



CHURCH AND OPPORTUNITY PROFILE

SUNFIELD UNITED BRETHREN CHURCH
FAMILY PASTOR/DIRECTOR

COMPILED BY CHEMISTRY STAFFING

SUNFIELD UNITED BRETHREN CHURCH

8436 W. Grand Ledge Hwy
Sunfield, MI 48890
Website: <http://www.sunfieldubchurch.com>

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CHURCH PROFILE

OPEN POSITION

Family Pastor/Director

MISSION, VISION, VALUES

MISSION, VISION, VALUES:

Mission Statement – “Guiding you to your full potential as a follower of Jesus Christ.”

Vision Statement – What we believe God wants to see:

- Worship that will inspire and draw us to our Creator
- God’s Word will be communicated with new life and personal application
- Reaching our un-churched neighbors will dominate our ministries
- Personal lives being dramatically changed will be the center of our ministries
- Providing a loving atmosphere that reflects God’s love
- Equipping people to fulfill the work of Christ through discipleship

Values - What hitting the mark looks like:

- Annual conversion growth at no less than 10%
- Annual baptisms that follow along with our Conversion Growth
- Annual numerical growth at 10%-20% gain
- Be a place that encourages the call of ministers and missionaries
- Out of this church we want to encourage new servers
- Being a church that draws the next generation

- Be a place that conceives new churches
- Fully fund an individual serving as a missionary

Vision Cycle - How we carry out our vision at Sunfield

- Prepare the Vision
- Define the Vision
- Plant the Vision
- Share the Vision
- Implement the Vision
- Deal with Opposition
- Make Corrections
- Evaluate Results

COMMUNITY OVERVIEW

COMMUNITY PROFILE:

Population of City: 500

Population of County: 108,800

Sunfield is both a city and a township. We are nestled between Grand Rapids and Lansing and just east of Lake Odessa and west of Grand Ledge, Michigan. Business has slowly moved away from Sunfield and left the downtown community somewhat vacant. The church is situated in the middle of many larger cities. We would be considered a county seat for our area because we can draw from several of those communities.

The community of Sunfield would be considered a quiet community for those desiring to work in the busy business district but come home to a quiet, settled environment. The community is connected to a great school district but is close enough and far enough away from major cities to still stay connected.

We are very near Lake Odessa, MI which is a city also in our school district. Lake Odessa is home to Jordan Lake which is a popular attraction for many who desire a lakeside place to retreat.

CHURCH HISTORY

The church began in the 1870's. Formerly known as the Second Church of the United Brethren in Christ of Sunfield. In the early 1980's the church began to increase in size and moved west of Sunfield. Since then they have witnessed two additional expansions. The church is currently debt free.

In the past 15 years the church has been a part of two church plants, one in Grand Ledge and the other in cooperation with the Wesleyan Church in Portland, MI.

CHURCH OVERVIEW

Average Weekend Attendance: 130

Attendance Trend: Growing

Multisite? No

WORSHIP OVERVIEW

We currently have two worship services - traditional and contemporary. We began our contemporary service approximately five years ago to turn around a declining trend in attendance. That service has grown, however, because our population base is not dense, it has moved forward slowly. In the past 5 years we have seen this service increase every year.

CHILDREN'S/ STUDENT MINISTRIES

In 2010 our Children's/Student ministries had 7 High School students; 1 Jr High student; 2 pre-elementary children. Today we have anywhere from 20-40 Pre-K - 5th grade.

FACILITIES

Current sanctuary was built in 1992 with a seating capacity of 240. Our sanctuary accommodations have recently been upgraded with new audio and video systems. We have a children's center with check-in station that is set up with security measures for our children. We have a large fellowship hall that can seat a little over 200. The hall was built around 2002 and also houses our cafe area that we use as a connections/assimilation area following our two Sunday morning services.

