



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

CHILDREN'S MINISTER
Northpointe Community Church
DeWitt, Michigan

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Population of City

4,830

Population of County

80,000

Community Overview

DeWitt is located in a suburb north of Lansing, Michigan. It is primarily a growing community for young families, with new home construction taking place all the time. There is a lot of pride in the local school system, which is one of the top local schools. Our small downtown area has many parks, a river that is great for kayaks, and local shops and restaurants. We also have yearly festivals and parades that highlight a strong community pride.

Why People Like Living Here

The heart of DeWitt is centered around family life and schools. There is great pride in the education system that ranges from excelling in the classroom, sports, music, and theatre. Locals often enjoy outdoor activities from hiking, kayaking, golf, and more. There are several well-kept neighborhoods with friendly families. Being tucked away on the north side of Lansing, you can be downtown or across town in fifteen minutes which allows people to work all over the greater Lansing area. Most sports fans enjoy a local high school football game or watch the Spartans play in nearby East Lansing. Being located close to Michigan State University also provides access to amazing Broadway Theatre and incredible musical performances. Being centrally located in the state allows for easy traveling to some of Michigan's best vacation spots for either skiing or boating on the great lakes.

Church History

Northpointe has been around since 1840. It left the Baptist denomination in 1929 to become a community church with no denominational affiliation. Northpointe experienced a renewal of focus in the early 2000s and built a new auditorium area. Our current leadership has been with the church since 2014, with staff coming from a variety of theological backgrounds.

Mission, Vision and Values

Our mission is to be a church that is helping all people move toward a life fully devoted to Christ. We are currently living that out in our "Own, See, Share" vision that has everyone who calls Northpointe home regularly sharing how Jesus is working in their life within their sphere of influence. We highly value relationships and recognize that people go further, and faster in their spiritual journey when they are with other people. Our biggest guardrails for how we live out our calling are the Authority of Scripture and the Unity of Believers. Humor and teamwork are values that we hold as a staff.

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Average Weekend Attendance

450-500

Overview of Weekly Worship Gathering

We have two Sunday morning services that are identical to one another. We have an upbeat and contemporary style of worship from our band. We offer student and children's programming every weekend, as well as additional programming for students during the week. Our preaching is done through a teaching team of 3-4 different individuals with a focus on understanding what Scripture meant in the original context and how that applies to our everyday lives.

Worship Style of Your Church

Sunday morning services typically include a full band leading a more upbeat and contemporary style. We will use Hillsong, Elevate, Crowder, and others. The desire is to create an atmosphere where people can pause and worship through song, prayer, or personal reflection.

Tell Us About Your Facility

Northpointe owns a 15-acre area near downtown DeWitt that includes an auditorium that seats 560 people. Our Student Life Center is a renovated gymnasium that holds ample space for student events, as well as other activities. Our children's wing has undergone recent cosmetic upgrades and has a designated area for Nursery/Toddler age as well as an area for elementary school age. The entire children's area can accommodate up to 150 people. Keeping our facility up to date and attractive is a priority for us.

Overall Budget (this fiscal year)

\$965,000

Overall Long-Term Debt of the Church

0

Governance & Polity

The staff is accountable to the lead pastor, and the lead pastor is accountable to the elders. Day-to-day decisions are handled at the staff level. We are best described as a staff-led and elder-protected church.

Current Paid Staffing Level

On the Pastoral Staff, we have a full-time Lead Pastor, full time Associate Minister, full time Connect Minister, full-time Youth Minister, and full-time Creative Director and Online Minister. We have a part-time worship director and a part-time custodial role. We also have two full-time administrative and facility assistants.

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Major Ministries of the Church:

Our Children's Ministry program is divided into five areas and has around 80-100 children on a weekend. Our Student Ministry program is divided between middle and high school and has around 40 students a week. We focus primarily on LifeGroups that meet during the week off-site while also hosting a number of different care and equipment groups onsite. Our online ministry is a little over a year old and reaches about 50 people per week.

Outreach Programs Overview

We have partnered with missionaries and church planting programs in five different continents and are currently working with a new school and church planting organization in Africa. We regularly partner with local community groups like Habitat for Humanity, City Rescue Mission, Shared Pregnancy, and others as well as offering a local community garden and supporting the local food pantry. We also have yearly partnerships with Night to Shine and host a YMCA youth camp.

