



**CHEMISTRY**  
STAFFING

# CHURCH & CANDIDATE PROFILE

**WORSHIP DIRECTOR**

Access Church  
North Branch, Minnesota

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## POPULATION OF CITY

11,000

## POPULATION OF COUNTY

57,500

## COMMUNITY OVERVIEW

Our community is the stereotypical bedroom community. We're not quite rural, but we're definitely not suburbia, either. We tend to lean more conservative on the political spectrum. Hunting and outdoor activities are very popular, and quite a few people go "up north" for the weekends to cabins or campsites.

## WHY PEOPLE LIKE LIVING HERE

The best part about living in North Branch is the slower pace of life. It's not uncommon to hear that people like that there's no "hustle and bustle." We are a very family-focused community. Kids' activities and sports are abundant. Our location is great - less than an hour north of the Twin Cities, and just over an hour south of Duluth. It's a beautiful country with every kind of amenity and shopping and entertainment, all within a short drive.

## CHURCH HISTORY

Access Church was founded in 2000 by our Founding Pastor, Kevin Haseltine (who still works at the church on staff and has a great relationship with the Lead Pastor and church in general). In 2020, a transition was made as Kevin stepped down, and Shaheen became the Lead Pastor. In our history, we've seen over 2,100 people put their trust in Jesus that we've been able to count, baptized almost 1,000, and prayed for hundreds to be filled with the Holy Spirit. We've hosted large community events (4th of July, Halloween, etc.) for our community and seen thousands of people come out at a time. In 2004, after several years of 15-20% growth, we built the first phase of our current facility, and in 2007 added on again with our current auditorium. Currently, we are in a 10-year plan (8 left) to become debt free as a church and have seen incredible buy-in from our attenders and witnessed financial miracles in the process.

## VISION, MISSION, VALUES

Mission: To draw people into a growing relationship with God through Jesus Christ.

Values: We call them the Campfire Code, with the idea that people know if you've been by a campfire. You don't need to verbally say anything - your presence tells the story. Our Code is as follows:

- Real, not religious.
- People, not projects.
- Passion, not performance.

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- Clear, not complex.
- Better, not bigger.
- We, not me.

Our vision as a church is to simply reach as many people as possible.

### **AVERAGE WEEKEND ATTENDANCE**

330

### **ATTENDANCE TREND**

Growing

### **OVERVIEW OF WEEKLY WORSHIP GATHERING**

We're currently running two services on a Sunday morning that are identical. Typically they consist of 3-4 songs, followed by a series-themed message. We call our weekend services "Everyone Environments," - meaning that everyone is welcome and everyone should be able to follow what's going on. We certainly talk about what God says based on Biblical truth, but we approach it in a way where we allow everyone to make their own decisions and grow at their own pace. Internally, we like to make sure that things are RED: they are Relevant, done with Excellence, and lead people to Discover the truth about God.

We're about 20 minutes north of Eagle Brook Church's main campus, and often hear people describe us as a smaller version of EBC, which we take great pride in. In our small community, there's no other church that has the technology and talent that we do, and it utilizes modern ways to reach modern people.

### **WORSHIP STYLE OF YOUR CHURCH**

Modern contemporary. We also value using secular songs when appropriate to set a mood in the room or emphasize a point.

### **TELL US ABOUT YOUR FACILITY**

Our facility was built in 2004, and added on in 2007. We have moderate upgrades throughout with a large lobby, kids wing, mini auditorium for youth groups and smaller gatherings, and an auditorium that can seat up to 400. We also have a large stage with full A/V/L capabilities. We also have plans to upgrade current spaces once we become debt free.

### **OVERALL BUDGET (THIS FISCAL YEAR)**

\$650,000

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## **OVERALL LONG-TERM DEBT OF THE CHURCH**

\$1,695,000

## **DENOMINATIONAL AFFILIATION AND/OR OTHER PARTNERSHIPS**

We are affiliated with the Assemblies of God, but lean more towards non-denominational.

