CHEMISTRY STAFFING

CHURCH & CANDIDATE PROFILE

CHURCH NAME
King Street Church

CITY
Chambersburg

STATE
PA

CHURCH WEBSITE
https://kingstreetchurch.com

THE COMMUNITY

POPULATION OF CITY
21,017

POPULATION OF COUNTY
156,902 as of 7/1/22

COMMUNITY OVERVIEW
The Cumberland Valley offers a wide variety of business, shopping experiences and relational activities that make it an optimal place to live, work and play. The beautiful landscape is home to a place where activity, diversity and history combine in harmony.

WHY PEOPLE LIKE LIVING HERE
Within the Cumberland Valley are two notable towns, Chambersburg and Greencastle, which have similar characteristics but are uniquely different. Each town has rich Civil War history. Located within proximity of both towns is Interstate 81 and U.S. Route 11, which has ushered in an abundance of economic activity. This has supported many small and large businesses to enable the local workforce to thrive.

There is an array of fun recreational activities for residents and visitors. These include golfing, historic sites, farmers markets, parks, walking trails, water sports, skiing and more. These two towns are among the fastest growing areas in PA and are a great place to put down roots. There are a variety of street festivals throughout the year. Cultural opportunities include the historic Capital Theatre and the renowned Luhrs Center in nearby Shippensburg for the performing arts in nearby Shippensburg and many local restaurants and ice cream shops to choose from.

Historic Gettysburg is approximately 25 miles away and our capital, Harrisburg is an hour away. The area offers several options for private Christian education and home school co-ops.

THE CHURCH

CHURCH HISTORY

In 1767, Isaac Long, a resident of Lancaster, PA, hosted a revival meeting at his barn. That night a Mennonite preacher named Martin Boehm shared his story of faith in Christ. William Otterbein, a German Reformed pastor, was so moved that he left his seat, embraced Boehm, and said loud enough for everyone to hear, "We are brethren!" Out of this revival movement a new denomination was formed: United Brethren in Christ.

The movement spread, and on May 5, 1878, King Street United Brethren Church opened its doors for the first service on the northeast corner of King and Second Streets. Today that building is a Jewish synagogue.

The parsonage was built in 1932, and on January 1, 1937, the KSC congregation picked up their chairs, and walked across the street to our current site. At that time they had a Fellowship Hall, which was the sanctuary, and Sunday School building. In 1949, two floors were built above the sanctuary, and the parsonage was remodeled in 1955. After yet another building project, the first service in the new sanctuary was held on July 9, 1958.

Generation Next Step is the fund that we maintain to provide for future building projects. This provided funding for the Baker Center wing, which was completed in 2000, and the education wing in 2005. In the past ten years we also purchased and renovated the old school building across from the church on King Street — now the KSC Ministry Center — built the new Administrative Offices at 56 N. Second Street, and renovated the parking lot.

DENOMINATIONAL AFFILIATION

United Brethren

VISION, MISSION, VALUES

OUR MISSION

Our mission is to engage and bless our community with the Gospel.

OUR 10-YEAR VISION

2019-2028: In the next ten years, King Street Church will create and establish clear and intentional pathways of discipleship development to equip the church for engaging and blessing our community with the Gospel. We will shift

our emphasis to become a church family where everyone is purposefully using their spiritual gifts to live out God's call on their lives.

As we work toward accomplishing this vision, we believe the result will be spiritual growth, restoration from brokenness and the healing of families. As Jesus' light shines through us into the darkness of our community, we believe we will see many come to know Him as their Savior, Lord and Friend. Jesus will be THE beacon in the midst of our city! And we want to be a part of this work, leading the way!

In a changing time for our culture, city and church, we will need to stay constant in lifting up God's Word as true. We will need to move toward a unified way of learning who we are as Christ-followers. In developing a heart for service that shows a sacrifice of time, money and energy, we will need to discover and apply our spiritual gifts. We believe this must be done both intentionally and together! Our effectiveness will come with much prayer, flexibility, reflection and accountability.

