

YOUTH AND WORSHIP PASTOR/DIRECTOR

Lakeside Church - Worthington, MN

THE YOUTH & WORSHIP PASTOR/DIRECTOR AT LAKESIDE CHURCH WILL HAVE AN INTIMATE RELATIONSHIP WITH JESUS, A DEEP LOVE FOR HIS CHURCH, AND A PASSION TO BE A DISCIPLE WHO MAKES DISCIPLES OF JESUS. SHE/HE IS HIGHLY RELATIONAL AND POSSESSES PROVEN LEADERSHIP SKILLS. A QUALIFIED CANDIDATE IS DESCRIBED BELOW.

Seek a thriving and honest relationship with Jesus:

- Deep commitment to prayer and living a life of worship
- Exhibit a genuine desire to know and enjoy God
- Possess a heart for outreach
- Live a contagious life of faith that inspires others to pursue God
- Demonstrate both humility and leadership

Have a highly relational orientation:

- Proven track record of strong relationships and conflict resolution
- Inspiring and energizing a team with a willingness to listen & learn
- Making relational connections with unchurched and churched
- Gracious and caring demeanor toward people
- Energized relationally and high capacity for relationship

Commitment to teen and family ministry:

- Active participation with youth (6-12 grade) and their families
- High accountability with leadership teams and volunteers
- Integration of young people into the rhythms of multi-generational missional living
- Promote the shared vision of Lakeside to make disciples of Jesus
- Developing ideas with high-level leaders who can move ideas into reality
- Make quality decisions in a timely manner

Passion and talent for musical worship leadership:

- Support the vision for leading and developing corporate worship
- Inspire creative multi-generational participation in worship
- Proven experience in equipping, multiplying and releasing others

Set goals and achieve results

- Develop measurable goals and systems to achieve goals
- A track record of achieving specific results
- Willingness to learn and receive feedback from the Pastoral Team and Ministry Board

WHERE IS THIS PERSON TODAY?

- This person could be a lay leader in a local church. This person may be sensing the Spirit's leading to explore the option for a full-time vocational position.
- This person could be working as a leader in a para-church organization or other Christian ministry. They will have a track record of involvement in the local church and proven leadership in their current position.
- This person could be working as a worship leader and looking to expand their influence in the lives of people, particularly teens and their families.
- This person could be working as a Youth Pastor in a local church. They would need to have a proven track record of effective leadership and a sense of calling to use their leadership gifts in a different aspect of ministry.
- This person could be a recent college or seminary graduate with significant involvement in a healthy local church. This person would need to have proven experience of leadership in a local church.
- This person could be someone with significant church leadership experience who feels a calling to best utilize their gifts in a team position. Although they may be over-qualified for the position, they feel a desire to help a local church move their ministry to the next level in a unique and culturally diverse context.

You make known to me the path of life; in your presence there is fullness of joy. - Psalm 16:11

HOW TO APPLY

If this position at Lakeside Church interests you:

1. Visit our website at <http://www.lakesideworthington.org/employment>
2. Please provide your resume.
3. Please fill out the attached questionnaire.
4. Submit all of the above via e-mail to our Pastoral Search Team:

search@lakesideworthington.org

ABOUT LAKESIDE: OUR STORY

A Tremendous Blessing

Lakeside Church of Worthington, MN was founded in 1893 on the prairies of Southwest Minnesota. A group of Christians who had endured many trials including drought, storms and plagues banded together to spread the Gospel of Jesus Christ.

While the context of our community has changed, the mission remains the same. In the last 30 years, Worthington, MN has become a unique story. Worthington has changed from a primarily Caucasian farming community to a multi-ethnic community with approximately 30 language groups represented. Lakeside Church sees this as a tremendous blessing to our community. God is literally bringing people from all nations to our doorstep. Given all the change in the community, our aim is still to spread the Gospel of Jesus Christ as disciples of Jesus making disciples of all nations.

The Next 5 Years

Over the next 5 years, we are asking God to expand our pastoral and ministry leadership team so that we can continue to maintain a healthy, gospel expansion here in Worthington. God has provided flourishing ministry areas within our church family and genuine transformation has arisen from people being impacted and changed by the gospel. With this kind of gospel growth, we need to sustain adequate pastoral leadership to shepherd, train, teach and “equip the saints for the work of the ministry” (Eph. 4:12). Pre COVID-19 average attendance during the Sunday morning service was 200-225. During the pandemic we have averaged 75-100 in person and 20-30 following by livestream.

We are seeking to hire an additional pastor/director to partner in the work of the ministry and continue to facilitate the Gospel expansion here in Worthington. The position will comprise all of the components of youth/family discipleship and shared pastoral leadership of musical worship, planning and casting vision for our family at Lakeside. This position will regularly emphasize the training, teaching and equipping of everyday people for kingdom work.

