



RADIANT

BIBLE CHURCH

SOUL CARE PASTOR
INFORMATION PACKET

Pointing all people to a passionate pursuit of the radiant God.

CONTENTS

OUR STORY	3
WHY "RADIANT"	4
OUR PLANTING NETWORK	4
MISSION, PILLARS & VALUES	5
3W'S & DISCIPLESHIP & CARE CONTINUUM	6
OUR BELIEFS	7
OUR COMMUNITY	11
SOUL CARE PASTOR POSITION	12

PLEASE SEND ALL INQUIRIES AND RESUMÉS TO:



staffing@radiantbiblechurch.org

OUR STORY

The history of our church is a story of "God@Work" through His perfect timing for His glory and purposes. Our story begins in the spring of 2007 when a small group of people began meeting on the west side of Indianapolis. They had a desire to be a church that was committed to the sufficiency of the Scriptures, while also being contemporary in methodology and style. After committing themselves to prayer, they began having conversations with Harvest Bible Fellowship in Chicago about planting a local church. É

In the fall of 2007, our lead and founding pastor was appointed and a worship pastor joined the team. The core group grew to ninety people and plans were made for a public launch. On March 9, 2008, our church, then known as Harvest Bible Chapel Indy West, held its first public worship service at a movie theater in Avon, Indiana, with over 200 in attendance. Over the next six years, a second service was added, attendance tripled and our church family began to dream about a permanent facility that would become a sending-base place of ministry to the local community and beyond.

Several years later, the Lord allowed us to build and, on February 2, 2014, to enter a brand new facility on 23 acres right in the heart of the west side of Indianapolis. As our church continued to grow, we added a third Sunday morning worship service.

As a church plant ourselves, we have always been committed to sharing the gospel through planting local churches, whether near or far. Over the years, we have had the privilege to be involved in varying degrees with church plants. Globally, we have planted churches in St. Vincent and the Grenadines, Haiti and Scotland. Locally, we have partnered with and coached church plants in Greenwood and Bloomington, Indiana. By God's grace, we sent 100+ people from our church to plant Hope Bible Church in Danville, Indiana, in September 2025.

In December 2019, we officially changed our name to Radiant Bible Church to reimagine our story and choose a name that is vertical and describes God. In January 2023, we installed a new lead pastor and on March 12, 2023, we celebrated 15 years of ministry and said "well done" to our retiring founding pastor.

Today, we continue to focus on four things: lifting high the name of Jesus through worship, encouraging one another to grow in our relationships with the Lord, caring for the needs of others and building authentic, life-giving relationships with those around us. From Sunday worship services to Radiant Kids, Radiant Students and Radiant Groups, our goal is to make much of Jesus and the gospel while becoming and equipping authentic disciples of Christ who follow His ways in our Worship, Walk and Work.

By God's grace, we will continue to point all people to a passionate pursuit of the radiant God.

WHY “RADIANT”?

When we decided to rename our church and reimagine our story, we wanted a name that is vertical and describes God.

Why Radiant?

1. *Because God is radiant.*

God is radiant. He is light. He spoke light into existence in the beginning of the world. In Him, there is no darkness. We believe church is about God, for God and to God.

2. *Because of Him, we can be radiant.*

“Those who look to Him are radiant, and their faces shall never be ashamed.” – Psalm 34:5. Because of Him and the glory of His Gospel, we can be radiant and shine His light to those around us. His light fills us to the brim, bringing the hope of life to everyone around us. We aspire to make healthy disciples who grow in their love for God in such a way that overflows into their love for others.

Why Bible Church?

1. *God’s Glory Revealed*

God has revealed Himself and has spoken to us through Scripture. When we open our Bibles, we encounter the living God. His Word radiates His glory and His truth casts out darkness.

2. *Scripture first, Scripture most*

Life’s greatest questions are answered in the pages of the Bible. We want to be a people who organize our lives around what God has said. His Word is the ultimate source of truth and authority that revives the soul, rejoices the heart and teaches us how to live in a way that glorifies God.

