



HERITAGE

BIBLE CHAPEL

182 Brooks Station Rd | Princeton, MA 01541 | 978-464-5100

Pastor of Discipleship and Worship

Ministry Description

Heritage Bible Chapel (HBC) is a non-denominational, Evangelical church in Central Massachusetts. The church was planted in the Fall of 2000 and has grown to be a thriving community of Christian faith in this rural section of Massachusetts. HBC has been elder led from its inception, with two of the elder positions occupied by vocational pastors (this position plus a Teaching Pastor). There is also a Youth Pastor and a board of Deacons rounding out the leadership of the church.

This Discipleship and Worship role replaces a Pastor of Counseling and Family Ministry. With this shift we are maintaining an emphasis on counseling, but broadening it to a more discipleship-oriented approach. We are also adding a worship leadership component, as we have long wished for qualified pastoral attention in that area. Finally, we have found that our family ministries, primarily the children's programs, are well managed by a staff ministry leader. So, we are eliminating that component of this pastoral role.

There is a sense in which this role will have general pastoral components to it (teaching, preaching occasionally, hospital visits, outreach, etc.), but we desire the role to have the emphases implied by the title. The right candidate will then expect to spend a good deal of time in discipleship, counseling, and worship leadership scenarios.

In contrast to the secular workplace, the Church community is a place where leadership is not primarily a matter of positional authority, particularly where much of the work of the community is done by volunteers. With that reality, and within a plural eldership, this role affords the right candidate the opportunity to lead well using biblical principles and smooth interpersonal skills.

Since its inception, HBC has had a legacy of strong, verse by verse, expository preaching, emphasizing the Gospel of Jesus Christ, salvation by grace through faith, and our response to follow Him in joyful obedience. The congregation is multi-generational, numbers approximately 400 persons, and has a strong sense of Christian community.

The list of responsibilities below will seem daunting. The core aspects for the role are found under Discipleship, Worship, and Pastoral Care. The need for humble yet purposeful leadership is also critical. The other elements listed are ripe for conversation to shape the role for the right candidate.

Specific Responsibilities:

- **Discipleship**
 - Engage with the congregation in individual and small group settings with the intent expressed in 2 Tim 2:2
 - Provide leadership to enable the formation of such groups, led by other qualified members of the body
 - Assist members of the congregation in structured one on one sessions as they may have need of counsel for matters of difficulty in their lives (this will typically have a limit to the number of occurrences and a limit to the difficulty of the scenario)

- **Worship**
 - Provide leadership across several existing worship teams. The goal of this activity is to guide corporate worship in a way that is focused on God, His attributes, and His deeds. The role is expected to encompass musicianship, song selection and the approach to bringing these things to the congregation.
- **Teaching and Preaching**
 - Prepare and preach biblically faithful, relevant, expository sermons for the Sunday morning Worship Service (this will be occasional for this role)
 - Prepare and lead a variety of small groups and classes, such as discipleship, leadership training, shepherding, Bible literacy
- **Pastoral Care**
 - Pray regularly for the congregation
 - Provide counsel and spiritual direction to members of the congregation as needed
 - Be an example to the flock in life and ministry
 - Make hospital and home visits
 - Conduct premarital, vocational, family, bereavement, counseling sessions, etc., as needed. When necessary we will recommend other professional help.
 - Along with the Elders, address all church discipline matters and the management of conflict issues within the congregation
- **Elder Responsibilities**
 - Serve as an elder on the church elder board and participate in regular elder board meetings
 - Commit to the pluralistic leadership model as a co-equal member through collegial and collaborative leadership and teamwork
 - Translate and execute the decisions of the Elder Board into strategies of ministry
 - Serve and lead with humility, openness, curiosity, and clarity
 - Cultivate and lead a healthy, inclusive, collaborative, respectful and emotionally healthy culture and working environment
 - Serve, lead, train, and encourage staff
- **Outreach**
 - Engage in local and global missions; encourage the congregation to be involved in the lives and ministries of those missionaries
 - Creatively reach out and be active with in our local community
 - Build relationship with businesses, community leaders, and local parachurch organizations
 - Lead the congregation in effective programs to fulfill the Great Commission with vision, purpose, and priority
 - Plan, lead and demonstrate effective ways to witness and win the lost to salvation through Jesus Christ.
 - Assist with the assimilation of new attendees to ensure a continued loving environment in the congregation
- **Administration**
 - Participate in regular staff meetings and pastoral vision meetings
 - Stay current with church ministry through reading, leadership conferences, etc.
 - Lead and organize effective programs that help congregants connect in community, grow in maturity, serve using their gifts, and share their faith
 - Practice good stewardship of church funds, including involvement in giving campaigns and budgeting
 - Work with elders, deacons and accounting team to develop an annual budget

Position Profile

Education and Experience

- Minimum MDiv from a conservative evangelical seminary
- Seminary focus on counseling or other Christian counseling credentials such as IABC or ACBC
- Some years of experience in the counseling, worship, pastoral and leadership elements that are essential for the role

Personal & Ministry Qualities

- Meets character requirements for elders as found in 1 Tim 3:1-7, and Titus
- Spiritual gift of pastor/teacher; strong Christian role model
- Effective Bible preacher/teacher; able to teach, evangelize, disciple and lead a congregation
- Ability to skillfully counsel and disciple individuals through biblical means as they navigate the life challenges that are common to humanity
- Musical ability, with biblical discernment for selection of content, along with ability to effectively lead worship teams for God focused worship times
- Devoted follower of Christ with strong personal obedience to God and a devoted prayer life; showing growing evidence of fruits of the Spirit in his walk
- Pursues personal growth opportunities to increase ministry effectiveness
- Approachable, friendly; self-motivated, optimistic, enthusiastic
- Effective communicator, with consistent follow-through
- Mature, wise, and discerning; honest and trustworthy
- Humble, compassionate, encouraging, servant's heart; peacemaker and team player
- Healthy family life
- Love for the local church, students, and families
- Relationally oriented, strong people skills; can work synergistically with church staff; values good relationships
- Resolves conflicts through active listening, personal reflection, reconciliation and forgiveness
- Able to counsel and deal with crisis and conflict
- Able to effectively minister to New England culture
- Sufficient organizational and administrative skills necessary for managing ministries

Doctrine

Candidate must be in agreement with the entire Heritage doctrinal statement. We are a congregation with individuals from multiple theological and church backgrounds, and so he must be able to work in that context while faithfully articulating a biblical vision for Christian life and ministry.

Time and Travel Requirements

- Full time, average 40-50hrs; includes some nights and weekends
- Periodically requires some overnight travel which may include retreats, conferences, and mission trips
- Minimum of 25hr/wk to be spent in the church office, allowing for collaboration with staff

Salary

Commensurate with experience and education