



**Senior Pastor Opportunity Profile**  
**Big Sky Christian Fellowship**  
Big Sky, Montana

September 2019

Big Sky Christian Fellowship ([bigskychristianfellowship.com](http://bigskychristianfellowship.com)) is excited to call a dynamic and gifted Senior Pastor to lead their church as they continue to craft and pursue a vision to reach the Big Sky community with the Gospel of Jesus.



**Overview**

Big Sky Christian Fellowship (BSCF) is a healthy, vibrant congregation of about 130 attenders located in Big Sky, Montana. With a desire to be a community that is “passionately following Jesus together,” BSCF has grown from being a seasonal fellowship where people worship while on vacation to becoming a full-time, missional church that is dedicated to serving and reaching the people of Big Sky. For the last several years, BSCF has experienced more growth, transformation and impact on their community than it has felt in a long time, if ever. Increased attendance, staff growth (from a solo pastorate to a full-time staff of three), more volunteer involvement, and deeper levels of engagement in the Big Sky community are all propelling the ministry forward. The church is “growing up,” and is excited about where things are going as they look to the future.

Big Sky Christian Fellowship gathers for worship in the beautiful, wood-beamed Big Sky Chapel

every Sunday at 11 a.m. The chapel is a shared building with two other churches: A Catholic congregation and an Episcopal Lutheran community, both of which have services earlier on Sunday mornings. Worship services are casual in nature, contemporary in worship and invite people to celebrate God through worship, scripture and prayer in authentic community. Across the street from the Chapel is “Basecamp” where the BSCF offices and group meeting space is nestled with local businesses and restaurants.

Big Sky, Montana is a charming resort town of 3,000 year-round residents (can swell to 25,000 during peak summer and winter months) located 45 miles southwest of Bozeman (population 45,000) and part of the Bozeman Micropolitan Statistical Area (population 100,000). With mountains, meadows and rivers at nearly every turn, the beauty of Big Sky is truly breathtaking. It is understandable why so many people seek out this majestic place for rest, relaxation and recreation. It is also the gateway community to Yellowstone National Park, with the West Entrance of the park just under an hour’s drive away.

Big Sky has a unique blend of people from many walks of life. Permanent residents, retired couples, young families, second homeowners, vacationers, thrill seekers, ski bums, trout guides and those working in the service industry, everyone has a story of how they came to Big Sky. With quality schools, newly constructed school buildings, high quality medical care from the Big Sky Medical Center, excellent restaurants and cafes, Big Sky is the ideal landing spot for many.

After a solid five-year stretch of faithful ministry service and fostering healthy church growth, Senior Pastor Brian Van Eps has followed the call of ministry to a new church. While the congregation is happy for Brian and his family and has blessed him in his departure, it is also hard to say goodbye to a beloved leader, a dear friend and someone so instrumental in helping the church get to the next level. This senior pastor change was not expected nor desired, yet leadership is unified in recognizing God’s grace in the timing, and the church faithfully believes in the expectant hope that the Lord will provide a wonderful successor who will lead the church into the future with unity and momentum.

The transition of a much-loved Senior Pastor that has brought about so much improvement is a significant moment in the life of any church, but it is also an opportunity to assess and evaluate the organization, and to better understand the kinds of improvements and innovations that will help advance the ministry as it moves into the future. In that spirit, this past summer BSCF completed a congregational assessment that showed the church is in a healthy, transformational posture with high levels of energy and purpose. When called upon to take the survey associated with the assessment, 93 percent of the church body responded, providing further evidence BSCF is an engaged and active faith community that cares about their church.

A distinguishing characteristic of Big Sky Christian Fellowship is its casual approach, contemporary worship, friendly demeanor and conservative theology (compared to other congregations in town). A value for “passionately following Jesus together” is evident when this community gathers. There is a genuine love for Christ and each other that is not only obvious but also attractive to those who experience it. Leadership at BSCF champions and models this important value, ensuring those who lead and serve here are well aligned with this goal. As a growing church that provides the only evangelical Christian community in town, Big Sky Christian Fellowship will be served best by an empowered leader who embraces being a spiritual resource for many, both in and out of the church.

## **The Opportunity**

This is an exceptional opportunity for a relational pastor and gifted communicator who loves the idea of serving in a healthy context with an energized congregation eagerly anticipating what God will do next.

This key hire will be critical to the continued health, future growth, and preferred impact of Big Sky Christian Fellowship. Given that the senior pastor is the “face” of the church, this next pastor will have an opportunity to pick up the baton of ministry, be the primary teaching voice for the church and a consistent, active participant in the local community. In addition to knowing, caring for and spiritually shepherding the attenders of Big Sky Christian Fellowship, the incoming senior pastor will give direct oversight and support to the staff and leaders of Next Gen, Kids, Admin and Worship ministries. He will partner with key stakeholders and elders, participate as a leader in the community, and also be the “driver” for vision, direction and strategic planning at BSCF. This is an attractive opportunity for a talented pastor and communicator to join with a loving community of believers that is truly a family.

