



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

LEAD PASTOR
Village Church Baltimore
Baltimore, Maryland

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Baltimore, MD



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Population of City

600k

Population of County

600K

Community Overview

Hampden, our neighborhood, is located in Baltimore city. It is a classic neighborhood with a traditional blue-collar community. Within the last 15 years, Hampden has experienced much gentrification and development and is one of the more popular communities in the city in which to live and visit. As it has grown, it continues to grow in diversity professionally, ethnically, socioeconomically, culturally, class, etc.

Why People Like Living Here

This area is heavily community oriented. Young families, students, and professionals are drawn here because it offers the excitement of city life while also having a community/residential vibe. There is a vibrant social scene, particularly with many restaurants along the main business district ("The Avenue."). Music and the arts are prominent and reflected in the community's makeup, i.e., a few years ago voted #7 hipster neighborhood in the country. The crime rate, especially violent crime is dramatically lower than in other areas of the city which is also appealing to many. A popular destination for many in the city and beyond with events like Honfest every June, Miracle on 34th street during the Christmas season, and Mayor's Christmas parade.

Church History

In 2008, Pastor Dan Hyun and a team of eleven people planted a new multicultural church in the Hampden neighborhood called Village Church Baltimore. Hampden Baptist graciously allowed Village Church to meet in their building, and Village Church was started within these walls in September 2008. As disciples were being made, Village Church began to grow. In 2015, Hampden Baptist Church decided to bless Village Church with the ownership of its building to continue its legacy of being a gospel presence in the neighborhood. In this, The Village continued the faithful legacy of HBC by legally becoming Hampden Baptist while continuing to operate as The Village. The Village has intentionally sought to influence the city beyond our walls with efforts like the Ethnos Conference for multicultural mission in partnership with many churches and groups.

Vision, Mission, Values

Vision:

The Village exists to lead people into reconciliation with God and one another



Mission:

TRANSFORMING LIVES, TRANSFORMING COMMUNITIES

Values:

- No Perfect People // We come from all backgrounds, and the one thing that we have in common is that none of us are perfect. Regardless of your culture, your background, or your history, we are a community for you.
- Gracious Truth // We believe that Jesus embodied both grace and truth. Thus, we hold to an environment of forgiveness and affirmation while emphasizing the importance of correct doctrine based on Scripture.
- United Diversity // We hold that unity and diversity are essential components of God's plan for the church. The gospel unites us to be one—not so that our unique distinctions are erased, but so that our distinctions point to the redemptive creativity of God.
- Humble Presence // Just as Jesus humbly took on flesh and dwelt among us in tangible ways, so we seek to be regularly and physically present in the lives of others, being mini-manifestations of Jesus to one another.
- Growing in Christ // We do not believe that simply becoming a Christian is the end goal, but rather we press on toward Christian maturity as we seek to live in continual repentance and faith in order to trust God more.
- Equipping for Mission // The mission of the church is not taken on by a few professional individuals, but it is shared by the whole church. Therefore, we empower and equip everyone to proclaim the gospel through both words and action in all aspects of life.

Average Weekend Attendance

125

Attendance Trend

Growing

Overview of Weekly Worship Gathering

- We have one Sunday morning worship gathering with contemporary music with flair (we are particularly blessed with many gifted musicians).
- Liturgical elements such as a call to worship, scripture readings, intercessory prayer, communion but with flexibility, i.e. not fixed to one liturgy every week.
- Expository preaching with heavy practical application emphasis.
- People are most drawn to the music, preaching, and ethnically diverse community. Many say worship gathering feels "real" and relatable.



Tell Us About Your Facility

The building is older - originally built around the 1870s - so there always seems to be work that can be done. We've done a good amount of restoration to improve such as the building AC system, switching to new environmentally efficient heating, repairing the roof, and other projects. Though the facility is older, many of our people find the sanctuary, in particular, appealing with its classic look and stained glass. The capacity is around 250. We have newly rebuilt the next door parsonage house and now utilize it as our office space.

