



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

**PASTOR OF DISCIPLE-
MAKING**

Centerville Grace
Centerville, Ohio

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Centerville, OH



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POPULATION OF CITY

25,000

POPULATION OF COUNTY

531,000

COMMUNITY OVERVIEW

Located between Dayton and Cincinnati, Centerville/Washington Township is a family-centered area with a relatively low cost of living, top-notch schools, and quality parks. There are a lot of white-collar professionals, as well as a number of military families from the Wright-Patt Air Force base who live in the area. You get a small-town feel but access to city life (restaurants, sports, arts, entertainment, etc.). Faith in our community is still a fairly high value.

CHURCH HISTORY

Our church was founded in 1978 as a church plant from First Grace Brethren Church of Dayton. A small group of people came to Centerville and bought some land out in the middle of cornfields and woods which eventually turned into neighborhoods. Pastor Dave joined the church in 2007. In 2009, we merged with another Grace church which gave us fresh energy and a renewed focus for reaching our community. As a result, we've been growing steadily ever since. To accommodate our growth so that we can continue to reach and disciple more people, in 2019 we added a \$1.7m addition to the church, which has already been paid in full. This is just one of many wonderful ways God has been generous to our church through His people.

VISION, MISSION, VALUES

Vision:

- Our vision is to see the hopelessly lost become happily found, the desperately broken become divinely restored and ordinary church attenders become extraordinary disciple-makers.

Mission:

- Leading people to Jesus by loving like Jesus

Values:

- Relationships are worth dying for.
- God's ways are always best.
- The ones most dangerous to the world are fully-equipped, spirit-filled disciple-makers in the world.
- Jesus changes lives (period).
- Every follower of Jesus is called to lead.
- Greatness comes through service.

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- Generosity is a privilege; we get to give.
- Races are won or lost in the exchange.
- Unity in the midst of diversity is our most powerful and attractive quality.
- Our worship and creativity have the power to inspire others upward and forward.
- Culture and technology are what we make of them.
- The gospel is the solution to all our problems.

AVERAGE WEEKEND ATTENDANCE

225

ATTENDANCE TREND

Growing

OVERVIEW OF WEEKLY WORSHIP GATHERING

We have 2 identical services that are both contemporary, each lasting around 70 minutes. Gracekids (Newborn - 4th grade) is offered to families during both services. The majority of the preaching is topical and dress is casual.

TELL US ABOUT YOUR FACILITY

We sit on a beautiful 15-acre campus surrounded by neighborhoods. Our original building was built in 1978. There was an addition of a kids wing in the 1980s and we recently built a new 12,000 sq. ft. addition that includes offices, kitchen, lobby, and a multi-purpose auditorium that can hold 325.

OVERALL BUDGET (THIS FISCAL YEAR)

\$725,000

OVERALL LONG-TERM DEBT OF THE CHURCH

0

DENOMINATIONAL AFFILIATION AND/OR OTHER PARTNERSHIPS

We are a part of the Charis Fellowship. We also partner with Navigator Church Ministries and Awana Ministries. We support a couple of our members who are on staff with Athletes in Action.

GOVERNANCE & POLITY

We are governed by a board of Elders (4 lay & 2 staff). The Lead and Executive pastors work closely together to decide day-to-day operations. The congregation primarily votes to approve the budget that is presented by Elders as well as the hiring of full-time pastors.

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CURRENT PAID STAFFING LEVEL

Full-Time

- Lead Pastor
- Executive Pastor
- Youth Pastor
- Admin Asst.

Part-Time

- Worship Pastor
- Kids Director

MAJOR MINISTRIES OF THE CHURCH

- Gracekids - Sunday Morning Kids Program that we offer for both services for ages newborn through 4th grade
- Awana - Sunday Evening Kids Program
- Connect - Sunday evening student ministries (6th- 12th grade)
- Life Group Ministries - Small group ministry that mainly meets in homes during the weekdays
- Disciple-Making Initiative - This is led up by our Core Team of disciple-makers seeking to create a culture of disciple-makers at Grace.
- Happy Church Ministries - We partner with a sister church of ours in Jackson, Kentucky. We support them financially, organizationally as well as just supplying boots on the ground as needed to help reach the lost and broken in their area.

OUTREACH PROGRAMS OVERVIEW

- We don't currently have any outreach programs as we try to highly encourage and equip our people to personally share their faith and faith story to those God has placed around them. We do more outreach events such as Neighborhood Night Out where we invite the surrounding neighborhoods to our property and throw a large party with inflatables, games, kayaks on the pond, food, and more.
- We host our annual "Kick'n It with Grace" Soccer Camp in the summer as a way to use soccer as an avenue to reach kids and students with the Gospel message.

IN THE MOST GENERIC SENSE, HOW WOULD YOU DESCRIBE YOUR CHURCH THEOLOGICALLY?

