



x. Life Groups Director  Full Time  Part Time

y. Assistant Life Groups Director  Full Time  Part Time

[college ministries director is a Coalition for Christian Outreach (CCO) employee; Gateway provides approximately ½ financial support]

Position Available: Associate Pastor

Date of Vacancy: May, 2019

- 5.
- |  | Five Years Ago | Currently               |
|--|----------------|-------------------------|
| a. Number of church members  | 788            | 995                     |
| b. Number of family units  |                |                         |
| c. Worship attendance (Worship + Kids)   | 1,503 / wk     | 1,625 / wk (2018 Y-T-D) |
| d. Profile of church members. These demographics are not tracked by Gateway. Gateway is a conservative middle-class congregation with a high concentration of people who work in a professional setting and also those in the agricultural industry. Gateway is a growing church with many young families. |                |                         |

i. Age:

\_\_\_% 0-11    \_\_\_% 12-18    \_\_\_% 19-24    \_\_\_% 25-34    \_\_\_% 35-49    \_\_\_% 50-64    \_\_\_% 65+

ii. Occupation:

\_\_\_% Business    \_\_\_% Professional    \_\_\_% Trades    \_\_\_% Stay at home parent

\_\_\_% Agriculture    \_\_\_% Retired    \_\_\_% Other (Specify:    )

iii. Education level of adults

\_\_\_% some high school    \_\_\_% high school    \_\_\_% college    \_\_\_% graduate school

iv. Percentage of members belonging to the congregation

\_\_\_% Less than 1 year    \_\_\_% 5 years or less    \_\_\_% 6-10 years    \_\_\_% 10 years or more

v. Racial/Ethnic composition of congregation (estimated)

1% Asian    4% Hispanic    1% African American    94% Caucasian

6. Worship – 2 campuses – North Main (N. Main) and County Road 9 (CR9)

a. Time    Average Attendance (Worship + Kids)

Saturday 6:00 pm (North Main)    140

Sunday 9:15 am (North Main)    130

Sunday 11:00 am (North Main)    120

Sunday 9:00 am (CR9)    618

Sunday 9:00 am (CR9)    617

b. Frequency of communion celebration: 10 times per year

c. How are members involved in planning and participation in the liturgy/worship?

Church members have an array of ways to participate in worship. They can choose to be a bystander on Sunday mornings or they can be involved in planning and in services on the worship team. The weekly planning is the responsibility the worship director.

- d. Style of liturgy used in your worship (e.g. traditional, contemporary, variety): Modern
- e. Type of music used in worship (e.g. traditional, contemporary, variety): Modern

7. Church/Sunday School

- a. Average attendance in Church School (under 18 years): 440 (2017)
- b. Average attendance in Adult Education (Sunday): 16 (one adult class)

8. Community Setting (Check as many as apply):

- |  |  |  |
|--|--|--|
| Location                                       | Function   | Growth                                     |
| <input type="checkbox"/> Rural                 | <input checked="" type="checkbox"/> Industrial         | <input type="checkbox"/> Growing           |
| <input checked="" type="checkbox"/> Small Town | <input checked="" type="checkbox"/> College/University | <input checked="" type="checkbox"/> Static |
| <input type="checkbox"/> Metropolitan          | <input checked="" type="checkbox"/> Agricultural       | <input type="checkbox"/> Declining         |
| <input type="checkbox"/> Suburban              | <input type="checkbox"/> Recreational                  |  |
| <input type="checkbox"/> Inner City            | <input type="checkbox"/> Military                      |  |

Approximate population of community: 41,422

Racial/Ethnic composition of community: 2010 data according to census.gov

2.5% Asian                      5.7% Hispanic                      2.2% African American                      88% Caucasian

9. Program Information: List major boards, committees and organizations that are part of your church and frequency of meetings (monthly, weekly, etc.):

Name	Purpose of Group	Number of members	Frequency of meeting	* Leadership role
Session	Ruling Body of Church	13	Monthly	1
Life Group Coaches	Sets direction/Coaches the 60+ Life Groups	16	6x a year	1

\*Indicates leadership role expected by using the number below:

- 1. Pastor/Staff takes primary initiative and responsibility
- 2. Pastor and laity share responsibility
- 3. Laity takes primary initiative and responsibility

Comments: Gateway is not a committee-driven church

**Part II: Building/Financial Information**

1. Current annual budget: \$3,228,000                      Last year's annual budget: \$3,228,000

2. Percentage of income received toward budget: Approximately 99%

3. Amount contributed for (projected through the end of year 2018):

- a. EPC per member contribution: \$22,678
- b. EPC World Outreach Missionaries: \$28,000
- c. EPC Benevolence Askings: \$0
- d. Presbytery giving: \$12,818
- e. Other Missions/Missionaries: \$327,850

4. Property owned by church:

a. Describe buildings and property (other than manse):

The church owns 40 ac. There is a 60,000 sq. ft. building on site that houses worship facilities and offices.

