



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

NEXT GEN PASTOR
Castine Church
Arcanum, Ohio

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Castine Church

Arcanum, OH



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Population of City

2,017

Population of County

51,323

Community Overview

Castine, Ohio is a quaint, conservative community that sits closely between many rural towns in Darke County including the county seat, Greenville. Darke County is covered with farmland and open spaces, lots of breathing room, and friendly, small-town charm. It is the #1 agricultural county in the state in corn and soybean production and leads the nation in egg production. Beyond agriculture, it is also home to several smaller businesses.

This area has a relaxed pace of life and small-town charm. Larger cities within an hour include Dayton, Richmond, and Troy. Within 2 hours, you can reach Cincinnati, Columbus, and Indianapolis. The area is generally identified as a good place for generations to take root for the long haul, although recent trends show the younger population moving to the conveniences and opportunities of the larger city. Castine and neighboring towns have many talented, middle-class residents who excel in their blue-collar professions. The community is predominately Anglo, 40% college-educated, and saturated with individuals with a strong know-how in their trade. There is a growing group of young, working-class who are looking for a place to find fulfilling work and raise a family. Overall, Castine and surrounding communities are predominately Christian with a large population claiming church attendance.

Church History

Castine Church started in 1923 and built a strong, rich legacy in their community. In 2000, Pastor Greg Hyre became the Lead Pastor. Through his visionary leadership, Castine Church saw significant growth and was known as the premier church in town. We were known for Biblical teaching, and having a receptive, Christian community culture. The church grew to over 500 in 2017. However, with COVID and a general decline in the local population, the in-person attendance is now around ~250/weekend while our online audience has expanded to nearly 100 people per-weekend.

Mission, Vision and Values

Our Purpose:

The purpose of Castine Church is the same mission Jesus gave his followers: Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit.

Our Vision:

The vision of Castine Church is: Modeling Christ and taking Him to the world.

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Our Values:

- Conforming to the Bible
- Recognizing God's Presence
- Cultivating God's Talents
- Serving Inside and Out
- Building Authentic Community

Average Weekend Attendance

250

Overview of Weekly Worship Gathering

We currently have 2 services (8am & 10:45am) that are very similar. Our music style is mostly modern with a blend of some traditional hymns. Our preaching style is exegetical.

Worship Style of Your Church

We play a fair amount of music from Elevation, Bethel, and Hillsong. We also include hymns as well, both original and modern interpretations thereof.

Tell Us About Your Facility

Our facility was built in 1996 and was renovated in the last 10 years. It's a very functional facility lacking only in gathering spaces pre/post services. We can seat around 400 in our main sanctuary. For larger service needs, we have a multipurpose space that can accommodate over 500.

Overall Budget (this fiscal year)

\$778,000

Overall Long-Term Debt of the Church

0

Denominational Affiliation and/or other Partnerships

We are not affiliated with any denominations. We have a group of missionaries of various organizations that we support.

Governance & Polity

We have an Elder Board that makes spiritual directional and broad decisions. The Senior Pastor makes many of the operational decisions and reports to the Elder Board.

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Current Paid Staffing Level

Full-time

- Senior Pastor
- Discipleship Pastor
- NextGen Pastor;
- Office Manager

Part-time

- Arts Director

Major Ministries of the Church:

Children's, Youth, Men's, Women's, Re|Engage Marriage Ministry, and all are beginning small groups

Outreach Programs Overview

- We have a sports ministry with basketball and volleyball that reaches over 60 students a year.
- We support a homeless ministry in Greenville and a Pregnancy Help Center for Darke County
- We also have a small food pantry on site.

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

Evangelical - Conservative

Published Theological Statement

The Bible

- We believe the Bible to be complete truth, completely inspired by God (God oversaw every aspect of the Bible's writing and fully endorses every aspect of its content as His truth) without error in the original writings, and the supreme and final authority (power or right) in Castine's faith and practice.

