



**CHEMISTRY**  
STAFFING

# **CHURCH & CANDIDATE PROFILE**

**PASTOR OF STUDENT  
MINISTRY**

The Grove Church  
Liberty Hill, Texas

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## **Population of City**

25,000+

## **Population of County**

622,000

## **Community Overview**

Liberty Hill is one of the fastest-growing towns in the greater Austin area. It is an area with a strong mix of families and singles, with people from all backgrounds. With Austin being one of the top-ranked cities in terms of lifestyle, culture, and business, the city continues to grow and thrive, especially in the north and northwest parts. Austin's unique blend of Texas culture, University influence, thriving tech sector, the influential art community, and the consistent title as the live music capital of the world make this one of the most exciting cities in the U.S. However, many overlook how many communities in Austin are ideal for raising a family. Though some parts of Austin are seeing the increasing cost of living figures, many areas such as Liberty Hill and Cedar Park are close to the church to commute and remain an affordable option for families.

## **Why People Like Living Here**

Liberty Hill is a great place to raise a family, with great schools and a strong community feel. We are a short distance to Austin where any and all entertainment can be found. This is the perfect town to experience a small-town vibe just minutes from one of the best cities in the country.

## **Church History**

The Grove was founded with the vision of seeing Jesus' mission of transformed lives realized in our geography. We were driven by our love for God and for people and simply wanted to see people brought into fellowship with Jesus and His church. It all started with just a few people meeting for a Bible study in a living room back in 2014. God multiplied that small group to what The Grove is today. Over the years, The Grove has been continually marked by God's faithfulness. He has blessed us incredibly by seeing people come to faith and be baptized, lives completely transformed, both here in our neighborhoods and to the ends of the earth right through this body of believers. In 2022, God entrusted us with a new physical location on Ronald Reagan and we are so thankful to have a permanent home and to no longer be mobile. We see this as a place for our church to gather to exalt the Lord, to be equipped to live like Jesus, and then be mobilized back into our geography for His Kingdom.

In the next 3 years, we are working to have a strong Gospel presence in every neighborhood in Liberty Hill, and to see the 3rd and 4th generation of disciples being made. We are working to send out teams of people to plant new churches, along with the deepening of our global mission partnerships in taking the Gospel to the ends of the earth. His past faithfulness has charged us to move forward with hope and anticipation for what He's going to do.

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## **Vision, Mission, Values**

- Our Vision is rooted in Isaiah 61/Luke 4 - The call of Jesus and the mission that He has invited us into: To see people transformed by the Good News of Jesus Christ for the display of His splendor.
- Our Mission is simple: We exist to make disciples. Known by our love—from our neighborhoods to the ends of the earth—we are committed to bringing people into fellowship with Jesus and His Church.
- Our Strategy: Exalt, Equip, Engage.

## **Average Weekend Attendance**

900

## **Attendance Trend**

Growing

## **Overview of Weekly Worship Gathering**

We currently have three weekend gatherings. Typically we are working through a book in the Bible with an occasional topical series. Our music is modern. What people love most is the love they feel when the church gathers. We work really hard to make sure we are hospitable and love people right where they are. This of course extends beyond Sunday morning. Our Sunday morning gathering is very important. It's the "front door" in our context and so we want it to be biblical, Spirit-driven, relevant, and excellent. As we put a lot of effort towards Sundays, we view it as one of a few ways we are leading people into discipling relationships. We strive to equip every believer to become a discipler and to reach their neighbors.

## **Worship Style of Your Church**

Our worship style is modern - we sing new songs and old hymns. We may have a full band or do an acoustic set.

## **Tell Us About Your Facility**

Our facility is brand new. When we started this building project we projected that we could grow into a congregation of 500 people. We've outgrown that by 400 people before we even started meeting at the new facility. We will start our second building phase next year.

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

\$1.05M

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

\$2.3M remaining on new building

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

Nondenominational. We partner with various churches to encourage and sharpen us in the area of discipleship, leadership development, and church planting.

## **Governance & Polity**

We are governed by Elders. An elder is voted in by the partners of the church. An elder serves a 3-year term. The Lead Pastor is the only paid staff who sits on the elder board perpetually.

## **Current Paid Staffing Level**

Full-time

- Lead Pastor
- Operations Pastor
- Worship Pastor
- Mission and Church Planting Director
- Middle School Director
- Children's Director

Part-Time:

- Women's Director
- Guest Service Director

## **Major Ministries of the Church**

- Disciple-Making Groups (DMG's)
- Neighborhood Communities
- Children's
- Students
- Global Missions

## **Outreach Programs Overview**

We have a "Neighborhood Community" (NC) in most neighborhoods in our community. This is a group of people from the Grove or other churches who come together once a month to eat and another time for a study. The mission behind these groups is to make sure that every single home is prayed over and every person is pursued with the Gospel. These groups are the tip of the spear for loving their neighbors, meeting physical needs, and being positioned to disciple those that come to faith.

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

Evangelical - Moderate

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## **Published Theological Statement**

THE ESSENTIALS - The following are the core beliefs of The Grove Church based on the foundational truths taught in the bible. All of our teaching and ministry is rooted in and flows out of these biblical doctrines.