Overall Budget (this fiscal year)

Approx. \$250K

Overall Long-Term Debt of the Church

Approx 84K loan remaining for the office house

Denominational Affiliation and/or Other Partnerships

Village partners with SBC, Baptist convention MD/DE, and Baltimore Baptist association. We also value many nonformal, cross-denominational partnerships with like-minded friends, especially throughout the city and beyond.

Governance & Polity

We are elder-led overall. Day-to-day ministry decisions are made by the executive team (lead pastor, operations director, assistant pastor) together with the staff team. The goal is to empower specific ministry leaders (deacons, team leads, etc.) to make their own decisions under the oversight of the leadership they report to.

Current Paid Staffing Level

Full-time

- Assistant pastor

Part-time

- Lead pastor
- Operations director
- Children's director
- Youth director
- Music director
- Cleaner

Major Ministries of the Church

- Community groups: Most groups meet weekly or every other in different neighborhoods and life contexts.
- Discipleship: Where community groups are more connection based, this is a more intentional equipping focus.
- Worship gathering: Media/sound, music, hospitality.



- Youth: Meets following worship with other fellowship opportunities.
- Children: Nursery up to 5th grade weekly with intentional breaks built in for all-family worship a couple of months a year and first Sundays of the month.
- Mercy: Leads care and outreach efforts to our neighborhood and city.
- Global engagement: Connecting us with global partnerships and developing our own missions efforts.
- Men/women: At this time more regularly based on connection/fellowship, but have begun more intentional discipleship efforts unique to these needs.

Outreach Programs Overview

- Our primary outreach philosophy is to partner with groups doing work we value and supply the best thing we have to offer: a lot of young people.
- We currently partner with Hampden family center, Hampden food pantry, and 10:12 sports in their efforts to serve the city.
- Our main evangelistic strategy is to equip people to see their lives as the mission and to live with intention among their neighbor.

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

Evangelical - Moderate

Published Theological Statement

The gospel means "good news." It stands in sharp contrast with most religions, because while most religions fall under the category of "good advice," Christianity is at its core "good news." It is not primarily a list of habits to adopt or a list of rules to obey, but it is a story that is to be entered into and experienced. The story of the gospel is both the most important story of history and the most relevant experience in our lives today.

Creation: Why are we here? (cf. Genesis 1:1, 26-28, 31; Job 12:10; Psalm 16:11; Psalm 90:2; Matthew 3:16-17; John 1:1-4; Colossians 1:16-17) God exists, and God is the center of the universe. He is all-knowing and all-powerful, and His existence is not dependent on anything or anyone. This God exists in three Persons—Father, Son, and Holy Spirit—and therefore God is fundamentally a family. He is a God of community and relationship. God created everything there is, and his original creation was perfect. The pinnacle of creation was human beings. Humans are image-bearers of God, manifestations of God's glory, and representatives of God's character. They are characterized by deep longings (e.g., joy, security, identity, wholeness, purpose) that are only met through their relationship with God. According to God's original design, when humanity lived in harmony with God, they also experience harmony with one another, harmony with creation, and harmony with their own selves.

Fall: What is wrong with the world?(cf. Genesis 3:16-19; Isaiah 24:4-6; Romans 3:23; Romans 5:12; Romans 8:18-25; Galatians 3:10; Ephesians 2:1-3) Humanity chose to rebel against God, and sin came into the world. Sin is the rejection



and replacement of God with other things (e.g., sex, food, wealth), and because God is the true source of all goodness and life, the rejection of God ultimately leads to brokenness and death. Our harmony with one another has become broken (e.g., divorce, racism, war), our harmony with creation has become broken (e.g., famine, disease, earthquakes), and our harmony with our own selves have become broken (e.g., guilt, shame, fear). People have strived throughout history for things like joy, security, identity, wholeness, and purpose, but they ultimately fall short because the source of all these things is God, and sin has separated us from God. There is an infinite chasm between God and people, and because humans are finite, there is no way they can reach God. While this chasm is experienced in many ways in this life, it takes its ultimate form through an eternal separation from God after death (hell).