There is also a house on the property that is used for storage at the current time.

Gateway owns a 13,500 sq. ft. church building within 2 blocks of the University of Findlay that we operate as our North Main Campus. The building has a traditional church appearance on the exterior but has been extensively remodeled to meet Gateway's ministry needs.

b. Are your buildings adequate for your present program?

- Yes       No

If no, please explain: Gateway EPC just opened a new Worship Center, but we are still limited on space for children's and youth ministry programs.

c. Is a building program projected?

- Yes       No

If yes, describe what, when and projected cost:

d. Does the church own a manse?

- Yes       No

Condition:     Good       Fair       Poor      # of bedrooms:

Office/study:     In Church     In Manse     Not provided     Other:

5. Compensation:

a. The salary range we are prepared to offer:

Position: Associate Pastor    Range \$70,000 to \$80,000 (plus benefits)

b. The average annual increase over the past three years is:

Position: Head Pastor      2.0%

c. Housing:

Housing allowance

Manse only

Either of the above

d. Benefits and expense

- i. 10% of gross Pension (minimum 10% gross effective salary)
- ii. Full Medical Medical insurance
- iii. \$25,000 term Life insurance
- iv. 7.65% Social Security
- v. \$2,500 Travel/mileage
- vi. \$1,500 Book allowance
- vii. 2 weeks Study leave allowance
- viii. 4 weeks Annual vacation
- ix. Varies Number of worship services (in addition to vacation and study leave) for which pastor is provided relief (per year)
- x. \_\_\_\_\_ Other (Specify:\_\_\_\_\_)

**Part III: Church Characteristics**

Chose the number that most closely describes the current congregation characteristics and future goals:

Our Congregation...	<u>Currently</u>				<u>Goal</u>			
	Agree		Disagree		Agree		Disagree	
1. Supports the pastor.	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
2. Readily shares their gifts with the rest of the congregation.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
3. Places a high priority on sound biblical preaching.	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
4. Gladly welcomes visitors and new members.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
5. Is involved in local evangelistic ministries.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
6. Is often found living their faith in their communities.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
7. Has a spirit of unity.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
8. Cares about each other.	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
9. Looks to its Session for leadership.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
10. Ministers well to members who are hurting.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
11. Uses members' gifts in its worship.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
12. Contains people willing and able to lead the congregation.	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
13. Is capable of change when and where appropriate.	<input type="checkbox"/> 1	<input checked="" type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
14. Is spiritually alive.	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input checked="" type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

15. In what ways does your church participate in ecumenical activities?

Gateway sometimes partners with other churches or faith-based organizations, or advertises activities for which other churches are hosting, but those activities do not take a priority. Gateway is involved with local organizations from a mission's perspective, however Gateway in itself does not seek ecumenical activities.

16. Describe the strengths of your congregation:

Gateway's preaching is centered on God's Word and the pastors encourage the congregation to read and study the Bible. The worship at Gateway is vibrant, meaningful, and points people to their need for Jesus, which provides an environment where the congregation is engaged in worshipping God. The staff challenges the congregation to grow spiritually. Gateway's Life Group ministry provides for intimate spiritual growth for the congregation and is an avenue for people to connect to Jesus Christ and to one another.

Gateway is committed to domestic and international missions. A number of mission opportunities are available for the congregation (of all ages) to participate in each year. The staff encourages members to participate in these opportunities. The congregation is generous with their time, talents and finances. Gateway has a financially stable congregation which supports several ministries within and outside of Gateway.

17. List specific problems with which your congregation struggles:

At Gateway, there is a strong core of volunteers serving at Gateway and we are always trying to encourage more congregants to serve, especially as we have expanded to two campuses. As Gateway continues to grow, we must work on outreach and evangelism in order to align ourselves as a church with our vision to connect people to Jesus Christ.

The congregation, specifically through the Life Group Ministry, has identified connection and discipleship as concerns. They desire to feel more connected to the overall life of the church, and desire more ways for connection to be facilitated (either through their own means or the church staff). The congregation also expressed not feeling adequately disciplined. In 2018, the Session formed a team composed of elders and staff members to study connection and discipleship, and to make recommendations to the church in these areas. Gateway staff have been added in part to address these areas. This team also identified areas that communication could improve between staff and the congregation. Additional recommended actions are in development

While the commitment to Bible-based preaching is evident, a larger emphasis on the church's theology and societal issues should be vocalized in preaching and in Life Group ministry.

