



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

**STUDENT & WORSHIP
PASTOR**

Church on the Drive
Orlando, FL

STUDENT PASTOR

Church on the Drive

Orlando, FL



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Population of City

280,832

Population of County

1.393 million

Community Overview

We are in College Park, which many around here refer to as Mayberry. Though it is technically not its own city, it is very much a small town tucked into a big city. About 18,000 people live in our zip code which is complete with local schools, restaurants, bars, and shops. There are plenty of parks and lakes and playgrounds. College Park is small and close-knit. Middle to upper-middle-class families make up a huge portion of the demographic. Though the residents of College Park are not very diverse, the students and families of our local schools are because our schools pull from areas outside of College Park.

Why People Like Living Here

College Park feels like a small town within a big city. Neighbors know and look after each other. There are community-wide festivals and homecoming parades that shut down the main thoroughfare for an evening throughout the year. If you've lived here for more than a few years you likely know half the people who live in College Park. Because the community is older, many of the streets are paved with brick and all of the houses look different. Everything is within walking distance. In addition to these charms, College Park is only five minutes from downtown, thirty minutes from major attractions like Disney, and forty-five minutes from the beach.

Church History

Our church was founded in 1928 as a mission of First Baptist Church of Orlando. During the 1950s-80s, the church boasted over 1200 people in its Sunday School. In the 1990s a long decline began. In 2015, in an attempt to stem the tide of decline, the church changed its worship style from traditional worship to a blended worship style. Three years later, the church decided to abandon blended worship and, instead, form two services: one traditional and one modern. Our current pastor was on staff as Associate Pastor until the retirement of our former pastor in 2020. Josh Plant became the eleventh pastor in the history of our church on September 1, 2020.

Vision, Mission, Values

Mission (why we exist) - Our mission is to help people become passionately devoted followers of Jesus.

Vision (What do things look like in five to ten years if we are accomplishing our mission?)

- 600 people in worship on Sundays
- At least 60% involvement in community groups
- At least 70% of membership engaged as a volunteer

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- Plant at least one church by 2030
- Kids and Student Ministry leaders are well known and active in local schools
- Regular foreign mission trips to our mission partners
- Operate the church with a surplus, give away as much as we can
- Unified and harmonious church body and staff

Our Values:

- We are all about Jesus. (John 5:39)
- We will do anything short of sin to reach people who don't know Jesus. (Matthew 28:19-20)
- We are for our community. (Mark 12:31)
- We give up things we love for people we love. (Philippians 2:1-8)
- We are welcoming to everyone. No exceptions. (Galatians 3:28)
- We are faith-filled, big dreaming, Spirit led risk takers. (Philippians 4:13)
- We will honor Jesus, His church, and others with integrity. (2 Corinthians 8:21)
- We pray because prayer makes a difference. (Matthew 7:7)
- We live life to the fullest! (John 10:10b)

Average Weekend Attendance

200

Overview of Weekly Worship Gathering

Because of COVID-19, we currently have only one worship service on Sundays. It is modern, complete with a band and backdrop, and it begins at 11:00 am. Our pastor preaches with an expository approach and utilizes graphics, object lessons, and enthusiastic delivery.

Before the pandemic, we had two services: Traditional at 8:45 am and Modern at 11:00 am. The music and lighting were different, but the message was the same. For the foreseeable future, the Traditional service will be on a weeknight beginning after Easter.

Tell Us About Your Facility

Our campus is older, but is entirely paid for and most of it is recently renovated. A private school leases part of our building from us and totally renovated that space. Our sanctuary had new sound, lights, and projection installed in 2019 and is capable of seating around 500 people comfortably if the balcony is used. We also have a gym with a student ministry space that was renovated in 2018. We have an updated Fellowship Hall and many meeting rooms. Though all of these have been updated, one struggle we fight is the layout of the building. Like houses, churches built in the 1960s tend to have smaller hallways with smaller and multiple entryways, rather than large open spaces and entryways. We are beginning to adjust to make this manageable.

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Overall Budget (this fiscal year)

\$818,000

Overall Long-Term Debt of the Church

0

Denominational Affiliation and/or other Partnerships

We affiliate with the Cooperative Baptist Fellowship.

