



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

LEAD PASTOR
Keystone Church
Saline, Michigan

Population of City

9,400

Population of County

368,000

Community Overview

In Saline, you'll find upscale shops, restaurants, and services – in and around our quaint, intimate downtown and surrounding our clean, safe neighborhoods – while enjoying natural beauty and room to roam on the city's rural edges. Saline boasts a friendly, small-town atmosphere with an abundance of community events. About 9,400 people live within Saline's city limits. Another 20,000+ live in outlying areas within the Saline Area Schools district, renowned for its excellence. Housing values and household income are well above average for the state and country. In Saline, you can choose to live in a small urban environment or in a more rural township. With all Saline has to offer, it's no wonder Saline is the only small city to be named three times by CNN/Money Magazine as one of the country's top 100 "Best Places to Live," and was recently named "Best Place to Raise Kids in Michigan" by Bloomberg Business Week. Saline is located just south of Ann Arbor, so it is only a ten minute drive to enjoy all that Ann Arbor offers –including an eclectic urban vibe, a world-class university, shops, restaurants, entertainment, parks, recreation venues, top-notch healthcare, a vibrant art scene, and so much more.

Why People Like Living Here

- Michigan is a beautiful state with beaches, lakes & rivers, forests and trails for hiking, mountain biking and snowmobiling, top-quality golf courses, and downhill skiing.
- Two nearby top hospitals can care for the highest complexity of care as well as excellent primary care.
- Saline Area Public Schools and Christian Schools are available. Families and community support students and schools.

Church History

- 1991 - Keystone was established by Pastor Steve O'Dell, his wife, and their young son.
- 1993 - Keystone grew steadily from a family of three to a congregation of close to 70 people by 1993.
- 1994 - Pastor Ken Gilmore was the second staff member hired in 1994 to run the Student Ministry and assist in other ministries. We became a fully established Wesleyan Church in the East Michigan District of the Wesleyan Church International.
- 2000 -7.5 acres of land on Saline Waterworks Rd. was purchased with cash and construction began on our new facility.
- 2002 -Keystone's building was officially opened on Waterworks Rd. We ended the year with an average attendance of 215.



- 2006 – The founding Pastor of Keystone resigned to pursue a new ministry opportunity and the membership of Keystone Church voted unanimously to elect Pastor Ken Gilmore as the Senior Pastor.
- 2009 - Keystone was invited to become a Strategic Partner of North Point Ministries in Atlanta, Georgia, and maintained that partnership until 2012. Our experience as a partner church helped us develop methods to more effectively reach our community and implement systems for greater church health and growth.
- 2009-2010 - Keystone's average attendance grew to over 600.
- 2013 – Keystone launched our 3rd Experience at 11:40 AM.
- 2014 – Keystone capped off the year with the largest Christmas Eve attendance we have ever experienced as over 1,000 people joined together in two worship experiences to celebrate the birth of our Lord Jesus Christ. This same year Keystone once again experienced a first in our 23-year history with 1033 people in attendance at our three Easter Sunday worship experiences.
- 2015 – Keystone capped off another year with over 1,000 people in attendance at our Christmas Eve experiences and a \$25,000 offering that was given away to missions work in Iraq.
- 2016 - Love Where You Live: Keystone seeks to grow our positive impact in the world, both near and far, through strategic missional partnerships, both near and far.
- 2017 – Keystone marks its 25th Year of Ministry and served over 1,200 people at our Christmas Eve experiences with a \$42,000 offering that was given away to mission work at Hope Clinic in Ypsilanti and Samaritan's Children's Home in Bangladesh.
- 2020 - Covid downsize - services held in Tents outside for the summer
- 2021 - New building expansion project started.
- 2022 - Building project completed and paid for in full.

Vision, Mission, Values

Our Mission

- To LOVE and LEAD people in a growing relationship with Jesus Christ.

Our Vision

- To create a church that unchurched people love to attend.

Our Strategy

- To create environments where people are encouraged and equipped to Grow in their relationship with God, Connect to the community within the church, Reach those outside the church by regularly investing in their lives and Share their time, talents and treasure to glorify God for the sake of others.

Average Weekend Attendance

December 2019 (Pre-Covid) – 575; Post Covid as of May 2022 - 375



Overview of Weekly Worship Gathering

Two services at 9:00AM and 10:30AM (with 10:30 service also streamed), evangelical in theology and contemporary in style; relational preaching style that would appeal to the both the believer and non-believer, but that does not water down the gospel message. People say that our Sunday mornings are friendly, welcoming, upbeat, and the messages are personally challenging.

