

# THE SEARCH FOR AN ASSOCIATE PASTOR OF ADULT MINISTRIES

Cornerstone Bible Church of Middlefield, Ohio has begun the process of searching for God's next man to serve as Associate Pastor of Adult Ministries. After reading the requirements below, if you would like to learn more and enter into consideration for the position, please begin the application process by completing the brief questionnaire at the end of this job description.

Cornerstone Bible Church was launched from Fellowship Bible Church on Father's Day of 1993. Before the launch, a core group of members had begun meeting, praying, planning, and reaching out to the community with the desire to plant a new church in the Middlefield and Burton area. Pastor Lud Golz and Fellowship Bible Church had a vision to reach others with the love of Jesus through a church plant rather than simply expanding Fellowship's current building or adding another service. That vision became the beginning of Cornerstone Bible Church.

From the beginning, Cornerstone has had a heart to reach the communities of eastern Geauga County with the gospel of Jesus Christ. Many in the original core group were driving 20 to 30 minutes one way to church in Bainbridge, and they saw the need for a local church that could more directly minister to neighbors, family members, coworkers, school families, and others in the community. The church first met in places like the Troy Community Center, Camp Burton, Berkshire High School, and later Cardinal Middle School, before purchasing 40 acres in Burton Township in 2004. In 2011, construction began on the Ministry Center, and in 2021, after years of praying, planning, giving, and waiting on the Lord, Cornerstone moved into its completed Worship Center.

Since that time, the Lord has continued to show His kindness to Cornerstone. In June of 2023, the church called Chad Hutson to serve as Lead Pastor, marking another important season in the life of the church. His arrival did not signal a new mission, but a renewed commitment to the same mission that has shaped Cornerstone from the beginning: to glorify Christ by leading people to Know Jesus, Grow into His likeness, and Go make Him known to others.

Today, Cornerstone regularly welcomes around 300 people in weekly attendance and continues to grow. The church is preparing for the likelihood of two Sunday morning services, is working with an architect to plan for future construction and ministry space needs, and remains debt free. At the same time, Cornerstone is seeking to steward this season of growth with humility, wisdom, and dependence on the Lord, recognizing that growth brings both opportunity and responsibility.

At the Annual Meeting in February, Cornerstone began clarifying a broader growth strategy that looks beyond simply adding seats or expanding a building. Our desire is to see every member

equipped and sent to bring the transforming power of Christ to every home, workplace, school, and neighborhood in Central and Eastern Geauga County. That vision includes strengthening leaders within the church, clarifying elder and ministry responsibilities, developing a leadership pipeline, preparing for future staffing needs, and pursuing long-term opportunities for church planting and church revitalization.

For that reason, this Associate Pastor of Adult Ministries role is not merely a response to increased attendance. It is part of a broader effort to prepare Cornerstone for faithful ministry in the years ahead. We are asking the Lord to provide a qualified pastor and elder who can help shepherd, equip, and disciple adults, strengthen the ministry structures of the church, and help prepare our body for the work of ministry. As in every chapter of Cornerstone's history, the story is not ultimately about a building, a program, or a season of growth. It is about Christ building His church and using His people to make Him known.

## **Character**

As to his character, the Associate Pastor of Adult Ministries must be above reproach and qualified according to the following standards:

“It is a trustworthy statement: if any man aspires to the office of overseer, it is a fine work he desires to do. An overseer, then, must be above reproach, the husband of one wife, temperate, prudent, respectable, hospitable, able to teach, not addicted to wine or pugnacious, but gentle, peaceable, free from the love of money. He must be one who manages his own household well, keeping his children under control with all dignity (but if a man does not know how to manage his own household, how will he take care of the church of God?), and not a new convert, so that he will not become conceited and fall into the condemnation incurred by the devil. And he must have a good reputation with those outside the church, so that he will not fall into reproach and the snare of the devil.” (1 Timothy 3:1–7).

“Namely, if any man is above reproach, the husband of one wife, having children who believe, not accused of dissipation or rebellion. For the overseer must be above reproach as God's steward, not self-willed, not quick-tempered, not addicted to wine, not pugnacious, not fond of sordid gain, but hospitable, loving what is good, sensible, just, devout, self-controlled, holding fast the faithful word which is in accordance with the teaching, so that he will be able both to exhort in sound doctrine and to refute those who contradict.” (Titus 1:6–9).

