



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

SENIOR PASTOR
Grace Bible Chapel
Rising Sun, MD

SENIOR PASTOR

Grace Bible Chapel

Rising Sun, MD



Population of City

Rising Sun: 2,744

Population of County

Cecil County: 103,905

Community Overview

The church is located in northern Cecil County, Maryland in the town of Rising Sun, MD. It is located on the I-95 corridor and is about 45 miles to Baltimore, MD and 60 miles to Philadelphia, PA.

- The average age of the population is 37 with a median age of 38
- The median rent is \$900 per month with an average house value of \$266,000
- The average household income ranges from \$82,000 to \$100,000
- Approximately 75% of the population own and occupy their homes
- The average family size is approximately 2.8
- The overall poverty rate is approximately 7.8%
- The unemployment rate is 4.3%
- Overall population growth is projected to grow by approximately 1.4% in the next 5 years
- There are over 20 churches within 10 miles of the GBC including United Methodist, Baptist, Catholic, Nazarene, Presbyterian, Church of God, Episcopal, Seventh Day Adventist, and others.

Why People Like Living Here

Grace Bible Chapel is located in the quiet town of Rising Sun, in Cecil County Maryland. Cecil County is located in the most northeast corner of the state, bordering Delaware and Pennsylvania. Rising Sun, in particular, is rather rural and agrarian! There are plenty of grocery stores and a Wal-Mart nearby, but you will travel a half hour to reach the nearest mall. Those who live here feel it is a great place to raise a family and put down roots. Families have many options for their children's education. There are good public schools in the Rising Sun school district, where several of our church members along with other Christians are leaders in the County's public school system. There are several Christian Schools close by and a large home school community. Many families in our area participate in the youth sports programs that are available in Cecil County; Little League, soccer and basketball are favorites! Cecil County is an hour away from Lancaster, PA, which has a large Amish population, and we have had a recent influx of Amish families join our community, as farmland in neighboring Pennsylvania is growing scarce! So, in addition to the occasional farm tractor you might pass on a Cecil County roadway, you will likely pass a horse and buggy now and then as well! We who live in Cecil County love the quieter pace, the beauty of the farmland around us and the friendliness of our neighbors.

SENIOR PASTOR

Grace Bible Chapel

Rising Sun, MD



Cecil County isn't just about peaceful living. It is also unique in that it is located in the Upper Chesapeake Bay area. The church is approximately 10 minutes from the mouth of the top of the North East River, which provides ample recreational opportunities. You will find delightful shops and some excellent restaurants along the North East River. Boating is a favorite pastime for many in our area and if you are an outdoor enthusiast, there are many locations where you can enjoy fishing, hunting, horseback riding, and hiking. If you enjoy the beach, Rising Sun, MD, is approximately two hours from the Delaware and New Jersey beaches. Baltimore, MD and Philadelphia, PA are barely an hour away if you wish to catch a ballgame or visit a museum. And, if you wish to visit our nation's capitol, we are 2 hours from Washington, D.C.

Church History

GBC is a non-denominational, evangelical church, with a strong emphasis on Biblical teaching. Formerly congregationally led with elder and deacon boards, we have recently moved to an elder-led structure with strong congregational involvement to better align with a Biblical model of leadership and to be more effective in ministry as the church grows. GBC had been located in nearby Zion, MD since 1947 before moving in 2010 to its current location to better accommodate its growth in size and its focus on ministering to families. In its long history, GBC has only had a few pastors, their tenure of service being 20, 30 and even 40 years. We are grateful for a strong volunteer base and from within that volunteer base, many of our current and past staff members have been hired.

Vision, Mission, Values

Mission: Our mission here at Grace Bible Chapel is to expand God's kingdom by MAKING and GROWING disciples. We desire to help people come to know God and to grow in their relationship with Him.

Vision: Our vision at Grace is to build strong families as we make and grow disciples

Average Weekend Attendance

396 including children

Attendance Trend

Growing

Overview of Weekly Worship Gathering

There is one 9:30 service which includes a mix of worship-style music. This is followed by a 10:45 Sunday School/ Bible Class hour. Sunday evenings will find the church building being used for prayer groups, high school, and young adult gatherings. People enjoy our worship time.

