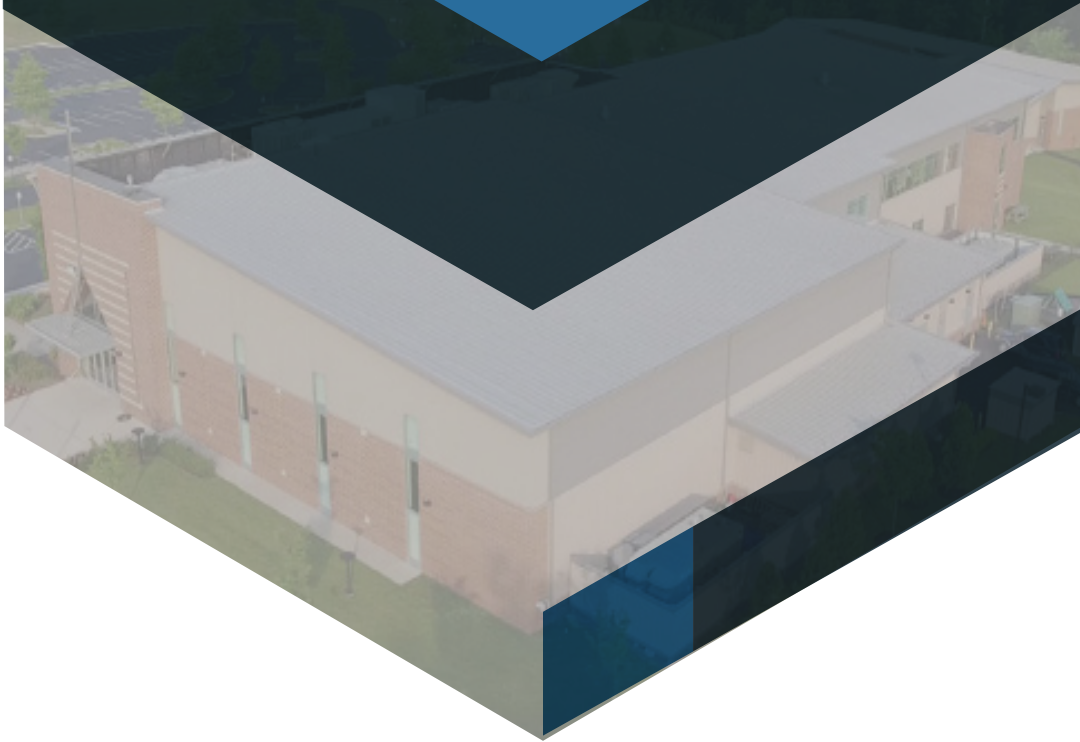


RESTON BIBLE CHURCH

# OPPORTUNITY **PROFILE**



## **FELLOWSHIP GROUPS PASTOR** CANDIDATE INFORMATION PACKET

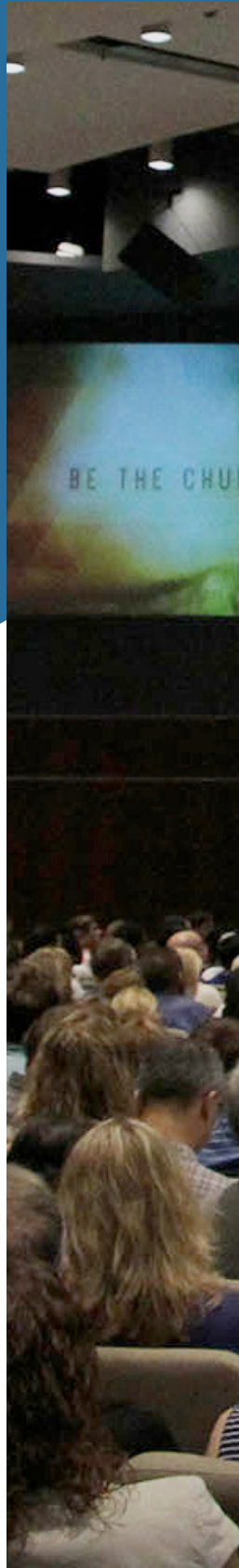
[www.restonbible.org](http://www.restonbible.org)

