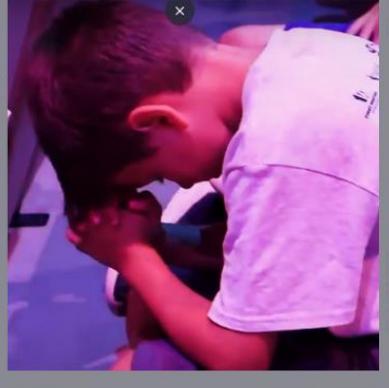
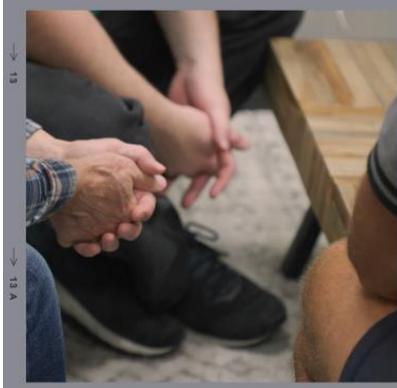




GRACEPOINT KIDS DIRECTOR

Info Packet & Candidate Profile



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Dearest brother or sister in Christ,

We are excited to tell you about GracePoint (GP) and have put together this brief packet to help you get to know about us in ways that go far beyond our website and ministry job posting.

There are three major sections to this packet...

OUR STORY (page 3)

Here is where you'll find out a bit about how we have come to the place we are. Of course, there is much more than we can tell here, but hopefully these highlights will help you assess if 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 if this might be the place God is directing you to call "home."

OUR NEXT GP KIDS DIRECTOR (page 9)

This section contains a job description and related information, including the personal characteristics and temperament description that we feel would make 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, for our benefit and theirs.



PART 1 Our Story

FOUNDED IN 1953

GracePoint was a church plant, established by 22 faithful believers who came from Mission Evangelical Free Church in Wilton, North Dakota – a small town just 20 miles north of Bismarck. The new church was called First Evangelical Free Church until 2015, when the name GracePoint was chosen as our new name. No matter how it has been known in the community, the church has always embraced the values of the Evangelical Free Church of America. Find out more about the EFCA at <https://EFCA.org>.

Through the years, many transitions and changes in staff and leadership, and the trials and difficulties of the worldwide lockdown spawned by the confusion over COVID-19, 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 550 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.

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 includes Sunday mornings (2 services), Awana, Vacation Bible School, periodic GP Kids service projects, and more. We are prayerfully seeking the right person to lead the way in all these areas.

WHERE WE ARE HEADED

In the past, God has proved His faithfulness and power and provision over and over, and we want to continue faithfully stepping into the future He has in mind for us. Our Elders and Pastors are currently working toward a refreshed mission statement for our church family, around which we will center every ministry effort and department (including GP Kids). We are still working on the details but will probably wind up articulating it something like this...

Jesus is the message. Maturing disciples is the method. God's glory is the goal.

CORE VALUES

Core Values are another area that's in "discovery and refinement mode" presently and will take more shape as the mission comes into clearer view. But we can confidently say that some form of the following will always be high priorities for us...

Expository Preaching

Unity and Community

Biblical Theology

Every Member is a Minister

Jesus as the Only Way to Salvation

Spiritually Healthy Families

Intentional Spiritual Growth

Biblical Leadership

A Culture of Prayer

Global Missions Impact

It's our prayer that whoever joins our team as our next GP Kids Director will wholeheartedly embrace these values and help us further define them as we move forward together.

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. You can learn more about this perspective in passages like 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 organize to 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 (yep, he's brand new). 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 in 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 was 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 also 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. I began my role as Lead Pastor June 1, 2024, 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 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 as a church 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.

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 175,000 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, snowy, windy, 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.

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 truly 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.

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

WHO WE ARE LOOKING FOR

You may be our next GP Kids Director if...

