



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

LEAD PASTOR
Delaware Grace Church
Delaware, Ohio

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Delaware, OH



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POPULATION OF CITY

40,000

POPULATION OF COUNTY

214,000

COMMUNITY OVERVIEW

Delaware is a 2021 Best Hometown in Ohio, a top 50 Best Places to Live in America, and has an award-winning downtown.

WHY PEOPLE LIKE LIVING HERE

We have excellent schools, good housing options, a cozy suburban feel, and our area is growing quickly.

CHURCH HISTORY

The church had humble beginnings in a very rural community. In the early 2000s, the community began to grow and under strong leadership, the church doubled in size. This led to a sizable expansion of the current facility.

VISION, MISSION, VALUES

Vision:

The Vision of Delaware Grace is to reach the Delaware community and surrounding areas for Christ. Journeying through life in small groups and large gatherings, we will equip Christ-followers so they will grow more deeply in their faith, and as a result, become more Christ-like in their lives. We are dedicated to teach and speak God's truth found in the scriptures, and to embrace our role as God's ambassadors with a responsibility to serve and love others.

Mission:

As we follow Christ, we continue to gain an understanding of who He is through the Bible, which is God's Word to us, and the leading of the Holy Spirit in our lives. As a result, we know Christ more intimately and live our lives in a way that reflects that growing relationship with Him and the desire for others to know him as well. Our Mission at Delaware Grace is to engage others in the Delaware community and help them on this path of discipleship.

Values:

In Matthew 28:18-20, Jesus tells us to go into the world and make disciples. This is the last command He gives before leaving earth. We believe through various ministries starting with one-on-one relationships, we are to carry this out as a church. Whether we are together on Sunday morning for worship, in Discipleship Classes, in Life Groups throughout the week or meeting in other venues, we are to grow in our walk and lead others in that process.

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AVERAGE WEEKEND ATTENDANCE

300

OVERVIEW OF WEEKLY WORSHIP GATHERING

Our service is 70 minutes with contemporary worship. The preaching is currently done by a team who shares this responsibility while we search for a lead pastor.

WORSHIP STYLE OF YOUR CHURCH

Our worship is contemporary with a full band. Our songs are typical of the CCLI top 100.

TELL US ABOUT YOUR FACILITY

Our facility is a large, mostly modern, newly expanded facility.

OVERALL BUDGET (THIS FISCAL YEAR)

\$540,000

OVERALL LONG-TERM DEBT OF THE CHURCH

\$1,300,000

DENOMINATIONAL AFFILIATION AND/OR OTHER PARTNERSHIPS

Charis Fellowship

GOVERNANCE & POLITY

Elder led

CURRENT PAID STAFFING LEVEL

Full time:

- Sr. Pastor (vacant)
- Associate Pastor
- Student Pastor (vacant)

Part-Time:

- Worship Leader
- Children's Ministry
- Administrative

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MAJOR MINISTRIES OF THE CHURCH

Daycare, Youth, Worship, Children, Groups

OUTREACH PROGRAMS OVERVIEW

Nothing consistent in current season

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

Evangelical - Conservative

PUBLISHED THEOLOGICAL STATEMENT

- 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
- THE ONE TRUE GOD. Existing eternally as three persons the Father, the Son, and the Holy Spirit
- THE LORD JESUS CHRIST. His preexistence and deity (John 1:1-3), incarnation by virgin birth sinless life substitutionary death bodily resurrection ascension into heaven and present ministry, and coming again.
- THE HOLY SPIRIT. His personality and deity, and His work in each believer: baptism and in-dwelling at the moment of regeneration, and filling to empower for Christian life and service.
- MAN. His direct creation in the image of God, his subsequent fall into sin resulting in spiritual death, and the necessity of the new birth for his salvation.
- 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.
- THE CHURCH. One true church, the body and the bride of Christ composed of all true believers of the present age; and the organization of its members in local churches for worship, for edification of believers, and for world-wide gospel witness, each local church being autonomous but cooperating in fellowship and work.
- CHRISTIAN LIFE. A life of righteousness, good works and separation unto God from the evil ways of the world, manifested by speaking the truth, maintaining the sanctity of the home, settling differences between Christians in accordance with the Word of God, not engaging in carnal strife but showing a Christ like attitude toward all men, exhibiting the fruit of the Spirit, and maintaining a life of prayer, 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.
- ORDINANCES. The Christians should observe the ordinances of our Lord Jesus Christ which are (1)baptism of believers by triune immersion and (2)the threefold communion service, consisting of the washing of the saints' feet, the Lord's Supper, and the communion of the bread and the cup.
- SATAN. His existence and personality as the great adversary of God and His people, his judgment, and final doom.