OUR CHURCH NETWORK

GREAT COMMISSION COLLECTIVE

Although we are an autonomous, local church, Radiant is part of the *Great Commission Collective*, a collaborative family of churches that trains leaders and plants gospel-centered churches. The marks of a Great Commission Collective church are bold preaching, purposeful discipleship, fervent prayer, passionate worship, courageous evangelism and strategic church planting.





OUR MISSION

Pointing all people to a passionate pursuit of the radiant God.

OUR PILLARS

UNAPOLOGETIC PREACHING

Proclaiming the authority of God's Word without apology

UNASHAMED ADORATION

Lifting high the name of Jesus through worship

UNCEASING PRAYER

Believing firmly in the power of prayer

UNAFRAID WITNESS

Sharing the good news of Jesus with boldness

SHARED VALUES

- 1. INTENSELY VERTICAL**
All that we are and everything we do is for God, to God and about God.
- 2. FOUNDATIONALLY SCRIPTURAL**
God speaks and we rest our lives on His enduring Word.
- 3. DEEPLY RELATIONAL**
We were created for relationship and reflect our relationship with Christ to one another.
- 4. GENUINELY AUTHENTIC**
No pretending, no pretense – we strive to be real in our relationships with one another and in our pursuit of God.

WORSHIP | WALK | WORK

A disciple is a follower of Jesus, and every disciple is on a lifelong journey called sanctification, which simply means becoming more like Him. At Radiant Bible Church, we describe a disciple with three Ws: someone who pursues God by Worshiping Christ, Walking with Christ and Working for Christ. When we are intentional about living out the three Ws, we can't help but become "mature in Christ" (Colossians 1:28).

Worship Christ: A disciple loves and glorifies Jesus while surrendering all of life to Him. Both our gatherings and our lives are about God, for God and to God.

Walk with Christ: A disciple grows in relationship with Jesus and becomes more like Him through His Word, biblical community and biblical instruction, all empowered by the Holy Spirit. We believe that growth happens best shoulder to shoulder.

Work for Christ: A disciple serves the church and lives on mission for Jesus for the sake of the gospel. We want every believer to share the good news in word and action, starting both inside and outside our front door on the west side of Indianapolis.

Disciple-making isn't a job for a few pastors – it's for everyone. At Radiant, we seek to equip and mobilize disciple-making disciples (Ephesians 4:11–16), so that every believer experiences Jesus, grows in Him and radiates Him to the world. Here, you are not only loved. You are sent.

ONE DISCIPLESHIP & CARE CONTINUUM

Radiant believes discipleship and soul care to be one unified ministry rather than separate ministry areas. The continuum moves from Intentional → Directive → Corrective → Intensive.

The Adult Discipleship Pastor and Soul Care Pastor are peer pastoral leaders who share responsibility for the development and health of the entire continuum while providing primary leadership in specific areas. The Adult Discipleship Pastor provides primary leadership for the Intentional and Directive dimensions, while the Soul Care Pastor provides primary leadership for the Corrective and Intensive dimensions. Both pastors will work closely together so people can move naturally toward the level of care and discipleship they need.

OUR BELIEFS

THE SCRIPTURES

We believe the sixty-six books of the Old and New Testaments to be the full record of God's self-disclosure to mankind. Different men, while writing according to their own styles and personalities, were supernaturally moved along by the Holy Spirit to record God's very words, inerrant in the original writings. Therefore, those applying themselves to study its literal, historical-grammatical context can accurately understand God's Word. Scripture is fully trustworthy as our final and sufficient authority for all of life (2 Timothy 3:16–17; 2 Peter 1:20–21).

THE TRIUNE GOD

We believe in the one living and true God (John 17:3), eternally existing in perfect unity as three equally and fully divine Persons: the Father, the Son and the Holy Spirit (Matthew 28:19–20). Each member of the Godhead, while executing distinct but complementary roles in redemptive history, has precisely the same nature, attributes and being and is equally worthy of the same glory and honor and obedience (John 1:1–4; Acts 5:3–4).

