



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

CHILDREN'S DIRECTOR

Shoreline Church
Monterey, California

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Population of City

29,874 (2021)

Population of County

437,325 (2021)

Community Overview

Monterey and Monterey County are uniquely diverse. Monterey County is located on the Central Coast of California just south of the San Francisco Bay Area, about 45 miles from San Jose and 106 miles from the City of San Francisco. The rich Salinas Valley extends through the heart of the County, making Monterey the third-largest agricultural county in California. The County also offers the longest coastline of any California county and attracts more than 3 million visitors annually to destinations such as Fisherman's Wharf, the Cannery, and the Monterey Bay Aquarium.

Church History

Shoreline Community Church was organized in the fall of 1994 and the first church service was held on March 26, 1995, in Pacific Grove with approximately 115 people in attendance. Over the next decade, the church gathered in a series of rented spaces from Pacific Grove High School to Seaside High School to York School and eventually, God provided a permanent space at 2500 Garden Road. The first service held in our present location was in the spring of 2004 in a tent. With time, we moved into the building, which has a beautiful children's space, a youth room, a wonderful worship space, and room for all of our needs. Over the past twenty-five years, Shoreline has grown to be a regional church with a global impact. We have about 5,000 to 6,000 people who engage regularly in the life of the church. We have services on Sunday at 9:00 and 11:00 am and ministry happening all week long.

Mission, Vision and Values

Shoreline Church exists to help as many people as possible to become totally committed to Jesus Christ.

Average Weekend Attendance

2500 - 3000 in-person & online

Overview of Weekly Worship Gathering

Shoreline Church offers two services each Sunday taking place indoors in the Worship Center, outdoors with the service displayed on the Jumbotron in our Courtyard, and we also provide a Family Worship Venue allowing families with young children the option to worship as a family. We offer kids programming for kids nursery - 5th grade each Sunday morning. In the Worship Center, you will experience live preaching with Pastor Kevin or another Shoreline Pastor along with a full worship band at each service.

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Worship Style of Your Church

Worship style is primarily modern contemporary with a mix of Bethel, Hillsong, Phil Wickham among other Christian worship songwriters. Worship services are orderly but dynamic and allow for multiple worship expressions. Dress and attire across all worship venues is casual with a blend of options including outdoors with video screen and family worship venue with a simulcast.

Tell Us About Your Facility

In addition to our main Worship Center, our Monterey Campus consists of various-sized classrooms and a children's area, including an on-site preschool. Additionally, we have another preschool location 9 miles away in Toro Park.

Overall Budget (this fiscal year)

\$5,000,000

Denominational Affiliation and/or other Partnerships

Shoreline Church is a non-denominational Christian Church.

Governance & Polity

Shoreline's Leadership Team (often referred to as the L-Team) is a group of congregational members and lead staff. This Leadership Team meets every month to pray for the church, grow in faith together, offer wisdom concerning the ministry and direction of Shoreline Church, and oversee Shoreline's budget. The Leadership Team is the legal board of Shoreline as a 501c3 non-profit organization.

Current Paid Staffing Level

For a complete list of Shoreline staff members visit <https://shoreline.church/shoreline-staff/>.

Major Ministries of the Church

- Family Life: Nursery, Preschool, K-3rd, 4/5 Connect, Middle School, High School, Young Adult
- Women & Men's Ministry
- Bible Studies & Classes

Outreach Programs Overview

- Food Pantry
- Homeless Ministries
- Care Ministries: Hospital & Home Visits, Meals, Handyman
- Counseling: Lay Counseling, Avenue for Men
- GriefShare
- DivorceCare

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

Evangelical - Conservative

Published Theological Statement

About God

God is the Creator and Ruler of the universe. He has eternally existed in three persons: the Father, the Son, and the Holy Spirit. These three are co-equal, co-eternal, co-essential, and are one God. (Genesis 1:1, 26, 27; 3:22; Psalm 90:2; Matthew 28:19; 2 Corinthians 13:14; 1 Peter 1:2)

About Human Beings

We are made in the spiritual image of God, to be like Him in character. People are the supreme object of God's creation. Although we have tremendous potential for good, we are marred by attitudes and actions of disobedience toward God. The biblical word for this is "sin." Sin separates people from God. God loves us so much that he has made a way to restore our relationship with Him and to give us hope in this life and assurance of eternal life with Him. (Genesis 1:26-27; John 2:25; Romans 3:23)

