CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

CHURCH NAME
Epikos Church

CITY
Milwaukee

STATE
WI

CHURCH WEBSITE
http://www.epikos.org

THE COMMUNITY

POPULATION OF CITY
560,000

POPULATION OF COUNTY
1,455,000

COMMUNITY OVERVIEW
Milwaukee is a wonderful city located in southeastern Wisconsin on the shore of Lake Michigan. It has plenty of cultural diversify and is home to the champion Milwaukee Bucks. It offers a lake front art museum and plenty of summer festivals.

WHY PEOPLE LIKE LIVING HERE
Many people love the multitude of summer festivals Milwaukee has to offer. The largest one of which is Summerfest, the largest music festival in the Midwest. The city's lakefront is a draw for many people with Bradford Beach being utilized all summer long for swimming and volleyball. The Milwaukee Bucks and Brewers offer sports fans many exciting games throughout the year. Milwaukee is also home to many restaurants with some of them being award-winning places such as the Bartolotta's selection of steak houses and other culinary delights. Milwaukee is also close to many outdoor hiking and biking trails for the outdoor enthusiast.

THE CHURCH

CHURCH HISTORY

Epikos was started by Danny Parmelee in 2005 as a focus on college-age and young adults that were de-churched and unchurched on Milwaukee's East Side. The church grew to several hundred people, and God laid it on Danny's heart to open another location. The old Paradise Theatre in West Allis was identified as the next campus and in 2012 the West Allis Campus opened and rapidly grew to a large, more diversified congregation.

Epikos then planted another campus on the north side of Milwaukee to continue in it's pursuit as a multi-ethnic church in 2016. Then in 2020 Epikos located a permanent home for the north side location and renamed it the Sherman Park Campus. In early 2021, the Mayfair Road Campus was launched in the Wauwatosa neighborhood.

DENOMINATIONAL AFFILIATION

Non-Denominational

VISION, MISSION, VALUES

The mission of Epikos is to make more and better disciples. At Epikos Church, the gospel of Jesus Christ is central to everything we are. We preach the gospel in worship, we seek to share the gospel with others, and desire to live lives transformed by the gospel.

With the installment of our new lead pastor, we look forward to clarifying our values and bringing a fresh vision to the future of Epikos.

AVERAGE WEEKEND ATTENDANCE

750

IS YOUR CHURCH MULTISITE?

Yes

ATTENDANCE TREND

Growing

HOW MANY CAMPUSES?

3

NUMBER OF WEEKEND SERVICES

5

WORSHIP STYLE OF YOUR CHURCH

Our worship style is modern yet broad and includes artists such as Elevation Worship, Maverick City, Brandon Lake, original Epikos music, hymns, and gospel songs. We have a desire to grow and continue to develop our "Epikos sound."

OVERVIEW OF WEEKLY WORSHIP GATHERING

The weekends consist of five services. Two at our West Allis campus, two at our Mayfair Road campus, and one at our Sherman Park campus. The worship is contemporary in style and the preaching is expository. Many people would tell you that expository preaching and the music are what they like most about Epikos worship services.

TELL US ABOUT YOUR FACILITY

Our three facilities are all unique. The West Allis campus is an old theater that has been transformed into a church. It is simply beautiful and can seat 1,000 people. The Mayfair Road campus is an older church building built in the 1960's and seats about 350 people. It has been renovated and is very much up to date as is our Sherman Park building which also seats about 350.

OVERALL BUDGET (THIS FISCAL YEAR)

2,200,000

OVERALL LONG-TERM DEBT OF THE CHURCH

3,800,000

OTHER MINISTRY PARTNERSHIPS

Epikos is a non-denominational church. We are affiliated with Converge Great Lakes.

GOVERNANCE & POLITY

Day-to-day operations are the responsibility of the Lead Pastor and Executive Pastor. The board is primarily a policy board. The Lead Pastor reports to the elder board. Any major decisions are pat by the elder board, particularly financial-type decisions.

