



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

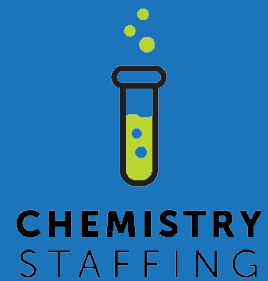
ADULT DISCIPLESHIP DIRECTOR

Montgomery Community Church
Cincinnati, Ohio

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POPULATION OF CITY

1,775,000

POPULATION OF COUNTY

830,600

COMMUNITY OVERVIEW

Montgomery Community Church resides about 25 minutes North of downtown Cincinnati and is well known as the place where families seek to reside. In 2020, the median property value was \$313,000, but more affordable housing can be found within communities a mere 15-minute drive away from the church.

WHY PEOPLE LIKE LIVING HERE

People love living in the communities surrounding the church for a variety of different reasons. Families move here because the schools are highly rated. Student test scores in Mason Schools alone have been known to rank #1 in the state. Immediately behind the church property resides Cincinnati Hills Christian Academy, a very large private school rated #1 in Ohio. For those who are fans of sports, we have 3 professional teams (Football, Baseball, Soccer). The arts community here is astounding as well. Cincinnati has one of the best professional orchestras in the country which is housed in Musical Hall, a historic building that underwent a \$120,000,000 renovation around 7 years ago. For those who love the theater, there are numerous possibilities. CCM, the University of Cincinnati's Conservatory of Music, is one of the top acting schools in the country. It is quite common to see a student in a performance here in the spring and then see them again on TV or Broadway the very next fall. The food scene is top notch and options abound.

The Loveland Trail spans some 80 miles and serves cyclists and runners who enjoy the beauty of nature as the trail runs adjacent to the river. Cincinnati is well-known for being one of the most cost-friendly places to live. Wallet Hub rated Cincinnati #3 in places to retire in the United States due to its activities, beauty, healthcare, and cost-effectiveness.

While Cincinnati Children's Hospital is world-known, we also have several other incredible hospitals in the city as well. Downtown Cincinnati is a great place to spend a Saturday as people stroll through "Over the Rhine" or enjoy the various shops along the way. The bottom line, Cincinnati offers all the things the largest cities provide, but with a smaller town feel that people love!

CHURCH HISTORY

Montgomery Community Church was founded in 1942 and was first located closer to downtown Cincinnati. Around 50 years ago the church moved to its current location due to church growth and families moving to this surrounding area. The campus is comprised of three buildings: 1) Main Worship Center 2) Student Center 3) Offices. The Student

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Center opened in 2013 and is the newest of the buildings on campus. The church campus resides in a unique setting. We are close to a highway exit and are surrounded by restaurants and shops. There are 2 Starbucks within a short walk from our campus.

VISION, MISSION, VALUES

Vision: A diverse community seeing future generations transformed by the Gospel.

Mission: Live for More (Experience God, Grow Together, Discover Your Purpose, Make and Impact)

Values:

- Jesus is our message.
- Scripture is our guide.
- Disciple making is our mission.
- Biblical Community is our calling.
- Unity is our pursuit,
- Serving is our posture.
- Grace is our tone.
- Worship is our lifestyle.

AVERAGE WEEKEND ATTENDANCE

1100

ATTENDANCE TREND

Growing

OVERVIEW OF WEEKLY WORSHIP GATHERING

We offer 2 worship services as well as online services at 9:30 and 11:00 am. Our services are modern in approach while also including hymns from time to time. We believe in engaging the heart of the worshiper so we often include scripture, prayer, reflection times, as well as music. MCC has a "family feel" and this is the feedback we hear from guests regularly. As far as sermons are concerned, we often include both exegetical series and topical series. This year we have leaned more on the exegetical side. God continues to move in our church and our services in beautiful ways and we are thankful.

WORSHIP STYLE OF YOUR CHURCH

Worship is highly valued at MCC. We value sound doctrine and rich theology in our songs, with an equal focus on distraction-free, engaging worship environments. Worship is more participatory and presence-based than performance. We have shifted to a more modern approach and expression of worship. We continue to have that openness to fresh ideas as long as the Biblical foundation remains solid.

