



**CHEMISTRY**  
STAFFING

# CHURCH & CANDIDATE PROFILE

**SENIOR PASTOR**

Second Cape May Baptist Church  
Marmora, New Jersey

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## **Population of County**

92,029

## **Community Overview**

Second Cape May Baptist Church is located on the northern edge of Cape May County. The entire county is a magnet for people to vacation to popular shoreline areas such as Cape May, Wildwood, Avalon, and nearby Ocean City. All of the towns along the coast have boardwalks with shopping and several have amusement parks. There are dozens of campgrounds that attract people who come and stay for months and condos are rented throughout the year. The county has an outstanding zoo centrally located in the county. Boating and fishing is very popular and Cape May has a ferry that crosses the Delaware Bay into Lewes, DE.

## **Why People Like Living Here**

Second Cape May Baptist Church is located in Upper Township on the northern tip of Cape May County. Life here is easy going and could be described as a cross between rural and suburban. The schools are excellent and every shopping, medical, and safety need is only minutes away. People refer to this area as "South Jersey" to distinguish it from the urban and hectic-paced lifestyle in most of northern New Jersey. Numerous parks are scattered around the area. The climate is temperate with less than ten inches of snow on average per year and a consistent breeze moderates summer temperatures. This is a great place to raise a family and thousands flee the big cities of Philadelphia and New York City to come live here.

## **Church History**

The church was founded in 1770 as a daughter church of the First Baptist Church of Cape May Court House. Until 1834 the church was known as the "Upper House" (Upper Township). Since then, the church has been known as the Second Cape May Baptist Church. The church was averaging over 300 until around 2016 when a split occurred in a power struggle between the Senior Pastor and the Assistant Pastor. In 2018 a former Pastor from 30 years ago was asked to come as Interim Pastor. After one year he requested to be the permanent Pastor. He left in the Fall of 2020 due to controversy. Additional people left at that time. Congregation was down to 50-55 people and reached out to Interim Pastor Ministries. Pastor Randy Jenkins was called and arrived in February, 2021 and began a five-stage process of restoring church health. The average attendance now is 75. Around 2010 the church began a relocation project 3 miles to the south on 14 acres of land into a 30,000 square foot facility (an additional 8,000 square feet is available above the ground level). It is approximately one-half completed and the congregation recently voted unanimously to call a Senior Pastor with gifts to grow the church spiritually and numerically to finish the facility and relocate. The church currently has two part-time employees (Custodian & Treasurer) and two volunteer part-time secretaries.

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## **Mission, Vision and Values**

- The vision of the church is to grow the church body spiritually and numerically and work toward finishing the facility on Tyler Road and eventually relocate.
- The church's mission is "Know the Lord. Make Him Known."
- The values of the church are: Preach the Gospel through the Word to the lost, love one another through relationships in community, and grow in knowledge through discipleship.

## **Average Weekend Attendance**

75

## **Attendance Trend**

Growing

## **Overview of Weekly Worship Gathering**

One worship service at 10 AM with mix of contemporary songs and a few hymns or traditional songs. Preaching is expository through books of the Bible or on topics of relevance, also in an expository fashion. We currently use the English Standard Version but open to other translations. What people like the most about the church is that we stick with the Scriptures and the fellowship time prior to and after services. The people dress casually. Those serving Communion and the Pastor wear jacket and tie that day. Preaching attire would be business casual to jacket and tie on other Sundays.

## **Tell Us About Your Facility**

There is the old chapel (church) that was built in 1853 that is used occasionally. Attached to the chapel are offices and Christian Education rooms. Behind the chapel is a gymnasium style metal building that is about 60 years old where the church worships. There are a few classrooms, a kitchen, tech booth, and three restrooms there as well. The church has a four-bedroom two-story parsonage on the property with 1 1/2 baths and a full garage. These three facilities are located on approximately 3 acres at the corner of Church Road and US Route 9. The church also has the half-completed building that it desires to relocate to in the future.

## **Overall Budget (this fiscal year)**

Budget is \$187,000 for 2022-2023 with \$46,400 designated toward missions.

## **Overall Long-Term Debt of the Church**

About \$207,000 remains on a loan borrowed to roof and enclose the new facility so it is protected from the elements. All other buildings are debt-free.

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## **Denominational Affiliation and/or other Partnerships**

Around 1960 the church removed itself from the American Baptist Association and has remained independent. The church does fellowship with other like-minded churches from time to time.

