



**CHEMISTRY**  
STAFFING

# **CHURCH & CANDIDATE PROFILE**

## **WORSHIP LEADER**

Prairie Heights Community Church  
Fargo, North Dakota

# WORSHIP LEADER

## Prairie Heights Community Church

Fargo, ND



### Population of City

123,550

### Population of County

249,974

### Community Overview

Our community is made up of three cities; Fargo, Moorhead, and West Fargo (F-M-WF) with a cumulative population of 249,974 and growing! As of 2020, our local community has grown by 7.3% and it's projected to grow by 4.7% in the coming years. Within the community, there are multiple colleges, most notably North Dakota State University, Minnesota State University Moorhead, Concordia College, and Moorhead State Community and Technical College. Our population is younger (median age of 32.5) than the national average and a high percentage of the population is college-educated (38.9% vs. 31.8% nationally). Currently, the unemployment rate is 1.8%, while the national rate is 3.8%. Industries in the community include education, medicine, government, manufacturing, agriculture, and a booming technology start-up industry. Microsoft houses its second-largest campus in the world in Fargo and West Fargo is the home to a top-tier medical facility. Geographically, the F-M-WF community is in the valley of the Red River (one of few rivers that flows north) that divides North Dakota and Minnesota. There are plains, which now look like farm fields surrounding our community on each side. The land is relatively flat, except for along the river beds where there are some rolling hills. There are parks located both in town and within a short driving distance. Speaking of driving, the F-M-WF commutes are typically much lower than the national average. We like to joke that you can get anywhere in twenty minutes, and even with the growth that we've experienced there, that is still true today!

### Why People Like Living Here

Do you ever wish that you could live in a small town, but still have access to the amenities that a larger city provides? That's what it feels like living in the F-M-WF community. You are likely to see someone you know at the local grocery store, and still are able to enjoy great art, music (including at an amazing outdoor venue), restaurants, and more. We have a rapidly growing downtown area; full of fun boutiques and restaurants, several which have been featured on "Diners, Drive-ins, and Dives". We believe that you can't put a value on the feeling of knowing your neighbors and seeing people you know as you run to get lunch out. With several college campuses in town, there is an energy that comes each fall as the students return to campus. There is no shortage of sporting, theater, and art events associated with these colleges. NDSU Football is a big deal here and has had 17 National Championships in recent years, so anticipate seeing lots of green and gold while you are out on the town, we are proud of our college athletes! Because the weather gets a little chilly here, there are many great local and national brand coffee shops that you'll find full each morning and on the weekends. People really value community here and a good cup of coffee! When spring comes, the sidewalks are full of people biking, running, and just enjoying the outdoors.

### Church History

Prairie Heights began in the fall of 2000 with nine people around the table at an Expressway Inn in Fargo, North Dakota. Co-Founders, Jon and Teri Hauser, along with a crew we call the "Originators" started Prairie Heights with the sole purpose of reaching people for Christ. In April of 2001, 207 people attended the Grand Opening service of Prairie Heights Community Church at the Doublewood Inn in Fargo. Over the years, Prairie Heights has toured around the Fargo-Moorhead-West Fargo Community, hosting services in 20 different locations. No matter where we met, our priority was always about reaching people. As more people were finding hope in Christ, we outgrew our portable space at the Fargodome and knew it was God's timing to build our first permanent building. In 2015, Prairie Heights began building a facility with great kid's spaces, a sunny lobby, auditorium, and coffee bar (we have delicious coffee). In December of 2016, we hosted our first services at the new location and over 1,400 people attended. Since then, we've had many exciting changes at Prairie Heights. We've repurposed spaces to make room for more adults and kids. In January of 2020, we welcomed a new Lead Pastor, Beth Nelson into the leadership of Prairie Heights. Beth joined the staff team in 2011, and served a variety of roles, most recently as Executive Pastor before being selected for the Lead Pastor role. Through those changes, one thing has remained the same; Prairie Heights exists to connect those apart from God with Christ and a church family.

### Vision, Mission, Values

Mission: Prairie Heights exists to connect those apart from God with Christ and a church family.

Values:

- Reach one more
- Pursue Jesus
- Choose Community
- Give Generously
- We also live out what we call "SERVilization" which is a civilization of people who serve with no strings attached in our community.

Vision: We are at the beginning of a two-year initiative, called STAND, that will focus on standing in the gap for the people of our community.

