



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

LEAD PASTOR

Grace Fellowship Church
Waterloo, Iowa

LEAD PASTOR

Grace Fellowship Church

Waterloo, IA



Population of City

60,000

Population of County

130,000 as of 2021

Community Overview

Waterloo is a largely blue-collar farming community and is the county seat of Black Hawk County, Iowa. We are part of the larger Waterloo-Cedar Falls Metropolitan area totaling over 130,000 residents. We are an ethnically diverse community known for our shared commitment to hard work, resiliency, and kindness to our neighbors. Waterloo is home to Hawkeye Community College and Cedar Falls is home to the University of Northern Iowa. Waterloo has a regional airport with daily flights to Chicago. Some major employers in the area are John Deere, Tyson Foods, ConAgra Foods, Iowa Northern Railway, and Viking Pump. The Cedar Valley, as we are known, is also home to 3 area hospitals, including Unity Point's Allen Hospital, which is home to a nationally renowned Cardiac Care Facility.

Why People Like Living Here

Waterloo is home to many family friendly recreational attractions, such as the Lost Island Water Park which was recognized by USA Today as one of the top 10 best Water Parks in the US for 2023. Just across the street is also the brand-new Lost Island Themepark and around the corner is the Waterloo Lost Island KOA Resort Campground. We also have multiple golf courses and city parks, an arboretum, George Wyth State Park, and many miles of nature trails for walking or biking. Iowa is absolutely beautiful during the summer months. If you take a drive outside the city, you will see mile after mile of rolling farmland filled with corn and soybean fields. It's like being part of a living Norman Rockwell painting.

Church History

Grace Fellowship Church (GFC) was established in 1939 in Waterloo, Iowa as Grace Brethren Church. The original structure was built in the early 1940s with additions in the 1960s, 1990s and a major remodel in 2012. 2012 was also the year we changed our name to Grace Fellowship Church, in an effort to have a more relevant-sounding name to our community. GFC has a long, rich history of commitment to the great commission by making disciples of all nations and the great commandment by loving God and people in Jesus' name. We have typically been reformed and conservative in our faith and practice.

Mission, Vision and Values

Mission Statement: Adoring, Obeying, and Proclaiming Jesus Together

- Adoring - Every Christian, because of their standing in Christ, has a love relationship with Jesus - which should define their entire life. Genuine heart worship should flow out of that love relationship which is fueled by the Holy

Spirit in a growing knowledge of Jesus through the Scriptures. Philippians 3:8 – “8 Indeed, I count everything as loss because of the surpassing worth of knowing Christ Jesus my Lord. For his sake I have suffered the loss of all things and count them as rubbish, in order that I may gain Christ” References: 1Jo. 4:7-12; Mat. 10:37-39; Jhn. 15:1-11; Php. 3:8-11; Gal. 2:20; Deut. 6:4-6

- Obeying - All Christians should be hungry and thirsty for righteousness and be seeking to obey Jesus in their lives with like-minded believers who adore and want to obey him as well! Obedience to the Scriptures and resulting fruit of the Spirit are signs of being a genuine disciple, and acts of love to God the Father, Son, and Holy Spirit that result in acts of love for our neighbor. 1 John 5:1-2 – “Everyone who believes that Jesus is the Christ has been born of God, and everyone who loves the Father loves whoever has been born of him. 2 By this we know that we love the children of God, when we love God and obey his commandments.” References: 1Jo. 5:1-2; Jn. 14:15-17; Mt. 5:6, 6:33
- Proclaiming - Every Christian has the biblical obligation and privilege to be an ambassador for Christ! We joyfully proclaim the glorious good news of Christ to all. We also proclaim Christ through the Scriptures in every situation. 2 Corinthians 5:20-21 – “20 Therefore, we are ambassadors for Christ, God making his appeal through us. We implore you on behalf of Christ, be reconciled to God. 21 For our sake he made him to be sin who knew no sin, so that in him we might become the righteousness of God.” References: Mt. 28:18-20; Mk. 16:15; Lk. 24:43-48; Ac. 1:8; 5:42; Rm. 1:16-17; 10:14-15; 1Co. 1:23.
- Together – God has made us His children through the blood of His Son, Jesus Christ, and therefore we belong to the family of God! We believe the Christian life should be lived together with other believers where we encourage one another and hold each other accountable to love and follow Christ. Romans 15:5-7 – “May the God of endurance and encouragement grant you to live in such harmony with one another, in accord with Christ Jesus, 6 that together you may with one voice glorify the God and Father of our Lord Jesus Christ.” References: Jn. 1:12-13; Rom. 15:5-7; 1Th. 4:18, 5:11; Heb. 10:25

