

CUSTODIAL COORDINATOR

GENERAL DESCRIPTION

The position, Custodial Coordinator, is primarily responsible for organizing events or activities by completing all Rock Point Church's custodial needs while coordinating with different ministry areas. The position requires performance of the duties personally, and through the utilization of volunteers. This position reports directly to the Facilities Director.

Classification: Non-Exempt; Hourly // **Status:** Full Time // **Team:** Experience // **Supervisor:** James Bugg, Facilities Director

WORK SCHEDULE

- Sunday: OFF
- Monday: OFF
- Tuesday: 6a-3p
- Wednesday: 6a-3p
- Thursday: 2p-11p
- Friday: 2p-11p
- Saturday: 2p-11p

ESSENTIAL DUTIES & RESPONSIBILITIES

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Cleaning

Organize and complete all custodial needs of Rock Point Church. Keep all facilities, equipment, fixtures, and furniture clean and sanitary through regular custodial and janitorial servicing, making sure all uses have a clean workspace.

- Maintain the highest quality environment for staff, volunteers, and guests at all times.
- Follow a janitorial and maintenance schedule.
- Keep all cleaning supplies organized, labeled, and maintain adequate inventory.
- Clean and sanitize restrooms/bathrooms using established practices and procedures.
- Clean, dust, and wipe furniture; sweep, mop, or vacuum floors; empty/clean wastebaskets and trash containers; replace light bulbs; refill restroom dispensers.
- Use and maintain assigned power equipment and hand tools; 175 rpm floor machines, burnishers, auto scrubbers, extractors, high pressure washers, vacuums, brooms, mops, and squeegees, etc.
- Strip, clean, apply floor sealer and floor finish to hard surface floors, vacuum and shampoo carpets, burnish hard surface floors.

- Wash walls and equipment; use ladders when required in work assignments.
- Follow instructions regarding the use of chemicals and supplies. Use as directed.
- Perform cleaning and related activities such as removing debris from sidewalks and parking lots using hand-operated tools or small power equipment.
- Wash accessible interior and exterior windows. Clean blinds. Launder cleaning rags and dust mops.
- Basic repairs and maintenance as needed.
- Keep all tools and equipment maintained, organized, and available for use.

Environment

Set up and take down of all necessary furniture, equipment, linens, and décor for events, activities, functions, and Weekend Worship services as needed.

- Create a positive work environment and attitude in an ever changing, fast pace work environment; meeting the needs of ministries and changes as they occur with positivity.
- Move furniture, equipment, supplies, and tools regularly.
- Coordinate with all ministry leaders regarding events and their respective needs.

Volunteers

Recruit and encourage volunteers.

- Effective volunteer recruitment is essential to be successful in this position. Must be able to create a positive God-centered serving opportunity for each volunteer, while also bringing a sense of importance to each task performed.
- Some areas under the umbrella of Custodial have volunteer Team Leads in place. This position is responsible for overseeing the Team Lead properly while making sure they are supported and encouraged.
- The Custodial Coordinator will also identify, recruit, train and continue to develop new volunteer leaders.

General

- Attend to emergencies when necessary.
- Enforce and support policies established by Rock Point Church.
- Support and enforce all policies, OSHA/WISHA rules, health and safety regulations and guidelines, etc.
- Attend safety meetings and other related meetings.
- Lock and unlock assigned buildings: secure building when facilities are not in use checking for unlocked doors and windows, report any unauthorized occupants, turn off lights.
- Other duties may be assigned or altered as needed by the Facilities Director.

Maintenance

Maintain and repair facilities, equipment, fixtures, and furniture through evaluation and inspection to insure a high-quality environment.

- Basic repairs and maintenance as needed
- Keep all tools and equipment secure, organized and available for use.
- Patch and paint as needed

COMPETENCIES

To perform the job successfully, individual should demonstrate the following:

- **Problem Solving** - Identifies and resolves problems in a timely manner; gathers and analyzes information skillfully; develops alternative solutions; works well in group problem solving situations; uses reason even when dealing with emotional topics.
- **Customer Service** - Manages difficult or emotional customer situations; responds promptly to customer needs; solicits customer feedback to improve service; responds to requests for service and assistance; meets commitments.
- **Interpersonal Skills** - Focuses on solving conflict, not blaming; maintains confidentiality; listens to others without interrupting; keeps emotions under control; remains open to others' ideas and tries new things.
- **Oral Communication** - Speaks clearly and persuasively in positive or negative situations; listens and gets clarification; responds well to questions; participates in meetings.
- **Teamwork** - Balances team and individual responsibilities; exhibits objectivity and openness to others' views; gives and welcomes feedback; contributes to building a positive team spirit; puts success of team above own interests; able to build morale and group commitments to goals and objectives; supports everyone's efforts to succeed.
- **Change Management** - Develops workable implementation plans; communicates changes effectively; builds commitment and overcomes resistance; prepares and supports those affected by change.
- **Ethics** - Treats people with respect; inspires the trust of others; works with integrity and ethically.
- **Diversity** - Shows respect and sensitivity for cultural differences; promotes a harassment-free environment.

- Organizational Support - Follows policies and procedures; completes administrative tasks correctly and on time; supports church's goals and values.
- Judgment - Displays willingness to make decisions; exhibits sound and accurate judgment; supports and explains reasoning for decisions; includes appropriate people in decision-making process; makes timely decisions.
- Quality - Demonstrates accuracy and thoroughness; looks for ways to improve and promote quality; applies feedback to improve performance; monitors own work to ensure quality.
- Safety & Security - Observes safety and security procedures; determines appropriate action beyond guidelines; reports potentially unsafe conditions.
- Attendance & Punctuality - Consistently is at work and arrives on time; ensures work responsibilities are covered when absent; arrives at meetings and appointments on time.
- Dependability - Follows instructions; responds to management direction; takes responsibility for own actions.
- Initiative - Asks for and offers help when needed. Undertakes self-development activities.

REQUIRED CRITICAL SKILLS, TRAINING AND EDUCATION

- High School Diploma.
- Agrees and aligns with the vision, values, and doctrinal *Statement of Beliefs* of Rock Point Church. (<http://rockpointchurch.com/statement-of-beliefs/>)

PREFERRED REQUIREMENTS

- Previous custodial experience.
- Previous experience working in a church environment.
- Previous experience in recruiting and stewarding volunteers.
- Previous experience working with:
 - Microsoft Office
 - Google Suite
 - Church Community Builder

PHYSICAL REQUIREMENTS

- While performing the duties of this job, the employee is occasionally required to sit, use hands and fingers, handle or feel, and talk or hear. The employee is frequently required to reach with hands and arms. The employee is regularly required to stand, walk, climb or balance, stoop, kneel, crouch, or crawl.
- The employee must regularly lift and/or move up to 10 pounds, frequently lift and/or move up to 25 pounds and occasionally lift and/or move up to 50 pounds.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.

PERSONAL LIFE REQUIREMENTS (POST HIRE)

- Model Biblical understanding and maintain a consistent personal devotional life;
- Model Biblical commitment and become a covenant member of Rock Point Church;
- Model Biblical family life before the body and regularly attend worship service with your family;
- Model Biblical integrity and conduct personal life in a manner consistent with RPC core values;
- Model Biblical community; and
- Model Biblical generosity and financially support Rock Point Church.