Redemption: What is our hope? (cf. John 1:14; Romans 5:8; Romans 6:23; 2 Corinthians 5:21; Galatians 3:13-14; Hebrews 1:3; Hebrews 2:17) The good news is that God chose to rescue us by bridging the chasm between God and people. About two thousand years ago, God sent his Son Jesus Christ to become a human being, to live a perfect life, to die a gruesome death, and to rise from the dead in victory. By becoming a human being, he demonstrated his identification and solidarity with humankind. By living a perfect life, he proved himself to be the true image-bearer of God. By dying a gruesome death, he voluntarily traded in his perfection for our brokenness and atoned for our sins. And by rising from the dead in victory, he broke the curse of sin and ushered in the new creation. After Jesus rose from the dead, he commissioned his followers to begin the process of reconciling the world to himself and ascended into heaven. Restoration:

Where are we headed? (cf. Isaiah 65:17; 2 Corinthians 5:17-20; Galatians 2:8-10; 1 John 1:9; Revelation 21:1-4) By individually repenting and believing in Jesus, humans can be forgiven of their sins, and they can be born again into a new creation. In doing so, they are given a new identity and a new mission. They return to their original status as perfect image-bearers of God and members of the family of God (the church), and they begin to experience reconciliation in their relationships with others, with creation, and with themselves. They are empowered by the Holy Spirit to grow in their relationship with God and to invite others into relationship with God. They are also called to promote the values of this new creation and to push back the brokenness of the old creation. In this current life, the new creation will not reach its fullest completion, but one day Jesus will return, and everything will be made right. The old creation will be no more, and the new creation will be fully realized. All who have pledged themselves to God and this new creation will live happily ever after.

How Does the Gospel Change Us? The gospel is not something that is simply added to enhance a few aspects of an individual's life. When the gospel is properly understood and believed, everything changes. The gospel empowers us to live with freedom from guilt, shame, and fear. The gospel empowers us to persevere with joy through trials and temptations. The gospel empowers us to experience victory over sin. The gospel empowers us to give generously of our time, money, and resources. The gospel empowers us to live as ambassadors for Christ and citizens of heaven.



STATEMENT OF FAITH

The Bible: The sixty-six books of the Old and New Testament Scriptures alone constitute the verbally inspired Word of God. It is utterly authoritative and without error in its original writings, complete in its revelation of God's will for salvation, sufficient for all that God requires us to believe and do, and final in its authority over every domain of knowledge to which it speaks.

God: There is one God existing in three distinct Persons—the Father, Son, and Holy Spirit—co-equal and co-eternal. He is the Creator of all things, visible and invisible.

Humanity: All humanity is created in the image of God and possess intrinsic dignity and worth. Through Adam's sin, humans fell, inherited a sinful nature, and became alienated from God. Humanity is totally depraved and, of himself, utterly unable to remedy his lost condition.

Salvation: Salvation is the gift of God brought to humankind by grace alone and received by faith alone in Jesus Christ alone, whose precious blood was shed on the cross for the forgiveness of sins.

Jesus: Jesus Christ is fully God and fully man, conceived of the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified, arose bodily from the dead, and ascended into heaven. Jesus acted as our representative and substitute, bearing the full penalty of our sins and reconciling to God all those who believe.

Holy Spirit: The Holy Spirit is present with and in God's people. He convicts the world of sin, righteousness, and judgment, and he regenerates spiritually dead sinners, baptizing them into the body of Christ and sealing them until the day of redemption. He comforts us in our pain, counsels us in our trials, and guides us to live in all truth.

The Church: The church is the body of Christ sent into the world to shine forth the glory of God. God gives spiritual gifts to those in the church for the building up of the body. We recognize baptism and the Lord's Supper as scriptural means of testimony for the church.

Christ's Return: Jesus will return, bodily and visibly, to judge all humankind and to consummate his kingdom.

What theological hills will you die on?

- At a minimum they should be able to affirm all doctrinal items as expected of a partner (member) of our church as given here: (<https://docs.google.com/document/d/14t0HiP3KbgtmDrhrv3KsT-kqLHmW0DPl/edit?usp=sharing&ouid=107235421448836037741&rtopof=true&sd=true>).
- They should be able to affirm baptist faith and message.
- Affirm male eldership but also champion women's leadership in every other aspect of the church, including in occasional preaching.