- **SECOND COMING.** The personal, visible, and imminent return of Christ to remove His church from the earth before the tribulation, and afterward to descend with the Church to establish His millennial kingdom upon the earth.
- **FUTURE LIFE.** The conscious existence of the dead, the resurrection of the body, the judgment and reward of believers, the judgment and condemnation of unbelievers, the eternal life of the saved, and the eternal punishment of the lost.

WHAT THEOLOGICAL HILLS WILL YOU DIE ON?

- Premillennial dispensational
- Literal, historical, grammatical hermeneutic
- Inerrancy of scripture
- Literal six-day creation
- Complementarian

HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH

Official positions on life, marriage and eldership are found here:

<https://charisfellowship.us/page/positionstatements>

BIGGEST OPPORTUNITY FOR YOUR CHURCH IN THE NEXT 12 MONTHS

Bringing in a new leader and working with Assist Church Expansion to begin revising the church for the future.

CHURCH'S BIGGEST CHALLENGE FOR THE FUTURE

The church has agreed to a partnership with Assist Church Expansion for the purpose of revitalization. The next pastor of Delaware Grace will work with the Assist team and the Delaware elders to revise the church for a new and fruitful future.

TITLE OF POSITION YOU ARE HIRING

Lead Pastor

FULL TIME POSITION?

Yes

REPORTING RELATIONSHIP

Elders

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DO YOU HAVE A JOB DESCRIPTION FOR THIS ROLE?

The Lead Pastor is accountable to the church, corporately, who calls him. In day-to-day ministry, the Lead Pastor is accountable to the Elder Board with whom he works. With his leadership, the elder board determines the vision, mission, and ministry focus of the church.

The Lead Pastor shall:

- Serve as the spiritual leader of the Elder Board, ensuring that each Elder is working to go further in the sanctification process and work to make sure that the Elder team is consistently 1) in God's word, 2) reaching out to God in prayer, and 3) seeking the will of the Holy Spirit.
- Lead the Preaching Team and determine the sermon series and message structures for each week of the year. The Lead Pastor's preaching load can vary based on the Lead Pastor's overall duties, but it is expected that the Lead Pastor will preach 3 out of 5 Sundays as a minimum.
- Implement a culture that is focused on a) God's truth, b) discipling believers and, c) reaching the lost.
- Spend a great deal of his time implementing and managing the process of training ministry leaders with a focus on using the Ministry Core Team concept, where a core group of church members truly own and implement a specific area of ministry.
- Serve as the primary spiritual and administrative leader for paid staff, ensuring that the culture of the staff, like the church, is properly focused on the Vision and Mission of the church.
- The Lead Pastor shall ensure the proper administration of Ordinances and officiate at weddings and funerals of church members.
- Attend fellowship conferences/retreats regularly and encourage other staff persons and members of the congregation to do likewise.
- The Lead Pastor will provide short-term counseling as needed. He will be available and responsive to crisis situations. He will provide pastoral care through the most effective means possible.
- The position requires great flexibility in time schedule. The Lead Pastor should be available for evening activities as well as work on the weekends.
- The Lead Pastor, along with the Elder Board, will define strategic goals and vision for the Church. The Lead Pastor is responsible for staff coordination in the execution of the church's purpose. The Lead Pastor, as a key leader among staff and elders, will implement the plan by: Coordinating/leading weekly staff meetings and other activities to clarify and execute goals and objectives, Monitoring the spiritual pulse of the congregation through review and accountability, and ensure staffing, facilities and programs are effectively aligned to meet strategic goals.

