



**CHEMISTRY
STAFFING**

CHURCH & CANDIDATE PROFILE

CAMPUS PASTOR

Grace Fellowship
Pickerington, OH

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Population of City

20,631

Population of County

405,813+

Community Overview

Columbus, Ohio, is the 15th largest city in the United States. The region has a population of 2 million and is the second fastest growing metropolitan area in the Midwest. Port Columbus International Airport has 31 destination airports with more than 120 daily flights. Columbus is within 500 miles of 45 percent of our nation's population. Southeast Columbus is very family oriented with excellent schools, sports programs, and friendly people. And of course, we are home to the greatest football team on the planet, The Ohio State Buckeyes.

Church History

- October 1993: first service (20 people attended)
- July 2004: Keith Minier's first Sunday as Lead Pastor (52 people attended)
- June 2012: First service in Pickerington Central H.S. after selling the church building
- November 2013: First service in Refugee Rd. building (2052 people attended)
- September 2015: Upper Arlington Campus launched
- Easter 2016: Licking Heights Campus launched
- December 2016: since 2004 more than \$1m given to other ministry partners around the world
- February 2018: The Chapel campus launched
- August 2019: Grand Opening of Jefferson Campus permanent building
- January 2022: Launching new South Campus

Mission, Vision and Values

We strive to be a church where anyone could visit, no matter where they are spiritually. At Grace Fellowship, we will show you how to take some next steps when you're ready. Everything we do at Grace flows from one main idea: we want to help people live Jesus-centered lives. (<http://www.gracefellowship.cc/about>)

GRACE FELLOWSHIP STAFF CODE

- HUNGRY: We have a tenacity for forward movement.
 - WE ARE COMPELLED BY THE MISSION OF CHRIST: The church is God's plan A, and there is no plan B. So we will do our part.

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- **WE PURSUE EXCELLENCE:** We will do our best because quality ministers to all, especially to those WHO otherwise would ignore the Gospel.
 - **WE DEMONSTRATE GRIT:** Ministry is hard, and many times, frustrating work. We push through knowing it is worth it.
 - **WE WORK TO WIN:** We must do our part because people need Jesus, and there are eternal consequences.
 - **OUTCOME - MORE AND BETTER DISCIPLES**
-
- **HEALTHY:** We live out habits and behaviors that honor God, bless others, and value self.
 - **WE LOVE AND LEAD:** We will pull the best out of each other, and we'll do it in the godliest way.
 - **WE FILL THE GAP WITH TRUST:** We assume positive intent. When there is a gap in trust, we will do the relational work to close it.
 - **WE EVALUATE AND IMPROVE:** We do the work to get better. This means pursuing and embracing feedback and making the appropriate changes toward what the ministry should be.
 - **WE ARE THE EMPLOYEES WE WANT OTHER EMPLOYEES TO BE:** We talk to people, not about them. We interact without gossip, with unity, and with the desire for others to succeed.
 - **OUTCOME: WE LOVE OUR TEAM**
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- **HUMBLE:** We believe in we over me and ultimately, HE over we.
 - **WE POUR OUT WHAT HAS BEEN POURED IN:** We recognize that every talent and blessing has been given to us. We will help others in every way we can.
 - **WE LOOK FOR THE "BUT GOD":** We pray, plan, and produce like it is up to us, all while believing God will do what only He can.
 - **WE COLLABORATE AND COOPERATE EFFECTIVELY:** We don't grumble or argue. We take time to listen, care, and invest in each other.
 - **WE LET THE BEST IDEA WIN:** We seek input from all perspectives, and we do not attach our egos to our suggestions. We just want to be as effective as possible.
 - **OUTCOME: GOD GETS GLORY**

Average Weekend Attendance

Currently 2700-2900 (3800-4000 pre-covid) in weekend attendance, 1,900 adults in small groups, 1,800 adults volunteering (with church and local ministry partners)

Is your church multi-site?

Yes - 4 campuses

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Attendance Trend

Growing

Overview of Weekly Worship Gathering

- Nine services, high level of excellence
- Worship: Contemporary at all campuses except The Chapel (reflective, slower-paced, more purposeful liturgy)
- People love our smaller-church feel for a big church (auditorium seats 750), authentic/excellent worship, great teaching
- Three of our campuses are: Hillsong, Passion, etc., high energy, lights, engaging media
- One of our campuses is: reflective, slower paced, less instrumentation, more artful, less production, more hymns but also current worship

Overall Budget (this fiscal year)

\$6.5 million

Overall Long-Term Debt of the Church

\$9 million

Denominational Affiliation and/or other Partnerships

Charis Fellowship (formerly Fellowship of Grace Brethren Churches) <http://charisfellowship.com>

Governance & Polity

Elder led, staff run

Current Paid Staffing Level

We currently have 62 staff, many of which are part time.

Major Ministries of the Church:

Children, students, small groups, local impact partners (community involvement), global impact partners, ministry resident program

Outreach Programs Overview

- We place a HIGH value on loving and serving our community through partnerships, several events a year, and pushing volunteering with our local impact partners.
- Each small group serves the community two times a year (minimum) through one of our local partners.

