

Pastor / Resident of Worship and Youth

East Side Baptist Church ♦ 2000 Traction Road Crawfordsville, IN 47933 ♦ eastsidebc.com

Position	Full-Time Pastor or Paid Ministry Resident / Intern
Time Requirement	Approximately 50 hours/week full-time; Approximately 30 hour/week for resident/intern
Ministry Allocation	Approximately 50% Worship Ministry / 50% Youth Ministry
Reports To	Lead Pastor
Compensation	Commensurate with experience, role structure, education, and qualifications

About the Opportunity

East Side Baptist Church is seeking a Pastor or Ministry Resident of Worship and Youth to help our church glorify God by being and making disciples of Jesus Christ. Our vision is to make life brighter by helping more and more people know, love, and live for Jesus.

This role may be structured as a full-time pastoral position or as a paid ministry residency/internship, depending on the candidate's experience, calling, and stage of ministry development. The resident/intern track is designed especially for a student seeking a Master of Divinity degree from Faith Bible Seminary in Lafayette, Indiana, with schedule flexibility around classes and academic responsibilities.

This is a 50/50 worship and youth ministry role. We are looking for a humble, teachable, flexible ministry leader who loves Christ, loves the church, loves students, and wants to help build healthy worship and youth ministries in a gospel-centered local church.

Why the Role is Open

Our current worship and youth pastor is leaving to serve as a lead pastor at another church. We are thankful for the way God has used and prepared him. His transition creates a meaningful opportunity for the next leader to build on healthy ministry foundations while strengthening worship, youth discipleship, and volunteer development for the future.

About East Side Baptist Church

East Side Baptist Church is committed to expositional preaching, biblical counseling, congregational worship, discipleship, evangelism, missions, and life together as a church family. We are looking for someone who joyfully aligns with our doctrine, mission, vision, ministry philosophy, and leadership culture.

We are looking for someone who is growing, faithful, relational, willing to work hard, eager to learn, and ready to be developed in ministry.

Position Summary

- Worship Ministry - planning and leading congregational worship, developing musicians and vocalists, coordinating volunteers and technology, and helping the church sing truth with joy, clarity, and theological depth.
- Youth Ministry - discipling middle school and high school students, teaching Scripture faithfully, developing youth leaders, equipping parents, planning ministry rhythms and events, and helping students know, love, and live for Jesus.
- Broader Ministry - the full-time pastoral version may include broader pastoral responsibilities, occasional preaching, ministry leadership, shepherding, and staff participation. The resident/intern version includes meaningful ministry responsibility with intentional mentoring, training, and schedule flexibility around seminary classes.

Primary Responsibilities

Worship Ministry

- Plan and lead Sunday congregational worship in coordination with the lead pastor and pastoral team.
- Work with the pastoral staff to select songs that are biblically faithful, theologically rich, congregationally singable, and aligned with the sermon text and service theme.
- Recruit, develop, schedule, and encourage musicians, vocalists, and worship team volunteers.
- Strengthen the musical quality, spiritual health, and team culture of the worship ministry.
- Coordinate with sound, slides, livestream, and other service volunteers to help Sunday services run smoothly.
- Help plan special services such as Good Friday, Easter, Christmas, baptism services, Lord's Supper services, and other church gatherings.
- Model humble, pastoral worship leadership that points to Christ.

Youth Ministry

- Lead the church's youth ministry for middle school and high school students.
- Teach youth group and youth Sunday School in a way that is biblical, engaging, clear, and aimed at life transformation.
- Disciple students toward personal faith, Christian maturity, church commitment, evangelism, and service.
- Recruit, train, develop, and encourage youth ministry volunteers.
- Build relationships with students and parents through regular communication, presence, prayer, and pastoral care.
- Plan youth gatherings, events, service opportunities, retreats, camps, outreach efforts, and leadership development opportunities.
- Help parents disciple their students by communicating clearly and encouraging family discipleship.
- Maintain safe, wise, and appropriate ministry practices in accordance with church policies.

Broader Ministry Responsibilities

- Participate in staff meetings, planning meetings, and ministry coordination.
- Occasionally preach and teach in the broader church ministry as assigned.
- Support the overall mission, vision, values, and ministry priorities of East Side Baptist Church.
- Work collaboratively with pastors, deacons, ministry leaders, parents, musicians, volunteers, and church members.
- Grow in pastoral maturity, theological clarity, ministry skill, and Christlike character.

