



POSITION PROFILE

COMMUNICATIONS DIRECTOR



ORCHARD CHURCH
12405 E 120TH AVE
BRIGHTON, CO 80640
WWW.ORCHARD.CHURCH

ORCHARD CHURCH OVERVIEW

The Mission of Orchard Church is *People Helping People Find and Follow Jesus*. How does that happen? What do we do as a church to fulfill that Mission? We do exactly what Jesus did, make disciples, through the process of **Reach, Relate, and Reproduce**. We reach through engaging weekend services and local outreach, relate through our small group ministry, and reproduce through our one-on-one intentional discipleship process.

Orchard Church is a Christ-centered, nondenominational church that believes in keeping things simple and fulfilling the great commission. **We operate based on a simple list of church values:**

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- **We are about building His Kingdom, not our kingdom**
 - **We always ask, “What does the Bible say?”**
 - **We pray as if everything depends upon God and work as if everything depends upon us.**
 - **We focus on church health, which fosters church growth.**
 - **We reach people no one is reaching by doing things no one is doing.**
 - **We love people more than programs and give up things we love for things we love even more.**
 - **We are worship participants, not merely spectators and we are church contributors, not church consumers.**
 - **We give our best for God, because he gave His best for us.**
 - **We act our wage by giving first, saving second and living on the rest.**
 - **We keep it real.**
 - **We are a church for our community, not just in our community.**
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The church currently welcomes approximately 2,700 people per week to our weekend worship services. It is a growing, vibrant, and dynamic church that consistently strives to improve its quality of experience, and in so doing, our ability to reach people. With 90% of the surrounding area claiming no church affiliation, Orchard Church is intentional in our effort to reach families who do not yet attend church. We have been blessed to extend our impact outside our walls, through our support of community projects, missionaries, feeding centers, church plants, and local ministries.

In 2010 Orchard Church planted its first church – Orchard Church of Erie which has been self-sustaining for several years. Then in 2015, Orchard Church Latino began meeting. In 2020, we launched our first video venue multisite location, Orchard Church Thornton. Our vision is to multiply locations and support other autonomous church plants so that people in other communities have the opportunity to *find and follow Jesus*.

DOUG DAMERON, LEAD AND FOUNDING PASTOR



Doug accepted Christ at the age of 8, on July 4, 1976, in his hometown of Tulsa, Oklahoma. Doug and his wife, Shellie met at Bible College. They were married December 26, 1992 and have two children, Caleb and Katelyn. Doug has been in full-time ministry for over twenty-five years, beginning in 1990. He attended the University of Oklahoma where he pursued a major in music, with an emphasis in percussion. He then completed his Bible college training, earning a B.A. in music and Bible. Doug has served local churches as a Student Minister, Assistant Pastor, and Music Director. He was a Lead Pastor for six years in Indiana, before following God's call to plant Orchard Church in Denver.

HOW ORCHARD CHURCH BEGAN

On July 12th, 2005, Doug and Shellie Dameron, with their children Caleb and Katelyn, relocated to the northeast side of Denver with a calling from God to plant a church in one of the most un-churched cities in America. It was their desire to glorify God by planting a new reproductive, fruit bearing church, rooted in relevant Bible teaching, small groups & Biblical one-on-one discipleship. On August 18th, 2005, Orchard Church began meeting regularly on Sunday mornings with a small core group of young families and singles. The Church saw rapid growth and soon approximately 50 attendees came each week. On Easter Sunday of 2006, the church was publicly launched at the Courtyard Marriot on Tower Road. Over 135 attended!



CONTINUED GROWTH

On Sunday January 7, 2007 the Church began meeting at the new 600-seat Prairie View High School Auditorium in south Brighton. Then in the Spring of 2010, Orchard added a second service to accommodate the growth, and in the Fall of 2013, a third service was needed as the church began averaging over a 1,000 in attendance every Sunday. In the Fall of 2014, the church purchased 38 acres next door to Prairie View High School and began the process of building our 52,000 square foot, permanent facility which includes a 1,250 seat auditorium. This new facility opened in November of 2017 and allows Orchard Church to help even more people find and follow Jesus!





CHURCH CULTURE

In addition to Orchard Church’s fundamental commitment to *Relevant Biblical Teaching* in the main worship services, Orchard has always emphasized active participation in smaller groups with the intent of developing rich and authentic community. Consequently, hundreds of people meet in small groups throughout the week.