The Trinity

- The Trinity refers to God as three persons: God the Father, God the Son Jesus, and God the Holy Spirit. We acknowledge that the term "Trinity" is not found in the Bible and therefore we are open to different terms. However, we firmly believe the Bible speaks of one God existing eternally (without end) in three persons with equality in nature, glory and purpose. (See, Deuteronomy 6:4; 1 Corinthians 8:4, which express one God). The three persons representing one God are: God the Father, completely equal in power and authority with Jesus Christ and the Holy Spirit (see, Matthew 6:10-13; John 10:30; Acts 5:3-4). Jesus Christ, completely equal in power and authority with the Father and the Holy Spirit (see, Matthew 6:10-13; John 10:30; Acts 5:3-4). Holy Spirit, completely equal in power and authority with Jesus Christ and the Father (see, Matthew 6:10-13; John 10:30; Acts 5:3-4).

The Holy Spirit

- We believe that the Holy Spirit is personal (He may be lied to, Acts 5:3; blasphemed (to speak without respect

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about or to God), Matthew 12:31; grieved, Ephesians 4:30), and that He convicts the world of sin, righteousness, and judgment, John 16:8. He is one who makes it possible for each believer to live the Christian life, Romans 8:1-2. He also distributes supernatural gifts (those that can only come from God) to each believer to serve God and the church, 1 Corinthians 12:11.

Salvation Through Jesus Christ Alone

- We believe that salvation is first understood in a person's relationship to God before salvation. The Bible teaches that all have sinned (Romans 3:23), resulting in an adversarial (opposing) relationship to God (John 3:36). Sin makes it impossible for someone to have peace with God and ultimately a place in heaven. Jesus brings reconciliation to one's sinful position. Jesus satisfied God the Father's required payment for sin, eternal separation from Him, and freely offers eternal life to all that will accept Jesus' payment for his or her personal sin. Salvation can only be obtained through Jesus Christ's payment for sin, John 3:36; 14:6. Salvation is a willful surrender (repentance) from living by one's current way of life to a commitment to live by God's requirements as taught in the Bible. In other words, there is a decisive change in the way one understands life. No longer is the first question, "What do I want," but, instead, "What does God want" (Acts 3:19; 17:30-31; 2 Corinthians 5:17).

Believer's Baptism

- We believe that baptism is for anyone who has experienced the repentance of sin, and received salvation through Jesus Christ. We baptize, by immersion (under water), three times forward based on the formula given by Jesus in Matthew 28:19. Since we do not baptize infants, those unable to understand salvation, we offer services of dedication for infants. We understand baptism to be a response of obedience to the teaching of the New Testament. We understand baptism to be a sign indicating one's saving relationship with Jesus Christ.

An Eternal Heaven and Hell

- We believe that all who have accepted the payment of Jesus Christ, for personal sin, are immediately adopted into God's family as children of God. Further, all children of God will spend eternity in heaven with God, Romans 8:14-17. Just as heaven is eternal, likewise is hell (Matthew 25:46). The Bible teaches that there will be an eternal, everlasting conscience suffering (torment) for those dying without acceptance of Jesus Christ.

The Second Coming of Jesus Christ

- We believe that just as Jesus bodily arose from the grave, victorious over sin and death, He ascended into heaven to return to the earth in bodily form as He left, Acts 1:11; Revelation 1:7. At this time, Jesus will receive all that belong to Him into heaven and pronounce judgment on all others to eternal-conscience suffering, Matthew, 25:31-46.

Satan: Also Known as the Devil

- We believe him to be a personal being (Matthew 4:1-11), powerful (Jude 9), and eternally defeated (Revelation 20:10). His mission is to promulgate or teach lies that confuse and destroy the people of God (John 8:44, John 10:10)

Human Relationships

- We believe, by sincere conviction and by God's divine precepts that the gift of a sexual relationship is exclusive to one man and one woman in a lifelong marriage. 1 Corinthians 6:13; 1 Corinthians 6:18-20; Hebrews 13:4

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The Lord's Supper

- Lord's Supper is open to all that share a salvation experience with Jesus Christ. We share in Lord's Supper four times each year, two of which take place during the Sunday morning worship. Participants share in the Bread and Cup by coming forward to the front of the church to receive them. Two additional times (1st Sunday in October and Maundy Thursday) we dedicate an evening service to the Lord's Supper. The service begins with Self-examination, Feet washing, Fellowship meal, and ending with the celebration of the Bread and Cup.

