



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

KIDS AND FAMILIES MINISTRY DIRECTOR

The LIFEhouse Church
Rocklin, California

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Rocklin, CA



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Population of City

72,000

Population of County

385,000

Community Overview

Rocklin is a city in Placer County, California, located approximately 22 miles from Sacramento, California. With the American River nearby as well as the Sierra Nevada mountains, the surrounding area is filled with places for outdoor activities – hiking, biking, river rafting, swimming, etc. – with ski resorts a short 70 mile drive up Hwy 80. The Pacific Coast can be reached in 2-3 hours traveling west on Hwy 80.

Why People Like Living Here

Rocklin and surrounding areas are attracting many ages of people from seniors, looking for a place with a great climate and relaxing way of life, to young families with young children needing a safe and still relatively modest (for California) cost of living. Rocklin schools are consistently listed alongside the best in the Sacramento region. Low crime rates and top-notch public safety departments have also placed Rocklin in the top 20 safest cities in California. The median age of the population is about 39 years resulting in a very family-friendly environment. Our community is not only a beautiful place of residence but is also an excellent location to raise a family. We feel very fortunate that God has brought our church family together in this area and has given us the opportunity to minister to this community.

Church History

LIFEhouse began with a small group of families meeting for a home Bible study. They envisioned a strong Bible-teaching church. After conferring with the leadership at Sunrise Baptist Church, a member of the North American Baptist Conference, a 10-acre piece of property was purchased along Sierra College Boulevard. The founding pastor and his family arrived on January 1, 1979. The first worship service was held at what was then called the PTL Delicatessen. The church moved to the Rocklin Community Center in July and church members met there while the church was being built. The church building was completed and dedicated on July 24, 1983. There have only been 5 pastors in 40 years.

Vision, Mission, Values

MISSION

- Giving our lives to guide others to full life in Jesus.

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VALUES

- Come-as-you-are Community
- Shirt-off-my-back Generosity
- Step-out-of-the-boat Mentality
- Pass-the-baton Intentionality

Average Weekend Attendance

450 - 475

Attendance Trend

Growing

Overview of Weekly Worship Gathering

We have two services each Sunday; 9:00AM and 10:45AM. Both services are the same and are offered in-person and online. Music/Worship is mostly contemporary, but our worship director does a great job in bringing in a wide range of music that can include the most recent Christian songs as well as hymns typically set to a more modern tune. We typically utilize piano, guitar, drum, and keyboard during our worship, but, here again, our Worship Director can also bring in bass, banjo, mandolin, violin, and a wide range of percussion instruments. The key is that we want one worship experience between services but work hard at satisfying the wide range of music styles desired by our congregation. We are Bible-based in our preaching typically preaching through the different books of the Bible. We will do topical from time to time, but like the main thrust to be exegetical believing that the Bible is the inerrant word of God, divinely inspired to do a work in every believer (2 Tim 3:16, 1 Thess 2:13, Heb 4:12)

Other than the appreciation for the Worship and the Preaching, most people that attend LIFEhouse really love the friendly people and loving atmosphere. They seem to really sense the strong desire we have to make sure everyone is known, everyone is cared for and everyone is encouraged in their walk with the Lord. Our families love our Children's and Youth Ministries. Our Children's Ministry meets both services and also offers an online video presence for families unable to attend church. Our youth meet during the second service, allowing the youth to serve in various ministries during the first service.

Tell Us About Your Facility

Our building was completed July 24, 1983. We have never had a major upgrade to our facility and so the building definitely looks dated, especially when compared to the recent shopping centers and homes built nearby. Apart from needing to be updated with a more modern look, because it is an older building, there are also several maintenance projects that are required and being planned. We are actively looking to improve/expand the facilities to be more in line with the new surrounding commercial development and to meet the demands of growing ministry opportunities.

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As noted above, we currently sit on 10 acres. We are located in an area that is very desirable for commercial development and are in the process of splitting our lot and selling 5 acres. Money from this will be used to pay off a land purchase debt owed to our church denomination development fund and help pay for the renovations being planned as noted above.

