

Renew Community Church

Job Description: Lead Pastor

Location: Cabot, Arkansas (Little Rock Suburb) / & On-Line campus reaching globally

Denomination: Non-Denominational/Independent Christian

Weekly Attendance: Highly variable in 2021 / Previously 100-1000

Job Descriptions are boring and predictable...but we have done our best to make this one actually worth reading!

Renew is looking for a **Lead/Senior Pastor** to lead this 10-year-old church plant into the next season of ministry, growth, and overall raiding the gates of hell! Renew's **Mission** is 'Renew in 3D' – that is Discover God, Develop Relationship, and Deploy to the world. Within those 3 missional directives, you obviously find the Greatest Commandment, the New Commandment, the 2nd Greatest Commandment and more.

Renew is an Independent Christian Church that has the Restoration Movement in its DNA. Spencer Dunlap, his wife Jennifer, and two kids (now both grown) planted Renew as a "parachute-drop" church plant (meaning they knew no one) in 2011, and it has been an amazing story of God's provision, blessings, and growth, with no scandals! In today's church era, we think that's important to say. Spencer is in a sense "retiring" from pulpit ministry, but plans to stay on the Shepherding team, and make room for a new man to take the reins, and through the Holy Spirit, take new ground for the Kingdom!

VISION (Long-Term Desired Change):

From the inside out, Transforming the Heart, Soul, Mind, and Strength (the complete person – how we feel, think, value, function) by restoring, regenerating, and RENEWing thousands and thousands in Central Arkansas and Beyond through the power of Christ. = ...right to the heart of Romans 12.

HOW HAVE WE DONE IT SO FAR?:

We: Preach, Teach, bring Healing, Mentoring, Coaching, Leading, Discipling to our community and beyond as Jesus did (Matthew 4:23-24ff), with a Biblically focused, contemporary look & feel (contextualization), through:

missional (seek & save), attractional (authentic and loving), and incarnational (hands and feet of Jesus) ministry.

WHY IS ALL OF THIS SO IMPORTANT?

"Salvation Hangs in the Balance" for countless people facing eternity without Christ. That MUST matter...not just the folks sitting inside the building.

WHO ARE WE LOOKING FOR?:

THINGS WE NEED TO SAY AND SET CLEAR EXPECTATIONS FOR...EVEN THOUGH MOST OF THIS WE SHOULDN'T HAVE TO SAY:

-A man who has made a personal commitment to the Lordship of Jesus Christ, bearing obvious fruit of the Spirit, along with character, integrity, knowledge of God's Word, spiritual maturity, personal prayer, and spiritual leadership, allowing the Holy Spirit to actually direct him.

-A man who demonstrates the qualities of 2nd Timothy and Titus, all the time – not just “at church”. Consistency is key.

-A man who loves the mission and vision of Renew, with a desire to truly make Renew his family's church home. We are not interested in a “hired gun”, or a short-term player.

-We are looking for someone who is Biblically solid, who can teach the Bible as the authoritative Word of God to a varied audience, and help people actually apply it in their daily lives.

-We are looking for a man that is not scared to take over a solid and healthy 10-year-old church plant whose planter is still alive and an active part of the church.

-We are looking for a theologically conservative pastor, who understands Renew is not Gay-Affirming, but also is comfortable with homosexuals, adulterers, porn addicts, thieves, liars, tax cheats, etc. sitting in the audience. We have always believed the church should meet people where they are, but love them too much to let them stay where they are.

-We are looking for a man who understands and agrees that ministry is not just done in a church building, but instead, there is a ministry to the city who already looks to Renew for help. “If you build it (the building) they will come” is not enough. The church (people not the building) is to be led into the city with the perspective of serving and loving until we are asked why.

-We are looking for a man that does not use social media or the platform to stir up controversies and crap. Same goes for the Pastor's family. It's about Jesus. No Gossip. No Disunity. No petty fights.

-We are looking for a man that believes in and practices tithing.

-We are looking for a man who is willing to deal with issues (like abortion – we are 100% pro-life) but not get embroiled in who is running for President – Donkey or Elephant....Jesus is Always King.

-We are looking for a man that is happy we have an armed security team.

-We could totally have a conversation about Calvinism vs. Arminianism, and we will probably talk about it in an interview (a little), but ultimately, Calvin's Tulip does not work, and we are clear on the doctrine of Free-Will. Everyone is welcome, and everyone is free to choose that for themselves or not. We are looking for a man who “gets that”.

-We are looking for a conservative theologian. We aren't secretly Pentecostal or secretly Baptist. Everything we do is rooted in scripture. We don't speak in tongues (although some church-folk do – and if that's how they feel God works with them, then so be it, but not in the assembly. 1 Cor 14 is a great guide).

-We are looking for a man who is big on communion and big on baptism.

THINGS WE'D LOVE TO SEE:

-A Man with a sense of humor! Someone who is Stodgy, Boring, Secretly Angry with Christianity or “Soul-Sick” folks, & loves to wear a suit on Sunday is just not going to work.

-We love the DISC analysis – and a man who has a “high-I” with a combo of other things will be most at home. If you are not familiar with this, please do so if you plan to apply.

-A Master's Degree in Ministry/Divinity would be great; but we are not looking for someone who thinks he is smarter than God, or who needs to prove to anyone/everyone how smart he is – although smart is really good. If you have a PhD, that's great, too...as long as you understand we aren't teaching seminary classes on Sunday.