The congregation struggles at times with change, which can feed into a sense of complacency; they can resist calls to start new things or try things with different approaches.

18. List major goals that this congregation has set for itself:

Gateway has always sought to invest and invite in people by connecting people to Jesus Christ and to one another. Through the years, Gateway has and continues to accomplish this through getting adults involved in

Life Groups and working with kids through the youth and college ministries. Gateway is now seeking to increase outreach and evangelism to the neighborhoods and schools around the new N. Main Campus. Gateway also seeks to eventually expand to additional satellite campuses. Gateway is also seeking to incorporate the discipleship process of worship, connect, serve, and go in the aspects of ministry for all age groups. The goal is for this to become the culture and heart of the Gateway congregation.

19. Has there ever been disciplinary action taken against a pastor of your congregation?

Yes      No

20. Has there ever been any disciplinary action against an elder or deacon of your congregation?

Yes      No

21. Has Gateway completed a mission statement, vision statement and/or strategic plan for the congregation?

a. Mission Statement      Yes   No   Date: 2002

To Connect People to Jesus Christ and to One Another

b. Vision Statement      Yes   No   Date: 2016

To be a Church that Connects People to Jesus Christ and to One Another, through...

- i. **Worship** that is Gospel-centered, contextual, and done with excellence
- ii. **Connecting** to one another in small groups
- iii. **Serving** the people in our church family
- iv. **Going** to our community and around the world to proclaim the Good News

c. Strategic Plan      Yes   No   Date:

#### Part IV: Leadership Expectations:

Below are listed 42 items which represent a range of qualities in the ministry of the church. Choose the 12 items which your church feels are the most important aspects of ministry for your church at this time. Please choose those 12 which you feel are highest priority at this time. Do not rank the items.

Our church needs a person who...

- |   |   |
|---|---|
| <input checked="" type="checkbox"/> 1. Is an effective preacher/speaker.  | <input type="checkbox"/> 21. Is effective in working with adults.   |
| <input checked="" type="checkbox"/> 2. Continues to develop his/her theological and biblical skills.                          | <input type="checkbox"/> 22. Inspires a sense of confidence.  |
| <input checked="" type="checkbox"/> 3. Helps people develop their spiritual life.   | <input type="checkbox"/> 23. Works regularly at bringing new members in the church.                           |
| <input type="checkbox"/> 4. Helps people work together in solving problems.   | <input type="checkbox"/> 24. Regularly encourages support of the EPC's missions and outreach.                 |
| <input type="checkbox"/> 5. Is effective in planning and leading worship.   | <input type="checkbox"/> 25. Reaches out to inactive members.   |
| <input type="checkbox"/> 6. Has a sense of the direction of his/her ministry.   | <input type="checkbox"/> 26. Works regularly in the development of stewardship growth.                        |
| <input type="checkbox"/> 7. Regularly encourages people to participate in denominational activities and programs.             | <input type="checkbox"/> 27. Is active in ecumenical relationships and encourages the church to participate.  |
| <input type="checkbox"/> 8. Helps people understand and act upon issues of social justice.                                    | <input checked="" type="checkbox"/> 28. Is a person who cultivates a close, devotional relationship with God. |
| <input checked="" type="checkbox"/> 9. Is a helpful counselor.  | <input type="checkbox"/> 29. Writes clearly and well.   |
| <input checked="" type="checkbox"/> 10. Ministers effectively to people in crisis situations.                                 | <input checked="" type="checkbox"/> 30. Works well on a team.   |
| <input type="checkbox"/> 11. Makes pastoral calls on people in hospitals and nursing homes and those confined to their homes. | <input type="checkbox"/> 31. Is effective working with youth.   |
| <input type="checkbox"/> 12. Makes pastoral calls on members not confined to their homes or in hospitals.                     | <input type="checkbox"/> 32. Organized people for community action.   |
| <input type="checkbox"/> 13. Is a good leader.  | <input type="checkbox"/> 33. Is skilled in planning and leading programs.                                     |
| <input type="checkbox"/> 14. Is effective in working with children.   | <input type="checkbox"/> 34. Plans and leads well-organized meetings.   |
| <input checked="" type="checkbox"/> 15. Builds a sense of fellowship among the people with who he/she works.                  | <input checked="" type="checkbox"/> 35. Encourages people to relate their faith to their daily lives.         |
| <input type="checkbox"/> 16. Helps people develop their leadership abilities.   | <input type="checkbox"/> 36. Is accepting of people with divergent backgrounds and traditions.                |
| <input type="checkbox"/> 17. Is an effective administrator.   | <input checked="" type="checkbox"/> 37. Encourages others to assume and carry out leadership.                 |
| <input type="checkbox"/> 18. Is effective with committees and officers.   | <input type="checkbox"/> 38. Is mature and emotionally secure.  |
| <input type="checkbox"/> 19. Is an effective teacher.   | <input type="checkbox"/> 39. Has a strong commitment and loyalty to the Evangelical Presbyterian Church.      |
| <input type="checkbox"/> 20. Has a strong commitment to the educational ministry of the church.                               | <input type="checkbox"/> 40. Maintains confidentiality.   |
|   | <input checked="" type="checkbox"/> 41. Is compassionate and caring person, sensitive to other's needs.       |
|   | <input checked="" type="checkbox"/> 42. Deals effectively with conflict.                                      |

