



JACOB'S WELL CHURCH

Position: Church Planting Pastor

Jacob's Well Church is seeking to hire a full-time pastor to plant a church in the Green Bay, Wisconsin area, whose mission will be targeted to the Hispanic community in Green Bay.

Jacob's Well Presbyterian Church (PCA): Jacob's Well is a Gospel-Centered, Bible teaching, relationally driven, reformed church located in Green Bay, WI. Our mission statement is "*Life in Christ, Christ in Life*". Our desire is that sinners would find life in Jesus Christ and then bring Jesus Christ into every area of their life. The three major emphases of Jacob's Well are ***Gospel Centered, Expository Teaching and Spiritual Intimacy*** (i.e. Small groups). We are seeking to plant churches with these same emphases.

Jacob's Well operates a Christian counseling center led by a full-time licensed professional counselor and staffed by three additional part-time counselors.

Jacob's Well Church, planted in the Spring of 2010, also seeks to be a church-planting church. It has planted daughter churches in Appleton and Green Bay, WI, and hopes to continue church planting efforts throughout northeast Wisconsin.

Jacob's Well has two services with an average weekly attendance of 350 people. Staff currently includes the lead pastor, pastor of counseling and care, assistant to the pastor (soon to be associate pastor), as well as a part time administrator, youth director, children's director, building and groupings director, and seminary intern. You can find out more about us at www.jacobswellgb.org

Position Summary: The Church Planting Pastor position has a broad job description, requiring skills in all areas of church leadership, development, and administration. Some aspects of this position include cultivating relationships in the Hispanic community, participation in community outreach and various other church ministries. Raising up and mentoring lay leaders of the church, along with other believers who will form the core of the new church.

Job Duties:

- **Oversee Ministries**
 - Provide leadership in the development and oversight of church ministries intended to reach the Hispanic population of the Green Bay Area.
 - Form relationships with other ministries and/or community service organizations.
- **Teaching**
 - Participate in teaching opportunities as they arise at Jacob's Well.
 - Full time preaching once services begin at the planted church.
- **Pastoral Care** – Pursuing the lonely, the hurting, the depressed and others in need.
- **Other**
 - Attend and participate in session meetings.
 - Attend and participate in presbytery.
- **Miscellaneous**
 - Help with miscellaneous duties as needs arise

Personal Profile:

The following characteristics are desired in the candidate's personal profile:

- Spiritual Maturity: Loves the LORD and displays a mature, growing, repentant and joyful relationship with Him.
- Shepherds Heart: Able to pastor people in different stages of life and through various joys and trials.
- Able Teacher: Able to teach God's Word to large groups and small in a way that is captivating, relevant and applicable.
- Missionally Committed: Embraces the church planting mission and emphases of Jacob's Well, and is dedicated to their promotion.
- Team Oriented: Devoted to working with staff teams, ministry teams and musical teams.
- Personable Leader: Has strong relational skills and a servant's heart in leading others.
- Community (Relationship) Focused: Is committed to living the Christian life in the context of relationships; possesses a heart for community, extending self to others; has the ability to build and lead teams; genuinely cares for the larger community.
- Theologically Grounded: Has a solid and humble understanding of reformed theology. Is Gospel Centered in their approach to justification and sanctification. The ideal candidate is either ordained or ordainable in the PCA, with a seminary education.
- Teachable Spirit: Has an attitude of learning and is able to engage with constructive feedback and work under the authority of a head pastor and a session of elders.
- Hospitable: Has a welcoming spirit and understands their home as an instrument for ministry.
- Gatherer: Able to gather believers and unbelievers through hospitality, friendship, and discipleship

Financial Commitments from Jacob's Well:

- Salary: \$55-\$65,000/year (depending on experience) with a 3% increase every year
 - Once ordained an additional \$5,000 will be added to your annual salary.
- Relocation Expenses: \$4k – This will count as taxable income.
- Family Health Insurance: \$400/month to supplement insurance cost
- Life Insurance: A \$200k life insurance policy.
- Meals: \$1000/year. Covers meal only when meeting for church business.
- Car Allowance: \$2,400/year
- Retirement Contribution: 7% of Salary, plus an additional 3% match
- Cell Phones: The church will give you \$70/month to be used toward a cell phone plan of your choice.

Other Benefits:

- 4 weeks paid vacation per year.
- 2 conferences per year at the approval of the session.
- 1 paid week per year to teach or lead a conference at the approval of the session.

Hiring Timeline:

- September 1st: Close application process
- Oct - Dec 2021: Conduct interviews with top candidates
- Jan 2022 - Make Job Offer
- Spring 2022 - Interview / screening with Wisconsin Presbytery MNA Committee
- Aug 2022: Church Planting Pastor Starts

Candidate Inquiries:

Those interested in this position please apply online at: www.jacobswellgb.org/hispanic-church-plant