Hot-Button Social/Cultural Issues For Your Church

- Sexuality and gender
- Politics
- Race

Biggest Church "Wins" in Last 18 Months?

- Coming out of the pandemic and some internal challenges with a tangible feeling of growth and momentum
- Internal giving and budget has dramatically grown and continues to each year for around the last 5.
- We are no longer dependent on outside support to complete our budget as we did for much of our history.
- New elders, deacons, and other leaders.

Biggest Opportunity for Your Church in the Next 12 Months

- Maximize equipping of the church on mission.
- We are experiencing healthy growth in things like worship gathering.
- We want to strengthen systems of discipleship and leadership development to equip more people.

Church's Biggest Challenge for the Future

Vision and direction (this has been in intentional neutral because of lead pastor role in limbo).

Title of Position You Are Hiring

Lead Pastor

Full-Time Position?

Yes

Overall Description

- The Lead Pastor will communicate a clear vision for The Village Church Baltimore (currently: to lead people in reconciliation with God and reconciliation with one another through transforming lives and transforming communities) while developing leaders to implement and bring that vision to fruition.
- This role will include Sunday morning preaching and leadership of Village officers (elders and deacons), staff, and community group leaders.
- This role will serve 1) as part of the Senior Executive Team comprised of the Lead Pastor, Assistant Pastor, and Operations Director and 2) as a member of the Village staff team.
- The Lead Pastor will be accountable to the Elder Board. This is a full-time paid salary staff position.



Reporting Relationship

Elder team

Goals and Expectations

- Relationally and culturally connect with the church.
- Establish leadership and presence.
- Run with the good things that are already happening to make it even better.

Do you have a job description for this role?

Qualifications

- Fulfill the duties of a Village Church partner as outlined in the Partnership covenant.
- Fulfill the character qualifications of an elder as taught in Scripture (1 Timothy 3:1-7 and Titus 1:5-9).
- Personal commitment to vision, mission, and values of The Village Church.
- Familiarity with or openness to learning the particular aspects of The Village Church culture.
- Demonstrated cross-cultural competency with the emotional intelligence to tactfully interface with and serve diverse communities of people.
- High capacity for work and responsibility, as well as the ability to appropriately prioritize and delegate.
- Demonstrated experience in organizational leadership, including the ability to build, develop, and lead teams of leaders.
- A proven track record of being a self-starter and goal-oriented worker, with a strong work ethic.
- Exhibits discretion, perseverance, patience, and flexibility.
- Ability to resolve conflict in a productive and gracious manner; ability to both give and take direction and feedback.
- Collaborative and team-focused.
- Self-motivated and ability to multi-task.
- Humble commitment to continually learn, grow, and improve as a servant in Jesus' church.
- Minimum five years of pastoral experience. Seminary-earned MDiv or equivalent is desired.

Responsibilities

- Vision and direction
 - Communicate, oversee, and facilitate a viable short-term and long-term vision for The Village Church.
 - Develop and facilitate a strategic plan for making and training disciples to help the church effectively be a community of outreach, growth, and multiplication.
 - Cultivate and maintain international missions partnerships that engage The Village Church in global evangelism and church planting including leading and participating in short-term mission trips.

LEAD PASTOR

Village Church Baltimore

Baltimore, MD



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- Teaching and preaching
 - Work with Assistant Pastor and Elder Board to develop the annual preaching calendar.
 - Lead the church in preaching up to 80% of Sundays per year.
- Leadership development
 - Work with the Senior Executive Team (Operations Manager, Assistant Pastor) to develop a leadership pipeline for training new leaders with criteria, metrics, and a plan for managing the pipeline.
 - Develop and train new Elders and Deacons for service to the church as officers.
 - Develop and train existing and new Community Group leaders and ministry leaders.
- Pastoral
 - Lead and care for the staff team including leading the monthly staff team meeting. Note: except for the Lead Pastor and the Assistant Pastor, staff at Village Church Baltimore are part-time (Operations Director, Kids Director, Youth Director, Music Director, Office Manager, Janitor).
 - Plan the corporate worship liturgy for The Village Church in collaboration with the Senior Executive Team.
 - Model a culture of shepherding and care as appropriate for an Elder at Village Church.
 - Attend and participate in Elder Board meetings.
 - Prepare for and attend all corporate worship gatherings and partner meetings.
- Oversight for church processes
 - Work with Operations Director for the administration of church processes