Average Weekend Attendance

60-70

Overview of Weekly Worship Gathering

We are a family of believers who are known for our love for Jesus and each other. Our Sunday morning worship service takes place from 10:15am to 11:30am and includes times of praise and worship, prayer, reciting scripture together, announcements, an offering, and a message from God’s Word. Many services include special music. Occasionally we have a missionary update or a testimony of how God is at work in someone’s life. Our worship style is contemporary with a blend of modern worship songs and beloved hymn favorites. Our praise and worship is led by a worship team. We use a variety of instruments including piano, keyboard, guitar, bass guitar, electric guitar and drums which we believe reflects what the Psalmist writes: “Let everything that has breath praise the LORD!” (Psalm 150:6 ESV) We have a nursery for infants up to 3 years old. We are a “casual dress” style congregation.

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Tell Us About Your Facility

Our 22,000 square foot facility was originally built in the early 1940 but was remodeled in 2012 and now has a welcoming, modern look and feel. Our sanctuary has a seating capacity for around 200-220, with additional seating for about 50 in our balcony. Our welcome center/lobby has a coffee bar and ample counter space for displaying books and materials. We have nurseries available for infants and for toddlers. We also have multiple classrooms throughout the building, 4 office spaces, a kitchen, and both a large and small fellowship hall on our lower level.

Overall Budget (this fiscal year)

\$240,056

Overall Long-Term Debt of the Church

\$0

Denominational Affiliation and/or other Partnerships

We are proudly part of the Charis Fellowship of Churches, historically Grace Brethren Churches. We are a fellowship of churches committed to the Gospel of Jesus Christ and our biblical commitments to the advancement of the Gospel. We are affiliated with Grace College and Seminary based in Winona Lake, IN; Encompass World Partners (Focused on International Missions) based in Atlanta GA; and Momentum Ministry Partners (Focused on Youth Ministry) also based in Winona Lake, IN. We have recently entered into a Partnership Agreement with Assist Church Expansion for the purpose of church revitalization.

Governance & Polity

GFC is an elder led church which includes the pastoral staff. The elders make decisions through Spirit led consensus by study of the scriptures, prayer, and Godly counsel. In matters of hiring staff, large financial expenditures, and changes to our governing documents, we rely on a majority vote approval of the church membership. We have several ministry teams, i.e., business team, care team, worship team, that are self-governing but with collaborative oversight from an elder. The EBAC (Elder Board/Advisory Committee), The Advisory Committee has been established to help the Elder Board with decision making when asked and help with discipleship and evangelism events.

Current Paid Staffing Level

We currently have 4 part-time staff members that serve in the following roles:

- Office Manager
- Ministry Assistant
- Interim Pastor
- 2 Worship Ministry Coordinators

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Major Ministries of the Church

- Worship Ministry- Multi-generational worship team (full band and vocalists) lead each week with blended style worship service.
- Men's and Women's Ministry- Meet weekly for bible study, prayer and fellowship.
- Youth Ministry- Meet Wednesday evenings and occasional fun nights, youth outings or service projects; attend Momentum Youth Conference each summer. (As of August 2024, we do not have an active youth ministry)
- Local Missions- Partners in Education with local elementary school; Love Inc- Kitchen supplies for the needy.
- Global Missions- Through multiple missionary couples serving nationally and internationally, as well as Eagle Commission, The Gideons, and Assist Church Expansion.

