



## Associate Pastor, Worship and Family Ministry Position Description

### MISSION

Reach, teach, and live out what it means to be wholehearted followers of Christ.

### POSITION SUMMARY

Oak Grove Church is seeking a full-time Associate Pastor of Worship and Family Ministry, with priority given to family-equipping discipleship and majority engagement with 6-12<sup>th</sup> grade students and families. This pastor will also receive the leadership reins from our current volunteer music leader and devote time to developing our worship ministry further with the current leader and team's support.

### QUALIFICATIONS

1. Character, Heart, Personality
  - a. Biblical pastor/shepherd leader recognized by abiding and increasing faith in Christ, the fruit of the Spirit, gives evidence of personal worship, evangelism, and discipleship.
  - b. Teachable spirit, able to receive constructive criticism and apply it for personal development.
  - c. Demonstrated track record for Word-centered equipping of Christians and reproducing disciple-makers.
  - d. Passion for championing family-equipping discipleship.
  - e. Passion to pastorally lead congregation in theologically rich music with creative musical expression.
  - f. Desire to work with and take direction from Elders and Lead Pastor as part of a team environment to ministry.
  - g. Agrees with Oak Grove Constitution and Bylaws, Mission, Vision, Values, Philosophy of Ministry, and execution of the above.<sup>i</sup>
2. Training & Experience
  - a. Bachelor's or master's degree in a related field (Bible/Theology/Biblical Counseling, Worship Ministry, Family/Student Ministry, Pastoral Ministry, etc.) from theologically conservative Bible College or Seminary, or equivalent experience.
  - b. Proven leadership experience in student and family ministry or music and worship ministry with a desire to embrace both ministries, with preference given to someone with fruitful staff or internship experience.
  - c. Some exposure, training, or experience in biblical counseling in agreement with the Biblical Counseling Coalition, the Association of Certified Biblical Counselors, or the Christian Counseling and Education Foundation and a desire and willingness to pursue certification with ACBC<sup>ii</sup> or Association of Biblical Counselors<sup>iii</sup> (ABC) in a

timeframe to be agreed upon with the Lead Pastor and Elders (influenced by prior training and workload priorities).

### 3. Skills

- a. Able to rightly divide the Word of God, and faithfully teach it in age-appropriate settings.
- b. Eager and able to build effective relationships with people of varying ages and demographics, practicing healthy boundaries for relationships with women and students. A joyful, expressive personality is a plus here.
- c. Able to envision and communicate need for ministry teams, then develop structure, recruit, disciple, and empower ministry leaders and team members.
- d. Musical ability to lead corporate worship and proficiency with primary instrument.
- e. Proficiency with modern technology for worship ministry, team collaboration and development.
- f. Anticipate budgetary needs; develop and propose budget recommendations, and responsibly manage ministry finances with accountability.

## ESSENTIAL DUTIES

1. Pastoral Leadership for Family-Equipping Discipleship (~60% of time)
  - a. As God has called parents to be primary in their children's evangelism and discipleship, this pastor will cast this biblical vision, support parents through everyday equipping and resourcing, and maintain a simple calendar that seeks to give families time to minister to those in their spheres of influence.
  - b. Work with parents and ministry team members to foster meaningful biblical community among middle and high school students and their families.
  - c. Identify, examine, and train potential volunteers for family ministry, developing, empowering, and supporting them to serve in their unique areas of giftedness.
  - d. Care and counseling.
2. Music and Worship Ministry (~40% of time)
  - a. Prayerfully plan and lead biblically rich worship services, gleaned from the best of new and old songs, prayers, readings, etc.
  - b. Work with Lead Pastor, Elders, and worship team to assess current corporate worship, identify areas for growth, and develop a phased plan for implementation.
  - c. Recruit, develop and give direction to worship and tech team members.
  - d. Lead the preparation for and execution of corporate worship on Sunday morning.
  - e. Coordinate special Christian seasonal worship services and assist with music and tech for weddings and funerals as needed.
3. Pastoral Staff and Administrative Responsibilities (% of time overlaps with other duties)
  - a. Share corporate worship preaching ministry several times annually (~8-12 times (adjustable) as agreed upon with the Lead Pastor and Elders).
  - b. Clearly and consistently communicate needs under your oversight with Lead Pastor, Elders, ministry team members, participants, and church family.
  - c. Oversee administrative responsibilities related to ministries.
  - d. Other duties as assigned by Lead Pastor and Elders.

## COMPENSATION AND BENEFITS

1. Full-time position with salary commensurate with education and experience.
2. Two-weeks paid vacation.
3. One-week paid conference leave with budget for expenses.

## HOW TO APPLY

Please provide the following via email: [associate-pastor-search@oakgrove.cc](mailto:associate-pastor-search@oakgrove.cc). If possible, please provide items 1-4 in a single document — a PDF is preferable, but Word, Pages, Google Doc are all acceptable.

1. Cover letter and resume with five references (two personal (non-family), two ministry-related, and at least one professional).
2. A written testimony of your personal salvation, a significant challenge and recent growth in Christ.
3. Personal statement of faith (if best communicated by another organizational statement, please send that statement as the most accurate representation of your beliefs).
4. A one-page summary of your philosophy of ministry tailored to this position.
5. A five-to-ten-minute introduction video of yourself.
6. A video of you teaching in a related environment and leading worship (if you don't have video leading corporate worship, a video in another setting or alone is fine as well). We're interested in getting a feel for you, not evaluating the quality of the recording.

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<sup>i</sup> Oak Grove Church, About Us - <https://oakgrove.cc/about-us/>

<sup>ii</sup> ACBC Certification - <https://biblicalcounseling.com/training/>

<sup>iii</sup> ABC Training & Certification - <https://christiancounseling.com/certification-overview/>