Worship Style of your Church

Worship style is inspiring and contemporary with a full band. Typical artists we pull from would be Phil Wickham, Chris Tomlin, Vertical Worship.

Tell Us About Your Facility

Newly remodeled which resulted in the following:

- Increased seating capacity in the auditorium to approximately 400 seats
- Increased the lobby area, creating more room for connecting and a multi-purpose space
- A dedicated video streaming room for live worship and events
- 2500 square feet of new building space for offices, classrooms, a prayer room, and dedicated spaces for special needs ministry
- Renovated much of the public interior areas of the building, as well as the exterior

Overall Budget (this fiscal year)

\$1,300,000

Overall Long-Term Debt of the Church

None

Denominational Affiliation and/or other Partnerships

We are a member of The Wesleyan Church and part of the Great Lakes Region therein. At the present time we have no other affiliations or partnerships. We often utilize North Point Ministries in Atlanta resources as we had previously partnered with them. Historically we have utilized the Orange curriculum. Prior to 2021 we were members of the Willow Creek Association.

Governance & Polity

The ministry operations are headed and managed by the Lead Pastor. The Leadership Team serves as a "board of directors" in assisting the lead pastor with major decisions regarding key operational issues and developing ministry vision and implementation. As a Wesleyan church, Keystone follows the Wesleyan Discipline for its governance. The

lead pastor is the default chairman of the church board (known as the Keystone Leadership Team, or KLT). Additionally, the KLT contains six lay members who fill the roles of vice-chairman, treasurer, secretary, and members-at-large. The board meets monthly unless circumstances require more frequent or special meetings. The following excerpt from the Wesleyan Discipline (section 781) provides an accurate description of how Keystone operates:

- The local board of administration governs the local church primarily by (a) clarifying its mission and stating the primary outcomes it exists to achieve; (b) setting guiding principles within which the pastor and staff have great discretion and freedom to work in order to achieve the mission, including the adoption of operating policies, the budget, and measurable, annual goals proposed by the pastor for accomplishing the mission. The church holds an annual meeting at the beginning of each fiscal year (June) where reports are presented and members vote to approve the annual budget. Members also vote on the purchase and sale of property and the calling of a lead pastor.

Current Paid Staffing Level

Full Time:

- Lead Pastor, Associate Pastor, Youth Ministry Pastor, Assistant Youth Ministry Pastor, Children's Ministry Director, Tech Director, Worship Leader/Pastor, Office Administrator/Volunteer Coordinator

Part Time:

- Missions and Outreach Director, Facilities Director, Receptionist, Financial Administrator, Children's Ministry Associate, Student Ministry Associate, Custodial Help, Student Ministry Interns

Major Ministries of the Church

- Waumba Land is our ministry for children from birth through Kindergarden. Their mission is to incite wonder in the heart of every child. We want to help preschoolers embrace a God who is bigger than their imagination.
- UpStreet is our ministry for kids in grades 1-5. In UpStreet our goal is to instill three core principles based on the life of Jesus, 1) I need to make the wise choice, 2) I can trust God no matter what, and 3) I should treat others the way I want to be treated.
- Lumen8 is our ministry for students in middle school and high school. Lumen8 is a place where 6th-12th grade students will experience community with their peers, mentorship from incredible adult leaders, and messages and teachings that will inspire genuine life change.
- Special Needs Ministries - At Keystone, we offer a variety of ministries for students with special needs including: One2One – in Waumba Land and UpStreet, special needs students are partnered with a student buddy who assists them in their group; ECHO Friends – is a fun learning environment that connects older special needs students with teenage friends and helpers.
- Adult Small Groups - At Keystone we believe that circles are better than rows. That is, it's good to sit in a row in worship on Sunday morning, but something even better happens when you sit in a circle and connect with other adults. That's where real care, discipleship, serving, and friendships happen.

