



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

WORSHIP MINISTER

Stonegate Fellowship
Midland, TX

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Midland, TX



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Population of City

134,775

Population of County

169,900

Community Overview

The Permian Basin is very unique and driven by the energy sector. We have blue-collar and executives almost evenly and we are close-knit but diverse. What we do in the Permian impacts the entire world. Because of its connection to the oil industry, the community is very connected. We are isolated geographically and have a very arid climate.

Why People Like Living Here

Community. Because Midland is geographically on an island, we are very connected to one another. The largest demographic of people in this area is the 18-30y/o crowd. Midland has shifted from an older sleepy community to lots of life and energy. That energy, with the entrepreneurial spirit and available resources, has fueled many recent projects with family and community in mind and has created spaces for family and community to be together. Several influential members of Stonegate (current and previous Midland mayors) are now deep in the planning and building a cutting-edge community plan to bring people together.

Church History

First Baptist Church (FBC) began studying the feasibility of starting a new church in west Midland in 1980.

Ten years later, the oil industry had adjusted to low commodity prices and the Midland economy had stabilized. Dr. Gary Dyer, senior pastor of FBC, proposed that the plant of a west Midland church be revisited. A committee was formed that began to interview potential candidates. Eventually, they decided upon a young man who was soon to graduate from Southern Baptist Theological Seminary in Louisville, Kentucky named Patrick Payton. This was also when the name Stonegate was submitted. The name was taken from two New Testament passages. 1 Peter 2:6 and John 10:7-9. This name, being anchored in scripture, will serve as a reminder that the proclamation of Jesus Christ is the sole foundation of our teaching and doctrine.

In 1999 The new church officially began meeting in a high school. On that first Sunday, approximately 250 people arrived in the cafeteria where services were held for the next 3 and a half years. Our new building was complete in 2003. One year later in 2004, the new building was paid off, and the church began to work on plans for a building that would be just for our Kids Ministry. In 2012, a multisite strategy team formed and began researching ways to expand Stonegate across the Permian Basin. Stonegate Odessa launched in 2014, following in the footsteps of Stonegate Midland—meeting in a middle school auditorium.

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Vision, Mission, Values

After the founding pastor left (retired), we spent one a year with a consultant articulating the story of us. We feel very confident in who we are for reaching this community for Jesus. Our mission: Everyday people being transformed by Jesus to love and influence others everyday.

Everyday people...

We are a diverse group of people from every walk of life welcoming anyone wanting to discover Jesus. Anyone? Yes! No distinctions. No need to pretend. No masks. All of us have been shown incredible grace; therefore, we open our doors and arms so anyone can discover the transforming grace of Jesus. Verses: Lev. 19:9-10, 33-34, Deut.10:18-19; Matthew 25:35-46; 1 Thessalonians 2:8; 1 Peter 4:9-10; 1 John 4:19

...being transformed by Jesus...

For us, loving and following Jesus is not about quick fixes, but a lifelong journey of being progressively transformed by the Spirit to look more like Jesus through the ebbs and flows of our messy lives. None of us will ever arrive or become elite, but through the power and overabundant supply of grace in the gospel, we deliberately discover who we have been designed, called, and gifted to become. Verses: Matthew 22:34-40; 2 Corinthians 3:17-18; Ephesians 2:10; Philippians 3:12-21; 2 Peter 1:3-11

to influence others every day

Every day provides numerous opportunities to influence and offer hope to those in our distinct circles of influence. God is at work all around us, inviting us to join him through our unique design, call, and gifting. Our city's and region's flourishing matter to us - so we serve well and take responsibility to extend grace, love intentionally, point people to Jesus, disciple others, and share our story of transformation when opportune moments arise. Verses: Isaiah 54:2-3; Jeremiah 29:5-7; Mark 10:42-45; Ephesians 4:11-13; 1 John 4:19

Our core values are the Church's shared convictions and competencies that guide how we think, act, and ultimately reveals our strengths. They are the motivational WHY of who we are.

Our values remain constant and unwavering, regardless of changing times and circumstances. They are: Welcoming Oasis, Unapologetically Biblical, Expectantly Prayerful, Pioneering Spirit, Next Generational and Boldly Generous.

Average Weekend Attendance

2500-3000

Is Your Church MultiSite?

Yes - We have one other site but will be launching that site as an autonomous site in the fall of 2023.

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Attendance Trend

Growing: Slow climb since COVID. We had the largest attendance (5200) at Easter this year.

How Many Campuses?

2

Overview of Weekly Worship Gathering

We have two identical casual and laid-back services. Authentic teaching is unapologetically Biblical and storytelling is in our DNA; this is how people know and understand who we really are and that we aren't perfect; only Jesus is perfect. We place a lot of emphasis on kids' ministry and the next generation.

Worship Style of Your Church

We have a full band who play a mixture of hymns, personally written and produced songs, and popular Christian music.

