



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

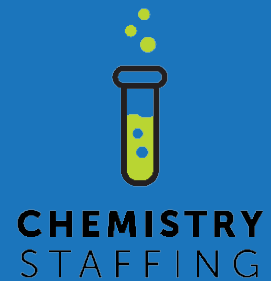
HIGH SCHOOL & YOUNG ADULT PASTOR/DIRECTOR

Real Life Christian Church
Chesapeake/Virginia Beach, Virginia

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POPULATION OF CITY

250,000

POPULATION OF COUNTY

250,000

COMMUNITY OVERVIEW

We are located on the border of Virginia Beach and Chesapeake, VA. We draw families from both cities. Our area is made up of military families, and folks from all walks of life. We have a good size student population that also draws kids from Virginia Beach and Chesapeake as well. Our church's average age is estimated to be 38-42. We have a great mix of younger and older families and a lot of solid volunteers. We value community events within the church body to get to know each other better and serving in our community as well.

WHY PEOPLE LIKE LIVING HERE

It is a great area with highly rated schools. It is a safe place to live and has a good climate year round experiencing some winter but mostly warmer temperatures. The beach is a big factor for people wanting to live here. Community neighborhoods are highly sought after here and everyone is friendly. Because of our communities size, we attract large shows/talent for concerts and other festivals and events.

CHURCH HISTORY

Formed in 1999 as Living Stones Christian Church, we started with several families (nearly 100 people). Many of those people are still with us today and have been with us through thick and thin. Our people take a healthy ownership of our church. They serve above and beyond and always want to do something to help in any way they can. Our current Lead Pastor has been here for over 5 years. He is a former student and young adult pastor from California.

VISION, MISSION, VALUES

Vision: To be a community of people where each person is loved and transformed to live Jesus > everything.

We are currently undergoing a process to rewrite the vision, mission, and values, but we value fun, authentic relationship, serving and discipleship.

AVERAGE WEEKEND ATTENDANCE

700

ATTENDANCE TREND

Growing

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OVERVIEW OF WEEKLY WORSHIP GATHERING

We are not trendy, but neither are we stale. We value worship and creativity in our Sunday experience and don't make it about any one person. We make a conscious decision to focus on the Lord. We like to have fun. We don't take ourselves seriously. We say, "We are a church for messed up people, saved by God's grace. No matter where you've been – you are welcome here." We believe this. We take communion weekly. We have several songs with a service host and then a biblically-based message focused on reaching people, not professors.

WORSHIP STYLE OF YOUR CHURCH

Our worship is active and upbeat, but not trendy. We do sing Hillsong, Bethel music, and others. We desire for this to be an interactive part of our service. Many describe our worship element as a huge draw for our church community.

TELL US ABOUT YOUR FACILITY

Our original facility was built in 2007. In 2016, we completed some improvements, adding student space upstairs, an elevator, office space, etc. On March 31, 2017, about 4 months after completing this renovation, our church was leveled by a tornado. We built a completely new church and opened up in January 2019. It has been incredible to see people return and worship in the new building. We have a modern feel to our design and do all we can to keep things in good working order, fresh, and not outdated. We now have roughly 29,000 SF of building with 14 acres that we own around us for future expansion.

OVERALL BUDGET (THIS FISCAL YEAR)

\$1,300,000

OVERALL LONG-TERM DEBT OF THE CHURCH

\$1,785,000

DENOMINATIONAL AFFILIATION AND/OR OTHER PARTNERSHIPS

We are not part of a denomination but are loosely affiliated with the restoration movement. We tend to pull people from non-denominational churches (even staff).

GOVERNANCE & POLITY

Our Lead Pastor and Executive Pastor co-lead the staff together. We have an elder board, but the Lead Pastor and XP are not considered elders. Both groups are a part of all the meetings and are called the Leadership Team. The relationships are all very healthy, and we function well as a team.

