



**Trinity Wellsprings Church is prayerfully seeking to fill the position of
Pastor/Head of Staff.**

Our History



The year Trinity's first humble building went up, NASA built its iconic Vehicle Assembly Building, one of the largest buildings in the world. The Mercury program was followed by the Gemini program, and the Apollo program. During this period, Trinity Presbyterian membership boomed. In the early 1960s the temporary building was replaced by a common room with metal folding chairs to conduct worship and fellowship and a few small Sunday School classrooms.

Trinity's membership boomed until 1972 when NASA's Apollo program ended. Ten thousand people left Brevard County and Trinity's membership was reduced to forty. Trinity held fast to God's promises and rebuilt the congregation. Part of the lot was sold to Presbytery to continue operations. It was later bought back when the church became financially healthy. In 1987, under the leadership of Rev. Dr. Jack Haberer, a new sanctuary was constructed.

Since then, the congregation has continued to grow with its open, warm and welcoming spirit. Our most recent and longest serving pastor, Rev. Dr. Michael Carey, arrived in 1995. During his tenure, our campus was expanded to include the fellowship hall, administration building, student ministry building, children's building, and chapel.

In 2012, after much prayer, and a careful progression of congregation and presbytery meetings, Trinity and Central Florida Presbytery agreed that the church would transfer from the Presbyterian Church USA to ECO: A Covenant Order of Evangelical Presbyterians. After a 30-month Vision Team study, the Session and congregation agreed to change our name. In 2014, we became Trinity Wellsprings Church to convey our trust in a Triune God who overflows life and love as described in John 4.

At the end of 2015, Rev. Dr. Carey took a leave of absence (resigned January 2016) and the associate pastor stepped in until our current interim pastor, Rev. Dr. Chuck Neder, arrived as a consultant in late 2015. The associate pastor and student ministries director answered calls to churches out-of-state. As expected, their departures have resulted in a decrease in our average weekly attendance and contributions. We are grateful to Florida Presbytery and the Committee on Ministry for their support of our Session and church during this challenging time and by God's grace, we continue to have a strong core and dedicated group of believers and staff. Proving that our foundation is built on Christ and not on any one person, Trinity Wellsprings Church continues with our mission.

Congregational Overview



Trinity Wellsprings Church is located at 638 South Patrick Drive in Satellite Beach, Florida. Satellite Beach is a barrier island community located in Brevard County. We are connected to the mainland via two causeways, the Pineda (Route 404) and Eau Gallie (Route 518). Our location's proximity to the Atlantic Ocean provides a beautiful setting with pleasant sea breezes during summer months and an impressive backdrop for frequent rocket launches from Cape Canaveral.

We have approximately 750 covenant partners with an average weekly attendance of 646 (2015 figure). However, as would be expected, the departure of our pastors has resulted in some fluctuation and decrease in our current average weekly attendance figure.

The church General Fund budget for the fiscal year January through December 2016 is \$1.1 million, along with a separate Building Mortgage Fund.

Trinity currently offers three worship service styles (traditional, contemporary, and blended) on Sunday mornings. Fellowship, discipleship, and member engagement are encouraged in each service as we strive to equip our covenant partners to be wellsprings of Christ to their personal communities. Trinity's education and worship services are designed to fortify our congregation with the Word of God, sustain and grow their faith, and aid them in seeking missional opportunities in their local communities.

Guests and members are welcomed at each service by a team of greeters and ushers. Depending on the service, they experience traditional hymns led by our choir, praise songs led by one of our worship bands, a bell choir, or a combination of the three. A talented audio-visual team enhances the experience by providing projected song lyrics, Bible verses and, videos.



Programs

Trinity emphasizes the importance of prayer and spiritual development. For the “equipping of the saints,” Trinity convenes discipleship classes and Life Groups that engage every age group. The classes unlock the Bible and prepare the congregation to share God’s love and grace with the greater community around us.

➤ For Men, Women and Students

- Bible studies and Discipleship classes
- Retreats
- Social events

- *Life Groups* – We strongly encourage participation in a small group, which we refer to as a Life Group. Typically 75% of the congregation participate in Life Groups ranging in size from 4 – 14 members and select study topics for life application from biblically-based resources. Each group meets regularly for Bible study, prayer, social time, and outreach. The current average number of distinct groups meeting regularly is 45.

