



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

CAMPUS PASTOR - CLEARFIELD

Tri County Church
DuBois, Pennsylvania

CAMPUS PASTOR- CLEARFIELD

Tri County Church
DuBois, PA



**CHEMISTRY
STAFFING**

Population of City

5,747

Population of County

43,570

Community Overview

TCC is a multisite church reaching and impacting small towns across PA. There are six physical campuses (plus our online campus) in cities ranging from 345 to 20,000+. TCC: Clearfield is the first campus that TCC launched as it became a multisite church. In 2020, TCC: Clearfield moved out of leased space into its new space. This building is located in a strategic place that elevates visibility to impact more people in Clearfield. TCC: Clearfield is an exciting opportunity for someone looking to lead, grow and develop a church with huge potential. Clearfield is a family-oriented small town that is positioned at the corridor for the PA Wilds. Clearfield is the county seat of Clearfield County, which draws new and exciting businesses to the area. Throughout the year, community events fill the calendar.

Why People Like Living Here

Clearfield is a small town that engages and celebrates the family. It is a short 20-minute drive to DuBois, PA, and only 40 minutes to State College, PA. Plus, you are only 2 hours away from Pittsburgh, one of the coolest up-and-coming cities. Clearfield anchors the southern part of the PA WILDS (<https://pawilds.com/>). If you like the outdoors, then PA living is for you. Grab your bike and hit Rails to Trails. Drive north to Benezette and enjoy the Elk. Grab a kayak and drift down the Clarion River. Pennsylvania is covered with small towns with rich history, historic downtowns, and yearly festivals, fairs, and events that create the classic picture of Americana.

Church History

In July 1995, a small group of people gathered together at a farmhouse nestled in the mountains of western Pennsylvania. God had etched an incredible vision upon their hearts and they committed to following the path that God had placed in front of them. This decision would take them on a journey filled with faith-stretching, vision-expanding, and life-altering moments. The name, Tri County Church (TCC), was inspired by a Billy Graham crusade that had come through the region. The dream was to be a church that impacts a region bigger than a singular borough, township, or even county.

Over two decades later, TCC now has physical locations in four different counties and its online campus has people connecting across the United States and in countries around the world. January 2016 was a devastating month for TCC. The founding pastor suddenly passed away while running a trail race. This shook this thriving church's foundation and uncertainty about the future swirled. The Board surged in its spiritual leadership and the staff rallied. Ten months

CAMPUS PASTOR- CLEARFIELD

Tri County Church

DuBois, PA



**CHEMISTRY
STAFFING**

later, a new Lead Pastor was hired. Over the past 5 ½ years, TCC has gone from three campuses to seven. Young families are stepping in and people who are far from God are finding a church - a gathering of people - who desire to walk with them on their spiritual journey. The “come as you are” culture, combined with an ample supply of great coffee, fills church services with people from different backgrounds, shifting perspectives, and who are at vastly different points on their spiritual journey.

Mission, Vision and Values

MISSION: Reaching More People. Changing More Lives. Love - Live - Lead Like Jesus! And leave behind what Jesus left behind. More People who Love Live and Lead like Him!

GAME PLAN MAP defines the MISSION, guides our METHOD, frames our MINDSET, and clarifies our MANDATE.

MAP: Doctrine that guides and unites. | Jesus Is The Subject

MISSION: Unwavering focus on the “why” of God’s church. | Reaching more people and changing more lives.

METHOD: Evolving strategy that aligns and accelerates the mission forward. | Local Events, The Weekend, Life Path

MINDSET: Linking people together by a unified set of core values. | Story - Community - Legacy

MANDATE: Rallying cry that intensifies passion and elevates ownership. |

LOVE First, LIVE Differently, LEAD Passionately, LEAVE a Legacy

Unconventional is a word that powerfully depicts the type of church God has meticulously put into motion. For thousands of years, God has used unconventional people, in some of the most unconventional and faith-expanding ways, to share His unrelenting love with everyone. God continues to unconventionally breathe hope into the darkest of situations and continues to extend His unconditional love to all people.

Average Weekend Attendance

1000-1500

Attendance Trend

Growing

How many campuses?

