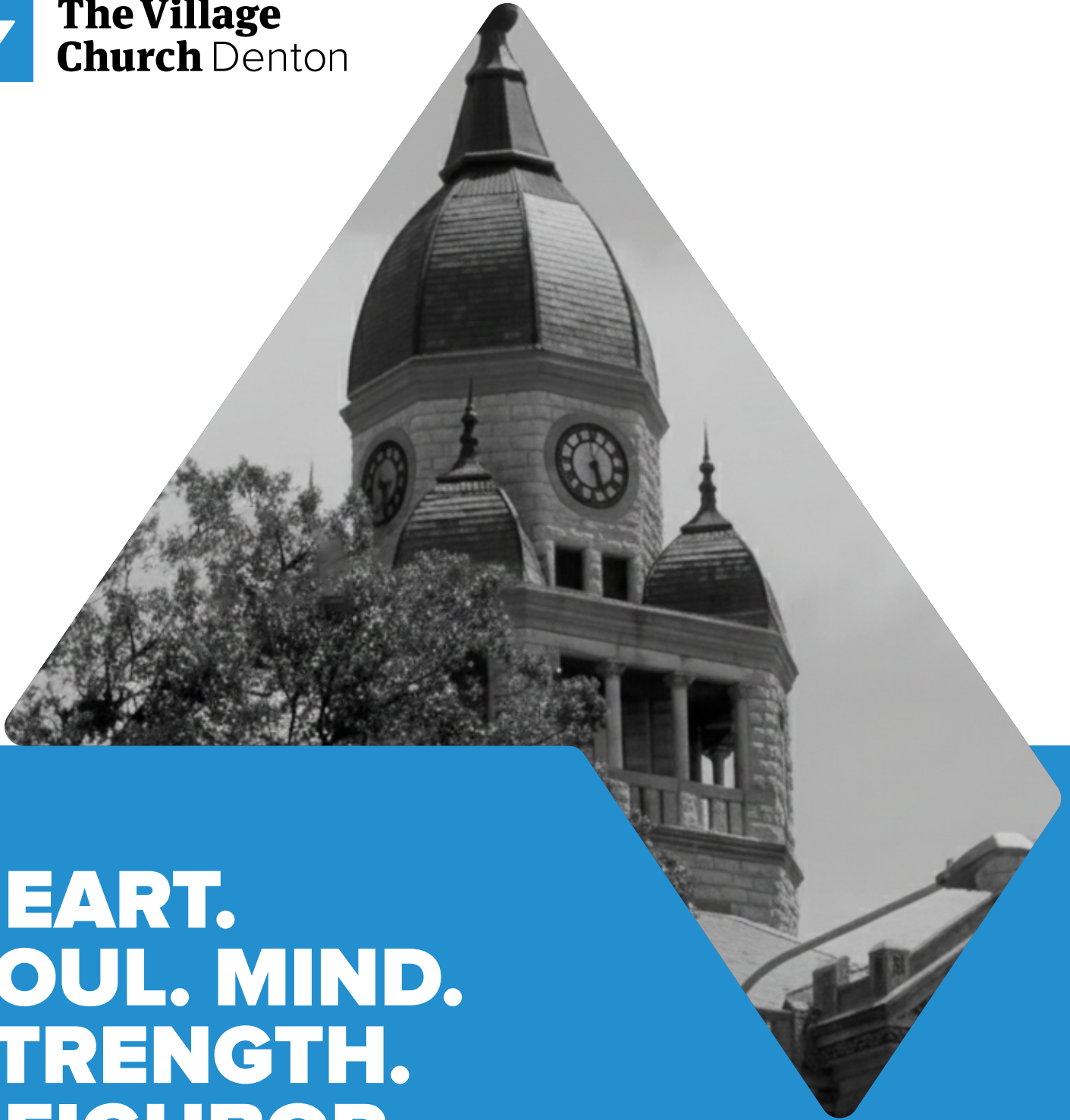




**The Village
Church** Denton



**HEART.
SOUL. MIND.
STRENGTH.
NEIGHBOR**

The Village Church Denton

THE POSITION

The Lead Pastor of The Village Church Denton (TVCD) will serve as the primary spiritual leader and theological shepherd of the church. TVCD is a gospel-centered, elder-led, multi-generational, multi-ethnic congregation rooted in the heart of Denton, Texas. We are not in a season of planting or revitalization, but one of long-term stability, spiritual maturity, and intentional shepherding. We are seeking a humble and wise leader of people—especially ministerial staff—who brings a calm presence, relational depth, and theological clarity. Public visibility or platform-building is not encouraged; rather, we desire a leader whose presence is most powerfully felt within the congregation.

