

RESTON BIBLE CHURCH

OPPORTUNITY **PROFILE**



TEACHING PASTOR

CANDIDATE INFORMATION PACKET

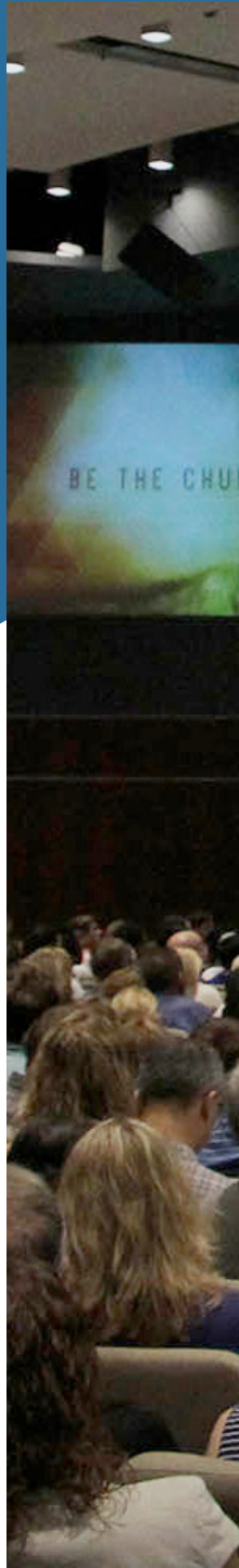
www.restonbible.org

➤ INTRODUCTION

Thank you for your interest in Reston Bible Church.

**WE ARE A NON-DENOMINATIONAL CHURCH
LOCATED IN DULLES, VIRGINIA, JUST
OUTSIDE OF WASHINGTON, D.C.**

**WE EXIST TO KNOW JESUS CHRIST AND TO MAKE HIM
KNOWN. RBC SEEKS TO ACCOMPLISH THIS THROUGH
BIBLICAL PREACHING, TEACHING, AND AUTHENTIC
CHRISTIAN COMMUNITY HERE IN NORTHERN VIRGINIA
AND AROUND THE WORLD.**



➤ A PRAYERFUL SEARCH

Reston Bible Church was founded in 1975 in Reston, Virginia, by our current Teaching Pastor, Mike Minter, and his wife Kay. Over the past several decades, God has graciously grown our congregation from a few couples in area homes to a local congregation of approximately 2,300 people, in addition to countless others around the globe.

After more than 45 years of faithful gospel service, Pastor Mike senses God's call to transition to his next chapter of life and ministry. He has prayerfully and humbly dialogued with our Elder Council about this transition over the course of many years. Together, we now discern that the timing is right to put out a wide call in order to identify God's man to fill the pulpit at RBC. Our prayer is that this man will lead our church in knowing Jesus Christ and making Him known through many, many years of faithful biblical teaching and preaching.

Pastor Mike remains in good health and is passionate about teaching the Word of God to our people. As he transitions to the role of Pastor Emeritus, his desire is to spend concentrated time writing, training pastors locally and abroad, speaking at conferences, and continuing to invest in his family.

As you read through this information packet, know that we are praying for you. May we trust God together that He will raise up the right man at the right time to serve and equip the saints at Reston Bible Church through the humble, clear, and faithful teaching of the Word of God.





► CHURCH OVERVIEW

OUR PURPOSE

Reston Bible Church (RBC) is an assembly of believers that exists for the purpose of knowing Christ and making Him known through a variety of means and expressions. We seek to accomplish this through an unwavering commitment to the teaching of the inerrant Word of God, biblical preaching, and practicing authentic Christian community.

We emphasize the sufficiency of scripture, the centrality of Christ, the power of the gospel to change lives, and the work of the Spirit for His church as we seek to give God glory in all things.

We desire that our doxology be the result of a robust theology as we encourage our body to see God as He is and to worship Him in spirit and truth.



