



# JACOB'S WELL CHURCH

**Position:** Pastor of Counseling and Care – (*Director of Counseling and Care if not ordained as a Pastor*)

**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. Jacob's Well three major emphases are **Gospel-Centered, Expository Teaching and Spiritual Intimacy** (i.e. Small groups). In addition, Jacob's Well has a growing counseling ministry.

Jacob's Well Church was planted in the Spring of 2010 and has planted a daughter church in Appleton, WI and has just planted another daughter church on the other side of Green Bay. Jacob's Well has two services with an average weekly attendance of 350 people. Staff currently includes the lead pastor, associate pastor, a part time administrative assistant, a part time youth leader, a part time maintenance director, a part time children's ministry director, a female contract counselor and a male contract counselor. You can find out more about us at [www.jacobswellgb.org](http://www.jacobswellgb.org).

**Our Community:** Our goal for every person at Jacob's Well is that they would enter into spiritual intimacy with other believers, whether that be through our men's Bible Studies, women's Bible Studies, community groups, triads or other small group. Approximately 80% of our members are in a small group.

**Our Worship:** In the Jacob's Well worship service we strive to establish a gospel-driven worship service with a mixture of singing, scripture reading and prayer along with preaching, a time of fellowship and the celebration of the sacraments. Our music style is a blend of contemporized hymns and contemporary Christian worship music.

**Position Summary:** The *Pastor/Director of Counseling and Care* will primarily be charged with overseeing the counseling ministry of Jacob's Well Church. This includes clinical counseling as well as group counseling (i.e. GriefShare) and counseling seminars (i.e. marriage conference). In addition, this person will develop lay counselors (i.e. Stephen Ministries) and seek to care for those inside and outside of the church who are hurting (i.e. homebound and imprisoned). As part of this position, this person will also seek to develop the counseling ministry into a more financially independent ministry of Jacob's Well so that the ministry will not be limited by the church budget.

## Job Duties:

- **Provide Direct Counseling (20 hrs/week)**
  - With individuals, couples and families. (12 hrs/week)
  - Preparation and Documentation. (8 hrs/week)
- **Oversee Contract Counselors (2-4 hrs/week)**
  - Regular check-ins and discussions to develop their counseling skills.
- **Provide Pastoral Care (6-8 hrs/week)**
  - Pursue the lonely, the hurting, the depressed, and others in need
  - Visit hospitalized, imprisoned, and others in need of pastoral counseling/care
  - Lead the Mercy Ministry team
- **Develop the Counseling Ministry (10 hrs/week)**
  - Create policies, order material, and develop the ministry to be more financially self sufficient to enable growth
  - Administer and oversee a comprehensive and integrated range of Gospel-centered counseling and care resources
  - Increase awareness of the Counseling Ministry's offerings through various community partnerships, networking, and marketing efforts
  - Participate in continuing education conferences and training to enhance skill set and range of treatment populations for the counseling ministry
  - Continue to evaluate and innovate treatment protocols within the ministry, measuring effectiveness and impact
- **Teaching (~2 hrs/week)**
  - Periodically preach on Sundays if able
  - Teach in seminar settings
- **Oversee Group Counseling (3 hrs/week)**
  - Oversee the GriefShare, DivorceCare, marriage, purity and other counseling groups
- **Other (5 hrs/week)**
  - Attend and participate in weekly staff meetings
  - Attend and participate in session meetings every other week or as scheduled
  - Attend and participate in presbytery two to three times per year

## Qualifications:

- **Ordained or ordainable** in the PCA as a ruling elder or as a teaching elder
- **Minimum of a Master's Degree** in Clinical Psychology, Counseling, Social Work or comparable degree
- **Possess a strong interest in developing a counseling ministry** whose niche is Gospel-focused, Scripture-governed, and Christ-centered
- **Have at least 5 years of experience** working in a clinical or church counseling context
- **Have obtained license as a Professional Counselor**, Social Worker or Psychologist
- **Have at least 1-2 years of experience in an administrative**, supervisory role in a clinical or corporate setting
- **Excellent interpersonal**, organizational and leadership skills
- **Ability to work independently** and demonstrates self-starting initiative
- **Possess an expanding knowledge and experience** in working with a wide variety of counseling populations and presenting problems
- **Agreeable to our Philosophy of Counseling** statement (see page 4)

## Personal Profile:

The following characteristics are desired in the candidates personal profile:

