



Worship Pastor Profile

presented by



About

Northpointe Community Church is all about helping people move toward a life fully devoted to Jesus Christ. Their approach and mission is pretty simple and straight-forward; it guides all that they do.

They seek to engage folks in three ways:

Worship – participating in both private and corporate times of worship

Connect – being in relationship with people. Life change happens best in the context of relationships. At Northpointe, that looks like Life Groups, Equip Groups, accountability groups, mentoring relationships, and more.

Serve – allowing people to be the hands and feet of Jesus in the world. At Northpointe, service opportunities fall under a wide umbrella – formal and informal, structured and spontaneous, and in both the church and community.

They take seriously the call to reach the lost, make disciples, help people grow, and to equip them to reproduce that relationship in Jesus.

“We try not to take ourselves too seriously, though. It’s fun to work here,” says Senior Pastor, Rick Ruble. “We have come out of a difficult period, we have healed, and we are ready to move on from here.”

“Fun” might be a differentiator that sets this staff team apart from many. This group enjoys working together, and getting each other’s back. “We don’t have to be best friends, but whoever joins this team needs to know that there is a love for one another here that is tempered and refined by what we have been through,” says Chris Carter.

The church is over one hundred years old, and yet there is a new and fresh vitality about the mission and vision that is playing out at Northpointe. Rick has been leading the team for two years, and knows that it is time for them to move forward. There is a region to be influenced by the Gospel, and this team wants to be known as the type of church that is for its community.



About the Area

(some of the below from Wikipedia)

DeWitt, where Northpointe is located, is situated in the city of Lansing. Lansing is the capital of Michigan and is its fifth largest city. The [2010 Census](#) placed the city's population at 114,297,^[7] making it the [fifth largest city in Michigan](#). The population of the Metro Statistical area is right at 500,000. This area of mid-Michigan is home to Michigan State University, and its economy is driven by government, education, insurance, healthcare, and the auto industry. Lansing is home to GM hi-tech manufacturing, as well as other manufacturing plants just outside the city. Lansing is headquarters for four major insurance companies. With the decline of the auto industry in the region, the awareness of the importance of a strategy to foster high-technology sector has grown.

Early availability of high-speed internet in 1996, as well as the MSU, Cooley Law School, and Lansing Community College student body population, fostered an intellectual environment for information technology companies to incubate. Lansing has a number of technology companies in the fields of information technology and biotechnology.

The Arts play a major role in the area and are highly valued. There are a variety of music venues, as well as community and professional theatre. Museums and galleries such as the Kresge Art Museum, as well as those located at MSU, are popular attractions.

Mid-Michigan is a place to work hard, but the region knows how to play as well. Michigan is known for its fresh-water lakes, streams, and out door activities through the spring, summer, and fall. While winters can be cold, the region is relatively immune to lake-effect snow like Western Michigan.

While Northpointe is located in a quiet suburb, it is just a ten minute drive to a sprawling retail area known as Eastwood. This will come in handy for the occasional trips to the Genius Bar at the Apple store, to see the latest movie, or to find a great restaurant. There are many to choose from.

The Worship Ministry

The church made all the necessary changes years ago to become a contemporary church. A typical five piece band leads the congregation with a back up singer to compliment harmony lines for the worship leader. Gone are the days of large 'vocal teams' across the front of the stage.

Those in the region who are used to a more denominational church are surprised by the contemporary nature of what is going on most Sundays. There is a desire for those in attendance to have a worship *experience*. This is unique for the church community in Lansing steeped in tradition and denominationalism.

“I would say that most in our congregation, and even our guests, would say that our worship ministry is strong,” says Rick, “but those of us on staff and in leadership know that it became a little stagnant and limited by our volunteer leadership.” This is

understandable, knowing that they've been without a leader for a couple of years. “It is time to freshen up the sound, build pipelines of volunteers, and raise up a new generation.”



The Next Worship Pastor

Every church, and every staff position has a context. Just a few years ago the team went through a painful transition, but there's a sense that this is behind them. It has been two years of healing. "We have entered a good season for Northpointe," says Rick. "We are ready to move forward and the team is ripe for a new leader."

