



**CHEMISTRY**  
STAFFING

# **CHURCH & CANDIDATE PROFILE**

## **WORSHIP, TECH & COMMUNICATIONS LEADER**

Grace Christian Fellowship  
Cortland, New York

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## **Population of City**

18,698

## **Population of County**

47,786

## **Community Overview**

Cortland, NY is in the finger lakes region of New York, the state's geographic center. The Church is located in the middle of the City of Cortland and the town of Homer. There are three distinct regions around the church: Homer, Cortlandville, and the city of Cortland. Cortland has more of a city vibe to it, while Cortlandville surrounds Cortland and can feel more rural in parts. Homer is the town next to Cortland with a small village feel with more rural areas. Homer is a dairy farming community, a mix of blue collar workers and brown collar farmers.

Cortland has the State University of Cortland located two miles from the church. The big industries in the Cortland area are Gutchess Lumber, Bestway Lumber, and Pall Corp. Guthrie-Cortland Medical Hospital, located less than a mile from the church, is the largest private employer in the city of Cortland outside of the college. Cortland is centrally located. Interstate 81 provides easy access to Syracuse to the north and Binghamton to the south. Ithaca is also nearby and is home to Cornell University and Ithaca College. We are also surrounded by several state parks: Robert Treman State Park, Buttermilk Falls State Park, and Taughannock State Park. During the spring, summer and fall, these parks have amazing hiking trails, swimming holes, and camp areas.

## **Why People Like Living Here**

People love living here because of the beauty that it holds at various times of the year. In the fall, the trees and views are absolutely gorgeous. During the spring, there is a lush green that develops and lasts until the fall. The Adirondack region is only a couple hours drive from Cortland. Many people in the area climb the various peaks and camp in the Adirondacks. People love the pace of life in the Cortland area. We enjoy a consistent pace without the rush and hurry of many larger cities. We love the ability to play outdoors in all four seasons while still having access to the amenities of larger cities. This is a great place to raise a family and a wonderful area to set down roots.

## **Church History**

The church has a rich history starting in 1801 when it was known as Homer Baptist. Over the years, the ministry has flourished, and due to its increasing size and ministry potential, the church built a new facility in 2004 just a mile down the road. At this point, the church left the American Baptist Association, becoming a non-denominational church, and changing its name to Grace Christian Fellowship. Though the church has a rich Baptist heritage, it is currently a non-denominational, biblically-based, Protestant church. For the past 12 years, Pastor Mike Dunn led GCF to a very healthy

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place spiritually and organizationally. While COVID has been challenging, the current Lead Pastor Dan Nichols began his tenure in June 2021 with lots of exciting momentum.

## **Mission, Vision and Values**

Mission: Multiplying Followers of Jesus

Strategy: By Changing Lives through Changed Lives

Scorecard: C4 - Character (Up), Community (In), Conversions (Out), & Catapults

Vision: Multiplying followers of Jesus, leaders for Jesus, and churches with Jesus in Cortland Area, Northeast America, and the Nations.

Values:

- Jesus is King, and his love changes everything.
- Prayer is a privilege.
- No perfect people allowed.
- Everyone has a next step.
- We are in Cortland Area, for Cortland Area.
- God's Kingdom has no turf wars.

## **Average Weekend Attendance**

400

## **Attendance Trend**

Growing

## **Overview of Weekly Worship Gathering**

At GCF, we have two contemporary worship services at 8:30am and 10:00am. The services are identical in nature, and each service is about an hour in length. Though our worship style is contemporary, it does not have a concert feel. The service is genuine, down-to-earth, and focused on the Gospel from start to finish including announcements, giving, call to worship, music, sermon, and benediction. There is Grace Kids programming at the 10:00am service, and our hospitality team along with Grace Cafe make guests feel very welcome. Some connection groups meet during the worship services as well.

