



**CHEMISTRY**  
STAFFING

# **CHURCH & CANDIDATE PROFILE**

## **PASTOR OF STUDENTS & FAMILY LIFE**

Cochranton Community Church  
Cochranton, Pennsylvania

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**CHEMISTRY  
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## **Population of City**

1,100

## **Population of County**

85,000

## **Community Overview**

Cochranton Borough is a small town in Northwest Pennsylvania nestled in the valley of the French Creek Basin in Crawford County. This quaint rural farming town hosts only one traffic light but has charm for miles. There is a beautiful community park at the center of town, and French Creek, which borders the southern end of town, is a hot spot for fishing, kayaking, and afternoons spent splashing about. A few small manufacturing shops call the borough home, and the high school classes typically hold 60-70 students per grade. While small in numbers, the school is able to offer a host of sports, clubs, and activities. They also partner with neighboring schools for sports that are not offered locally, such as golf, swimming, and track.

## **Why People Like Living Here**

Cochranton is the true definition of a close-knit community. This is a place where people take care of one another, and folks take pride in their small town. The community pulls together for various events such as Memorial Day services and the annual fair, and the support for our local sports teams is never lacking. Cochranton is as safe a town as you will come across and a wonderful place to raise a family. While out in the country, we are within easy driving distance to larger cities such as Erie and Pittsburgh, PA, which are host to professional sports, art, and culture centers.

## **Church History**

- The Cochranton Community Church (CCC) of the United Brethren in Christ was founded in March of 1973. As an unorganized church, we met in the home of Jack and Grace Motzing for about a month before moving to the Fairfield Township Hall. Our first pastor arrived in April and his name was Robert Simmons.
- Within one year, the church was in need of a bigger building. The Mennonite Church at the bottom of Steen Hill Road became available at a modest cost and we were able to purchase it in the spring of 1974.
- During the years from 1974 until 1982, the church experienced growth and we were back where we started, short of parking, pew space and Sunday School rooms. In 1982, we purchased the land where the church now sits and began to put together plans for a new building. In late spring of 1982, we broke ground and our new building began to take shape. This original building included a sanctuary, two overflow rooms, a nursery, pastor's office, storage room and restrooms. In addition, we had a small kitchenette, very small fellowship room area and three classrooms. On January 16, 1983, we had our first service in the new building. God blessed us and our sanctuary was full on a regular basis by Easter 1983 (just three months after moving in!) and we therefore went to a two worship service schedule. Within a very short time, we began to realize our Sunday School space was limited and plans started on

# PASTOR OF STUDENTS & FAMILY LIFE

Cochranton Community Church  
Cochranton, PA



**CHEMISTRY  
STAFFING**

another addition which was completed in January of 1985. With the new addition and another worship service at 8:00 AM, giving us a two Sunday School / three worship service schedule, it looked like we would have adequate space for a while.

- As the 1990s dawned, it was plain to all that another building plan was needed. We went back to the drawing board to build an addition that would more than double our space and would include a combination gymnasium/social hall. Our current facility consists of a 500-seat sanctuary, a spacious lobby with an Information Center, a 17-classroom Educational Complex, four offices, three sets of restrooms, a large kitchen, a combination gymnasium/social hall, and a spacious blacktop parking lot. We are a blessed and fortunate congregation indeed!

## **Vision, Mission, Values**

At Cochranton Community Church, our mission is to be a church that is continually "Sharing the love of Jesus so that our families, our community, the next generation, and the world will know Him as Savior." This means that we strive to be a loving, Christ-centered community of believers.

Our Core Values - "The fundamental beliefs of an organization which direct behavior and act as guardrails"

1) THE BIBLE: for Godly living

All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness so that the servant of God may be thoroughly equipped for every good work. — 2 Timothy 3:16-17

2) WORSHIP: for praise & adoration

Therefore, since we are receiving a kingdom that cannot be shaken, let us be thankful, and so worship God acceptably with reverence and awe, for our God is a consuming fire. —Hebrews 12:28-29

3)PRAYER: for confession, thanksgiving & petition

Let us then approach God's throne of grace with confidence, so that we may receive mercy and find grace to help us in our time of need. —Hebrews 4:16

4) COMMUNITY: for discipleship & relationships

And let us consider how to stir up one another to love and good works, not neglecting to meet together, as is the habit of some, but encouraging one another, all the more as you see the day drawing near. —Hebrews 10:24-25

5)RELEVANCY: for reaching the next generation

That the generation to come might know, even the children yet to be born, that they may arise and tell them to their children... —Psalm 78:6

6) OUTREACH: for sharing the gospel in our community & beyond

Therefore, go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit... —Matthew 28:19

7) SERVICE: for putting others above ourselves

And do not forget to do good and to share with others, for with such sacrifices God is pleased. —Hebrews 13:16