GOD THE FATHER

We believe God the Father created all things in six literal days for His glory according to His own will (Revelation 4:11), through His Son, Jesus Christ. He upholds all things by the Word of His power and grace, exercising sovereign headship over all creation, providence and redemption (Colossians 1:17, Hebrews 1:3).

GOD THE SON

We believe that Jesus Christ, the eternal Son, moved by love in accordance with the will of the Father, took on human flesh (John 1:1, 14, 18). Conceived through the miraculous work of the Holy Spirit, He was born of the virgin Mary. He, being fully God and fully man (John 14:8–9), lived a sinless life and sacrificially shed His blood and died on the cross in our place, accomplishing redemption for all who place their faith in Him. He arose visibly and bodily from the dead three days later and ascended into heaven, where, at the Father's right hand, He is now head of His Body, the Church, the only Savior and Mediator between God and man, and will return to earth in power and glory to consummate His redemptive mission (1 Timothy 3:16).

GOD THE SPIRIT

We believe that the Holy Spirit glorifies the Lord Jesus Christ in all that He does during this age. He convicts the world of sin, righteousness and judgment. He draws the unredeemed to repentance and faith, and at salvation, imparts new spiritual life to the believer, bringing that person into union with Christ and the Body of Christ. The Holy Spirit sanctifies, seals, fills, guides, instructs, comforts, equips, empowers, permanently indwells at salvation and bestows spiritual gifts to the believer for Christ-like living and service (John 16:8; 13:15; Titus 3:5; Ephesians 1:22; 4:11–12; Romans 8:9–17; 12:4–8; 1 Corinthians 3:16; 12:4–5, 11–13, 19; Galatians 5:25; Hebrews 2:1–4; 2 Corinthians 12:12).

MANKIND

We believe that God created mankind—male and female—in His own image and likeness, free of sin, to glorify Himself and enjoy His fellowship. Tempted by Satan, but in the sovereign plan of God, man freely chose to disobey God, bringing sin, death and condemnation to all mankind. All human beings, therefore, are totally depraved by nature and by choice. Alienated from God without defense or excuse and subject to God's righteous wrath, all of mankind is in desperate need of the Savior (Genesis 3:1–6; Romans 3:10–19; Romans 1:18, 32).

SALVATION

We believe that the Lord Jesus Christ died for our sins according to the Scriptures, as the substitutionary atonement in our place, and that salvation is found in none other than Jesus Christ. Before Creation, God chose those who would be saved and granted this unearned grace solely based on His sovereign good pleasure. Jesus Christ's death on the cross was the sole and complete payment for sins, fully satisfying God's righteous wrath, for each person that turns from sin in repentance and places their faith in Christ alone by grace alone. At salvation, each person is made a new creation by the Holy Spirit, declared righteous before God and secured as an adopted child of God forever. Genuine faith continues in obedience and love for Jesus Christ with a life eager to glorify God and persevere to the end (Romans 8:37–39; 2 Corinthians 5:21; 1 Corinthians 12:13).

THE CHURCH

We believe that upon placing one's faith in the Lord Jesus Christ as Savior, the believer is made part of the Body of Christ, the one universal Church, of which Jesus Christ is the head. The Scriptures command believers to gather locally in order to devote themselves to worship, prayer, teaching of the Word, fellowship, the ordinances of baptism and communion, service to the local body through the development and use of talents and spiritual gifts and outreach to the world to make disciples (Ephesians 1:22–23; Acts 2:42–46; 1 Corinthians 14:26; Matthew 28:18–20). Wherever God's people meet regularly in obedience to this command, there is the local expression of the Church under the watchful care of a plurality of elders. A church's members are to work together in love and unity, intent on the ultimate purpose of glorifying Christ (Ephesians 4:16).

BAPTISM & COMMUNION

We believe that Christian baptism is a public declaration of the believer's salvation in Christ, identifying with Christ in His death, burial and resurrection symbolized by immersion in water. The Lord's Supper is the united commemoration by believers of Christ's death until He comes and should be preceded by a careful self-examination (Acts 2:41; Romans 6:3–6; 1 Corinthians 11:20–29).

