



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

ENGAGEMENT PASTOR

Eastern Hills Bible Church
Manlius, NY

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Population of City

35,000+

Population of County

468,000+

Why People Like Living Here

- The beauty of experiencing all four seasons
- Proximity to cultural and entertainment venues
- Rural slow-paced community
- Forbes Magazine rated our area as one of the top 10 places to raise a family

Community Overview

- Highly sought after primary and secondary school systems in private, public and parochial offerings.
- Onondaga County is a center for higher learning, with 32,000 students currently attending colleges within the county. The Central New York region houses the third largest concentration of colleges and universities in the nation.
- A high-quality, comprehensive health care system that includes five hospitals, over 1,500 practicing physicians, and a full range of long-term care facilities.
- The County Parks system provides the community with a nature center, beaches, forested areas and natural feature parks, a centrally located multi-use park with intensive recreational opportunities, a marina, athletic fields, fish hatchery, and other historic facilities.
- Home to major industrial and service-related employers, employing over 45,250 alone.

Church History

We are a 50-year young, non-denominational church rooted in Manlius, NY, comprising people from communities across the greater Syracuse area. We confess the faithfulness, hope and love of Jesus Christ for ourselves and for our communities; we value authentic corporate worship, intentional life together, and endeavor to be a people of prayer who regularly engage with the Scriptures.

Mission, Vision, Values

Mission:

Jesus said go and make disciples of all nations. We desire to apply this directive in two ways. The first is to reach as many people as possible with the gospel. The second is to help them take their next step towards becoming fully engaged followers of Christ.

ENGAGEMENT PASTOR

Eastern Hills Bible Church

Manlius, NY



**CHEMISTRY
STAFFING**

Vision:

- Reaching the disconnected. Our highest priority is to see those disconnected from God experience irresistible environments at Eastern Hills and establish a pattern of regular attendance. Those taking their first steps toward faith should experience love, nurturing, and support.
- Maturing the connected. Those who regularly attend EHBC manifest Christian practices in their homes, neighborhoods, schools and workplaces. They grow in their understanding of biblical truth. They show up in the hard situations of the lives of those inside and outside the church. They are confident when they engage with people of differing world views. They will deepen their faith journey and call to leadership as evidenced by participation in small groups, learning environments and mission work. They serve the marginalized locally and globally.

Values: In Progress

Average Weekend Attendance

Pre-Covid = Approximately 900 total onsite in attendance.

Post-Covid = Approximately 350 total onsite in attendance.

Is Your Church MultiSite?

No

Overview of Weekly Worship Gathering

Two services. Contemporary music. Relevant Bible preaching similar to Connexus and Northpoint. Based on a recent survey our Family Ministry, preaching and music are all enjoyed. The worship style of Eastern Hills includes a modern full band, with influences such as Elevation Worship, and Hillsong United. We strive to create an engaging, cross-generational worship experience by including both contemporary worship songs and modernized traditional hymns.

Facility Overview

Two campuses. One large 600-person facility built new in 2007 with dynamic Children's space and a large lobby. Original campus was renovated over the last four years and houses offices, classrooms, student ministry, and spaces to serve the community.

Overall Budget (this fiscal year)

\$1.3 million

Overall Long-Term Debt of the Church

None

ENGAGEMENT PASTOR

Eastern Hills Bible Church

Manlius, NY



CHEMISTRY
STAFFING

Denominational Affiliation and/or other Partnerships

We are not part of any denomination or formal associations.

Governance and Polity

The Board of Elders oversees staff using the Carver Governance Model. The Pastoral Leadership Team is the main point of contact for all ministry and are held accountable to maintaining Pastoral Leadership Team expectations and accomplishment of ministry outcomes as described in Governance Policies. Complementarian in church governance.

