

Journey Church's Family Life Pastor Job Posting

Interviews will begin in August.

Journey Church's Purpose and Mission

Purpose: To know Jesus and to make Him known.

Mission: For people to know Jesus, we need to help them transform the way that they think; in order to help them transform the way that they live. Romans 12:2 teaches us: "Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind." We accomplish in three main ways – Connect, Grow, and Serve.

- ✓ Connect
 - Connecting ourselves to Jesus by actively seeking opportunities to learn, worship, and pray.
 - Connecting others to Jesus through discipleship and corporate worship.
 - Connecting with one another in Jesus by living in community.
- ✓ Grow
 - Growing in our personal relationship with Jesus
 - Growing others in their personal relationship with Jesus
 - Building Strong families
- ✓ Serve
 - Serving God through serving others
 - Serving inside the church walls
 - Serving outside the church walls

Butte Montana

Butte is a tight-knit, blue collar community of approximately 36,000 people - a sizeable community by Montana standards. We quickly and graciously extend love and kindness to each other, desiring truth, connection, and a better life. The locals are a quiet, deeply proud people of grit and determination. Our city has been well established before Montana was even a state causing us to coin the term, "Butte America" to anyone who asks.

Butte was largely founded by copper mining and is known as "the richest hill on earth". It is marked by the long standing Irish and Catholic cultures of its founders. Butte's fascinating and plentiful history has seen its share of both good and difficult times. Such times have shaped the members of this community, fostering the "Butte Tough" mentality and resiliency. That said, beneath that "Tough" exterior, you will find one of the most family focused communities of loyal people you will ever have the privilege of getting to know.

Such support includes elementary, middle and high school activities – to see an empty seat at any athletic or academic event in this community is rare. Butte is also home to Montana Tech, a small STEM school that is well known for its top tier engineering and nursing focused degrees. However, we do not have the “college town” feel, as Montana Tech is a highly academic school where students’ focus on their degree is primary.

Over the last decade, Butte has been steadily growing and is projected to have substantial growth over the next 10 years. This steady growth has brought a sense of “Old Butte” vs “New Butte”. In fact, Butte can sometimes feel like two towns. However, even in the midst of all of the continuous growth, Butte has managed to hold onto that special “Montana feel” which can’t be said of many of our state’s other larger towns.”

The locals also love their surroundings. Enjoying the great outdoors is a cultural reality in Butte. Butte sits at the top of the Continental Divide, surrounded by several mountain ranges, with streams flowing from each valley. Hunting, fishing, hiking, camping, skiing, or just about any other outdoor activity is within minutes of town. Southwest Montana is beautiful and full of opportunities to enjoy God’s creation at every turn.

Church Description

Journey Church is a healthy, loving, and growing church. Our congregation, diverse in age and socioeconomic standings, is largely comprised of people who value hard work and good humor. Joy and laughter fill the atmosphere whenever we are together, lending itself to our strong family feel.

We are a congregation who love God and love people, always seeking opportunities to introduce Jesus to the lost. At Journey, there is a hunger for relationship with Jesus which creates a passion for lost and hurting people. As lost people search for authentic relationships, they are drawn to Journey Church, where connection runs deeper than tradition. Biblical and Christ-centered connection and resourcefulness further our goal to know Jesus and to make Him known.

Strong volunteer leadership in our kids’ ministry, youth group, missions, discipleship, small groups and modern/contemporary worship all bear witness to our healthy, steadily growing church. To continue in this regard, we are seeking a Family Life Pastor with a successful history and knowledge of:

- Growing and discipling people
- Turning attendees into active participants
- Participants into solid, Bible-based leaders
- And leading people; especially leaders.

Journey Church's Family Life Pastor Roles and Responsibilities

The roles and responsibilities of the Family Life Pastor will focus on providing leadership and oversight in two main areas – Family Life Programs and Executive Departments.

The Family Life Pastor cannot successfully accomplish their responsibilities if they are also functioning as a Director for any Program/Department. Therefore, the Family Life Pastor is not expected to be a Director for any Program/Department. However, the Family Life Pastor may need to function as a short-term, interim Director, until a suitable, “full scope” Director can be raised up/found.

