

NOW HIRING



Position: Shift Supervisor

Position Description:

The Shift Supervisor supports the General Manager in running La Taza Community Coffee Shop daily. Key duties include acting as Manager on Duty, leading staff, training baristas, and managing equipment maintenance. The role ensures high customer service standards, strict policy adherence, and a clean, safe café environment.

Key Results Areas

- Assists the General Manager in maintaining a positive environment, which provides fast, efficient, & friendly service for both our customers & team members.
- Monitors & encourages team members to uphold La Taza's policies and standards:
 - **Team Coaching:** Monitors, models, & coaches staff to uphold La Taza's standards.
 - **Guest Relations:** Delivers fast, friendly service & builds loyalty with repeat customers.
 - **Issue Resolution:** Proactively prevents service issues & resolves incidents with the General Manager.
- Meets all Key Result Areas of the Barista position.
 - **Customer Service:** Welcomes guests, explains promotions, takes orders, & processes payments.
 - **Drink Preparation:** Grinds beans & prepares food & handcrafted beverages.
 - **Product Sales:** Sells coffee, tea, & merchandise while educating customers on differences.
 - **Facility Maintenance:** Cleans work & dining areas, empties trash, & sanitizes equipment.

- **Continuous Learning:** Learns brewing methods, blends, & food presentation to improve quality.
- **Merchandising:** Updates displays, & replenishes stock in cases and counters.
- **Teamwork:** Collaborates actively as part of a high-energy team.

- Establishes effective & positive communication amongst all team members.

- Assists the General Manager with staffing & schedules to maintain service standards & ensure meal & break policy compliance.

- Assists Management in planning & executing all sales promotions effectively.

- Actively sets an example for team members, ensuring that all policies & procedures are maintained & followed.

- **Safety Oversight:** Practices safe habits, identifies workplace hazards, & maintains a secure environment.
- **Incident Management:** Investigates, documents, & identifies root causes of team incidents for the General Manager.

- Provides coaching & training to baristas on performance expectations.

- Follows all of La Taza's drink recipes & procedures, maintaining the highest quality & consistent product standards.

- Educates shift team members on coffee & tea varieties, regional profiles, & flavor blends to ensure product expertise.

POSITION QUALIFICATIONS:

- Well balanced, mature, committed Christian in agreement with the Free Methodist Church Statement of Faith* (see note at bottom)
- Must maintain Riverside County Food Handlers Card throughout

employment.

- Must have excellent verbal and written communication skills. Bilingual Spanish speaker a plus.
- Handles stress and pressure with grace and optimism.
- Will have acquired leadership skills and will be able to ensure that all duties within the café are executed to our high standards.
- Fluency in Microsoft Office products and Google Drive plus.
- Minimum one year of retail or six months of specialty coffee experience. Previous supervisory experience preferred.
- Must be able to work all shifts with possible overtime, including weekends, evenings and special events as needed.
- Well-organized and detail-oriented. Able to multitask.
- Requires high level of mobility:
 - frequent standing and use of hands and arms.
 - must be able to lift up to 40 lbs.
 - flexibility to operate all duties in cafe operations.
- Must be able to adjust vision to both day and night lighting, and be able to focus on distant and close-range projects. Regularly required to handle food, hot beverages, and work with sharp objects.

Organizational Relationships – Reports to the General Manager.

Hours & Compensation – Part-time position with possibility of expanded hours, as directed by leadership. Starting wage: \$18 per hour.

*The employing organization for La Taza Community Coffeehouse is the Dream Center of Lake Elsinore which is a church within the Free Methodist Church USA.

What does it mean to “in support of” the FMCSC Statement of Faith?

“agree to...” the Statement of Faith

This means that your personal morals, convictions, and worldview are in alignment with the Statement of Faith published by the Free Methodist Church. All leadership positions require this level of support so that individual team members will be active participants in the Mission and Vision of Dream Center Lake Elsinore as unified members of the body of Christ.

