



**CHEMISTRY**  
STAFFING

# **CHURCH & CANDIDATE PROFILE**

**EXECUTIVE PASTOR**  
Expectation Church  
Fairfax, Virginia

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Expectation Church

Fairfax, Virginia



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## **Population of City**

60,000

## **Population of County**

1.2 Million

## **Community Overview**

The DC Metro Area, also known as the DMV (D.C., Maryland, and Virginia), is a large metropolitan area with great wealth (5 of the top ten wealthiest counties in the US are in the DMV). The "city" we are located in is called Fairfax. However, it is more of a reference to Fairfax County, which consists of multiple suburbs that are all joined together. Fairfax is in the Northern Virginia area and is close enough to DC that there are several DC Metro stops in Fairfax. It is an extremely diverse population with highly driven people. While there is great wealth in Fairfax (the fifth wealthiest in the US), there is also extreme poverty (1 in 6 children are food insecure). The cost of living, specifically housing, can be a shock to people relocating here. Government contracting, military, and federal government make up a significant portion of the job industry here. Another shock to people relocating here is the traffic. Politically, Fairfax is more liberal than conservative. Spiritually, there is a wide array of faiths here from all around the world as well as many agnostics and atheists.

## **Why People Like Living Here**

There is no shortage of multicultural experiences here. This is a historic region surrounded by civil war sites and close proximity to the nation's capital. The school system regularly ranks as one of the highest in the country, with a wide array of opportunities for students. The greatest part of living in Northern Virginia (NoVA) is the rich diversity of experiences and people here.

## **Church History**

Expectation Church was founded in 1961 as Bethlehem Baptist Church in Fairfax, VA, with 35 members. In the church's 61 years of ministry, its current Senior Pastor is only the fourth Senior Pastor to hold the office. There have been a great many changes over the years, including two name changes (Fair Oaks Church in 2003 and Expectation Church in 2015), the opening and closing of a private Christian school, and several location changes. Though Expectation Church has a baptist heritage, it is non-denominational and not under the auspices of any outside governing church body. The current Senior Pastor, Christian Gaffney, has held the position for the last three years. In September 2019, the church moved into their new location within Fairfax - a 50,000-square-foot building with room to grow and be an asset to the community.

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## **Mission, Vision and Values**

The Mission:

Expectation Church exists so that people far from God will experience faith in Christ.

The Vision for 2022:

MORE. In 2021, our church experienced strong numerical and healthy growth. The vision is to continue the acceleration in implementing our Core Values and accomplishing our Mission.

Core Values:

- Passion Over Comfort - The calling is worth the cost. "Then he called the crowd to him along with his disciples and said: "Whoever wants to be my disciple must deny themselves and take up their cross and follow me." Mark 8:34
- Dependent in Prayer - Actively relying on God. "...in every situation, by prayer and petition, with thanksgiving, present your requests to God." Philippians 4:6b
- Meeting Needs - Demonstrate the integrity of our faith. "...faith by itself, if it is not accompanied by action, is dead." James 2:17b
- Outward Focused - We must go to the one unreached. "I pray also for those who will believe in me through their message." John 17:20b
- Welcome Home - Every person is worth celebrating. "...we had to celebrate and rejoice, because this brother of yours was dead and has come to life; he was lost and has been found." Luke 15:32

## **Average Weekend Attendance**

632

## **Attendance Trend**

Growing

## **Overview of Weekly Worship Gathering**

- We hold two identical services at 9AM and 11AM. The 11AM service is streamed live. Typically we have two songs, welcome/announcements, another song, the message, and conclude with a final worship song.
- The most common feedback we get about our atmosphere is welcoming and authentic. The pastor generally preaches in jeans and a t-shirt. We place a strong value on volunteer engagement (20% of our total attendance is made up of volunteers).
- Kids (birth through 5th grade) also make up 20% of our total attendance. Our children's ministry is called eKids Jr. (birth through PreK) and eKids (Kindergarten through 5th grade). eKids Jr. and eKids meet at the same time as the main worship service; however, it is common to see kids attend during the worship at the beginning of the service. Middle School and High School (eStudents) meet on Sunday nights from 5-7PM. All of our eStudents are encouraged to volunteer and attend the main worship service(s) on Sunday mornings.

