



**CHEMISTRY**  
STAFFING

# **CHURCH & CANDIDATE PROFILE**

## **ASSOCIATE PASTOR - NEXT GENERATION**

Grace Chapel  
Skaneateles, New York

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**CHEMISTRY  
STAFFING**

## **Population of City**

2,459

## **Population of County**

Onondaga County - 476,000 / Cayuga County - 77,000

## **Community Overview**

Skaneateles is a suburban community nestled in Central New York (between Syracuse, NY and Auburn, NY). Skaneateles is known for its pristine lake, beautiful village, and prominent schools. It's an area focused heavily on the investment in families and summer living. There is access to lake activities, skiing/snowboarding, hiking, and other leisure activities within a 20-minute drive.

## **Why People Like Living Here**

People love living in this area due to its year-round community life, majestic four seasons, heavy focus and investment in families and kids, and convenient access to multiple cities (Syracuse, Auburn, Cortland). In and around Skaneateles, there is a low cost of living compared to other expensive cities, with average home sales in Onondaga County of around \$165,000. Access to good coffee, diverse foods, and extracurricular activities are all present within a short drive of our location.

## **Church History**

Grace Chapel began as a Bible study in the home of our founding pastor, George Powell. The study moved from their home to the basement of a bank in Skaneateles and then to a rented space in the Grange Hall. In March 1977, Grace Chapel opened its doors with 27 charter members. In 1978 the property we now occupy was purchased. It consisted of two barns and four acres of land. Over the next five years, the congregation gathered together on Saturdays to work on what was once our worship center but is now known as the fellowship hall or "the barn". In 2005 we completed a brand-new wing, including our current Worship Center, Powell Hall, and classrooms.

As a congregation, we are also excited about what God is currently doing in our church, and with great anticipation, look forward to what the future holds. We are currently embarking upon a 5-year strategic plan to continue to meet the discipleship and community needs that have evolved over the past ten years within the communities we serve. This will pave the way for further building investment, community group discipleship, and strategic partnership within the Auburn, NY community.

## **Vision, Mission, Values**

Vision Statement: We believe God wants us to give every man, woman, and child repeated opportunities to see, hear, and be transformed by the Gospel as we live faithful lives of worship.

# ASSOCIATE PASTOR - NEXT GENERATION

Grace Chapel  
Skaneateles, NY



**CHEMISTRY  
STAFFING**

Mission: We carry out the vision by mobilizing individual believers through faith and community groups, building bridges with our communities, and partnering with existing churches.

Values:

- Truth - We value the truth that God has revealed in Jesus Christ and in His Word as the foundation for our lives.
- Love - We value the unconditional love that God demonstrates to everyone, compelling us to love Him and others.
- Mission - We value the mission that God has given us - making disciples of every man, woman, and child.

## **Average Weekend Attendance**

375 - 400 (in person)

## **Attendance Trend:**

Growing

## **Overview of Weekly Worship Gathering**

Our church family has a Sunday gathering focused on making much of Jesus. This is reflected in how we purposely gather well to scatter throughout the week with purpose. The entire gathering is considered our worship. As it relates to song, we have a contemporary feel evidenced with current songs that are rich in musicianship but solid theologically. Our teaching is Gospel rich with sermon series that are topical, book-driven, and/or culturally relevant. We have a growing focus on the equipping of the next generation with our GraceKids ministry both during and in between services. We continue to have more young families attend our church so emphasis on equipping children and parents is critical. Currently, we have two services (830am & 11am) with an overflow area for streaming of service. Although we highly believe in physical gathering, we are making continued progress in our online services to continue to provide an intentional environment where people can gather at a distance.

## **Worship Style of your Church**

We wholeheartedly believe in a culture of worship (i.e.: song, prayer, community, preaching, etc.) As it relates to song selection, we sing songs from contemporary artists like Elevation, Influence Music, Bethel, Hillsong, and others. We also sing songs and hymns that have been updated as well. We aim to balance the current and traditional with a focus on Gospel-centered theology.

