

Associate Pastor of Worship

Lacey, WA



Back story:

In 2019 a former missionary couple, Jeremy and Carri Mikkelsen (and their 3 kids) moved to Lacey to relaunch an older historic church (with zero kids) that needed revitalization. We have updated the facilities, the name, and the music– but even more than the externals we have focused on missional alignment. We are teaching grace and seeing fruit– changed lives, new believers, folks coming back to the Lord. Over the past 4 years, the church has grown 500% in attendance. This past Easter was our first Sunday with two services – a total 250 people (34 kids). The church is debt-free, owns a large building with a sanctuary that will seat 250, adult classrooms, kids classrooms. We have 7 acres on a major arterial, 1 hour south of downtown Seattle and 10 minutes from the state capital, Olympia. The church is poised for major growth.

What we are looking for:

We need a talented worship leader. Someone who has a heart that yearns for the Lord. Fellow teammates to join us in the journey of gospel-teaching and grace-practicing. A ministry-minded couple or family would be great, but a single guy or gal who is all-in could work too.

Qualifications:

- The ability to lead multigenerational congregational worship
- A clear understanding and ability to communicate the gospel– and the willingness to do so
- A clear understanding of our walk as believers by means of grace– and experience doing so
- A relational and philosophy of ministry match with our current team
- Servant leader, self-starting team player, with a positive “can-do” attitude
- Bible training– formal Bible college or seminary training is nice, but church training is also accepted.

Specific Tasks:

1. Live in a way that reflects Jesus and the truth of the Bible– morally, ethically, and relationally.
2. Serve as part of our team, specifically focused on leading worship
 - a. Including finding, growing, and cultivating musicians
 - b. Enhancing the multicultural/multigenerational flavor of our church
 - c. Discover, curate, and create music that deeply resonates with the gospel
 - d. Come alongside and support our teaching pastor and elders
3. Develop, coordinate, and work with volunteer teams to accomplish the ministry of the church: reaching out to our community in word & deed, teaching the Bible, worshiping our great God.
4. We are interested in finding an amazing person to join the team and we anticipate the worship leading aspects to be the majority of the work, but as a medium sized church we also expect that they would pitch in be a blessing in other areas that match your specific gifting. During the hiring process, they will be discussed and formalized. Here are some areas that are currently needed:
 - Helping invest in families and youth and helping raise up the next generation
 - Being a relational disciple-maker in a multigenerational church family
 - Leading serving and gospel outreach in the community
 - Serving the church family hands on, especially with facilities work at the church

Our church identity:

We are a church family that is passionately seeking God and who are on a mission. *Not a building, but a group of people saved by grace, committed to fulfilling a mission handed down to us by Christ & the apostles as recorded in the Scriptures. The following page summarizes our missional stance.*

Our Mission: **To make generations of disciples who love like Jesus.**

We find that mission all throughout the Scriptures, famously in the “great commission” of Matthew 28:19. We know it is a short summary: “baptizing and teaching” is part of “make disciples” and “love like Jesus” is shorthand for “obey everything I have commanded you”. We need to pass this on.

Our method:	Know truth	<i>The gospel is the truth of the Bible</i>
	Experience grace	<i>The gospel is God's grace to and for us</i>
	Live for eternity	<i>The gospel gives eternal life that starts now</i>

Our core values:	Everyone	<i>The gospel is for everyone. Men and women serve and lead our church.</i>
	Simplicity	<i>The gospel is simple. We keep things simple.</i>
	Urgency	<i>The gospel is urgent. We feel the need to share it.</i>
	Humility	<i>The gospel requires humility. We need humility in everything we do.</i>
	Trust	<i>The gospel requires trust. We trust God and each other.</i>

Our Priorities: **Free Grace**

We rely on grace, God's free gift of unconditional acceptance, love and favor, as the means of salvation, the motivation for the Christian life and the model for our relationships with others. (Ephesians 2:4-10)

Biblical Teaching

We teach the Bible that penetrates our hearts, renews our minds and transforms our lives. (2 Timothy 3:16-17)

Genuine Worship

We worship to proclaim the glory of God and celebrate His presence in our lives, both individually and together as a church family. (Colossians 3:16-17)

Christ-centered Families

We partner with parents to help children and students grow spiritually. (Deuteronomy 6:6-9)

Sacrificial Service

We serve sacrificially, using our personal resources and abilities to serve God and others. (John 13:12-17)