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We seek to have innovative service flows with moments that capture the hearts and minds of those gathered and point them to God. We value a model of “psalms, hymns, and spiritual songs” utilizing various means to help people engage including singing, prayer, and Scripture.

TELL US ABOUT YOUR FACILITY

Our worship center seats 800 people and was renovated about 7 years ago. This summer the entire sound system will be replaced as well as some of the lighting. The worship center and office building are both in beautiful condition and are around 50 years old. As mentioned previously, our Student Center is almost 10 years old. Our campus is beautiful and is surrounded by shops and restaurants. There is no need to use a car since the closest restaurant is a short 60-second walk away.

OVERALL BUDGET (THIS FISCAL YEAR)

\$4,000,000

OVERALL LONG-TERM DEBT OF THE CHURCH

None

DENOMINATIONAL AFFILIATION AND/OR OTHER PARTNERSHIPS

We are part of the American Baptist denomination, but most people are unaware of this. Since every ABC church has its own set of theological beliefs, we find it best to let visitors know where we stand. This has been a good strategy since the word “Baptist” was removed from the name of the church over 20 years ago.

GOVERNANCE & POLITY

We are a staff-led, elder oversight church. We are a Congregational church, however, so certain decisions such as the church budget, hiring a Lead Pastor, or installing new Elder Board members are those for which the congregation casts their vote each August. While we are staff led, we also believe that highly important matters should be discussed at the board level. Here at MCC, we have witnessed a level of unity and support that is inspiring. We thank God for the humility and wisdom exemplified over the years.

CURRENT PAID STAFFING LEVEL

- Lead Pastor
- Executive Pastor
- Connections and Community Director
- Worship Arts Pastor
- Next Gen Pastor

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CHEMISTRY
STAFFING

- Digital Strategy Director (PT)
- Finance and Operations Director
- Discipleship Pastor
- Adult Discipleship and Care Admin (PT)
- Women's Ministry Coordinator (PT)
- Men's Ministry Coordinator (PT)
- Care Pastor
- Communications Assistant Director (PT)
- Connections Administration Assistant (PT)
- Guest Services Coordinator (PT)
- Community Outreach Admin (PT)
- Community Outreach Pastor
- Kids Ministry Director (PT)
- Next Gen Operations Admin (PT)
- Student Ministry Assistant Director
- Children's Ministry Volunteer Coordinator
- Children's Ministry Curriculum Coordinator (PT)
- Student Ministry Director
- Facilities Director Assistant (PT)
- IT Director (PT)
- Accounts Payable Specialist (PT)
- Facilities Director
- Receptionist (PT)
- Building and Grounds Director
- Building and Grounds Assistant (PT)
- HR Assistant Director (PT)
- Preschool Director
- Worship Arts Assistant Director
- Tech Director

MAJOR MINISTRIES OF THE CHURCH

- Worship Arts
- Community Outreach
- Next Gen
- Discipleship

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- Small Groups
- Men's Ministry
- Women's Ministry
- Connections
- Second Saturday Serve

OUTREACH PROGRAMS OVERVIEW

- Every second Saturday our church serves the community. It's part of our DNA.
- Every summer we offer "Building Hope" where the church builds 6 homes on our parking lot and then transports the frames to families who have lost their homes due to natural disasters.
- Every December we offer "Hands Against Hunger" where the church makes over 200,000 meals for needy families here in Cincinnati and around the world.
- We also partner with "Compassionate Justice," a ministry our church launched 5 years ago as a separate organization. One of our former long-term staff members runs this ministry which serves closer to downtown Cincinnati.
- Our church also launched "Matthew 25 Ministries" in the early 1990s. This organization has now become one of the largest food relief organizations in the world. Many of our congregants serve there regularly.

IN THE MOST GENERIC SENSE, HOW WOULD YOU DESCRIBE YOUR CHURCH THEOLOGICALLY?

