



**CHEMISTRY**  
STAFFING

# CHURCH & CANDIDATE PROFILE

**FAMILY PASTOR**  
New Hope Fellowship  
Westminster, MD

# FAMILY PASTOR

## New Hope Fellowship

Westminster, MD



### Population of City

18,674

### Population of County

168,807

### Community Overview

Located in Carroll County, Maryland, Westminster offers residents an urban-suburban mix with many families and young professionals living here. The public schools in Westminster are highly rated and we are home to a popular liberal arts college, McDaniel College.

### Why People Like Living Here

- Carroll County's rural beauty
- Close proximity to Baltimore, Frederick, Washington, DC, Gettysburg, and the Chesapeake Bay
- Short travel to Mountains or Beach and Coastal Waters
- Outstanding public, private, and Christian schools choices
- Wide variety of restaurants
- Thriving art/theater community
- Historic Main street community
- Many local family-friendly activities
- Diverse seasons including hot summers and cold winters, but not too much snow. Spring erupts with life and fall showcases beautiful autumn color

### Church History

The first Church meeting for New Hope Fellowship was held at the home of Daren Bowen under the leadership of founding pastor Norm Smith in 1994. As the church continued to grow, a permanent location was sought but never found. New Hope has met in a variety of locations in and around Hampstead and Westminster, ranging from senior centers, schools, armories, and even the airport. For 12 years the church rested and rented at one location – Westminster airport. In 2013, we left the Westminster airport location and began renting space at Carroll Lutheran School. We finally landed at our home in June of 2019 with the purchase of the old Roops Mill on route 140. In late 2021 our pastoral search, beginning in 2020, culminated with the arrival of Pastor Nick Dunn. Amidst all the moves and changes you might ask "Who is New Hope?" In this new season of ministry, we would tell you that we are an equipping ministry that is all about making Disciples in a healthy church environment.

### Vision, Mission, Values

Mission: Love God, Love Others Make Disciples.

Vision: Making disciples in a healthy church environment.

### STATEMENT OF FAITH

#### THE HOLY SCRIPTURES

We believe the Holy Scriptures of the Old & New Testaments to be the written thoughts of God, the final authority for faith and life, inerrant in the original writings in every thought and word, infallible, and God-breathed, though retaining the individual style of each writer.

2 Timothy 3:16-17 / 2 Peter 1:20-21

#### THE GODHEAD

We believe in one Triune God, eternally existing in three persons: Father, Son, and Holy Spirit, eternal in being, identical in nature, equal in power and glory, and having the same attributes and perfection.

Deuteronomy 6:4 / Isaiah 48:12-16 / Matthew 28:19 / 2 Corinthians 13:14

#### THE PERSON AND WORK OF THE FATHER

We believe God the Father is the designer of creation and providence; the designer of redemption through the work of all the Godhead toward that end; and the representative of the Trinity in the course of redemption as the being whose standard of righteousness has been violated.

Psalms 2:7-9 / John 6:37-38 / John 17:4-7 / 1 Corinthians 8:6 / Ephesians 2:9

#### THE PERSON AND WORK OF CHRIST

We believe the Lord Jesus Christ, the eternal son of God, became man, without ceasing to be God, having been conceived by the Holy Spirit and born of the Virgin Mary, in order that He might reveal God and redeem sinful men.

We believe Christ accomplished our redemption through His death on the cross as our sin-representative, vicarious, substitutionary sacrifice; and that our justification is made sure by His literal, physical resurrection from the dead.

We believe Christ ascended to heaven and is now exalted at the right hand of God, where, as our High Priest, He fulfills His ministry as Representative, Intercessor, and Advocate.

Luke 1:35 / John 1:1-2, 14 / Acts 1:9-10 / Romans 3:24-25, 8:34 / Ephesians 1:17

#### THE PERSON AND WORK OF THE HOLY SPIRIT

We believe The Holy Spirit is a person who convicts the world of sin, righteousness, and judgement. He is the Supernatural Agent in regeneration, baptizing (placing) all believers into the body of Christ, indwelling and sealing them unto the day of redemption. We believe the Holy Spirit is the Divine Teacher who guides believers into all truth. It is the privilege of all the saved to be indwelt by the Holy Spirit. It is the duty of all the saved to be filled with (controlled by) the Holy Spirit.