Ten years from now, we believe God will be using the people of King Street Church to shine His hope and healing into all corners of our community and beyond as we grow and live with purpose while using our gifts.

OUR CORE VALUES

Spiritually Alive in Christ: Who am I worshiping?

Everyone engages in worship. To worship is to ascribe worth to something or someone. We can worship money, status, sports teams... but biblical worship turns that affection to God. Biblical worship is the full-life response (heart, soul, strength, and mind) to who God is and what He has done.

True worship, in other words, is defined by the priority we place on who God is in our lives and where God is on our list of priorities. The essence of worship is to know God truly and then respond from the heart to that knowledge by valuing God above all earthly things. And then this joyful satisfaction in God overflows in acts of praise from the lips and acts of love in serving others for the sake of Christ. In light of this, it is abundantly clear that only Jesus Christ is worthy of our worship!

Relationally Connected by Christ: Who is my community?

John Donne said, “No man is an island.” But when it comes to the Christian life, many people keep it hidden and private, relegating matters of the spiritual to the silent and secret parts of life. To admit that we don’t have our spiritual acts together seems like a shameful admission of ignorance and weakness. But let’s face it; who really has their act together?

What keeps us from true fellowship is a wrong perspective on the body of Christ: we see it as a gathering of saints, before we recognize it as a group of sinners. We think that everyone else has arrived at a point of saintly holiness and spiritual perfection, so we are ashamed by our growth – or lack of it. But no one is perfect. We are all fallen, and we need each other! Gathering with other believers benefits us with: mutual support and encouragement, shared learning, friendship, accountability, opportunities to love and serve one another, opportunities to love and serve our community and the world, and so much more?

Missionally Engaged for Christ: Who am I serving?

Every Christian is “on mission for God.” We are most like Jesus when we are serving others in His name. We demonstrate our thankfulness to Him by willingly and humbly entering into the lives of others to serve their needs, share in their suffering, and proclaim the Good News. We can become a helper, a listening ear, an encourager, a prayer partner, an evangelist, a confidant, or even a defender. We experience great joy when we bring the reality of Jesus’ grace and love to others.

As followers of Jesus our missional service is unique for three reasons. First, it is unique in its source. That source is our redemption in Christ. Second, it is unique in its objective, which is to model Christ’s kind of servanthood. Third, it is unique in its character, for it is motivated by God’s holy-love. In the church we seek to recognize ministry potential in each other, and actively assist in launching every person forward into service.
(https://bit.ly/459mflo)

AVERAGE WEEKEND ATTENDANCE
875

ATTENDANCE TREND
Growing

HOW MANY CAMPUSES?

1

NUMBER OF WEEKEND SERVICES

5

WORSHIP STYLE OF YOUR CHURCH

We have a Traditional Service which includes singing of hymns primarily but occasionally older and newer CCM songs. The music is usually accompanied by organ and piano and as often as possible a traditional choir. The service also includes scripture readings, congregational responsive readings, formal written prayers, a pastoral prayer, and an offertory.

Our Contemporary Service has a full band and includes music by Elevation, Vertical Worship, Hillsong, Josh Baldwin, Kari Jobe, the Worship Initiative, etc.

OVERVIEW OF WEEKLY WORSHIP GATHERING

On Sundays, we have five services: At 8:00, we offer a traditional style of worship embracing the rich heritage of our faith through preaching from God's Word, congregational readings, prayers, scripture, singing of classic hymns and songs, as well as fresh new anthems. A Moeller Pipe organ and the grand piano accompany the music and singing.

At 9:30, we offer Contemporary style in our Sanctuary and our Baker Center has a modern worship service featuring preaching from God's word and passionate, contemporary worship songs led by the worship band. The Baker Center service features a comfortable setting and a visually stimulating stage environment. The service in our Sanctuary offers a comfortable/laid back feel in a traditional worship space.