Evangelical - Moderate

PUBLISHED THEOLOGICAL STATEMENT

- We believe that the Scripture of the Old and New Testament is verbally and completely without error in the original writing and of supreme and final authority in faith and life.
- We believe in one God, eternally existing in three persons: Father, Son, and Holy Spirit.
- We believe that God the Father, holy and righteous, is the first person of the Trinity who sovereignly orders and directs the universe for His purpose, pleasure and glory.
- We believe that when Jesus Christ came in human form he was propagated by the Holy Spirit, born of the Virgin Mary and was true God and true man. After He died on the cross He rose from the grave, in bodily form, ascended to heaven, and presently serves as High Priest and Advocate for all believers.
- We believe that the Holy Spirit, the third person of the Trinity, convicts the world of sin, baptizes all believers into the body of Christ, seals them until the moment they are resurrected, and fully gifts them for building up the church and spreading the gospel.
- We believe that man was created in the image of God; that he sinned and thereby incurred not only physical death but also spiritual death which is separation from God. Therefore, all human beings are born with a sinful nature.

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- We believe Satan is a fallen angel who, under the sovereign permission of God, has been given temporary power on earth to deceive, tempt and attack all people. However, he was completely defeated at the cross and will one day be cast into the eternal lake of fire.
- We believe that the Lord Jesus Christ took our place and died for our sins. All who confess their sins and believe Him are redeemed and secure in Him forever.
- We believe that the Church is made up of all believers in Christ, that in its local expression it is an self-governing assembly of believers; and that its ordinances are baptism and the Lord's Supper.
- We believe that the physical, personal return of the Lord Jesus Christ is imminent. Though the timing of this "Blessed Hope" is a mystery, the fact of it is as certain as the first coming of Christ.

Marriage

- We believe that marriage was instituted by God from the beginning of creation and that the purpose of marriage is to mirror the relationship of Christ and the church (Genesis 2:18-24; Ephesians 5:25, 33). Together, as husband and wife, they are to submit to Christ and be helpmates together, to serve and honor God and to meet each other's spiritual, emotional and physical needs in sexual union and become one flesh (Matthew 19:5; Ephesians 5:31, Hebrews 13:4). Should the married couple have children, either naturally or by adoption, they are to nurture and instruct their children in the knowledge, love and service to God through Christ (Deuteronomy 6:7 and Acts 2:38, 39). Jesus and the Apostle Paul clarified that God only blesses a marriage between a man and a woman (Matthew 19:1-2; 1 Corinthians 7). Any sexual relationships outside this union are inconsistent with God's design. Therefore, we humbly submit to the teachings of scripture that places sexual intimacy within the context of a marriage between one man and one woman, and acknowledge that any other union is incompatible with the Bible.

The Role of Women in the Church

- We believe both men and women who display humility and maturity may use their spiritual gifts to serve in any role as long as they are under the spiritual authority of the Lead Pastor (Hebrews 13:17). We believe this is in accordance with the practice of worship as demonstrated in the Corinthian church (1 Corinthians 14:26). While Paul provided guidelines to help avoid confusion in Corinth (vs. 27-32), both men and women were to edify the church by offering a hymn, a teaching, a prophecy, a tongue, or an interpretation. Some Christians believe this practice did not include women since Paul later instructed them to be silent (1 Corinthians 14:34-36). Yet, Paul did not mean silence in all circumstances. We know this because earlier in the same letter he expected women to pray and prophesy in church (1 Corinthians 11:5). According to Paul, prophecy ranked even higher than teaching (12:28). Therefore, we should note that the only kind of speech (laleo, to talk) Paul directly prohibited was wives asking disrupting questions of their husbands while in worship service. While we encourage women to serve in leadership roles according to their gifts given them by God, we fully respect the right of fellow evangelicals and evangelical churches to come to different conclusions, and will cooperate with them rather than combat them for the larger cause of Christ and His kingdom, which so desperately needs such unity.

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Statement on Race and Dignity

- Recognizing the ongoing reality of racial injustice, we the members of MCC stand against the sin of racism as we stand for human dignity, which gives value to people through graceful respect shared without any qualifications or restraints.

We Are All Created in the Image of God

- Let us make mankind in our image, in our likeness... (Genesis 1:26)
- As followers of Jesus Christ and doers of His Word, we recognize and celebrate that all people are created in the image of God.
- We value our differences since they are by God's design and we recognize, celebrate and defend them. • As a congregation, we welcome and reflect every nation, tribe, people and language — God's vision for His Church.
- Racism is an attack on the image of God given to every one of us by our Creator (Gen. 5:1-3) and on God's vision for His Church.

