



**CHEMISTRY**  
STAFFING

# **CHURCH & CANDIDATE PROFILE**

## **NEXT GENERATION PASTOR**

Hilton Head Island Community Church  
Hilton Head Island, SC

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## **Population of City**

40,000

## **Population of County**

160,000

## **Community Overview**

Hilton Head Island is a smaller community with a great mix of locals, part-timers, and vacationers. There are 5,000 students under the age of 18 in our community. Over 50 percent of kids are on the free or reduced lunch program in our schools, and, in contrast, some of the wealthiest people in the country are residents of Hilton Head Island as well. Our demographics of church members reflect our community make-up. Many people who are now full-time residents attended our church as a vacationer at one time in their life. We have many people who have done amazing things in their lives who now live here and are very involved in our church and in nonprofit work. Beaufort County hosts the largest number of nonprofits per capita in the country.

There is one public high school, one public middle school, two public elementary schools, one K-4 school, and one K5 school. We have 4 private schools, two of which are K-12. One private school has recently moved across the bridge to nearby Bluffton, but many people from the Island still attend there. We have several homeschool communities and several hybrid schools for athletes who need a flexible schedule. Many kids come here to train as golfers and tennis players from all over the world.

## **Why People Like Living Here**

HHI boasts a great lifestyle for a family. It's a slower lifestyle with amazing local restaurants. A lot of southern culture is mixed in with a northern influence. There are great sports and arts for kids, and an excellent recreation center for people with great programs. Housing is more expensive than average, but everything else is average to lower. There are a lot of free activities to do in the community, festivals, and the food is great!

## **Church History**

Hilton Head Island Community Church was started in September 2007 as a regional campus of LowCountry Community Church located in Bluffton, SC. Pastor Todd Cullen and his wife Cynthia moved from New York City to plant this campus for LCC. In September 2011, we were "birthed" by LCC with their blessing and financial assistance to become our own independent congregation - Hilton Head Island Community Church. In February 2012, we signed a contract to purchase a permanent facility on the Island within the Hargray Complex on Highway 278. This facility has 13,000 square feet of space on approximately three acres. We had our first services in July 2012.

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In the last 6 years, HHICC has completely renovated our main building for adults, kids, and student programming space. We have also added a lawn, a playground, and a patio for our students outside of Backstage. In 2018, we launched ALL IN...a two-year generosity initiative. Our primary goal is to see every person who calls HHICC their church home embrace a generous lifestyle and learn the importance of being a good steward of the financial resources they have been blessed with in their life. Our numeric goal was to receive a total of 3.5 Million by June 2020. We received 3.6M even in the midst of Covid. This allowed us to continue to meet our weekly budget need, pay off our current facility, continue church planting efforts in Belize and NYC, and to purchase and renovate our recently-opened Community Center located directly in front of our Main Building.

## **Mission, Vision and Values**

Our mission is to passionately share the Message of Jesus Christ and lead people to follow Him. So how do we fulfill our mission? We have identified seven words that define the what and how of our mission.

- Welcoming - A church where all people can passionately worship God.
- Loving - A church where all people can come without fear of judgment.
- Growing - A church that provides safe communities for people to connect with others and grow in their relationship with God.
- Entrusting - A church that is intentional in reaching the next generation with the Message of Jesus Christ.
- Serving - A church that is "the first call" in our local community serving in whatever way is needed.
- Giving - A church that is debt-free so that we can give generously to local and global missions.
- Sending - A church with a global presence advancing the Message of Jesus Christ.

## **Average Weekend Attendance**

450 in-person pre-Covid / 150 - online pre-covid

350 in-person currently / 200 - online

## **Attendance Trend**

Growing

## **Overview of Weekly Worship Gathering**

We are a modern, worship-focused, and casual corporate gathering. We serve coffee, tea, and snacks every Sunday. Our services are about 65-70 minutes. We teach the Bible in a way that connects to people wherever they are on their faith journey, whether a seasoned believer or someone who is still trying to figure it out. People say that our services are positive, encouraging, challenging, Biblical, and worshipful. We include the lyrics for every song on the screens and every verse that our pastor uses to help connect people to the Bible.

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## **Tell Us About Your Facility**

We have about 26,000 square feet of space over 3 buildings on our campus. This Campus has been renovated to create the space we need for adults, kids, and students. Our Kids space was renovated in 2015 with airbrush artists we hired from Disney. We use the ORANGE curriculum in all our kids' environments so our facility space complements that approach. We recently did a video upgrade to our worship center in June 2020 with four new cameras - three attached in the ceiling and one mobile. We upgraded to Pro7, added a live stream director position, & replaced projectors & added an LED banner for lyrics.