SENIOR PASTOR

Grace Bible Chapel

Rising Sun, MD



Worship Style of Your Church

Our worship style is a bit eclectic. Our worship leader will use a full range of music choices from traditional up through modern Christian music found on the radio today. We use a full band on a weekly basis.

Tell Us About Your Facility

Grace Bible Chapel (GBC) moved into its current location in 2010. Our building is situated on approximately 30 acres and was designed with ministry to families in mind. A large multi-purpose room serves as a sanctuary on Sunday mornings and as a gym during the week to facilitate ministry to youth. The multi-purpose room is flanked by two wings that house classrooms and office space. Thanks to God's abundant provision and faithful giving on the part of our church family, we are happy to say that GBC is debt free and looking forward to the day when God might lead us to add on to the facilities He has entrusted to us.

Overall Budget (this fiscal year)

Our income for 2022 was \$901,933. Our expenses for 2022 were \$807,569.

Overall Long-Term Debt of the Church

We are debt free.

Denominational Affiliation and/or other Partnerships

We are an independent nondenominational church with no partnerships.

Governance & Polity

We are an elder led congregation made up of a Senior preaching pastor, a pastor of adult ministries, a pastor of student ministries and five rotating elders voted in by the congregation. The decision-making process is dependent on what the decision is concerning. Some decisions are made at a ministry team level whereas others are made by the elders.

Current Paid Staffing Level

Full-time: Senior Pastor, Pastor of Adult Ministries, Pastor of Student Ministries, Director of Children's Ministries.

Part-Time: Worship Director, Office Manager, Facilities Manager, Facilities Custodian

Major Ministries of the Church

Missions: Globally, we support missionaries working in many remote places in the world including mid-Asia, Ethiopia, Kenya, Bukina Faso, the Far East, India, Jordan and Germany. Here in the United States, we support missionaries working with: the trucking industry through Transport For Christ; high school students through Fellowship Of Christian Athletes; women caught in poverty and abuse through Handi*Vangelism Ministries International; and those who are

incarcerated through Prison Outreach Of Delaware. Many of our adults have already taken short-term service trips to places like Kyrgyzstan, Alaska, Thailand, India, Burkina Faso and Ukraine. These trips can involve: construction on a building project; evangelism; helping with Vacation Bible School; and building relationships with the local people. Every other summer our High School students have the opportunity to serve through a short-term missions trip. These trips help the students to develop a heart for missions and to expand their understanding of God's work in other parts of the world. They gain firsthand experience in working with other cultures, languages and ethnic groups.

Youth/Young Adult: Our youth program is broken up into 4 areas, preschool through 5th grade, junior high (6th through 8th grade), senior high (9th through 12th grade), and young adult. Every Sunday, our children up through 5th grade meet to learn about God in a fun and exciting way in both Kids Church, which dismisses after worship, and Sunday School hour. Our 1st through 5th graders have weekly Wednesday groups that meet from September through March. Our Junior High meets every Sunday during Sunday School and they have weekly Wednesday groups, which run year-round, in addition they have a retreat and other fun activities throughout the year. In June our church runs a very large Vacation Bible School for children ages 1st grade through 8th grade. Our Senior High group meets every Sunday during Sunday School and they have weekly Wednesday and Sunday activities in the evening throughout the course of the whole year. In addition, they have a retreat and other fun activities throughout the year. Our young adults meet every Sunday morning and Monday evening in addition to having activities throughout the year.

Adult Ministries: There is a Women's ministry that exists to meet the spiritual, emotional and physical needs of all women of Grace Bible Chapel. It also exists to disciple women and help to train and equip. We strive to encourage all women to grow in their faith in Jesus Christ, to develop genuine and strong relationships with other women, within marriages and within the church family, and to serve and reach our families and communities for Jesus Christ. The ministry supports two retreats during the course of the year as well as different types of art classes, exercise classes and prayer groups. There is a Men's ministry that provides an annual Men's retreat and a men's summer Bible class. We are also part of a local softball organization. There is a "Believer's Exchange" ministry located in our church where people can donate items they do not need and those in the church and in the community who are in need may come and have for no cost.

