



**Pastoral Search Team**

[pastorsearch@hoffmantown.org](mailto:pastorsearch@hoffmantown.org)

Date: 08/20/2019

**Hoffmantown Church  
Lead Pastor Position Information  
for Potential Applicants**

**Qualifications:**

Under the Headship of the Lord Jesus Christ and guidance of the Holy Spirit, Hoffmantown Church is looking for the man that God has selected to serve our church as Lead Pastor.

➤ **Biblical Qualifications:** First and foremost, must meet the New Testament requirements of Pastor/Elder as detailed in Titus 1:5-9, I Timothy 3:1-7, I Peter 5:1-4, Ephesians 4:11,12, Mark 10:42-45.

➤ **Pastoral Experience:**

The Lead Pastor:

- must be **called** to be a Pastor;
- has a proven track record as an effective Biblical expository teacher from the pulpit, preaching and teaching the inerrant Word of God with excellence;
- must be a servant-leader with demonstrated people skills, who is relational in his approach to working with church staff and interacting with the church body, and has provided leadership in all aspects of ministerial activity; and
- is experienced in leading a mid-sized to large-sized church.

➤ **Pastoral Qualities/Characteristics:**

Specifically, the Lead Pastor:

- must be surrendered to and humbly following Jesus;
- expresses his love for the Body of Christ wholeheartedly;
- demonstrates a balance of evangelism, worship, missions, discipleship, and stewardship;
- is a steadfast guardian of the Bible, and places a high priority on the study of God's Word and on having an active prayer life;
- is dedicated to life-long learning and demonstrates a teachable spirit;
- embraces experientially living grace (defined as the freedom to live as one should, not the freedom to live as one pleases);
- places a high priority on God, family, church, and community (in that order);
- embraces multi-generational corporate worship and advocates for blended worship with psalms, hymns, and spiritual songs;
- holds to a Biblical complementarian view regarding the service of men and women in the church and the roles they can fill; and
- must be willing to work collaboratively with all aspects of the church.

➤ **Education:** Master of Divinity or equivalent required. Doctor of Divinity or equivalent is a plus.

➤ **Responsibilities:**

Hoffmantown is looking for a man who has a heart surrendered to Jesus Christ and for the body – shepherding, teaching, vision casting, supporting, coaching, empowering, team building, and, importantly, supporting other church leaders by helping them thrive in their spiritual gifting. In keeping with these overarching responsibilities, the Lead Pastor is not the church CEO.

In relation to the experience and qualities/characteristics detailed above, the Lead Pastor:

- is responsible for preaching and teaching the Word of God;
- joins with the Elder Council in the spiritual guidance of the church;
- is a member of the Elder Council and the Church Council, fully supporting the church bylaws;
- provides mentorship to ensure that Hoffmantown’s Purpose, Vision, and Mission are fulfilled:
  - Purpose – to know, love, and proclaim Christ,
  - Vision – aligned with Christ, defined by His love, and unified in His work,
  - Mission – loving Christ, loving others, and fulfilling His Great Commission;
- is responsible for leading all aspects of the ministerial activities of the church;
- advocates for church members serving the church and others in ministries and missions;
- shepherds the Pastors, Staff, and Lay Leaders of Hoffmantown and helps ensure that the ministerial activities of the church are working in concert;
- is the chief team builder and leadership developer to help all the leaders in the church thrive in their God-given roles and ministries;
- is in agreement with the SBC Baptist Faith and Message of 2000; and
- is fully supportive of the affiliation with, and participation in, the Southern Baptist Convention (SBC), in keeping with the historical belief and practice of Hoffmantown Church.

**Overview of Hoffmantown Church:**

Hoffmantown Church was planted by First Baptist Church of Albuquerque in 1953 as Hoffmantown Mission Chapel. The church has a rich history and a strong legacy within the city of Albuquerque, the Baptist Convention of New Mexico, the Central Baptist Association, and the Southern Baptist Convention.

As the church grew, the campus was relocated from its initial Wyoming Blvd. address to a 62-acre site at 8888 Harper Drive. The facility was dedicated to the Lord’s work on September 20, 1987. The current facility is approximately 200,000 square feet. The main auditorium seats 1100-1500 people.

Current staffing includes 21 fulltime staff, 30 part-time staff, and 28 teachers/administrative staff of our children’s pre-school program. Included in these numbers are 4 pastors and 15 pastoral/ ministerial support staff.

**Overview/Demographics of Albuquerque and Area Surrounding Hoffmantown Church:**

Hoffmantown Church is located in the northeastern quadrant of Albuquerque, NM. Sitting at approximately 5300 feet elevation and centrally located in the state, Albuquerque is New Mexico’s largest city with a 2018 estimated population of 560,000. The city and surrounding metropolitan area together have an estimated population of 916,000. The city is located along the Rio Grande river valley near the intersection of Interstate Highways 25 and 40 with the Sandia and Manzano mountains located to the east of the city and Native American Pueblo Indian reservations located to the north and south. The area is home to Kirtland AFB, Sandia National Laboratories, and the University of New Mexico. It is also the home of the Albuquerque International Balloon Fiesta and the Albuquerque Isotopes AAA baseball team.

Demographic studies (MissionInsite, 2019) of the 2-mile and 5-mile radius areas surrounding Hoffmantown church show a 2018 population of 57,867 residents (26,079 households) and 217,814 residents (96,178 households), respectively, and a projected growth rate of just over 1% per year. The racial/ethnic makeup of the area around Hoffmantown Church is predominately white (57 to 64%) and Hispanic (25 to 32%). People living within 2 miles of Hoffmantown Church have an average age of 43 (60% are over 35 years of age), are typically well educated professionals (80% of those over age 25 attending some college and 22.5% possessing graduate/professional degrees), and have an average annual household income of over \$87,000. Only 28% of the population in the area are likely to either be involved in a religious congregation or community (72% are not) relative to the national average of 34.5%.

Two smaller SBC churches are located within a 2-mile radius of Hoffmantown Church and another four are located within a 5-mile radius. Albuquerque is also home to three very large non-denominational evangelical congregations (>10,000 worshipers) – Calvary Church Albuquerque, Legacy Church, and Sagebrush Church (a former church plant of Hoffmantown Church).

### **Contact Information:**

The Hoffmantown Church Pastoral Search Team is accepting applications for the position of Lead Pastor until close of business on 10/18/2019.

Applications shall consist of the following materials:

- current resume,
- cover letter explaining your interest in the position of Lead Pastor and why you feel God is calling you to Hoffmantown Church, and
- a minimum of three professional and personal references.

Applications may be submitted by email to [pastorsearch@hoffmantown.org](mailto:pastorsearch@hoffmantown.org). Applications may also be mailed to:

Pastoral Search Team  
Hoffmantown Church  
8888 Harper Dr. NE  
Albuquerque, NM 87111

Hoffmantown has received several applications prior to this formal announcement for the position of Lead Pastor. The Pastoral Search Team respectfully requests that these be resubmitted with updated information, if applicable. Any prior application submissions that have not changed, please indicate this via an email to the Pastoral Search Team.

The Pastoral Search Team will also accept referrals of possible candidates from other pastors, seminaries, or SBC association leaders. **Referrals must include the application materials outlined above.**