



**CHEMISTRY**  
STAFFING

# **CHURCH & CANDIDATE PROFILE**

**CONNECTIONS PASTOR**  
Hilton Head Island Community Church  
Hilton Head Island, SC

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## **Population of City**

40,000

## **Population of County**

160,000

## **Community Overview**

Hilton Head Island is a smaller community with a great mix of locals, part-timers, and vacationers. There are 5,000 students under the age of 18 in our community. Over 50 percent of kids are on the free or reduced lunch program in our schools, and, in contrast, some of the wealthiest people in the country are residents of Hilton Head Island as well. Our demographics of church members reflect our community make-up. Many people who are now full-time residents attended our church as a vacationer at one time in their life. We have many people who have done amazing things in their lives who now live here and are very involved in our church and in nonprofit work. Beaufort County hosts the largest number of nonprofits per capita in the country.

There is one public high school, one public middle school, two public elementary schools, one K-4 school, and one K5 school. We have 4 private schools, two of which are K-12. One private school has recently moved across the bridge to nearby Bluffton, but many people from the Island still attend there. We have several homeschool communities and several hybrid schools for athletes who need a flexible schedule. Many kids come here to train as golfers and tennis players from all over the world.

## **Why People Like Living Here**

HHI boasts a great lifestyle for a family. It's a slower lifestyle with amazing local restaurants. A lot of southern culture is mixed in with a northern influence. There are great sports and arts for kids, and an excellent recreation center for people with great programs. Housing is more expensive than average, but everything else is average to lower. There are a lot of free activities to do in the community, festivals, and the food is great!

## **Church History**

Hilton Head Island Community Church was started in September 2007 as a regional campus of LowCountry Community Church located in Bluffton, SC. Pastor Todd Cullen and his wife Cynthia moved from New York City to plant this campus for LCC. In September 2011, we were "birthed" by LCC with their blessing and financial assistance to become our own independent congregation - Hilton Head Island Community Church. In February 2012, we signed a contract to purchase a permanent facility on the Island within the Hargray Complex on Highway 278. This facility has 13,000 square feet of space on approximately three acres. We had our first services in July 2012.

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In the last 6 years, HHICC has completely renovated our main building for adults, kids, and student programming space. We have also added a lawn, a playground, and a patio for our students outside of Backstage. In 2018, we launched ALL IN...a two-year generosity initiative. Our primary goal is to see every person who calls HHICC their church home embrace a generous lifestyle and learn the importance of being a good steward of the financial resources they have been blessed with in their life. Our numeric goal was to receive a total of 3.5 Million by June 2020. We received 3.6M even in the midst of Covid. This allowed us to continue to meet our weekly budget need, pay off our current facility, continue church planting efforts in Belize and NYC, and to purchase and renovate our recently-opened Community Center located directly in front of our Main Building.

### **Mission, Vision and Values**

Our mission is to passionately share the Message of Jesus Christ and lead people to follow Him. So how do we fulfill our mission? We have identified seven words that define the what and how of our mission.

- Welcoming - A church where all people can passionately worship God.
- Loving - A church where all people can come without fear of judgment.
- Growing - A church that provides safe communities for people to connect with others and grow in their relationship with God.
- Entrusting - A church that is intentional in reaching the next generation with the Message of Jesus Christ.
- Serving - A church that is "the first call" in our local community serving in whatever way is needed.
- Giving - A church that is debt-free so that we can give generously to local and global missions.
- Sending - A church with a global presence advancing the Message of Jesus Christ.

### **Average Weekend Attendance**

450 in-person pre-Covid / 150 - online pre-covid

350 in-person currently / 200 - online

### **Attendance Trend**

Growing

### **Overview of Weekly Worship Gathering**

We are a modern, worship-focused, and casual corporate gathering. We serve coffee, tea, and snacks every Sunday. Our services are about 65-70 minutes. We teach the Bible in a way that connects to people wherever they are on their faith journey, whether a seasoned believer or someone who is still trying to figure it out. People say that our services are positive, encouraging, challenging, Biblical, and worshipful. We include the lyrics for every song on the screens and every verse that our pastor uses to help connect people to the Bible.

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### **Tell Us About Your Facility**

We have about 26,000 square feet of space over 3 buildings on our campus. This Campus has been renovated to create the space we need for adults, kids, and students. Our Kids space was renovated in 2015 with airbrush artists we hired from Disney. We use the ORANGE curriculum in all our kids' environments so our facility space complements that approach. We recently did a video upgrade to our worship center in June 2020 with four new cameras - three attached in the ceiling and one mobile. We upgraded to Pro7, added a live stream director position, & replaced projectors & added an LED banner for lyrics.

