



**CHEMISTRY**  
STAFFING

# **CHURCH & CANDIDATE PROFILE**

**DIRECTOR OF CHILDREN'S  
MINISTRY**

New Hope Church  
Greenwood, Indiana

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## Population of City

75,000

## Population of County

150,000

## Community Overview

Greenwood offers a lower cost of living compared to similar cities surrounding Indianapolis and has become a very attractive home for many families. Our community offers three high-performing school districts – Greenwood Community, Center Grove, and Clark-Pleasant – all possessing a rich academic history. Greenwood families and young professionals enjoy a variety of dining options, including a number of local downtown favorites, all the nationally known staples, and several homegrown breweries and coffee shops. And in addition to all of the wonderful things Greenwood can offer, the city is still just a short drive to Indianapolis, where families can go for a stroll on the canal, catch an NBA or NFL game, visit the Indianapolis Zoo, or catch a concert on the lawn at White River State Park.

## Why People Like Living Here

Greenwood has a ton of opportunities for families and it's really a great place to live and raise a family. The people of Greenwood are rooted in family values and you get the best of both worlds in the Midwest charm and the accessibility of the big city.

## Church History

New Hope is a little over 30 years old. We started as a church plant in a local school and were able to build a permanent space a couple of years later. Since then, we expanded the building in 1988 and are debt-free. The beginnings of New Hope were of Methodist roots but chartered as a non-denominational church. Today, there are many different traditions and experiences making up the people of New Hope. Our leadership can be characterized into 3 eras of roughly 10 years each from the founding pastor to the successor, and then followed by our vision of Shared Leadership for the past 10 years. (See the section on governance and polity to learn more about Shared Leadership)

## Vision, Mission, Values

The MISSION of New Hope Church is to be Jesus in every corner of your world.

This is lived out through the VISION that we:

- LIVE, LOVE, & GO like Jesus
- LIVE is to practice the things of God in our lives. To not just be hearers of God's Word, but to be doers of the Word. We should emulate Jesus' life in all that we do. (Love God with all your heart, soul, mind, and strength)

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- LOVE is to practice loving others with the same kind of love Jesus showed us. Jesus didn't just love the lovable. He loved the unlovable too. (Love your neighbor as yourself)
- GO is to not be content with staying where we are at. We intentionally focus our vision on the unchurched and those who don't know Jesus.

Our guiding values are to be Biblical, relational, have shared leadership, be empowered, messy (willing to get our hands messy in life), risky (dream big), generous, and joyful. Bottom line, we are wanting to become disciples that are making disciples, who are making disciples, who are making disciples...

## **Average Weekend Attendance**

275

## **Attendance Trend**

Growing

## **Overview of Weekly Worship Gathering**

We have 2 identical Sunday worship gatherings at 9 & 10:30 lasting about 60-70 minutes. Musically, we do a modern band set up from acoustic sets to full drums and guitars. Song-wise, we pick from a variety of sources including hymns, but it seems like most of our recent newer songs have been from Shane & Shane, Phil Wickham, and Rend Collective. Our teaching time leans to the shorter side at 20-25 minutes and we have a rotating teaching team. Currently, our pastors "share the pulpit" between preaching, vision casting, and spiritual devotion segments. We try to be very actionable with our teachings and dedicate some time each week to vision casting, disciple-making, practicing spiritual disciplines, or guided prayer times. People love the size of the church that we are and we strive for authenticity and transparency.

## **Worship Style of Your Church**

Our worship style would be considered "modern" depending on how you define things. We use a full band (guitars, drums, etc.) and a majority of songs are from the past decade. But, we also incorporate acoustic Sundays with minimal instrumentation and personnel, carve out time for more scripture reading, use hymns and modern hymns often, practice corporate spiritual disciplines (like prayers of confession, meditation, Lectio Divina, guided prayer times, etc.), and incorporate kids into Family Worship Sundays a few times a year. Every once in a while people will clap along with a song, more frequently clap after the songs, and some can be seen raising their hands. Our people do a good job of lifting their voices. We are huge fans of the Shane & Shane hymns and psalms arrangements, Phil Wickham, Rend Collective, but stray away from Bethel, Elevation, and such. Regardless of the who behind a song, we value the depth and accuracy of a song and want the song to move us forward in faith.