Overall Budget (this fiscal year)

\$850,000

Overall Long-Term Debt of the Church

\$3.025M (we owe nothing until we sell the back 5 acres)

Denominational Affiliation and/or other Partnerships

We are affiliated with the North American Baptist Conference (NAB) and, more specifically, the Northern California Region (NorCal). More details of NAB or NorCal can be found at North American Baptist Conference – 400+ Churches. www.nabconference.org and NAB – California Region (aka - NorCal) 1 of 13 Regions. www.nabcalifornia.org.

Governance & Polity

As described in our Church Constitution, the leadership and oversight of our Church is vested in the Board of Elders, composed of our Pastors and elected representatives of the Church membership. The church utilizes a congregational governance model, which means the congregation elects the elders, approves the budget, participates in the call of the Senior Pastor, and approves the constitution. For more information, please see our Constitution posted on our website at www.thelifehousechurch.com.

Current Paid Staffing Level

Full time

- Senior Pastor
- Associate Pastor
- Worship Arts Director
- Children's Director
- Youth Director
- Office Administrator

Part time

- Bookkeeper

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Major Ministries of the Church

- Cancer Care
- International Missions
- Security Team
- Chaplains
- Janitorial
- Technology Team
- Children's Ministry
- JOY (Just Older Youth ... 55 and over)
- Ushers
- Choir
- Kitchen
- Widows
- Coffee Cart
- Leadership Training
- Women's Ministries
- College/Career
- LIFEgroups (home Bible studies)
- Worship Arts
- Finance Team
- Local Missions
- Young Adults/College
- Men's Ministries
- Young Marrieds
- Grounds/Facilities
- Youth
- Greeters
- Marriage Mentoring
- First Responders Rest Stop
- Meal Train

Outreach Programs Overview

- Gathering Inn: Feeding and housing the homeless overnight. Working in cooperation with other churches in the area and with the Gathering Inn organization, we took turns feeding the homeless based to our facility by

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Gathering Inn. They also slept the night at our facility, given breakfast the next morning and bused back to the Gathering Inn facility.

- Acres of Hope: A spiritually based renewal center serving homeless women with children by providing them with a home and an environment of structured programming. We have been financially supporting Acres of Hope for several years including financial support for a new cottage built and sponsored by Lifehouse. It is a transitional house that was purchased, decorated and now maintained by LIFEhouse. In addition to this, we have sent work teams to the Acres of Hope facility to maintain their property and other buildings.
- World Relief: An organization for refugees being housed in the greater Sacramento area. World Relief looks for host families and good neighbor teams that can be trained on how to build a relationship with a new refugee family and support them as they start their new life in America.
- New Life Pregnancy Center: A pro-life organization that wants to help bring life to new mothers who are contemplating abortion. They believe as do we that each baby is an important gift that can be loved and cherished. They perform pregnancy tests, ultrasounds, and many other informative options for women of all ages. We have several in the congregation that support them financially and, while the church does not do ongoing financial support, we have given financially for one-time needs.
- International Missions. Our church partners with several international missions units – individuals and organizations. In addition to financial support, we seek to be involved as partners in their ministries and provide direct support and encouragement to them through church-sponsored mission trips.

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

Evangelical - Conservative

Published Theological Statement

Yes. Please see <http://www.thelifehousechurch.com/about#what-we-believe>

What theological hills will you die on?

- The candidate must unreservedly support our Statement of Faith (see the 'what we believe' link above).
- While we believe in the miraculous gifts of the Holy Spirit, we are not Pentecostal and would not hire anyone who promotes such things as speaking in tongues during service.
- Fulfills the qualifications of an Elder outlined in 1 Tim 3:1-7, Titus 1:6-9

Hot-Button Social/Cultural Issues for Your Church

- We do not require our pastors to abstain from alcohol, but we do ask that they be sensitive to those that still have strongly held beliefs regarding the drinking of alcohol.
- We have strong opinions in our congregation with respect to COVID response; masks/no masks, in-door gatherings or not, etc.

