



**CHEMISTRY**  
STAFFING

# CHURCH & CANDIDATE PROFILE

**LEAD PASTOR**

Archbold Church  
Archbold, Ohio

# LEAD PASTOR

## Archbold Evangelical Church

Archbold, Ohio



**CHEMISTRY**  
STAFFING

### **Population of City**

4,497 (2021)

### **Population of County**

43,000

### **Community Overview**

The Village of Archbold is a town of around 5,000 people. The village's primary employer is Sauder Woodworking. This is a rural area with many farms and farmland. Over 22% of the households have an income of between \$50 and 75k, with a median income of \$53,000. Northwest Community College is located here as well. The church has various families from all of the surrounding villages and cities who attend here. Local attractions include parks, Goll Woods, Harrison Lake, and many other outdoor activities.

### **Why People Like Living Here**

Archbold is a great place to live in Ohio. Living in Archbold gives residents a sparse suburban feel, and most residents own their homes. The community tends to lean conservative, and the public schools are highly rated. Low crime and low cost of living are two other obvious reasons to want to raise your family here. The median age in the city is about 38 years old. The city of Toledo is 50 miles away, and Detroit Airport is only 90 miles. Fort Wayne, Indiana, is also about 60 miles away, with a different airport and many amenities. Archbold provides that wonderful small-town sense of belonging with big cities only an hour's drive away.

### **Church History**

"AEC" or "Evan," as we are often called, was founded in 1870 by Mennonite/Amish Germans and Swiss immigrants. In 1965 the church began a ministry outside of Lawton, MI which became to be known as Miracle Camp. The church continued to grow and had an attendance of 400-500 regularly. More recently, the attendance has been in the 300 range. The church was congregationally led until 2006, and from that point on has been Elder led. Church planting is a consistent theme of the church as well. In 1968 they planted a church in West Unity, Ohio, now known as Solid Rock Community Church. In 1984 a new church plant began in Perrysburg, Ohio, which is now called Oak Bend Community Church. In 1991 a church was planted in Angola, Indiana, now called Sonlight Community Church. In November of 2006 a parcel of 40 acres was purchased, and in 2008 the name of Archbold Evangelical Mennonite Church was changed to Archbold Evangelical Church. The new facility was built, and the congregation moved in on December 7, 2008. In the Atrium area of the church, there is a fascinating presentation of the church's inception to the development of church after church. Today, the church is very involved with "Synergy," a Fellowship of Evangelical Churches (FEC) directed ministry to build leaders and churches.

# LEAD PASTOR

## Archbold Evangelical Church

Archbold, Ohio



**CHEMISTRY  
STAFFING**

### **Vision, Mission, Values**

Our purpose is to love Jesus and love People as we Gather, Grow, Give and Go.

### **Average Weekend Attendance**

Adult 280-300 / Children 60-80

### **Overview of Weekly Worship Gathering**

The worship service has a suburban feel in a rural community. The worship service is from 9-10:15am with four Adult Growth Groups that meet afterward. During the 9am worship service, children's classes from nursery through 6th grade are offered. The worship service is fairly typical, with an opening song, important announcements, 3 or 4 songs, and prayer. Each week there is a different focus on prayer or missions or ministry areas. On the first Sunday we share in the Lord's Supper with a standard passing of cups and bread shared together as the pastor and elders lead. People have an opportunity to greet one another, and the Biblical message is shared followed by prayer opportunities at the end of each service.

### **Tell Us About Your Facility**

AEC has a facility that was built with the intention to provide a place for people to Gather for worship and to Grow together, with rooms provided for teaching and building relationships. The worship center provides comfortable seating for over 400 people. A modern sound system and excellent visual screens in the platform area keep everyone centered on the presentations, and the professional cameras provide a live visual production of the services to our community and homebound people through Youtube and Facebook. An excellent sound and media team provides a consistent worship presentation on a weekly basis. The children's reception area guides parents to rooms where their children are provided with an excellent teaching and fun time with their peers. This area is a visual draw with excellent murals and quality painting, leading us to various classrooms and then into a large Multi Media Gym style area. The Multi Media Gym area has seating as needed for up to 1000 people for various activities/programs/concerts throughout the year. The church is involved in encouraging friends and neighbors to join them as they Go and share the good news of Jesus and accept the gift of salvation He offers. AEC has a Youth Center called "the Garage." This center is complete with a worship seating area and sound and visual support for over 150 attendees. The two-story facility for youth allows teaching and fun for both small and large groups. The surrounding acreage of over five acres provides plenty of room for added needed facilities as we grow. An excellent outside garden and the recreational area provide multiple opportunities for outreach and community barbecues. All this and the facility and property is now debt free as a result of our 2022 Harvest Offering

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

Budget for 2023 - \$1,052,045

(Elders and finance team working together on this)

# LEAD PASTOR

Archbold Evangelical Church  
Archbold, Ohio



**CHEMISTRY  
STAFFING**

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

No debts or loans.

