

Introduction

Our Mission: *Passionately helping people find and follow Jesus!*

Coastal Community Baptist Church is a vibrant and growing church located in Wilmington, North Carolina. Founded in 2010, Coastal has grown from a small group of faithful believers into a thriving, multi-generational church family committed to helping people find and follow Jesus. Built upon a strong foundation of biblical teaching, Coastal is served by a unified and dedicated staff team and is blessed with a 24-acre campus that provides space for worship, discipleship, and community engagement, and growth.

After faithfully serving as the founding pastor since the church began 15 years ago, Pastor Greg Hales is transitioning into an honorary Founding Pastor role. This transition creates an exciting opportunity for the next Lead Pastor to build upon a healthy foundation and guide the church into its next season of spiritual growth and kingdom impact.

About Coastal Community Baptist Church

Church History

In obedience to God's call, Pastor Greg Hales, along with his wife Suzanne, left Raleigh and took a bold step of faith to plant Coastal Community Baptist Church in Wilmington, North Carolina. On October 10, 2010, with just 22 faith-filled pioneers, Coastal began meeting at Murrayville Elementary School believing God had something incredible in store.

From the very beginning, Coastal focused on building a welcoming faith community where individuals and families could find and follow Jesus together. The church quickly developed a culture centered on biblical teaching, meaningful relationships, and helping people take their next step in their faith.

Within the first year, God opened the door for Coastal to purchase 13 acres of land, providing a permanent home for the growing congregation. In the years that followed, an additional 10 acres were acquired, expanding the campus to just under 24 acres and creating space for future ministry opportunities.

Over the past fifteen years, God has continued to grow Coastal into a vibrant church family where people are encouraged to know God, grow in their faith, serve others, and make disciples.

Church Snapshot

- Baptisms (2025)
 - 20 baptisms
- Average Weekly Attendance (2025)
 - 552 in-person across two Sunday worship services, 9:00 AM and 10:30 AM

- Average Online Attendance (2025)
 - Online attendance is viewed across three platforms, Subsplash (Web and App), YouTube, and Facebook.
 - Yearly Total for Subsplash (Started in July): 753 / Yearly Total Average: 60
 - Yearly Total for YT: 8,165 / Yearly Total Average: 663
 - Yearly Total for FB: 19,993 / Yearly Total Average: 1,903

- Family Ministries (2025)
 - Coastal Kids Average Attendance: 76
 - Coastal Students Average Attendance: 24

- Discipleship & Groups (Current)
 - Life Groups: 21 groups
 - Individuals involved in groups: 281
 - Additional Discipleship Opportunities: Disciple U classes offered Wednesday mornings and evenings

- Staff Team (Current)
 - 6 full-time staff, 9 part-time staff

- Weekday Ministry (Current)
 - Seacoast Christian Academy (half-day, weekday preschool ministry) with 2 part-time Directors and an Instructional staff of 21, with student enrollment of 125 but has room to grow to 140.

- Campus
 - Just under 24-acre campus, with much of the campus to be developed for future ministry opportunities.

Ministry Distinctives

- Biblical Teaching: Coastal is deeply committed to the authority of Scripture and clear, practical biblical teaching that helps people understand and apply God's Word in everyday life.
- Discipleship Pathways: Through Life Groups and Disciple U, Coastal provides intentional environments where people can grow in their faith, build authentic relationships, and develop as disciples of Jesus.
- Investment in the Next Generation: Coastal places a high priority on discipling children, students, and young adults through engaging environments that teach biblical truth and encourage lasting faith.
- Authentic Community: Relationships are central to the culture of Coastal. The church seeks to foster a welcoming environment where people feel known, supported, and encouraged in their walk with Christ.
- A Multi-Generational Church Family: Coastal is a multi-generational church where individuals and families of all ages worship, grow, and serve together.

About the Community

Coastal Community Baptist Church is located in the Porters Neck and Ogden area of Wilmington, North Carolina, one of the fastest-growing regions in southeastern North Carolina. Wilmington has a population of approximately 120,000 residents, with the greater metropolitan area exceeding 300,000 people.

Because of its location in the northern part of the city, Coastal is well positioned to serve individuals and families from across the greater Wilmington area and surrounding communities.

One of the unique characteristics of Wilmington is its ability to offer both a small-town sense of community and the opportunities of a growing metropolitan city. Residents enjoy a relational and welcoming culture while also benefiting from expanding healthcare systems, local businesses, and access to higher education.

The University of North Carolina Wilmington (UNCW) contributes to the city's energy and growth. The area's continued population growth creates significant opportunity for churches to reach people with the message of the Gospel.

Why Coastal?

Coastal Community Baptist Church is a healthy and vibrant congregation with several strong foundations for ministry:

- A clear mission centered on helping people find and follow Jesus!
- A strong foundation of biblical teaching and discipleship
- A unified and dedicated staff team
- A multi-generational congregation that values community and spiritual growth
- A growing region that presents significant ministry opportunity
- A 24-acre campus with potential for future ministry expansion and development

The Current Season of Ministry

Coastal Community Baptist Church is currently in a meaningful season of spiritual focus and alignment. As the church prepares for the transition to a new Lead Pastor, the congregation and leadership have been intentionally seeking the Lord's direction with a renewed commitment to prayer, as we continue to lean into God's Word and remain faithful in discipleship.