- Changed Lives: We will grow and send out more examples of Christ into our community each week by enhancing our current environments, which helps connect those apart from God with Christ and a church family.
- Future Generations: We will focus on supporting our future generations in knowing their identity in Christ, gaining a sense of belonging, and guiding them in pursuing their purpose, which is vital considering that there are over 60,000 students (K-12 + college) in our community.
- Transformed Community: We will develop and implement curriculum that focuses on spiritual dependence, emotional health, healthy relationships and leadership development. We will also focus on strengthening and creating partnerships with organizations strong in proactive approaches to mental, financial and emotional health.

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### Average Weekend Attendance

1500 (in-person and online)

### Attendance Trend

Growing

### Overview of Weekly Worship Gathering

Currently, we have services at 9am and 11am. Pre-Covid, we had three services and averaged around 2,500 in attendance. Our attendance is in the growing space after the decline we saw due to Covid and the transition in the leadership of the church.

Typical service order:

- 5 minutes to service time - band plays a non-Christian pre-service song
- Intro welcome by Worship Leader/Pastor
- First worship song
- Welcome - communication that is relevant to all attendees is shared (events, opportunities, giving)
- 2-3 worship songs
- Bumper video tying into our main theme
- Message (focus on being theologically sound, relevant, and applicable)
- Prayer
- Worship Song

During service, we have separate kids programming happening simultaneously so that both children and adults are able to focus on what God has to say to them through the music and message. Further detail on music:

- For pre-service, we've done everything from Foo Fighters to Michael Jackson to Rascal Flatts to Adele. "It's less about the artist and more about good music." Any genre is fair game and the songs are tailored to (1) familiarity w/the audience, (2) thematic tie-in with message/sermon series, and (3) the skillset of the particular band on the schedule. The main purpose of pre-service songs is for people that have never gone to church before or haven't been in a long time to come in and hear whatever song it might be that week and be like, "Hey, I know that song!" and be more at ease about doing something/being in a place they're not used to. For worship music, we sing a lot of Hillsong, Jesus Culture, Elevation, Chris McClarney...Not exclusively those, but those are some popular ones. For those songs, we look for sing-ability, as well as just if the song fits our culture, lyrically for example. We are regularly implementing new music and updating our rotation of songs to stay current with what people may be hearing on the radio/streaming/social media, along with just keeping things fresh.

### Tell Us About Your Facility

Our current property includes two buildings and a garage, ample parking, and green space surrounded by neighborhood homes. The main church building is a contemporary worship center built in 2016. Designed with an

up-to-date aesthetic that hosts intentional spaces, including a 9,830 sq. foot auditorium, serving adults and kids along with high-quality audio and video throughout the facility. The office building includes private offices, some cubicles, meeting spaces, and a large gathering space for various events. The two buildings are linked together via a sidewalk. The garage, which is used for storage, is nearest the office building.

### **Overall Budget (this fiscal year)**

\$2.8 million

### **Overall Long-Term Debt of the Church**

\$5,935,017

### **Denominational Affiliation and/or Other Partnerships**

We are part of the Church of the Nazarene. We do not currently partner with any other churches, however, we like to keep an eye out on what churches like Life.Church, Northpoint, and Eaglebrook are doing.

### **Governance & Polity**

We are a staff-led church. Most of our decisions are made at the Leadership Team level, which includes our Directional (department) and Executive Team Leaders. There are certain decisions that our Executive Team or Lead Pastor will be the final decision maker on (hiring, debt/finances, big initiatives), however, most ministry and programming decisions come from the Leadership Team level. We do also have a governing board. Our Lead Pastor is accountable to them and holds meetings with them regularly (quarterly at a minimum) to keep them up to date on finances, engagement, etc. Our Governing board is not involved in the day-to-day ministry decisions.

### **Current Paid Staffing Level**

Full-time

- Lead Pastor
- Executive Director
- Executive Assistant
- Director of Weekend Services
- Worship Pastor (hiring)
- Digital Storyteller
- Weekend Services Production Leader
- Weekend Services Production Tech
- Director of Groups & Volunteer Engagement
- Guest Services Leader

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**CHEMISTRY**  
STAFFING

- Director of Family Ministries & Servilization
- Youth Leader
- Kids Leader
- Kids Coordinator
- Director of Operations
- Facility Manager & Care Pastor
- Office Coordinator (hiring)
- Director of Spiritual Growth (hiring)

Part-time

- Chief of Employee Engagement
- Graphic Designer
- Facility Custodian

### **Major Ministries of the Church**

We like to keep things really simple.

