



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

FAMILY PASTOR

Castine Church
Arcanum, Ohio

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Castine Church

Arcanum, OH



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Population of City

2,017

Population of County

51,323

Community Overview

Castine, Ohio is a quaint, conservative community that sits closely between many rural towns in Darke County including the county seat, Greenville. Darke County is covered with farmland and open spaces, lots of breathing room, and friendly, small-town charm. It is the #1 agricultural county in the state in corn and soybean production and leads the nation in egg production. Beyond agriculture, it is also home to several smaller businesses.

This area has a relaxed pace of life and small-town charm. Larger cities within an hour include Dayton, Richmond, and Troy. Within 2 hours, you can reach Cincinnati, Columbus, and Indianapolis. The area is generally identified as a good place for generations to take root for the long haul, although recent trends show the younger population moving to the conveniences and opportunities of the larger city. Castine and neighboring towns have many talented, middle-class residents who excel in their blue-collar professions. The community is predominately Anglo, 40% college-educated, and saturated with individuals with a strong know-how in their trade. There is a growing group of young, working-class who are looking for a place to find fulfilling work and raise a family. Overall, Castine and surrounding communities are predominately Christian with a large population claiming church attendance.

Church History

Castine Church started in 1923 and built a strong, rich legacy in their community. In 2000, Pastor Greg Hyre became the Lead Pastor. Through his visionary leadership, Castine Church saw significant growth and was known as the premier church in town. We were known for Biblical teaching, and having a receptive, Christian community culture. The church grew to over 500 in 2017. However, with COVID and a general decline in the local population, the in-person attendance is now around ~250/weekend while our online audience has expanded to nearly 100 people per-weekend.

Mission, Vision and Values

Our Purpose:

The purpose of Castine Church is the same mission Jesus gave his followers: Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit.

Our Vision:

The vision of Castine Church is: Modeling Christ and taking Him to the world.

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Our Values:

- Conforming to the Bible
- Recognizing God's Presence
- Cultivating God's Talents
- Serving Inside and Out
- Building Authentic Community

Average Weekend Attendance

300

Overview of Weekly Worship Gathering

We have one service at 10:00 a.m. Our music style is mostly modern with a blend of some traditional hymns. Our preaching style is exegetical.

Worship Style of Your Church

We play a fair amount of music from Elevation, Bethel, and Hillsong. We also include hymns as well, both original and modern interpretations thereof.

Tell Us About Your Facility

Our facility was built in 1996 and was renovated in the last 10 years. It's a very functional facility lacking only in gathering spaces pre/post services. We can seat around 400 in our main sanctuary. For larger service needs, we have a multipurpose space that can accommodate over 500.

Overall Budget (this fiscal year)

\$778,000

Overall Long-Term Debt of the Church

0

Denominational Affiliation and/or other Partnerships

We are not affiliated with any denominations. We have a group of missionaries of various organizations that we support.

Governance & Polity

We have an Elder Board that makes spiritual directional and broad decisions. The Senior Pastor makes many of the operational decisions and reports to the Elder Board.

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Current Paid Staffing Level

Full-time

- Senior Pastor
- Discipleship Pastor
- NextGen Pastor;
- Office Manager

Part-time

- Arts Director
- NextGen Assistant

Major Ministries of the Church:

Children's, Youth, Men's, Women's, Re|Engage Marriage Ministry, and all are beginning small groups

Outreach Programs Overview

- We have a sports ministry with basketball and volleyball that reaches over 60 students a year.
- We support a homeless ministry in Greenville and a Pregnancy Help Center for Darke County
- We also have a small food pantry on site.

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

Evangelical - Conservative

Published Theological Statement

The Bible

- We believe the Bible to be complete truth, completely inspired by God (God oversaw every aspect of the Bible's writing and fully endorses every aspect of its content as His truth) without error in the original writings, and the supreme and final authority (power or right) in Castine's faith and practice.