Throughout 2026, the church has been guided by the encouragement found in Hebrews 12:12-13: *"Therefore, strengthen the hands that are weak and the knees that are feeble, and make straight paths for your feet, so that the limb which is lame may not be put out of joint, but rather be healed."*

This passage has helped shape the church's emphasis during this season—strengthening ministries, renewing a deeper commitment to prayer, clarifying pathways for people to grow in their faith, and helping individuals move beyond simply attending church to becoming devoted followers of Christ who are equipped to make disciples.

During this time, the church has also been pursuing greater staff alignment, missional alignment, and ministry alignment, helping ensure that leadership, ministries, and structures remain clearly focused on the mission of helping people find and follow Jesus.

As Coastal continues this work of strengthening and alignment, the church is prayerfully seeking the next Lead Pastor who will help shepherd the congregation and help discern the vision God has for the next chapter of ministry.

Lead Pastor Position Profile

The Lead Pastor serves as the primary spiritual leader, preacher, and shepherd of the congregation. He is responsible for faithfully proclaiming the Word of God, providing doctrinal leadership consistent with the church's statement of faith and distinctives, equipping the saints for ministry, and overseeing the overall direction and health of the church. The Lead Pastor submits to the church's governing body (Trustee Board) and provides leadership to pastoral staff, ministry leaders, and the congregation.

Doctrinal Alignment:

The Lead Pastor must wholeheartedly affirm, teach, and defend the church's doctrinal convictions, including but not limited to the Statement of Faith and doctrinal distinctives regarding inerrancy, creation, spiritual gifts, soteriology, church leadership, and eschatology.

A Great Match for This Position Would Be

Spiritual Life and Character

- A Man with a Deep and Growing Relationship with Christ: Demonstrates a vibrant personal walk with the Lord through consistent prayer, devotion to Scripture, and a life that reflects spiritual maturity and dependence on God.
- A Man of Proven Character and Integrity: Lives in a way that reflects the biblical qualifications for pastoral leadership described in 1 Timothy 3:1-7 and Titus 1:5-9, demonstrating humility, integrity, wisdom, and faithfulness in both public and private life.
- An Example Worth Following: Lives in a way that models Christian character, spiritual discipline, and faithfulness so that others can confidently follow his example in pursuing Christ.

Family and Personal Example

- A Faithful Husband and Spiritual Leader in His Home: He should love and lead his wife well and demonstrate a Christ-centered marriage. If he has children, he should model faithful and wise leadership in his family.

Preaching and Communication

- A faithful expositional Bible teacher: Preaches and teaches Scripture in a clear, Christ-centered, and doctrinally sound manner, helping people understand God's Word and apply it to everyday life.
- A shepherding communicator who cares deeply for people: Communicates with warmth and compassion, demonstrating genuine care for the spiritual growth and well-being of the congregation.
- A vision-casting communicator: Able to clearly communicate direction and inspire the church to pursue God's mission together with faith, unity, and purpose.

Leadership and Stewardship

- A shepherd leader with a heart for people: Leads with a genuine love for people, demonstrating pastoral care, spiritual guidance, and a desire to see the church grow in Christ.
- A collaborative leader who works well with staff and leadership teams: Values teamwork and wise counsel, working well with pastoral staff, trustees, and ministry leaders to pursue shared vision and healthy leadership.
- A visionary leader able to guide the church into future opportunities: Discerns opportunities for ministry and growth while helping the church remain grounded in Scripture and faithful to its mission.
- A team builder who develops leaders: Invests in raising up and equipping leaders within the church, empowering others to serve and lead effectively.
- A disciple-making leader passionate about spiritual growth: Prioritizes helping believers grow in their faith and equipping them to become disciple-makers who influence others for Christ.
- A servant leader who leads with humility: Follows the example of Christ by leading with humility, integrity, and a heart to serve others rather than seeking personal recognition.
- A faithful steward of the resources God has entrusted to the church: Recognizes that all resources belong to God and leads with wisdom and responsibility in stewarding the church's people, finances, ministries, and opportunities for mission.

Governance and Leadership Structure

Coastal Community Baptist Church is governed by a Board of Trustees, which provides oversight of the church's spiritual and fiduciary health. In addition to these responsibilities, the trustees work alongside the lead pastor to help ensure the church remains faithful to its biblical mission and doctrinal convictions.

As a member of the Board of Trustees, and the board's single employee, the lead pastor works collaboratively with the board executing his job products. The church's pastoral team provides spiritual leadership and shepherding for the congregation, fulfilling the biblical role often described in Scripture as pastors, elders, or overseers.

Coastal does not utilize a formal deacon structure. Instead, many care and service needs are carried out through Life Group leaders, ministry leaders, and volunteers who faithfully serve and help shepherd the church community.

Apply for This Opportunity

If you sense God may be calling you to explore this opportunity, we invite you to submit your resume and references for consideration. **Please send all materials to: pastorsearch@gotocoastal.com**