



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

FAMILY PASTOR
Lake Tapps Christian Church
Bonney Lake, Washington

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Bonney Lake, WA



CHEMISTRY
STAFFING

POPULATION OF CITY

20,707

POPULATION OF COUNTY

904,980

COMMUNITY OVERVIEW

Bonney Lake is a rapidly growing community of young families and professionals. It sits right on the line between big city and country living. It is a bedroom community for Seattle, Tacoma, and Puyallup, and has all the amenities you want within a 5-20 min drive.

WHY PEOPLE LIKE LIVING HERE

The landscape in Bonney Lake is simply beautiful. Towering fir and pine trees, beautiful Lake Tapps, great views of the Cascade mountains, and a stunning view of Mt. Rainer. We are so close to so many outdoor adventures like the Puget Sound, Mt. Rainier National Park, Seattle, Lake Tapps, and so much more. The people are friendly as well. The Seattle freeze does not exist in the Bonney Lake region. This is a rapidly growing area with a bright future. This place is perfect for anyone who loves the outdoors and wants to raise a family in a conservative area in the Pacific Northwest.

CHURCH HISTORY

Founded in 1983 by Art and Sandy Sphar, Lake Tapps Christian Church began in a middle school with big dreams of pointing people to Jesus. They quickly realized that the best way to reach people would be through a preschool. Over the years, there have been two different pastors leading the church. Six years ago Lake Tapps underwent a process of asking a lot of hard questions that led to lots of changes from leadership to mission and values. As a result, we have new momentum and have seen a lot of new people join the church.

Jared Ellsworth became the Lead Pastor in July of 2020 after the previous pastor moved to Oregon to care for his aging parents. During this challenging season of COVID, Lake Tapps has worked hard to reposition ourselves to come out of this stronger and more prepared to reach and support families in our community. We are now debt-free and are seeing a large number of visitors come and join the church. We feel more like an energized church plant than a 38-year-old church!

VISION, MISSION, VALUES

We are in the process of revising them but this is the direction we are going:

- Mission: Lead people to follow Jesus, discover their purpose, and make a difference.
- Vision: Be a church for the whole family throughout the week.



- Values: We don't have clarified church values, but we do have staff values.

As a staff we are...

- Intentional - Have a reason for why we do what we do. Be tied to the mission, not the method.
- Healthy - Health is more important than growth. If we are not taking steps to ensure health in our own lives, growth of the church is irrelevant.
- Creative - What got us here won't get us there. Don't settle for the same old methods. Think outside the box. Do what hasn't been done before.
- Dreamers - If our memories are bigger than our dreams, we don't have much of a future.
- Celebrational - We must take time to celebrate the past rather than constantly be consumed by the future.
- Relational - Everything we do must be centered around real relationships with people.

AVERAGE WEEKEND ATTENDANCE

130

ATTENDANCE TREND

Growing

OVERVIEW OF WEEKLY WORSHIP GATHERING

We have one service at 10 am. We have a modern worship style with three songs at the beginning of the service and one song between sermon and communion. Our worship team is extremely talented musically speaking, especially considering the size of our church. The preaching style is casual and conversational. We are currently working through the book of Matthew (multi-year project) with regular breaks for more topical series. The sermon is 25-30 minutes with communion every week. People love our worship as well as the genuineness of the sermons. People comment how the sermons make the Bible so relatable to real life and are challenging and they appreciate the honesty and vulnerability in the preaching.

WORSHIP STYLE OF YOUR CHURCH

We sing songs from Hillsong, Elevation, Kari Jobe, All Sons & Daughters, Rend Collective, and the occasional hymn or indie worship song. Depending on the week, it is a full band with electric guitars with the occasional "acoustic set" with just an acoustic guitar and drums with vocals. When we sing hymns, they are updated to match our full modern band. When it comes to volume, we never get complaints about it being too loud. We do turn it up to be noticeably louder for our worship nights, but we make that known ahead of time.

TELL US ABOUT YOUR FACILITY

We have a fairly old facility but it has been regularly updated. The biggest challenge is square footage for anything not in the sanctuary. The sanctuary can seat 150. We have 7 classrooms of various sizes. This summer, we are renovating



the largest one to be an adult space. The rest of the classrooms are used for Kids Ministry and our Preschool. Our lobby is more of a large hallway. Our grounds are incredibly beautiful as tall fir trees surround them. We also have a new covered playground, spacious grassy area, and gravel parking lot. There is still room to expand on our property.

OVERALL BUDGET (THIS FISCAL YEAR)

\$501,841

OVERALL LONG-TERM DEBT OF THE CHURCH

0

DENOMINATIONAL AFFILIATION AND/OR OTHER PARTNERSHIPS

None

GOVERNANCE & POLITY

The Elder Board makes the big decisions at the church and the Lead Pastor is the head elder. The Lead Pastor fully leads the staff and sets the vision and goals. Elders advise and approve. The current elder board is wonderful, easy to work with, and very supportive.

