



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

CO-LEAD PASTOR
Eastern Hills Bible Church
Manlius, NY

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Community Overview

Eastern Hills Bible Church is searching for a Co-Lead Pastor to join our team. Located in the Syracuse area, our community is a fantastic place for families to set deep roots and enjoy all that the area has to offer. What makes our area special?

- 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.

Population of City

35,000+

Population of County

468,000+

Why People Like Living Here

- High value to cost of real estate
- Low cost of living expense
- Large offering of cultural and entertainment venues
- The beauty of experiencing all four seasons

Church History

We are a 52-year young, non-denominational church rooted in Manlius, NY, comprising people from communities across the greater Syracuse area.

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Vision, Mission, Values

Mission: Eastern Hills Bible Church exists so that people of Central New York become fully engaged followers of Christ.

A New Testament church does three things. They GATHER, GROW and GO. In our context, we express these ideas around the following five ministry outcomes:

1. Those disconnected from God begin their journey toward becoming fully engaged followers of Christ.
2. Those who regularly attend EHBC manifest Christian practices (prayer, scripture reading, spiritual conversations, generosity, presence, reconciliation, hospitality, caring for the poor and needy, corporate worship, honoring others, and rest) in their homes, neighborhoods, schools and workplaces.
3. Married couples, families and single persons who attend EHBC experience love & support in the midst of the joys and struggles of life.
4. Children, students and parents who attend EHBC will be equipped to navigate the complexity of relationships while having faith.
5. The inner-city poor and marginalized people of CNY and in our field/global missions receive help with basic human needs and experience social justice.

By pursuing these ministry objectives, we believe our church will help the people in the Central New York communities become fully engaged followers of Christ.

Average Weekend Attendance

1,000 (pre-covid; on-site and online)

Is Your Church MultiSite?

No

Overview of Weekly Worship Gathering

Two on-site services which are streamed online under normal circumstances. Relevant Bible preaching and contemporary worship music. We create environments with the guest in mind, where God's presence is experienced and those disconnected from God love to attend. Our preaching and worship music are designed to create an engaging, cross-generational worship experience including both contemporary songs and modernized traditional hymns led by a modern band. Our family ministry and our children's ministry, in particular, are very important components of our church's outreach to the community.



Facility Overview

Two campuses. One large facility built new in 2007 with a 600-person auditorium, state of the art children's space, and a large lobby. It is our intent in the near future to expand this facility to provide a student community wing and indoor playground for families. The original campus was renovated over the last four years and houses offices, classrooms, student ministry, Chinese church, and spaces to serve the community.

Overall Budget (this fiscal year)

\$1.3 million (before Covid-19 pandemic, it was \$1.6 million)

Overall Long-Term Debt of the Church

None

Denominational Affiliation and/or other Partnerships

We are not part of any formal associations; though we have been part of the Willow Creek association in the past. We have strong relationships with four churches in the area that we helped plant. Additionally, we have five local ministry partners including Young Life who we brought to the area in the 1990's.

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 Minister
- Media Coordinator
- Engagement Director
- Operations & Strategic Partners Director
- Assistant Director of EHBC Kids (K-5th Grade)
- Student Ministry Director (open)

Part-time:

- Assistant Director of EHBC Kids (Infant-Preschool)
- Outreach Coordinator (volunteer)
- Adult Ministry Coordinator

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- Technical Coordinator
- Special Needs Coordinator
- Production Assistant
- Office Administrator

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.

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.

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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

Hot-Button Social/Cultural Issues for Your Church

- Uphold the belief that all people are create equal in God's image and valued equally.
- Uphold the value of male and female gender as created by God.
- 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.

Biggest Church 'wins' in last 18 months?

- Advent Giving Challenge: Increased giving by over \$34,000 compared to the budget. Gave \$34,000 among our 5 local ministry partners
- Newly renovated student space
- Establishment of Carver Governance Policy with finalized ministry outcomes
- Successful development and launch of online services and reopening of in-person services

Biggest Opportunity for Your Church in the Next 12 Months

- The new co-lead pastor will participate in strategic planning to achieve the newly established ministry outcomes.
- Developing and launching a new discipleship structure throughout the church community
- Contributing to building a thriving staff culture

Church's Biggest Challenge for the Future

- Developing a strong new pastoral leadership team after the departure of a 30-year senior pastor
- Strengthening unity in the congregation around the new ministry outcomes
- Learning how to engage neighbors in a post-Christian culture
- Creating a culture that serves others, both in and out of the church

Title of Position You are Hiring

Co-Lead Pastor

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Category of Hire

Co-Lead Pastor

Full Time Position?

Yes

Overall Description of this Position

This pastor position will serve as a member of the leadership team and will partner with the current Co-Lead Pastor to provide the overall leadership for the church, while sharing preaching responsibilities and playing the primary leadership role in discipleship and caring.

Reporting Relationship

Reports to the Board of Elders

Do You Have a Job Description for this Role?

