



**CHEMISTRY**  
STAFFING

# **CHURCH & CANDIDATE PROFILE**

## **STUDENT MINISTRY PASTOR**

Living Water Church  
Dalton, Ohio

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## Population of City

1,900

## Population of County

116,000

## Community Overview

Dalton is the closest town to Living Water Church. The church also has many people from Orrville, Smithville, and other areas, with the largest city being Wooster. Our hub (Wooster) offers shopping areas and great restaurants.

## Why People Like Living Here

Wayne County is made up of several small communities of hard-working families. This enjoyable rural area is quiet, friendly, and small enough to meet new people and make great friends. Our area has a very high percentage of people that have been raised in the church. Our schools (especially Dalton) have had high ranks and people often seek out this area for this reason. The rolling hills and scenic farmland create a beautiful visual impression for residents and passers-by.

## Church History

On October 5, 1986, several families gathered for the very first time as Living Water Community Church. Their goal was to be a real, relevant church that made a difference in the lives of those in the surrounding community. Something obviously worked! The church experienced constant growth making it necessary to move out of the Dalton Jr. High band room to a facility of its own. The current facility has gone through several major expansions and LW continues to strive to be the church the founding families envisioned. Today, Living Water thrives on being something different, being something more, and not settling for the status quo. We believe in the philosophy of being a disciple-making church and continually strive to see it happen.

## Vision, Mission, Values

### OUR BELIEFS

Living Water is a multi-site church striving to honor Jesus in everything we do. As we reach the world with the life-changing message of Christ, we are committed to being anchored in the truth of Scripture and the belief statements of the Free Methodist Church. It is out of this truth that our vision, our code, and our strategies emerge to effectively carry out the work of the church in our world.

### OUR VISION

We are real people, living relevant lives, relentlessly pursuing New Life in Christ.

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## OUR CODE

We are people of diverse ideas, thoughts, and perspectives. But through Christ, we have a common code. A set of values that motivate us to action. At Living Water, this code unifies our expression of Jesus to the world. If the vision is the compass, the code is the map that gives us direction.

- Driven by New Life
- Grace is a Guarantee
- Don't Do Life Alone
- Invite and Invest
- Whatever it Takes
- God's Not Done

## Average Weekend Attendance

980

## Is Your Church Multisite?

Yes

## Attendance Trend

Growing

## How many campuses?

Two

## Overview of Weekly Worship Gathering

Living Water has two services at each campus at 9am and 10:30 am.

## Tell Us About Your Facility

- Our Dalton Campus was built in a number of phases. Our old worship center is now the Student Ministry wing which over the years has been updated to stay relevant for the students. Our Worship Center, lobby & Kids department is 18 years old and our cafe is approx 12 years. In 2021 we updated our lobby & cafe to bring light, life, and relevance to these areas.
- Our Massillon Campus is leased and sits along the main street in downtown Massillon. When it was renovated in 2016, the building was designed to be open and again relevant to the downtown culture.

## Overall Budget (this fiscal year)

\$1,498,099

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

0

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

Living Water is part of the Free Methodist Church of USA.

## **Governance & Polity**

Living Water elects 7 to 9 Lay Leaders to form a Leadership Team. The team is led by the Lead Pastor and the team exists to keep the vision clear and empower the staff to carry out ministry.

## **Current Paid Staffing Level**

We have the following full time paid staff:

Lead Pastor, Dalton Campus Pastor, Massillon Campus Pastor, Director of Operations, Dalton Adult/Online Campus Pastor, Dalton Kids, Dalton Students, Dalton Worship Leader, Facilities Manager

Part-time positions:

Communications, Massillon Worship leader, Massillon Kids, Massillon Students, Asst Operations/Front office, Dalton Students assistant

## **Major Ministries of the Church**

LW Kids, Students, Care, Adult

## **Outreach Programs Overview**

Living Water believes in tithing so it takes 10% of all giving and allocates it for outreach locally, nationally, and around the world. All the organizations we support value and promote the gospel of Jesus Christ. Many of the organizations we support have leaders who were developed at Living Water or in the local community.