7

Overview of Weekly Worship Gathering

TCC: Clearfield is a campus of 90+ (weekly attendance). The leadership core is extremely solid, and there are people who show up every week. It is positioned to make a significant impact in the community.

CAMPUS PASTOR-CLEARFIELD

Tri County Church
DuBois, PA



**CHEMISTRY
STAFFING**

TCC weekend services are high-energy, fun, and focused on teaching in a relevant and life-changing way. We are always asking this question: How do we help every person take a spiritual step? We program for the person who has never stepped into a church before and who grew up attending church.

- **TEACHING:** We are passionate about teaching the Bible in a relevant and life-changing way. Application is always part of a weekend message as we teach through the Bible. Our campuses leverage video teaching. We also include live teaching moments and messages throughout the year.
- **MUSIC:** Our music style circles around Elevation Worship, Hillsong, North Point Worship, etc. We also will choose other popular songs that assist us to build a bridge to the message/topic.
- **CREATIVE:** Creativity is a foundational passion for us. We are always looking for ways to connect with people through different mediums. For example, we are in a series right now titled "MOSAIC: Fractured. Not Forgotten." It is a series through the book/story of Esther. Every week we have integrated little glass mosaic tiles into the service. People have engaged in different ways with them.

Tell Us About Your Facility

TCC: Clearfield's new building is ideally located for significant impact. The building was purchased in 2019, and we moved into the space when we relaunched physical campuses out of Covid. Over the past two years, teams of passionate and dedicated people have worked on building out the space. The KidsRock space was finished first, and we just finished the Velocity (student ministry) and office space. A significant gift was given last fall to help resurface the parking lot, which has significantly improved the guest experience. This 11,000 sq/ft facility has vast potential.

Overall Budget (this fiscal year)

\$1,300,000

Overall Long-Term Debt of the Church

\$400,000

Denominational Affiliation and/or other Partnerships

TCC is a North Point Partner Church. This partnership has been extremely advantageous to our staff, church leadership, and mobilizing our vision to reach more people. TCC is also tethered to the Church Of God (Anderson, Indiana). We are a completely autonomous church with its own Elder Board, budget, and complete independence to make decisions. TCC is also connected to the WCA, Compassion International, World Vision, Back40 Network, and other strategic partners.

CAMPUS PASTOR- CLEARFIELD

Tri County Church
DuBois, PA



**CHEMISTRY
STAFFING**

Governance & Polity

TCC is a staff lead, Board (Elders) protected church. The Board just finished a two-year process and established a governance policy manual based on the Carver Model. The Board empowers the Lead Pastor to lead the church and the staff. The Lead Pastor, in relationship with the Executive Pastor, leads with Campus Pastors to move the mission and vision of the church forward.

Current Paid Staffing Level

- The Central Staff consists of the Lead Pastor, Executive Pastor, Controller, HR, and Family Ministries Pastor. The unique nature of being a large Multisite reaching small towns surfaces interesting challenges. TCC is blessed with staff who have varying talents and skill sets that allow us to elevate the bar of excellence.
- Campuses: All campuses have a FT Lead Pastor. And then we hire KidsRock (PT/FT) and Worship Pastor (PT/FT) as the campus grows. The larger campuses also have a Velocity (Student Ministries) pastor and other positions needed to continue to expand the mission.

Major Ministries of the Church:

- KIDSROCK KidsRock is our children's ministry. We use Orange curriculum. We believe that Sundays should be the best hour of kid's week!
- VELOCITY Velocity is our student ministry. We are working towards launching Velocity at every campus. Currently, 4 out of 7 campuses have an active Velocity student ministry.
- LIFE PATH Life Path is our framework to help people navigate their spiritual journey. LifePath includes helping people name Jesus the Subject, take a step in Baptism, get connected in a Life Group and serving, and live a life of generosity. We also have active "medium-sized" groups that are focused on helping people take a step out of a "row" and into relationships.

Outreach Programs Overview

- TCC launched Square One Community (SQ1) in 2019 to help accelerate our impact within our local communities. SQ1 is committed to helping people go from surviving to thriving. Our goal is not to give handouts, but to reach a hand out and help someone up. SQ1 includes
- Beyond Mom, a gathering focused on single moms who do not have a support mechanism.
- LifeLines is a free service that helps connect people with needed resources.
- Celebrate Recovery focuses on helping people heal and experience freedom.
- House To Home to help meet the needs of people. House To Home sells gently used furniture and household items. A foundational component of H2H is our "gift of sleep". Through generous donors, business partners, and H2H sales, we purchase new mattresses to give to people without a mattress.