Our main room will seat 320. We have a Backstage Patio venue that has a live feed to an 85 inch TV outside. This venue seats 40 to 50 people. We also have an overflow in our backstage that can seat another 30-40. This is where we have an interactive prayer room following most services as well.

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

\$1,124,618

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

\$725,000 - will be paid off by 2025

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

We were planted by LowCountry Community Church in 2007 but became a completely independent church in 2011. We are not affiliated with any denomination.

## **Governance & Polity**

HHICC is staff-led and elder-protected. This means that the HHICC staff make the day to-day decisions for the church under the leadership of our Lead Pastor. The elders provide oversight concerning financial matters, staffing, spiritual unity, accountability for the Lead Pastor, and prayer for the staff and church. A stewardship team works as an extension of the elder board that gives a "second-look" to all financial matters and accounting as well as assists with benevolence, facility, and fundraising. It is the role of the staff to raise up and equip volunteers, leaders, and teams to do the work of the ministry in our church and in our community.

## **Current Paid Staffing Level**

Full-time: Lead Pastor, Associate Pastor, Creative Director/Operations, Worship and Technical Arts Pastor, Administration Director/Preschool

Part-time: Another Worship Leader, Event and Community Director, Communications Director, Bookkeeper, HR Director

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## Major Ministries of the Church

We have active adult, next-gen, student, and kids ministries as well as worship arts.

## Outreach Programs Overview

We are a community church so this is a large part of what we do:

- Backpack Buddies
- The First Tee
- CODA (Citizens Opposed to Domestic Violence)
- Sandalwood Community Food Pantry
- Pregnancy Center & Clinic of the LowCountry
- The Deep Well Project
- Volunteers in Medicine
- Fellowship of Christian Athletes/Week of Champions
- Kairos Prison Ministry
- Neighborhood Outreach Connection
- Family Promise
- Child Evangelism Fellowship (CEF)
- Antioch Educational Center
- The Mitchelville Preservation Project
- Community Foundation of the LowCountry
- Island School Council for the Arts
- Community Thanksgiving Dinner

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

Evangelical - Moderate

## Published Theological Statement

God the Father

We believe in an all-knowing, all-powerful, loving God who created the world and all things in it including man who was made to have a unique and personal relationship with God.

Man

We believe man was separated from God through disobedience. This act brought sin, death and destruction to this world and destined man to an eternity apart from God.

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## Jesus Christ

Because man is unable to save himself, God sent his Son, Jesus Christ, to be the savior of the world. He lived a perfect life, born of a virgin, fully God and fully man.

## Salvation

Salvation is the act of God where we are rescued from an eternal separation from Him. He accomplished this through the death of Jesus Christ on the cross where he paid the penalty for our sin. God accepted Jesus' sacrifice by raising Him from the dead. This salvation is made real in our lives when we accept by faith what Jesus has done on our behalf.

## The Bible

God has revealed his plan for man in the Bible. We believe that it can clearly be seen in the Great Commandment (Matthew 22:37-40) and Great Commission (Matthew 28:18-20) that we have a five-fold purpose in life to reach out to the lost and hurting, connect with a local church and small group, grow in our knowledge of and relationship with God, serve others and authentically worship Him through our actions, bringing Him honor and praise in our lives.

## The Two Ordinances of the Church

We practice the two ordinances of the New Testament Church on a regular basis. We receive The Lord's Supper (a.k.a. Communion) in our weekly services on quarterly basis. We also practice Believer's Baptism (i.e. - a public baptism after you have accepted Jesus as your Savior) which we incorporate into a church-wide gathering at the beach during the warmer months. If you prefer to not be baptized at the beach, we do offer other baptism opportunities in pools on the Island. We require believer's baptism for membership at HHICC.

## What theological hills will you die on?

- Salvation by grace through faith in Jesus alone.
- The Eternal Security of a Believer.
- The Doctrine of Heaven and Hell.
- The Bible is the inspired Word of God.
- The Doctrine of the Trinity.
- We practice Communion and Baptism as the two ordinances of the church.

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

- Listen to our pastor's response when the supreme court ruled on Gay marriage. (<https://audiopodcasts.s3.amazonaws.com/An+Introspective+Response+to+Same-Sex+Marriage.m4a>)
- We do not have a stance against alcohol. We adhere to Ephesians 5:18.