- The Bible - We believe that the entirety of Scripture (66 books of the Old and New Testaments) has been given to us by God and is accurate, inerrant, and infallible in its original form. The Holy Spirit inspired all authors of Scripture, and it is the final authority to all matters concerning life and faith. 2 Timothy 3:16; 2 Peter 1:21; John 17:17
- God - There is one sovereign, holy, righteous, just God over the entire universe. God the Father is Maker and Ruler over all. He is slow to anger, rich in mercy, and abounding in steadfast love. The Godhead eternally exists as three persons – Father, Son, and Holy Spirit. All are one in their essence, yet three in their person, sharing the same nature, yet distinct in their works. This mystery is known as the Trinity, in which God exists in complete and eternal unity within Himself. Exodus 34:6-7; Mark 12:29; Matthew 3:16-17; Matthew 28:19; 2 Cor. 13:14
- Jesus Christ - Jesus is the second person of the Trinity and has eternally existed as God and the Son of God. Jesus incarnated Himself to enter into human history making Himself a man like us that He might pay the penalty of our sins, redeem us, and restore our relationship with God. Being in the exact representation of God, He is able to reveal the Father to us. Since only He has lived a perfect life, salvation can be found only through Him. All who call on Jesus as Lord and Savior will be saved. One day Jesus is coming back to judge the earth in righteousness, bringing the redeemed into eternal union with Him. John 1:14, 8:58; Acts 4:12; Col. 1:15-17 ; 1 Tim. 1:15
- Holy Spirit - The Holy Spirit is the third person of the Trinity and is equally God. The Holy Spirit has eternally existed like the Father and Son and lives in all believers as an assurance of our salvation in Christ. The Holy Spirit convicts the world of sin, righteousness, and judgment. The Holy Spirit also intercedes for the saints, illuminates Scripture, helps in our weakness, and gives the believer spiritual gifts to minister to the church. Acts 5:3-4; Jn. 16:7-11; Titus 3:5; Eph. 1:13; Rom. 8:26; 1 Co. 14
- Humanity - Man was created by God, in His image, to be in intimate fellowship with and worship of Him. However, man rebelled against God by sinning, causing separation from God. Now all man is born sinful, falling short of God's glorious standard, and is in need of salvation. Gen. 1:26-28, 3:1-24, Rom. 5:12, Eph. 2:1-3
- Church - The Church is the living Body of Christ on earth; Christ is its head and source of life. The Body is composed of those who have received Him personally. The Church exists to celebrate the living God, cultivate personal growth in Christ, love one another in Christ, and communicate Christ to the world through words and deeds. Eph. 1:22-23, 1 Co. 12:13, Acts 2:1-4
- Baptism & the Lord's Supper - Baptism and the Lord's Supper are both sacraments that have been practiced by Christians for generations. Baptism exists as a sign to show the world personal faith in Christ. Out of obedience to His command, we get baptized as a symbol to show our death with Christ and our new life in Christ. Likewise, the Lord's Supper is practiced to remember the Lord, and what He did for us in His death on the Cross. Believers should frequently practice the Lord's Supper as a reminder of the beauty and glory of the gospel. Matt. 28:19, Rom. 6:3-6, 1 Co. 11:23-32

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- Future Things - We believe that Jesus Christ will return to earth again to restore all things to Himself. We believe in the physical resurrection of the body, and the final judgment of God. We believe that those who have been redeemed in Christ will enter into eternal joy and harmony with God, while those who have chosen to reject God will suffer and be separated from God forever. Jn. 14:3, 2 Co. 5:10, Rev. 20-22

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

What is stated above is our theological non-negotiables. Beyond these essentials, we can agree to disagree with love and grace.

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

We affirm that marriage is between a man and a woman. We are pro-life (womb to tomb).

## **Biggest Church 'wins' in the last 18 months?**

- We saw 80 people disciplined and equipped to multiply in 2022.
- We started 15 neighborhood communities.
- 28 people were baptized.
- We hired our first full-time worship pastor.
- We sent out 8 missionaries to unreached people groups.
- We launched a women's ministry in North Africa.
- We moved into a permanent facility.
- We relaunched the Men's/Women's ministries

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

- We are sending out church planters to Japan and Italy.
- Launching a comprehensive leadership development strategy and plan.
- Working to see 25% of our church in a discipling relationship.
- Working to see 80% in Neighborhood Communities.

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

Our biggest challenge is growth (a problem we're thankful for). We don't want to grow too fast but maintain our culture as a church. Discipleship and leadership development is purposefully slow and that creates tension with a growing church.

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

Pastor of Student Ministry

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## Full-Time Position?

Yes

## Overall Description of This Position

The Pastor of Student Ministry will be responsible for the development and oversight of the Student Ministry at The Grove. This position will provide leadership, vision, direction, and management to this ministry in a dynamic church planting and Kingdom building environment.

## Reporting Relationship

This position will report initially to the Lead Pastor and then eventually to our new Executive Pastor come July 2022.