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## **Worship Style of Your Church**

We have three or four vocalists, an electric guitar, bass guitar, keyboard, and drums every Sunday. The band plays a lot of Maverick City, Elevation Worship, Hillsong, etc. We are the fog machines and stage lights kind of church.

## **Tell Us About Your Facility**

Our facility is three years old and we are debt free. The auditorium seats 888. We have a full technology suite to capture and live stream our services. The church sits on 42 acres of land, much of which is environmentally protected. We are in the process of theming our lobby, eStudents, eKids, and eKids Jr. spaces, as well as building a back patio to utilize for ministry in the coming years. We utilize a fairly open office concept with short cubicle walls.

## **Overall Budget (this fiscal year)**

\$1,905,056

## **Overall Long-Term Debt of the Church**

\$0.00

## **Denominational Affiliation and/or other Partnerships**

We do not have any formal partnerships with any organizations. Historically we have been a part of the Baptist Bible Fellowship International, though we have not been for nearly twenty years. However, we do partner with several churches, community outreach organizations, and missions agencies. We have no denominational affiliation, however, we do have baptist roots.

## **Governance & Polity**

- We have a Senior Pastor who works in conjunction with the associate pastors on staff. The Senior Pastor, associate pastors, and church staff are responsible for the day-to-day operations of the church. The church membership votes on any changes to the church bylaws, the annual budget, and the hiring of the Senior Pastor.
- There is a Board of Trustees that has fiduciary oversight of the church.
- There is a Fellowship of Deacons that consists of men and women who designate the financial giving of our church as well as provide support and advice to the Senior Pastor and associate pastors. We are working towards being more reliant on volunteers as part of our discipleship model.

## **Current Paid Staffing Level**

Full-time

- Senior Pastor
- Care and Counseling Pastor
- Youth Pastor

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- Creative Arts and Worship Pastor
- Office Administrator (HR and Bookkeeping)
- Facilities Director
- Worship Director
- Care and Hospitality Director
- eGroups Director

Part-time

- Content Creator

## **Major Ministries of the Church:**

- eGroups - Our church has both a narrow and wide focus when it comes to our ministries. We have a wide focus in that we have a broad diversity of various ministries, however, we are also narrow in our focus because of how we facilitate those various ministries. For example, we do not have an established "men's ministry" or "women's ministry." Instead we have a single small group ministry called eGroups (hence narrowly focused). Within the small groups ministry there are men's groups, women's groups, service-oriented groups, recreational groups, and many more. This allows us to stay narrowly focused on small group ministry while also having a broad array of ministry outlets.
- eTeams - Another way people connect with our church is through our eTeams. eTeams are volunteer teams that serve and lead various ministries on Sunday mornings and in our community. Some of our eTeams include our eKids, eKids Jr, and eStudents volunteers, hospitality, production, worship team, greeters (we call them connectors), online hosts, and prayer teams.
- Next Gen - We also have a dedicated eKids Jr (birth through Pre-k), eKids (K - 5th grade), and eStudents (6th - 12th grade) ministry. This is largely volunteer-supported and led.
- Care Team, Prayer Team, and Counseling Teams - We also have a care and prayer team which encourages the congregation with prayer, notes, and service projects as needed. Additionally, we are building a counseling team with volunteer professionals to provide counseling to our congregation and community.

## **Outreach Programs Overview**

We have several community partners that we support financially and with service projects. These include:

- Fairfax FISH (For Immediate and Sympathetic Help) - a network of churches that partners with the county to provide emergency relief to members of the community as well as case management.
- FACETS - this is an outreach ministry that seeks to provide meals for food insecure and the homeless in our community
- Operation Christmas Child - We have a big push each fall for OCC; last year we sent out nearly 1,000 shoe boxes.
- Feed Fairfax 5k - This is a volunteer-led 5k in our community that our church largely supports. We support two local food banks with donations and meals each year.