MINISTRIES, PROGRAMS, AND STAFFING

CURRENT PAID STAFFING LEVEL

Full Time:
- Worship Pastor
- Children's Ministry Director
- Director of Volunteer Ministries
- Small Groups Pastor
- Pastor
- MR Campus Pastor
- SP Campus Pastor
- WA Campus Pastor
- Executive Pastor
- Facilities Coordinator
- Communications Director
- Mayfair Road Worship Leader
- Next Steps Pastor

Part Time:
- Operations Pastor
- MR Children's Ministry Coordinator
- SP Children's Ministry Coordinator
- WA Children's Ministry Coordinator Infant-5K,
- Ministry Support & Care
- Financial Manager
- SP Worship Leader

MAJOR MINISTRIES OF THE CHURCH

Our key ministry areas include Childrens, Students, Small groups and Worship. Small Groups ministry has had a 90% participation rate. Children and Worship ministries are a key, and draw people to return to our weekend services. Students are a priority, and we have amazing volunteers and staff filling the gap while we look for a Student Pastor.

OUTREACH PROGRAMS OVERVIEW

Some of the organizations we partner with include Safe and Sound and Street Life Milwaukee—non-profit organizations focused on improving health and safety for the community—by donating care kits assembled by the congregation to help the homeless in Milwaukee.

Additionally, we partner with City Light, an organization that helps to serve local West Allis school students and families to provide resources, activities, and more. Lastly, we have a food pantry that weekly serves over 100 families from the surrounding areas (located at our Mayfair Road Campus).

WINS, OPPORTUNITIES, AND CHALLENGES

BIGGEST CHURCH 'WINS' IN LAST 18 MONTHS?

Epikos' biggest win is bringing on a new lead Pastor after over a year of being without one since the Summer of 2022.

BIGGEST OPPORTUNITY FOR YOUR CHURCH IN THE NEXT 12 MONTHS

We believe bringing on a new Worship Pastor to help continue to foster and set vision for our worship expression and teams at Epikos for this season ahead. This in conjunction with the onboarding of our new Lead Pastor allows for an exciting, fresh culture and vision for the future.

CHURCH'S BIGGEST CHALLENGE FOR THE FUTURE

While Epikos in in a unique position where the future is bright and some key challenges are behind us, we desire to grow the spirit of generosity in our church to be better resourced for the future.

THEOLOGY

PUBLISHED THEOLOGICAL STATEMENT

We believe that the Bible is the Word of God, fully inspired and without error in the original manuscripts, written under the inspiration of the Holy Spirit, and has supreme authority in all matters of faith and conduct.

We believe in God, the Father, an infinite personal spirit, perfect in holiness, wisdom, power, and love. We believe that He concerns Himself mercifully in the affairs of each person, that He hears and answers prayer, and that He saves from sin and death all who come to Him through Jesus Christ.

We believe in the Holy Spirit who came forth from the Father and the Son to convict the world of sin, righteousness, and judgment, and to regenerate, sanctify, and empower all who believe in Jesus Christ.

We believe that the Holy Spirit indwells every believer in Christ and that He is an abiding helper, teacher, and guide. We believe in the universal church, a living spiritual body of which Christ is the head and all regenerated persons are members.

We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible confession of faith, and associated for worship, work and fellowship.

We believe that God has laid upon the members of the local church the primary task of giving the gospel of Jesus Christ to a lost world and making fully devoted followers of Christ.

We believe that the Lord Jesus Christ has committed two ordinances to the local church: baptism and the Lord's Supper.

We believe that Christian baptism is the immersion of a believer in water into the name of the triune God.

We believe that the Lord's Supper was instituted by Christ for the commemoration of His death.

We believe that these two ordinances should be observed and administered until the return of the Lord Jesus Christ.

We believe that there is one living and true God, eternally existing in three persons, that these are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence, and redemption.

We believe in Jesus Christ, God's only begotten Son, conceived by the Holy Spirit.

We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people, and personal visible return to earth.

We believe that all people are sinners by nature and by choice and are, therefore, under condemnation.

