



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

LEAD PASTOR

Frontline Community Church
Ramstein-Miesenbach, Germany

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Ramstein-Miesenbach, Germany



Population of City

8,000 for Ramstein

Population of County

145,000 in the Kaiserslautern area, which is made up of numerous small towns and villages

Community Overview

Out of the 145,000 people living in the Kaiserslautern area, there are about 45,000 Americans (highest population of Americans outside of the US). Much of the rest of the local population are Germans and Germans of Russian and Turkish descent. It is a slow pace and very family-focused region. Stores are usually closed on Sundays and close around 8 pm throughout the week. We are about an hour from Frankfurt which is the closest, large city with a major airport. In contrast, there are numerous US Air Force and Army bases in the area that are high-paced and mission-oriented. The largest military hospital outside of the US is located here and supports most medical missions from the Middle East, Eastern Europe, and Africa.

Why People Like Living Here

Most people are here because the military sent them here or they work for the federal government as a civilian. Those that stay here for a long period of time love it because it is a great area to travel from, as well as safe to raise a family. There are a variety of restaurants and local towns to discover and fall in love with. There are so many historical locations and a good majority are within driving distance. The weather is good, winters are long but not harsh and it is green all year long, but with all four seasons. Summers are short but the days can be bright from 4:00 am until 10 pm. Our church is made of believers from various denominations, age groups, walks of life, and geographical locations. There is a great need for the Gospel, not only for the local national (Germans) but for the US military personnel as well.

Church History

- Frontline Community Church began in 2004, when Pastor Darryl, a Chief Master Sergeant in the United States Air Force took a step of faith and asked a warehouse if he could "rent" their back room (free of charge) to share the gospel with a handful of American military families. At the time, this warehouse was used as a car dealership in the front and a frame shop in the back. To his amazement, the owners agreed, (which was a huge relief considering this was the only location in Ramstein, big enough for a church to meet). Over the next decade, the church outgrew that room and the rest of the building, so they started a second service. By God's grace, their finances also grew to allow them to pay rent and begin building a staff team.
- When Darryl moved back to the states, he was succeeded by Pastor Gary who continued to grow that team, began a third service, and oversaw many new ministries, all while the church continued to grow rapidly. We also saw that Frontline was no longer an "American" church. God was stirring the hearts of local Germans to seek after Christ within our community.

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- In 2019 Gary transitioned into retirement and invited Pastor Jon to replace him and lead the church through a period of explosive growth. By the end of 2020, four Sunday services and a staff of 20 people were not enough to seat over 1200 adults, and 300 kids each weekend! God was working undeniably in the saving of souls, the healing of marriages, and life transformation!
- Naturally, Frontline's reputation was beginning to spread. After being approached by the former furniture store next door, Frontline in partnership with them, began the process of re-zoning the space as a multi-purpose building.
- We have a heart for everyone and welcome those that are seeking a community of hope and healing, and a faith that is tangible and transformative. We are beyond excited for what is in store for us, as we continue to reach those far from Jesus, and teach the gospel which is the power of God that brings salvation to everyone who believes (Rom 1:16)!

Vision, Mission, Values

Love God, Love People, Make Disciples

Focus Areas:

- Honor God's Word
- Build Community
- Equip Disciples
- Impact World

Average Weekend Attendance

400

Overview of Weekly Worship Gathering

We currently have about 400 adults attending our Sunday gatherings each week. Due to military moving cycles, the summer numbers usually drop until the newly arrived are settled and find us. We have a fairly, consistent congregation, but a portion of our congregation travels during holiday weekends. Also, we lose about 30% - 40% of our congregation and of our staff and leaders every year due to them moving to their next duty location. Even though we have this big turnover every year, God has always brought new people to replace those that leave.

As of right now, we have three (3) services every Sunday partially due to the size of our Sanctuary. We would like to go to either one or maybe two services each Sunday. We have been trying to expand our Sanctuary, but it has been difficult due to COVID and local government requirements. We tend to gravitate toward praise and worship songs that have deep meaning and focus on worshipping God. We sing contemporary and mainstream worship songs (think Bethel, Elevation, Hillsong) and we feel like a non-denominational church. We have a full band, backing tracks, with an

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overall upbeat atmosphere, one of hope and victory. The preaching style is relational, personal, and Christ-centered. In the past 3 years, the pastors have used a good mixture of verse-by-verse, thematic, and narrative expository preaching. We have tried to be relevant to the non and new believers as well as those mature in their faith within the same message. We typically end each sermon with a prayer and invitation to unbelievers to receive Christ. Congregants say they appreciate the services because the messages and worship songs are timely and fit well with what they are going through.