## **Tell Us About Your Facility**

Our facility is a mix of the past and the present. The part of the building that we use for equipping classes, community group gatherings, and larger corporate functions is considered our "old" part of the building. This includes classrooms, a commercial kitchen, an overflow streaming area, and student section (youth space). There has been ongoing

# ASSOCIATE PASTOR - NEXT GENERATION

Grace Chapel  
Skaneateles, NY



**CHEMISTRY**  
STAFFING

investment to keep facilities up to date technologically while maintaining some history of where we are founded. The new addition from 2005 includes our foyer, worship center, and kid's rooms. The capacity for the worship center is 250 (325 if all chairs are in). There is a back control room for our live streaming services, network, and a soon-to-be studio to record music, stories, and other media as we grow.

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

\$750,000

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

None

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

Non-Denominational (Baptist leaning)

## **Governance & Polity**

The Elders steer the direction of the discipleship aspects of our church. The trustees oversee the financial decisions of the church. The pastoral team leads the implementation of the discipleship of our varied church family and works in conjunction with the Elders to bring clarity to the realities of the ministry needs.

## **Current Paid Staffing Level**

Full Time

- Lead Pastor
- Associate Pastor (Executive/Community)
- Associate Pastor (Worship/Technology)
- Communications/Administrative Coordinator

Part Time

- GraceKids Director (20+ hours)

## **Major Ministries of the Church**

We have purposely gotten away from having "many" programs to focus on a few foundational ministries really well. These include:

- GraceKids - Investment into equipping children 0 - 5th grade
- Student Section - Investment into equipping students from 6th - 12th grade
- Community Groups - Ongoing, weekly, year-long groups that meet in homes and at church that provide an environment where truth and life intersect. This is a big transition towards this discipleship strategy over the next five years.

# ASSOCIATE PASTOR - NEXT GENERATION

Grace Chapel  
Skaneateles, NY



**CHEMISTRY  
STAFFING**

- Worship/Tech - We don't believe worship ministry is just confined to song. But with that said, there is a concerted effort to continue to glorify God through the musicianship of our people. Also, we have a heavy focus on integrating students into these teams for them to learn, fail, and grow within this serving. We are looking to integrate a culture of prayer under this ministry focus.

## **Outreach Programs Overview**

We have a heavy emphasis on reaching the city of Auburn, NY. We currently do an Acts29 day in the summer to fill all of the food pantries of the area. In addition, we have ongoing partnerships with schools in forgotten areas of that city, community center, and Rescue Mission transitional living center. Our hope is over the next five years to get our internal culture of community deeply rooted individually and with knowing one another so as to have an ongoing presence in the community (community space).

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

Evangelical - Moderate

## **Published Theological Statement**

Grace Chapel's Statement of Faith

- We believe the Old and New Testaments to be verbally inspired by God; inerrant in the original manuscripts; and the supreme and final authority in faith and life. (2 Timothy 3:16,17; John 10:35)
- We believe in one God - holy, eternal, self-existent, and self-revealing in three distinct persons; The Father, the Son, and the Holy Spirit, Creator of heaven and earth. (Mark 12:29; John 10:30, Acts 5:3,4; Rev. 4:8)
- We believe in the Lord Jesus Christ, His virgin birth, His perfect Deity and humanity, His substitutionary atonement for sin, His bodily resurrection, His visible, imminent, pre-millennial return for His Church; His glorious and literal kingdom over all the nations for a thousand years and His eternal reign with the Father in the New Heaven and the New Earth. (Romans 9:5; Titus 2:13; Luke 1:35; 1 Peter 2:24; Hebrews 4:14-16; John 20:25-28; 1 Thessalonians. 4:16-18; Rev. 19:11-21)
- We believe in the person of the Holy Spirit, who convicts the world of sin, regenerates, indwells, baptizes, seals, and sanctifies all who become children of God through faith in the Lord Jesus Christ. (John 16:8-11, 3:5; 1 Cor. 6:11; 12:13; Eph. 4:30; Romans 8:14)
- We believe that man was directly created in the image of God but in sinning brought both spiritual and physical death to himself and his posterity who have within themselves no possible means of recovery or salvation outside of Jesus Christ. (Gen. 1:26-28; 2:7; 3:1-24; Romans 3:23; 5:12; 7:18; 3:19)
- We believe in salvation by grace, through faith in the Lord Jesus Christ, the new birth by the Holy Spirit, in whom all true believers have a present possession, eternal life, a perfect righteousness, sonship in the family of God, deliverance and security from all condemnation and every spiritual resource needed for life and godliness. (Eph. 2:8-10; 1 Peter 1:3; John 10:27-30; John 5:24)