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- Woman in leadership is an issue that has not been fully addressed/communicated. We have been clear about Elders (and thus the Sr. Pastor who, by our constitution, is on the Elder Board) as men but have not clearly addressed such things as women teaching men, all Pastors need to be men or any limits on which ministry leads need to be men. Our current practice is (rightly or wrongly):
 - Women can teach men if teamed with another man, ideally their husband.
 - Women are not to be Pastors.
 - We have not had women preaching from the pulpit. We believe the majority of people in the congregation would have no problem with this, but know that a few would become very upset so it's not something we've tried yet.
- The issue of gays and transgenders in our church is not a big issue yet, but we see that it can be – and may quickly become – an issue in the future. We are committed to loving those that are gay and/or transgendered and have had gay people as regular attenders. We have not had to directly deal with transgender/gender dysphoria ... yet. We are firm on the Biblical stance of homosexual acts as condemned by the Bible and that God created male and female – that it is not up to us to decide what we are – but want people who struggle with homosexuality/gender dysphoria to know they will be loved as all sinners are loved. We recognize this is an area where we need clarity on what ways homosexual/transgender people can be involved in the church and its ministries.

Biggest Church 'wins' in last 18 months?

- Keeping attendance and giving relatively steady during COVID
- Some key breakthroughs in dividing and selling 5 acres
- The unity of Board and Staff during COVID and all the struggles of dealing with lockdowns.
- Hired a Senior Pastor, Associate Pastor, and Worship Director to unifying the congregation around discipleship which gathers in worship, grows in groups, gives generously, and going on mission everyday.

Biggest Opportunity for Your Church in the Next 12 Months

- Hiring a Kids and Family Director
- Hiring a part time Student Ministry Director
- Developing a longer-range vision for developing and deploying everyday missionaries which uniquely positions Lifehouse to reach the surrounding Placer County community
- Helping everyone at Lifehouse to plug into meaningful relationships and service

Church's Biggest Challenge for the Future

- Completing the sale of the 5 acres, thus eliminating our outstanding debt and ability to fund an extensive re-model.
- Addressing the physical needs of our building both in terms of maintenance and major remodel.
- Get back to our ministry priorities and growth ... with the leadership of a new Senior Pastor.

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- In a recent survey of our congregation, we also uncovered some challenges between characteristics highly valued but not really seen by many at our church. They are:
 - Demonstrated growth in Biblical knowledge.
 - Reliance on the Holy Spirit.
 - Growing and Equipping leaders.
- Embracing change... new, better ways of doing things, that still align with God's word, but are more of an interest and more appealing to the younger generations.
- Learning how to connect with people, either new or current attendees, who have formed new habits (during the pandemic) and may be choosing to attend church only online in the future.
- Become better at ministering to the local communities where God has placed us.

Title of Position You Are Hiring

Kids and Families Ministry Director

Full Time Position?

Yes

Reporting Relationship

The Kids and Families Ministry Director will report to the Associate Pastor.

Goals and Expectations

First 30 days

- Schedule and/or meet with their leaders
- Have a good grasp of LifeHouse office systems

First 90 days

- Be familiar with Kid's ministry
- Work with the existing Kid's leadership teams, exploring ways to help them accomplish their goals and make the ministry better
- Be familiar with other ministries throughout the church
- Spend time getting to know the staff

First 6 months

- Report to the Associate and Senior Pastor a first six-month snapshot of their impression of the ministry, along with some recommendations for moving forward
- Start the process with the Associate and Senior Pastor to create a new leader onboarding process that sets leaders up for success in their role

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First-year

- Vision is theirs, and they are moving towards goals with structure in place for leadership to support
- Should have leaders/coaches identified within the structure and begin to develop

Do you have a job description for this role?

Position Title: Kids and Families Ministry Director

Classification: Full-time Exempt Salaried; Eligible for Full-time Benefits

Supervisor: Associate Pastor

Supervision: Kids Ministries staff/interns/leaders/volunteers

PURPOSE: The Kids and Families Ministry Director will create and lead a dynamic team of staff and volunteers who partner with children (birth through 6th grade) and families to see many more kids come to faith and grow as disciples. The Kids and Families Ministry Director will provide caring leadership of all staff and volunteers by encouraging, empowering and equipping them and always by personally modeling our mission. The Kids and Families Ministry Director will effectively communicate vision and God's Word and ably help in congregational care and connection. The role will be fulfilled with a positive (can-do) attitude and team-first (not me-first) mentality, in keeping with the vision, values, strategies, and policies of our staff and church.

