



Gurnee Community Church is a non-denominational Christian church located in a northern suburb of Chicago. As a community of believers, GCC is home to a welcoming, multigenerational congregation on a mission to lead people to a growing faith in Jesus Christ. GCC is a church with a long history (164 years old) and deep roots in our community that seeks always to be asking how God might continue to lead us toward future opportunities for discipleship, outreach, and missional living. Gurnee Community Church is seeking a Senior Pastor to lead our congregation deeper into spiritual growth and forward in our mission. We believe this will best be accomplished through strong spiritual leadership, wise biblical instruction, and compassionate pastoral care that will equip our congregation to grow in spiritual maturity and empower our leadership team to minister ever more effectively.

**The ideal candidate will possess the following characteristics and attributes:**

- Preaching, pastoral, and staff leadership experience
- A Master's of Divinity (MDiv) or near equivalent degree is desired, although a similar combination of theological training and ministry experience may be considered
- Ordained or is a qualified candidate for ordination
- Feels confident relating to and leading multiple generations
- Embodies a life of prayer and Christian living
- Has been called by God to shepherd a well-established church in an increasingly diverse community
- Willingness and ability to evaluate and adapt ministry methods to advance our mission as a church in the future

**The Senior Pastor will be responsible for the following areas:**

- Spiritual leadership and biblical instruction for the congregation as well as those on staff
- Strategic leadership that moves the congregation toward the fulfillment of its mission in alignment with our key values
- Serving as a full voting member of the Board of Elders
- Managing the overall budget for the congregation by developing and proposing an annual budget in cooperation with the Director of Stewardship and the Elder-Treasurer
- Maintaining connections with the community and community leaders to spread the Gospel and to provide pastoral care as needed to the community in general

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## Senior Pastor - Gurnee Community Church

### Position Overview:

The responsibility of the Senior Pastor is to lead the congregation toward the fulfillment of the church's Mission, in alignment with the church's Key Values. This is accomplished through spiritual leadership and Biblical instruction, equipping the congregation to be mature believers and to minister as the Body of Christ. This is also accomplished through strategic leadership for the staff and other church leaders. The Senior Pastor is accountable to Christ, the congregation, and the community by way of direct accountability to the Board of Elders.

### Description of our Church Culture and the Ideal Candidate:

As reflected in our Mission, Key Values, and Beliefs (see **Appendix A** and **Appendix B**), Gurnee Community Church is a Gospel centered and outward-focused family of faith. We are a place that intentionally feels like home, and as a result we welcome a diversity of people into our family in terms of cultural background, age, and spiritual maturity. We boldly proclaim the truth of Scripture, including God's position on the sinful behavior of mankind, but we refuse to use that truth as a tool for persecution or exclusion of the very people Jesus died to save. We believe that it is indeed possible to welcome and love all people as they come to know the love of Jesus Christ and heal in various ways, without affirming behavior that is contrary to God's best for mankind.

We are a church that can be broadly described as evangelical in theology, and more narrowly as reformed. We hold to a high view of Scripture (see **Appendix B**), and have fostered a culture of active Scripture engagement through exegetical preaching, regular Bible study, and other in-depth classes.

Our understanding of Scripture has also led us to some specific theological conclusions that may differ from some other evangelical churches. For example, we have a covenant view of baptism, which allows for the practice of both infant baptism for the children of believing parents (a reception into the covenant community), and also adult believers baptism (upon a public confession of faith). We also hold an egalitarian view of women in ministry, and have ordained women into pastoral ministry who were properly prepared and called by God into that role.

An ideal candidate will be already aligned with not only our core beliefs, but also with these more specific conclusions, practices, and church-culture manifesting from those convictions. For example, because of our culture of active Scripture engagement, an ideal candidate will be gifted in exegetical preaching so that the congregation can both understand and apply the biblical text to their lives. However, we are not seeking a candidate that will merely maintain the status quo, but rather will lead us into further refinement and application of our core beliefs as we move into a new generation of ministry to our family and community. So the ideal candidate will be able and willing to evaluate and adapt ministry methods in order to continue to achieve our mission as a church.

## Primary Duties and Responsibilities:

### 1. Spiritual Leadership and Biblical Instruction

- **Staff:**
  - Monitor and ensure their growth as Christians and as church leaders.
  - Also monitor and ensure that their individual ministry leadership is consistent with sound Biblical teachings and the church's Mission and Vision.
  
