



**Spring Creek Church**  
Pewaukee, Wisconsin

**Children's Ministry Pastor  
Opportunity Profile**

February 2019

Spring Creek Church ([springcreekonline.com](http://springcreekonline.com)) is excited to welcome an energized, administratively-gifted, creative and high-capacity leader as their next Children's Ministry Pastor. This is an exceptional opportunity for an experienced pastor with a passion for children to join this healthy and thriving ministry.



**Overview**

Spring Creek Church in Pewaukee, Wisconsin, is an independent, non-denominational congregation averaging around 1,800 people on Sunday mornings. Offering two Sunday worship services in its 1,850-seat worship center at 9:30 and 11 a.m., Spring Creek is a relationally warm and welcoming church that focuses on Biblical teaching and effective disciple-making for each age and stage in life. Children's Ministry is a large, thriving ministry of 360 children (birth through 5<sup>th</sup> grade) and is held during both Sunday morning services. Awana is offered on Wednesday evenings at 6:30 p.m.

In March 2018, Spring Creek Church completed an expansion of an entire new wing for Children's Ministry to better facilitate ministry to families with young children. A delightfully colorful and whimsical woodland creature's motif greets all who visit or attend Children's Ministry, also known as Kids Creek. Spring Creek put a lot of thought and process into the layout and functionality of the space, as well as security features. The result is a pristine, welcoming and exceptional facility that is also extremely safe and secure for kids, volunteers and staff. One can't help but smile when walking through Kids Creek. This large addition, through faithful stewardship and financial discipline, will be paid off in full within the next year.

Senior Pastor Chip Bernhard has led this congregation well for the past 30 plus years. He is committed to Biblical integrity, unity, cooperation and genuine love for the church and passion for the Kingdom. Hospitality, service and effective two-way communication are hallmarks of this healthy church and are foundational to the staff culture. Good management and effective conflict resolution principles have kept the staff team thriving with long-term staff members who recognize the benefit and privilege of serving in this kind of healthy environment.

The Spring Creek staff team is comprised of self-motivated, hard-working, high capacity, theologically intelligent pastors. Drama doesn't linger here and neither does laziness. The next Children's Ministry Pastor will enter into an environment where responsibilities and expectations are made clear so the spirit of camaraderie, generosity, loving support and empowerment can thrive.

Located in the beautiful suburban community of Pewaukee, Wisconsin, Spring Creek Church is 25 minutes west of Milwaukee and two hours north of Chicago. It has a lovely suburban culture and feel. While enjoying the conveniences, activities and sports options of a large metro area, Pewaukee is a short drive from the quaint and charming vacation towns and lakes of Wisconsin's Northwoods. With a reasonable cost of living, quality schools and strong local economy, it's no wonder why people view this area as an attractive place to live, work and play.

### **The Opportunity**

After more than 10 years as the Children's Pastor, Mike Wilkerson—who has grown the ministry into the vibrant experience today known as Kids Creek—is moving with his family to another state. His departure creates an opportunity for someone to enter into a flourishing ministry and further develop, strengthen and solidify all of the good that is happening.

The right candidate will be able to assess the current ministry and will not only be able to ask the right questions about the future, but also able to execute the steps to make any needed changes to elevate the ministry further. Some of the questions/issues facing the ministry are: "How do we create an effective and attractive preteen ministry for 4<sup>th</sup> and 5<sup>th</sup> graders?" "What technologies/apps are best to communicate most effectively with children and families?" "What are the best practices to attract new families and engage them and their children to continue to grow the ministry?" "What are the next best steps to care for children who have special needs?"

The Children's Ministry Pastor will oversee more than 300 volunteers and manage one three-quarter time administrative assistant. There are more than 250 full-time and rotational volunteers on Sunday mornings. The Wednesday night Awana program averages 300 kids and is supported by 50 consistent and dedicated volunteers. As every Children's Ministry Pastor knows, volunteer turnover is part of life, so recruiting is always ongoing. Fortunately, Spring Creek Church has a strong volunteer mentality, but there is also high competition for volunteers due to Life Groups (mid-sized classes) meeting on Sunday mornings. The incoming Pastor will be relationally gifted and someone who motivates people to step up and serve. Casting vision, communicating, and following through are key components of raising up new volunteer leaders and valuable tools for cultivating camaraderie amongst the Children's Ministry volunteer team.

Volunteers will welcome a leader who pours into them by continuing to provide resources, training and encouragement so they can deliver a consistent, excellent experience week in and week out. They have enjoyed a leader who has had vision and communicated it effectively. They want to be trained and prepared to lead their classrooms well consistently. It will be imperative that with new leadership comes inspirational vision, direction, energy, and fun! Volunteers at Spring Creek appreciate being appreciated.

