



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

PASTOR OF WORSHIP & DISCIPLESHIP

Bethel Church
Devils Lake, North Dakota

PASTOR OF WORSHIP & DISCIPLESHIP

Bethel Church
Devils Lake, ND



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Population of City

7,500

Population of County

12,000- 90% of whom live within 5 miles of Devils Lake

Community Overview

A remarkable town in a remarkable state with a misleading name. Just as Bethel isn't a typical North Dakota church, Devils Lake isn't a typical North Dakota town! Take a second look and you will discover a great place to serve the Kingdom of God and a great place to nurture a family. Devils Lake is synonymous with outstanding fishing, hunting and recreational opportunities. The natural mix of forested hills, grasslands and wetlands surrounding Devils Lake provide vast opportunities for both tourism and farming. It is considered one of the Nation's top 10 lakes for Walleye fishing. In addition, being in the migratory flyway affords ample opportunities for waterfowl hunting and bird watching. If you like, you can even come face-to-face with animals native to the area such as Elk, Bison and Prairie Dogs at White Horse Hill National Game Preserve. Much of the land surrounding Devils Lake to the east, north and west is good for farming. The area's economy is rooted in agriculture with corn, soybeans and small grains being the main agricultural commodities. The town site of Devils Lake sits on the north shore and is the region's center for commerce, transportation and government. A charming downtown and highway corridor of retail are complimented by various downhome eateries, and fine dining. Devils Lake is seeing more entertainment options with the newly renovated movie theater and the soon-to-be-completed Dockside Entertainment Center. Small enough to be safe and friendly, Devils Lake has all the services of a town much larger in size including quality primary, secondary and postsecondary education and healthcare services. The State ranks among the happiest places to live and work for a reason.

Why People Like Living Here

The town of Devils Lake itself is a community of around 7,500 that often swells when the fishing, hunting and other outdoor activities are at their peak. The tourism industry keeps the area vibrant. The Chamber of Commerce notes that there are 400 businesses in town, with many in the downtown area. The community has a hospital, Lake Region State College, many parks, many restaurants, and more. Many area residents are very active. In the summer there is an abundance of outdoor activities, community events, and children's programs. The lake provides many opportunities for water sports and family fun such as boating, tubing, skiing, and relaxation. The Devils Lake School District provides a great education and many programs for students. And as for the winter, those who embrace the winter will find a variety of activities for the family. Besides the offerings right in Devils Lake, most residents of Devils Lake find it easy to utilize cultural, recreational and shopping resources in Grand Forks and Fargo.

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Church History

The story of Bethel goes all the way back to 1910, when the North Dakota Missionary Association sent a church planting missionary named Christ Myrdal to a bustling prairie town that needed to hear the Gospel of Christ. While over the years there have been many ministry re-births, the mission is still the same; proclaiming the Gospel to people who need it. For over 75 years, the small church was located on a corner near the heart of downtown Devils Lake, in a building affectionally known as 'the stone church.' In the late 1970's, the church was small. The truth is, some wondered if the 15-20 attenders would be able to survive as a church. But God had a plan for Bethel. During the next decade, the church grew. More space was needed, so the church relocated and constructed a larger facility in 1988. But God still had bigger plans for Bethel. In 1997, Bruce Dick, a Dallas Seminary graduate who was from the area, was hired as an Associate Pastor. In January 2000, he would become the Senior Pastor, a position in which he faithfully served for two decades. Pastor Bruce's ministry was marked by excellent teaching of the Word of God and by continued spiritual and numerical growth. Growth continued at Bethel. More space was needed, and so in July 2011 the current sanctuary was dedicated to God's glory. Upon Pastor Bruce's transition from Bethel, one of the associate pastors; Bryce Harcey; became the Lead Pastor. Pastor Bryce served at Bethel from 2017-2021. Then in September of 2023, Bethel welcomed and commissioned its current Lead Pastor, Richard Eng. Bethel looks forward to God's continued work into this next phase of ministry.

Vision, Mission, Values

- As a church, we exist to glorify God, point people to new life in Christ and help them follow Him as a way of life.
- Bethel seeks to be inwardly strong; nurturing committed followers of Jesus; and outwardly focused; impacting the area far beyond the limits of Devils Lake. From the beautifully designed, well-equipped auditorium where the people of God gather weekly for worship, to the gymnasium where people from the community are invited to play basketball, to the classrooms where children are loved and cared for on a daily basis, Bethel strives to use its amazing facilities for the Glory of God. While the facilities at Bethel are excellent, it is the people that make Bethel great. Bethel is a multigenerational church where new believers and seasoned saints worship, fellowship, serve and grow together.

Average Weekend Attendance

275+

Is your church multisite?

Yes

How many campuses?

