



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

ASSOCIATE PASTOR
Seneca Community Church
Romulus, New York



Population of City

3,383

Population of County

33,814

Community Overview

The Town of Romulus is beautifully situated at the heart of the Finger Lakes between Seneca and Cayuga lakes. Romulus is predominantly agricultural and tourism-focused with historical museums, nationally renowned wineries, and many other attractions.

Why People Like Living Here

We are close to Seneca and Cayuga Lake which are great for water sports, fishing, and restaurants/wineries. We are also close to Taughannock Falls, Watkins Glen Park and Raceway, and Finger Lakes National Forest. We are a tight-knit community with small class sizes in schools and community support, and the cost of living is affordable. We are also about an hour's drive to Syracuse, Rochester, and Ithaca.

Church History

In the heart of the Finger Lakes region of New York State, Seneca Community Church is located in the rural town of Romulus, directly between Seneca and Cayuga Lakes. The idea of a church was initially conceived by a few families who recognized the lack of an evangelical ministry in the central portion of Seneca County. After seeking God's direction through prayer and fellowshiping in homes, the church was established in 1976. This initial group of believers drafted the Statement of Faith, secured incorporation, purchased a vacated church building, and called the first full-time pastor. This leap of faith was followed by dedicated service and often sacrificial giving to provide the necessary resources to develop and support the ministry. From these humble beginnings, the fellowship grew, drawing attendees from a 20-mile radius.

The church developed traditions as well as a rapport with the community. For many, the fellowship was truly an extended family that warmly embraced newcomers. Activities centered on spiritual growth, service, parenting, building strong marriages, and reaching out to the local community. In 1987, Seneca Community Church was led by God to call a seasoned church planting missionary as its pastor. Under his leadership, the church prospered. Children and youth ministries were launched with an enthusiastic response. Seneca Community also developed a world view for ministry. The church began supporting missionaries across the globe and funds were designated for short-term mission trips. As attendance grew and space was limited, the fellowship envisioned a facility that could expand its opportunities to point to Christ and grow believers. Once again through prayer, service, and giving, God provided a new physical structure to house His church in 1999, which included an auditorium with seating for 200 people along with classrooms, a nursery,

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fellowship hall, kitchen, library, and offices. This was a season of great passion and joy as many new believers joined the body. Team ministries developed and attendance flourished. The face of the congregation was also changing as the first generation of Seneca Community's children left for college, marriage and employment, with most relocating. The membership was maturing. The economic landscape had shifted from agriculture to limited local employment.

In 2008, after 21 years, our pastor was led to another fellowship. The church body experienced a rather tumultuous period with some expected attrition, while seeking God's will for the future. Through the leadership and direction of an interim pastor, Seneca Community spent over a year examining itself and determining its position. This was a season of spiritual growth, innovation, rejuvenation, and grooming of leadership amongst the fellowship. After a pastoral search process, the church body issued a unanimous invitation for Dave Spencer to join them as pastor in March of 2013. Since his arrival that April, he and his wife, Cindy, have been committed to serving alongside the Leadership Team, Ministry Leaders, and family of Seneca Community as they strive to make a difference in people's lives wherever they are. Dave is passionate about seeing people integrated into the life of Seneca Community as their relationship with God grows. In 2016, more classrooms and two new entrances were added, and the auditorium was enlarged to seat 290, as well as updates to lighting and the audio/visual system.

Seneca Community is an independent, non-denominational church, governed by an elected board of deacons and supported by percentage giving (tithes) and offerings. Seneca Community Church remains family oriented, embracing attendees of all ages. Currently, active ministries include KidZone (children's programs for babies-5th grade during the 10 am service), Awana Kids' Club (for age 3- grade 6 on Thursday nights), Axis Youth Group (for grades 6-12 on Sunday afternoons), Community Groups, and short-term mission trips. Within these areas, there are always opportunities to use one's spiritual gifts to the glory of God. Twelve missionaries are supported, including a couple in Papua New Guinea from our fellowship, and a couple serving through Healthy Niños Honduras, the wife of which grew up at Seneca Community. Increasing attendance with new families, greater participation in ministry, decisions for Christ, and increased giving has been encouraging and confirming that God is at work amongst us. There is new energy and anticipation as we seek to live out our purpose of making a difference in people's lives, wherever they are, by leading them into a growing relationship with God through Christ. Our hope and prayer is to share and celebrate God's Great News of the life, work, and love of Jesus Christ with those inside and outside of the church. Our goal is to do this within our own church, our nearby communities, our region, and our greater world.