Lead discipleship experiences: With love, grace, and wisdom oversee, model, and lead the discipleship programs and learning environments for these areas:

- Families
- Next generation
- Nursery
- Preschool
- Kindergarten - 5th Grade
- Special needs

Preaching: Partner in the development, scheduling and delivery of sermon series and stewardship of EHBC's theology. Preach in approximately 20-25 Sunday services per year.

Staff Leadership Team: Partner with other member of PLT to lead on key organizational issues, staffing, and finance towards the pursuit of ministry outcomes.

- Oversee ministry outcomes for Student Ministries, College, Singles, Adult Learning, Small Groups and Care Groups.
- Co-lead, manage, shepherd, and coach the staff. This aspect includes regular one-on-one meetings with staff to set, track, and consult on how to achieve their Objectives and Key Results (OKRs) that are in alignment with Eastern Hills' vision, strategic plan, and spiritual formation pathways.
- Recruit, hire, and retain exceptional leaders for open pastoral, staff, and volunteer positions as a member of PLT.
- Foster a thriving and diverse staff culture in partnership with other members of the Pastoral Leadership Team and the Elder Board.



Community Engagement: Work within the different ministries to provide outreach and ministry within the community.

Shared Responsibility of Congregational Care: displayed through counseling, wedding, funerals, etc.

Goals and Expectations

To form a healthy and effective relationship with the current Pastoral Leadership Team member, in order to develop and implement a strategy to achieve the church's ministry outcomes, while building relationship with the congregation.

Educational Preferences

Theological training is important. Strong preference for candidates with a master's degree in related disciplines.

Age vs. Experience

Open to candidates in different age groups, but we prefer a candidate with significant experience

Denominational Affiliation

It's important in that we are not a denomination-driven church. We don't think that way.

How important is geographical location to you?

We welcome candidates from anywhere, but the candidate should feel comfortable making a commitment to living and pastoring in Upstate New York.

What skills are you looking for specifically?

Relationship building, care giving, community building/small groups/coaching, leadership development, management skills to oversee staff and finances, preaching/teaching skills

What technical abilities (if any) are required?

Willingness to learn and use software such as Planning Center Online, Mortar Stone Financial Software, Asana, Squarespace, and ProPresenter as well as Mac computers.

Equipper or Doer?

Both, but more of an equipper

Attractional vs. Missional

Both

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Budget Area Supervision

\$1.3 million (It was \$1.6 million before the Covid-19 pandemic)

Personal Characteristics Desired

High EQ, fun, results-oriented, passionate, energetic, empathetic

What would immediately disqualify someone?

Theological misfit with fundamental doctrines

Urgency

8.5 out of 10

Other "Nice to Have" Skills

Counseling

Finally...

Pioneer and builder, who enjoys collaboration. Exposure to different ministry contexts and wealth of experience. Passion for the lost and for helping the congregation grow spiritually.



Public Job Posting

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Eastern Hills Bible Church is looking for a mission strategist to join their Pastoral Leadership Team and share responsibilities for preaching and executing a strategic plan to achieve the church's ministry outcomes. The church aspires to equip their members to grow in relationship with God and to reach others in Central New York. The position requires developing and executing a strategic plan for the caring and discipleship of the congregation.

- Discipleship Leadership: With love, grace, and wisdom oversee, model, and lead the discipleship programs and learning environments for all ages in the church.
- Caring Ministries Leadership: Create a tone & culture of care and connection within our body & communities.
- Preaching: Partner in the development, scheduling and delivery of sermon series and stewardship of EHBC's theology. Preach in approximately 20-25 Sunday services per year.
- Staff Leadership Team: Partner with other member of PLT to lead on key organizational issues, staffing, and finance towards the pursuit of ministry outcomes.
 - Lead, manage, shepherd, and coach the staff. This aspect includes regular one-on-one meetings with staff to set, track, and consult on how to achieve their Objectives and Key Results (OKRs) that are in alignment with Eastern Hills' vision, strategic plan, and spiritual formation pathways.
 - Recruit, hire, and retain exceptional leaders for open pastoral, staff, and volunteer positions
 - Foster a thriving and diverse staff culture in partnership with other members of the Pastoral Leadership Team and the Elder Board.
- Strategic Planning: Partner with the other member of PLT to provide organizational leadership to strategic planning, communication, and implementation in pursuit of ministry outcomes.
- Shared Responsibility of Congregational Care: displayed through counseling, wedding, funerals, etc.

Qualifications

- A bachelor's degree is required for this position with a preference for a master's degree in the area of theology and/or ministry.
- A minimum of 5-years' experience in a large congregation with a significant ministry leadership role.
- Track record of growing ministries and improving effectiveness.
- Demonstrated passion and ability for biblical preaching to a broad audience.
- Love for developing, coaching, and caring for people.

Does this dynamic pastor position sound like the job for you? Apply below:

<https://chemistrystaffing.com/eastern-hills-co-lead-pastor>