Communication is essential to any effective ministry, so this next leader will be a winsome communicator who is able to preach with excellence and motivate others to action, inspiring deeper engagement. With an ability to connect across all ages and stages of life, this leader’s preaching style will resonate easily with others, be rich in content yet conveyed in a way that is understandable to many. Preaching weekly and facilitating spiritual growth in others will energize this pastor.

Relationships are at the heart of ministry at Big Sky Christian Fellowship. The right leader for this church will take time to know people, to hear their stories, to personally invest in others, to relate with them informally and be eager to schedule time with those curious about faith. This kind of effective relationship building will help build trust with those both in the church and out in the community. Knowing he can’t do everything, leader development and training will also be a part of the regular rhythm of ministry for the next pastor. Even in the seemingly small things, this pastor will embody a transparent, genuine love for Jesus that is clearly evident and naturally draws others toward deeper faith and community.

## **The Candidate**

First and foremost: Big Sky is an outdoor, mountain community that is breathtakingly beautiful. Those who thrive here must love being outside and active throughout all four seasons. Snow is a reality here. If you love skiing, snowboarding, hunting, fishing, hiking, biking, backpacking, running, camping or any other outdoor activities you will find it in Big Sky, Montana!

The right pastor for BSCF will be an outgoing and invitational leader who models an authentic spiritual life marked by a devoted relationship with Jesus. With an authentic, humble dependence on the Lord’s strength and a personal practice of daily Scripture reading and prayer, this relational leader will possess a profound love for other people and bringing them into deeper relationship with God and others. Understanding and valuing the practice of “listening to and loving” others as the Holy Spirit does the “softening and saving” will be part of this leader’s mature and wise presence in the greater community.

The right leader will passionately believe that ministry—and life—is most richly experienced in community with others. This pastor will know how to connect in the greater Big Sky community, break down barriers to entry, create on-ramps to engagement and make it easy for people to

get involved. Working with key leaders to create plans and initiatives that strategically and meaningfully elevate BSCF, he will possess a keen understanding of best practices and how to best integrate them within the context of Big Sky, Montana. The ideal candidate will be able to implement clear methods to measure and evaluate results, and have a clear understanding of what's working and what needs to change in order to achieve greater effectiveness. With an eye for innovation, this next pastor will identify areas of strength, address gap areas and continue the upward trend of spiritual and organizational health at BSCF.

Relationally intelligent and able to maximize interactions with others, this leader will respond appropriately in a variety of interpersonal situations. Open to feedback, this leader will listen to and invite input. When changes are proposed or needed, this leader will understand the importance of thoughtfully communicating those changes with clear rationale as to why they are taking place.

At its core, BSCF strives to be a church for the town of Big Sky. The next Senior Pastor will share this passion for going out and sharing the Gospel with those that are far from God. A heart for others will be evident and this leader will seek out ways to effectively connect them to the church. With a commitment to making more disciples of Jesus—and relationally engaging that work with energy, passion and enthusiasm—this next Senior Pastor will play a critical role in taking the reins and elevating Big Sky Christian Fellowship to the next level of ministry and impact.

### **Preferred Candidate Qualifications**

- Must be a born-again believer, committed to maturing in their walk with Jesus Christ and devoted to Scripture.
- Bachelor's and Seminary Master's degree (or completing Master's degree) required.
- 3 – 5 years experience leading ministry in a church, communicating in a large group setting, and caring for the people of a church and community.
- Highly relational and approachable
- Spiritually mature and emotionally intelligent
- Exceptional communication and organizational skills

### **Inquiry Process**

If after reading this description you have some interest in the Senior Pastor role at Big Sky Christian Fellowship, and you feel you meet the qualifications for the role, you are invited to submit the following information for consideration:

1. **Your resume** or CV (in **Word doc format only**)
2. Three **links to video or audio recordings** of you teaching/preaching
3. Previous **results of any personal assessments** you have taken in the past three years (i.e.: StrengthsFinder, DiSC, Myers-Briggs, Enneagram, etc.)
4. **Five references**, including: at least one supervisor or overseer (could be a board member or staff supervisor), at least two staff associates or peers, with at least one from someone you have supervised, and one personal. **NOTE: These references will be contacted later in the process and only with your prior approval.**

5. **Written responses to the following questions (in Word doc format only).** We believe that one can learn only so much from a resume. Your responses will help us to gain a more complete picture of you and your leadership.
1. Describe your faith in Jesus Christ. Tell us how you came to personal faith and something about your journey in ministry that prepares you for this role.
  2. What is it about the Senior Pastor opportunity at Big Sky Christian Fellowship that attracts you to this position?
  3. BSCF has a clear value for passionately following Jesus together, bringing people from a variety of backgrounds and life stages into one place. Where do you find alignment with this value and how does it challenge you?
  4. What are two or three of your core strengths? What do you believe to be the shadow side of those strengths in your ministry? How have you learned to manage your strengths when working with others?
  5. What are the key factors you need present in your ministry environment in order to be optimized?

Please submit your information to:

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