Tell Us About Your Facility

Our facility is an older warehouse that we have updated over the years to suit our needs. We have been renting here since Frontline was established in 2004. It is a long and narrow building with three major sections; Kid's Ministry (infants and toddler rooms), the Sanctuary which seats around 275-300 people, and another section for Kid's ministry. The building is made of brick and metal, which can be a little problematic when it is windy or rains (due to noise). We are in the middle of replacing most of the flooring in the main building and are planning to extend the Sanctuary. We also have two other buildings, one of them is a house converted to the staff office and another building for multi-use such as future Kids Ministry (when we extend the Sanctuary), Bible studies, meetings, and maybe a future café.

Overall Budget (this fiscal year)

\$790,000

Overall Long-Term Debt of the Church

None, but we are renting all 3 buildings.

Denominational Affiliation and/or other Partnerships

We are a non-denominational church with Baptist roots. We are in partnership with the International Baptist Convention (IBC), which is a fellowship of more than 60 churches in 25 countries in Europe, the Middle East, Africa and Central and South America. We are also a member of a German Baptist group of churches for legal status as a church in Germany.

Governance & Polity

We are an elder lead church. Our lay elder board governs the church as they oversee the mission of the church, determine church policy, and oversee all aspects of church ministry, finances, and material assets.

Current Paid Staffing Level

Full time:

- Lead pastor (currently vacant)
- Executive pastor

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- Associate pastor (interim Worship Pastor)
- Ministry pastor (newly appointed)

Part time:

- Bookkeeper
- Women's Ministry Director
- Administrative Assistant
- Audio Technician
- Creative Content Coordinator
- 4 Kid's Ministry Coordinators
- Kids Curriculum Coordinator
- Janitor
- Worship admin/facilities assistant
- Youth Ministry Coordinator

Major Ministries of the Church

- Praise & Worship (different P&W teams)
- Kid's Ministry (currently around 100 kids for the first two Sunday morning services, none during 5pm service)
- Women's Ministry (very strong and involved)
- Life Groups (Home Bible Study, there are about 10 at this moment, hoping to get more going, they are doing a great job helping us build a community here)
- Men's Ministry (not as strong as we would like, but we are working on it)
- First Impressions (greeters and ushers for each service)
- Media Team
- Youth Ministry (around 50 teens are a part of this, they are not only enjoying it but being changed and saved by what is being taught)

Outreach Programs Overview

This is an area we want to grow in, as we do not have any outreach or evangelism programs ourselves. We currently support 3 mission programs, one in Slovenia, another in Honduras, and also one in the US. We also support two German-based organizations, one is for pregnancy crises, helping women who are thinking of having an abortion or are in need of help with their children or with their pregnancy. The other one evangelizes and loves individuals dealing with prostitution/sex trafficking and not only shares the gospel but gets them to a safe location if they ask for help. We have helped a few local organizations in assisting refugees.

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

Evangelical - Conservative

Published Theological Statement

We tend to lean more on the Evangelical–Conservative side, with a reformed leaning. We are also non-denominational, and gospel-centered.

GOD THE FATHER

We believe in one God, who exists eternally in three Persons. God is the Creator of heaven and earth, perfect in holiness, infinite in wisdom, measureless in power. We rejoice he concerns himself mercifully in the affairs of humanity, he hears and answers prayer, and he saves from sin and death all who come to him through Jesus Christ. See Genesis 1:1,26,27; 3:22; Psalm 90:2; Matthew 28:19; 1 Peter 1:2; & 2 Corinthians 13:14

JESUS THE SON

We believe in Jesus Christ, God's one and only Son, conceived of the Holy Spirit, born of the Virgin Mary, sinless in his life, and making atonement for the sin of the world by his death on the cross. We believe in his bodily resurrection, ascension into heaven, his high priestly intercession for his people, and his personal, visible return to the world according to his promise. See Matthew 1:22,23; Isaiah 9:6; John 1:1-5; 14:10-30; Hebrews 4:14,15; 1 Corinthians 15:3,4; Romans 1:3,4; Acts 1:9-11; 1 Timothy 6:14,15; & Titus 2:13

THE HOLY SPIRIT

We believe in the Holy Spirit, a full and equal Person of the Trinity. He came forth from God to convince the world of sin, of righteousness, and judgment, and to regenerate, sanctify, indwell and comfort those who believe in Jesus Christ. The Spirit is our power source for life, ministry and spiritual growth as we yield to his control. See 2 Corinthians 3:17; John 16:7-13, 14:16,17; Acts 1:8; 1 Corinthians 2:12, 3:16; & Ephesians 1:13; 5:1