Vision, Mission, Values

OUR VISION

We seek to become a multigenerational church that has an undeniable cultural impact on the Finger Lakes by lifting up Jesus Christ, teaching God's Word, and making disciples who love and live like Jesus.



WHAT DO WE DO?

We share and celebrate God's Great News of the life, work, and love of Jesus Christ with those inside and outside of the church!

WHY DO WE DO THIS?

We live by the "Great Commandment" in Matthew 22:37-40 and the "Great Commission" issued in Matthew 28:19-20. "Jesus replied: 'Love the Lord your God with all your heart and with all your soul and with all your mind.' This is the first and greatest commandment. And the second is like it: 'Love your neighbor as yourself.' All the Law and the Prophets hang on these two commandments." – Matthew 22:37-40

"Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age." – Matthew 28:19-20

WHERE DO WE DO THIS?

We share and celebrate Christ within our own church, our nearby communities, our region, and our greater world.

HOW DO WE DO THIS?

SCC'S MISSION IS TO MAKE A DIFFERENCE IN PEOPLE'S LIVES, WHEREVER THEY ARE, BY LEADING THEM INTO A GROWING RELATIONSHIP WITH GOD THROUGH CHRIST.

Making a difference is all about being the salt of the earth (Matthew 5:13-16) without losing its flavor, or holiness (1 Peter 3:15). We want to live in such a way that the entire world is touched with the Great News of Jesus Christ.

Wherever you are has a two-fold expression. First, we look to make a difference wherever we physically are: at home, at work, during leisure time, while out and about, while worshipping, etc. It's never far from our heart that we represent Christ (2 Corinthians 5:20) and his Great News. Secondly, we want to make a difference in the lives of each person we meet, wherever that person is at spiritually (1 Corinthians 9:19-23). We accept wherever they are in their spiritual journey, and point them to Jesus' Great News, helping them grow in their relationship with God through Christ.

HOW DO WE LIVE?

- We follow God's leadership. In everything, we seek to follow God's leading through prayer, study of His Word, following and modeling His examples, spiritual leadership, participation in the larger Church, accountability, engagement with the community, etc.
- We honor Biblical truth. We develop the practice of receiving and integrating God's word into our lives every day.
- We share Christ with others. We actively and compassionately engage and invest in the lives of the people in our world in order to share the Good News with them.



- We build authentic community. We regularly connect with other Christ-followers through genuine and mutual expressions and experiences of knowing, loving, and serving.
- We live generously. We leverage our God-given resources willingly and sacrificially for God's kingdom building work.

HOW DO WE PARTNER WITH THE HOLY SPIRIT?

So now Israel, what do you think God expects from you? Just this: Live in his presence in holy reverence, follow the road he sets out for you, love him, serve God, your God, with everything you have in you, obey the commandments and regulations of God that I'm commanding you today—live a good life. – Deuteronomy 10:12–13

We believe the journey of growing in our relationship with God is exciting, challenging, and satisfying. There are at least four areas of focus for a person desiring to grow in their relationship with God. These areas of growth form our strategy. However, always remember, it is out of our being (internal growth) that these growth areas are able to evolve. The life that is all about doing, and not being, is a life at risk.

At SCC, the defining question is not "How are you doing?" It is always "How are you growing?" This God-centered inner life is expressed in a growing awareness and love for God, others, our church, and the whole world. Partnering with, and relying on the work of the Holy Spirit, we create environments through four SCC sponsored events we pray are a catalyst for a growing relationship with God. We explain them like this:

Growing awareness and love for God through Worship Services

- A growing awareness and love for God is collectively and outwardly expressed when we participate in weekend worship services. We recognize that a worship service is just the tip of the iceberg when it comes to loving God through a life of worship, but it can be a place to start for many. Foundational to, or below the water line of worship, is a daily personal experience with God that includes Bible reading and prayer that is energized by the Holy Spirit.