John 16:8-11 / Romans 8:9 / 1 Corinthians 12:12-14 / 2 Corinthians 3:6 / Ephesians 1:13-14

### THE TOTAL DEPRAVITY OF MAN

We believe man was created in the image and likeness of God, but in Adam's sin the human race fell, inherited a sinful nature, and became alienated from God. Man is spiritually dead, and of himself, utterly unable to remedy his lost condition.

Genesis 1:26-27 / John 6:44 / Romans 3:22-23, 5:12 / 1 Corinthians 2:14 / Ephesians 2:1-3

### SALVATION

We believe salvation is a gift of God brought to man by grace (God's undeserved favor) through personal faith in Jesus Christ. It cannot be obtained through man's works but is based completely on the finished work of the Lord Jesus Christ, whose precious blood was shed on Calvary for the payment and forgiveness of our sins.

John 1:12, 3:16 / Ephesians 1:7, 2:8-10 / 1 Peter 1:18-19

### THE ETERNAL SECURITY AND ASSURANCE OF BELIEVERS

We believe all the redeemed, once saved, are kept by God's power and are secure in Christ forever. It is the privilege of all believers to rejoice in the assurance of their salvation through the testimony of God's Word which clearly forbids the use of Christian liberty as an occasion to satisfy the flesh.

John 6:37-40, 10:37-39 / Romans 8:1, 38-39, 12:13-14 / 1 Corinthians 1:4-8, 11:28-32

### MISSIONS

We believe it is the obligation of the saved to witness by life and word to the truth of the Holy Scripture and to seek to proclaim the gospel to all mankind.

Matthew 28:18-20 / Mark 16:15 / Acts 1:8 / 2 Corinthians 5:19-20

### THE MINISTRY AND SPIRITUAL GIFTS

We believe God is sovereign in giving of all His gifts. The gifts of evangelists, pastors, and teachers have been given for perfecting the saints to do the work of the ministry. All spiritual gifts have been given for the edification of the church and not personal fulfillment of the believer. All gifts should be used with an attitude of humility and love.

We believe that speaking in tongues should not be promoted or allowed as a public expression of worship.

We believe God still does miracles, changes lives, and heals through the power of His Spirit and in accordance with His will and purpose.

John 15:7 / Romans 12:4-8 / 1 Corinthians 12:4-11, 14:19 / 2 Corinthians 12:12

### THE CHURCH

We believe the Church, which is the Body of Christ, is a spiritual body made up of all born-again persons. We believe the establishment and continuance of local churches, made up of professing believers in Christ who have been

baptized and organized to carry out God's will, is clearly taught and defined in the New Testament Scriptures. We believe the spiritual government of this local church is free of any external authority and control. Oversight is by means of Elders in accordance with the Word of God. These men will be chosen according to qualifications given in Timothy and Titus by God through the Apostle Paul.

We believe in and recognize the ordinances of water baptism by immersion and the Lord's Supper to be the scriptural means by which the Church and individual believers identify with and give testimony to the death, burial, and resurrection of Jesus Christ.

Matthew 28:18-20 / Acts 2:41-42, 13:1-4, 14:27, 18:8, 20:17, 20:28-32 / 1 Corinthians 3:9, 3:16, 5:4-7, 5:13, 11:23-26, 12:12-14 / 2 Corinthians 11:2 / Ephesians 1:22-23, 5:25-27 / 1 Timothy 3:1-3a / Titus 1:5-11

#### THE REALITY OF SATAN

We believe Satan is a real being, the fallen angel Lucifer who rebelled against God. Satan is the author of sin and the cause of the fall. He shall be eternally punished in the Lake of Fire.

Genesis 3:1-4 / Job 1:6-7 / Isaiah 14:12-27 / Matthew 4:11, 25:41 / Revelation 20:10

#### THE SECOND COMING OF CHRIST

We believe in and are looking for the "Blessed Hope" -- the personal coming of the Lord Jesus Christ. The Lord's coming will occur in two phases. The first phase, most commonly called "the rapture of the Church" could occur at any moment and includes all born again believers, both living and dead. Following "the tribulation" the second phase of Christ's coming occurs during which Christ returns with the saints visibly and bodily to earth to reign for one thousand years.

1 Thessalonians 1:10, 4:13-18, 5:9 | Revelation 3:10, 19:11-16, 20:1-6

#### THE ETERNAL STATE

We believe there will be a bodily resurrection of all men, the saved to eternal life, and the unsaved to judgment and everlasting punishment.