Outreach Programs Overview

We have held community outreach events in one of our parking lots the last couple of years, in the summertime and again in the fall as a Trunk or Treat. They were very well attended by the community, but we have seen no visitors or growth as a result. To be honest, our church needs help in this area.

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

Evangelical - Conservative

Published Theological Statement

Grace Fellowship Statement of Faith: Adopted in March 2020

We of Grace Fellowship Church believing the Bible the whole Bible, and nothing but the Bible to be the infallible rule of faith and of practice, and feeling the responsibility to make known the divine message of the Bible, present the following articles as a statement of those basic truths taught in the Bible which are common to our Christian faith and practice:

The Holy Scriptures

- We believe in THE HOLY SCRIPTURES: accepting fully the writings of the Old and New Testaments as the very Word of God, verbally inspired in all parts and therefore wholly without error as originally given of God, altogether sufficient in themselves as our only infallible rule of faith and practice (Matt. 5:18, John 10:35, 12:42, 17:17, 2 Tim. 3:16, 2 Pet. 2:21).

The One Triune God

- We believe in THE ONE TRIUNE GOD; who is personal, spirit and sovereign (Mark 12:29, John 4:24, 14:9, Psa. 135:6); perfect, infinite, and eternal in his being, holiness, love, wisdom and power (Psa. 18:30, 147:5, Deut. 33:27); absolutely separate and above the world as its Creator, yet everywhere present in the world as the Upholder of all things (Gen. 1:1, Psa. 104); self-existent and self-revealing in three distinct Persons--the Father, the Son, and the Holy Spirit (John 5:26, Matt. 28:19, 2 Cor. 13:14), each of whom is to be honored and worshipped equally as true God (John 5:23, Acts 5:3-4).

The Lord Jesus Christ

- We believe in THE LORD JESUS CHRIST: who is the Second Person of the Triune God, the eternal Word and Only Begotten Son, our great God and Savior (John 1:1, 3:16, Tit. 2:13, Rom. 9:5); that, without any essential change in His divine Person (Heb. 13:8), He became man by the miracle of Virgin Birth (John 1:14, Matt. 1:23), thus to continue forever as both true God and true Man, one Person with two natures (Col. 2:9, Rev. 22:16); that as Man He was in all points tempted like as we are, yet without sin (Heb. 4:15, John 8:46); that as the perfect Lamb of God He gave Himself in death upon the Cross, bearing there the sin of the world, and suffering its full penalty of divine wrath in our stead (Isa. 53:5-6, Matt. 20:28, Gal. 3:13, John 1:29); that He rose again from the dead and was glorified in the same body in which he suffered and died (Luke 24:36-43, John 20:25-28); that as our great High Priest He ascended into heaven, there to appear before the face of our God as our Advocate and Intercessor (Heb. 4:14, 9:24, I John 2:1).

The Holy Spirit

- We believe in THE HOLY SPIRIT: who is the Third Person of the Triune God (Matt. 28:19, Acts 5:3-4), the divine Agent in nature, revelation and redemption (Gen. 1:2, Psa. 104:30, I Cor. 2:10, 2 Cor. 3:18); that He convicts the world of sin (John 16:8-11), regenerates those who believe (John 3:5), and indwells, baptizes, seals, empowers, guides, teaches, and sanctifies all who become children of God through Christ (I Cor. 6:19, 12:13, Eph. 4:30, 3:16, Rom. 8:14, John 14:26, I Cor. 6:11).

The Creation and Fall of Man

- We believe in THE CREATION AND FALL OF MAN; that he was the direct creation of God, spirit and soul and body, not in any sense the product of an animal ancestry, but made in the divine image (Gen. 1:26-29, 2:7, 18-24, Matt. 19:4, I Thess. 5:23); that by personal disobedience to the revealed will of God man became a sinful creature and the progenitor of a fallen race (Gen. 3:1-24, 5:3), who are universally sinful in both nature and practice (Eph. 2:3, Rom. 3:23, 5:12), alienated from the life and family of God (Eph. 4:18, John 8:42-44), under the righteous judgment and wrath of God (Rom. 3:19, 1:18), and have within themselves no possible means of recovery or salvation (Mark 7:21-23, Matt. 19:26, Rom. 7:18).

