



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

KIDS MINISTRY DIRECTOR

Autumn Ridge Church
Rochester, Minnesota

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Population of City

120,000+

Population of County

160,000

Community Overview

- Rochester is located in southeastern Minnesota and serves as a medical, commercial, and agricultural hub. Rochester has a population of 115,000+, making it the third-largest city in Minnesota after Minneapolis and St. Paul. Located in Olmsted County, Rochester composes 75% of the county's overall population. At most, 20% of Rochester's population attends church on any given weekend.
- Rochester is best known as the home of the world-renowned Mayo Clinic which employs about 34,000 people in the Rochester area, and from its operations in Minnesota and elsewhere, receives almost \$11 billion in annual revenue. Within the last 5 years, the Mayo Clinic has formed Destination Medical Center (DMC; <https://dmc.mn/>). Over the next twenty years, it will catalyze an estimated \$6 billion in economic growth, including investment in Mayo Clinic facilities and downtown infrastructure, to create an attractive destination for patients and visitors. The growth from DMC is expected to raise Rochester's population to almost 165,000 over the next 20 years and to double the number of patients and visitors to over 3.5 million.
- The community prizes innovation, technology, and excellence, together with traditional midwestern values of integrity, honesty, and hospitality. Additionally, Rochester boasts a vibrant art and cultural scene. A dynamic array of galleries, theatres, museums, and live music venues provide engaging and inspiring experiences for visitors.

Why People Like Living Here

Livability.com ranked Rochester #5 in their list of the Top 100 Best Places to live. Opportunities to enjoy running, hiking, skating, biking, walking, golf, fishing, and many other outdoor activities throughout Rochester are endless. The city offers more than 100 parks as well as 85 miles of paved trails with amazing city and country views and recently finished surfaces. Rochester provides easy and accessible ways for residents and visitors to incorporate physical activity into their daily lives. Quarry Hill Nature Center and Silver Lake Park are some of the city's most popular and scenic outdoor places.

Church History

Autumn Ridge is Rochester's oldest church, founded in 1857 as First Baptist Church. The church celebrated its 150th anniversary in 2007. From its humble beginnings along the Zumbro River (where baptisms occurred after cutting a hole in the ice in the winter) to the 6th and current site on the southwest side of the city, Autumn Ridge continues to be Gospel-centered and community focused.

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Mission, Vision and Values

Mission Statement:

Autumn Ridge Church exists to lead people to be fully devoted followers of Jesus.

Vision Statement:

We want to be a church of all cultures, where curious, skeptical, and hurting people love to attend.

Values:

- Take truth seriously: We'll follow it, wherever it leads.
- Give grace relentlessly: Since it's never earned or deserved, we never have a reason not to give it away.
- Honor guests enthusiastically: We care more about your experience than our own.
- Belong before you believe: You don't have to think like we think, or act like we act, to be accepted here.
- Move toward the messes: Nobody makes a difference by staying comfortable.
- Make generosity normal: We invest our lives, not just our money.
- Take your next step: We want everyone to grow in their faith journey.
- Trust the process: God changes people; we don't.

Average Weekend Attendance

1200

Overview of Weekly Worship Gathering

Currently, we have three worship gatherings each weekend, Saturday evening 5:30 and Sunday morning 8:30 & 10. Kids Ministry is currently on Sunday mornings. There is also a Middle School gathering on Sundays at 10a during the school year. Attendance is on a steady upward trend with an average of 25 first-time guests each weekend.

Worship Style of Your Church

Our Saturday 5:30PM and Sunday 10AM are modern in style and our Sunday 8:30AM is traditional in style.

Tell Us About Your Facility

- The church building is a 100,000 square foot facility that sits on 60 acres on the southwest edge of Rochester. With an indoor gym, multiple-use rooms, a 150-seat chapel, and a 1,000-seat auditorium, Autumn Ridge Church serves as a resource to the community for a variety of gatherings. The remaining land is a combination of ponds, wild grass fields, and fifteen acres of farming land.
- Autumn Ridge also owns an eight-bedroom lodge 20 miles north of town that is utilized to strengthen disciples, teams, and marriages.