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

Evangelical - Conservative

Published Theological Statement

The Bible is exactly what God wanted us to know about Him and about life, and is the source of truth for what we think and how we should live. The Bible is how we know God and know life. Psalm 19:7-11, Isaiah 40:8, 2 Timothy 3:15-17, 2 Peter 1:21

God is the Creator of all things, infinitely perfect & existing in three persons: Father, Son and Holy Spirit. Genesis 1:26, Isaiah 9:6-7, Matthew 28:19-20

Jesus Christ is God. He came to earth to die in our place in order to pay the penalty of our sin, and is waiting to take those who are pursuing Him to Heaven to live there forever with him. John 1:1-14, Acts 1:11, Philippians 2:5-11

Holy Spirit is a permanent resident with every believer from the moment of salvation. He provides every believer with gifts for service and with the fullness of God's power to make him adequate for living. John 16:8-14, Romans 8:26, Acts 2:38-39, Ephesians 5:18

People (mankind) are created in the image of God, have sinned, and are now saved by God's grace through faith in Christ. John 14:6, Romans 3:10-23, Titus 3:5

Salvation is also described as 'being in right relationship with God'. God loved us enough to provide a 'fix' to our broken relationship with Him. We believe this 'fix' comes in knowing Jesus Christ in a personal way.

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What theological hills will you die on?

Authority of Scripture and the centrality of Jesus are the two biggest non-negotiables for our church.

Hot-Button Social/Cultural Issues for Your Church

No, we consistently desire to go back to Scripture for answers on any social/cultural issue as they arise.

Biggest Church 'wins' in last 18 months?

- We created a digital ministry that moves beyond simply streaming our services to include a more strategic approach with things like social media and podcast.
- We also paid off the remaining debt of the church mortgage early.

Biggest Opportunity for Your Church in the Next 12 Months

We are seeing accelerated growth in our children's ministry and a good reach for families with small children. The ability to capitalize on this opportunity will allow us to grow our presence in the community.

Church's Biggest Challenge for the Future

Having an increased influence in communities outside of DeWitt. We reach some all over the greater Lansing area, but having a growing influence in communities beyond just the one we are located in can be a challenge.

Title of Position You Are Hiring

Children's Minister

Reporting Relationship

This position will report to the Lead Pastor.

Goals and Expectations

We would love for the new Children's Minister to be highly relational and skilled at leading a team of volunteers. The desire is for this person to be a team leader who recruits, equips, and empowers their volunteers to take greater levels of understanding and ownership of the ministry. Hopefully, this person will bring a fresh perspective on what works well and what areas can be improved, as well as a willingness to take risks and evaluate with honesty and a desire for growth.

Do you have a job description for this role?

It is the duty of the Children's Minister to lead a team of volunteers in the various early childhood, elementary, and preteen ministry areas in accomplishing the vision and direction of Northpointe. It will be the responsibility of the

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Children's Minister to develop a team that will specialize in their particular ministry area and assists them through recruiting, developing, and training while also working to maintain high-quality programming and events. They will maintain a philosophy of partnering with parents in helping their child move toward a life fully devoted to Jesus Christ.

Duties and Responsibilities:

- Volunteer Recruiting
 - * Coordinate with Team Leads that will assist in programming for early childhood, elementary, and preteen areas
 - * Maintain a volunteer staff that will fill every position needed for programming and events
- Volunteer development for each ministry area
 - * Area Leads and Sunday Supervisors
 - * Weekly Scheduling
 - * Event Preparation
 - * Parent communication
 - * Lesson Curriculum
 - * Team Development
 - * Quality first impression
- Develop high quality programming for two Sunday Morning services for early childhood, elementary, and preteen ministry areas
- Develop area lead volunteers to assist in each of the three areas (early childhood, elementary, and preteen) of programming
- Oversee Sunday supervisors who will monitor and assist the programs happening in early childhood, elementary, and preteen ministry areas on Sunday Mornings. Sunday Supervisors will lead in checking in volunteers, printing and administering room roles, contacting parents/staff/life safety when necessary, and general problem solving as it may arise.
- Meet regularly with Supervisor to evaluate the needs and issues affecting each ministry area
- Other Duties as assigned