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## **In the most generic sense, how would you describe your church theologically?**

Evangelical - Conservative

### **Published Theological Statement**

#### Of The Scriptures

- We believe that the Holy Bible was written by men supernaturally inspired; that it has truth without any admixture of error for its matter; and therefore is, and shall remain to the end of the age, the only complete and final revelation of the will of God to man; the true center of Christian union and the supreme standard by which all human conduct, creeds, and opinions should be tried.
  - » By "The Holy Bible" we mean that collection of sixty-six books, from Genesis to Revelation, which, as originally written, does not only contain and convey the Word of God but IS the very Word of God.
  - » By "inspiration" we mean that the books of the Bible were written by holy men of old, as they were moved by the Holy Spirit, in such a definite way that their writings were supernaturally and verbally inspired and free from error, as no other writings have ever been or ever will be inspired.
  - » Note: Inspiration applies specifically to the original autographs. Several wonderful and reliable translations of the Holy Scripture are used at Expectation Church. Psalm 19:7-11; 119:89,105,130,160; Proverbs 30:5-6; Isaiah 8:20; Luke 16:31; 24:25-27,44-45; John 5:39,45-47; 12:48; 17:17; Acts 1:16; 28:25; Romans 3:4; 15:4; Ephesians 6:17; 2Timothy 3:16-17; 1Peter 1:23; 2Peter 1:19-21; Revelation 22:19

#### Of The True God

- We believe that there is one, and only one, living and true God, an infinite, intelligent Spirit, the maker and supreme ruler of heaven and earth; inexpressibly glorious in holiness and worthy of all possible honor, confidence, and love; that in the unity of the Godhead there are three persons, the Father, the Son and the Holy Ghost, equal in every divine perfection, and executing distinct but harmonious offices in the great work of redemption. Genesis 17:1; Exodus 20:2-3; 15:11; Psalm 83:18; 90:2; 147:5; Jeremiah 10:10; Matthew 28:19; Mark 12:30; John 4:24; 10:30; 15:26; 17:5; Acts 5:3-4; Romans 11:23; 1Corinthians 12:10-11; 8:6; 12:4-6; 2Corinthians 13:14; Ephesians 2:18; 4:6; Philippians 2:5-6; 1Timothy 1:17; 1John 5:7; Revelation 4:11

#### Of The Holy Spirit

- We believe that the Holy Spirit is a divine person; equal with God the Father and God the Son and of the same nature; that He was active in the creation; that in His relation to the unbelieving world He restrains the evil one until God's purpose is fulfilled; that He convicts of sin, of judgment and of righteousness; that He bears witness to the Truth of the Gospel in preaching and testimony; that He is the agent in the New Birth; that He seals, endues, guides, teaches, witnesses, sanctifies and helps the believer. Genesis 1:13; Matthew 3:11; 28:19; Mark 1:8; Luke 1:35; 3:16; 24:49; John 1:33; 3:5-6; 14:16-17,26; 15:26-27; 16:8-11,13; Acts 5:30-32; 11:16; Romans 8:14,16,26-27; Ephesians 1:13-14; 2Thessalonians 2:7,13; Hebrews 9:14; 1Peter 1:2

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## Of The Devil, Or Satan

- We believe that Satan was once holy and enjoyed heavenly honors; but through pride and ambition to be as the Almighty, fell and drew after him a host of angels; that he is now the malignant prince of the power of the air, and the unholy god of this world. We hold him to be man's great tempter, the enemy of God and His Christ, the accuser of the saints, the author of all false religions, the chief power back of the present apostasy; the lord of the antichrist, and the author of all the powers of darkness - destined however to final defeat at the hands of God's own Son, and to the judgment of an eternal justice in hell, a place prepared for him and his angels. Isaiah 14:12-15; Ezekiel 28:14-17; Matthew 4:1-3; 13:25; 25:41; 27:39; Mark 13:21-22; Luke 22:3-4; John 14:30; Ephesians 2:2; 2Corinthians 11:13-15; 1Thessalonians 3:5; 2Thessalonians 2:8-11; 1Peter 5:8; 2Peter 2:4; 1John 2:22; 3:8; 4:3; 2John 7; Jude 6; Revelation 12:7-10; 13:13-14; 19:11,16,20; 20:1-3,10