- **Congregation:**
  - Prepare and deliver sermons at worship services, and to select and equip others to deliver sermons effectively.
  - Plan services with an overall balanced menu of weekly Biblical instruction and exhortation to the congregation.
  - Provide advice and counsel to the congregation on spiritual and personal matters, as requested.
  - Provide pastoral care to the bereaved, including the preparation and conducting of funeral services.
  - Ensure that a system of pastoral care is provided to those who are sick, hospitalized or shut-in.
  - Provide premarital counseling and instruction; Officiate at and/or coordinate pastoral coverage for weddings.
  - Provide pre-baptismal/dedication counseling and instruction

### 2. Strategic Leadership

- **Overall Leadership** - Provide the necessary leadership which allows the Church to pursue the church's Mission in alignment with our Key Values, as measured by the current Mission Principles established by the Board of Elders.
  
- **Key Values and Culture** - Clearly communicate and promote the church's Mission and Key Values, as well as their immediate and practical applications, to the congregation.
  
- **The Board of Elders** - Serve as a full voting member of the Board of Elders, as part of the leadership called to provide organizational oversight and spiritual direction for this Church. Lead the Board in the development, evaluation, and appropriate revision of the church's Mission, Key Values, and the Guiding Principles used to govern the Church.
  
- **Supervision of Church Staff** - Serve as the direct or indirect supervisor of the Church staff (Associate Pastors, Directors, and Ministry Leaders) according to the current reporting structures detailed in the Organizational Principles, as well as orchestrating necessary changes to staff positions and structure.

## Other Responsibilities:

- **Teaching:** Lead/teach adult education classes and small groups as called/desired, but with the highest priority being placed on equipping others to teach.
- **Communication:** Communicate with the congregation regarding the activities of the Staff, their ministries, and opportunities for the congregation to participate in ministry. Also communicate with other pastors in our community for mutual support and pursuit of Kingdom goals.
- **Financial:** Develop and propose an annual budget in cooperation with the Director of Stewardship and the Elder-Treasurer. Manage the expenses in the overall budget within the approved amounts. ([2023-24 Annual Report](#))
- **Community Care:** Maintain connections with the community and community leaders in order to spread the Gospel and to provide pastoral care as needed to the community in general. Examples are...
  - Serving as volunteer Chaplain for the Police Dept and/or Fire Dept
  - Offering support to local community organizations, school districts, and village officials

**Accountable to:** The Board of Elders

**Classification:** Full Time, salaried

**Time Commitment:** 40+ hours per week

## Qualifications:

- Christian who believes in the authority of Scripture and the centrality of Christ in salvation and subscribes to the core belief statements of Gurnee Community Church (see **Appendix B**)
- Disciple of Jesus Christ who personifies a lifestyle reflecting Christian moral and ethical standards.
- Considerable experience in pastoral duties including preaching, leadership, teaching, and pastoral care. This would typically equate to 5 or more years of experience in a church context, significant experience and achievement in a different field, or some combination of the two.
- A Masters of Divinity or near equivalent degree is desired, although a similar combination of theological training and ministry experience may be considered.
- Ordained by an ecclesiastical body which is of a theology and practice consistent with that of Gurnee Community Church (see **Appendix B**), or is qualified as a candidate for ordination by Gurnee Community Church.

## **Appendix A: The Mission and Key Values of Gurnee Community Church**

### **Mission Statement:**

It is the mission of this church to lead people to a growing faith in Jesus Christ.

### **Key Values:**

#### **Key Value #1 - For our Neighbors**

We strive to meet the physical, emotional, social, and spiritual needs of our neighbors near and far. We sacrificially give our time, energy, spiritual gifts, and resources with compassion. Our desire is that everyone encounters the life-giving message of Jesus Christ.

#### **Key Value #2 - Known by our Love**

We love one another as a close, healthy family whose purpose is becoming more like Jesus. We care for, encourage, and motivate one another as we share in spiritual disciplines of worship, prayer, Bible study, community, evangelism, service, and stewardship. We strive for our church to feel like home, safe and welcoming to people of every age and background.

#### **Key Value #3 - Worshiping in Community**

We gather purposefully because faith is best formed in community. We come together regularly to worship God as followers of Jesus, empowered by the Holy Spirit with gifts to benefit those who gather. In all things, we prioritize God's best for our church family over our personal interests.

## **Appendix B: Core Beliefs of Gurnee Community Church**

**God:** There is one God, Creator of all things, holy, infinitely perfect, and eternally existing as three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

**The Bible:** God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the inspired Word of God, the Bible is without error in the original writings, the sufficient revelation of His character and will for salvation. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

**The Human Condition:** God created mankind in His image, but they sinned when tempted by Satan. In union with the first humans created, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.