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

Archbold Evangelical Church is a member of the Fellowship of Evangelical Churches (FECministries.org) The final candidate would need to obtain a Lead Pastor's license through the FEC's credentialing process.

## **Governance & Polity**

- AEC is Elder led, with 8 elders on the present board and this position would be an elder as well.
- An executive team elders provide the bulk of administrative decision-making outside of the collective elders.
- Administrative boards follow the leadership of the elders and are given authority in seeking to accomplish their tasks.

## **Current Paid Staffing Level**

Full-Time:

- Associate Pastor of Youth
- Director of Worship and Discipleship
- Lead Pastor/elder
- Facilities Management

Part Time:

- Childrens Director
- Administrative Manager
- Receptionist
- Janitorial

## **Major Ministries of the Church**

Ministries of the church are seen from the following areas:

Gather:

- First Impression Team for new attenders
- Worship board and teams
- Worship music teams
- Creative worship ministry team
- Prayer ministry Team
- Youth and children midweek gatherings

# LEAD PASTOR

Archbold Evangelical Church  
Archbold, Ohio



**CHEMISTRY  
STAFFING**

## Grow:

- Membership class
- Adult ministry board
- Discipleship team 1-1 for all
- Life Groups Team
- Womens ministry groups: "Rooted" groups, ladies AID, small group bible studies, growth groups
- Growing deeper Sunday groups
- Mens ministry groups: Men's quarterly Fire event, 1-1 discipleship, Every Man A Warrior groups

## Giving:

- Stewardship training
- Trustees facility team
- SHAPE ministry team
- Short term missions
- Hospitality team for funerals, weddings etc.

## Going:

- Community facility sharing with playland, coffee café, gym recreation, barbecues
- Mens and Women quarterly events
- Short term missions
- Global and local missions
- Summer car shows
- Youth and children midweek gatherings
- Summer Splash
- VBS
- Winter and Summer Camps
- Youth short term missions
- Visitation team reaching hurting and homeless
- Various outreach events – concerts, Summer car show, barbecues, daily walking

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

Evangelical - Conservative

## **Published Theological Statement**

The beliefs expressed in this document (and stated in greater detail in the Fellowship of Evangelical Churches Manual of Faith, Practice, and Organization) form the theological basis for the existence of the Archbold Evangelical Church.



### The Bible

- We believe that the Bible, consisting of the sixty-six books of the Old and New Testaments, is God's Word to all people. It was written by human authors under the supernatural guidance of the Holy Spirit. It is literally "God-breathed." Because the Bible is inspired by God, it is absolute truth without any mixture of error in the original writings, sufficient for all that God requires us to believe and do, and the supreme source of truth and authority for Christian beliefs and living. (2 Tim 1:13; 3:16; 2 Peter 1:20-21; Ps 12:6; 119:105,160; Prov 30:5)

### Tri-une God

- We believe in the one true and living God who eternally exists in three equally divine Persons: the Father, the Son, and the Holy Spirit. He is the Creator and sovereign ruler of all things in the universe, visible and invisible. He is perfectly holy, righteous, and just, and He must punish sin because He cannot tolerate it. He is worthy to receive all glory and adoration. (Gen 1:1, 26-27; 3:22; Psalm 90:2; Matt 28:19; 1 Peter 1:2; 2 Cor 13:14)

### God the Father

- We believe in God as the Father who is good in all He does and in everything He gives, including His discipline. He perfectly loves and cares for His children, showing compassion to those who fear Him. He loved the world enough to send His Son, Jesus Christ, to be the Savior of the world. Through a personal relationship with Christ, we come to know God as our Father and can say, "Abba, Father." (John 3:16; Gal 3:26; 2 Cor 1:3; Ephes 4:6-7)