THE RBC STORY

RBC is a non-denominational church, founded by our present Senior Teaching Pastor, Mike Minter, in 1975. With a sense of calling during his college years, Mike left the U.S. Naval Academy and eventually enrolled at Florida Bible College. Upon graduation he moved to Northern Virginia and began working at a local golf course. Mike used his shoe-shine job at the clubhouse as a humble pedestal from which he began telling golfers about Christ and inviting them to a home Bible study, which eventually became Reston Bible Church. God added to their numbers and now RBC ministers to roughly 2,300 people weekly, supports 230 missionaries around the world, and employs a staff of 40. We have a vibrant youth ministry that has been a hallmark of RBC since its inception. We are blessed to recognize God's fingerprints upon RBC and we enjoy celebrating God's generosity. We look forward to where Jesus Christ will lead us in the future.

➤ HISTORY OF RBC

RBC is a non-denominational church founded by our present Senior Teaching Pastor, Mike Minter, in 1975. For 45 years, we have sought to know Christ and make Him known in Northern Virginia and around the world.

1974

HEEDING GOD'S CALL

Mike and Kay Minter heed God's call to move to Northern Virginia to start Reston Bible Church. Our church begins as a humble small group Bible study meeting in a local home. The church grows and begins meeting at the Sheraton Hotel in Reston, and then in a series of area schools.

1984

FIRST BUILDING

We build our first church home on North Shore Drive in Reston, with plenty of room for growth and expansion. By God's grace, RBC outgrows this facility within about 10 years. We expand to four worship services and begin renting ministry and office space for our growing staff and ministry endeavors.

2000

PLANNING AHEAD

The RBC leadership begins to pray for and seek out a new facility on a larger property to facilitate our continued growth. God orchestrates the purchase of 22.6 acres of land in Sterling, Va. Our church begins the *Focus on Eternity* campaign, which raises enough money for the land, but not enough to build.



2010**A NEW HOME**

After a decade of planning and raising funds, we celebrate God's continued grace and faithfulness as we move into our new church home in Sterling in August.

While we are grateful stewards of this new facility, we are excited to see, by God's grace, the influence of our local body spread well beyond the steel and brick of our campus.

2011**NEW OPPORTUNITIES**

Our church family continues to grow, along with our ability to love locally and reach globally. Thanks be to God for His grace! We begin a thriving Food Bank ministry and start a partnership with Guilford Elementary School. Our Shepherd Group ministry continues to grow, as does our investment in world missions.

2019**A MILESTONE**

We celebrate 45 years of ministry in the Northern Virginia area and continue to see the grace of God at work in our leadership, in our body, and in our ministries. We look back and rejoice at all God has done and give prayerful thanks as we look forward to knowing Christ and making Him known in the years to come.

ABOUT MIKE MINTER

Mike was born into a Navy family in Providence, Rhode Island, in 1944. His father was an admiral, and the family lived in Hawaii and had three different tours of duty at the Naval Academy in Annapolis, MD. Mike attended the Naval Academy and has a degree from Old Dominion University in political science.

While traveling with a friend through Europe in 1970, Mike trusted the Lord Jesus Christ as his Savior through this friend's consistent witness.

With a growing desire to study and teach the Scriptures, Mike entered

Florida Bible College in 1972 and graduated in 1974 with a degree in Bible. It was at FBC that he

met and married his wife, Kay, and was called to the ministry to start an evangelical work in Reston.



Today, Mike and Kay live in Aldie, Va., and have four adult children—Kelly, Megan, Katie, and David—and a growing number of grandchildren. As Teaching Pastor, Mike's responsibilities include the weekly preaching of the Word at weekend services, meeting regularly with the leadership of

RBC, and giving overall direction for the church.

► LIFE & MINISTRY AT RBC

SUNDAY WORSHIP SERVICES

Our services include a blend of traditional and modern worship and teaching from the Bible. Services often include Scripture readings, highlights of church life activities or events, prayer, Communion (usually on the first weekend of the month), and baptisms. Services usually last about an hour and fifteen minutes. Dress is casual—you will find people wearing anything from suits and ties to shorts and T-shirts.