**Jesus Christ:** Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus, Israel's promised Messiah, was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

**The Work of Christ:** Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

**The Holy Spirit:** The Holy Spirit glorifies the Lord Jesus Christ, convicts the world of its guilt, regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.

**The Church:** The true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two sacraments, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

**Christian Living:** God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

**Christ's Return:** Our Lord Jesus Christ will return in bodily form, at a time known only to God. This imminent return demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission.

**Response and Eternal Destiny:** God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace.

*Job description will be reviewed annually Last Update: May 2024*



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## **Culture Overview of Gurnee Community Church and Gurnee**

### **Gurnee Community Church Culture**

One of the key values of GCC is “For our Neighbors.” However, this is more than a motto...we strive to make “For our Neighbors” a way of life, both corporately and individually as we live out our lives in a world that needs the love of Christ. GCC works intentionally to create a culture that is welcoming, warm, and accepting of those who walk through our doors. Spearheaded by our senior pastor and embraced by our leadership and congregation, we strive to create a culture where we view each other as family. We recognize that not all biological families are healthy, and we want to be an example of God’s healthy, loving family. Specifically, because of this unique focus, we have the following unique characteristics.

### **We are a place where people can heal.**

[Freedom Session](#) (ministry for those suffering from trauma and disappointment)

[Spiritual Spa](#) (ministry for survivors of domestic abuse)

Bible studies

Prayer team

### **Our elder board and congregation support our senior pastor and family.**

**We raise up people who feel called to vocational ministry and theological education. Our members are participating in the following ministries outside the walls of our church.**

[Reliant, USA](#) (mobilizes workers for the Great Commission)

[Pioneer Bible Translators, North Africa](#) (translates the Bible into native languages)

[Word of Life, Panama](#) (camps, international youth ministries)

[Marketplace Chaplains](#) (provides chaplains to workplaces)

[BiG Great Lakes](#) (ministers to adults with disabilities)

[AbuseCare](#) (ministers to survivors of domestic abuse)

[Love I.N.C.](#) (mobilizes local churches in serving communities)



[Reach Global, Costa Rica](#) (international missionaries associated with the Evangelical Free Church of America)

[Navigators, New Zealand](#) (international missions)

**We are a church that is generous and active, even through and after COVID.**

GCC is mortgage free

GCC maintained consistent giving and attendance during and after COVID

**We are the oldest church in Gurnee.**

Founded 1860 as the Church of Christ at Gurnee

Became a non-denominational community church in 1919

**We dive deeply into learning the Word to become mature Christians, both individually and in community.**

Disciple class

Doctrines of the Faith class

Biblical Interpretation class

Adult Biblical Education

Youth/Student Education

Children's Ministries

Support of Walk to Emmaus

**We serve each other.**

Funeral ministry

Care ministry

Family ministry

Life Groups

Individuals

**We serve our local community as a church and as individuals.**

Senior Pastor has served as Chaplain to Gurnee Police Department

Funerals for those who have no home church

Park City Fall Festival (host festival for local community)

Thanksgiving Dinner to Navy recruits

[BiG Great Lakes](#) (ministers to adults with disabilities)

[Love I.N.C.](#) (mobilizes local churches in serving communities)

[CRU](#) - Great Lakes Navy Base

[Starting Point](#) (introduction to the Christian faith class)

Coats for Clearview (provides winter coats for local school in Waukegan, IL)

[Kids Hope Mentoring](#) (provides mentoring in local school in Waukegan, IL)

**Our church has a history of being egalitarian and honors women's and men's call to ministry. For decades, Gurnee Community Church has been ordaining men and women for ministry, and both men and women have been serving on the elder board and in leadership.**

**We house community activities and ministries.**

[AA](#) (Alcoholics Anonymous)

[FA](#) (Families Anonymous, for families of those struggling with addiction)

[Al-Anon](#) (Al-Anon, for families of those struggling with alcohol)

[Christian Youth Theatre](#) (theater group for children)

[Scouting USA](#) (oldest troop in the US)

[BiG Great Lakes](#) (ministers to adults with disabilities)

**We embrace the traditions of many different denominations.**

Ashes on Ash Wednesday

Believer's and Infant Baptism, as well as Infant Dedication

Traditional hymns and modern worship songs

Ordination of women and men

Elders consist of women and men

**We have excellent preaching from the Bible that goes deep, not just scratching the surface.**

**We host a Spanish-speaking church, Esperanza Viva, in our building.**

**We support international missions and sponsor mission trips to our mission partners in Kenya and Panama.**

[Independent Gospel Missions of Kenya](#) (serving communities in Kenya)

