



We are seeking a full-time Associate Pastor for the joint position of Worship Leader and Youth Leader. The weekly salary would compensate 12-15 hours in worship ministry, 12-15 hours in student ministries, and 10-15 hours per week of administrative duties at the direction of the Senior Pastor for a total of 40-45 hours. The job description for worship and youth are attached. For the right applicant the church would consider hiring a couple as full-time with one spouse overseeing each area.

Banner of Christ Community Church is located in Byron Center, MI in the greater Grand Rapids area. In a region of multiple mega churches, our average attendance of 170 is considered a small church, and we value authentic relationships with one another. The town around us is expanding considerably. Great location in a growing community.

**Salary ranges from \$28,000-\$35,000 commensurate with education and years of experience.**

## ***Associate Pastor of Youth & Worship***

**Description of position:** Operating under the direction of the Senior Pastor, this person will lead and guide student ministries alongside a team of adult volunteers and also engage with the whole church body. Banner averages 170 weekly church attendance, 110 Sunday School attendance, and 12-15 weekly youth group attendance. We've not had a long-term leader in this position over the last several years. As a result, student ministries became somewhat inconsistent despite the valuable efforts of a great team of adult volunteers. Currently our Senior Pastor is leading the youth and has established a stable, consistent model which has been well-received by youth and families. This model can move forward with our current youth and expand as Banner's growing children's ministry naturally leads to a larger youth ministry as students graduate into junior high/senior high.

This person will also lead and guide music ministries alongside a team of volunteers and engage with the whole church body. We currently have four volunteers who lead a worship team one week at a time. The Associate Pastor will not necessarily lead the music every single week but work into the rotation and oversee current teams. This would include handling the administrative and scheduling tasks, acting as a unifying leader for this ministry.

### **Qualifications:**

- A life-transforming relationship with Jesus Christ
- Demonstrated character of a Christ-follower
- Biblical or Ministry education (*Bachelors preferred but will consider those currently pursuing formal education in these areas as well.*)
- A commitment to Scripture



- A commitment to Prayer
- A commitment to Community
- Proven Group Leadership
- Experience with junior/senior high youth in a leadership context
- Must have knowledge of vocals and/or knowledge of musical instruments as well as sound equipment and computers.

**In regards to youth ministry:**

- Become a part of the Banner family by pursuing relationships with the whole church and connecting with the community at large. Neither youth or worship ministry is its own entity but a valuable part of the Body. The Associate Pastor will model what it means to be part of the Body as well as lead others to identify and use their gifts designed to build up and strengthen the Body.
- Partner with children's ministries and college/career age ministry for connected, intentional transitions in and out of junior/senior high ministry.
- Invest in student family relationships outside of the church context by attending activities youth are involved in such as school band concerts, sporting events, etc.
- Engage youth in biblical, relatable teaching that guides them in fashioning a personal, authentic walk with God. (We have weekly youth group on Sunday evenings with organized games/activities, a time of musical worship, teaching, discussions, and ending with prayer.)
- Equip and empower youth to step into leadership roles among their peers.
- Cultivate an environment where youth value and respect one another as they learn how to live out the unity of Christ amidst diversity of life circumstances.
- Organize and lead local volunteer/missional opportunities and at least one non-local mission trip per year.
- Initiate and respond to communication with pastoral staff, fellow ministry leaders, students and their families in a timely fashion.
- Strategize for the continuing growth of student ministries (deep and wide) in a well-organized, consistent, team-driven way that integrates into the larger ministry context of Banner.
- Oversee the student ministry budget and prepare proposals for potential future projects, mission trips, etc.
- Participate in the administrative aspects of pastoral ministry under the direction of the Senior Pastor.

**In regards to worship ministry:**



The worship leader will oversee volunteers and recruit new team members as needed to help fulfill the following responsibilities which include:

- **Worship Software:** Importing new songs, editing order within songs, setting up order for service with the Senior Pastor, video or countdowns as needed, announcement and Scripture slides, background design and overall visual selection. Current systems used are ProPresenter & Planning Center.
- **Scheduling:** Musician, vocalists, sound and visual person for each week, Specials when needed, Monthly practices, Quarterly team meetings.
- **Music:** Assist weekly worship leaders in choosing songs for each week with sermon theme provided by the Senior Pastor, incorporating Scripture as appropriate and transitioning between songs during worship, tracking songs used and strategically implementing new music to keep worship service vibrant and alive.
- **Care:** Continual communication with team members, be available for discipling and training individuals on team as needed, holding team accountable to Worship Team Guiding Principles.
- **Plan & Development:** Being an integral part of the Planning and Development team which is led by the Senior Pastor.
- **Budget Accountability:** Manage and be accountable to the yearly budget for this position. You must keep a running accountability of all expense reports so that throughout the year you always know how the budget is doing. All expenditures outside of the operating budget must be submitted in writing for pre-approval by the Elders.

If interested, please submit resume to [pastorteddy@bannerchurch.org](mailto:pastorteddy@bannerchurch.org) Resumes will be accepted until 6/15/2019. For more details about Banner Church, please visit our website at [www.bannerchurch.org](http://www.bannerchurch.org) or @bannerchurch on facebook.