We also work with these organizations: Clubhouse Guatemala, World Vision, Operation Christmas Child, The Father's Heart (Brazil), Water Is Life International, and Missionary Ventures.

Governance & Polity

All authority within our church rests in the membership. They, however, delegate most decisions that are made out to the wise people elected to our committees. The pastor and staff make nearly every day-to-day decision, but larger decisions generally rest with committees. For example, if an air conditioner needs to be replaced, our Properties Committee would make that decision and then make sure it got done. Big decisions, like hiring a new senior pastor, rest with the church membership.

Current Paid Staffing Level

- Full-time: Pastor, Properties & Communications Specialist, Multimedia & Administrative Specialist
- Part-time: Kids Director, Minister to Senior Adults, Financial Specialist, 2 Custodians, Food Services Director

Major Ministries of the Church

- Kids - We are committed to an approach that helps families be the primary disciplers of their kids. We are also committed to going after unchurched and dechurched people who may only have contact with us through their kids.
- Students - We are committed to an approach that helps families be the primary disciplers of their teenagers. We are also committed to going after unchurched and dechurched teens.
- Missions - Our church loves to serve others. Whether it is in our community or somewhere on the other side of the world, our people will go; and if they can't go, they will pay for someone else who can.
- Groups - Group life is the backbone of our church. Our group leaders are the pastoral arm of our church and help bring new people into the fold.



Outreach Programs Overview

We have ongoing and developing relationships with our local schools and businesses. For example, we have a group that walks to local businesses, drops off cookies, and takes prayer requests. Our pastor is the "character coach" for our local high school football team. We believe these consistent and intentional relationships will allow us the privilege of inviting people to faith.

Additionally, we hold We Serve days where we get out into the community and serve others in a variety of projects like painting, picking up trash, building wheelchair ramps, and sorting canned goods at the food bank.

We have done Alpha in our church and plan to do it again once pandemic restrictions are lifted.

In the most generic sense, how would you describe your church theologically?

Evangelical - Moderate

Published Theological Statement

- We believe in one true God, eternally existing as three equal persons: Father, Son and Holy Spirit.
- We believe in the full deity and humanity of Jesus Christ.
- We believe the Bible is the inspired Word of God and our sole authority for faith and practice.
- We believe the criterion by which the Bible is to be interpreted is Jesus Christ.
- We believe in the sinfulness of all persons. One result of sin is shattered relationships with God, self, and others.
- We believe that eternal salvation and restored relationships are uniquely possible through faith in Jesus Christ as Lord.
- We believe in the equality of men and women of all races, ages, classes, recognizing that all are made in the image of God.
- We believe both men and women are equally gifted and called by God to extend His Kingdom.

What theological hills will you die on?

- The truth of the resurrection of Jesus from the dead is non-negotiable
- Jesus is not a way to God; he is THE way.
- Both men and women can serve in every capacity within the church, including as pastor.
- Believer's baptism

Biggest Church 'wins' in the last 18 months?

- Reopening the church
- We baptized three kids at home during the pandemic...so far!
- Our giving has only slightly gone down during the pandemic, but we have finished "in the black" for the last five months straight.

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- Our youth group was small and primarily church kids until our student ministry team began picking up and bringing football players from the local high school.
- We paid off all debt and have 1.5 million dollars in investments and in the bank.
- We navigated the hiring of a new pastor during the pandemic
- Our groups have been better attended in the past year than they have in years and have really loved each other well.
- Our Wednesday night dinner changed to a drive-thru dinner and now serves three times as many dinners, complete with bible studies and info about the church.
- Through generous anonymous gifts, we installed high quality cameras and streaming equipment in our sanctuary for our worship gatherings to be enjoyed at home.

Biggest Opportunity for Your Church in the Next 12 Months

To rebuild and reach out to the unchurched and de-churched in our community with a new pastor and student pastor.

Church's Biggest Challenge for the Future

Transitioning from an older and established congregation to one that reaches unchurched and de-churched people using any means possible.

Title of Position You Are Hiring

Students & Worship Pastor

Category of Hire

Student Ministries Pastor

Full Time Position?