## ➤ 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 UNIQUE POSITION

**Reston Bible Church is seeking the Lord's man to fulfill the role of Fellowship Groups Pastor on our pastoral staff team. This role is very unique in that it has the potential to dynamically shift within the next 6-10 years from the Fellowship Groups Pastor to the Senior Teaching Pastor role.**

The pastor hired for this position would spend the initial years primarily overseeing the duties described within this Opportunity Profile. In addition to overseeing our fellowship group ministries, this would include weekly opportunities to teach the Word at our young adults gathering, with a current attendance of between 50 and 60. Periodically teaching at main services and other ministry avenues would also be part of this role. The initial years would allow time where he can settle into ministry at RBC and grow in his skills and gifting while being trained/disciplined by our current Senior Teaching Pastor and other pastoral staff. Our hope is that the Fellowship Groups Pastor eventually be installed as the Senior Teaching Pastor. While the timeline may vary, this summarizes the elders' desire for this role and will be discussed further during the application process.





## ► 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.



## A BRIEF HISTORY

RBC is a non-denominational church, founded by our Teaching Pastor Emeritus, 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.



## FROM OUR TEACHING PASTOR

Jim Supp is the Senior Teaching Pastor at Reston Bible Church. He has been in full-time ministry since 1997. Jim's ministry experience involves small group ministry, overseeing marriage and family ministry, and being a campus pastor for a satellite campus in a multi-site church. Married to his wife for over 22 years, they have a daughter, Natalie, who is in college, and a son, Adam, who is in high school.

*From Pastor Jim: My vision for the Fellowship Groups Pastor and potential successor to the Senior Teaching Pastor involves the ability to develop and oversee leaders in small group ministry, with giftedness in communication in front of larger groups. The ability to recruit new leaders and develop new groups, as well as effectively working at leader retention is essential. Regarding the teaching position, the capacity to develop and deliver effective sermons that are well-received by the congregation is very important. A humble spirit and willingness to receive constructive feedback is critical.*