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## **Worship Style of your Church**

Contemporary mixed with old hymns

## **Tell Us About Your Facility**

The church is a newer facility, built in 2004. Being 17 years old, our facility is beginning to need some maintenance which we are working on. The auditorium seats 800 people including the balcony. Ground floor seating can comfortably accommodate about 500 people. There is a full size gym that is utilized for youth group and some other functions along with a youth room that seats 80-100 people. The children's area has a wing attached to the church and a playground outside. There is also a full service kitchen next to the youth room. The lobby is close to 10,000 square feet and is used mid-week for ministry purposes. The church sits on several acres of land with lots of parking and easy access to routes 281 and route 11. In all, the church is close to 50,000 square feet.

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

\$1,400,000

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

None

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

We are a non-denominational church.

## **Governance & Polity**

The book, Sticky Teams by Larry Osborne is a blueprint for how our church is led and governed. We are a staff-led, board-directed church. The board of directors handle the organizational oversight while the pastors and staff handle the ministry oversight. The Lead Pastor is accountable to the Board. The Lead Pastor sets the vision and direction of the church, but the board makes final decisions on such things as the budget, policies, hiring and firing of staff and salaries.

## **Current Paid Staffing Level**

Full time

- Lead Pastor
- Youth Pastor
- Grace Kids Director
- Campus & Care Pastor
- Office Administrator
- Facilities Caretaker

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Part time

- Receptionist
- Equipping Coordinator
- Pastor Emeritus

## **Major Ministries of the Church:**

Connection Groups

- This is our small group ministry that happens three times a year-Fall, Winter, Spring/Summer. Four weeks prior to Connection Groups starting, we have open sign ups for people to join. The groups last anywhere from 8-12 weeks depending on the study. In one of the three semesters, we do a church-wide study where the sermons, all connection groups, youth ministry, and children's ministry are all studying the same topic or book of the Bible. In the other two semesters for connection groups, we offer a variety of studies. Each Connection Group has 10-18 people in a group. These groups meet Sunday mornings and throughout the week. We train leaders before the semester starts and do a leader meeting at the end of each semester to debrief.

Children's Ministry

- Primarily on Sunday mornings, this ministry is designed for kids ages infant through 5th grade. There are a variety of events that happen throughout the year including VBS, fall and Christmas events that connect with younger kids. There are volunteer recruitment and on-boarding processes along with training and equipping.

Youth Ministry

- We have a Sunday morning program alongside our mid-week program. The mid-week program happens on Tuesday and Thursday nights. Tuesday is designed for senior high teens while Thursday night is designed for junior high teens. Within the youth ministry, there are events, teen leadership meetings, volunteer training/recruitment, and parent involvement.

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

Conservative, Biblically-Based, Protestant

## **Published Theological Statement**

Statement of Faith

We believe that:

- The Bible, both the Old and New Testaments, is divinely inspired of God, and therefore is our only infallible rule for faith and practice.
- God is one, eternally existing in three persons — Father, Son, and Holy Spirit.
- Jesus Christ was begotten of the Holy Spirit and born of the Virgin Mary, and that He is true God and true man; that He lived a sinless life, that He died for our sins, that He arose bodily from the dead, and that He ascended into

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heaven; that He will return bodily to the earth; therefore, He is the only Mediator between God and man.

- The Holy Spirit is a person, and that His ministry is to reveal Jesus Christ to men in the regeneration and sanctification of their souls.
- Humans were created in the image of God, but that through sin they incurred spiritual death; therefore, they are in need of salvation through faith in the Lord Jesus Christ.
- Baptism is the immersion of the believer in water in the name of the Father, Son, and Holy Spirit, symbolizing the essential facts of redemption – the death and resurrection of Christ, and the essential facts in the salvation experience of the believer— death to sin and resurrection to newness of life.
- The Lord's Supper is a commemoration of the Lord's death until He comes.
- The New Testament Church is a company of believers who have been baptized upon confession of their faith in Christ, joining together for worship, service, and the spread of the Gospel throughout the world.
- There is life after death, consisting of eternal bliss (heaven) for the saved and eternal judgment (hell) for the unsaved.

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

- There is one true God who is Father, Son, and Holy Spirit.
- The 66 books of the Bible are inspired by God and authoritative.
- All of humanity has rebelled against God and needs salvation.
- Jesus lived a perfect life, died in our place, and resurrected for our rescue.
- Salvation comes through faith in Jesus alone.
- The church is a vital community established by God.
- Jesus is coming back again to rule and reign forever.
- Heaven isn't for good people; it's for forgiven people.
- Hell is real because God's justice is real.
- God's gift of sexuality is for a man and woman in marriage.

