



**CHEMISTRY**  
STAFFING

# **CHURCH & CANDIDATE PROFILE**

## **NEXT GENERATION PASTOR**

Destination Community Church  
Prestonsburg, KY

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## Destination Community Church

Prestonsburg, KY



### **Population of City**

3,225

### **Population of County**

35,845

### **Community Overview**

Located in the beautiful mountains of Eastern Kentucky, Prestonsburg is a small, rural hometown city. It is the county seat (Floyd County); and, as a result, see's a lot of visits from people in the county and attracts people from all walks of life.

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

Prestonsburg boasts a small-town family feel. We enjoy all four seasons of the year, and it is a great place to live for people who like the outdoors (hiking, biking, kayaking, hunting, fishing, golf, etc.). There's also a great sense of pride in the community that centers around Church, schools, and sports.

### **Church History**

Destination Community Church began in November of 2009. During this season, there were a group of twelve individuals who came together with a desire to make a difference in the Floyd County region. At the time DCC was started, a George Barna study showed that 90% of Floyd County (23,000 people) did not go to Church and have a relationship with Jesus.

From the very beginning, we wanted to be a place where no matter who you are, where you're from, whether you've been in Church your whole life, never been to a Church, or have been hurt/burned by the Church, you are in an environment where you are loved, welcomed, and the message of Jesus is very clear. DCC was started by our Founding Pastor, Lee Boyd, who served bi-vocationally in this role until 2016. From there, a full-time Senior Pastor was hired who served until December of 2019. Our current Lead Pastor, Jacob Dickerson began serving full-time in July of 2021.

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

The Vision: A vision is a preferred picture of the future; it is an intended destination and where you want to be.

- At Destination Community Church, our vision is to lead people into a growing relationship with Jesus.

The Mission: If a vision is a preferred picture of the future, a mission is how we achieve that reality.

- At Destination Community Church, our mission is centered around three words: REACH people far from God, SERVE and meet physical/spiritual needs in our community, and GROW to become more like Jesus through small groups.

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## REACH:

- One of the primary ways we strive to REACH people at DCC is through our weekend services.
- During the weekend, we strive to create welcoming, hospital, Gospel-centered environment where people of all walks of life can come, worship, and hear about the God who loves them.
- We also strive to be intentional in what we communicate and how we communicate it, especially in our preaching. We are application driven, not information driven (that way ANYONE can identify what God wants them to KNOW, and what God wants them to DO), and we're always mindful that there will be non-Christians in the room; because of that, we strive to communicate in a way that everyone can understand, speak the language of the culture without compromising and being like the culture, and be a Church that unchurched people like to attend.

## SERVE:

- DCC isn't just a place where we gather together; DCC is a place where we GO together!
- Throughout the year, we host strategic events where we can SERVE our community, along with supporting ministries that are ALREADY doing a great work in our area.

## GROW:

- At DCC, we're not just about doing ministry together, we're about doing LIFE together!
- As we gather together in small groups, we're able to develop relationships, ask questions about our faith, and grow in our relationship with Jesus in ways we can't do alone.

## Average Weekend Attendance

180

## Overview of Weekly Worship Gathering

- We have two Sunday morning services at 9:30 and 11:15. Services are typically 60 minutes.
- Our worship style is contemporary, our preaching is conversational, and our atmosphere is relaxed and casual, with most people wearing jeans and a t shirt.
- We also have a first impressions team that serves on Sunday morning, which includes greeting, coffee bar, and information desk teams.
- Children's Ministry is offered at the 11:15 service, and Small Groups/Student Ministry are offered Sunday night at 6:00 p.m.

## Tell Us About Your Facility

We are located in a 5,000 sq foot storefront building downtown. The entrance opens into a large lobby with a coffee bar, several tables, a kid's ministry check-in, and a guest service desk. This area is also used for food during fellowship events. We have two large kids ministry rooms and one nursery, and our auditorium seats 200.

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

\$307,652

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

We are debt free as of June 2021!

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

Celebrate Recovery

## **Governance & Polity**

Destination Community Church is staff-led and board protected. The Lead Pastor leads the vision and mission of the Church, making key decisions about direction and ministries alongside key team members and volunteer ministry leaders. At the same time, the Board of directors approves all financial decisions, oversees hiring, ordination, facilities, business-related areas of the church, and is the group the Lead Pastor is directly accountable too.

## **Current Paid Staffing Level**

Lead Pastor

## **Major Ministries of the Church**

- Small Groups
- Children's Ministry
- Youth Ministry
- Celebrate Recovery

## **Outreach Programs Overview**

- Celebrate Recovery
- We partner with several local ministries/missions financially and occasional volunteer needs. (Floyd Co Health Dept, Hand in Hand Ministries, Fishes and Loaves Food Bank, God's Appalachian Partnership, Neighbors Helping Neighbors, City Christmas Parade and City Back to School event)
- We spend a minimum of 10% of all income through our missions fund.