# PASTOR OF STUDENTS & FAMILY LIFE

Cochranton Community Church  
Cochranton, PA



**CHEMISTRY  
STAFFING**

8) Stewardship: for being obedient to God and generous to others

Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms. —1 Peter 4:10

## **Average Weekend Attendance**

250

## **Attendance Trend**

Growing

## **Overview of Weekly Worship Gathering**

- We offer a contemporary worship service at 9:30am on Sunday mornings. The service typically includes a musical set by our incredibly talented Praise Team, a time of prayer and reflection, a sermon by our Senior Pastor, and then a closing song. Afterward, all are invited to a fellowship time in our social hall, followed by Bible Classes for all ages. The adults are able to choose from a variety of class offerings, and we also have child class offerings available.
- During the regular service at 9:30am, we offer childcare and kid's activities from nursery to preK, and children's church (dubbed Mighty Messengers) for children kindergarten to 5th grade. Mighty Messengers consists of games, crafts, music, and video lessons from the Orange curriculum. We typically have 30+ children attend this service.
- Our Youth Group meets on Sunday nights from 6-8pm typically inclusive of games/activities, a snack, and lesson series of some type.
- Our church offers a host of small group/Bible studies throughout the week that either take place at the church, homes or the Motzing Center, which is owned and operated by CCC.

## **Worship Style of your Church**

We utilize a contemporary worship style.

## **Tell Us About Your Facility**

- Our facility was built in the 1980s, with a massive addition taking place in the 1990s. Approximately 2 years ago, we did a complete overhaul of the sanctuary with new lighting, carpeting, stage area expansion, and removal of the church pews, now replaced with chairs. At the same time we also updated our lobby areas for a more modernized and welcoming atmosphere for new families.
- Our Mighty Messengers and church service childcare hosts digital check-in centers with a 2-tag security protocol for releasing children to and from classes. We have several dedicated Sunday School classrooms to host our variety of class offerings.
- We also have a large gymnasium/social center that is the host of many events and outside activities such as sports practice, workout classes, and local clubs.

# PASTOR OF STUDENTS & FAMILY LIFE

Cochranton Community Church  
Cochranton, PA



**CHEMISTRY  
STAFFING**

- The youth group has an area all their own, entitled “the Loft,” which was recently redecorated and given new amenities such as lounge seating and a ping-pong table.
- The church is also host to Sonlight Learning Center, which is a licensed preschool and early-learning center committed to nurturing children in a Christian environment. As expected, there are a host of dedicated classrooms, playrooms, and storage spaces devoted to this ministry. The center also offers a badge-only access system to the building for student security.

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

\$500,000

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

None

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

United Brethren in Christ

## **Governance & Polity**

The church is operated through a Board structure with a group of Elders to support the staff and church members. The board is comprised of the staff members as well as appointed Commission Chairs for various areas of focus within the church, such as: Personnel Relations, Christian Education, Finance, Property, Missions and Outreach, etc.

## **Current Paid Staffing Level**

Full-time

- Senior Pastor
- Associate Pastor of Worship and Connections
- Sonlight Director
- Administrative Assistant
- Associate Pastor of Student and Family Life (open)

## **Major Ministries of the Church**

- Sunday Morning Service - 9:30am (detailed earlier)
- Bible Classes - Sunday Mornings @ 11am (detailed earlier)
- Youth Group - Sunday evenings @ 6pm, 7-12th grade (detailed earlier)
- Sonlight Learning Center - Mon-Fri (detailed earlier)
- Bible Studies/Small Groups - Varying nights, locations, and courses of study. We typically do a Fall and Spring launch effort to promote the opportunities.

# PASTOR OF STUDENTS & FAMILY LIFE

Cochranton Community Church  
Cochranton, PA



**CHEMISTRY  
STAFFING**

- Motzing Center - Movie Theatre and Coffee Lounge that provides a friendly atmosphere and quality family entertainment. Owned and operated by CCC primarily through church volunteers.
- Kamp 4 Kids - Annual 1-week day camp for elementary-age children reaching 300+ children from the local community, completely volunteer ran and supported by a staff of 90+ volunteer teen counselors and 40+ adult helpers. The camp is dually hosted at a local campground and local Boy Scout Camp, and the days are packed full of games, activities, storytime, singing/worship, adventure hikes, and swimming. The children attend during the daytime and then counselors stay all week in army tents and enjoy great fellowship and evening campfire chapel sessions.

## **Outreach Programs Overview**

The Church supports a wide variety of missions and organizations, which include everything from financial contributions to folks serving on mission trips and local community service work. The Motzing Center is a primary point of focus for outreach to the local community, as well as our involvement in community church services, community clean-up days, etc.