[Abba's House](#) – Kenya (orphanage in Kenya)

[Shepherd's Little Lambs Kenya](#) (provides food, medical care, uniforms, school fees to the poorest of the poor in Kenya)

[Word of Life, Panama](#) (camps, international youth ministries)

[Pioneer Bible Translators, North Africa](#) (translates the Bible into native languages)

[Reach Global, Costa Rica](#) (international missionaries associated with the Evangelical Free Church of America)

[Navigators, New Zealand](#) (international missions)

[Operation Christmas Child – Samaritan's Purse](#) (provides Christmas gifts to children in developing countries)

## Demographics of Gurnee Community Church

### **Attendees:**

Official Members: 286

Official Members and Regular Attendees: 363

All Attendees (members, regular attendees, and occasional attendees): 507

Percentage age 71+: 14%

Percentage age 19-70: 59%

Percentage of Teens ages 13-18: 11%

Percentage of 0-12: 16%

### **Racial and Ethnic Composition:**

GCC is primarily white-Caucasian with an increasing number of African American, South Asian, and Latino attendees. Spanish-speaking individuals are also served by our partnership with Esperanza Viva, which meets on Sunday afternoon.

**Average Sunday attendance in person:** 190

**Average Sunday attendance online** (devices connected): 30

## Demographics of the Village of Gurnee

**Population 2020:** 30,706<sub>1</sub>

**Population 2010:** 31,295<sub>1</sub>

### **Families and Households:**

Average Family Size: 3.25<sub>1</sub>

Average Household: 2.71<sub>1</sub>

42.3% of Households had children under 18 living with them<sub>1</sub>

62.6% of households were married couples<sub>1</sub>

7.8% of households were headed by females with no husband present<sub>1</sub>

22.7% of households were composed of individuals<sub>1</sub>

6.4% of households had someone over 65 living with them<sub>1</sub>

**Median age:** 40.2<sub>4</sub>

<b>Racial and Ethnic Composition:</b> <sub>1</sub>	<b><u>2020</u></b>	<b><u>2010</u></b>
White	56.87%	66.69%
Black or African American	8.61%	7.55%
Asian	12.19%	11.51%
Hispanic/Latino	17.72%	11.71%
Mixed Race	3.80%	2.15%

### **Economics:**

2022 Median Household income: \$112,633<sub>3</sub>

2022 Median income for men: \$80,762<sub>5</sub>

2022 Median income for women: \$51,064<sub>5</sub>

Percentage of Households below Poverty Line: 4.1%<sub>3</sub>

Percentage of Residents born outside the United States: 15.9%<sub>5</sub>

Average Gurnee Home Value July 2024: \$350,445<sub>2</sub>

Unemployment rate: 2.8%<sub>3</sub>

**Employers:**

Largest Gurnee Employers: Six Flags Great America, Gurnee public schools, Nosco, Great Wolf Lodge, Bass Pro Shop, Gurnee Park District, Village of Gurnee<sub>1</sub>

Large Area Employers: Uline, Amazon, Abbott Laboratories, Abbvie, Great Lakes Naval Base

**Educational Levels:**<sub>3</sub>

Master's degree or higher	21%
Bachelor's degree or higher	34%
Some college or Associate's degree	26%
High school diploma or equivalent	15%

**A recent survey says 71% said there is a good sense of community.**<sub>3</sub>

**Safety and Crime:**<sub>6</sub>

Overall crime grade: B+

Neighboring Communities Crime Grades:

Gages Lake	A+
Grayslake	A+
Green Oaks	A+
Lindenhurst	A+
Old Mill Creek	A
Park City	D-
Third Lake	A+
Wadsworth	A-
Waukegan	D-

Sources:

- 1 [https://en.wikipedia.org/wiki/Gurnee,\\_Illinois](https://en.wikipedia.org/wiki/Gurnee,_Illinois)
- 2 <https://www.zillow.com/home-values/5019/gurnee-il/>
- 3 <https://www.niche.com/places-to-live/gurnee-lake-il/residents/>
- 4 <https://censusreporter.org/profiles/16000US1732018-gurnee-il/>
- 5 <https://datausa.io/profile/geo/gurnee-il>
- 6 <https://crimegrade.org/safest-places-in-gurnee-il/>