BUDGET/DEBT

Total Annual Budget: \$330,000

Overall Long-Term Debt: \$0

AFFILIATIONS

We are a part of the United Brethren in Christ denomination headquartered in Huntington, IN. We would be similar to Wesleyan or a conservative United Methodist denomination. We consider ourselves conservative evangelical/protestant.

GOVERNANCE

We are under a governance structure which has the Lead Pastor and 3-4 lay leaders from the church. Our structure does not incorporate staff into the governance meetings. All of our staff report directly to the Lead Pastor. The governance team's only responsibility is the Lead Pastor and vision and making sure that the church remains on task regarding vision. Staff then have complete control of their budgets and any other team members. Staff meet on a regular basis with the Lead Pastor to discuss vision and direction.

STAFFING LEVEL

Full-time Lead Pastor; full-time Administrative Assistant; full-time Family Minister; part-time Worship Coordinator.

MAJOR MINISTRIES

The church has a good variety of discipleship groups/classes and a relatively good process for leadership development. We have a women's connection group that started last year and has around 20-30 in attendance. We both a Jr. High and Sr. High student ministry. Small groups are only hit-and-miss as the groups arise. Small groups are not intended to be long term. We encourage all groups to be "outward-focused," meaning we purposefully try to keep them from becoming too internalized and exclusive.

The last seven years has been about internal church health. This church was labeled a church in crises, so our efforts have targeted once again becoming a healthy congregation. We could not focus on any outreach until the internal mechanisms of the church became healthy and stable. In the last two years we have slowly been inching towards more events that have an outward emphasis to them.

THEOLOGICAL OVERVIEW

Evangelical - Conservative

The Gifts of the Holy Spirit

In a study of the gift ministry of the Holy Spirit, one becomes deeply impressed with the thought that any doctrine of the church, though right in itself can be wrongly elevated to a position it does not deserve. There must be a balanced message. At its center is man's salvation in Jesus Christ.

We must place equal emphasis upon the importance of the Spirit and the Word. The Church must be open to whatever God wants her to do. The Church must discover a professed openness to the fullness of the Spirit which reconciles negative attitudes. Those of the Church who disagree on the gift ministry must remember love is the cord that never breaks. The Church must seek to have everything done under the guidance of the Spirit, in obedience to the Word, so that it exalts Jesus Christ, ministers to

the Church and witnesses to the world. The deepest intention of members of the Church should be a spiritual fullness that we so desperately need.

The Authority and Infallibility of Scripture

The Church of the United Brethren in Christ affirms unequivocally the Word of God, the Scriptures of the Old and New Testament to be sole authority for the believer and the church and the only infallible rule of faith and practice; that sincere and full acceptance of the Bible as final authority is an indispensable condition of true Christian unity and further the Church of the United Brethren in Christ calls upon all churches to restore the Word of God to rightful preeminence in teaching, preaching and practice.

As the result of a contemporary resurgence of the issues of authority and infallibility we believe it is important to again declare our belief in the Holy Bible, the Word of God written, as the infallible Word of God to man, wholly trustworthy in the fullness of its message of God's redemptive grace and His acts in history.

Further, we dedicate ourselves to the proclamation of the word through teaching, preaching and personal witness, calling upon God's people everywhere to join us in this noble task, so that others may find in the sure, dependable Word of God what we have found-an infallible guide.

Depravity

All persons are born, because of the fall of the race in Adam, with an inherent tendency toward evil. This depravity has negatively affected and is operative in every faculty of one's being. Each person, because of the inherited depravity, when confronted by the world, the flesh and the devil, will follow the sinful nature, deliberately choosing to ratify sin, and thus assumes the guilt and condemnation belonging to a sinner.

Divine Foreknowledge

Our Confession of Faith states: "We believe in the only true God that this triune God created the heavens and earth and all that in them is, visible as well as invisible, and furthermore sustains, governs, protects, and supports the same." We affirm that God's knowledge of all past, present and future events is exhaustive and infallible. God's knowledge includes all future decisions and actions of free moral agents. The openness view denies that God's knowledge is this comprehensive. Thus, the "openness" view of God's foreknowledge is contrary to our denomination's historic understanding.