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Overall Budget (this fiscal year)

\$4.5M

Overall Long-Term Debt of the Church

\$0

Denominational Affiliation and/or other Partnerships

Autumn Ridge is a non-denominational church with a Baptist heritage and view of the sacraments. While the church partners with more than 70 ministries locally and globally, we are not a part of an affiliation of churches.

Governance & Polity

The Elder Board serves as a governance board. Pastors lead and Elders protect. The primary responsibilities of Elders include empowerment, encouragement, and accountability. The pastoral staff are responsible for operations and achieving strategic objectives that are defined and driven by the mission, vision, and values.

Current Paid Staffing Level

Lead Team:

- Lead Pastor
- Executive Pastor of Church & Community Engagement
- Executive Pastor of Strategy & Culture
- Communications Director
- Connections Pastor
- Spiritual Formation Pastor
- Student Pastor
- Family Ministry Pastor
- Kids Ministry Program Director
- Facilities Director
- Office & Project Manager
- Worship Pastor
- Traditional Worship Pastor
- Care Director

Staff & Support Staff:

- Communications Coordinator
- Middle School Pastor
- 6 Ministry Assistants
- 4 Facility Staff

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- 2 Tech and Video Staff
- 3 Kids Ministry Staff
- Receptionist
- Bookstore Manager

In the most generic sense, how would you describe your church theologically?

Evangelical - Conservative

Published Theological Statement

The Trinity - We believe there is one living and true God, eternally existing in three persons, that these are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence, and redemption.

God the Father - We believe in God the Father, an infinite, personal spirit, perfect in holiness, wisdom, power, and love. We believe He concerns Himself mercifully in the affairs of people, He hears and answers prayer, and He saves from sin and death all who come to Him through Jesus Christ.

Jesus Christ - We believe in Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles, and teachings. We believe in His substitutionary atoning death, bodily resurrection, and ascension into heaven, perpetual intercession for His people, and personal visible return to Earth.

The Holy Spirit - We believe in the Holy Spirit, who came forth from the Father and Son to convict the world of sin, righteousness, and judgment, and to regenerate, sanctify, and empower all who believe in Jesus Christ. We believe the Holy Spirit indwells every believer in Christ, and He is an abiding helper, teacher, and guide.

The Word of God - We believe the Bible is the Word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit, and that it has supreme authority in all matters of faith and conduct.

Regeneration (Salvation) - We believe all are sinners by nature and by choice and, therefore, under condemnation. We believe those who repent of their sins and trust in Jesus Christ as Savior are regenerated by the Holy Spirit.

The Church - We believe in the universal church, a living spiritual body of which Christ is the head and all regenerated persons are members. We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, work, and fellowship. We believe God has laid upon the members of the local church the primary task of giving the Gospel of Jesus Christ to a lost world.

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Christian Conduct - We believe all Christians should live for the glory of God and the well being of others, their conduct should be blameless before the world, they should be faithful stewards of their possessions, and they should seek to realize for themselves and others the full stature of maturity in Christ.

The Ordinances - We believe our Lord Jesus Christ has committed two ordinances to the local church: baptism and the Lord's Supper. We believe Christian baptism is the immersion of a believer in water into the name of the triune God. We believe the Lord's Supper was instituted by Christ for commemoration of His death. We believe these two ordinances should be observed and administered until the return of the Lord Jesus Christ.

The Last Things - We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His Kingdom. We believe in the resurrection of the body, the final judgment, the eternal happiness of the righteous, and the endless suffering of the wicked.

Biggest Church 'wins' in last 18 months?

