



Divine Savior Church

3 Year Staffing Vision (Draft 9.5.18)

Staffing Assumptions in General

- A healthy, growing church optimally has one full-time equivalent staff position for every 75-150 attendees or individuals served by a particular ministry. (Reference: The pdf “Leadership and Church Size Dynamics” by Timothy Keller)
- A wise church proactively staffs *to grow* vs reactively trying to respond to urgent needs. Note: This might mean seeking special short term grants or special gifts from supporters to help fund a position that will help us take ministry to the next level.
- All our carefully considered plans must also be prayerfully submitted to the Lord.
- Since the Lord God alone knows the future, we must remain flexible to unexpected changes as well as new opportunities, challenges, or blessings.
- The term “Staff” is defined as anyone who has responsibilities leading or managing ministry without regard to employment or compensation—whether called, hired, stipend, or team leaders who serve as volunteers. All “Staff” will have their pictures on the church website along with contact information and areas of ministry. This elevates the importance of all church ministry in the eyes of the congregation, the community, and those who serve.

Definition of Terms:

Called – Someone who has significant Word and Sacrament responsibilities and whose role is generally considered permanent unless significant needs of the congregation change. For example: Pastor Steve, Pastor Ben, Staff Minister Becky

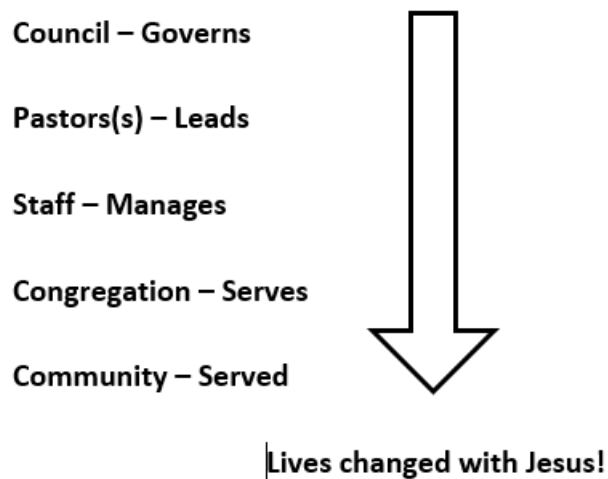
Hired – Someone employed to carry out specific tasks at an hourly rate. For example: Office Administrator Alejandra Torres

Stipend – Someone who is paid a small sum of money to carry out a specific task or to manage a specific team of volunteers. Potential examples: Worship Arts / Tech Coordinator, Social Media / Marketing Director, Videographer or Photography Intern, etc.

Strategy: 1) Stipend positions allow for greater accountability than a volunteer in those areas of ministry where responsibility is also greater. 2) Stipend positions enable ministry opportunities where special skills are needed that are greater than what a volunteer would otherwise have. 3) Stipend positions afford the opportunity to develop potential future leaders in short-term, limited, internship roles.

Team Leader – Someone coordinating a particular ministry area whether that person serves as a volunteer or not. For example: Dr. Landwehr is currently the Team Leader for DSYouth as an unpaid volunteer.

- Staff position descriptions need to be clear, reviewable, accountable to the Lead Pastor(s), and subject to change as the needs of the congregation changes.
- In our model of church governance, the Council *governs* by providing accountability and support. The Lead Pastor(s) *leads* by casting vision, teaching, shepherding, and directing the Staff. The Staff *manages* by equipping and coordinating the congregation. The Congregation *serves* using their time and talents so that our Divine Savior family and our Doral community is well *served* and more lives are *changed* with Jesus! The following diagram shows what this relationship looks like:



2019 Staffing Vision

Lead Pastor – English Group (Pastor Ben Kuerth)

Full-Time, called

Lead Pastor – Spanish Group (Pastor Steve Mueller)

Full-Time, called

Staff Minister / Diaconisa (Becky Mueller)

Full-Time, called

Office Administrator (Alejandra Torres)

Part-Time, hired, 15-25 hours/week

DSKids Director (?)

Part-Time, stipend or hired, 10-25 hours / week (according to our ability to fund the position)
See attached Position Description.

Campus Pastor – (Pastor ?)

Full-Time (paid by DSA), called (by DSC)

Worship Arts / Tech Coordinator (Ana Alvarez)

\$3-5K Stipend

Position Details: To become our resident expert in ProPresenter for Sunday worship services and to manage a team of volunteers responsible for producing the slides each Sunday for worship using ProPresenter. To create art and promotional materials for special events and social media.

Photography / Videography Intern (?)

? Stipend

Position Description: To take pictures and/or video at all church events for use in publicity and social media. To create video trailers for promoting upcoming sermon series. To help create high quality video devotions and/or video clips for an online Bible Information Class.

Potential “Next Step” Future Staffing Positions in 2020-2021

(Depending on growth, needs, and priorities)

Children’s Ministry Director (full-time, called. Oversee DSKids, DSYouth, Mommy and Me, VBS and all kids’ outreach programs from a perspective comprehensive of all kids’ ministry.)

Summer Kids’ Ministry Intern(s) (to help run summer outreach programs such as a Soccer Bible Camp, etc.)

Social Media / Marketing Director (to help us engage with our community through a variety of social media platforms such as Facebook, Instagram, and YouTube.)

Worship Music Team Leader (To lead, coach, and coordinate a growing team of musicians and vocalists made up of volunteers from different backgrounds and abilities)

Office Receptionist (when the WAC opens)

Accounting Support (could be additional duties taken on by our Office Administrator)

Other Internships ???