



ROCKBRIDGECHURCH

L I F E t o t h e F U L L

Senior Pastor of Teaching and Spiritual Formation



Rockbridge Church is searching for a full-time and experienced pastor to serve as Pastor of Teaching and Spiritual Formation. This position has been developed and refined as part of a co-pastor team that will share authority equally. RbC has a strong emphasis in collaboration and humility and has determined a shared leadership model best serves our mission and vision in this season of our story. Both co-pastors serve in submission to one another and the Elders.

Joining our existing Pastor of Culture & Worship, the Pastor of Teaching and Spiritual Formation will primarily focus on casting vision, preaching, shepherding, and equipping our community.

The primary functions of the Senior Pastor of Teaching/ Spiritual Formation is to equip the saints for the work of the ministry through overseeing a thriving and dynamic teaching team, the teaching calendar, LifeGroups, men's and women's ministry, and the mission and outreach team. Along with the Senior Pastor of Culture/Worship, he oversees the development and implementation of a strategic plan enabling the vision of Rockbridge Church to be expressed. Both Senior Pastors serve on the board of elders.

REQUIREMENTS

- Awarded a Masters of Divinity or equivalent (preferred) and ordained (or able to be)
- Experience in the pastorate of 8+ years
- Meets the qualifications of elder as stated in 1 Timothy 3:1-7 and Titus 1:6-9

DESIRED QUALITIES AND STRENGTHS

- Deep dependency and faith in Christ
- Demonstrates Humility
- Gifted in teaching and preaching
- Engaging and approachable
- Team-oriented
- Excels in casting vision
- Listens and values the input of others
- Skilled in conflict management
- Shepherding heart
- High capacity for people and interactions



Roles and Responsibilities

Weekly Church Worship Gatherings

- Lead and develop the RbC Teaching Team
- Teach/Preach approximately 24 Sundays a year
- Oversee a collaborative and Christ centered Teaching calendar
- Partner with leadership to communicate clear vision and direction to the congregation
- Model/incorporate a dependence on prayer

Church Congregation Shepherding

- Maintain a healthy and growing personal spiritual life and lead others to do the same
- Engage people exactly where they are and help them grow deep relationships with Christ, the church, and their community as disciples of Jesus Christ
- Connect with others and help them contribute to the overall mission, goals, and culture of RbC
- Perform weddings, funerals, and other non Sunday spiritual events as needed.
- Meet with congregants for shepherding/ counseling when needed.

Ministry Operational Oversight

- Oversee the growth and development of RbC LIFEgroups
- Directional support to RbC Men's and Women's teams
- Oversee Missions/Outreach goals and direction of team
- Oversee Continuum of Care: Stephens Ministry, Counseling initiative, and benevolence teams.
- Meet with Staff once a month to reinforce big picture vision and help where needed.

To apply please email the Rockbridge Church Pastor Search Committee a cover letter and resume at rockbridgechurchexec@gmail.com

To learn more about Rockbridge Church, our ministries and our community, please see below.

Our Story

THE NEED WAS CLEAR... in September of 2014 a small group of friends and members of Orchard Hills Church in Roanoke, Va. began dreaming and praying over a new church community in Rockbridge County. This core-team was small but dedicated to the idea that every man, woman, and child in Rockbridge County deserve the opportunity to see, hear, and respond to the Gospel of Jesus Christ.

PERCEPTIONS WERE REAL... many living in and around Lexington were convinced Jesus was irrelevant, His followers were inauthentic, and the Church seemed insignificant. This young core-team began the hard work of creating a space where these perceptions would be met with reality of the person of Christ. Jesus said "the thief comes to steal, kill, and destroy but I've come to bring life, and bring life to the full." It's this LIFE to the FULL that has captivated our hearts from the beginning.

WORD GOT OUT... our small team meeting in a living room quickly doubled, then tripled in size. Eventually, we moved to two Sunday evening gatherings and then to a local hotel conference room. As numbers grew, hearts and lives were changed as God continued to flesh out who RbC was called to become.

DOORS OPENED... on January 31st, 2016. RbC went public and began Sunday morning services at Maury River Middle School. Relational and authentic, full of humor and grace, with excellence and Christ-centered teaching, the church encouraged one another in discipleship and mission.

WORK CONTINUES... the mission is huge and the stakes are high. The RbC community continues to connect with others, serving for the sake of the Gospel, and becoming a force for transformation that brings LIFE to the FULL to Rockbridge County and beyond.



ONE Mission

Creating
opportunities
to see, hear, and
respond
to the Gospel of
Jesus Christ



ONE Vision

Becoming a force for
transformation
bringing
LIFE to the FULL
to Rockbridge County

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CORE Values

Relationships

Loving relationships permeate all we do. We practice forgiveness, acknowledging our own mistakes and expecting others to not be perfect either.

Authenticity

We work to create a welcoming, inclusive environment that is culturally relevant while remaining doctrinally sound. The message is sacred, the method is not.

Mission

All people matter to God and ought to matter to the Church. Through our actions, we demonstrate that others' needs are more important than our own; leading them toward Jesus through relationships and with respect to each person's unique spiritual journey.