- Continued transition steps into new leadership after lead pastor retirement
- Trust and alignment deepening between staff and senior leadership
- Continued attendance growth post-pandemic
- Lead Team completing nine-month process of writing a 5-year strategic plan

Biggest Opportunity for Your Church in the Next 12 Months

- Beginning the implementation on September 1 of 5-year strategic plan: "to be a hub of Christ-centered leadership development."
- First year goal: For staff to know, explain, and call others to leadership as a destination of discipleship.

Church's Biggest Challenge for the Future

- Taking the necessary steps to continue in relevancy and prominence to the greater Rochester area while standing on the firm foundation of the Gospel of Jesus Christ.

Title of Position You Are Hiring

Kids Ministry Director

Full Time Position?

Yes

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Reporting Relationship

Kids Ministry Director will report to the Family Ministry Pastor, who reports to the Executive Pastor of Strategy & Culture.

Overall Description of Position

Autumn Ridge Church seeks an individual to serve as the AR|Kids Director, providing leadership in ministry to the 0-5th grade children and families already connected to Autumn Ridge. The AR|Kids Director will champion the discipleship and leadership development pathways for children who are already following Jesus. Along with working to engage the thousands of children and families with no connection to any church, this leader will actively seek to build trust in the community with local schools and other organizations serving children. "The harvest is plentiful!"

Goals and Expectations

- Establish a strong and confident foundation of leadership and ministry to children.
- Put forth a positive and forward-looking approach to ministry to kids and families that seeks to prepare children for discipleship that lasts a lifetime.
- Under the guidance and coaching of the Family Ministry Pastor, collaborate with the Student Ministry in establishing the framework for discipleship and leadership development pathways within Kids and Student Ministries.
- Under the guidance and coaching of the Family Ministry Pastor, collaborate with the Student Ministry in establishing the framework for ministry to families that prioritizes parents/guardians as the main disciplers.

Do you have a job description for this role?

The Candidate

- This position will have direct oversight for teams of AR|Kids ministry volunteer leaders. We are looking for a leader who loves building and leading teams, equipping and empowering others to lead out of their strengths and has a deep passion for children to be Gospel-centered for a lifetime. The ideal candidate will have an optimistic outlook towards activities, can generate enthusiasm, enjoys working with people more than things, exhibits healthy rhythms in life, knows how to manage tasks and responsibilities, desires to work in a team environment, and is not afraid to ask for help. Our new AR|Kids Director will have a contagious love of Jesus that inspires and points others to seek a deep relationship with Jesus. They will be passionate about seeing future generations launch confidently and humbly into their adult lives.

The Responsibilities

- In collaboration with the Family Ministry Team, lead the AR|Kids Ministry and volunteer leaders to implement a welcoming, safe, intentional, and engaging ministry.
- Lead and build into the Kids Ministry Staff Team.

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- Be the vision caster, champion, and ministry developer to AR|Kids.
- Implement discipleship and leadership pathways for children that empower, equip, and encourage them to follow Jesus for life.
- In concert with the entire staff, implement a comprehensive "Join the team!" strategy that equips the church "for works of service."
- In partnership with other ministries in the church and the community, lead Autumn Ridge to be Gospel-influencers to as many children in the area as possible.
- Build teams of leaders to minister to and serve children and their families.
- Collaborating with the Family Ministry and Communications Team, communicate, publicize, and inform children and their families of pertinent ministry happenings.
- In collaboration with the Family Ministry Pastor, build trust with parents and guardians.
- Have lots of fun!

Qualifications and Experience

- Understand and anticipate the theological, spiritual, and cultural questions that are being asked by children who are curious, skeptical, or hurting.
- Have some experience and/or education in ministry to children.
- Embrace and adapt to growth, change, innovation, and creativity.
- Be passionate about Kids Ministry. You wake up every day thinking about how to lead children to be fully devoted followers of Jesus!
- Possess strong problem-solving skills.
- Loving winter and most things Minnesota and Rochester is a must!