- *Men’s Fraternity* – “The Quest for Authentic Manhood” is the foundational core of Trinity’s men’s ministry. Robert Lewis’ Men’s Fraternity program provides timeless truths and practical insights to help men become all God intended them to be. Since first starting the program at Trinity in 2008, it has had a significant impact on over 150 men, including men from surrounding churches and those not involved in a church.

- *Men’s Breakfast* – Men gather for fellowship, testimonies and food the first Saturday morning of every month. A special guest speaker or covenant partner shares their testimony. In addition to members of Trinity, regular attendees are comprised of men who do not attend Trinity and many bring friends and their sons. Average attendance is 70 with a high of 135.

- “*MOPS*” – Mothers of Preschoolers is an opportunity for young mothers to share their experiences, joys, and challenges in raising infants through kindergarten age children in a Christ-centered atmosphere. Sixty mothers are currently registered.

- *Women’s Brunch* – Women gather every month to hear an intriguing speaker who encourages and inspires women, fellowship and a meal. Average attendance is 58 with a high of 103.

- *Retire and Refocus* – Each year from October – April, retirees (ages 55+) gather on the Trinity campus for community outreach along with themed luncheons and fellowship. This time is then followed by a variety of gospel music/entertainment by selected guest performers and artists in our chapel. The average attendance is 70 participants.

- New Covenant Partners
 - “*Newcomers’ Seminar*” – Every quarter we welcome potential new members to a class that explains who we are and why/what we believe, the ECO essential tenets, responsibilities of covenant partners and the membership process. The seminar includes sharing a meal.

- Children’s Ministries
 - “*JAM*” (*Jesus And Me*) – is a high energy, multimedia “Children’s Church” that introduces children to the essential Bible truths. The nursery and elementary classes are available on Sunday mornings at 9 and 10:30 am. Age-appropriate lessons are taught starting with two year olds. First- through sixth graders experience a dynamic large-group/small-group style Children’s Church.

 - *The EDGE* – Trinity’s missional outreach to our local community is an after-school program for elementary school children. Wednesday afternoons we provide children fun activities, snacks, and a safe environment where they are able to complete their homework, and learn a new skill or hobby. Many come from difficult family situations. The EDGE provides children and families an attractive first experience in Christian fellowship.

 - *Vacation Bible School (VBS)* – This community outreach is held every summer with approximately 140 children in attendance and 106 adult and teen leaders. These children grow in their faith during this high energy program; several of them have no church home.

- Student Ministries
 - *DIVE* – This is a spiritually deepening Sunday morning gathering where students in grades 7 to 12 come together to listen to a teaching. Next they break into small groups by their grade and gender to “dive” deeper into the contents of the teaching. As one leader states “Sunday mornings at Trinity’s Beach House move well beyond scratching the surface. Our intention is to provide a welcoming environment in which we can explore faith and life together through the Bible, small group discussions, and corporate musical worship. The ultimate goal is connection: with God, with others, and with your true identity.”

- *Riptide* – An energetic, fun program takes place on Wednesday nights for students in grades 7 to 9. Students come to enjoy time with their friends, while also getting a brief Christian message. The purpose of Riptide is to draw the community teens to Trinity. Many students who come to Riptide enjoy it so much that they also choose to come to Sunday morning Dive.
- *Confirmation* – When students are ready to confirm their faith, each is assigned a covenant partner who will mentor them through a learning process that will result in their public profession of faith. The confirmand and mentor are required to meet ten times or more, study the book *Presbyterian Beliefs* by Donald K. McKim, and study the book of Philippians. The confirmand must memorize the Apostles' Creed, after which he or she attends both the Newcomers' Seminar and a Session meeting to have the option of joining the church. The mentors are there to help guide the students as they come to understand their confirmation and faith journey.