2 yrs Ago	Today	3 yrs from Now..	Killed... ③
- Painful Lost 2 Pastors "Collateral Damage" Dropped to 500 Worship Team Morale was low Service was good Trust was low	Optimistic Worship Ministry Full Healing Haven't gone too much Healed Growing A A Team	Consistent Worship lead Consistent leadership We are clear & final as a team Better developed talent that is consistent More Creativity Reputation Talent Pipeline Larger Trust in each other The Arts Consistent level of excellence Multi-Ethnic on platform Multi Site / Team Service outside the walls	Sin? how we handle it Pride Comfort Commitment level Small Vision If the leadership isn't committed to it Lack of wisdom

The team is optimistic, and is dreaming about the future; however, there is a sense on the team that it doesn't all ride just on the next hire. The volunteer leaders have done a great job of holding the ministry together, but it is time to move on. "We have a desire to be more creative, and grow this ministry," says Rick, "I'm looking for a builder who can come in assess where we are, and lead us forward. We don't need, nor do we want, a rock star... who wants to shepherd, build, and lead a ministry? Join us at Northpointe!"



Next Steps

If you are interested in pursuing this position please contact:

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GENERAL INFORMATION

Church Name: Northpointe Community Church	Date: May 23, 2016
City / State: DeWitt, MI (Lansing suburb)	
Your name: Rick Ruble	Your position: Lead Pastor
Position to be hired: Minister of Worship & Arts	

QUESTIONS

1. **How would you best describe the condition of your current worship ministry?**

Comfortable. The ministry is volunteer-led at every level and is healthy but feeling the natural results of a lack of specialized leadership. Over the last five years, we have had a part-time worship leader from within the church, a full-time outside hire that failed morally (here less than a year), a different volunteer interim leader (~4 months), a full-time outside hire (~nine months), and the second volunteer leader for the last 2+ years.

2. **What is the general consensus of your staff about the worship in your church?**

For guests and the casual observer, It is one of the strengths of the church but the perspective of the staff would be that our worship has become stagnant and limited by our volunteer leadership. The players are talented but don't have a cohesive team spirit. They are committed and desire musical excellence but need leadership both musically and spiritually.

3. **How would you describe your church's musical/worship style?**

Mid-2000s contemporary – Hillsong meets Kari Jobe meets Jesus Culture meets Crowder/Tomlin. Band driven, simple vocals (no "praise team"). The driving force is typically balanced between keys and acoustic guitar (that's not our preference, but describes what our current state is).

4. **Are you hoping to see the worship style change?**

Our desire would be to move out of a mid-2000 feel to a more electric sound that is more fresh.



5. What is your church's philosophy regarding reaching people who are de-churched, unchurched, or anti-church?

We don't have one, other than to minister to whoever the Holy Spirit brings to us.

The people who typically come to Northpointe come from a church background of some type or another. Part of what makes Northpointe distinctive in our environment is that we are not traditional, not caught in denominational trappings, and believe the Bible. We have a strong commitment to discipleship but our commitment to reach de-churched and un-churched as a part of our discipleship vision is growing.

6. Does your church's website state the mission, vision, values and key distinctives of your church?

Yes. The Northpointe app is also helpful in understanding our culture.

7. How does worship or the arts play a part in reaching people?

Our primary target is people who are interested spiritually but don't want the trappings of denominationalism or liturgy, but do want the Bible to make sense with everyday life issues. Compelling worship and relevant music have been critical pieces in reaching people.

Historically (5-10 years ago) we have had comedy nights and concerts specifically for the purpose of outreach. We have used live drama occasionally but use video regularly to communicate creatively. We are currently encouraging the band to play in a variety of venues outside of the church to broaden the influence and presence of the church.

8. What is your annual church budget?

\$868,400

9. How many full-time pastors do you currently have?

Four – Lead Pastor, Pastor of Connections, Student Life Pastor, Director of Children's Ministries

10. How many people currently serve in the worship ministry?

About 30 people total.

Vocalists – 8, Band – 12, Sound – 3, Tech – 7

11. What are the different teams that fall within the realm of the worship department?

- **Band**
- **Sound**
- **Tech**



- **Lighting**
- **Set design**

12. Please describe the current worship and arts staff structure.

Jamie Bohrer (guitar and vocals) plans the sets and is our primary worship leader. Bruce Hinshaw (keys) leads the musical part of rehearsals. Sets are posted on Planning Center for the team. Jamie reports directly to the Lead Pastor (or other members of the teaching team) to plan the service. Creative aspects in the service (video, change of order, drama, etc.) come directly from the person speaking. Rob Klan (set design) works directly with the Lead Pastor or Teaching Team to design creative set elements. Jeff Kimmey (elder and primary sound guy) is the point person for the Worship and Arts team but works most directly with the tech team. Jeff works directly with the Lead Pastor in resolving any concerns or conflict. The sound and tech team are present at the Thursday night rehearsals but function relatively independently of the band and vocals.