Qualifications

- A growing love for Jesus Christ and a life that demonstrates faithfulness, humility, repentance, and spiritual maturity.
- Agreement with East Side Baptist Church's doctrine, mission, vision, and ministry philosophy.
- Commitment to expositional preaching, biblical counseling, complementarian practice, congregational worship, discipleship, and local church ministry.
- Ability to lead congregational singing with musical competence and pastoral sensitivity.
- Ability to teach Scripture clearly and faithfully to students.
- A shepherding heart for teenagers, parents, volunteers, and the broader church family.
- A willingness to recruit, train, develop, and share ministry with others.
- A teachable spirit and desire to keep growing.
- A flexible, servant-hearted attitude in a ministry setting that requires teamwork and adaptability.
- For the full-time pastoral role, the candidate should be pastorally qualified or clearly moving toward pastoral qualification.
- For the resident/intern role, the candidate may be earlier in ministry development but should demonstrate clear potential, teachability, doctrinal alignment, and ministry faithfulness.

Ideal Candidate

The ideal candidate will be faithful, teachable, emotionally mature, relationally warm, musically capable, biblically grounded, and eager to serve. He should be comfortable receiving feedback, willing to work within an established church culture, and excited to strengthen existing ministries. He should value excellence, humility, theological depth, structure, and flexibility.

Application Process

Interested candidates should submit:

- Resume
- Brief statement of testimony and call to ministry
- Statement of doctrinal agreement or theological convictions
- At least one worship-leading video
- At least one teaching or preaching sample, preferably youth-oriented if available
- References, including pastoral or ministry references

Qualified candidates will participate in a process that will include interviews, doctrinal discussion, ministry philosophy questions, reference checks, background check, worship and teaching evaluation, and an in-person visit.

How to Apply

Please send the above-mentioned application materials to:

Steve Whicker at ***swhicker@eastsidebc.com***

Church Profile

East Side Baptist Church

Who We Are

East Side is a warm, steady, Word-centered church family seeking to be faithful in the ordinary work of making disciples. We value expository preaching, congregational worship, meaningful membership, biblical counseling, growth groups, missions, outreach, and every-member ministry. We want every member to gather for worship, grow in a group, give of themselves, and go with the gospel.

East Side has a stable and experienced leadership team. Our two full-time pastors have served the church for twenty and fourteen years, and they are supported by a part-time office staff member and a deacon team of ten men who help strengthen the ministry of the church.

Our Philosophy of Ministry

East Side Baptist Church exists to glorify God by being and making disciples of Jesus Christ. We are committed to helping more and more people know, love, and live for Jesus Christ.

We believe the church is a gospel partnership of saved, baptized believers who gather for worship, grow in biblical community, give of their time, treasure, and talents, and go with the gospel to the people God has placed around them.

Our ministry is God-centered, gospel-driven, Bible-saturated, Spirit-filled, mission-oriented, and church-committed. We want every person to trust Jesus for salvation, depend on Him for transformation, and grow as a faithful, skillful, and joyful servant of the Lord.

We organize the life of the church so that the structures of ministry support the work of disciple-making. Pastors equip and shepherd, deacons organize and serve, leaders develop others, and every member takes responsibility to love, speak truth, meet needs, and help others follow Jesus. Excellence in effort, integrity in conduct, initiative in service, and love in everything are values that shape how we carry out the work of ministry.

In all things, we seek to build up the body, reach the lost, send out servants, and steward everything God gives us so that together we hear Him say, "Well done."

Our Ministries

East Side Baptist Church exists to glorify God by being and making disciples of Jesus Christ. Our worship services help us do this as we gather to hear from God, respond to His grace, encourage one another, and help more and more people know, love, and live for Jesus.

Our ministries include Sunday worship, East Side Essentials classes, Growth Groups, men's and women's Bible studies, youth and children's ministries, missions, outreach, care, and biblical counseling.

Our services are shaped by the Word of God and centered on the gospel. We sing, pray, read Scripture, preach the Word, observe the ordinances, and give so that Christ is exalted, the church is strengthened, and people are challenged and encouraged to love and trust Jesus.