Current Paid Staffing Level

Full-time:

- Co-Lead Pastor
- Co-Lead Pastor (Open)
- Worship & Creative Arts Director
- Production Coordinator
- Engagement Director
- Operations & Strategic Partners Director
- EHBC Kids Director (K-5th Grade)
- Next Gen Minister (Open)

Part-time:

- Outreach Coordinator
- Adult Ministry Coordinator
- Technical Coordinator
- Special Needs Coordinator
- Production Assistant
- Office Administrator
- Administrative Assistant to the Creative Team
- Child Care Coordinator (Open)

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Eastern Hills Bible Church

Manlius, NY



CHEMISTRY
STAFFING

Major Ministries of the Church

- EHBC Kids
- Student Ministry
- Worship & Creative Arts
- Adult Ministry
- Strategic Partners
- Outreach

Outreach Programs Overview

Local Partners:

- Hopeprint
- Pass Da Rock
- CRU
- Young Lives
- Young Life
- David's Refuge

Global Partners

- IJM
- Wycliffe
- Navigators
- Pioneers

Theological Overview

Evangelical - Moderate

ABOUT GOD

We believe in one God, eternally existing in three Persons: Father, Son, and Holy Spirit (1 Corinthians 8:4-6; Psalm 90:2; Acts 5:3-4; Revelation 1:8; Hebrews 9:14; Matthew 3:16-17, 28:19).

ABOUT JESUS CHRIST

We believe that Jesus Christ was conceived by the Holy Spirit, was born of the virgin Mary, and in Him perfect humanity and undiminished deity are united forever (Luke 1:27, 31, 35; John 1:1, 14; Colossians 2:9; Hebrews 2:14, 17, 4:15, 7:24).

We believe that Jesus Christ died on the cross, was raised from the dead three days later, ascended bodily into the presence of God in Heaven, and lives there now to intercede on our behalf.

ENGAGEMENT PASTOR

Eastern Hills Bible Church

Manlius, NY



CHEMISTRY
STAFFING

ABOUT THE BIBLE

We believe in the verbal inspiration of the original writings of the Old and New Testaments, and we believe that they are of supreme and final authority for faith and life. (2 Timothy 3:16; 2 Peter 1:21, 3:16; John 14:26, 16:13; 1 Timothy 5:18; Luke 24:27-44).

ABOUT MAN

We believe that man was created by God and in God's image. We believe that man sinned by disobeying God and thus incurred spiritual death, which is separation from God, and physical death. We believe that man is affected by this sin in such a way that no human being on his own has any merit before God.

ABOUT SALVATION

We believe that the death and resurrection of Jesus Christ took place so that man might be reconciled unto God. We believe that anyone who believes in Jesus Christ as personal Savior receives right standing before God and eternal life. We believe that a true believer, once saved, will be kept in his salvation by the power of God forever.

ABOUT THE CHURCH

We believe that the church consists of all Christians with Christ as the head. We believe that the purpose of the Church is to glorify God by drawing together, through worldwide proclamation of the Word of God, all who believe in Jesus Christ as Savior, and by building up each Christian so that he becomes progressively Christ-like.

We believe that each Christian has at least one specific capability given by the Holy Spirit and one or more specific positions of service to God. Each capability and position is necessary for fulfilling the purpose of the Church.

We believe that groups of local Christians should meet together regularly for worship, study, service and fellowship.

ABOUT THE ORDINANCES

We believe that there are two ordinances: baptism by immersion following conversion and the Lord's supper.

ABOUT THE FUTURE

We believe in the imminent and personal return of Jesus Christ. We believe in the bodily resurrection of the saved and the unsaved.

What theological hills will you die on?

Eastern Hills has a historic, orthodox view on marriage, sexuality, and gender. We expect our team to be consistently pursuing growth in their faith and sharing it with the world around them.

ENGAGEMENT PASTOR

Eastern Hills Bible Church

Manlius, NY



**CHEMISTRY
STAFFING**

Hot-Button Social/Cultural Issues for Your Church

- We teach traditional view of marriage as a union between man and woman but desire to be welcoming to all.
- Sanctity of life from conception.
- Uphold the value of male and female gender as created by God

Biggest Church 'wins' in last 18 months?

