



Information Packet for Lead Pastor Candidates

- **Overview of the Church & Community**
 - **Ministry Job Description**



KNOW · GROW · GO

Who is Thurston Christian Church?

TCC is an independent Christian Church affiliated with the Restoration Movement. We were planted in the rural country to the east of Springfield, Oregon, in 1890 by a professor at the former Eugene Divinity School. Since that time the city has expanded east, and we now are surrounded by neighborhoods filled with families. *Yet even though we are part of Springfield, Thurston maintains a distinctive community identity.*

TCC always has strived to expand our reach into the community. We have been forward thinking as we have torn down, rebuilt, and expanded our building to accommodate more people (1948), and better serve families (1978). We have invested in technology to support our worship services and our weekly Livestream. Our facility has a coffee bar, youth room, fellowship hall, and more. There is space to grow!

We are a healthy, resilient congregation. We have experienced times of exciting growth and also times of frustrating decline. Yet by God's grace, we always have been able to regroup, regain our fire, and press on. We are passionate about building God's Kingdom through Jesus Christ, one person after another, and this is captured in our mission: *to lead people to KNOW Jesus, to GROW in Jesus, and to GO serve Jesus.*

Our church is friendly and welcoming; there is a sincere feeling of family and community here. Guests often comment how quickly they feel "at home" when they visit.

Some key details about us:

- Over the past five years we have seen 47 people begin a journey with Jesus in baptism.
- TCC had an average weekend attendance of 127 prior to COVID.
- ~200 people currently consider TCC to be their church home.
- Like many churches, our rebound from COVID has been challenging and average weekend attendance now is 80-90 (including both in-person and online).
- We are deeply committed to weekly Growth Groups, yet these also have been impacted by COVID. We currently have 3 groups; we are eager to raise up new leaders and add more!
- 55% of our church is over the age of 50. There still are families that attend, but we need to grow that demographic. Our children's ministry currently is small (8-15 kids per week), yet seems to be growing a bit. We do not have a youth ministry due to a lack of students in that age range.
- Our congregation loves church social gathering such as potlucks, church picnics, and outreach events like block parties and vacation bible schools.
- We have a strong partnership with a local public elementary school. Through this partnership, we serve families in need and we look for ways to lovingly draw people toward the church.
- 12.5% of our budget this year is directed toward Missions (local, regional, and global outreach).
- We currently have an Interim Lead Pastor and four part-time staff members: a Media Director, Bookkeeper, Office Manager, and Custodian.

Why Is There an Opening?

Our previous Lead Pastor, Scott Lerwick, was asked to join the team at Boise Bible College as their new Vice President of Institutional Advancement. He served faithfully at TCC for more than four years and the church grew under his leadership. To ensure a healthy transition, Scott worked with the Elders to bring in an Interim Pastor, who is committed to serving TCC until the new Lead Pastor arrives. *If God is calling you to TCC, you will come to a church that is not simply treading water, but is pressing forward in our mission.*

Why Serve at Thurston Christian Church?

If you are passionate about serving a church that can make a Kingdom impact, then TCC is for you. Nearly 80,000 people live within a 7-mile radius of our campus, and more than 80% of them don't know Jesus!

To us, these are not just statistics; these are people who are spiritually adrift and who matter deeply to God. We have a longing to make inroads into their lives and discern how to reach the next generation, and God has providentially put us in a place to do just that! Our church is surrounded by homes full of families, and – within one mile of our facility – there are 2 elementary schools, a middle school, and a high school.

We believe we stand on the cusp of an incredible opportunity to connect with our neighbors who are far from God and draw them to the Savior.

In order to do this, though, we must get outside the box and be innovative. So if you are called to TCC, we want you to try things that will stretch you and make you uncomfortable...and we will do them with you! We know that every attempt will not be successful, which means you have the freedom to fail. Yet if we're trying new things, then we are failing forward. We believe God will bless our efforts and teach us through these experiences.

In all of this, you will serve alongside Elders who will love you, encourage you, support you, and pray for you. TCC is "Pastor led and Elder protected", which means our shepherds want you to exercise your leadership gifts. They will walk with you and hold you accountable, yet they will not micro-manage you.

On the personal side: Thurston is a great place to live! We sit at the southern end of the green and beautiful Willamette Valley, and we are part of the Springfield-Eugene metro area, which is a full-service community with a diverse economy. Thurston is family-oriented with solid schools, great parks, biking and walking trails, and more.