# ASSOCIATE PASTOR - NEXT GENERATION

Grace Chapel  
Skaneateles, NY



**CHEMISTRY  
STAFFING**

- We believe in the existence of the devil, the archenemy of God and man and in eternal conscious punishment of all unbelievers and their father (the devil) in literal place of eternal punishment. (Literal meaning the actual place of torment.) (Matt. 4:1-11; Rev. 12:9-11; Rev. 20:11-15; Luke 16:19-31)
- We believe that the Church is an elect company of believers, the body of Christ chosen by God to glorify Jesus Christ by an aggressive effort to disciple nations through the preaching of the Gospel. (John 15:16; Eph. 1:10-12; Matt. 28:18-20)
- We believe that the Lord Jesus Christ has gone to prepare a place for all the saved, that their souls go to be with Him at death, that their bodies will be resurrected and transformed at His second coming at which time they will be rewarded according to their works. (John 14:1-6; 2 Cor. 5:1-10; 1 Cor. 15:12-50; Rev. 22:12)
- We believe that the Church shall in all its endeavors be supported by God's financial plan of "Tithe and Offering". (Malachi 3:10)
- We believe that the ordinances of the Church, given by our Lord, are Baptism and the Lord's Supper (Holy Communion). (Matt. 28:19,20; Acts 8:38,39; Rom. 6:3,4; Col. 2:12; Luke 22:19; 1 Cor. 10:16, 11:23)

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

The statement of faith describes it all. Inerrancy, Triune God, Jesus - Fully God/Fully Man, Holy Spirit indwells at time of salvation, Salvation by grace through faith

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

- We hold to the biblical view of marriage and the biblical view of man (male & female).
- We honor authority to where it doesn't cross our dishonoring of biblical beliefs (especially relevant during COVID).

## **Biggest Church 'wins' in the last 18 months?**

- Church wins over the last 18 months have been a concerted effort to focus on what "church" means. We are transitioning our identity from a "gathering-only" mentality to a "people of God" mentality. This has been evidenced through our rollout of Community Groups as our primary discipleship strategy going forward. People discipling people instead of a primary emphasis on Sunday morning discipleship.
- Pre-COVID had many ministry programs running with one or two leaders. We've done away with a lot of those ministry silos and focused on building teams to support the lifting of a new ministry. We have only formed teams that support the centrality of the gathering and the community group focus that we are moving towards.

## **Biggest Opportunity for Your Church in the Next 12 Months**

Our five-year strategic plan process, community group emphasis, and Students/Kids ministry growth.

# ASSOCIATE PASTOR - NEXT GENERATION

Grace Chapel  
Skaneateles, NY



**CHEMISTRY**  
STAFFING

## **Church's Biggest Challenge for the Future**

Ourselves - Seems like an odd answer. We truly believe we have a staff, elder team, deacons, trustees, ministry leaders, and church family willing to change to glorify God best in our time and location. The Gospel doesn't change, but we can get in the way of being scattered rightly. By understanding our area's (Upstate NY) limitations but investing rightly into the unique aspects of our communities, allows us to overcome the challenges that are ahead.

