



**CHEMISTRY**  
STAFFING

# CHURCH & CANDIDATE PROFILE

## SENIOR PASTOR

A2 Church  
Hoover, Alabama

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## **Population of City**

195,575

## **Population of County**

1,115,289

## **Community Overview**

Birmingham, also known as the Magic City, is the second largest city in the state of Alabama, following Huntsville. As a city filled with historic sites, monuments, and a well-known food and hospitality culture, Birmingham has also been referred to as "The Dinner Table of the South." Birmingham proper has a total of 23 communities, and the cost of living in Birmingham is 6% lower than the national average.

## **Why People Like Living Here**

There are many aspects of Birmingham that people love, including the following:

- Green Space – Birmingham is a national leader in urban green spaces with area parks and thousands of wooded acres for biking and hiking within minutes of downtown.
- Weather – Our climate is made for those who love Summer. On average, Birmingham sees 213 sunny days per year.
- Food – Birmingham has a fantastic and diverse local food scene. Over the years, several Birmingham chefs and restaurants have won the prestigious James Beard Award.
- Schools – The Birmingham metro area contains top-rated school systems, with four of Alabama's top five school systems located in the metro area.
- Film – Birmingham has one of the greatest film festivals on earth. USA TODAY calls Birmingham's Sidewalk Film Festival one of "Ten Great Places for a Fabulous Film Festival."
- Technology – One of our best-kept secrets is that Birmingham is a technology city. The Birmingham metro area has more than 550 technology companies employing more than 6,300 skilled workers. The city is home to Innovation Depot, in which 112 startups are located throughout a sprawling 140,000-square-foot complex — the largest in the Southeast.
- Location – There is plenty to see nearby. Birmingham is centrally located for trips to the Alabama and Florida Gulf Coast beaches, mountains, and lakes, as well as other large Southern cities such as Nashville, Atlanta, New Orleans, etc.
- Athletic Events – Birmingham was honored to host the international athletes, fans, and media of the 2022 World Games. Birmingham is also home of the Regions Tradition, where each year, golfing greats from the PGA TOUR Champions compete in one of the tour's majors.
- Universities and Colleges – Birmingham is home to the University of Alabama at Birmingham (UAB), Birmingham Southern College, Samford University, and HBCU – Miles University which all carry a deep history of education,

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innovation, and national progress. Other universities are within a short drive of Birmingham include Tuskegee University, the University of Alabama, Auburn University, and the University of Montevallo.

- UAB Medical – Birmingham has the highest per capita concentration of healthcare jobs nationwide. UAB Hospital is one of the top medical research facilities in the nation and people from all over the world come to contribute to medical advancement.
- Racing – The Barber Motorsport Park is an 880-acre, multi-purpose racing facility. The park includes the Barber Motorsport Museum which has been named the World’s Largest Motorcycle Museum by the Guinness World Records. The park serves as home of the North American Porsche Driving School.
- Golf - With the creation of the Robert Trent Jones Golf Trail (RTJ), Alabama became the “Godfather of Great Golf.” Four of the 26 RTJ courses are in Birmingham.
- History – The Birmingham Civil Rights District is an unforgettable walk-through history and progress which includes the 16th Street Baptist Church, Kelly Ingram Park, the Fourth Avenue Business District, the Carver Theater, and the Birmingham Civil Rights Institute. Alabama natives A.G. Gaston and Fred Shuttlesworth both played significant roles in the Civil Rights Movement.
- Sports – Although Birmingham loves sports and is an obvious hotbed for college football, we have a variety of sport offerings. Birmingham is home to the following:
  - \* Our famous Minor League Baseball team, The Birmingham Barons is the farm team for the Chicago White Sox and was once the baseball team of the legendary Michael Jordan.
  - \* The Birmingham Squadron is our NBA G-League team affiliated with NBA’s New Orleans Penguins.
  - \* Birmingham Legion is our USL Championship league soccer team.
  - \* The Birmingham Stallions is our USFL championship-winning football team.

