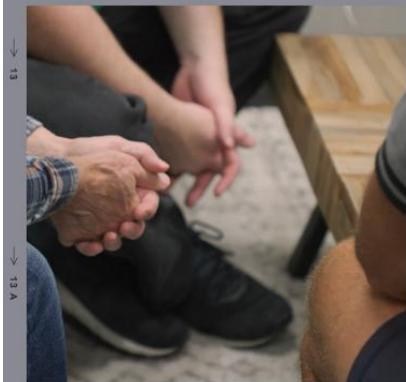




GRACEPOINT KIDS DIRECTOR

Info Packet & Candidate Profile





Dearest brother or sister in Christ,

We are excited to tell you about GracePoint (GP) and to begin a conversation with you about our open position if you feel we are describing you! We have put together this packet to help you get to know our church family. There are three major sections to this packet...

OUR STORY (page 3)

We hope that these highlights will help you know a small bit of our history so that you can begin your assessment of whether GracePoint might be your next place to serve.

OUR COMMUNITY (page 8)

Bismarck, North Dakota is a great place to live, but it's also a *different* place to live for many people. We want you to know as much as you can about our great city and region so you can prayerfully consider making your home here among us.

OUR NEXT GP KIDS DIRECTOR (page 9)

This section contains a job description and related information, including a description of the type of individual we feel would be a great addition to our staff team. You'll also find an outline of our application process. We want you to know what to expect and where you are in the process. We prayerfully expect that God is going to appoint just the right person for this role, in just the right time, for our benefit and theirs.



PART 1 Our Story

FOUNDED IN 1953

GracePoint was established by 22 faithful believers who had attended Mission Evangelical Free Church in Wilton, North Dakota – a small town just 20 miles north of Bismarck. Their migration to Bismarck over time caused all of them to be on the hunt for a new church and rather than join an existing one, they decided to begin a new church themselves.

The new church was called First Evangelical Free Church until 2015, when the name GracePoint was chosen. Since its beginning, the church has embraced the values of the Evangelical Free Church of America and participated in its activities and membership. Find out more about the EFCA at <https://EFCA.org>.

Through the years we've experienced lots of changes but one thing has remained the same: we know and proclaim that Jesus is our King and the rock of our salvation. He is the hope of the world.

TODAY

Today, GracePoint is home to approximately 650 people on any given Sunday (members and regular attenders). People from all walks of life and all religious backgrounds have found GracePoint to be a place where Jesus is championed as King, the Bible is taught faithfully, and the church family is truly caring and eager to serve. With the arrival of our new Lead Pastor in June of 2024, we've seen an increase in attendance, giving, online viewers, and overall enthusiasm. There is a special feeling of anticipation among us these days, and we know God is up to something good!

We are a congregationally governed church family, currently led by a team of 8 Elders. Our staff includes our newly hired Lead Pastor, our Pastor of Adult Ministries, our Young Adult and Worship Pastor, our NextGen Pastor, our Design and Media Coordinator, our upcoming GP Kids Director (you?), and 4 support staff – 3 of which serve in the youth and children's ministries.

To meet the needs of our church family and community we are now seeking God's choice for our GP Kids Director. We have a history of vibrant and healthy Children's Ministries that currently include Sunday mornings (2 services in the school year, one service over the summer), Awana, Vacation Bible School, periodic GP Kids activities, and more. We are prayerfully seeking the right person to lead the way in all these areas.

OUR MISSION

We understand the importance of having a common rallying point, a clear mission that we can all understand and get behind. But we don't want to reinvent the wheel either. Jesus has already given us our marching orders as His church, so we've simply worked hard to articulate it in a fresh, simple way that everyone can remember and become excited about. At GracePoint we focus all of our ministry efforts and community life around the following mission:

Jesus is our message. Discipleship is our method. Spiritual Maturity is our goal.

We draw this purpose directly from the scriptures. It's expressed in a variety of ways and a handful of places: Matthew 28:18-20, Colossians 1:28-29, and Ephesians 4:11-16 among them. If you take a bit of time to watch some of our most recent church services on YouTube, you'll see that we are growing in our ability to articulate this vision in everything we do during our worship gatherings, from start to finish. Youtube:

<https://www.youtube.com/@gracepointnd/streams>

CORE VALUES

Supporting this mission are our Core Values, the biblical priorities and principles that carry a great deal of weight when we apply our mission. They are...