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

Evangelical - Conservative

## **Published Theological Statement**

The following are the core beliefs of Destination Community Church based on the foundational truths taught in the Bible. All of our teaching and ministry is rooted in and flows out of these biblical doctrines.

### God

God is the Creator and Ruler of the universe. He has eternally existed in three persons: the Father, the Son, and the Holy Spirit. These three are co-equal and are one God. (Genesis 1:1,26,27; 3:22, Psalm 90:2, Matthew 28:19, I Peter 1:2, II Corinthians 13:14)

### Eternity

People were created to exist forever. They will either exist eternally separated from God by sin, or in union with God, through forgiveness and salvation. When we die, we will either spend eternity in Heaven or Hell. Eternal separation from God happens in Hell. Eternal union with God occurs in Heaven. (John 3:16, I John 2:25; 5:11-13, Romans 6:23, Revelation 20:15)

### Salvation

Salvation is a gift from God to mankind. We can never make up for his sin by self-improvement or good works. Only by trusting in Jesus Christ as God's offer of forgiveness can we be saved from sin's penalty. Eternal life begins the moment one receives Jesus Christ into his life by faith. (Romans 6:23, Ephesians 2:8-9, John 14:6; 1:12, Titus 3:5, Galatians 3:26, Romans 5:1)

### Jesus Christ

Jesus Christ is the Son of God. He is co-equal with the Father. Jesus lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all people by dying on a cross. He arose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven's glory and will return again to reign as King of Kings and Lord of Lords. (Matthew 1:22-23, Isaiah 9:6, John 1:1-5; 14:10-30, Hebrews 4:14-15, I Corinthians 15:3-4, Romans 1:3-4, Acts 1:9-11, I Timothy 6:14-15, Titus 2:13)

### The Holy Spirit

The Holy Spirit is equal with the Father and the Son as God. He is present in the world to make people aware of their need for Jesus Christ. He also lives in every believer 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 daily. (II Corinthians 3:17, John 16:7-13; 14:16-17, Acts 1:8, I Corinthians 2:12; 3:16, Ephesians 1:13, Galatians 5:25, Ephesians 5:18)

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### The Bible

The Bible is God's Word to all mankind. It was written by human authors under the supernatural guidance of the Holy Spirit. It is the supreme source of truth for Christian beliefs and living. (II Timothy 3:16-17, II Peter 1:20-21, II Timothy 1:13, Psalm 119:105,160, Psalm 12:6, Proverbs 30:5)

### What theological hills will you die on?

- Salvation is by grace alone, through faith alone, in Christ alone (Romans 10:9-10).
- Baptism is for an individual who has a relationship with Jesus Christ and is a means of going public with their faith (Matthew 28:16-20; Acts 18:8; Acts 19:4-5).
- The Bible is the inspired, infallible, inerrant word of God (2 Timothy 3:16).
- Marriage is between one man and one woman (Genesis 2:24).
- While God has created man and woman with equal worth and value (Genesis 1:26), God has limited the office of pastor/elder to a man (1 Timothy 3:1-7; Titus 1:5-9), this including the teaching and preaching of the Bible during a weekend worship service.

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

We do not endorse homosexuality or gay marriage.

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

- 20 Salvations
- 25 Baptisms
- 26% Growth in Weekend Service Attendance (140 - 180)
- 100% growth in Children's Ministry Environments (12-24)
- Gave \$50,000 to meet needs in our community, state, country, and world

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

- Launching DCC Kids at both services. This will free up space at our 11:15 service (currently at 75% capacity) to reach more families in our community. COVID 19 culture shift. - Re-Launch mindset.
- Re-engaging our Building Campaign to expand our current campus and create dynamic environments for Students and Kids.

### Church's Biggest Challenge for the Future

- Re-engaging people who disappeared during COVID 19
- Pastoral care for our church
- The probable economic downfall from COVID 19 shutdowns
- Developing leaders

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

Next Generation Pastor

## **Category of Hire**

Family Pastor

## **Full-Time Position?**

Yes

## **Reporting Relationship**

The Next Generation Pastor will report to the Lead Pastor.

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

Principle Function: The Next Generation Pastor will be a champion for the next generation, providing leadership and oversight for children, students, and families, Birth - 12th Grade, at Destination Community Church as we fulfill our vision of leading people into a growing relationship with Jesus.

