



**Job Description:  
Thrift Associate**

**General Description**

This position will be responsible for:

- † Working with teammates and volunteers to provide excellent customer service and ensure the success of the thrift store

**Well Core Values**

The qualified candidate will be aligned with the Well's Core Values:

<p><b>1. Jesus Centered</b></p> <ul style="list-style-type: none"> <li>○ Proclaims Jesus as Lord and Savior</li> <li>○ Spends time in the Bible</li> <li>○ Follows spiritual disciplines (study, prayer, fasting, fellowship, worship, confession, personal reflection, Sabbath, service, solitude, submission, giving)</li> <li>○ Offer prayers for the ministry, those we serve, and teammates</li> <li>○ Seeks Jesus in our personal journey</li> <li>○ Celebrates that my personal journey with Jesus is unique to me</li> </ul>	<p><b>2. Servant Hearted</b></p> <ul style="list-style-type: none"> <li>○ Displays the Fruits of the Spirit (love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control)</li> <li>○ Supports others by putting their interest ahead of our own</li> <li>○ Lends a hand when it is needed</li> <li>○ Helps others even when it is uncomfortable</li> </ul>
<p><b>3. Relational</b></p> <ul style="list-style-type: none"> <li>○ An active listener who is present in the moment</li> <li>○ Willing to step toward a new relationship and engage with people not like us</li> <li>○ Gets to know teammates (families, gifts, etc.)</li> <li>○ Speaks positively about and encourages teammates</li> <li>○ Builds others up and spurs teammates on in ministry</li> <li>○ Believes the best in others</li> </ul>	<p><b>4. Kingdom Minded</b></p> <ul style="list-style-type: none"> <li>○ Has the eyes to see individuals and how God created them</li> <li>○ Unshockable in what the world throws at us</li> <li>○ Focuses on God's glory with an eternal mindset</li> <li>○ Has a goal of advancing the gospel on earth and reaching the lost</li> <li>○ Willing to partner with other kingdom minded organizations</li> </ul>
<p><b>5. Passionate for the Ministry of the Well</b></p> <ul style="list-style-type: none"> <li>○ Sees role within the ministry as a calling</li> <li>○ Stands firm in ministry and unshakeable in the day</li> <li>○ Advocates for the mission through words and actions</li> <li>○ Holds teammates accountable to the mission</li> <li>○ Moves forward as a united team when a decision is made</li> </ul>	<p><b>6. Growth Minded</b></p> <ul style="list-style-type: none"> <li>○ Has a desire to be a life-long learner</li> <li>○ Open minded and seeks to understand the perspective of others</li> <li>○ Recognizes that personal growth feeds organizational growth</li> <li>○ Recognizes that the way things are is not how they will be and is open to change</li> <li>○ Has the courage to step forward into the new and unknown</li> </ul>

### Desired Skills and Character Traits (*1 Timothy 3:1-13*)

- † Servant-minded and submissive in spirit
- † Hospitable & welcoming
- † Able to respond with sensitivity
- † Team player
- † Exemplary integrity and work ethic
- † Teachable spirit
- † Discerning in conversations
- † Eagerness to contribute
- † Flexibility
- † Disciplined with time and effort
- † Organized, detail oriented, and process focused
- † Able to maintain confidentiality
- † Foster connection

### Desired Spiritual Gifts (*1 Corinthians 12:1-31; Romans 12:1-21*)

- † **Exhortation:** Able to encourage volunteers, customers, and supporters; gracious with others in all situations
- † **Serving:** A focus on meeting needs, both in those we serve and those that serve alongside us
- † **Leadership:** Ability to nurture, encourage and develop people through leading by example
- † **Hospitality:** Develops an invitational and welcoming culture

### Key Areas of Responsibility

#### Thrift Retail Operations

- † Work with a team of people that have an outstanding skill set in the area of thrift
- † Develop relationships with customers
- † Operate point of sale (POS) terminal in thrift store
- † Understand and complete POS end of day closing activities
- † Assist customers of thrift with questions and purchases
- † Work with volunteers within the thrift store
- † Place merchandise in store according to merchandizing guides

#### Thrift Inventory Operations

- † Work directly with the Thrift Coordinator to determine inventory needs based on a customer-driven pull inventory system
- † Help customers with loading of furniture and unloading of donations
- † Sort product as directed to restock inventory

#### Other Requirements

- † This position will require being cross trained to assist where needed
- † Ability to see in color vision, to read and to hear instructions from others; to regularly stand, use hands at counter height for grasping, holding, and reaching and to lift up to 50 pounds; to occasionally, bend, kneel and climb stairs.
- † This position may include evening or weekend hours as needed