We believe the Bible.

Scripture is our authority and guide for right belief and godly living. We read it regularly. We study and teach it diligently. We apply it with wisdom to every area of daily life.

We depend on prayer.

It is our privilege to speak to God, to ask Him for what we need and to rely on His strength in our times of weakness. We pray in faith, trusting Him to empower all we do.

We follow the lead of the Holy Spirit.

The Spirit draws us to the Father, seals us as His own, and indwells us. We live in the light of His wisdom and receive His empowerment to live righteously and serve others.

We equip people to use their spiritual gifts.

Every believer is gifted by the Holy Spirit to serve others and build up the church family and serve the community. We lead people to discover and use their spiritual gifts.

We love one other and strive for unity.

We are united in Jesus, and we strive to remain unified. We love, encourage, teach, admonish, equip, and bear with one another as we all obey and become like Jesus.

We develop godly leaders.

We follow the Bible's instructions to identify, equip, and appoint qualified leaders who care for, teach, and serve the church under His authority.

We reach out to others.

We intentionally seek ways to meet needs, share the gospel, and support national and local missionaries and ministries so that we can expand God's Kingdom together.

We worship God.

God is worthy of all glory, so we make it our aim to worship Him in our gatherings, through our personal and corporate growth, and in the way we live.

We strengthen families.

The family is the first and best context for spiritual teaching and discipleship. We support and equip parents as the primary disciplers of their own children.

WHAT WE BELIEVE

What we believe is the foundation for everything we do, because it's only out of our convictions about the truth of what God has done for us in Jesus that we can be the people God intends.

Our doctrinal beliefs can be found at <https://GracePoint.life/about> - and you can read the EFCA's "Affirmations & Denials" document that expresses our position on many cultural issues at <https://www.efca.org/where-we-stand-in-the-efca-denials-and-affirmations>.

It will also prove helpful for you to know that GracePoint believes that the biblical perspective on male & female roles in the family and in the church is best expressed through what has become known as the "Complementarian" perspective. Biblically, we see

that view supported in Genesis 1:27, 2:18-25, Ephesians 5:21-23, Colossians 3:18-19, Titus 2:3-5, 1 Peter 3, 1-7, and 1 Timothy 2:12-14. If you'd like to listen to a series of sermons given on the subject at a recent EFCA conference, you can do so by visiting this URL: <https://helps.efca.org/bundles/2012-theology-conference-understanding-the-complementarian-position> .

OUR AFFILIATIONS

GracePoint Church is happily affiliated with the Evangelical Free Church of America, which we partner with in global missions and local and regional ministry efforts. The EFCA is a very supportive and doctrinally sound denomination that majors on the majors and minors on the minors.

The best way for you to get to know about the EFCA is to watch this short video: <https://helps.efca.org/resources/this-is-the-efca-video>.

If you'd like a historical view of how the EFCA came to be, you'll enjoy this longer video: <https://helps.efca.org/resources/this-is-our-story-video>.

OUR SEARCH TEAM

PAUL EYERS, NEXTGEN PASTOR

Paul was born in Seattle and grew up in Wisconsin. He's been married since 2012 to his wife, Josie and they have 2 kids – a daughter and a son. Paul is a fun-loving but administratively minded guy who knows how to love and lead kids, as well as get things done. He has served in ministry roles since 2014. He loves Hu-Hot (the restaurant) and enjoys card games and volleyball.



CAREY GREEN, LEAD PASTOR

Carey grew up in the Texas Panhandle, has been happily married to his wife, Mindi since 1989 and has 5 adult kids, 7 grandkids, and loves family life. He's been in his current role as Lead Pastor since June of 2024. Carey loves the word of God and how it applies to every area of life. He loves podcasting, listening to podcasts, reading, and fiddling around in his garage. Random factoid: Carey was also once struck by lightning – which his brother insists explains a lot of things about him.