## Of The Creation

- We believe in the Genesis account of creation and that it is to be accepted literally, and not allegorically or figuratively; that man was created directly in God's own image and after His own likeness; that man's creation was not a matter of evolution or evolutionary change of species, or development through interminable periods of time from lower to higher forms; that all animal and vegetable life was made directly and God's established law was that they should bring forth only "after their kind." Since God created mankind into genders distinctly male and female, we believe that the only legitimate marriage is that between a man and a woman. He has commanded that no intimate sexual activity be engaged in outside of marriage. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God's gift of sex. We believe that God rejects any attempt to alter one's gender by surgery or appearance. Genesis 1:1,11,24,26-27; 2:21-23; Exodus 20:11; Nehemiah 9:6; Jeremiah 10:12; John 1:3; Acts 4:24; 17:23-26; Romans 1:20; Colossians 1:16-17; Hebrews 11:3; Revelation 10:6

## Of The Fall Of Man

- We believe that man was created in innocence under the law of his Maker, but by voluntary transgression fell from his sinless and happy state, in consequence of which all mankind are now sinners, not by constraint, but of choice, and therefore under just condemnation without defense or excuse. Genesis 3:1-6,24; Ezekiel 18:19-20; Romans 1:18,20,28,32; 3:10-19; 5:12,19; Galatians 3:22; Ephesians 2:1,3

## Of The Virgin Birth

- We believe that Jesus Christ was begotten of the Holy Ghost in a miraculous manner; born of Mary, a virgin, as no other man was ever born or can ever be born of a woman, and that He is both the Son of God, and God, the Son. Genesis 3:15; Psalm 2:7; Isaiah 7:14; Matthews 1:18-25; Mark 1:1; Luke 1:35; John 1:14; Galatians 4:4; 1Corinthians 15:47; 1John 5:20

## Of The Atonement For Sin

- We believe that the salvation of sinners is wholly of grace; through the mediatorial offices of the Son of God, Who by appointment of the Father, freely took upon Him our nature, yet without sin, honored the divine law by

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His personal obedience, and by His death made a full and vicarious atonement for our sins; that His atonement consisted not in setting us an example by His death as a martyr, but was the voluntary substitution of Himself in the sinner's place, the Just dying for the unjust, Christ, the Lord, bearing our sins in His own body on the tree; that, having risen from the dead, He is now enthroned in heaven and uniting in His wonderful person the tenderest sympathies with divine perfection, He is in every way qualified to be a suitable, a compassionate and an all-sufficient Savior. Isaiah 53:4-7,11-12; Matthew 18:11; John 3:16; 10:18; Acts 15:11; Romans 3:24-25; Galatians 1:4; Ephesians 2:8; Philippians 2:7-8; Hebrews 2:14; 7:25; 9:12-15; 12:2

## Of Grace In The New Creation

- We believe that in order to be saved, sinners must be born again; that the new birth is a new creation in Christ Jesus; that it is instantaneous and not a process; that in the new birth the one dead in trespasses and in sins is made a partaker of the divine nature and receives eternal life, the free gift of God; that the new creation is brought about in a manner above our comprehension, not by culture, not by character, nor by the will of man, but wholly and solely by the power of the Holy Spirit in connection with divine truth, so as to secure our voluntary obedience to the gospel; that its proper evidence appears in the holy fruits of repentance and faith and newness of life. Luke 5:27; John 1:12-13; 3:3,6-7; Acts 2:41; Romans 6:23; 2Corinthians 5:17,19; Galatians 5:22; Ephesians 2:1; 5:9; Colossians 2:13; 1John 5:1

## Of The Freeness Of Salvation

- We believe in God's electing grace; that the blessings of salvation are made free to all by the gospel; that it is the immediate duty of all to accept them by a cordial, penitent and obedient faith; and nothing prevents the salvation of the greatest sinner on earth but his own inherent depravity and voluntary rejection of the gospel; which rejection involves him in an aggravated condemnation. Isaiah 55:1; Matthew 11:28; John 3:15-18,36; 5:40; 6:37; Acts 2:38; Romans 8:29-30; 10:13; 1Corinthians 15:10; Ephesians 2:4-5; Colossians 3:12; 1Thessalonians 1:4; 1Timothy 1:15; Titus 1:1; 1Peter 1:2; Revelation 22:17

## Of Justification

- We believe that the great gospel blessing which Christ secures to such as believe in Him is Justification; that Justification includes the pardon of sin, and the gift of eternal life on principles of righteousness; that it is bestowed not in consideration of any works of righteousness which we have done; but solely through faith in the Redeemer's blood, His righteousness is imputed unto us. Isaiah 53:11; Habakkuk 2:4; Zechariah 13:1; Acts 13:39; Romans 1:17; 4:1; 5:1-9; 8:1; Galatians 3:11; Titus 3:5-7; Hebrews 10:38

