

# Fellowship Bible Church Winchester, Virginia

## Pastor of Shenandoah Church

### **Purpose Statement**

We believe that Fellowship Bible Church exists to glorify God as a spiritual community and to fulfill the mission of preparing and deploying dependent disciples of Jesus Christ who change their world for Him as they are being changed by Him.

The FBC leadership believes that greater Gospel penetration / engagement into our church body's community is needed. We know that members of our congregation in Shenandoah county (30 – 60 minutes from FBC) have been trying to reach their neighbors to Christ or draw them into a deeper discipleship with Christ, but have struggled given lack of proximity to FBC. It is our belief that God has called FBC to plant a church within the community of Shenandoah County to further evangelism, discipleship and community impact types of ministries.

To that end, God has led the FBC Elders to plant a church in Shenandoah county. The following job description is written to describe the pastoral position needed to accomplish the vision of impacting this community for Christ.

### **Position Description**

The purpose of this pastoral position will be to work with FBC's Local Outreach Leadership Team to lead and coordinate the outreach to the Shenandoah county area with the Gospel of Jesus Christ resulting in a viable, Bible teaching local church. This includes:

- 1. Shepherding the Shenandoah Church:** This position is ultimately responsible for the pastoral oversight of the Shenandoah Church under the oversight and direction of the FBC Elders. This includes the shepherding of the congregation both through teaching at weekend services and other responsibilities of pastoral care, including caring for the needs of the flock, coordination of efforts with leadership teams, and coordination of Shenandoah Church operations with FBC support staff.
- 2. Community Engagement and Evangelism:** Leading the Shenandoah Church to be engaged in evangelizing the surrounding communities in order to reach and transform those communities for Jesus Christ. This includes preparing the church to share their faith and shape church culture into that focused on community outreach. This also includes strategizing various ways to build bridges into the local community for both individual and corporate activities.
- 3. Strengthening and Developing Leaders:** This position involves developing and implementing a clear long range plan to recruit and equip spiritual leaders for the Shenandoah Church. This leadership development task involves finding people who spiritually qualify, providing the necessary training and mentoring that will further this growth as leaders within the church including the ultimate development of local Deacons and Elders. FBC's current Elder board will work closely with Pastor of Shenandoah County in the mentoring of these candidates for the office of Deacons and

Elders. The goal being that the Shenandoah Church will eventually become a stand-alone, local Elder lead church.

4. **Assimilation of New Attendees:** This position will need to insure that people who come to faith in Christ get disciplined and assimilated into the Shenandoah Church body.

### **Expectations of this Position**

1. The Pastor of Shenandoah Church will be accountable to the FBC Elder Board, and will report to the Senior Pastor, as well as coordinating with the Executive Pastor and Pastor of Local Outreach. This includes communicating to them on a regular basis and providing necessary updates as to the progress of the church development.
2. It is expected that the Pastor of the Shenandoah County Campus will guard his own personal walk of fellowship with Jesus Christ and seek to bring Him glory in all his ministry endeavors.
3. It is also expected that he will uphold the doctrinal statement and By-Laws of Fellowship Bible Church as a member in good standing.
4. It is expected that the Pastor of Shenandoah Church would have a heart for unsaved people and a burden for equipping the church to better share the gospel of Jesus Christ in creative and effective ways.
5. The FBC elders would expect the Pastor of Shenandoah Church to work to accomplish this ministry in tandem with the FBC Elder Board and the FBC Pastoral Staff.
6. He is not expected to do all the aspects of this pastoral ministry alone, but to help equip saints to do these ministries, through the development and oversight of leadership teams as well as through coordination with other FBC teams.

### **Discipleship & Assimilation Responsibilities**

The goal of creating fully devoted followers of Jesus Christ requires that we *help* people grow in their faith through the following responsibilities.

1. Assist in identifying and training new leaders, develop existing leaders, and promote a leadership culture throughout the church.
2. Identify new attendees and help them get plugged into the body of Shenandoah Church.
3. Promote the discipleship process by meeting together with one or two others regularly with the stipulation that they will replicate the disciple-duplication process.
4. Promote small groups by participating in a group in a time of fellowship, discipleship, accountability, service, and the care for one another through the study and application of God's Word.

5. Develop lay ministry by helping people identify, develop and use their giftedness for ministry within the church, the community and the world.
6. Track the discipleship and development of those who come into the church (including salvation, baptism, membership, discipleship process, ministry involvement, etc.)

### **Experience Needed**

- Sufficient experience on a senior leadership team within a church context that reveals skills necessary for this role.
- Significant experience needed in leading evangelism.
- Appropriate educational or training background. (M.Div., MA., or Th.M. desired).
- Experience supervising, understanding, motivating, and supporting ministry leaders as part of a team based ministry

### **Qualifications Required**

The applicant will have a balance of personal character, theological training, skills in educational process, management, and training and related experience which would adequately equip him for such a role. This includes:

- A heart for God that is evidenced by proven character and a spiritual-mindedness that understands that “apart from Christ we can do nothing”.
- A strong marriage and family life visible to others.
- A shepherding / pastoral heart which is content and motivated to work through others to reach our community with the Gospel.
- Strong interpersonal skills – ability to communicate persuasively and compassionately both orally and in writing.
- Strong biblical foundation for wise management in a church setting.
- Able to establish and maintain appropriate standards for the accomplishment of ministry in a way that honors both God and people.
- Personal initiative and diligence which produce follow-through in tasks.
- Solid biblical / theological convictions which are aligned with the FBC leadership.
- A willingness to grow and adapt to the inevitable changes found in a growing local church.
- An excellent communicator both orally and through writing.