Discipleship

We desire for the Gospel to saturate every aspect of our lives as we pursue full devotion to Christ. Spiritual disciplines, intentional community, and servant leadership are all part of following the example that Jesus modeled.

Excellence

Excellence honors God and inspires others. We strive to do the best we can with what we have with the intent of showing others the excellence of our heavenly Father.

Christ-centered Teaching

We value relevant, biblical teaching that demonstrates how to follow Christ at home and in our communities through the transformational power of the Gospel.

Humor

We serve a God of joy and believe that Jesus brings life to the full. We tend to work really hard, but laugh even harder.

Grace

We admit our failures and celebrate successes as we model the gift of redemption and forgiveness that is offered through Jesus Christ.

LEADERSHIP Bedrocks

Start with Prayer

We model a dependence on God to our family, friends, and co-workers.

Replicate Yourself

We equip others and give away responsibility.

Team Up

We collaborate with others including those with whom we don't usually work with.

Embrace Change

We stretch our teams to thrive in the face of change.

Meet People Where They Are

We engage with what's happening in our community to help illustrate Jesus.

Give Up Your Seat

We demonstrate that other ministries are more important than our own.

COLLABORATIVE Leadership

A co-pastor church leadership structure emphasizes collaboration and shared responsibility between pastors, each bringing unique spiritual gifts and perspectives to the ministry. Rooted in humility, this model encourages mutual respect and the recognition that leadership is not a solo endeavor but a shared calling. By leveraging the diverse gifts of both pastors, the church benefits from a balanced approach to preaching, pastoral care, and vision-casting. Together, the co-pastors model servant leadership, seeking to glorify God through teamwork, mutual support, and a commitment to the church community's spiritual growth.



Our Staff

Matt Vaught
Senior Pastor

Bryan Morrell
Senior Pastor

Denise Boucher
Executive Administrator

Larisa Stephens
*Early Childhood Director &
Bookkeeper*

Brad Stephenson
Student Ministries Director

Nicki Ulrich
Ministry Coordinator

Haley Shotwell
Communications Director

Elders

Matt Niebur
Dan Sanders
Bryan Morrell
Matt Vaught
Don Eland
Mac McRae

Ministry Team Leads

RbC currently has 18 team leads who serve shoulder to shoulder for the sake of the Gospel



THE BIBLE

We believe the entire Bible is the inspired Word of God. It is God's Word to all men. Human authors were moved by the Spirit of God to write the very words of Scripture, under the guidance of the Holy Spirit. We believe the Bible is without error and our source of truth. (2 Timothy 3:16-17, 2 Peter 1:20-21, Proverbs 30:5)

GOD

God is the Creator and Ruler of the universe. He has eternally existed in three distinct persons: Father, Son, and Holy Spirit. These three are co-equal and are one God. (Genesis 1:1, Genesis 1:26-27, Psalm 90:2)

MAN

We believe that all people were created in the image of God to have a relationship with Him. Man became alienated in that relationship through disobedience towards God, which we call sin. As a result, we cannot gain a right relationship with God through our own efforts. We need Jesus. (Genesis 1:27, Romans 3:23, Isaiah 59:2)

JESUS

Jesus Christ is the Son of God. He is co-equal with the Father. Jesus lived a sinless human life and offered Himself as the perfect sacrifice for our sins by dying on a cross. He rose from the dead to show His power over sin and death. (Matthew 1:23, John 1:1-5, John 14:6, John 14:10, Titus 2:13)

SALVATION

Salvation means to be delivered from the power of sin. Jesus died a substitutionary death on the cross as payment for our sins. Only the blood of Jesus Christ, shed on the cross, provides the sole basis for the forgiveness of sin. God freely offers salvation to those who place their faith in the death and resurrection of Christ as sufficient payment for their sin. (Romans 6:23, Galatians 3:26)

THE CHRISTIAN LIFE

We believe all Christians (Christ-followers) should live for Christ and not for themselves. We do this by obeying God's Word and daily yielding to His Spirit. Every believer should mature, grow, and be conformed to the image of Christ. (Mark 12:30, John 14:15)

THE CHURCH

We believe that the church is the body of Christ, of which Jesus Christ is the head. The members of the church are those who have trusted, by faith, the work of Christ on the cross. The purpose of the church is to glorify God.

Here & Now

DEMOGRAPHICS

Rockbridge Church is a healthy and thriving community where both numerical and spiritual growth are evident. While we've seen our attendance increase by 20% year over year since 2020, we are even more encouraged by the way our people are growing deeper in their faith and investing in the life of the church. From young families raising children in a Christ-centered environment, to college students eager to live out their faith, to older adults offering wisdom and stability, RbC reflects a beautiful diversity of ages and backgrounds. Together, we are building a vibrant body of believers who are committed to following Jesus and making a lasting impact in our community.