Comments: Additional expectations found in Pastor Position Description.

#### Part V: Church History

1. What have been the three most important events in the history of your church?



**Our beginning:** The birth of Gateway was in 2002, when the staff and congregation separated from the Presbyterian (PC USA) denomination to stay true to God's Word and stand firm on scriptural principles. Gateway established itself as its own church and joined the EPC. For the first number of years, Gateway had a nomadic existence first by meeting at the humane society and eventually a school building. Gateway put their trust in God and He provided supernaturally. During this time without a church building, there was a great need for people to connect to one another during the week and Life Groups were formed.

**Connections:** Gateway's mission is to connect people to Jesus Christ and to one another. A Life Group program was established as a way that each person and family establishes a connection with others within the church. This creates opportunities for people to dig into the Word and to build one another up in Christ. Gateway seeks to connect children to Jesus Christ and to one another through their Youth and Kidway programs. Gateway also seeks to connect those outside of the church to Jesus Christ through the evangelistic missions that occur both domestically and internationally.

**Moving Forward:** God continues to grow Gateway not only spiritually but in numbers. In 2016, Gateway announced that they had purchased a new property with the intent of establishing the first satellite campus. Services launched at the North Main Campus in September/October 2017, after several outreach events throughout the summer months leading up to the launch. Through September 2018, worship attendance is averaging 390 adults and children per week. In addition, many school and neighborhood outreach opportunities have allowed them to minister to the families in this part of Findlay. Gateway has become 1 church, 2 locations in an effort to reach out to individuals and families in the greater Findlay area.

<http://www.gatewayepc.org/our-history/>

2. What has been the most interesting and challenging event in the life of your church in the last three years?  
Growth, although fantastic in many ways and much better than the alternative, brings with it its own set of challenges and struggles. Gateway has seen God's hand as we have worked through the many issues related to growth, such as needed space, a subsequent building program, increased staffing needs, and even the changing dynamics as we grew from a medium-sized church to a large church.  
During this growth period, Gateway has also had some staff changes. This includes adding new staff as the needs of the congregation has grown and, and staff turnover. Most significantly, a new associate pastor was hired in 2016, who brought fresh perspectives, visionary leadership, and excellent Bible preaching. He became our senior pastor in 2017, as the founding pastor of the church plans to retire in May 2019.  
Finally, the purchase of the N. Main campus was step of faith for Gateway for several reasons. Setting up and organizing a satellite campus is new to Gateway. The staff brought vision of how Gateway could be one church, two locations though. The N. Main campus also required a lot of renovations and preparations. Through

volunteers and church finances, these renovations were completed and services began in September/October 2017.

**Part VI: Other Information**

1. List the last three persons in this position:            Position: Associate Pastor

Name                      Dates of Service

Craig Cramer    January 27, 2002 - March 31, 2015

Josh Hanson    May 1, 2016 – November 5, 2017 (became Senior Pastor at this time)

2. Please list names of any persons whose profiles you wish us to mail you:

a.

3. Do you want the Office of the Stated Clerk to suggest some names of pastors whom you might consider for a call? If so, completed Personal Information Forms will be sent.

Yes     No

4. Please indicate if there are any special preferences based on gender, age, race or national origin in consideration of persons' profiles that may be sent:

No basis for preference

Please consider the following factors that we believe require consideration:

a. Experienced

b. Male

c. Experience related to counseling/shepherding and preaching

\_\_\_\_\_  
Clerk of Session

\_\_\_\_\_  
Chairman, Search Committee