



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

THIS GENERATION PASTOR
Suncrest Christian Church
St. John, IN

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Population of City

20,000

Population of County

725,000

Community Overview

St. John benefits from a steady flow of new residents (mostly coming from metro Chicago), making our area a vibrant community. Lower taxes, excellent house values (lots of new homes being built), beautiful common spaces, and outstanding public and private schools make living in St. John a desirable pursuit. St. John was recently named the wealthiest town in Indiana. Close proximity to Chicago means the advantages of living near a world-class city are coupled with a great neighborhood lifestyle. In this setting, our neighbors are mostly people far from God. Whether church was ever a part of their past, it is not part of their present. God has called us to be used by Him to change their lives with the good news about Jesus.

Why People Like Living Here

For those who work in Chicago, it is an excellent place to call home. Increasingly, businesses that were located in Illinois have decided to relocate to Northwest Indiana. Over the last few years, St. John and the surrounding areas have established a dynamic where nearly everything you are looking for is now convenient. The Dunes, Lake Michigan, boating, and vistas are all within a short drive. Northwest Indiana has great neighborhoods, great schools, AND great Chicago-style pizza!

Church History

Learning about Suncrest starts best at our app! Just type in "suncrest" wherever you download your apps.

Suncrest started in a backyard and then Lake Central High School in 1994. Over the last 26 years, Suncrest has experienced healthy and steady growth from a handful of people meeting in rented space to a few thousand (on Easter weekend and Christmas Eve) who call our current facilities home. So far, we have started 55 new churches which have, in turn, led to starting 520 new churches. It is our missional goal to be used by God to change 1 million people's lives by our 40th anniversary.

We are relocating to new land located on a main commuter roadway where we anticipate exponential growth. We continue to pursue becoming a church worth reproducing, AND we remain devoted to starting new churches in the United States and internationally.

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Vision, Mission, Values

Our Mission is to be used by God to change lives. If we are not changing lives, we are failing. This is the defining measure for every small group, every team, every new church, and our entire church. Along the way, we value these DNA markers:

- Outward - Lost people matter uniquely to God. Their separation from Jesus drives us. We regularly sacrifice for those who are not part of our church. We plant churches.
- Excellence - Not perfect or slick, but always intentional and well-prepared. Never sloppy. We invite and engage critique for constant improvement.
- Unity - We assume the best about each other. We communicate directly. We respect order and structure. The parts serve the whole. The mission comes first.
- Leadership - Effective ministries are led by effective leaders. Servant-hearted. Christ-centered. Mission-driven. We must constantly reproduce and develop them.
- Journey - Everyone is welcomed as they are. Everyone has a next step. No one has arrived. We are fascinated by authentic stories of God at work in our lives.

Average Weekend Attendance

1,400

Attendance Trend

Growing

Overview of Weekly Worship Gathering

3 identical Weekend Worship Gatherings: Thursday at 6:45 PM, Sunday at 9:00 AM, and Sunday at 10:30 AM.

The teaching style is conversational and focused on prompting life application.

The music is relevant (use of secular songs included). Our DNA markers of outward and excellence come into play in profound ways as we plan every weekend gathering. Overall, the weekend experience is informal and includes coffee and snacks. As we aim at unchurched people, we communicate directly what it looks like to follow Jesus. Throughout, we are intentional and unapologetic about being winsome to a younger demographic.

We have a full band that uses songs that include selections from Hillsong and Elevation. We use lights, sound, haze, videos, etc.

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Tell Us About Your Facility

Original building completed in 2002, addition in 2005, expansion, and a full renovation in 2017. Current facilities include 40,000 square feet. The auditorium seating capacity is a maximum of 830. Current typical weekend set up seats 600 per service.

Overall Budget (this fiscal year)

\$2.1 Million

Overall Long-Term Debt of the Church

\$2.8 Million

Denominational Affiliation and/or other Partnerships

Non-denominational. We do share a common heritage with the tribe of churches called Independent Christian Churches. We value unity and partner with organizations, which include Global Leadership Network (formerly Willow Creek Association), Compassion International, New Thing Network, Orchard Group, and Stadia.

Governance & Polity

Suncrest is Elder guided and protected, staff-led.

Current Paid Staffing Level

Full-time:

- Lead Pastor
- Executive Pastor
- Worship Pastor
- 4C's Pastor
- Missions Pastor
- Kids' Pastor
- High School Pastor
- Communications Pastor
- Executive Assistant
- Administrative Assistant
- Tech/Production Director

Part-time:

- 3 Kids' Associates
- 4C's Director
- Bookkeeper

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Major Ministries of the Church

Our largest ministry teams are :

- Weekend Experience (Guest Experience and Worship Arts/Tech)
- Kids (Birth to 5th Grade)
- Students (Middle School and High School/18-20 years Emerge)
- Compassion Partnerships (Habitat for Humanity/Lake County, Sojourner Truth House, Down Syndrome Association of Chicago & NWI, Park Place Care Center)
- Community Groups
- Divorce Care
- Financial Peace University

Suncrest practices the values of "simple church" so there is an intentional pursuit of excellence and simplicity in the volume of programming.