- Men's and Women's Ministries/Bible Studies
- Spiritual Growth Journey Curriculum provides classes designed to develop our members into disciples who make disciples

Outreach Programs Overview

Some of the local missions we support:

- Alpha House – provides temporary housing for families in crisis
- Cass Corridor – a street mission in inner-city Detroit
- Delonis Center – a homeless shelter in Ann Arbor
- Careers Through Faith – provides career and job coaching resources
- Mill Pond Manor – a local retirement center
- Saline Area Social Services – supports families in need in Saline
- Hope Clinic – a Christian medical and dental clinic in Ypsilanti
- Safe Families for Children – provides temporary housing for children during a family crisis
- Some of the international missions we support:
 - Life Together Nicaragua – a mission to the poor in Nicaragua started by a married couple from Keystone
 - Poured Out – a mission in Haiti
 - Samaritan's Purse/Operation Christmas Child
 - Wycliffe Translators in Musoma, Tanzania
 - Emerging Young Leaders in Bangalore, India and Dhaka, Bangladesh

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

Evangelical - Conservative

Published Theological Statement

Core Beliefs

About the Scriptures

- We believe the entire Bible is the written Word of God, the record of God's self-revelation to humankind. The Scriptures were inspired by God to be written by human beings. We believe that the Bible is true and trustworthy, the final authority in the lives of Christ-followers and the life of the church.

About God

- We believe in one God who exists in three distinct persons: Father, Son, and Holy Spirit. We believe that Jesus Christ is the second member of the Trinity (the Son of God) who became flesh to reveal God to humanity and to become the Savior of the lost world.

About Humanity

- We believe that all people were created in the image of God to have fellowship with him but became alienated in that relationship through sinful disobedience. As a result, people are incapable of regaining a right relationship with God through their own efforts.

About the Christian Life

- We believe all Christians should live for Christ and not for themselves. By obedience to the Word of God and daily yielding to the Spirit of God, every believer should mature and be conformed to the image of Christ.

About The Church

- We believe that the church is the body of Christ, of which Jesus Christ is the head. The members of the church are those who have been restored to a relationship with God by placing their faith in Jesus Christ. The purpose of the church is to glorify God by loving God, loving our neighbors, and by making Jesus Christ known to the lost world.

Keystone Church is a member of the Great Lakes Region of the Wesleyan Church International. The Wesleyan Church is an evangelical, Protestant denomination. The name Wesleyan is in honor of John Wesley, the founder of Methodism, whose emphasis on a life of faith, self-discipline and developing a heart of love is our example. www.wesleyan.org

What theological hills will you die on?

The candidate generally has to align with the theological beliefs of the Wesleyan church.

Hot-Button Social/Cultural Issues for Your Church

- Regarding homosexuality/gay marriage, we would hope that a candidate would be welcoming and loving to the gay/transgender community but hold the biblical belief that marriage is between a man and a woman and therefore not affirm gay marriage.

Biggest Church 'wins' in last 18 months?

- Completion of our ReOrient construction project and the church becoming debt free.
- The closeness, patience, and support of our congregation as we seek a new lead pastor
- Multiple staff hires are doing an excellent job of supporting our congregation and moving the ministry forward

Biggest Opportunity for Your Church in the Next 12 Months

Renewed vision and direction from the Holy Spirit as we join together in ministry with a new lead pastor

Church's Biggest Challenge for the Future

- Re-engaging membership that has fallen away during Covid
- Figuring out the post-Covid model and discerning God's plan for the next season with a new lead pastor
- Determining how our online presence fits into our future ministry of reaching people

Title of Position You Are Hiring

Lead Pastor

Full Time Position?

Yes

Reporting Relationship

This person reports to our leadership team.

Overall Description of this Position

We are looking for a lead pastor with the spiritual gifts of leadership and teaching, led by the Holy Spirit, who can encourage and guide our staff and volunteers to develop the ministry at Keystone into one that challenges our congregation to become committed disciples of Christ who are willing to follow God's calling to be His hands and feet to a broken world.

Goals and Expectations

Our main goal and expectation in the next year would be for our new lead pastor to get to truly know our staff, leadership team and congregation, and based on that knowledge: provide vision and direction as to how to more effectively move our ministry forward in making disciples, bringing new people to Christ, and serving the community.

Do you have a job description for this role?

Personal Qualities

- Committed and mature follower of Jesus Christ with a disciplined life characterized by consistent, deep, and regular prayer; daily time spent reading, studying, and meditating upon God's Word; and continuously growing and developing sanctification.
- Demonstrates a personal passion and commitment for evangelism, outreach, apologetics, and discipleship, with evidence thereof in their personal life. If married, must be deeply committed to their family and maintain healthy boundaries on behalf of their family.
- Person of integrity, holiness, and trust
- Meets the biblical qualifications of an elder as outlined in Scripture (Acts 20:28; 1 Tim. 3:1-7; Tit. 1:6-9; 1 Pet. 5:1-4).
- The lead pastor should clearly seek to build and invest in relationships, especially with the people the pastor is responsible to lead (e.g., Keystone staff).