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

Marriage Statement - in our church constitution

- We believe that the term marriage has only one legitimate meaning, and that is marriage sanctioned by God, which joins one man and one woman in a single, covenantal union as delineated by Scripture. Marriage ceremonies performed in any facility owned, leased, or rented by GCF will be only those ceremonies sanctioned by God, joining one man with one woman as their genders were determined at birth. Whenever there is a conflict between our church's position (GCF) and any new legal standard for marriage, GCF's statement of faith, doctrines, and biblical positions will govern. (Gen 2:24; Eph 5:22-23; Mark 10:6-9; 1 Cor 7:1-9 KJV).
- We believe that God has commanded that no intimate sexual activity be engaged in outside of marriage as defined above. We believe that any other type of sexual activity, identity, or expression that lies outside of this definition

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of marriage, including those that are becoming more accepted in the culture and the courts, are contradictory to God's natural design and purpose for sexual activity. (Gen 2:24; Gen 19:5; Lev 18:-30; Rom 1:26-29; 1 Cor 5:1; 6:9-10; 1 Thess 4:1-8; Heb 13:4 KJV)

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

- Paid off the mortgage!
- Successfully transitioned lead pastors
- Navigating the COVID crisis well

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

Our WIG (Wildly Important Goal) for 2022 is that 100% of our church knows the Gospel, how to share the Gospel, and actually shares the Gospel with one person in their life.

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

Getting more heavily involved in the downtown community - families. There are a lot of challenges in the downtown area including low income for individuals and families, mental health and drug addiction access and treatment, and other urban challenges frequently found in downtown cities. Very little is being done to bring hope to the people in the form of the gospel message from any church. The challenge will be to develop and disciple people to get involved in the downtown area.

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

Worship, Tech & Communications Leader

## **Full Time Position?**

Yes

## **Reporting Relationship**

This person will report to the Growth & Development Pastor.

## **Goals and Expectations**

- Develop relationships with the worship team to create an engaging, energetic atmosphere for Sunday mornings that is Christ-centered and vibrant
- Create a video per week

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- Mobilize competent volunteer teams to take high-quality pictures & engaging story-telling on social media platforms
- Make quality connections with unbelievers in our community

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

Reports To: Growth & Development Pastor (In the Interim: Lead Pastor)

### Role Summary

Grace Christian Fellowship multiplies followers of Jesus by changing lives through changed lives! This role will be primarily responsible for leading GCF's worship, tech, and communications ministries.

### Role Responsibilities

The Worship, Tech & Communications leader will perform a range of duties including, but not limited to:

- Executing effective church-wide communications and social media
- Video creation, editing, and production for the ministries of GCF
- Overseeing the worship & music ministries of GCF including Sundays & assisting with youth group: recruiting, equipping, and approving worship team musicians, vocalists, media, sound, and lighting volunteers needed for Sunday mornings
- Leading Sunday worship services with energy, excellence, and a Godward focus, scheduling teams, arranging and overseeing rehearsals, mobilizing and multiplying competent lay-leaders within GCF
- Collaborating with the pastoral team in planning, developing, and implementing the yearly worship service calendar
- Stewarding both the worship & technology budgets effectively
- Maintaining all licensing, contracts, and agreements and ensuring they are on file & up-to-date
- Loading weekly service elements into Pro-Presenter, including all songs, PPT's, creative elements, video, and any other technical elements into pro-presenter
- Facilitating the recording and distribution of the sermons & full services on the website and in MP3/CD format
- Overseeing GCF's technology needs, including live streaming

### Qualifications

- Committed follower of Christ in full agreement with GCF's beliefs, mission, vision, and ministry philosophy with a deep love for God and others
- "Above reproach" integrity, consistent obedience to Jesus with regular practice of the spiritual disciplines, connected in community with a local church, godly marriage and fatherhood (if applicable), exemplify the fruit of the spirit, free of addictions, tough and tender heart, not argumentative, and a great listener
- Humble attitude and hungry to learn with consistent follow-through and passion for people far from God
- Developer over "doer" – someone who is proficient, but will empower others rather than doing ministry solo

