

PASTORAL SEARCH PROFILE

Fellowship Bible Church (FBC), Winamac, Indiana

Position Overview

Fellowship Bible Church (FBC) is seeking a Pastor who will shepherd the congregation by faithfully proclaiming the Word of God, equipping believers for the work of ministry, and providing visionary leadership. The Pastor will work closely with the elders to develop and implement strategic plans that strengthen the church and extend its gospel impact in the surrounding community.

Pastoral Profile

We are seeking a man called to gospel ministry who demonstrates spiritual maturity, proven leadership, and a passion for shepherding God's people. The ideal candidate will:

- Have 5–10 years of pastoral ministry experience, preferably as an assistant or associate pastor in a medium-sized church
- Possess an entrepreneurial spirit with the ability to lead a smaller church toward healthy growth and greater community influence
- Be committed to preaching and teaching Scripture with clarity, conviction, and faithfulness
- Demonstrate a heart for discipleship, leadership development, and relational ministry

Core Competencies

The following characteristics are essential for effective ministry at FBC:

1. Biblical Communication

Effectively communicates God's Word through preaching, teaching, and equipping. Values expositional preaching and the authority of Scripture.

2. Leadership Development

Equips and mobilizes the congregation for ministry, while identifying and developing future leaders, particularly within the eldership.

3. Contextual Awareness

Understands and appreciates rural ministry in a “small church” context (50–200 attendees) and is able to build on existing strengths without unnecessary disruption.

4. Courageous and Creative Leadership

Willing to step out in faith, lead through change, and help the church move beyond its comfort zone to reach the community.

5. Vision and Execution

Able to cast clear vision, develop actionable plans, and follow through with consistency and accountability.

6. Community Engagement

Actively engages the local community and equips the church to build relationships and share the love of Christ in meaningful ways.

Church Philosophy & Distinctives

FBC is characterized by the following:

- **Elder-led with congregational involvement** – Our leadership structure reflects a shared commitment to biblical governance, clarified through a recent revision of our constitution
- **Bible-centered with Baptist heritage** – We hold a detailed statement of faith, are non-charismatic, and maintain a spirit of cooperation with like-minded churches and ministries
- **Blended worship style** – We value both modern worship music and traditional hymns
- **Heart for rural ministry** – We are located in Northern Indiana, serving a hardworking, community-oriented population

Church Strengths

- Debt-free facility with adequate space for ministry and growth
- A committed and faithful core of members
- A congregation ready and willing to follow strong, godly leadership
- Strategic location between Indianapolis and Chicago, with proximity to Grace College and Seminary

- Honest self-assessment regarding our current condition and future potential
- A demonstrated desire to learn from past challenges and move forward in a healthy direction

Challenges Ahead

- Ministry within a small-town context (population approx. 3,000)
- Rebuilding trust and momentum following a difficult previous pastoral experience
- A smaller, aging congregation with a need to reach younger families
- The need to cultivate new relationships and connections within the community

Compensation & Support

A competitive compensation package will be provided, commensurate with experience and qualifications. Details will be discussed during the candidating process.

Candidating Process

1. Prayerfully consider this opportunity and seek the Lord's guidance
2. Submit a résumé, including:
 - Personal testimony
 - Ministry experience and strengths
 - Identified areas of personal and professional growth
 - 4–5 references
3. Provide links or recordings of 3–4 recent sermons (within the past 6–9 months)
4. Selected candidates will participate in an initial interview via Zoom with members of the search committee
5. Final candidates will be invited for:
 - An on-site visit, including meetings with church leadership and congregation

- Opportunities to teach/preach in multiple settings
- A chance for the church to observe the candidate in a ministry context (as appropriate and respectful of current ministry commitments)

Our Heart

Fellowship Bible Church desires to be a healthy, growing body of believers that faithfully proclaims the gospel and makes a meaningful impact in our community. We are seeking a pastor who will lead us with humility, conviction, and vision as we move forward together in God's mission.

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