Destiny of the Unevangelized

We believe in Jesus Christ that He is the Savior and Mediator of the whole human race, if they with full faith in Him accept the grace proffered in Jesus. We believe that the Holy Bible, Old and New Testaments, is the Word of God; that it contains the only true way to our salvation; that every true Christian is bound to acknowledge and receive it with the influence of the Spirit of God as the only rule and guide; and that without faith in Jesus Christ, true repentance, forgiveness of sins, and following after Christ, no one can be a true Christian."

We believe in a transformed life made possible through an experiential faith in Jesus Christ. The church believes that God wants all people to come to salvation by hearing the gospel proclaimed and responding to it with personal faith. Salvation is possible only through the atoning work of Jesus Christ.

We recognize that some in our church believe that God may, if He so chooses, save some to whom the gospel message has never been specifically proclaimed, namely, those whose deaths occur prior to an age of accountability, the mentally impaired, or those who have never heard the gospel of Jesus Christ. Even with this understanding, the church has always insisted that salvation is a gift of God, given solely on the basis of the atoning work of Jesus Christ.

We are Christian - Among the world's major religions, we are part of Christianity.

We are Orthodox - Within Christianity, there are groups that hold the traditional, orthodox theological doctrines—and there are cults, which hold some beliefs which are far from orthodox. We are definitely orthodox.

We are Protestant - The orthodox churches can be divided into Catholic and Protestant. We are Protestant.

We are Evangelical - Protestant denominations can be roughly divided into fundamentalist groups on one side, liberal groups on the other, and evangelicals in the middle. We are evangelical. However, some would prefer calling themselves fundamentalist. At this level, the lines begin getting blurry.

We are (mostly) Arminian - Evangelical churches can be divided into three theological strains, each named after a person: Lutheran, Arminian, and Calvinist. While we are a predominantly Arminian denomination, a number of ministers would consider themselves mostly Calvinist in theology, and a few who have Lutheran leanings. As our Discipline states, "The church's historic position has been to stand firm on biblical absolutes, allow freedom where the Bible allows freedom, and maintain unity when disagreements arise."

THEOLOGICAL HILLS TO DIE ON:

The Trinity - God the Father, Son and Holy Spirit; The Bible as God's Word; Salvation through Christ alone; The Church as the Body of Jesus Christ.

We would not hire someone if they could not relate with people; could not take instruction or be moldable and coachable; could not train and delegate in their ministry areas.

HOT BUTTON SOCIAL/CULTURAL ISSUES:

We have taken a graceful, yet strong stance on the subject of sexuality in it's many different defined forms in our culture today - homosexuality; singleness; marriage, etc. Our stance can be viewed on our denominational website - UB.org. We are a church that has a strong voice for the unborn in favor of life. We are a denomination that believes that the Bible calls us to holiness and holiness calls us to put aside sin and strive to walk in step with our Savior.

WINS & OPPORTUNITIES

BIGGEST WIN IN THE LAST 18 MONTHS:

We have seen traction in the areas of our second service and attendance. Along with that is the increase in our children's ministries. We have also had the opportunity to begin leadership development. With the added growth there are new faces that are hungry, not just for their walk with Christ, but also in the ownership they have with this local church.

BIGGEST OPPORTUNITY IN THE NEXT 12 MONTHS:

We want to continue to fuel our children's ministries by targeting ways in which we can expand further into our surrounding communities. The way in which we do this is wide-open and ready for examination and experimentation. Student ministries is also wide open and ready for someone with both a creative mind and a heart for discipleship in the student ranks.



THE OPPORTUNITY

JOB STATUS: Full-Time

POSITION OVERVIEW:

We are looking for someone that really wants to make a difference in the lives of our children and youth, and at the same time can work well with parents. We're looking for someone that can work with our Lead Pastor on vision and leaders for these areas of ministry, someone that is not afraid to should-tap and challenge people to serve and grow spiritually.