Every Sunday, the Bethel worship service is live-streamed into several rural churches which are part of the Rural Church Network that Bethel pioneered over a decade ago. We currently have 3 churches in our Network.

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Attendance Trend

Growing

Overview of Weekly Worship Gathering

Bethel is a multi-generational, regional church with people coming from 30-60 miles away. What draws people to Bethel is our priority on Worship and the Word. Our one Sunday service is at 9:30 AM. Folks are warmly greeted at the front door and as they enter the worship center. Bethel has many talented musicians and singers. The music is contemporary, vertically-oriented, and participatory. The people love to worship! Sermons are expository in nature, addressing important issues in life. While our normal style is to work through a large section of Scripture, we understand the importance of dealing with hot topics and worldview issues.

Worship Style of Your Church

Musical worship at Bethel is contemporary, but not 'cutting edge'. Our worship strives to be excellent, thematic, and participatory in a way that glorifies God. We have many different vocalists, so that each Sunday there are different 'faces' leading worship. God has also gifted us with many talented musicians who play guitars, basses, drums, keys, and more. We sing many contemporary songs, while also honoring a few of the significant hymns. Bethel has been free of most of the arguments as to which songwriters can and can't be used. For us, it is the lyric of the song that determines its truthfulness, and not the source of the song. Worship is participatory as we seek to engage the worshippers with the presence of God. Besides weekly Sunday morning worship, throughout the year there are special gatherings designed solely to engage in worship.

Tell Us About Your Facility

Facilities are marked by excellence, and there are more facilities to come! The Worship Center is equipped with state-of-the-art audio/visual technology. The comfortable theater-style seats are in a sloped amphitheater with a balcony. Since Pastor Richard arrived in September, there have been numerous Sundays of 300+ in attendance. Bethel also has a wood-floor gym that is used every Wednesday night with the 80-100 kids in our Awana program. The gym is also used for community outreach on Sunday and Thursday evenings. Last Fall we also used the gym to serve a 300-person church family dinner at our Feast of Praise. Bethel has excellent spaces for Children's Ministries and Youth Ministries. The offices are modern, spacious, and comfortable. Our current biggest facility need is to provide spaces for Adult Ministries so that we will be more effective at gathering people and making disciples.

Overall Budget (this fiscal year)

\$543,500

Overall Long-Term Debt of the Church

0

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Denominational Affiliation and/or Other Partnerships

Bethel is part of the Evangelical Free Church of America. We partner with Awana for our Wednesday night Children's Ministry. We are also engaged with the Cru ministry at Lake Region State College. Bethel also works closely with Fahocha Bible Camp providing support, campers, and camp counselors. Folks from Bethel serve locally at the pregnancy center, food pantry, suicide awareness council, and many more. The pastoral staff is involved with the local network of cross-denominational pastors.

Governance & Polity

The Lead Pastor of Bethel provides the directional leadership for the church and works with the Elders to develop and articulate the vision, mission, values, and ministry initiatives, which in turn will guide ministry decisions and priorities regarding staffing, programming, and budgeting. The Lead Pastor is empowered to manage and direct the staff, resources, and ministries of the church, as agreed-upon by the Elder Board, to accomplish the mission and set the long term direction of the church. The Elders at Bethel are in the process of formalizing a new administrative structure. The intent of the organizational structure is to equip and to release the people of Bethel into places of effective ministry as they are impassioned by God, while maintaining mission alignment as a church.

Current Paid Staffing Level

Full-time

- Lead Pastor
- Associate Pastor: Rural Church Network
- Secretary
- Custodian
- Second full-time Associate Pastor of Next Gen is anticipated as well

Major Ministries of the Church

- Children's Sunday School
- Awana
- Youth Underground: Wednesday Nights
- Young Adult Group
- Men's Ministry
- Women's Ministry (several Bible Studies & events)
- Worship Ministry (40 people involved)
- Extensive Missions support
- Senior Citizens Bible Studies
- Host addiction support group
- Host weight loss support group

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- Host junior-aged girls mentoring
- Support and host area homeschool support group
- Community Groups
- Basketball outreach
- Pre-school program
- Rural Church Network

Outreach Programs Overview

As a church, we know that we need to become increasingly outwardly-focused. We recognize that this has not been our strength. We want to be inwardly-strong, but outwardly focused. We have gone through different seasons with varying levels of effectiveness. For more than 30 years, we have had a very effective Awana program which reaches many kids in the community. Our Youth Ministry programs aim to reach students. Weekly, we engage many unchurched people through basketball. In the past, we have participated with Time to Revive. Most of our outreach has been and is to encourage our people to impact their own web of relationships, and then to provide opportunities and events to which our folks can invite their friends.