About Jesus Christ

Jesus Christ is the Son of God and fully divine. He lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all people by dying on the cross. He rose from the dead after three days to demonstrate His power over sin and death. He ascended to heaven's glory and will return again to earth to reign as King of kings and Lord of lords. (Matthew 1:22-23; Isaiah 9:6; John 1:1-5; 14:10-30; Hebrews 4:14-15; 1 Corinthians 15:3-4; Romans 1:3-4; Acts 1:9-11; 1 Timothy 6:14-15; Titus 2:13)

About Salvation

God loves us so much that He has offered His greatest gift to humanity. Human beings can never make up for sin by self-improvement or good works. Only by God's offer of forgiveness and grace, that are received by trusting in Jesus Christ, can men and women be saved from the power and penalty of sin. Eternal life with God begins the moment one receives Jesus Christ by faith. (Romans 5:1; 6:23; Ephesians 1:8-9; John 1:12; 14:6; Titus 3:5; Galatians 3:26)

About the Holy Spirit

The Holy Spirit is present in the world to make people aware of their need for Jesus Christ. He also lives in every Christian from the moment of salvation. He provides the believer with power for living, understanding of spiritual truth, and guidance in doing what is right. The Christian seeks to live under His control daily. The Holy Spirit gifts Christians for service and ministry and grows fruit in every follower of Jesus. (2 Corinthians 3:17; John 16:7-13; 14:16-17; Acts 1:8; 1 Corinthians 2:12; 3:16; Ephesians 1:13; 5:1; Galatians 5:25)

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About the Bible

The Bible is God's Word to all people. It was written by human authors, under the supernatural guidance of the Holy Spirit. It is the only supreme source of truth for Christian beliefs and living. Because it is inspired by God, it is without any error. (2 Timothy 1:13; 3:16; 2 Peter 1:20-21; Psalm 12:6, 119:105; Proverbs 30:5)

Priesthood of Believers

In the Old Testament, we read that people came to God through a priest. In the New Testament, we are taught that Jesus Christ is our access to the Father and none of us needs to go through anyone except Him to reach God. We come to the Father through faith in Jesus Christ by the leading of the Holy Spirit. Because of this, all believers are called a "royal priesthood" and we are invited to come confidently to God in the name of Jesus Christ. (John 14:6; 1 Timothy 2:5; 1 Peter 2:9)

About Eternity

Human beings were created to exist forever. God's desire is for all people to come to Him through faith in Jesus. Those who receive God's grace through Jesus will exist eternally in union with God. This is called heaven. Those who do not receive the free gift of Jesus in this life will remain eternally separated from God because of their sin. This is called hell. Heaven and hell are places of eternal existence. (John 3:16; Romans 6:23; Matthew 25:31-46; Revelation 20:15)

What theological hills will you die on?

At Shoreline Church we believe in focusing on what unifies us instead of what divides us. We seek to make the main things the main thing!

- Core Doctrines (Membership): There are certain doctrines that are core to the Christian faith and make us who we are. These must be embraced by all who are members of Shoreline Church. These are also the beliefs that we focus on in our membership class. Anyone who becomes a Shoreline member must affirm these core beliefs. (See Published Theological Statement above for these beliefs)

Hot-Button Social/Cultural Issues for Your Church

We also have other biblical beliefs that shape our community life together. These beliefs have been compiled so that those who have a high level of leadership or influence are clear about where Shoreline stands on these specific beliefs and practices. We have also sought to clarify specific implications to help guide our ministry and community life together as leaders in the church. This discussion happens with each person who is interested in becoming a leader at Shoreline.

Biggest Church 'wins' in last 18 months?

Thankfully, Shoreline Church was positioned to be able to host online worship services via an online platform before the pandemic crisis hit our community. We were able to take action quickly to engage our community via online

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services then, and this community has continued to grow. Although in-person services are busy each Sunday morning, the online presence allows those who are traveling or ill to engage each Sunday. Additionally, we have an active military community that consists of people who spent a short time in the Monterey area. Our online community is a great way to get to know us before moving to the area or to continue to worship with us as they transition to their next duty station.

Biggest Opportunity for Your Church in the Next 12 Months

Partnering with families in the spiritual growth of their children is important to Shoreline's mission. As families continue to reengage at Shoreline Church post-pandemic, we look forward to building a strong children's program that engages both kids and parents alike.