# ► 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 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*



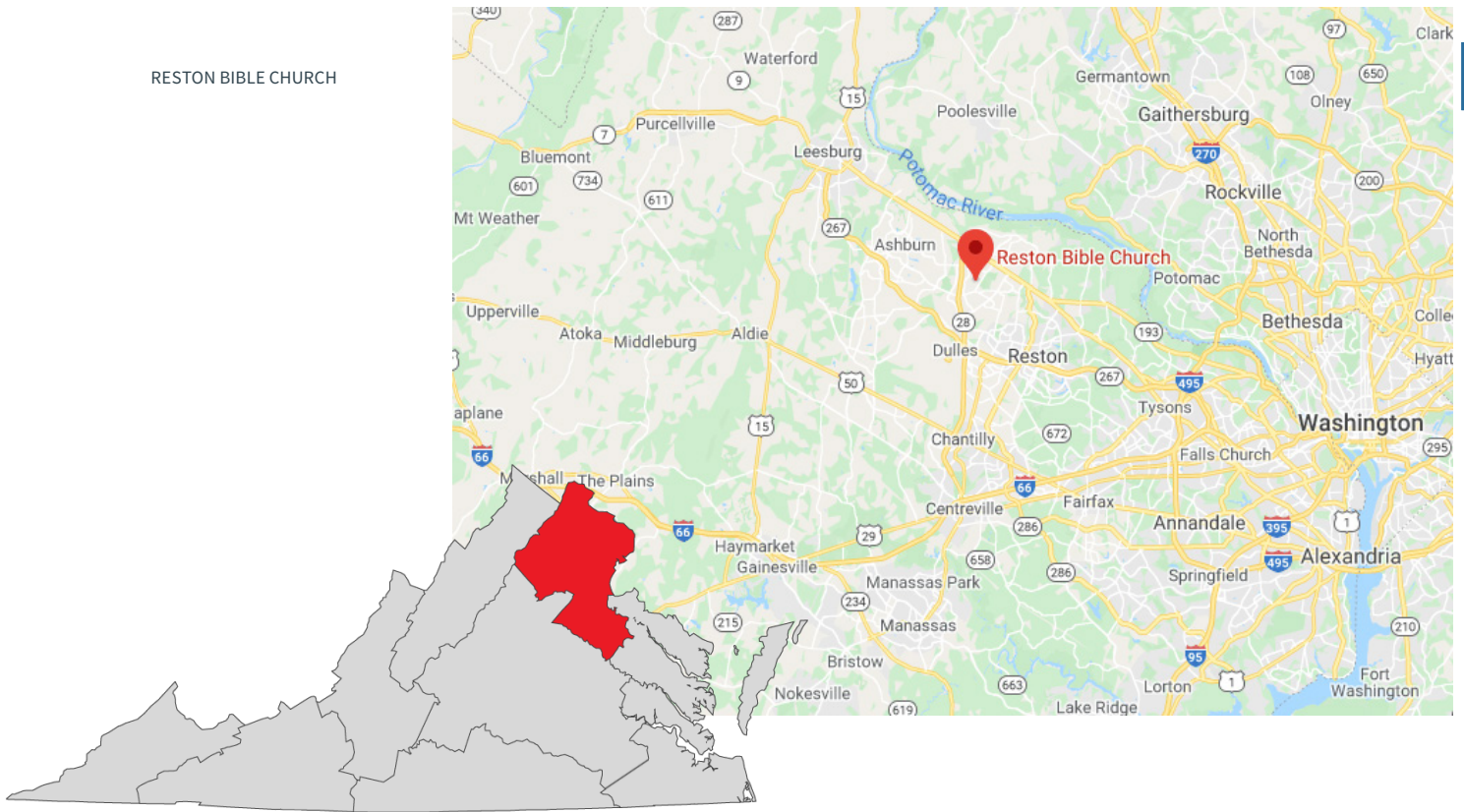
RESTON BIBLE CHURCH

## › 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**

# ➤ POSITION DESCRIPTION

*Reston Bible Church seeks a Pastor of Fellowship Groups to oversee and lead the church's small group and community-building ministry. It is the intention and hope that the next Pastor of Fellowship Groups will become the next Senior Teaching Pastor in 8-10 years.*

Our founding pastor, Mike Minter, recently retired after 47 years of ministry. Our existing Pastor of Fellowship Groups, Jim Supp, has been named the new Senior Teaching Pastor. Jim is expected to fulfill that role for the next 8-10 years.

RBC's existing leadership is committed to the growth and development of the candidate eventually taking on the Senior Teaching Pastor role. Consequently, this role involves preaching. Depending on the level of experience, this candidate will be initially preaching several times a year with more preaching opportunities as the years unfold.

At a minimum, the candidate must personally affirm the RBC doctrinal statement of beliefs (see Page 9). 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.

## FOCUS AREAS

The Fellowship Groups Pastor role requires the following three focus areas:

1. Leading the people of RBC into active participation in authentic Christian community: RBC's small group ministry, operating under the name Shepherd Groups, began nearly 10 years ago, and today, more than 700 RBC attendees (~35% of adults in the church) belong to one of 60 groups. These small groups, each under the leadership of a Shepherd Group leader, meet regularly for fellowship, to know Christ, and make Him known by loving each other in authentic Christian community.
2. Additionally, there are other ministries within the church that seek to develop and sustain authentic Christian relationships as part of their individual missions. The Pastor of Fellowship Groups will be asked to oversee, sustain, grow, and integrate the fellowship-focused ministries within the church so that all attendees at RBC have the opportunity to be active participants in Bible-based, authentic Christian community.
3. Teaching and leading the ministry of Young Adults between the ages of twenties to thirties through relevant teaching, discussion and community.



