



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

**KIDS MINISTRY
DIRECTOR/PASTOR**

Real Life Church
Austin, TX

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Population of City

Austin: 1,011,790 (Metro: 2,350,260)

Dripping Springs: 7,500

Population of County

On the border between Hays County (245,161) and Travis County (1,328,720)

Community Overview

Austin, the capital city of Texas, was incorporated in 1839, and it is the 11th-most populous city in the U.S., the fourth-most populous city in Texas. The city is the cultural and economic center of the Austin-Round Rock metropolitan statistical area, which has seen a population increase of nearly 80% since 2000. Located in Central Texas within the greater Texas Hill Country, it is home to numerous lakes, rivers, and waterways. Residents include a diverse mix of government employees, college students, musicians, high-tech workers, and blue-collar workers. Real Life Church is located in the suburbs of Austin, Texas, a few miles west of Circle C in Southwest Austin and a few miles east of the city of Dripping Springs. While Austin is a major metropolitan area, Real Life church tends to align more with the vibe of Dripping Springs. Like Austin, Dripping is growing rapidly, having a 317% growth rate since 2010. Dripping Springs is well-known as the "Gateway to the Hill Country" and is home to spectacular natural wonders, historic treasures, unique shopping, eclectic live music venues, a plethora of vineyards, and more. From bird viewing stations, playgrounds, hiking trails and farmers markets, Dripping Springs local parks are scenic, packed with activities and a great way to enjoy an afternoon outdoors in nature. The City currently has more than 271 acres of parkland and has also been named 'The Wedding Capital of Texas' by the state legislature because of the natural beauty of the area and boasting more than 35 wedding venues.

Why People Like Living Here

As recently as 2019, Austin was named the Number One Best Place to Live, according to the U.S. News & World Report, which evaluated affordability, job prospects and quality of life. People are drawn to the Texas capital's music, outdoor spaces, and cultural institutions. There are numerous excellent places for hiking, biking and cycling, swimming, camping, climbing and bouldering, kayaking, canoeing and paddle-boarding, boating, and more. Named the Live Music Capital of the World, Austin has a plethora of music venues and local bands to entertain endless crowds. Those who are looking for a great dining experience will enjoy Austin's bustling culinary scene, featuring an endless array of food trucks and high-quality, esteemed restaurants. With a yearly average high of 79.7 degrees, and average low of 54.8, Austin's climate is conducive to outdoor activities year-round.

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Church History

Austin is one of the top 10 most unchurched cities in America. However, Austin is not where Real Life began, but rather Corpus Christi, TX. A small group of 30 people prayed and fasted about what church could be, what it should be: simple, intentional and urgent. The group purchased and renovated a family fun center and the church grew rapidly. A few years later, Austin came back on Real Life pastor's radar, and he served at both Corpus Christi and Austin for the first year and half. The first Sunday service in Austin was in 2011 and there were 18 people packed into the living room of the rental house. Exponential growth has occurred and Real Life has baptized more than 1,000 people in the last 10 years.

The first building in Austin was completed in August 2020. Real Life also secured the funds to build the second Austin building which will house our kids and youth programs. This building will be completed August 2021. The "Grand Opening" of the Austin Campus will be September 2021 on the 10th anniversary of Real Life - Austin. Within seven miles of our campus, there are three 5A high schools, four middle schools, five elementary schools, and more neighborhoods being built every year. People are moving to our area, and we are committed to positioning and equipping our staff, volunteers, and programming to help people find and follow Jesus, connecting them to Christ and our community.

Pastoral History

Pastor Micah at Real Life has always had a heart for Austin, though he began his pastoring in Corpus Christi, Texas. The beginning years were tough in weathering the ups and downs of leadership, church, and ministry. After several years, Austin came back on the radar for Real Life and the elders determined that Pastor Micah should go to Austin to plant a new church while still remaining pastor in Corpus Christi. With a moving truck and a family of six, Pastor Micah moved to Austin and rented a house in the Circle C neighborhood with no core group, no outside funding and no network or denominational support. The first year and half, Pastor Micah drove back and forth every Sunday (putting 93,000 miles on his car) preaching in Corpus Christi and then driving back and preaching to the people in the living room of his rental house.