Our desire is to continue to “be the church” outside of the walls of our building. We want to send ordinary people on mission for Christ in their spheres of influence to reach the lost and “bless the city” (Jer. 29:4-7). We anticipate the continued development of our Leadership Equipping Collective, Missional Communities, Celebrate Recovery, and other ministry areas. Lakeside Church is very excited about what God will do in our next chapter. We look forward to how God will continue to write a story with a church that He planted over 100 years ago!

The Last Five Years

The last 5 years have been marked by a strong resurgence in efforts to reach the community with the Gospel of Jesus Christ. We adopted the nickname and are doing business as Lakeside Church, originally First Baptist Church. God continues to bless our ministries in the following ways:

Weekend Service - Our Sunday morning worship service is an important place in the life of the body of Christ. It is where we regularly gather as the people of God to hear the Word preached, worship through music, pray, observe the sacraments and encourage and uphold one another in the faith. We regularly invite others into our gatherings to share in the life of the believing community with Jesus as our Head and chief Shepherd.

Missional Community Groups: Families of Servant Missionaries - In the last few years the Spirit has allowed us to launch and lead our missional community groups. These communities are a common place for our friends and neighbors to worship Jesus and live life together. They are where “church” happens and the very core of who we are as a church. As a family of servant missionaries, we are “ministers of reconciliation” (2 Cor. 5:18). Through the Gospel of Jesus Christ, we invite others to be a part of God’s redeemed community and not simply attend a church service. In other words, we invite people to not to “do church” but rather “be a part of the church.” Our MCGs provide the context where the “life on life” aspects of discipleship, evangelism, sanctification and the “one-anothers” are best lived out.

Children’s Ministry - Since young families have been a significant area of growth in our congregation, a Children’s Ministry Director was hired in 2010 for our growing children’s ministry called LakesideKids. In 202 we hired a part-time Assistant Children's Ministry Director to bolster the kingdom care of our youth. This expanding ministry continues to be an integral part of our ministry as we seek to disciple not only our children, but also our parents and families.

Youth Ministry - Our youth ministry called LakesideYouth continues to grow and thrive but the need for leadership and youth discipleship is currently one of our largest needs. We have 15-20 teens who are hungry for relationship, belonging and spiritual growth. We have a dedicated team of lay youth leaders who serve on a weekly basis.

Celebrate Recovery - One of our most exciting stories has been launching a Celebrate Recovery ministry. Our Celebrate Recovery has been operating for 10 years and has an average attendance between 40-60 adults. We have seen many individuals not only begin recovery from an addiction; but also begin a relationship with Jesus Christ, be baptized and join in the life and ministry of the believing community at Lakeside. An offshoot ministry of Celebrate Recovery, Project Morningstar (a residential recovery ministry), launched in the fall of 2014. Also, CR has a program similar to the weekly meetings at Lakeside except in the local county Jail. Each week, about 10-15 inmates are allowed to participate and hear the Gospel message.

ABOUT LAKESIDE: OUR CHURCH

MISSION STATEMENT: WE ARE A GOSPEL-SHAPED FAMILY ON MISSION WHO MAKE DISCIPLES FOR THE GLORY OF GOD AND THE GOOD OF HIS PEOPLE.

Gospel

Living Upward - Growing in the gospel and our knowledge of the Father

Family

Living Inward - Growing closer in community and living like family

Mission

Living Outward - Growing in regular rhythms of discipleship and service to not-yet believers

More About Us

Statement of Faith - We are an evangelical church with Baptist roots and are loosely affiliated with the Conservative Baptist Association of Churches. See our website for our statement of faith.

Facilities - Our current facility has a modern worship center that seats up to 350 people, a gymnasium and classroom spaces. We are on a beautiful property on the south side of Lake Okabena. Expansive green space gives us the opportunity to enjoy a beautiful surrounding (including a view of the lake), as well as the option to consider continued development of our facilities.

Finances - Our church has maintained a posture of financial health even through the difficult times of the past year. Our Budget for 2020 was \$441,995 and while we fell short of that budget due to the pandemic, a conservative approach to spending and a healthy balance sheet going into the difficult days has enabled us to weather the storm with a reserve of over \$260,000. We continue to tithe 10% of our annual budget to support vocational missionaries.

The Challenge

As we seek to make an ever increasing number of disciples in Worthington, MN we see at least two major challenges:

Church Infrastructure - We have a lot of energy currently being poured into programs. Our current discipleship infrastructure and leadership training systems are under development to maintain a larger, healthier body. We believe God is calling us to deeper, more intentional means of discipleship and disciple-making within our body and surrounding communities. Our next pastor/director must have a heartbeat for discipleship and making disciples who make other disciples by strengthening the internal ministries of the church. We believe the church is sent out on God's mission to reach the world, not just the leaders and pastors of the church. The primary avenue in which we see this happening is through our Missional Communities to connect and reach people in the everyday things of life.