TORI RENNER

Tori was born and raised in the Mandan/Bismarck area and serves the GP family as our Preschool Administrator. Tori and her husband have raised four boys in the Bismarck area. She enjoys exploring the outdoor spaces in North Dakota – walking, hiking, and accompanying her boys on all their activities. Tori values that all her family and friends are still living in the area and she can't see herself living anywhere that isn't near them.



JOCELYN STROM

Jocelyn was born in North Dakota and spent her growing up years here. She was married in 2011 and has three children, two sons and one daughter. Jocelyn is a stay-at-home, homeschooling mom (and loves it). To her, North Dakota is home. Though she's lived many different places, she is happy to be back in the state and raising her family here. Jocelyn trains horses, sings on the GracePoint worship team, and likes cooking Korean food (she's half Korean).



JASON WENTZ

Jason was born in Jamestown, North Dakota and grew up in North Dakota. He married in 1997 and has three children – 2 daughters and one son. He's worked 32 years in the retail industry, mostly as a manager. Jason loves the outdoors – hunting, hiking, fishing and loves that North Dakota is still a great place to raise a family compared to many places in the United States.



FROM OUR LEAD PASTOR

I'm thankful for every person who takes the time to read through this document. It represents our best efforts at communicating who we are, what we believe God is doing among us, and who we feel He is directing us to look for to lead our GP Kids Ministry.

I'm new to GracePoint myself and have nothing but great things to say about my new church family. My wife and I have been welcomed and loved enthusiastically and believe the same will be true for you, should you be our next GP Kids Director.

My approach to leadership is collaborative in nature. Even though I've been appointed by the Elders to lead, oversee, and hold the staff accountable, I do so through equipping, trust, and keeping staff relationships honest and therefore, healthy. I believe that the

sooner and more openly we deal with issues, the less likely they are to become problems that require a firmer hand.

I'm also big on integrity and living in such a way as to bring honor to the name of Jesus, our King and Savior. I seek to keep the staff focused on that essential aspect of our service as leaders within the church and am not shy to call out things that I believe are compromising to the gospel or our ministry within the community.

Having said all of that, I'm excited to find the right person for our GP Kids Director role. I believe that God not only has appointed a specific person to serve the families of GracePoint, but He's also guided that person's life-story in such a way that they are going to be a great fit in the GracePoint family, someone we can support, love, and encourage in the Lord regularly.

I want you to know that once you move into *phase two* or beyond in our application process, I am available for any questions you may have – about GracePoint, our history, our beliefs, our practices, our dirty laundry – anything. You need to have all your questions answered to know if GracePoint is a good fit for you, so feel entirely free to ask them.

Thank you for your service to the church and for your interest in this opportunity at GracePoint. I'm praying for you as you seek the LORD's direction and clarity.

Carey Green

Lead Pastor

carey@gracepointnd.org



PART 2 Our Community

STATE CAPITAL & LARGEST CITY IN WESTERN ND

As the State Capitol, Bismarck draws many people to the area and it is the second largest city in the state (behind Fargo). The combined area of Bismarck-Mandan-Lincoln contains approximately 165,000 residents. The city sits on the Missouri river, which is flanked by cottonwood and other deciduous trees, and it is an amazing experience to walk or bike along the well-developed river path during the fall time.

And we're not going to lie... winter is cold, windy, sometimes snowy, and often feels very long. But we've come to realize that the winter is part of what keeps Bismarck the size and type of community it is, which we appreciate greatly. If you like winter sports, you'll find cross country skiing, snowmobiling, and more to keep you busy. In the non-winter seasons bird and deer hunting, fishing, and boating are common outdoor activities. The city also organizes many rec league sports for kids and adults including pickleball and volleyball.

The economy of Bismarck is vibrant and attracts many residents who are looking for the conveniences of city life without the hassles and drawbacks of a large metropolitan area. The job market here is thriving and we see new people moving in often. We feel that we have the best of both worlds in Bismarck, urban and rural. The cost of living in Bismarck is reasonable compared to many other states, with the median home value being just over \$351,000.

The city is home to Bismarck State College, University of Mary, and United Tribes Technical College, as well as The Northern Plains Heritage Area, and the North Dakota Heritage Center and State Museum. We also host minor league baseball and hockey teams.