THE BIBLE

We believe the Bible is God's Word, it was written by men divinely and uniquely inspired, it is "God-breathed" and absolutely trustworthy and has supreme authority in all matters of faith and conduct. See 2 Timothy 1:13, 3:16; 2 Peter 1:20,21; Psalm 119:105,160; 12:6; & Proverbs 30:5

HUMANITY

We believe all people are created in the image of God, and by nature and by choice are sinners, and therefore separated from God. But "God so loved the world that he gave his one and only Son, that whoever believes in him shall not perish but have eternal life" (John 3:16, NIV). We believe, therefore, those who accept Christ as their Lord and Savior will rejoice forever in God's presence and those who refuse to accept Christ as Lord and Savior will be forever

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SALVATION

We believe salvation is by God’s grace apart from any human effort or merit. Our disobedient nature has eternally separated us from our Creator, and no matter how hard we try, we can never earn our way back into God’s presence. Our only hope is to trust Jesus as God’s provision for the forgiveness of our sins. See Romans 6:23; 5:1; Ephesians 2:8,9; John 14:6; 1:12; Titus 3:5; & Galatians 3:26

THE CHURCH

We believe in the Church – a living spiritual body of which Christ is the Head and of which all regenerated people are members. We believe that a visible church is a company of believers in Jesus Christ, buried with him in baptism and associated for worship, work and fellowship. We believe that to these visible churches were committed for observance the ordinances of baptism and the Lord’s Supper, and that God has laid upon these churches the task of making disciples by persuading a lost world to accept Jesus Christ as Savior and by nurturing believers to enthrone him as Lord and Master. We believe human betterment and social improvement are essential products of the gospel.

We believe each church is independent and autonomous, and must be free from interference by any ecclesiastical or political authority. See Matthew 16:15-19; 18:15-20; Acts 2:41-42,47; 1 Corinthians 1:2; 3:16; 5:4-5; 7:17; 9:13-14; 12; Ephesians 1:22-23; 2:19-22; 3:8-11,21; 5:22-32; Philippians 1:1; Colossians 1:18; & 1 Timothy 2:9-14; 3:1-15; 4:14

What theological hills will you die on?

- The Trinity, sovereignty of God, Divinity of Christ, salvation through the incarnation, life, death on the cross, rising from the dead, and ascension of Jesus Christ for our sins
- Scripture is inspired by God and was written by man through the Holy Spirit
- Baptism does not save a person only the acceptance of what Jesus did for us on the cross
- Salvation is by grace alone through faith alone in Christ alone

Hot-Button Social/Cultural Issues for Your Church

- The military is a microcosm of the US and therefore we have had difficulties with all the feeling of racial injustice, homosexuality, the roles of women in ministry/church, and thoughts of US leadership. We defend our beliefs with the Word of God, whatever societal issues that come up are compared to Scripture alone and not our opinions or political stance.

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- Frontline is not against individuals' responsible use of alcohol as long as it is not abused.
- We believe marriage is biblically defined as one man in life-long union with one woman in covenant(al) relationship before God.
- We do not subscribe to critical theory in any form including critical race theory (CRT).
- We hold to a biblical view and conviction of sexuality.
- We believe that God created men and women to be biologically different for the purpose of reproduction. He established the gender of men and women at birth. God created men and women with different roles that complement and assist/benefit each other.

Biggest Church 'wins' in last 18 months?

- During COVID shutdowns and restrictions, the leadership team found creative ways to keep ministries active despite the very restrictive contact laws within Germany. This allowed us to create a consistency of ministry despite the instability of ever-changing landscapes in personal and professional realms.
- The Elders and pastors transparency to congregation during this time of transition.
- The growth of our men's ministry participation over the last few years.
- Frontline conducted about 30 baptisms.

Biggest Opportunity for Your Church in the Next 12 Months

- Some of our big opportunities include implementing our new mission statement, re-establishing membership, and rebuilding community. The new mission will create a stronger discipleship culture at Frontline not only on Sundays but in every ministry.
- Re-establishing membership will help us commit as individuals to the larger body of believers, creating a context for discipleship and service. And we desire to see the church help build strong relationships through which God will grow the faith of individuals and families.

Church's Biggest Challenge for the Future

- Frontline's biggest challenge is maintaining consistency despite the constant rotation of staff, leaders, and the congregation. The constant hiring and onboarding makes gaining momentum and sustaining vision a challenge.
- We also have some major projects that have been in the works for a long period of time. Some of the projects have been delayed due to most of Germany shutting down during COVID, letting things drop or getting the run around from the local government.