- You love Jesus, your own family, the church, and kids, in that order.
- You diligently keep your relationship with Jesus the highest priority of your life.
- You see prayer as the true spiritual power behind every ministry effort.
- You are personally and professionally organized, able to create and/or maintain systems and procedures that provide consistency and effectiveness in ministry.
- You are an effective listener and consistent and clear communicator.
- You are a self-starter who loves drawing others into your process and plans.
- You are good at building teams of people and leading them toward success.
- You skillfully work with staff and volunteers through collaboration and encouragement.
- You are eager to lead kids to a saving knowledge of Jesus and then on to Christian maturity.
- You see your ministry efforts complementing the discipleship that parents are doing with their own kids.
- You resource and equip parents to be better disciplers of their own kids.
- You want kids to not only know the Bible, but to understand it and how it applies to their lives.

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.

PREFERRED BUT NOT REQUIRED

- Higher Education or training in Children's Ministry or related field.
- 2 years of experience in Children's Ministry.

WHAT THEY 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>

WHAT THEY WILL DO

Summary of the role:

The GP Kids Director will plan, coordinate, supervise, and be responsible for the implementation of all church programs for the GP Kids ministry from birth through 5th grade.

Supervisory Responsibilities:

Oversees the Preschool Coordinator and Preschool Administrator (part time staff) to ensure their programs and curriculum are consistent with the church’s doctrinal commitments, and that their responsibilities are being carried out effectively. Supervises and provides training for all GP Kids volunteers.

Accountability:

The GP Kids Director is accountable to the NextGen Pastor, who reports to the Lead Pastor.

Regular Responsibilities:

- Lead GracePoint’s efforts to contribute to the spiritual growth of GracePoint’s families through ministry to and for their children, birth to 5th grade.
- Develop and execute a strategic plan for doing this, consistent and integrated with GracePoint’s overall mission and values.
- Lead and oversee efforts to express pastoral care for kids (and their families) as needed, meeting with parents regularly.
- Pray regularly for all staff, volunteers, and families involved in GP Kids.
- Oversee, recruit and schedule appropriate GP Kids staff and volunteers for the GP Kids programs on Sunday mornings.
- Disciple and train volunteers and GP Kids staff, equipping them for greater impact and fruitfulness.
- Creates and/or maintains systems for regular communication with staff, volunteers, and parents about all GP Kids events, needs, and activities.
- Plan and organize events for the GP Kids ministry that facilitate the communication of the gospel and opportunities for Christian growth. One such event has been our annual summer Vacation Bible School (for example).

- Collaboratively support and supervise our volunteers who plan and run our mid-week children's programs (currently AWANA), integrating it into the mission and plans of the overall GP Kids ministry.
- Collaborate with the NextGen Pastor to create outreach events or service initiatives that meet the needs of non-churched families in our community.
- Oversee and 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 in the GracePoint family.
- Oversee and improve upon GracePoint's child safety procedures and policies for the GP Kids ministry.
- Identify and create ways to support children and parents affected by special needs, to the best of your ability.
- Oversee the annual budget for GP Kids (\$16,700/year) and the expenditure of those funds. Participate in the formulation of the annual budget for the GP Kids ministry.

COMPENSATION AND BENEFITS

Ministry Expense Accounts Provided

- Overall Children's Ministry Budget: \$18,450 annually.
- Personal Book/Resource allowance: \$650 annually.
- Personal Meals/Ministry Contact Allowance: \$700 annually.
- Personal Conferences/Development Allowance: \$1,500 annually.

Job Status

40 hours/week desired.

Compensation & Benefits

- Salary: \$23.08/hour, 40 hours/week: \$48,000
- Health care stipend: \$9,600 annually.
- Phone allowance: \$1,440 annually.
- 401K Employer match at 5%.
- Paid annual leave.
- Flexible schedule.
- Office space and computer.
- Relocation/moving expenses paid.



Application Process

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...

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 fit 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 will be required. 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

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 need to know.

Step five:

We will contact you to schedule a second 90-minute video conversation with our entire team and want 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 the 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 GP Kids ministry, interact with students and families, and see how things are going at this point 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>