



Opportunity Profile

Grace Covenant Church

Director of Children's Education *Pastor of Children's Education*

Grace Covenant Church is looking for a Director or Pastor of Children's Education. This person will strategically oversee and direct the large and growing Children's Education ministry that is vital to the health of the congregation. By equipping and leading paid staff and ministers (at Grace, every member is a minister), this person will impact every adult and child at the church.

Austin & the Flavor of Grace Covenant

Grace Covenant Church (www.grace360.com) is a dynamic and rapidly growing conservative evangelical church in the north-west section of Austin. The city of Austin has a population of 700,000 and a metropolitan population of over 1,400,000.

The character of Austin is reflected in Grace Covenant Church:

- ◆ Austin is home of one of America's largest universities—[The University of Texas](http://www.utexas.edu) at Austin has over 50,000 students. At Grace, these attributes are reflected in penetrating biblical sermons that reach the mind, will and

intellect. Members are trained in a strong Protestant tradition—to read and understand the Bible for themselves. A very large number of adults have collegiate or graduate degrees. Relating to families, Grace has a large number of private and home schooled children.

- ◆ The city government of Austin calls itself “[the live music capital of the world](#).” At Grace, the two “contemporary” and one “classic” worship services contain teams of outstanding musicians, many of whom have professional music careers outside of church.
- ◆ Austin is the [seat of the government](#) for the state of Texas—with a feeling of influence beyond the city borders. At Grace, local and international missions are important, having a ministry to those beyond our church grounds. Relating to Children’s Education, missions is a regular “center” in the teaching and ministry program.
- ◆ Austin has a motto to support city business and culture, “[Keep Austin Weird: collaborative fission of coordinated individualism](#).” Grace has what few churches have, an openness to diversity—accepting people for who they are and how God is drawing them to Himself. Relating to parents, we see this individualism in many female professionals leaving their careers to raise their children; there is a very large proportion of stay-at-home Moms in the congregation.

A church is called to model its ministry and ministers after Christ (at Grace each member is a minister). A church is also called to be relevant to its society, “to seek and save the lost.” Grace tenaciously holds to its biblical beliefs and core values.

Vision of Grace Covenant Church

Every church needs to have a vision statement that answers the question—“Why do we exist?” Grace filters every program, budget request and idea through its vision statement. If whatever is planned doesn’t help meet the vision, then it isn’t done.

Grace Covenant Church exists to glorify God by leading people to Christ and presenting each believer mature in Christ. Grace desires to be “a courageous church, where every believer is a minister, equipped and united, to impact people for Christ, for the glory of God.”

- ◆ Our lives and ministries are to be Christ-centered, reflecting the following values in balance:
 - The Bible: we desire to hold and teach Biblical truth unequivocally. (Matthew 5:18; John 10:35; 2 Timothy 4:2; 2 Timothy 3:16-17; 2 Peter 1:20-21; Revelations 22:18-19)

- Prayer and Worship: we desire to have a deep personal and congregational relationship with God through meaningful prayer, praise and worship. (Philippians 4:6-7; Matthew 22:37; Psalm 63:1-6; John 15:7)
- Community: we desire to relate biblically and with love toward one another using our Covenant of Fellowship as our basis. (Ephesians 4:1-6; John 1:3; Hebrews 10:24-25)
- Evangelism and Global Outreach: we desire to share the Gospel boldly by life and by word. (John 17:24; 1 Peter 3:15; Acts 1:8; Matthew 4:19; Romans 1:16; Matthew 28:19-20)

Grace Covenant uses a “3 Cog” motif for explaining how members learn in different sized groups. The first cog is “Worship,” where every member can participate in corporate worship—which can be continued in private and family worship. The worship services are designed for believers in Christ to worship the triune God. Seekers and “de-churched” people are welcome to see how Christians worship in Word and Truth. The second cog is “Learning.” The medium-sized Sunday Adult Learning Communities are vital to the growth of members, prayer and fellowship. The third cog is “Connection.” These small groups emphasize study of the sermon, relationships and doing ministry together.



The Organization

The church emerged from a home Bible study in 1968. The first study was on the biblical covenants, culminating with the “grace covenant” and so the name of the independent Bible church. In 2005, the ministry celebrated its 36th year. Early pastors were Dick Flaten and Max Anders, followed by Jim Rose. Matt Cassidy became Senior Pastor in 2002, having served on the staff for 13 years in other positions.

Today, the community of Grace Covenant includes over 2,000 adults. The three worship services—a “classic” service at 8:00 and “contemporary” services at 9:30 and 11:00 am draw more than 1,100 people each week: the new worship center will seat 1700 on the bottom floor and another 700 on the balcony. There are over 360 in Children’s Education and 250 in the Attic (7-12th grades). Midweek AWANA attracts over 200 kids. There are over 35 home study groups, called Impact Groups that continue the study from the Sunday sermon. 14 Adult Learning Communities and 10 Introductory/ Equipping Classes allow people to gather on Sunday morning in medium-sized groups for study, prayer and

fellowship. Local and International Missions is also important at the church, with a significant amount of people and funds being invested each year.

Strategic Priorities

Grace Covenant is a church on the move—literally. After two years of careful study, in 2004 the leadership set forth a plan to rebuild almost every building on the church campus. The goal was to accomplish this Herculean feat without the use of long-term debt. Over eight million dollars were pledged for the first phase of the project: a new office building for staff, renovation of the old office building for Children’s Ministry and a new 2400 seat worship center.