Outreach Programs Overview

We have an Outreach/Evangelism Team to help collate the areas that our members of our congregation are serving in our local community. Five programs that members are involved in currently are: La Clinica and Open Table, Oaks Ministry to Women, The Paris Foundation, Heritage Pregnancy Center, and Local Disaster Response Team.

In addition, our GBC hosts a large Vacation Bible School, which draws many from our community, an Easter Egg Hunt and a Christmas Carnival.

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

Evangelical - Conservative

Published Theological Statement

Statement of Doctrine and Faith

Section 1. The Scriptures.

We believe that the sacred Scriptures (those 66 books from Genesis to Revelation) in their original manuscripts are:

- Wholly and verbally inspired and contain no errors of fact, doctrine or judgment
- The final revelation of God to man
- The necessary and sufficient guide in all matters of faith and conduct;
- Understandable by mankind in general, through the illumination of the Holy Spirit
(II Timothy 3:16; II Peter 1:21 Rev. 22:18-19 I Cor. 2:10-16; John 16:13.)

Section 2. The Trinity.

We believe there are three persons in the Godhead, but that they are one in substance, so that each is as eternal and divine as the others (Matt. 28: 19; John 1:1-2; 14: 9-11; Gen. 1:2.)

We further believe God is primarily revealed in the Scriptures as: Spirit, possessor and giver of life, self-existent, infinite, immutable, eternal, omnipresent, omniscient, omnipotent, holy, just, and good (extending mercy, love, and grace).
(John 4:24. John 5:26; John 1:4. Ex. 3:14. Psalms 145:3. Mal. 3:6. Psalms 90:2; Gen. 21:33. Psalms 139:8. Psalms 147:5. Matt. 19:26. I Peter 1:16; I John 1:5; Lev. 11:44-45. I Peter 3:18, Psalms 89:14. John 1:17; I John 4:8-21; I Peter 5:7; Rom. 2:4.

A) God the Father. We believe the Scriptures reveal God the Father as the Father of our Lord Jesus Christ, the Father of the nation of Israel, and the Father of those who through faith have trusted in Jesus Christ as their personal Savior and Lord. We believe He elects and draws the unbeliever so that he/she might be saved.

We further believe:

1. He, in his infinite grace, sent His Son, Jesus Christ, to die for our sins, whom He also raised from the dead;
2. He reveals His eternal power and Godhead to all men;
3. He is the Righteous Judge who disciplines His own sons.
(Eph. 1:3. Ex. 4:22. Eph. 2:18-19; John 20:17. Eph. 1:3-6; John 6:44, 65. Rom. 5:8. I Cor. 15:15. Rom. 1:18-20. I Peter 1:17. Heb. 12:5-11; John 15:1-2.)

B) God the Son. We believe God the Son, the Lord Jesus Christ, is the Creator of all. He became a man, born of the Virgin Mary, conceived in her through the Holy Spirit. He is the perfect Redeemer to those who accept Him by faith. He died a physical death, was buried, and arose bodily on the third day. He ascended to the right hand of the throne of

God to become the believer's faithful High priest, the only mediator between God and man. (John 1:3; Col. 1:16. John 1:14; Heb. 2:17. I Peter 1:17-19. Eph. 2:8-9. Heb. 2:17-18; Heb. 6:19-20. I Tim. 2:5.)

C) God the Holy Spirit. We believe God the Holy Spirit is a person, not an influence. He inspired the Holy Scriptures. He convicts men of sin, righteousness, and judgment to come. He is the effective agent of the new birth and indwells every believer at the time of salvation. While there is no need to seek a separate experience with special manifestations, every "born again" child of God needs and may expect His controlling and enabling ministry day by day. (John 16:7-11. John 3:3-8. Gal. 5:22-24; Eph. 5:15-21.)