## Qualities and Skills Needed:

- Excels at leading and developing leaders
- Enjoys collaborative ministry and thrives in a team setting
- Self-motivated and flexible with strong organizational skills for growing, mobilizing, and maintaining a strong and effective team and ministry
- Has credibility with parents and is knowledgeable about the challenges they face
- Preferred experience and knowledge with Orange Curriculum and how to incorporate and implement this within a ministry environment

## Responsibilities:

- Provide vision and leadership to DCC Kids (Birth - 5th Grade) and XP3 (Student Ministry 6th - 12th Grade).
- Grow and maintain attendance in Children's Ministry and Student Ministry to 15% of weekend service attendance.
- Lead and assist our volunteer teams with regard to curriculum, leader recruitment/development, and scheduling.
- Develop and implement a plan for on-going parent training and encouragement.
- Be present and involved in the community (i.e., High School sports, concerts, award days, etc.).
- Coordinate family ministry events throughout the year (i.e., Parent/Child Dedication, Family Fun Day, etc.).
- Ensure successful transitions in each ministry environment (i.e., Children's Ministry to Student Ministry, Student Ministry to Adult Small Group Ministry).
- Serve as a communicator during the weekend services (hosting and/or preaching) as it relates to Family Ministry.

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Personal/Spiritual Requirements:

- A growing relationship with Jesus Christ
- Full Time - 40 Hours/Week
  - Working days are Sunday - Thursday, with Monday being a full day on campus and home office being maintained Tuesday - Thursday (contingent on the completion of our office space).
- Engaged regular attendee of Destination Community Church, or willing to become one upon hire, who supports the mission and vision established by the church.
- Participate in authentic community by being involved in a Small Group.
- Supporting the ministries of DCC by faithfully giving at least 10% of gross income.

## **Educational Preferences**

Bachelors degree in a ministry related field or significant experience in the area of Family Ministry.

## **Age vs. Experience**

Experience in family ministry environments

## **Denominational Affiliation**

While we are conservative in our theology, there are people at DCC with all kinds of denominational backgrounds; because of that, we do not place a high emphasis on denominational affiliation.

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

Ideally someone who understands and identifies with rural / Appalachian areas.

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

- Planning Center Apps (Groups, People, Registrations, Check-Ins)
- ProPresenter
- Orange Curriculum (i.e., familiar with how to purchase, download, print, and organize curriculum, slides, bumper videos, etc.,)
- Facebook, Instagram, Twitter

## **Equipper or Doer?**

Equipper

## **Attractional Vs. Missional**

Attractional: Currently, 90% of our population does not go to church or have a relationship with Jesus. Our weekend



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services are designed for the un-churched/de-churched while remaining intentional in discipleship through small groups and outreach through ministries, events, and service projects (i.e., Celebrate Recovery, Family Fun Day, Serve The City Day, etc.,).

## **Budget Area Supervision**

\$20,000

## **Personal Characteristics Desired**

- A growing relationship with Jesus Christ
- Vision-Centric
- Relational
- Coachable/Teachable
- Team player

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

Lack of calling to both Kids and Students. We need someone to lead and equip/develop leaders for both. If you don't see yourself in a family ministry role long-term and view this role as a "stepping stone" to something greater, it may not be the best fit for you. A calling to families is a must.

## **Urgency**

10

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

- Growth mindset
- Ability to communicate in an age-appropriate way to both kids/students

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

- Conversational

## **Finally...**

An individual who is passionate about our vision of leading people into a growing relationship with Jesus Christ and raising up a generation that will do great things for the Kingdom of God in Eastern Kentucky and beyond!

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### Public Job Posting

#### Next Generation Pastor

#### Destination Community Church

#### Prestonsburg, KY

Destination Community Church of Prestonsburg, Kentucky is looking for a Next Generation Pastor to join their team! This person will be a champion for the next generation, providing leadership and oversight for children, students, and families, birth - 12th Grade, at Destination Community Church, as they fulfill their vision of leading people into a growing relationship with Jesus.

#### What you'll be doing:

- Providing vision and leadership to DCC Kids (Birth - 5th Grade) and XP3 (Student Ministry 6th - 12th Grade)
- Growing and maintaining attendance in Children's Ministry and Student Ministry to 15% of weekend service attendance
- Leading and assisting our volunteer teams with regard to curriculum, leader recruitment/development, and scheduling
- Developing and implementing a plan for on-going parent training and encouragement

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

- Passionate about the vision of leading people into a growing relationship with Jesus Christ and raising up a generation that will do great things for the Kingdom of God
- Excel at leading and developing leaders
- Enjoy collaborative ministry and thrives in a team setting
- Self-motivated and flexible with strong organizational skills for growing, mobilizing, and maintaining a strong and effective team and ministry

Located in the eastern Kentucky mountains, Prestonsburg (pop. 3,225) is a rural, hometown city where everyone knows everyone else. We enjoy all four seasons of the year, and it is a great place to live for people who like the outdoors (plenty of hiking, biking, kayaking, hunting, fishing, golf). There is a great sense of pride in the community that centers around the church, schools, and sports.

**Does this sound like a place you'd like to serve?**

**Apply here: [www.chemistrystaffing.com/destination-community-next-gen-pastor](http://www.chemistrystaffing.com/destination-community-next-gen-pastor)**