



**CHEMISTRY**  
STAFFING

# **CHURCH & CANDIDATE PROFILE**

## **CHURCH PLANTER**

Converge Northeast  
Great Barrington, Massachusetts

# CHURCH PLANTER

Converge Northeast

Great Barrington, MA



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## Population of City

6852

## Population of County

128657

## Community Overview

Converge Northeast, Valley Community Baptist Church (Avon, CT), Walnut Hill Community Church (Bethel, CT) and Greenwoods Community Church (Ashley Falls, MA) are committed to kingdom building. With this in mind, we are looking at the Great Barrington area for our next church plant. Great Barrington is nestled in the hills of Berkshire County in the southwest corner of MA. It is known as both a summer resort community with proximity to rivers, lakes, hiking and the Appalachian Trail as well as a winter destination with attractions such as Butternut Ski Resort. Over the years, the town has become known for its vibrant artist community which can be clearly seen by the number of shops, restaurants and entertainment venues such as the Mahiawe Performing Arts Center. The greater Great Barrington area is known for its exclusive private schools (The Berkshire School, Salisbury School, Simons Rock and Bard College), drawing more than one thousand students internationally. The Berkshires are also the summer home of the Boston Symphony Orchestra at Tanglewood.

## Why People Like Living Here

Country living, recreational activities, Culture, and the arts.

## Church History

While the church plant in Great Barrington will be a fresh startup, the church will be part of the Converge movement. We thank God for the past 170+ years of the existence of Converge (Baptist General Conference) and for the committed and spiritually sensitive men and women who have helped shape it. We also remember our debt to the Reformation Anabaptist and the Pietist movements. Because we recognize the richness of our heritage and its relevance for the present day, we seek to identify some of the distinctives that have contributed to our vitality in the past, and to reaffirm them as a continuing part of our life and ministry together.

- The Centrality of the Word of God.
- The Necessity of Personal Conversion.
- A Commitment to Godly Living.
- A Witness to the World.
- An Active Concern for the Needy.
- Strong doctrinal convictions with loving concern for persons of divergent views - Irenic Spirit!

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## **Mission, Vision and Values**

We want to help people meet, know, and follow Jesus, and we do that by starting and strengthening churches worldwide.

## **Average Weekend Attendance**

In partnership with Greenwoods Community Church of Ashley Falls, MA, the Great Barrington church plant will start with approximately 12-15 committed members from Greenwoods.

## **Denominational Affiliation and/or other Partnerships**

Converge Northeast and Converge

## **Governance & Polity**

Staff led, Elder governed

## **Current Paid Staffing Level**

None at Present as this is a church plant

## **In the most generic sense, how would you describe your church theologically?**

Evangelical - Conservative

## **Published Theological Statement**

The Word of God

We believe that the Bible is the Word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit, and that it has supreme authority in all matters of faith and conduct.

The Trinity

We believe that there is one living and true God, eternally existing in three persons, that these are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence and redemption.

God the Father

We believe in God, the Father, an infinite, personal spirit, perfect in holiness, wisdom, power and love. We believe that He concerns Himself mercifully in the affairs of all people, that He hears and answers prayer, and that He saves from sin and death all who come to Him through Jesus Christ.

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## Jesus Christ

We believe in Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people, and personal visible return to earth.

## The Holy Spirit

We believe in the Holy Spirit who came forth from the Father and Son to convict the world of sin, righteousness, and judgment, and to regenerate, sanctify, and empower all who believe in Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ, and that He is an abiding helper, teacher and guide.

## Regeneration

We believe that all people are sinners by nature and by choice and are, therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior are regenerated by the Holy Spirit.

## The Church

We believe in the universal church, a living spiritual body of which Christ is the head and all regenerated persons are members. We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, work and fellowship. We believe that God has laid upon the members of the local church the primary task of giving the gospel of Jesus Christ to a lost world.

## Christian Conduct

We believe that Christians should live for the glory of God and the well-being of others; that their conduct should be blameless before the world; that they should be faithful stewards of their possessions; and that they should seek to realize for themselves and others the full stature of maturity in Christ.

## The Ordinances

We believe that the Lord Jesus Christ has committed two ordinances to the local church: baptism and the Lord's Supper. We believe that Christian baptism is the immersion of a believer in water into the name of the triune God. We believe that the Lord's Supper was instituted by Christ for commemoration of His death. We believe that these two ordinances should be observed and administered until the return of the Lord Jesus Christ.

## Religious Liberty

We believe that every human being has direct relations with God, and is responsible to God alone in all matters of faith; that each church is independent and must be free from interference by any ecclesiastical or political authority; that therefore Church and State must be kept separate as having different functions, each fulfilling its duties free from dictation or patronage of the other.

