CHURCH & CANDIDATE PROFILE

CHURCH NAME
Graceland Church

CITY
New Albany

STATE
IN

CHURCH WEBSITE
https://gracelandchurch.online

THE COMMUNITY

POPULATION OF CITY
38,000

POPULATION OF COUNTY
99,000

COMMUNITY OVERVIEW
Just across the Ohio River from Louisville is New Albany, Indiana. New Albany boasts a diverse blend of old and new--Downtown New Albany is filled with 19th-century mansions and storefronts, while at the edges of the city, you'll find new subdivisions and apartment complexes. New Albany is just a few miles outside of Louisville, and the home prices and rental costs tend to be much lower in New Albany than they are across the bridge. With easy access to Louisville and all that the entertainment and cultural opportunities the city provides, outstanding schools, a low cost of living along with a high quality of life, New Albany is undoubtedly a great place to live and raise a family.

WHY PEOPLE LIKE LIVING HERE
The Floyd County/Clark County area has access to all the amenities you want in a city (food, hospitals, schools, airport, parks, natural landscapes) and with several options for living. You can live in older neighborhoods, suburban master planned communities, semi-rural neighborhoods, or the country. Public, private Christian, and homeschool are all options for education and there is considerable community to be experienced in each option.

We are in the middle - a little Midwest and a little Southern. The state of Indiana offers vouchers and will cover most private school education tuition if you choose to send your child to a private school of your choice.

Cities and towns nearby have history, and many still hold their own seasonal festivals and parades. We are close enough to Louisville for all the amenities of the city, including many job possibilities, but the Ohio River creates a natural barrier between Indiana and Kentucky so you feel further away from the city even if you're 10 minutes away from its unique restaurants, airport, children's hospital, concert venues, and sports.

THE CHURCH

CHURCH HISTORY

Graceland Church is a dynamic, externally-focused, community church located in a growth area across the Ohio River near Louisville, KY. Graceland has a strong vision and track record for reaching the culturally religious as well as discipling mature believers.

Founded in 1950 with a vision to reach people in the New Albany area for Christ, the ministry has continued to grow and impact its community. Over the past 5 years, the church has become one church in multiple locations. In 2023 alone, the church grew from two locations (New Albany & Palmyra) to five locations, adding campuses in Dearborn, Salem, and Memphis. The church now has an average attendance that exceeds 1300 each weekend across all campuses, made up of all generations and a multitude of families. The church has posted an annual positive growth rate the majority of its years, and Graceland is well positioned for continued growth in the coming years.

DENOMINATIONAL AFFILIATION

Baptist (Southern Baptist Convention)

VISION, MISSION, VALUES

Mission: Put Jesus first in our lives for our neighbors.

Values:
- Begin with the Bible
- Prayer is the secret sauce
- Community is the Context
- Stewarding is my Responsibility
- Sharing out of the Overflow

Discipleship Pathway: Exploring --> Committing --> Growing --> Discipling

AVERAGE WEEKEND ATTENDANCE

1400

ATTENDANCE TREND

Growing

HOW MANY CAMPUSES?

5

NUMBER OF WEEKEND SERVICES

7

WORSHIP STYLE OF YOUR CHURCH

We have an excellent worship team. They have written 7 original songs, which we incorporate into our Sunday set.

We sing a wide variety of artists, including hymns, Elevation, Matt Redman, Bethel, Brandon Lake, and Phil Wickham.
(https://www.youtube.com/channel/UClBbEPAUlA_s1lrGMLXYzRQ)

OVERVIEW OF WEEKLY WORSHIP GATHERING

- Services at each campus are about 65-70 minutes.
- The preaching is dynamic and expository.
- The pastors lean into application and use illustrations purposefully.
- Often guests comment and say they like the extended time of worship and preaching.

TELL US ABOUT YOUR FACILITY

Our New Albany campus sits on an 80-acre parcel of land. In addition, our other campuses sit on about 20 acres of land altogether.

New Albany has multiple building including a 1200 seat auditorium, recently updated Kids building (2023), adult classroom space, two designated Student spaces with small group rooms, 2 gyms, baseball and soccer fields, plenty of green space, and housing (apartments and houses).

OVERALL BUDGET (THIS FISCAL YEAR)

3,285,000

OVERALL LONG-TERM DEBT OF THE CHURCH

none

OTHER MINISTRY PARTNERSHIPS

We cooperate with the Southern Baptist Convention and its affiliates (NAMB, IMB).

We are involved with several additional organizations such as Choices Life Resource Center, a free parenting resource center providing compassionate medical care for pregnancy, sexual health-related services, and free baby supplies.

With the IMB and NAMB we support via funding and teams several church-planting churches in North America, Ukraine, and Ireland.

GOVERNANCE & POLITY

At Graceland Church we are guarded by our elders, who give direction and leadership to our church family. We are guided by our staff under the leadership of our Lead Pastor.

We are served by our deacons who help with the physical needs of our church family. We are gifted by the body as Jesus works through us.