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Published Theological Statement

The One, True God - There is one, and only one, true God, the God of Abraham, Isaac, and Jacob. He is the Creator and Lord of all, existing eternally in three persons, never less and never more - Father, Son, and Holy Spirit. **The Lord Jesus Christ** - Jesus Christ is fully God, existing eternally. Everything was created by Him and for Him. His incarnation took place in the womb of a virgin. He became a man but never sinned. He died a substitutionary death to atone for sin, resurrected bodily, and ascended into heaven where He remains fully God and fully man and is presently ministering until He comes again.

The Holy Spirit - The Holy Spirit is fully God, existing eternally.¹⁸ He is a person, and was involved in Creation and the inspiration of Scripture. His works of convicting and regenerating are essential to the believer's salvation. Believers are entitled to the benefit and joy of being filled and walking in the Spirit for empowerment in Christian life, service, and mission.

The Bible - The sixty-six books, and only these, known as the Old and New Testaments, are the written Word of God. God's inspiration and superintendence of the writing of every word of the Bible guarantee that what was written is His Word and therefore authoritative, true, and without error in the original manuscripts. God preserves His Word, which is powerful and effective to accomplish His purpose of salvation among all nations. God's Spirit illumines the minds of believers in every culture to understand and apply the unchanging truth of Scripture in fresh and relevant ways for the benefit of the whole Body of Christ.

Humanity - God created man and woman in His image. As a result, all people are bearers of that image. However, Adam's subsequent sin resulted in a condition of spiritual death which all people since Adam have experienced, marring the beauty of God's image in them in every facet of life. This condition of spiritual death has rendered all people unable to save themselves, and leads to physical death. Therefore, new birth is necessary for salvation.

Salvation - The salvation brought by God is a complete and eternal salvation by His grace alone, received as the free gift of God through personal faith alone in the Lord Jesus Christ and His finished work, as He declares believers righteous in Him.

Church - There exists one true Church, which is called the Household of God, the Body of Christ, and the Temple of the Holy Spirit. It is comprised of all true disciples of Jesus Christ and is created by the action of the Holy Spirit. Tangible expressions of this true Church are found in local churches.

Christian Life - The believer is saved by faith alone. The faith that saves is expected to produce obedience and good works, which are the products of the indwelling Holy Spirit. The dimensions of biblical ethics are

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both individual and social, and extend to every facet of life. God faithfully continues to finish the work of sanctification, which He initiated in the life of each believer with the goal of Christlikeness.

Angels, Satan, Demons - God created a multitude of spiritual beings called "angels". Righteous angels continue to serve God and work both in the heavenly sphere and on earth. By his disobedience, Satan, a fallen angel, became the adversary of God and God's people, carrying with him a procession of demons. Jesus Christ has overcome Satan so that the final judgment and doom of Satan and his demons are certain.

Future Life - The dead will have a conscious existence in eternity and their bodies will be resurrected. Unbelievers, already under condemnation, will be sentenced to suffer eternal separation from God. Believers, already having been granted eternal life, will be judged and rewarded according to their works, and will experience a glorified, eternal existence in the presence of the Lord.

More Theological Details

<https://charisfellowship.us/cciaa/1491233013005/Statement+of+Faith.pdf>

Biggest Church 'wins' in last 18 months?

- Attendance is now back to about 70-80% of pre-Covid levels.
- Giving has continued to grow.

Biggest Opportunity for Your Church in the Next 12 Months

- More fully recover attendance back to pre-Covid levels
- Enter a campaign for a youth center at our Pickerington Campus
- Secure temporary space for South Campus along with purchase of land for ultimate building location
- Launch South Campus
- We are working extremely hard to balance our approach to both evangelism AND discipleship. As we push more on the discipleship process with our people, we are excited to see how God will move them to live a more Jesus-centered life while remaining committed to reaching people who are not yet followers of Jesus.

Church's Biggest Challenge for the Future

- Maintaining the balance of evangelism AND discipleship as we strive to fulfill God's calling for us as a church. It's SO easy for churches to merely focus on one of these while ignoring or devaluing the other. We aren't ok with that happening at Grace.

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Title of Position You Are Hiring

Campus Pastor - South

Full Time Position?

Yes

Reporting Relationship

The Campus Pastor will report to the Executive Pastor

Goals and Expectations:

- The Campus Pastor knows they are winning when the Campus possesses a healthy Grace culture, the staff is healthy and excellently led, group participation is growing, and all the campus-specific metrics are healthy and growing. Those metrics include: (1) Weekly attendance growth, (2) Increase average weekend service attendance, (3) Group attendance retention, and (4) 75% of weekly attendance.

Do you have a job description for this role?

REPORTS TO: Executive Pastor

PURPOSE STATEMENT: To help people live Jesus-centered lives by creating a local movement of people who meet, follow, and share Jesus by leading a thriving campus team that function in a manner consistent with Grace's values, priorities, and brand.