## KEY DUTIES *This role will require the selected candidate to:*

- Sustain, develop, train and grow the fellowship ministry (including Shepherd Groups, young adult groups, and other fellowship -based ministries) so that all RBC attendees can be active participants in authentic Christian community
- Ensure Fellowship Group leaders function as under-shepherds (under the authority of the Elder Council) as an extension of the pastoral care of the Elders to the entire church
- Ensure good communication (through the above operating model) that promotes and enables effective church-wide communication
- Lead and oversee more than 60 Shepherd Group leaders—including leadership development (e.g. recruiting, coaching, support, apprenticeships) and leader support (e.g. check-ins, leader all-hands, Leader Huddles, leader support networks, etc)
- Develop and maintain relationships with fellowship ministry leaders (including Shepherd Group leaders and other fellowship-based ministry leaders) on a regular basis to know them and be known by them
- Equip, encourage, and strengthen the fellowship leaders to thrive in their role of a biblical servant leader as they equip, encourage and strengthen members in their relationships with God and to one another
- Resolve issues that arise within fellowship ministry groups (through leader counseling, pairing leaders with leaders, direct intervention, or partnerships with other pastoral staff or lay leaders)
- Administer the fellowship ministry (including Shepherd Groups, young adult groups and other fellowship-based ministries) through managing the intake and placement processes for new attendees—as well as the capture and analysis of information to obtain insights into the effectiveness of strategies for increasing community development and engagement
- Promote the fellowship ministry to RBC attendees who are not participating in authentic Christian community (through deployment of fellowship leaders, calls from the pulpit, individual conversations, collaboration with other ministry leaders, online communications, etc.)
- Develop annual budget for with the Executive Pastor for Elder Council approval and manage allocated resources wisely
- Meet Monthly and ad hoc with Executive Pastor to report on the progress, health and needs of the ministry
- Provide ministry updates to the Elder Council on an annual and ad hoc basis as requested
- Conduct an annual review of the effectiveness of events, training, and initiatives
- Work with the pastoral team to integrate the direction of each ministry under a common vision and develop opportunities for cross-ministry alignment (so each is supporting the others)
- Work with the Pastor of Teaching to encourage fellowship groups at RBC to participate in Jesus' Great Commission
- Work with the Pastor of Global Missions to encourage fellowship groups to participate in RBC's global missions' emphasis
- Lead or attend weekly Shepherd Group

# QUALIFICATIONS

## CHARACTER & ABILITIES

- Elder-qualified character in personal and home life (Titus 1:6-9, 1 Timothy 3:1-7)
- Meets the biblical qualifications for elder/overseer
- Humble, transparent, 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
- Experience in providing pastoral care to church members by leading a small group (and preferably in leading leaders of small groups or teams)
- Communication skills in teaching
- Able to articulate a clear, Biblical theology of Christian community
- Ordained as a pastor or willing to pursue ordination within two years.
- History of a consistent life of prayer.
- Demonstrated a heart for the Lord and for His people
- Demonstrated strong verbal and written communication skills
- Demonstrated consistent servant-leadership in church and at home



## EDUCATION

*We are looking for a man with good knowledge of the Word of God and a gift of communicating God's truth to others in clear and relational ways.*

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 should have experience leading small groups and teaching from the Scriptures. Candidates should be prepared to provide access to previous sermons and messages.



## 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. We desire to cultivate and maintain an atmosphere of collaboration and collegiality as we gather, grow, give and go all to the glory of God. The ability to work in a team-based environment is essential.*



### EXPERIENCE

**Knowledge & experience with a shepherd's heart**

Candidates should have experience leading small groups. 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

**Teaching & communication in relational contexts**

- Teaching and communication skills
- Collaborative, team-based environment
- Shepherding skills (listening, discernment, care & counsel)
- Relational skills, ability to relate with ease to a wide spectrum of people, strong in relationship-building



### LIFE STAGE

**Speaking God's truth in love from real-life experience**

While generally desiring someone between the ages of 30-40, 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?**

**Interested candidates should submit a resume, references, and a statement of interest in the position (500 words or less) to Bruce Dingman at [bruce@dingman.com](mailto:bruce@dingman.com).**

## » CONTACT

### **BRUCE DINGMAN, PRESIDENT**

The Dingman Company  
[bruce@dingman.com](mailto: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. When appropriate, candidates may 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**

**BRUCE DINGMAN, PRESIDENT**

The Dingman Company

[bruce@dingman.com](mailto:bruce@dingman.com)

818-378-7755