



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

**PASTOR OF STUDENT AND
FAMILY MINISTRY**

Washington Heights Baptist Church
Dayton, Ohio

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Population of City

80,000 in Kettering/Centerville area

Population of County

531,000

Community Overview

Dayton is an affordable area, with a long history and a rich culture. Median home prices in the area are \$195,000 for a 4-bedroom home. US News and World Report ranks Dayton #3 best places to live in Ohio! There are tons of enrichment opportunities for families, with beautiful parks and trails. There are over 350 miles of bike trails in the area and several splash parks to enjoy. The people are fantastic! Dayton is within a 90-minute drive of three large cities (Cincinnati, Columbus, and Indianapolis) with major sports teams. The Dayton Dragons (Cincinnati Reds Minor League Affiliate) play throughout the summer and they provide a fantastic family friendly experience. The Dayton area boasts rich historical roots (where the Wright Brothers lived and built the first airplane) and world-class museums. Wright Patterson Air Force Base and related contractors provide stability to the local economy.

Why People Like Living Here

- Lots of family-friendly activities (indoor and out)
- Reasonable cost of living
- The abundance of outdoor activities, especially water sports, around the Five Rivers and plush green spaces
- United States Aeronautical and Space Museum
- Dayton Dragon's Baseball Team
- UD Flyer's basketball (Host of First Four of NCAA Tournament)
- Schuester Performing Arts Center
- Dayton Area Metro Parks
- Victoria Theater
- UD/Wright State/Sinclair
- Several small communities in the area
- Historical attractions (Carillon Park/Fraize Pavilion/Dayton Art Institute)

Church History

We are an independent Baptist Church founded in 1957. At Washington Heights we want to provide a place for you no matter what your need may be; a place to worship and learn in our Celebration Services, a place to connect in our Adult Bible Fellowships, a place for your children to grow, and a place to serve in our variety of ministries.

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Vision, Mission, Values

- WHBC is a multi-generational congregation that seeks to take the good news of Jesus to all who need to hear it across the street and around the world.
- We strive to cultivate in believers a lifelong love of Jesus Christ and equip them to take their faith into a lost world needing a Savior.
- We value Christ, scripture, worship, teaching, mission, families, and community.
- Over the years we have been the sending church for many full-time missionary individuals and several families. As of 2022, WHBC has sent out almost 20 missionary units into full-time missions work and another 10 people who grew up at WHBC have gone out into full-time ministry. We have also sent 67 short-term adult and youth teams all over the United States and the world to serve in construction, ministry, and medical mission trips over the last 40 years.

Average Weekend Attendance

450

Attendance Trend

Growing

Overview of Weekly Worship Gathering

WHBC gathers in two Sunday worship services and several small group meetings each week. The worship and music style is "blended." The preaching is 80% Bible exposition with life application and 20% Topical and Social Engagement. A children's program is curriculum-based and activity driven and adult education follows the bible fellowship model for discipleship.

Worship Style of Your Church

We have a blended worship style. We have three worship teams that rotate each week (acoustic, "band", and orchestra). We use music from Crowder, Getty's, Phil Wickham, etc. We regularly sing contemporary hymns, new renditions of old hymns, and choruses.

Tell Us About Your Facility

WHBC operates from 11 acres on Far Hills Avenue in Dayton Ohio with an 80,000 sq ft facility divided into five ministry sections.

- A 500 seat Worship Center (renovated in 2018) with administrative offices;
- A Children's Center with an auditorium and 12 large, age-appropriate meeting rooms that can be sub-divided into 21 smaller classrooms;
- An Adult Education Center with 8 large classrooms;

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- A Youth and Music Center with a youth auditorium, game room, snack bar, and breakout/practice rooms;
- A Community Center with a regulation-size high school gymnasium, 400 sq ft commercial kitchen, dining room, and event seating for groups from 50 to 600, and substantial storage and preparation space. In addition, there is a large vehicle maintenance building, soccer field, and adequate parking for 300 cars.