CURRENT PAID STAFFING LEVEL

- Full-time Lead Pastor
- Part-time Office Manager, Preschool director, Preschool teachers, and janitor
- Stipend volunteers to oversee worship, and tech

MAJOR MINISTRIES OF THE CHURCH

- Community Groups - We have 6 existing groups with 2 more groups starting in August. We see groups as vital to our mission as a church. Discipleship happens in relationships.
- Kids Ministry- We have a lot of preschool-aged young families (due to our preschool). Like all churches, we are struggling to get enough volunteers for Sunday mornings to prevent burnout of current volunteers.
- Student Ministry- This suffered greatly during COVID. We are restarting this summer with weekly gatherings mostly emphasizing relational connection to gain momentum again. There are not very many families with teenagers in the church now.
- Women's Ministry - We have monthly gatherings at various restaurants in town. This is pretty low-key and not at the forefront of our communications.
- MOPS -A Mothers of Preschoolers group will be starting up for the first time in September on Monday mornings. We are very excited for this and this is part of our strategy to better reach and support young families.



OUTREACH PROGRAMS OVERVIEW

We have room for growth in this. Monthly, we prepare and serve a hot meal at a local community center in a low-income neighborhood. Our Preschool is a huge opportunity for outreach. 40% of our preschool families don't follow Jesus. We have never done a great job of leaning into the potential of this. This will change! This Fall we will start offering Starting Point for those new to faith, curious, or coming back to church.

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

Evangelical - Conservative

PUBLISHED THEOLOGICAL STATEMENT

In essential beliefs, we have unity. In non-essential beliefs, we have liberty. In all our beliefs, we show charity.

Essentials:

- God - The Creator and Ruler of the Universe. Eternal Father, Son and Holy Spirit in one: Trinity. Genesis 1:1, 26, 26, 3:22; Psalm 90:2; Matthew 28:19; 1 Peter 1:2; 2 Corinthians 13:14
- Jesus - The son of God. Virgin-born. Sinless human life. Died on the cross for the sins of all people. Raised to life. Will come again. 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
- Holy Spirit - Lives in Christians from the moment of Salvation. Convicts, leads, guides. Equips believers for service. Gives spiritual gifts. 2 Corinthians 3:17; John 16:7-13, 14:16-17; Acts 1:8; 1 Corinthians 2:12, 3:16; Ephesians 1:13, 5:18; Galatians 5:25
- Bible - God's Word written by human authors, supernaturally guided. Source for truth. Truth without any error. 2 Timothy 1:13, 3:16; 2 Peter 1:20-21; Psalm 12:6, 119:105, 160; Proverbs 30:5
- Humans - Made in the image of God to be like Him. All sin, by choice and by nature, which separates humans from God. Genesis 1:27; Psalm 8:3-6; Isaiah 53:6a; Romans 3:23; Isaiah 59:1-2
- Salvation - Salvation is God's gift to humans, purchased by the blood of Jesus, given by grace. We must receive it by faith. Romans 6:23; Ephesians 2:8-9; John 1:12, 14:6; Titus 3:5
- Assurance - Salvation is given by God through Jesus Christ. The true believer is secure in that salvation, lived out daily. Acts 3:19; John 10:28-29; Hebrews 7:25, 10:10, 14; 2 Peter 1:1
- Eternity - People are made for eternity. Eternity with God through forgiveness and salvation is life, Heaven. Eternity apart from God is death, Hell. Heaven and Hell are real and eternal. John 3:16; John 14:17; Romans 6:23; Romans 8:17-18; Revelation 20:15, 1 Corinthians 2:7-9

WHAT THEOLOGICAL HILLS WILL YOU DIE ON?

- Trinity - God is 3 in 1 Father, Son, Holy Spirit
- Bible - God's word is written by human authors, supernaturally guided. It is the source for truth and useful for our



lives. The original version is without error. Any errors in translation do not affect the essentials for salvation.

- We affirm free will AND predestination. It is a mystery of faith. (We are not Calvinistic)
- Salvation - We would want to explore their views on "once saved always saved."
- Sexuality - Marriage is between a man and a woman. Homosexuality or transgenderism (in all its various forms) is a sexual sin. We should not paint it to be worse than other sexual sins, though. Those living in ANY sexual sin are welcome to attend Lake Tapps. They will be welcomed, loved, and challenged in all areas of life. We do not shy away from hard topics, but we always approach them with grace and gentleness.
- Politics - As a church, we do not take sides. On the Sunday closest to July 4th we do not have a service worshipping our country. We are citizens of a kingdom not of man. As individuals and Americans we should totally thank God for our blessings, vote, and care about our world, but as a church, we must rise above the taking sides and mudslinging of politics. Both sides have some good to them!

HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH

Our response to COVID. We took a conservative approach, doing our best to comply with the government. At different times of the year, we were open or digital only. We mandated masks and socially distanced until June 30, 2021. We communicated that we didn't enjoy the measures, but we believe God calls us to be obedient citizens regardless of what we think of the decisions made by the government if they don't cause us to sin. The majority of the congregation appreciated our heart and handling of COVID. Though many preferred not to follow all these measures, they humbly submitted.

Women in ministry- Our current church position is that women can serve in any role, including pastor, but cannot be an elder. The Family Pastor must have views that work in this environment. They can land on either side of the fence, but must be patient and aware that ultimately the official position might not be on their side of the fence.

Alcohol in moderation is the church culture. It is not served at church events.

BIGGEST CHURCH 'WINS' IN LAST 18 MONTHS?

- Paid off our mortgage in June 2021
- Hired Lead Pastor (Jared Ellsworth) in July 2020
- Made big staffing changes. We let go of our Preschool Director and Director of Operations
- Hired Preschool director who also leads the children's ministry
- Kept our Preschool open the whole past school year with no COVID outbreaks
- There is energy and excitement among staff and our core leaders as we anticipate a fall, post-Covid, relaunch. As evidence of that, we anticipate as many as a dozen baptisms on Easter Sunday



BIGGEST OPPORTUNITY FOR YOUR CHURCH IN THE NEXT 12 MONTHS

- Growing our giving/generosity
- Tapping into the potential of reaching our Preschool families

CHURCH'S BIGGEST CHALLENGE FOR THE FUTURE

- Getting the right leaders in the right place- Preschool, Family Pastor, volunteer leaders
- Getting everything back up and rolling after COVID with enough volunteers and to keep up with growing attendance and visitors in a healthy way

TITLE OF POSITION YOU ARE HIRING

Family Pastor

CATEGORY OF HIRE

Family Pastor

FULL TIME POSITION?

Yes

OVERALL DESCRIPTION OF THIS POSITION

The Family Pastor will have a high level of leadership overseeing our ministries from birth through young adulthood. He/She will ensure there is a unifying and practical strategy for all family ministries for the purpose of serving and equipping families to thrive. The Family Pastor will also preach on Sundays 6-10 times a year.

REPORTING RELATIONSHIP

Reports to Lead Pastor

GOALS AND EXPECTATIONS

This position is a strong second chair to the Lead Pastor. A leader of leaders. By the end of 12 months, the Family Pastor will have created and begun the implementation of an overall strategy to reach, support, and equip families to thrive. He/She will have a strong voice in the conversations that determine the present and future of the church. The kid's ministry will be gaining a reputation for being thoughtful, relevant, and amazing. The student ministry will be up and running without their direct energies being needed on a weekly basis. He/She will be active in the sermon series planning and will be preaching regularly (at least once every other month) on Sundays.



DO YOU HAVE A JOB DESCRIPTION FOR THIS ROLE?

Summary of Position

The Family Pastor is the advocate for the generations of the church and will oversee the structures and atmosphere of the church to ensure that the family of God is working together to make disciples of the next generation. The Family Pastor will oversee the discipleship systems from cradle to college and to their parents. The Pastor will work closely with the adult discipleship leaders to ensure that parents are prepared to lead their children and that young people have spiritual mentors when their parent cannot be the model.

What you'll be doing:

- Creating and begin the implementing an overall strategy to reach, support, and equip families to thrive
- Being a strong second-chair the pastor
- Overseeing the curriculum used at each level of spiritual development and ensure that it connects to the next level
- Ensuring that ministry leaders connect regularly to parents so that they experience a clear partnership in the discipleship of their children
- Developing and implementing a plan for ongoing parent training and encouragement
- Overseeing training that leads parents into a biblical study to help them understand their role and responsibilities
- Preaching regularly (at least every other month)
- Coaching parents and children privately on specific issues in their family
- Working with the senior pastor and other ministry teams to ensure that there are opportunities for all generations to worship, learn and serve together

Skills you need to have:

- Experience leading a children's or family ministry
- Leading your own family well
- Outside-the-box ministry ideas
- Have a passion for families to reach their potential
- Administrative skills

EDUCATIONAL PREFERENCES

Seminary doesn't necessarily prepare you for real ministry. We do value education but understand its limitations. We expect this role to understand proper hermeneutics and theology but do not require a Master's Degree. Good experience speaks more than education.