- Weekend Services: Occurs weekly at 9am and 11am, both are livestreamed and in-person
- Kids Ministry: Occurs at 9am and 11am on Sundays during the weekend adult services. We currently use Orange Curriculum and are focused on having relevant, age-appropriate lessons that connect kids with Christ and a church family. Kids are split into rooms based on age and development and have specific lessons and activities for those ages that are led by a volunteer team. Our Kidventure spaces are safe, secured, and so fun that kids are begging to come back week to week.
- Youth Ministry: We call it Oxygen here, and it happens on Wednesday night with Middle school (6-8th) and High School (9th-12th) grade students. Our typical evening consists of a fun large group game, a relevant message (we use Orange curriculum for this), and a small group discussion led by volunteer leaders. There is also free time before and after for students to play nine-square, gaga ball, and more activities. Students are often hanging out far past our "end time" because they enjoy being in community together. We are beginning to incorporate more worship into this time using music videos and would eventually like to incorporate live worship into this time.
- Grow Groups: Grow Groups are our version of small groups for adults. We offer a variety of groups, from ones that are leadership-based to connection for singles, to women's groups, to men's groups, and we even have groups that go through Financial Peace University. We believe that if people are just attending on a Sunday and have no further relationship they are missing out, so we really encourage community through groups. These groups also cover a variety of topics, from topical studies to deeper dives into scripture; we keep it fairly broad so that there is a spot for everyone no matter where their walk with Jesus is. Under this group's umbrella, we also offer one class, Launch. Launch is a 4-week class that goes over practices such as prayer, reading the Bible, what saying yes to Christ means, and how to worship. This is the launching point (no pun intended) into groups and getting further connected.

## **Outreach Programs Overview**

We are all about SERvilization here at Prairie Heights! SERvilization is a civilization that serves. Serving our community is one of the pieces of Prairie Heights that we've held on to throughout our 21-year history. Currently, we do regular projects throughout the year that people can sign up for, including volunteering at homeless shelters, food pantries, and more. We lean a little more event-driven at the current time but are looking for ways to more regularly get involved in the community. We are also working on partnerships with local schools in the community so we can serve them with specific needs they have. Last year we did a shoe drive for them and this year we are working to kickstart a new incentive program they are putting into place to help with student attendance. Our goal is to meet the real, felt needs of the community. Our vision for the next two years is to stand in the gap for our community and we are working on the game plan to expand upon our current outreach. We desire to be proactive vs. only reactive in what we do in order to break cycles and make a lasting impact in our community.

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

Evangelical - Conservative

## **Published Theological Statement**

The doctrine that distinguishes the Church of the Nazarene and other Wesleyan denominations from most other Christian denominations is that of entire sanctification. At Prairie Heights, we call it an "all in" moment when after taking the faith step of salvation (Yes! to Christ), we choose to go "all in" (sanctification), that we would grow more Christlike every day.

## **What theological hills will you die on?**

Must have a personal relationship with Jesus

Must share spiritual beliefs (below)

God and Salvation -

- We believe in one living God, Creator of all things. God is holy and revealed in the Trinity as Father, Son and Holy Spirit.
- Jesus is the Son of God and He was fully God and fully human. He was sent by God to earth and lived a sinless life, died on a cross, rose from the dead and is now seated at the right hand of God in heaven. In doing this, Jesus paid the price in full for the world's debt of sin.
- We are saved by grace through believing Jesus died for us, turning from our sin and following the leadership of Jesus Christ. By making the decision to follow Jesus, we are promised eternal life.
- Jesus will return to establish His kingdom and to be our final judge.
- The Holy Spirit leads us into a relationship with Jesus and lives in every believer as they trust in Him. He is our Helper, our Comforter, our Teacher and our Guide as we grow in faith.



- God created all people in His image and everyone matters to Him. Everyone has sinned and is in need of God's grace.

#### The Bible and the Church

- The Bible is the inspired Word of God and reveals the will of God regarding all matters of faith and conduct.
- Jesus Christ is the Head of the Church, which is made up of the body of believers, those who follow Christ's leadership in their lives.
- The Church exists to love God, love people, and go make disciples of Jesus.

#### **Hot-Button Social/Cultural Issues For Your Church**

- We believe in marriage between man and woman, based on a Biblical belief of how God created humankind. This belief must be shared with new staff.
- As part of the Church of the Nazarene, any staff on track to become pastors (locally licensed and/or ordained) must agree to abstain from alcohol and drugs as part of their Pastoral call.
- We believe in living and giving generously. Tithing is something we value. Not a non-negotiable yet... but would be part of the conversation.