Exponential growth continued to occur at Real Life, and in 2016 they secured a spiritual beachhead in one of the most unreached regions of Texas. Within 7 miles of the property, there are 100,000 people and 66% of them do not believe in Jesus. In this season of growth and expansion, though, there was a moral failure of the pastor's wife. Real Life lost over 1,000 attendees and Pastor Micah lost his wife. After prayer and fasting, the elders unanimously affirmed that Pastor Micah should still lead Real Life and he had biblically been faithful to his wife and led his family through this tragic valley. Today, Pastor Micah has remarried with the blessing of his children and church family.

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Vision, Mission, Values

Our Values

We are a church that exists to reflect Jesus, changing the world one community at a time. We are dedicated to loving people wherever they are in their journeys and growing deeper in faith as we display His love to the broken and hurting.

What Real Life is about:

We are on a rescue mission.

- We will push back darkness with the light and love of Jesus.
- We will worship with passion on Sundays and with our lives during the week.

We engage through relationships.

- We will help the family because it is the most important disciple-making group.
- We will help people connect to the church family through healthy LifeGroups.

We apply the Bible.

- We will be culturally relevant while remaining doctrinally pure.
- We will be truth-tellers, peace-makers and problem solvers.

We generously invest in life change.

- We will intentionally look for and develop the next generation of leaders.
- We will be the hands and feet of Jesus in our local community and globally.

100 years from now, all that matters is where someone is with Jesus.

Average Weekend Attendance

2022 Austin: 569 in-person; Corpus: 46 in-person; Online: 1,004

Is Your Church MultiSite?

Yes

Attendance Trend

Growing

How Many Campuses?

3 : Austin (main campus); Corpus Christi (satellite campus); Online

Overview of Weekly Worship Gathering

Each Sunday, we hold two identical services in Austin (9:30 and 11AM) which are also streamed LIVE online and packaged for the Corpus campus, which currently meets at 2PM on Sundays. Our music style is contemporary

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Christian, normally performed by a few male and a female lead singers, bass guitar, acoustic guitar, sometimes an electric guitar, keys, and a drum kit.

Preaching style: The style is Biblical, relational, and practical. Our year is broken up into sermon series. Each year we typically cover a book of the Bible, a character of the Bible, texts from the Old and New Testament, as well as more topical messages mainly on relationships. No matter what the sermon, the message has three goals:

- See what the text is saying - study this Book of Instruction continually - "Meditate on it day and night so you will be sure to obey everything written in it. Only then will you prosper and succeed in all you do (Joshua 1:8)
- See Jesus- Jesus said, "You search the Scriptures because you think they give you eternal life. But the Scriptures point to me!" (John 5:39)
- See what you need to apply to your life today - "Don't just listen to God's word. You must do what it says." (James 1:22)

Tell Us About Your Facility

- The first service on our Austin property was held in the Worship Center in September of 2020.
- The education building (kids building) opened in 2022 with the plans to double the footprint to help accommodate the current and future growth of the ministry.
- Maximum capacity for Sunday services is 860. The Worship Center also has a huge LED screen behind the stage, and two large side screens, along with brand new, top-of-the-line production equipment, including high-end cameras, sound board, lighting, online streaming equipment, etc. We sit on 25 acres of land and have future plans to build two more buildings, including a 1,200-seat auditorium to be used as the main worship center.

Overall Budget (this fiscal year)

\$2.4 million

Overall Long-Term Debt of the Church

Approx \$9.5 million with over \$14 million in total assets

Denominational Affiliation and/or other Partnerships

Although the pastor received his Master of Divinity with Biblical Languages and PhD in Theology from Southwestern Baptist Theological Seminary, Real Life is not associated with the Southern Baptist Convention. However, Real Life voluntarily partners with churches from several denominations who are committed to church planting.

Governance & Polity

Real Life has three major governing bodies that provide accountability and support to the Lead Pastor:

- The Elder Board is made up of men who are not related to or paid by the Lead Pastor. The Elder Board approves

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the salary of the Lead Pastor and provides spiritual guidance and wisdom to the direction of the church. The Elders provide spiritual oversight and support of the Lead Pastor. The Elder Board holds the Lead Pastor responsible for his spiritual health and the spiritual health of the church. The Elder Board meets monthly.