At 11:00 in our Sanctuary, we offer a United Service which unites our tradition with the present as we look to the future with a relaxed traditional worship format. The musical style is anchored by the piano and guitar.

Our other Contemporary Service in Baker Center is a modern worship service featuring preaching from God's word, passionate contemporary worship songs led by the worship band, a comfortable setting and a visually stimulating stage environment. The preaching style is expository and exegesis focus. Currently online worshippers are close to the number of people who worship in person each week. In 2023, we averaged 385 unique IP's each week. Based on our survey of over 120 online worshippers, each IP represents 1.9 people. This means on average there are approximately 731 people worshipping online each

week. We are currently streaming our traditional, contemporary and united service.

On Monday evening the Reset Community meets every week for a time of worship before they go into support group meetings. Reset is further defined in the major ministries section.

TELL US ABOUT YOUR FACILITY

The church was built in 1937 which consisted of a Fellowship Hall and a Sunday School building. In 1949, two floors were built above the sanctuary. After a couple of more building projects, the new sanctuary held its service in 1958. The Baker Center wing was completed in 2000 which allowed us to move our contemporary service from a fellowship space on the lower level to the new multipurpose space. The need for more classroom space was evident. The Meadows Education Wing was completed in 1986. The administrative office which is across the street was a building that was extensively renovated and completed in 2016.

OVERALL BUDGET (THIS FISCAL YEAR)

2,899,952

OVERALL LONG-TERM DEBT OF THE CHURCH

Debt Free

OTHER MINISTRY PARTNERSHIPS

King Street Church is part of the Church of the United Brethren in Christ (https://ub.org)

GOVERNANCE & POLITY

King Street Church has an internal leadership structure designed to guide and equip the ministries of our church community. Some of the roles are biblically designated (e.g., elders, deacons, teaching pastors) and some of the roles are designated by KSC to carry out various tasks and organize our partners most effectively (e.g., co-missions, support staff, etc.).

The organization of local church government is a topic on which faithful churches can differ. KSC continues to refine its structure over time to meet the needs of our congregation and mobilize it for effective ministry. KSC current structure is made up of Pastors, Staff, Board of Administration, Elders, and co-missions.

MINISTRIES, PROGRAMS, AND STAFFING

CURRENT PAID STAFFING LEVEL

Full-time - Executive Pastor, Pastor of Mission and Discipleship, Pastor of Restoration and Recovery, Director of Children's Ministries, Elementary Coordinator, Pastor of Student Ministries, Associate Director of Student and Young Adult Ministries, Pastor of Contemporary Worship, Worship Arts Associate, Business Manager, Facilities Manager, Communications Coordinator, Three Facilities Custodians

Part-time - Minister of Pastoral Care, Agape English Ministry Coordinator, Agape English Ministry Resident, Creative Arts Associate, Senior Administrative Assistant, Children's Outreach Coordinator, Children's Ministry Assistant, Nursery Coordinator, Worship Arts Administrative Assistant, Media and Production Director, Organist, Finance Assistant, Receptionist, Receptionist and Communication Assistant, Offering Coordinator, Production and IT Associate

MAJOR MINISTRIES OF THE CHURCH

We have the following ministries:

RESET: a worship service and support system that has the goal of lifting up Jesus as our hope in the messiness of life.

After-School Program: During the school year, we offer children from a local elementary school homework help, a warm meal and friendly interaction.

Agape English Program: Throughout the week we love our neighbors by helping then to learn English – all for the glory of God.

Basketball Ministry: We welcome guys from the community onto our teams, many of who do not know Christ as Savior. Our basketball teams allow us to build relationships with the guys and share the love of Christ with them.

Deacons Ministry: KSC is blessed to have a team of deacons that assist in distributing monies to those in need in our church (members and long-term attenders). Funds come through donations.

