



**HARVEST
BIBLE
CHAPEL**
WINSTON-SALEM

Pastor Search Summary May 2016

Pastor Search

Areas of Focus

May 2016

Following is information that may be helpful for prospective candidates as our fellowship moves forward to find who God has called as the next Senior Pastor at Harvest Bible Chapel Winston Salem.

History of Salem Chapel / Harvest Bible Chapel - Winston Salem, NC and Appeal to our Next Pastor

Salem Chapel grew out of a group of families who met regularly on Saturday nights. After a period of growth of attendees at the study, the leaders sensed God's leading to become a church. Salem Chapel began its first public services in the fall of 2004 at Thomas Jefferson Middle School in Winston-Salem, NC. A new Bible-centered, community church was formed. Some of the first members came from Harvest in Chicago Illinois, moving their families specifically to be part of the church plant.

The initial Senior Pastor was Josh Lindstrom. A Canadian, he moved his family to Winston Salem after having served as a youth pastor for eight years, first at North Park Community Church in London, Ontario and then at Harvest Bible Chapel in Rolling Meadows, Illinois. Under Josh's leadership, strong Scriptural teaching, and dynamic worship, Salem grew rapidly to almost 900 in attendance.

In October 2014, Josh accepted another call to move his family to Woodman Valley Chapel, a multi-site large growing church in Colorado Springs, Colorado.

During that season of transition, the elders sensed God leading the church to join with a larger community of churches for support and great ministry impact, both locally and in mission to plant churches worldwide. The natural place to look was the Harvest Bible Fellowship. Much of who we were and the way we operated was shaped by Harvest. We felt since the core values and foundation was built on the same principals, we relaunched with a new name that identified us with this new relationship in the fall of 2015. We at Harvest WS are committed to this fellowship, and we have found the network to be invaluable to us.

In the fall of 2015, the first Senior Pastor called from another Harvest Bible Chapel proved not to be a good fit for the church. After a few months, the elders decided in early January 2016 that a mistake had been made. The consequences were difficult for our former pastor's family and for our church. We have asked for forgiveness both from the congregation and all those affected.

While this was a difficult transition, we find ourselves with a core group of motivated believers hungry for leadership and direction.

We have spent several months seeking the Lord in prayer and fasting as we desire to know the direction He would have us lead this body going forward. As we ask God to bless this process we are totally aware that as individual leaders we are flawed. We have been humbled of late by our errors. We want to be teachable. Yet we are still seeing God move in mighty ways, despite our frailties. Ministry has not stopped. Our existing staff and membership have been excellent in doing ministry well and committed to the best for our people and our mission.

As potential candidates for the Senior Pastor role we considered two experienced pastors on our existing staff. There was a consensus among the elders that we were not led to call either of these men. Both wanted the opportunity, but they respect the Elders' decision. Our Pastor of Life Group Ministry and Soul Care was called last year from his role as the Senior Pastor of another Harvest Bible Chapel. He has been welcomed warmly and positively by our congregation and staff and has proven his heart to serve our people during this difficult time. He has agreed to stay with our church in his current role. Our Pastor of Outreach has a 10 year history with us. He has desired for some years to be a Senior Pastor, and has expressed a calling to launch a new church through the Harvest Network. He graciously put these plans on hold for the last two years while the church was in transition. With Harvest Winston's blessing he will move forward with these plans, attending Harvest University in the fall of 2016 and launching in 2017. This new church (hopefully in the nearby geographic area, potentially Charlotte or Asheville) will have financial, people, and prayer support from our church.

In the future we believe that God has great things planned through Harvest Chapel Winston Salem; that the lost will continue to be saved and disciples will continue to be nurtured. We believe you (because you are reading this) are searching to see what direction God may be calling you. We have a very positive story to tell of the last 12 years at Salem Chapel/ Harvest Bible Chapel. We have a committed loving church who are interested in what is next.

By God's grace we seek to worship Christ, walk with Christ, and work for Christ together. Our hope is to see more and more people make commitments to follow Jesus and grow in their personal relationship with God as we reach our communities and Winston-Salem with the love of Christ. We would love to see you consider to lead us in this effort.

Purpose of the Church

The church exists to glorify God through the fulfillment of the Great Commission (Matthew 28:19-20) in the spirit of the Great Commandment (Matthew 22:37-39). The commission is fulfilled as disciples of Jesus Christ are made and grow in their relationship with Him. God is glorified as we manifest His presence as we do His work (2 Timothy 2:2; 1 Corinthians 10:31).

Core Values

As becoming part of the Harvest Bible Fellowship, the following core values or “pillars” were affirmed as the priorities for this ministry.

1. Unapologetic Preaching - 2 Timothy 4:2
2. Unashamed Adoration - John 4:24
3. Unceasing Prayer - Ephesians 6:18
4. Unafraid Witness - Ephesians 6:19-20

These values (though slightly restated) have been core to the ministry since the formative years at Salem Chapel. In spirit with our earlier value statement we would add that all of these values are without merit if we do not love well.

Qualities of a Disciple

We believe that every believer should be growing to be more like Jesus. Each believer should be exhibiting growth in the four qualities below:

- Know - Knows Christ by experiencing God through Biblical teaching and worship.
- Grow - Grows in Christ through personal study and application of Biblical truth.
- Share - Shares Christ in Biblical community and shares the gospel with the lost.
- Serve - Serves Christ by faithfully shouldering the load of kingdom ministry.

These qualities are not linear. For example, a believer does not achieve perfection in one area and then move on, but is continually allowing God to grow them in each of those areas.