## Church History

The first informational meeting for A2 took place on Sunday evening, May 18, 2008, in the living room of Chris and Janet Goins (former pastor). Six months later, A2 Church officially launched on November 9, 2008, with approximately 90 people in attendance. In June 2013, A2 purchased 14+ acres of land on Highway 280. Since then, we’ve continued to develop the campus and create the A2 community. Over the last 10+ years, this church has grown from a handful of believers to more than 600 active participants and an average weekend worship attendance of 400+ people. 2 weeks before Easter 2022, we had an unexpected transition of multiple staff. Currently, the church is in a season of healing and rebuilding, but the overall feeling is positive and optimistic.

## Mission, Vision and Values

The mission of this church is to glorify God and lead people into a life-changing relationship with Jesus Christ. A2 Church is more than a building or organization. It’s a diverse group of believers united by their relationship with Jesus and committed to being an ‘Acts 2, biblically functioning community.’ The ministries of A2 Church are for people at all stages in their spiritual journey, but we will always lean in the direction of people who do not yet have a personal relationship with Jesus.

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## Average Weekend Attendance

145

## Overview of Weekly Worship Gathering

- Currently, we have 1 service on Sunday.
- Kids: We have a dynamic kids worship service for K-5. It is currently led by an interim children leader (open position) and children volunteers. We also have a nursery for 6wk-preschool with a curriculum for preschool where we teach an age-appropriate lesson each week.
- Youth: Our youth meet on Wednesday nights. Our current youth pastor is also serving as our interim lead pastor. There are about 20 participants in that group currently.
- Music style: Sundays are led by a full band. Musicians include keyboard, acoustic and electric guitars, bass, multiple singers, and drums. We play contemporary worship music from Bethel, Hillsong United, Elevation, and various other artists. We also historically play covers of secular music for sermon illustrations.
- Preaching style: Positive messages while being expository (historically, contextually, and scripturally based). Our congregation enjoys applicable & realistic steps. We do not shy away from difficult topics but provide an overall encouraging message helping people apply their faith into their daily life. What people like most about our weekly Sunday service is our teaching and music/worship.

## Tell Us About Your Facility

The current (and only) campus was renovated in 2013 to house a church. Previously the building was a retail garden supply and nursery. We currently leverage the following spaces across the building:

- A main sanctuary that seats approximately 200 people.
- A kids' wing that can cumulatively hold approximately 75-100 kids.
  - \* Micro sanctuary with a stage and light/sound booth for our elementary kids
  - \* Two nursery rooms
  - \* Two preschool rooms
- Nursing mother's room with a live stream of the service
- Small kitchen and printer room
- Central common room with limited seating that can be used for meetings, video recording, podcast recording, etc.
- Additional property amenities:
  - \* A lake with a gazebo
  - \* Outdoor patio/lounge space with lights, furniture, and landscaping
  - \* Substantial front and rear parking
  - \* Centrally located on a main highway in the Birmingham/Hoover area

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

\$900,000

## **Overall Debt**

\$1.8M

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

We are a non-denominational Church.

## **Governance & Polity**

Church governance is currently one of our heavily discussed topics. In the recent string of events, we have learned a lot about the structure of our organization on paper vs. the structure in reality. Some of the items currently being analyzed are our bylaws and decision-making structure. The following information is collected from some of our current introductory material, given the understanding that these ideas may be reassessed and changed as needed.

### HOW A2 CHURCH IS LED:

Believers who invest their hearts, time, families, and finances in the building of a local church deserve to have confidence in church leadership. People are looking for leaders who conduct themselves with integrity and respect when making decisions that affect their lives.

Led by PASTORS.

- The pastors of A2 Church are led by the Senior Pastor and oversee day-to-day ministry and operations of the church. They serve the congregation and are responsible for the development of the spiritual life of the church

Protected by the A2 CHURCH BOARD.

- The A2 Church Board is a group of six non-staff "members" who are part of the A2 Church congregation. They are appointed by the Senior Pastor to oversee the finances and direct the provision of the facilities needed by the church. They oversee the budget and finances of A2 Church ensuring that the finances of the church are managed with honesty and integrity. They also must approve any major financial commitments, church loans, and the development of all church property.

Strengthened by ELDERS and OVERSEERS.