Free Methodist Church Statement of Faith

The Holy Trinity

There is but one living and true God, the maker and preserver of all things. And in the unity of this Godhead there are three persons: the Father, the Son and the Holy Spirit. These three are one in eternity, deity and purpose; everlasting, of infinite power, wisdom and goodness.

The Son – His Incarnation

God was Himself in Jesus Christ to reconcile people to God. Conceived by the Holy Spirit, born of the Virgin Mary, He joined together the deity of God and the humanity of humankind. Jesus of Nazareth was God in flesh, truly God and truly human. He came to save us. For us the Son of God suffered, was crucified, dead and buried. He poured out His life as blameless sacrifice for our sin and transgressions. We gratefully acknowledge that He is our Savior, the one perfect mediator between God and us.

The Son – His Resurrection and Exaltation

Jesus Christ is risen victorious from the dead, His resurrected body became more glorious, not hindered by ordinary human limitations. Thus He ascended into heaven. There He sits as our exalted Lord at the right hand of God the Father, where He intercedes for us until all His enemies shall be brought into complete subjection. He will return to judge all people. Every knee will bow and every tongue confess Jesus Christ is Lord, to the glory of God the Father.

The Holy Spirit – His Person

The Holy Spirit is the third person of the Trinity. Proceeding from the Father and the Son, He is one with them, the eternal Godhead, equal in deity, majesty and power. He is God effective in creation, in life and in the church. The Incarnation and ministry of Jesus Christ were accomplished by the Holy Spirit. He continues to reveal, interpret and glorify the Son.

The Holy Spirit – His Work in Salvation

The Holy Spirit is the administrator of the salvation planned by the Father and provided by the Son's death, resurrection, and ascension. He is the effective agent in our conviction, regeneration, sanctification and glorification. He is our Lord's ever-present self, indwelling, assuring and enabling the believer.

The Holy Spirit – His Relation to the Church

The Holy Spirit is poured out upon the church by the Father and the Son. He is the church's life and witnessing power. He bestows the love of God and makes real the lordship of Jesus Christ in the believer so that both His gifts of words and service may achieve the common good and build and increase the church. In relation to the world He is the Spirit of truth, and His instrument is the Word of God.

Authority

The Bible is God's written Word, uniquely inspired by the Holy Spirit. It bears unerring witness to Jesus Christ, the living Word. As attested by the early church and subsequent councils, it is the trustworthy record of God's revelation, completely truthful in all it affirms. It has been faithfully preserved and proves itself true in human experience.

The Scriptures have come to us through human authors who wrote, as God moved them, in the languages and literary forms of their times. God continues, by the illumination of the Holy Spirit, to speak through this Word to each generation and culture.

The Bible has authority over all human life. It teaches the truth about God, His creation, His people, His one and only Son and the destiny of humankind. It also teaches the way of salvation and the life of faith. Whatever is not found in the Bible nor can be proved by it is not to be required as an article of belief or as necessary to salvation.

Authority of the Old Testament

The Old Testament is not contrary to the New. Both Testaments bear witness to God's salvation in Christ; both speak of God's will for His people. The ancient laws for ceremonies and rites, and the civil precepts for the nation Israel are not necessarily binding on Christians today. But, in the example of Jesus we are obligated to obey the moral commandments of the Old Testament.

The books of the Old Testament are: Genesis, Exodus, Leviticus, Numbers, Deuteronomy, Joshua, Judges, Ruth, 1 Samuel, 2 Samuel, 1 Kings, 2 Kings, 1 Chronicles, 2 Chronicles, Ezra, Nehemiah, Esther, Job, Psalms, Proverbs, Ecclesiastes, The Song of Solomon, Isaiah, Jeremiah, Lamentations, Ezekiel, Daniel, Hosea, Joel, Amos, Obadiah, Jonah, Micah, Nahum, Habakkuk, Zephaniah, Haggai, Zechariah, Malachi.

New Testament

The New Testament fulfills and interprets the Old Testament. It is the record of the revelation of God in Jesus Christ and the Holy Spirit. It is God's final word regarding humankind, sin, salvation, the world and its destiny.