Church's Biggest Challenge for the Future

The reality of the influences of culture on children that causes confusion about their identity and beliefs is a challenge that is present now. We recognize that the Christian community and the church need to provide a safe and educational space for families to hold tight to their biblical values and find support among believers.

Title of Position You Are Hiring

Children's Director

Full Time Position?

Yes

Reporting Relationship

The Children's Director will report to the Family Life Pastor.

Goals and Expectations

- To be a Visionary Leader, Strategic thinker, Creative Teacher.
- Create an even stronger Kid's Ministry within our church.
- Plan and Prepare Dynamic, Biblical, and Practical Teaching
- Find and develop new teachers and volunteers.
- Dream about ways to enhance and equip the children's classrooms to be a vibrant and fun environment for learning and experiencing the church
- To actively partner with parents in their children's journey to and with Jesus.
- To plan fun and creative opportunities for children and families to reach those who don't yet know Jesus.

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Do you have a job description for this role?

Ministry Responsibilities

- Director (birth-3rd grade)
- Interact with Shoreline members/attendees and communicate passionately about Shoreline children.
- Create a year-long curriculum plan, working in coordination with Shoreline's curriculum coordinator.
- Build a healthy children's teaching team, training and equipping them to create teaching styles relevant to kids.
- Act as a teacher when necessary.
- Organize and lead Shoreline's annual Summer Day Camp.
- Assess all Children's programming at Shoreline, making adjustments to create a high level of Children's Ministry.
- Plan and execute monthly Shoreline Children's events.
- Attend all staff meetings & staff huddles as directed.
- Willingness to teach/lead at both staff huddles and staff meetings.
- Attend weekly Family Life meetings.
- Perform other responsibilities as assigned by senior staff.

Administration

- Maintain agreed-upon office hours for accessibility to children and families. Create a weekly detailed ministry calendar, ensuring a high level of Children's Ministry.
- Respond to correspondence in a clear, professional, and timely manner.
- Develop and implement a budget, creating top-level Children's Ministry programming, while operating within the proposed budget.
- Invest in the Children's Ministry team, developing their gifts and equipping them to partner with you in leading a thriving Children's Program.
- Partner with the Children's Coordinator, creating a yearly program calendar, and overseeing all room reservations and facilities requests.
- Oversee the Children's Coordinator tracking attendance and family participation.

Communication

- Clearly communicate the vision and purpose of Shoreline Children's Ministry to the Church and to families.
- Create a monthly newsletter for families, keeping them informed of what is happening at Shoreline for Children and families.
- Oversee all communication for Children's programs and events, working in partnership with the Children's Coordinator to operate and execute all communication within Shoreline's time parameters.
- Appreciate the Children's Ministry team through weekly recognition, encouragement, birthday cards, written letters, and emails.
- Partner with Family Life Pastor.

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- Meet weekly with the Family Life Pastor for a one-on-one sharing strategy, vision for upcoming events, programming, and prayer.
- Work with the Family Life Pastor to create quarterly volunteer training to better equip Children's Volunteers to be fruitful and faithful in their ministry.
- Partner with the NextGen Student Pastor to create a clear pathway for children moving into Shoreline Club 45, and share this process with the Family Life Pastor.
- Build Organic relationships with kids, volunteers, parents, and other Shoreline ministries.
- Assist in the development of an annual budget for birth-3rd grade ministry.
- Be an active part of the Outreach Influence Team.

General Responsibilities

- Attend and serve Sunday mornings at Shoreline.
- Attend staff meetings, gatherings, and training as directed.
- Strive to maintain a teachable spirit and humble heart in all aspects of ministry and life.
- Strive to be punctual in your role and other duties assigned to you.
- Bring passion, energy, and consistent joy to your ministry settings and partners.
- Develop a personal growth plan: seminars, conferences, reading, etc.
- Keep a clear and planned-out calendar each week (Following the Shoreline standards in this area).
- Demonstrate a willingness to and capability to utilize CCB, Planning Center, and Click-up, among other systems used across the Shoreline Church staff.
- Lead the creative use and proactive upkeep of birth-3rd grade ministry facilities and grounds.
- Perform other duties as assigned.
- Be willing to work in a fast-paced environment

Educational Preferences

A bachelor's degree from a Christian university would be preferred but not required. No formal advanced degree or seminary is required.

Age Vs. Experience

Given our desire to reach younger families and to also grow our staff younger, we would prefer to have a young, dynamic, humble, and energetic leader to fill this role although we would not discard any candidate with years of experience. We also realize cost of living is a major factor in our locale so we anticipate this position will be more attractive to a younger candidate.