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

Associate Pastor - Next Generation

## **Category of Hire**

Associate Pastor

## **Full-Time Position?**

Yes

## **Overall Description of this Position**

The Associate Pastor of Next Generation exists to introduce students to Jesus, assisting them to experience the beauty of what it means to know, enjoy, and serve Him. This involves the discipleship of the students (6th through 12th grade) within the church, the equipping of parents, building bridges with unbelieving students and parents outside our church. Also, works to oversee and empower the GraceKids Director and Young Adult ministry leader(s) to accomplish their purposes within their respective ministries. The pastor will work as an equal member of a team of pastors to help cast and shape the church's vision.

## **Reporting Relationship**

This position will report directly to the Lead Pastor.

## **Goals and Expectations**

We'd love to see this person re-engage the students who are coming weekly in a winsome way and invest in recruiting new and additional leaders. In addition, to learn (not run) the GraceKids ministry alongside the GraceKids Director to equip kids and parents. Also, to dream how students can begin to integrate within a community group model of discipleship for the future.

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

Position Description

The Associate Pastor of Next Generation exists to introduce students to Jesus, assisting them to experience the beauty

# ASSOCIATE PASTOR - NEXT GENERATION

Grace Chapel  
Skaneateles, NY



**CHEMISTRY**  
STAFFING

of what it means to know, enjoy, and serve Him. This involves the discipleship of the students (6th through 12th grade) within the church, the equipping of parents, building bridges with unbelieving students and parents outside our church. Also, this person would work to oversee and empower the GraceKids Director and Young Adult ministry leader(s) to accomplish their purposes within their respective ministries. The pastor will work as an equal member of a team of pastors to help cast and shape the vision of the church.

## Duties & Responsibilities

- Cultivate and Develop a Student Ministry that loves God and passionately serves Him.
- Oversee and lead the Student Ministry Team to carry out the mission of cultivating Christ-centered students (6th through 12th grade).
- Make the primary focus the discipleship of the students in grades 6 - 12 who attend here and the evangelization of students in our community who are still unreached.
- Support, encourage and equip parents in shaping their lives around the Gospel while modeling this in their family and community.
- Foster an environment where Student Ministry leaders can grow in their giftedness and talents.

## Oversee and lead the GraceKids Ministry Leaders and the Grace Young Adult Leaders

- Work alongside the existing GraceKids Director and GraceKids Ministry Leaders to promote a healthy environment of discipleship of kids and those who serve.
- Weekly touch-base with GraceKids Director to understand the state of GraceKids ministry teams and solutions to resolve any issues that may arise.
- Work alongside Grace Young Adults leader(s) to foster and assess the health of the monthly gathering and ways to promote weekly Community Group investment.

## Manage the Administrative Duties Related to Student Ministry & Young Adult

- Oversee the primary communication with Students and their parents as it relates to ministry updates, events, and discipleship opportunities.
- Update our database system (PCO) as it relates to Students and Young Adults to keep a pulse of who is new, information changes, and touchpoints with our people.
- Collaborate with the Pastoral team, especially Associate Pastor of Worship & Technology, to clarify the design, graphics, web presence, and other communications needs related to the respective ministries that are overseen.

## Foster and Deepen the Spiritual Leadership of Teams

- Provide spiritual care and formation for Student Ministry, GraceKids, and Grace YA Team leads.
- Communicate regularly and authentically with staff and team members regarding the ongoing needs of the ministries they oversee.

# ASSOCIATE PASTOR - NEXT GENERATION

Grace Chapel  
Skaneateles, NY



**CHEMISTRY**  
STAFFING

- Willingness to engage bridge-building opportunities that present themselves with our local community partners in the area of students and kids.
- Creatively engage the Gospel to minister to the communities where we live and serve.

\*These duties/responsibilities are a trajectory of what we desire the candidate to perform over time, not from the outset.\*

## Desired Skills/Abilities

- Must be a committed Christian with deep spiritual and moral convictions
- Ability to lead, organize, and develop others to grow into their own worship identity of who Jesus is and who He's created them to be.
- Must have experience leading in student or family ministries and a track record of fostering healthy student environments. This includes the ability to teach and preach.
- Wholeheartedly believe in and support the mission, vision, and values of Grace Chapel.
- Works well with the pastoral staff and church culture.