Section 3. The Creation

We believe the Genesis account of the creation of heaven and earth, and all contained therein, is to be accepted literally and historically. In the creation, God formed man of the dust of the ground and created man in His own image and likeness (moral and spiritual) and gave him dominion over all the creatures of the earth. Man did not develop from a lower stage of creation to a higher stage of perfection over a period of time. (Gen. 1-2; Heb. 11:3. Gen. 1:26-27, 2:7)

Section 4. The Fall of Man

We believe God created man in His own image and likeness, but that when man sinned, he fell under the penalty of spiritual and physical death, thus losing all spiritual life, and becoming dead in trespasses and sin. Man then became subject to the power of the Devil and fleshly evil. Thus, death and sin come to all men by birth as well as by their own actions. (Gen. 1:26-27, 31. Rom. 5:12; Gen. 3:19. Eph. 2:1. Eph. 2:2-3; II Cor. 4:4. Rom. 5:12; Psalms 51:5)

Section 5. The Virgin Birth

We believe Jesus Christ was born of the Virgin Mary, conceived in her through the Holy Spirit in a miraculous way, as no one else was or ever shall be born of a woman. (Matt. 1:16-25; Isa. 7:14. Luke 1:26-38; John 1:14.)

Section 6. The Resurrection of Jesus Christ

We believe Jesus Christ died a physical death, was buried, arose bodily on the third day, and ascended to the right hand of the throne of God. (John 19:30-34. I Cor. 15:3-4. Mark 16:19)

Section 7. Salvation

We believe in salvation by grace, through faith in Jesus Christ, who died and shed His blood as man's substitutionary sacrifice. As such, salvation is freely offered to all. A person who repents and receives Jesus Christ is justified in the sight of God through that faith in Him and is "born again" into the family of God. This salvation, being by the grace of God and through one's faith, can not be earned by one's own works. Thus, a truly "born again" person is eternally secure in Christ; nothing can separate him or her from His love. (Eph. 2:8-9. John 3:14-18. Gal. 2:16. John 3:1-18. Titus 3:5-6. John 6:39-40; 10:28-29; I Peter 1:2, 4-5; Rom. 8:33-35, 38, 39)

Section 8. Eternal Destiny.

We believe in the immortality of the soul. Those who die without repenting, God will punish eternally in Hell according to their deeds. On the other hand, believers in Christ will be eternally rewarded in heaven according to their deeds. We further believe the unrepentant and the believer alike will be conscious of their respective rewards. (Rev. 20:10-15; Matt. 25:46. I Cor. 3:14-15. Luke 16:23-31)

Section 9. The Second Coming of Christ and Related Events

We believe in:

- a) The personal, glorious, bodily, visible, future, premillennial, and imminent coming of Christ. It will consist of two phases: 1) when He comes in the air for His saints, and 2) when He comes to the earth with His saints.
- b) His millennial reign. Following the tribulation, those believers He has raised from the dead along with those believers raptured (caught up) will rule with Him over this world.
- c) His final judgment. It will take place after the millennium, when Christ will judge the wicked dead and usher in the eternal state.

(Acts 1:11; Matt. 24,25. I Thes. 4:13-17. Rev. 20:1-6. Rev. 20:7-15; Rev. 21:1-5.)

Section 10. The Church.

Scripture speaks of both the local church and the universal church. The invisible church or universal church is the Body of Christ, consisting of all believers. We believe the local church is composed of believers who fellowship together in the Gospel. Every local church has the right to self-government. Church leadership is vested by Scripture in the Elders, assisted by the deacons. The local church may cooperate with other true churches in carrying out the mission of the Church, which is embodied in the great commission. The local church and its ministry are to be supported as defined in I Corinthians. (Eph. 1:22, 23; Col. 1:18, 24. Acts 2:41-47. Acts 20:17-32. I Tim. 3:1-14; I Peter 5:1-5. II Cor. 6:14-18. Matt. 28:18-20. I Cor. 16:2; I Cor. 9:13-14.)

Section 11. The Ordinances: Baptism and The Lord's Supper

We believe there are two ordinances: Baptism and the Lord's Supper. The ordinance of baptism is water baptism, of a professed believer, in the name of the triune God. We hold that the mode of baptism is not the essential consideration; however, the mode of baptism practiced by this church is immersion. The ordinance of the Lord's Supper commemorates Christ's death until He comes again. Through it, believers, after solemn self-examination, remember and proclaim Christ's death for their sins by the breaking of bread and drinking of the fruit of the vine. (Matt. 28:19; Acts 8:26-39; Mark 1:10-11. Matt. 26:26-29. I Cor. 11:23-25.)