Our main room will seat 320. We have a Backstage Patio venue that has a live feed to an 85 inch TV outside. This venue seats 40 to 50 people. We also have an overflow in our backstage that can seat another 30-40. This is where we have an interactive prayer room following most services as well.

### **Overall Budget (this fiscal year)**

\$1,124,618

### **Overall Long-Term Debt of the Church**

\$800,000 - will be paid off in 3 years

### **Denominational Affiliation and/or other Partnerships**

We were planted by LowCountry Community Church in 2007 but became a completely independent church in 2011. We are not affiliated with any denomination.

### **Governance & Polity**

HHICC is staff-led and elder-protected. This means that the HHICC staff make the day to-day decisions for the church under the leadership of our Lead Pastor. The elders provide oversight concerning financial matters, staffing, spiritual unity, accountability for the Lead Pastor, and prayer for the staff and church. A stewardship team works as an extension of the elder board that gives a "second-look" to all financial matters and accounting as well as assists with benevolence, facility, and fundraising. It is the role of the staff to raise up and equip volunteers, leaders, and teams to do the work of the ministry in our church and in our community.

### **Current Paid Staffing Level**

Full-time: Lead Pastor, Next Generation Pastor, Creative Director/Operations, Worship and Technical Arts Pastor, Kids Ministry Pastor, Connections Pastor

Part-time: Another Worship Leader, Receptionist, Event and Community Director, Communications Director, Bookkeeper

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## Major Ministries of the Church

We have active adult, next-gen, student, and kids ministries as well as worship arts.

## Outreach Programs Overview

We are a community church so this is a large part of what we do:

- Backpack Buddies
- The First Tee
- CODA (Citizens Opposed to Domestic Violence)
- Sandalwood Community Food Pantry
- Pregnancy Center & Clinic of the LowCountry
- The Deep Well Project
- Volunteers in Medicine
- Fellowship of Christian Athletes/Week of Champions
- Kairos Prison Ministry
- Neighborhood Outreach Connection
- Family Promise
- Child Evangelism Fellowship (CEF)
- Antioch Educational Center
- The Mitchelville Preservation Project
- Community Foundation of the LowCountry
- Island School Council for the Arts
- Community Thanksgiving Dinner

## In the most generic sense, how would you describe your church theologically?

Evangelical - Moderate

## Published Theological Statement

God the Father

We believe in an all-knowing, all-powerful, loving God who created the world and all things in it including man who was made to have a unique and personal relationship with God.

Man

We believe man was separated from God through disobedience. This act brought sin, death and destruction to this world and destined man to an eternity apart from God.

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## Jesus Christ

Because man is unable to save himself, God sent his Son, Jesus Christ, to be the savior of the world. He lived a perfect life, born of a virgin, fully God and fully man.

## Salvation

Salvation is the act of God where we are rescued from an eternal separation from Him. He accomplished this through the death of Jesus Christ on the cross where he paid the penalty for our sin. God accepted Jesus' sacrifice by raising Him from the dead. This salvation is made real in our lives when we accept by faith what Jesus has done on our behalf.

## The Bible

God has revealed his plan for man in the Bible. We believe that it can clearly be seen in the Great Commandment (Matthew 22:37-40) and Great Commission (Matthew 28:18-20) that we have a five-fold purpose in life to reach out to the lost and hurting, connect with a local church and small group, grow in our knowledge of and relationship with God, serve others and authentically worship Him through our actions, bringing Him honor and praise in our lives.

## The Two Ordinances of the Church

We practice the two ordinances of the New Testament Church on a regular basis. We receive The Lord's Supper (a.k.a. Communion) in our weekly services on quarterly basis. We also practice Believer's Baptism (i.e. - a public baptism after you have accepted Jesus as your Savior) which we incorporate into a church-wide gathering at the beach during the warmer months. If you prefer to not be baptized at the beach, we do offer other baptism opportunities in pools on the Island. We require believer's baptism for membership at HHICC.

## What theological hills will you die on?

- Salvation by grace through faith in Jesus alone.
- The Eternal Security of a Believer.
- The Doctrine of Heaven and Hell.
- The Bible is the inspired Word of God.
- The Doctrine of the Trinity.
- We practice Communion and Baptism as the two ordinances of the church.