MISSIONS

We believe it is the aim, duty and privilege of every believer and local church fellowship to glorify God by responding as active participants in the Great Commission call of Jesus Christ to go and make disciples of all nations. We believe the primary focus and priority of this call is centered on efforts that establish, strengthen and reproduce biblically-based churches, which will then plant churches that plant churches for future generations and God's glory.

GENDER & MARRIAGE

Men and women are both created in the image of God and stand equal in dignity and worth (Genesis 1:27, 9:6; Galatians 3:28; James 3:9). God designed gender, recognized through our biological sex, as an immutable reality essential to our identity as male and female. Our gender is divinely determined and imparted to each individual at conception (Genesis 1:27; Psalm 139). While the fall distorts God's design for men and women (Genesis 3:16–19), those who are redeemed through Jesus are made fellow heirs of God's eternal grace (1 Peter 3:7). Men and women differ in complementary ways for our good, the furthering of the gospel and God's glory.

We believe that marriage is created by God to be enjoyed between one biological man and one biological woman in a lifelong, covenantal union designed to reflect the love between Christ and His bride, the Church (Ephesians 5:21–33). God designed sexual intimacy to be expressed and consummated only between a man and a woman when they are united as one flesh in marriage (Genesis 1:27–28, 2:24; Matthew 19:4–6). Our created gender, sexuality and sexual fulfillment are gifts from the Creator and are to be embraced with gratitude and worship.