KSConnectAbility: we are committed to coming alongside families and individuals with special needs and assimilating them into the body of Christ.

Once More Ministries: OMM shares the love of Jesus and build relationships by providing toiletries to those in need in our community. Donations are collected in the Church lobbies.

Orphan Care & Adoption Ministry: This group comes alongside families within KSC who are fostering or adopting children, and supports them with payer, concern, and financial assistance.

The Porch: A young adult ministry at KSC. They also offer a support group for foster and adoptive families. For more information:
http://kingstreetchurch.com/local

OUTREACH PROGRAMS OVERVIEW

Local Partners: KSC supports other local ministries financially.
(http://kingstreetchurch.com)

KSC supports a variety of partners in global ministry. Our partners are at work in diverse locations including Europe, Africa, Haiti, Russia, Thailand, the Middle East, Southeast Asia and the United States.
(https://kingstreetchurch.com/missions)

WINS, OPPORTUNITIES, AND CHALLENGES

BIGGEST CHURCH 'WINS' IN LAST 18 MONTHS?

- 33-Baptisms
- Strong work in International and Local missions in Agape/English Ministry
- Haiti Disaster Relief
- After School Program
- RESET
- The Porch
- Congregational stability
- Overall financial Health (no debt)
- Relevant and consistent team teaching by current staff pastors

BIGGEST OPPORTUNITY FOR YOUR CHURCH IN THE NEXT 12 MONTHS

- Unity around Christ with leadership and congregation
- Renewed vision and strategy – engaging in the mission and vision
- Pastoral empowerment and accountability
- Having leadership transparency and un-marginalized voices
- Equip new Elders/Leaders and Partners
- Growth of Agape/English ministry
- Healing and reconciliation
- Not wait on goals and opportunities – DO WHAT WE CAN NOW
- Intentional care and reaching out including those who worship online
- Small group connections with L30

CHURCH'S BIGGEST CHALLENGE FOR THE FUTURE

- Growth and development of leadership of staff and volunteers
- Work towards Improving communication and relationships with leadership, staff, and structure
- Pastors preach the truth and can wade and navigate the current social/political arena
- Finances/attendance/budget
- Location and our reach within the community
- Continuing movement on vision

THEOLOGY

PUBLISHED THEOLOGICAL STATEMENT

King Street Church affiliates with the United Brethren in Christ denomination. Our doctrines and Confession of Faith align with them. (ub.org)

WHAT THEOLOGICAL HILLS WILL YOU DIE ON?

Biblical inerrancy, Jesus is the only way to Heaven, Jesus is Fully God and Man.

Here is the link to the UB page for Ministers as well as theological stances and insight into non-negotiables.
(https://ub.org/pmh/)

HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH

Here is the link to the UB page which states positions on social standards, family standards, and standards on current hot-button social issues.
(https://ub.org/discipline/)

DESCRIBE YOUR CHURCH'S POLICIES ON PARTICIPATION OF LGBTQ INDIVIDUALS IN THE LIFE OF YOUR CHURCH

The King Street Church policies adhere to the United Brethren in Christ discipline on sex, gender distinctions, and human sexuality. Please refer to the UBIC US Discipline at ub.org in chapter 5. Here is paragraph 127 addressing the local congregation and human sexuality:

The Local Congregation and Human Sexuality

1. All persons, irrespective of physicality, gender, or sexual orientation, are made in the image and likeness of God. Therefore, a congregation should focus on:

a. Honoring all persons as created human beings who are deeply loved by God.
b. Extending hospitality to all persons who are drawn to its public gatherings.

2. All persons have been wounded in their sexuality and are in need of the full redemption of Christ. God desires that human beings live in loving, committed, life-giving, healing relationships in all aspects of life. Therefore, a congregation should focus on:

a. The redemption and wholeness of all persons.
b. The healing of relationships.