## Hot-Button Social/Cultural Issues for Your Church

- Listen to our pastor's response when the supreme court ruled on Gay marriage. (<https://audiopodcasts.s3.amazonaws.com/An+Introspective+Response+to+Same-Sex+Marriage.m4a>)
- We do not have a stance against alcohol. We adhere to Ephesians 5:18.

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## **Biggest Church 'wins' in last 18 months?**

After navigating COVID, one of our biggest wins has been seeing the return of a good percentage of our people to live Sunday experiences along with new people connecting in person. Our groups have stayed strong through COVID. The resources we spent to create a better online experience were well spent! It has kept our core engaged through COVID & captured new online attenders we never would have reached. We also solidified our DNA as a church with our staff & leadership team during the spring -summer 2021. We are in a great place to be ready for all that God has for us as we approach our 15th year as a church.

## **Biggest Opportunity for Your Church in the Next 12 Months**

We are celebrating our 15 year anniversary in September and we are hosting a large "party" on our island to celebrate in August. This will kick off a 15 days of serving our community starting on our anniversary Sunday, Sept 11. We are gearing up for this event and what follows to be a new step forward in reaching our community in a post-covid world. We are blessed with a great campus that is allowing us to focus on people and not as much on facility and we will continue that effort even more the next 12 months.

## **Church's Biggest Challenge for the Future**

Reaching families - this is the biggest challenge we face! Connecting parents, kids, and students into purposeful spiritual environments and connecting them to each other.

## **Title of Position You Are Hiring**

Connections Pastor

## **Category of Hire**

Discipleship/Small Groups

## **Full Time Position?**

Yes

## **Overall Description of this Position**

- The Connections Pastor at HHICC is someone who is passionate about seeing adults 18 and older get connected into the life of HHICC. They are committed to seeing every first-time attender have the opportunity to take the next step toward becoming a fully committed member of HHICC.
- The Connections Pastor enjoys working in teams with volunteer leaders and other staff to see this happen in our church.
- The Connections Pastor is committed to discipleship and seeing every person who desires to be in a group be connected in a group.

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- They are passionate about connecting people to serving with their gifts within the church and in the community.
- Being in a group and serving are essential to being fully connected in the life of HHICC and the Connections Pastor is passionate about seeing every adult make this a part of their lifestyle on HHI.

### **Reporting Relationship**

The Connections Pastor will report to the Ministry Operations Director but will work with the Executive Team.

### **Goals and Expectations**

Our desire is for every person that calls HHICC their church home to get connected into the life of HHICC the other 6 days by being in a group and through serving with their gifts within the church and in the community. We see this pastor as THE KEY to adults 18 & older moving beyond the Sunday experience into group life and serving throughout the week. Our desire is to have a group for every person who desires to be in a group.

We value the role of coaches who come alongside the Connections Pastor to encourage and equip our group leaders on the journey. We also view the Connections Pastor as someone who is willing to teach the Bible in a master class environment as needed. We have many attenders and members who are new in their faith and understanding of the Bible. Where groups are so important for Christ-followers to grow in their faith in community with others, there is a role for teaching the Bible as well to those who are new to the Bible and understanding it. The Connections Pastor will work with the Lead Pastor on the First time attender process to fully-committed member and will work with our Executive Team to develop this further at HHICC. The Connections Pastor will be responsible to execute the strategy.

### **Do you have a job description for this role?**

- Oversee all Adult Pastoral Care, Adult Groups, Adult Discipleship & Stephen Ministry.
- Work with Women's Group Leader (and future Mens, Couples, etc. coaches) in choosing curriculum, leader development and connection with leaders.
- Provides administrative assistance during the workweek to connect with new attenders, follow up with members, and update the database with new or revised information.
- Provide physical assistance to all staff in Sunday morning set-up, management, clean-up and take-down of Connection Team areas, including managing the offering.
- Oversee lock-up of campus on Sundays including air, trash removal, and setting alarms.
- Provide Pastoral Leadership and Connection on Sundays before and after services.
- Provide online hosts and prayer volunteers for Sunday services.
- Work with the Executive Team on the First Time Attender to Fully Committed Member process at HHICC and execute the strategy.
- Follow up with First Time Attenders and provide the staff with weekly information on new attenders.