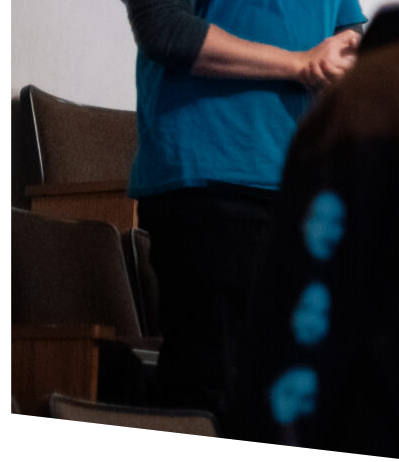
The Lead Pastor will serve as the leader of leaders at TVCD—providing clarity, direction, and encouragement to the Lead Team and full staff. This role requires high emotional intelligence and energy to lead the Lead Team, shepherd staff culture, and support elder development.

We are a teaching team without a single dominant preacher, and the Lead Pastor will champion this collaborative model—encouraging and equipping other staff and elder voices to regularly share in the preaching ministry.

In addition to theological vision and teaching, the Lead Pastor must be a gifted manager of people—a strategic and dependable leader who can organize, empower, and support a healthy team culture. They must be capable of supervising senior staff, aligning ministries, and making wise decisions that strengthen operations, shepherd people, and foster organizational health.

The ideal candidate will embody gospel-centered leadership, pastoral warmth, and a commitment to equipping others. They will lead with conviction and gentleness, honoring TVCD's rich history while discerning the Spirit's guidance for the future.

We are seeking a leader who will faithfully teach God's Word, equip the saints for ministry, and shepherd both staff and members with wisdom and grace. Rather than seeking a platform-builder, we desire a pastor whose presence is most deeply felt in the life of the body—encouraging and developing others, cultivating unity, and modeling dependence on the Spirit.





WHAT WE BELIEVE

The gospel is the good news of God's grace invading the darkness of this world. It is the grand narrative of creation, fall, redemption and consummation ordained by God and orchestrated through the life, death, resurrection and ascension of Jesus Christ. Christ's crucifixion is the heart of the gospel. His resurrection is the power of the gospel. His ascension is the glory of the gospel.

Christ's death is a substitutionary and propitiatory sacrifice to God for our sins. It satisfies the demands of God's holy justice and appeases His holy wrath. It also demonstrates His mysterious love and reveals His amazing grace. Jesus Christ is the only mediator between God and man. There is no other name by which men can be saved. At the heart of all sound doctrine is the cross of Jesus Christ and the infinite privilege that redeemed sinners have in glorifying God because of what He has accomplished. Therefore, we want all that takes place in our hearts, churches and ministries to proceed from and be related to the gospel.



STATEMENT OF FAITH

BYLAWS

COVENANT

We Believe

- the Scriptures are true, authoritative and sufficient.
- there is only one true God, Creator of heaven and earth, who eternally exists in three distinct persons: Father, Son and Holy Spirit.
- all things exist for the glory of God.
- all humanity-Christ excluded-is sinful by both birth and action.
- the deserved penalty for sin is physical and spiritual death.
- Jesus Christ is the eternal Son of God, was born of a virgin and is both fully God and fully human.
- Jesus Christ died as the sacrificial substitute to pay the penalty for sin.
- Jesus Christ physically rose from the dead, ascended into heaven and will one day physically return.
- there will be a future physical resurrection of the dead. Only those who turn from sin and to Jesus in faith and repentance will be raised to eternal reward. Those who do not turn from sin and to Jesus will be raised to eternal punishment.
- only through faith in the person and work of Jesus Christ and repentance from sin can one be reconciled to God and experience true life and joy.