Overall Budget (this fiscal year)

\$1,350,000

Overall Long-Term Debt of the Church

\$3.5 million

Denominational Affiliation and/or Other Partnerships

Historically Baptist, WHBC was founded under the Regular Baptist Association but now functions as a non-aligned Baptist fellowship with missional connections to several conservative and evangelical groups.

Governance & Polity

Governance is rooted in the authority of the Congregation as the Body of Christ and is structured through a constitution and statement of faith which functions under the direction of a single policy board and lead pastor with normal operations administered by the pastoral staff and volunteer ministry leaders.

Current Paid Staffing Level

The pastoral team functions much like the coaching staff of a sports organization where skilled assistant coaches carry out the team mission under the oversight of a head coach. The pastoral staff is an extension of the pastoral office and reports to the lead pastor for vision, oversight and accountability. WHBC normally operates with a combination of full and part-time paid positions.

Full time:

- Lead Pastor
- Pastor for Discipleship and Outreach
- Pastor for Worship and Worship Arts
- Pastor for Student and Family Ministry (currently vacant)
- 2 Clerical/Administrative Staff
- Facilities Manager

Part time:

- Children's Director
- Financial Secretary

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- 2 Clerical/Administrative staff
- 2 Custodial Staff

WHBC has enjoyed exceptional stability among the pastoral staff. In 63 years, four lead pastors with tenures of 10, 21, 5, and 27 years have led a team where average staff terms of service are more than 10 years each.

Major Ministries of the Church

Children's Ministry:

- Weekly Children's Programming ministering to an average of 100 children PreK-6th Grade
- Dynamic VBS bringing in 300+ children every summer
- AWANA Programs with over 150 children involved
- Upward Soccer and Basketball Leagues reaching 200+ children combined, with 30% of those kids from unchurched homes

Student Ministries:

- Annual Summer missions trip
- Teens from public, private, and homeschool educations gather weekly for Sunday morning teaching and Wednesday evening small groups and fellowship.

Missions:

- WHBC has sent 68 short-term adult and teen trips since 1982 (the majority of trips are international). Since 1957 when the church was founded WHBC has sent out 19 Missionary units FROM WHBC and another 10+ individuals who grew up in WHBC programming are serving in full-time ministry somewhere around the globe.
- Annual Missions Conference which highlights WHBC's commitment to missionaries and to sending more.

Adult Sports:

- Pickleball programs run two nights and two mornings per week reaching over 250 community connections in the last 12 months.
- Futsol (indoor soccer) has seen over 60 individuals over the years, many of who are unchurched.
- Men's Basketball - this late-night open gym serves as an easy way for our men to invite their coworkers to play and step inside the church.

Worship Arts:

- Our Easter and Christmas programs are top-notch. But our weekly worship with three rotating teams of musicians truly sets WHBC apart from the average church. Rich talent and a passion for Jesus draw our people to worship each Sunday morning.

Adult Ed

- Men's and Women's Ministries are active throughout the year with a mix of social and spiritual connections.
- Sunday Morning Adult Bible Fellowships are the main adult education venue. These roughly life-stage-based

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classes are where our people get connected. With our most talented roster of teachers ever, our eight ABFs are instilling solid Biblical lessons with practical life applications for our adults.

Outreach Programs Overview

- For the past six years, we have developed close relationships with three local public elementary schools and one secular private school. We have been able to provide special meals and treats to the teachers and staff at these schools multiple times per year. We have helped with Trunk-or-Treat events, teacher appreciation week, tutoring, and many other programs.
- Drive-Thru Trunk-or-Treat - In 2020 we tried a new community outreach that went far better than we dreamed. We gave away nearly 30,000 pieces of candy to over 200 separate vehicles in two hours...the majority of these families were unchurched. We continued the event in 2021 and despite terrible weather conditions we had 120 vehicles brave the cold and rain.
- We are constantly looking for creative ways to connect with the community!