CAMPUS PASTOR- CLEARFIELD

Tri County Church

DuBois, PA



**CHEMISTRY
STAFFING**

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

Evangelical - Moderate

Published Theological Statement

- **GOD** God is the Creator and Ruler of the universe. He exists eternally in three Persons: the Father, the Son, and the Holy Spirit. These three are coequal and are one God. Genesis 1:1, 26-27; Psalm 90:2; Matthew 28:19; 1 Peter 1:2; 2 Corinthians 13:14
- **JESUS** Jesus is the Son of God and is coequal with the Father. Jesus lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all people by dying on a cross. He arose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven's glory and will return again someday to reign as King of Kings, and Lord of Lords. Matthew 1:22-23; Isaiah 9:6; John 1:1-5, 14:10-30; Hebrews 4:14-15; 1 Corinthians 15:3-4; Romans 1:3-4; Acts 1:9-11; 1 Timothy 6:14-15; Titus 2:13
- **HOLY SPIRIT** The Holy Spirit is co-equal with the Father and the Son of God. He is present in the world to make us aware of our need for Jesus Christ. He lives in every Christian from the moment of salvation. He provides Christians with the power for living, understanding of spiritual truth, and guidance in doing what is right. We seek to live under His control daily. 2 Corinthians 3:17; John 16:7-13, 14:16-17; Acts 1:8; 1 Corinthians 2:12, 3:16; Ephesians 1:13; Galatians 5:25; Ephesians 5:18
- **BIBLE** God's Word to all people, written by human authors under the supernatural guidance of the Holy Spirit. It is the supreme source of truth for Christian beliefs and living. Therefore, we believe the Bible is without error. 2 Timothy 3:16; 2 Peter 1:20-21; 2 Timothy 1:13; Psalm 119:105, 160; 12:6, Proverbs 30:5
- **HUMANITY** made in the spiritual image of God to be like Him in character. People are the supreme object of God's creation. Although every person has tremendous potential for good, everyone is marred by an attitude of disobedience toward God called "sin". As a result, people are incapable of regaining a right relationship with God through their own efforts. Genesis 1:27; Psalm 8:3-6; Isaiah 53:6; Romans 3:23; Isaiah 59:1-2
- **SALVATION** Salvation is by grace, through faith. It is a gift from God to all people. We can never make up for our sins by self-improvement or good works. We are saved from sin's penalty by trusting in Jesus Christ and his sacrifice as God's offer of forgiveness. We express our faith publicly through baptism. Romans 6:23; Ephesians 2:8-9; John 14:6, 1:12; Titus 3:5; Galatians 3:26; Romans 5:1
- **ETERNITY** Eternity is how long we were created to exist with God. We will either exist eternally separated from God by sin or eternally with God through forgiveness and salvation. To be eternally separated from God is Hell. To be eternally in union with Him is Heaven. Heaven and Hell are real places of eternal existence. John 3:16, 14:17; Romans 6:23, 8:17-18; 1 Corinthians 2:7-9; 1 John 2:25, 5:11-13; Revelation 20:15
- **CHURCH** The church is the body of Christ, of which Jesus Christ is the head. The members of the church are those who have trusted by faith the finished work of Christ. The purpose of the church is to glorify God by loving Him and by making Him known to the lost world. 1 Corinthians 12:27; Matthew 28:19-20; John 10:10; Ephesians 4:11-14; Acts 2:38

CAMPUS PASTOR- CLEARFIELD

Tri County Church

DuBois, PA



CHEMISTRY
STAFFING

What theological hills will you die on?

- Non-negotiable? Jesus.
- We would be hesitant to hire someone who leans into the charismatic/pentecostal position due to the area we live in.