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## **Tell Us About Your Facility**

- Our 2-story facility is on the newer side (20-30 years old depending on the building phase) and is well kept. We have been working for the past 10 years to update the building (aesthetics and technology) to current standards.
- The sanctuary seats 300-350 with non-COVID spaced seating and the stage can hold a large band and vocal team.
- We have a gym that is heavily used by the community during the week along with quite a bit of classroom space.
- We house a weekday preschool (5-6 classes) and still have space to rent classrooms to local homeschool co-ops and other community groups. There are 2 mid sized gathering rooms. Downstairs is the traditional "Kids Kingdom" room or Activity Center. It has a small stage, video, and sound and could seat about 50+ people in rows. The other is the "warehouse" or youth room upstairs. It is a bit larger with a small stage, video, and sound and could seat 75-100 in rows. It also has an attached game room.
- We have a good-sized office suite with a podcast/video studio and workroom.

## **Overall Budget (this fiscal year)**

\$845,000

## **Overall Long-Term Debt of the Church**

0

## **Denominational Affiliation and/or Other Partnerships**

Non- Denominational

## **Governance & Policy**

We are a staff-led, elder (church council) guarded model. The church council is responsible for pastoral supervision, budgetary decisions, overall vision and strategy affirmation, and general church health issues. Pastors are responsible for staff supervision, day-to-day ministry leadership, casting vision and strategy, pastoral care, and leading the church by example and equipping. One of our leadership values is that we believe leadership should be shared which leads us to one of our distinctive characteristics - shared leadership. Shared leadership is a team-based leadership style. We do not have a "senior pastor" but rather a senior leadership team. Pastors are essentially co-pastors who submit to each other's leadership based on their God-given gifts and talents. We like to see this played out among other leadership and ministry teams throughout the church. Shared leadership is most visibly demonstrated on Sunday mornings when our pastors share the teaching and worship leading roles. We believe Shared Leadership can be found in a biblical model where the full burden of leadership does not rest on one set of shoulders and vision is developed together rather than in potential isolation. Accountability, humility, and trust are necessary for this model.

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## Current Paid Staffing Level

Full-time

- Pastor of teaching, small groups, and missions
- Pastor of teaching and youth ministry
- Facilities and guest experience director
- Office manager

Part-time

- Pastor of worship, vision, and community outreach
- Pastor of care and counseling
- Business manager
- 3 Children's ministry directors
- 2 youth ministries directors
- Preschool employees

## Major Ministries of the Church

- Our ministries are fairly typical for a non-denominational church from worship, teaching, small groups, bible study classes, events for men/women, etc.
- Where we are unique is that we are trying to do more in the area of reaching young (early 30's) families with kids. We just started an event team to plan social events outside the church to help reach this demographic. We are wrapping up a grant initiative through the Lilly Foundation that specifically highlighted this effort. We feel that we try and do a good job of not "competing" with larger, more resourced churches but rather try and find our own identity and way of designing events and experiences.

## Outreach Programs Overview

- Many of our outreach programs target specific demographics such as kids from a nearby low-income neighborhood or foster/adoption workers and families in the community.
- We have a number of international partners from Rwanda to Ukraine and the Czech Republic.
- Our biggest outreach effort is still in the early stages. We are starting a new non-profit called "The Uncommons" as a way to build a bridge between the church and our culture. The Uncommons will be a self-sustaining marketplace ministry housing a QSR drink stop, co-working and business incubator space, event space, and a community "living room" type of gathering space. We are trying to anticipate the needs of the community and shape what we do with others in mind first rather than what the church "needs" or wants to do.

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

Evangelical - Conservative

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## Published Theological Statement

New Hope Church is an interdenominational evangelical church. Our beliefs are formed by our commitments to Jesus Christ and to his Word. We avoid taking official positions on less essential points of doctrine about which biblically committed Christians may disagree. Here are the beliefs that we do regard as essential:

### Trinity

- We believe God is the Supreme, Eternal One who reveals himself to the human race through three distinct, but equal, Persons: Father, Son and Holy Spirit.
- 1. GOD, THE FATHER / we believe that God is the Creator of all life, the Initiator of the divine-human relationship and the Source of perfect love.
- 2. JESUS CHRIST, THE SON / we believe that Jesus Christ is the eternal Son of God. Upon His First Advent into human history, He came as a Humble Child, conceived of the Holy Spirit and born of the Virgin Mary. As such, He was both fully divine and yet fully human. Through His sinless life, death upon the cross and resurrection from the grave, He provides the only means for persons to be reunited with God. Upon His Second Advent into human history, He will come as a Victorious Lord to complete the redemption of the cosmos. Evil will be destroyed, all creation will be renewed, a new Heaven will descend, and the believer will dwell in the presence of God.
- 3. THE HOLY SPIRIT / we believe the Holy Spirit is the Eternal Spirit who has been active throughout time revealing God to the human race. In an individual's life, the Spirit creates a restless longing that can only be satisfied by God (prevenient grace), enables the process of new birth (salvation) and indwells the believer so that one is inspired with a vision of holy living and endowed with power for daily life (sanctification).