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CURRENT PAID STAFFING LEVEL

FT - Lead Pastor
FT - Executive Pastor
FT - Worship/Creative Arts Pastor
FT - Community Pastor
FT - Children's Director
FT - Student Pastor
PT - Women's & Marriage Ministry Director
PT - Children's Assistant
PT - Service/Live Stream Producer
PT - Church Administrator
PT - Church Financial Administrator
3 interns (Teaching, Women's and Tech)

MAJOR MINISTRIES OF THE CHURCH

- Thriving Children's Ministry!
- Student Ministry needs to be split into middle/high school (hence the hire) but sees around 70 kids per weekend.
- Budding Young Adult Ministry is currently led by two awesome volunteers but could use some more staff backing.
- Incredible worship team and tech experience.
- Teaching is biblically based and challenging but always applicable.
- We run something called Welcome to Real Life once a month to connect new people to the staff/elders.
- We partner with many organizations in missions work and perform large service events throughout the year. We are seeing groups of over 200 people serving.
- We love cookouts at the church. We like to have fun and get to know each other deeper. We feel like discipleship happens with relationship first.
- We are big into the discipleship process for all ages and seek to engage people into a deeper relationship with Jesus and others.
- Thriving women's ministry and steadily growing men's ministry. New leadership here has shown some amazing things God is doing.
- We want marriages to thrive not just survive. So we have an emphasis on marriage/parenting workshops and events throughout the year.

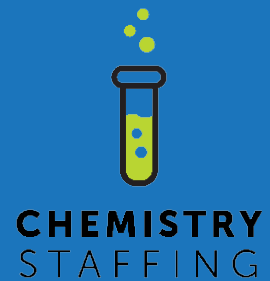
OUTREACH PROGRAMS OVERVIEW

We really push serving in and out of the church. But we don't just want people serving on big serving days. We offer grant money to each Community Group to see a need and serve together to address the issue. On top of that, we do

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have two large serve days per year where we will pack 10,000 meals with Rise Against Hunger and work to serve in around 15 area projects in our area. We partner with schools, communities, neighborhoods, etc. Serving is a part of our DNA.

IN THE MOST GENERIC SENSE, HOW WOULD YOU DESCRIBE YOUR CHURCH THEOLOGICALLY?

Evangelical - Conservative

PUBLISHED THEOLOGICAL STATEMENT

STATEMENT OF FAITH

ABOUT GOD

God created the entire universe –heaven and earth– even life itself. The complexity and wonder of the universe is evidence of God’s existence and power. (Genesis 1) God eternally exists in three distinct persons: Father, Son, and Holy Spirit. (2 Corinthians 13:14)

ABOUT JESUS

Jesus is the one and only Son of God. He became flesh to reveal God to humanity. (John 1)

Jesus died and then rose from the dead so that my sins could be forgiven and so that I could receive the gift of eternal life. (John 3:16) After his death, burial, and resurrection, Jesus ascended into heaven. He will return at the appointed time to judge the living and the dead. (1 Thessalonians 4:13-18)

ABOUT THE HOLY SPIRIT

The Holy Spirit is equal with the Father and the Son as God. He is present in the world to make men aware of their need for Jesus Christ. (John 16:7-13) He also lives in every believer from the moment of salvation. (Acts 2:38; Ephesians 1:13) He provides the Christian with power for living, understanding of spiritual truth, and guidance in doing what is right. (Acts 1:8; Galatians 5:25) The Holy Spirit gives every believer spiritual gifts when they accept God’s gift of salvation. (Romans 12:6-8; 1 Corinthians 12:1-7; 1 Peter 4:10)

ABOUT SCRIPTURE

The entire Bible is the inspired Word of God. Men were moved by the Holy Spirit of God to write the very words of Scripture. (2 Peter 1:19-20) The entire Bible is without error. (Matthew 5:18) The Bible is God’s Word and is a reliable and sufficient guide for our lives today just like it was when it was originally written. (Psalm 119:105; 2 Timothy 3:16)

ABOUT THE HUMAN CONDITION

I am created in the image of God, and for that reason alone I am special! He has given me a unique personality and set of gifts that will be beneficial for His kingdom. (Genesis 1:26-27) I, though I am a unique and special creation of

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God, have chosen to disobey God and fall short of His intended purpose for my life. (Romans 3:23) Jesus, God's one and only Son, died on the cross so that my sins could be forgiven. He rose from the dead to prove to me the truth of His promise that there is life after death, and that I can live with Him forever in that eternal kingdom. (I Corinthians 15:1-8) God is willing to forgive me for all the sins in my life and He offers the promise of eternal life for me if I will trust Jesus Christ as my Lord and Savior. (John 3:16) I can accept this amazing gift of God by putting my faith in Jesus as God's Son, by repenting of my sins, by confessing Jesus as my Lord and Savior, and by being baptized in the name of Jesus. (Matthew 28:19-20; Acts 2:38; Romans 10:9) After I accept this gift from God, I should further respond by offering my life as a living sacrifice, allowing the goodness of God to shine through my life. (Matthew 5:16; Romans 12:1-2)