PRIMARY POSITION RESPONSIBILITIES: Creating and leading teams to manage and move forward, specifically:

Ministry Vision Implementation and Strategic Planning

- With the Staff and Elders, envision and promote an innovative strategy for all LIFEhouse Kids Ministries (Nursery, Preschool, and Elementary) focused on giving our lives to guide others to full life in Jesus
- Establish and maintain a set of measurable performance goals to be regularly reported to the senior leadership with ongoing visibility of the effectiveness of the Kids Ministry
- Be a collaborative staff team and church member to accomplish the overall vision, mission, goals, and objectives of LIFEhouse
- Provide point leadership over the Kid's Ministry such that the ministry is growing and healthy
- Effectively manage and steward the budget and resources of the church
- Collaborate with Student Ministry to create a transition plan for when kids promote up

Leadership and Development of Volunteers

- Recruiting, training, and retaining volunteers such that the ministry is growing and healthy, which will result in a fully staffed weekend service, working within volunteer base ratios
- Align onboarding new volunteers with LIFEhouse's system
- Create and build teams to help execute a thriving Kids Ministry. Ensure leaders and volunteers are recruited

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effectively, trained and empowered sufficiently, cared for properly, motivated consistently, and held accountable adequately. Train, coach, and mentor to encourage and equip others for works of ministry so that multiplication can happen

- Manage processes for performance evaluation and personal/spiritual improvement for all leaders
- Manage communications in support of the ministries through newsletters, texts, website, social media, announcements, meetings on-site in the church or community or at-home visitations.

Create An Engaging Sunday Morning Experience

- Build relationships with children, their families, and volunteers
- Empower volunteers to invest spiritually in a small group of kids
- Create a safe, fun, and relevant place where children at all ages can discover Christ in age-appropriate and engaging ways

Create Safe and Fun Environments

- Provide safe childcare for all church events and groups that meet on campus
- Host fun events on campus for families and children in Placer County to invite unchurched families
- Partner with staff to help execute Churchwide inviting events

Equip Parents for Discipling at Home

- Work with Senior Leadership to create and implement a strategy that creates and provides key spiritual milestones environments/resources to help children establish spiritual disciplines at their stage of development
- Equip and resource parents on how to have regular spiritual conversations at home with their kids
- Provide resources and encouragement to help parents through each phase of parenthood

Being Part of our Team

- We all lead/co-lead a LIFEgroup
- We all provide pastoral care (when needed)
- We all fully participate in all staff meetings and training opportunities to develop and maintain a vibrant, positive, and productive staff culture
- We all collaborate on church wide initiatives and events
- We all perform other duties as assigned/needed

KEY PERFORMANCE INDICATORS:

To evaluate on-going effectiveness, these areas will be particularly considered:

- Am I leading at a healthy pace and growing as a leader and follower of Jesus?
- Am I building quality relationships with children, parents, and volunteers and helping to lead others at such a level

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that the overall ministry is growing and healthy?

- Are all leaders and volunteers being developed/deployed?
- Am I contributing up front and behind the scenes to a successful Sunday morning every week and with family events? (Recruiting and training effectively, communicating creatively and compellingly, and establishing fun and safe environments)
- Am I meeting my personal/professional growth goals and supporting the entire staff team to meet theirs?

WORKING ENVIRONMENT:

The team member agrees to participate as appropriate and firmly support without reservation the constitution, statement of faith, values, strategy, and mission of LIFEhouse and live a life consistent with biblical principles.

WORKING CONDITIONS:

The team member is regularly in a typical office environment with adequate light and moderate noise levels. No hazardous or significantly unpleasant conditions. Air-conditioned buildings; tile, concrete and carpeted floors; adjustable workstation with ergonomic keyboard is provided.

PHYSICAL ACTIVITIES AND REQUIREMENTS OF THIS POSITION:

While performing the duties of this job, the team member is regularly required to talk or hear and frequently required to stand, walk, sit, and use hands to handle files, computers, and phones; reach with hands and arms; stoop, and kneel. Frequent and regular repetitive movements required using the wrists, hands, and/or fingers. The team member will occasionally lift and/or move up to 40 pounds. Specific vision abilities include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus. The above statements and position description is intended to describe the nature and level of work being performed within this job. They are not intended to be an exhaustive list of all responsibilities, duties and tasks. Other similar or additional duties are to be performed or assigned. Position descriptions are not intended as and do not create employment contracts. LIFEhouse maintains its status as an at-will employer. Employees may be terminated for any reason not prohibited by law.