## Of Repentance And Faith

- We believe that Repentance and Faith are solemn obligations, and also inseparable graces, wrought in our souls by the quickening Spirit of God; thereby, being deeply convicted of our guilt, danger and helplessness, and of the way of salvation by Christ, we turn to God with unfeigned contrition, confession and supplication for mercy; at the same time heartily receiving the Lord Jesus Christ and openly confessing Him as our only and all-sufficient Savior. Psalm 51:1-4,7; Isaiah 55:6-7; Mark 1:15; Luke 12:8; 18:13; Acts 2:37-38; 20:21; Romans 10:9-11,13



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## Of The Church

- We believe that a Baptist church is a congregation of baptized believers associated by a covenant of faith and fellowship of the Gospel, said church being understood to be the citadel and propagator of the divine and eternal grace; observing the ordinances of Christ; governed by His laws; exercising the gifts, rights, and privileges invested in them by His Word; that its officers of ordination are pastors or elders whose qualifications, claims, and duties are clearly defined in the scriptures. We believe that men and women are spiritually equal in position before God, but that God has ordained distinct and separate spiritual functions of men and women in the home and in the church. The husband is to be the leader of the home and men are to hold the leadership positions as pastors in the church. Accordingly, only men are eligible for licensure and ordination for pastor by the church. We believe the true mission of the church is found in the Great Commission: first, to make individual disciples; second, to build up the church; third, to teach and instruct as He has commanded. We do not believe in the reversal of this order; we hold that the local church has the absolute right of self-government, free from the interference of any hierarchy of individuals or organizations; and that the one and only superintendent is Christ through the Holy Spirit; that it is scriptural for true churches to cooperate with each other in contending for the faith and for the furtherance of the Gospel; that every church is the sole and only judge of the measure and method of its cooperation; on all matters of membership, of policy, of government, of discipline, of benevolence, the will of the local church is final. Leviticus 27:31; Malachi 3:10; Matthew 28:19-20; Acts 2:41-42; 6:5-6; 14:23; 15:22-23; 20:17-28; 1Corinthians 5:11-13; 6:1-3; 11:2; 12:4,8-11; 16:1-2; Ephesians 1:22-23; 4:11; 5:23-24; Colossians 1:18; 1Timothy 3:1-13

## Of Baptism And The Lord's Supper

- We believe that Christian baptism is the immersion in water of a believer, in the name of the Father, of the Son, and of the Holy Ghost, with the authority of the local church, to show forth in a solemn and beautiful emblem our faith in the crucified, buried and risen Savior, with its effect in our death to sin and resurrection to a new life; that it is prerequisite to the privileges of a church relation and to the Lord's supper, in which the members of the church, by the sacred use of bread and the fruit of the vine are to commemorate together the dying love of Christ; preceded always by solemn Matthew 3:6; 3:16; 28:19-20; John 3:23; Acts 2:41-42; 8:36-39; Romans 6:3-5; 1Corinthians 11:23-28; Colossians 2:12

## Of The Perseverance Of The Saints

- We believe that such only are real believers as endure unto the end; that their persevering attachment to Christ is the grand mark which distinguishes them from superficial professors; that a special Providence watches over their welfare; and that they are kept by the power of God through faith unto eternal salvation. Psalm 121:3; Matthew 6:20; 13:19-21; John 8:31-32; 10:28-29; 16:8; Romans 8:28,35-39; Philippians 1:6; Colossians 1:21-23; Hebrews 1:14; 1Peter 1:5; 1John 2:19

## Of The Righteous And The Wicked

- We believe that there is a radical and essential difference between the righteous and the wicked; that such only as through faith are justified in the name of the Lord Jesus, and sanctified by the Spirit of our God, are truly righteous

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in His esteem; while all such as continue in impenitence and unbelief are in His sight wicked, and under the curse, and this distinction holds among men both in and after death, in the everlasting felicity of the saved and the everlasting conscious suffering of the lost. Genesis 18:23; Proverbs 11:31; 14:32; Malachi 3:18; Matthew 7:13-14; 25:34; Luke 9:26; 16:25; John 8:21; 12:25; Acts 10:34-35; Romans 1:17; 6:16-18,23; 7:6; 1Corinthians 15:22; Galatians 3:10; 1Peter 4:18; 1John 2:7,29; 5:19