Growing awareness and love for Others through Community Groups

- A growing awareness and love for others is outwardly expressed when a Christ follower begins to live out his or her faith within the smaller community of a Life Group or Ministry Team. A healthy Community or Life Group is a catalyst for spiritual growth. Participants are challenged to grow in their Christ-likeness as they live out, in relational community, what they are learning. This moves us towards maturity in faith as we seek to imitate Christ in every aspect of our lives.



Growing awareness and love for our church through Strategic Investment

- A growing awareness and love for our local church body is outwardly expressed by the giving of oneself to Seneca Community Church. A person doesn't honestly love Christ's local church when they are not passionately giving themselves to it. A person who is at this place in life, is now ready to officially join the church through becoming a partner in the life and mission of the church where every member is a minister.

Growing awareness and love for the world through Actively Engaging

- A growing awareness and love for the world is outwardly expressed through an awareness of and involvement in the world beyond the walls of our church. It is demonstrated by a desire to establish authentic relationships with people in the places where we live, work, and play, and which ultimately point to the possibility of a relationship with God. Involvement outside the walls of the church is not limited to the places we live, work, and play, but extends around the world through our missions outreach. We are to act locally while thinking and praying about global possibilities that may even include us personally.

Keep a healthy balance first!

- We approach our ministry with the understanding that balance equals health, and healthy things grow. We intentionally seek to provide balanced attention and resources, reflecting our love for God, our love for others, our love for our church, and our love for our world-neighbors (locally, regionally, and globally).

WHERE ARE WE GOING?

We want to be the church in Seneca County most known for making a difference in people's lives wherever they are.

Average Weekend Attendance

194

Attendance Trend

Growing

Overview of Weekly Worship Gathering

We have a 10 am service of one hour and ten minutes (sermon - 45 min) with primarily contemporary songs with a few traditional ones. The preaching is usually topical, and occasionally expository. The atmosphere is casual and welcoming, with communion once a month. We also offer children's programming for babies through grade 5.

Worship Style of Your Church

Most sets are comprised of contemporary artists like Hillsong Worship, Phil Wickam, etc, with traditional hymns mixed in occasionally. We have a worship team, composed of four teams, each assigned a week of the month. Each team



has a worship leader (typically also a vocalist), vocalist(s), guitarist, and a drummer on some weeks. We also have a full production team for visuals (ProPresenter), audio, and livestream.

Tell Us About Your Facility

We have a newer facility with updates in the last 6 years. It can seat 300 in the sanctuary, with overflow seating in the commons area. The facility also includes a kitchen, library, conference room, nursery, and children's ministry rooms.

Overall Budget (this fiscal year)

\$368,000

Overall Long-Term Debt of the Church

none

Denominational Affiliation and/or Other Partnerships

We are non-denominational. We have an Awana Kids' Club and host Community Bible Study (an international organization).

Governance & Polity

Modified Elder-led (active members affirm major decisions)

Current Paid Staffing Level

Full-time

- Lead Pastor

Part-time

- Administrative Assistant
- Children's ministries staff
- Custodial staff

Major Ministries of the Church

- Sunday Children's Ministry (KidZone)
- Youth (Axis)
- Awana Kids' Club
- Community Groups
- Short term missions trips



Outreach Programs Overview

- Community Outreach Events (Trunk or Treat, Easter Egg Hunt, Game Dinner, VBS)
- Teacher appreciation gifts throughout the county, and opening our door for events like blood drives, sheriff's graduations, Memorial Day ceremony

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

Evangelical - Conservative

Published Theological Statement

STATEMENT OF FAITH OF SENECA COMMUNITY CHURCH

THE BIBLE: The word of God, contains the sixty-six books of the Old and New Testaments, verbally inspired without exception and therefore wholly without error as originally given of God. (II Tim. 3:16, II Peter 1:19-21, Psalm 119:89).