1. Family Life Programs *(Each program will be led by its own Director):*
 - a. Life Groups – Small groups that are focused on both building community and facilitating Biblical literacy.
 - b. Study Groups – Short term classes (*typically 8-weeks*) that are topical. For example: parenting, marriage, specific books of the Bible, etc.
 - c. “Next Gen” Ministries - Provide a safe and engaging atmosphere for kids and teens to grow in their relationship with Jesus and understanding of the Bible on Sunday mornings and Wednesday evenings.
 - i. Kids Ministries
 - ii. Journey Youth
 - d. Men's Ministry
 - e. Women's Ministry
 - f. Singles Ministry (future)
 - g. Seniors (future)
2. Executive Departments *(Each department will be led by its own Director):*
 - a. Custodial
 - b. Finance
 - c. Grounds and Maintenance
 - d. Security/Safety

The Family Life Pastor is responsible to do the following for each Program/Department:

1. Disciple, mentor, and provide oversight and leadership to each Director
 - a. This will include regular one-on-one meetings with each Director
 - b. This will include recruiting replacement Directors, when there is a vacancy
2. Disciple each Director to be “building a bench” (*and to be discipling that bench*)
3. Provide organizational oversight and leadership in such areas as:
 - a. Budgetary oversight
 - b. Policy and regulatory compliance oversight
 - c. Facility usage oversight
 - d. Volunteer recruitment and development

4. Confirm that each Program/Department has a Purpose, Mission, and Vision document and assure that each Program's/Department's Purpose, Mission, and Vision document:
 - a. Is successfully being executed
 - b. Aligns with Journey Church's overall Purpose, Mission, and Vision document
5. Delegate tasks to each Director that are necessary to accomplish the Program's/Department's Purpose, Mission, and Vision
6. Hold each Director accountable for
 - a. The success of the Program/Department as determined by the Purpose, Mission, and Vision
 - b. The timely execution of all tasks
 - c. Practicing Sabbath/Rest

Journey Church's Family Life Pastor's Personal and Pastoral Characteristics

We know that the lists below are long. While we understand that our new Family Life Pastor will not necessarily fit all of the attributes listed below, it should be clear that we are also not looking for just anyone. Please read through the lists below. As you do, do you get the sense that they are describing you, or someone else.

Cultural Characteristics (*The personal characteristics that best fit into the culture of our church.*):

- Loves God.
- Loves People.
- Is an optimist.
- Is outdoorsy.
- Has a good sense of humor.
- Is humble.
- Is high energy/high capacity/hard working
- Is readily willing to get their hands dirty.
- Confident in their identity and value.
- Is motivated and focused.
- Is outgoing and hospitable.
- Has grit/tenacity/thick skin.
- Is community engaged (*i.e. - outside of the church*).

Positional Characteristics (*The leadership characteristics that best fit into this leadership role.*):

- Can identify and develop leaders.
- Able to guide, delegate to, and direct volunteers.
- Is a disciple maker.
- Able to teach and preach engagingly.
- Leads by example.
- Is committed to the Network/District.

- Manages their own household well.
- Has evident Fruit of the Spirit.
- Is a visionary.
- Prayer and the Word are a vital part of their daily lifestyle.
- Is consistently growing in wisdom.
- Values being a life-long learner.
- Is consistently missions minded.
- Is totally dependent on Holy Spirit.
- Has a heart for church planting.

Understandings:

1. Candidate understands that they and their family can live in and/or adapt to harsh, Montana winters.
2. Candidate understands that they and their family can live in and/or adapt to living in a midsize, rural town.
 - a. We are **not** a “big” city. (*It is a 1-hour drive to the nearest Costco.*)

Mandatory Prior Experience:

1. Candidate **must be Ordained** with the Assemblies of God.
2. Candidate **must have completed** a 4-year college degree; in ministry preferred but not required.
3. Candidate can show evidence of preaching regularly and consistently to a variety of age groups.

Journey Church’s Family Life Pastor Compensation

Annual Salary Range - \$52,000-\$62,000

Benefits include:

- ✓ Retirement Matching.
- ✓ Parsonage Possibilities
- ✓ Earned Paid Vacation.
- ✓ Sabbatical Eligible.
- ✓ Continuing Education.
- ✓ 6-months of Ministry Coaching.
- ✓ Attendance at Montana Ministry Network events.
- ✓ Additional conferences and leader training.