The Trinity

- The Trinity refers to God as three persons: God the Father, God the Son Jesus, and God the Holy Spirit. We acknowledge that the term "Trinity" is not found in the Bible and therefore we are open to different terms. However, we firmly believe the Bible speaks of one God existing eternally (without end) in three persons with equality in nature, glory and purpose. (See, Deuteronomy 6:4; 1 Corinthians 8:4, which express one God). The three persons representing one God are: God the Father, completely equal in power and authority with Jesus Christ and the Holy Spirit (see, Matthew 6:10-13; John 10:30; Acts 5:3-4). Jesus Christ, completely equal in power and authority with the Father and the Holy Spirit (see, Matthew 6:10-13; John 10:30; Acts 5:3-4). Holy Spirit, completely equal in power and authority with Jesus Christ and the Father (see, Matthew 6:10-13; John 10:30; Acts 5:3-4).

The Holy Spirit

- We believe that the Holy Spirit is personal (He may be lied to, Acts 5:3; blasphemed (to speak without respect

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about or to God), Matthew 12:31; grieved, Ephesians 4:30), and that He convicts the world of sin, righteousness, and judgment, John 16:8. He is one who makes it possible for each believer to live the Christian life, Romans 8:1-2. He also distributes supernatural gifts (those that can only come from God) to each believer to serve God and the church, 1 Corinthians 12:11.

Salvation Through Jesus Christ Alone

- We believe that salvation is first understood in a person's relationship to God before salvation. The Bible teaches that all have sinned (Romans 3:23), resulting in an adversarial (opposing) relationship to God (John 3:36). Sin makes it impossible for someone to have peace with God and ultimately a place in heaven. Jesus brings reconciliation to one's sinful position. Jesus satisfied God the Father's required payment for sin, eternal separation from Him, and freely offers eternal life to all that will accept Jesus' payment for his or her personal sin. Salvation can only be obtained through Jesus Christ's payment for sin, John 3:36; 14:6. Salvation is a willful surrender (repentance) from living by one's current way of life to a commitment to live by God's requirements as taught in the Bible. In other words, there is a decisive change in the way one understands life. No longer is the first question, "What do I want," but, instead, "What does God want" (Acts 3:19; 17:30-31; 2 Corinthians 5:17).

Believer's Baptism

- We believe that baptism is for anyone who has experienced the repentance of sin, and received salvation through Jesus Christ. We baptize, by immersion (under water), three times forward based on the formula given by Jesus in Matthew 28:19. Since we do not baptize infants, those unable to understand salvation, we offer services of dedication for infants. We understand baptism to be a response of obedience to the teaching of the New Testament. We understand baptism to be a sign indicating one's saving relationship with Jesus Christ.

An Eternal Heaven and Hell

- We believe that all who have accepted the payment of Jesus Christ, for personal sin, are immediately adopted into God's family as children of God. Further, all children of God will spend eternity in heaven with God, Romans 8:14-17. Just as heaven is eternal, likewise is hell (Matthew 25:46). The Bible teaches that there will be an eternal, everlasting conscience suffering (torment) for those dying without acceptance of Jesus Christ.

The Second Coming of Jesus Christ

- We believe that just as Jesus bodily arose from the grave, victorious over sin and death, He ascended into heaven to return to the earth in bodily form as He left, Acts 1:11; Revelation 1:7. At this time, Jesus will receive all that belong to Him into heaven and pronounce judgment on all others to eternal-conscience suffering, Matthew, 25:31-46.