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

Evangelical - Conservative

## **Published Theological Statement**

Doctrinal statements from the United Brethren Org can be found here:

> <https://ub.org/about/where-we-fit/>

> <https://ub.org/doctrinal-statements/>

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

- Salvation by grace through faith only (the candidate must be able to explain the biblical/evangelical plan of salvation and "lead me to the Lord").
- Baptism is an outward indication of an inward transformation, not a means of salvation.
- The Bible as the inerrant Word of God.
- Conservative theology

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

- Liberal societal and cultural beliefs and/or practices are not acceptable
- Though we do not require a 100% theological matchup on issues that are non-essential for salvation, such as eschatology, women in ministry, etc., we always stand on the non-negotiable truths in the Word of God. Per the UB website: "The church's historic position has been to stand firm on biblical absolutes, allow freedom where the Bible allows freedom, and maintain unity when disagreements arise."

# PASTOR OF STUDENTS & FAMILY LIFE

Cochranton Community Church  
Cochranton, PA



**CHEMISTRY  
STAFFING**

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

- With a focus on discipleship, the church has launched a network of Life Group programs.
- We were one of the first local churches that made an effort to reopen as soon as we were legally permitted during COVID.
- The church co-hosted a community church service in our town park this summer with several hundred people in attendance.
- Our Kamp for Kids attendance level was the highest in the camp's history for both campers and counselors.
- The Youth Group has fundraised \$12,000+ to support a church in Uganda.

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

We are promoting the concept of Discipleship under the label of moving people to "The Upper Room." This spiritual prompting is heavily surrounded by prayer and has the ability to change the core of our membership from church attenders to disciples of the Word. We know God is calling us to make this move and we are still figuring out how to get there.

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

Growth; since our Senior Pastor started five years ago, we have had the vision to grow the size of our church; however, we have seemingly plateaued with COVID. On faith, we are continuing with our vision to grow by maintaining this associate pastoral role, even though it runs our operating budget for the church quite thin. Also, we have recently given large raises to the employees of our Sonlight Learning Center out of necessity for employee retention, and we are trusting that the Lord will continue to grow their ministry to compensate for the increased expenses.

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

Pastor of Students and Family Life

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

## **Overall Description of This Position**

The purpose of the Pastor of Students and Family Life position is to build young disciples for Christ by developing and implementing a comprehensive approach to child and youth ministry (in the areas of group building, worship, discipleship, mission, and outreach) while serving as a spiritual leader and role model. Along with this, this person will foster spiritual development for the entire family by providing resources and opportunities for parents to learn and excel in their ability to create a Christ-centered environment in the home.

## **Reporting Relationship**

The role will directly report to the Senior Pastor.

# PASTOR OF STUDENTS & FAMILY LIFE

Cochranton Community Church  
Cochranton, PA



**CHEMISTRY  
STAFFING**

## Goals and Expectations

First 60 Days (with allowance for the relocation):

- Work to establish a rhythm to your work week and duties
- Begin building relationships with staff, board members, elders, parents, and students
- Begin to establish consistency in student ministry activities
- Begin recruiting and training student ministry leader

First 120 Days:

- Have your student ministry system established and in place
- Develop routine student small groups/discipleship time
- Establish a connections strategy to remain in continuous contact and support of the youth
- Explore and develop worship opportunities for student meetings
- Be visible at local school activities
- Begin reaching out to other youth pastors in the area

First 240 Days:

- Coordinate collaborative youth events with local churches, ie - Overflow events planned and scheduled for the Motzing Center
- Begin developing relationships with local school faculty
- Student activities planned and scheduled 6 months in advance
- Student ministry leaders recruited, trained, and serving
- Establish a strategy for family ministry in alignment and support of the Church's "Upper Room" philosophy
- Explore focused ministries for transitional age groups (Children's Ministry to Middle School, Middle School to High School, High School to Young Adult, etc.)

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

Responsibilities:

- Oversee and coordinate all aspects of the children's and student ministry (cradle through 12 grade).
- Be an advocate for youth and educate the congregation about the hopes, concerns, and needs of youth in the local church and community.
- Work closely with current and future student leaders for training, equipping and encouragement.
- Provide opportunities for students to serve within the church and community.
- Create a presence in the community by building relationships with local middle school and high school leadership
- Recruit and equip lay leaders for all areas of Family Ministries.
- Help plan, organize, and oversee our Sunday morning children's activities (Orange curriculum), and Sunday evening student activities.