Outreach Programs Overview

Our Compassion Partnerships change the lives of people facing homelessness, looking for meaningful employment, struggling with loneliness, needing respite time, and overcoming the impact of divorce. Our weekends are front door outreach, too. Seven Kids FX events over the course of the year serve as outstanding outreach to young families. In addition, we host periodic creative events such as the Bears/Packers NFL kick-off. We also have a team that assembles and delivers new resident gift bags.

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

Evangelical - Moderate

Published Theological Statement

- In essentials... unity. In non-essentials... liberty. In all things... love.
- Everything we believe rests on the resurrection of Jesus.
- He is God's son who died on the cross for our redemption. In the resurrection, He demonstrated He is Lord of all.
- God is relational. He is the sovereign Creator and the Lord of all that exists. He is one and yet exists as Father, Son, and Holy Spirit.
- The Holy Spirit lives in believers and provides everything necessary to live within the will of God.
- Human Beings were created in the image of God, but we have all trusted ourselves instead of Him, resulting in sin.
- Sin is our rebellion against God. It generates the brokenness we experience in this world, and the need for redemption in Christ.
- Salvation is an act of God's love and grace, free to anyone who trusts Christ as Lord.

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- The Scriptures accurately document the story of God, describing four movements: Creation itself was perfect. Our rebellion breeds the Brokenness we experience. Yet, God loves us as we are and provides for Redemption in Christ. Ultimately, one day God will bring the Restoration of all things. As followers of Jesus, we embrace the New Covenant Christ established, a calling to love people just as Christ loved us.

What theological hills will you die on?

We are serious about living out this theological statement: In essentials, unity. In non-essentials, liberty. In all things, love. We understand the challenge comes when considering what are “essentials” and what are “non-essentials” so... I’ll elaborate. We must have agreement/unity on historically orthodox Christian theology. Those basics for us include: Jesus is the Son of God. Jesus died, was buried, and rose from the dead.

The Bible is the Word of God. One implication of this is also the challenge of it. We believe anything the Scriptures teach with consistency is not up for debate. Also, we try to describe it in ways that show the distinction between essential and non-essential. A helpful example: It is essential that God is Creator. It is not essential that we all believe the same things about HOW God created the world (6 days literal, evolutionary process, etc.). So there can be a healthy variation of interpretation on a secondary subject like that.

Sometimes deciding a particular non-essentials view is necessary for the church to function. But that doesn’t imply that if someone holds a different position it is invalid. There needs to be the willingness to embrace and advocate for the position of the church. These are examples for us: we place no restrictions on women in leadership roles, we practice communion weekly, we practice baptism by immersion as a response to salvation.

Hot-Button Social/Cultural Issues for Your Church

It would be impossible to describe every situation so we will use your examples to catch the spirit of our church.

With alcohol, the only restrictions at Suncrest are against getting drunk, being addicted, or doing something illegal (underage drinking, DUI, etc.) Otherwise, alcohol is a part of normal life in our region and we embrace it as part of normal life for our staff and leaders. We have two extra guardrails organizationally: The church doesn’t pay for alcohol and it is only allowed for use on the premises with permission.

With same-sex relationships, the issue in the Scriptures isn’t predominant, but it is consistent. So we try to “right-size” this issue not to make it a bigger deal than others, while holding to the idea that the Scriptures teach that a marriage covenant is only between a man and a woman. Beyond that, our approach is similar to heterosexual relationships. We believe all sexual intercourse, Biblically, should be reserved for a marriage covenant.

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Practically, we have people at our church who are gay or lesbian and they are welcomed to worship here, serve here, be in a group here. If someone is engaged in a sexual relationship but not married (heterosexual or homosexual), they cannot be in a leadership role. We actively have these kinds of discipling conversations with both homosexual and heterosexual people. We think any church truly reaching unchurched people will have to handle these situations regularly.

Biggest Church 'wins' in last 18 months?

- 142 baptisms in the last 17 months!
- Started our 50th new church!
- Purchased new land for future church site!

Biggest Opportunity for Your Church in the Next 12 Months

- To turn a weakness into a strength. Our Students Ministry team and programming (apart from Weekend Worship engagement) has been our weakest primary area.
- We are currently taking it from a focus for leadership from one full-time staff to two full-time staff. We believe it is possible to experience an infusion of students from area high schools and middle schools into Suncrest by the end of 2020. We are surrounded by new houses/new resident families with teenagers. What is more, no area church is knocking this out of the park. There is a wonderful opportunity to impact students and parents all around us!