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

Evangelical - Conservative

Published Theological Statement

Bethel is a member of the Evangelical Free Church of America and affirms their Statement of Faith.

God

- We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: The Father, the Son, and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

The Bible

- We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

The Human Condition

- We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled, and renewed.

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Jesus Christ

- We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus—Israel's promised Messiah—was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven, and sits at the right hand of God the Father as our High Priest and Advocate.

The Work of Christ

- We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

The Holy Spirit

- We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips, and empowers believers for Christ-like living and service.

The Church

- We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism, and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

Christian Living

- We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

Christ's Return

- We believe in the personal, bodily, and glorious return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service, and energetic mission.

Response and Eternal Destiny

- We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.

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What theological hills will you die on?

- We desire unanimity with regard to the core issues of orthodoxy; such as inerrancy, substitutionary atonement, salvation by grace through faith, trinitarianism, etc; while allowing good and godly people to disagree on some of the lesser issues. A pastor coming in with a theological “ax to grind” would not bode well here. However, sometimes ‘lesser’ issues become important. Two areas with which there are often difficulties in a church are eschatology and the work of the Spirit.
- With regard to eschatology, Bethel is pre-millennial. While to most people at Bethel this is not an important issue, to those who have considered various eschatological positions, it is very important.
- And regarding the work and ministry of the Holy Spirit, Bethel is ‘open but cautious.’
- Also, unfortunately there are a couple of other current issues that have resulted in many churches experiencing discord: the progressive church and reformed theology. Bethel does not embrace the post-modern, subjectivity of the progressive church. On the other side, while many folks at Bethel love and have benefited from the teachings of people like John Piper and while there is a high view of the sovereignty of God, championing the concept of limited atonement would cause difficulty.

Hot-Button Social/Cultural Issues for Your Church

Bethel is theologically, as well as socially/culturally, conservative. We desire to understand the Biblical truth on social issues; such as sexuality, transgenderism, wok-ism, racism, social justice, etc.; and to stand on truth. But in standing for truth on current social issues, the difficulty becomes knowing the best way to respond to a culture that is unmoored from truth.

Biggest Church ‘wins’ in the last 18 months?

- Last October, we held our men’s retreat and women’s retreat respectfully. There is a lot of momentum and energy with adult ministry that, with the right leadership and strategy, is ready to be capitalized on.
- Giving surpassed the budget in 2023, and is still in the black in 2024.
- With the hiring of our Lead Pastor, Bethel is in a healthy place and ready to embrace the future. In a recent church health assessment, 80% of the people of Bethel indicated they are extremely optimistic about the future which God has for this ministry.

Biggest Opportunity for Your Church in the Next 12 Months

- Re-connecting people who have distanced themselves from Bethel back to a healthy church
- Fully implementing an Assimilation Process to maximize the current growth
- Developing a Discipleship Pathway
- Initiating a Leadership Development Process

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Church's Biggest Challenge for the Future

- Creating space for Adults to connect with people of God and the Word of God on Sunday Morning at the subcongregational level
- Creating a culture of genuine openness with each other
- Continuing to make us inwardly strong, but moving us to be outwardly focused

Title of Position You Are Hiring

Pastor of Worship and Discipleship

Full-Time Position?

Yes

Overall Description of This Position

This position will lead the Worship and AVL teams, and oversee the assimilation process and discipleship pathway at Bethel Free.

Reporting Relationship

This position will report to the Lead Pastor and will be accountable to the elders of Bethel Church.

Goals and Expectations

Goals for Worship:

- Grow our worship and AVL teams both in skills and numbers.
- Increase the quality of our live streams.
- Provide leadership training to raise up more worship leaders in our congregation.

Goals for Discipleship

- Implement Bethel's new discipleship pathway.
- Continue building a small group ministry.
- Create a three-year adult Sunday school scope and sequence.

Do you have a job description for this role?

Primary Responsibilities

- Take responsibility for all aspects of Bethel Church's Worship and AVL teams
- Plan the Sunday worship services in conjunction with the Lead Pastor
- Plan annual worship nights including Praise in the Park and Feast of Praise
- Lead worship and develop lay worship leaders

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- Hold weekly rehearsals and routine training to help your teams develop
- Recruit and train new musicians young and old
- Mentor the youth worship team
- Oversee all aspects of technology related to worship: sound, lighting, video and streaming
- Work with the set design team to create environments that tie in sermon series themes
- Be the point person for assimilating new people
- Oversee and implement Bethel's discipleship pathway
- Create a three-year adult Sunday school scope and sequence, recruit teachers
- Role model what you want from all of your leaders, by leading by example