We currently offer two services each Sunday, at 9:00 a.m. and 10:45 a.m. For those who attend regularly, it is our desire that they attend a worship service during one of these blocks, then spend the other block either serving in our Host Team, helping with the Children's Ministry, Junior High or Senior High Youth, or being equipped through one of our class offerings. Before and after each service, those in attendance can grab a cup of coffee and mingle in the lobby, visit our Welcome Desk for information or event registration, or stop by our bookstore.

SHEPHERD GROUPS

While we highly value corporate Sunday worship, we believe authentic Christian community happens best and most consistently in small group “life on life” environments. A Shepherd Group is a small group that meets regularly to develop deep friendships and live out the gospel. We love, encourage, care for, and pray for one another. We give comfort and accountability to each other. Lead by trained Shepherd Group leaders, these groups are vital to the life of our church as we grow together in the knowledge of our Lord and obedience to His Word.

MINISTRY OFFERINGS

We offer a variety of equipping, demographic, and life-stage ministries including “Equipping the Saints” discipleship classes, Quest Children's Ministry, Jr. and Sr. High Youth Ministries, and ministries for young adults, men, women, parents and families.



DEMOGRAPHICS OF OUR CONGREGATION & SURROUNDING AREA

The Teaching Pastor will be expected to reach the congregation with God's Word and apply it to our congregation's current context. The general demographics of our congregation are reflective of our larger area, including:

- Suburban, educated, middle/upper class environment with regular population growth and turnover.
- Multi-cultural: Our congregation is multi-ethnic, including a growing Spanish congregation with its own full time Spanish-speaking pastor.
- Multi-generational: We minister to a wide range of people from young children to empty-nesters.
- Large presence of military, government and government contractors.
- High tech: We are the "Internet capital" of the world, as over 70% of Internet traffic flows through Loudoun County.
- Fast-paced: You'll often hear people speak of "bandwidth," not just in relation to the Internet, but in the amount of time they have available.



► LIFE & MINISTRY AT RBC

CARE MINISTRIES

As part of our desire to make Christ known within the RBC body and to our neighbors in the Northern Virginia area, we have programs and ministries directed toward the physical and spiritual needs of those around us. Our Deacon ministry diligently seeks to serve the brothers and sisters of RBC who have financial or other material needs. We also have a thriving counseling ministry, as well as groups established to help those who are grieving, those with addicted loved ones, and those who are or desire to be foster or adoptive parents. We show the love of Christ to the local community through legal clinics, an accredited food pantry, a partnership with a local elementary school, and regular blood drives.

LOCAL & GLOBAL OUTREACH

We desire to see solid, biblical churches planted and thriving around the world. To this end, we are engaged in missions on both a global and local scale. We define a “missions field” as any place you can be born, live and die without hearing the gospel—regardless of where it is. We are not limited to being involved in just one area, but we are active all over the world. This includes anywhere from the densest jungles to the most developed cities. Thanks to the generosity of the RBC body, we were able to invest over \$1.5 million in global missions over the last financial year (approximately 30 percent of our annual budget). We support approximately 240 cross-cultural and national missionaries, many of whom have been raised at and sent out from RBC. RBC also currently supports 15 local mission ministries including crisis pregnancy centers, jail ministries, local church plants, and college campus ministries.

WE ARE AN ELDER-LED CHURCH

Our Elder Council is responsible for the care, oversight, leadership, and shepherding of the spiritual condition and fiscal well-being of the church. These are men who have been examined and meet the biblical qualifications as set forth in 1 Timothy 5:17, Titus 1:9, 1 Peter 5:1-3, Acts 20:28, and Mark 10:42-45. Along with our pastors, deacons, staff, and lay-leaders, they serve, lead, pray for, and minister to our congregation in word and in deed.



WHAT WE BELIEVE



GOD IS.

We believe in one God, eternally existing in three persons, Father, Son, and Holy Spirit, each equal in being, power, and glory.

Matthew 28:19; Acts 5:3-4; Hebrews 1:8



GOD CREATES.