Doctrinal Positions

Our Beliefs are based on our understanding of God's Word. We hold firmly to what the Bible says, but allow freedom when the Bible allows freedom. We hold that certain beliefs are foundational to the Christian faith. We understand other Biblical issues may be left open to different interpretations. The Principles of Doctrine, Government, and Practice are attached. We believe that there is a mystery in the faith and that there are some issues we will not fully understand until we are "face to face" with God.

Our teaching addresses doctrinal issues as they arise in the systematic teaching of scripture, not through routine teaching on specific doctrinal issues.

Overview of Current Ministries

- Harvest Bible Chapel WS currently cares for around 450 to 500 people.
- Weekly we have averaged around 425 in creative worship and preaching of the word.
- The Life Group Ministry will end the year with approximately 16 groups and 200 adults.
- Historically many college students are attending Harvest Bible Chapel WS. Harvest Bible Chapel WS is approved as a campus ministry at Wake Forest.
- Middle school and High School Ministries are staffed with a team of volunteers and meets weekly in the church office.
- The Harvest Kids Ministry utilizes the Gospel Project Curriculum and serves 5 classes per service infant to Grade 5.
- Harvest Bible Chapel is a partner with the Harvest Network, a group of like-minded churches who share the same core values and mission. Five percent of our income goes to the network which has a goal to found 30 churches this fall.
- Plans are still being formulated, but Harvest Bible Chapel WS will partner with our Pastor of Outreach sent from the Harvest BCWS staff to launch a new church in the spring of 2017 possibly in North Carolina
- Harvest Bible Chapel WS currently has for many years a relationship with a care point in Swaziland.
- Harvest WS has also been for many years committed to outreach and missions efforts in the country of Estonia. We send a mission team annually to minister to youth there.

- The church's community outreach has grown over the last several years and is focused around Crash the Dash. This year approximately 200 will serve resulting in over 1500 man-hours of service to the community. We would desire to see this become a more year round ministry effort to our local community.
- Harvest WS has been meeting in a middle school since its inception. We have felt God leading us towards finding a more permanent meeting location in the not-to-distant future and for praying for God to provide in this area.

Key Qualities Desired In the Next Senior Pastor

- A growing vibrant relationship with God as evidenced in his history of spending appropriate time in personal development of his relationship with Jesus.
- A track record of effective strong biblical teaching.
- A visionary who is skilled in translating that vision into a strategic plan.
- A love for people that exhibits itself in communication of empathy and approachability to Harvest Bible Chapel WS attendees.
- A person who shows an interest and has a proven background in developing leaders at both a volunteer and staff level.
- An outward focused person who can lead the church in reaching the lost in our city as well as maintaining our focus in Estonia and Swaziland.
- An interest in church planting and supporting church plants.

Attachments

Job Description – Senior Pastor

Governance, Policy, & Practice

Elder Application

Working at Harvest Bible Chapel WS



Job Description Senior Pastor

1411 Plaza West Rd. Suite E
Winston-Salem, NC 27103
336-765-6460 HarvestWS.org

JOB DESCRIPTION

Senior Pastor

Reports To | Under the supervision of the Board of Elders

Position Summary

The Senior Pastor is responsible for the overall direction and operations of the church. He is responsible to lead the church in a way that fosters disciples of Jesus who demonstrate the four qualities of a disciple both here and abroad helping Harvest Bible Chapel WS fulfill the Great Commission.

The role of the Senior Pastor is complex. It is varied at times and changes depending on the needs of the congregation. His ministry requires time spent on several different areas of responsibility.

Roles and Responsibilities

Preaching Ministry

- Preaching God's Word on a weekly basis
- Seeking God's direction
- Planning an annual teaching calendar for review and approval by Elder Board
- Providing pastoral care and counseling to members of the congregation challenged by the teaching of God's Word

The Senior Pastor is charged with ensuring that the preaching and teaching of the church is in line with doctrine as stated in the ***Harvest Bible Chapel WS Doctrine, Government, and Practice*** document.

Currently the Senior Pastor is expected to preach approximately 75% of the weekends.

Discipleship and Leadership Development

- Develop disciples by routinely investing in the lives of men and women in the church
- Equip others as disciples to multiply their lives in the lives others
- Ensure that the church has an appropriate focus on equipping others with the tools necessary to help others
- Ensure that new leaders are being developed who have the character qualities and knowledge necessary to lead ministry

Management and Oversight of the Church

- Hire, train, manage, and dismiss (if necessary) church staff in consultation with the Elders
- Develop annual Ministry Action Plan and the budget of the church and get approval from the Elders
- Develop church staff and ensure they are appropriately nurtured and cared for
- Lead the church in global ministry

Qualifications

- Demonstrates a pattern of and commitment to personal spiritual growth through times of spiritual refreshment, reflection, solitude, prayer, and Bible study
- Meets Harvest Bible Chapel WS requirements for an elder
- Strongly prefer advanced degree from an accredited graduate school or Seminary
- Minimum 5 years leadership experience in pastoral ministry, possibly in a support role in a larger church environment
- Teaches and communicates effectively: both in large group and individual settings with conviction and courage
- Self-starter and innovator
- Demonstrates ability to work with people, build teams, initiate tasks, and delegate responsibility
- Demonstrates Biblical humility and grace with the congregation, staff and community
- Possesses strong interpersonal, relational skills and positive conflict resolution abilities



Principles of Doctrine, Government, and Practice

Purpose of the Church

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Core Values

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These values though restated have been core to the ministry since the formative years at Salem Chapel.

