



**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