RbC in '24 by the Numbers:

- 20 • Baptisms in August
- 20 • Stephen Ministry participants
- 70 • VMI Rats hosted weekly
- 151 • VMI first-year cadets on Rat Sunday
- 160 • Volunteers serving monthly at RbC
- 163 • People investing in LIFEgroups
- 212 • Songs played by the worship band
- 3,100 • Combined attendance at the Easter & Fall Fests
- 10,400 • Coffees served on Sunday mornings



"I have grown closer with Jesus in all aspects of my life through my time spent in the RbC community. RbC and the people there helped me in my decision to accept Jesus as my Lord and Savior and be baptized"
-Trygve Bloom
VMI class of '27





FINANCIAL Health

By God's grace and provision, Rockbridge Church is in a healthy financial position. Our annual budget has grown from \$487,274 in 2019 to \$603,402 in 2024. RbC has met or exceeded its fiscal goals every year since the beginning. Our reserves beginning in the 2nd quarter of 2025 were \$377,987. Giving has increased by 47% from 2020 to 2025.

Revenue:

2020: \$437,870
2021: \$477,316
2022: \$511,921
2023: \$599,756
2024: \$645,495

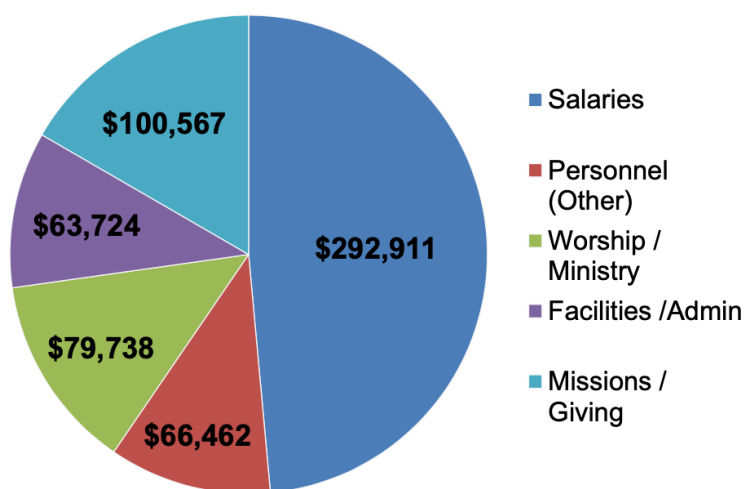
Operating Expenses:

2023: \$542,753
2024: \$600,332

Current Reserves:

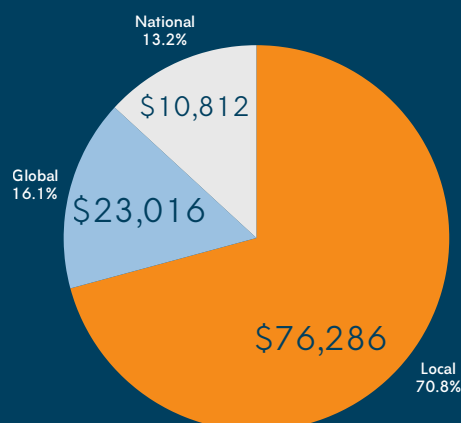
September 2025: \$377,987

2024 Fiscal Year Budget Breakdown



Giving Together

From the very beginning of RbC, 20% of every dollar given to our general operating fund has been reinvested directly into local, regional, and global ministry opportunities. Whether it's supporting community initiatives, funding missional organizations, or aiding those in need, we're committed to making REAL LIFE CONTRIBUTIONS that help further the GREAT COMMISSION and fulfill the GREATEST COMMANDMENT.



**TOTAL
INVESTED
IN 2024:
\$110,806**



About Lexington & Rockbridge County

Lexington and Rockbridge County hold a rare kind of charm that blends history, natural beauty, and small-town warmth into something unforgettable. Nestled in the Shenandoah Valley, the rolling Blue Ridge Mountains rise on one side and the Alleghenies on the other, giving the area a breathtaking backdrop that feels like home the moment you arrive. Whether it's watching the sunrise paint the hills or catching the fall colors along the Parkway, this place draws you outside and slows you down to enjoy the wonder of God's creation.

But it's not just the scenery that makes Lexington and Rockbridge County so beloved—it's the people. There's a strong sense of community here, where neighbors know each other, and local businesses welcome you like family. Strolling through downtown Lexington, you're met with historic streets lined with shops, cafés, and a sense of hospitality that can't be manufactured. The traditions of the area, from parades to Friday night football to community festivals, remind us that life is richer when shared together.

Lexington is also a vibrant college town, shaped by the energy and diversity that Washington & Lee University and VMI bring to our community. Students and faculty from across the country—and around the world—come here, adding fresh ideas, different perspectives, and unique gifts to the life of our small town. For RbC, this creates an incredible opportunity: to welcome young people in one of the most formative seasons of their lives, to walk with them in faith, and to send them out as followers of Jesus into every corner of the world. The presence of these colleges reminds us that while Lexington and Rockbridge feel like a close-knit home, our mission and impact extend far beyond these mountains.

Rockbridge County is a place we love to call home.

*"The thief comes only to steal and kill and destroy;
I have come that they may have life, and have it to the full."* John 10:10