POSITION RESPONSIBILITIES

- Work in concert with campus staff and central services to maintain a Grace-specific, multisite mindset, and strategy
- Lead campus staff and volunteers to initiate and execute community impact events in concert with Grace's overall plans
- Shepherd, invest in, develop and challenge the attendees of campus
- Serve on the teaching team and teach approximately 10%-30% of the time at the campus
- Manage campus staff and ensure they are properly leading and managing their ministry teams and home groups
- Work with connections staff to ensure guests are followed up with and integrated into the life of the campus
- Create and protect a healthy church culture that reflects our values and brand
- Work on church-wide projects and initiatives as determined by the Lead Pastor and Elder Board
- Function as the campus champion to the Elders and the Executive Team

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- Effectively manage the campus budgets
- Oversee and develop campus staff and be responsible for campus performance
- Other duties as assigned by the Executive Team

REQUIREMENTS AND QUALIFICATIONS

- Passion for a local church focused on reaching a local community
- Honor and model the Staff Code values of Hungry, Healthy and Humble and teaches/coaches others to do the same
- Love Jesus, submits to the truth of the Bible, lives with integrity, and strives for Jesus-centered living
- Commitment to the Statement of Faith of Grace Fellowship through a partnership
- Understand and manage the tension of the “And” through high passion for both evangelism and discipleship
- Have a strong mix of leadership, shepherding, recruiting, building, and developing
- Excel in collaboration with multiple ministry leaders at central services and various campuses
- Engaging stage presence
- Significant experience recruiting, leading, and developing teams of people in either a church or corporate setting
- Significant knowledge of the Bible and how to apply it to people’s lives in various settings
- Self-motivated, highly driven, craves feedback, strong relational ability, team builder

Educational Preferences

Theological training is very helpful

Denominational Affiliation

It is not a must, but there must be theological alignment with the Charis Fellowship of Churches.

<https://charisfellowship.us/page/30>

How important is geographical location to you?

We wouldn’t exclude any region of the country, however, the successful candidate will need to have the ability to relate to the Midwestern culture that exists in Central Ohio. This is not a job for someone who is looking for an urban setting.

What skills are you looking for specifically?

- Leadership and Teaching
- Team builder
- Recruiter, Developer

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- Pastor/Give Biblical counsel
- Engaging stage presence
- Able to win people and move them in a one-on-one setting
- Flock focused, not just sheep focused

What technical abilities are required?

Social media skills would be very helpful

Equipper or Doer?

Equipper skills will be essential for this role.

Attractional vs. Missional

Attractional, but Grace is very committed to being an "AND" church. We seek to make every person welcome, to hear teaching that helps them wherever they are, AND move disciples consistently to a better version of themselves.

Budget Area Supervision

Campus budgets range between \$200,000 and \$600,000

Personal Characteristics Desired

Self-motivated, highly driven, craves feedback, strong relational ability, team builder, sense of humor, honesty

What would immediately disqualify someone?

- If someone were insecure (thin-skinned) or unable to think fast and keep pace with important issues and discussions, they would not be a good fit for Grace.
- If they don't align theologically or don't align with our campusing philosophy they would be a fit. If someone were not able to align with our Staff Code, we would not be a good fit for them.

Urgency

Sometime within the next 3-6 months would be good

Other "Must Have" Skills

High EQ, behavioral skills

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Other "Nice to Have" Skills

Strong teaching skills

Finally...

A successful candidate will be a very motivated disciple who has a tenacity for forward movement of Christ's mission, while exhibiting the humility of a compelled servant.

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Public Job Posting

Campus Pastor - South

Grace Fellowship

Pickerington, Ohio

Grace Fellowship in Pickerington, Ohio is looking for a Campus Pastor for its South location. This person will be a recruiter, team builder, and leader/developer that is self-motivated, great with people, and growth-oriented. The successful candidate will love Jesus, be willing to submit to the truth of the Bible, live with integrity, and strive for Jesus-centered living. They are looking for a pioneer, an entrepreneur, and a 'church planting type' leader who loves to build things from the ground up.

What you'll be doing:

- Working in concert with campus staff and central services to maintain a Grace-specific, multisite mindset, and strategy
- Leading campus staff and volunteers to initiate and execute community impact events in concert with Grace's overall plans
- Shepherding, investing in, developing, and challenging the attendees of campus
- Serving on the teaching team and teaching approximately 10%-30% of the time at the campus
- Managing campus staff and ensuring they are properly leading and managing their ministry teams and home groups
- Overseeing and developing campus staff and being responsible for campus performance

What skills you need to have:

- Passion for a local church focused on reaching a local community
- A strong mix of leadership, shepherding, recruiting, building, and developing
- Team builder
- Pastoral and able to give Biblical counsel
- Engaging stage presence
- Able to win people and move them in a one-on-one setting

Columbus, Ohio, is the 15th largest city in the United States. The region has a population of 2 million and is the second fastest growing metropolitan area in the Midwest. Columbus is very family oriented with excellent schools, sports programs, and friendly people. And of course, we are home to the greatest football team on the planet, The Ohio State Buckeyes.

Apply here: <https://www.chemistrystaffing.com/grace-fellowship-campus-pastor>