3. All persons can be tempted to use other people for their own sexual desires, contrary to the loving will of God. Therefore, out of honor for God and each other, a congregation should focus on:

a. Encouraging the creation and maintenance of healthy, biblical sexual boundaries.
b. Recognizing that celibacy can be a more radical, sacrificial expression of love than sexual intimacy.

4. All persons need opportunity for safety and authenticity. As redeemed persons, we are called to humbly address sin and seek reconciliation and redemption when it occurs, whether in our lives or in the lives of others. Therefore, a congregation should focus on:

a. Protecting each other from harm, particularly when we are in each other's care.
b. Healing those who have been abused.
c. Redeeming perpetrators of abuse.

THE POSITION

POSITION TITLE

Senior Pastor/Lead Pastor

FULL TIME POSITION?

Yes

OVERALL DESCRIPTION OF THIS POSITION

This position will encompass the primary teaching role which not only include preaching and teaching, but also mentoring and coaching other staff members who have teaching gifts.

It also includes leading and collaborating with a team for casting ongoing vision founded on the mission of the church.

The person who fills this position will work closely in leadership with the Executive Pastor who oversees staff and day to day operations.

REPORTING RELATIONSHIP

This position reports to the chairs of the Personnel Relations Commission, Elders, and the Board of Administration. The Senior Pastor/Lead Pastor is also in a collaborative accountable relationship with the Executive Pastor.

GOALS AND EXPECTATIONS

Unity with the staff - helping energize staff and lay leadership, earn trust and respect/relationship builder, engage with the church family and staff, consistent, vibrant and exceptional teaching that is Christ-Centered, get to know the congregation by visiting all areas (agape/RESET/children/youth/prime timers, etc.), and fresh perspective on our strengths and weaknesses.

Involvement and promotion to care for other ministries such as RESET, youth, kids, and Agape English, not just preaching.

Motivate, encourage, and inspire congregation and staff, gifted communicator with an expository bible focused preaching style, servant leader that is present, and in person encourager.

DO YOU HAVE A JOB DESCRIPTION FOR THIS ROLE?
Senior Pastor

Purpose
The Senior Pastor, as the lead teacher, will help to provide direction to the overall ministry of King Street church towards meeting the vision and Mission of the Church, which is to engage and bless the community with the gospel.

DUTIES/RESPONSIBILITIES:
- Facilitates the Elders in setting spiritual direction and shepherding the congregation.
- Casts and communicates a clear vision for the church with attainable objectives.
- Prepares and presents expository sermons for at least 75% of all worship services annually: creating PowerPoint; creating notes for group study; and preparing the sermon schedule 3-6 months in advance.
- Oversees King Street's relationship with the United Brethren in Christ denomination.
- Works in conjunction with the Executive Pastor who is the executive authority for day-to-day matters.
- Directly supervises the Administrative Assistant and the Minister of Pastoral Care with a dotted line of accountability with the Executive Pastor.
- Establishes and presents the annual ministry emphasis in conjunction with the Elders.
- Oversees implementation of Core Values and objectives through the Pastoral Team and Commissions.
- Oversees mentoring, coaching, encouraging, and the training of the Ministerial staff as well as current and potential key lay leaders.
- Oversees and participates with the pastoral staff in the services of child dedication; believer's baptism; communion; church partnership; pastoral care; counseling; funerals; and weddings.
- Prepares and presents sermons for seasonal programs and special events as needed.
- Provides written content for The Messenger, Worship folder, and website.
- Presents monthly report at the Board of Administration meeting.
- Presents monthly report at the Board of Elders meeting.
- Represents the church in local pastors' groups and community organizations.
- Encouraged to participate in short-term, cross-cultural mission trips.

QUALIFICATIONS:
- Master of Divinity degree preferred.
- Proven experience leading churches of 500+ or equivalent competence.
- Demonstrated ability to communicate concisely and clearly in written and verbal form.
- Ability to recruit, motivate, and involve others in planning, decision-making, and implementation.
- In agreement with and will adhere to the Governing Documents of the United Brethren in Christ denomination.