This is a recreational mecca! The Willamette and McKenzie Rivers pass through our community, and we sit at the gateway to the Cascades. It's just an hour to the ski slopes and an hour to the coast.

In other words: *Whatever you like to do when you need a break from ministry, you can do it here!*

What is TCC's Doctrinal Statement?

The Bible

We believe in the inspiration and inerrancy of the Scriptures, both the Old and the New Testaments, and that they are of supreme and final authority in faith and life. (*Romans 15:4; 2 Timothy 3:16-17; 2 Peter 1:19-21*)

God

We believe in one God, eternally existing in three Persons: Father, Son, and the Holy Spirit. The Bible teaches that God is the Creator of our world and sustainer and Lord of our lives. (*Genesis 1:1-2; Matthew 28:18-20; John 1:1-2, 8:58; 1 Corinthians 6:11, 8:6; Acts 2:32-33*)

Man

We believe that man was created in the image of God; that man sinned, and thereby incurred, not only physical death, but also spiritual death, which is separation from God; that, as a result of this sin first committed by Adam, all human beings are born with a sinful nature, and, in the case of those who reach moral responsibility, are accountable as sinners in thought, word, and deed. (*Genesis 1:27; Genesis 3; Psalms 8:3-6; Isaiah 53:6; Isaiah 59:1-2; Romans 3:23*)

The Sanctity of Human Life

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life. (*Genesis 1:26-28; Psalm 139*)

Marriage, Gender, and Sexuality

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God (*Genesis 2:18-25*). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (*1 Corinthians 6:18; 7:2-5; Hebrews 13:4*). We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman. We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God (*Matthew 15:18-20; 1 Corinthians 6:9-10*).

We believe that in order to preserve the function and integrity of Thurston Christian Church as the local Body of Christ, and to provide a biblical role model to our members and community, it is imperative that all church employees, leaders, and members agree to and abide by this standard laid out in the Word of God (*Matthew 5:16; Philippians 2:14-16; 1 Thessalonians 5:22*). We believe that God offers grace when we falter in these areas and through the power of the Holy Spirit will provide redemption and restoration to all who humbly confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ (*Acts 3:19-21; Romans 10:9-10; 1 Corinthians 6:9-11*). We believe that every person must be afforded compassion, love, kindness, respect, and dignity (*Mark 12:28-31; Luke 6:31*). Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of Thurston Christian Church.

Jesus

We believe Jesus Christ is the one and living Son of God and our Savior. Through Him, God opened the way of abundant and eternal life through His death, burial and resurrection, to all who call on the name of Jesus. Jesus instituted a new covenant with God that succeeded and transcended His former covenant with the people of Israel: hence, we accept the Old Testament as preparatory to the New Testament, and we rejoice that we are related to God through the grace of our Lord Jesus Christ and not through the law. (*Romans 4:24, 8:34; Galatians 4:4-5; Philippians 2:5-11*)

Salvation

Salvation is totally by God's grace, an unmerited gift to the believer. This gift is received by faith alone, apart from any works of the believer. It is the gift of the forgiveness of sins and the promise of eternal life. Those accepting Christ should repent of their sins, confess their faith and be baptized into Jesus. True faith is then always accompanied by a determination to follow Jesus in a life of obedience and good works. (*Ephesians 2:8-9; 1 Peter 1:18-19; 1 John 1:7; Romans 5:1-2; Acts 3:19, 17:30; 2 Peter 3:9; Philippians 2:11; Acts 2:38; Romans 6:1-7; Galatians 3:27; Colossians 2:12; 1 Peter 3:21*)

The Holy Spirit

We believe that the Holy Spirit is God Himself and is encouraging, guiding, and transforming us in the way of Christ. The Holy Spirit gives various gifts to the members of the body so that every member can make a contribution to the effective ministry of the entire church. (*John 14:16-17; 1 Corinthians 2:12-13, Ephesians 1:13-14*)

The Church

There is one universal church of which Christ is the Head, made up of true believers in all places and in all times. The visible local church is the ordinary means of the spread of God's kingdom and the building up of God's people in Christ. The marks of a true church are the proclamation of the whole revelation of God in Scripture, the biblical administration of communion & water baptism, the exercise of biblical church leadership, the edifying use of the spiritual gifts given to the members of the body, and a manifestation of unity and love among the members. (*Matthew 16:13-18; 2 Corinthians 5:17; Colossians 1:18; Ephesians 2:19-22*)