We believe souls of the redeemed are, at death, absent from the body and present with the Lord where in conscious bliss they await the first resurrection, when spirit, soul and body are reunited to be glorified forever with the Lord.

We believe souls of unbelievers remain, after death, in conscious misery until the second resurrection, when with soul and body reunited, they shall appear at the Great White Throne Judgment, and shall be cast into the Lake of Fire, not to be annihilated, but to suffer everlasting punishment.

Matthew 25:41-46 | Mark 9:43-48 | Luke 16:19-26, 23:43 | John 5:28-29 | 2 Corinthians 5:8 | Philippians 1:23, 3:21 | 1 Thessalonians 4:16-17 | 2 Thessalonians 1:7-9 | Jude 6-7 | Revelation 20:4-6, 11-15

### HUMAN SEXUALITY

We believe that the term marriage has only one legitimate meaning, and that is marriage sanctioned by God, which joins one man and one woman in a single, covenantal union as delineated by Scripture. Marriage ceremonies performed in any facility owned, leased, or rented by NHF will be only those ceremonies sanctioned by God, joining one man with one woman as their genders were determined at birth. Whenever there is a conflict between our church's position (NHF) and any new legal standard for marriage, NHF's statement of faith, doctrines, and biblical positions will govern.

(Gen 2:24 KJV; Eph 5:22-23 KJV; Mark 10:6-9 KJV; 1 Cor 7:1-9 KJV)

We believe that God has commanded that no intimate sexual activity be engaged in outside of marriage as defined above. We believe that any other type of sexual activity, identity, or expression that lies outside of this definition of marriage, including those that are becoming more accepted in the culture and the courts, are contradictory to God's natural design and purpose for sexual activity

### LOVE

We believe that we should demonstrate love for others, not only toward fellow believers, but also toward both those who are not believers, those who oppose us, and those who engage in sinful actions. We are to deal with those who oppose us graciously, gently, patiently, and humbly. God forbids the stirring up of strife, the taking of revenge, or the threat or the use of violence as a means of resolving personal conflict or obtaining personal justice. Although God commands us to abhor sinful actions, we are to love and pray for any person who engages in such sinful actions. Lev. 19:18 | Matt. 5:44-48 | Luke 6:31 | John 13:34-35 | Rom. 12:9-10, 17-21, 13:8-10 | Phil. 2:2-4 | 2 Tim. 2:24-26 | Titus 3:2;1 | John 3:17-18

### Average Weekend Attendance

166-200

### Overview of Weekly Worship Gathering

We are currently at one service but we are in the process of preparing to launch a 2nd service. Our preaching style is topical and expository in nature. People say they enjoy our friendly and welcoming atmosphere and are drawn to the engaging spirit-led worship time. Families are appreciative of the many ways they can connect and participate in a Sunday service.

### Worship Style of Your Church

We have contemporary worship that rotates from a full band to a simple acoustic guitar and worship leader. We sing songs from Hillsong, Bethel, Elevation, Phil Wickham, and Chris Tomlin. We also value hymns.

### **Tell Us About Your Facility**

Our campus is multifaceted as it contains two civil war era buildings: a brick farmhouse and carriage house, alongside two mid 2000's buildings. The brick house serves as our primary office space for staff and meeting rooms for groups during the week.

The carriage house has had an addition placed on it before our arrival which we have modified to house our preschool and children's ministry areas. The newest facility hosts our worship center that seats a little over 200 and has a modular attached to it where the nursery is found.

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

\$364,000

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

A mortgage debt of \$850,000

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

We are non-denominational. We have no current partnerships besides our foreign ministry partners.

### **Governance & Polity**

We are Elder protected and staff led.

### **Current Paid Staffing Level**

Full-time

- Lead Pastor

Part Time:

- Office Administrator
- Program Director
- Finance Director
- Children's Director
- Nursery Director
- Custodian

High Capacity Volunteer:

- Associate Pastor

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

- Children's Ministry
- Connection Groups (small groups)
- Meal Ministry
- Blessing Wagon

### **Outreach Programs Overview**

- Alpha Pregnancy Center
- Westminster Rescue Mission
- Night by Nigh Shelter – meals
- Blessings Wagon
- YWAM

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

Evangelical - Conservative

### **What theological hills will you die on?**

- Salvation is by grace through faith in Jesus.
- Reference statement of faith above.