- Elders are members in the A2 Church congregation who are willing to serve the church congregation by providing pastoral care, biblical guidance, and administering church discipline when needed. Overseers are pastors and leaders who love A2 Church and its pastor and are willing to provide spiritual protection to A2 Church and the Senior Pastor. They may be called in to help in accountability matters related to the Senior Pastor by the Senior Pastor and/or the A2 Church Board.

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## **Current Paid Staffing Level**

Full-time

- Associate/Youth Pastor

Part-Time

- Children's Director
- Admin
- We are hiring personnel to assist with Sunday Children's Ministry

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

Key Ministries:

- Youth (Forge)
- Marriage Ministry (MORE+)
- Declaration - A continuous reading of the entire bible by volunteers from the congregation. Takes place at the beginning of the new year.
- Revive
- VBS
- Women's Ministry (growing)
- Men's Ministry (growing)
- Support of several local ministries and International Missions:
  - Isa and Nancy Bajalia - Birmingham, AL - International Missionaries to the Philippines, Cuba, Tunisia, etc
  - Christian Service Mission – Tracy Higgs - Birmingham, AL - Ministry that serves the poor in Birmingham, Alabama
  - City Hope Church – Pastor Ben Murray - Wichita Falls, Texas - 2017 Church Plant
  - Trafficking Hope – Leah Varnell - Birmingham, AL - Organization that rescues and provides ministry to those being trafficked
  - City of Lights Dream Center – Victor and Jamie Massey - Dora and Sumiton, AL - Organization that provides ministry to eliminate the darkness of poverty and addiction in Walker County
  - Empowered to Conquer – Brittany Hogan - Birmingham, AL - Organization that provides ministry to "at risk" students in Alabama
  - The Foundry Rescue Mission – Bill Heintz and Micah Andrews - Bessemer, AL - Drug Rehabilitation Center
  - Grace Klein Community - Birmingham, AL - Food and benevolence for the poor
  - Aaron and Susi Hoover - Athens, Greece - International Missionaries ministering to refugees from the Middle East
  - Regions Beyond Ministries - Thika, Kenya - Bishop Philip Mbatia and Catherine
  - Sharise Riether - Congo - Member of the A2 Family, international missionary
  - Simone's Kids - Simone Puccinelli - Uganda - International Ministry that provides education, housing, and food to children In Uganda

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- Transformation Ministries – Rock Hobbs - Birmingham, AL - Ministry that equips people to discover their freedom in Christ.
- All Saints Community Chapel - Nairobi, Kenya - Pastor David and Mary Mutua
- Jacob and Stephanie Zywicki - Haifa, Israel - Operation Mobilization
- Mitch and Tammy Wolner - Indonesia - International missionaries
- Eric Casteel - Leuven, Belgium - International Church of Evangelicals, LEAP - Non-profit that trains pastors and churches internationally

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

Evangelical - Moderate

## **Published Theological Statement**

The sole basis of our belief is the Bible, which is uniquely God-inspired, without error, and the final authority on all matters on which it bears. As the Bible teaches, there is one God, eternally existing in three persons - Father, Son, and Holy Spirit - each possessing all the attributes of Deity. God created humans to have fellowship with Him, but they defied God by sinfully going their own way. As a result, we need God's saving grace to end our alienation from Him. Salvation comes only through God's saving grace - not human effort - and must be received personally by repentance and faith. Jesus Christ, the second Person of the Trinity, lived a sinless life on earth and voluntarily paid for our sin by dying on the cross as our substitute. This accomplishes salvation for all who receive grace by trusting in Him alone. He rose from the dead and is the only mediator between us and God. He will return to earth to consummate history. The Holy Spirit draws sinners to Christ, equips believers for personal growth and service, and empowers believers to share the message of God's love. The church's role is to glorify God and serve those in need. At the end, everyone will experience bodily resurrection and the judgment. Those forgiven through Jesus Christ will enjoy eternal fellowship with God. Those who have not received the free gift of forgiveness offered through Jesus Christ will be eternally separated from God in a place called hell.

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

The Bible is our standard and love is always our FIRST approach to everyone. We desire for conversations that present biblical truth to social issues to be conducted within the context of deep personal friendship/relationship. From the pulpit, we would like to see truth preached with grace and humility to all congregants.