➤ Music Ministries

The Bible resounds with praise and thanks to God through music. Trinity has been blessed for many years to have a large number of musicians and singers who have been gifted by God, and led by Him to use their talents to enhance the spirit of the congregation through music and song. The music ministry at Trinity has played a big part in the growth and spiritual health of the church. Two long-established bands have led the contemporary and blended services for many years. Trinity is also blessed to have a 30 – 40 member choir featured at our traditional and blended services. Throughout the year, various musical programs are held celebrating special events. Trinity is widely known in our community for our Christmas instrumental, vocal, and theatrical program.

➤ Special Events

- Fellowship Activities such as the Valentine's Day Dance
- Holy Week drama/musical
- Easter Egg Hunt
- Easter Sunrise Service on the beach; (±1,100 attendees in 2016 – pictured on page 2)
- Annual Picnic
- Higher Power Community Car Show Fund Raiser for Student Ministry
- Church-wide Thanksgiving Dinner
- Christmas Concert
- Christmas Eve Services (typically 4 offerings)

Facilities

We have a 9.72-acre complex and just over 73,000 square feet of buildings under air conditioning, plus breezeways, a freestanding mechanical shed, gardens, porte-cocheres, and decks. The undeveloped area of the property covers roughly 4.5 acres behind the Beach House, our Student Ministries building on the western boundary of our property.



Missions Giving

We look for partners that are Christ- and Gospel-centered, have volunteer opportunities beyond financial support, provide for a missional community “target” or a community of non-believers to overlap, focus more on redevelopment than emergency aid, have an organic connection with at least one Covenant Partner, and provide an opportunity that a Covenant Partner doesn’t already fulfill. Our mission giving is 10% of the general fund budget, which equates to \$110,000 for 2016. These funds support our local, regional, cross-cultural and international mission partners. Beyond our mission budget, we have several specially designated mission funds that are a response by our covenant partners when they see need.

For more detailed information about Trinity Wellsprings Church, our programs and supported missions, please refer to our [Mission Study Report](#) and testimonials which can be found by clicking on the following links: www.TrinityWellsprings.com/careers and <https://www.youtube.com/user/TrinityPresFL>.



Our Leadership Structure

Our leadership is in transition as we search for a new Pastor/Head of Staff. We currently have an experienced Transitional Senior Pastor serving as the Pastor/Head of Staff who has been with us since February 2016 (consulting with us since December 2015). We currently have 9 Elders on the Session who serve terms of three (3) years, and 28 Deacons and Commissioned Leaders who serve terms of two (2) years.

Our Current Staff

- Transitional Pastor and Head of Staff (full-time)
- Visitation Pastor and Director of Life Groups (3/4 time)
- Worship Arts Director and Business Manager (full-time)
- Treasurer (1/4 time)
- Director of Children's Ministries (3/4 time)
- Director of Music Ministries (3/4 time)
- Pianist (1/4 time)
- Interim Student Ministry Director (half-time)
- Communications and Student Ministries Administrator (full-time)
- Pastoral Administrator (full-time)
- Office Manager Volunteer (full-time)
- Nursery Supervisor and Children's Ministries Administrator (half-time)
- Childcare Staff (hourly)
- Outreach and Volunteer Coordinator (1/4 time)
- Life Group Administrator (1/4 time)
- Security (1/4 time)
- Facilities Manager (full-time)
- Custodian (full-time)



Our Core Values

- ***Truth and Grace*** – Following our Lord’s gracious, respectful manner, we devote ourselves to learning God’s Word and bringing the hope of Christ to our broken and confused world.
- ***Deepening Relationships*** – Believing that relationships matter, we build closer friendships with other Christ-followers, bearing one another’s burdens and influencing each other for good; we seek relationships with unbelievers because we value them.
- ***Holy Discontent*** – Refusing to accept mediocrity in our lives or our culture, we pursue positive change by following Jesus more closely and embodying Him more fully, wherever God sends us. Though saddened when people lose faith and leave churches, God is transforming our grief into holy discontent, so that we are becoming missional – joining God’s mission to bless our neighbors.

Brief Church Mission Statement

Trinity’s mission statement is both simplistic and challenging: We will be missional Christ-followers; strong enough to embody truth, overflow grace, and build hope in our communities. Our congregation will be a missional movement, transforming culture by equipping people to live as missionaries and form creative expressions of church.