Evangelical - Conservative

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PUBLISHED THEOLOGICAL STATEMENT

What We Believe:

1. **THE BIBLE.** The Word of God, the sixty-six books of the Old and New Testaments, verbally inspired in all parts, and therefore wholly without error as originally given of God (2 Tim. 3:16; 2 Peter 1:21).
2. **THE ONE TRUE GOD.** Existing eternally as three persons – the Father, the Son, and the Holy Spirit (Luke 3:22; Matthew 28:19; 2 Cor. 13:14).
3. **The LORD JESUS CHRIST.** His preexistence and deity (John 1:13), incarnation by virgin birth (John 1:14; Matthew 1:18-23), sinless life (Heb. 4:15), substitutionary death (2 Cor. 5:21), bodily resurrection (Luke 24:36-43), ascension into heaven and present ministry (Heb. 4:14-16), and coming again (Acts 1:11).
4. **THE HOLY SPIRIT.** His personality (John 16:7-15), and deity (Acts 5:3-4), and His work in each believer: baptism and indwelling at the moment of regeneration (1 Cor. 12:13; Rom. 8:9), and filling (Eph. 5:18) to empower for Christian life and service (Eph. 3:16; Acts 1:8; Gal. 5:22-23).
5. **MAN.** His direct creation in the image of God (Gen. 1:26-28), his subsequent fall into sin resulting in spiritual death (Gen. 3:1-24; Rom. 5:12), and the necessity of the new birth for his salvation (John 3:35).
6. **SALVATION.** A complete and eternal salvation by God's grace alone, received as the gift of God through personal faith in the Lord Jesus Christ and His finished work (Eph. 2:8-9; Titus 3:5-7; 1 Peter 1:18-19).
7. **THE CHURCH.** One true church, the body and the bride of Christ (Eph. 1:22-23; 5:25-32), composed of all true believers of the present age (1 Cor. 12:12-13); and the organization of its members in local churches for worship, for edification of believers, and for worldwide gospel witness, each local church being autonomous but cooperating in fellowship and work (Eph. 4:11-16).
8. **CHRISTIAN LIFE.** A life of righteousness, good works and separation unto God from the evil ways of the world (Rom. 12:12), manifested by speaking the truth (James 5:12), maintaining the sanctity of the home (Eph. 5:22-6:4), settling differences between Christians in accordance with the Word of God (1 Cor. 6:1-8), not engaging in carnal strife but showing a Christlike attitude toward all men (Rom. 12:17-21), exhibiting the fruit of the Spirit (Gal. 5:22-23), and maintaining a life of prayer (Eph. 6:18; Phil. 4:6), including the privilege, when sick, of calling for the elders of the church to pray and to anoint with oil in the name of the Lord (James 5:13-18).
9. **ORDINANCES.** The Christians should observe the ordinances of our Lord Jesus Christ which are (1) baptism of

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believers by triune immersion (Matt. 28:19) and (2) the threefold communion service, consisting of the washing of the saints' feet (John 13:1-17), the Lord's Supper (1 Cor. 11:20-22, 33-34; Jude 12), and the communion of the bread and the cup (1 Cor. 11:23-26).

10. SATAN. His existence and personality as the great adversary of God and His people (Rev. 12:1-10), his judgment (John 12:31), and final doom (Rev. 20:10).

11. SECOND COMING. The personal, visible, and imminent return of Christ to remove His church from the earth (1 Thess. 4:16-17) before the tribulation (1 Thess. 1:10; Rev. 3:10), and afterward to descend with the Church to establish His millennial kingdom upon the earth (Rev. 19:11-20:6).

12. FUTURE LIFE. The conscious existence of the dead (Phil. 1:21-23; Luke 16:19-31), the resurrection of the body (John 5:28-29), the judgment and reward of believers (Rom. 14:10-12; 2 Cor. 5:10), the judgment and condemnation of unbelievers (Rev. 20:11-15), the eternal life of the saved (John 3:16), and the eternal punishment of the lost (Matt. 25:46; Rev. 20:15).

WHAT THEOLOGICAL HILLS WILL YOU DIE ON?

- The inspiration and authority of Scripture
- Divinity of Jesus
- Eternal Security of the believer
- The return of Jesus
- The physical resurrection of Jesus and ascension to heaven.
- The definition of marriage as one man and one woman for life.
- Gender and sex are one and the same and defined at birth.
- Salvation is by grace through faith alone, not by works. Eph. 2:8-9
- Hell is a real place and is the eternal destination for all unbelievers.

HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH

- Gifts of the Holy Spirit - Our church and fellowship have traditionally been cessationists.
- Homosexuality/Transgenderism is a growing issue in our community. I would say probably 90% of our church would agree with the church's historical views of each.

BIGGEST CHURCH 'WINS' IN LAST 18 MONTHS?

- Getting back to "normal"
- Reopening of church

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- Going back to 2 services
- Gracekids both hours
- Neighborhood Night Outs
- The creation of CORE TEAM for disciple-making
- Getting more and more people into disciple-making relationships

BIGGEST OPPORTUNITY FOR YOUR CHURCH IN THE NEXT 12 MONTHS

- Keeping the disciple-making momentum going
- Turning our attention more to the community and reaching the lost and getting them discipled

CHURCH'S BIGGEST CHALLENGE FOR THE FUTURE

- Busyness of the culture
- Equipping more and more disciple-makers
- Reaching late high school and early 20 somethings

TITLE OF POSITION YOU ARE HIRING

Pastor of Disciple-Making

CATEGORY OF HIRE

Associate Pastor

FULL TIME POSITION?