God created the heavens and the earth, including all life, "each after its own kind," by direct act and not by the process of evolution.

Genesis 1-2; John 1:3; Colossians 1:16-17; Hebrews 11:3



SATAN IS.

We believe in the distinct personality of Satan, that he is the "god of this age," ruler of all the powers of darkness, and is destined to the judgment of an eternal justice in the lake of fire.

Matthew 4:1-3; 2 Corinthians 4:4; Revelation 20:10



MAN SINS.

Although man was created in the image and likeness of God, in Adam's sin the human race fell, inherited a sin nature, and became alienated from God; and that man is totally depraved, and himself completely unable to remedy his lost condition.

Genesis 1:26-27; Romans 3:22-23, 5:10-19; Ephesians 2:1-3, 2:12



JESUS SAVES.

We believe that man in his natural state can in no way save himself no matter how good his intentions. God, however, being a loving God, has provided a way for all men to be saved by grace through faith in His only begotten Son, the Lord Jesus Christ. When a person exercises their faith in the death and resurrection of the Lord Jesus Christ, at that moment they pass from death to life.

Isaiah 64:6; John 3:16, 5:24, 6:47; Ephesians 2:8-9



THE SPIRIT REGENERATES.

We believe that the Holy Spirit regenerates people and at the moment of conversion, seals, baptizes, and indwells all believing sinners. We believe that He sovereignly gives to all believers spiritual gifts for service.

1 Corinthians 6:19; Ephesians 1:13; Titus 3:5; 1 Peter 4:10



SALVATION IS SECURE.

We believe in the eternal security of the believer (that it is not possible for the true child of God to lose his salvation). We believe in righteous living and good works, not as the means of salvation, but as evidence and fruit.

John 10:28-29; Romans 8:35; Philippians 1:6; 1 Peter 1:5; Romans 12:1-2; Ephesians 2:8-10; Titus 3:8



CHURCH IS IMPORTANT.

We believe in the Church which is the body and bride of Jesus Christ, whose purpose is to worship, pray, fellowship, teach, witness for Christ, and observe the ordinances of her Lord (believer's baptism and the Lord's Supper).