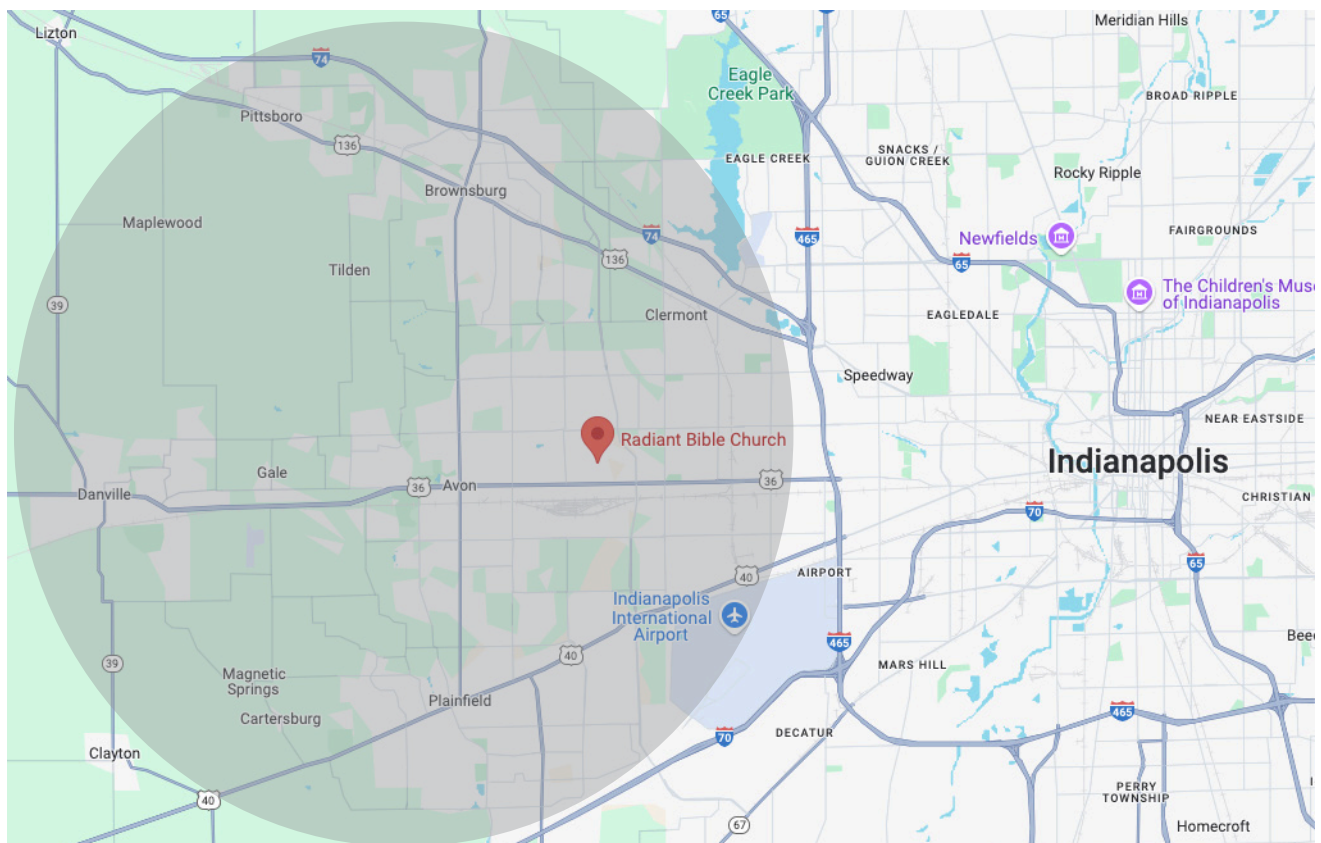
THINGS TO COME

We believe in and expectantly await the glorious, visible, personal return of the Lord Jesus Christ. The blessed hope of His return has vital bearing on the personal life, service and mission of the believer (1 Thessalonians 4:13–18). We believe in the bodily resurrection of both the saved and the lost. The lost will be raised to judgment and experience eternal wrath in hell. The saved will be raised to eternal joy in the new heaven and new earth in the manifested presence of God (Acts 1:3, 9; Hebrews 7:25–26).

OUR COMMUNITY

Radiant Bible Church is located in Avon, Indiana just 13 miles away from downtown Indianapolis. Avon is one of the fastest growing communities in Indiana. The growth can be attributed to a number of factors including its outstanding educational system of four-star schools and public library, business-friendly location, a wealth of shopping alternatives and a growing industrial district. Avon is also home to first-class parks, recreational facilities and youth sports programs. With over 30 parks and five golf courses located within seven miles of the center of town, residents enjoy many opportunities and amenities our area has to offer.

Incorporated in 1995, Avon is a friendly community that developed around the intersection of a major U.S. highway (US 36) and a major Indiana roadway (SR 267, now known as Avon Avenue).



AREA QUICK LINKS

avonindiana.gov

visitindy.com

visithendrickscounty.com

indy.gov



SOUL CARE PASTOR

JOB DESCRIPTION

Reports To: Executive Pastor

Status: Full-Time Salaried Position

Position Objective: The Soul Care Pastor will provide pastoral leadership to cultivate church-wide transformational discipleship at Radiant Bible Church (RBC). In partnership with the Adult Discipleship Pastor, he will share responsibility for the development and effectiveness of RBC's full discipleship and care continuum, providing primary leadership for its corrective and intensive dimensions. He will lead and develop a culture of wise, compassionate care throughout the church by building leaders, teams, pathways, training and systems that ensure people are cared for well and equipped to care for others.

Position Summary: The Soul Care Pastor will provide pastoral leadership for RBC's biblical counseling ministry, including the Soul Care Team, Hope Group, crisis counseling and related care pathways. He will maintain an appropriate counseling load while focusing primarily on equipping others to provide wise, compassionate, foundationally scriptural care. Through training, coaching and support for pastors, staff, counselors, group leaders and other ministry leaders, he will help cultivate a culture in which the whole church body participates in caring for one another.

SPIRITUAL AND CHARACTER QUALIFICATIONS

The Soul Care Pastor must:

- Have a clear testimony of faith in Jesus Christ and a passionate, growing personal relationship with Him.
- Meet the biblical qualifications of an elder (1 Timothy 3:1–7; Titus 1:6–9).
- Demonstrate spiritual maturity, be committed to the sanctifying work of the Holy Spirit and desire Christlikeness in personal character.
- Be fully committed to the doctrine, mission, values and ministry of RBC.
- Be teachable and willing to be held accountable.
- Lead with a humble spirit, God-dependent faith and a servant's heart.
- Demonstrate deep confidence in the authority and sufficiency of Scripture for knowing God and ministering faithfully to people (2 Timothy 3:16–17).
- Have a genuine compassion for people experiencing suffering, sin, grief, crisis and significant life struggles.
- Model authenticity, prayer, foundationally scriptural counsel and care, wise boundaries, confidentiality and collaborative pastoral leadership.