Yes

REPORTING RELATIONSHIP

Direct report to Lead Pastor and also accountable to elder board

GOALS AND EXPECTATIONS

- Integrate into the life and community of our church family and staff
- Become familiar with not just names of our people but their stories as well
- Do the necessary things to earn respect and trust
- Demonstrate a clear love for Jesus and people in our community
- Come in with fresh eyes and be willing to respectfully challenge status quo to help us continue to grow
- Develop a deeper heart and passion for personal disciple-making

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DO YOU HAVE A JOB DESCRIPTION FOR THIS ROLE?

Pastor of Disciple-Making

Primary Function:

We are seeking a full-time, associate pastor who will help us continue and advance intentional and relational disciple-making throughout our church and into our community. Specific responsibilities will depend on that person's unique gifts and skills, but the primary focus will be to work alongside our lead pastor in the areas of creativity, strategy, leadership development, and communication all with the principal function of making disciple-makers.

Requirements:

Our new associate pastor must be first and foremost a man of God called to the role of shepherd and desiring the office. He must personally attest to his fittingness to the biblical requirements for the office of pastor/elder/overseer as reflected in Acts 20:28-32, 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:1-4. He must also have others who can enthusiastically affirm his calling, his character, and his conduct. He must be highly relational (i.e., a gatherer of people), teachable as well as able to teach effectively in both large and small environments.

Responsibilities include:

Integral team member of the CG pastoral staff (15%)

- Participating in weekly staff meetings
- Provide energy, encouragement and support to the other team members
- Provide pastoral care where appropriate

Continue to advance the culture of disciple-making at CG (50%)

- Coaching life group leaders
- Overseeing outreach efforts and guest services
- Personal one on one disciple-making

Preaching (20%)

- Work with Lead Pastor on creating sermon calendar
- Be available to preach 8-10 times a year

Creativity/Strategy: (15%)

- Work alongside pastoral team and leaders to help bring synergy and advance the overall vision of the church.

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EDUCATIONAL PREFERENCES

Formal education preference is fairly high as the person coming in needs to be well versed in theology and be able to articulate doctrinal issues.

EXPERIENCE

Ideally, we would like to find someone coachable, but also with some experience.

WHAT SKILLS ARE YOU LOOKING FOR SPECIFICALLY?

- Public Speaking
- Leadership Development
- Coaching
- Creativity
- Strategic

EQUIPPER OR DOER?

Equipper

ATTRACTIONAL VS. MISSIONAL

Missional

BUDGET AREA SUPERVISION

\$80,000

PERSONAL CHARACTERISTICS DESIRED

- Extraverted
- Likeable
- Tenacious
- Detail-Oriented
- Trustworthy
- Dependable
- Fun/Sense of Humor
- Learner

WHAT WOULD IMMEDIATELY DISQUALIFY SOMEONE?

Beyond what was already stated - a criminal record

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URGENCY

4

OTHER "MUST HAVE" SKILLS

- Organization
- Communication

OTHER "NICE TO HAVE" SKILLS

- Counseling
- Disciple-Making

FINALLY...

Someone who can take our vision of reaching our community through relational evangelism and disciple-making and run with it while taking our people along with him.

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Public Job Posting

Pastor of Disciple-Making

Centerville Grace

Centerville, Ohio

Centerville Grace of Centerville, Ohio is looking for a Pastor of Disciple-Making to join their team. This position would be as a full-time, associate pastor who would help continue and advance intentional and relational disciple-making throughout the church and into the community. Specific responsibilities will depend on that person's unique gifts and skills, but the primary focus will be to work alongside our lead pastor in the areas of creativity, strategy, leadership development, and communication all with the principal function of making disciple-makers.

What you'll be doing:

- Continuing to advance the culture of disciple-making at Centerville Grace
- Providing energy, encouragement and support to the other team members
- Overseeing outreach efforts and guest services
- Personal one on one disciple-making
- Preaching 8-10 times a year
- Working alongside pastoral team and leaders to help bring synergy and advance the overall vision of the church

What you skills you need to have:

- Public speaking
- Leadership development
- Creativity
- Extraverted
- Detail-Oriented
- Trustworthy
- Fun/Sense of Humor
- Learner

Located between Dayton and Cincinnati, Centerville/Washington Township is a family-centered area with a relatively low cost of living, top-notch schools, and quality parks. There are a lot of white-collar professionals, as well as a number of military families from the Wright-Patt Air Force base who live in the area. You get a small-town feel but access to city life (restaurants, sports, arts, entertainment, etc.). Faith in our community is still a fairly high value.

Does this sound like an environment in which you would like to serve?

<https://www.chemistrystaffing.com/centerville-grace-pastor-disciple>

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