ABOUT SALVATION

Salvation is a gift from God to man. Man can never make up for his sin by self-improvement or good works. Only by trusting in Jesus Christ as God's offer of forgiveness can man be saved from sin's penalty. Eternal life begins the moment one receives Jesus Christ into his life by faith. (John 1:12, 14:6; Romans 5:1, 6:23; Galatians 3:26; Ephesians 2:8-9; Titus 3:5)

ABOUT BAPTISM

Baptism is a necessary step in your spiritual journey of faith in Christ. At Real Life we believe every person who places their faith in Christ should be baptized as a response to Christ's commandment. Every example of New Testament Baptism we see in the Bible demonstrates that first a person comes to believe in Christ, repents of their sinful life, and then he or she is baptized (some examples: Acts 2:38, 8:38-39, and 10:43-48) Baptism is the means by which followers of Christ are identified. (Matthew 28:19)

ABOUT THE CHURCH

The church is the "body of Christ" here on earth. As part of His body, we are empowered by the Holy Spirit to share the good news of God with others and to love them into the Kingdom of God. The Church was instituted by God, commissioned by Christ, and led by the power of the Holy Spirit. The Church of Jesus Christ is the hope of the world. (Ephesians 4:1-16)

ABOUT LEADERSHIP IN THE CHURCH

Jesus is the head of the church and has all authority. We seek to reflect His priorities in all that we do and to make decisions that are consistent with Jesus' teachings. (Matthew 28:18; Ephesians 1:22-23; 1 Peter 4:4) Real Life Christian Church is "staff led" and "elder empowered." The Lead Pastor works with the elders to establish vision and direction and works with the staff to make sure that the vision and direction are implemented.

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MARRIAGE

Section 1

Statement on Marriage and Sexuality.

- We believe the term “marriage” has only one meaning and that is marriage sanctioned by God which joins one man and one woman in a single, exclusive union, as delineated in Scripture.
- We believe that God intends sexual intimacy to only occur between a man and a woman who are married to each other.
- We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.
- We believe that any form of sexual immorality, such as adultery, fornication, homosexuality, bisexual conduct, bestiality, incest, pornography or any attempt to change one’s sex, or disagreement with one’s biological gender, is sinful and offensive to God.
- We believe that in order to preserve the function and integrity of the church as the local Body of Christ, and to provide a biblical role model to the church members and the community, it is imperative that all persons employed by the church in any capacity, or who serve as volunteers, should abide by and agree to this Statement on Marriage and Sexuality and conduct themselves accordingly.
- We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ.
- We believe that God extends His saving grace to humankind. Following God’s example, we believe that every person must be afforded compassion, love, kindness, respect and dignity. Hateful and harassing behavior or attitudes directed toward individuals or people groups is to be repudiated and is not in accord with scripture nor the doctrines of the church.

Section 2

- Real Life Christian Church maintains that a significant part of God’s plan to reveal himself in Creation is clearly indicated in God’s Word, the Bible, to be a “one flesh” marriage covenant between one man and one woman who are faithfully committed to one another for life. Established in Genesis (Genesis 1:26-28), this plan is reiterated by Jesus Christ (Matthew 19:4-5, Mark 10:6-9) and reaffirmed by the Apostle Paul (Ephesians 5:31). We further maintain it is the responsibility of the Church to interpret the Bible in establishing all covenantal relationships.

Section 3

- The only weddings that will be held on Real Life Christian Church premises or conducted by Real Life Christian Church pastors, staff or elders will be those between one man and one woman (born as male and female) who are wholly committed to one another as lifelong companions.

WHAT THEOLOGICAL HILLS WILL YOU DIE ON?

It would be difficult to hire someone who didn’t align with the entire Statement of Belief.

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HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH

Everything is clarified in our Statement of Belief.

BIGGEST CHURCH 'WINS' IN LAST 18 MONTHS?

- Our growing young adult group
- Seeing 4 people choose to be baptized at a church cookout after a moving message to follow Jesus.
- HUGE student event raising funds for student trips - that brings people all over our community together.
- Growth in our church (having to expand our back parking lot :)
- Growing Men's group.
- We developed our own all-church curriculum for discipleship and took our entire church through it - seeing deepening faith.
- Beach Baptism days are always amazing!
- Beach Days throughout the summer seem to bring a great crowd and offer a time of connection and fun.
- Student Mission Trips to Atlanta and Colorado.
- Depth and growth in our community groups.
- Two growing car shows engaging our community and seeing people come to the church and eventually to faith as a result.