DOCTRINE

God

We believe in the only true God (John 17:3), often referred to as “YHWH” (the LORD) in the Old Testament and “God” in the New Testament. He created all things (Revelation 4:11) and upholds all things by the Word of His power (Hebrews 1:3). In Him we live and move and have our being (Acts 17:28). He is a God of truth and without iniquity, He is just and right (Deuteronomy 32:4), and He shall judge the world (Psalm 9:8).

We believe that the Godhead eternally exists in three persons: the Father, the Son and the Holy Spirit. These three are one God, having precisely the same nature, attributes, and perfections, and are worthy of precisely the same homage, confidence, and obedience (Mark 12:29; John 1:1-4; Acts 4:3-4).

Jesus Christ

We believe in the total deity and sinlessness of the Lord Jesus Christ. We believe He is the manifestation of God in the flesh. We believe He was conceived by the Holy Spirit and born of the virgin Mary. We believe Him to be true God and true man (John 1:1, 1:14, 1:18, 14:8-9; 1 Timothy 3:16).

Holy Spirit

We believe in the total deity of the Holy Spirit and that His ministry is to glorify the Lord Jesus Christ (John 16:14). The Holy Spirit regenerates the sinner upon belief in Christ, baptizing the believer into one body of which Christ is the head. The Holy Spirit indwells, guides, instructs, fills, comforts, and empowers the believer for godly living (Mark 13:11; John 14:26; John 16:13; Romans 5:5; 1 Corinthians 6:19). The Holy Spirit convicts the world of sin, of God’s righteousness, and of coming judgment (John 16:8-11).

Scriptures

We believe the Scriptures of the Old Testament and New Testament are verbally inspired, breathed out by God, and inerrant in their original writings. We believe the 66 books of the Old Testament and the New Testament are God's complete and sufficient revelation and therefore carry God's authority for the total well-being of mankind (Psalm 119:97-104, 119:160; Matthew 5:18; John 5:46-47, 10:35; 2 Timothy 3:15-16).

Man

We believe man was created in innocence under the law of his Maker but by voluntarily transgressing fell from his sinless and happy state. Consequently, all mankind is sinful. All people are sinners not only by inheritance but by their own choice and therefore are under just condemnation without defense or excuse. We believe that without exception every man and every woman is totally depraved and needs a Savior (Genesis 3:1-6; John 8:24; Romans 1:18-20, 1:32, 3:10-19, 5:12).

Salvation

We believe that the Lord Jesus Christ died for our sins according to the Scriptures, as a representative and substitutionary sacrifice. We believe that each person who by faith receives Him as personal Savior is justified on the basis of Jesus Christ's shed blood on Calvary. Each person who receives Christ as personal Savior is born again of the Holy Spirit and thereby becomes eternally secure as a child of God. We believe the Holy Spirit baptizes each believing person into the body of Christ at the moment of salvation and that there is no second baptism of the Holy Spirit (Romans 8:37-39, 10:9-10; 1 Corinthians 12:13; 2 Corinthians 5:21).

Resurrection

We believe in the resurrection of the body of our Lord Jesus Christ, His ascension into heaven, and His present ministry for us as High Priest and Advocate (Acts 1:3, 1:9; Hebrews 7:25-26).

Heaven, Hell, and the Return of Christ

We believe in the "blessed hope": the personal return of the Lord Jesus Christ. His return has a vital bearing on the personal life and service of the believer (1 Thessalonians 4:13-18). We believe in the bodily resurrection of both the saved and the lost. The saved are raised to eternal, conscious bliss in heaven (Matthew 25:34; John 14:2-3; 2 Corinthians 5:1; Revelation 2:7), and the lost are raised to eternal torment in hell in conscious separation from God (Matthew 8:12, 10:28, 13:49-50; Mark 9:47-48; Luke 12:5; Revelation 21:8).

Church

Upon accepting the Lord Jesus Christ as Savior, a believer becomes part of His body, which is the church. There is one church universal, composed of all those throughout the world who acknowledge Jesus Christ as Savior and Lord. The Scriptures command believers to gather in order to devote themselves to worship, prayer, teaching of the Word, observance of the ordinances (baptism and communion), fellowship, service to the body through the development and use of talents and gifts, and outreach to the world in fulfillment of the command of Christ to make disciples of all believers (Ephesians 5:23; Romans 12:1; Acts 2:42-47; 1 Corinthians 14:26; Matthew 28:18-20; Hebrews 10:23-25).

Wherever God's people meet regularly in obedience to this command, there is the local expression of the church – under the oversight of elders and other supportive leadership. The church's members are to work together in love and unity, intent on the ultimate purpose of glorifying Christ (Ephesians 4:15-16).

Missions

Realizing that the cause of Christ extends beyond any one local fellowship, we commit ourselves to an ongoing ministry of extending the call of Christ to make disciples around the world (Matthew 28:19-20).

CHURCH GOVERNMENT

Two Offices: Elder and Deacon

The Bible's teaching on the subject of two church offices is found in 1 Timothy 3:1-16 and Titus 1:5-9. Although there are multiple terms used for the offices of the church, i.e. bishop, overseer, elder and deacon, analysis of these terms indicates that bishop, overseer, and elder are used interchangeably.

Elder Qualifications (Titus 1:6-9)

Above reproach	Uncontentious
Able to teach	Respectable
Husband to one wife	Free from the love of money
Not addicted to wine	Hospitable
Temperate	Manages own household well
Not antagonistic	Not a new convert
Prudent	

Elder Duties

The Elder Board is made up of vocational Elders, who are employed by the church and comprise the Pastoral Staff ("Pastors"), and non-vocational Elders. In keeping with the clear biblical injunctions regarding authority structures within the church, only men will be considered for the office of Elder. All Elders have responsibility for:

Doctrine. Ensuring that the doctrine of the church is biblical; all doctrinal issues in the church will be settled by the Elder Board.