Matthew 28:20; Acts 8:38; 1 Corinthians 11:23-24; Ephesians 5:25-33

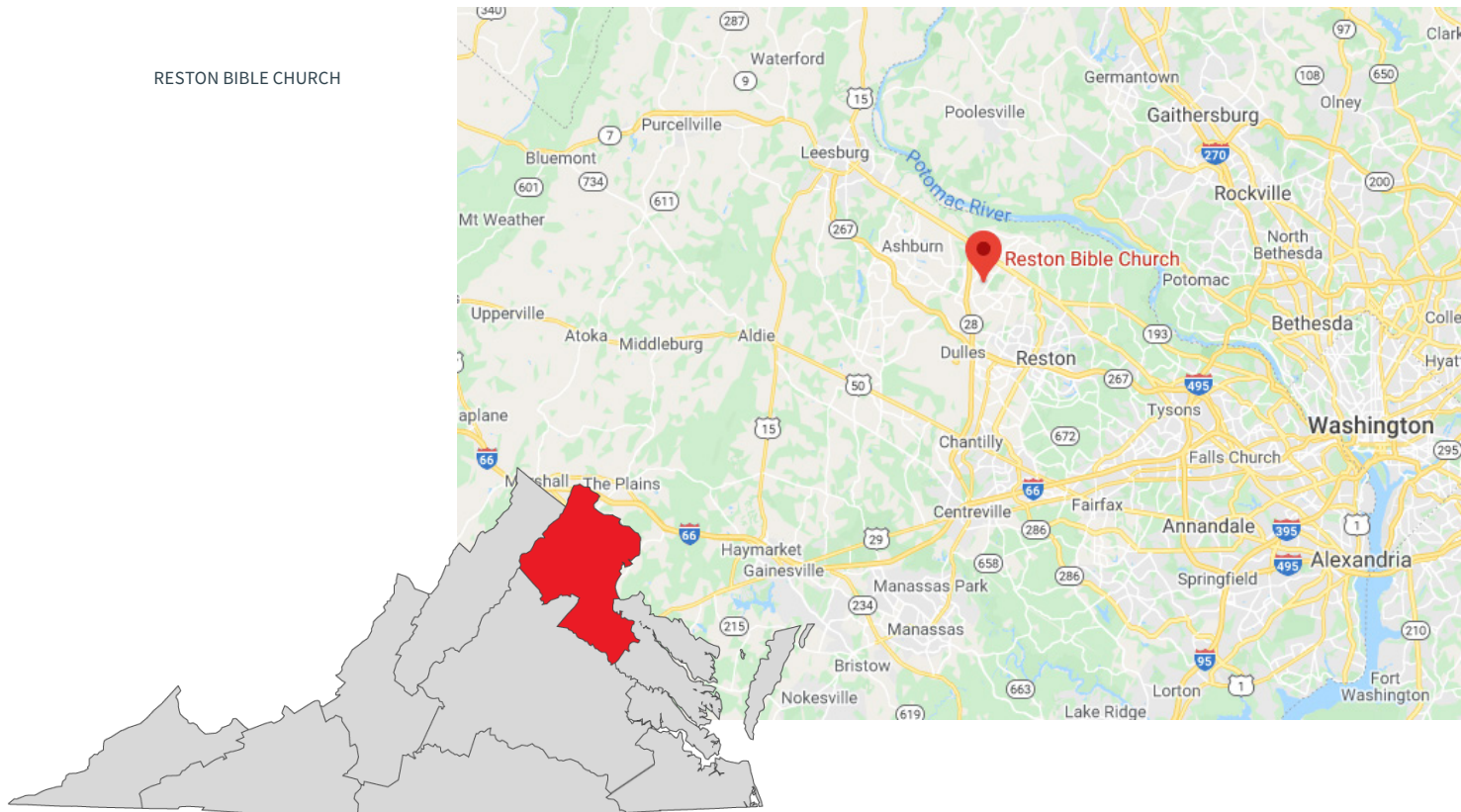


RESTON BIBLE CHURCH

› GET TO KNOW NORTHERN VIRGINIA

FROM VIRGINIA.ORG: Northern Virginia offers the culture of two different worlds combining cosmopolitan skylines and country star-lit skies. Northern Virginia is next door to our nation's capital—Washington, D.C.—yet has kept its own character reminiscent of colonial times, rambling plantations, equestrian farms and cobblestoned streets leading to quaint taverns, chic shops and historical gems.

[The area] is a treasure trove of unique historic sites, museums, performance venues, and natural wonders. Visit and discover such national treasures such as George Washington's Mount Vernon Estate & Gardens, the Smithsonian Air and Space Museum Steven F. Udvar-Hazy Center, the Workhouse Arts Center, Wolf Trap National Park for the Performing Arts, and Great Falls National Park.



▶ LOUDOUN COUNTY, VIRGINIA

RESTON BIBLE CHURCH IS LOCATED IN LOUDOUN COUNTY, VA.

Loudoun County (affectionately referred to as “LoCo” by many locals) is located in Northern Virginia, which is about 25 miles west of Washington, D.C. It is bordered on the north by the Blue Ridge Mountains and the Potomac River. Loudoun’s incorporated towns host a variety of businesses in quaint historic settings while also providing close access to outdoor attractions like Skyline Drive, the Appalachian Trail, Harper’s Ferry, and more. Because of its central proximity to both urban and historic venues, LoCo offers plenty of opportunities for cultural, educational, and sporting activities. Loudoun County is also home to Washington-Dulles Airport, a major hub of national and international travel.