Satan: Also Known as the Devil

- We believe him to be a personal being (Matthew 4:1-11), powerful (Jude 9), and eternally defeated (Revelation 20:10). His mission is to promulgate or teach lies that confuse and destroy the people of God (John 8:44, John 10:10)

Human Relationships

- We believe, by sincere conviction and by God's divine precepts that the gift of a sexual relationship is exclusive to one man and one woman in a lifelong marriage. 1 Corinthians 6:13; 1 Corinthians 6:18-20; Hebrews 13:4

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The Lord's Supper

- Lord's Supper is open to all that share a salvation experience with Jesus Christ. We share in Lord's Supper four times each year, two of which take place during the Sunday morning worship. Participants share in the Bread and Cup by coming forward to the front of the church to receive them. Two additional times (1st Sunday in October and Maundy Thursday) we dedicate an evening service to the Lord's Supper. The service begins with Self-examination, Feet washing, Fellowship meal, and ending with the celebration of the Bread and Cup.

The Virgin Birth

- We believe that Jesus Christ was born of God the Father, God the Holy Spirit, and the Virgin Mary. "Therefore the Lord Himself will give you a sign: Behold, the virgin shall conceive and bear a Son, and shall call His name Immanuel. . ." "So all this was done that it might be fulfilled which was spoken by the Lord through the prophet, saying: 'Behold, the virgin shall be with child, and bear a Son, and they shall call His name Immanuel,' which is translated, 'God with us'" Isaiah 7:14; Matthew 1:22-23.

Anointing for Healing

- The scriptural basis for the ordinance of anointing is strong, especially as contained in the direct command of James 5:13-16. We believe all healing has its source in God, and recognize that sometimes miraculous healing occurs which defies medical explanation. God also uses human skill and wisdom to heal. We believe there is physical, emotional, spiritual and psychological healing. We believe in anointing with anointing oil and the laying on of hands.

What theological hills will you die on?

Biblical Authority, Complementarianism, The Trinity, Biblical Sexuality

Hot-Button Social/Cultural Issues for Your Church

We believe that the Bible clearly states that marriage is for one man and one woman and that sexual activity is designed exclusively for marriage.

Biggest Church 'wins' in last 18 months?

Our online presence has flourished. Our giving has been consistent. Staff chemistry is good. Rollout of our App and communication platform has gone well. Sports outreach ministry has grown tremendously.

Biggest Opportunity for Your Church in the Next 12 Months

The addition of a true visionary Family Pastor to our ministry to give guidance and leadership to our faithful volunteer staff.

Church's Biggest Challenge for the Future

To grow in size and health in order to continue making life-long disciples in a post-COVID world.

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Title of Position You Are Hiring

Family Pastor

Full Time Position?

Yes

Reporting Relationship

Senior Pastor

Goals and Expectations:

We would like the Family Pastor to make a measurable impact on equipping parents to disciple their children and generate spiritual anticipation in parents of younger children in the first year. Further, by the end of the first year to have clear-measurable goals to accomplish parents disciplining their children in Castine's 5 values: (1) To conform to the Bible; (2) To recognize God's presence; (3) To cultivate their spiritual gifts; (4) To serve inside and outside the church; (5) To experience authentic community and grow marriages to understand and experience biblical principles specific to marriage.

He should convey spiritual growth personally and increasingly instill confidence in his leadership within his first year. Within a year, he should have identified helpful lay leadership and formed a relationship that assisted him in promoting family ministry at Castine.

Do you have a job description for this role?

Castine Church: "Growing godly men, women, marriages, and children to reach the world."

Hours: Full-time

Classification: Salaried

Supervisor: Senior Pastor

Description:

- The Family Pastor will develop parents to disciple their children in Castine's 5 values: (1) To conform to the Bible; (2) To recognize God's presence; (3) To cultivate their spiritual gifts; (4) To serve inside and outside the church; (5) To experience authentic community.
- He will grow marriages to understand and experience biblical principles specific to marriage. The primary focus is to equip, educate, and empower families, children, and marriages to know and follow Jesus and influence others for Him. The Family Pastor will also assist in preaching and general ministry.