- The Board of Directors is made up of men and women who set the annual budget and provide oversight for all major financial issues. They provide another layer of accountability for the Executive Pastors having access to and awareness of all accounts, expenditures, and systems including bank accounts and payroll data. The Board of Directors meets quarterly.
- The Executive Team, made up of the Lead Pastor and executive staff, gives oversight to the day-to-day operations of the church. The Lead Pastor champions the vision and primary teaching role. The Executive Pastor of Operations and Finance champions the financial and operational aspects of the ministry. The Executive Pastor of Campus Ministries champions the various ministries of the church from preschool to adult LifeGroups.

Current Paid Staffing Level

Full-Time:

- Lead Pastor
- Executive Pastor – Ministries (Global)
- Student Pastor – Main Campus
- Kids Pastor/Director – Main Campus
- Facilities Director – Main Campus
- Worship and Production Pastor – Main Campus
- Communications and Marketing Director – Global
- Associate Pastor – Main Campus
- Exec. Asst. to the Lead Pastor – Main Campus
- Administrative Coordinator – Main Campus
- Worship Director – Main Campus
- Campus Pastor – Satellite Campus
- Worship and Production Pastor – Satellite Campus

Part Time:

- Executive Pastor – Operations and Finance
- Kids Coordinator - Satellite Campus
- Campus Administrator – Satellite

Key Volunteer Positions:

- Life Group Coordinator (1 each campus)
- Connections Coordinator (1 each campus)
- Donor Support Coordinator

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Major Ministries of the Church

- Kids (birth - 5th grade)
- Youth (6th - 12th grade)
- LifeGroups (all ages, marital status, interests, walks of life, etc.)
- Men's Ministry
- Women's Ministry
- Couples Ministry
- Outreach
- Special Events

Outreach Programs Overview

We partner with the Salvation Army, TruCare Pregnancy Center and other local charities to provide goods and volunteers as requested. We are also affiliated with One Community, which grew out of Real Life Austin and is a global outreach effort that supports children, families, ministries, clean water projects and economic stability programs in Ghana, Belarus, and Nicaragua.

In the most generic sense, how would you describe your church theologically?

Evangelical - Conservative

Published Theological Statement

What We Believe

"In essentials unity, in non-essentials freedom, in all things kindness." – Augustine

These basic doctrines represent what Real Life Church believes to be essential elements of biblical teaching. In all other things we practice freedom and kindness.

God is the Creator and Ruler of the universe. He has eternally existed in three persons: Father, Son and Holy Spirit. These three are co-equal and are one God. (Genesis 1:1,26-27; 3:22; Psalm 90:2; Matthew 28:19; 1 Peter 1:2; 2 Corinthians 13:14)

Salvation is a gift from God to man. Man can never make up for his sin by self-improvement or good works. Only by trusting in Jesus Christ as God's offer of forgiveness can man be saved from sin's penalty. Eternal life begins the moment one receives Jesus Christ into his life by faith. (Romans 6:23; Ephesians 2:8-9; John 14:6 and 1:12; Titus 3:5; Galatians 3:26; Romans 5:1)

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Jesus Christ is the Son of God. He is co-equal with the Father. Jesus lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all men by dying on a cross. He arose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven's glory and will return again to earth to reign as King of Kings and Lord of Lords. (Matthew 1:22-23; Isaiah 9:6; John 1:1-5 and 14:10-30; Hebrews 4:14-15; 1 Corinthians 15:3-4; Romans 1:3-4; Acts 1:9-11; 1 Timothy 6:14-15; Titus 2:13)

Because God gives man eternal life through Jesus Christ, the believer is secure in that salvation for eternity. Salvation is maintained by the grace and power of God, not by the self-effort of the Christian. It is the grace and keeping power of God that gives this security. (John 10:29; 2 Timothy 1:12; Hebrews 7:25 and 10:10-14; 1 Peter 1:3-5)

