SOUTHWEST'S VISION
“Every resident of the valley will be a Jesus-follower”.

ALL STAFF GOAL
To create a church where you are proud to invite your unchurched friends to as you live out life as a Jesus-follower.

“We believe that a person’s role is not as important as the overarching goal - that every resident of the valley will be a Jesus follower. So while a position plan details responsibilities and gives measurements, we are more interested in building a high functioning faith based team, rather than any one person’s ministry or personal objectives.

SPECIFIC POSITION PLAN – Southwest Thrift Store and Donation Center Manager
To successfully manage and grow the Southwest Thrift Store and Donation Center.

POSITION OBJECTIVES:

1) To manage the store towards increased local impact and increased annual revenues which are used towards community causes.

2) To increase community awareness of the store, it’s opportunities of involvement through donating and serving, and educate the customers as to the causes the stores support.

3) To protect and preserve the look of the Southwest brand while ensuring the experience of shopping and serving match the experience people have while on the Southwest Church campus.

4) To manage the inventory, sales, and volunteers thru a standardized process.

5) To work together with other store managers to enhance the overall Southwest Thrift Store and Donation Center experience.
POSITION REQUIREMENTS:
1. Team Player
2. A passion and drive for reaching people in the valley
3. Proven ability to successfully recruit and lead volunteers and volunteer teams.
4. Ability to oversee and enforce all financial best practices in handling of monies in a retail environment in cooperation with Southwest Financial Department.
5. Ability to create an inviting retail environment.
6. Ability to assist in the creation and maintenance of a budget and understand financial reports in coordination with the other Southwest Thrift Stores.
7. Solution based thinking
8. Positive attitude
9. High commitment to the local church
10. Understands and practices confidentiality
11. A willingness to do whatever it takes

APPLICATION PROCESS
Find out if you’re an ideal candidate for working on the Southwest team by answering these 10 questions for yourself:

1. Do you feel your lifestyle and passions align with our aggressive vision statement “Every resident of the valley will be a Jesus-follower”?
2. Are you a self-motivated leader who would thrive in a fast-paced, dream-filled environment?
3. Can you function on a team where the philosophy is “relational ministry” and where your work is evaluated on performance?
4. Can you establish goals to chase after bigger visions AND see these goals through utilizing others?
5. Are you talented in identifying people’s gifts, placing them in positions that suit their strength, and encouraging them to take their next growth steps?
6. Have you led successful volunteer teams either in or outside of the church?
7. Do you feel you can coach others to be better team leaders?
8. Do people tend to come to you seeking direction?
9. Would others say you are an energetic person who is full of joy?

APPLICATION REQUIREMENTS:
1. Membership at Southwest Church or at your current home church.
2. Serve on a volunteer team at Southwest or at your current home church.
3. Historic pattern of tithing at Southwest or at your current home church.

APPLICATION INSTRUCTIONS – 4 SIMPLE STEPS

1. TAKE SOME TESTS: (They will help identify your strengths, passions, and temperament)
   a) Strengthsfinder 2.0 TOP 5 Discovery Package – take and pay online
      at: https://www.gallupstrengthscenter.com/Purchase
   b) DISC Leadership Profile – Order and pay online at:
      http://www.discprofile2.0.com/discclassic.htm
      Click through any browser warnings - no worries it’s all good.
   c) Myers Briggs Assessment – Complete and score assessment online at:
      http://www.humanmetrics.com/cgi-win/JTypes2.asp

   Southwest will reimburse test expenses to applicants who are ultimately hired.

2. COMPLETE THE EXPRESSION OF INTEREST FORM.

3. ASSEMBLE YOUR APPLICATION PACKET. This would include your EXPRESSION OF INTEREST FORM and a COVER LETTER that answers 3 questions: 1. Why are you interested in this position? 2. How are you familiar with Southwest’s ministry philosophy? 3. What makes you stand out from other candidates for this position?

4. SEND IT IN! Make sure you’ve completed each of the steps; we can’t consider any applications that are not complete.

If you are confident you fit the bill, we want to talk with you! Please send your completed packet and cover letter to Human Resources at joannem@southwestchurch.com