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

Evangelical - Conservative

Published Theological Statement

- We believe the Holy Bible (both Old and New Testaments) was inspired by God, was without error in the original manuscripts and is the authority for the believer's faith and life.
- We believe in one living and true God eternally existing in three persons: Father, Son and Holy Spirit. They are equal and perfect in every divine attribute and execute distinct but harmonious offices in the outworking of God's preplanned program.
- We believe God the Father is in the place of ultimate authority assuming responsibility for the design of creation and redemption.
- We believe Jesus Christ is the virgin-born, incarnate God-man. In submission to the will of the Father, He offered himself as the sinless sacrifice for the sins of mankind in his death on the cross. He rose bodily from the grave on the third day, ascended into heaven and functions today as the high priest of the believer and the head of the church. He will come again to rapture his church and to reign on the earth as King.
- We believe the Divine Person of the Holy Spirit acts in submission to the Father and the Son, faithfully executing his responsibility to glorify Christ. He regenerates the sinner thereupon indwelling the believer. He endeavors to work in and through believers to conform them to the image of Christ and empower them to fulfill the mission of Christ.
- We believe human persons are born image bearers of God and as such are distinct from all other creation. Though created in untried innocence, the fall of Adam constitutes all to be sinners by nature and choice, alienated from God and in need of a Savior.

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- We believe the first human institution is the family, a God assigned man and a woman who in their covenant union project the image of God, adhere to Biblical values of moral purity and marital fidelity and reflect in their relationship the union between Christ and the Church.
- We believe salvation is by grace for those who place their faith and trust in the person and work of Jesus Christ. The simple gospel message -- Christ died for our sins, was buried, and was raised again -- must be believed for one to benefit from Christ's sacrificial work. Those who believe in him are eternally secure.
- We believe the church is the covenant community of born-again believers in Jesus Christ. Membership in the local assembly, a visible representative of the larger body of Christ, is possible when one confesses his or her faith in Jesus Christ both by personal testimony and believer's baptism.
- We believe those who know Christ as Savior should regularly participate in worship and the Lord's Supper as witness to their identity as disciples of Christ and fraternity with other believers.
- We believe Christians should evidence the fruit of the Spirit, the good works of grace, the mission of the gospel, and a progressive maturity in Jesus Christ.
- We believe Satan is a fallen spiritual being, the enemy of God, of Christ and the church. While he is operative today in opposing God's program, he has been defeated through the death and resurrection of Jesus Christ.
- We believe heaven is the eternal dwelling place of those who have placed their faith and trust in Jesus Christ.
- We believe hell will be the dwelling place for the devil, his angels and unbelievers from all time. We believe in the second advent of Jesus Christ, first to rapture Church saints then later to establish his kingdom and reign as King.

What theological hills will you die on?

Washington Heights Baptist Church is a conservative evangelical church in the Baptist tradition. Core beliefs affirm The Trinity, the authority and inerrancy of scripture, the literal creation of the world including the creation of man as distinctly male and female in the image of God, the fall of all humanity in sin, the incarnation of Jesus Christ as fully God and fully man, the life, death and resurrection of Jesus to provide the only means of salvation for all who will in faith believe in Him, the institution of the Church as the Body of Christ to fulfill His mission and the return of Christ to complete his kingdom, judge sin and establish the eternal blessing of a new heaven and new earth in perfect righteousness.

Hot-Button Social/Cultural Issues for Your Church

We affirm the Nashville Statement on Human Sexuality.

Biggest Church 'wins' in the last 18 months?

The greatest obstacle and biggest win of the last two years was successfully navigating the logistical and relational challenges presented by Covid. WHBC maintained open and in person services beginning immediately after the mandatory shutdown of the first few weeks. We maintained a positive balance between individual health concerns and group relationships by employing open and sensitive communication with careful facility management, adaptive

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schedules, and creative use of technology. The Church developed an effective online ministry while maintaining simultaneous in-person experiences for our people. By God's grace, the church avoided controversy, maintained unity, and continued an active and even growing ministry throughout the pandemic. Attendance remains strong, visitors and members were added, and giving increased during the pandemic.