We believe that those who repent of their sins and trust in Jesus Christ as Savior are regenerated by the Holy Spirit.

We believe that Christians should live for the glory of God and the well-being of others; that their conduct should be blameless before the world; that they should be faithful stewards of their possessions; and that they should seek to realize for themselves and others the full stature of maturity in Christ.

We believe that the Bible is the primary instructor of Christian conduct.

We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His kingdom.

We believe in the resurrection of the body, the final judgment, the eternal felicity of the righteous, and the endless suffering of the wicked.

WHAT THEOLOGICAL HILLS WILL YOU DIE ON?

We would not hire someone whose focus is on spiritual gifts such as tongues, healings, etc. although those things perhaps exist today if they do they are rare.

We would not hire anyone that does not believe everything in the theological statement above. We believe once a person is saved, they are always saved and cannot lose their salvation.

HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH

We believe that marriage is between one man and one woman and that gay marriage is unbiblical and a sin before God. Although we would welcome gay individuals into our church, if they are engaged in gay sexual activity we would encourage them to move away from that lifestyle.

We believe it is not a sin to consume alcohol as long as it is done in moderation and it is not a stumbling block to another person.

We believe divorce is a very complicated issue at times and we are currently in the midst of discussions surrounding some of the various scenarios in order to get something in writing regarding this issue.

DESCRIBE YOUR CHURCH'S POLICIES ON PARTICIPATION OF LGBTQ INDIVIDUALS IN THE LIFE OF YOUR CHURCH

While Epikos is not an LGBTQ affirming church, those who identify as LGBTQ are welcome to attend Epikos events, groups and services. Our desire is that those who serve in the church live a sexually pure life as we understand the Bible teaches.

THE POSITION

POSITION TITLE

Worship Pastor/Director

FULL TIME POSITION?

Yes

OVERALL DESCRIPTION OF THIS POSITION

The Worship Pastor is responsible for cultivating worship services and Worship and Tech teams that point our congregation to make much of Jesus Christ. Fostering authentic, multi-ethnic worship is a key value at Epikos church.

REPORTING RELATIONSHIP

This person will report to the Executive Pastor.

GOALS AND EXPECTATIONS

The goals for this person would be to continue to build our volunteer base at the West Allis campus and help the other worship staff to do the same at their campus; expand our multi-ethnic worship expression (the ability to play multiple genres would be necessary for the role); and continue to create our own "epikos" worship sound.

DO YOU HAVE A JOB DESCRIPTION FOR THIS ROLE?

Epikos Church, Milwaukee, WI

Job Title: Worship Pastor
Direct Report: Executive Pastor
Position Status: Full-time/Salaried

Position Summary:
The Worship Pastor is responsible for cultivating worship services and Worship and Tech teams that point our congregation to make much of Jesus Christ. Fostering authentic, multi-ethnic worship is a key value at Epikos church.

Qualifications
- Demonstrate a track record of spiritual maturity and character consistent with the biblical requirements for Pastoral leadership. (1 Timothy 3:17, Titus 1:6-9, 1 Peter 5:1-4).

- Received education and training that has equipped them for vocational ministry in a large ministry context.
- Experienced working in a leadership role in a church with a track record of leading teams through healthy ministry growth and progress.
- Agree and embrace the vision, values, pathway, leadership distinctive, campus constants, and doctrinal statement of Epikos Church.
- Understand and embrace the culture of Epikos Church.
- Strategic in nature, with the ability to see and implement the steps that it takes to get from here to there.
- Self-motivated, without the need for micromanagement, and team-oriented.