Last Things

We believe in "that blessed hope," the personal and imminent return of our Lord and Savior Jesus Christ. The righteous and the unrighteous will be resurrected to face final judgment. The unrighteous will suffer eternal punishment in hell and the righteous will enjoy eternal blessedness in heaven. (*Matthew 12:36; Matthew 24:36; John 5:22, 16:8; 2 Corinthians 5:10; 1 Thessalonians 4:16-17; 2 Peter 3:7; Jude 6*)



Lead Pastor

Job Description

Title: Lead Pastor
Job Type: Full-Time
Reports To: Eldership

Summary: The Lead Pastor carries the primary responsibility to help the church fulfill her vision, mission and values. The Lead Pastor will grow a passionate team of leaders, and develop relational environments, to ensure the church operates at her best.

Key Responsibilities

Leadership Tasks:

- Establish annual ministry plans.
- Prepare and oversee the church budget.
- Work in an environment of mutual accountability with the Elders, serving as a “first among equals”.
- Guide and direct the Elder meetings.
- Provide oversight and leadership to the church staff.
- Ensure that necessary policies and procedures are established, effectively communicated, performed and measured.
- Build and support a team of leaders who provide direction and leadership to the various ministries of the church.
- Develop ongoing and annual evaluative tools that assess ministry growth and ministry effectiveness.
- Be willing and able to serve alongside volunteer teams.

Spiritual Formation Tasks:

- Prepare and preach weekly sermons.
- Prepare weekly Growth Group material as needed.
- Recruit and train Growth Group leaders; recruit and train others who can develop more Growth Group leaders.
- Model the heart and life of a disciple; model the heart and life of a believer who invests in meaningful relationships with the unchurched.

Staff duties:

- Database management.
- Tasks as needed to help manage the church office.

Training and Experience:

- Five years of experience as a Lead Pastor (preferred)
- Bachelor’s degree from a Restoration Movement College (preferred)

Core Competencies & Qualifications:

- An effective communicator of biblical truth, with a preference for expository (text-based) versus topical preaching.
- A baptized believer who agrees with, and endorses, the TCC statement of faith.
- A passion to help people find and build healthy relationships that matter to them...both inside and outside the church.
- Able to meet people easily and communicate genuine interest in them.
- Able to create and manage ministry "systems": can imagine and develop a process from beginning to end [including required documentation], and can communicate with involved parties as needed throughout that process.
- Able to recruit, develop, and motivate leaders of leaders.
- Good organizational skills.
- Computer skills:
 - Experience with a church management system database (data input and data retrieval) for searches, reports, mail merges, and data analysis. (We currently use Planning Center for all church data and worship services management)
 - Word and/or Pages
 - Excel and/or Numbers
 - Outlook and/or Calendar/Mail
 - Familiarity with ProPresenter worship software a "plus"
 - Familiar with and able to use a variety of communications—phone, e-mail, text, Facebook, Instagram, Twitter, etc.

Hours / Compensation:

- This is a full-time salaried position. You will work 5 (sometimes 6) days per week; 44-48 hours per week.
- One (1) weekday off each week.
- Four (4) weeks of paid vacation per year; can increase to five (5) weeks within six years.
- Eight (8) paid holidays per year.
- Up to forty (40) days of paid sick time; accrued one day per month.
- Compensation to be determined.
- Student Loan Reduction Program (we match \$2 for every \$1, up to \$200 a month)
- Family Medical coverage through a healthcare sharing ministry, Samaritan Ministries
- \$200 monthly stipend for out-of-pocket medical expenses (taxable income)

How to Apply:

- Email a resume and cover letter in PDF form to the TCC Search Team: (pastorsearch@thurston.church)
- Please include a link to a video of you preaching.

The Process:

- The TCC Search Team will ask questions via email and conduct initial phone interviews with qualified candidates.
- If we continue to the next step, we will arrange for you to take the "Flag Page" assessment, then you will participate in a second interview with the Elders.
- If you and the Elders mutually agree to move forward in the process, we will check your references and then bring you and your wife to Thurston for a multi-day interview. This visit will involve meetings with the Search Team, different ministry teams, parents, individuals, church staff, and Elders. You also will have time to explore Thurston.
- Our desire is, *if possible*, to have the new Lead Pastor in place by the fall of 2022.