The Virgin Birth

- We believe that Jesus Christ was born of God the Father, God the Holy Spirit, and the Virgin Mary. "Therefore the Lord Himself will give you a sign: Behold, the virgin shall conceive and bear a Son, and shall call His name Immanuel. . ." "So all this was done that it might be fulfilled which was spoken by the Lord through the prophet, saying: 'Behold, the virgin shall be with child, and bear a Son, and they shall call His name Immanuel,' which is translated, 'God with us'" Isaiah 7:14; Matthew 1:22-23.

Anointing for Healing

- The scriptural basis for the ordinance of anointing is strong, especially as contained in the direct command of James 5:13-16. We believe all healing has its source in God, and recognize that sometimes miraculous healing occurs which defies medical explanation. God also uses human skill and wisdom to heal. We believe there is physical, emotional, spiritual and psychological healing. We believe in anointing with anointing oil and the laying on of hands.

What theological hills will you die on?

Biblical Authority, Complementarianism, The Trinity, Biblical Sexuality

Hot-Button Social/Cultural Issues for Your Church

We believe that the Bible clearly states that marriage is for one man and one woman and that sexual activity is designed exclusively for marriage.

Biggest Church 'wins' in last 18 months?

Our online presence has flourished. Our giving has been consistent. Staff chemistry is good. Rollout of our App and communication platform has gone well. Sports outreach ministry has grown tremendously.

Biggest Opportunity for Your Church in the Next 12 Months

The addition of a true visionary NextGen Pastor to our ministry to give guidance and leadership to our faithful volunteer staff.

Church's Biggest Challenge for the Future

To grow in size and health in order to continue making life-long disciples in a post-COVID world.

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Title of Position You Are Hiring

NextGen Pastor

Full Time Position?

Yes

Reporting Relationship

The NextGen Pastor reports directly to the senior pastor.

Overall Description of this Position

The NextGen Pastor will provide a comprehensive, forward-thinking vision to each age and stage of our entire next-gen ministry (birth through 12th grade) so that all of our kids will have a safe space to explore their relationship with Jesus Christ, continue to grow at each stage, and become lifelong replicating disciples of Jesus. He is responsible for both the children and youth ministries to ensure a safe, effective, and operationally cohesive program. The programs should not only consider students who are in the ministry from birth through graduation but also students who move into the ministry at later stages. The NextGen Pastor will develop a team of key leaders across the ministry areas to work alongside him and to help execute his vision for the ministry.

Goals and Expectations:

To stabilize and bring passion back to our Children's ministry leadership and volunteers as well as to continue developing a strong youth ministry team.

Do you have a job description for this role?

Responsibilities

- Oversee all aspects of the Children's Ministry (birth through 6th grade) at Castine Church
- Oversee all aspects of the Youth Ministry (7th through 12th grade) at Castine Church
- Cast vision for both Children and Youth Ministries and develop a plan that leads our children through the ministry to become lifelong replicative disciples
- Work with the other staff members to equip parents for discipleship in their homes
- Manage and coordinate all volunteers needed to operate successful Sunday morning and Wednesday evening children and youth programming
- Recruit, train, and inspire new volunteers to participate in the children and youth ministries
- Plan and assist in the execution of special events, camps, trips, and Vacation Bible School
- Manage and plan the annual budget of both the Children and Youth Ministries
- Ensure compliance with and advance the security standards for both the Children and Youth Ministries
- Develop Children and Youth Ministry facilities standards to ensure a fun and memorable environment while

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maintaining compliance with safety and security standards and regulations

- Communicate effectively with parents and key leaders about the Children and Youth Ministries using the communication tools provided by the ministry
- Attend weekly staff meetings to stay in sync with the other staff about the weekend, upcoming events, and to grow in Christ together
- Attend regularly occurring Ministry Team meetings
- Preach occasionally on Sunday mornings
- Coaching and baptizing children and students as needed
- Officiate weddings and/or funerals as needed by the Senior Pastor
- Do occasional home or hospital visitation as needed by the Senior Pastor

Educational Preferences

Formal training is highly preferred but could be substituted for real-world experience.