The books of the New Testament are: Matthew, Mark, Luke, John, Acts, Romans, 1 Corinthians, 2 Corinthians, Galatians, Ephesians, Philippians, Colossians, 1 Thessalonians, 2 Thessalonians, 1 Timothy, 2 Timothy, Titus, Philemon, Hebrews, James, 1 Peter, 2 Peter, 1 John, 2 John, 3 John, Jude, Revelation.

Free Moral Persons

God created human beings in His own image, innocent, morally free, and responsible to choose between good and evil, right and wrong. By the sin of Adam, humans as the offspring of Adam are corrupted in their very nature so that from birth they are inclined to sin. They are unable by their own strength and work to restore themselves in right relationship with God and to merit eternal salvation. God, the omnipotent, provides all the resources of the Trinity to make it possible for humans to respond to His grace through faith in Jesus Christ as Savior and Lord. By God's grace and help people are enabled to do good works with a free will.

Law of Life and Love

God's law for all human life, personal and social, is expressed in two divine commands: Love the Lord God with all your heart and love your neighbor as yourself. These commands reveal what is best for persons in their relationship with God, others and society. They set forth the principles of human duty in both individual and social action. They recognize God as the only Sovereign. All people as created by Him and in His image have the same inherent rights regardless of gender, race or color. All should therefore give God absolute obedience in their individual, social and political acts. They should strive to secure to everyone respect for their person, their rights and their greatest happiness in the possession and exercise of the right within the moral law.

Good Works

Good works are the fruit of faith in Jesus Christ but works cannot save us from our sins nor from God's judgment. As expressions of Christian faith and love, our good works performed with reverence and humility are both acceptable and pleasing to God. However, good works do not earn God's grace.

Christ's Sacrifice

Christ offered once and for all the perfect sacrifice for the sins of the whole world. No other satisfaction for sin is necessary; none other can atone.

New Life in Christ

A new life and a right relationship with God are made possible through the redemptive acts of God in Jesus Christ. God, by His Spirit, acts to impart new life and put people into a relationship with Himself as they repent, and their faith responds to His grace. Justification, regeneration and adoption speak significantly to entrance into and continuance in the new life.

Justification

Justification is a legal term that emphasizes that by a new relationship in Jesus Christ people are in fact accounted righteous, being freed from both the guilt and the penalty of their sins.

Regeneration

Regeneration is a biological term which illustrates that by a new relationship in Christ, one does in fact have a new life and a new spiritual nature capable of faith, love and obedience to Christ Jesus the Lord. The believer is born again and is a new creation. The old life is past; a new life is begun.

Adoption

Adoption is a filial term full of warmth, love, and acceptance. It denotes that by a new relationship in Christ believers have become His wanted children freed from the mastery of both sin and Satan. Believers have the witness of the Spirit that they are children of God.

Sanctification

Sanctification is that saving work of God beginning with new life in Christ whereby the Holy Spirit renews His people after the likeness of God, changing them through crisis and process, from one degree of glory to another, and conforming them to the image of Christ.

As believers surrender to God in faith and die to self through full consecration, the Holy Spirit fills them with love and purifies them from sin. This sanctifying relationship with God remedies the divided mind, redirects the heart to God, and empowers believers to please and serve God in their daily lives.

Thus, God sets His people free to love Him with all their heart, soul, mind, and strength, and to love their neighbor as themselves.

Restoration

Christians may be sustained in a growing relationship with Jesus as Savior and Lord. However, they may grieve the Holy Spirit in the relationships of life without returning to the dominion of sin. When they do, they must humbly accept the correction of the Holy Spirit, trust in the advocacy of Jesus, and mend their relationships.

Christians can sin willfully and sever their relationship with Christ. Even so by repentance before God, forgiveness is granted and the relationship with Christ restored, for not every sin is the sin against the Holy Spirit and

unpardonable. God's grace is sufficient for those who truly repent and, by His enabling, amend their lives. However, forgiveness does not give believers liberty to sin and escape the consequences of sinning.