GOD: The one true God exists eternally as three equal persons--the Father as the Creator, the Son as the Savior, the Holy Spirit as the Comforter. (Luke 3:22, Matt. 28:19, II Cor. 13:14).

JESUS CHRIST: His pre-existence and deity, (John 1:1-3), incarnation by virgin birth, (Luke 1:30-35, Matt.1:18-23, John 1:14), sinless life, (I John 3:5, Heb. 4:15), substitutionary death, (Rom. 5:6-10, Heb. 9:22, II Cor. 5:21), bodily resurrection, (Luke 24:36-44), ascension and coming again, (Acts 1:6-11), ministry. (Heb. 4:14-16).

HOLY SPIRIT: His personality, (John 16:7-15), deity, (Acts 5:3-4, II Cor. 3:17-18), work, (I Cor. 12:13), baptism and indwelling at moment of regeneration, (Rom. 8:9), filling, (Eph. 5:18), power for Christian life and service. (Eph. 3:16, Acts 1:8, Gal. 5:22-23).

MAN: God created man in His own image, (Gen. 1:26-28), man's subsequent fall into sin resulting in spiritual death, (Gen. 3:1-24, Rom. 5:12-19), the necessity of the new birth for salvation. (John 3:3-5).

SALVATION: A complete and eternal salvation by God's grace alone, received as the gift of God through personal faith in the Lord Jesus Christ. His finished work, (Eph. 2:8-9, Titus 3:5-7, Isa. 43:11, John 14:6), and His atoning blood. (John 10:28, Heb. 9:22).

THE CHURCH: One true church, the Body and Bride of Christ, (Eph. 1:22-23), composed of all born-again believers of the present age, (I Cor. 12:12-13), and the organization of its members in local churches for worship, for edification of believers, and for world-wide gospel witness, not affiliating ourselves with such organizations striving for a one



world church such as the National Council of Churches and the World Council of Churches but being an independent witness cooperating only with organizations and other local churches of the like precious faith for the furtherance of the gospel. (II Cor. 6:17, Eph. 4:11-16).

CHRISTIAN LIFE: A life of righteousness, good works, and separated unto God from the evil ways of the world, (Rom. 12:1-2), manifested by speaking the truth, (James 5:12), maintaining the sanctity of the home, (Eph. 5:22-6:4), settling differences between Christians and disciplining sin within the church body according to the Word of God, (Matt. 18:15-17, Gal. 6:1-2, I Cor., 6:1-8), not engaging in carnal strife but showing a Christ-like attitude toward all men, (Rom. 12:17-21, Phil. 2:1-8), exhibiting the fruit of the Spirit, (Gal. 5:22-23) and maintaining a life of prayer, (Eph. 6:18, Phil. 4:6), including the privilege, when sick, of calling the elders of the church to pray and to anoint with oil in the Name of the Lord. (James 5:17-18).

ORDINANCES: The Christian should observe the ordinances of our Lord Jesus Christ which are: 1. Baptism of believers by immersion in the Name of the Father and of the Son and of the Holy Spirit. (Matt. 28:19). 2. Communion of the Bread and Cup, and although the following is not an ordinance as a whole, the church will occasionally practice a service combining the Love Feast, Foot Washing, and Communion of the Bread and Cup. This service is to be practiced to promote unity and close Christ-like fellowship in the church family. (John 13:1-17, I Cor. 11:20-34, Jude 12).

SATAN: His existence and personality as the great adversary of God and His people, (Rev. 12:1-10), His judgment, (John 12:31), and final doom. (Rev. 20:10).

SECOND COMING: The personal, visible, imminent return of Christ to remove His Church from the earth and to save His Church from the wrath to come, (I Thess. 1:10, 4:6-17, Rev. 3:10), to descend with the Church, His Bride to set up His kingdom and to reign with His Bride (the church) for one thousand years. (Rev. 19:11-20:6).