Hot-Button Social/Cultural Issues for Your Church

Love First is a phrase that we have embedded into the culture of our church. Love First truly is our approach to all people. We are very comfortable resting in the messiness of people, culture, and what the Bible says. We fully embrace the reality that Jesus came full of truth and grace. We do have people who are gay that are actively part of our churches. They also understand our biblical approach to marriage and why we won't perform gay marriages. We also do not lead by rules unless it is put in place by God. For example, the staff is free to drink alcohol. With that decision comes responsibility. We talk about how to discern who you are with and to be extremely wise.

Biggest Church 'wins' in last 18 months?

- We have experienced new growth across all of our churches coming out of Covid.
- New and young families are taking a step in for the first time, which is exciting.
- The weekend before Easter we baptized 33 people across all of our campuses. And all of our campuses experienced a significant increase in Easter attendance from the year before.
- Staff health, even leading out of such a difficult season, is thriving. Our team really enjoys leading and being together.

Biggest Opportunity for Your Church in the Next 12 Months

Our biggest opportunity is to help disciple people to trust God with their finances. The blue-collar nature of our towns really affected our giving. We have experienced God show up and show off in so many ways. But we also realize that we need to disciple, challenge, and encourage people to give generously.

Church's Biggest Challenge for the Future

We are actively learning how to scale our multisite strategy to reach more and more small towns across PA. This is something that is extremely exciting and challenging.

Title of Position You Are Hiring

TCC: Clearfield Campus Pastor

Full Time Position?

Yes

CAMPUS PASTOR- CLEARFIELD

Tri County Church

DuBois, PA



CHEMISTRY
STAFFING

Reporting Relationship

Campus Pastors report directly to the Lead Pastor and have a significant relationship with the Executive Pastor. (The Lead Pastor and Executive Pastor lead together in executing the mission and strategy.)

Goals and Expectations

- In the first year, we see the Campus Pastor intentionally building relationships with the core leaders in Clearfield and getting to know the town and culture. This is mission-critical. We also know that there is a learning curve to grasping the TCC culture, systems, and our multi-site approach.
- As the Campus Pastor gets to know the people, leaders, local businesses, and influencers, we hope that he/she starts to develop a vision of how to reach unchurched people in Clearfield and the surrounding towns.
- Also, every Campus Pastor wears two hats. A campus hat and a central hat. The central hat is a unique gifting and passion that helps TCC, a collective of churches, move the vision forward.

Do you have a job description for this role?

- We hope this position will ignite a movement within the local community, aligned to TCC: mission, with a radical commitment to reaching people far from God and partnering with them to take steps along the LifePath.
- This Campus pastor will link arms with the Lead Pastor to accelerate the vision and intensify the impact.
- Oversee pastoral and shepherding needs of the campus.
- Ensure operational excellence by providing facility oversight and care, and generating long-term campus planning and development.
- Establish financial health by creating a culture of generosity and ensuring that the campus financial strategies and systems are effectively executed.

Responsibilities:

- CONNECT each ministry with TCC's mission and ethos - protecting and radically aligning the ministry to TCC's strategic plan.
- COLLABORATE with passionate and committed team members by identifying and maximizing individual talents and personalities.
- CREATE dynamic, engaging and life-shaping opportunities and events to inspire people to take spiritual steps.
- COACH advancing leaders by sharing experiences, insights, and direction committed to partnering with leaders to reach their potential by embracing innovation and creativity while adapting to growth and change.

Educational Preferences

All of our Campus Pastors have come from vastly different journeys and backgrounds to step into a Campus Pastor position. We all have a wide spectrum of college education. We do not require seminary degrees or even Bible college degrees. We do desire for a Campus Pastor to have a foundational knowledge of the Bible.

CAMPUS PASTOR- CLEARFIELD

Tri County Church

DuBois, PA



**CHEMISTRY
STAFFING**

Age Vs. Experience

Open to both

Denominational Affiliation

Denominational affiliation is not at all important to us.

How important is geographical location to you?

The important part for us is that this person has to have a desire to get to know the culture and community. This is the critical component for a Campus Pastor to thrive.

What skills are you looking for specifically?

- Leadership is Priority 1 for a Campus Pastor.
- Teaching/communication must be a strength without the candidate "having" to teach/preach on a consistent basis.
- Our most successful Campus Pastors have Galvanizing and/or Enablement as a genius or competency. These gifts are critical for building, encouraging, and empowering team members.

What technical abilities (if any) are required?