Besides all of this, Bismarck is a city in need of Jesus. We want to be faithful to extol the name of Christ, live to demonstrate the difference He makes in our lives, and extend His offer of salvation by grace through faith to our neighbors, co-workers, family, and friends.



PART 3

Our Next GP Kids Director

MINIMUM REQUIREMENTS

- A vibrant, mature, and growing relationship with Jesus.
 - A clear sense of calling to Children’s Ministry.
 - A teachable spirit, eager to become equipped for effective ministry.
 - Higher Education or training in Children’s Ministry or related field.
- OR
- 2 years of experience in a hands-on Children’s Ministry environment.

WHAT YOU BELIEVE

- You unreservedly agree with the GracePoint doctrinal statement found at <https://gracepoint.life/about> (Scroll down to the “What We Believe” section).
- You unreservedly agree with GracePoint’s stance on Homosexuality and Same-Sex Marriage: <https://helps.efca.org/resources/resource-on-homosexuality-and-same-sex-marriage>

RESPONSIBILITIES

The GP Kids Director role is a full-time position (40 hours per week). The Director is responsible to strategize, plan, organize, coordinate, and be responsible for implementing all GP Kids ministry programs in alignment with the overall GracePoint mission.

Accountability:

The GP Kids Director is accountable to the NextGen Pastor, who reports to the Lead Pastor. This position sets the course for and oversees the entire GP Kids team which includes the Preschool and Coordinator, the Preschool Administrator, and the NextGen/GP Kids Administrative Assistant.

Personal Qualifications:

- Effective listener and consistent, clear communicator.
- Self-starter who invites and encourages collaboration.
- Leadership qualities that encourage mission success through teambuilding among staff and volunteers.

- Eager to lead kids to a saving knowledge of Jesus and to teach them how to maintain a growing relationship with Jesus that leads to Christian maturity.
- Personally and professionally organized, able to create and/or maintain systems and procedures that provide clarity, consistency, and effectiveness in ministry.
- Collaboratively works with staff and volunteers to foster success.

Core Responsibilities:

Prayer:

- Pray regularly for all staff, volunteers, and families involved in GP-Kids ministries.

Lead GP Kids Ministry:

- Responsible for planning and supervising all events for GP Kids Ministry. Current programs and events this includes are Sunday Mornings, Wednesday nights (Awana), and special events. (Example: VBS, Family Movie Night, etc.)
- Facilitate opportunities for spiritual growth in GracePoint's children.
- Maintain GP Kids' programmatic alignment with GracePoint's mission and values.

Schedule and Recruit Volunteers:

- Recruit, assign, and organize all GP Kids Elementary volunteer involvement on Wednesdays, Sundays, and for special events.
- Work with and recruit volunteers to ensure all needed positions are staffed.
- Design, implement, and maintain a volunteer recruitment strategy.
- Design and implement discipleship and training tools that equip GP Kids volunteers and staff to impact kids for Christ.

Communication:

- Communicate clearly and regularly with volunteers and parents.
- Regularly inform the church family about what is happening in GP Kids ministries.
- Clearly communicate GP Kids needs to the church staff as needed.

Steward Resources:

- Oversee the effective and wise use of the GP Kids Ministry budget.

Regular Responsibilities:

- Develop a strategic plan for sharing the gospel regularly to, discipling, and encouraging the spiritual growth of GracePoint's children.
- Work with appropriate GracePoint staff to develop a child-focused social media and content strategy that communicates the gospel, teaches biblical truth, and highlights God's work among the children of the GracePoint family.

- Oversee and improve upon GracePoint’s child safety procedures and policies for the GP-Kids ministry.
- Participate in the formulation and oversight of the annual budget for GP Kids ministry.

COMPENSATION AND BENEFITS

Ministry Expense Accounts Provided

- Children’s Ministry Budget: \$17,450 annually.
- Personal Book/Resource allowance: \$650 annually.
- Personal Meals/Ministry Contact Allowance: \$700 annually.
- Personal Conferences/Development Allowance: \$1,500 annually.