Yes

Overall Description of this Position

This position is a combo position: Students and Worship (or some other area they may be more gifted in).

It would be expected that out of forty-five hours in a given work week this person would spend at least 30-35 hours on student ministry and the rest on modern worship. They would be responsible for the entire student ministry: ministering to existing students, recruiting and bringing in new students, setting budgets, building up teams of volunteers, coordinating student community groups, and putting on student ministry events.



They would also be responsible for leading music in our modern worship gathering. They would work in close cooperation with our pastor and staff to cultivate creative and meaningful times of worship for people in the room and at home. They would oversee and lead the band and tech team in this venture.

Describe the last person that held this position

The last person to work with our students was our current pastor. He did a lot with our local middle and high schools, including the 6-8th graders of the private school that meets on our campus. If not for that, the size of the youth group would have been about ten at most. It is currently about thirty. He is high energy and very relational and that served him well in this community. He has said he wishes he would have worked harder earlier on in his tenure to bring kids over from schools into the youth group.

Reporting Relationship

This position will report to the Senior Pastor. They will work closely with the entire staff to accomplish shared goals for the church as a whole.

Goals and Expectations

- Stabilize our student ministry
- Build off of relationships established by the pastor and become a household name on our middle and high school campuses in College Park
- Regularly visit schools and be a presence at student extracurricular activities
- Meet up with students regularly outside of church hours
- Minister to our families and grow our student ministry, bringing kids from the community in too.
- Preach 1-4 times during the year on Sunday
- Continue building our modern worship ministry
- Lead our band in an organized fashion, making sure to keep them informed of songs ahead of time
- Develop a brand of worship ministry that reaches the unchurched and dechurched in College Park who are brave enough to join us during worship
- Work collaboratively with the pastor to build creative worship services that may be different than what we've done before

Do you have a job description for this role?

Job Title: Student & Worship Pastor

Supervised By: Pastor

Position Status: Full-time, salaried

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Principal Function: Give leadership to Church on the Drive's student and worship ministries.

Relation to Pastoral and Administrative Staff: Member of the ministry staff who works collaboratively with the entire staff to accomplish the mission of the church. The administrative and support staff will provide support as needed.

Purpose: The Student and Worship Pastor will help fulfill the church's mission and vision by providing leadership to our student and worship ministries.

Primary Duties & Responsibilities:

Overview

- Oversee and execute the church's modern worship service under the direction of the Pastor
 - Oversee the church's student ministry
 - Give collaborative assistance to the kids ministry
 - Other duties as assigned
-
- Family Ministries
 - Help align the entire Family Ministry with the church's overall vision and mission
 - Plan and execute a comprehensive discipleship program for students in middle school, high school, and college
 - Work directly with volunteers to provide counsel, discipleship, and training for them as they lead students
 - Visit students in schools and at activities
 - Create consistent opportunities for students to serve others
 - Equip families to minister to and disciple their teenagers
 - Be available and helpful to families in need of assistance
 - Regularly evaluate the entire Student Ministry
 - Collaborate with Kids Director for alignment of kids and student ministries

Worship Leadership

- Lead congregation in worship gatherings under the direction of the Pastor
- Work with the Pastor to develop each worship gathering
- Facilitate leadership, development, and discipleship of the worship and tech teams
- Oversee sound, lighting, and media associated with worship gatherings

Qualifications:

- Degree from an accredited college or university required; seminary preferred.
- Affirmation of the Baptist Faith and Message 1963 and the values of Church on the Drive.

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- Evidence of a commitment to Jesus, spiritual and emotional maturity, integrity, leadership ability, and a cooperative spirit.
- Experience in family and worship ministry leadership.
- Basic computer skills and familiarity with social media.
- Works well in a collaborative environment, friendly, energetic, creative, and organized.

Worship Style of Your Church

Our modern worship gatherings are meant to be very similar to North Point Community Church (Atlanta, GA) and Real Life Christian Church (Clermont, FL)

We sing songs from Hillsong, Bethel, Elevation, We The Kingdom, Crowder, Passion, Zach Williams, and many others. Typically, we will have four songs, and we mix up our order of worship each week.

Educational Preferences

What is most important is competency. We'd rather know you have what it takes than that you have a degree.