WHO WE ARE

574

Current Active Members

227

Families:

352

Children in Weekly Programming

702

Regular Sunday Attendance:

~\$1.8M

Budget:

19%

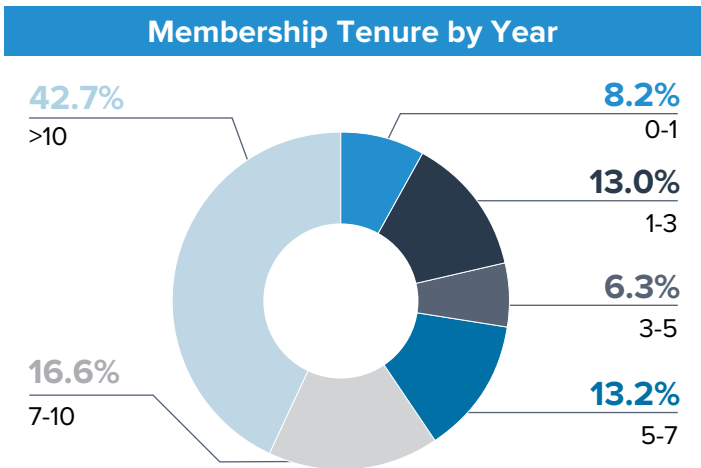
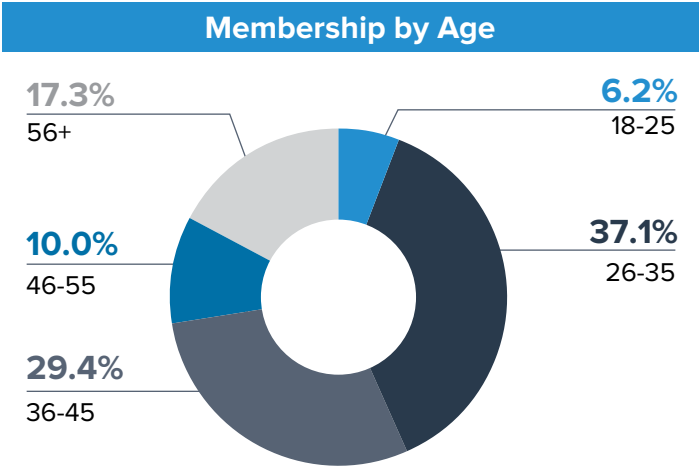
of Covenant Members are Non-White

300

Weekly College Ministry Attendance:

AVERAGE 11

baptisms a year



PRACTICES

We are formed into Christlikeness through habits that we practice together.

At The Village Church Denton, we order our lives around eight rhythms that help us follow Jesus as his disciples. We believe that by cultivating these rhythms of abiding, we can experience a closer walk with Jesus and grow in our faith journey.

These practices are for the entire church community, from newcomers to long-time members, who seek to explore and engage in these transformative practices. Join us in following Jesus together by embracing these rhythms of abiding in God's love.



Abiding in the Story

As Christians, we live our lives in a different story. Instead of living in the stories of the world, we live in the story of God. We do this in multiple ways including the historical church calendar.

It's a beautiful story of redemption, hope, glory, joy, and love. As a community, we want to display this story to the world through the ways that we live with each other in service and love.



Abiding in Waiting

While Christians live in this world, we are waiting for a new heavens and new earth when King Jesus returns.

That doesn't mean we ignore this world. Instead, we love and serve this world as a living example while we patiently await the time when all will be made right.



Abiding in Prayer

God hears the prayers of his people. We seek to always be in communion with God through prayer.

We do this as a community by prayer together in our Sunday service, in our monthly Church-wide prayer service, and throughout the week in home groups.



Abiding in Liturgy

Liturgy means "the work of the people." Every Sunday, we gather together as the body of Christ and work out our salvation together.



We do this through worship, scripture reading, prayer and confession, generosity, passing the peace, the proclamation of the Word, and the Lord's Supper.

Abiding in Feasting

Christians are people of joy! We celebrate the Lord's redemption of his people and anticipate the feast to come in the new creation.



Abiding in Fasting

As we wait for the Lord's return, we acknowledge our need for him through fasting. By abstaining from sustenance for our bodies, we increase our dependence on the sustenance of the Holy Spirit.



Abiding in Sabbath

We are human beings, not human doings. Sabbath is woven into the fabric of creation.

We encourage all of our members to find time in the week to stop, rest, worship, and delight.



