Annual: \$9,000.00), this includes fuel expense. Pastor will receive an individual credit card and will be expected to submit receipts with corresponding ministry codes for all expenses.

Insurance:

CFAN to provide "Key Man" life insurance for \$1,000,000.00 as a benefit to CFAN. CFAN will cover medical and dental insurance for the pastor's family.

Retirement Account:

CFAN will assist in setting up a 403b retirement account.
CFAN will contribute up to 7% of annual income to the account.

Phone and Auto:

CFAN to allocate \$1,350.00 annually to phone allowance.
CFAN to allocate \$500.00 a month for car allowance.

Vacation:

Standard paid holidays/sick leave (See employee manual).
3 weeks' vacation upon employment.
4 weeks' following completion of the fifth year of employment.

Salary/Bonus:

Salary and Bonus consideration will be reviewed on or before the 6th and 12th month of each year by finance team.

(All terms are negotiable)