### God the Son: Jesus Christ

- We believe that Jesus Christ is the eternal Son of God. He is co-equal with the Father, was conceived by the Holy Spirit, and born of the Virgin Mary, fully God and fully man. Jesus lived a sinless life and offered Himself as the perfect sacrifice, taking on Himself God's punishment for the sins of mankind by dying on a cross. He arose bodily from the dead on the third day, demonstrating His power over sin and death. He ascended into heaven and will return to earth in power and glory to reign as King of Kings and Lord of Lords. (Matt 1:22-23; Isa 9:6; John 1:1-5; 14:10-30; Heb 4:14-15; 1 Cor 15:3,4; Rom 1:3,4; Acts 1:9-11; 1 Tim 6:14-15; Tit 2:13)

- We believe that the Holy Spirit is God and co-equal with the Father and the Son. He is present in the world to convict the world of sin and make humanity aware of their need for Jesus Christ. He also lives in every Christian from the moment of salvation. He provides the Christian with power for living, understanding of spiritual truth, and guidance in doing what is right. The Christian seeks to live under His control continually. (2 Cor 3:17; John 14:16-17; 16:7-13; Acts 1:8; 1 Cor 2:12; 3:16; Ephes 1:13; 5:18; Gal 5:25) 1

### Man

- We believe that, by an immediate act, God created man without sin in the image and likeness of God and as the supreme object of God's creation. By voluntarily disobeying God's command, man lost his original condition and became separated from God by his sin. As a result, all mankind are sinners by nature and by choice, guilty before God, deserving His righteous judgment, and unable to save themselves by self-improvement or good works. (Gen 1:27; Ps 8:3-6; Isa 53:6; Rom 3:23; Is 59:1-2)



#### Salvation

- We believe that because God is rich in mercy and love, He has made a provision by which man can be saved from the punishment he deserves. Only by turning away from his sin and trusting in Jesus Christ as God's offer of forgiveness can man be saved from sin's penalty, be born again by God's Spirit, and receive God's free gift of salvation. Eternal life begins the moment one receives Jesus Christ as Lord and Savior through faith in His atoning death and resurrection. (Eph 2:4,8-9; Rom 6:23; 5:1; Isa 55:7; Prov 28:13; Luke 13:3; John 1:12; 14:6; Tit 3:5; Gal 3:26)

#### Discipleship

- We believe that every Christian is called to follow Jesus Christ in faith and obedience, submitting to Him as Lord in every area of life. God commands the Christian to grow in Christ, and He provides the power to do so through the Holy Spirit who indwells every believer. He also provides His Word, prayer, the local body of believers, and trials to help bring about the Christian disciple's growth in faith, holiness, and Christ-likeness. (Matt 16:24-26; Luke 14:25-27, 33; 2Peter 3:18; 1 Peter 1:16; 2:2; Matt 26:41; Hebrews 10:24-25; James 1:2-4)

#### The Local Church

- We believe in the local church as a part of the universal Body of Christ. Its members are to be devoted to one another in love and to meet together regularly for worship, instruction, and mutual encouragement. The mission of the local church is to make disciples for Jesus Christ in its local community and throughout the world. The local church provides an avenue for the proper use of spiritual gifts and the observance of the ordinances of baptism and the Lord's Supper. (Matt 28:19-20; 1 Cor 12-14; Ephes 4:11-16; Heb 10:24-25)

#### Believer's Baptism and the Lord's Supper

- We believe that there are two ordinances which were instituted by the Lord Jesus Christ for perpetual use by the church. The first, water baptism, is the outward sign or symbol of what God has already done in the individual's life and is a testimony to all people that, through repentance and faith, the person now belongs to Jesus Christ. Baptism is administered in the name of the Father, the Son, and the Holy Spirit. The second ordinance, the Lord's Supper, is a commemoration of the death of Jesus and is done in remembrance of Him until He comes again; it is a sign of our loving participation in Him. Both ordinances are restricted to those who are believers in Christ. (Matt 28:19; Acts 8:35-39; 16:30-34; 1 Cor 11:17-34)

#### The Sanctity of Human Life

- We believe that all human life is sacred and created by God in his image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life. (Ps 139)

#### Marriage and Divorce

- We believe that marriage was created and ordained by God and therefore can be rightfully defined only by Him. According to God's Word, marriage is an exclusive, permanent, and totally intimate relationship between one man and one woman. It is a covenant before God, intended to endure until the death of one of the partners. We believe