Abiding in Witness

The Church exists to bless the world as a witness to the blessing we have received in Jesus.

We witness to the world through evangelism, missions, justice, and our character.

HOW WE LIVE TVCD

Biblical Aspirations

You see what we're pursuing through our covenant reflected in part in Acts 2:42-47.

Regular Gatherings

1. Main worship service

- a. Follows basic storyline of the gospel (God's goodness; our sin; God's mercy in Christ; our response).
- b. We sing the gospel (see article on music in membership matters booklet).
- c. We are led in prayer (praise, confession, petition, thanks).
- d. We hear God's word read.
- e. We hear God's word preached. And we celebrate baptisms.
 - Sermons are generally expository
 - Read the passage through the week.

2. Members' meetings

- a. 5 times each year after the Evening service on the 3rd Sunday of every other month.
- b. For members only.

- c. Discuss church business (reports from ministries, updates on finances, Affirming members in/out).
 - Voting members in: after your interview and approval by elders, an elder will put up your picture and share a very brief summary of your testimony. Congregation votes to accept their responsibility for you.
 - Church Discipline: Church discipline

3. Church-Wide Prayer

- a. Meets at 5pm on 1st Sunday of the month.
- b. More of a family time: Dinner, sing, pray.
- c. Prayer time: a time to hear what's going on in our lives and lift these things to the Lord.

We expect all members to come to both Sunday morning and Sunday evening.

4. Group Life

- a. Throughout the week. At different times. Different areas of Denton.
- b. As part of our church's comprehensive strategy for making disciples, Home Groups provide a context for our church members to watch over one another in Christian love as we seek to cultivate faith in Christ Jesus and forge Christlike character.





5. Children

- a. Kids are always welcome at all of our services.
- b. In addition: special programs for them during services.
 - Preschool Ministry: Little Village - Sundays at 8:45 & 11
 - Elementary Ministry: Kids Village - Sundays at 8:45 & 11
 - Middle School - Wednesdays at 6 pm

- High School - Sundays at 4 pm

6. Classes

- a. Women's Bible Study (Tuesday 7 pm)
- b. Men's Bible Study (Thursday 7 pm)
- c. MDWK - College Gathering (Wednesdays 9 pm)
- d. Family Equipping classes/forums
- e. Other Classes/ Forums/ Conferences.

Intentional Relationships



How do you get involved? Invest in relationships.



We're a relationship-based church—not a program-driven church.

From what we've seen, the best way to cultivate long-term spiritual health is for you to invest in intentional, spiritual relationships.

- We want to cultivate a culture where it is normal for members to take initiative to build relationships with other members with the deliberate aim of doing them spiritual good.
- Entrepreneurial in nature: no special permission is needed to love in this way.
- Organic and messy: can't map this out on a spreadsheet.
- But we've found that over time, this results in community that is deeper, longer-lasting, and encompasses a wider cross-section of our church.



ROLE SUMMARY

The Lead Pastor will provide pastoral leadership to the staff, elders and deacons, and the congregation at The Village Church Denton by overseeing and maintaining the theological vision of TVCD through regular preaching and teaching, overseeing all church wide gatherings, leading out in the collaboration and care of the church's elders, deacons, & staff, and maintaining relationships and cooperation with TVCD's ministry partners.

Key Responsibilities



Vision & Leadership

Provide theological vision and direction in partnership with the Elder Board, guiding the church toward unity, health, and mission.



Staff Development

Shepherd and equip staff and lay leaders, cultivating a healthy team culture that is collaborative, encouraging, and gospel-driven.



Preaching & Teaching

Share in the regular preaching ministry with other pastors and elders, faithfully expounding Scripture with a gospel-centered lens.



Pastoral Presence

Be accessible and present among the congregation, modeling Christlike care, humility, and relational warmth.



Collaboration

Work closely with elders, deacons, and ministry leaders to ensure alignment across ministries and to encourage shared leadership.

What We Value



Collaboration

We are a teaching team, not built on one personality.



Stability & Maturity

We are in a season of long-term health, not church planting or revitalization.



Shepherding Culture

We value relational depth, encouragement, and pastoral care.



Local Presence

We invest in our people and our city, not in building a platform.