Section 12. Miracles.

We believe in the miracles of the Bible. We believe there is an economy of divine power whereby often, even in

miracles, natural forces are used. We also believe there are miracles performed through the immediate agency of God, without the use of natural forces. We further hold that the miracles of Christ demonstrate His divine power and office. (Exodus 14:21-22. Gen. 1:1 to 2:25; John 1:3. John 3:2; Acts 2:22.)

Section 13. Satan.

We believe Satan is a personal being who, having sinned against God, lost his former glorious state. He is the head of a demonic force, which opposes all of God's purposes. Satan is a defeated foe, having been conquered at the Cross of Calvary. His final judgment is still to come. He will then be eternally punished in the lake of fire together with his evil emissaries and those human beings who follow him. Therefore, Satan is unable to resist the authority of Christ, exercised by the Church, to bring men from the power of Satan to God. (Job 1:6-7; Luke 4:1-13. Isa. 14:12-14. Eph. 6:11-12. Luke 4:1-13; I Peter 5:8. Heb. 2:14. Matt. 25:41; Rev. 20:10-15. Matt. 16:18-19; Acts 26:18.)

What theological hills will you die on?

A candidate must agree with and align with our theological statement; that is non-negotiable.

Hot-Button Social/Cultural Issues for Your Church

We believe God created man as male and female and designed marriage to be between one man and one woman. We believe that homosexual relationships are sinful and that one's biological sex at birth determines gender.

We believe that as followers of Christ, we are to love others as Jesus did regardless of race, ethnicity or socio-economic status. We reject critical race theory and other forms of critical theory that promote the concept of oppressed vs oppressor.

We believe strongly in the sanctity of life.

GBC takes a strong stance on issues that are clearly taught in the Scriptures. We are not legalistic in the sense of adhering to certain traditions that might be considered by some evangelicals as sinful. We do recognize that there are issues that are not clearly defined as sinful in the Bible and that people may hold differing views on some of these issues. For example, we do not have a strong stance on alcohol consumption, but we do believe that God's Word teaches that excessive drinking that leads to drunkenness is wrong.

Biggest Church 'wins' in last 18 months?

Eighteen months ago we brought in an interim pastor who helped us restore unity in our church family. Our restored fellowship and renewed love for one another is a huge win.

SENIOR PASTOR

Grace Bible Chapel

Rising Sun, MD



Over the past eighteen months we completed an assessment of our church's strengths and weaknesses and developed and began implementing plans to strengthen our structures and ministries. Of significance and worth mentioning is our move away from a congregationally led governance model to an elder-led model and constitutional revisions that allowed for these new structures. These changes have improved decision-making processes and put us on a path where we feel ready to move forward with the work God wants to accomplish through us in the future.

Hiring a Pastor of Adult Ministries, giving us full-time staff for every area of church life.

Having a successful 2022 VBS was a huge win with the added win of collecting for our VBS giving challenge double the money that we thought we would need to supply building materials for our teens' summer missions trip to the Dominican Republic...only to find out that building materials had gone up so drastically in cost that what was raised during the VBS challenge was just what was needed!! And the teens had many opportunities to share the gospel while in the DR as well!

We praise the Lord for increases in attendance and giving as we welcome new friends and families to our church. We rejoice in hearing of those who have accepted Jesus as Savior and those who have been baptized.

Biggest Opportunity for Your Church in the Next 12 Months

We recognize that we have a big opportunity to utilize the resources and giftings God has given us to more effectively reach the lost in our community with the Gospel.

Church's Biggest Challenge for the Future

Remaining focused on our vision to strengthen families to be effective ministers of the Gospel in a fallen world.

Title of Position You Are Hiring

Senior Pastor

Category of Hire

Senior / Lead Pastor

Full Time Position?

Yes

Overall Description of this Position

We wish to call our next servant leader to be the senior pastor, responsible for clearly and regularly preaching the work and sufficiency of Christ, leading our staff and working together with the elder team in shepherding the congregation and setting and promoting the vision of the church. The senior pastor should be experienced with elder-led governance and be able to equip and shepherd the men on the elder team. The senior pastor will perform weddings and funerals and provide counseling. The senior pastor must share our passion for strengthening families through our ministries and for global missions.