Three Thoughts About Our Beliefs:

- In Essential Beliefs — We Have Unity. There is one body and one Spirit, just as you were called to one hope when you were called; 5 one Lord, one faith, one baptism; 6 one God and Father of all, who is over all and through all and in all. — Ephesians 4:4-6 NIV

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- In Non-Essential Beliefs — We Have Liberty. Accept other believers who are weak in faith, and don't argue with them about what they think is right or wrong... 4 Who are you to condemn someone else's servants? Their own master will judge whether they stand or fall... 12 Yes, each of us will give a personal account to God. 13 So let's stop condemning each other. Decide instead to live in such a way that you will not cause another believer to stumble and fall... 22 You may believe there's nothing wrong with what you are doing, but keep it between yourself and God. Blessed are those who don't feel guilty for doing something they have decided is right. — Romans 14:1, 4, 12-13, 22 NLT
- In All Everything Else — We Show "Love." If I had the gift of prophecy, and if I understood all of God's secret plans and possessed all knowledge, and if I had such faith that I could move mountains, but didn't love others, I would be nothing. —1 Corinthians 13:2 NLT

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

- Historically, our church has done a great job at harboring differing opinions without being divisive.
- We are in a healing process given the fallout from our previous pastor's departure.
- Church Governance
- Limited volunteer base

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

- Maintaining a body of believers during the stressful loss of the founding pastor
- Discovering the Church we want to be

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

Hiring a Lead Pastor and Worship Minister

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

Staying relevant in the area and bringing more believers to the table

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

Senior Pastor

## **Full Time Position?**

Yes



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## Overall Description of Position

Distinct Characteristics that describe our church culture and personality:

- Hope-Filled Teaching: We see people being filled with hope each week through the inspiring story of God and Gospel-centered preaching that elevates faith, inspires hope and activates love in our community.
- Joy-Filled Worship: We see the Sunday gathering as a celebration of God's word and work transforming our people. So, we sing, praise, and sometimes even dance with energy and excitement.
- Spirit-Filled Ministry: Our church name comes from Acts chapter 2, which paints an inspiring picture of the kind of church Jesus envisions. In Acts 2, you also see the Holy Spirit filling the house and hearts of the community with the power to live and serve with purpose.

## Reporting Relationship

Current Status – Lead Pastor > Overseers, Board

## Goals and Expectations

- We would like to see our incoming pastor approach our body compassionately and with a heart to facilitate healing throughout our wounded body.
- We also find it very important that he takes active steps to build solid, healthy relationships with staff and the congregation.
- Additionally, there will be 3-4 staff positions that must be filled once he is in place.
- Long term, we feel that staff development and increased/renewed vision for our church are absolutely critical.

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

Principal Responsibilities (The Essentials)

- Encourage and shepherd the spiritual formation of the congregation as a teacher/ communicator.
- Nurture and communicate the vision for the church with staff, leadership, and A2 members.
- Provide cultural and visionary leadership for the ministry of the church.
- Oversee and encourage the multiplication of ministry (teaching, leadership, vision development) by developing and empowering both the staff and ministry leadership of the church.
- Oversee the planning and leading of worship services.
- Lead the lead team and staff through appropriate direction, supervision, evaluation, counsel, care, and accountability.
- Leader of the Elder Team

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## Soft Skills and Values

- Team Builder Prayer Passion
- Bible-Based
- Spirit-Led
- Organized
- Inspiring communicator
- Working Relationships
- The lead pastor may work with Overseers, outlined in Ephesians 4:11-13, in whatever way he determines is biblical to serve the spiritual needs of the congregation. Additionally, the lead pastor may budget money, hire staff, develop projects, programs or other ministries according to his convictions and biblical understanding. He will have the authority to appoint and approve any assistance necessary to carry on the ministry of the church.

## General Expectations and Responsibilities

- Maintain consistent Christian testimony
- Stay fresh in relationship with Christ
- Effective with family
- Creative in ministry
- Maintain relational, spiritual, and professional trust with elders and staff

## Hard Skills and Qualifications

- Minimum 5 years in Executive Church Leadership
- Preferred theological degree (bachelor's, masters, etc.)
- Digital proficiency in ministry-related tools
- Handle confidential information with discretion and wisdom
- Financial Competency in overseeing the operating budget

## **Educational Preferences**

It is more important that a pastoral candidate have formal ministry experience than advanced degrees or training. Our congregation appreciates an expository message that provides context to scripture along with applicable steps.