RELIGIOUS BELIEFS IN LOUDOUN COUNTY

PROTESTANT/
EVANGELICAL: 13.8%

CATHOLIC: 15.8%

MORMON: 1.6%

JUDAISM: 0.3%

EASTERN RELIGIONS: 0.2%

ISLAMIC: 9.4%

UNKNOWN/
UNAFFILIATED: 58.9%

POPULATION: 420,000

MEDIAN INCOME: \$140,000

MARITAL STATUS: 64% MARRIED

EDUCATION: 62% BA OR HIGHER

MEDIAN AGE: 36 YEARS OLD

“DO YOUR BEST TO PRESENT YOURSELF TO GOD AS ONE APPROVED, A WORKER WHO HAS NO NEED TO BE ASHAMED, RIGHTLY HANDLING THE WORD OF TRUTH.”

2 TIMOTHY 2:15

➤ POSITION DESCRIPTION

The Teaching Pastor will have the heart of a servant leader, called to care for the flock and be collaborative with the Elder Council, other pastors, and staff.

RBC is not the place for someone who desires to be “the sole leader” to run the church, as we are not looking to hire a CEO. We are looking to hire a pastor who is called to care for the flock. In our context an effective preacher must also be a loving shepherd. The expectation is that the church will be led by a team of leaders working together to accomplish the mission, which is why chemistry with the other leaders will be key. Consequently, this role is not intended to be a platform for gaining celebrity status nor a springboard for a writing or speaking career, apart from the blessing of the Elder Council.

At a minimum, the candidate must personally affirm the RBC doctrinal statement of beliefs (see Page 11). Of course, a candidate will likely have convictions on other doctrinal matters not articulated in our online statement, which can be explored in an interview process. Our preferred candidate will not have a rigid or divisive spirit toward others who do not hold to the entirety of their theological views. As an example, we are neither stringently Reformed nor Arminian.

REPORTING RELATIONSHIP

The Teaching Pastor will serve as a member of the Elder Council and will report directly to the elders and work with them collegially on matters related to the ongoing ministries of the church.

1. We are all under the authority of God and His Word, and do all things primarily to glorify Him.
2. It is expected that the relationship among the Teaching Pastor, elders, Executive Pastor, pastors and church staff will be that of mutual support in a climate of collegial cooperation.
3. The pastor’s leadership of the congregation and the staff is that of a spiritual shepherd, not that of an executive or supervisor.
4. The pastor will be evaluated annually by the Elder Council. The evaluation will be based on the then-current position description.

RESPONSIBILITIES & EXPECTATIONS

The Teaching Pastor's primary responsibility is equipping the saints for the work of ministry in order to build up the body of Christ in the unity of the faith and the knowledge of the Son of God. He will be faithful in the exposition of Scripture so that the congregation will grow in their understanding and application of the Word of God. Empowered by the Spirit in cooperation with the Elder Council and pastors, he will protect and shepherd those under his care from false teaching. RBC desires its teaching pastor to be installed for an extended time, in-step with the culture of our church, where tenure for its pastoral roles routinely surpasses ten years.

RESPONSIBILITIES

The Teaching Pastor is vested by the Elder Council of Reston Bible Church with the responsibilities identified below.

- Modeling a humble, grace-driven, dependent and surrendered life to God that results in having fellowship with the Father and with His Son, Jesus Christ, through Christ's indwelling life of the Holy Spirit. He strives to fulfill his God given purpose in life by caring for his family and ministry while demonstrating integrity in word and deed.
- Regularly preaching the Word of God (70-75% of Sundays) in the worship services in order to build up the body of Christ by equipping them for the work of ministry, "admonishing and teaching everyone with all wisdom, so that we may present everyone fully mature in Christ." (Ephesians 4:11-16, Colossians 1:27-29)..
- Planning the services with the worship team to strategically complement the elements of the service and teaching.
- Sharing pastoral responsibilities such as baptisms, the Lord's Supper, weddings, and funerals. A limited amount of counseling in coordination with the Elder Council and/or pastors may occur from time to time.
- Serving as a member of the Elder Council to participate in the vision and ongoing evaluation and direction of the church.
- Annually reviewing his job description and duties and recommending any needed changes to the elders.
- Executing other responsibilities as assigned by the elders.
- Ideally leading a weekly Shepherd Group.