AGE VS. EXPERIENCE

He/She needs to have their own family to be a family pastor, but they can be a young family even though they oversee youth and young adults. Overall, we want the right person and are unsure whether that is older and experienced or younger with lots of potential.



DENOMINATIONAL AFFILIATION

Not very important at all as long as they can align with our theological beliefs.

HOW IMPORTANT IS GEOGRAPHICAL LOCATION TO YOU?

Preferably from the west coast due to the same culture and high cost of living (which is a big issue here), but we are open to other options. We are unsure if anyone from the south would work. The culture just seems too different, but we are willing to be proven wrong!

WHAT SKILLS ARE YOU LOOKING FOR SPECIFICALLY?

- Leadership - Can they lead others? Can they lead leaders so that they don't have to do all the work themselves?
- Creative/innovative - Think outside the box on how ministry can and should be done. How can we better reach families and leave a lasting impact?
- Doer - We want a doer more than a dreamer. We want to dream and brainstorm with the Family Pastor a lot, but at the end of the conversation, we want them to be itching to run out and start executing
- Passionate about families and seeing people reach their potential
- Extroverted
- Organized - They will be over multiple ministries, so they must be organized enough to juggle them all without balls being dropped.

WHAT TECHNICAL ABILITIES (IF ANY) ARE REQUIRED?

- Planning Center
- Macs
- Social Media skills
- Graphic design (Adobe Photoshop & Illustrator) would be great but not required

EQUIPPER OR DOER?

Equipper for sure! If they are doing most of the work, they aren't fulfilling my expectations. We need a leader of leaders.

ATTRACTIONAL VS. MISSIONAL

Missional. We value technology and production, but there is a line between passion and hype, authenticity, and overly polished. We avoid hype and anything inauthentic.

BUDGET AREA SUPERVISION

- Kids Ministry: \$11,000; Student Ministry: \$6,500; Pastoral Expenses (books, subscriptions, hospitality): \$1,300;
Events: \$2,000

TOTAL: \$20,800



PERSONAL CHARACTERISTICS DESIRED

Wise, gracious, responsible, passionate, hard worker, playful/sense of humor, open-minded, flexible, teachable, approachable

WHAT WOULD IMMEDIATELY DISQUALIFY SOMEONE?

He/she wasn't married and/or didn't have kids. The family pastor needs to have a family for some credibility. Must have a call to ministry. Being a pastor isn't something you do long-term unless you are confident God called you to it.

URGENCY

5 - We desire for someone to start in the spring of 2022

OTHER "MUST HAVE" SKILLS

Great first impression with people. Relatable. Enjoy Pacific Northwest weather. Willing to do ministry differently. Enjoys building systems and processes for a growing ministry.

OTHER "NICE TO HAVE" SKILLS

Not sarcastic.

FINALLY...

This person needs to thrive in an environment of collaboration and creativity, building and improving systems and family ministries. He/She needs to be confident and engaging teacher that loves to work hard and play hard.

FAMILY PASTOR

Lake Tapps Christian Church

Bonney Lake, WA



CHEMISTRY
STAFFING

Public Job Posting

Family Pastor

Lake Tapps Christian Church

Bonney Lake, Washington

Lake Tapps Christian Church in beautiful Bonney Lake, Washington is seeking a Family Pastor. The Family Pastor will have a high level of leadership overseeing our ministries from birth through young adulthood. He/She will ensure there is a unifying and practical strategy for all family ministries for the purpose of serving and equipping families to thrive.

What you'll be doing:

- Creating and beginning the implementation of an overall strategy to reach, support, and equip families to thrive
- Overseeing that the curriculum used at each level of spiritual development and ensure that it connects to the next level
- Ensuring that ministry leaders connect regularly to parents so that they experience a clear partnership in the discipleship of their children
- Developing and implementing a plan for ongoing parent training and encouragement
- Oversee training that leads parents into a biblical study to help them understand their role and responsibilities.
- Preaching regularly (at least every other month)
- Coaching parents and children privately on specific issues in their family
- Working with the senior pastor and other ministry teams to ensure that there are opportunities for all generations to worship, learn and serve together

What you need to have:

- Excellent leadership skills
- A creative and innovative solution to challenges
- Experience leading a children's or family ministry
- Lead their own family well
- Outside-the-box ministry ideas
- Have a passion for families to reach their potential
- Administrative and organizational skills

Bonney Lake is a rapidly growing community of young families and professionals. It sits right on the line between big city and country living. It is a bedroom community for Seattle, Tacoma, and Puyallup, and has all the amenities you want within a 5-20 min drive. The people here are friendly as well. This is a rapidly growing area with a bright future. This place is perfect for anyone who loves the outdoors and wants to raise a family in a conservative area in the Pacific Northwest.

Click here to apply! <https://www.chemistrystaffing.com/lake-tapps-family-pastor>