Locally:

- Habitat for Humanity
- Community work projects on homes
- Salvation Army / Food for those in poverty
- Outreach to the community i.e. "Trunk or Treat"
- Addiction recovery
- Student Mentoring in local school districts
- Local Sherriff Chaplain

Nationally

- Disaster relief

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Globally

- Church planting initiatives in Mexico, Taiwan, & Vietnam
- Empowering and setting women free in India and Liberia
- Clean Water in Africa

We also do a Christmas Give each year to fund a ministry are in a substantial way (\$50,000-\$100,000).

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

Evangelical - Moderate

## **Published Theological Statement**

God

The Holy Trinity

There is but one living and true God, the maker and preserver of all things. And in the unity of this Godhead there are three persons: the Father, the Son and the Holy Spirit. These three are one in eternity, deity and purpose; everlasting, of infinite power, wisdom and goodness.

Scripture

Authority

The Bible is God's written Word, uniquely inspired by the Holy Spirit. It bears unerring witness to Jesus Christ, the living Word. As attested by the early church and subsequent councils, it is the trustworthy record of God's revelation, completely truthful in all it affirms. It has been faithfully preserved and proves itself true in human experience.

The Scriptures have come to us through human authors who wrote, as God moved them, in the languages and literary forms of their times. God continues, by the illumination of the Holy Spirit, to speak through this Word to each generation and culture.

The Bible has authority over all human life. It teaches the truth about God, His creation, His people, His one and only Son and the destiny of humankind. It also teaches the way of salvation and the life of faith. Whatever is not found in the Bible nor can be proved by it is not to be required as an article of belief or as necessary to salvation.

Human Kind

Free Moral Persons

God created human beings in His own image, innocent, morally free, and responsible to choose between good and evil, right and wrong. By the sin of Adam, humans as the offspring of Adam are corrupted in their very nature so that from birth they are inclined to sin. They are unable by their own strength and work to restore themselves in right

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relationship with God and to merit eternal salvation. God, the omnipotent, provides all the resources of the Trinity to make it possible for humans to respond to His grace through faith in Jesus Christ as Savior and Lord. By God's grace and help people are enabled to do good works with a free will.

## Law of Life and Love

God's law for all human life, personal and social, is expressed in two divine commands: Love the Lord God with all your heart and love your neighbor as yourself. These commands reveal what is best for persons in their relationship with God, others and society. They set forth the principles of human duty in both individual and social action. They recognize God as the only Sovereign. All people as created by Him and in His image have the same inherent rights regardless of gender, race or color. All should therefore give God absolute obedience in their individual, social and political acts. They should strive to secure to everyone respect for their person, their rights and their greatest happiness in the possession and exercise of the right within the moral law.

## Salvation

### Christ's Sacrifice

Christ offered once and for all the perfect sacrifice for the sins of the whole world. No other satisfaction for sin is necessary; none other can atone.

## New Life in Christ

A new life and a right relationship with God are made possible through the redemptive acts of God in Jesus Christ. God, by His Spirit, acts to impart new life and put people into a relationship with Himself as they repent, and their faith responds to His grace. Justification, regeneration and adoption speak significantly to entrance into and continuance in the new life.

## The Church

The church is created by God. It is the people of God. Christ Jesus is its Lord and Head. The Holy Spirit is its life and power. It is both divine and human, heavenly and earthly, ideal and imperfect. It is an organism, not an unchanging institution. It exists to fulfill the purposes of God in Christ. It redemptively ministers to persons. Christ loved the church and gave Himself for it that it should be holy and without blemish. The church is a fellowship of the redeemed and the redeeming, preaching the Word of God and administering the sacraments according to Christ's instruction. The Free Methodist Church purposes to be representative of what the church of Jesus Christ should be on earth. It therefore requires specific commitment regarding the faith and life of its members. In its requirements it seeks to honor Christ and obey the written Word of God.

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

- Jesus Christ as God in Flesh who came to the world, died, and was raised to life so all who believe can live eternally.
- The work of the Holy Spirit is active and alive today and looks as unique as each person He is working through.
- All Scripture is God breathed (2 Tim 3:16).
- All people are created in the image of God and matter to God.
- Our faith should be seen in action and through transformation of the mind, heart, soul and body.
- Jesus plan for transforming the world is discipleship and multiplication. We are working hard to live this out.
- The Church is Jesus' chosen vehicle to carry out his plan for the world.
- We are Free Methodist in doctrine, but have people from all types of theological backgrounds including unchurched. We therefore teach and speak in a way to bring all people to an understanding of what God says in his Word.