## Of Civil Government

- We believe that civil government is of divine appointment, for the interests and good order of human society; those magistrates are to be prayed for, conscientiously honored and obeyed; except only in things opposed to the will of our Lord Jesus Christ; who is the only Lord of the conscience, and the coming Prince of the kings of the earth. Exodus 18:21-22; 2Samuel 23:3; Psalm 72:11; Daniel 3:17-18; Matthew 10:28; 22:21; 23:10; Acts 4:19-20; 23:5; Romans 13:7; Philippians 2:10-11; Titus 3:1; 1Peter 2:13-14,17

## Of The Resurrection And Return Of Christ And Related Events

- We believe in and accept the sacred Scriptures upon these subjects at their face and full value. Of the Resurrection, we believe that Christ rose bodily "The third day according to the Scriptures"; that He ascended "to the right hand of the throne of God"; that He alone is our "merciful and faithful high priest in things pertaining to God"; "that this same Jesus which is taken up from you into heaven shall so come in like manner as ye have seen Him go into heaven," bodily, personally, and visibly; that the "dead in Christ shall rise first"; that the living saints "shall all be changed in a moment, in the twinkling of an eye, at the last trump"; "that the Lord God shall give unto Him the throne of His father David"; and that "Christ shall reign a thousand years in righteousness until He hath put all enemies under His feet." Psalm 72:8; Isaiah 11:4-5; Matthew 24:27,42; Matthew 28:6-7; Mark 16:6,19; Luke 1:32; Luke 24:2,4-6,39,51; John 14:3; John 20:27; Acts 1:9,11; 1Corinthians 15:4; Philippians 4:20; 1Thessalonians 4:16; 1Timothy 2:5; Hebrews 2:17; 5:9; 8:1; 9:28; 12:2

## Of Missions

- The command to give the gospel to the world is clear and unmistakable and this Commission was given to the churches. Matthew 28:18-20, "And Jesus came and spake unto them, saying All power is given unto me in heaven and in earth. Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost: Teaching them to observe all things whatsoever I have commanded you and, lo I am with you alway, even unto the end of the world. Amen." Mark 16:15, "And he said unto them, Go ye into all the world and preach the gospel to every creature." John 20:21, "As my Father hath sent me, even so send I you." Acts 1:8, "But ye shall receive power, after that the Holy Ghost is come upon you; and ye shall be witnesses unto me both in Jerusalem, and in all Judea, and in Samaria, and unto the uttermost part of the earth." Romans 10:13-15, "For whosoever shall call upon the name of the Lord shall be saved. How then shall they call on him in whom they have not believed? And how shall they believe in him of whom they have not heard? And how shall they hear without a preacher? And how shall they preach, except they be sent? As it is written, How beautiful are the feet of them that preach the gospel of peace and bring glad tidings of good things!"

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## Of The Grace Of Giving

- Scriptural giving is one of the fundamentals of the Faith. 2 Corinthians 8:7, "Therefore, as ye abound in every thing, in faith, and utterance, and knowledge, and in all diligence, and in your love to us, see that ye abound in this grace also." We are commanded to bring our gifts into the storehouse (common treasury of the church) upon the first day of the week. 1Corinthians 16:2, "Upon the first day of the week let every one of you lay by him in store, as God hath prospered him, that there be no gatherings when I come." Under Grace we give, and do not pay, the tithe - "Abraham GAVE the tenth of the spoils," - Hebrews 7:2,4 - and this was four hundred years before the law and is confirmed in the new Testament; Jesus said concerning the tithe, "these ought ye to have done", Matthew 23:23. We are commanded to bring the tithe into the common treasury of the church. Leviticus 27:30, "The tithe ... is the Lord's." Malachi 3:10, "Bring ye all the tithes into the storehouse, that there may be meat in mine house, and prove me now herewith, saith the Lord of hosts, if I will not open you the windows of heaven, and pour you out a blessing, that there shall not be room enough to receive it." In the New Testament it was the common treasury of the church. Acts 4:34,35,37, "And brought the prices of the things that were sold and laid them down at the apostles' feet ... Having land, sold it, and brought the money, and laid it AT THE APOSTLES' FEET."