Tell Us About Your Facility

We have the largest church auditorium in the Permian Basin. The short-term vision from our elders is a master planning of our facility and updating our auditoriums. This master planning has a goal of a place where people can gather in a comfortable setting and bring community together.

Overall Budget (this fiscal year)

\$11.9 million

Overall Long-Term Debt of the Church

We are, and have always been, debt free. In our 24-year history, there have only been two years that we did not have an annual surplus.

Denominational Affiliation and/or other Partnerships

We were founded by a Southern Baptist Church but we are not active in the SBC other than giving directly to the International Mission Board.

Governance & Polity

We are governed by an active elder board of both staff and lay elders.

Current Paid Staffing Level

We currently have a staff of full-time, part-time and interns. All are paid staff. We then have a portion of our body that are Servant-Leaders (unpaid) who help with Sunday morning services, classes, groups etc. <https://stonegatefellowship.com/staff/>

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Major Ministries of the Church

Men's Ministry, Women's Ministry, Marriage Ministry, ALPHA, Kids and Youth Ministry, and Missions

Outreach Programs Overview

We host Love without Limits which is a special needs prom for the community. We partner each year with other local churches to put on an amazing prom for our special needs community. Our Missions Ministry is partnered with multiple non-profits and support outreach through them. 13.5% off the top of our budget goes to Missions to reach those local, around the world, and everything in between.

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

Evangelical - Conservative

Published Theological Statement

We believe the 66 books of the Old and New Testaments are the completely accurate and authoritative revelation of God to mankind. The Bible is God's absolute truth, without any mixture of error. While it was written by human beings, it was overseen and inspired by God so that the final result was God's perfect word to us. The Bible also reveals God's designs for his people to flourish and experience joy by living for His glory and purposes in the world. To view our complete statement of faith, go to: <https://stonegatefellowship.com/beliefs/>

What theological hills will you die on?

Since one of our core values is unapologetically biblical we would not hire anyone with a different view/understanding/belief of what the Bible says and what we've stated in our theological statement.

Hot-Button Social/Cultural Issues for Your Church

We as a church would not allow same-sex couples membership or marry same-sex couples, but everyone is always invited to attend. Within the last two years, we have held workshops on End Times/Race/Gender/Sexuality/Nationalism/Catholicism to help our members navigate hot-button topics.

Biggest Church 'wins' in last 18 months?

- Love without Limits (Special Needs Prom)
- Implementation of Leadership Pipeline
- \$2.0MM given to Missions
- Strong Teaching Team

Biggest Opportunity for Your Church in the Next 12 Months

- Strategy of Discipleship process
- New building project being informed by discipleship process
- Overhaul of membership process

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Church's Biggest Challenge for the Future

Church staff leadership handoff to next generation

Title of Position You Are Hiring

Worship Minister

Category of Hire

Worship Pastor

Full Time Position?

Yes

Overall Description of this Position

This position will serve the team of worship leaders and Stonegate Fellowship. This position leads the worship culture of Stonegate Fellowship. They are the Levites of a church culture who are expressively conservative. They will lead and inspire a team of strong leaders with many years of experience to serve Stonegate with great skill in craft and spiritual maturity. They will help foster a great community within the team and continue to encourage next-generational worship leadership. Since worship is a large pillar of Stonegate's identity, they will be one of the leading voices in the large organization. Since this position is also very outward facing, this person needs to be an articulate communicator.

Describe the last person that held this position

The current worship pastor, which will be transitioning out of this role, is a strong, shepherding leader. He has been in this role for 10 years, and on staff for 12 years. He is a strong musician on guitar. He has been very successful in building a team and caring for that team.

Reporting Relationship

This position will report to the current worship pastor until transition is complete. At that time the position will report to the Executive Pastor.

Goals and Expectations

We would first want this person to find favor with the team. The servant leader team has a solid foundation of team members who have served this ministry and this church for 1-2- years and are very relational. Yes, we have a great group of next-gen leadership, but this team is marked by maturity so with that being said, he needs to earn favor from the team. That will only happen by a vibrant walk with Jesus and through relationship. We would like the person to find favor with the church. This happens with confidence in skill and being very relational.

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Do you have a job description for this role?

Position Purpose:

I am winning when I'm inspiring a culture of worshippers to walk closer with Jesus and to become better at their craft of leading worship. I am winning when my teams are confident in their roles of leadership and are replicating themselves at every level of leadership. I am winning when I am not the only one leading worship in the many venues of Stonegate.

Role Basics | Responsibilities and Expectations:

Must have a personal relationship with Jesus

Be a Member-Partner of Stonegate Fellowship

Work alongside teaching team and staff to coordinate and plan weekly gatherings.