Direction. Ensuring that the direction of the church is consistent with the Harvest Bible Chapel WS statement of purpose and our Core Values; and

Discipline and Care. Administering in love and humility the process of church discipline as outlined in Matthew 18:15-20, Galatians 6:1-4, Titus 3:10, 2 Thessalonians 3:14-15, 1 Timothy 5:17-25, 1 Corinthians 5, 2 Corinthians 2:5-11, and Romans 16:17.

The Pastoral Staff has day-to-day responsibility for the work of the Church under the direction of the Sr. Pastor while the non-vocational elders are charged to care for the Sr. Pastor and his family, evaluate his performance, and deal with any employment issues related to the Sr. Pastor.

Plurality of Elders

The Scriptures teach that a plurality of elders governed individual New Testament churches (Acts 14:23, 20:28; Titus 1:5; Philippians 1:1). The Scripture does not mention any congregations featuring a stand-alone pastor and leader. A plurality of godly Elders, exercising their individual giftedness, squares with the Scripture's teaching that wisdom is found in a multitude of godly counselors (Proverbs 11:4, 12:15, 15:22, 19:20, 24:6). This truth does not eliminate the possibility and likelihood that one or more Elders will stand out from the others as more public in their ministries or more influential in their workings on the Elder Board.

Senior Pastor

The Harvest Bible Chapel WS Senior Pastor automatically serves as an Elder and, because of his public presence and responsibility before the congregation, may be considered "first among equals" as a member of the Elder Board. The Senior Pastor should be gifted primarily as a preacher/teacher and as a leader.

Deacon Qualifications (1 Timothy 3:8-13)

Individual of dignity
Not double tongued
Not addicted to wine
Not greedy for dishonest gain
Hold the mystery of the faith with a clear conscience First
tested as servants

Deacon Duties

The word "deacon" come from the Greek word *diakonos* and usually simply means "servant." The Bible teaches that Deacons were engaged in serving and in assisting the Elders in the work of the ministry. At Harvest Bible Chapel WS, Deacons are individuals who serve in a variety of leadership roles in the Church that influence both operations and congregational care.

ISSUES FOR CLARIFICATION

Assimilation and Church Membership

We believe in the importance of serving the body of Christ by offering clear paths for people to start and develop healthy and growing relationships with others in the church body. We value an intentional plan to help every interested person enjoy godly relationships in the church. Church membership is a by-product of people who are growing in Christ and who grasp the importance of serving the Lord by using their gifts to serve others in the local church.

In order to implement the principles of accountability and commitment to the local body of Christ, as defined in the New Testament and practiced in the early churches, Harvest Bible Chapel WS recognizes the need for formal membership. Membership at Harvest Bible Chapel WS is for all who are believers in the Lord Jesus Christ and have visibly demonstrated that commitment through believer's baptism.

Membership Commitment

The level of the commitment we make will determine the effectiveness of our joining together. In a society where so few make commitments and fewer still keep them, Harvest Bible Chapel WS is seeking a group of people who are determined to know the joy Christ intended for His body, the church. To this end members of Harvest Bible Chapel WS must be willing to live in submission to our doctrinal statement. Further they must be willing to abide by the entire membership commitment.

1. I have, by faith, become a follower of Jesus Christ and I have been baptized as a visible way of demonstrating that commitment.
2. I will, with God's help, seek to demonstrate a transforming life that is grounded in Christ and exhibits the Four Qualities of a Disciple: Know. Grow. Share. Serve.
3. I will neither criticize nor listen to criticism concerning any member(s) of the body and will, when personally offended, speak directly and lovingly with those involved.
4. I will support the ministries of Harvest Bible Chapel WS (a) by serving in this local body and (b) by faithfully giving financially back to the Lord a biblical portion of my increase.
5. I will submit to the leadership and discipline of this local church and promise to support the beliefs, vision, and values of this church.
6. I have read and agree with the Harvest Bible Chapel WS Principles of Doctrine, Government, and Practice, and I embrace wholeheartedly the core values of Harvest Bible Chapel WS.

Baptism and Communion

We believe that Christian baptism by immersion in water is a public identification with Jesus Christ in His death, burial, and resurrection. Although baptism is not required for salvation, it is commanded of all believers and is for believers only (Matthew 28:19-20; Acts 2:38, 41). Scripture shows that a person was baptized after personally receiving forgiveness of sin by accepting Jesus Christ. The waters of baptism are a symbol of death, burial, and resurrection to newness of life that happens when a person becomes a new creation in Christ (Colossians 2:12; 2 Corinthians 5:17; Romans 6:1-4).

Communion is the commemoration by believers of Christ's death and a reminder—through the elements—of the Savior's broken body and shed blood. Communion is to be a time of confession of sin and should be preceded by careful self-examination (Acts 4:13; Romans 6:3- 6; 1 Corinthians 11:23-29).

Creation and God's Sovereignty

We believe God created the universe and that, before He created the universe, nothing except God existed (Genesis 1; Exodus 31:17; Psalm 33:6-9; Acts 17:24; Hebrews 11:3; Colossians 1:16). God chose to create the universe and all that is in it to reveal His glory, divine nature, eternal power, infinite wisdom, and supreme authority (Isaiah 43:7; Psalm 19:1-2; Jeremiah 10:12; Romans 1:20; Revelation 4:11).