## **GOVERNANCE & POLITY**

I like to think of our governance kind of like the US government. The Executive Branch is primarily the Lead Pastor. The Legislative Branch is our ministry staff and Trustee Board. Then, the trustee board sets the budget for the year and approves spending, but staff makes all the ministry decisions as a team. The Judiciary Branch would be our Elders, appointed by the Lead Pastor. They are at all board and staff meetings (if possible), and meet with Lead Pastor on an informal basis. Their role is for encouragement of spiritual maturity, and also helping with disciplinary measures within the church.

As for membership, we call our members Shareholders. They don't have real shares, but we like the imagery it creates. They vote on trustees (must be a Shareholder for 1 year to be eligible) and large financial decisions, like taking on debt or selling property, and are also sometimes used for input with strategy changes we implement as a church.

## **CURRENT PAID STAFFING LEVEL**

FT: Lead Pastor, Founding/Discipleship Pastor, Kids Director, Youth Director

PT: Bookkeeper, Communications Admin

## **MAJOR MINISTRIES OF THE CHURCH**

Weekend services, kids ministry, youth ministry, small groups ministry. We really love the "Simple Church" idea of doing less, but doing it better and pointing people to a clear path, rather than a complicated menu of options.

## **OUTREACH PROGRAMS OVERVIEW**

- We believe that in our culture, weekend services are the greatest outreach opportunity possible. Many churches provide "outreach" that is attractive, but when guests visit the church, it's a completely different experience. We choose to utilize our weekend services as opportunities for our church to invite guests and know that they're going to receive a great experience, nothing weird, and be welcomed no matter what their background is.
- Additionally, we're trying to develop a better outreach arm through social media - primarily YouTube, Facebook and TikTok.

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## **IN THE MOST GENERIC SENSE, HOW WOULD YOU DESCRIBE YOUR CHURCH THEOLOGICALLY?**

Evangelical - Conservative

## **PUBLISHED THEOLOGICAL STATEMENT**

**The Bible:** We believe that the Bible is the word of God and is without error. It was written by humans under the guidance of the Holy Spirit. It is the supreme authority on all matters of faith and morality.

**God:** We believe in a God who has always existed in three equal persons - the Father, the Son and the Holy Spirit. Each member of the Trinity has a different role and purpose, but all are equal in power and authority. We believe that God the Father is holy, powerful and unchanging. We believe that He is loving and compassionate and desires a relationship with everyone. We believe that Jesus was completely God and completely human at the same time. He never sinned and therefore could be a substitution for us in fulfilling God's requirement for perfection. We believe that Jesus died on the cross and three days later rose from the dead so that we could have life. Salvation comes through Jesus alone. We believe that the Holy Spirit guides believers. He comforts us, gives us spiritual gifts and makes us more like Christ.

**People:** We believe that every person has been created in God's image. Every person has been given a purpose by God. We also believe that every person has sinned and fallen short of God's standards of perfection. Through Jesus' sacrifice on the cross, people can put their trust in Him and allow Him to trade places with them. We believe that without putting your faith in Jesus that a person cannot be in a right relationship with God and will not spend eternity in Heaven.

**The Church and Eternity:** We believe that Church is God's plan for reaching the world. The Church is responsible for teaching the lessons in the Bible. Every believer plays a vital role in serving in the local church and reaching those who are far from God. We believe that one day Jesus will return and there will be a judgement. Those who have put their faith in Jesus will spend eternity in Heaven with God. Those who haven't will spend eternity away from God in Hell.

As an Assemblies of God Church, we believe in 16 Fundamental Truths. (<https://ag.org/Beliefs/Statement-of-Fundamental-Truths>)

Also, we are technically a Pentecostal church in the sense of believing in the continued work and empowerment of the Holy Spirit in our lives today, but we do not look like the Pentecostal image that many people think of.