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

One of our biggest wins has been seeing the return of a good percentage of our people to live Sunday experiences along with new people connecting in person. Our groups have grown, more families have starting attending in person, and we are seeing a return to the level of volunteers we had pre-covid for Sundays and for other outreach. The resources we spent to create a better online experience were well spent! It has kept our core engaged through COVID & has captured new online attenders we never would have reached who many are staying with us.

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

We have several "fly wheel" markers that are really encouraging us on reaching our community - Our Sunday Serve Days twice a year where we do not have services but serve our community on those days (September and March) - Nights of Worship & Dessert - (Oct and April) Sunday Serve Team Connections, Group Leader Connections, Next Gen orientations, etc... Building community inside the walls and outside the walls with everything we do has been a big part of our strategy moving forward in 2023.

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

We are in a season with the economy that has affected our overall giving as many of our givers make stock contributions. We are operating with less staff than pre-covid so we are restructuring areas and moving key volunteers into new roles which actually has been good overall. We are learning to do more with less and trusting God to provide.

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

Next Generation Pastor

## **Full Time Position?**

Yes

## **Reporting Relationship**

Associate Pastor

## **Goals and Expectations**

The Next Generation Pastor will oversee a part-time Next Generation Team Staff Member who will assist them with kids and student ministry as needed. The Next Generation Pastor will work closely with our Associate Pastor who will partner with him to oversee Family Ministry at HHICC. Our expectation is for the Next Generation Pastor to be a team-oriented individual that sees the collaborative effort of working with others as the most productive and beneficial way to reach this Island for Jesus.

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

Hilton Head Island Community Church in Hilton Head, South Carolina, is looking for a Next Generation Pastor to join its team with the goal of offering an exciting and engaging program that nurtures birth through 12th grade in the love and grace of Jesus Christ. They are looking for a positive, enthusiastic leader who is passionate about raising up the next generation by partnering with parents and families and enjoys the day to day of doing ministry life for 0-18. The Next Generation Pastor will oversee a part-time Next Generation Team Staff Member who will assist them with kids and student ministry as needed. The Next Generation Pastor will work closely with our Associate Pastor who will partner with him to oversee Family Ministry at HHICC.

Responsibilities include:

- Overseeing the day to day of all aspects of creating and executing engaging, exciting, biblically sound, purpose-filled programming and experiences for our Island Kids Ministry & Students from newborn to 12th grade at HHICC. We currently use ORANGE philosophy/curriculum for 0-18.
- Implementing and maintaining policies and procedures to ensure the safety and security of all children involved with Island Kids & Students, including training of volunteers and the utilization of existing check-in stations/procedures.
- Recruit, train, appreciate and lead a team of volunteers in coordination with the Next Gen Team to serve in Island Kids and our Middle School who execute the program but who also develop spiritually and as leaders who passionately take ownership of their place in the mission of God to make disciples.
- Partner with parents by developing relationships and equipping them to be disciple-makers of their children through training and provision of educational resources.
- Ensure timely follow-up with all first-time guest families and children who have been absent, helping them to connect with the life of HHICC beyond Sunday mornings.
- Create margin during the work week to be available to kids and parents in a variety of ways ,(i.e. lunch at school, attendance at extracurricular activities, times of crisis, etc.)
- Develop relationships and get involved with all Lower School & Middle School Administration Teams on HHI, so we can partner with all lower/middle schools throughout the year.
- Create opportunities for families and kids to serve our Island Community.
- Plan and execute special events for families to play together and connect with each other.
- Work with our Preschool Director to maintain the department's budget.
- Attend outside training conferences, seminars, and/or workshops in order to further educate yourself.
- Assist with overall church needs and special projects as requested.

## **Educational Preferences**

It's important but not a disqualifier if you do not have biblical academic training. A college degree, however, is required.



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## **Age vs. Experience**

We are looking for someone who has had experience with a position like this or has experience leading volunteers and working with elementary, middle school and/or high school kids and families. We are not looking for someone for who this is their first rodeo, but we are also not looking for someone who has a ton of experience and is unteachable or inflexible with trying new things and working collaboratively with others.

## **Denominational Affiliation**

A non-denominational background is preferred.