The Lead Pastor is accountable to the elders of The Village Church Denton as well as the congregation of The Village Church Denton. The Lead Pastor oversees the following: Associate Pastor of Adult Ministries, Associate Minister of Operations, Associate Pastor of Family Ministries, Associate Minister of Connections and Care, and Campus Outreach Regional Director.



Ministry and Educational Preferences

- A seminary degree (MDiv or equivalent) is strongly preferred.
- Minimum of 5 years of pastoral ministry experience, including preaching, staff leadership, and shepherding.
- Demonstrated maturity, self-awareness, and a proven track record of faithful, long-term ministry.
- Committed to making TVCD their long-term church home, rooted in the Denton community.





EXPECTATIONS OF PASTORAL LEADERSHIP

Character & Spiritual Life

- Demonstrates deep personal devotion to Christ and a life shaped by prayer, scripture, and obedience.
- Lives with integrity and exemplifies the qualifications of an elder as outlined in 1 Timothy 3 and Titus 1.
- Models humility, repentance, and faithfulness in both public and private life.
- Committed to ongoing spiritual growth, accountability, and the work of the Holy Spirit.
- Cultivates emotional and spiritual health, abiding in Christ, and reliance on God's grace.
- Upholds the The Village Church Denton's Membership Covenant
- Qualified to be an Elder at The Village Church Denton

Theological Alignment

- Holds to historic, orthodox Christian belief.
- Fully aligned with the theological vision and doctrinal commitments of The Village Church Denton and The Village Church Denton Statement of Faith
- Demonstrates the ability to faithfully apply theology to real-life pastoral, cultural, and ecclesial contexts.
- Values the diverse, multi-generational, gospel-centered, and locally embedded vision of TVCD.

Preaching & Teaching

- A clear, engaging, and faithful expositor of the Scriptures with a gospel-centered lens.

- Able to communicate complex biblical truth with clarity, conviction, and pastoral sensitivity.
- Committed to collaborative sermon planning and developing other teachers and preachers within the body.
- Demonstrates a shepherding posture from the pulpit—calling people to repentance, faith, obedience, and hope in Christ.

Leadership & Vision

- Provides theological vision and strategic leadership in partnership with the Elder Board and Lead Team.
- Skilled at leading through change while building unity, vision alignment, and momentum.
- Equips, encourages, and develops staff and lay leaders for effective ministry.
- Champions prayer and dependence on the Spirit as foundational to all ministry efforts.
- Casts a compelling vision that invites the congregation into worship, formation, and mission.

Staff Leadership & Development

- Leads, equips, and cares for staff with relational maturity and clear direction.
- Cultivates a team culture marked by encouragement, trust, and gospel alignment.
- Provides oversight for staff development rhythms

such as meetings, retreats, reviews, sabbaticals, and transitions.

- Prioritizes long-term health and development of staff as fellow ministers of the gospel.
- Collaborates with elders and operational leadership to steward compensation, performance, and communication.

Pastoral Presence & Relational Capacity

- Known by and accessible to the congregation. A shepherd by heart with a tender personality toward membership.
- Relates well to people of all ages and backgrounds with empathy, presence, and wisdom.
- Provides pastoral care through a team-based approach, equipping others to shepherd the church body well.
- Invests in the culture of encouragement, joy and vulnerability among staff and leaders.
- Does not prioritize or maintain a prominent online

or social media presence-invests relationally in the embodied church.

- Exhibits maturity in offering and receiving corrective feedback with grace, and skillfully leads others through conflict toward unity and resolution.

Collaboration with Elders, Staff, and Ministry Teams

- Serves as the theological and directional leader of the Elder Board.
- Leads the Lead Team through vision casting, mentoring, performance development, and gospel encouragement.
- Ensures doctrinal consistency, organizational alignment, and cultural integrity across all ministries.
- Builds healthy rhythms of communication, collaboration, and celebration within the leadership team.
- Affirms the bylaws of The Village Church Denton





PRIMARY JOB ROLE AND ANALYSIS OF RESPONSIBILITIES

Theological Vision

- a. Lead in the oversight, maintenance, and communication of the church's theological vision
 - i. Oversight of communication of theological vision in Sunday sermons
 - 1. Set and maintain direction of theological vision through sermons and sermon series
 - 2. Communicate theological vision through preaching sermons and sermon series
 - 3. Schedule and provide direction and feedback to other preachers who preach sermons
 - 4. ~30-35 Sunday sermons annually
 - ii. Support the communication of theological vision in weekly church-wide email
 - 1. Advise on content, theological or otherwise, for church-wide email
 - iii. Oversight of communication of theological vision in Elder/Deacon/Staff Intensives
 - 1. Set and oversee content of elder/deacon/staff intensives
 - 2. Schedule and provide direction and feedback to those who present special content at elder/deacon/staff intensives