We believe that all people are descendants of Adam and Eve, whom God created personally and individually and as complete human beings (Genesis 1:26-27, 2:7, 2:21-22; 1 Corinthians 11:8-9). The fall of Adam and Eve infected all people with sin and death, but the death and resurrection of Jesus Christ gives the opportunity to receive God's gift of eternal life (Romans 5:18-19; 1 Corinthians 15:21-22). God rules over His creation and cares about and is involved in the lives of individual people (Job 12:10; Acts 17:25; Colossians 1:17; Ephesians 4:6).

Salvation and Security

It is God's divine decision to save a person (John 6:37, 6:44, 6:65; Romans 8:29-30, 9:11-18; Acts 13:48, 16:14; Ephesians 1:4-6, 2:8-9; 1 Peter 1:3), and it is God's kindness, forbearance, and patience that lead that person to repentance (Romans 2:4). The Bible also teaches that each person is responsible to embrace or reject Jesus as Savior and Lord and that God welcomes all who come to Him by faith apart from works (Matthew 22:1-14; Luke 15:7, 20:9-18; John 6:37, 7:37; Romans 10:9-13; Acts 16:30-34, 17:30). Both of these two truths—God's sovereignty in salvation and man's decision to embrace Christ—are taught in the Scriptures. Their co-existence is a mystery and is completely understood only in the mind of our omniscient God (Isaiah 55:8; Romans 11:33-34).

All glory for the salvation of every believer belongs to God alone (Romans 3:21-31; Ephesians 1:7-9, 2:8-9; Jude 1:24-25).

Those who are born of God's Spirit through Jesus Christ persevere in the faith (John 15:4-8; 2 Thessalonians 1:4; 1 Timothy 4:16; 2 Timothy 2:10-13; 1 John 4:13; 2 John 9). God is faithful to His people, empowering them to persevere in the faith (1 Corinthians 1:9, 10:13; 2 Corinthians 1:21-22; 1 John 2:19-20).

We believe that everyone who is born of God's Spirit through Jesus Christ is assured of salvation from the moment of conversion (Ephesians 1:13-14). This assurance relies on God's decisive and faithful grace rather than on the works of the Christian. Obedience, good works, and fruit-bearing do not earn or retain the believer's salvation but indicate the reality of the person's love of Christ and profession of faith (Luke 6:46; John 14:21; James 2:17-18).

Eternal security in salvation relies on the Lord's guarantee of each believer's adoption as His son or daughter (Galatians 4:4-7), His seal of the believer by the Holy Spirit (2 Corinthians 1:21-22; Ephesians 1:13-14), and the conviction that God gives the Holy Spirit to each believer as a down payment toward future bliss in heaven (2 Corinthians 1:21-22).

A person who professes genuine faith in Christ immediately becomes His possession (Luke 23:42-43; Acts 2:40-41, 16:30-34; Romans 10:13), and nothing can snatch that person out of His hands (John 10:27-29). Having been bought with the price of Jesus Christ's crucifixion as complete payment for sin, Christians are not their own. They are Christ's possession (1 Corinthians 6:19-20). This assurance is absolutely certain, reserved in heaven, and protected by God's unlimited power (1 Peter 1:4-5).

Spiritual Gifts

While we believe that the Scriptures do not teach that certain gifts have ceased, they indicate that use of the gifts vary according to the need that each gift meets. We do not believe that particular spiritual gift(s) are essential or prove the presence of the Holy Spirit. We seek to emphasize the more excellent way of love as well as zeal for the more edifying gifts (Titus 3:5; Ephesians 4:11-12; Romans 12:4-8; 1 Corinthians 12:4-5, 12:11-13, 12:19, 14:26; Galatians 5:25; Hebrews 4:1-4).

Process of Sanctification and Maturity

Jesus said, "I came that they may have life and have it abundantly" (John 10:10). We believe that true life is found only in the Gospel of Jesus. He bled, died, and rose to life so that we would be able to receive a new life in Him. Those who follow Him embrace these four qualities (the "Four Qualities of a Disciple"):

Know – Knows Christ by experiencing God through Biblical teaching and worship. **Grow** – Grows in Christ through personal study and application of Biblical truth. **Share** – Shares Christ in Biblical community and shares the gospel with the lost. **Serve** – Serves Christ by faithfully shouldering the load of kingdom ministry.

The person who exhibits these qualities of a disciple will experience significant growth in personal sanctification and, therefore, will experience a closer personal relationship with the Lord Jesus Christ (Colossians 1:28).

We are committed to multiplying the godly characteristics of leaders' lives into others (2 Timothy 2:2). This multiplication of ministry is key to the healthy growth of the church. We believe the disciples of Jesus Christ should minister to one another in the local church, rather than one or a small number of professional pastors bearing total responsibility to care for the entire congregation. God has given spiritual gifts to all of His people to provide mutual ministry in the context of the healthy and strong local church (Ephesians 4:11-12).



Elder Application

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336-765-6460 HarvestWS.org

Thank you for being willing to enter the process of considering the role of becoming an Elder at Harvest Bible Chapel WS. The office of Elder is a heavy responsibility and a critical role in the life of our church. Honest sharing of information and seeking God's will are important not only for you, but for the church as a whole. The following is an overview of the process that we use in the elder selection process.

Application

Attached is our Elder Application. Please take the time you need to review and complete the application. If you have questions as you work through the application, please let us know. Once we have received the application and have completed the reference checks, we will schedule a time to discuss the application with you. In addition to reviewing the application, we will review the Harvest Bible Chapel WS Bylaws in detail with you.

Next Steps

If at the end of the application process there is agreement to move forward, you will begin a six-month period as an Elder Candidate. The first three months are a "silent period" and your name will not be made public during this period. At the end of this three months, your name will be made public to the church for the remaining three months.