The Holy Spirit is equal with the Father and the Son as God. He is present in the world to make men aware of their need for Jesus Christ. He also lives in every Christian from the moment of salvation to provide power for living, understanding of spiritual truth and guidance in doing what is right. The Christian seeks to live under His control daily. (2 Corinthians 3:17; John 16:7-13 and 14:16-17; Acts 1:8; 1 Corinthians 2:12 and 3:16; Ephesians 1:13; Galatians 5:25; Ephesians 5:18)

The Bible is God's Word to all men. It was written by human authors under the supernatural guidance of the Holy Spirit. It is the supreme source of truth for Christian beliefs and living. Because it is inspired by God, it is truth without any mixture of error. (2 Timothy 3:16; 2 Peter 1:20-21; 2 Timothy 1:13; Psalm 119:105,160 and 12:6; Proverbs 30:5)

Man is made in the spiritual image of God, to be like Him in character. He is the supreme object of God's creation. Although man has tremendous potential for good, he is marred by an attitude of disobedience toward God called "sin." This attitude separates man from God. (Genesis 1:27; Psalm 8:3-6; Isaiah 53:6a; Romans 3:23; Isaiah 59:1-2)

Man was created to exist forever. He will either exist eternally separated from God by sin, or in union with God, through forgiveness and salvation. To be eternally separated from God is Hell. To be eternally in union with Him is eternal life. Heaven and Hell are places of eternal existence. (John 3:16; 1 John 2:25 and 5:11-13; Romans 6:23; Revelation 20:15)

What theological hills will you die on?

The Bible is God's Word. It is His manual to us for life. Truth with no mixture of error. A life-giving document that must be taught to our kids, youth, and adults as the rock to build your life on. It is God's love letter to us. This must not just be believed by the candidate, but the candidate must have a daily habit of reading the Word and having a quiet time where they are seeking to daily apply God's Word to their lives.

Jesus is the only way to heaven. The candidate must believe that Jesus' statement in John 14:6 "I am the way, the truth and the life; no one comes to the Father except through me" is unequivocally true and trustworthy. We live by the statement that "100 years from now, all that matters is where someone is with Jesus."

There is a real, eternal heaven and a real, eternal hell. This conviction drives us with urgency to rescue souls from hell and populate heaven, "Don't let your hearts be troubled. Trust in God, and trust also in me. (2) There is more than enough room in my Father's home. If this were not so, would I have told you that I am going to prepare a place for you? (3) When everything is ready, I will come and get you, so that you will always be with me where I am. (4) And you know the way to where I am going." (John 14:1-3) "And they will go away into eternal punishment, but the righteous will go into eternal life." (Matthew 25:46)

The Great Commission is a personal call and mandate of the church. Because God's Word is true, Jesus is the only way and eternity is at stake, we join with the heart of God the Father, the sacrifice of God the Son and the empowerment of God the Holy Spirit to win as many as possible and make disciples who can help others find and follow Jesus. "For God so loved the world that he gave his one and only Son, that whoever believes in him shall not perish but have eternal life." (John 3:16) "The Lord is not slow in keeping his promise, as some understand slowness. Instead he is patient with you, not wanting anyone to perish, but everyone to come to repentance." (2 Peter 3:9) "But you will receive power when the Holy Spirit comes upon you. And you will be my witnesses, telling people about me everywhere - in Jerusalem, throughout Judea, in Samaria, and to the ends of the earth." (Acts 1:8)

Hot-Button Social/Cultural Issues for Your Church

We want to be known for what we stand for more than what we stand against. Typically, we don't chase the culture or watch the news to see what our message needs to be about on a particular Sunday. Our approach to most hot button issues can be summarized by Micah 6:8: "The Lord has shown you, oh man, what is good and what the Lord requires of you. To act justly and to love mercy and to walk humbly with your God."

The candidate does need to embrace our conviction about homosexuality. We welcome everyone at Real Life no matter who they are, where they have been, where they live, what they drive, or the color of their skin. All are accepted and welcomed to attend. However, we hold up God's standard for marriage as one man and one woman for life. Therefore, all perversions of this perfect plan are sin. Premarital sex, extramarital sex, pornography, and homosexuality to name a few. The candidate must believe that God's plan from the beginning in Genesis, affirmed by Jesus and taught by the Apostle Paul that God's plan for sexual expression is only found in the covenant of marriage explicitly stated throughout the Bible as one man and one woman for life. The candidate must have tremendous compassion for all individuals, including those in the LGBT community who struggle with this particular sin; however, they must also have a conviction on the issue that homosexuality is a sin and embrace the fact that we do not allow individuals who embrace an openly homosexual lifestyle to lead any ministry. We also do not allow our pastors to perform or attend a homosexual wedding.