## **Governance & Polity**

The church has Elders (4) who oversee the spiritual aspects of ministry and Deacons (5) who oversee the physical aspects of the ministry. Lead or Senior Pastor is first among equals and leads with the other Elders as a team. Elders and Deacons are elected for 3 years terms and can serve a second term before taking at least one year off. Church votes on officers, budget, property acquisitions, amendments to the Constitution and any non-budgeted item that costs more than 2% of the annual budget.

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

Evangelical - Conservative

## **Published Theological Statement**

- We believe God exists, and has decisively revealed himself in Jesus of Nazareth. Jesus is Messiah and Master. He modeled truth, died for sin, rose physically, lives forever, and will come again.
- We believe in God the Father, infinite, perfect in holiness, wisdom, power and love; that He concerns Himself mercifully in the affairs of men; that He hears and answers prayer; and that He saves from sin and death all who come to Him through Jesus Christ.
- We believe that the Scriptures of the Old and New Testaments are the Word of God, fully inspired without error in the original manuscripts, and the infallible rule of faith and practice.
- We believe the church is the Body of Christ, both universal and local, and is composed of individuals who, through faith in Jesus Christ, have been regenerated by the Holy Spirit. We believe that Jesus is the Head and Lord of the local church and that the mission of the church is worship, evangelism, discipleship, and the nurturing and care of one another.
- We believe that all men are sinners by nature and choice and are therefore under condemnation. God saves those who repent of their sins and confess Jesus Christ as Lord. The faith that pleases God consists of entrusting one's whole self to Christ and His word.
- We believe in the personal return of the Lord Jesus Christ, the consummation of the Kingdom of God and the restoration of all things spoken of by the prophets.

## **What theological hills will you die on?**

- Men only as Senior Pastor
- Believe in inspired and inerrant Word as our authority
- Virgin Birth of Christ

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- Sacrificial Atonement of Christ
- The resurrection of Christ
- Literal seven-day creation

## **Hot-Button Social/Cultural Issues for Your Church**

- Against abortion and homosexual lifestyle (love and welcome the people though).
- Social consumption of alcohol ok off-premises.
- The church is predominantly filled with conservative folks politically.

## **Title of Position You Are Hiring**

Senior Pastor

**Full Time Position?** Yes

## **Reporting Relationship**

The Senior Pastor is accountable to the Elder team.

## **Overall Description Of Position**

The Senior Pastor will preach expositional messages from the Scriptures with application to the Christian life as well as presenting the Gospel to the unbelievers. He will lead and equip the church to reach the lost. He will bring vision to the church to relocate to the new facility. He will train and develop current and future leadership.

## **Goals and Expectations**

In the first year, develop relationships with the people and immediately train leadership and begin outreach opportunities. The ultimate goal would be to see the congregation grow spiritually and numerically in order to relocate to the Tyler Road property.

## **Do you have a job description for this role?**

Function:

The Senior Pastor shall provide spiritual and administrative leadership to the Second Cape May Baptist Church body and staff through biblical teaching, shepherding, and demonstrating to the flock the quality character traits found in I Timothy 3:1-7, Titus 1:5-9, and I Peter 5:1-5.

Objective:

The Senior Pastor shall strive to lead Second Cape May Baptist Church, glorifying the Lord by honoring Christ and reaching others with the Gospel message.

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## Responsibilities:

- To deliver relevant expository messages from the Scriptures.
- To serve alongside the Elders for the spiritual benefit of the church.
- To devote time to pray for the spiritual & physical health of the body.
- To develop leadership training for the Elders and Deacons.
- To model and encourage evangelistic outreach to the community.
- To promote a vibrant mission's emphasis within the church.
- To supervise and provide direction to the full and part-time staff.
- To lead weekly staff meetings developing unity in their ministries.
- To train and enhance current and future leadership regularly.
- To oversee the shepherding process among the Elders.
- To counsel those who have need for biblical direction in their lives.
- To visit and comfort those who are in spiritual or physical crises.
- To perform weddings and funeral services as needed.
- To serve as an ex-officio member of committees as needed.
- To delegate responsibilities to qualified members in the body.
- To officiate in the ordinances of baptism and communion.
- To collaborate with the Elder chairman in developing meeting agendas.
- To initiate visionary planning to reach goals and objectives.
- To communicate openly to the body the leadership's vision.
- To assist in hiring & dismissing staff in consultation with Elders and/or Deacons.
- To evaluate yearly performance reviews for the full and part-time staff.
- To participate in community events as outreach opportunities.
- To maintain a regular office schedule for study and administration.
- To conduct other duties in collaboration with the Elders' direction.