# PASTOR OF STUDENTS & FAMILY LIFE

Cochranton Community Church  
Cochranton, PA



**CHEMISTRY  
STAFFING**

- Recruit and train volunteers who work with youth in all aspects of youth ministry and ensure adequate volunteer support and adult-to-youth ratios.
- Lead meetings with volunteers and parents to increase communication and address any concerns.
- Support and guide the work of the Youth Commission and the Christian Education (CE) Commission in directing monthly planning sessions, prudently overseeing commission budgets, and annually evaluating the achievements, vision, and goals of both ministries.
- Coordinate Sunday school curriculum for youth and recruit teachers in partnership with the Christian Education Commission chair.
- Make yourself available to youth in a variety of ways (i.e. Motzing Center, visitation, times of crisis, etc.)
- Build relationships with parents for ongoing ministry opportunities.
- Be the “cheerleader” for the mission and values of the Church.
- Assist with the pastoral needs of the entire congregation (pastoral care, leadership, teaching, preaching etc.).
- Overseeing and attending all Kamp 4 Kids meetings and activities.

## Expectations:

- Attend the worship service when not participating in children’s activities
- Teach and/or provide teachers for the Sunday morning student Bible classes
- Be on time or early to all meetings and events
- Work towards UB licensing

## Qualifications:

- Bachelor’s Degree in ministry/related subject or High School Diploma/GED along with at least four years of youth/ministry-related experience

## **Educational Preferences**

We are 50/50. While highly valuing education, we realize that often life experience is a better teacher. So, education is not necessarily essential, and individuals would need documented/proven life experience to compensate for that gap.

## **Age Vs. Experience**

- At this point in the growth of our church, I would say we are leaning towards the more experienced individual.
- Someone who is self-motivated and self-directed.

## **Denominational Affiliation**

Not essential as long as our theology aligns. The candidate must be willing to pursue denominational licensing by the United Brethren Denomination as a requirement of the role.

# PASTOR OF STUDENTS & FAMILY LIFE

Cochranton Community Church  
Cochranton, PA



**CHEMISTRY  
STAFFING**

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

- Leadership
- Passion
- Relational and relationship building
- Self-direction
- Self-motivation
- Organizational skills

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

- Required: Ability to function with Microsoft Office Suite or similar applications with Apple, ability to use Facebook, Instagram, and other formats of social media.
- Nice to Have Abilities: Video editing, ProPresenter, musical talents

## **Equipper or Doer?**

I believe a doer is most appropriate for the role currently.

## **Attractional Vs. Missional**

Missional

## **Budget Area Supervision**

\$50,000

## **Personal Characteristics Desired**

Relatable, easy-going, humble, passionate, trustworthy, and humor

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

- If they varied on our core theology as a church/denomination
- Homosexuality
- Inability to obtain clearances for work with children

## **Urgency**

5

# PASTOR OF STUDENTS & FAMILY LIFE

Cochranton Community Church  
Cochranton, PA



**CHEMISTRY**  
STAFFING

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

We would like someone who is:

- Inherently active and enjoys planning retreats, games, and activities and able to be a presence in the people's lives outside of the church walls.
- Willing to spend some evenings at local sporting events, volunteer at our coffee lounge, and is able to relate with youth on their level.
- Has an active presence online and understands trends in technology, fashion, social media, etc.

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

- Worship leading
- Some tech experience

## **Finally...**

We are looking for an experienced and passionate individual who will relate to and shepherd the youth and families of CCC in their walk with Christ.

# PASTOR OF STUDENTS & FAMILY LIFE

Cochranton Community Church  
Cochranton, PA



**CHEMISTRY  
STAFFING**

## **Public Job Posting**

### **Pastor of Students & Family Life**

### **Cochranton Community Church**

### **Cochranton, Pennsylvania**

Cochranton Community Church in Cochranton, Pennsylvania, is looking for an experienced Pastor of Students and Family Life to join their team. This person will build young disciples for Christ by developing and implementing a comprehensive approach to child and youth ministry (in the areas of group building, worship, discipleship, mission, and outreach) while serving as a spiritual leader and role model. Along with this, the Pastor of Students and Family Life will foster spiritual development for the entire family by providing resources and opportunities for parents to learn and excel in their ability to create a Christ-centered environment in the home.

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

- Overseeing and coordinating all aspects of the children's and student ministry (cradle through 12 grade)
- Being an advocate for youth and educating the congregation about the hopes, concerns, and needs of youth in the local church and community
- Creating a presence in the community by building relationships with local middle school and high school leadership
- Helping plan, organize, and oversee Sunday morning children's activities (Orange curriculum), and Sunday evening student activities
- Building relationships with parents for ongoing ministry opportunities
- Assisting with the pastoral needs of the entire congregation (pastoral care, leadership, teaching, preaching, etc.)

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

- Leadership
- Passion
- Relational and relationship building
- Self-direction
- Organizational skills

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**Apply Here: <https://www.chemistrystaffing.com/cochranton-pastor-students-pennsylvania>**