Professional, Educational, and Ministry Qualities

- Must fully embrace the Bible as the inspired and inerrant Word of God, aligning with historical orthodox and Wesleyan theology.
- Excellent record of leadership success in a local church setting, preferably as a lead pastor.
- Strong preference for a candidate who has served a minimum of five years in a local church with multi-level staff, ideally in a multi-campus setting.
- Sound theological education from a reputable seminary; a graduate degree that includes training in biblical languages (Greek and Hebrew) is strongly preferred.
- Proven track record of, and experience with, mentoring and discipling staff to make them more effective leaders, helping staff members formulate detailed written plans and goals for their respective ministries, and lovingly holding staff members accountable thereto by means of open communication and regular evaluation.
- Commitment to, and prior experience with, increasing the congregation's overall biblical literacy and fostering a community of disciple-making disciples (2 Tim. 2:2) passionate to fulfill the Great Commission (Matt. 28:18–20).
- Passion for partnering with children's, elementary, middle school, and high school ministries, and supporting such ministries with adequate resources and encouragement from the pulpit, to ensure that future generations know the life-changing power of God's Word (Deut. 6:4–9) and the gospel.

Pastoral Qualities and Roles

- Community Engagement
 - This person will be a relational leader who values partnership development and intentional community engagement. The lead pastor will communicate the vision of the church to the community as well as investing in, and building partnerships with, other local churches, local businesses, and local government.
- Enthusiastic Alignment with the Church's Mission and Core Values
 - It is essential that the lead pastor is excited and in alignment with the stated mission of the church. The lead pastor must also wholeheartedly believe and lead in the practice of the stated core values. The lead pastor will exemplify the mission of Keystone Church—"To love and lead people in a growing relationship with Jesus Christ."
- Effective Preacher/Teacher
 - The lead pastor should be able to clearly and passionately communicate biblical truth through sermons connecting believers and non-believers. Sermon presentation should be sensitive to the unchurched who are part of our congregation. In addition to being exegetically grounded in the authority and text of Scripture, messages should be creative, engaging, filled with practical application, and presented in such a way that the people find them motivating, challenging, helpful, and convicting. Sermons should spark passion, action, and be relevant to all ages. As needed, sermon messages should incorporate scientific, historical, philosophical, and other evidence undergirding the Christian worldview, to appeal to non-Christians as well as Christians (Col. 4:5–6; 1 Pet. 3:15).



- Reliable and Faithful to Commitments
 - In addition to the congregation as a whole, the church leadership views the lead pastor as faithful to commitments and decisions. The lead pastor should be a person who can be relied upon to have deep integrity.
- Competent in Facing Challenges and Conflict
 - The lead pastor should be faithful, dependable, and even-keeled in challenging times. Tough conversations, including addressing conflict and holding staff accountable, should be managed in a timely manner with grace and kindness, speaking the truth in love.
- Demonstrates Dependence on the Holy Spirit
 - The lead pastor must demonstrate an eagerness to invite the Holy Spirit to be released in great power as well as demonstrate an eagerness to depend on the wisdom of the Holy Spirit (James 1:5–6) in leading the ministry of the church.

Leadership Qualities and Roles

- Leader
 - The lead pastor must have a demonstrated gift of organizational leadership. This includes, but is not limited to, leading and equipping the board, mentoring and discipling members of the staff team, handling finances wisely, providing vision and guidance, and the like. The lead pastor must be committed to leadership development in others; the lead pastor's leadership should make others better.
- Collaboratively Develop, Cast, and Implement Vision
 - The lead pastor must have experience with and be effective at all phases of setting vision for the church and must be willing and able to operate with others in a collaborative approach.
- Staff Leadership
 - The lead pastor must have experience effectively leading a multi-person staff. This will be demonstrated by the ability to direct staff, form a cohesive team, empower staff in the execution of their responsibilities, and guide staff to develop their personal areas of giftedness in an accountable manner.
- Consensus Building: A Leader Who Will Form, Equip, and Lead Teams of Leaders
 - The lead pastor will equip the staff, the board, other leaders in the church, and the congregation in a collaborative spirit. The lead pastor should be able to lead assertively and yet demonstrate flexibility within reasonable boundaries to achieve "ownership" from the teams in an effort to achieve common goals.
- Effective Vision Communicator: Communicates in a Compelling Manner
 - The lead pastor should be able to communicate clearly and passionately, both in writing and verbally, to large and small audiences. Communication should be timely and informative. Feedback should be solicited regularly so communications can be corrected, clarified, or repeated as needed. Communication to the staff, the leadership of the church, and the congregation concerning vision and future direction should be motivating so that people desire to be a part of where the church is going.