Each month during the six-month period, we would like to meet with you. Either the Senior Pastor, one of the elders, or another pastor will meet with you to answer questions, to touch base on how things are going, and to pray with you. If there are concerns that cannot be adequately and completely resolved, the candidacy process will be ended.

Role and Commitments During the Candidacy Process

During the six-month candidacy period, you will be encouraged to observe the process, ask questions, and provide input. However during this time you will not be a part of the formal decision making process. During the candidacy process including the application process, we ask you to commit to the following:

- **An ongoing time of prayer and reflection** – Please seek God's direction in moving forward in the process
- **A commitment to confidentiality** - You will be privy to confidential discussions and prayer requests regarding attenders of Harvest Bible Chapel WS, staff at Harvest Bible Chapel WS and other issues regarding the operations of the church. We ask that you commit to confidentiality as you begin this process and throughout your time as an elder candidate, an elder, and even after you leave the elder board in the future. Unless otherwise noted, discussions in elder meetings are confidential in nature. This ensures that there can be open and transparent conversations among elders at Harvest Bible Chapel WS.
- **A willingness to be honest and open** – We hope you will be willing to discuss your relationship with God, concerns and issues which may make it difficult for you to serve as an elder, and a willingness to remove yourself from the process if you sense that God is not leading you in this direction.

During the candidacy process and the application process we commit to the following:

- An ongoing time of prayer and reflection for you asking that God gives clear direction on this process with you.
- A commitment to confidentiality with you as we work together.
- A willingness to address questions and to do our best to clearly articulate expectations, beliefs and our processes to you during this period.
- A willingness to honestly discuss concerns we have about your continued involvement as an elder or elder candidate.

If you are comfortable with this process and with the commitments outlined above, we look forward to entering this process with you. You are seen as a valuable leader in our church and we are excited to see if God leads you to move into this position of leadership at Harvest Bible Chapel WS.

Sincerely,

Personal Questions

How long have you known Christ as your Savior and how would you describe your relationship with Him?

In what churches have you fellowshiped and how do you evaluate those experiences? Please describe a church environment in which you and your family have thrived and one that may have been difficult.

Describe your previous experience, if any, of service on a church staff or board? Please describe the most personally rewarding service/ministry experience you have had.

What are your spiritual gifts? Can you describe how you have your been able to utilize your gifts in either a service or ministry capacity?

Describe your marital status and history. If married, can you tell us the condition and quality of your relationship with your wife at the present time?

How does your wife feel about your involvement at this level of leadership?

Describe the most difficult service/ministry situation you and your wife have experienced. What was her response to it and the outcome of that situation?

How does your wife feel about submission to your leadership within the home and in spiritual matters? Describe the most difficult area your wife has struggled with in submission to your leadership.

Describe your relationship to your children? If they are grown do you know of any hesitancies they would have about your serving in this capacity?

Describe your personal disciplines in the Word, prayer, evangelism, and scripture memory. Historically, have there been one or more areas you struggle with? Describe how you have worked to resolve it?

Are you aware of any relational problems that would hinder your service to the church?

What is the state of your personal finances at the present time and what is your position on biblical stewardship? Describe your giving patterns over the past 5 years.

Do you currently tithe? What do you understand "tithing" to be? Please know that as a part of the elder application process we confirm consistent patterns of giving with the financial deacons of the church.

What are your biggest personal strengths?

Please share an example of some lessons God has been teaching you over the last 6-12 months? How has He been teaching you this?

Doctrinal Questions

What do you believe to be a biblical philosophy of ministry for the local church?

What, if any, are your hesitations about the doctrinal statement of Harvest Bible Chapel WS?

Are you in agreement with the constitution and the form of government that it outlines?

Have you read and are you in agreement with the emphases of the church as outlined in the Core Values Statement?

How would you describe your position on the charismatic movement?

What is your position on divorce and the place of divorced people in the church?

How would you characterize your knowledge of the scriptures and your familiarity with its teaching?

What, if any, are the areas of biblical teaching that you feel less informed about?

Briefly describe your definition of a Disciple of Jesus. What role do you think the church can play in disciple making?

Commitment Questions

What does the word commitment mean to you?

What do you consider to be the major commitments in your life?

Do you see the necessity of modeling attendance patterns in Sunday's and Life Groups?

Briefly describe your current personal ministry.

What do you think it means to be a team player?

What does the word "loyalty" mean to you and how have you demonstrated that characteristic in your life?

Practical Questions

Describe a situation in which you were able to model a level of responsibility that is equal to your level of authority? If so, how?

Do you understand the difference between biblical convictions and personal preferences? How do you see this distinction affecting the office of an elder?

Describe a time when you received criticism and how you responded.

Can you describe a time when things do not go your way? How did you respond?
Who are the people in your life that tell you the truth even when it is difficult to hear? How do you respond to them?

What encourages you? Can you describe a time when you have been encouraged?

What do you see as the greatest need in the church today? How would you like to see this need addressed?

References

Please supply names and contact information of three people who know you well outside of Harvest Bible Chapel WS. We would like to talk with a neighbor, a coworker and a friend who know you well. Please let them know that we will be contacting them as a part of our Elder review process.

Name	Relationship	Contact Information
1.		
2.		
3.		

Previous Church Contacts

Please provide contact information of the pastor of the two most recent churches that you have been involved with.

Church	Years Attended	Contact information
1.		
2.		



Working at Harvest Bible Chapel WS

1411 Plaza West Rd. Suite E
Winston-Salem, NC 27103
336-765-6460 HarvestWS.org

Working at Harvest Bible Chapel Winston-Salem

Staff Convictions & Expectations

Working on Harvest Bible Chapel WS staff is a privilege. With that privilege comes responsibility to take one's work seriously. We are accountable both to the Lord and to one's supervisors.

