



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

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