EMMANUEL BAPTIST CHURCH
MORA, MN

ASSOCIATE PASTOR OF YOUTH AND WORSHIP

Dear Candidate,

Thank you for taking time to review this ministry opportunity at Emmanuel Baptist Church in Mora, Minnesota. We are grateful for your interest and for your prayerful consideration as you seek the Lord's direction for this next season of ministry.

Emmanuel Baptist Church is a growing, Christ-centered congregation joyfully committed to Reformed theology and the sufficiency of Scripture in all areas of life and ministry. We are currently seeking an Associate Pastor to lead our Youth and Worship ministries by shepherding our students and helping lead our congregation in Christ-exalting, Word-saturated worship.

At the heart of this role is a passion for discipling students, partnering with families, and helping younger generations place their affections on the glory of God. We are praying for a pastor who loves the local church, values authentic community, and desires to grow as a shepherd and leader alongside our congregation.

We want to speak clearly and encouragingly about the worship component of this role. While a love for corporate worship and musical ability are important to us, we do not expect every candidate to come with extensive worship-leading experience. **If you are musically inclined but newer to leading congregational worship, we are very comfortable treating that aspect of the position as entry-level. We see this as an area for intentional mentoring, training, and gradual development over time.** Our desire is not polish for its own sake, but faithful leadership that grows in confidence and depth.

Enclosed you will find a detailed job description as well as a church and community profile to help you better understand Emmanuel Baptist Church and the Mora area. If, after reviewing these materials, you sense this opportunity may be a good fit, we'd be glad to continue the conversation.

Thank you again for your time and consideration. May the Lord grant you wisdom, clarity, and peace as you seek His will.

Grace and peace,

Pastor Michael Rue

Michael Rue
Senior Pastor
Emmanuel Baptist Church
Mora, Minnesota
www.emmanuelmora.com
search@emmanuelmora.com

EMMANUEL BAPTIST CHURCH MORA, MN

ASSOCIATE PASTOR OF YOUTH AND WORSHIP

Position Description

OVERVIEW

Title:	Associate Pastor for Youth and Worship
Reports to:	Senior Pastor
Job Type:	Full-Time
Location:	Mora, Minnesota
Salary and Benefits:	Commensurate with education and experience

PURPOSE

Emmanuel Baptist Church is prayerfully seeking a pastor to lead our Youth and Worship Ministries by shepherding our students and leading our congregation in Christ-exalting worship. We're looking for a passionate follower of Jesus who loves students, values authentic community, and can guide our congregation musically and spiritually in worship (see footnote).

ROLES AND RESPONSIBILITIES

YOUTH MINISTRY:

- Lead weekly youth group meetings (Junior & Senior High – currently meeting as one group)
- Lead / teach youth Sunday School class
- Disciple and train youth ministry volunteers
- Coordinate and participate in mission trips, retreats, camps, and events
- Build relationships with students and their families to provide ongoing pastoral care
- Develop student leaders and provide them with opportunities for growth

WORSHIP MINISTRY[1]

- Plan, lead, and schedule weekly music and musicians for worship services
- Oversee audio/visual and tech needs for worship services

OTHER PASTORAL DUTIES

- Preach occasionally (4-6 times per year)
- Serve with other spiritual gifts not listed in this description

[1] While a love for corporate worship and musical ability are important to us, we do not expect every candidate to come with extensive worship leading experience. If you are musically inclined but newer to leading congregational worship, we are very comfortable treating that aspect of the position as entry-level. We see this as an area for intentional mentoring, training, and gradual development over time.

QUALIFICATIONS

- Must be male and demonstrably qualified for eldership according to 1 Timothy 3:1–7 and Titus 1:6–9
- Have a passion for engaging younger generations to place their affections on the glory of God through large group, small group, and individual discipleship
- Vocal and/or instrumental ability for musical leadership
- College-educated with a degree in a related field, theological training preferred (Bible college or seminary)
- Strong interpersonal communication, relationship-building skills, and ability to communicate effectively on social media
- Have a willingness and desire to pursue further job-related training and education
- Must endorse and support Emmanuel Baptist Church's Affirmation of Faith and Covenant

HOW TO APPLY

Please send a cover letter, résumé, and 2–3 references to search@emmanuelmora.com. The position is open until filled.

EMMANUEL BAPTIST CHURCH MORA, MN

ASSOCIATE PASTOR OF YOUTH AND WORSHIP

Church and Community Profile

CHURCH PROFILE

Emmanuel Baptist Church is a growing, Christ-centered congregation located in East-Central Minnesota. We are joyfully committed to Reformed theology and the sufficiency of Scripture in all areas of life and ministry. Over the past eight years, the Lord has blessed us with both financial and spiritual stability, along with steady growth—particularly among young families and teenagers, many of whom attend on their own initiative.

Our church family is multigenerational, with individuals from diverse backgrounds and life experiences—from professionals to tradespeople, from new believers to mature disciples. Over the past seven years, we've celebrated an average of seven baptisms annually. We're currently transitioning to a biblical elder-led structure, reflecting our commitment to Scripture-shaped leadership.

More information about Emmanuel can be found at www.emmanuelmora.com or fb.com/emmanuelmora

COMMUNITY PROFILE

Serving as the county seat of Kanabec County, Mora is a welcoming and vibrant town in East-Central Minnesota. With a population just under 4,000, it offers the charm and slower pace of small-town living while still providing access to essential services, outdoor recreation, and community events. Mora is known for its strong sense of connection among residents and its rich cultural heritage rooted in Swedish traditions — celebrated through events like the Vasaloppet USA cross-country ski race, the Snake River Canoe Race, and the Mora Bicycle Tour.

Mora supports a diverse and stable economy, with key industries in healthcare, education, government, and manufacturing. Major local employers include Welia Health, Mora Public Schools, various small businesses, and light manufacturing operations. The cost of living is modest, making it a great place to build a life, raise a family, or settle into a more intentional pace of life

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Conveniently located at the intersection of Highways 23 and 65, Mora offers easy access to regional hubs while maintaining its peaceful, close-knit feel. It’s about 70 miles north of downtown Minneapolis, 50 miles east of St. Cloud, and 90 miles southwest of Duluth—placing it right in the sweet spot for enjoying both rural beauty and urban convenience.

With a balanced demographic mix and a median age around 41, Mora is well-suited for professionals, families, and individuals looking for meaningful work and deep community in a town that values connection, tradition, and care for one another.