FUTURE: The conscious existence of the dead, (Phil. 1:21, Luke 16:19-31), the resurrection of the body, (John 5:28-29), the judgment and rewards of the born-again believers, (Rom. 14:10-12, II Cor. 5:10), the judgment and condemnation of the unbelievers, (Rev. 20:11-15), the eternal life of the saved, (John 3:16), the eternal punishment of the lost. (Matt. 25:46, Rev. 20:15).

MARRIAGE BELIEF STATEMENT: We believe that God wonderfully and unchangeably creates each person at conception as male or female, and that these two distinct complementary genders together reflect the image of and nature of God. Therefore, we recognize that God created marriage to be exclusively the union of one man and one woman, and that intimate sexual activity is to occur exclusively within that union. (Gen. 1:27; 2:24; Rom. 7:2; 1 Cor. 7:10; Eph. 5:22-23).*



Seneca Community Church is non-denominational. Our members come from a variety of churches. We are conservative evangelicals, neither charismatic nor ecumenical.

What theological hills will you die on?

We the Seneca Community Church, believing the Bible, the whole Bible, and nothing but the Bible, to be our infallible rule of faith and of practice, and accepting our privilege and responsibility to make known the divine message of the Bible, present the following articles as a statement of those basic truths taught in the Bible which are common to our Christian faith and practice. (John 3:3, "Jesus answered and said unto him, 'Verily, verily, I say unto thee, except a man be born again, he cannot see the kingdom of God.'")

Hot-Button Social/Cultural Issues For Your Church

See Statement of Faith

Biggest Church "Wins" in Last 18 Months?

- Attendance and giving are strong and growing
- Growing online presence and quality
- About 8 baptisms a year
- Thriving children's ministries
- Good reputation and well-known in the community

Biggest Opportunity for Your Church in the Next 12 Months

Calling an Associate Pastor to help us with development in youth and young adult ministries, community groups, and discipleship

Church's Biggest Challenge for the Future

- Managing physical growth - building space and storage
- Managing spiritual growth - developing leaders and making disciples

Title of Position You Are Hiring

Associate Pastor

Full-Time Position?

Yes



Overall Description

At Seneca Community Church, our mission is to make a difference in people's lives wherever they are by leading them into a growing relationship with God through Christ. We believe that to keep moving towards this mission, our next integral step is to add a full-time associate pastor to our church's staff. The Associate Pastor will serve with the Lead Pastor to provide supportive leadership in the areas of pastoral care, leadership development, discipleship, youth/young adult ministry (direct oversight), children's ministry (indirect oversight), preaching, and the overall spiritual health of SCC.

Reporting Relationship

Lead Pastor with input from the Leadership Team

Goals and Expectations

- Shore up the framework for a growing youth and young adult ministry
- Develop community group and discipleship systems

Do you have a job description for this role?

- Act in the absence of and in collaboration with the Lead Pastor: receiving ministerial phone calls, leading staff meetings, overseeing worship services, and other ministerial duties of the Lead Pastor.
- Assist with the Sunday preaching ministry and on such other occasions as scheduled by the Lead Pastor.
- Be responsible for the planning, organizing, promoting, evaluating, and continued growth of a comprehensive student ministry (6th – 12th grade).
- Develop and be responsible for the planning, organizing, and promoting of a young adult ministry for those out of high school through their late 20s.
- Assist in discipleship development, serving as a facilitator/teacher.
- Create a flow between the children's ministries and the youth/young adult ministries. This will involve working with and supporting all children's ministry staff and volunteer leaders. This does not necessarily mean being directly involved in ministries such as KidZone, Awana Kids Club, and VBS.
- Assist in providing ministry counseling to the church membership and members of the community.
- Provide pastoral care to the congregation, including home and hospital visits, funerals when needed, and other opportunities for care.
- Oversee and further develop the Community Group ministry, including training/mentoring leaders, facilitators, and hosts.
- Pray with church members and guests in times of need and as a part of the ongoing prayer efforts of the congregation.
- Perform other duties as assigned by the Lead Pastor as needed



Educational Preferences

We prefer that the candidate have a ministry degree and/or strong background in church ministry within the local church (including three or more years of church staff experience).

Age Vs. Experience

We would rather have someone meet the job description first and then consider age/experience.

