



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

FAMILY MINISTRIES PASTOR

Shiloh Community Church

Orleans, Michigan

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Orleans, MI



Population of City

2,777

Population of County

67,197

Community Overview

Shiloh Community Church, while in itself is in a rural setting, has plenty of places to go and things to do and see. Ionia is the county seat of Ionia County and hosts many events of varying interests. The Ionia Free Fair is a staple of the community. Ionia county also has a county park, Bertha Brock, and Ionia State Recreation Area. Both have rustic camping and hiking trails. Bertha Brock also has a favorite sledding hill for the area. Several other surrounding cities host yearly festivals and events. We are also close to two large cities, Lansing and Grand Rapids. There are plenty of lakes for fishing, boating, hunting, and miles of connected walking and biking paths.

Church History

Shiloh Community Church can trace its beginnings all the way back to the early 1890s. It was formally reorganized and named Shiloh Community Church in 1958 after calling Pastor Ken Harger to be its first pastor. Shiloh experienced slow and steady growth over the years while being led by Pastor Ken. At one point, Shiloh Community Church's weekly attendance grew to around 1,000 people across four services. Through several pastoral transitions from 2010 - 2021, the church struggled to regain this momentum. In 2021, Shiloh Community Church called its current senior pastor, James Floyd. Shiloh has begun to experience new growth and health. We are reaching new families and have deepened our commitment to living out the Great Commission in our community.

Vision, Mission, Values

Shiloh Community Church exists to help people COME to Christ, GROW in Christ, and SERVE for Christ.

We are guided by seven core values:

GLORIFY GOD

- We give God our first and best since we are created in the image of God and have been restored by Jesus Christ to righteousness. We pursue excellence in our words, actions, attitudes, and efforts as an act of worship and not for our own pride or glory.

SEEK GOD'S WISDOM FIRST IN ALL SITUATIONS

- We intentionally seek wisdom and guidance through prayer and studying the Bible. We listen to the Holy Spirit and obediently follow the example of Jesus Christ in every aspect of our lives.

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RECONCILE PEOPLE TO GOD THROUGH THE GOSPEL OF JESUS CHRIST

- We are ambassadors of Jesus Christ living out the Great Commission personally and in community. We strive to share the gospel by our words and actions both locally and around the world.

LOVE OUR NEIGHBORS BY MEETING SPIRITUAL AND PHYSICAL NEEDS

- We are the hands and feet of Jesus Christ, serving our community by meeting spiritual, emotional, and physical needs with grace and generosity.

PRAY FOR AND ENCOURAGE ONE ANOTHER

- We pursue healthy, God-honoring friendships that result in transformed lives. We provide a safe environment that fosters honest prayers for one another. We will encourage, challenge, and hold one another accountable as we grow together as followers of Jesus Christ.

RAISE THE NEXT GENERATION TO HONOR GOD

- We value the experience and wisdom of the mature while reaching and raising up the next generation. We treat everyone with respect, both young and old, as we model a life that honors God.

CELEBRATE & GIVE THANKS IN ALL SEASONS

- We give thanks to God at all times and celebrate all the ways He works in us and through us. We express gratitude for people by recognizing their efforts and sacrifices for the cause of Christ.

Average Weekend Attendance

300

Attendance Trend

Growing

Overview of Weekly Worship Gathering

We offer three distinct worship experiences on Sundays. Our 9:00 AM service features more traditional music led by 4-5 singers, a piano and an organ. This service is mainly attended by seniors and empty nesters. Our 10:45 AM service features music led by our praise band. We also offer our Shiloh Kids ministry for children, nursery through 5th grade. Our 6:00 PM service offers contemporary music with an acoustic feel. This service is scheduled with our Shiloh Student ministry's youth group time. The teens are in the service for the worship music and communion before going to the teen center in the basement for their teaching time. The same sermon is preached in all three services, although the order of service varies.