We Are Called to Love One Another

- Be devoted to one another in love. Honor one another above yourselves. (Romans 12:10)
- God endowed all people with inherent worth and distinction.
- Love for one another requires regard for human dignity and confirms our love for God. For those who do not love their brother and sister, whom they have seen, cannot love God, whom they have not seen (1 John 4:20).
- Racism is an attack on the very love we are called to extend to all people, regardless of skin color.

We Are Called to Live As One

- How good and pleasant it is when God's people live together in unity! (Psalm 133) As Christians, we are unified with others in Christ to form the body of Christ, his holy bride.
- Though we are a broken body, we strive to become united in Christ by loving each other and extending human dignity.
- Love requires that we look into our hearts, evaluate our words, actions, stereotypes, implicit biases, and judgments.
- Therefore, we pray for the grace to look beyond our prejudices to seek understanding and unity. Just as Jesus prayed, "May they all be one" (John 17:21), we seek the humility required to live as one.
- Racism divides and damages the oneness that should define our relationships.

We Are Called to Seek Justice and Peace

- Learn to do right; seek justice. Defend the oppressed. Take up the cause of the fatherless; plead the case of the widow (Isaiah 1:17).
- Emboldened by the truth that all people are made in God's image, we openly defend any person regardless of

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- regardless of skin color who is defamed or devalued. Therefore, we not only pray, but we take action to help eradicate division, injustice, discrimination, oppression and hatred.
- As we care with compassion and action, we will be matched with the capacity to do so. For scripture declares, "Dear children, let us not love with words or speech but with actions and truth (1 John 3:18). God desires that amends be made and wrongs be righted.
- Racism is a direct attack upon the justice and peace we are called to ensure.
- THEREFORE We declare that to properly respond to external acts of prejudice, we must examine any internal prejudice hidden within our own hearts and be willing to repent and confess:
- "I am guilty." Perhaps not of a sin of commission, but of omission – I can do more to reach out and be a bridge builder. (2 Chronicles 7:14)
- "I am a sinner saved by grace." The same measure of grace God extends to me I must extend to others, for salvation is for everyone. (Ephesians 2:8; Luke 6:36)
- "I must mourn with those who mourn." I can do more to empathize with all people who are affected by racist acts and the violence that comes with such acts. (Romans 12:15)
- "I must love with actions and truth." While my prayers are certainly heard by God, He calls me to put my good intentions into words and actions for the benefit of others. 1 John 3:18
- We believe ultimate reconciliation is only available through the work of the Holy Spirit. With this truth in mind, we pray for and seek reconciliation with each other so the body of Christ can fulfill the good, pleasing and perfect will of God for His church.

WHAT THEOLOGICAL HILLS WILL YOU DIE ON?

- Jesus Christ is God's son who was wrapped in human flesh, was born, died and rose again for our sins.
- God is the creator of all things.

HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH

In our theological statements we have highlighted these already, but I will address them again.

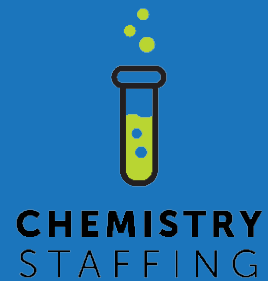
- Marriage is between one man and one woman.
- Women who are gifted by God and operate in humility should be encouraged to use their gift in the church and this includes both teaching and leading.
- Race and Human Dignity.

BIGGEST CHURCH 'WINS' IN LAST 18 MONTHS?

- Community Outreach. Our outreach efforts have grown in numbers and impact!
- Worship Team Growth and Impact. Our worship team has grown with many volunteers over the last 18 months and has become a solid group of believers who are glorifying God and leading us so well.

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- Helping all worshippers to embrace one worship style. Our long-standing "Traditional Service" ceased when we came out of Covid and unity has abounded.
- The growth of new people visiting our church every weekend. Consequently, we have grown in diversity as well. God is on the move!

BIGGEST OPPORTUNITY FOR YOUR CHURCH IN THE NEXT 12 MONTHS

- To implement a disciple-making strategy where congregants are trained to build intentional relationships with lost people and then help disciple them.

BIGGEST CHALLENGE FOR YOUR CHURCH IN THE NEXT 12 MONTHS

- To continue to grow in diversity and unity as we see more people come to Christ and become part of the church family.