## What theological hills will you die on?

- The exclusivity of Jesus Christ for salvation
- The bodily resurrection of Jesus Christ
- The literal existence of Heaven and Hell
- The literal return of Jesus Christ
- The plenary infallibility of 66 books of the Old and New Testaments applied to their original autographs as given by divine inspiration
- Eternal security

## Hot-Button Social/Cultural Issues for Your Church

- Marriage, as approved and designed by God, is between one man and one woman. Sexuality should be expressed, as designed, within the confines of marriage. So all people are welcome and invited to come to Expectation Church and we will strive to live out God's design for our lives regardless of our sexual orientation. Following Jesus is about surrendering, denying ourselves, to follow Him. We should surrender to His design, creation, and intent for our lives, and that is what the Christian life is all about.
- Traditionally our church has taken a cessationist stance (Baptist roots), but we have many continualists in our church. All things should be done in a good and orderly way in accordance with Scripture. We do not publicly speak in tongues unless we know there is someone who can interpret the message (which we have never identified). As far as other gifts of the Spirit, God can give any gift He wants to, but it is His providence.

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- As far as women as pastors, again, we seek to be faithful to the Scripture in everything we do. So at Expectation Church women serve as deacons and in several leadership roles but not in the office of pastor.
- We live in a very purple area with strong beliefs on both sides of the political spectrum. It has been preached several times that we are not trying to espouse the ideas of either the left or the right but the cross. We have a very diverse congregation in many ways including politically.

## **Biggest Church 'wins' in last 18 months?**

- We have baptized 51 people in 2022 so far. Up from 46 in 2021.
- Several of our eTeams are led by volunteers and supported by staff.
- 20% of our total attendance is in children (birth through 5th grade).

## **Biggest Opportunity for Your Church in the Next 12 Months**

- New Baptism service in December
- Christmas kids' event
- Vision Night 2023 in January

## **Church's Biggest Challenge for the Future**

- We have two parcels of land adjacent to us that we would like to start leveraging for community outreach and evangelism.
- We are a growing church and are striving to be positioned to receive and continue the growth in a healthy way that will translate to more people experiencing faith in Christ (our mission).

## **Title of Position You Are Hiring**

Executive Pastor

## **Full Time Position? Yes**

## **Overall Description of this Position**

Expectation Church is hiring an Executive Pastor ready to collaborate with others and help provide administrative oversight in areas like Human Resources, budgeting, financial management, facilities management, and policy creation. In short, this position will be integrating the vision of the church in practical and administrative ways. We are a highly collaborative team that seeks to empower and elevate volunteers so they will grow in their faith. The Executive Pastor will oversee at least two other staff members in bookkeeping and facilities.

# EXECUTIVE PASTOR

Expectation Church

Fairfax, Virginia



**CHEMISTRY**  
STAFFING

## Reporting Relationship

This position will collaborate with the pastoral team and report directly to the Senior Pastor.

## Goals and Expectations

In their first year, this person will be able to effectively manage our financials and ensure the staff is generously supported by HR management. Measurable goals will include:

- 0 Adjusted Journal Entries (AJE) on our annual review from an independent CPA.
- 100% participation in the church's FSA/HSA offering.
- A written playbook for the use of our facilities as both an outlet for ministry in our community and a responsible source of related business income.
- The creation of volunteer-led teams for facilities improvement and rentals.
- Finishing the year following budgeted expenses by ensuring accurate records and collaboration with the staff in approving expenses.
- Streamlining and improving performance review systems.

## Do you have a job description for this role?

- The Executive Pastor oversees the church's operations and helps integrate the church's vision with the staff.
- The Executive Pastor will set goals for staff to accomplish the church's mission and vision.
- This person will support, coach, and assess staff, implement processes to optimize operational capabilities, strive to expand and unify the church, and manage resources effectively.