Additional Expectations:

- Support and be able to clearly communicate the vision and mission of Northpointe
- Actively participate in worship and service at Northpointe on weekly basis
- Encourage team to actively participate in worship and service at Northpointe
- Identify areas of ministry need
- Adhere to the guidelines provided in the Northpointe Staff Manual
- Ensure that information regarding early childhood, elementary, and preteen ministries is current and readily available

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- Host one event for preteen students outside of normal programming in conjunction with the vision and mission of the preteen ministry area
- Assist in summer events and activities for Family Ministry
- Work with families with special needs to create an inclusive and encouraging atmosphere and programs

Skills & Abilities:

- Possess good time management and organizational skills
- Ability to recruit new volunteers into a variety of positions within the early childhood, elementary, and preteen ministry areas
- Ability to lead and communicate to a diverse group of team members through encouragement and accountability
- Good relational skills with family ministry team, volunteers, and staff
- Creativity in developing various program elements

Educational Preferences

Educational training in ministry is preferred but not a deal breaker.

Age Vs. Experience

Our desire would be for someone who is moldable/teachable regardless of age.

What skills are you looking for specifically?

- Recruiting and developing a team of volunteers
- Communicates well with volunteers and staff
- Passioning and understanding for child development
- Ability to think strategically
- Desire to learn and grow from experience

What technical abilities (if any) are required?

Not required but helpful:

- Church Community Builder
- MailChimp
- Planning Center
- Microsoft Office

Equipper or Doer?

Heavy Equipper

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Attractional or Missional?

Attractional

Budget Area Supervision

\$10K-\$15K

Personal Characteristics Desired

- Good Communicator
- Sense of Humor
- Strategic Thinker
- Warm and Personal People Skills
- Resilient
- Driven

What would immediately disqualify someone?

Active addiction issues, living with an unmarried partner, lack of "calling" in ministry, engaging in a homosexual or transexual lifestyle.

Urgency

8- Need to fill the position but must be the right fit.

Other "Must Have" Skills

- Display a love for Jesus in action and word
- Heart for ministry
- Desire to love, care for, and equip families

Other "Nice to Have" Skills

- Communication skills
- Writing skills
- Eye for décor for children's areas

Finally...

We desire an inspiring leader who recruits, equips, and empowers volunteers to grow in their understanding and ownership of Children's Ministry.

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Public Job Posting

Children's Minister

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Northpointe Community Church in Dewitt, Michigan, is looking for a Children's Minister to join its team. This non-denominational, contemporary church has an "Own, See, Share" vision that has everyone who calls Northpointe home regularly sharing how Jesus is working in their life within their sphere of influence. The Children's Minister will lead a team of volunteers in the various early childhood, elementary, and preteen ministry areas and develop a team that will specialize in their particular ministry area, living out the vision of Northpointe. They want to partner with parents to help their child move to a life fully devoted to Jesus Christ.

What you'll be doing:

- Developing high quality programming for two Sunday Morning services for early childhood, elementary, and preteen ministry areas
- Developing area lead volunteers to assist in each of the three areas (early childhood, elementary, and preteen) of programming
- Overseeing Sunday supervisors who will monitor and assist the programs happening in early childhood, elementary, and preteen ministry areas on Sunday Mornings
- Meeting regularly with Supervisor to evaluate the needs and issues affecting each ministry area

What skills you need to have:

- Ability to recruit and develop a team of volunteers
- Passion and understanding of child development
- Desire to learn and grow from experience
- Sense of humor

DeWitt is located in a suburb north of Lansing, Michigan. It is primarily a growing community for young families and there is a lot of pride in the local school system, which is one of the top local schools. The small downtown area has many parks, a river that is great for kayaks, and local shops and restaurants. Most sports fans enjoy a local high school football game or watch the Spartans play in nearby East Lansing. Being located close to Michigan State University also provides access to amazing Broadway Theatre and incredible musical performances. Being centrally located in the state allows for easy traveling to some of Michigan's best vacation spots for either skiing or boating on the great lakes.

