

## **Youth and Worship Pastor Search Profiles**

Heritage Baptist Church, Prattville, AL

### **Community Profile:**

Prattville is an exciting, growing community situated just north of Montgomery. Despite its proximity to the capital, it has an identity all its own and a strong sense of community. With a population of around 40,000, Prattville is known for being a very safe community with many friendly people. In recent years, our town has seen significant growth in both population and in economic development and infrastructure. Despite the growth, Prattville remains an affordable community with ample housing and opportunity. Known as “the preferred community,” it is home to people from all different walks of life and has many outdoor activities afforded by its proximity to the Alabama River and Autauga Creek that attract visitors. It has solid public schools, several private schools in town and close by, and it also has a campus of Central Alabama Community College. Downtown Prattville, which has undergone many revitalization and refurbishment projects in recent years, has also become a desirable location for community festivals and events. Situated just 8 miles north of Maxwell Air Force Base, the leadership and educational center of the Air Force, Prattville is home to many active duty and retired military families. While the church is located in Prattville, it also attracts people from other growing communities, such as Millbrook, Pine Level, and Deatsville.

### **Church profile:**

Heritage Baptist Church is a small to midsize Church with a regular attendance of 180-200 people. While we are autonomous and not part of a larger association, we at times partner with other local churches and local ministries to reach our community. Heritage has two full time Pastors, as well as a part time Children’s Ministry Director, and a part time Church Administrator/Secretary. The church is led by the Pastors and employs a congregational form of government, utilizing a deacon board for Pastoral support, accountability, and additional congregational care. The Pastoral team is committed to expository preaching of the text and both pastors primarily preach and teach from the ESV.

The church has embraced a blended worship format, using a variety of music, but primarily employing a live band that includes guitars, piano, keyboard, bass, drums, and a vocal praise team in Sunday worship. Based on a recent congregational survey of musical preferences, the church enjoys a blend of both newer songs of worship and praise, as well as maintaining connection to the older hymns of the faith. The church also has a choir of between 15-20 people that is currently volunteer led and sings on a rotating basis. The choir also presents two musicals each year at Christmas and Easter. Within the music program, there is a strong volunteer culture.

From its inception in 1986, Heritage has maintained a deep love for missions and missionaries, currently supporting over 50 missionaries and mission works through faith-promise giving, taking regular mission trips with both teens and adults, and hosting an annual missions conference. Heritage was once a young and dynamic church of over 300 people, but has aged

and settled over the past decade and now has a diverse demographic base that includes every group from kids to senior adults. It is our desire to embrace multigenerational ministry and build multigenerational community. We also value and remain committed to both youth and children's ministries, desiring to see additional growth in both areas. Our church uses Awana for midweek children's ministry, Word of Life curriculum for the teens, and is in the process of beginning a Trail Life troop for both kids and teens who are interested.

The people of Heritage believe God is moving and is working to equip and energize the church for a future of continued effectiveness. The church is committed to growing by expanding its outreach in the local area, building up its internal discipleship focus, and strengthening its onboarding and integration protocols, helping both visitors and those who have been around for a while connect and find a place of fellowship, family, equipping, growth, and service.

### **Candidate Profile:**

Our ideal candidate should be a man who is committed to the authority and proclamation of God's Word, who is able to lead and disciple others in their commitment to the Lord. The position requires the ability to handle two areas of ministry, giving approximately 60% of the allotted time to youth ministry and 40% to worship/music ministry. This will mean our candidate must be able to recruit help and delegate responsibilities effectively. Our preference is for someone who is married, but we will also consider qualified single candidates, and we are looking for someone who has formal ministry training and pertinent experience in both youth and music ministry. Our desire is to have a third ordained pastoral staff member, so if the candidate is not yet ordained, we hope to do so in the future. Therefore, we are looking for one who is able to fulfill the pastor/elder requirements of 1 Timothy 3:1-7 and Titus 1:5-9.

As it pertains to youth ministry, our ideal candidate should be able to build and maintain relationships with the students, and develop both teen and adult leaders. We desire for someone who can make connections in the community and in the schools, who has a passion for outreach, and who will build relationships with the other youth pastors in town. The candidate should be able to maintain an active and spiritually focused youth ministry. Our student ministries currently use Word of Life curriculum, which has proven to be a valuable asset.

As it pertains to the music ministry, our ideal candidate should have a strong stage presence, the ability to sing well (the ability to lead on an instrument is not necessary, but would be helpful), be able to lead in energetic, vibrant, and theologically sound worship, continue building and equipping our praise team, and either lead the choir or work with volunteer leaders to provide that ministry opportunity for vocalists in the church. The ideal candidate should also be able to provide oversight and management of music, sound, and media ministries, including scheduling and training as needed, even if he is not directly involved in the weekly operations.

Our candidate must be faithful, teachable, a team player, and willing to not only work in the church, but embrace the church as a family and community.