The Executive Pastor will be responsible for a wide range of duties, including:

- Overseeing church operations and facilities.
- Guiding and improving interactions between the Senior Pastor, trustees, deacons, pastors, and other staff members.
- Collaborating with the pastoral team regarding ministry administration and implementation of the mission and vision of the church.
- Overseeing human resources operations and collaborating with the senior pastor to hire, reposition, transition, and dismiss staff.
- Ensuring necessary compliance and consistency with HR benefits administration.
- Creating an annual budget.
- Overseeing financial, budget, and approving processes.
- Assisting staff in managing ministry budgets.
- Reviewing, creating, and implementing policies and procedures to ensure the effective operation of the church.

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## **Educational Preferences**

Formal training is important, but more important are the requisite skills and abilities. Life experience can provide what can be learned from formal training. A majority of our congregants have both formal training and life experience, as that is largely the culture in Northern Virginia.

## **Age vs. Experience**

We prefer an experienced person who is willing to learn, try new things, and be patient with others as they learn new things.

## **Denominational Affiliation**

Not important at all as long as there are no theological disagreements in the essentials.

## **What skills are you looking for specifically?**

Learning agility, leadership skills, propensity toward data and analytics, and HR.

## **What technical abilities (if any) are required?**

Proficiency in QuickBooks Online, MS Excel, and Google Workspace, Planning Center Online (People, Giving, Services, etc.)”

## **Equipper or Doer?**

60% Equipper, 40% Doer

## **Attractional Vs. Missional**

Attractional with the intent of teaching others to be missional.

## **Budget Area Supervision**

\$1.9 Million (\$300k in Administration and Facilities budget)

## **Personal Characteristics Desired**

Sense of humor, patience, grace, and willingness in hard conversations, avid learner

## **What would immediately disqualify someone?**

- We would not hire someone who did not believe the Executive Pastor role has a direct impact on the mission of the church and the advancement of the Gospel.
- We would also not hire someone openly living in sin, such as in a sexual relationship outside of marriage.

# EXECUTIVE PASTOR

Expectation Church

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## **Urgency**

We would like to fill this position in the next three to four months so that this candidate can help us progress in 2023 and be a part of the growth that God has been providing.

## **Other "Must Have" Skills**

This candidate must be able to handle financial, HR, and facilities systems confidently. Additionally, this candidate must be able to work with a team, collaborate with others, and empower volunteers.

## **Other "Nice to Have" Skills**

Technical and IT skills would be great. Our building is only three years old so many of our facilities systems (automatic doors, HVAC, networks, etc.) are brand new.

## **Finally...**

We would love to see this position filled by someone who is detail-oriented, precise, a learner, and a collaborator. They could teach others and confidently hand off each aspect while also ensuring excellence.

# EXECUTIVE PASTOR

Expectation Church

Fairfax, Virginia



**CHEMISTRY**  
STAFFING

## **Public Job Posting**

### **Executive Pastor**

### **Expectation Church**

### **Fairfax, Virginia**

Expectation Church in Fairfax, Virginia, is looking for a new Executive Pastor to join their team. This person will be ready to collaborate with others and help provide administrative oversight in areas such as human resources, budgeting, financial management, facilities management, and policy creation. This person will be integrating the vision of the church in practical and administrative ways. Expectation Church has a highly collaborative team that seeks to empower and elevate volunteers so they will grow in their faith.

### **What you'll be doing:**

- Supporting, coaching, and assessing staff
- Implementing processes to optimize operational capabilities
- Striving to expand and unify the church
- Collaborating with the pastoral team regarding ministry administration and implementation of the mission and vision of the church
- Ensuring necessary compliance and consistency with HR benefits administration
- Reviewing, creating, and implementing policies and procedures to ensure the effective operation of the church

### **What skills you need to have:**

- Learning agility
- Leadership skills
- Propensity toward data and analytics
- Patience
- Familiar with HR benefits administration

Fairfax County consists of multiple suburbs that are all joined together. Fairfax is in the Northern Virginia area and is close to Washington, D.C. Government contracting, military, and federal government make up a significant portion of the job industry here. Politically, Fairfax is more liberal than conservative. Spiritually, there is a wide array of faiths here from all around the world, as well as many agnostics and atheists. There is no shortage of multicultural experiences, and this is a historic region surrounded by civil war sites. The school system regularly ranks as one of the highest in the country, with a wide array of opportunities for students. The greatest part of living in Northern Virginia (NoVA) is the rich diversity of experiences and people.