Denominational Affiliation

Shoreline Church is independent non-denominational but we are primarily conservative in beliefs and practice.

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How important is geographical location to you?

Given our church is located in the Central Coast of California, our culture and vibe are more laid back and relaxed than in other areas of California and the US. Having said that, we would welcome any qualified candidates from other regions as a large contingent of our congregation are military families who transition into and out of our church from all different geographical locations of the US and the world. We would like to consider current California residents as priority though due to the cost of living shock if moving from other regions.

What skills are you looking for specifically?

- Galvanized, recruiter, teacher, motivator and creator.
- Able to teach children and equip volunteers with inspiration and passion for the gospel and for the church.

What technical abilities (if any) are required?

CCB is our database management tool, so any experience with this system is beneficial. Additional skills in Google Suite and Pro-Presenter are also helpful.

Equipper or Doer?

Our staff culture is very much about equipping the volunteers and others for the ministry of the church. Having said that, we do expect our staff to also be doers and to fully execute plans and events.

Attractional vs. Missional

We are both attractional and missional, but we would say we are primarily missional with an emphasis on growing believers, sharing the gospel, and glorifying God through worship. We will not compromise biblical instruction and theology to attract non-believers but instead will allow God's Word and His Spirit to move and motivate those who choose to attend our church.

Budget Area Supervision

25-50k annually with room for more growth. We just launched a new 4th and 5th grade Ministry that is led by our Middle School Pastor, so this position's budget will be slightly altered in this next year and beyond.

Personal Characteristics Desired

- Energetic, creative, galvanizing, loves teaching and inspiring children, able to connect with and recruit volunteers, passionate about helping families raise godly children, and teachable.

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What would immediately disqualify someone?

- Someone who is not willing to affirm in writing our ministry requirements for leaders and teachers.
- Someone who is living or engaged in a relationship that is not biblically sound (i.e. co habituating, engaged in a sexual relationship outside of the covenant of marriage).
- Social media practice that is divisive and incendiary.

Urgency

We would say this is a 10, but understand that getting the right person is the most important aspect of hiring. Having said that, we do need to have someone in place sooner rather than later.

Other "Must Have" Skills

- Willingness to learn and to submit to leadership.
- Openness to try and experience change and even failure.
- Actively growing in their walk with Jesus and able to describe what that looks like in their life.

Other "Nice to Have" Skills

Proven experience in leading a small team of staff and volunteers and proven ability to follow as part of a team, either staff member or volunteer.

Finally...

- Passionate follower of Jesus who loves His church and the families and children who come.
- Creative, energetic, and inspirational leader who can attract and invest in volunteers.

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Public Job Posting

Shoreline Church

Children's Director

Monterey, California

Shoreline Church in Monterey, California, exists to help as many people as possible to become totally committed to Jesus Christ. They are looking for a Children's Director to join their team. This person will provide leadership, training, support, and oversight to all Children's Ministry staff and volunteers, as well as articulate and model the mission and vision for the Children's Ministry, including defining and implementing strategies to meet that vision, in coordination with the Family Life Pastor. In addition, the Children's Director will be responsible for the implementation and development of programming for the spiritual formation of children, and equipping parents to lead as the primary spiritual leader for their children.

What you'll be doing:

- Creating a year-long curriculum plan, working in coordination with Shoreline's curriculum coordinator.
- Building a healthy children's teaching team, training and equipping them to create teaching styles relevant to kids.
- Organizing and leading Shoreline's annual Summer Day Camp.
- Investing in the Children's Ministry team, developing their gifts and equipping them to partner with you in leading a thriving Children's Program.
- Building organic relationships with kids, volunteers, parents, and other Shoreline ministries.

What skills you need to have:

- Ability to teach children and equip volunteers with inspiration and passion for the gospel and for the church.
- Be willing to work in a fast-paced environment.
- Bring passion, energy, and consistent joy to your ministry settings and partners.
- Energetic and creative.

Monterey and Monterey County are uniquely diverse. Located on the Central Coast of California just south of the San Francisco Bay Area, Monterey is about 45 miles from San Jose and 106 miles from the City of San Francisco. The rich Salinas Valley extends through the heart of the County, making Monterey the third-largest agricultural county in California. The County also offers the longest coastline of any California county and attracts more than 3 million visitors annually to destinations such as Fisherman's Wharf, the Cannery, and the Monterey Bay Aquarium.