Requirements of Autumn Ridge involvement

- Embody our mission, vision, and values to the church and the community
- Attend a worship service each weekend when not on vacation
- Take vacation
- Be in a small group
- Become a member

Educational Preferences

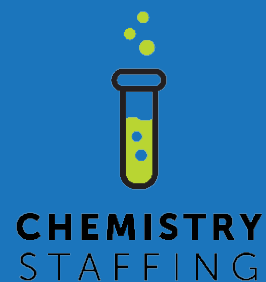
Some formal training is preferred (any combination of conferences, undergrad, grad). Lifelong learner is a priority.

Age Vs. Experience

Experience building, leading, and expanding are more important than age.

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Denominational Affiliation

Not. Agreement with our Statement of Faith and Mission/Vision/Values is a must. Comfortability supporting our positions and approaches is a must.

What skills are you looking for specifically?

Knowledge, understanding, and success in implementing current Kids Ministry best practices are a must.

What technical abilities (if any) are required?

We use Microsoft Office, PCO, Apple Programs and Hive. Knowledge of and/or willingness to learn is a must.

Equipper or Doer?

Equipper, but this person has to understand there will be a lot of "doing" during the first year. We desire for this role to ultimately work its way into primarily equipping.

Attractional vs. Missional

We label our ministry approach as "Hub Model." We choose to do the hard work of managing the tension between being both attractional and missional. And we put our money where our mouth is. We have two Executive Pastors, one who champions the attractional elements and one who champions the missional elements.

Budget Area Supervision

\$60k

Personal Characteristics Desired

- Passion for children to know, love, and follow Jesus for a lifetime.
- Instinctual leader.
- Intentional decision-maker.
- Emotionally intelligent.
- Passion for our Value statements to be lived out in and through the ministry.

Urgency

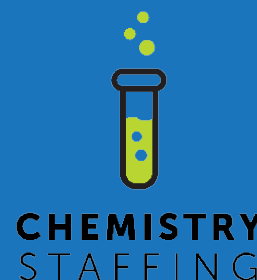
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Other "Must Have" Skills

- Knowledge, understanding, and implementing current best practices are a must.
- Good sense of humor.
- Loves to play.
- Loves to do ministry.

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Public Job Posting

Kids Ministry Director

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Autumn Ridge Church in Rochester, Minnesota, is seeking an individual to serve as the AR|Kids Ministry Director, providing leadership in ministry to the 0-5th grade children and families already connected to Autumn Ridge. The AR|Kids Ministry Director will champion the discipleship and leadership development pathways for children who are already following Jesus. Along with working to engage the thousands of children and families with no connection to any church, this leader will actively seek to build trust in the community with local schools and other organizations serving children.

What you'll be doing:

- Leading the AR|Kids Ministry and volunteer leaders to implement a welcoming, safe, intentional, and engaging ministry
- Leading and building into the Kids Ministry Staff Team
- Being the vision caster, champion, and ministry developer to AR|Kids
- Implementing discipleship and leadership pathways for children that empower, equip, and encourage them to follow Jesus for life
- In partnership with other ministries in the church and the community, leading Autumn Ridge to be Gospel-influencers to as many children in the area as possible

What skills you need to have:

- Understand and anticipate the theological, spiritual, and cultural questions that are being asked by children who are curious, skeptical, or hurting
- Have some experience and/or education in ministry to children
- Embrace and adapt to growth, change, innovation, and creativity
- Be passionate about kids ministry
- Possess strong problem-solving skills

Rochester, MN is home to the world-renowned Mayo Clinic and an ideal location to impact the Kingdom both locally and globally. It was named by Livability.com as one of the Top 100 Best Places to live, featuring the many opportunities to enjoy running, hiking, skating, skiing, walking, golf, fishing, and many other outdoor activities. Autumn Ridge has served this community for 160 years, sharing the love and hope of Jesus Christ.