Worship Style of Your Church

Our church currently offers three distinct worship experiences: traditional, contemporary, and acoustic contemporary. The majority of the growth of our church is happening in our contemporary service.

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Tell Us About Your Facility

Shiloh Community Church has been blessed with three properties that provide great ways for us to love our neighbor and share the Gospel. Our ministry center features an auditorium that seats 400, open-concept children's classrooms, a gymnasium, a commercial kitchen, and a youth space in the basement. These facilities are dated, so we have recently created a team to prioritize repairs, improvements, and new construction. We are in the early stages of creating a master plan which will include a new family ministries wing. Shiloh Community Church also owns a 37-acre campground which we use for our Shiloh Kids day camp during the summer and a Live Nativity during the winter. We also own and maintain the Long Lake Playground in order to provide a safe place to play for the children who live near Long Lake.

Overall Budget (this fiscal year)

\$500,000

Overall Long-Term Debt of the Church

\$0

Denominational Affiliation and/or Other Partnerships

Shiloh Community Church is a non-denominational congregation affiliated with Converge MidAmerica, a network of churches whose mission is starting and strengthening churches.

Governance & Polity

Shiloh Community Church is led by our Leadership Board and Senior Pastor. Major decisions such as hiring full-time pastors/ministry directors, appointing Leadership Board Members, approving annual budgets, and purchasing property are brought before the church members for a vote of affirmation.

Current Paid Staffing Level

Full-time

- Senior Pastor
- Associate Pastor

Part-time

- Youth Leaders
- Children's Ministry Director
- Worship Leader
- Office Administrator
- Bookkeeper
- Custodial

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Major Ministries of the Church

Shiloh Community Church is committed to growing our ministry to families by strengthening our Shiloh Kids Ministry (nursery through fifth grade) and Shiloh Students (sixth grade - twelfth grade). These ministries offer weekly programming on Sundays: Shiloh Kids during our 10:45 AM service and Shiloh Students during our 6:00 PM service.

Outreach Programs Overview

- Shiloh Community Church has a food pantry ministry that serves many people in our community.
- Our Mission and Evangelism Team hosts monthly events at the Long Lake Playground in order to develop relationships with neighborhood families.
- Shiloh Kids host a summer day camp that usually reaches 100 children.
- We also offer a free live nativity during the first weekend of December. This year over 400 people came through from the surrounding area.
- Shiloh is a generous church and supports a number of local ministries.
- We are also helping a new church to start in the Muskegon area.

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

Evangelical - Conservative

Published Theological Statement

The Word of God: We believe that the Bible is the Word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit, and that it has supreme authority in all matters of faith and conduct. (II Timothy 3:16; II Peter 1:20,21; Mark 13:31; John 8:31,32; John 20:31; Acts 20:32)

The Trinity: We believe that there is one living and true God, eternally existing in three persons, that these are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence and redemption. (Genesis 1:1,26; John 1:1,3; Matthew 28:19; John 4:24; Romans 1:19,20; Ephesians 4:5,6)

God the Father: We believe in God, the Father, an infinite, personal spirit, perfect in holiness, wisdom, power and love. We believe that He concerns Himself mercifully in the affairs of each person, that He hears and answers prayer, and that He saves from sin and death all who come to Him through Jesus Christ. (Luke 10:21,22; Matthew 23:9; John 3:16; 6:27; Romans 1:7; I Timothy 1:1,2; 2:5,6; I Peter 1:3; Revelation 1:6)

Jesus Christ: We believe in Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people, and personal visible return to earth. (Matthew 1:18-25; Luke 1:26-38; John 1:1; 20:28; Romans 9:5; 8:46; II Corinthians 5:21; I Peter 2:21-23; John 20:30, 31; Matthew 20:28; Ephesians 1:4; Acts 1:11; Romans 5:6-8; 6:9,10; Hebrews 7:25; Hebrews 9:28; I Timothy 3:16)