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## **WHAT THEOLOGICAL HILLS WILL YOU DIE ON?**

- The Bible is the inerrant, infallible Word of God.
- There is one true God, who has existed eternally in the three separate persons of the Father, the Son and the Holy Spirit.
- Every human being has sinned.
- There is only one way to Heaven, by putting our trust in Jesus Christ to be made right with God.

## **HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH**

- Alcohol is not inherently sinful.
- Any type of sexuality (homosexuality, marriage, etc.) outside of one husband and one wife is sinful.
- Men and women were created differently on purpose by God (transgenderism is a sin), and have different roles within the family and church.
- Authenticity is a missing, but absolutely necessary, element of Christianity, especially from pastors and leaders.

## **BIGGEST CHURCH 'WINS' IN LAST 18 MONTHS?**

I'm gonna stretch it out to 24 months, but we've come through two strong years of "Move the Mission" - which is our 10 year goal to become debt free as a church. In the beginning 2021, we had a total debt of \$2.2 million, and right now we're sitting at \$1.69 million. We've paid off over \$500k in debt over the last two years, while still having some of our best giving years overall. To me, this tells me that our church is dedicated to the mission God has given us, and the vision of becoming debt free in 10 years or less.

## **BIGGEST OPPORTUNITY FOR YOUR CHURCH IN THE NEXT 12 MONTHS**

We have just hired, within the last month, a new youth director and kids director. Along with the worship director position we are looking to hire, we could have a team full of passionate leaders who will bring our church to places we haven't been before. God will use high-quality leaders to continue to inspire and equip people to engage in His mission.

## **CHURCH'S BIGGEST CHALLENGE FOR THE FUTURE**

With half of our team being "new" there's huge potential for us to get distracted with new ideas, and lose sight of our over-arching mission. There's also going to be a huge learning curve for our staff and church, as we learn how to navigate new relationships and personalities.

## **TITLE OF POSITION YOU ARE HIRING**

Worship Director

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## FULL TIME POSITION?

Yes

## OVERALL DESCRIPTION OF THIS POSITION

The Worship Director will be responsible for overseeing the worship ministry of Access Church, including our worship team of about 15 musicians and similar-sized tech team, to create excellent and engaging services that draw people into a growing relationship with God through Jesus Christ.

## REPORTING RELATIONSHIP

Lead Pastor

## GOALS AND EXPECTATIONS

- Create an even stronger atmosphere of worship in our church.
- Gaining the trust of the current team members
- Find and develop new musicians.
- Dream about ways to enhance and build the production arm of our church and keep utilizing technology to help the ministry.
- To see the worship ministry of our church write original music. (The current Lead Pastor comes from worship leading background and would love to partner with this new person in creating a soundtrack for our church)

## DO YOU HAVE A JOB DESCRIPTION FOR THIS ROLE?

- We're looking for a passionate leader to step into the role of Worship Pastor at Access Church. Our mission as a church is very simple: we exist to draw people into a growing relationship with God through Jesus Christ.
- The person to fill this role will help us accomplish that mission by overseeing all music, tech, and creative aspects of our weekend services to help create irresistible environments where people can experience the presence of God.
- Our lead pastor served as a worship leader for almost 20 years, so they'll be serving in an environment that not only places a high value on music and excellence, but where there is direct partnership and involvement to build the ministry and see success.

Primary Responsibilities:

- Oversee and build our worship teams
- Oversee and build our tech teams
- Help plan and create irresistible gatherings for our church
- Train, develop and pour into leaders under your care
- Create and implement plans for ministry growth (budgets, training documents, etc)

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## Job Requirements:

- Formal education/training is preferred, but we're much more interested in your passion than a piece of paper.
- At least one year of experience leading worship in large/corporate environments; preference given to those who play an instrument.
- Must have experience leading in contemporary worship settings (think music styles of Hillsong, Elevation, North Point, Eagle Brook, etc)
- Intermediate knowledge of music theory and ability to direct/lead band members musically
- Intermediate understanding of technology (computers, A/V/L systems, Planning Center)
- Strong interpersonal and digital communication skills
- High level of theological knowledge (and the ability to weed out bad theology in songs)
- Must be willing to lead by example and be active in all aspects of church life (groups, giving, etc)
- Must be willing to take the role seriously, but never yourself

## EDUCATIONAL PREFERENCES

- Ministry training and worship leading experience is EXTREMELY VALUABLE.
- Knowledge and experience in secular settings/music is also incredibly valuable.