Our executive team makes a lot of decisions as well. Bigger decisions get brought to the elder team.

MINISTRIES, PROGRAMS, AND STAFFING

CURRENT PAID STAFFING LEVEL

Full Time:
- Lead Pastor
- Gatherings/Worship Pastor
- Discipleship Pastor
- Director of Membership
- Pastor of Campuses & Missions
- Kids Minister
- Communications Director
- Social Media and Content Coordinator
- Care Pastor
- Director of Campuses
- Business Manager
- Facility Support
- Tech Lead
- Soul Care Associate
- Recreation Director

Part Time:
- Ministry Assistants
- Campus Pastors (Bivo)
- Campus (non New Albany) personnel are all part-time right now
- Online Connection Coordinator

MAJOR MINISTRIES OF THE CHURCH

- Preschool/Kids
- Students
- Worship
- Groups/Discipleship

OUTREACH PROGRAMS OVERVIEW

- Planting or revitalizing churches in select rural towns that do not have a thriving church in the area. campuses in rural areas that don't have a growing church nearby.
- Initiatives during the year that support members in engaging their neighbors through hospitality and sharing the gospel through conversations. For instance, in October do not host an on-campus event but instead host 20+ block parties

hosted by members.
- On-campus food bank that provides food to underserved families each Tuesday.
- Financially, we support several local organizations that help people in need (homeless, crisis pregnancy, abused women)
- Grace Station is a thrift shop owned and operated by the church a few miles away from the church campus. All proceeds from the store go back into the community for local mission and outreach work.

WINS, OPPORTUNITIES, AND CHALLENGES

BIGGEST CHURCH 'WINS' IN LAST 18 MONTHS?

Launching 3 campuses in Salem, Memphis, and Dearborn County. The Memphis campus launch had 275 people on Easter (the day it launched). They are moving to two services this winter.

BIGGEST OPPORTUNITY FOR YOUR CHURCH IN THE NEXT 12 MONTHS

To see a culture of evangelism take root in our church among a people/area where many claim a religious/Christian identity even if they are not.

CHURCH'S BIGGEST CHALLENGE FOR THE FUTURE

There are few growing churches in Southern Indiana and not much church planting. Many SBC churches are declining and have aging pastors with no plan for the future. We will have more churches who wish to become a campus, but having the leadership developed and ready to be deployed will be our challenge.

THEOLOGY

PUBLISHED THEOLOGICAL STATEMENT

The Baptist Faith & Message 2000 (http://baptiststudiesonline.com/wp-content/uploads/2007/02/baptist-faith-message-2000.pdf)

WHAT THEOLOGICAL HILLS WILL YOU DIE ON?

Tier one issues like
- inerrancy of scripture
- deity of Christ
- salvation by grace through faith alone
- the need to repent of your sins to be saved
- traditional/classical view of gender and sexuality

HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH

God & Country: We had a big 4th of July celebration for 30 years ("God and Country Day") that we stopped in 2020 and haven't restarted and do not plan to due to potential conflicts.

Abortion: The church is strongly pro-life. The local pregnancy resource center is largely led and operated through members of the church.

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

Our lead pastor does not shy away from talking about God's design for sex and sexuality and at the same time invites his lesbian neighbors to church. There are very few, if any, in our church that would be middle or middle-left on LGBTQ. There are many who I would not want to be a spokesperson for us because they are not winsome on the subject. Yet our leadership is aware, tactful, and not affirming.

THE POSITION

POSITION TITLE

Director of Operations

FULL TIME POSITION?

Yes

OVERALL DESCRIPTION OF THIS POSITION

Primary responsibility: The Executive Director of Operations provides oversight of the business side of Graceland Church. These areas include the ongoing leadership and management of Graceland's finances and accounting, facilities, human resources, compliance and legal issues, and project management.

REPORTING RELATIONSHIP

Lead Pastor

GOALS AND EXPECTATIONS

- Rebuild the Operations team including the facility management aspect.
- See what responsibilities can be outsourced (accounting has just been outsourced).
- Become fully integrated into the larger staff team and be known ultimately as a servant who loves God.
- Lead out the budgeting process for 2025 and assist the elders in making strategic financial decisions.

DO YOU HAVE A JOB DESCRIPTION FOR THIS ROLE?

Areas of responsibility:

Provide support to Ministry Staff so that the business and daily operations of the Church and facilities for the purposes of undergirding the mission of Graceland.

Lead, direct, and manage facilities, accounting, housekeeping, recreation, accounting and other teams as assigned by the Lead Pastor.

Keep the Church protected from outside interests and minimize all legal and liability risks.

Competent in managing projects, as well as overseeing, leading and coaching a staff team and volunteers.

Develop and create monthly financial reports for Elders and Executive Team.

Oversee and monitor the church finances, the budget development process in collaboration with the Elders, the Lead Pastor, and Executive Team and all financial reporting.

Give leadership to the management of the office including human resources, hiring, onboarding, dismissals, etc.