### Humanity

- We believe humanity is the highest expression of God's creation. Created in the image of God, men and women were designed to be with God, one another and the earth. Due to the lack of trust and disobedience (sin), humanity broke the divine human bond thus defacing the image of God within them. Since the event of Original Sin, relationships of persons to God, persons to persons, and persons to earth have been fragmented. Only as persons are reunited with God, through faith in Christ, can the process of rediscovering God's image within commence, and life's relationships be restored.

### The Bible

- We believe the Old and New Testaments are the only written Word of God. The authority of the Scripture derives from the fact that God, through the Holy Spirit, inspired the authors, causing them to perceive God's truth and record it with accuracy. The Bible is God's written message to the world revealing God's character, calling persons to a relationship with Himself, identifying the essentials of the Christian faith, and guiding believers in aspects of daily living. We affirm the responsibility of each Christian to study the Scriptures, which leads to biblical interpretation based upon the Spirit's guidance and personal reflection.

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## Salvation

- We believe God desires for all persons to live in unbroken fellowship with Him. However, all persons experience a broken relationship with God due to sin which results in guilt and condemnation. Because God is Holy, fallen humanity cannot mend the broken relationship with God through any personal effort (sincere resolutions, humanitarian efforts, faithfulness to a church, etc.). But, because God is Love, He has provided The Way for mending humanity's separation from Himself (grace). Salvation is made available to all who put their faith in Christ, trusting in His sacrifice upon the cross (redemption). All who receive this gift of salvation experience freedom from the guilt and condemnation of sin (justification) and are born anew with a heart to follow God (regeneration).

## The Church

- We believe the Church consists of all those who acknowledge Jesus Christ as Savior. Believers are scripturally admonished to come together in local communities of faith to provide a context for Christian nurture and empowerment. The Church provides nurturing towards Christian maturity through worship celebrations, teaching of the Scriptures, and fellowship within the community. The Church provides empowerment for Christian service through training believers and encouraging them to actively represent Christ's presence to the world by being responsive to the spiritual, physical, emotional and social needs of others.

## After Life

- We believe those who have trusted in the Lord Jesus Christ for salvation do, at physical death, immediately pass into God's presence and dwell with Him forever. We believe that those who do not choose to trust in Christ for salvation will, at physical death, experience eternal separation from the presence of God.

## **What theological hills will you die on?**

The published theological statement is essential. We avoid taking positions on less essential points of doctrine about which biblically committed Christians may disagree.

## **Hot-Button Social/Cultural Issues for Your Church**

We are a community that tries to live by grace and truth. Jesus lived in this manner and we want to do our best to emulate that in our lives. Racial reconciliation, immigration, LGBTQ+, violence, Christian nationalism, and others have been a part of our conversations and teachings over the past couple of years. We believe in loving people and building God-honoring relationships with them and treating their sins in the same manner (based on scripture, not culture) as we treat other sins. We certainly don't get this right all of the time, but we are trying.

## **Biggest Church 'wins' in the last 18 months?**

We have renewed our vision and efforts of returning to true discipleship which is making disciples. We are using this to shape all that we do as a church.

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## **Biggest Opportunity for your Church in the Next 12 Months**

Exploring the potential of and launching The Uncommons in the community.

## **Church's Biggest Challenge for the Future**

- COVID has affected attendance, giving, and staffing levels. We need to accept that New Hope Church is not the same church it was 2 years ago before the pandemic.
- On the other side of that, our culture and community is incredibly different. If our people can truly grasp who we truly are as a church and the realities of our culture around us, that will help us be the church and people we need to be in our community.

## **Title of Position You Are Hiring**

Director of Children's Ministry

## **Full-Time Position?**

Yes

## **Overall Description of this Position**

The Director of Children's Ministry will be responsible for casting vision and leading the way in connecting not just with kids, but with their entire family. This person will be focused on planting the seeds for authentic discipleship and setting the stage for deep connections.

## **Reporting Relationship**

This position (as a director-level position) would report to one of the pastors on the leadership team.