Experience:

We don't have a specific preference as long as they can cast vision for their ministries well.

Denominational Affiliation

Culture trumps affiliation.

How important is geographical location to you?

Not important

What skills are you looking for specifically?

Visionary leadership, teaching ability

What technical abilities (if any) are required?

- Microsoft Office
- Some ability to use a soundboard (we can train if needed)
- ProPresenter would be helpful

Equipper or Doer?

Equipper and visionary

Attractional vs. Missional

More missional than attractional

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Budget Area Supervision:

~\$28,000

Personal Characteristics Desired

- A vibrant and growing relationship with Jesus Christ
- A deep passion for the discipleship of children, teens, and their parents
- A strong commitment to the philosophy that the church partners with parents (as the primary disciplers) to effectively reach families with the Gospel
- The ability to cast a strong vision for the Children and Youth Ministries and the ability to communicate and inspire others to follow that vision
- Good interpersonal skills not just with children and teens, but their parents as well
- A passion to reach a more rural community with the Gospel

What would immediately disqualify someone?

- Rejection of Biblical Authority
- Divorce would need to be considered per situation
- Doesn't believe in the trinity

Urgency

10

Other "Must Have" Skills

- Strong visioning leadership
- Administrative abilities

Other "Nice to Have" Skills

- Preaching from the pulpit
- Able to do weddings and funerals
- Technical skillset
- Counseling ability

Finally...

A fun-loving visionary leader who is passionate about making disciples of kids and their parents by equipping the team they work with for success.

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Public Job Posting

NextGen Pastor

Castine Church

Arcanum, Ohio

Castine Church of Arcanum, Ohio is looking for a NextGen Pastor to join their team. This person will provide a comprehensive, forward-thinking vision to each age and stage of our entire next-gen ministry (birth through 12th grade) so that all of our kids will have a safe space to explore their relationship with Jesus Christ, continue to grow at each stage, and become lifelong replicating disciples of Jesus. The NextGen Pastor is responsible for both the children and youth ministries to ensure a safe, effective, and operationally cohesive program. The programs should not only consider students who are in the ministry from birth through graduation but also students who move into the ministry at later stages.

What you'll be doing:

- Overseeing all aspects of the Children's Ministry (birth-6th grade) and Youth Ministry (7th-12th grade)
- Casting vision for both Children and Youth Ministries and develop a plan that leads our children through the ministry to become lifelong replicative disciples
- Managing and coordinating all volunteers needed to operate successful Sunday morning and Wednesday evening children and youth programming
- Working with the other staff members to help equip parents for discipleship in their homes

What you need to have:

- A vibrant and growing relationship with Jesus Christ
- A deep passion for the discipleship of children, teens, and their parents
- A strong commitment to the philosophy that the church partners with parents (as the primary disciplers) to effectively reach families with the Gospel
- The ability to cast a strong vision for the Children and Youth Ministries and the ability to communicate and inspire others to follow that vision
- A passion to reach a more rural community with the Gospel

Castine, Ohio is a quaint, conservative community that sits closely between many rural towns in Darke County including the county seat, Greenville. Darke County is covered with farmland and open spaces, lots of breathing room, and friendly, small-town charm. Larger cities within an hour include Dayton, Richmond, and Troy. Within 2 hours, you can reach Cincinnati, Columbus, and Indianapolis. The area is generally identified as a good place for generations to take root for the long haul.

Apply here: <https://www.chemistrystaffing.com/castine-church-nextgen-pastor>