Authentic Relationships

We seek authenticity in our relationships by practicing unconditional acceptance, vulnerable sharing, mutual care, accountability and spiritual growth. (Hebrews 10:23-25)

Community Outreach

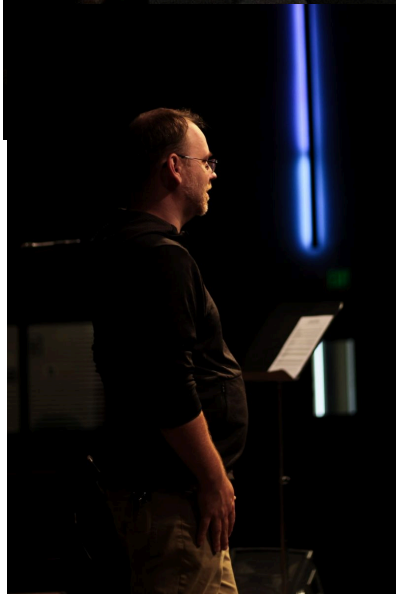
We are compassionate in our outreach that expresses the love of God and message of Christ to our neighbors and to our community. (1 Peter 2:11-17)

Strategic Multiplication

We invest strategically to train and send out home grown gospel workers—missionaries, church planters, evangelists, and pastors to maximize our impact for Christ in focused areas of the world. (2 Timothy 2:2)

Vibe and ethos of the church in photos:

Top: Palm Sunday '23 –A Northwest vibe. Our music style is contemporary, although we mix in classic hymns done well. We teach lots of new music, but are careful to select songs that people can sing. Our focus is on solid lyrics and participatory leading. The ethos is multigenerational and multiethnic.



Left: Our teaching pastor, Jeremy (age 41) is pretty casual and slightly geeky (his first career was as an engineer). His teaching style is simply verse by verse through whole books of the Bible, connecting each passage to clear and practical “takeaways”. It is simple and effective.

Bottom: A summer church picnic '22, the church community is still getting to know one another– we have doubled in the past 24 months. There is a health contingent of military families and young adults, (JBLM is just north of us and has 110,000 people on base.) There are around 250,000 people living within 30 minutes of the church, the greater Olympia-Lacey-Tumwater area.





Left: Easter Egg Hunt '22 – We really love reaching out to our community. Only 10% of the people in that photo go to our church. Well, more do now, but when it was taken...
Below: Youth Christmas '22 – Our youth group is still pretty small. An area we'd like to grow in.



Above: Our street sign. A DIY project that matches our vibe.
Right-center: Our youth director (Sarah, is in the middle) we are not afraid of a pumpkin. We are right of center, but this isn't Texas. But... the Texas folks would think our church is the best option in town.
Right-bottom: Our little lobby Christmas '21, our building is historic but tastefully updated.
Center-bottom: Our "No Lost Kids" outreach booth at a local kids event. The City of Lacey calls us frequently to come serve and participate at city events.



Skip this job posting if you:

- Hold a strong reformed Calvinistic perspective (*We love you, but 5 pointers need not apply*)
- Hold a strong complementarian perspective (*i.e.: if you don't think women should ever be formally serving in ministry this won't be a good fit.*)
- Allegorize the Scriptures (*i.e.: try to make the Bible mean something other than what the original author intended to his original audience*)
- Don't want kids in "regular" church. (*We want to see elementary-aged kids and up serving and participating in our main Sunday services.*)
- Cannot handle rainy winters, amazing summers: hiking, biking, kayaking, mountains, or the beach.

Ready to dive in?

Take a good close read at our doctrine to make sure you are aligned with us:
<https://www.laceybiblechurch.org/>

Check out some Youtube videos (but know that our online tech is not very fancy yet) <https://www.youtube.com/@LaceyBible/streams>

If all that looks good, send me your resume: jeremy@laceybiblechurch.org and text me 360-515-1598 and we'll get a conversation started.

Logistics

We are hoping to have someone up and going by July 1, 2023.

We believe in taking good care of our staff. Salary will be based on experience.

If you are just starting out, this position could be "Worship Director" and if you have not finished seminary we would consider helping you with your education.

If you are without the equity needed to purchase a home in the area, we have a 2 bedroom/1 bath parsonage that could be made available. If you have a family or want to get into the real estate market that is an option too.

Truthfully, for the right candidate we could be pretty flexible. Let us know!