Secondary Responsibilities

- Play an active and vital role on our pastoral staff team. Sharing the load for all church events, encouraging your fellow teammates in ministry, and contributing whatever you can to advance the mission
- Work in conjunction with our administrator on communication, including social media, text in church, emails, graphics, etc.
- Preaching on occasion
- Other duties as assigned

Qualifications

- A strong personal commitment to maintaining a healthy relationship with Jesus
- Possess a "servant leader" leadership philosophy
- Proficiency in Planning Center, ProPresenter, sound, lighting and video equipment
- Wholly agree with the EFCA Statement of Faith, its ministry values and the EFCA Statement on Sexuality
- Genuine love for youth and the ability to naturally relate and build relationships
- Experience leading worship from the piano and guitar, with decent knowledge of music theory
- Experience with creating and editing video is a plus
- Bachelor's degree, seminary training or equivalent relevant ministry experience is preferred
- Experience building, leading, equipping and motivating volunteer leaders and teams of people
- Active and relevant worship and adult ministry leadership experience
- Excellent communication skills: written, verbal and interpersonal
- Life calling for ministry. Passion is a prerequisite
- Strong ability to multitask, organize and handle a high volume of details
- Skilled in problem-solving and conflict-resolution techniques
- High energy and passionate about leading a team-lead ministry
- Must meet Biblical qualifications for pastoral leadership
- Position is full time, salaried, commensurate with education and experience

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Educational Preferences

This is very important. If the person has good experience but is weaker in education, we may negotiate to put them on a track to complete higher education after they are hired within a certain time period.

Age Vs Experience

Age is less important than teachable and relevant experience is preferred.

Denominational Affiliation

This is not very important, as long as they agree with the EFCA statement of faith without hesitation.

How important is geographical location to you?

Not important as long as they can adjust to the culture

What skills are you looking for specifically?

- Would prefer someone who plays either guitar or piano either intermediate or advanced level.
- A vocalist who is confident and with good pitch.
- This person will need to have music abilities that allow him to coach band and vocalists.

What technical abilities (if any) are required?

Proresenter, planning center, live streaming, sound mixing, knowledge of how sound systems work, web design. In all of these, the most important thing is that if they do not know one of them, they are willing to learn and figure it out.

Equipper or Doer?

We prefer an equipper

Attractional Vs. Missional?

Our Sunday services are aimed at believers first and unbelievers second. We are more missional.

Budget Area Supervision

\$6450

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Personal Characteristics Desired

The person will need to meet the qualifications of an elder (1 Timothy 3, Titus 1). Beyond those very important characteristics, the person must have a strong work ethic but also understand how to contribute to an energetic, fun, and relational staff environment.

What would immediately disqualify someone?

- We want someone who has at least a bachelor's level of formal training, and someone who has some music theory. If either of these things are not met we would not be able to seriously consider the person.
- Depending on the circumstances of the divorce, such as abuse, unfaithfulness, or desertion, that would not disqualify a candidate.

Urgency

We have a strong volunteer team that can carry the baton in the meantime. We are eager but not desperate.

Other "Must Have" Skills

- Some music theory knowledge
- Experience in worship leading
- Can play an instrument
- Passion for worship
- Teachable on audio/visual/lighting
- Team player, and lead teams
- Good communicator
- Passionate about discipleship
- Ability to be organized
- Excited by doing discipleship with adults

Other "Nice to Have" Skills

Proficient at music theory; proficient at tech

Finally...

We are looking for someone who is passionate about the gospel, passionate about discipleship, and passionate about worship.

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Public Job Posting

Pastor of Worship & Discipleship

Bethel Church

Devils Lake, North Dakota

Bethel Church in Devils Lake, North Dakota is currently seeking a Pastor of Worship & Discipleship. This person will lead the Worship and AVL teams, and oversee the assimilation process and discipleship pathway at Bethel Free. The goals of this role include growing the worship and AVL teams both in skills and numbers, and increasing the quality of live streams. In the Discipleship role, this person will help implement Bethel's new discipleship pathway, build a small group ministry and create a three-year adult Sunday school scope and sequence.

What you'll be doing:

- Taking responsibility for all aspects of Bethel Church's Worship and AVL teams
- Planning the Sunday worship services in conjunction with the Lead Pastor
- Leading worship and developing lay worship leaders
- Overseeing all aspects of technology related to worship: sound, lighting, video and streaming
- Being the point person for assimilating new people
- Overseeing and implementing Bethel's discipleship pathway

Skills you'll need to have:

- A strong personal commitment to maintaining a healthy relationship with Jesus
- Possess a "servant leader" leadership philosophy
- Proficiency in Planning Center, ProPresenter, sound, lighting and video equipment
- Experience leading worship from the piano and guitar, with decent knowledge of music theory
- Active and relevant worship and adult ministry leadership experience
- Excellent communication skills: written, verbal and interpersonal

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