REPORTING RELATIONSHIP:

The governance model of administration flows as follows: Governance Team --> Lead Pastor --> Ministry Team Leaders / Staff. The governance team has no responsibility over staff but only to encourage and assist where and when needed. The staff report directly to the Lead Pastor who coaches the team regarding their responsibility to accomplish the mission, vision, and values of the church.

GOALS & EXPECTATIONS:

During the first year the Pastor/Director is expected to learn about the church, develop relationships, and deepen their understanding of the Sunfield community. This is a key season for getting to know the life and rhythms of the church and meeting people who are currently serving within the ministries that they oversee. This initial season is also expected to be one in which they assess the current strengths and weaknesses of their ministry areas and develop relationships with potential volunteers. By the end of the first year, our new Pastor/Director will have begun implementing their philosophy of ministry within our programming for children and students.

It is crucial that this position be filled by someone who understands that ministry happens through teams. To this end, this person must be willing to recruit, develop, and release volunteers to do ministry. This person is expected to be a trainer, equipper, coach, mentor, and shepherd for their teams. They will be expected to develop a process for recruiting and training volunteers and be comfortable with managing multiple volunteer teams.

JOB DESCRIPTION:

Responsibilities:

Provide leadership to ministries focusing on newborns through grade twelve:

- Provide vision, direction, strategy, goals, and evaluation of all ministries related to children and students.
- Coordinate vision and planning of ministries to children and students with the masterplan of Sunfield United Brethren Church.

Oversee the Education Ministry Team and working with the Lay Volunteers.

- Develop and maintain consistent teacher training and assimilation models to assist the church in new teacher development.
- Administer teacher evaluations and background checks.
- Evaluate and administer curriculum for all age groups.

Display the following qualities:

- Care first, administrate second.
- A passion for equipping children, students, and volunteers in their faith, helping them nurture a Christ-like walk and a growing personal relationship with Christ.
- Display a growing faith as evidenced through personal study of scripture and discipleship.
- Timeliness in communication and meeting attendance.
- A willingness to share the crazy ideas that just might work.

SKILL SET:

We are looking for a team builder, equipper, and coach. This role is about releasing ministry to volunteers and helping to create the pathways needed for volunteers to minister to our children and students. Our family pastor/director needs to be someone who is passionate about discipleship, feels confident in their philosophy of ministry, and has the flexibility needed to adapt that philosophy to fit the needs of our local context. We are looking for someone who is flexible, has a sense of humor, understands that ministry can be challenging, and hopefully has cool hobbies outside of the church.

BUDGET SUPERVISION:

Manage the annual budget for ministries to children and students. This budget is approximately \$19,000.

SALARY RANGE:

This is a full-time, exempt position. The salary ranges from \$42,000 to \$50,000 based on experience. Sunfield United Brethren Church offers an additional insurance stipend that covers 75% of health insurance premiums and two weeks of vacation after ninety days. Once licensed, vacation increases to three weeks per year.

EDUCATIONAL REQUIREMENTS:

Bachelor's Degree preferred. Experience with recruiting and leading ministry teams required.



PUBLIC JOB POSTING

Do you really want to make a difference in the lives of our children and youth? Do you enjoy working with parents and get excited by seeing families grow in their relationship with Christ? Sunfield church is looking for a Family Pastor/Director that is will lead our efforts to reach our community with the good news of Jesus.

We're looking for someone that can work with our Lead Pastor on vision and implementation of our family ministry... someone that is not afraid to shoulder-tap and challenge people to serve and grow spiritually.

Sunfield is a church of about close to 150 people in the small community of Sunfield, MI, nestled between Grand Rapids and Lansing and just east of Lake Odessa and west of Grand Ledge, Michigan. The community is connected to a great school district but is close enough and far enough away from major cities to still stay connected.

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Does this sound like you? We'd love to find out more about you! Start by filling out your short profile here:

<http://www.chemistrystaffing.com/sunfield/>

Have questions? Please send an email to Todd.Rhoades@ChemistryStaffing.com.