

## To Prospective Applicants for the Position of Associate/Assistant Pastor

Grace Christian Church (GCC) of Herndon, Virginia, a congregation of the Presbyterian Church in America (PCA), is seeking an Associate or Assistant Pastor to help shepherd its growing Congregation. We are seeing a growing number of young adults and early-career professionals from the community, and we are in need of a pastor who has the burden to reach out and minister to this energetic and dynamic group as part of the church's overall growth strategy. A pastoral search committee has been formed by the session to include congregation representatives. They will begin reviewing applicants immediately. We are inviting all interested and qualified men to apply.

### Profile of Grace Christian Church (PCA)

Grace Chinese Christian Church was established in the early 1990s as a daughter church of the Chinese Christian Church of Virginia (CCA). Toon Yeo was sent as the church planter and called as the congregation's first pastor when the church was particularized (declared independent) in 1999. The church originated as an outreach to Chinese speakers in western Fairfax and eastern Loudoun counties in Northern Virginia. Eventually a youth group was formed and an English service was added. The Lord has blessed Grace Christian Church over the years, both with increased numerical growth and greater diversity in the church's membership. The Chinese congregation includes members and officers from not only mainland China and Taiwan, but also immigrants from Hong Kong, Malaysia, Vietnam, and other parts of Asia. In order to recognize the diversity with which God has blessed both our Chinese and English ministries, and to affirm that our unity is in Christ, not ethnicity, the congregation adopted a new name in 2006, dropping "Chinese," and is now simply called "Grace Christian Church."

Today, GCC is a vibrant community of faith, with over 280 people gathering to worship the Triune God each week in two languages. Our multinational Chinese congregation has roughly 180 worshipers each week, and our growing English congregation has an average Sunday attendance of 75~100, with many new families joining in the past two years and a number of different nationalities represented in worship. Our Sunday services are supplemented by a full program of Christian education for all ages, in both Chinese and English, as well as midweek Bible Studies, prayer meetings, and one youth group. GCC participates fully in programs and ministry partnerships available through Potomac Presbytery, the regional denominational body to which we belong.

Our church leadership structure is Presbyterian. The church is led by a Session (governing board) of six elders, which includes Teaching Elders (TE) and Ruling Elders (RE). The elders are assisted by a diaconate of 6 men who tend to the congregation's material needs. We also have a part time youth director, Steve Rogers, who has served in this capacity since 2000, and a part time Church Administrator. The church recently adopted a sabbatical policy mandating term limits and term rotations for our officers. We are in the midst of training additional lay leaders and trust that God will make use of the diverse gifts he has distributed among his people. GCC sponsors regular seminars for training and equipping.

GCC has also recently initiated a significant mission partnership with ministries in East Asia. This work includes not only regular financial support from our congregation, but also sending teams from GCC to serve alongside the church there. In the past we've encouraged participation in this mission partnership

from both the Chinese and English congregations, and hope to continue this pattern of full-church involvement in the future.

The relationship between the Chinese and English congregations is one of deep cooperation with a fair degree of autonomy. Both congregations maintain their own worship services, small groups, men's and women's discipleship, and educational ministries, though there is overlap in the younger ages of Christian Education. However, the congregations also cooperate in several shared ministries, such as the Sunday Nursery program and mercy and community outreach programs. We also try to have at least two combined worship services each year, on Good Friday and Christmas Eve. Although relatively independent in our regular operations, the two congregations continue to be unified by virtue of sharing a common body of officers (elders and deacons) and having a significant number of members in the English congregation who are the children of Chinese congregation members. We continue to seek new and creative ways of expressing our unity as one church pursuing a common desire to glorify Christ in holy living and make his gospel known through outreach to our surrounding community.

### The Associate or Assistant Pastor Position

The Associate or Assistant Pastor will be responsible for:

- 1) Casting vision and providing leadership for the direction of the English ministry under the general oversight of the Senior Pastor and in conjunction with the Session;
- 2) Developing strategic guidance, project plans, and intermediate steps necessary to facilitate spiritual growth of the English congregation
- 3) Faithfully teaching of God's Word. Plan and conduct worship services, developing sermons and leads in the observance of ordinances.
- 4) Developing a structure to grow, strengthen, support and release leaders among the English congregation into their gifts.
- 5) Shepherding the English congregation through prayer and ministry of the Word; caring for their spiritual needs through fellowship, discipleship, visits and in-person interactions;
- 6) Designing and organizing young adult fellowship and outreach activities to form a bond of love and friendship among the members, and to evangelize to unbelievers in this age group and beyond;
- 7) Attend regular Session meetings as a Session member (Associate Pastor) or as an observer (Assistant Pastor) and participate in church government discussions and decisions.

### Qualifications

A successful candidate will meet the following minimum criteria:

- Seminary Graduate: An M.Div degree (or equivalent) from an accredited school is required.
- Serving Experience: A minimum of two years of church leadership experience is expected, preferably in a cross-cultural context.
- Sensitivity to issues in a multicultural, multilingual, and multigenerational congregation are essential.
- Willingness to work in a multi-staff environment.
- Passion, demonstrated effectiveness and proficiency in teaching God's Word with proven expository preaching skills.
- Excellent communication and interpersonal skills, and the ability to relate and communicate with the young adults and all age groups within the church body

- Experience in developing and executing programs for youth and young adults.

### Reformed Theology and Presbyterian Polity

A successful candidate must wholeheartedly subscribe to Reformed doctrine as outlined in the Westminster Standards, which form part of the doctrinal basis of GCC. The candidate will also be already ordained, or willing to seek ordination, in the Presbyterian Church in America (PCA). More information about the PCA can be found at [www.pcanet.org](http://www.pcanet.org).

Salary will be commensurate with experience. GCC offers a full benefits package to our pastors.

Interested candidates should submit a resume and recordings of two sermons (at least one in English) preached on different occasions along with a completed Ministerial Data Form (MDF), which can be found at [www.bapc.org/MDF\\_blank.doc](http://www.bapc.org/MDF_blank.doc) or request it by sending an email to [info@gccvapca.org](mailto:info@gccvapca.org).

All materials can be sent to GCC via email to [info@gccvapca.org](mailto:info@gccvapca.org), or postal mail to the following address:

ATTN: Pastoral Search Committee  
Grace Christian Church (PCA)  
13515 Dulles Technology Drive, Suite 2  
Herndon, Virginia 20171  
USA

For further questions and additional info, please email [info@gccvapca.org](mailto:info@gccvapca.org)

Thank you in advance for your interest! We look forward to hearing from you and are prayerfully seeking God's provision of our next assistant Pastor in accordance with His will.

Yours in Christ's Service,

Grace Christian Church (PCA) Associate/Assistant Pastor Search Committee