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Responsibilities:

- Cast vision to grow strong marriages and for parents to disciple their children.
- Plan and assist in the execution of special events, camps, trips, and Vacation Bible School
- Manage and plan the annual budget for ministry area
- Ensure compliance with and advance the security standards for family ministry
- Develop Children's facilities to ensure a fun and memorable experiences
- Communicate effectively with parents and key leaders about the family ministry opportunities using communication tools provided by Castine
- Oversee small group activities
- Select family ministry curricula and equip leaders to use it
- Maintain regular contact with leaders in the ministry area
- Attend weekly staff meetings to stay coordinated with the other staff about the weekend, upcoming events, and to grow in Christ together
- Attend regularly occurring Ministry Team meetings
- Attend regularly occurring elder meetings
- Preach occasionally on Sunday mornings
- Officiate weddings and/or funerals as needed by the Senior Pastor
- Do occasional hospital visitation as needed by the Senior Pastor

Education and Experience

- A bachelor's degree in family ministry, family education, or a related field is preferred.
- 3-5 years of ministry leadership experience in family ministry as an alternative to education is acceptable.

Personal Characteristics

- A vibrant and growing relationship with Jesus Christ
- A deep passion for the discipleship of children and their parents and marriages
- The ability to cast a strong vision for family ministry
- Good interpersonal skills
- A passion to reach a rural community with the gospel

Educational Preferences

It is important, but there is a willingness to consider experience and results as a family pastor.

Experience:

We would prefer younger and more teachable.

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Denominational Affiliation

It is not important

How important is geographical location to you?

Castine is a rural ministry and holds this mindset. Anyone from a geographical location that values an urban context would likely struggle to find a fit at Castine.

What skills are you looking for specifically?

Leadership the ability to vision cast and equip lay leaders to help in reaching the vision, teach the Bible, and enjoy shaping people for Jesus.

What technical abilities (if any) are required?

Social media skills, generally the ability to use technology to advance the position description.

Equipper or Doer?

We prefer an equipper.

Attractional vs. Missional

Missional

Budget Area Supervision:

\$9,500.00

Personal Characteristics Desired

Godly, honest, a willingness to work as a staff (give and take) and enjoy ministry work as something God expects of my life.

What would immediately disqualify someone?

Castine would struggle with someone divorced; someone without a passion for ministry, someone who does not love people; and someone with a history of division and conflict.

Urgency

7

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Other “Nice to Have” Skills

It would be nice to have proficiency in online ministry and media technology: podcasting, cameras, videos, etc.

Finally...

Someone committed to growing with a team to grow godly families through Castine with joy and a strong sense of “this is what Jesus has shaped me to do.

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Public Job Posting

Castine Church

Family Pastor

Arcanum, Ohio

Castine Church in Arcanum, Ohio sees its mission as growing godly men, women, marriages, and children to reach the world. They are looking for a Family Pastor to join them in this mission. The Family Pastor will develop parents to disciple their children in Castine's 5 values: (1) To conform to the Bible; (2) To recognize God's presence; (3) To cultivate their spiritual gifts; (4) To serve inside and outside the church; (5) To experience authentic community. The primary focus is to equip, educate, and empower families, children, and marriages to know and follow Jesus and influence others for Him.

What you'll be doing:

- Casting vision to grow strong marriages and for parents to disciple their children.
- Planning and assisting in the execution of special events, camps, trips, and Vacation Bible School
- Developing Children's facilities to ensure a fun and memorable experiences
- Overseeing small group activities
- Preaching occasionally on Sunday mornings

What you need to have:

- A vibrant and growing relationship with Jesus Christ
- A deep passion for the discipleship of children and their parents and marriages
- The ability to cast a strong vision for family ministry
- Good interpersonal skills
- A passion to reach a rural community with the gospel

Castine, Ohio is a quaint, conservative community that sits closely between many rural towns in Darke County including the county seat, Greenville. Darke County is covered with farmland and open spaces, lots of breathing room, and friendly, small-town charm. Larger cities within an hour include Dayton, Richmond, and Troy. Within 2 hours, you can reach Cincinnati, Columbus, and Indianapolis. The area is generally identified as a good place for generations to take root for the long haul.