Salvation by Grace Through Faith

- We believe in SALVATION BY GRACE THROUGH FAITH: that salvation is the free gift of God (Rom. 3:24, 6:23) neither merited nor secured in part or in whole by any virtue or work of man (Tit. 3:5, Rom. 4:4-5, 11:16), but received only by personal faith in the Lord Jesus Christ (John 3:16, 6:28-29, Acts 16:30-31, Eph. 2:8-9), in whom all true believers have as a present possession the gift of eternal life, a perfect righteousness, sonship in the family of God, deliverance and security from all condemnation, every spiritual resource needed for life and godliness, and the divine guarantee that they shall never perish (I John 5:13, Rom. 3:22, Gal. 3:26, John 5:24, Eph. 1:3, 2 Pet. 1:3, John 10:27-30); that this salvation includes the whole man, spirit and soul and body (1 Thess. 5:23-25); and apart from Christ there is no possible salvation (John 14:6, Acts 4:12).

Righteous Living and Good Works

- We believe in **RIGHTEOUS LIVING AND GOOD WORKS**: not as the procuring cause of salvation in any sense, but as its proper evidence and fruit (1 John 3:9-11, 4:19, 5:4, Eph. 2:8-10, Tit. 2:14, Matt. 7:16-18, 1 Cor. 15:10); and therefore as Christians we should keep the word of our Lord (John 14:23), seek the things which are above (Col. 3:1), walk as He walked (1 John 2:6), be careful to maintain good works (Tit. 3:8), and especially accept as our solemn responsibility the duty and privilege of bearing the Gospel to a lost world in order that we may bear much fruit (Acts 1:8, 2 Cor. 5:19, John 15:16); remembering that a victorious and fruitful Christian life is possible only for those who have learned they are not under law but under grace (Rom. 6:14), and who in gratitude for the infinite and undeserved mercies of God have presented themselves wholly to Him for His service (Rom. 12:1-2).

The Existence of Satan

- We believe in **THE EXISTENCE OF SATAN**: who originally was created a holy and perfect being, but through pride and unlawful ambition rebelled against God (Ez. 28:13-17, Isa. 14:13-14, 1 Tim. 3:7); thus becoming utterly depraved in character (John 8:44), the great Adversary of God and His people (Matt. 4:1-11, Rev. 12:10), leader of all other evil angels and spirits (Matt. 12:24-26, 25:41), the deceiver and god of this present world (Rev. 12:9, 2 Cor. 4:4); that his powers are supernaturally great, but strictly limited by the permissive will of God who overrules all his wicked devices for good (Job 1:1-22, Luke 22:31-32); that he was defeated and judged at the Cross, and therefore his final doom is certain (John 12:31-32, 16:11, Rev. 20:10); that we are able to resist and overcome him only in the armor of God and by the Blood of the Lamb (Eph. 6:12-18, Rev. 12:11).

The Second Coming of Christ

- We believe in **THE SECOND COMING OF CHRIST**: that His return from heaven will be personal, visible and glorious—a Blessed Hope for which we should constantly watch and pray, the time being unrevealed but always imminent (Acts 1:11, Rev. 1:7, Mark 13:33-37, Tit. 2:11-13, Rev. 22:20); that when He comes He will first by resurrection and translation remove from the earth His waiting Church (1 Thess. 4:16-18), then pour out the righteous judgments of God upon the unbelieving world (Rev. 6:1-18:24), afterward descend with His Church and establish His glorious and literal kingdom over all the nations for a thousand years (Rev. 19:1-20:6, Matt. 13:41-43), at the close of which He will raise and judge the unsaved dead (Rev. 20:11-15), and finally as the Son of David deliver up His Messianic Kingdom to God the Father (1 Cor. 15:24-28), in order that as the Eternal Son He may reign forever with the Father in the New Heaven and the New Earth (Luke 1:32-33, Rev. 21:1-22:6).