“Shepherd the flock of God among you, exercising oversight not under compulsion, but voluntarily, according to the will of God; and not for sordid gain, but with eagerness; nor yet as lording it over those allotted to your charge, but proving to be examples to the flock. And when the Chief Shepherd appears, you will receive the unfading crown of glory” (1 Peter 5:2–4).

## **Convictions**

Because of the high priority that God's Word places on the importance of sound doctrine and faithful teaching (2 Timothy 4:1-6; Titus 2:15), it is required that the Associate Pastor of Adult Ministries be a man of deep personal biblical conviction. While Cornerstone prefers a man who has been professionally trained at a reputable Bible college or seminary, we are primarily concerned that his ministry has a provenness of fulfilling 2 Timothy 2:15: "Be diligent to present yourself approved to God as a workman who does not need to be ashamed, accurately handling the word of truth."

More specifically, CBC is an evangelical church with a strong emphasis on the primary doctrines essential to the gospel and salvation which are of first importance (1 Corinthians 15:1-4). We are unmoved on the inerrancy, infallibility, and authority of the Bible. We are clear and bold on the biblical teaching of justification by grace alone, through faith alone, in Christ alone. We also have a high view of God and His work in salvation, the rightful place of Christ as Lord in the life of a believer, and are committed to the sufficiency of Scripture as the sole guide for faith and practice. There is no question about the Person and Work of Christ as the perfect God-man whose work of atonement is sufficient to save all who come to Him and His triumphant resurrection from the dead, bodily. The Person of the Holy Spirit, the physical and literal Second Coming of Christ, all the major tenets of the faith are boldly proclaimed and widely cherished here. Certainly the Associate Pastor of Adult Ministries must have theological beliefs that are compatible with Cornerstone's doctrinal beliefs.

In matters of doctrinal conviction beyond the primary doctrines of the gospel, Cornerstone is not looking for a man to enter into theological uncertainty, but for a man who can gladly and clearly serve within an increasingly defined doctrinal framework. The Associate Pastor of Adult Ministries must be aligned with the doctrinal direction of the Elders and able to teach in a way that strengthens and protects the unity of the church. He must be a man of conviction who handles the Word carefully, teaches it clearly, and applies it pastorally. He should be able to speak with authority where Scripture is clear, with humility where faithful brothers differ, and with charity in all things. As such, Cornerstone seeks an Associate Pastor whose commitment to expository teaching allows him to help shepherd the beliefs of this congregation over time through adult education, discipleship, counseling, and occasional preaching.

The areas where the Associate Pastor of Adult Ministries must find clear unity and agreement with the Elders of CBC are:

- Literal six-day creation and historical accounts described in Genesis 1-11
- Literal-historical grammatical method of interpretation
- The sufficiency of Scripture for all matters of life and godliness
- Strong male headship in the home and church
- Church discipline as essential to preserve the unity and purity of the church
- A soteriologically Reformed understanding of salvation
- A cessationist position regarding the miraculous sign gifts
- A broadly Reformed Baptist theological instinct and ministry philosophy

The primary area where the Associate Pastor of Adult Ministries will find some measure of ongoing freedom among the Elders and flock of CBC is in certain matters related to eschatology and the larger theological systems that often inform it. In particular, while Cornerstone is settled on the bodily return of Christ and the final triumph of His kingdom, there remains room for respectful and pleasant differences concerning questions tied to covenantal and dispensational frameworks, as well as some of the details related to the timing and ordering of end-times events.

Discussions around these matters are healthy and charitable, but they must remain secondary. Therefore, the Associate Pastor of Adult Ministries must be a man who can hold his convictions with clarity, but without unnecessary dogmatism where Scripture has been understood differently by faithful, like-minded brothers. He must be able to teach in a way that preserves unity, promotes maturity, and keeps the church centered on those doctrines most clearly revealed in Scripture and most essential to the life and health of the body.

What can be affirmed by the Elders on these matters is as follows:

- Christ will return personally, visibly, physically, and gloriously.
- The return of Christ should motivate our hope, purity, steadfastness, and evangelistic zeal.
- Scripture speaks truly and sufficiently to all that is necessary for faith and godliness, even where sincere believers may differ on the finer points of eschatological systems.
- Differences in covenantal and dispensational perspective must never be allowed to overshadow the church's unity in the gospel and shared submission to the authority of God's Word.

The Elders are committed to maintaining doctrinal clarity where Scripture speaks clearly, while preserving charity where differences remain on matters of lesser importance. Accordingly, they desire to support the Associate Pastor of Adult Ministries in his efforts to teach, disciple, counsel, and shepherd the flock faithfully.