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## Church Cooperation

We believe that local churches can best promote the cause of Jesus Christ by cooperating with one another in a denominational organization. Such an organization, whether it is the Conference or a district conference, exists and functions by the will of the churches. Cooperation in a conference is voluntary and may be terminated at any time. Churches may likewise cooperate with interdenominational fellowships on a voluntary independent basis.

## The Last Things

We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His kingdom. We believe in the resurrection of the body, the final judgment, the eternal felicity of the righteous, and the endless suffering of the wicked.

## What theological hills will you die on?

The candidate must be baptistic and hold to the Converge Affirmations and Doctrinal Distinctives.

## Hot-Button Social/Cultural Issues for Your Church

See Converge's resolution statements on abortion and the Doctrinal Distinctive on Christian Marriage and Humanity.

## Biggest Opportunity for Your Church in the Next 12 Months

Finding the planting pastor and building a launch team.

## Church's Biggest Challenge for the Future

Representing Jesus in a diverse, post-Christian culture. Great Barrington is a community of artists, intellectuals, nature-lovers, and more with diverse economic backgrounds ranging from great wealth to poverty. As the community tends to be more socially liberal, ministry will require contextualization and creative approaches to reaching the community.

## Title of Position You Are Hiring

Pastor

## Full Time Position?

Yes

## Overall Description of This Position

Church planting can be the most fulfilling and yet the hardest task for a pastor to successfully complete. The Planting Pastor candidate will receive financial, technical and spiritual support from the above ministries. However, the ideal candidate must also be able to raise financial support and develop this congregation independently. To lead a thriving

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church plant, the candidate must bring energy and enthusiasm and be able to successfully communicate vision so that people will commit financially and spiritually to being a partner in this church plant.

## Goals and Expectations

- Build a launch team
- Develop a vision and core values for the church to be planted
- Develop a fundraising plan for the church plant
- Develop the essential infrastructure for a successful church plant (salaried ministry staff/volunteers)
- Research and secure a location for the church plant (name to follow)
- Develop a vision for worship and church ministries

## Do you have a job description for this role?

### Overview

Converge Northeast, Valley Community Baptist Church, Avon CT, Walnut Hill Community Church, Bethel, CT, and Greenwoods Community Church, Ashley Falls, MA are committed to kingdom building through church planting in the Northeast. As such they have formed a partnership for church planting to start a new congregation in or around Great Barrington, MA, to both strengthen existing local believers as well as reach those in the community with the love of Jesus." We are searching for a called, committed and qualified pastor to lead this church plant.

Lead Pastor Church planting can be the most fulfilling and yet the hardest task for a pastor to successfully complete. The Planting Pastor candidate will receive financial, technical and spiritual support from the above ministries. However, the ideal candidate must also be able to raise financial support and develop this congregation independently. To lead a thriving church plant, the candidate must bring energy and enthusiasm and be able to successfully communicate vision so that people will commit financially and spiritually to being a partner in this church plant.

### Qualifications

- Can demonstrate a vibrant faith in Jesus Christ and have been baptized as a believer through immersion
- Continually pursuing a growing relationship with Jesus
- Must have a 4-year college degree; possesses some formal theological training.
- Must have previous experience in a pastoral role
- Demonstrated call to plant a church
- Have a desire to plant a church in an area that is currently being underserved
- Demonstrated experience in ministering in a largely underserved community where contextualization of the Gospel and creative approaches to reaching the community will be required.

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## Pre-plant Responsibilities

- Build a launch team
- Develop a vision and core values for the church to be planted
- Develop fundraising plan for church plant
- Develop the essential infrastructure for a successful church plant (salaried ministry staff/volunteers)
- Research and secure a location for the church plant (name to follow)
- Develop vision for worship and church ministries

## Post-launch Responsibilities

- Responsible for leading the staff and church in all areas to provide successful worship services
- Be able to communicate to the partners the vision for the future to insure continued financial support for the church

## Educational Preferences

Must have a 4-year college degree; possesses some formal theological training.

## Age Vs. Experience

Whoever the best candidate turns out to be.

## Denominational Affiliation

Not important. But the ideal candidate must be unwavering on the primary matters of faith (see Converge Affirmations and Doctrinal Distinctives). On secondary matters, flexible.

## How important is geographical location to you?

The ideal candidate must understand and have experience working and living in the post-christian context. Also, ideal is if they come from the Northeast part of the US. Previous living or working experience in the Northeast is a plus.