Future Life, Bodily Resurrection, and Eternal Judgment

- We believe in **FUTURE LIFE, BODILY RESURRECTION AND ETERNAL JUDGMENT**: that the spirits of the saved at death go immediately to be with Christ in heaven (Phil. 1:21-23, 1 Cor. 5:8), where they abide in joyful fellowship with Him until His second coming, when their bodies shall be raised from the grave and changed into the likeness of His own glorious body (Phil. 3:20-21, 1 Cor. 15:35-58, 1 John 3:2), at which time their works shall be brought before the Judgment Seat of Christ for the determination of rewards, a judgment which may issue in the loss of rewards, but not the loss of the soul (1 Cor. 3:8-15); that the spirits of the unsaved at death descend immediately into Hades, where they are kept under punishment until the final day of judgment (Luke 16:19-31, 2 Pet. 2:9 ARV), at

- which time their bodies shall be raised from the grave, they shall be judged according to their works, and cast into the place of final and everlasting punishment (Rev. 20:11-15, 21:8, Mark 9:43-48, Jude 13).

One True Church

- We believe in THE ONE TRUE CHURCH: the mystical Body and Bride of the Lord Jesus Christ (Eph. 4:4, 5:25-32), which He began to build on the Day of Pentecost (Matt. 16:18, Acts 2:47) and will complete at His second coming (1 Thess. 4:16-17); and into which all true believers of the present age are baptized immediately by the Holy Spirit (1 Cor. 12:12-13 with 1:2); that all the various members of this one spiritual Body should assemble themselves together in local churches for worship, prayer, fellowship, teaching, united testimony, and the observance of the ordinances of our Lord (Heb. 10:25, Acts 2:41-47), among which are the following: The Baptism of believers by Triune Immersion (Matt. 28:20), the Laying on of Hands (1 Tim. 4:14, 2 Tim. 1:6), the Washing of the Saints' Feet (John 13:1-17), the Lord's supper or Love-feast (1 Cor. 11:17-22, Jude 12 ARV), the Communion of the Bread and Cup (1 Cor. 11:23-24), and Prayer and Anointing for the Sick (Jas. 5:13-18).

We understand that the above Articles do not by any means exhaust the content of our creed which is the whole Word of God, and they are not intended to set a limit beyond which faith cannot go within this Word; but we do believe that in so far as these Articles extend they are a true presentation of the sound doctrine taught in the Scriptures, and therefore binding upon us as Christian believers.

What theological hills will you die on?

We expect a pastoral candidate to be reformed in their theology and in full agreement with our published statement of faith/theological statement. We will not consider a man who has been divorced, nor will we accept a man who holds a Theistic Evolution view.

Hot-Button Social/Cultural Issues for Your Church

- WE AFFIRM that God has designed marriage to be a covenantal, sexual, procreative, lifelong union of one man and one woman, as husband and wife, and is meant to signify the covenant love between Christ and his bride the church.
- WE DENY that God has designed marriage to be a homosexual, polygamous, or polyamorous relationship. We also deny that marriage is a mere human contract rather than a covenant made before God.
- WE AFFIRM that the differences between male and female reproductive structures are integral to God's design for self-conception as male or female.
- WE DENY that physical anomalies or psychological conditions nullify the God-appointed link between biological sex and self-conception as male or female.
- WE AFFIRM that it is sinful to approve of homosexual immorality or transgenderism and that such approval constitutes an essential departure from Christian faithfulness and witness.
- WE DENY that the approval of homosexual immorality or transgenderism is a matter of moral indifference about which otherwise faithful Christians should agree to disagree.

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Biggest Church 'wins' in last 18 months?

Significant (to us) church growth and several baptisms; outstanding biblical preaching and teaching; became debt-free last year, paying off our remodel mortgage from 2012

Biggest Opportunity for Your Church in the Next 12 Months

Find an experienced, capable Pastoral leader and shepherd to lead us through the Assist church revitalization process.

Church's Biggest Challenge for the Future

Figure out an effective way to reach our community with the gospel message and inspire our people to commit to evangelism and discipleship.