Ethnic Diversity - The large ethnic population in our community continues to increase. This is true among the children and youth where approximately 7 out of 10 students are from a diverse background. If we want to reach our community with the hope of Jesus Christ, we must consider where our community is primarily expanding. Reaching our current community won't simply happen by traditional means of evangelism. We must be willing to roll up our sleeves and get dirty. We see the importance of not just telling people about Jesus, but loving people like Jesus does. Our time, energy and resources are a gift God has given us to share with our friends and neighbors here in Worthington. Life on life discipleship means getting into the lives of those who have real needs and helping them see how God has answers to all areas of life.

ABOUT LAKESIDE: OUR COMMUNITY

The City of Worthington

The regional economic hub of Southwestern Minnesota, the City of Worthington is nestled in the Southwest corner of Minnesota at the intersection of Interstate 90 and Minnesota State Highway 60. Having a strong agricultural presence from row crops to various kinds of livestock, Worthington has attracted large corporations involved in processing, research, and shipping. Worthington is home to research companies that are actively discovering new technologies in the bio-science field as well as several manufacturing companies that are involved in building homes commercial buildings and plastic products. Minneapolis and Omaha can be reached in less than 3 hours, Sioux Falls is less than 1 hour, and Okoboji Recreation Area is only 45 minutes away.

Worthington has an excellent school system along with the Minnesota West Community & Technical College, two clinics and a progressive, growing hospital and new Alternative Learning Center. A new intermediate school is currently under construction. Don't forget the wide variety of recreation activities that include Lake Okabena, bike paths, nineteen city parks, a golf course, a brand new movie theater ready to open in 2021, a new \$9.5 million YMCA with an indoor and outdoor aquatic center, soccer fields, hockey arena, a newly constructed 8 court outdoor tennis complex, numerous baseball and softball diamonds, and a disc golf course. Worthington is also home to an annual Windsurfing Regatta that draws competitors from around the state.

Worthington School District 518 serves approximately 2,800 students and is comprised of an elementary school, middle school and high school. Two parochial schools are located in the community. St. Mary's Catholic school serves students K-6, and Worthington Christian serves students K-8. Minnesota West Community and Technical College is located on 63 acres near the shore of Lake Okabena and offers students the opportunity for two-year associates degrees. Over 1100 full-time and part-time students attended the Worthington Campus last year.

The city is home to JBS Swift and Company, an international company that employs 2,400 workers. Manufacturing companies include Bedford Industries, a worldwide leader in the packaging industry with 300 employees; Highland Manufacturing, an industry leader in manufactured housing with 150 employees; Prairie Holdings Group, Newport Laboratories, and Merck, regional agricultural bio-science employers of approximately 425 employees. Other prominent employers include Worthington Independent School District with 470 employees and Sanford Health-Worthington with 300 employees.

Worthington also has a relatively low cost of living driven primarily by the housing market. Median house values for the state of Minnesota are \$180,100 to \$223,900 compared to a median house value of \$132,500 in Worthington in 2019. The median household income in Worthington is \$48,854 compared to a state median income of \$71,306 in 2019.

See Johnson Realty (<http://www.jbrhomes.com>), Re-Max Worthington (<http://www.remax.com>), or Janssen Realty (<http://www.janssenrealty.com>) for current listings in Worthington MN.

The City of Worthington Continued

One of the most unique aspects of our community is our small town feel with big city diversity. Worthington has a growing population with the latest census recording approximately 13,036 residents. A 2011 article in St. Paul Pioneer Press stated, “Worthington is a small town with a big secret. The farm county seat has comparably low crime and enviously low unemployment. Instead of tumbleweeds, its downtown strip has plenty of traffic and only two vacant storefronts. What's not a secret is that more than a third of the town's residents - 35 percent, by the last census count - are Hispanic. City officials still think that's an undercount. Even so, it's by far the highest percentage of any city in Minnesota - a state that's seen a 75 percent growth in Hispanics over the past decade, more than any other ethnic group.”

Hispanic is far from the only diverse ethnicity represented in Worthington. In a 2003 article on the Sioux Falls Keloland website, former Worthington high school principal, Paul Karelis, stated that there are currently 28 languages represented in the high school alone. In 2021 there are over 40 different languages and/or dialects spoken in Worthington alone. Of the entire student population in the district, 68 percent are diverse. Approximately 50% of Worthington's population is Caucasian with the other 50% comprised of other nationalities. Twenty five percent of Worthington residents are foreign born compared to a little under seven percent on state average. As a church, we see this as a tremendous blessing! God is doing something unique in this small town by giving the churches the opportunity to go to all nations without leaving our zip code!

For more information about Worthington, MN see

<http://www.ci.worthington.mn.us/about-worthington>

<http://www.citydata.com/city/Worthington-Minnesota.html>