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Other Challenges Specific to Pastors:

- Our pastors usually live as German residents and need to wade through the paperwork of living and working in a foreign country. This means one must renew a work visa every 1-2 years, get a German driver's license upon arrival and pay German taxes.
- Pastors with older children (10 years old or older) have a difficult time since Germany does NOT allow homeschooling and therefore must go to local schools which primarily only speak German (unless the spouse works on base and gets logistical support, which can be difficult and take a long time to get hired).
- Income tax returns can be difficult and drawn out to file, and of course, one will face a language barrier if one does not speak German. In general, many Americans including pastors struggle with the speed in which the local government and businesses process paperwork and needs.
- Some struggle because they are away from family and friends and certain conveniences, products, and services available in the US.
- Due to the constant turnover, pastors are often saying goodbye to staff, leaders, and friends.

Title of Position You Are Hiring

Lead Pastor

Full Time Position?

Yes

Reporting Relationship

This position reports to the Elder Board.

Overall Description of this Position

- The Lead Pastor shall implement the mission of Frontline Community Church as set forth by the Elder Team. He is to minister to the body in the role of shepherd-teacher in the spirit of I Peter 5:1-3 and Ephesians 4:11-13.
- This person has the responsibility to work alongside, disciple, and help develop the elders, pastors, and ministry staff and provide overall spiritual leadership, direction, and oversight of the church body, staff, and its ministries.
- This person is to maintain a balance in the church's mission of making disciples, outreach and nurturing individuals in our own church, people from other churches in the community, and people who are far from God.
- The lead pastor shall have the authority to carry out the following responsibilities:
 - Shepherd the church body
 - Preach and teach scripture
 - Provide oversight and development of the spiritual life of the church

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Goals and Expectations

We would like to:

- See the congregation become closer to God and desire to be disciples of Jesus.
- For scripture to come alive in each believer's life and to be equipped to share the Gospel with unbelievers they encounter.
- For the church to see Frontline as their home church while they are here and to want to help and be an active part/member of Frontline.
- Intentional leading and developing elders, pastors, and staff and understanding their needs to grow and accomplish their jobs.
- See them integrate into life in Germany (which takes time and space) and get a really good grasp of Frontline's mission, context, challenges, opportunities, staff and volunteer team members, and culture.

Do you have a job description for this role?

General Responsibilities - The areas of focus for the Lead Pastor are as follows:

- Shepherding the church body
 - Provide direct pastoral care for the body when appropriate
 - Provide necessary structure and organization for pastoral care within the body
- Preaching and teaching of the Scripture
 - Direct involvement in preaching and teaching ministries
 - General oversight of the preaching & worship ministries of the church
- Oversight and development of the spiritual life of the church
 - Provide for the spiritual development of the church through prayer, worship, fellowship, instruction, outreach/evangelism, missions and service
 - Implement with the staff and Elder Team the mission and vision of the church

Specific Areas of Responsibilities:

- Implement the Vision of this church that fulfills the Mission of Frontline "A community of Christ-followers being transformed through the Word of God to transform our communities, Germany and the world."
- Lead the development of strategies for making disciples in our diverse English-speaking community.
- Lead, develop and work in harmony with the pastoral and staff leadership team that is responsible for leading the ministry development of the church.
- Oversee the logistics of a growing congregation, including communication, worship, and must work closely with the Executive Pastor to manage the budget and church administration.
- Develop the spiritual vitality of the congregation through teaching, pastoral care, administration, leadership and outreach.

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- Lead, develop and work in harmony with the elder leadership team that is responsible for governing the church.
- Oversee and develop the preaching ministry of the church. The Lead Pastor should preach 42+ weekends per year.

Educational Preferences

We prefer to have someone that has or is working on a master's degree in divinity and has previous ministry experience.

Age Vs. Experience

The preferred ministry experience is 7-10 years (5 years is acceptable) as a lead pastor in a multi-staff setting with regular preaching opportunities in a church of around 400 attendees or more.

Denominational Affiliation

We are non-denominational with Baptist roots and are in partnership with the International Baptist Convention (IBC). This affiliation is important to us.

How important is geographical location to you?

We are not looking for someone within a certain region of the country or within a certain distance of our church's location. There isn't a place we would NOT hire someone from, as long as they speak English clearly.

What skills are you looking for specifically?