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The Holy Spirit: We believe in the Holy Spirit who came forth from the Father and Son to convict the world of sin, righteousness, and judgment, and to regenerate, sanctify, and empower all who believe in Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ, and that He is an abiding helper, teacher and guide. (John 14:16,17,26; 15:26,27; John 16:9-14; Romans 8:9; I Corinthians 3:16; 6:19; Galatians 5:22-26)

Humanity: We believe that human beings are the crowning work of creation, and that each person is immutably and biologically created as male or female, together reflecting the image of God. In the beginning, Adam and Eve were innocent of sin and were endowed by their Creator with freedom of choice. By their free choice they sinned against God and brought sin into the human race. The sacredness of humanity is evident in God's creative work, and that Christ died for fallen humanity. (Genesis 1:26-30; 2:5,7,18-22; 3; 9:6; Psalms 1; 8:3-6; 32:1-5; 51:5; Isaiah 6:5; Jeremiah 17:5; Matthew 16:26; Acts 17:26-31; Romans 1:19-32; 3:10-18,23; 5:6,12,19; 6:6; 7:14-25; 8:14-18,29; 1 Corinthians 1:21-31; 15:19,21-22; Ephesians 2:1-22; Colossians 1:21-22; 3:9-11)

Regeneration: We believe that all people are sinners by nature and by choice and are, therefore, under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior are regenerated by the Holy Spirit. (Genesis 1:26; 5:2; Genesis 3; Genesis 2:17; 3:19; Eccl. 2:11; John 3:14; 5:24; John 5:30; 7:13; 8:12; 10:26; Romans 9:22; II Thessalonians 1:9; Rev. 19:3,20; 20:10;14,15; 21:18; Psalm 51:7; Jeremiah 17:9; James 1:14; Romans 3:19; 5:19; Proverbs 28:13; I John 1:9; John 3:16; John 1:13; II Corinthians 5:17; Romans 8:1)

The Ordinances: We believe that the Lord Jesus Christ has committed two ordinances to the local Church: baptism and the Lord's Supper. We believe that Christian baptism is the immersion of a believer in water into the name of the triune God. (Matthew 28:18-20; Acts 2:38-39; Romans 6:3-5) We believe that the Lord's Supper was instituted by Christ for commemoration of His death. We believe that these two ordinances should be observed and administered until the return of the Lord Jesus Christ. (Acts 2:42; Acts 20:7; I Corinthians 11:23-26)

The Church: We believe in the universal Church a living spiritual body of which Christ is the head and all regenerated persons are members. We believe in the local Church, consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, work, and fellowship. We believe that God has laid upon the members of the local Church the primary task of giving the gospel of Jesus Christ to a lost world. (Ephesians 2:19-22; Acts 1:8; Ephesians 5:19-21; Acts 2:36-42; Hebrews 10:23-25)

Christian Conduct: We believe that Christians should live for the glory of God and the well-being of others; that their conduct should be blameless before the world; that they should be faithful stewards of their possessions; and that they should seek to realize for themselves and others the full stature of maturity in Christ. (I Corinthians 10:31; Romans 12:1-3; Hebrews 12:1-2; John 14:15,23-24; I John 2:3-6; II Corinthians 9:6-9; I Corinthians 4:2; Col. 1:9-10)

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Christian Marriage: We believe that Christian marriage is a sacred institution ordained by God for the happiness and well-being of mankind and the propagation of the human race. It is the spiritual and physical union of one man and one woman according to scripture. (Genesis 1:27; 2:24; Exodus 20:14, 17; Leviticus 18:22-23; Hosea 2:16; Matthew 5:27-28, 19:4-9; John 2:1-12; Romans 1:18-32; 1 Corinthians 6:9-10; Ephesians 5:21-6:4; 1 Thessalonians 4:3-8; 1 Timothy 1:8-11; Hebrews 13:4; 1 Pet 3:1-7; Jude 7; Revelation 21:1-9).