Reporting Relationship

The Senior Pastor reports to the elder team

Goals and Expectations

The goal for the Senior Pastor in his first year is to get to know the people, staff, and leadership of GBC, and to become settled in and acquainted with the community.

Do you have a job description for this role?

Grace Bible Chapel in Rising Sun, MD is seeking the Lord's direction for our next Senior Pastor.

Requirements:

- Enjoys an intimate relationship with Christ and seeks the Holy Spirit's leading through daily time in prayer and study of God's Word.
- A Shepherd – One who genuinely loves God's people and tenderly cares for, protects, and seeks after them according to the example that Jesus modeled for us.
- A Servant Leader – Humbly seeks advice, counsel, and affirmation from our Elder team to strengthen and equip our church body for service, while not relinquishing the role of shepherd of shepherds.
- A strong advocate of an Elder-led church model.
- Experience with leading an Elder team and refining mission, vision, and strategy to continuously evaluate and improve effectiveness.
- Gifted in identifying, developing, teaching, and equipping Christ-like leaders.
- Draws upon his spiritual gifts and uses them with freedom and joy to strengthen the body.
- Gifted with administration and comfortable with delegation.
- Exhorts the church body to apply God's word to their lives, through transformational, not just informational, preaching.
- Purposefully seeks to make the transformative work of the gospel central to his preaching.
- Courageously, Biblically addresses tough topics and boldly speaks out in truth and love.
- Passionate for family ministries, local evangelism, and foreign missions, the core ministries for which the Lord has equipped our church.

SENIOR PASTOR

Grace Bible Chapel

Rising Sun, MD



- Experience with Biblical conflict resolution in a church body.
- Seeks continuous personal growth, especially in those areas that will enable him to strengthen the mission of our church.
- Biblical integrity as evidenced in behavior and speech, which includes moral, relational, and financial matters.
- Is known for his love and devotion to his family and making margin for them, his first mission field.
- A wife with a heart for ministry and very supportive of her husband and his ministry. (She will not, however, be expected to fill a formal ministry role.)
- Agreement with Grace Bible Chapel's Statement of Doctrine and Practice.

Preferred Qualifications:

- A minimum of ten-years of church ministry experience with a minimum of five years as Lead Pastor, or equivalent (e.g. Campus Pastor, Associate Pastor of a large church), along with prior experience managing multiple staff and serving alongside other full-time ministry professionals.
- Seminary degree from an evangelical seminary with either a Master of Divinity or Master of Arts in Theological Studies.

Additional Desired Qualities:

- A heart for pastoral counseling.
- Technologically competent.
- Mentored regularly.
- Desires to develop collegial relationships with other Lead Pastors in our surrounding area.
- Experience in community outreach.

Educational Preferences

Very important. We prefer that a candidate have an MDiv.

Denominational Affiliation

GBC is non-denominational (though not charismatic). However, a candidate from a doctrinally similar denominational background such as Baptist, E-Free, etc. would be welcome provided he is in full alignment with our theological statement and comfortable with the church being non-denominational.

How important is geographical location to you?

We are looking for a pastor who can appreciate and minister effectively to our rural suburban community in the eastern Mid-Atlantic region.

What skills are you looking for specifically?

Extremely high on our list is a candidate's knowledge of the Scriptures and his ability to preach clearly and lovingly with an aim towards transforming hearts and minds. The Gospel is central to his preaching and he is able to regularly direct the focus of the church to the person and sufficiency of Christ. Good relational skills that contribute to building chemistry with staff, elders and teams, and promote a spirit of joy in working and serving together.

Leadership skills to lead and equip staff and elders for the work of ministry.

What technical abilities (if any) are required?

Know how to create PowerPoint slides.

Equipper or Doer?