Title of Position You Are Hiring

Lead Pastor

Full Time Position?

Yes

Reporting Relationship

The Lead Pastor is directly responsible to the Elder Board.

Goals and Expectations

- We would like to see our next Pastor spend the first year or so just getting to know our church family and our policies and procedures for how we do ministry at GFC.
- We also want him to get to know the community and begin to make contact with some key leaders in the area, i.e. other local pastors, city officials, first responders, etc.
- Since we are partners in education with a local elementary school that is just across the street from our church building, we would also ask that he begin to develop a relationship with the school principal and their staff.
- Eventually we would like to see him help develop and lead our church in effective evangelistic outreach and discipleship ministries.

Do you have a job description for this role?

Qualifications:

1. Must be a man of mature Christian character with a love for scripture and people, whose life reflects the qualities listed in 1 Timothy 3 and Titus 1 for an elder/overseer.
2. Must be fully supportive of Grace Fellowship Church's Statement of Faith found at <https://gfcwloo.org/statement-of-faith>.

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3. Possess a Shepherd's heart, desirous of developing close biblical relationships with those in his flock.
4. A Master of Divinity (MDIV) degree is preferred but a 4-year bible degree is acceptable depending on ministry experience.
5. Possess strong leadership, communication, and administrative skills.
6. Would be desirous but not necessary to have several years previous experience as a Lead Pastor.
7. Must be willing to become a member of Grace Fellowship Church.
8. Should be proficient in the use of computer programs such as MS Office, and be will to learn additional programs if needed.

Duties:

1. Partner with Assist Church Expansion to implement the revitalization process at Grace Fellowship Church.
2. The Lead Pastor's primary responsibilities will be the preaching and teaching of the Word of God; edifying and equipping the church for the work of ministry; prayer, counseling, and setting a biblical example of Christian conduct.
3. The Lead Pastor will shepherd the church by investing in the spiritual welfare of the members of the congregation.
4. The Lead Pastor will assist GFC to reach our community with the Gospel of Jesus Christ by helping to develop and champion effective outreach and evangelistic initiatives.
5. He will be considered an ex-officio member of all ministry teams of the church and will provide pastoral guidance and leadership to them as needed.
6. He will specifically oversee the discipleship ministries of the church.
7. He will administer the ordinances of the church such as baptisms and communion and will officiate weddings and funerals.
8. He will serve as a member of the GFC Elder Board.
9. He will plan and lead regular staff meetings and oversee the day to day activities.

Character and Lifestyle:

1. He will seek to maintain a consistent example of biblical maturity and faithful commitment to Jesus Christ, his family, and Grace Fellowship Church.

Chain of Accountability:

1. The Lead Pastor will be directly responsible to the Elder Board of Grace Fellowship Church and will provide them with regular updates of his schedule and ministry activities.

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Educational Preferences

Very important! We would prefer a man with a Master's of Divinity (MDIV) degree, but will consider one with at least a 4 year bible degree.

Age Vs. Experience

There is NO SUBSTITUTE for experience, therefore, a man with several years of ministry experience would be our preference. Ideally, we would love a candidate to have both experience and a teachable, team player mindset.

Denominational Affiliation

Very important! While we would prefer a man who has a history with the Charis Fellowship, we would also consider a candidate from another like-minded evangelical reformed denomination.

What skills are you looking for specifically?

- We desire to find an experienced pastor with strong leadership, teaching and communication skills, along with the ability to motivate and inspire people towards service in ministry.
- Administration skills would also be a plus so they will be able to collaborate well as part of a team with our elders, various ministry team leads and fellow staff members.

What technical abilities (if any) are required?

We definitely want our next pastor to have computer skills and be able to use programs like Microsoft Office. We currently use Planning Center (Services), Proclaim, and PowerPoint, and also have a Facebook page where we livestream our Sunday Services.

Equipper or Doer?

Our best option would be an equipper that is willing to be a co-laborer for Christ and join in the doing as needed.