Religious Liberty: We believe that every human being has direct relations with God, and is responsible to God alone in all matters of faith; that each Church is independent and must be free from interference by any ecclesiastical or political authority; that, therefore, church and state must be kept separate as having different functions, each fulfilling its duties free from dictation or patronage of the other. (Acts 4:18-20,5:29; Galatians 5:1,13; I Timothy 2:5; Romans 14:7-9,12)

Church Cooperation: We believe that local Churches can best promote the cause of Jesus Christ by cooperating with one another in an association of churches. Such an organization, whether it is the Converge or one of its regional districts, exists and functions by the will of the Churches. Cooperation in this association is voluntary and may be terminated at any time. Churches may likewise cooperate with interdenominational fellowships on a voluntary independent basis. (Acts 8, Acts 15, Acts 16:1-5, Acts 20:6; Romans 15:26; 1 Corinthians 16:1; 2 Corinthians 8:9; Galatians 1:1-3; Revelation 1:4,10,11)

The Last Things: We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His Kingdom. We believe in the resurrection of the body, the final judgment, the eternal felicity of the righteous, and the endless suffering of the wicked. (Matthew 16:27; Mark 14:62; John 14:3; Acts 1:11; Phil. 3:20; I Thessalonians 4:15; II Timothy 4:1; Titus 2:13; I Corinthians 4:5; I Corinthians 15; II Thessalonians 1:7-10; Revelation 20:4-6,11-15)

What theological hills will you die on?

We will not waiver about any of the beliefs we have included in our statement of faith.

Hot-Button Social/Cultural Issues For Your Church

We would like clarity on a candidate's stance on gender, marriage, and recreational marijuana.

Biggest Church "Wins" in Last 18 Months?

- We baptized 14 people over the last 18 months.
- We increase the unity of the church by clarifying our mission and core values.
- We amended our constitution and by-laws to better reflect our beliefs.
- We moved our Saturday evening service to Sunday evenings in order to reach new families and better support our student ministry program.

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Biggest Opportunity for Your Church in the Next 12 Months

- We are developing a master plan for developing our campus.
- We will be building a new food pantry.
- We will be celebrating the first services of the church plant we are supporting.

Church's Biggest Challenge for the Future

Shiloh Community Church must continue to adapt and improve our ministries so we can reach the next generation.

Title of Position You Are Hiring

Family Ministries Pastor

Full-Time Position?

Yes

Overall Description

The Family Ministries Pastor is a new, full-time position to oversee the ministries to children, teens, young adults & their families. This is a unique opportunity to cast vision and lead changes through strong ministry teams.

Reporting Relationship

Senior Pastor

Goals and Expectations

Our hope and expectation for the first year in this role would be to improve the quality of the Sunday programs for Shiloh Kids and Shiloh students, begin developing a discipleship pathway for our family ministries, and begin equipping the children's parents/guardians or grandparents to raise their children to know, love and follow Jesus Christ.

Do you have a job description for this role?

Responsibilities:

Lead and develop the Family Ministries of Shiloh Community Church consisting of Shiloh Kids (Nursery, Preschool & Elementary) and Shiloh Students (Middle School, High School & Young Adult):

- Develop and implement an age-appropriate discipleship pathway for the various age groups represented in Shiloh Kids and Shiloh Students.
- Establish ministry goals and objectives related to the vision, mission, and values of the church, prioritize related ministries accordingly and manage the use of facilities in coordination with the entire staff.