Harvest Bible Chapel WS is a great place to work. We are committed to honoring the Lord by the way we live and work. We are hard workers and people of high integrity. We are committed to building up the church, its people, and one another.

The staff is skilled, intelligent, competent, and highly motivated. We support and care for one another. We are willing to accept challenges in order to follow the Lord.

Staff Convictions

The following convictions and beliefs drive the way we approach our work at Harvest Bible Chapel WS. These are "non-negotiable" for all staff at Harvest Bible Chapel WS. If you come to a point in your life, where you are unable to honestly say that you are in agreement with and support of these principles you should not continue to be employed at Harvest Bible Chapel WS.

1. **We are biblical.** We are not caught up in the latest trends for trends' sake. We read books, but study the Word. Our relationship with God is a priority in our lives.
2. **We are passionate.** There is no greater vocation. If you can do something else, do it. Otherwise, work hard and work often; be on time and be prepared.
3. **We are transparent.** We keep short accounts with one another. If you have a problem with someone, take steps to resolve it. Be deliberate and be direct.
4. **We are unified.** Once a decision has been made, we present one unified voice to the body, not criticizing leadership's decisions to the congregation. We are solid and support the direction of the church.
5. **We are ready.** When sheep call, shepherds are quick to respond. Care is immediate. Feedback is thoughtful.
6. **We are worthy.** Authority is given, but respect is earned. We work for the right to be considered equal to our given authority.
7. **We are clear.** Our sheep and our peers know what is expected of them and what to expect of us.
8. **We are dependable.** Our efforts last for years and our attitudes are consistent. We are faithful and we persevere.
9. **We are accountable.** There will be no areas of our work or our lives that will be off-limits. We will be prepared to give an account of ourselves. We will be willing to ask for help when we need it.
10. **We are joyful.** A deep sense of contentment and gratitude will permeate all that we do. We will be an encouragement to those who are entrusted to us.

Our Work Ethic

We work hard, focusing on the key things in our jobs, the things that really count. We do not major on minors, but major on majors.

There are seasons of the year in which our workload is heavy. This is true for many jobs. Push times happened in the New Testament. Jesus planned a time of rest for himself and his disciples; however, the anticipated retreat turned into a demanding time for more work and ministry with people – a time that turned into one of the Lord’s greatest miracles – the feeding of the 5,000. (Mark 6:30-35)

During times of heavy workload, we work longer hours. The slower times still demand that we work consistently. However, in the slower times we try to scale back work, get more rest, and spend extra time with families.

We like our work; however it is “work.” Work always has elements that we do not enjoy as much. We love the opportunity to be a blessing to people and to be a blessing to the Lord. Our major concern is the welfare of the “flock of God,” its overall growth, and its individual health. (Acts 20:28-31) We take seriously the charge in Hebrews 13:17 to keep watch over the souls of the congregation since we will give an account for it.

If you do not want to work hard, a job at Harvest Bible Chapel WS is not for you. If you are overly concerned about “counting hours,” Harvest Bible Chapel WS will not be a good fit for you long-term.

We strive for the staff of Harvest Bible Chapel WS to have a balance in their lives regarding work and other responsibilities. We will attempt to help you if you feel that your workload is not sustainable on a long-term basis.

The kind of people we should be *before* coming on staff at Harvest Bible Chapel WS:

Competent – We hire people who are competent in job skills and committed to do the work that is needed. We can provide some training to help people gain skills, but the basic skills for doing the job must be in place. As the ministry grows, many times skills need to increase as well. We will do what we can to help our staff grow in their skills, but if we can’t teach these skills, we will need to make a change.

Godly Character – If Godly character is lacking, we will not hire the person. Adequate character must be formed before a person comes on staff. Godly character means a person will exhibit the character traits that Scripture outlines for one who is ready for ministry. Every staff person, at a minimum, should meet the qualifications of a deacon at Harvest Bible Chapel WS.

Team Players – Once on staff, each person functions as part of an organization with leaders and followers. They have been hired to help the team be successful by playing a needed role or handling a particular area of the ministry.

At Harvest Bible Chapel WS, the Teaching Pastor sets the vision and direction for the ministry. He chooses the major goals toward which we work. He will seek input from the Elders and staff when appropriate. Staff members cannot pick and choose the areas in which they will function as part of the team. If you feel that your goals for the ministry are not aligned with the goals of the church, then you will not be able to stay on staff.

At Harvest Bible Chapel WS, we all win or we all lose. We work as a team and we support each other as we work to reach our goals.

Accountable – Every employee is accountable to do their job well. Because much of our work is project-based, it is necessary that each employee have the ability to work as a team: getting along well with other staff and volunteers, coordinating regularly, communicating clearly, and meeting agreed upon deadlines with consistency. We take deadlines seriously because we take our work seriously. There may be times when you and your supervisor will determine that a deadline should be changed, but otherwise, you are expected to get your work done as planned.

The kind of people we should be *while* on staff at Harvest Bible Chapel WS.

Exhibit the 4 Qualities of a Disciple – We expect that all members of the Harvest Bible Chapel WS staff are walking with God and are investing in their walk with God. Spending time in the disciplines of reading the Bible, prayer, meditating on and memorizing Scripture, sharing our faith, and seeking times of silence, solitude, and fasting are examples to others. We want to be living the abundant life that Jesus desires for His followers.

Encouragers – Hebrews 3:13 tells us that we are to encourage one another day-after- day so that none of us are deceived by sin. It is a challenge in the work place to remember this direction. Many times those we are most familiar with are the hardest relationships to keep in focus in the area of encouragement.