# LEAD PASTOR

Archbold Evangelical Church  
Archbold, Ohio



**CHEMISTRY  
STAFFING**

the Scriptures do not give liberty for a believer to marry a non-believer. We believe divorce is a basic violation of God's original intention for marriage. Although there are two cases in Scripture where divorce is permitted, it is nowhere encouraged in Scripture, and reconciliation should always be pursued with zeal. In the case of those who have divorced, we believe that Jesus Christ will show His mercy and forgiveness in response to their confession and repentance. Following Christ's example, His followers should also show forgiveness, restoration, love, and acceptance. (Gen 2:18-25; Romans 7:2; 1 Cor 7:10-13, 15; Eph 5:22-23; Matt 19:5-9)

## Gender and Sexuality

- We believe that God wonderfully and immutably creates each person as either male or female. These two distinct, complementary genders are of equal worth in the sight of God. Together they reflect the image and nature of God. Rejection of one's biological sex is a rejection of the image of God within that person. (Gen 1:26-27) We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. We believe that God has commanded that no sexual activity be engaged in outside of a marriage between a man and a woman. We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God. (1 Cor 6:9-20; 7:2-5; Heb 13:4; Matt 15:18-20)

## Eternity

- We believe that man was created to exist forever. He will exist eternally, either separated from God by sin or in union with God through forgiveness and salvation. To be eternally separated from God is to spend eternity in Hell; to be eternally in union with Him is to spend eternity in Heaven. Both Heaven and Hell are real places of eternal existence. (John 3:16, 18, 36; 1 John 2:25; 5:11-13; Rev 20:5)

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

- See statement of faith
- Biblical inerrancy
- Salvation by grace
- Male elders

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

- Paid off facility
- Setting your church free seminar that pushed church forward to resolving conflicts
- Introduced new worship music teams and developed a style that drew all into one service
- New worship/discipleship director
- Elder board that is united and excited about ministry and communicating with congregation
- Concert of Prayer with 24 hours prayer for new pastor

# LEAD PASTOR

## Archbold Evangelical Church

Archbold, Ohio



**CHEMISTRY**  
STAFFING

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

- Establishing new ministries of Childrens LifeWise elementary outreach at AEC
- Women's ministries with small groups, prayer ministry developments
- Rev. On the Road exercise discipleship ministry
- Mens Large Group Fire Events and Every Man A Warrior groups
- 1-1 Discipleship development
- Creative Worship Team with Art and Music
- Prayer Team branching out into new areas and events
- Community Outreach with AEC Church Walk and Children's Playland
- Establishing direction for Ministry teams
- Young Adults Ministry

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

- Uniting the ministries of the various generations
- Providing more opportunities for Senior ministry to this community
- Making more effective use of our facilities
- Continuing to move into a more biblical model of church leadership

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

Lead Pastor

### **Full-Time Position?**

Yes

### **Reporting Relationship**

As one of the elders he is accountable to God and the other elders. Authority is divided amongst the elders. This position may be asked to serve on the executive team or lead additional teams as deemed necessary.

### **Overall Description of this Position**

Primary Purpose:

- To provide spiritual and pastoral leadership to the congregation of Archbold Evangelical Church with the other elders.
- Primary speaker/teacher for Sunday Morning Worship Gatherings.
- As a pastor/elder, and along with the elders, he is to equip the congregation for the various works of service through shepherding, preaching/teaching, and leading.

# LEAD PASTOR

## Archbold Evangelical Church

Archbold, Ohio



**CHEMISTRY**  
STAFFING

### Position Overview

- The position calls for a man who is gifted in communicating God's Word, both by example, preaching, and teaching, making the truth accessible to the hearts and minds of a multigenerational congregation.
- As an elder, he is able to articulate the Vision, Purpose and Process for the Church, and to lead in pursuit of those goals.
- He is a man with compassion and a desire to see people come to know Jesus Christ as Lord and Savior, along with the ability to develop unity of the Spirit within the church as he equips the saints for the work of ministry.
- Meets the Qualifications of an Elder as outlined in I Timothy 3:1-7 and Titus 1:5-9.

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

#### Position Competencies:

- Education – MA in Theology/Biblical Studies or equivalent preferred.

#### Position Responsibilities:

- Preaching /Teaching/Plan sermon series and preaching schedule.
- Funerals and weddings for AEC members, regular attenders, and their families as requested and appropriate.