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

See the theological statement above.

In this cancel culture time, we will teach and guide from our belief that the Bible is inerrant.

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

- New Connection Group ministry started: over 50% of church continuously involved
- 3 Baptisms
- Completion of our permanent U & O for our campus
- Multiple building updates across the campus to maximize use of the campus
- Adding two part time staff members

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

- Adding a second service
- Adding in a youth ministry component to the church
- Expanding our Family Reading program
- Successful completion of our Generosity Initiative



### Church's Biggest Challenge for the Future

- Mapping out a master plan for maximizing the use of the campus property
- How to get creative with space we have currently to do ministry effectively

### Title of Position You Are Hiring

Family Pastor

### Full Time Position?

Yes

### Overall Description of this Position

We are looking for a Family Pastor to lead the Next Gen team at New Hope. This person will oversee all areas of Family Ministry associated with New Hope and work in tandem with the Lead Pastor to disciple, empower, and engage families.

### Reporting Relationship

The Family pastor will report to the Lead Pastor. Though qualified to serve on the Elder team, they will not be a member of the Elder team.

### Goals and Expectations

In the first year, we would love to see them further develop and expand the youth ministry footprint at New Hope.

Other goals include:

- Empower and work alongside our two part-time staff members in the family ministry area: Nursery Director & Kids Director.
- Raise up a healthy volunteer team to serve in youth ministry.
- Develop a healthy youth ministry rhythm for New Hope = Curriculum, events, meeting times etc.
- Start to build relationships in the community and other churches to understand how to best engage, equip, and empower families.
- Think through and develop a way to provide resources to parents and to provide care for marriages in crisis.
- Own all pre-marital counseling and any marital counseling (work with Lead Pastor on this).
- Map out a systematic approach to disciple families / Outreach to engage the community.
- Plan and execute a marriage weekend seminar.
- Build relationships within the congregation.
- Preach on occasion (minimum 4 times annually with potential to preach more).
- Pastor on call on Sunday mornings - helps welcome guests, specifically families.

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

#### Job Description:

NHF desires to make a lasting impact in the Westminster community by leading people to become fully devoted followers of Jesus Christ. The Family Pastor will work diligently to develop this role taking the initiative to jump headfirst into a fast-paced, evolving ministry environment.

The Family Pastor's Responsibilities include:

#### Family Ministry

- Provide leadership, coaching, direction, and vision for all of Family Ministries (Student and Children's Ministry: programming and events).
- Develop, Implement, and Expand the Youth Ministry at NHF.
- Recruit, train, and coordinate volunteers for Family Ministry Classes, Connection Groups, Family Events, and Marriage Groups, alongside the Student Ministry and Children's Ministry staff.
- Oversees and develops staff and volunteer team members under his care.
- Equip parents to be the primary disciplers in the lives of their students and children - providing resources, tools, support, and training – Classes, Seminars, Events, etc.
- Communicate the needs of the Student and Children's Ministry to other staff and church leaders.
- Assists in any interdepartmental projects as needed.

#### Children's Department

- Serve alongside the Children's Ministry and Nursery Director by providing leadership and direct support for all Children's Ministry classes, events, worship service programming, and NHF programs.
- Ensure a warm, friendly, and vibrant learning environment for children and families.
- Ensure a Safe and Secure children's environment.
- Apply strong biblical standards and appropriate child development knowledge to meet the needs of NHF's children in curriculum selection, programming, child discipline, classroom organization, etc.

#### Serves the Congregation

- Seeks to develop and motivate each family of NHF in deepening their walk with Christ while striving to unite with and complement other ministries within the church.
- Provide pastoral care to families within the congregation at NHF.
- Provide pastoral care for married couples.
- Provide pastoral counseling as needed to both married and engaged couples.
- Engages and seeks out families that are newer to NHF to connect them into the ministry.

#### Qualifications:

- Ability to develop leaders.
- Ability to relate well and communicate clearly (verbal and written) with others.
- Provide objective solutions to complaints/ inquiries.
- Effective at multitasking, time management, and problem-solving.
- Solid and comprehensive understanding of the Bible.
- Competent regarding technology, social media, and software.