Your conduct (speech and deeds) on staff should build up other staff members and the team, not tear them down. Your speech and deeds should build up the congregation and its leaders, not tear them down. (Ephesians 4:29)

If you have a grievance, take it up with the person who has offended you and seek reconciliation. If the grievance has to do with the way the staff has operated, speak honestly with your supervisor.

A repeatedly caustic mouth does not have a place among our staff. A continually resentful or reactive attitude will not be accepted. While we are not asking you to pretend to be happy all the time, we are saying you have a responsibility to help raise spirits on the team, not to lower or crush them.

Truthful – We want a frank working environment, one where we can speak the truth to one another. At the same time, truth is to be spoken in love. That is, truth is to be spoken in a manner that shows consideration for the other person's wellbeing. Rudeness disguised as "being direct" is not a substitute for love.

Confidential – We do not run a "secret operation" at Harvest Bible Chapel WS. Our basic policy is to tell people ***as much as we can about as much as we can.***

However, sometimes, it is not appropriate to share specific information at a given moment, especially as we are making decisions about matters. In decision-making, we

may request input from an expanding group of people. To do so appropriately, we control the flow of information, so that we can maintain an orderly process.

While on staff, you will come into contact with “privileged information” about other people or about a possible direction in the ministry. It is easy for a person to try to use “inside information” as a tool to get attention from other people or to get their admiration. We expect you to keep confidential information to yourself. Gossiping confidential information will not be tolerated on staff. Gossiping (talking to others negatively or inappropriately) about other staff members is unacceptable.

Faithful – You are expected to operate in faith. As difficulty looms on the horizon, we expect you to take a faith position. Without faith it is impossible to please God. If your work is going to be pleasing to God and blessed by him, you have to believe that He exists and will be good to you if you seek Him (Hebrews 11:6).

As we face challenges to our wits and resources, you must take a position of faith. Those of us who lead must set an example for others of love, faith, and purity in speech and in conduct (1 Timothy 4:12).

We must have people of true, practical, obedient faith. In Hebrews 11, faith is the stuff from which come legendary deeds.

Respectable Living – You should conduct yourself, your family, and your lifestyle in a respectable manner. At Harvest Bible Chapel WS, we believe firmly in Scripture. We believe matters of Scripture are absolutes and are not negotiable; however, we want people to have freedom in matters of conscience.

As a member of staff, there may be times when you should choose to limit your freedom because your actions represent the church. If you have a question on whether or not an activity is appropriate, get input from your supervisor before you engage in that activity. If you choose to take part in activities that are specifically prohibited in Scripture, you may be dismissed from your job.

Your words and your conduct at work, at home, and in the community should be respectable. If you are on staff at Harvest Bible Chapel WS, you always represent Harvest Bible Chapel WS to others. You have an obligation to conduct yourself in a respectable manner.

A Solid Marriage – If you are married, your marriage should be a priority in your life. If you have issues in your marriage (and many marriages do from time to time), you should take the appropriate steps to get the help you and your spouse need to work through those issues. You are not expected to have a “perfect” marriage, but you are expected to set your marriage as a high priority in your life.

Biblical Families – You and your spouse raise your children in a way that fits your personalities and callings. However, as a staff member, you are a “public person,” representing Christ and His Church. The way you handle your family and childrearing should be respectable. We recognize that as your children grow older that they will make their own decisions and life choices.

The Absence of Pornography – We require and pay for you to sign up with “Covenant Eyes” for both your work and home computers. Additionally, we require a similar monitoring service for all your wireless devices. We also recommend that one of your accountability partners be a member of Harvest Bible Chapel WS staff or Elder Board.

Fiscal Integrity – Our personal finances should be handled in accordance with the principles outlined in Scripture. You are expected to support financially the ministry of Harvest Bible Chapel WS.

Honest and Transparent – We value honest, open living. If you continually choose not to be honest about issues in your walk with God, your home life, finances, or habits, you will not be able to remain on staff at Harvest Bible Chapel WS. Our leaders must set the pace on living an open and honest life before others. This does not mean that you must air all your issues with everyone, but it does mean that you will build relationships that allow you to be honest, open, and receive Godly advice and counsel. It means that you will seek input from Godly people.

The Role of the Spouse

When we hire a person for a staff position, we hold *that* person accountable for the work to be done, not their spouse. Invariably, if the staff person is married, their spouse becomes a factor in the performance of their work.

For our Support Staff, we require that your spouse be a respectable person in the congregation and not get involved in gossip. We also require that they emotionally support your work on staff and not promote cross-purposes with your work. The way you handle your home life should allow you to show up at work with the energy to heartily pursue your tasks.

For Ministry and Program Staff, your spouse should be a respectable person in the eyes of the members of Harvest Bible Chapel WS and will undoubtedly be called on to help you in your ministry. We have hired you, not your spouse, but your spouse will need to support your work emotionally and joyfully desire to engage in some of the ministry with you.

For this reason, we usually only hire people for Program Staff whose spouse enjoys contributing to ministry. But, we do not want your spouse to be “taken advantage of” or to become “burned out.”

We expect you and your spouse to manage your time so that both your ministry and your family flourish. We desire that your spouse be encouraged and free to pursue the area of ministry that fits them based on their gifting, passion, and stage of life.

If your spouse becomes a source of gossip or problems in the congregation or staff or disengages him/herself from your ministry and withdraws from Harvest Bible Chapel WS and chooses not to change, you may be dismissed.

We hope that these general guidelines will help you and your spouse understand our goals, guidelines, and expectations for working at Harvest Bible Chapel WS. If you have concerns about any of this, please speak with your supervisor or the Teaching Pastor at any time.