- Spiritual Maturity: Loves the LORD and displays a mature, growing, repentant, and joyful relationship with Him
- Shepherd's Heart: Able to pastor people in different stages of life and through various joys and trials
- Able Teacher: Effective in teaching God's Word to large groups and small in a way that is captivating, relevant, and applicable
- Missionally-Committed: Embraces the 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 and glorification
- 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

## Financial Commitments from Jacob's Well:

- Salary: \$70,000/year (depending on experience).
- Relocation Expenses: \$4,000 – This will count as taxable income.
- Family Health Insurance: \$400/month to supplement insurance cost
- Life Insurance: A \$250,000 life insurance policy.
- Meals: \$1,000/year. Covers meals only when meeting for church business.
- Car Allowance: \$2,400/year
- Retirement Contribution: 7% of salary and the church will match an additional 3% of contributions.
- Cell Phones: The church will give you \$70/month to be used toward a cell phone plan of your choice.
- Licensing/Insurance: \$1,000

## 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 an external conference at the approval of the session

## Timeline:

- December-February: Receive Applications
- March: Facetime/Skype Interviews
- April: Invite top candidate(s) to come to Green Bay to interview with committee & session.
- May: Extend a call (a job offer)
- July: Director move to Green Bay (flexible)
- August 1st: Director begins (flexible)

## Candidate Inquiries:

Those interested in this position please apply online at <http://jacobswellgb.org/ministries/pastor-of-counseling-care>

# Philosophy of Counseling

10/9/2018

## Nature of Truth

All truth is God's truth. There is nothing outside of God's reach, and all that is beautiful is for his glory. He has made his people to be innovative, to create, to grow, to be in relationship, and to multiply – and all to reflect the beauty of the Lord. The Bible is a special revelation from the Lord, giving his Word to his creation to better know him and to live out their place in his greater story. We believe that Scripture is intended to govern and guide the church's approach to anything it does, including counseling.

It is important as Scripture governs how we live out God's story to also consider Scripture's governing of how we counsel. This document is intended to provide a summary of the church's approach to what we call Gospel-Centered Counseling.

As there have been new discoveries in many different fields, including the field of psychology, from innovative medical treatments to new scientifically grounded methods of therapy. These psychological discoveries are not to be taken lightly, and equally as dangerous, they are not to be ignored. The Lord created the body to be incomprehensibly complex, so when man makes a discovery as to its function or dysfunction it is only naming something that God created long ago and it is now being revealed. We believe that we must be faithful to the truths in Scripture while also allowing the results of his common grace and general revelation to be used in our service of Him.

## Man/Sin/Brokenness

The world is God's creation, carefully crafted to his design. People are beautiful and dignified, made in the image of God, and the crown jewel of creation. When man turned away from God, it caused a pervasive rupture that influenced every aspect of creation, distorting all that God intended, including our spirituality, our biological functioning, our psychological well-being, and our social connection. Brokenness and disconnection have become so permeating that they are the driving forces behind all conflict, all mental illness, all relational issues, addictions, abuse, and self-harm. Brokenness and sin pervade the way that we live here on a fallen earth. But none of this is outside of God's story. The role of a counseling ministry is to walk alongside those dealing with the effects of brokenness and sin by helping people understand the role of God's gospel grace in redeeming those areas of life.

## Healing/Change

We believe that there cannot be lasting transformation apart from the grace of God. Change is experienced in a covenant relationship with him. We come alongside the story that God is already enacting, as he puts together the broken pieces of our story and we learn how it fits into God's larger narrative. Counseling is one of many means God uses to help re-shape our stories.

Many in the Christian community assert that the Bible is the only source for help in retelling and redeeming our stories. But because our brokenness is pervasive, we believe the brokenness of our stories includes the disruption of brain chemistry. This disruption is sometimes helped by the use of medication that can re-regulate the chemical imbalances that occur in our bodies. While medication will never heal heart issues or underlying brokenness, it can serve as a cast to provide support for people's functioning while they walk through more of their foundational struggles toward God's gospel healing and redemption.

God's love for his people is the driving force behind change. In order for counseling to be meaningful and effective, it must help to alleviate presenting symptoms that bring disorder and disruption to our lives. It must also serve to expose and challenge the complex and hidden desires and motives of the heart. We believe that the role of the counselor is to provide a safe, Gospel-oriented space for transformational relationship, in order to effect change in a person's relationships with their spouse or family, with brothers and sisters in Christ, and more foundationally, with Christ who alone has the power to restore and heal.