PROFESSIONAL QUALIFICATIONS

- Bachelor's degree required; MDiv, MA in Biblical Counseling or related graduate degree strongly preferred
- Five or more years of pastoral ministry experience
- Significant experience providing and overseeing biblical counseling and soul care within a local church
- Substantial formal training and experience in biblical counseling and soul care; recognized biblical counseling certification preferred
- Proven experience recruiting, equipping, training, coaching and developing biblical counselors and soul care leaders
- Working knowledge of standard counseling systems and practices (i.e. intake, assessment, documentation, care planning, escalation, boundaries, confidentiality, etc.)
- Experience with complex, crisis or significant counseling situations preferred
- Experience in a growing or larger church context preferred

NECESSARY SKILLS AND ABILITIES

- Ability to translate ministry vision and strategy into clear plans, systems and effective execution
- Ability to think strategically and practically, giving attention to both long-term development and day-to-day operations
- Ability to provide wise, compassionate, foundationally Scriptural counsel and care
- Sound pastoral judgment and discernment in complex, crisis and significant care situations
- Ability to lead, develop, coach and multiply biblical counselors and soul-care leaders
- Ability to build healthy teams and cultivate a culture of care, accountability, transparency and servant leadership
- Ability to establish and maintain effective systems for intake, documentation, consultation, escalation, referral and follow-up
- Ability to communicate clearly and effectively in interpersonal, group, training and teaching settings
- Ability to resolve conflict biblically and graciously and to equip others to do the same
- Ability to help leaders discern when needs require additional, specialized or external support



POSITION DESCRIPTION

The Soul Care Pastor will:

- Cultivate a church-wide culture of transformational discipleship in which believers increasingly understand and practice their responsibility to care for one another in biblical community.
- Own and oversee Radiant's biblical counseling ministry, including counseling standards, processes, care pathways, documentation, consultation, escalation and referrals.
- Carry an appropriate personal counseling load while developing leaders, teams and systems that equip the whole church to provide wise, compassionate, biblical soul care.
- Lead and develop the Soul Care Team, including recruitment, training, coaching, encouragement, accountability and multiplication.
- Lead and develop Hope Group to provide more focused biblical soul care in a small group setting.
- Equip pastors, staff, small group leaders, coaches, counselors and other care leaders to respond wisely to people experiencing suffering, personal challenges, grief, sin and/or relational difficulty.
- Establish clear pathways to connect people with the appropriate level of care including intentional discipleship, focused pastoral care, specialty groups, biblical counseling, intensive care or specialized outside referral.
- Provide consultation and case support for pastors, staff, group leaders and counselors working through complex or significant situations.
- Partner closely with the Adult Discipleship Pastor to equip leaders in Radiant Groups and other discipleship environments to provide foundational soul care and recognize when more focused care is needed.
- Collaborate with the pastoral staff and ministry leaders to cultivate a unified philosophy and practice of discipleship and soul care across the church.
- Teach, shepherd, model and preach God's Word as requested; serve as a contributing member of the broader pastoral staff.

MINISTRY EXPECTATIONS

- Think and lead as a shepherd; love hurting people well.
- See soul care as part of the discipleship culture of the whole church, not merely as a counseling department.
- Equip people rather than becoming the primary provider of care; develop leaders who develop leaders.
- Maintain compassion, wisdom, confidentiality, appropriate boundaries and discernment.
- Build patiently, communicate clearly, collaborate humbly and create healthy systems that support people without replacing relationships.
- Measure success by people increasingly receiving and providing wise biblical care, healthy and multiplying soul care leaders, equipped pastors and group leaders and a clear, healthy care pathway – not merely counseling appointments.

SALARY AND BENEFITS

A competitive salary and benefits package commensurate with experience will be provided.



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