#### Shepherding/Pastoral Care (with the Elders)

- Baptisms, pre-marital counseling for AEC members, regular attenders, and their families as requested and appropriate.
- Provide care for the spiritual, emotional, and physical needs as needed in partnership with other church leaders.
- Provide counseling as appropriate, referring to professionals those needing more extensive help.
- Provide hospital or other visitation as able and appropriate.
- Recruit others to assist in this ministry.

#### Other Ministry areas of importance:

- Devote time to personal development, including spiritual, mental, and physical well-being.
- Personal involvement in other AEC Ministries. (e.g. Life Group, Men's Ministry, Discipleship Ministries).
- Serve in other outside Ministry Opportunities as encouraged and approved by the elders.
- Represent AEC or help in appointing an appropriate representative in the Archbold Area Ministerial Association.

\*\*\*The intention of this ministry position posting is not intended to portray an exhaustive set of checkpoints, but it should give any prospective lead pastor a general idea of expectations. The unique gifts, personality, calling and direction of the Holy Spirit are always key elements in determining the ministry God is directing the lead pastor to be involved in. The position aspect identifies some priorities and provides areas for discussion concerning philosophy of ministry etc.

# LEAD PASTOR

## Archbold Evangelical Church

Archbold, Ohio



**CHEMISTRY**  
STAFFING

### **Urgency**

9-10

### **Finally...**

Thoughts on this role...

He has a strong calling on his life (Romans 11:29) and a strong call to serve at AEC. Has a passion to lead and teach Biblical truths at AEC and the surrounding communities. Sees the decision of following Christ as URGENT, COSTLY, and WORTH IT!

He desires to be Christ like, is humble, spiritually mature, loves God, loves people, and has a desire to grow in his Christian walk and to serve his own family and church family.

He has leadership skills to lead AEC (preaching and administrative) with the elders and staff and understands the importance to disciple others. He has the ability to recognize the need for Biblical discipline and the ability to carry it out with grace.

He is a good fit for AEC and the Archbold community and a good working relationship with the elders and staff. Great support from his wife/family, has a balance in his life both inside and outside of the church. He loves people of all ages and wants to know the entire congregation and see everyone spiritually thriving and involved in the ministry of the church.

He has the desire to serve in long term ministry. He has realistic expectations of himself and others and preaches undiluted Biblical truth.

He wants to mentor staff and desires to establish roots with AEC and build deep relationships.

# LEAD PASTOR

## Archbold Evangelical Church

Archbold, Ohio



**CHEMISTRY**  
STAFFING

### **Public Job Posting**

#### **Lead Pastor**

#### **Archbold Evangelical Church**

#### **Archbold, Ohio**

Archbold Evangelical Church in Archbold, Ohio is a member of the Fellowship of Evangelical Churches (FECministries.org) and has a vision for the church to "Love Jesus and Love People as we Gather, Grow, Give and Go." They are looking for a pastor/elder to join their team to carry the majority of teaching responsibilities. As an pastor/elder, along with the elders, he is to provide spiritual and pastoral leadership to the congregation and lead them in pursuit of its purpose, vision, and process as determined by the Elders. This person will be gifted in communicating God's Word, both by example, preaching and teaching, and making the truth accessible to the hearts and minds of a multigenerational congregation. The church has a suburban feel in a more rural area.

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

- Being the primary teacher for Sunday morning worship gatherings
- Equipping the congregation for the various works of service through shepherding, preaching/teaching, and leading
- Providing care for the spiritual, emotional, and physical needs as needed in partnership with other church leaders/elders
- Providing support, planning, encouragement, and leadership for any ministry areas or teams responsible for

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

- Gift of teaching
- Lead Pastor experience preferred
- Masters in theology or equivalent preferred
- Relational and caring with people
- Comfortable and able to communicate well with people of all ages

Archbold is a great place to live in Ohio. Living in Archbold gives residents a sparse suburban feel, and most residents own their homes. The community tends to lean conservative, and the public schools are highly rated. Low crime and low cost of living are two other obvious reasons to want to raise your family here. The median age in the city is about 38 years old. The city of Toledo is 50 miles away, and Detroit Airport is only 90 miles. Fort Wayne, Indiana, is also about 60 miles away, with a different airport and many amenities. Archbold provides that wonderful small-town sense of belonging with big cities only an hour's drive away.