➤ QUALIFICATIONS

CHARACTER

- Humble and transparent servant leader
- Teachable and approachable
- Self-aware and secure in Christ (strengths, weaknesses, vulnerabilities)
- Balanced (self-management, has a life outside of church)
- Integrity/contentment (free from the love of money)
- Courageous/steadfast in difficulty (not hesitant to express his concerns)
- Steady temperament/joyful
- Elder-qualified character in personal and home life
- There are other character qualities a candidate will possess but the above captures the essentials.

EDUCATION

We are looking for a man with an excellent knowledge of the Word of God and a gift of communicating God's truth to others.

Seminary training or advanced degrees are recommended but not essential. How a candidate's biblical knowledge has become part of his life and his life's message will be explored. Candidates will need to provide access to previous messages that demonstrate:

- Exegetical and homiletical skills that effectively communicate and apply the Scriptures.
- Communicating the Scriptures in a relevant way to a broad range of age groups and cultures.
- Expository and topical teaching.

➤ OTHER CONSIDERATIONS

OUR CULTURE IS BUILT AROUND FELLOWSHIP WITH JESUS CHRIST AND WITH ONE ANOTHER RATHER THAN ON PERSONALITY.

At RBC we highly value the Scriptures and desire them to be taught in a thoughtful and relevant way. A distinctive of RBC is that we hold a strong local as well as global missional mindset. It is our desire that the Teaching Pastor share our convictions regarding missions.



EXPERIENCE

We desire not merely a teacher, but a shepherd.

Prior work experience of at least 10 years in ministry and/or business required. Applicants should have experience in leading others, whether employees or volunteers, as well as discipleship and evangelism history. Knowledge and experience should translate into a shepherd's heart toward the people that God has placed under his care.



SKILLS

We practice a team-based ministry approach.

- Teaching and communication skills
- Shepherding skills (listening, discernment, care)
- Relational skills, ability to relate with ease to a wide spectrum of people



LIFE STAGE

We always seek to stand firm on God's truth, and speak it in love.

While generally desiring someone between the ages of 35-50, married with children, other candidates will be given serious consideration. We value a pastor who can speak from life experiences—both in success and failure—to communicate the power of the gospel.

**“OPEN MY EYES, THAT I MAY BEHOLD
WONDROUS THINGS OUT OF YOUR LAW.”**
PSALM 119:18

› NEXT STEPS

**Are you ready to take
the next steps, by prayer
and faith?**

› CONTACT

BRUCE DINGMAN, PRESIDENT

The Dingman Company
bruce@dingman.com
818-378-7755



➤ SEARCH & SELECTION

The Reston Bible Church Elder Board is charged with vetting candidates for the position and is assisted by Bruce Dingman, Dingman Company President. The Dingman Company will explore a broad network to suggest potential candidates. This thorough search will include consideration of many names and subsequent review of resumes. Sermons from potential candidates will be reviewed by members of the Elders. When appropriate, candidates will be asked to provide a thorough resume, respond to a questionnaire, and to participate in a recorded video interview. Those holding the most promise will then be interviewed in person. Next, references and backgrounds will be checked, degrees will be verified, and an extensive candidate profile will be prepared by the Dingman Company for the RBC Elder Board.

The Elders will initially interview the top four candidates. When a preferred candidate is identified, the candidate and spouse will participate in a final interview, as well as meet the RBC staff and leadership team. Candidates may also be asked to give a message before the whole congregation prior to a final decision being made.

The Dingman Company, Inc. is a retained executive search firm devoted exclusively to serving clients in matters of executive selection. While some of our assignments are in the corporate sector, due to our faith, we primarily serve nonprofit organizations which are followers of Jesus Christ. As a faith-based religious institution our client complies with all applicable laws pertaining to nondiscrimination on the basis of race, color, national origin, sex, age, disability, and any other applicable legally protected category. As a religious institution, our client has the right to, and does, require that its employees hold beliefs consistent with its Statement of Faith and conduct themselves in a manner consistent with its religious beliefs.





RESTON BIBLE CHURCH

CONTACT US IF YOU HAVE ANY QUESTIONS

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