BIGGEST OPPORTUNITY FOR YOUR CHURCH IN THE NEXT 12 MONTHS

- Hiring this role and seeing ministry to middle/high school and young adult groups. Greater focus on each age group.
- Continuing to aggressively pay off our loan and be debt free.

BIGGEST CHALLENGE FOR YOUR CHURCH IN THE NEXT 12 MONTHS

- Space. Space is always an issue. We have looked at several options to expand but are waiting to pay off our current loan first. With so many ministries and community involvement, space is crucial for us.
- Expanding our online/streaming reach.

TITLE OF POSITION YOU ARE HIRING

High School/ Young Adult Pastor or Director

FULL TIME POSITION?

Yes

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OVERALL DESCRIPTION OF THIS POSITION

We are looking for someone magnetic. Loves Jesus so much that it overflows out of him/her. Students/Young Adults/ volunteers are drawn to this persona and want to be around this person. They wake up thinking about connecting with people and desiring to see them take a step in growing in their faith.

REPORTING RELATIONSHIP

This role will report to the XP and the Lead Pastor. This depends on the candidate's experience and leadership capacity.

GOALS AND EXPECTATIONS

- We will want guidance from this person from a proven ministry past.
- We want someone to come in and see how things are done and let them put their fingerprint on how he would like to shape it in the future. Small groups, mission trips, serving events, and attracting new students will all be under their oversight.
- We are at a turning point in growing this ministry and making decisions that are best for our students/young adults.
- We would like to see this person be highly relational and come in getting to know who is already here and then craft what they think is the best way forward from their own ministry experience. Passion for Jesus and magnetic personality are key for us.

DO YOU HAVE A JOB DESCRIPTION FOR THIS ROLE?

Position Description: High School/Young Adults Pastor

Real Life Christian Church

The role of High School/Young Adults Pastor at Real Life Christian Church is to build leadership teams that create environments and foster relationships to equip them) oversee to live Jesus > everything now and throughout their life.

- This person must be highly relational, energetic, dynamic, and have a self-driven passion for reaching, training, and equipping those they oversee to reach, train and equip others to follow Jesus.
- Must be passionate about Jesus in his own life and believe that High School and Young Adults is the most important ministry in the church.
- Needs to demonstrate the ability to create, plan, execute and evaluate successful events, leadership development, and program growth.

Personal Responsibilities:

This individual must demonstrate a shepherd's heart for people and model biblical priorities by being committed to:

- Spending regular time in God's Word and prayer.
- Faithfully supporting the ministry of RLCC by giving regularly.
- Must demonstrate spiritual maturity and a growing relationship with Jesus.
- Displays a balance of humility and drive to build God's kingdom.

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Responsibilities:

As a church, we use the following values in our strategy:

- (Community) Growing people deeper in relationships with Jesus and others.
- (Service) Leading our people to seek opportunities to serve both inside and outside the church walls.
- (Family) Equipping marriages and parents to thrive practically and spiritually.
- The High School/ Young Adult ministry pastor's primary focus is on the family, but community and service play a part in how they should structure their ministry.
- Oversee grades 9-12.
- Oversee the Young Adult ministry (19-20 something).
- Works with the Middle School Pastor to help families (students AND parents) to live Jesus > everything. Requires communicating schedules and transitions between ministry age groups (middle school to high school).
- Communicates vision for HS/YA ministries with passion, conviction, and clarity.
- Ensure alignment of the HS/YA ministries with the overarching church strategies and values.
- Recruit, train and provide leadership to volunteer teams.
- Select, prepare and teach the High School curriculum.
- Assume responsibility for quality control of overall HS/YA environments.
- Develop and deliver High School services that help deepen students' faith.
- Oversee YA gathering and leadership.
- Create events and environments that are designed for welcoming and loving friends, and being intentional in helping guests get connected to others and Jesus.
- Implement ways to partner with parents to develop students' faith.
- Oversee small group ministry and ensure it aligns with other programming and overall church vision.
- Maintain a safe environment, including requiring background checks of all volunteers, avoiding dangerous activities, and ensuring that liability release forms for students are completed.
- Meet and mentor interns, leaders, and parents.
- Build student and young adult leaders (creating disciples).
- Pastor and provide resources to kids/families in crisis.
- Communicate, promote, and prepare for meetings/events/trips (local and overseas).
- Plan the budget and monitor spending.

REQUIREMENTS/QUALIFICATIONS:

- Must have experience in student ministry in a program of at least 75 students.
- Must exhibit strong leadership skills with high school students, parents, young adults, as well as adult volunteers. Must be able to communicate relationally with large and small groups.
- Must provide relevant, interesting, creative, and appropriate programming skills—large groups, small groups, worship team.