Plan, coordinate and execute worship services on Stonegate campus to include:

- Lead midweek rehearsals
- Weekly Sunday Services
- Conferences
- Staff Development
- Weddings and Funerals

Work to build spiritually and professionally healthy environments with worship teams

Utilize the Leadership Pipeline to recruit and train worship team members who lead in all venues of Stonegate

Minimum Work and Education:

- High school diploma or GED
- Preferred seminary degree
- 5-10 years experience leading worship teams

Skills:

- Exemplify Servant-Leadership
- Exemplify humility and patience
- Communicate openly with tact and grace
- Team-Oriented
- Flexible
- Energetic
- Strong computer and organizational skills
- Required Competencies:

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Spiritual Leadership | Develop the heart and practices of a spiritual leader to leave a legacy for others to emulate.

Team Building | Unify a group of individuals maximizing each one's strengths to contribute to common goals and the overall mission of Stonegate Fellowship.

Lead with Passion | Exhibit enthusiasm about God's work in such a way that it becomes contagious among others.

Emotional Intelligence | Manage emotions, words, and behaviors in a way that honors God and strengthens the overall health of the Ministry.

This position requires availability on days, nights and weekends. Typical office hours are 8:30a.m. to 5:30p.m. Monday through Thursday. This can be flexible depending on events or special programming.

Educational Preferences

Would prefer a college degree but not a must. Formal ministry training is helpful but not a necessity.

Age vs. Experience

28-39 yrs with 5-10 years experience with worship and team leadership.

Denominational Affiliation

Denomination affiliation is not highest priority, just needs to be conservative in their theology and doctrine.

How important is geographical location to you?

Again, not the highest priority, but they have to have the ability to connect to a very conservative, high work ethic congregation. Many times those types of leaders have some sort of rural connection to their story. Either they were born or served in a smaller community. Midland still has a smaller-town vibe.

What skills are you looking for specifically?

Strong musical and technical skills are important, however, a leader and equipper of people is the most important skill for this role. This person does not have to always be the main leader on stage, but equip others to lead as well. We prefer someone with guitar or keyboard skills that are strong enough to lead while playing an instrument when necessary.

What technical abilities (if any) are required?

We have tried to divide worship and production so technically we would be looking for working knowledge of click tracks (Playback/Ableton/Reaper), Planning Center Online. All production skills are a plus but not a requirement.

Equipper or Doer?

Has to be both, but this position has to be heavy on the equipper. Our entire organization is set up to equip the doers. We have a system of equipping called Leadership Pipeline.

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Attractional vs. Missional

Both. One very unique thing about our church as a whole is that we are in the middle of both ends of these spectrums. We are attractions as in we hold a high standard for skill level of those on our team and have great production gear to translate that skill level. On the other side of that spectrum, we spend hours planning, collaborating with teaching team and praying over missional aspects of our worship. Questions we ask ourselves, "is our worship both in Spirit and in Truth?" "Are the songs we sing intentionally and theologically correct?"

Budget Area Supervision

\$200k

Personal Characteristics Desired

Humble Confidence

What would immediately disqualify someone?

Large theological differences

Urgency

Before New Year 2024

On a scale = 6

Other "Must Have" Skills

Music skills. Confidence in vocal abilities and able to lead highly skilled musicians. Great communication skills. High level organization skills.

Other "Nice to Have" Skills

Ability to facilitate collaboration

Finally...

Clothed in humility but confident in self and in calling. We are looking for someone who is the exact same person on the stage and they are one-on-one. We're looking for an excellent communicator.

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Public Posting

Stonegate Fellowship

Worship Minister

Midland, TX

Stonegate Fellowship in Midland, Texas is looking for a Worship Minister to serve and lead their worship team and the overall culture of the church. As a leading voice at Stonegate Fellowship, the Worship Minister will not only need to be a skilled musician and communicator but also someone who works closely to develop their team and other worship leaders. This large church is excited to find someone to build healthy environments and enhance their vision of everyday people being transformed by Jesus to influence others everyday.

What you'll be doing:

- Work alongside the teaching team and staff to coordinate and plan weekly gatherings
- Lead midweek rehearsals, weekly Sunday Services, conferences, staff development, and weddings and funerals as needed
- Utilize the Leadership Pipeline to recruit and train worship team members who lead in all venues of Stonegate
- Work to build spiritually and professionally healthy environments with worship teams
- Exhibit enthusiasm about God's work in such a way that it becomes contagious among others

Skills you need to have:

- Musically talented
- Excellent communication skills
- Exemplify Servant-Leadership
- Exemplify humility and patience
- Communicate openly with tact and grace
- Team-Oriented
- Strong computer and organizational skills

Set in the Permian Basin in west Texas, Midland is a great community with lots of life and energy. Community is a big word that we use to define Midland. That energy, with the entrepreneurial spirit and available resources, has fueled many recent projects with family and community in mind and has created spaces for family and community to be together. City leaders are now deep in the planning and building of a cutting-edge community plan to bring people together. Midland is a great place to live and raise a family.