## Educational Preferences

Ministry experience and education are preferred. We will consider candidates that may be "green" in experience but strong in leadership and theological grounding.

## Age vs. Experience

A moldable/teachable person who can lead leaders towards discipling students and kids.

## Denominational Affiliation

Since we tend to be "baptist leaning," we trend towards that tradition. Leaders from the more charismatic denominations would have to have conversations with the leadership to assess the alignment of theology related to the Holy Spirit.

## How important is geographical location to you?

Upstate New York is a unique area. We are open to anyone from a geographical location but if they have some tie to Northeast that is an added bonus. We are looking for how this person integrates from a cultural, competency, and character function within our team.

## What skills are you looking for specifically?

Leadership, teaching that is relevant to students, engaging, theologically sound, growth-oriented leader (personally and in giftedness)

# ASSOCIATE PASTOR - NEXT GENERATION

Grace Chapel  
Skaneateles, NY



**CHEMISTRY**  
STAFFING

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

General communication tools (social media, email lists, etc.), awareness of ProPresenter.

## **Equipper or Doer?**

Both. Equipper of students, doer alongside the pastoral team, and leader of GraceKids Director

## **Attractional Vs. Missional**

Balanced. We want to provide an attractional Sunday gathering that leads towards a missional mindset.

## **Budget Area Supervision**

\$22,000

## **Personal Characteristics Desired**

- Not using the opportunity as a stepping stone, but investing as they have a passion for students/kids.
- Ability to be an ongoing learner.
- Flexible and open to collaboration as a member of the pastoral team.
- Willing to share input on the direction of the church at large in a humble way.

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

As we are Baptist-leaning, a theological grounding in the person of the Holy Spirit indwelling a believer at the time of salvation is essential.

## **Urgency**

We'd like them as soon as possible but don't want to make our urgent desire overshadow the right person in the role.

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

Must love students and kids

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

Musical abilities, creative technical skills (Adobe Photoshop, photography, videography)

## **Finally...**

Someone that has a deep passion for Jesus and seeing students come to know him. Flexible, teachable, leader of leaders, grounded in grace and truth.

# ASSOCIATE PASTOR - NEXT GENERATION

Grace Chapel  
Skaneateles, NY



**CHEMISTRY  
STAFFING**

## **Public Job Posting**

### **Associate Pastor of Next Generation**

#### **Grace Chapel**

#### **Skaneateles, New York**

Grace Chapel of Skaneateles, New York is seeking an Associate Pastor of Next Generation to join their team. This position exists to introduce students to Jesus and assist them in experiencing the beauty of what it means to know, enjoy, and serve Him. This person will disciple students (6th through 12th grade) within the church, equip parents, and build bridges with unbelieving students and parents outside our church. The Associate Pastor of Next Generation will work as an equal member of a team of pastors to help cast and shape the church's vision.

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

- Cultivating and developing a student ministry that loves God and passionately serves Him
- Overseeing and leading the student ministry team to carry out the mission of cultivating Christ-centered students (6th through 12th grade)
- Overseeing and leading the GraceKids ministry leaders and the Grace Young Adult leaders
- Managing the administrative duties related to student ministry & young adult ministry
- Providing spiritual care and formation for Student Ministry, GraceKids, and Grace YA Team leads

#### **Skills you'll need to have:**

- Must be a committed Christian with deep spiritual and moral convictions
- Ability to lead, organize, and develop others to grow into their own worship identity of who Jesus is and who He's created them to be
- Experience leading in student or family ministries and a track record of fostering healthy student environments
- Flexible and open to collaboration as a member of the pastoral team.

People love living in the Skaneateles area due to its year-round community life, majestic four seasons, heavy focus and investment in families and kids, and convenient access to multiple cities (Syracuse, Auburn, Cortland). In and around Skaneateles, there is a low cost of living compared to other expensive cities, with average home sales in Onondaga County of around \$165,000. Access to good coffee, diverse foods, and extracurricular activities are all present within a short drive of our location.

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

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