## WHAT SKILLS ARE YOU LOOKING FOR SPECIFICALLY?

- Vocals and guitar would be a high priority. It's been our history as a church to be primarily led by that type of person, and it would make the most sense to have an easy transition and even going forward in the future.
- Strong leadership skills and ability to manage/inspire people are necessary.
- Should have basic knowledge of other instruments, or at least enough to be able to direct other musicians.

## WHAT TECHNICAL ABILITIES (IF ANY) ARE REQUIRED?

We currently use ProPresenter for presentation, Vista for lights, and MultiTracks for click/loops. We've got a digital soundboard for sound, and a multi camera setup for recording messages. This person should be proficient enough to either know these systems or be able to step in and run. Ideally, they would have the knowledge to grow and expand the technical side of the ministry.

## EQUIPPER OR DOER?

Equipper would be the preference, but when push comes to shove and a service is on the line, they should at least be able to do enough to get it running.

## ATTRACTIVE VS. MISSIONAL

Attractional



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## **BUDGET AREA SUPERVISION**

\$5-15k, depending on the year or upgrades needed

## **PERSONAL CHARACTERISTICS DESIRED**

- Honest, truth worthy, brutally authentic, able to take and give constructive criticism, sense of humor and sarcasm are critical, high desire to do things with excellence.
- Most importantly, this person must feel like they are “called” into ministry.

## **WHAT WOULD IMMEDIATELY DISQUALIFY SOMEONE?**

- Someone who wasn’t teachable or thought they knew it all.
- Someone who thought secular music was bad or didn’t have a place in church services.
- Someone who was attached to a certain “way” of ministry, and isn’t willing to take risks and try new things.

## **URGENCY**

8-9

## **OTHER “NICE TO HAVE” SKILLS**

Video editing, graphic design, audio recording/mixing/mastering

## **FINALLY...**

We are looking for a called, passionate, professional, and fun-loving musician who wants to use their gifts to advance the mission of Access Church.

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## **Public Job Posting**

### **Worship Director**

#### **Access Church**

#### **North Branch, Minnesota**

Access Church in North Branch, Minnesota, is looking for a dynamic Worship Director to join their team. Their passion is to draw people into a growing relationship with God through Jesus Christ. The next Worship Director will be responsible for overseeing the worship ministry of Access Church, including our worship team of about 15 talented band musicians and a similar-sized tech team resourced with a complete A/V/L system. This position will help create a culture of excellent and engaging services that draw people into a growing relationship with God through Jesus Christ.

#### **What you'll be doing:**

- Overseeing and building the worship teams
- Overseeing and building the tech teams
- Helping plan and create irresistible gatherings for the church
- Training, developing and pouring into leaders within the worship ministry
- Creating and implementing plans for ministry growth (budgets, training documents, etc.)

#### **What you need to have:**

- Ministry training and worship-leading experience are extremely valuable
- High level of theological knowledge (and the ability to weed out inaccurate theology in songs)
- Experience leading in contemporary worship settings
- Intermediate knowledge of music theory and ability to direct/lead band members musically
- A heart for songwriting, recording, and experience in a gigging environment where secular music is not frowned upon but seen as a tool

North Branch is the stereotypical bedroom community. They are not quite rural, but definitely not suburbia, either. One of the best parts about living in North Branch is the slower pace of life. It's not uncommon to hear that people like that there's no "hustle and bustle." They are a very family-focused community where kids' activities and sports are abundant. The location is great - less than an hour north of the Twin Cities and just over an hour south of Duluth. It's a beautiful country with every amenity, shopping, and entertainment within a short drive.