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- Must place a high value on quality discipleship with those they oversee.
- Must be a team player; able to work well with the people within this ministry, as well as the other ministries and staff.
- Must relate well to a diverse group of students, parents, and young adults.
- Must possess good group rallying skills- able to motivate, connect, and grow large groups.
- Must have a high energy level and the physical ability to be active with students.
- Must be eager to help non-Christians connect to God and others.
- Must be eager to help Christians deepen their relationship with God while equipping them to serve and disciple others.
- Musical talent—vocal, guitar, etc. is preferred.

Organizational Relationships:

- Reports to: Lead Pastor and Executive Director
- Staff reporting to this person: None at this time

AGE VS EXPERIENCE

Leaning toward some experience but also magnetic to students and young adults.

DENOMINATIONAL AFFILIATION

As long as they align with our beliefs, we are flexible here.

WHAT TECHNICAL ABILITIES (IF ANY) ARE REQUIRED?

ProPresenter, Planning Center (both teachable - but what we use). And we currently use the Orange Curriculum.

EQUIPPER OR DOER?

Equipper

ATTRACTIONAL VS. MISSIONAL

Both. Relational discipleship is important to us.

BUDGET AREA SUPERVISION

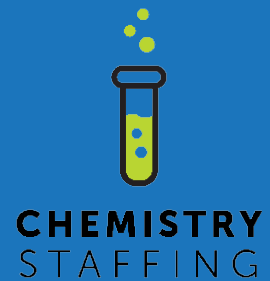
\$13,000

PERSONAL CHARACTERISTICS DESIRED

Magnetic. Sense of humor. Bleeds Jesus and a desire for others to grow in Him.

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WHAT WOULD IMMEDIATELY DISQUALIFY SOMEONE?

Anything differing from our Statement of Beliefs - we vary within staff about women in ministry roles, etc, so we could flex on some things.

URGENCY

We would love to have someone here and on the ground by August but won't rush to hire the wrong person.

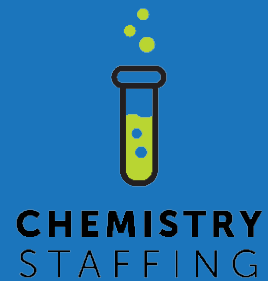
FINALLY...

We are looking for a magnetic Jesus loving cool individual who wakes up desiring to have students and young adults connect with Jesus deeper. This person is willing to take risks and is a driven person who is emotionally intelligent.

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Public Job Posting

High School/Young Adult Pastor or Director

Real Life Christian Church

Chesapeake, Virginia

Real Life Christian Church seeks to be a community of people where each person is loved and is transformed to live in a way that Jesus is greater than everything. This church in Chesapeake, Virginia, is looking for a High School/Young Adult Pastor or Director to join their team. This person will help build leadership teams that create environments and foster relationships to equip those in grades 9-12, as well as 19-20-year-olds, to live in a way that Jesus is greater than everything now, and throughout their life.

What you'll be doing:

- Overseeing grades 9-12 and the Young Adult ministry (19-20 year olds).
- Recruit, train, and provide leadership to volunteer teams.
- Selecting, preparing, and teaching the High School curriculum.
- Creating events and environments that are designed for welcoming and loving friends, and being intentional in helping guests get connected to others and Jesus.
- Implementing ways to partner with parents to develop students' faith.
- Overseeing small group ministry and ensuring it aligns with other programming and overall church vision.

What skills you need to have:

- Must have experience in student ministry in a program of at least 75 students.
- Must demonstrate spiritual maturity and a growing relationship with Jesus.
- Highly relational, energetic, and dynamic, and have a self-driven passion for reaching, training, and equipping those they oversee to reach, train and equip others to follow Jesus.
- Passionate about Jesus in his own life and believe that High School and Young Adults are the most important ministry in the church.
- The ability to create, plan, execute, and evaluate successful events, leadership development, and program growth.

Real Life Christian Church is located on the border of Virginia Beach and Chesapeake, VA. They draw families from both cities. The area is made up of military families, and folks from all walks of life. It is also a great area with highly-rated schools. It is a safe place to live and has a good climate year-round experiencing some winter but mostly warmer temperatures. The beach is a big factor for people wanting to live here. Community neighborhoods are highly sought after here, and everyone is friendly. Because of the communities size, we attract large shows/talent for concerts and other festivals and events.