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

We are open to people from any geographical region, but we find that staff from heavily-churched communities like the Bible belt do not enjoy working in our church and in our community and do not stay, This is a mission field more than a church position. There is not a culture of church attendance on HHI, and volunteers are not going to "just get it" without a lot of hard work from ministry leaders investing in them, relationally spending time with them nights and weekends if needed, and truly doing life with them. If you understand Catholic and mainline denomination culture, that would help you in connecting to this community as this is a northern community.

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

- Building relationships and doing life with kids/middle schoolers/high schoolers, families, and volunteers is the number one skill we are looking for.
- We are looking for a leader who loves building teams of people to create fun and excellent experiences with kids, middle schoolers, high schoolers, and parents.
- They need to value excellence in kids/middle school/high school programming and are comfortable working with technology and our creative team to make it great for kids and families.
- We are looking for a person who will grow to love and serve the HHI community at large and do life with families inside and outside the walls of the church.

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

We are Mac people, but it is not required. Need to learn to use ProPresenter in kid's ministry production rooms with our Orange Curriculum. We use Google for all cloud-based programs. Slack for inter-office communication. We use Planning Center for all volunteers on Sundays in every ministry so as to work together as families serve in guest services, production, and Island Kidz.

## **Equipper or Doer?**

A doer's heart with an equipper's ability to execute. We want them involved with their team doing the work of the ministry together! We don't hire people to accomplish tasks - we hire them to lead and build their team, and TOGETHER they succeed. No one on the staff team works in a silo. We all work together.

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## **Attractional Vs. Missional**

Both. We worship God fully but in an attractive way for those who are far from God to connect.

## **Budget Area Supervision**

Kids - \$12K / Students - \$20K

## **Personal Characteristics Desired**

- We would like someone who takes what they do seriously but doesn't take themselves too seriously.
- Easy-going and can handle change, pliable and flexible.
- We want someone who is a hard worker, and nothing is beneath them to do.
- Enjoys being on a team and is a team player.
- We would like a cooperative personality.
- Does not view this as a "job" but a calling and is willing to do whatever it takes to make it great!

## **Urgency**

The sooner the better! We have a transitional team in place for the school year and it is going well, but if we find the right person, we are ready to go.

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

- Enjoys events and getting people together.
- Enjoys the outdoors!
- Very welcoming of people of all demographic and financial backgrounds on both sides.
- Not afraid to journey with kids/teens and families working through gender identity.
- Open to families who kids have learning or physical disabilities and what we can do engage with them as a church.

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

Doesn't hate manual labor - sometimes as a staff, setting up tables and stacking chairs is what we do! There is nothing beneath you to do from phone calls to making copies, making coffee, collecting and taking the trash to the dumpster, and serving people and your team mates in anyway needed.

## **Finally...**

This person loves people. They are hardworking, team building, positive and passionate about reaching families in a pagan community. They are not afraid of hard work and are not easily discouraged. They are persistent and spiritually-minded that we are called to share the message of Christ and lead people to follow Him. They are willing to do the work to invest in kids, teens, families, and volunteers. They see this role as being a missionary in a pagan culture not as a church position or a 9a-5p job. They love doing life outdoors and are willing to embrace what HHI offers.

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## **Public Job Posting**

### **Next Generation Pastor**

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

- Overseeing the day to day of all aspects of creating and executing engaging, exciting, biblically sound, purpose-filled programming and experiences for our Island Kids Ministry & Students from newborn to 12th grade at HHICC. We currently use ORANGE philosophy/curriculum for 0-18.
- Implementing and maintaining policies and procedures to ensure the safety and security of all children involved with Island Kids & Students, including training of volunteers and the utilization of existing check-in stations/procedures.
- Partnering with parents by developing relationships and equipping them to be disciple-makers of their children through training and provision of educational resources.

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

- The ability to build relationships and do life with kids, teens, their families, and volunteers.
- A leader who loves building teams of people to create fun and excellent experiences with kids, teens, and parents.
- Easy-going and can handle change, pliable and flexible.
- The ability to self-manage the day to day of overseeing kids and students
- Enjoys being on a team and is a team player. Enjoys working with other staff - Not a loner.
- A servant's heart - a willingness to do whatever is needed for the good of the entire church family.

Hilton Head Island boasts a great lifestyle for a family. It's a slower lifestyle with amazing local restaurants. A lot of Southern culture mixed in with a northern influence. There are great sports and arts for kids and a great recreation center for people to access with great programs for kids. Hilton Head Island is also a smaller community with a great mix of locals, part-timers, and vacationers.