Congregational singing is central to our worship. The primary instrument is our voices, supported by other instruments that help us sing well together. Our musical style is congregational and a blend of classic hymns, modern hymns, and biblically faithful contemporary songs. Our worship is joyfully reverent; glad in grace and serious about God.

Our History

East Side Baptist Church began as a gospel-focused effort to reach the east side of Crawfordsville. In 1913, leaders from First Baptist Church sought to establish a chapel in a growing part of town, and East Side Baptist Chapel was completed in 1914. The ministry was formally organized as East Side Baptist Church in 1938. Over the years, God has faithfully provided pastors, people, property, and facilities for the work of ministry. The church moved to its current location on Traction Road in 1963, expanded its facilities in 1983 and 2003, and continues to serve the same purpose: helping more and more people know, love, and live for Jesus.

Community Profile

Crawfordsville, Indiana

Crawfordsville & Montgomery County

Crawfordsville is a county-seat community in west-central Indiana along Sugar Creek. It offers a small-town setting with local schools, Wabash College, manufacturing and professional employment, historic downtown life, outdoor recreation, and access to larger regional centers such as Lafayette and Indianapolis.

Community Snapshot

Crawfordsville population	16,594 (2024 Census estimate)
Montgomery County population	38,633 in 2024; 38,954 in 2025 estimate
County households	About 15,600 households
Median household income	Around \$55,000
Median age	Crawfordsville: 36; Montgomery County: 40
Location feel	County seat, college town, small-town pace, regional access

A Picture of Our Community

Crawfordsville is large enough to have schools, parks, health care, restaurants, local businesses, college influence, and industrial employment, while still feeling relational and accessible. It is the kind of place where a pastor or ministry resident can become known in the community, build real relationships, and serve families across multiple generations.

- Education and family life: Local K-12 schools serve the city and surrounding area. Wabash College brings a liberal arts, athletic, and cultural presence to the community, and Ivy Tech also serves the area.
- Economy and work: Major local employers include manufacturing, printing/publishing, education, health care, and service sectors. Indiana employer data identifies employers such as LSC Communications, Nucor Steel, Penguin Random House, Acuity Brands, and Wabash College in Montgomery County.
- Recreation and outdoors: Sugar Creek, the Sugar Creek Trail, local parks, Shades State Park, and Turkey Run State Park provide hiking, canoeing, biking, and family recreation nearby.
- Community culture: The city emphasizes “Live Here, Work Here, Play Here” and describes itself as a west-central Indiana community rooted in history, innovation, and inviting hospitality. Historic downtown efforts focus on preservation, vitality, connection, and locally owned businesses.

A Picture of Ministry at East Side

East Side is a church family of roughly 210-240 in weekly worship attendance. A new worship and youth pastor or resident would enter a real ministry need because the current pastor in this area is leaving. The next leader will not be asked simply to maintain programs, but to strengthen people, teams, and systems for long-term disciple-making.

- Worship ministry need: Build and strengthen the music team, plan biblically thoughtful services, develop musicians and vocalists, coordinate with technology volunteers, and help the church sing with theological depth and congregational joy.
- Youth ministry need: Teach Scripture to students, disciple teens, equip parents, develop youth leaders, and help students see themselves as part of the whole church.
- Leadership culture: ESBC values excellence in effort, integrity in conduct, initiative in service, and love in everything. Leaders are expected to align ministry with the church’s mission, develop others, communicate clearly, solve problems humbly, and serve joyfully.
- Candidate fit: This role can fit a full-time pastor or a paid resident/intern, especially a Faith Bible Seminary student. ESBC is open to someone newer in ministry who is flexible, teachable, willing to grow, and eager to serve in a healthy local church context.

Why This Could Be a Good Fit

For a developing pastor, Crawfordsville offers an unusually helpful ministry setting: a manageable community size, a relational church family, proximity to Faith Bible Seminary in Lafayette, and meaningful leadership responsibility in both worship and youth ministry. The right candidate will have room to grow while doing substantive ministry, receiving pastoral oversight, and helping shape two strategic areas of church life.

In brief: East Side is seeking someone who wants to help a church family worship Christ faithfully and disciple the next generation in a community where ministry can be personal, visible, and deeply relational.