Attend and engage in staff meetings and participate in the planning of ministry opportunities.

Express and embrace methodological, philosophical and relational compatibility with Graceland Church (specifically the Elders and Executive Team).

Exemplify self-awareness, a team-oriented, teachable and humble spirit, an empathy toward others, and an openness to direction and guidance.

Agree with the doctrinal and theological statement as found in the Baptist Faith & Message, 2000, as well as Graceland's Constitution and By-laws.

Perform other responsibilities as determined by the Lead Pastor.

Qualifications:

Strong verbal and written communication skills and the ability to organize and prioritize multiple responsibilities in concurrence.

Articulate, self-directed, team-oriented, able to work well with others.

Ability to lead team members to achieve the goals and objectives of Graceland Church.

Comfortable working in a fast-paced, flexible environment.

Attention to detail, commitment to accuracy, accountability, and confidentially.

Personality and characteristics:

Committed and growing disciple of Jesus; this person's commitment to Christ will be evidenced in his/her personal life, family relationships, and ministry.

Exhibit a servant's heart and Christian character in the areas of integrity, dependability and perseverance.

Should be become a member or willing to begin the membership process immediately; able to fully commit and articulate the mission, strategy, values, and measures of Graceland Church.

Must be available to work a flexible schedule to include some evenings, weekends, and events.

Experience:

B.A. or B.S. in business management, accounting or related field.

Experience in business management, finance and facility oversight, or related field; previous experience in the non-for-profit sector would be ideal.

Experience in finance and accounting; Experience in human resources, payroll, benefits and policies/law compliance.

Skilled at facility management and oversight.

Demonstrated project management skills with the ability to self-direct and prioritize projects, manage bid processes and contracts; Experience creating and managing leases of various nature.

Technical expertise:

Must be proficient with Microsoft Office, especially Excel and other Church operating programs; Ability to develop and monitor a budget.

Should have some background in legal documents, understanding various legal parameters with the various Church entities.

SKILLS, PERSONALITY, AND EXPERIENCE

WHAT SKILLS ARE YOU LOOKING FOR SPECIFICALLY?

No musical skills needed.

WHAT TECHNICAL ABILITIES (IF ANY) ARE REQUIRED?

They need to be able to bring more and more systems online and away from manual processing.

They need to be intelligent about technology and not intimated by it, but continue to leverage it.

BUDGET AREA SUPERVISION

The ministry leaders oversee their share of the budget, but in short, this person will be responsible for overseeing the whole budget, underneath the elders. ($3,285,000)

PERSONAL CHARACTERISTICS DESIRED

Approachable, honest, listener, decisive, get-stuff-done.

WHAT WOULD IMMEDIATELY DISQUALIFY SOMEONE?

Unsubstantiated firing from a previous church.

Untrustworthy with money.

Lack of involvement in a local church presently.

OTHER "MUST HAVE" SKILLS

Wise/Discerning - They have to make decisions but also know where they need to submit to the lead pastor or elder team.

Be a man/woman who is under authority.

Fruit of the spirit.

OTHER "NICE TO HAVE" SKILLS

Relatable.

DESCRIBE THE PERFECT CANDIDATE

The ideal Director of Operations leads out of their relationship with God, possesses strong administrative skills, and is selfless - caring about the local church over themselves.

PUBLIC JOB POSTING PAGE

PUBLIC JOB POSTING

GRACELAND CHURCH
DIRECTOR OF OPERATIONS
NEW ALBANY, INDIANA

Graceland Church in New Albany, Indiana, is looking for a Director of Operations to join their team. This person will provide oversight of the business side of Graceland Church. These areas include the ongoing leadership and management of Graceland's finances and accounting, facilities, human resources, compliance and legal issues, and project management.

WHAT YOU'LL BE DOING:
- Providing support to Ministry Staff so that the business and daily operations of the Church can function.
- Leading, directing, and managing facilities, accounting, housekeeping, recreation, accounting and other teams as assigned by the Lead Pastor.
- Managing projects, as well as overseeing, leading and coaching a staff team and volunteers.
- Overseeing and monitoring the church finances, the budget development process and all financial reporting.

SKILLS YOU NEED TO HAVE:
- Committed and growing disciple of Jesus;
- B.A. or B.S. in business management, accounting or related field.
- Experience in business management, finance and facility oversight, or related field
- Experience in finance and accounting.

THE AREA:
Just across the Ohio River from Louisville is New Albany, Indiana. New Albany boasts a diverse blend of old and new--Downtown New Albany is filled with 19th century mansions and storefronts while at the edges of the city you'll find new subdivisions and apartment complexes. New Albany is just a few miles outside of Louisville, and the home prices and rental costs tend to be much lower in New Albany than they are across the bridge. With easy access to Louisville and all that the entertainment and cultural opportunities the city provides, outstanding schools, a low cost of living along with a high quality of life, New Albany is undoubtedly a great place to live and raise a family.

WE'D LOVE TO HAVE YOU APPLY!

https://bit.ly/3Qno8gz