#### **Biggest Church "Wins" in Last 18 Months?**

We've had a lot of transition and change since 2020. We installed a new Lead Pastor in January 2020 after our previous founding pastor moved to another church. At that time we decided to do a Lead Pastor and Lead Teaching Pastor model. In November of 2020, it was determined that the Lead Teaching Pastor role was not working and therefore he was asked to step down. In August 2021, this Lead Teaching Pastor planted a church in our local community, taking along with him 3 other staff members and essentially causing a church split. It's important to understand that context for the wins that we are currently now experiencing.

- 162 people have said YES! to Christ in 2022, 448 said YES! for the first time in 2021
- Attendance is consistently over 1,000 now. (Pre-Covid/2020 it was 2,500 in attendance, went down to the 700's after re-opening/leadership transition).
- New attenders so far in 2022: 484, New attenders in 2021: 1,506
- At Believer's Baptism on October 24, 2021, we had 16 people registered to "get dunked." On that Sunday 16 more people decided to get baptized during service. We believe in Jesus's power to multiply and it was so fun watching that number double as the day went on.
- 306 volunteers currently, up from 250 at the same time last year
- Multiple community serving events resulting in almost 800 served hours by Prairie Heighters in the community in 2021

## **Biggest Opportunity for Your Church in the Next 12 Months**

Kicking off a Giving Initiative (public phase will kick off on April 24th). This initiative outlines the next 2 years of vision for the church and we are excited to get moving on it.

## **Church's Biggest Challenge for the Future**

- Staffing to meet our needs for future growth.
- There are things that we are needing to say "not yet" or "no" to because we don't have the staff in place to be able to accomplish them well. Some of that is intentional, but it definitely is a current challenge and we foresee it being a challenge as we move forward.

## **Title of Position You Are Hiring**

Worship Leader

## **Full-Time Position?**

Yes

## **Reporting Relationship**

This position will report to the Director of Weekend Services. The Director of Weekend Services oversees all music, production, lighting, video, graphic, and all other AVL-related staff at Prairie Heights. Prairie Heights is a staff lead, board advised church.

## **Goals and Expectations**

- In the first year, we would expect the new hire to form trusting relationships with the current members of the volunteer worship band.
- The expectation would also be to recruit and onboard more musicians and vocalists to the team. Over time, a goal would be to create a pipeline for musicians to sharpen their skills and gain experience via kids and student ministries.
- An expectation for this role, and all PH roles, is to be planning for and expecting growth as an organization. This means the need to constantly be looking for ways to connect with the next generation, stay current with technology, and be looking to solve and remove "lids" to our organizational growth.

## **Do you have a job description for this role?**

What Prairie Heights is looking for:

- An experienced Worship Leader with an adventuresome spirit who is committed to using music and worship to connect people with Christ and a Church Family in a growing church environment.
- A gifted musician who can lead vocally and instrumentally to reach our audiences authentically.



- Demonstrates the confidence to speak in front of large groups of people, and is humble in seeking feedback from others.
- A team player who enjoys having fun with a history of building healthy teams that grow through new experiences.
- This leader is inspired by Hillsong, Elevation Church's music, and other similar music.
- With a passion for authentic worship and joy, the Worship Leader will cultivate culture while leading teams toward next-generation technology, gear, and approach to worship.
- The Worship Leader will oversee the planning of all weekend services music including but not limited to song selection and service flow while working closely with the Director of Weekend Services and Lead Pastor.

#### What will you do?

- Engage spiritually and emotionally in the creative process
- Coordinate music with the Director of Weekend Services for upcoming series
- Schedule worship team and FOH audio volunteers to ensure all necessary positions are filled for weekend services and other events
- Create practice tracks for weekly rehearsals for band and vocalists
- Recruit and train new volunteers while creating environments for volunteers to grow
- Meet regularly with team members to develop, train, and cast vision
- Maintain microphones, cables, monitoring systems, supplies, etc.
- Collaborate to build a vision and strategy for Wednesday Night Oxygen (Middle & High School) services

#### Required Qualifications:

##### Required Experience:

- Follower of Jesus
- Minimum of 2 years leading music in a growing church
- Demonstrated experience recruiting, training, and leading volunteer teams
- Self-Directed with the ability to manage multiple projects successfully
- Experienced with Ableton Live
- Proficiency with Planning Center Online for scheduling, communication, and song arrangement
- Demonstrated experience developing a vision, creating goals, and measuring growth
- Commitment to the process of emotional health and self-care in all areas of their life
- Strong instrumental and vocal talent
- Experience arranging and building click tracks and backtracks