Evaluation

The elder board will evaluate the Lead Pastor annually. The Lead Pastor will ensure that staff members are reviewed annually. Reviews should be based on mutually agreed upon performance goals established at the beginning of the calendar year. Each year, the Elder Board shall review the results achieved by the Lead Pastor. Likewise, the Elder Board

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shall review its own performance, or lack thereof, in achieving the goals it has agreed upon, noting those goals that have an influence upon the Lead Pastor's ability to achieve his goals. All raises and corrective actions shall be based on the results of this performance review.

Charis Fellowship Activities

- Participate in, and cooperate with associations, regional and national programs, events and activities.
- Cooperate with other local churches in appropriate efforts and witness. Be involved in other community agencies and programs as appropriate and in keeping with the congregation's vision and mission.
- Support fellowship mission work and institutions as they are an extension and expression of the church's vision and mission.
- Participate in the regular NCO meetings and Charis retreats, as well as National Conference.

Personal Growth and Recreation

- Appropriate time for personal reading, research, and meditation
- Plan for the completion of two Continuing Education Units or equivalence annually, in consultation with the Elder Board based on schedule
- Take one month of vacation each year
- Have one to two days off each week.

GOALS AND EXPECTATIONS

During the first 18-24 months, the new pastor will work in partnership with Assist Church Expansion to build a vision team for the purpose of revisioning the church for the future. During this process, he will have the opportunity to establish core values, develop and implement a new outreach strategy, a new discipleship pathway, and a plan for future multiplication.

EDUCATIONAL PREFERENCES

A masters' degree or higher is preferred, but equivalent experience will be considered.

AGE VS. EXPERIENCE

- We would prefer someone who has led a church with multiple staff.
- Someone with enough experience to know what they know and know what they don't know.

DENOMINATIONAL AFFILIATION

The background is not critical, however, the willingness and ability to be ordained in the Charis Fellowship is mandatory.

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WHAT SKILLS ARE YOU LOOKING FOR SPECIFICALLY?

- Leadership - someone who can work with and through a team
- Preaching

EQUIPPER OR DOER?

Equipper

ATTRACTIVE VS. MISSIONAL

Attractional

BUDGET AREA SUPERVISION

Will oversee budget as part of the elder team

WHAT WOULD IMMEDIATELY DISQUALIFY SOMEONE?

- Egalitarian
- Covenant reformed theology - not so much soteriology, but an allegorical approach to Scripture and a lack of distinction between Israel and the Church
- Charismatic

URGENCY

The church is being well-led by an interim pastor at the moment, but the desire would be to have someone in place in the first half of 2022.

FINALLY...

- MDiv and >10 years of ministry experience
- Experience leading a staff
- Enjoys working with and through a team
- Needs the polish of a CEO but is still highly relational and inclusive in leadership style

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Public Job Posting

Lead Pastor

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Delaware Grace Church, located in Delaware, Ohio, is looking for its next Lead Pastor. This person will work in partnership with Assist Church Expansion to build a vision team for the purpose of revisioning the church for the future. During this process, this person will have the opportunity to establish core values, develop and implement a new outreach strategy, a new discipleship pathway, and a plan for future multiplication.

What you'll be doing:

- Serving as the spiritual leader of the Elder Board
- Leading the Preaching Team and determine the sermon series and message structures for each week of the year
- Implementing a culture that is focused on a) God's truth, b) discipling believers and, c) reaching the lost.
- Serving as the primary spiritual and administrative leader for paid staff
- Attend fellowship conferences/retreats regularly and encourage other staff persons and members of the congregation to do likewise

What skills you need to have:

- MDiv and >10 years of ministry experience
- Experience leading a staff
- Enjoy working with and through a team

Delaware is a 2021 Best Hometown in Ohio, a top 50 Best Places to Live in America, and has an award-winning downtown. We have excellent schools, good housing options, a cozy suburban feel, and the area is growing quickly.

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

<https://www.chemistrystaffing.com/delaware-grace-lead-pastor>