- Launching New Outreach Ministry: Nearly a 1,000 plus hours of volunteering has taken place through the ministry of our church in the past few months.
- Easter Weekend: Serving over 700 people through Easter weekend services.
- Christmas Offering: Raising over \$50,000 to support local partners serving Central New York.
- Transformation Of Onsite & Online Services: New Worship & Creatives Arts Director & Production Coordinator. Implementing use of new equipment to increase engagement onsite and online.
- Communications overhaul: New Engagement Director. Renovated Website. Launching of new app. Transitioning to PCO.

Biggest Opportunity for Your Church in the Next 12 Months

- Solidifying the Pastoral Leadership Team and implementing a spiritual formation pathway.

Church's Biggest Challenge for the Future

- Rebuilding a core of young adults and young families committed to the ministry of Eastern Hills.

Title of Position You are Hiring

Engagement Pastor

Full Time Position?

Yes

Overall Description of this Position

The successful Engagement Pastor will thrive in their ability to equip staff and lay leaders to help people become fully engaged in Christ, at church, and on mission. This person will be passionate about helping people discover, deepen and duplicate their faith in Christ with others. When called upon to teach in adult services, their messages will be described as helpful and hopeful. Irresistible environments will matter to them and they will be committed to excellence. Years from now those who attended EHBC will look back at the time spent under this leader's influence and see it as a significant impact on their journey with Jesus.

ENGAGEMENT PASTOR

Eastern Hills Bible Church

Manlius, NY



CHEMISTRY
STAFFING

Reporting Relationship

Reports to the Lead Pastor.

Do You Have a Job Description for this Role?

Qualifications:

- Baptized follower of Christ
- Preferably 5 years of experience in leading at a church of 800 or more with similar responsibilities as this role
- Biblical degree
- Agreement with staff policies as outlined in the employee manual
- Theological alignment with EHBC
- Excellent written and verbal communication skills
- Proficiency in Asana, Planning Center Online & Google Suite
- High EQ

Regular Rhythms:

- Worship services, Prayer, Hospitality, Generosity, Study & Reflection
- Personally live the Mission of the church; maintain spiritual and emotional health while implementing a plan for job performance improvement
- Attends monthly directional leadership team meetings, quarterly department/team update meetings, weekly staff meetings
- Leads department-specific meetings at own discretion
- Maintain office hours on campus (at Lead Pastor's discretion)
- Available no less than 48 Sundays per year
- Provide a regular rhythm of care and support for direct reports, including annual 360 performance reviews and trimester OKRs (Objective-Key-Results) that measure the progress of ministry outcomes established by the board of elders.

Scope & Relationships:

- Reports to Lead Pastor
- Manages Care Minister, Outreach Coordinator, and Spiritual Formation Coordinator
- Participates on the Directional Leadership Team alongside Lead Pastor, Administrative Director, and the Family Ministries Minister
- Works alongside Spiritual Formation Coordinator to create and oversee onramps that help implement our 3D spiritual formation strategy for adults

ENGAGEMENT PASTOR

Eastern Hills Bible Church

Manlius, NY



CHEMISTRY
STAFFING

- Responsible for recruiting, caring for, and developing leaders who lead groups/classes, oversight of all content in adult ministries, teaching 101- 201-301 assimilation classes, and assisting the Lead Pastor with elder candidate development, membership, and baptism processes
- Serve as the liaison for Strategic Partners by developing and maintaining a framework for identifying strategic partners that help us help others become fully engaged on mission and assists outreach coordinator in helping the poor and marginalized experience love and good news of Christ
- Member of the Teaching Team for Adult Services approximately 10-12 times per year, depending on gifting
- Shares congregational care with other pastors/ministers and helps connect new attendees into the community of EHBC
- Work with Treasurer and Operations Director to develop and manage their departmental budgets

Goals & Expectations

Over the next three years, we would love to see those who call EHBC home deepen their call to leadership through the following outcomes:

- An increasing number of people engaged in small groups, learning environments, and mission work
- An increasing number of people engaged in Christian practices in their homes, neighborhoods, schools, and workplaces
- An increasing number of people growing in their understanding of biblical truth
- An increasing number of people showing up in the hard situations of those inside and outside the church
- An increasing number of people confident in engaging with people of differing world views

Educational Preferences

Preferably candidates will have some theological training as an undergrad or graduate student. For those who don't, ten plus years of regularly preaching or teaching will be sufficient.