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- Healthy culture creator who's a thermostat rather than a thermometer
- Must have a very high EQ with outrageously good people skills
- Ability to exchange ideas while supplying and receiving constructive feedback effectively with all levels of GCF's leadership
- Musically and vocally gifted with significant experience in worship leading
- Able to use Pro Presenter, Planning Center Services, & social media platforms
- Technologically savvy with a proven track record in tech competency
- Open to pursuing a pastoral training track & ordination

## Education/Experience

- Bachelor's degree required – Master's degree preferred
- Worship leading, tech, and communications experience required

## Denominational Affiliation

Prefer "Baptistic" but not a deal-breaker by any means as we are non-denominational.

## What skills are you looking for specifically?

- Vocals & Guitar
- Social Media
- Storytelling
- Written/Oral Communication
- Videography

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

- ProPresenter
- Planning Center
- Click Tracks

## Equipper or Doer?

Equipper

## Attractional vs. Missional

Missional

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## **Budget Area Supervision**

\$12,000/year

## **Personal Characteristics Desired**

Someone who is:

- Patient
- Understanding and calm realizing mistakes can and will be made while practicing and playing live
- Confident and can answer musical questions, such as chord changes, chord progressions, and notes that may need to be added or taken away
- Communicates well with the members in practice and in a normal setting
- Approachable and easy to talk to
- Knowledgeable of how to use a soundboard, media, wired and wireless packs, stage equipment, etc.
- Gifted musically
- Able to find music that is God-honoring, biblically accurate, and true
- Able to connect with others (team and congregation) in a way that allows joining together in worship
- Humble and relatable
- Able to encourage/shepherd the team spiritually as if it is their small group.
- Able to appreciate a variety of musical styles/expressions.
- Team player - not only with the paid church staff but also with the worship team.
- Culturally relevant
- Organized

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

- Unrepentant ungodly behavior
- Lack of theological alignment
- Arrogance
- Bitter from previous ministry
- Competitive mindset with other churches

## **Urgency**

10

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

- Patience - we still have an analog board & a 4:3 screen
- Lots of rebuilding needed & volunteers to mobilize/recruit

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

Conflict resolution

## **Finally...**

A leader who loves Jesus, equips others, who is musically talented and tech-savvy with social media, videography, and communications.

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## **Public Job Posting**

### **Worship, Tech and Communications Leader**

#### **Grace Christian Fellowship**

#### **Cortland, New York**

Grace Christian Fellowship (GCF) in Cortland, New York, is searching for a Worship, Tech and Communications Leader to join their team. GCF multiplies followers of Jesus by changing lives through changed lives! This person will lead Sunday worship services with energy, excellence, and a Godward focus, scheduling teams, arranging and overseeing rehearsals, and mobilizing and multiplying competent lay leaders. In addition to the worship team and service, this leader will head up the technical department and oversee all churchwide communications and social media.

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

- Overseeing GCF's technology needs, including live streaming
- Executing effective churchwide communications and social media
- Overseeing the worship & music ministries of GCF
- Leading Sunday worship services with energy, excellence, and a Godward focus, scheduling teams, arranging and overseeing rehearsals, mobilizing and multiplying competent lay-leaders within GCF
- Collaborating with the pastoral team in planning, developing, and implementing the yearly worship service calendar
- Stewarding both the worship & technology budgets effectively

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

- A committed follower of Christ in full agreement with GCF's beliefs, mission, vision, and ministry philosophy with a deep love for God and others
- A developer over "doer"
- Musically and vocally gifted with significant experience in worship leading
- Humble and relatable
- Able to encourage/shepherd the team
- Culturally relevant
- Organized

The Adirondack region is only a couple hours drive from Cortland. Many people in the area climb the various peaks and camp in the Adirondacks. People love the pace of life in the Cortland area which is without the rush and hurry of many larger cities. You can play outdoors in all four seasons while still having access to the amenities of larger cities. This is a great place to raise a family and a wonderful area to set down roots.

**Apply here: <https://www.chemistrystaffing.com/grace-cortland-worship-leader>**