

Stanwich Congregational Church

Senior Pastor Position Description

Stanwich Congregational Church is a nondenominational church that draws worshipers from Fairfield County, Connecticut, Westchester County, New York and beyond, and has worship locations in Greenwich and Stamford, Connecticut. Stanwich has approximately 450 members and average weekly worship attendance of more than 400. Stanwich is blessed with numerous local, national, and international mission partners and projects. We are a Christ-centered, Bible-based, theologically orthodox worshipping community, depending on the Holy Spirit. We seek *“To know Christ and Make Him Known.”* Our covenant and more details about Stanwich Church can be found in Attachment 1 – Stanwich Church Mission, Vision, and Values.

The selection of a new Senior Pastor is a critical step in fulfilling God’s plan for Stanwich. We believe that Stanwich is being called to do more in discipleship, radical generosity, and servanthood. We see exciting opportunities to share the Gospel with the unchurched and serve our neighbors here and abroad in new and powerful ways through a missionally engaged church body. Initiatives during the next phase of Stanwich’s rich history might include additional investment in missions, training programs for young pastors, dissemination of Stanwich curricula, videos, podcasts and other content to a broader audience, and expansion to a third campus.

Position Summary:

The Senior Pastor is the spiritual leader of Stanwich Church and will promote a sincere love of Jesus Christ through his or her authentic and mature faith and steadfast commitment to worship, the Word, and prayer. We expect that the Senior Pastor will lead by the Holy Spirit’s power and authority. The Senior Pastor will shepherd the church by leading, modeling and relating. He or she will preach, teach, disciple and care for the flock under the guidance of the Holy Spirit, be an example to the congregation in devotion to Christ and His Kingdom, and encourage God’s love in all relationships.

Prior Experience:

The qualified candidate has respected experience either as a Senior Pastor or as an Associate Pastor with substantial leadership responsibilities. Ordination and Master of Divinity or equivalent training are required.

The ideal candidate also has experience with many of the ministries that are important to the heart of Stanwich Church, including: ministry to an affluent but diverse community; local outreach and evangelism; small group leadership; mentoring; leadership development; family and youth ministry; and world, national and local missions and service. Experience with both traditional and emerging forms of worship is also desired.

Primary Ministry Responsibilities:

Preaching and Teaching

- Overseeing the spiritual growth and development of the congregation
- Leading Sunday morning worship services and preaching inspired, Biblical and relevant messages approximately 40 Sundays a year
- Teaching insightful and challenging studies, classes and seminars

Leading

- Setting a healthy spiritual climate for the church and its ministries
- Working for the salvation of those who do not yet know Christ
- Developing, discipling and mentoring other pastoral staff and lay leaders
- Communicating clear Biblical vision and leading the church to fulfill the Great Commission
- Building up and equipping the body with the ministries of apostles, prophets, evangelists, pastors, and teachers

Modeling

- Modeling a lifestyle of Godliness, integrity, and love
- Modeling a lifestyle of personal evangelism and discipleship
- Promoting a congregational heart for world missions and local community service
- Establishing and maintaining a respected presence in the community without political bias or agenda

Relating

- Overseeing the care and shepherding of the congregation
- Maintaining close connection with and availability to the congregation
- Overseeing Associate Pastors and church staff
- Providing guidance to the Missions Committee and other church committees

Additional Responsibilities:

- Officiate over rites of passage and sacraments with other pastors and staff members
- Lead weekly staff meetings and act in an ex officio capacity at monthly Board of Elders meetings
- Pursue ongoing personal and profession development through such means as reading, classes, conferences and sabbatical study
- Meet periodically with a mentor, spiritual director and/or accountability partner

Competence Required:

Preaching and Teaching

The Senior Pastor is first and foremost a leader in worship, though that leadership is carried out in full submission to the ultimate leader and Chief Shepherd, Jesus Christ, and in partnership with the Holy Spirit, who guides and directs. Of particular importance (1 Tim 5:17), the Senior Pastor will lead from the pulpit and in other forums, striving to preach and teach "not with wise and persuasive words, but with a demonstration of the Spirit's power, so that [our] faith might not rest on men's wisdom, but on God's power" (1 Cor 2:4-5).