One of the most distinctive traits about the culture of Orchard Church is that this grace-filled body of Christ-followers has literally led the way in serving the Brighton-Commerce City community at large. Additionally, countless more people serve God regularly in the community as extensions of OC. Outreach in the form of service is a defining hallmark of the church. The readers of the local paper recently voted Orchard the Best Church in Brighton!

STAFF CULTURE

Orchard’s staff, far from being simply “professional associates,” sees itself as a “family” working together toward a common purpose. Prayer and laughter, reflecting the care and joy shared across the staff, mark staff meetings. Emails to encourage one another and resources that are freely shared are common. Most of the staff are aligned in various “departments” (e.g., worship department, communications department, children’s ministry department) and most of these departments collaborate through a true “team approach” when it comes to accomplishing their ministry objectives.

In summary, the staff culture may be described as continuously striving to be:

O RGANIZED	<i>(Communication - Same Page, Excellence)</i>
R ELIABLE	<i>(Loyalty - Same Team, Unity, Integrity)</i>
C HEMISTRY	<i>(Encouragement, Fun, Relational)</i>
H EALTHY	<i>(Spiritually, Family, Financially, Physically, Emotionally)</i>
A CCOUNTABLE	<i>(Thick-skinned, Teachable, Flexible)</i>
R EPRODUCIBLE	<i>(Empower leaders, Lead leaders)</i>
D RIVEN	<i>(Grit, Work ethic, Get it done, Whatever-it-takes)</i>



OPPORTUNITY – COMMUNICATIONS DIRECTOR

The ideal Communications Director candidate is a:

- Facilitator
- Creative Director
- Partner for Improvement
- Problem Solver

The ideal Communications Director candidate may have the following strengths:

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- RESPONSIBILITY:** Takes psychological ownership over anything you commit to. Whether large or small, you feel bound to follow it through to completion and can be depended on to get things done.
- DEVELOPER:** You see individuals for their potential. You look for ways to challenge them and help them grow. Signs of growth and of potential being realized gives you energy.
- STRATEGIC:** You are able to sort through the clutter and find the best route; to see patterns where others simply see complexity.
- ACTIVATOR:** You cannot not act. You make a decision, take action, look at the result and learn. This learning informs the next action. You believe you cannot grow without taking the next step.
- COMMUNICATION:** You like to explain, to describe, to host, to speak in public and to write. You feel a need to bring ideas and events to life; to energize them and to make them exciting and vivid.
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The Communications Director will serve in a leadership role to:

- Unify and align communications
- Partner with ministries, meeting with them and creating communications plans to mobilize their specific audiences to respond
- Ensure high-quality and highest impact communications are created for both internal and external audience

The Communications Director needs to:

- Have the leadership capability to work with the Teaching/Preaching Team and Executive Team to be informed of leadership priorities and decisions, with the acumen to speak into communications/marketing issues.
- Have the ability and expertise to proactively plan and work with ministries to support their communications needs.
- Lead and manage coordinators, assistants and volunteers to help implement communications strategies and tactics.

The Communications Director will build and lead a team to:

- Keep social media and website fresh and engaging
- Network with other church communications teams
- Collect and tell stories of life change
- Photograph the congregation/members on Weekends, mission trips, etc.
- Help strategize and plan communications/marketing for 6-12 months
- Own and manage the church's brand/identity
- Carry out the day-to-day tasks of facilitating communications/marketing



THE SEARCH AND SELECTION PROCESS

We are committed to a process that represents equal opportunity employment and does not discriminate in any way based on gender, race, age, color, national origin, veteran status, or disability. However, candidates will be evaluated based on that Orchard Church's theological beliefs and religious practices.

This position is open beginning May 20, 2020 with the objective to fill by July 1, 2020.

The selection process may include, but is not limited to:

- Resume review
- Video conference interest conversation
- Employment Application
- Skills, personality, and strengths testing
- Questionnaire completion
- In-person visit / interview
- Reference checks
- Criminal background check
- Offer submission and acceptance

We fully respect the need for confidentiality of information supplied by interested parties and assure them that their backgrounds and interests will not be discussed with anyone without prior consent, nor will reference contacts generally be made until mutual interest has been established.

Please send resume to:

Ryan Dickinson, Executive Pastor

303-373-2828

ryan.dickinson@orchard.church