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- Oversee weekly prayer list and email to all staff, elders, and prayer team.
- Oversee ROOTS - our Wed Night Experience for Adults from August-to May - including weekly prep of the ROOTS guide, developing facilitators, and leading as needed.
- Communicate on Sundays in services or teach short-term Master Classes as requested by the Lead Pastor.
- Provide pastoral or phone support to weekday guests at the Community Center as needed.

## **Educational Preferences**

Bachelor's Degree Required

## **Age vs. Experience**

Some experience

## **Denominational Affiliation**

Would rather have no affiliation

## **How important is geographical location to you?**

Staff on our team from outside the Bible belt seem to connect here better.

## **What skills are you looking for specifically?**

- Leadership
- Team Builder
- Enjoys doing life with others - not a solo player
- Cooperative
- Can execute a shared plan
- A shepherd
- A compassionate heart for broken people

## **What technical abilities (if any) are required?**

Social Media presence is important. You don't have to "live" on it but you are connected to it so you connect to our people. We use G-Suite, Slack for staff communication tools. Mac or PC is fine.

## **Equipper or Doer?**

We would like an equipper who would enjoy being a doer as needed.

## **Attractional Vs. Missional**

Attractional

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## **Budget Area Supervision**

Connection Pastor Budget - groups resources and hospitality - up to 4K a year in your budget.

## **Personal Characteristics Desired**

- Friendly, outgoing - values the importance of process in connecting with people but people are more important than the process
- A Pastor's heart - energetic and enjoys life
- Team-minded and enjoys the synergy of others in a working environment
- Gets things done and can self-manage and do details when it has to get done
- Consistent with responsibilities that happen weekly

## **What would immediately disqualify someone?**

We are open to someone being divorced but would want to know the story.

## **Urgency**

Anytime after May 25, 2022

## **Other "Must Have" Skills**

- Must love people. HHI is a highly-relational community. People want to get to know you. It is a laid-back community but with a high expectation of excellence in everything. They are not impressed by anything. They want to know that you care about who they are not what they can do for you.
- Must be patient - this community moves slowly.
- Must love working with a team of people. No silos here.
- Must be able to work hard and play hard. Enjoy your time off every week but give everything you have when it is time to work.

## **Other "Nice to Have" Skills**

- Athletic - enjoy golf or the outdoors - tennis. This is a very active community and outdoor sports are where everyone does life.
- Enjoys food and music and hanging out with people. This is a very "happy hour" based community so spending time with people in those environments would be very helpful to connect with people at HHICC.

## **Finally...**

A team-oriented, out-going, cooperative shepherd who loves people and can fulfill a shared plan for connecting people into the life of HHICC. Someone who will love living here and the lifestyle of doing life with people on the Island. Someone who values building relationships as the backbone of discipleship in a church and is passionate about investing in leaders coming alongside them to make it happen.

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### **Public Job Posting**

### **Connections Pastor**

### **Hilton Head Island Community Church**

### **Hilton Head Island, SC**

Hilton Head Island Community Church (HHICC) in Hilton Head Island, South Carolina, is looking for a Connections Pastor to join their team. The Connections Pastor will be someone who is passionate about seeing adults 18 and older get connected into the life of HHICC. This Pastor is committed to seeing every first-time attender have the opportunity to take the next step toward becoming a fully committed member of HHICC. This person will enjoy working in teams with volunteer leaders, he/she will be committed to discipleship and will be passionate about connecting people to serving with their gifts within the church and in the community.

### **What you'll be doing:**

- Overseeing all Adult Pastoral Care, Adult Groups, Adult Discipleship & Stephen Ministry
- Working with the Women's Group Leader (and future Mens, Couples, Coaches, etc.) in choosing curriculum, leadership development and connecting with leaders
- Providing administrative assistance during the workweek to connect with new attenders, following up with members, and updating the database with new or revised information
- Working with the Executive Team on the "First Time Attender to Fully Committed Member" process at HHICC and executing the strategy

### **What you need to have:**

- Leadership
- Team Builder
- Enjoys doing life with others - not a solo player
- Can execute a shared plan
- A shepherd
- A compassionate heart for broken people

Hilton Head Island boasts the greatest lifestyle for a family. It's a slower lifestyle with amazing local restaurants. A lot of Southern culture mixed in with a northern influence. There are great sports and arts for kids and a great recreation center for people to access with great programs for kids. Hilton Head Island is also a smaller community with a great mix of locals, part-timers, and vacationers.

**Apply here: [www.chemistrystaffing.com/hilton-head-island-connections-pastor](http://www.chemistrystaffing.com/hilton-head-island-connections-pastor)**