Job Expectations & Responsibilities
- Oversee and lead the worship staff across all Epikos campuses
- Oversee worship at the West Allis campus weekly and run rehearsals
- Ability to sing and play excellently (guitar and keyboard preferably)
- Schedule worship band and tech team for Sunday services and rehearsals
- Set the vision for the worship experience across all Epikos campuses
- Ability to lead and direct band rehearsals
- Lead weekly service planning and service planning meetings
- A love for people of many different races and cultures
- Invite and empower others to be a part of the Worship and Tech teams
- Ability to develop leaders within Worship and Tech areas
- Help worship and tech team members to grow in their love for God through mentoring and caring for them
- Create lyric slides for weekend services within ProPresenter
- Coordinate and facilitate worship team auditions
- Ability to create chord charts
- Ability to run sound (on a basic level) is a plus
- Working knowledge of stage lighting
- Working knowledge of Ableton Live
- Help to develop worship/tech teams through quarterly meetings, rehearsals, time spent one on one with those on the worship/tech teams

Expectations for Connecting at Epikos
- You will report to the Executive Pastor who will set job expectations for you.
- You are expected to partner with Epikos Church which includes generous giving, regular worship attendance, and small group involvement (either as a member or leader).

SKILLS, PERSONALITY, AND EXPERIENCE

WHAT SKILLS ARE YOU LOOKING FOR SPECIFICALLY?

- A worshiper's heart
- Someone who is creative, but their head isn't in the clouds
- Team player
- Teachability
- Skillful singer/musician (preferably ability to play keys and guitar)
- Ability to direct a band
- Ability to build teams and leaders to do the work of the ministry
- Ability to effectively lead staff

WHAT TECHNICAL ABILITIES (IF ANY) ARE REQUIRED?

- Proficient in DAW software, ProPresenter, Planning Center, Google suite
- Ability to setup/program audio consoles, lighting consoles. and Google suite.
- Stage setup and teardown
- Know the basics of light programming

BUDGET AREA SUPERVISION

~50k

PERSONAL CHARACTERISTICS DESIRED

- Honest
- Trustworthy
- Humorous
- Teachable
- Lean extroverted (or can function that way when necessary)

WHAT WOULD IMMEDIATELY DISQUALIFY SOMEONE?

- Tongues from the stage
- Heretical teaching/speech
- Sexual lifestyle not in line with our view of scripture

OTHER "MUST HAVE" SKILLS

none

OTHER "NICE TO HAVE" SKILLS

none

DESCRIBE THE PERFECT CANDIDATE

The perfect candidate will lead Epikos Church into a new season by refining the Epikos "sound," sustaining an authentic posture of worship, and continuing to equip staff and volunteers to create meaningful worship experiences.

PUBLIC JOB POSTING PAGE

PUBLIC JOB POSTING

EPIKOS CHURCH
WORSHIP PASTOR/DIRECTOR
MILWAUKEE, WISCONSIN

Epikos Church in Milwaukee, Wisconsin has a mission to make more and better disciples. At Epikos Church, the gospel of Jesus Christ is central to everything we are. They are looking for a Worship Pastor/Director to join their team. This person will be responsible for cultivating worship services and Worship and Tech teams that point their congregation to make much of Jesus Christ. Fostering authentic, multi-ethnic worship is a key value at Epikos church.

WHAT YOU'LL BE DOING
- Overseeing and leading the worship staff across all Epikos campuses
- Overseeing worship at the West Allis campus weekly and run rehearsals
- Setting the vision for the worship experience across all Epikos campuses
- Inviting and empowering others to be a part of the Worship and Tech teams

SKILLS YOU NEED TO HAVE
- A demonstrated track record of spiritual maturity and character consistent with the biblical requirements for Pastoral leadership
- Experience working in a leadership role in a church with a track record of leading teams through healthy ministry growth and progress
- Strategic in nature, with the ability to see and implement the steps that it takes to get from here to there
- Self-motivated, without the need for micromanagement, and team-oriented

THE AREA
Milwaukee is a wonderful city located in southeastern Wisconsin on the shore of Lake Michigan. It has plenty of cultural diversity and is home to the champion Milwaukee Bucks. It offers a lakefront art museum and plenty of summer festivals. Milwaukee is also home to many excellent restaurants and is also close to many outdoor hiking and biking trails for the outdoor enthusiast.

WE'D LOVE TO HAVE YOU APPLY!

https://bit.ly/3LxwlMm