TITLE OF POSITION YOU ARE HIRING

Adult Discipleship Director

FULL TIME POSITION?

Yes

REPORTING RELATIONSHIP

This position reports to the Lead Pastor for programming and Executive Pastor for operations.

GOALS AND EXPECTATIONS

- Develop and lead a disciple-making program for MCC.
- Develop Adult Discipleship programming that elevates group and equips class participation so that people are engaged as disciple-makers.

DO YOU HAVE A JOB DESCRIPTION FOR THIS ROLE?

Title: Adult Discipleship Director

Classification: Salaried Exempt, full-time 40–50 hours a week

Purpose: The primary purpose of this Senior Leadership Team position is to ensure ongoing support, development, expansion, and refinement of key adult discipleship programs that guide and encourage people to deepen their personal relationship with Jesus. The key programs include Groups, Discipleship, Prayer and Care ministry components.

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Responsibilities

General

- Develop strategy and oversee pathways for all aspects of Adult Discipleship programming
- Develop and lead a Disciple making program for MCC
- Provide leadership to foster relationships, focus and refine the staff, and volunteer efforts

Discipleship, Groups, Prayer and Care

- Provide communications continuity from key volunteers and Adult Discipleship staff to the Senior Leadership Team

Operations

- Actively participate in Senior Leadership Team meetings by Zoom or in person
- Approve/ensure ongoing Adult Discipleship communications of Group, Discipleship, Prayer and Care progress, and program events to the congregation

Staff Supervision

- Mentor ministry staff to empower, encourage, and enable their development and growth in their assigned areas of ministry
- Develop and effectively communicate performance expectations, develop appropriate accountability processes, conduct performance reviews at least annually, and create professional development plans for each direct report
- Understand and operate within the policies and processes outlined in the Employee Handbook to ensure consistent application throughout the church
- Provide pastoral care to the Adult Discipleship staff

Lay Leaders and Volunteers

- Recruit, equip, disciple, coach and supervise ministry lay leaders and volunteers so they may grow like Christ and effectively use their giftedness in God's church and accomplish missional goals

Financial Management

- Provide input and assist with the creation of the Adult Discipleship budget which is fully integrated with the church's vision and strategies
- In the spirit of stewardship, manage labor and spending within approved budgeted parameters and monitor spending at least monthly

Other

- Occasionally, as assigned by the Lead Pastor, teach/preach in worship services.

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- Convey MCC's Christian message and carry out its mission by exemplifying and promoting biblical values and fostering life-giving relationships with congregants, visitors, vendors, and other staff, while serving in this ministry role. Such actions include offering prayer, encouragement, and comfort in both personal and work relationships, leading others toward Christian maturity and, as applicable, faithfully teaching the Word of God
- Give full commitment in work and deed to support the faith tenants and cultural expectations of MCC
- Foster high levels of cooperation and effectively work in a team environment(s) with quality relationships and respect for each member's giftedness and unique abilities
- Proactively grow and develop leadership gifts through training opportunities.
- Ability to work with a teachable heart, good attitude, and unified spirit
- Other duties as assigned within the Adult Discipleship area

Performance Expectations

- Strategically build Adult Discipleship programs, curriculum, and events
- Clarify and enhance Discipleship pathways
- Build lay leadership pathways

Qualifications

Knowledge and Experience

- Meet the character qualities of a spiritual leader as in I Timothy 3 and Titus 1
- Agreement with MCC Constitution, Beliefs Statement, Mission, and Vision
- Candidate should be married with children and openly demonstrate discipleship within his/her home
- Master's Degree in Bible, Christian Education, Ministry or related field required; with at least 3 year's demonstrated leadership and experience on a large church staff leading in the spiritual formation area of adult and family education is required.
- Knowledge of developmental and faith stages for adults and the ability to strategically choose and implement appropriate programming for those stages is essential
- Pursue an intimate relationship with Christ with intensity, passion, and single-minded commitment
- Model a life surrendered to Christ and lives the message He teaches including an active prayer life.
- Committed to evangelism proven by teaching, lifestyle and support of missions
- Presence and charisma, necessary to be one of the primary faces of MCC to both the congregation and the local community
- Team-building skills, strong organization, and self-initiative, follow-through, task orientation, ability to see the big picture, strong coaching, empowerment, and leadership skills, exceptional relational ability

Personal Characteristics/Skills

- Relational servant leader with the ability to create a positive intentional discipleship culture

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- Shepherd's heart with a humble and teachable spirit in addition to the ability to motivate staff to deliver exceptional results
- Applies biblical doctrine and leads change in a dynamic environment with an emphasis placed on diversity and women in ministry.