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

- Gender / Sexuality
- Race
- We handle all issues with the fact that "Grace is a guarantee." This means we will speak truth drenched with grace and give room for people to grow, change and be transformed. We focus on unity, but will speak truth.

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

- Salvations and baptisms
- Full Recovery from Covid 19 and coming out stronger and more unified on the other side
- Women's ministry launching 30+ discipleship groups across both campuses in 2022
- Intentional decision on becoming a church that plants churches

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

Multiplication and church planting locally and across the state of Ohio. We are working toward the launch of a Hispanic Campus in our local area and then supporting the launch of local churches throughout the state.

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

- Being relevant to culture with our message of New Life in Jesus Christ
- Getting beyond reaching believers from other churches to truly impacting the unchurched / non-believer

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

Student Ministry Pastor - Dalton Campus

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## Reporting Relationship

This position reports to the Dalton Campus Pastor.

## Goals and Expectations

Early goals include:

- Establishing relational credibility with students.
- Growing in connection with volunteer staff; sharing expectations and learning from one another.
- Charting a course for discipleship for the upcoming school year (teaching, retreats, curriculum, etc.).
- Working with current Student Min Associate Pastor to communicate to parents and manage ministry logistics.
- Teaching from a Biblical worldview that offers hope, grace, and surrender to Christ.

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

Living Water is committed to making disciples and building the Kingdom of God as Jesus desired. Our vision, values, and strategy set a framework that guides us in how we will accomplish this work. The primary job of each staff member is to work in team to create an environment in which the Holy Spirit can speak and lead us forward in becoming the church He wants us to become.

## LW STAFF EXPECTATIONS

- Live in step with Living Water's values and the truth of Scripture
- Work in team – do nothing solo, but in conjunction with others
- Function in biblical community by listening, learning and speaking the truth from our individual perspectives
- Commit to disciple other individuals towards New Life in Christ
- Serve with all your heart always working toward the overall benefit of the church

## JOB QUALIFICATIONS

- Must be a team builder, ready and able to equip others to carry out effective ministry
- Capable of speaking as a key communicator within Jr and Sr High programs
- Passionate about students and families and committed to spiritual growth for both
- Able to use social media in a way that is relevant to the next generation
- Able to manage volunteers, events, and administrative tasks in Epic Student Ministry

## KEY RESPONSIBILITIES

### 1) DEVELOPMENT OF LEADERSHIP

- Recruit, train, and coach Student Ministry leaders for effective ministry
- Oversee paid Student Ministry staff to implement ministry strategies
- Serve alongside leaders to execute discipleship programming
- Frequently seek out opportunities to grow as a leader of leaders



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## 2) STRATEGY OF DISCIPLESHIP

- Lead programming, events, trips to effectively disciple students to know, live, and tell the story of God
- Connect with parents to establish teamwork and trust
- Communicate crucial ministry aspects to make discipleship strategy a reality
- Work cohesively with staff to budget, plan, oversee, evaluate, and celebrate Student Ministry effectiveness

## 3) COMMUNICATION AND TEACHING

- Oversee large group teaching for Jr or Sr High on Sundays and Wednesdays
- Prepare messages and small group lesson plans
- Communicate programming details and task assignments to other Student Ministry leaders
- Plan and execute monthly teaching themes in coordination with Associate Student Ministry Pastor

## 4) RELATIONAL MINISTRY

- Connect with students and parents at various sporting and school events
- Provide pastoral care for students focused on listening, supporting, and speaking life
- Keep a pulse on the needs of the community for ways Epic Students can serve others
- Discover things in the community that you are passionate about and serve in a volunteer role when possible

### **Educational Preferences**

Strongly preferred 4-year Bachelor's Degree; preference for educational study in ministry, Christian education, or youth ministry

### **Age Vs. Experience**

Three to five years of experience in the trenches of Student Ministry would be great.