## Goals and Expectations

In the first year we would like to see this person:

- Develop relationships with key leaders and students.
- Learn the culture of the church and the context that they are now ministering in.
- Build a strong leadership team with current and new leaders.
- Develop Objectives and Key Results (OKRs) to accomplish the mission of the ministry and begin to execute these.

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

The key responsibilities of this position include the following:

- Implement and oversee the vision, mission, and strategy for the student ministry at the Grove.
- Build and lead a growing team of leaders to minister to students in and outside of The Grove.
- Work to ensure that every student is discipled and equipped to be a discipler.
- Develop students to see themselves as the next generation of church planters and missionaries.
- Foster and encourage students to use their gifts and serve all throughout The Grove.
- Teach God's Word from a thoroughly Gospel-centered, Christo-centric framework that is compelling to students, with the ultimate aim of life transformation.
- Raise a team of leaders who will focus on equipping parents to disciple their kids.
- Build a vibrant ministry that students want to invite their friends to.
- Provide leadership, development and accountability to the Middle School Director.
- Develop, manage, and function within the student ministry budget.

## Required Experience

- Theological consistency with the statement of faith of The Grove
- Proven ability to communicate to students and parents

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- Proven ability to recruit, develop, direct, and mobilize a team of lay leaders and volunteers
- Have a proven track record of equipping and releasing volunteers into ministry
- Proven ability to develop and implement strategy
- Proven ability to start and finish projects
- Understands the culture and transmits the gospel in a way that students can understand

## Gifts, Skills, Talents and Passions

- Must have leadership gifts with a shepherd's heart with a redemptive, transformational, and collaborative leadership style
- Must exhibit a teachable spirit and willingness to be personally developed while also developing others
- Must have a thoroughly gospel-centered framework that produces biblically sound ministry and communication both publicly and privately
- Must hold in balance a gospel-centered approach to life and leadership and couple that with a culturally savvy understanding of the teenagers in our community
- Must exhibit contagious enthusiasm for teenagers and their families
- Must have the ability to thrive in a fast-paced environment; to focus intently on a goal and love being a part of an entrepreneurial, innovative culture
- Must have a desire to network and build strategic relationships
- Needs to have a functional level of administration skills
- Must have sufficient emotional and social intelligence to have credibility with parents and other adults
- Perform general pastoral duties when necessary

## Personal Requirements

- Lives a life consistent with qualities laid out in 1 Timothy 3
- Is actively discipling others and praying for those far from God
- Is intentionally fostering a deeper relationship with Jesus Christ through time in the Bible, prayer, and Biblical community
- Become a Grove Partner and to abide by the by-laws indicated in our partnership covenant
- Model the Christian faith by living a life consistent with the gospel, including personal integrity, holiness, purity, and freedom from any addictions

## Educational Preferences

Theological acumen is essential for being a pastor at The Grove. All of our current pastors have master's degrees in theology, but that is not a prerequisite. We want to see that a candidate is a learner and is taking responsibility for being a teacher of others.



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## **Age Vs. Experience**

We need a seasoned leader. We need someone that has the experience and yet understands the importance of aligning themselves with our church's mission and posture.

## **What technical abilities are required?**

In this position, it's really helpful to know the music/tech software, but it's not required. We will train in all the systems/software that we use church-wide.

## **Equipper or Doer?**

Equipper. We only hire equippers.

## **Attractional Vs. Missional**

Both. Mission should be attractive.

## **Budget Area Supervision**

Our current budget is 30k.

## **Personal Characteristics Desired**

Humble, Hungry (driver), winsome, and socially smart

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

We don't have any one thing that we hold strong to, and yet there are countless things that could disqualify someone.

## **Urgency**

We would like to fill this by June 1, 2022. Our current High School Director will be leaving then.

## **Finally...**

A person that is a leader of leaders who has a holy discontent to see every student in our community come to know and love Jesus.

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## **Public Job Posting**

### **Pastor of Student Ministry**

#### **The Grove Church**

#### **Liberty Hill, Texas**

The Grove Church in Liberty Hill, Texas is looking for a Pastor of Student Ministry to join their team. Located on the outskirts of Austin, The Grove is a modern and growing church looking for someone who will lead the development and oversight of their Student Ministry. This position will provide leadership, vision, direction, and management to this ministry in a dynamic church-planting and Kingdom-building environment.

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

- Implementing and overseeing the vision, mission, and strategy for the student ministry at The Grove
- Building and leading a growing team of leaders to minister to students in and outside of The Grove
- Working to ensure that every student is discipled and equipped to be a discipler
- Teaching God's Word from a thoroughly Gospel-centered, Christo-centric framework that is compelling to students, with the ultimate aim of life transformation

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

- Leadership gifts with a shepherd's heart with a redemptive, transformational, and collaborative leadership style
- A teachable spirit and willingness to be personally developed while also developing others
- A thoroughly gospel-centered framework that produces biblically sound ministry and communication both publicly and privately
- Contagious enthusiasm for teenagers and their families
- The ability to thrive in a fast-paced environment; to focus intently on a goal and love being a part of an entrepreneurial, innovative culture

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**Does this sound like an environment in which you would like to serve?**

**<https://www.chemistrystaffing.com/the-grove-student-pastor>**