Church's Biggest Challenge for the Future

Among the many challenges of being a church for unchurched people, I think two rise above the rest for us as we look to the future.

First, developing healthy leaders is a never-ending task. We have made GREAT strides in this over the last few years, but we aren't naive. This will be a constant struggle. It's critical because while large gatherings certainly have their role in attracting, convicting, and inspiring people, we truly believe that lasting transformation in people's lives mostly comes because they have a leader they are in relationship with. And since we reach unchurched people, we can't just "recruit" people who come into our church to leadership – we must develop them. This position particularly has "developing leaders" as a primary part of the job.

Second, the cultural headwinds of Christianity are substantial. That is an incredible opportunity – we are built to reach unchurched people and there are more of those people than ever. But it's also a huge challenge – because in our area the tide is turning quickly to where most people have had almost ZERO church experience. So, they aren't coming back to something they left – we are trying to invite them to something they have never experienced. Since these shifts are largely generational, we embrace the challenge that for this position, the Middle School Pastor will be responsible to reach many students who have no context at all for what church is – and potentially a negative under-current about church in general.

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Title of Position You Are Hiring

This Generation Pastor

Category of Hire

Family Pastor

Full-Time Position?

Yes

Overall Description of this Position

This Generation Pastor will serve as the department head providing/modeling leadership and oversight for all paid staff (currently 4) and volunteer coaches and leaders in the serving teams that work with College, High School, Middle School, Elementary, and Preschool ages and their parents. As a church that values outward, this is first and foremost about reaching out to people far from God. Then, it is about people growing in relationship with Jesus.

Reporting Relationship

Directly reporting to the Executive Pastor

Goals and Expectations

The goal of this position is to raise the vision and execution of ministry so that:

- Kids engagement is growing and on a trajectory to double impact
- Students engagement is growing and on a trajectory to double impact
- Parents are growing in their trust of Suncrest as a source for coaching on all things parenting
- Elementary age kids are dragging their parents to church
- New people from the community who have never been part of a church in any substantial way are engaging with us in ways that change their lives

Educational Preferences

Theological prowess is significant. Leadership capacity and interpersonal skills are essential.

Age vs. Experience

Because this person will be leading smart and experienced paid staff, this position would require someone with at least 7 years of marketplace or church leadership experience.

Denominational Affiliation

Within a broadly evangelical framework, accepting.

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How important is geographical location to you?

Open to all

What skills are you looking for specifically?

Leadership capacity

What technical abilities (if any) are required?

Technical abilities are helpful but not essential

Equipper or Doer?

Equipper

Attractional vs. Missional

Attractional

Budget Area Supervision

\$60,000

Personal Characteristics Desired

- Character: honest, respectful, considerate, strong work ethic, genuine
- Chemistry: sense of humor, good team member, smart, winsome

What would immediately disqualify someone?

Lazy, below average intelligence, no leadership experience, poor hygiene

Urgency

We are open to hiring now

Other "Must Have" Skills

Engaging parents and building trust with them

Other "Nice to Have" Skills

Social media prowess

Finally...

Passionate, engaging leader of leaders who progressively builds trust with everyone he or she leads

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Public Job Posting

This Generation Pastor

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Suncrest Christian Church in St. John, IN, is in search of a This Generation Pastor. They are looking for someone to serve as the department head providing/modeling leadership and oversight for all paid staff and volunteer coaches and leaders in the serving teams that work with College, High School, Middle School, Elementary, and Preschool ages and their parents.

What you'll be doing:

- Oversee preschool through college ministries
- Grow the children's and student ministries to impact lives
- Cultivate trust with parents
- Make Suncrest Christian Church a source for coaching and all things parenting
- Create an environment where kids love to attend church so much they beg their parents to go
- Engage people from the community who have never been a part of a church in a substantial way

Skills you need to have:

- At least 7 years of leadership experience
- Great interpersonal skills
- Ability to be an excellent leader of leaders
- Strong work ethic
- Ability to engage and build trust with parents
- Sense of humor

Located in the northwest corner of Indiana, St. John is close to Chicago, where the advantages of living near a world-class city are coupled with a great neighborhood lifestyle. Lower taxes, great house values, beautiful common spaces, and outstanding public and private schools make living in St. John a desirable pursuit. Over the last few years, St. John and the surrounding areas have established a dynamic where nearly everything you are looking for is now convenient. The Dunes, Lake Michigan, boating, and vistas are all within a short drive. Northwest Indiana has great neighborhoods, great schools, AND great Chicago-style pizza!

Does this sound like a church in which you'd like to serve?

Apply here: www.chemistrystaffing.com/suncrest-this-generation