There is always a buzz of activity and excitement on Sunday mornings all built on the foundation of God's word. The Children's Pastor teaches every Sunday morning during the 9:30 a.m. service to Kindergartners through 5<sup>th</sup> graders during large group time. Classes take turns racing down the three curling slides from the second story kid's classrooms to see who can get to the large group space the fastest! Spring Creek Church uses the First Look curriculum for ages four and younger, and kindergarten through 5<sup>th</sup> grade uses Club 252 (Orange Curriculum). A volunteer resource team prepares all of the materials for the classroom volunteers. Classroom teachers greatly appreciate the flexibility and differing tools within this curriculum. Attendance remains strong—and has in fact grown—yet, it has become clear over the course of the last few years that some 4<sup>th</sup> and 5<sup>th</sup> graders can get bored with the material. There is an opportunity for the incoming pastor to provide a few tweaks for a fresh approach to do Children's Ministry differently for 4<sup>th</sup> and 5<sup>th</sup> graders at Spring Creek Church.

Spring Creek families have loved family-focused special events organized by the Children's Ministry Pastor. They are looking for these intentionally planned, kid-focused events and activities to continue as they effectively foster connections and relational outreach that produce community capital. Families from all over the area will participate, as many of these events have become well known throughout the greater community.

With a ministry as large as Spring Creek's, there are a handful of children with special needs who participate in Children's Ministry, which will need individual plans for each child. The incoming pastor will be mindful of this dynamic as they address the unique care needs of children within the ministry.

Spring Creek Church has an outstanding team of pastors and directors who work very closely together. This position will be a part of the pastoral team that reports directly to the senior pastor and executive pastor.

## **The Candidate**

The right candidate for Spring Creek is a high capacity leader who loves working with children and wants them to know Jesus. Relationally minded, self-motivated and administratively gifted, this individual will dive in to get to know the children, families, and volunteers and how the ministry runs at the church. The pace is fast at Spring Creek, so someone who is strategic, adaptable, and calm when things change will be needed to be successful. Expectations are high, so a strong work ethic and personal ownership are required. This kind of posture—along with a fun-loving attitude—will garner a lot of trust. Getting the job done is a high value, but so is maintaining a healthy work-life balance and good sense of humor.

With a deep love for God, the Word, and a warm, upbeat and positive personality, this individual will enjoy being the kids' "pastor." Friendly, approachable and engaging, the ideal candidate will make a positive impression on children and adults. Spring Creek will welcome someone who is a gifted and articulate teacher able to relate the Bible to kids in an impactful, yet age appropriate manner.

Recruiting is a key part of any large ministry, and the ideal candidate will need to work well with this large volunteer team. This ministry needs a leader who can identify potential in people and create systems to

develop, equip and send them into areas of the ministry that align with their strengths. It's also important that along the way, people are having fun, trained well and appreciated often for the time they are giving.

Communication is essential to effective ministry, so this next leader will be an engaging communicator who is able to clearly provide rationale if/when changes are made and communicate effectively with various constituencies, whether they be parents, volunteers, community members or staff. This leader will appreciate and invite input and feedback.

For the right person, this will be a joy-filled and life-giving ministry opportunity!

### **Preferred Candidate Qualifications**

- Master's degree, either completed or in progress, required
- At least five years of experience in a multi-service church of at least 500
- Demonstrate a vibrant and growing relationship with Jesus Christ
- Endorse and support Spring Creek Church's statement of faith, vision and values (including baptistic and complementarian doctrine <https://www.springcreekonline.com/page/3863/20826/Values-and-Beliefs>)
- Administratively gifted
- Tech savvy
- Good speaker/teacher
- Strong communication skills, verbal and written.
- Self-starter with an ability to effectively multi-task

### **Inquiry Process**

If after reading this description you have some interest in the Children's Ministry Pastor at Spring Creek Church, and you feel you meet the qualifications for the role, you are invited to submit the following information for consideration:

1. Your resume or CV (**in Word doc format only**)
2. Results of any personality or strengths assessments you have taken in the past three years (StrengthsFinder, DiSC, Myers-Briggs, etc.)
3. Five references, including: One supervisor or overseer (could be a board member), two or three staff associates, with at least one from someone you have supervised, and one or two personal.  
*NOTE: These references will be contacted later in the process and only with your prior approval.*
4. Written responses to the questions listed below. We believe that one can learn only so much from a resume. Your responses will help us to gain a more complete picture of you and your leadership:
  1. Describe your faith in Jesus Christ. Tell us how you came to personal faith and something about your journey into ministry. How do you spiritually stay refreshed in the midst of ministry demands?
  2. What is it about the opportunity at Spring Creek Church that attracts you to this position?
  3. What are two or three of your core strengths? Please share two or three examples of situations where you utilized your core strengths to move forward the church or ministry you were leading.

4. Describe your philosophy of ministry in regard to Children's Ministry. What values and experiences guide and shape your approach and style?
5. What are the key factors that you believe should be present in your next church and ministry in order for you to be most effective?

Please submit your information to:

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