- Follow-through: Carrying Tasks to Completion
 - The lead pastor must ensure that follow-through happens on decisions that are made. It is not necessary that the lead pastor personally carries those tasks to completion, but it is necessary that the lead pastor recognizes the importance of follow-through and oversees the staff and church leaders in an efficient and accountable manner to carry out tasks.
- Courageously Opportunistic
 - The lead pastor must be willing to try new and innovative things, take obedient risks, test new waters, and pursue the church's mission in creative and yet responsible ways. This should be done in the context of being a consensus-building leader and as a networker with peers outside the church to leverage the collective wisdom of others facing similar opportunities.
- Intergenerational Ministry
 - The lead pastor must be committed to reaching multiple generations and finding ways to reach all generations. Importantly, in the context of youth ministry, the lead pastor must therefore be committed to ensuring that parents and guardians are adequately trained and disciplined so that they are equipped to fulfill their sacred responsibility of raising the children under their care to know and love the Lord.

Educational Preferences

Sound theological education from a reputable seminary; a graduate degree that includes training in biblical languages (Greek and Hebrew) is a plus but not required.

Age Vs. Experience

We have no parameters regarding age, but rather are seeking a candidate with a track record of effective ministry and leadership, ready to take a thriving ministry and effective staff to the next levels of God's plan.

Denominational Affiliation

Prior denominational affiliation is not a concern, but the person will need to accept the main tenants of the theology of the Wesleyan Church.

What skills are you looking for specifically?

A person who is both a leader and a teacher.

Attractional Vs. Missional?

We are a cross of both right now. Our worship service has been attractional, but our missional outreach to the community has also drawn families to our church. Our belief right now is you need to have elements of both.

Budget Area Supervision

\$1,300,000

Personal Characteristics Desired

A person of integrity and trust; friendly and outgoing; able to talk with and fit in with a college-educated person as well as a blue collar worker.

What would immediately disqualify someone?

If we sensed a dependency on themselves and their skills, as opposed to someone surrendered to the Lord and committed to prayer and seeking God's will and guidance, that would be a disqualifier.

Urgency

The position has been open for a year, so we are anxious to fill as soon as possible. However, we are committed to waiting till we receive the candidate we believe God has ordained for the position.



Public Job Posting

Lead Pastor

Keystone Church

Saline, Michigan

Keystone Church in Saline, Michigan, is looking for a new Lead Pastor. They are looking for a leader with the spiritual gifts of leadership and teaching, led by the Holy Spirit, who can encourage and guide the staff and volunteers to develop the ministry at Keystone into one that challenges the congregation to become committed disciples of Christ. Our vision is to be a congregation who are willing to follow God's calling to be His hands and feet to a broken world..

What you'll be doing:

- Clearly and passionately communicating biblical truth through sermons connecting believers and non-believers
- Equipping the staff, the board, other leaders in the church, and the congregation in a collaborative spirit
- Effectively communicating the vision of the church in a clear and compelling way
- Leading and equipping the board, mentoring and discipling members of the staff team, handling finances wisely, and providing vision and guidance

Skills you'll need to have:

- Committed and mature follower of Jesus Christ
- Person of integrity, holiness, and trust
- Excellent record of leadership success in a local church setting, preferably as a lead pastor
- Sound theological education from a reputable seminary

Saline has a quaint, intimate downtown and surrounding clean, safe neighborhoods - while providing natural beauty and room to roam on the city's rural edges. Saline boasts a friendly, small-town atmosphere with an abundance of community events. About 9,400 people live within Saline's city limits. Another 20,000+ live in outlying areas within the Saline Area Schools district, renowned for its excellence. Housing values and household income are well above average for the state and country. In Saline, you can choose to live in a small urban environment or in a more rural township. Saline is located just south of Ann Arbor, so it is only a ten minute drive to enjoy all that Ann Arbor offers —including an eclectic urban vibe, a world-class university, shops, restaurants, entertainment, parks, recreation venues, top-notch healthcare, a vibrant art scene, and so much more.

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

<https://www.chemistrystaffing.com/keystone-church-lead-pastor-saline-michigan>