ACCOUNTABILITY:
- Primarily accountable to the Lord, ministering and leading with enthusiasm, to the Honor and Glory of God.
- Accountable to the denomination and the Board of Administration with spiritual support provided by the Board of Elders.
- An annual evaluation will be held with the chairs of PRC, Elders, and Board with input from the Executive Pastor.
- Accountable to the Executive Pastor to work alongside him for the continued nurturing, spiritual, and teaching/training growth of the Pastoral staff.

SKILLS, PERSONALITY, AND EXPERIENCE

WHAT SKILLS ARE YOU LOOKING FOR SPECIFICALLY?

Relational, servant leader, unifier, ability to resolve conflict, ability to understand and explain scripture, live the mission and vision of KSC, relatable teaching/applicable, strong prayer life and grounded in spiritual disciplines.

Strong communication skills, strong work ethic, confident in relationships and interactions, innovative problem solver, strong self-leader, systematic visionary, work toward having a Master of Divinity degree, values advice of supporting staff.

WHAT TECHNICAL ABILITIES (IF ANY) ARE REQUIRED?

It is helpful for candidate to possess good computer skills and competency with Keynote/Power Point.

It is also helpful for candidate to be able to navigate social media and communication platforms.

BUDGET AREA SUPERVISION

Day-to-day operational budget supervision is delegated to the Executive Pastor and the Business Manager.

PERSONAL CHARACTERISTICS DESIRED

Not easily offended, genuine, sense of humor, personable, optimistic, good listener, family oriented, extroverted, strong leader, strong communicator, not easily threatened by other leaders.

WHAT WOULD IMMEDIATELY DISQUALIFY SOMEONE?

- Shallow Christian walk
- Multiple short-term pastoral positions
- Arrogance
- Lack of humility and grace
- Not understanding or abiding by the theology of KS UB Church or discipline
- People pleaser

OTHER "MUST HAVE" SKILLS

Strong work ethic, strong communicator, servant leader, teacher, able to teach hard truths from God' Word.

OTHER "NICE TO HAVE" SKILLS

- Bi-lingual
- Understand value of online worship
- Creative

DESCRIBE THE PERFECT CANDIDATE

A perfect hire is not possible. We trust that the answers to the questions asked by Chemistry Staffing give a detailed view of who KSC is and the desires of our heart for a Pastor who can bring us into a new season. We are a loving congregationally led church with an amazing staff that is focused on engaging and blessing our community with the gospel, and want a pastor who can help us continue to achieve this mission.

PUBLIC JOB POSTING PAGE

PUBLIC JOB POSTING

KING STREET CHURCH
SENIOR PASTOR
CHAMBERSBURG, PA

King Street Church in Chambersburg, PA has a mission of engaging and blessing the community with the Gospel. They are looking for a Senior Pastor to lead their team. This position will encompass the primary teaching role which not only include preaching and teaching, but also mentoring and coaching other staff members who have teaching gifts.

WHAT YOU'LL BE DOING:
- Casting and communicating a clear vision for the church
- Preparing and presenting expository sermons for at least 75% of all worship services annually: creating PowerPoint; creating notes for group study; and preparing the sermon schedule 3-6 months in advance
- Overseeing implementation of Core Values and objectives through the Pastoral Team and Commissions
- Overseeing mentoring, coaching, encouraging, and the training of the ministerial staff as well as current and potential key lay leaders

SKILLS YOU NEED TO HAVE:
- Relational and servant leader
- Ability to understand and explain scripture
- Strong communication skills and work ethic
- working toward having a Master of Divinity degree

THE AREA:
The Cumberland Valley offers a wide variety of business, shopping experiences and recreational activities that make it an optimal place to live, work and play. The beautiful landscape is home to a place where activity, diversity and history combine in harmony.

WE'D LOVE TO HAVE YOU APPLY!

https://bit.ly/462NPaL