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- Equip and empower staff and volunteers to help children and teens become followers of Jesus and discover how they are designed to help carry out the mission of the church.
- Ensure that safety protocols are in place and followed by all volunteers, adults, and minors at Shiloh Community Church campuses, events, groups, and programs.
- Ensure that all Shiloh Kids and Shiloh Students programs, groups and events are adequately staffed by trained volunteers.
- Recruit, perform background checks, and train new leaders and volunteers.
- Develop relationships with the parents and families of the children and teens who attend Shiloh Community Church.
- Encourage and support the families of Shiloh Community Church.
- Partner in creating ways for the families of children and teens to engage in the Outreach, Evangelism, and Compassion ministries and events of Shiloh Community Church.
- Meet with the Senior Pastor in person or via phone or video conference weekly for planning.
- Continue to develop and grow as a disciple of Jesus Christ and servant leader in His Church.

Minimum Job Requirements:

- Experience in Children's and/or Student Ministries
- Excellent verbal and written communication skills
- Ability to work productively without direct supervision
- Experience leading ministry teams
- Ability to work well and collaborate with team members, volunteers and other staff
- Taking the job seriously without taking yourself too seriously
- 4-year degree in Ministry or Education is a plus

Educational Preferences

We would prefer a candidate with a bachelor's degree in ministry or education, but value experience over education.

Age Vs. Experience

We would rather have someone with experience and the ability to collaborate.

Denominational Affiliation

We would prefer someone from the restoration movement or Converge.

How important is geographical location to you?

We are looking for someone who wants to live in rural western Michigan. They can come from anywhere as long as they want to live here.

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What skills are you looking for specifically?

We are looking for someone who:

- Can teach children and teens about Jesus.
- Can recruit, develop and empower volunteers.
- Can work on a team and lead a team.

What technical abilities (if any) are required?

- Able to use Church Management Systems. (We currently use Clover People.)
- Able to use Microsoft Office, Google Documents, and/or Mac equivalents.

Equipper or Doer?

We are looking for someone who will equip others to carry out the ministry.

Attractional Vs. Missional

We are more attractional than missional.

Budget Area Supervision

\$50,000

Personal Characteristics Desired

- We are looking for a self-starter, team builder who works hard, but does not take themselves too seriously. They do not have to be an extrovert, but they must love people and desire to see them grow as followers of Jesus.

What would immediately disqualify someone?

We would not hire a candidate if they were theologically liberal.

Urgency

5

Other "Must Have" Skills

We would like someone with good time management, advanced planning, and communication skills.

Other "Nice to Have" Skills

It would be nice if they were able to teach parenting or marriage classes, preach, and comfortable officiating weddings or conducting funerals.

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Finally...

This self-starter, productive team builder possesses a passion for helping children and teens come to know, love, and follow Jesus. They are committed to reaching the lost and making disciples through the local church. They desire to see families transformed by the Gospel of Jesus Christ. They love being a part of healthy teams that make an eternal difference.

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Public Job Posting

Family Ministries Pastor

Shiloh Community Church

Orleans, Michigan

Shiloh Community Church in Orleans, Michigan exists to help people come to Christ, grow in Christ, and serve for Christ. They are looking for a Family Ministries Pastor to join their team. This new, full-time position will oversee the ministries to children, teens, young adults & their families. This is a unique opportunity to cast vision and lead changes through strong ministry teams.

What you'll be doing:

- Develop and implement an age-appropriate discipleship pathway for the various age groups represented in Shiloh Kids and Shiloh Students
- Establish ministry goals and objectives related to the vision, mission, and values of the church, prioritize related ministries accordingly and manage the use of facilities in coordination with the entire staff
- Equip and empower staff and volunteers to help children and teens become followers of Jesus and discover how they are designed to help carry out the mission of the church
- Develop relationships with the parents and families of the children and teens who attend Shiloh Community Church
- Partner in creating ways for the families of children and teens to engage in the Outreach, Evangelism, and Compassion ministries and events of Shiloh Community Church

Skills you'll need to have:

- Experience in Children's and/or Student Ministries
- Excellent verbal and written communication skills
- Experience leading ministry teams
- Ability to recruit, develop and empower volunteers
- Ability to teach children and teens about Jesus

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