Compensation & Benefits

- \$65,000 annually.
- Health care stipend: \$9,600 annually.
- Phone allowance: \$1,440 annually.
- 401K Employer match at 5%.
- Dental, Disability & Dismemberment Insurances.
- Paid annual leave.
- Supplemental Sick Leave (SSL) plan.
- Flexible schedule.
- Office space and computer.
- Relocation/moving expenses paid.



Application Process

How are you feeling? Do you think our GP Kids Director role may be a good fit for you?

Typical to any interviewing process, each of the steps below will have its own “move forward / don’t move forward” evaluation, made by our search team. A “move forward” decision at any step will automatically move your application to the next step. A “don’t move forward” decision will remove your application from consideration. We commit to clear communication with you at each step, in a timely manner.

And, at the appropriate time in our process, information will be requested to perform a background check and speak to references.

Here’s how to get started with your application...

Step one:

We want to get to know you, your heart, and your life with Jesus. Please provide short answers (no more than a paragraph or two) to each of the following:

1. Describe how you came to faith in Jesus and how you have discovered your spiritual gifts, talents, and calling to minister to children.
2. Explain the gospel message as you would to an 8-year-old.
3. What aspects of serving your church and community do you find the most fulfilling and why? What do you find the most draining and challenging?
4. When it comes to selecting a Sunday School curriculum for K-5, what curriculum elements are on your “must-have” list?
5. Describe your leadership style. Tell us about times when you’ve had vision for a project or plan and saw it come to life.
6. Where would you say you stand theologically compared to our statement of faith?
7. Tell us about a failure in your ministry experience and what you learned from it.
8. Describe your approach to teaching children, specifically include how you transmit the eternal truths of scripture to them in relevant ways.
9. Describe your approach to identifying, recruiting, and training volunteers.

10. How do you balance your personal life and family commitments with your work or ministry responsibilities?

Step two:

Please send the following materials to apply@gracepointnd.org. You will receive a confirmation that we received your materials and if any more steps are needed. Please include:

- Cover letter (Word or PDF)
- Resume that includes at least three references we can contact (Word or PDF)
- Educational Transcripts
- Your responses to the questionnaire in step one (Word or PDF)
- A video recording (or link) of you teaching and interacting with children

Please use the following format to label all attachments (PDFs if possible).

- SueSmith_CoverLetter
- SueSmith_Resume
- SueSmith_Transcripts
- SueSmith_Questionnaire
- SueSmith_Video

Please do not send an incomplete application. We will contact you within 2 weeks of receiving your materials to let you know of any next steps we'd like to take.

Step three:

We will contact you to schedule a 15-minute, video "screening call" with two members of our team. We'd like the opportunity to connect your face and personality to the resume and materials we have in-hand.

Step four:

We will contact you to schedule a 90-minute video conversation with our entire team. We'll have a handful of questions to ask you and you can feel free to ask us questions about anything you would like to know. Please, feel free to ask us anything.

Step five:

We will contact you to schedule a second 90-minute video conversation with our entire team and would like your spouse (if you have one) to join you on the call. Our goal is not to

interview your spouse, but to get to know you through them and the lens of your relationship. Either of you should feel free to ask any questions you have.

Step six:

We will schedule a 30-minute video call with two members of our team to ask you questions of a more sensitive nature (sexual history, addiction history, marital history, financial topics, etc.).

Step seven:

We will invite you to come visit GracePoint over a weekend, at our expense. You'll meet with our search team, staff, and some of the parents and volunteers who are part of the GP Kids ministry. You'll get to peek into our existing GP Kids ministry in action, interact with students and families, and attend Sunday worship with the GP family. You will also have a chance to get to know Bismarck and the surrounding area.

Step eight:

We will offer you the position if our team still feels as positively as we have to this point.



THANK YOU!

We know that God is guiding our process and that He will lead you according to His plans for you and for us. Be encouraged, our good King will bring us together if it's what He has in mind. If not, He will lead you in an even better path, according to His good and perfect will.

LEARN MORE ABOUT GRACEPOINT

Website: <https://GracePoint.life>

YouTube: <https://www.youtube.com/@gracepointnd>

Facebook: <https://www.facebook.com/GracePointLife>