Age vs. Experience

We will hire the best person for the job.

Denominational Affiliation

This matters in the sense that candidates from a denominational background will have to gauge whether they will thrive in a very established non-denominational church.

How important is geographical location to you?

As long as they are willing to embrace the Northeast and are comfortable navigating the challenges of being away from family, we are open to candidates from different parts of the country.

ENGAGEMENT PASTOR

Eastern Hills Bible Church

Manlius, NY



**CHEMISTRY
STAFFING**

What skills are you looking for specifically?

- Excellent written and verbal communication skills
- High EQ
- Relationship building
- Able to identify, recruit and develop High Capacity Leaders
- Someone gifted in one or more of the following skill sets: galvanizing (rallying others to act on ideas), tenacity (pushing ideas to completion) or enablement (helping bring ideas to life).

What technical abilities (if any) are required?

Proficiency in Asana, Planning Center Online & Google Suite

Equipper or Doer?

Equipper

Attractional vs. Missional

Attractional

Budget Area Supervision

\$120K in missions/outreach

\$15K in spiritual formation

Personal Characteristics Desired

We look for team members that are described by their peers as Christ-centered, personable, passionate, humble, teachable, a learner (holds a "make it better mindset"), and those who communicate as emotionally healthy adults.

What would immediately disqualify someone?

They would have to agree with EHBC's theological convictions document. Divorce wouldn't be a disqualifier but certainly a conversation.

Urgency

10

Finally...

Are you a leader of leaders? Do you like to build more than maintain? Would others describe you as fun to be around and one who builds others up? We'd love to have you join our team!

ENGAGEMENT PASTOR

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Manlius, NY



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STAFFING**

**Public Job Posting
Engagement Pastor
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Are you a leader of leaders? Do you like to build more than maintain? Would others describe you as fun to be around and one who builds others up? We'd love to have you join our team! Eastern Hills Bible Church in Manlius, New York, is searching for an Engagement Pastor who will thrive in their ability to equip staff and lay leaders to help people become fully engaged in Christ, at church, and on mission. When called upon to teach in adult services, their messages will be described as helpful and hopeful. Irresistible environments will matter to them and they will be committed to excellence.

What you'll be doing:

- Responsible for recruiting, caring for, and developing leaders who lead groups/classes, oversight of all content in adult ministries, teaching 101- 201-301 assimilation classes, and assisting the Lead Pastor with elder candidate development, membership, and baptism processes
- Managing the Care Minister, Outreach Coordinator, and Spiritual Formation Coordinator
- Participating on the Directional Leadership Team alongside Lead Pastor, Administrative Director, and the Family Ministries Minister
- Serving as the liaison for Strategic Partners by developing and maintaining a framework for identifying strategic partners that help us help others become fully engaged on mission and assists outreach coordinator in helping the poor and marginalized experience love and the good news of Christ
- Sharing in congregational care with other pastors/ministers and helps connect new attendees into the community of EHBC

What characteristics you need to have:

- Personally live the Mission of the church; maintain spiritual and emotional health while implementing a plan for job performance improvement
- Excellent written and verbal communication skills
- High EQ
- Relationship building
- Able to identify, recruit and develop High Capacity Leaders

Manlius, New York offers the the beauty of experiencing all four seasons. It has a rural slow pace, yet is in close proximity to cultural and entertainments venues. Forbes Magazine rated our area as one of the top 10 places to raise a family.

Does this sound like an environment in which you would like to serve?
<https://www.chemistrystaffing.com/eastern-hills-engagement-pastor>