#### Education & Experience

- The ideal candidate will have a Bachelor's degree.
- Preferred 5 years of experience in leading a youth or children's program in a church larger than New Hope.

#### What You Bring: Personal Characteristics & Qualifications

- Expected to live an exemplary life modeling the call, character, and competencies of a follower of Jesus Christ.
- Expected to be involved in the overall life of the church body by actively participating in Connection Groups and other ministry-wide events and functions.
- Has strong computer and administrative skills for handling emails, coordinating events, organizing, brainstorming, and managing a budget.
- Demonstrates a high level of professionalism in dealing with confidential and sensitive issues and can handle complaints and problems with tact, patience, and diplomacy.
- Demonstrates an enthusiastic, flexible, and willing spirit to work within constantly changing priorities.
- Is committed to excellence in the development, implementation, and execution of the Family Ministry.
- Is a passionate, dedicated, and contributing member of the Pastoral Staff Team.
- Participates as needed or requested in the development and implementation of the overall church ministry.
- Agrees with New Hope's statement of faith.
- Is married and continues to work and grow his marriage relationship.

#### Working Conditions:

This position receives general direction while working from established policies and objectives. This position plans and carries out assignments and will resolve most conflicts that arise. Completed work is generally monitored only to determine the effectiveness in meeting position/team objectives. This role works in a fast-paced environment with multiple daily interruptions. It is essential for this role to balance daily responsibilities while maintaining a high level of concentration.

#### Education

Important, but not a deal breaker. We would like to have someone with a seminary background or Bible college

background in their education track. But we are open to those who have schooling, but not in this field.

### **Experience**

Experienced

### **Denominational Affiliation**

We would align most closely with the Evangelical Free church. The book Sticky Teams is a good blueprint for how we are wired and where we are heading.

### **How important is geographical location to you?**

We are open to a candidate who is outside of Carroll County, Maryland. We would like someone who can see this area with fresh eyes.

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

It would be nice if they can sing and play an instrument, but not a necessary component. Leadership is a must-have.

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

- Social media savvy would be nice
- Understands Pro Presenter
- Can work with Canva

### **Equipper or Doer?**

Doer. Needs to be a doer first and grow into an equipper.

### **Attractional vs. Missional**

Missional

### **Budget Area Supervision**

This is a growing area, so roughly 3K-5K. We will put more in this budget area as the person is on boarded.

### **Personal Characteristics Desired**

- Humble
- People Smart
- Hungry to see success in ministry (able to lead out)
- Administratively gifted - has to be able to plan and execute
- Good communicator - responds to emails, texts, goes after people, follows through with commitments
- Winsome

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

- Able to connect with teens and adults
- Track record of proven success
- Able to cast vision and bring that vision to life
- Winsome personality
- Likes to have fun!
- Does not need to be micromanaged

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

- Preaching ability
- Musically gifted to both play an instrument and sing

### **Finally...**

The perfect hire would be a seasoned youth or kids ministry leader looking to take the next step in their ministry career.

# FAMILY PASTOR

## New Hope Fellowship

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### Public Job Posting

### New Hope Fellowship

### Family Pastor

### Westminster, Maryland

New Hope Fellowship in Westminster, Maryland, is seeking a family pastor to join their team. This position will lead the Next Gen team and will oversee all areas of Family Ministry associated with New Hope. The Family Pastor will work in tandem with the Lead Pastor to disciple, empower, and engage families.

### What you'll be doing:

- Providing leadership, coaching, direction, and vision for all of Family Ministries.
- Recruiting, training, and coordinating volunteers for Family Ministry Classes, Connection Groups, Family Events, and Marriage Groups, alongside the Student Ministry and Children's Ministry staff.
- Overseeing and developing staff and volunteer team members in Family Ministries.
- Applying strong biblical standards and appropriate child development knowledge to meet the needs of NHF's children in curriculum selection, programming, child discipline, classroom organization, etc.

### Skills you need to have:

- Humble
- People-smart
- Able to connect with teens and adults
- Able to cast vision and bring that vision to life
- Administratively gifted - has to be able to plan and execute

Located in Carroll County, Maryland, Westminster offers residents a beautiful urban-suburban community mix with many families and young professionals living here. The public schools in Westminster are highly rated and we are home to a popular liberal arts college, McDaniel College. We are in close proximity to Baltimore, Frederick, Washington, DC, Gettysburg, and the Chesapeake Bay.