That's not to say that education is unimportant, though. We have an intellectually honest and curious church that's trying to reach an intellectually honest and curious culture. Education helps solidify what you think and know how to question what it is you believe. When teenagers ask difficult questions, we want this person to help parents give a good answer or, potentially, give the answer themselves. Education can only help with that.

It is important to us that this person be competent at creating ministry environments and at being relational. Neither of those requires a seminary degree!

Age vs. Experience

Our pastor is 36 (the second youngest pastor in the history of the church), so young and moldable isn't a problem for us!

We would love it if we could have someone more experienced and who knows how to set up a great student ministry. More than that, though, we want someone who will go out of their way to be relational with the people of our church and community.

Denominational Affiliation

As long as they affirm the Baptist Faith and Message of 1963, we are good. Denominational Affiliation is only important to us when it comes to views on baptism, communion, and polity. If they agree with what we believe, then we can work together.

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How important is geographical location to you?

We want someone who understands how to do ministry in Orlando. Our town is more post-Christian than its geographic location would let on. Someone from the bible belt might have a hard time here.

What skills are you looking for specifically?

- Vocal ability
- Proficiency in an instrument, preferably more than one
- Teaching ability
- Leadership and the ability to delegate
- Ability to “read the room”

What technical abilities (if any) are required?

- Email
- Social media skills

Equipper or Doer?

Equipper

Attractional vs. Missional

Attractional

Budget Area Supervision

\$25,000

Personal Characteristics Desired

- Strong work ethic
- Honest
- Trustworthy
- Loyal
- Humility
- Team player
- Gets along well with others
- Willing to build something, visionary
- Sense of humor

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What would immediately disqualify someone?

- Denial of the resurrection
- Sexual offense on background check
- Racist/sexist/hateful social media posts
- Refusal of women in pastoral roles
- Someone in another country (we don't have the funds to get them here)

Urgency

We would like to fill this position before the end of the summer. If we could fill this position by the time summer starts, that'd be even better. We want this person to hit the ground running and flourish next school year as more things have, hopefully, opened up.

Other "Must Have" Skills

- Highly relational
- Ability to lead others without using their position to do it

Other "Nice to Have" Skills

Technical abilities - able to run or learn to run sound/lights/ProPresenter/cameras

Familiar with church management systems and how to leverage them (we use Fellowship One Go)

Ability to organize and develop small groups

Finally...

A strong partner in ministry who is excited about building a church through relationships, excellence, and the leadership of the Holy Spirit.

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Public Job Posting

Students & Worship Pastor

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Church on the Drive in Orlando, FL is in search of a Student and Worship Pastor. This is primarily a Student Pastor position with the majority of time spent leading the student ministry. They are looking for a relational leader to cast a vision for the student ministry while creating inviting ministry environments for current and potential students. The worship portion of this position will be responsible for all of the modern worship gatherings. They will work to make sure everything about the modern worship gathering is inviting and cohesive, including music and tech.

What you'll be doing:

- Oversee the church's student ministry
- Oversee and execute the church's modern worship gathering under the direction of the Pastor
- Give collaborative assistance to the kids ministry
- Help align the entire Family Ministry with the church's overall vision and mission
- Plan and execute a comprehensive discipleship program for students
- Create consistent opportunities for students to serve others
- Equip families to minister to and disciple their teenager
- Oversee sound, lighting, and media associated with worship gatherings

What you need to have:

- Degree from an accredited college or university required; seminary preferred
- Experience in family and worship ministry leadership.
- Basic computer skills and familiarity with social media.
- Works well in a collaborative environment, friendly, energetic, creative, and organized.
- Evidence of a commitment to Jesus

The address is in Orlando, but Church on the Drive serves the College Park area which many refer to as Mayberry. Though it is technically not its own city, it is very much a small town tucked into a big city. About 18,000 people live in the zip code which is complete with local schools, restaurants, bars, and shops. There are plenty of parks and lakes and playgrounds. The church is only five minutes from downtown, thirty minutes from major attractions like Disney, and forty-five minutes from the beach.

Does this sound like a place you'd like to serve? Apply here: www.chemistrystaffing.com/church-on-the-drive-students