- Vision-driven leader, leader of leaders
- Experience with construction projects and revamping/starting programs
- Exceptional Bible-based preaching, teaching, and communication skills (public and interpersonal)
- Deep passion and love for the gospel, scripture, and the Body of Christ (the church)
- Experience in leadership and discipleship, as well as able to develop/mentor pastoral team
- Must be able to adapt to an ever-changing ministry environment
- Has experience in biblical counseling
- Experience with the military community is preferred, but not required

What technical abilities (if any) are required?

Having an awareness of ProPresenter, Planning Center and Click Tracks, Instagram, and FaceBook is preferred but not required.

Equipper or Doer?

We would rather have an equipper. Discipleship is important to us.

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Attractional Vs. Missional?

Missional. We've been attractional for most of our history, but we are in process of moving from attractional to missional. Even though we are shifting our approach from "Come and See" to "Go and Share" we hope to remain accessible to those far from God.

Budget Area Supervision:

The Lead Pastor is also the Lead Elder and will therefore help with managing the whole church budget with the bookkeeper, Executive Pastor and Elder Board. Primary day-to-day oversight of the budget is tracked and managed by the Executive Pastor and bookkeeper.

Personal Characteristics Desired

- Good balance of easy-going, serious (when needed) and a sense of humor.
- Honest, trustworthy, likes to disciple/train others, friendly, able to connect with people, humble, direct (in love), servant's heart, well balanced, willing to receive correction or constructive criticism, doesn't feel that he has to do everything/able to delegate, able to receive ideas from others, empathetic to others.
- Shows grace and mercy toward those that makes an error.
- Patient, a coach, one who values health and sustainability.

What would immediately disqualify someone?

- Doesn't have any ministry experience
- Doesn't align with our doctrinal statement
- No Experience with students in any professional arena
- Doesn't meet the criteria of a pastor stated in Scripture
- Political-minded vs biblical minded
- Egalitarian
- A pacifist
- Someone who wants to expand a current ministry organization internationally through Frontline
- Prosperity gospel minded
- Progressive Christianity

Urgency

We would like to hire someone as soon as possible, but our level of urgency is around 7 out of 10. We don't want just anyone, so we are willing to wait to find the right person but would like to get them here as soon as they can once they are selected.

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Other "Must Have" Skills

- Exceptional Bible-based preaching, teaching, and communication skills
- Deep passion and love for the gospel and all scripture
- A love, care, and passion for the Church
- Experience in leadership and discipleship, as well as being able to develop/mentor the pastoral team
- Ability to pace themselves, appreciation for other cultures

Other "Nice to Have" Skills

- Experience with transient and/or military community
- German-speaking
- Experience overseas

Finally...

We are looking for a Christ-follower, Holy Spirit-filled person who leads and teaches Biblical truth with conviction, love, and sincerity. This person should be able to connect/disciple/lead/ young pastors, elders, and the congregation. and tell the tremendous story of Christ.

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Public Job Posting

Lead Pastor

Frontline Community Church

Ramstein-Misenbach, Germany

Frontline Community Church in Ramstein-Misenbach, Germany is looking for their next Lead Pastor to work alongside, disciple and help develop the elders, pastors, and ministry staff. Located near multiple American military bases, Frontline is looking for someone to provide overall spiritual leadership, direction, and oversight of the church. The Lead Pastor will maintain a balance in the church's mission of making disciples, outreach, and nurturing individuals in our own church, people from other churches in the community, and people who are far from God.

What you'll be doing:

- Shepherd the church body
- Preach and teach scripture
- Provide oversight and development of the spiritual life of the church
- Develop leaders within the church to carry out the mission of Frontline
- Revamping/starting programs within the community and at Frontline

Skills you'll need to have:

- 5+ years experience as a lead pastor in a multi-staff setting with regular preaching opportunities in a church of around 400 attendees or more
- A love, care, and passion for the Church
- Exceptional Bible-based preaching, teaching, and communication skills (public and interpersonal)
- Must be able to adapt to an ever-changing ministry environment
- Ability to pace themselves, appreciation for other cultures
- Experience with the military community is preferred, but not required

Out of the 145,000 people living in the Kaiserslautern area, there are about 45,000 Americans. Much of the rest of the local population are Germans and Germans of Russian and Turkish descent. It is a slow pace and very family-focused region. The largest military hospital outside of the US is located here and supports most medical missions from the Middle East, Eastern Europe, and Africa. Most people are here because the military sent them here or they work for the federal government as a civilian. Those that stay here for a long period of time love it because it is a great area to travel from, as well as safe to raise a family. The church is made of believers from various denominations, age groups, walks of life, and geographical locations. There is a great need for the Gospel, not only for the local national (Germans) but for the US military personnel as well.

Apply here: <https://www.chemistrystaffing.com/frontline-ramstein-lead-pastor>