Denominational Affiliation

Not important

How important is geographical location to you?

It's more important to us that they understand the Northeast mindset/culture and are aware of our seasonal changes and rural location. We would love to hire someone looking to put down roots and become part of our community.

What skills are you looking for specifically?

- Be able to preach and teach.
- Be strategic and practical in planning and organization.
- Be capable of casting and imparting vision in ministry areas.
- Have excellent interpersonal and communication skills.
- Display competency in computer skills.
- Have technical and social media capabilities.
- Be a team player and team builder.
- Be able to accept and give constructive criticism.
- Be able to recognize and respect the church's culture.
- Be willing to discuss major innovations with the Lead Pastor and Leadership Team before taking further steps.
- Use professionalism and discretion.
- Maintain confidentiality at all times.
- Maintain a high level of excellence and quality.
- Be willing to be flexible in utilizing your giftedness in ways that further the church's mission. Reflect SCC's vision and values (<http://senecacommunitychurch.com/about/the-scc-vision>).

What technical abilities (if any) are required?

- Planning Center (We can get someone up to speed on how we are using Planning Center. Familiarity with the product would be wonderful, but not required.)
- Microsoft Office Google Suite



Equipper or Doer?

We need an equipper who can do what needs to be done.

Attractional Vs. Missional

We feel that you cannot separate attractional and missional. We want to make the mission of the church attractive to our church community and the community at large.

Budget Area Supervision

Supervise youth ministry and children's ministry budgets, working with the current leaders. Our actual budget will be shared at the right time in the hiring process.

Personal Characteristics Desired

- Live a genuine Christian life, revealing a personal relationship with Jesus Christ.
- Model a healthy balance between God, self, family, and ministry.
- Be spiritually mature.
- Have integrity and be worthy of trust.
- Have self-motivation and the ability to self-direct.
- Have composure and patience.
- Exhibit compassion, kindness, and humor.

What would immediately disqualify someone?

Disagreed with doctrinal statement

Urgency

We are ready to hire someone now but are willing to wait for God's timing.

Finally...

- The individual filling this role must be strongly relational, outgoing, and positive, seeking to expand relationships within the church family and the community both inside and outside the church.
- He must also meet the qualifications found for Elder/Deacon in 1 Timothy 3:1-13, Titus 1:5-9 and 1 Peter 5:1-4.



Public Job Posting

Associate Pastor

Seneca Community Church

Romulus, New York

At Seneca Community Church (SCC) in Romulus, New York, their mission is to make a difference in people's lives wherever they are by leading them into a growing relationship with God through Christ. They believe that to keep moving towards this mission, the next integral step is to add a full-time associate pastor to the church's staff. The Associate Pastor will serve with the Lead Pastor to provide supportive leadership in the areas of pastoral care, leadership development, discipleship, youth/young adult ministry (direct oversight), children's ministry (indirect oversight), preaching, and the overall spiritual health of SCC.

What you'll be doing:

- Assisting with the Sunday preaching ministry
- Being responsible for the planning, organizing, promoting, evaluating, and continued growth of a comprehensive student ministry (6th – 12th grade)
- Developing and being responsible for the planning, organizing, and promoting of a young adult ministry for those out of high school through their late 20s
- Assisting in discipleship development, serving as a facilitator/teacher
- Assisting in providing ministry counseling to the church membership and members of the community
- Overseeing and further developing the Community Group ministry, including training/mentoring leaders, facilitators, and hosts

Skills you'll need to have:

- Ability to preach and teach
- Be strategic and practical in planning and organization
- Excellent interpersonal and communication skills
- Use professionalism and discretion at all times
- Maintain a high level of excellence and quality

The Town of Romulus is beautifully situated at the heart of the Finger Lakes between Seneca and Cayuga lakes. Romulus is predominantly agricultural and tourism-focused with historical museums, nationally renowned wineries, and many other attractions. We are also close to Taughannock Falls, Watkins Glen Park and Raceway, Finger Lakes National Forest, and an hour's drive to Syracuse, Rochester, and Ithaca. We are a tight-knit community and the cost of living is affordable.