Equipper

Attractional vs. Missional

We lean toward an attractional model in the sense that we provide ministries at our church to help people grow in their faith and to strengthen families. Our children's and youth programs are strong. Our building is clean and comfortable. But we are not attractional in the sense of conducting our worship services strictly with seekers in mind. We do not have strobe lights and fog machines. Our worship is designed to focus our attention away from ourselves and to the work of Christ. We do not "water down" the gospel or the scripture and want solid teaching, yet we remember there may be those in our midst who have yet to find Jesus as Savior. Likewise, we have participated in missional ministry for years and are now taking steps to become more organized in our missional efforts, particularly in our community. The Great Commission is the basis for our missional efforts. We do not merely wish to provide physical or emotional care to the unsaved; in all our missional and community efforts, our end goal is to share the Gospel. We think a healthy mix of both attractional and missional is the best model!

Budget Area Supervision

The Finance Team recommends the budget and the Elders receive and review monthly reports. The Senior Pastor is an Elder, and as such, he oversees the entire budget with the elder team. The annual budget is \$826,850.00.

Personal Characteristics Desired

Trustworthy, engaging, enjoy being around people, honest, strength of character

What would immediately disqualify someone?

We would not hire a candidate:

- If he did not agree and align with our theological statement (statement of doctrine and practice) If he taught or supported a prosperity gospel, works-based salvation, or "name it, claim it" gospel
- If he suggests social justice, racial reconciliation, cultural transformation, or political activism is the mission of the Church
- If he was unmarried or divorced
- If his family and the care for his wife are not his primary ministry and focus
- If he had no formal training

SENIOR PASTOR

Grace Bible Chapel

Rising Sun, MD



Urgency

We have been blessed to find an Interim Pastor who is committed to staying with us till we find a senior pastor, but we have been without a senior pastor now for over 2 years and the church is very ready to be settled with a new senior pastor. We would rather find the right Pastor later, than the wrong one sooner.

Other "Nice to Have" Skills

Enough technological skill to do a PowerPoint.

Finally...

We are looking for a senior pastor who can regularly direct the focus of the church to the person and sufficiency of Christ, so that we might find renewed joy, hope, and rest in Him. His passion is to develop loving disciple-makers, and he is effective in identifying, developing, training, and equipping other Christ-like leaders. The fruit of his ministry is a mature and encouraged church body that is well equipped for works of ministry, effectively sharing the redemptive work of Christ to community.

SENIOR PASTOR

Grace Bible Chapel

Rising Sun, MD



Public Job Posting
Grace Bible Chapel
Lead Pastor
Rising Sun, MD

Grace Bible Chapel in Rising Sun, Maryland, is in search of their next Senior Pastor. This non-denominational church is looking for a shepherd who will be responsible for preaching every Sunday morning, leading staff and, with the elder board, setting and promoting the vision of the church. The Senior Pastor must share the church's passion for strengthening families through their ministries and for global missions.

What you'll be doing:

- Regularly exhort the church to trust Christ in all aspects of their lives through transformational, not just informational preaching
- Identify, develop, teach, and equip Christ-like leaders
- Lead all public worship services
- Oversee administration and church staff
- Biblically shepherd believers through the challenges to the faith so that they are strengthened and equipped to boldly share the Gospel

Skills you need to have:

- A minimum of ten years of church ministry experience with a minimum of five years as Lead Pastor, or equivalent (e.g. Campus Pastor, Associate Pastor of a large church)
- Prior experience managing multiple staff and serving alongside other full-time ministry professionals
- Seminary degree from an evangelical seminary with either a Master of Divinity or Master of Arts in Theological Studies
- A heart for pastoral counseling
- Experience in community outreach

Cecil County is located in the most northeast corner of the state, bordering Delaware and Pennsylvania. Rising Sun, in particular, is rather rural and agrarian. Those who live here feel it is a great place to raise a family and put down roots, including many options for educating their children. Located in the Upper Chesapeake Bay area, the church is approximately 10 minutes from the mouth of the top of the North East River, which provides ample recreational opportunities where you will also find delightful shops and some excellent restaurants. If you enjoy the beach, Rising Sun, is approximately two hours from the Delaware and New Jersey beaches. Baltimore, MD and Philadelphia, PA are barely an hour away if you wish to catch a ballgame or visit a museum. And, if you wish to visit our nation's capitol, we are 2 hours from Washington, D.C.

APPLY NOW