Biggest Opportunity for your Church in the Next 12 Months

The biggest challenge for the immediate future is to reignite home-based small groups that closed during the pandemic and determine new ways to bridge into our broader community where many people have changed their attitudes toward the church, social values, group gatherings, and interaction with others who are not already in their accepted community "bubble."

Church's Biggest Challenge for the Future

The future is bright for WHBC. With several generations of families involved here, we are excited about what God is doing. Like most churches in America, we will have to be wise in order to maintain our Christian convictions in a world bent on "moving on" from Christian values and principles. Staying true to Scripture in the face of growing hostility towards anything biblical will be a major battle for WHBC and all true Churches.

Title of Position You Are Hiring

Pastor of Student and Family Ministry

Full-Time Position?

Yes

Reporting Relationship

The Pastor for Student and Family Ministry reports to the Lead Pastor.

Goals and Expectations

- To maintain a vibrant and contagious personal walk with Christ
- To be an example of both personal and family discipleship
- To connect with volunteer leaders and parents establishing a relationship of trust, cooperation, and confidence to nurture the students under their care
- To engage each student and uniquely encourage their participation and development as followers of Christ
- To strategically pursue those students who are not immediately receptive to spiritual things and may openly resist the gospel
- To expand the reach of the student ministry into the surrounding community attracting new students and their families to Christ and the ministries of WHBC

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Do you have a job description for this role?

New Heights Student Ministries is the junior high and high school ministry at WHBC. The purpose of New Heights is to nurture our students' love for Christ and equip them to take their faith out into a lost world in need of a Savior. We are looking for a man of God who will shepherd our students and partner with parents to meet this goal. As a church on the small to medium end of the spectrum, staff at WHBC is asked to assume additional duties simultaneously with their primary role. The Pastor of Student and Family Ministry will be expected to have oversight of the Children's and Sports Outreach Ministries.

Scope of Responsibilities

Student Ministries

The Pastor of Student Ministries will:

- Lead the regular Student Ministry gatherings with care and excellence. These are currently Sunday Morning and Wednesday evening by preparing culturally relevant and biblically sound lessons aimed at equipping and nurturing the students at WHBC.
- Develop, recruit, train, and equip volunteer adult leaders who can assist the Pastor in accomplishing these goals.
- Foster an environment where students of all interest levels feel engaged and pursued. Students who are highly motivated for growth will be fed the meaty truths of Scripture. Students who are marginal will know they are loved and cared for.
- Plan and lead annual mission trips for high school students with guidance and insight from the Global Outreach Team.
- Collaborate with other members of the Pastoral Staff, Support Staff, and other ministry leaders to accomplish the mission and vision of WHBC
- Provide oversight and support to the Director of Children's Ministries. Examples of this oversight would include (but not be limited to): regular meetings to maintain awareness of needs and successes, involvement in Sunday Morning ministries as needed, support for VBS planning and implementation, ongoing encouragement of volunteers, and oversight of AWANA commander.
- Develop, recruit, train, and equip a team of volunteers who will coordinate and facilitate the ongoing Sports Outreach at WHBC. The Sports Outreach would include (but not be limited to): Pickleball at the Heights, Upward Sports (basketball and soccer), Basketball, Futsal, and other potential opportunities.
- Assume other duties as assigned by the Lead Pastor.

Candidates for this position must possess:

- Minimum bachelor's degree in ministry-related field (post-graduate work is preferred).
- 2-5 years of experience in ministry or people-related work.
- A servant's attitude that recognizes that ministry is about serving the people of Christ's church, not punching a clock or doing a "job."

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- An attitude of cooperation and heart of submission toward other members of the leadership team, out of reverence for Christ (Eph 5:21).
- The ability to manage many tasks and priorities simultaneously with a winsome attitude.
- A desire to serve Christ by serving the people of Washington Heights.