## Accountability:

- At all times to the Elders, primarily through the Chairman.
- Reports to the Elders at their regular month meetings.
- Quarterly reports to the church body at business meetings.
- Annually with a performance review by the Elders.

## Educational Preferences

Prefer to have a Master of Divinity degree from a conservative Seminary. Minimum of 4-year Bible College degree with some Seminary credits completed toward a Master of Divinity degree.

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## **Age Vs. Experience**

Prefer candidate with some Senior Pastor or equivalent experience

## **Denominational Affiliation**

Not important to be affiliated with a denominational group but is important to be non-denominational in practice while in line with typical Baptist beliefs and practices.

## **How important is geographical location to you?**

Open to anywhere he may be located. Regardless of his location, must fit culturally with South Jersey which is non-urban.

## **What skills are you looking for specifically?**

He must be a leader who can train leadership, have an entrepreneurial spirit to develop ways to reach younger families and rebuild the congregation, gifted in preaching the Bible in an expositional manner, and possess people skills to relate to all ages.

## **What technical abilities (if any) are required?**

Any and all social media skills would be necessary and any technical abilities beyond are bonus. The church has a website, Facebook, and video recording of their services.

## **Equipper or Doer?**

Equipper to get as many people as possible involved

## **Attractional vs. Missional**

Worship is blend of contemporary and traditional that is attractive to all ages. Probably leans at this point toward attractional but needs to move toward missional for more focused and intentional outreach.

## **Budget Area Supervision**

Would oversee, along with committee or board chairs, the entire budget of about \$187,000.

## **Personal Characteristics Desired**

Easy-going but knows when to be firm in making decisions with conviction; must be man of integrity, team player with others, especially with Elders (Pastor would be "first among equals" though), and sense of humor is valued.

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## **What would immediately disqualify someone?**

If he was charismatic in regard to sign gifts; wasn't married; did not have pre-tribulation and pre-millennial views; divorce in background; pushed Calvinism (the church is not Arminian either, people want Bible truths not a system), non-conservative political viewpoints (church does not push political issues but the congregation is conservative politically).

## **Urgency**

An Interim Pastor is in place so there is not an urgency to fill the pulpit or conduct pastoral duties. On the other hand, there is an urgency to move forward as a church with a vision for the future. Timeline for calling a new Senior Pastor is open to when the right man with the right gifts is available.

## **Other "Must Have" Skills**

Leadership to grow the church spiritually and numerically; winsome to draw in younger families and respectful toward senior saints.

## **Other "Nice to Have" Skills**

Technical and Musical abilities

## **Finally...**

The Senior Pastor will be skilled in the pulpit with the teaching of the Word; a leader with vision and entrepreneurial gifts, and someone who will plant roots and stay ten plus years or more.

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## **Public Job Posting**

### **Senior Pastor**

#### **Second Cape May Baptist Church**

#### **Marmora, New Jersey**

Second Cape May Baptist Church in Marmora, New Jersey is looking for their next Senior Pastor. The Senior Pastor will preach expositional messages from the Scriptures with application to the Christian life as well as presenting the Gospel to the unbelievers. He will lead and equip the church to reach the lost, and will bring vision to the church to relocate to the new facility. The Senior Pastor will also train and develop current and future leadership.

#### **What you'll be doing:**

- Delivering relevant expository messages from the Scriptures
- Serving alongside the Elders for the spiritual benefit of the church
- Developing leadership training for the Elders and Deacons
- Modeling and encouraging evangelistic outreach to the community
- Initiating visionary planning to reach goals and objectives
- Communicating openly to the body the leadership's vision

#### **What you need to have:**

- The ability to lead and train leaders
- An entrepreneurial spirit to develop ways to reach younger families and rebuild the congregation
- Gifted in preaching the Bible in an expositional manner
- Possess people skills to relate to all ages

Second Cape May Baptist Church is located in Upper Township on the northern tip of Cape May County. Life here is easy going and could be described as a cross between rural and suburban. The schools are excellent and every shopping, medical, and safety need is only minutes away. People refer to this area as "South Jersey" to distinguish it from the urban and hectic-paced lifestyle in most of northern New Jersey. Numerous parks are scattered around the area. The climate is temperate with less than ten inches of snow on average per year and a consistent breeze moderates summer temperatures. This is a great place to raise a family and thousands flee the big cities of Philadelphia and New York City to come live here.

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

**<https://www.chemistrystaffing.com/second-cape-may-pastor>**