Leading

The Senior Pastor will also lead by developing others, aiming "to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ" (Eph 4:12-13). The Senior Pastor will lead by communicating clear, Biblical vision - knowing that "where there is no vision, the people perish" (Prov 29:18). He or she will understand and embrace the vision God has for Stanwich, building on the church's strengths and addressing its weaknesses.

Modeling

The Senior Pastor goes beyond the mere performance of duty — the Senior Pastor pursues a divine calling. As such, he or she lives an integrated life that reveals his or her personal and professional persona to be one and the same. That which the congregation expects on the job is also lived out off the job (1 Tim 4:11-16; 2 Tim 2:15). As a model, the Senior Pastor would be expected to have moral character, reputation, and maturity above reproach (1 Tim 3: 2-7). The Senior Pastor is known for his or her mission-minded priorities, disciple-making lifestyle, and Kingdom-building orientation (Matt 28:19, Acts 1:8). And though he or she values and affirms the traditions of the church, he or she is also forward thinking and willing to employ "new wineskins" for the sake of the Gospel (Matt 9:17).

Relating

The Senior Pastor is passionate about people and sees them as both created in the image and likeness of God and dearly loved by Him (Gen 1:26; Eph 5:1). The Senior Pastor is the "shepherd of God's flock that is under [his or her] care, serving as [an] overseer-not because [he or she] must, but because [he or she is] willing, as God wants [him or her] to be; not greedy for money, but eager to serve; not lording it over those entrusted to [him or her], but being [an] example to the flock" (1 Pet 5:2-3). The Senior Pastor leads a team of pastors that is "gentle among you, like a mother caring for her little children. [They] love you so much that [they are] delighted to share with you not only the gospel of God but [their lives] as well, because you have become so dear to [them].... [They] deal with each of you as a father deals with his own children, encouraging, comforting and urging you to live lives worthy of God, who calls you into his kingdom and glory". (1 Thess 2:7-8, 11-12).

Remuneration:

- Salary (dependent on experience and training)
- Housing (an on-campus parsonage is available)
- Weekly time off
- Insurance — life, health, disability
- Paid vacation and floating holidays
- Paid days for ministry retreats (staff and/or personal)
- Professional development allowance
- Ministry expense allowance

Reporting & Accountability:

Pursuant to our bylaws, the Senior Pastor is accountable to the Board of Elders. The Chair or Co-Chairs of the Board of Elders will review the Senior Pastor on an annual basis, after collecting staff input.

The ministry team includes Associate Pastors, an Executive Director who reports to the Senior Pastor, and other paid church staff. Associate Pastors are responsible to the Senior Pastor and perform such duties as may be assigned by the Senior Pastor in consultation with the Elders. The Senior Pastor is responsible for the hiring, termination, management, and direction of all paid church staff.

Attachment 1

Stanwich Church - Mission, Vision and Values

Mission:

Our mission is *"To Glorify God."* Embraced by His love we reflect His light in the world.

Vision:

Our vision is *"To Know Christ and Make Him Known."*

Values:

Theological Values:

- 1) The Word of God
- 2) The Holy Trinity
- 3) The Lordship of Jesus Christ
- 4) The Ministry of the Holy Spirit
- 5) The Human need for a Savior
- 6) The Church as God's Visible Presence in the World

Functional Core Values:

- 1) Worshipping God in all that we do.
- 2) Connecting with others through friendly welcome and deepening relationships.
- 3) Growing in God's grace as we are transformed to be more like Jesus.
- 4) Serving one another and our surrounding community.
- 5) Reaching beyond our social boundaries with the good news in deed and word.

Operational Values:

- 1) We are a Word and Sacrament church.
- 2) We are a praying church.
- 3) We are a church that strives for excellence and not performance.
- 4) We are a church that creates intentional spaces for inter-generational interaction and mentoring.
- 5) We are a church that actively looks to God as healer and restorer.

Mission: To glorify God by reflecting his light in this world.