### **Denominational Affiliation**

We are a Free Methodist (FM) church, but affiliation with our denomination is not a requirement of the hire. For those outside the FM church, we would much rather you get to know what we are about prior to forcing a credentials transfer. If over time, it seems like a good move for you to make, that will be supported by us. Regardless of denomination, we would need open discussion to be sure to teach and preach in a way that is consistent with the views and beliefs of the FMC.

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

We are open to people from any location. It is just important for them to know we are not a big city. That may be a culture change for some. Whoever takes the job would need to commit to moving within the community. This probably can't work as a commute situation.

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## What skills are you looking for specifically?

- Strong teaching/preaching relevant to teenagers
- Firm grasp on discipleship as a means to mature the individual and to encourage their desire to impact others.
- Leadership skills for volunteer teams
- Administrative skills to manage large groups of students
- Outreach tendencies and comfortable in seeking out new relationships

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

Knowledge of or willingness to learn social media platforms, ProPresenter, Mailchimp, Microsoft Teams, Planning Center

## Equipper or Doer?

We would love to hire someone who is an equipper in the right way. Understanding that even after sharing the task with others, responsibility for all things ministry ultimately falls back on this person. Delegating well, giving both experience and feedback along the way, helps create the right culture. We want this hire to do the things that they are most gifted to do, and know how to share the rest.

## Attractional Vs. Missional?

I would definitely say we are more missional. In fact, we believe that living on mission is probably the best chance we have to be noticed and attract new people. Living out our LW Code in daily life is huge for us. Our worship services are designed to empower and motivate the Spirit of God at work within His people and to focus us on the true source of our worship. We are here for Christ, first and foremost!

## Budget Area Supervision:

\$9,000

## Personal Characteristics Desired

- Easy-going attitude
- Sense of humor and outgoing personality
- Someone who can develop and follow through on creating structure
- Willingness to push the envelope of what is for what might be

## What would immediately disqualify someone?

- Doesn't have faith in Christ
- Recent Moral Failure
- No Experience with students in any professional arena

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## **Urgency**

We have been looking for three months and need someone ASAP. We would like them in place by August (before the school year begins).

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

- Comfortable working independent of a great deal of oversight
- Willing to earn credibility through humility service and effort rather than just assume leadership positionally
- Genuine interest in students as a primary calling--a willingness to welcome all kids into a circle, not just the uber-engaged few
- Attention to detail and organizational tasks

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

- Video editing skills
- Music abilities

## **Finally...**

We would love to hire someone who is fully called to encourage the life change Jesus has to offer. We long to help students know, live, and tell the tremendous story of Christ.

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## **Public Job Posting**

### **Dalton Student Ministry Pastor**

#### **Living Water Church**

#### **Dalton, Ohio**

Living Water Church in Dalton, Ohio is looking for a Dalton Student Ministry Pastor to join their team. This growing, 2 campus church is committed to making disciples and building the Kingdom of God as Jesus desired. Their vision, values, and strategy set a framework that guides their church in how they will accomplish this work. The primary job of the Student Ministry Pastor will be to develop leadership and discipleship of both students and volunteers and to help students know, live and tell the tremendous story of Christ.

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

- Recruiting, training, and coaching Student Ministry leaders for effective ministry
- Leading programming, events, trips to effectively disciple students to know, live, and tell the story of God
- Connecting with parents to establish teamwork and trust
- Overseeing large group teaching for Jr or Sr High on Sundays and Wednesdays
- Preparing messages and small group lesson plans
- Providing pastoral care for students focused on listening, supporting, and speaking life

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

- Must be a team builder, ready and able to equip others to carry out effective ministry
- Capable of speaking as a key communicator within Jr and Sr High programs
- Passionate about students and families and committed to spiritual growth for both
- Able to use social media in a way that is relevant to the next generation
- Able to manage volunteers, events, and administrative tasks in Epic Student Ministry

Wayne County is made up of several small communities of hard-working families. This enjoyable rural area is quiet, friendly, and small enough to meet new people and make great friends. Our area has a very high percentage of people that have been raised in the church. Our schools (especially Dalton) have had high ranks and people often seek out this area for this reason. The rolling hills and scenic farm land create a beautiful visual impression for residents and passers-by.

**Does this sound like an environment in which you would like to serve?**

**<https://www.chemistrystaffing.com/living-water-students>**