Biggest Church 'wins' in the last 18 months?

- A big growth in numbers (people and giving)
- Completion of the Kids Ministry building

- Christmas Eve and Easter services (witnessed LifeChange and growth potential)
- Additional new staff hired to help facilitate the growth

Biggest Opportunity for Your Church in the Next 12 Months

The future is bright in so many aspects. We MUST position the team for the exponential growth that has already begun. Specifically in our kids' ministry (which has grown significantly since we opened the new kids building), but also in connecting adults with LifeGroups, sharpening the systems to move people from a fan to family, equipping volunteers to connect new people, and aligning the staff to prepare for continued growth. The hiring of a Kids Ministry Pastor/Director is crucial to managing that growth and to teach children how to find and follow Jesus.

Title of Position You Are Hiring

Kids Ministry Director/Pastor

Full-Time Position?

Yes

Reporting Relationship

Executive Pastor of Ministries

Overall Description of this Position

The RL Kids Director/Pastor is responsible for providing direction and leadership for the Real Life Children's Ministry (birth through 5th grade), positioning the ministry to align with the overall mission, vision, and values of Real Life Church.

Goals and Expectations

- Excellent Sunday Morning experience for preschool & elementary-age kids.
- Active in volunteer recruitment, training, and overall Sunday morning development of leaders.
- Lean into the curriculum we are currently using and utilize the resources available to make it engaging.
- Create a regular rhythm of events - VBS, Fall Fest, Child Dedication, family connection opportunities, and small group engagement outside of Sunday mornings.

Do you have a job description for this role?

Overview:

- Prepare and execute kids ministries and events
- Manage existing volunteers and recruit more to serve in RL Kids
- Serve as RL Kids leader for all Real Life Campuses

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The Details

- Maintain a close working relationship with your supervisor and staff members to ensure all activities, duties, and output are aligning with the vision of the ministry and Real Life Church.
- Help communicate the Lead Pastor's vision to staff, leaders, the church & beyond.
- Utilize perpetual and intentional communication to ensure your supervisors and ministry partners are up to date on projects, plans and intentions to maximize teamwork and efficiency.
- Disciple and build relationships with all members of the RL Kids team - both staff and volunteers.
- Develop and lead a robust Kids' Ministry volunteer team, including recruiting, developing, resourcing, and consistent coaching; one that initiates new volunteers and continues the training and education of all volunteers on a regular basis.
- Volunteer Scheduling - Maintain RL Kids volunteer scheduling a minimum of 4 weeks into the future at all times; following up on declines and vacancies in a timely manner; and, in addition, ensuring that PCO (Planning Center Online) services are complete with all known details of services.
- Lead Sunday morning programming through leading volunteer huddles, greeting families, teaching classes when necessary, and troubleshooting.
- Implement age-appropriate curriculum to encourage spiritual formation and growth.
- Develop a strategy that integrates what the children are learning at church with tools the parents can use at home.
- Create a weekly, high-energy grade school experience that is fun, engaging, but also spiritually valuable.
- Cultivate an inviting atmosphere for children to grow in their relationship with Jesus Christ and His church.
- Ensure every volunteer knows proper protocols that will ensure child safety, classroom management, and working with families on disciplinary issues.
- Ensure all classrooms at each gathering are equipped with trained lead teachers and support volunteers.
- Ensure fully-staffed, welcoming and competent check-in volunteers.
- Constantly monitor and evaluate the effectiveness of the check-in system and security of all children's areas.
- Promote the development of community outside of the Sunday morning experience, coordinating and implementing mid-week activities and programs, Vacation Bible School, summer camp, fall festivals, and other family events.
- Plan and regularly execute attractive, entry-level events that Real Life kids and families can invite their friends to, introducing them to Real Life.
- Maintain an accurate inventory of equipment and supplies, purchasing supplies as needed.
- Work with Student Ministry to assimilate graduating kids into the next stage of ministry and clearly communicate the process with their parents.
- Execute a family communication strategy to align and resource parents in the discipleship of their kids.
- Coordinate childcare for all ministry programs and church events that require childcare.
- Maintain the Kids' Ministry budget, organized records, ministry files, and databases (Planning Center Online).
- Perform any assigned projects, duties, special events, and requests as communicated by the Executive Pastor.