- ◆ In the spring of 2005, the congregation pledged \$8,000,000 for the new building. In order to build the new building, the existing Christian School was closed. An adjacent office building was purchased for staff offices and renamed the Grace360 building.
- ◆ In the summer of 2005, the staff moved from the Cornerstone building into the new Grace360 building.
- ◆ In the fall of 2005, two floors of the Cornerstone building will be renovated into Early Childhood facilities.
- ◆ In the winter of 2005-spring 2006, the old Children’s Education building will be demolished.
- ◆ In the summer-fall of 2006, the new worship center will break ground.

Grace is a church that is planning for the future—including the staff needed as the church grows. The Director/Pastor of Children’s Education is a vital part of the staffing needs at the church. Future positions include a Pastor of Contemporary Worship and positions reporting to our Youth Pastor.

Dedicated to Giving

Few churches have a history of such dedicated giving. The leaders of the church have made a commitment to give ten percent of their income to Grace Covenant. The percentage of donations to members/attendees is among the top 1% in the United States.

Reporting Relationships

The Director or Pastor will report to one of the Executive Pastors. Grace has a three person executive team, consisting of the Senior Pastor and two Executive Pastors.

Pastor or Director

The candidate is free to choose whether to apply for the Pastor or Director position.

The theology of Grace Covenant Church allows only for men to be pastors, able to teach and shepherd at the congregational level (this view will shortly be examined and may or may not be changed). Men applying for the pastoral position must have commensurate seminary training and church experience.

Men and women applying for the Director position need not have seminary training and may have a degree and experience outside of church ministry. The Director might be a school administrator or have other educational experience.

Primary Function

The Pastor or Director will respond to a genuine call from God to:

- ◆ *Strategically* lead the Children's Education department. Help shape and implement a shared vision and strategy to grow and strengthen the Children's Education department in alignment with the mission of the church. Servant leaders at Grace are inspirational, relational and collaborative.
- ◆ Guide the Children's Education department annual planning and ensure that the plan is implemented effectively and appropriately.
- ◆ Oversee the stewardship of people and material resources in Children's Education, maximizing the investment of each person in the ministry. In this, promote to the congregation the value of investing in the lives of children.
- ◆ Build strong leaders and effective teams of ministers in Children's Education (at Grace, every member is a minister). Proactively seek and build leaders according to their giftedness. Give direction to the leaders and ministers by clearly communicating vision and strategy on a regular basis. Conduct classes on concrete subjects as teaching skills, policy and procedures.
- ◆ For parents: maximize the opportunity for Grace to equip and train parents to know and follow biblical principles for parenting. Work with the Pastors and teachers to aid in the development of parenting skills.
- ◆ For children: provide an infrastructure for the biblical education of infant through 6th grade. Grace is not a place to "baby sit" children but to introduce Christ and Christ-like living. This includes the Sunday School, AWANA, childcare and Backyard Vacation Bible School programs.
- ◆ Recruit, challenge, train and develop current and future people to become part of the Children's Ministry program as staff, leaders and ministers.

Oversee the paid staff: Administrative Assistant, Nursery Coordinator, Preschool Coordinator, Childcare Coordinator.

Additional Duties and Responsibilities

- ◆ Assess the current needs of the congregation for growth in Children's Education.
- ◆ Be informed of trends and culture as it relates to Children's Education.
- ◆ Develop effective relationships with congregational leaders and key volunteers
- ◆ Ensure that conflicts and complaints within the department and staff are quickly identified and resolved in a biblical manner

Education & Theology

- ◆ The Pastor will have a Master of Divinity Degree or similar advanced degree. This should include coursework or training in human development.
- ◆ The Director will have a degree in Education with coursework in pedagogy, human development and administration.
- ◆ The candidate will have a history of an ongoing program of personal and professional development.
- ◆ The candidate will have a theological base shaped by conservative evangelical theology and can agree with the [church's doctrinal statement](#).

Experience

- ◆ The Pastor candidate may have experience in a multiple staff church setting, with a minimum of 5 years ministry experience.
- ◆ This Director candidate may be a department head at a large church or an administrator in a public or private school, with 5 years experience. This may be a lateral move from an education-based para-church ministry.

Key Competencies/Attributes

- ◆ A born-again Christian with integrity, high moral values and a genuine call from God to this church and position.
- ◆ A highly effective relational leader who inspires, motivates and mobilizes others to strive for and attain dreams and goals that are bigger than they thought possible. A leader who can balance strategic leadership with operational management. A leader who can inspire others with vision so as to achieve desired results. A sensitive leader who is aware of this multi-cultural, multi-ethnic and multi-generational congregation.

- ◆ A skilled manager who can plan, budget, delegate, allocate resources and meet deadlines on time and under budget.
- ◆ A skilled communicator, with keen listening skills and effective oral and written communications.
- ◆ A mature, self-sacrificing and driven team player. One who is committed to the success of the ministry and others.

Compensation & Commitment

Compensation will be commensurate with the principal of an Elementary school in Texas. A relocation budget will be provided.

Grace desires a candidate who will invest the next 7-10 years, or more, in this position.

Contact

Please e-mail your resume and a cover letter to:

Dr. David Fletcher, dfletcher@gccaustin.org

All e-mails will receive an initial response within 48 hours and a determination of status within 10 days.