1) Theological

Westminster Catechism: What is the chief end of human beings?

Our chief end is to glorify God and to enjoy him forever.

2) Biblical

“Arise, shine, for your light has come, and the glory of the LORD has risen upon you.”

(Is 60:1)

“Again Jesus spoke to them, saying, “I am the light of the world. Whoever follows me will not walk in darkness, but will have the light of life.” (John 8:12)

“You are the light of the world. Let your light shine before others, so that they may see your good works and give glory to your Father who is in heaven.” (Matt 5:14a,16)

“He is the radiance of the glory of God and the exact imprint of his nature, and he upholds the universe by the word of his power.” (Hebrews 1:3a)

“Now you are the body of Christ and individually members of it.” (1 Cor 12:27)

3) Stanwich History

“A light in the back country” since 1731.

Capital Campaign: Let the Light Shine

Vision: “To Know Christ and Make Him Known”

1) The Apostle Paul expressed this as his greatest desire:

“But whatever gain I had, I counted as loss for the sake of Christ. Indeed, I count everything as loss because of the surpassing worth of knowing Christ Jesus my Lord. For his sake I have suffered the loss of all things and count them as rubbish, in order that I may gain Christ and be found in him, not having a righteousness of my own that comes from the law, but that which comes through faith in Christ, the righteousness from

God that depends on faith--that I may know him and the power of his resurrection, and may share his sufferings, becoming like him in his death, that by any means possible I may attain the resurrection from the dead.” (Phil 3:7-11)

2) Growth in depth of character and breadth of impact.

Our vision statement expresses two areas of growth that we believe are important for all church bodies. The “know Christ” is reference to going deep with him in character development, involving spiritual maturity and emotional wholeness. This is not only a pursuit we want for each individual member of the body but also an expression of how we want to interact as a gathered community of Christ followers. We are growing deeper as a faith community. We will reflect the glory of God best as we grow in quality of relationships that shows we are truly the family of God.

“To make him known” is our outward focus to pass on the love of God that we have experienced to others. The commission that Jesus gave to his followers to be witnesses (Acts 1:8) with the intent of making disciples (Matt 28:18-20) compels us to live beyond our comfort boundaries to reflect God's glory (light) to a world that is in need.

God is most glorified when we are most satisfied with him, and out of that satisfaction we invite others into that same sense of original design through restored relationship with Him in Jesus Christ.

Values:

As a church we honor the Covenant of our founders (1874 Church Manual) which states that "accepting the Holy Scriptures as our rule of faith and practice ... we solemnly covenant and agree with each other to associate ourselves to be a church of our Lord Jesus Christ, as warranted by the Word of God." This means that we must take our values from the New Testament expression of the church. We have chosen the following functional, operational, and theological values rooted in the Holy Scriptures and expressed in our history. The forms of these various values will change, but the core functions, theological principles, and operational principles will not change.

Theological Values

Our theological values represent the core aspects of orthodox faith that have guided the church through the centuries, expressed in the great creeds of the church. The Apostle's Creed and the Covenant are our guiding documents. In an expression of the unity of the church in Jesus Christ, we choose to identify ourselves with five principal theological values.

1) The Word of God

The Holy Scriptures are our guide for all of life and activity of the church. We believe that the Bible is the living Word of God and our rule for faith and practice (2 Tim 3:16; Heb 4:12; 2 Peter 1:21).

2) The Holy Trinity

We believe that God is One, existing in three persons--Father, Son, and Holy Spirit (Matt 28:19; 1 Cor 12:4-7; 2 Cor 13:14; Eph 2:18).

3) The Lordship of Jesus Christ

We believe that Jesus is the head of the church (John 1:1-3; Phil 2:5-11; Col 1:15-20; 1 Cor 12:3).

4) The Ministry of the Holy Spirit

We believe that all spiritual fruitfulness is a result of the work of the Holy Spirit in our individual lives, the life of the church, and the life of our community. We choose to exercise church life and ministry in recognition of this dependence (Acts 1:8; Gal 6:22-23; 1 Cor 12, Eph 5:18).