Church-Wide Worship Gatherings

- a. Collaborate in the direction of the liturgies of church-wide worship gatherings
 - i. Collaborate with Music Minister to set and maintain direction for Sunday Services
 - ii. Collaborate with Associate Minister (Connections, Care, & Membership) to set and maintain direction for Church-Wide Prayer Services
 - iii. Collaborate with Associate Minister (Operations) to set and maintain direction Member Meetings
 - iv. Collaborate with Music Minister to set and maintain direction for Seasonal Services and other Special Services

Elders and Deacons

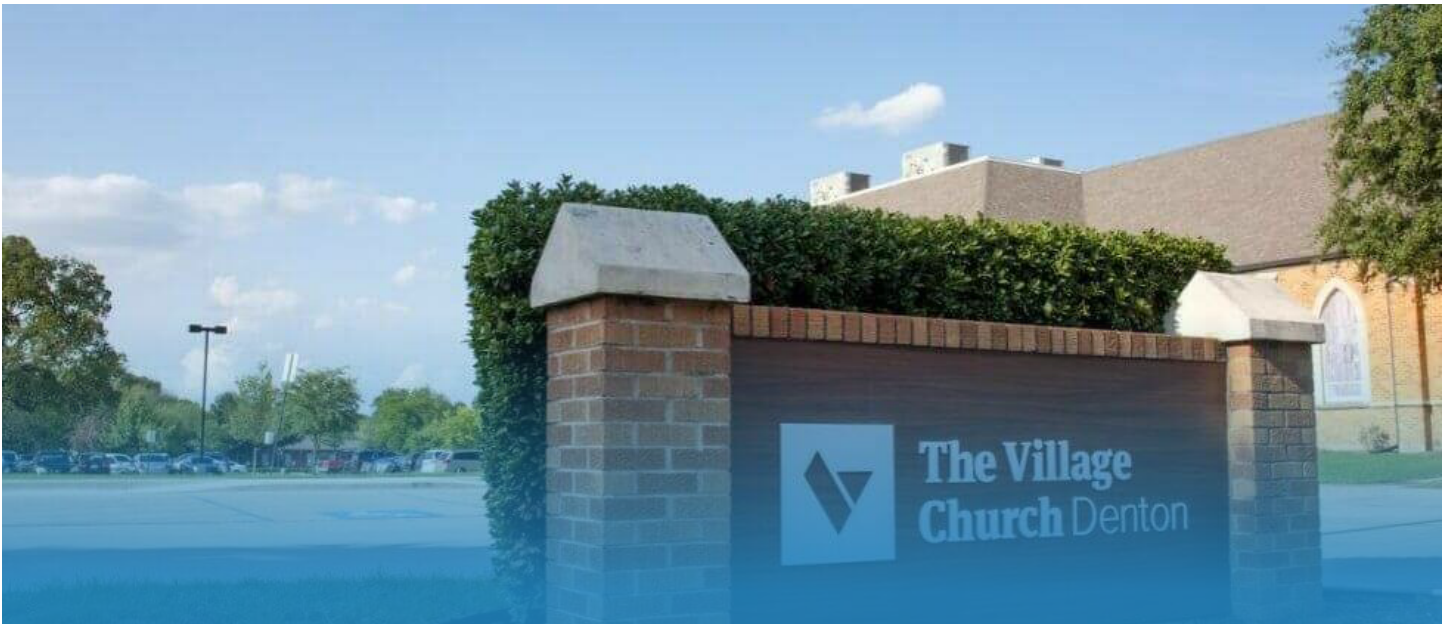
- a. Support the collaboration, direction, development and care of the elders and deacons of the church
- b. Support the development and appointment of new elders and deacons of the church

Staff

- a. Lead out in the collaboration, direction, development, and care of the staff of the church