Motivating Vision

John 4:14 “but whoever drinks the water I give them will never thirst. Indeed, the water I give them will become in them a spring of water welling up to eternal life.”

Our vision is that each covenant partner becomes a wellspring of hope in their own community.

Our Mission

Jesus sends us into the world to make disciples: making friends with neighbors, sharing God’s life-changing grace, and helping them discover spiritual refreshment.

Our Strategy

- Seekers are attracted into spiritually-refreshing worship
- Worshipers are drawn into life group fellowship
- Members of life groups mature as disciples
- Disciples serve in ministry
- Ministering disciples pursue God’s mission in the community
- Re-gathering for worship, fellowship and growth with those seeking spiritual refreshment

Pastor/Head of Staff Position Description

The role of the Pastor/Head of Staff is a full-time commitment with responsibility for worship, serving as Head of Staff in overseeing daily operations, working alongside the Personnel Committee in addressing personnel matters, providing additional Pastoral Care for congregants, moderating the Session, interfacing with the ECO denomination, and other duties as assigned by the Session.

Qualifications:

- A clear conversion testimony and assurance of salvation
- Demonstrated knowledge of the Bible; strong preaching skills with the ability to proclaim the Gospel and lead people to repentance of sin and faith in Jesus Christ as the risen Savior and Son of God
- Member of ECO or be willing to receive and adopt the essential tenets of ECO and be eligible for membership in the Covenant Order of Evangelical Presbyterians as a Pastor/Head of Staff
- Post seminary degree, such as a D. Min. or Th.M., is preferred
- 7+ years in Ministry with at least three years of experience as a Lead or Senior Pastor, preferred
- Demonstrated people and communication skills; comfortable relating to all people, regardless of age, gender, ethnicity or ideology
- Proven track record with a church of substantial membership and growth over time
- Teaching experience and ability to equip people at all stages with a deepening knowledge and ability to apply Biblical principles in their daily lives and to minister to others
- Demonstrated excellent management, organizational, fiscal and administrative skills
- Successful track record in recruiting, team building and staff mentoring
- Familiarity and comfort level with church technology and computer systems

Responsibilities:

- Prepare, lead, pray and preach the Word and administer the sacraments in worship and other services as appropriate
- Embrace and nurture the church family, striving to build unity, healing, and fellowship.
- Reach out to strengthen existing, inactive and new covenant member relationships and connections through challenge, love and exhortation
- Provide vision, leadership, and ministry, in unity with Session, concerning change, conflict management, reconciliation, planning and growth
- Guide the congregation in ever deepening personal faith

- Provide leadership for activities of the church working in partnership with the staff, ministries, committees, and teams to assist them in carrying out their assigned tasks and providing accountability for results
- Provide leadership, and work in unity with Session, with shepherding the congregation, collaboratively identifying/addressing congregant needs and educational opportunities as well as financial planning and accountability of stewardship/finance teams
- Provide pastoral care to include visitation, crisis care, counseling, and officiating at weddings, baptisms, and memorial services as requested
- Plan and moderate Session and Congregational meetings in consultation with the Clerk of Session and in accordance with the bylaws of Trinity Wellsprings Church and the polity of ECO
- Conduct weekly staff meetings to coordinate program and administrative responsibilities, to provide continuity of vision and leadership, to establish accountability measures, and to build a unified team
- Provide leadership, and work in unity with Session, in the search process for open pastoral and staff positions
- Represent Trinity Wellsprings Church to ECO: A Covenant Order of Presbyterians, and to the community and community organizations
- The Pastor/Head of Staff will be accountable to the Session with reports on performance and accomplishments as often as required by the Session

Compensation and Housing

Compensation for the Pastor/Head of Staff includes salary and housing allowance, retirement plan (403b), comprehensive insurance program, and other benefits to be determined based upon the candidate's qualifications and experience.

Candidates wishing to be considered for this position are encouraged to complete their application through our [online application process](#) and email it to PSC@TrinityWellsprings.com. For those who prefer to mail their application, the contact information for the Pastor Search Committee has been provided below and additional information on the church may be obtained at www.TrinityWellsprings.com/careers.

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