5) The Human need for a Savior

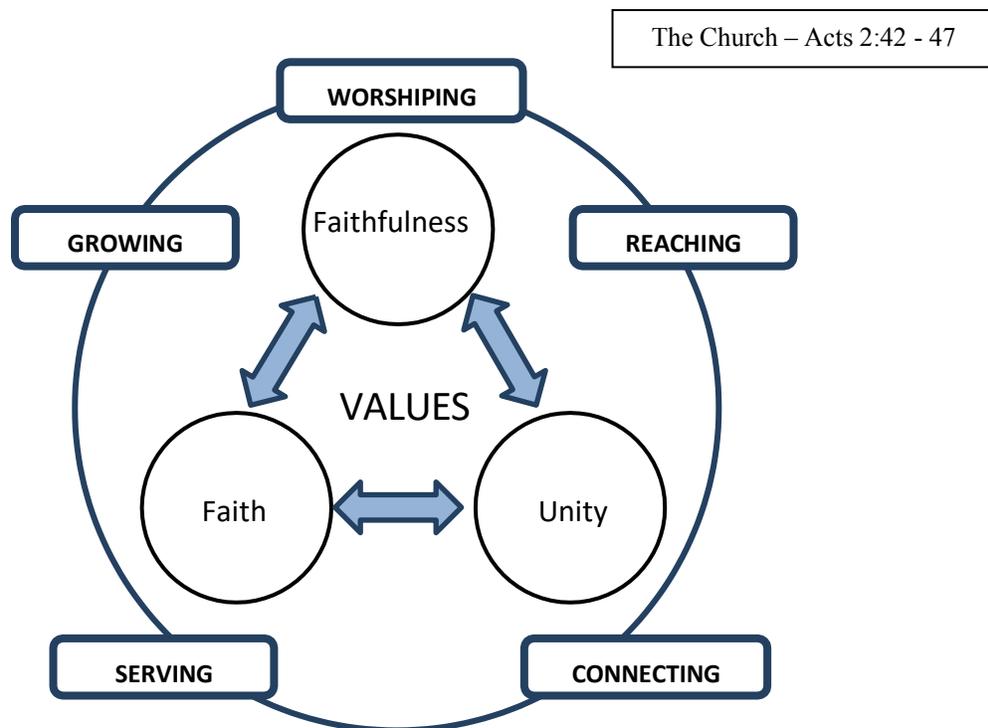
We believe that humans are born in rebellion to God due to a sin nature that has been our reality since the Fall. We believe that God is the first initiator in restoring that relationship through Jesus Christ (John 3:16; Rom 3:21-26, 5:8; 1 Pet 2:24; 1 Tim 2:5,6).

6) Church as God's Visible Presence in the World

The church is the body of Christ. God manifests Himself in multiple ways, but His primary instrument on earth is the church. We must live out our identity as the body of Christ by existing in light of our values, to be a reflection of His presence in this world (Matt 16:18; Eph 2:19-22, 3:20-21, 4:11-16; 1 Pet 2:9-11).

Functional Core Values

Our functional values flow from the model of the early church in Acts and the developed practice of the Stanwich community as we have grown over the past 50 years.



1) Worship: Worshiping God in all that we do

All of life is worship when lived fully before God. We glorify him in our everyday lives. However, the church serves a unique role in calling the Christ-followers together in an expression of worship-praise. We glorify God by knowing Him and making Him known in worship when we enter into worship with excellence and not as a performance. We desire that our worship is always God honoring (order, beauty, truth), Christ focused, and Spirit inspired. We recognize that this is best accomplished in culturally contextual forms and thus we shape our worship cultures to express the heart language of different people.

- 2) Fellowship: Connecting with others through friendly welcome and deepening relationships

Stanwich is built on a foundation of love, warmth, and acceptance of all. We desire to maintain a community presence that invites others in to find wholeness and healing. Our first calling is to love God and to express that love most clearly by loving others as ourselves. This expression of love goes beyond the initial touch of welcome and friendliness and is fostered through developing relationships. As we grow larger as a church, our desire is to grow smaller by creating multiple touch and connection points so that people might find a safe community. This principle is expressed in the many "one another" passages found throughout the New Testament.