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Educational Preferences

Formal ministry training in Christian Ed or Children's Ministry would be a plus. Seminary training is not a requirement.

Denominational Affiliation

Not of high importance.

What skills are you looking for specifically?

- Excellent teamwork and management skills to lead ministry teams, multiple projects, and supervision of employees, volunteers, and contractors.
- Ability to innovate, initiate, organize, complete, and follow up on applicable project work.
- Able to creatively problem-solve if issues arise.
- Self-motivated to study and improve knowledge and skill in areas of responsibility as needed.
- Teachable.
- Strong interpersonal skills, with sensitivity to faith and beliefs, in contact with employees, volunteers, parents, and members.
- Ability to communicate clearly and effectively through oral and written formats, with a demonstrated ability to make effective group presentations.
- Facilitate ongoing training and coaching for volunteers and RL kids' staff members.
- Ability to stay organized and can maintain administrative duties.

What technical abilities (if any) are you looking for?

Computer/Technologically savvy - we use Apple computers, ProPresenter, Planning Center Online, Microsoft Teams

Equipper or Doer?

Equipper (there will need to be a Doer mindset at first, though)

Attractional Vs. Missional

Attractional

Budget Area Supervision

\$20k - \$25k

Personal Characteristics Desired:

- Fun, energetic, extrovert/people person, loves to be creative, detailed, and organized

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What would immediately disqualify someone?

- If the candidate didn't believe in our core beliefs as a church.
- Someone who is extremely green in children's ministry (we need someone that has experience in leading and growing a ministry - at least 2-5 years).

Urgency

ASAP

Other "Must Have" Skills

- Volunteer Recruitment skills
- Communication (oral and written)

Other "Nice to Have" Skills

Familiar with the Rethink - Orange Strategy (current curriculum)

Finally...

We are looking for someone that loves to build healthy children's ministry environments and has a passion for partnering with parents on their journey.

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Public Job Posting

Kids Ministry Director/Pastor

Real Life Church

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Real Life Church in Austin, Texas, is looking for a Kids Ministry Director/Pastor to join their team. This person will be responsible for providing direction and leadership for the Real Life (RL) Children's Ministry (birth through 5th grade), positioning the ministry to align with the overall mission, vision, and values of Real Life Church. The Kids Ministry Director/Pastor will be responsible for preparing and executing the children's ministries and events, as well as managing existing and recruiting volunteers to serve as RL Kids leaders for all Real Life Campuses.

What you'll be doing:

- Discipling and building relationships with all members of the RL Kids team.
- Developing and leading a robust Kids' Ministry volunteer team, including recruiting, developing, resourcing, and consistent coaching; one that initiates new volunteers and continues the training and education of all volunteers on a regular basis.
- Implementing age-appropriate curriculum to encourage spiritual formation and growth.
- Creating a weekly, high-energy grade school experience that is fun, engaging, but also spiritually valuable.
- Leading Sunday morning programming by leading volunteer huddles, greeting families, teaching classes when necessary, and troubleshooting.

What you need to have:

- Excellent teamwork and management skills to lead ministry teams, multiple projects, and supervision of employees, volunteers, and contractors.
- Ability to innovate, initiate, organize, complete, and follow up on applicable project work.
- Able to creatively problem-solve if issues arise.
- Ability to communicate clearly and effectively through oral and written formats, with a demonstrated ability to make effective group presentations.
- Ability to stay organized and can maintain administrative duties.

As recently as 2019, Austin was named the Number One Best Place to Live, according to U.S. News & World Report, which evaluated affordability, job prospects and quality of life. People are drawn to the Texas capital's music, outdoor spaces and cultural institutions. There are numerous excellent places for hiking, biking and cycling, swimming, camping, climbing and bouldering, kayaking, canoeing and paddle-boarding, boating, and more.