## **Goals and Expectations**

Year 1 Goals:

- Design Sunday programming and develop weekday disciple-making opportunities for kids
- Study and embrace the upcoming generations to dream up and develop new strategies (not doing church the way we've always done it) to reach GenZ and GenAlpha

Expectations is that this position would be:

- Team-based not solo
- Equipper not doer of ministry
- Community and family-focused over "Sunday Morning Program" focused
- Leads leaders not babysits volunteers



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## **Do you have a job description for this role?**

What you'll be doing:

- Growing the Children's Ministry's reach and engagement by creating and implementing a strategy that draws kids and families to Jesus
- Recruiting, developing, and empowering teams of volunteers to implement a dynamic ministry to kids
- Leading families and encouraging them to connect what happens on Sunday with the home Monday-Saturday
- Remain current on trends and practices in family ministry and explore new ways of doing Children's Ministry for a new generation in a new time
- Potentially take on supervision of full family ministries through supervising the youth director
- Serving on the Shared Leadership team, championing and leading the charge in fulfilling the vision of the church by reaching and developing the faith of the next generation

## **Educational Preferences**

We certainly value formal education but we are also aware of the difficulty formal education puts on young people today. Currently, one of our pastors is actually teaching one of our other pastors Greek! So, we value learners (active) over those who studied (past).

## **Age Vs. Experience**

We value a humble, teachable spirit.

## **Denominational Affiliation**

We are pretty broad in our acceptance.

## **How important is geographical location to you?**

We are prepared to pay for or at least help with relocation costs. While understanding the midwest culture is important in terms of reaching people, that can be taught.

## **What skills are you looking for specifically?**

- Recruit, develop, retain, and celebrate volunteers!
- Think outside of traditional Children's Ministry strategies

## **What technical abilities (if any) are required?**

- We are Mac based and use ProPresenter, Planning Center, and box.com.
- Being able to navigate Canva, Pages, Numbers, and youtube, would be great.
- We've been utilizing more and more video so some basic video editing would be expected. (iMovie, Final Cut Pro)

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## **Equipper or Doer?**

EQUIPPER!!!!!! We're a lean staff.

## **Attractional Vs. Missional**

Historically, we're an attractional church that for the last 10 years thought it was more missional. COVID helped us realize who we really are. So, we are taking more intentional steps to become more and more missional in our expression of church. For New Hope, there will probably always be an element of attractional in us on Sundays, but with The Uncommons, we are redefining what it means to do church and it will organically be missional.

## **Budget Area Supervision**

\$10,000 roughly

## **Personal Characteristics Desired**

- Easy going but able to push forward hard when needed
- Honesty and integrity is huge for us
- Humor; Generally happy and a pleasure to be around

## **What would immediately disqualify someone?**

- Found to be consciously in sin or not walking with integrity
- Has a patterned track record (not one mistake but repetitive) of making poor life decisions that impacts their current reality (money, morality, anger, etc.)
- Not in-step theologically or missionally
- Chemistry with the rest of the team was off

## **Urgency**

We are probably around an 8 on the urgency.

## **Other "Must Have" Skills**

Part of our leadership language is 5 Voices. Two of our pastors are certified guides so this permeates a lot of what we do. To achieve balance on our team, we're looking more for a Pioneer or Guardian type of leadership voice.

## **Other "Nice to Have" Skills**

Any additional skill such as teaching, music, creative arts, etc. would be welcomed and given room to be utilized.

## **Finally...**

Someone we can trust to love kids well, make disciples who make disciples, and live, love, and go like Jesus in their own life.

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## **Public Job Posting**

### **Director of Children's Ministry**

#### **New Hope Church**

#### **Greenwood, Indiana**

New Hope Church in Greenwood, Indiana is looking for a Director of Children's Ministry to join their team. This person will be responsible for casting vision and leading the way for the church in connecting not just with kids, but with the entire family. He/She will be focused on planting the seeds for authentic discipleship and setting the stage for deep connections. Furthermore, they are wanting someone who will study and embrace the upcoming generations to dream up and develop new strategies (not doing church the way we've always done it) to reach the next generations.

### **What you'll be doing:**

- Growing the Children's Ministry's reach and engagement by creating and implementing a strategy that draws kids and families to Jesus
- Recruiting, developing, and empowering teams of volunteers to implement a dynamic ministry to kids
- Leading families and encouraging them to connect what happens on Sunday with the home Monday-Saturday
- Remaining current on trends and practices in family ministry and exploring new ways of doing Children's Ministry for a new generation in a new time
- Serving on the Shared Leadership team, championing and leading the charge in fulfilling the vision of the church by reaching and developing the faith of the next generation

### **Skills you'll need to have:**

- Easy going style but able to push forward hard when needed
- Honesty and integrity
- Sense of humor
- Ability to think outside of traditional Children's Ministry strategies

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**<https://www.chemistrystaffing.com/new-hope-greenwood-childrens>**