- 3) Teaching: Growing in God's grace as we are transformed to be more like Jesus

Life is a journey. In the same way that we mature in physical stature and life development, we believe that we were designed to grow spiritually. Stanwich invites Christ followers to the challenge and privilege of being equipped to grow into their full identity in Christ. We believe people not only want to be accepted, they want to live out their God design and calling. One of our key tasks as church leadership is to facilitate that spiritual development. The apostle Paul expressed it clearly, "until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ" (Eph 4:13).

- 4) Service: Serving one another and our surrounding community

The model of ministry that Jesus modeled was one of servanthood. His call to the church as his body on earth is to operate in the same attitude and action. This is first expressed in how we care for one another in the body through carrying burden and availability in various practical means of service. This also is the foundational piece to our expressed love to the world beyond our church walls.

- 5) Evangelism: Reaching beyond our social boundaries with the good news in deed and word.

We believe that the love of Christ is compelling, and our desire is not to simply wait for people to discover His love within our walls. Our calling is to go out to the surrounding community with that love in word and deed. Since Jesus has given a call to be

witnesses to the ends of the earth, we believe that our calling is to begin in our own backyard but to press out to other areas of this world (Acts 1:8). We recognize that we are extremely blessed at Stanwich, in all areas of life; thus our calling is that of our father Abraham, "blessed to be a blessing" (Genesis 12:1-3). We want to maximize our blessing to bless the world.

Operational Values

Our operational values express some of the underlying principles to live out our vision statement through the above New Testament functions.

1) We are a Word and Sacrament church.

Our guide is the Word of God. We respond to the Word and invite the Holy Spirit to empower us to live that Word through the Sacraments. Another expression of this reality is that we see ourselves living out the ancient church tradition of word and power. We are founded on the Word and empowered and guided by the Holy Spirit to live out that Word. Both of these realities show our utter dependence on God.

2) We are a praying church.

We are called to partner with God in living out His design for the church. We recognize that we may work hard, but it is always God who brings fruitfulness (John 15:1-8; 1 Cor 3:5-9). This means that we seek God's way in prayer before taking action and we give Him thanksgiving for every good work that flows from our body.

3) We are a church striving for excellence and not performance.

God is a God of order. We see His glory reflected in beauty, goodness, and truth. Thus, we reflect His glory when we do things well and with excellence. Thus, we will develop and use our callings, gifts, and talents with a sense of stewardship before God. However, it is not with the goal of perfection or performance. We do not serve toward the praise of humans but to reflect God's design through us.

- 4) We are a church seeking to create intentional spaces for inter-generational interaction and mentoring.

Our desire is to represent the earliest expression of Christian faith, which saw all people, regardless of standing in life, as united in Christ. With the fragmentation of society in our culture, especially between ages, we want to be intentional in programming and atmosphere to encourage cross-generational interaction.

- 5) We are a church that actively looks to God as healer and restorer.

We believe that God expresses dignity over all people by accepting in grace. We also believe that He is a God of restoration and renewal. We believe that it is the calling of the church to stand with those in need of healing--physically, emotionally, spiritually, and socially.

THE COVENANT

Stanwich Congregational Church

Acknowledging Jesus Christ to be our Savior and Lord, and accepting the Holy Scriptures as our rule of faith and practice, and recognizing the privilege and duty of uniting ourselves for Christian fellowship, the enjoyment of Christian ordinances, the public worship of God, and the advancement of His Kingdom in this world, we do now, in the sight of God and invoking His blessing, solemnly covenant and agree with each other to associate ourselves to be a church of our Lord Jesus Christ, as warranted by the Word of God.

We agree to maintain the institutions of the Gospel, to submit ourselves to the orderly administration of the affairs of the church and to walk together in brotherly love.

And this we do depending upon the aid of our heavenly Father, Who so loved the world that He gave His only begotten Son for our salvation, and of Jesus Christ Who hath redeemed us with His blood, and of the Holy Spirit our Comforter and Guide.