Spiritual Gifts

- Leadership
- Teaching
- Discernment
- Organization

Reports to Lead Pastor for Discipleship strategy, Executive Pastor for Operations

EDUCATIONAL PREFERENCES

Very important:

Master's Degree in Bible, Christian Education, Ministry or related field required; with at least 3 year's demonstrated leadership and experience on a large church staff leading

AGE VS EXPERIENCE

The candidate should be married with children and openly demonstrate discipleship within his/her home with at least 3 years experience within a large church setting.

HOW IMPORTANT IS GEOGRAPHICAL LOCATION TO YOU?

The candidate could be from different geographic areas, but must be have cross culturally competence

WHAT SKILLS ARE YOU LOOKING FOR SPECIFICALLY?

- Relational servant leader with the ability to create a positive intentional discipleship culture
- Shepherd's heart with a humble and teachable spirit in addition to the ability to motivate staff to deliver exceptional results
- Applies biblical doctrine and leads change in a dynamic environment with an emphasis placed on diversity and women in ministry.

WHAT TECHNICAL ABILITIES (IF ANY) ARE REQUIRED?

Strong computer skills for both presenting and communicating. Picks up new programs easily and applies to ministry needs.

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EQUIPPER OR DOER?

Equipper

ATTRACTIONAL OR MISSIONAL?

They need to be a strong equipper and motivator who inspires people to grow and serve.

BUDGET AREA SUPERVISION

\$59k in operations budget.

URGENCY

9 - we need a qualified candidate who exemplifies our beliefs, values and culture

OTHER "MUST HAVE" SKILLS

- Spiritual Gifts of Leadership, Teaching, Discernment and Organization.
- A positive can do attitude, team player and a person who promotes peace and Unity in Christ.

OTHER "NICE TO HAVE" SKILLS

We like to laugh and have fun.

FINALLY...

- Humble, servant leader.
- Articulates a deep understanding of scripture, they are great at communicating their point and storytelling to reach people's hearts.
- Their love for God is infectious, people want to be with them, learn together and go make an impact.

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Public Job Posting

Montgomery Community Church

Adult Discipleship Pastor

Cincinnati, OH

Montgomery Community Church (MCC) in Cincinnati, Ohio, is looking to add an Adult Discipleship Director to its team. This position will ensure ongoing support, development, expansion, and refinement of key adult discipleship programs that guide and encourage people to deepen their personal relationship with Jesus. The key programs include Groups, Discipleship, Prayer, and Care ministry components.

What you'll be doing:

- Developing programming that elevates group and equips class participation so that people are engaged as disciple-makers
- Providing leadership to foster relationships, focus and refine the staff, and volunteer efforts
- Actively participating in Senior Leadership Team meetings
- Mentoring ministry staff to empower, encourage, and enable their development and growth in their assigned areas of ministry
- Recruiting, equipping, discipling, coaching and supervising ministry lay leaders and volunteers

What skills you need to have:

- Meet the character qualities of a spiritual leader as in I Timothy 3 and Titus 1
- Agreement with MCC Constitution, Beliefs Statement, Mission, and Vision
- Master's Degree in Bible, Christian Education, Ministry or related field required with at least 3 year's demonstrated leadership and experience on a large church staff
- Team-building skills, strong organization, and self-initiative, follow-through, task orientation
- Ability to see the big picture, strong coaching, empowerment, and leadership skills, exceptional relational ability
- Relational leadership skills

People love living in Cincinnati and the communities surrounding the church for various reasons. Families move here because the schools are highly rated. For those who are fans of sports, we have 3 professional teams (Football, Baseball, Soccer). The arts community here is astounding with one of the best professional orchestras in the country and a fantastic theater scene. With an abundance of outdoor activities, Cincinnati is well-known for being one of the most cost-friendly places to live. The bottom line, Cincinnati offers all the things the largest cities provide, but with a smaller town feel that people love!