Journey Church's Family Life Pastor Intake Questionnaire

https://docs.google.com/forms/d/e/1FAIpQLSeVEa9cSaHKSgH6yngnyaQNDL_nkBpMd1jexAsu47Ex4SfP-A/viewform?usp=header

Journey Church's Family Life Pastor References Questionnaire

https://docs.google.com/forms/d/e/1FAIpQLSe117x9xEmDwlNwjeNjDaAWgE92AwONU_FyU4vjNDgerGOYDBg/viewform?usp=header

Journey Church's Family Life Pastor Salary Package

Proposed Family Life Pastor Potential Compensation Range Breakdown

We would redistribute these numbers to receive the best tax advantages according to a CPA.

Proposed Base Salary Package (with housing allowance):

	<u>Monthly</u>	<u>Annually*</u>
Salary	\$2,133.33	\$25,600.00
Housing allowance	<u>\$2200.00</u>	<u>\$26,400.00</u>
Total take home	\$4,583.33**	\$55,000.00**

Proposed Base Salary Package (in church apartment):

	<u>Monthly</u>	<u>Annually*</u>
Salary	\$3,733.33	\$44,800.00
Housing allowance	<u>\$600.00</u>	<u>\$7200.00</u>
Total take home	\$4,583.33**	\$55,000.00**

Proposed Top Salary Package (with housing allowance):

	<u>Monthly</u>	<u>Annually*</u>
Salary	\$2,966.67	\$35,600.00
Housing allowance	<u>\$2200.00</u>	<u>\$26,400.00</u>
Total take home	\$5,416.67**	\$65,000.00**

Proposed Top Salary Package (in church apartment):

	<u>Monthly</u>	<u>Annually*</u>
Salary	\$4,566.67	\$54,800.00
Housing allowance	<u>\$600.00</u>	<u>\$7200.00</u>
Total take home	\$5,416.67**	\$65,000.00**

One-time expenses for Journey Church

Time expenses for Journey Church	<u>One Time</u>
Moving expenses	\$3000.00
New computer/office set up	\$2500.00
Fix Apt	<u>\$3000.00</u>
	\$8500.00

<i>*Estimated additional costs to Journey above comp package:</i>	<u>Monthly</u>	<u>Annually</u>
Workman's comp	\$100.00	\$1200.00
½ Social Security (Base)	\$343.75	\$4125.00
½ Social Security (Top)	\$406.25	\$4875.00
Network events attendance		\$3000.00
Pastoral expense fund increase (taking people out)	\$150.00	\$1800.00
Secretarial hours increase	\$150.00	\$1800.00
Sabbatical budget		\$1000.00
Coaching (6-months)	\$300.00	\$1800.00
Miscellaneous expenses		\$800.00
Total yearly additional cost increase		\$16,275.00

** These amounts include Retirement Matching	\$250.00	\$3,000.00
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Benefits (*non-salary*):

- ✓ Paid Vacation.
 - 2 weeks after 1st year.
 - 3 weeks after 5 years.
 - 4 weeks after 15 years.
- ✓ Retirement (matching-paid directly to account)**
- ✓ 6-months of paid ministry coaching.
- ✓ Sabbatical
 - Every 7 years.
 - Length of time to be determined.
 - 2-4 months is common.
 - The Family Life Pastor would remain on salary, and consideration of further financial input from the church will be determined at time of sabbatical, as finances are available.
- ✓ Continuing education available after 3 years.
- ✓ Attendance at Montana Ministry Network events (*incl. travel, lodging, food expenses*)
 - Connection conference

- Network council
- Family camp (*lodging - church cabin, one meal/day at cafeteria, travel*)
- Sectional events
- All kids/teen camps you are working at
- Other Network events (*basically all things Network*)
- ✓ Additional conferences and leader training (*as determined through board approval*).

Onsite Housing Possibility:

Church Apartment. (*2 years maximum.*)

Rent includes:

- All utilities.
- Upkeep and maintenance materials. (*Family Life Pastor will do work if able.*)
- Internet connection.

Family Life Pastor's responsibilities in Church Apartment:

- Perform lawn care of grounds.
- Perform snow removal of grounds.
- Pay for any/all TV subscriptions.
- Perform upkeep and maintenance work on apartment. (*If Family Life Pastor is able/skilled to do so. Church will pay for material expenses.*)
- Pay for full renters insurance

Annual Salary Range - \$52,000-\$62,000

Benefits include:

- ✓ Retirement Matching.
- ✓ Parsonage Possibilities
- ✓ Earned Paid Vacation.
- ✓ Sabbatical Eligible.
- ✓ Continuing Education.
- ✓ 6-months of Ministry Coaching.
- ✓ Attendance at Montana Ministry Network events.
- ✓ Additional conferences and leader training.