

# LifePointe Christian Church - FAQs

## How would you best describe the condition of the current Student ministry?

We have a group of Junior High through High Schools students (about 60-80 students). We have a college-age group of 15-25. We have about 20 adult leaders. The Student Ministries Worship team consists of students and a few adults. Each age group has adult small group leaders. Interns work within the ministry during the summer months.

## What is your church's philosophy regarding reaching people who are de-churched, unchurched, or anti-church?

As we look to the Bible, we find that God desires to have a personal and loving relationship with each of us. We also find that God wants us to extend love to those around us, so that is what we try to do. We are not perfect. We don't have it all figured out. Instead, we are on a journey to grow in our ability to love God and to love others. Everyone is welcome to join us on our journey. Also, because we want to reach the de-churched, unchurched and anti-church, we are mindful in our approach/philosophy when it comes to "words we use" and how we approach, plan and prepare services. We want to do everything possible throughout our services to help a person who is on a journey to God actually get to the place of receiving Jesus as Lord and Savior. As a result, we consider anything and everything that we think might cause distractions or cause confusion in their journey and try to minimize or eliminate those potential distractions.

## Does your church's website state the mission, vision, values of your church?

Yes, this information is clearly stated on our website under "WHO WE ARE," on our website at: [lifepointe.org/who-we-are](http://lifepointe.org/who-we-are)

## What is your annual church budget?

Our annual budget for 2022 is approximately \$1.66 million.

## How many full-time pastors do you currently have?

Four full-time Pastors: Senior Pastor, Adult Ministries Pastor, Worship Pastor and Student Ministries Pastor. We have one Children's Director and one Media Director. We also have five part-time admin support staff.

## Are there particular assessment tools that you prefer when exploring potential staff people?

Character profiles and Personality type such as Strengths Finder, DiSC profile, Myers-Briggs, Enneagram, Love Language, Spiritual Gifts, Culture Index, etc. (Culture Index and DiSC are primary)

## How long has senior leadership been serving in your church?

Senior Pastor: founder of church (20 years)

Elders: It ranges. A couple have served for 8- 9 years, one has been serving about 7 years and another has been serving about 4 years.

Key ministry leaders: Children's Director (1 year), Adult Ministries Pastor (10 years), Worship Pastor (6 years). Many Non-paid Ministry Leaders have been serving between 5 and 10 years.

### **How would you describe your church's governance?**

We have a board of elders, in which the Senior Pastor serves as one of elders. We are "Staff led but Elder protected." Elders do not micromanage or get into the "weeds" of ministry. They empower through policies and through the Senior Pastor, who is empowered to lead the staff.

The staff reports to the Senior Pastor, not the elders. Staff members do not attend Elders meetings nor do they provide Elders with monthly reports. The Senior Pastor and staff are responsible for the day-to-day operations of the church while the Eldership provides coverage/protection/prayer for the church. We consider it to be a very healthy environment with no politics or games happening behind the scenes.

We do not have "deacons" (we have "Ministry Leaders"). There are no committees or board meetings!

### **Are you affiliated with a particular denomination or association of churches? If so, what websites could one investigate to gain further understanding?**

We are part of the independent, non-denominational Christian Church (Restoration Movement). We were originally planted by Stadia ([stadiachurchplanting.org](http://stadiachurchplanting.org)). We have a strong relationship with Stadia, CDF (Church Development Fund) and William Jessup University (local Christian University that is part of the Restoration Movement).

### **What are the key doctrinal and theological issues where alignment is essential?**

In theology we are biblically conservative but in methodology, our approach is culturally relevant.... See our Statement of Faith on our "Who We Are" webpage for more detailed information.

### **What is your average adult weekend attendance?**

We average about 400 adults total, between three Sunday services. Total Sunday attendance currently runs between 500 and 700. *(Attendance was 30% to 40% higher pre-Covid and we are steadily growing in attendance again)*

### **In general, what is your church demographic?**

In general, the average age is 30s-40s, married with kids, though there is a good mix of people in all age ranges. While there tend to be more people of Caucasian origin, we do somewhat reflect our community, which has a diverse mix of ethnic groups. We also see the need for, and are making intentional efforts to pour into and build a younger demographic (i.e. 20s and early 30s) in our church.

**What percentage of people in your church have been a Christian for 5 years or less?**

Somewhere around 10% to 20%

**What percentage of people are involved in a small group?**

Currently, we average about 40% of our adults that are involved in a small group.

**What three ministries of your church will receive the most resources next year?**

Children, Worship and Student Ministries (*NOTE: Missions Ministry receives 10% of annual budget*)

**Are there any key values in your church in regards to Student Ministries? If so, describe them.**

A key value in our ministries is excellence. We think this is translated into key characteristics such as leadership, integrity, a spirit of collaboration, vision casting, a servant's heart, commitment to God and prayer, first and foremost, and a commitment to others in guiding them to a Christ-centered life.

**What is your church known for in the community?**

We strive to be a church that exudes a heart of “*everyone counts and everyone matters.*” We have a reputation for being a friendly, warm, welcoming, caring, genuine and inviting church. We value a spirit of collaboration and connection with other churches in the community. We are also known for our generosity to our community.

**What is the Senior Pastor's leadership style?**

The Senior Pastor is highly collaborative and fair and values feedback from those around him. He is a careful but commanding decision maker. He casts vision and communicates his expectations clearly in a spirit of grace. The Senior Pastor is not a micromanager; he expects staff and leaders to take ownership of their respective ministries and responsibilities and allows them freedom to thrive. At the same time he has the willingness and ability to equip and resource staff members to help them be successful in their ministries. His DiSC personality profile is: High D, mid C.

**What are some descriptions of the “staff culture?”**

Strong work ethic, personable, “go-getter” (goes the extra mile and even beyond), team player, loyal, collaborative, energetic, trustworthy, fun-loving.

**What is the salary range allotted for this position?**

Negotiable - depending on experience, education, family size, etc.

In addition, full medical and dental coverage for entire family is provided by the church through Kaiser Permanente and Delta Dental. We also have a retirement plan including an employer matching program.

**What are the expected work hours and what does a typical work week look like?**

Full-time staff members work between 45 and 50 hours a week. *(This includes all church related activities such as small group participation and any other out of office non-business hours work).* Most staff members work 4 full days in the office *(i.e. 8am- 4pm or 9am- 4:30pm, Monday-Thursday)*, plus Sunday mornings. The remaining hours are typically out of office “flex” hours. It would be normal and expected the Student Ministries Pastor would be out of the office in the afternoons meeting with students and on school campuses.