Educational Preferences

- The candidate must have sufficient professional-level skills and experience to successfully meet the requirements for leadership, teaching, personal care, program management and discipleship that ministry in our contemporary culture demands. While these skills can be learned through practical experience, the normal preparation involves formal theological training. Therefore, specifics might vary with each candidate.
- College or graduate level theological training is expected and practical church experience is desired.

Age Vs. Experience

We would prefer 3-5 years of experience leading, teaching, and shepherding students. We would welcome a candidate with more experience and the confidence to run with a ministry vision that is compatible with the rest of WHBC.

Denominational Affiliation

We are a Baptist church...but we're not opposed to the right person who can in good conscience affirm our statements of faith and doctrinal beliefs.

How important is geographical location to you?

Geography is not important. A willingness to embrace our community is essential.

What skills are you looking for specifically?

The candidate must have sufficient professional-level skills and experience to successfully meet the requirements for leadership, teaching, personal care, program management, and discipleship that ministry in our contemporary culture demands.

What technical abilities (if any) are required?

Our Student Ministries currently use ProPresenter and a Mac Mini. However, the Pastor of Student and Family Ministries will have the freedom to adapt the technology to his preferences.

Equipper or Doer?

60 / 40 split between equipper and doer. The long-term goal is to be an equipper of leaders and disciples for ministry but must possess the willingness to "do what is needed," especially in the early stages, to develop and build a ministry.

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Budget Area Supervision

\$6,500 in annual budget and ministry oversight with administrative responsibility of annual student missions trips budget ranging from \$30,000-\$50,000.

Personal Characteristics Desired

- A person after God's Heart
- Team Player
- Honest and Trustworthy
- Responsible
- A pastor is, first and foremost, a shepherd of God's people. Therefore, a candidate must accept the calling to be a servant of Christ and His church, must enjoy a variety of relationships - i.e. be a "people person," must be a self-starter, must have a "cooperative" work style, must be flexible - especially with schedules and human failings, and must see accomplishment as a measure of faithfulness and not the outcome.

What would immediately disqualify someone?

Disqualifiers would be any stated beliefs or known behavior - whether identified by legal record or by easily discovered reputation - that indicated a person was not, honest, trustworthy, highly confidential, sexually appropriate (above reproach), modest, restrained even when provoked, or was in any way divisive.

Urgency

We would like to hire ASAP.

Other "Must Have" Skills

The candidate must have a conviction to serve the church.

Other "Nice to Have" Skills

An interest in sports as outreach would be beneficial.

Finally...

We are looking for a person of God who will shepherd our students and partner with parents to nurture our student's love for Christ and equip them to take their faith out into a lost world in need of a Savior..

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Public Job Posting

Pastor of Student and Family Ministry

Washington Heights Baptist Church

Dayton, Ohio

Washington Heights Baptist Church in Dayton, Ohio is looking for a Pastor of Student and Family Ministry to join their team. The New Heights Student Ministries serves the junior high and high school students at WHBC. The purpose of this ministry is to nurture the students' love for Christ and equip them to take their faith out into a lost world in need of a Savior. They are looking for someone who will shepherd their students and partner with parents to meet this goal.

What you'll be doing:

- Leading the regular Student Ministry gatherings with care and excellence
- Developing, recruiting, training, and equipping volunteer adult leaders who can assist the Student Pastor in nurturing the students' love for Christ and equip them to take their faith out into a lost world in need of a Savior
- Planning and leading annual mission trips for high school students with guidance and insight from the Global Outreach Team
- Collaborating with other members of the Pastoral Staff, Support Staff, and other ministry leaders to accomplish the mission and vision of WHBC
- Overseeing the Children's and Sports Outreach Ministries

Skills you'll need to have:

- A person after God's heart
- Team player
- Honest and trustworthy
- Responsible
- A people person
- Cooperative work style

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<https://www.chemistrystaffing.com/washington-heights-student-family>