God has given responsibility and power to the church to restore penitent believers through loving reproof, counsel, and acceptance.

The church is created by God. It is the people of God. Christ Jesus is its Lord and Head. The Holy Spirit is its life and power. It is both divine and human, heavenly and earthly, ideal and imperfect. It is an organism, not an unchanging institution. It exists to fulfill the purposes of God in Christ. It redemptively ministers to persons. Christ loved the church and gave Himself for it that it should be holy and without blemish. The church is a fellowship of the redeemed and the redeeming, preaching the Word of God and administering the sacraments according to Christ's instruction. The Free Methodist Church purposes to be representative of what the church of Jesus Christ should be on earth. It therefore requires specific commitment regarding the faith and life of its members. In its requirements it seeks to honor Christ and obey the written Word of God.

The Language of Worship

According to the Word of God and the custom of the early church, public worship and prayer and the administration of the sacraments should be in a language understood by the people.

The Holy Sacraments

Water baptism and the Lord's Supper are the sacraments of the church commanded by Christ. They are means of grace through faith, tokens of our profession of Christian faith, and signs of God's gracious ministry toward us. By them, He works within us to quicken, strengthen and confirm our faith.

Baptism

Water baptism is a sacrament of the church, commanded by our Lord, signifying acceptance of the benefits of the atonement of Jesus Christ to be administered to believers as a declaration of their faith in Jesus Christ as Savior.

Baptism is a symbol of the new covenant of grace as circumcision was the symbol of the old covenant; and, since infants are recognized as being included in the atonement, they may be baptized upon the request of parents or guardians who shall give assurance for them of necessary Christian training. They shall be required to affirm the vow for themselves before being accepted into church membership.

The Lord's Supper

The Lord's Supper is a sacrament of our redemption by Christ's death. To those who rightly, worthily and with faith receive it, the bread which we break is a partaking of the body of Christ; and likewise the cup of blessing is a partaking of the blood of Christ. The supper is also a sign of the love and unity that Christians have among themselves.

Christ, according to His promise, is really present in the sacrament. But His body is given, taken and eaten only after a heavenly and spiritual manner. No change is effected in the element; the bread and wine are not literally the body and blood of Christ. Nor is the body and blood of Christ literally present with the elements. The elements are never to be considered objects of worship. The body of Christ is received and eaten in faith.

The Kingdom of God

The kingdom of God is a prominent Bible theme providing Christians with both their tasks and hope. Jesus announced its presence. The kingdom is realized now as God's reign is established in the hearts and lives of believers.

The church, by its prayers, example and proclamation of the gospel, is the appointed and appropriate instrument of God in building His kingdom.

But the kingdom is also future and is related to the return of Christ when judgment will fall upon the present order. The enemies of Christ will be subdued; the reign of God will be established; a total cosmic renewal, which is both material and moral, shall occur; and the hope of the redeemed will be fully realized.

The Return of Christ

The return of Christ is certain and may occur at any moment, although it is not

given us to know the hour. At His return He will fulfill all prophecies concerning His final triumph over all evil. The believer's response is joyous expectation, watchfulness, readiness and diligence.

Resurrection

There will be a bodily resurrection from the dead of both the just and the unjust, they that have done good unto the resurrection of life, they that have done evil unto the resurrection of damnation. The resurrected body will be a spiritual body, but the person will be whole and identifiable. The resurrection of Christ is the guarantee of resurrection unto life to those who are in Him.

Judgement

God has appointed a day in which He will judge the world in righteousness in accordance with the gospel and our deeds in this life.

Final Destiny

Our eternal destiny is determined by God's grace and our response, not by arbitrary decrees of God. For those who trust Him and obediently follow Jesus as Savior and Lord, there is a heaven of eternal glory and the blessedness of Christ's presence. But for the finally impenitent there is a hell of eternal suffering and of separation from God.

To apply for this position, please visit: www.DreamCenterLE.org/employment