Our teams leverage Asana, Google Workspace, Planning Center, and other foundational tools to help lead and mobilize people to accomplish our core strategies. A successful staff member has to have the desire to learn and grow using the tools provided to accomplish their job. We will provide the needed training to assist the Campus Pastor to thrive.

Equipper or Doer?

The answer is both. At the central level, a Campus Pastor must be a doer. Central strategies, which are innovated by the entire Campus Pastor team, must be developed and put into motion. Then the Camps Pastor must equip teams on his/her campus to implement on their specific campus.

Attractional vs. Missional

We try to keep both of these values in mind when developing our weekend services (experiences). The attractional component comes in on how we develop and word (how we communicate) our series and the creative elements we leverage to engage people. We then leverage our missional strategy to develop people to carry out the mission of the church. If we lean one way, we are 55% attractional and 45% missional.

Budget Area Supervision

Every campus has a budget that the Campus Pastor is responsible for and oversees. There is a percentage that each campus is responsible for giving back to the "whole" to support the Central strategy and to launch new campuses.

CAMPUS PASTOR- CLEARFIELD

Tri County Church

DuBois, PA



**CHEMISTRY
STAFFING**

Personal Characteristics Desired

- Collaboration is a core characteristic that empowers the team to work together. We work closely together in developing the overall strategy as we lead our churches.
- A successful Campus Pastor also has a driven personality that grabs hold of the mission and strategy and leads passionately at his/her campus.

What would immediately disqualify someone?

- A candidate who conceals his/her past and isn't upfront with the mess in his/her life will be a disqualifier. Grace is extravagantly given. We all have pasts with hurts and hangups.
- A candidate must also embrace our methodology to reach unchurched/de-churched people. We understand that we will do things (song selection, creative elements, etc.) that might make some religious people uncomfortable. A successful Campus Pastor must embrace this method and have the ability to lead people who might not understand.

Urgency

The position is open now. That reality creates urgency. We also are very comfortable with going slower to ensure that we find the right person for the entire TCC team and for TCC: Clearfield.

Other "Must Have" Skills

Most of our staff members wear several hats because of our multi-site strategy focusing on reaching small towns. It would be helpful, but not required, if this candidate has a unique skill set (graphics, website, worship leading, etc) that would help support all of our churches.

Other "Nice to Have" Skills

They must be great with people. I know that might sound like a no-brainer, but it is essential!!

Finally...

A Campus Pastor must be a passionate leader who elevates team members and is catalytic in moving all of our churches forward.

CAMPUS PASTOR- CLEARFIELD

Tri County Church
DuBois, PA



**CHEMISTRY
STAFFING**

Public Job Posting
Clearfield Campus Pastor
Tri-County Church
DuBoise, Pennsylvania

Tri-County Church (TCC) in DuBoise, Pennsylvania is looking for a Campus Pastor for its Clearfield location. This strategic leader will help ignite a movement within the local community, aligned to TCC; mission, with a radical commitment to reaching people far from God and partnering with them to take steps along the LifePath. This North Point partner is looking for a relational, passionate leader who elevates team members and is catalytic in moving TCC forward.

What you'll be doing:

- Coming alongside the Lead Pastor to accelerate the vision and intensify the impact
- Overseeing pastoral and shepherding needs of the campus
- Ensuring operational excellence by providing facility oversight and care, and generating long-term campus planning and development
- Establishing financial health by creating a culture of generosity and ensuring that the campus financial strategies and systems are effectively executed

What skills you need to have:

- Leadership
- Collaboration minded
- Passionate about the mission and vision of TCC
- Teaching and Communication

Clearfield is a small town that engages and celebrates the family. It is a short 20-minute drive to DuBois, PA, and only 40 minutes to State College, PA. Plus, you are only 2 hours away from Pittsburgh, one of the coolest up-and-coming cities. Clearfield anchors the southern part of the PA WILDS (<https://pawilds.com/>). If you like the outdoors, then PA living is for you. Grab your bike and hit Rails to Trails. Drive north to Benezette and enjoy the Elk. Grab a kayak and drift down the Clarion River. Pennsylvania is covered with small towns with rich history, historic downtowns, and yearly festivals, fairs, and events that create the classic picture of Americana.