Educational Preferences

While we believe that a bachelor's degree in a relevant area of study is important, we also understand that experience over education is just as important.

Age vs. Experience

Either

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Denominational Affiliation

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How important is geographical location to you?

Open to all. The candidate must be willing to locate to within 15 miles of the church.

What skills are you looking for specifically?

- Loves Jesus & people deeply
- Strong interpersonal skills and high EQ
- Clear & effective communication skills (speaking and writing) to both internal & external audiences
- Strong work ethic, self-starter, demonstrate initiative, open-minded & results oriented
- Ability to work independently and within a team environment
- Strong relationally and the ability to influence and be involved with training and equipping leaders

What technical abilities (if any) are required?

- Computer
- Using Planning Center is a bonus
- Social media and design are a bonus

Equipper or Doer?

Equipper, trainer and empowerer of others, who yet also engages people personally, compassionately, and missionally.

Attractional vs. Missional

Missional

Personal Characteristics Desired

- Capable and experienced leader who is comfortable one-on-one, in small interactive groups, and in large group (teaching) contexts
- Shepherd's heart who loves and leads compassionately
- Relational – attracts, trains, equips, and deploys leaders
- Able to build and manage ministry systems
- Observable intimacy with Christ through a regular practice of spiritual disciplines
- Self-motivated and receptive to accountability

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- Growth-mindset and progress-oriented
- Personal and family life reflective of a strong commitment to Christ
- Strong people skills and detail-oriented
- Experience serving in a church, multi-staff environment

What would immediately disqualify someone?

Believes homosexuality or gender fluidity are not sins.

Urgency

We are ready for this position today.

Other “Must Have” Skills

- Lead leaders in alignment with church mission and doctrine to accomplish set ministry outcomes
- Provide feedback and evaluation that increases ministry effectiveness and leadership capacity, personally and spiritually.
- Lead a positive and challenging one-on-one meeting with a leader.
- Lead an engaging huddle (team meetings) that sharpens the leadership competencies of your leaders.
- Integrates personal Spiritual Formation with Leadership Development

Other “Nice to Have” Skills

- Cast a clear and compelling vision that inspires ministry in alignment with the church’s vision and doctrine
- Create and set course for goals to meet ministry-specific strategic outcomes (budget, ministry plan)
- Utilize Lifehouse Leadership Pipeline to assess ministry needs strategically, to discover, develop, and deploy coaches, leaders & team members
- Lead meetings that effectively cast vision and lead to mobilizing ministry with outcomes

Finally...

Our perfect hire is someone fun, team-oriented, hardworking, and equipper of leaders.

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Public Job Posting

Kids and Families Ministry Director

LIFEhouse Church

Rocklin, California

LIFEhouse Church in Rocklin, California, is seeking a Kids and Families Ministry Director to join their team. This person will create and lead a dynamic team of staff and volunteers who partner with children (birth through 6th grade) and families to see many more kids come to faith and grow as disciples. The Kids and Families Ministry Director will provide caring leadership of all staff and volunteers by encouraging, empowering and equipping them and always by personally modeling our mission. This person will also effectively communicate vision and God's Word and ably help in congregational care and connection.

What you'll be doing:

- Providing point leadership over the Kids Ministry such that the ministry is growing and healthy
- Recruiting, training, and retaining volunteers such that the ministry is growing and healthy
- Building relationships with children, their families, and volunteers
- Creating an engaging Sunday morning experience
- Equipping parents for discipling at home

Skills you need to have:

- Loves Jesus & people deeply
- Strong interpersonal skills and high EQ
- Clear & effective communication skills (speaking and writing) to both internal & external audiences
- Strong work ethic, self-starter, demonstrate initiative, open-minded & results oriented
- Strong relationally and the ability to influence and be involved with training and equipping leaders

Rocklin, CA, is approximately 22 miles from Sacramento. With the American River nearby as well as the Sierra Nevada mountains, the surrounding area is filled with places for outdoor activities – hiking, biking, river rafting, swimming, etc. – with ski resorts a short 70 mile drive away. The Pacific Coast can be reached in 2-3 hours traveling west on Hwy 80. Rocklin and surrounding areas are attracting many ages of people from seniors, looking for a place with a great climate and relaxing way of life, to young families with young children needing a safe and still relatively modest (for California) cost of living.