## **Age vs. Experience**

The candidate should have experience at a church of similar or larger size as an Associate Pastor (at least).

## **Denominational Affiliation**

We would prefer a pastor with a low-church background. The members of our congregation have backgrounds in many denominations. As a church, we do not adhere to any one particular denomination.

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

Preferences for a candidate from/with ties to the Southeast.

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

- Team management
- Team development
- Technical acumen
- Financial management
- Teaching
- Leading through challenges
- Skilled networker
- Ability to navigate hot-button social issues and activism (and their impact on the body) from a biblical perspective
- Expository preaching

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

- Yes, we would like our pastor to be technically proficient to the degree that he understands and can delegate, but not necessarily run on his own.
- Planning Center

## **Equipper or Doer?**

- An equipper that pulls their weight.
- Someone that leads by example.
- Someone who can set you up for success.

## **Attractional Vs. Missional**

- Pastoral preference: We would like to have a pastor that pulls people into our body in order to send them out into our community.
- Our worship: Attractional

## **Budget Area Supervision**

\$900,000 to \$1.2Mil

## **Personal Characteristics Desired**

- Believes in the equal ministry of men and women
- Even-keeled
- Humble

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- Servant leader
- Genuine, authentic
- Same on and away from the stage
- Willing to accept criticism
- Love of people
- Willingness to partner with the body and the body's ministry passions
- Experience governing/supporting ministries and volunteers

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

- Felony conviction
- Sexual allegations, gross misconduct
- Prior bankruptcy
- Universalist beliefs
- Highly political or party-biased

## **Urgency**

We are fully expecting up to 12 months to fill this post. There is a desire to fill this position with the candidate God has selected for us in the least amount of time.

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

We have no hard line must-haves. They must fulfill the requirements listed above.

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

- Pastor can sing
- Family involvement and engagement
- Well connected
- Easily accepts feedback

## **Finally...**

- The perfect hire would be someone who is a solid biblical teacher and relatable from the stage. The new pastor is going to be instrumental in bringing about healing for our staff.
- We would like someone who can recognize people's talents and delegate accordingly.
- We need a good leader who is excellent at working on a team without micro-managing, who can share a new vision, and implement that vision long-term.
- Not only will they be instrumental in healing the staff, but the congregation as well.
- Ideally, they would be approachable and have the ability to engage in real conversations with the congregation that feel authentic.

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## **Public Job Posting**

**Senior Pastor**

**A2 Church**

**Hoover, Alabama**

A2 Church in Hoover, Alabama, is looking for its next Senior Pastor. This church in the Birmingham area is seeking someone who desires to see people being filled with hope each week through the inspiring story of God and Gospel-centered preaching that elevates faith, inspires hope, and activates love in our community. This person will also lead the lead team and staff through appropriate direction, supervision, evaluation, counsel, care, and accountability.

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

- Encouraging and shepherding the spiritual formation of the congregation as a teacher/ communicator
- Nurturing and communicating the vision for the church with staff, leadership, and A2 members
- Providing cultural and visionary leadership for the ministry of the church
- Overseeing and encouraging the multiplication of ministry (teaching, leadership, vision development) by developing and empowering both the staff and ministry leadership of the church

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

- Expository preaching
- Believes in the equal ministry of men and women
- Servant leader
- Genuine, authentic
- Willingness to partner with the body and the body's ministry passions
- Minimum of 5 years experience in executive church leadership

Birmingham, also known as the Magic City, is the second largest city in the state of Alabama, following Huntsville. As a city filled with historic sites, monuments, and a well-known food and hospitality culture, Birmingham has also been referred to as "The Dinner Table of the South." Birmingham proper has a total of 23 communities and is a national leader in urban green spaces with area parks and thousands of wooded acres for biking and hiking within minutes of downtown.

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

**<https://www.chemistrystaffing.com/a2-senior-pastor>**