Educational Preferences

We prefer pastoral ministry experience and seminary training unless there are extraordinary circumstances.

Age Vs. Experience

We would like someone who has some experience.

Denominational Affiliation

Not primary, but should be able to affirm our current affiliations.

How important is geographical location to you?

- Someone with experience in urban areas.
- More important is their ability to walk naturally with people of diverse backgrounds which tends to be more found in larger cities.

What skills are you looking for specifically?

- Developing other leaders
- Cultural and emotional intelligence



- Compelling presence in the pulpit
- Knows how to communicate clearly and effectively

What technical abilities (if any) are required?

General abilities in any of these are always helpful but that's not the primary expectation for this role

Equipper or Doer?

Equipper

Attractional Vs. Missional

Attractional

Budget Area Supervision

60%

Personal Characteristics Desired

- Emotional intelligence to know when to be serious and when to not. Our church culture is laid back overall so the person should be able to take themselves not too seriously while also helping to make clear where we are heading.
- Honest and transparent.
- Has to be flexible enough to traffic in diverse expressions of perspective, ideology, etc., and not take that personally

What would immediately disqualify someone?

- If they can't affirm the various theological positions previously described above
- If they take a culture warrior stance on some of the issues listed previously, especially publicly or social media
- Not choose to live in the city or immediate surrounding area
- Divorced but only if not remarried in healthy way

Urgency

We have some flexibility because of Dan's presence, but ideally would like by early fall 2023.

Other "Must Have" Skills

- Cross-cultural fluency
- Missional posture for the church

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Other "Nice to Have" Skills

- Awareness of mental health issues
- Desire not just to lead but be involved in global missions efforts

Finally...

We are looking for someone who has the skills to effectively lead leaders for a fast-moving church with the emotional and cultural intelligence to match.



Public Job Posting

Lead Pastor

Village Church Baltimore

Baltimore, Maryland

Village Church in Baltimore, Maryland is looking for a lead pastor. This multicultural church in the Hampden neighborhood of Baltimore is looking for a person who will communicate a clear vision for Village Church Baltimore while developing leaders to implement and bring that vision to fruition. This role will include Sunday morning preaching and leadership of Village officers (elders and deacons), staff, and community group leaders.

What you'll be doing:

- Developing and facilitating a strategic plan for making and training disciples to help the church effectively be a community of outreach, growth, and multiplication.
- Cultivating and maintaining international missions partnerships that engage The Village Church in global evangelism and church planting, including leading and participating in short-term mission trips.
- Leading the church in preaching up to 80% of Sundays per year.
- Leading and caring for the staff team including leading the monthly staff team meeting.
- Working with the Operations Director for the administration of church processes.

Skills you'll need to have:

- Demonstrated cross-cultural competency with the emotional intelligence to tactfully interface with and serve diverse communities of people.
- High capacity for work and responsibility, as well as the ability to appropriately prioritize and delegate.
- Demonstrated experience in organizational leadership, including the ability to build, develop, and lead teams of leaders.
- Collaborative and team-focused.
- Minimum five years of pastoral experience. Seminary-earned MDiv or equivalent is desired.

Hampden is located in Baltimore city. It is a classic neighborhood with a traditional blue-collar community. Within the last 15 years, Hampden has experienced much gentrification and development and is one of the more popular communities in the city in which to live and visit. As it has grown, it continues to grow in diversity professionally, ethnically, socioeconomically, culturally, class, etc. This area is also heavily community oriented. Young families, students, and professionals are drawn here because it offers the excitement of city life while also having a community/residential vibe.