#### Preferred Qualifications

- Knowledge and experience recording and editing music
- Understanding of wireless technology including microphones and in-ear monitoring systems

- Understanding of MIDI
- Knowledgeable and experienced with analog and digital audio signal chain and routing
- Experience with digital audio consoles and DANTE networking
- History of leading music worship in a large church or large organization (1,000+)
- Working in a multi-site church

### **Educational Preferences**

No preference

### **Age Vs. Experience**

A balance between the two would be nice.

### **Denominational Affiliation**

Not important. The candidates need to agree with our theology. Outside of that, they don't need the previous affiliation with Nazarene churches.

### **How important is geographical location to you?**

Medium importance. Candidates who have lived in cold regions will adapt easier to our city.

### **What skills are you looking for specifically?**

- Avid learner
- Coachable
- High attention to detail
- A drive for excellence
- Ability to handle high-pressure situations with grace
- Ability to relate to a variety of people. Our volunteer teams cover a wide swath of backgrounds
- Willing to take God-sized risks

### **What technical abilities (if any) are required?**

A successful candidate will have experience and skill with:

- Ableton LIVE for click tracks and backing tracks
- Planning Center
- Dante networking
- MIDI networking
- In-ear monitoring
- Analog, digital, and wireless signal chain

### **Equipper or Doer?**

In our setting, it needs to be a balance. But I would lean more towards a doer. Training and equipping new volunteer musicians for sure. However, a portion of the leadership training and development falls on the Director of Weekend Services.

### **Attractional Vs. Missional**

Attractional with a solid foundation rooted in mission and purpose.

### **Budget Area Supervision**

The Director of Weekend Services will oversee the budget. However, this position will have supervised access to roughly 27k/year for music/production supplies and equipment.

### **Personal Characteristics Desired**

- Integrity
- Doesn't take themselves too seriously
- Values their role and understands the gravity of ministry (Mission focused)
- Can laugh, cry, and argue all in a 60-minute meeting

### **What would immediately disqualify someone?**

- Not having a personal relationship with Jesus
- Agreeing with same-sex relationships
- Disagreeing with women in church leadership

### **Urgency**

High

### **Other "Must Have" Skills**

- Experience recording/editing music
- Experience building and training volunteer teams

### **Other "Nice to Have" Skills**

Worked in multi-site church

### **Finally...**

Our perfect hire would have strong leadership skills, be a skilled musician and appreciate the technical side of music.

## Public Job Posting

### Worship Leader

#### Prairie Heights Community Church

#### Fargo, North Dakota

Prairie Heights Community Church in Fargo, North Dakota is looking for a Worship Leader to join their team. They are seeking an experienced Worship Leader who is passionate about using music and worship to connect people with Christ. This person must be a team player, have a history of building teams, enjoy friendly office competitions and personal growth. They are looking for someone who not only has an authentic approach to worship, but also can lead the team towards next-generation technology, gear, and approach to worship.

#### What you'll be doing:

- Overseeing the planning of all weekend services music including but not limited to song selection and service flow while working closely with the Director of Weekend Services and Lead Pastor
- Creating practice tracks for weekly rehearsals for band and vocalists
- Recruiting and training new volunteers while creating environments for volunteers to grow
- Meeting regularly with team members to develop, train, and cast vision
- Collaborating to build a vision and strategy for future Wednesday Night Oxygen (Middle & High School) services

#### Skills you'll need to have:

- Follower of Jesus
- A gifted musician who can lead vocally and instrumentally to reach our audiences authentically
- Confident to speak in front of large groups of people
- High attention to detail
- A drive for excellence
- Ability to handle high-pressure situations with grace
- Ability to relate to a variety of people

Our community is made up of three cities; Fargo, Moorhead, and West Fargo with a cumulative population of 249,974 and growing. Even though it is a larger area, it still feels like you are living in a small town where you are likely to see someone you know at the local grocery store, and still are able to enjoy great art, music (including at an amazing outdoor venue), restaurants, and more. With several college campuses in town, there is an energy that comes each fall as the students return to campus. People really value community here and a good cup of coffee! When spring comes, the sidewalks are full of people biking, running, and just enjoying the outdoors.

**Apply Here: <https://www.chemistrystaffing.com/prairie-heights-worship-leader>**