Attractional vs. Missional

Definitely Missional

Budget Area Supervision

\$248,210

Personal Characteristics Desired

A Shepherd's Heart, Integrity, Honesty, Trustworthy, Dependable, Committed, Sense of Humor, Team Player

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What would immediately disqualify someone?

Theistic Evolutionist, Divorced, Drunkenness, Use of Pornography, Felony

Urgency

As soon as possible; 8

Other "Must Have" Skills

A self-starter with effective time management skills would be a must.

Other "Nice to Have" Skills

- The ability to play an instrument and sing would be nice.
- Also experience ministering to youth would be helpful.

Finally...

A faithful follower of Jesus Christ who preaches the bible with integrity while loving people like Jesus and reaching the lost with the gospel message.

ADDENDUM:

Grace Fellowship Church is currently partnering with Assist Church Expansion to implement an intentional revitalization process. Grace Fellowship Church's next pastor is expected to be an integral part of this process and will work together with Assist's team to revitalize the church. You can learn more about Assist and their process in the video below as well as on the following pages.



4 YEAR PLAN

COLORADO SPRINGS, CO
5 BIG ROCKS



<https://assistcx.org/5-big-rocks/>

5 Big Rocks of REVITALIZATION

2023-2024

Big Rock 2 - Find A Leader

Work to find a strong and godly pastoral leader with skills and fit to restart the church.

This process may take up to 12-15 months.

Winter/Spring 2025

Big Rock 4 - Strategic Plan Complete

Building out the future plans for and beginning to implement the plan for ministry.

2023

Big Rock 1 - Partner & Unify

Work with church leadership and the congregation to lay a foundation for an effective future.

Fall 2024

Big Rock 3 - Assemble Team

The Pastor will build a Vision Team and Strategic Plans for the future

Spring 2026

Big Rock 5 - Relaunch

Official relaunch of the church with new vision, plans and systems in operation

PROJECT PHASES

The proposed project timeline is based on a four-year plan which will commence from the date the Grace Fellowship Church board approves the project. It will conclude after approximately four years.

PHASE 1



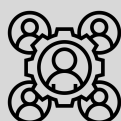
Conduct a national search to identify a new pastor



New pastor and family relocate to Waterloo, IA



New pastor engages and serves at GFC acclimating to church and community culture



Pastor begins recruiting & building a Vision Team

PHASE 2



Vision Team attends Boot Camp to develop strategic plan



Networking & relational engagement in target community



Ongoing coaching from Assist to further develop strategic plan



Vision Team attends Boot Camp to finalize strategic plan

PHASE 3



Strategic plan is deployed for the entire congregation



Relaunch services



Vision Team attends Boot Camp to refine plans, systems & structures.



Experience growth in attendance, new disciples & financial stability



Celebrate!

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Public Job Posting

Grace Fellowship Church

Lead Pastor

Waterloo, Iowa

Grace Fellowship Church (GFC) in Waterloo, Iowa, is seeking a Lead Pastor to join its team. GFC is part of the Charis Fellowship of Churches. Their mission statement is Adoring, Obeying, and Proclaiming Jesus Together. The Lead Pastor of Grace Fellowship Church (GFC) will be responsible for the preaching and teaching of the Word of God, prayer, edifying and equipping the saints for the work of ministry and setting a biblical example of Christian conduct.

What you'll be doing:

- Partner with Assist Church Expansion to implement the revitalization process at Grace Fellowship Church.
- Preaching and teaching of the Word of God; edifying and equipping the church for the work of ministry; prayer, counseling, and setting a biblical example of Christian conduct.
- Shepherding the church by investing in the spiritual welfare of the members of the congregation.
- Assisting GFC to reach our community with the Gospel of Jesus Christ by helping to develop and champion effective outreach and evangelistic initiatives.
- Overseeing the discipleship ministries of the church.
- Planning and leading regular staff meetings and overseeing the day to day activities.

What skills you need to have:

- Strong leadership
- Excellent teaching and communication skills
- Administration skills
- A Shepherd's heart
- Dependable
- Team player

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[APPLY NOW](#)