13. Who will the person hired report to?

The Lead Pastor (Rick Ruble)

14. Are there particular assessment tools that you prefer when exploring potential staff people?

DiSC, Strength Finders, Meyers-Briggs

15. How long has senior leadership been serving in your church?

The Lead Pastor arrived in July 2014; Pastor of Connections arrived in the summer of 2011. We serve as the senior leadership within the staff.

16. How would you describe your church's governance?

In a healthy balance of staff-led and elder-led. Functionally the staff has responsibility for all day-to-day ministry with the elders responsible for the overall spiritual health and shepherding of the church.

17. Are you affiliated with a particular denomination or association of churches? If so, what websites could one investigate to gain further understanding?

No. We are a non-denominational community church.

18. What are the key doctrinal and theological issues where alignment is essential?

Authority of Scripture



**Jesus was both fully God and fully man
Salvation can only come through Jesus
God's design is that believers live in unity. That doesn't mean
everyone agrees on everything, but it does mean that when there
are differing views there is harmony. Differing opinions drive us to
better understand Scripture (rather than a denominational position
or a human authority) rather than as an argument that is to be won
or lost
Life transformation happens best in the context of relationships**

**19. What is your average adult weekend attendance?
400 adults, total attendance averages 535**

20. In general, what is your church demographic?

By age:

Birth – 6th grade – 16%

Teens – 13%

Twenties – 5%

Thirties – 11%

Forties – 18%

Fifties – 20%

Sixties – 13%

Seventies & above – 3%

**Roughly 1/3 from birth through high school, 1/3 from 20-50, 1/3 50
and older**

I would estimate 4/5 or more of the retired people are still very active

Racially – 99% white

**Socio-economically – primarily middle and upper middle class, educated,
home-owners**

Vocationally – relative balance of white and blue collar workers

21. Is there more than one site or venue? If so, please describe.

Currently one site with two services.

**22. What percentage of people in your church have been a Christian for 5
years or less?**

Less than 10%

23. What percentage of people are involved in a small group?

Approximately 22% of adults

24. How many current staff members have been there 3 years or more?

**Two of the four pastoral staff members and both administrative staff
members**



25. What three ministries of your church will receive the most resources next year?

Missions, Connections (Life Groups), Students/Children

26. Do you have an interest in developing alternative worship “venues” allowing for various worship styles?

This is not in our plans in our current thinking.

We do have a teen service with a separate band (led by teens) during the second service but this will move to the evening in the fall. We have a second worship venue of sorts in Celebrate Recovery (Thursday nights) that uses a smaller band but is planned and led by members of CR.

27. Are there any non-negotiables in your church in regards to worship & art? If so, describe them.

We believe there is a strong Biblical precedent for not using kazoos to accompanying women’s trios. Other than that, I can’t think of any.

28. What is your church known for in the community?

Contemporary music, children and youth programs/ministry, friendliness, a place that people from other communities come to be a part of.

29. Does your church lean toward being an intrinsic (internal focused) or extrinsic (outreach focused) church?

Internally focused currently

30. What is the Sr. Pastor/Teaching Pastor’s role in designing services?

Currently Lead Pastor has the lead on the theme and flow of the services. While he will retain that role, our desire is to have the Worship & Arts lead have the primary responsibility for all creative elements and personnel helping lead the services.

31. What is the Sr. Pastor’s leadership style?

The following are quotes from the staff: “Relational,” “positive,” “highly engaged but not a micro-manager,” “organized,” “systems thinker,” “planner,” “can see the big picture,” “not directive,” “chaos causer for the purpose of rethinking what we’re doing”

32. How much is creativity and art valued?

The Lead Pastor served primarily as a Minister of Music for over 20 years. Our current approach to creativity is to enhance the impact of the message (inspire) and to keep the format fresh. We don’t do



either one nearly as much as we would like and believe we should. We do not currently have the arts utilized expressively as an expression of worship, so the value currently is as a means to an end more than as an end in itself.

33. What is the average price of a home in your area?

\$175,000 – DeWitt Township

\$207,000 – DeWitt City

\$197,000 – Clinton County

34. What is the salary range allotted for this position?

\$55,000 – 85,000 including benefits

35. What are the expected work hours and what does a typical workweek look like?

40-50 hours/week

Office hours (typically 9-5) Monday through Thursday

Fridays off

Thursday night rehearsal

Participation in a Life Group

Sunday mornings 7:30am-12:30pm