-A man who is not offended when people call him by his first name, rather than a title. Although if

people recognize you by title, that's great, too.

-A Man who loves the church (universal) but also loves his family, and believes he should not "save the world" at the risk of losing his family. We want to see your whole family in Heaven – don't neglect them...they are your primary ministry.

-A Man who knows how to take days off, and trusts that God can actually do what needs to be done when this man sleeps, eats dinner with his family, goes on vacation, and rests.

-A Man who values women:

--we are not hiring this man's wife, and there is no more expectation on her than any other member of Renew. No need to play the piano or lead the children's ministry. Ministry wives can actually be real people...the kids can be kids, too. No one expects them to be cherubs.

--we have a large female staff, and we can't have a guy that is thrown off by that or does not value that. If you are intimidated by strong female leaders, this isn't the place for you.

-A man who is a team player, and seeks input and advice from co-laborers in the harvest, mentors, shepherds, and other spiritually mature leaders. In an interview, we will ask you to tell us about your mentors.

-A man who knows who he is in Christ, and does not need the affirmation of people to understand his worth. If you are insecure in who you are, you will have a hard time here. God is your daddy, not the shepherds and not the staff.

JOB DUTIES:

-Preach approximately 3 times per month – more specifically, 34-38 weekends a year, but no more than 38! Guys that think they need to preach 52 weeks (or close to it) are either control freaks or afraid someone else might be better. We want you to be secure and comfortable listening to another man on the platform. BTW: It's never going to be "your platform" ...Jesus is still the head of this church.

-Preaching needs to NOT be a Sunday school or seminary class (using Greek and Hebrew are great IF it actually adds something – don't use them to show off), it needs to be deep and relevant, and give the people something to actually "do" with the message when they leave. Listen to a few sermons from Spencer, and you will see what we're talking about.

-on non-preaching weeks, we want this leader to engage with people, take them out to coffee, invest in leaders, work on special projects, etc.

-Focus on the ministry of the Word and Prayer, but also take out the trash and mop floors when needed.

-A Pastor at Renew is a Shepherd, so shepherding the flock is essential.

-One word our leadership team likes for Shepherd is Guardian. You will be a Guardian of Doctrine and the People.

-You need to be comfortable with confrontation. If something needs to be dealt with within the church, you must speak the truth in love, and take action in love.

-you will be responsible for "connection classes" (like membership classes – although most churches take a non-Biblical approach to "membership" – make sure we talk about that – we are "a Body", not a country-club).

-You will meet with the staff when it is necessary; understanding that we all value family and will schedule things at reasonable times and in reasonable conditions.

-You will be the primary mouth-piece of Renew, standing firmly by the mission, vision, and decisions that define us at Renew and in the city. If you can't, this role is not for you.

-You will be expected to help make hard decisions and financial decisions within the team.

- Lead the staff, but hiring and firing need to be done with the Shepherds, and in some cases (depending on who) the staff.
- Don't get stuck in "committees" – "A Committee is a group of the unqualified who meet to try to decide how to get the unwilling motivated to do the unnecessary"! Leaders Lead! Be a team player & team builder! Delegate and Entrust – those are different things...knowing the difference is key!
- Be a leader on social media while using the tools of social media to make the greatest Kingdom Impact (not political impact) possible.
- Be YOU. You do not need to become Spencer. You do not need to "fit in his shoes". Bring your own shoes...as long as your shoes don't include hatred for Star Wars (that's a joke....probably).

BENEFITS:

- You never have to wear a tie unless it is at a funeral or wedding, and it's expected of you.
- You can make your own hours as long as you are getting things done and moving forward. If you work best in an office, that's great. If you work best on your couch, that too is great. Our staff is not, and never has been, expected to be in the office 8-5....ever. It is always good for you to be there some. Remember, your first ministry is to your family...so raise your kids (or grandkids) and be a husband to your wife...and then be a great Pastor! If your family is falling apart, or your family has to "fake it to make it", you cannot lead Christ's church well.
- You have a seasoned Teaching/Preaching team you get to work with!
- The Shepherding team WILL NOT MICRO-MANAGE you on every decision you make. BUT we don't like to be surprised. Open Communication is key – but you will be the vision caster...we just want to know what you are seeing before the church does!
- You will have an amazing, brilliant, and mature staff team from day 1.
- You can take "vacation" as needed (within reason).
- You can take short sabbaticals when needed (within reason).
- Health insurance is provided to the employee at 100%, and the family can be added at the Employee's cost. Dental and Vision are available at your cost.
- We are working on a retirement matching plan, but it isn't in place at the time of this writing.
- Pay is commensurate with experience and fit. We'd like to know where you've been; however, we also know that your compensation cannot always be based on what you made before. We won't ever be the first one to shout out a number...we will want you to evaluate everything in these pages as you consider what kind of pay works for your family. Housing allowance can be figured in.

Interested?

DON'T SEND A RESUME (yet).

First, send us an email (hire@renewcabot.org) and answer these 3 questions:

- 1) Who are you (not what do you do)? Don't be wordy, this isn't a sales pitch, just tell us who you are.
- 2) What about the job description made you excited/interested in Renew? Be honest...no flattery needed.
- 3) Why are you looking for a new thing?