## What skills are you looking for specifically?

Entrepreneurial leadership, preaching/teaching, communication, execution and decision making, demonstrative evangelism practice.

## Equipper or Doer?

Equipper

## Attractional vs. Missional

Missional

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## **Personal Characteristics Desired**

Winsome, friendly, likes being with people

## **What would immediately disqualify someone?**

- Un-biblical divorce
- Hard-line positions on secondary theological matters (creation, eschatology, women in leadership, reformed/arminian theology, etc)
- Christian nationalism learnings

## **Urgency**

Ideally, Fall 2023.

## **Other "Must Have" Skills**

- Flexible and nimble
- Executive leadership function
- Planning ability to think strategically

## **Other "Nice to Have" Skills**

- Social media and communication arts
- Experience in worship/music

## **Finally...**

A called, committed and qualified pastor to lead a church plant. He must bring energy and enthusiasm and be able to successfully communicate vision so that people will commit spiritually and financially to being a partner in this church plant.

***(NOTE: As part the of Converge process, we've included the church planter covenant on the following pages.)***



## CHURCH PLANTER COVENANT

CHURCH NAME / CHURCH PLANTER NAME

### Your Commitments

- Our church will be a participating member of Converge Northeast.
- I will be relationally connected to Converge Northeast through regular participation in connections with other pastors and regional events.
- I will participate in a local Converge Northeast Advance Team or pastoral group that is agreed upon with the staff of Converge Northeast.
- I will attend the Advance Conference, which includes the annual meeting, each October.
- I will communicate regular updates on our church plan to the Converge Northeast team and to any churches in the network that partner to support us.
- I will uphold the Converge Ministerial Code of Ethics and live a life worthy of the calling of leading a church by the grace of God.
- We will generously participate with Converge through consistent financial giving of between 1 and 3% of our annual budget.
- I will commit to being coached by an experienced Church Planter.
- I will complete Church Planting 101 and 201 (or like training)

### Converge Northeast Commitments

- We will identify a church planting coach and provide you training resources for church planting.
- We will make available the relational support and resources of Converge Northeast to you and your church.
- Our team will be highly responsive with communication and work to help find answers to your questions.
- We will provide an onboarding call with our Admin and Communications person to provide an overview of the available resources.
- We will provide access to our Church Mobilization Associate and our 2:10 FOCUS missions coaching as your church develops its local and international missions.

### Grants

- On your behalf, Converge Northeast has secured a one-time grant from the national office of Converge for \_\_\_\_\_.
- Converge Northeast will provide an additional grant in the amount of \_\_\_\_\_.

- We will cover any coaching costs with an experienced Converge Northeast church planter (valued at \$1,600). This is typically monthly for at least the first year and then adjusted.
- We will provide a one-time reimbursement of up to \$1,000 for transportation, housing, and registration costs of one of the following.
  - A Converge Northeast regional event, including our Advance Annual Conference or our Anchored Marriage Retreat,
  - A Converge national conference.
  - These funds can be applied to you and one other person (a spouse or friend).
  - Note that this does not include meals.

**CONVERGE NORTHEAST REPRESENTATIVE**

PRINT NAME \_\_\_\_\_

TITLE \_\_\_\_\_

SIGNED \_\_\_\_\_

**CHURCH PLANTER**

PRINT NAME \_\_\_\_\_

SIGNED \_\_\_\_\_

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## **Public Job Posting**

### **Converge Northeast**

### **Church Planter**

### **Great Barrington, MA**

Church planting can be the most fulfilling and yet the hardest task for a pastor to successfully complete. Converge Northeast is looking for a church planter for the Great Barrington, Massachusetts area. This Planting Pastor will receive financial, technical, and spiritual support. However, the ideal candidate must also be able to raise financial support and develop this congregation independently. To lead a thriving church plant, the candidate must bring energy and enthusiasm and be able to successfully communicate vision so that people will commit financially and spiritually to being a partner in this church plant.

### **What you'll be doing:**

- Building a launch team
- Developing a vision and core values for the church to be planted
- Developing a fundraising plan for the church plant
- Developing the essential infrastructure for a successful church plant (salaried ministry staff/volunteers)
- Researching and securing a location for the church plant (name to follow)
- Developing a vision for worship and church ministries

### **What skills you need to have:**

- Continually pursuing a growing relationship with Jesus
- Must have a 4-year college degree; possesses some formal theological training
- Must have previous experience in a pastoral role
- Demonstrated call to plant a church
- Have the desire to plant a church in an area that is currently being underserved
- Demonstrated experience in ministering in a largely underserved community where contextualization of the Gospel and creative approaches to reaching the community will be required

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**APPLY NOW**