- i. Staff Meeting
 - ii. Staff Retreat
 - iii. Collaborate with Associate Minister (Operations) to oversee annual staff performance reviews and determine direction for staff development
 - iv. Collaborate with Associate Minister (Operations) and Compensation Committee to review and determine staff compensation each year
 - v. Lead in the oversight and planning of staff sabbaticals
 - vi. Lead in the oversight and communication of staffing updates to non-staff Elders
 - vii. Lead in the oversight, planning, and communication of staff transitions
- b. Lead out in the collaboration, direction, development, and care of direct reports on the staff
- i. Providing individual oversight, direction, and support of direct reports
 1. Associate Pastor (Next Generation and Family Ministries)
 2. Associate Pastor (Adult Ministries)
 3. Associate Minister (Operations)
 4. Associate Minister (Connections, Care, & Membership)
 5. Campus Outreach Regional Director
 - ii. Set and maintain direction of weekly, collaborative meeting of direct reports
 - iii. Set and maintain direction of other collaborative meetings of direct reports throughout the year





THE LOCATION

Overview

Denton is a vibrant and growing city in North Texas, located about 40 miles north of Dallas and Fort Worth. With a population of just over 150,000, Denton offers the unique feel of a close-knit community while still enjoying the amenities of a major metropolitan area nearby. Known for its blend of small-town charm, artistic culture, and educational opportunities, Denton is both deeply rooted in tradition and open to growth.

Culture & Community

Denton has been described as one of the most creative and welcoming communities in Texas. It's home to a thriving music and arts scene, regularly hosting festivals, concerts, and community gatherings that bring people together from all walks of life. At the same time, Denton has a strong sense of community where families, neighbors, and local churches play a central role in daily life. The historic downtown square is a focal point for local shops, restaurants, and community events, creating a genuine “hometown” atmosphere.

Education & Universities

Denton is home to two major universities:

- **University of North Texas (UNT)** – a Tier One research university with over 40,000 students, known nationally for its music, education, and business programs.

- **Texas Woman’s University (TWU)** – one of the largest universities primarily for women in the U.S., with nationally recognized programs in nursing, education, and health sciences.

These institutions contribute to Denton’s youthful energy, cultural diversity, and intellectual vibrancy. They also bring students, faculty, and families from across the nation and around the world, enriching the life of the city and its churches.

Economy & Growth

Denton is part of the rapidly expanding Dallas–Fort Worth metroplex. While growth brings opportunity, Denton has retained its identity as a distinct community with its own character and traditions. The city’s economy is bolstered by education, healthcare, manufacturing, and a growing small business sector.

Family & Lifestyle

Denton is known for being family-friendly, with a wide range of parks, recreation centers, and community events. Its neighborhoods are diverse, offering historic homes, new developments, and everything in between. Many families are drawn to Denton for its strong schools, community values, and the balance it strikes between a slower pace of life and access to big-city opportunities.

APPLICATION STEPS

If you sense that the gifts and experience God has given you are a good match for The Village Church Denton, we invite you to begin the inquiry process. We handle all candidate information and conversations confidentially. You may contact Zach Rozell at any stage of the process for more information and to ask questions (see contact information below). Please provide the following for review:

-A completed application (https://villagedenton.formstack.com/forms/elder_application)

-Your response to the following additional essay questions (response should be no more than 500 words per question):

1. Gospel & Ministry Philosophy

- o “Describe your philosophy of pastoral ministry. How does the gospel shape the way you lead, preach, disciple, and shepherd God’s people?”

2. Shepherding & Discipleship

- o “Share a specific example of how you have walked with someone (or a group) through spiritual growth, suffering, or a season of challenge. What did you learn about shepherding through that experience?”

3. Mission & Culture

- o “Every church and city has a unique culture. After reading the Pastoral Profile and learning about Denton, how would you seek to honor and preserve the existing culture of The Village Church Denton while also leading us toward future faithfulness and growth?”

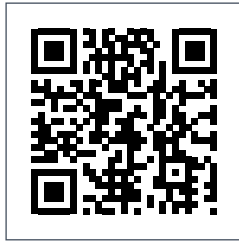
Submit the application and three essays in one document or PDF to:



employment@thevillagedenton.church

Zach Rozell
Elder Board Chair





**The Village
Church** Denton



(940) 382-8888



www.thevillagedenton.church



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