The Elders are also clear-headed and biblical on matters of abortion, homosexuality and gay marriage, "woke-ism" and Critical Race Theory, etc. They are on the clearly biblical and conservative side of the hot button issues of the day.

## **Commitment**

In terms of his ministry responsibility, the Associate Pastor of Adult Ministries is a steward of his spiritual gifts. In particular CBC desires a man who possesses the gifts of teaching so he can faithfully deliver the Word of God in public and private; leadership so that he can guide and direct the adult ministry of the church into the will of God; exhortation so he can press the truth into others' lives practically with comfort, encouragement, and rebuke; and mercy so that he can care for people in their moments of greatest brokenness and reach the lost within the sphere of his influence.

It is the expectation that the Associate Pastor of Adult Ministries would invest approximately 40-50 work hours on average weekly, in which he will divide his time doing much studying, praying, teaching in adult education settings, overseeing and strengthening small groups, discipling leaders, counseling, supporting men's and women's ministry, helping lead the membership process, and giving pastoral attention to the spiritual health of the adult body. Since he will also preach, he must be ready and able to open God's Word with clarity and conviction when called upon. He will be expected to serve alongside the other Elders in the shepherding work of the church and to carry meaningful responsibility for the maturity and care of the flock.

## **Capacity**

In terms of his actual ability to lead, the Associate Pastor of Adult Ministries must be a shepherd. He must be a man who loves people and has a capacity to cultivate meaningful relationships that are life-giving, trustworthy, and long-lasting. Cornerstone needs a pastor who invites relational authenticity by his openness and transparency, out of which he builds teams. As a team-builder, he is a man who can recognize God's work in others' lives, then equip and resource everyone under his care with what they need to succeed. He can cast a vision for adult discipleship, provide an example to follow, and give others an opportunity to shoulder Kingdom responsibility. He must be able to give people a clear mental picture of what their lives would look like if they did what the Bible says, but also motivate and inspire others to pursue the cause of Christ and embrace growth. Thus he must possess compelling communication abilities that allow him to facilitate discussions that lead to consensus, resulting in unity and action.

While he must be clear in his vision and relationships, he must secondly be a decision maker who can operate with a practical ability to activate ministry goals and get results. He must possess a practical intuition that is both strong and confident and thus articulate simple goals, provide clear communication, and take timely action. As a leader of leaders, he must possess a practical sense of how authority works within an organization. Cornerstone does not need a

responder in this role, but an initiator who is resourceful, even if he must at times learn as he leads by doing. At times, he must be willing to move forward without all the information, but not be afraid to course correct.

Finally, the Associate Pastor of Adult Ministries must have the kind of problem-solving ability that enables him to assess a complex or difficult situation and recommend creative solutions. Even in the fray of ministry, he must demonstrate a logical and strategic thinking level-headedness in chaos without being caught up in the frenzy of the moment. He should be resourceful and able to think outside the box to develop plans and processes that become solutions and systems. Whether the need is discipleship, counseling, membership, leadership development, or adult ministry structure, he should be able to bring biblical clarity and practical direction.

## **Chemistry**

As for his age and station in life, Cornerstone would be best served by a man with enough maturity, ministry seasoning, and life experience to lead adults with wisdom and credibility while still possessing the energy and flexibility needed to invest deeply in people, leaders, and ministry structures. He must be culturally appropriate to the unique suburb/rural culture of Eastern Geauga County, Ohio, which holds the fourth largest Amish settlement in the world. Cornerstone prefers a man who is married with children who are beyond the toddler years and who places a high priority on family. He must relate to people across generations and make room for them in his life and ministry. The church also needs a leader who is moderate and careful with the exercise of his liberties in the areas of alcohol, tobacco, movies, and music. In a word, he carries himself in a way that is respectable.

Given the conservative nature of Middlefield and the surrounding areas, and especially given the current hostile political climate, CBC seeks a man who is conservative in his political convictions and reasonable about the way he leads the church through controversial issues. He must be biblical, clear, and winsome in his stance on issues such as gay marriage, abortion, critical race theory, and all other hot-button issues. He must be gentle with those who disagree and be able to correct them with Scripture (2 Timothy 2:24-26). He must also fit relationally with the current Eldership and serve in a way that complements the strengths, vision, and direction of the Lead Pastor while giving focused pastoral attention to the adult life and discipleship of the church.