



# a united family of faith

## **An Opportunity for Ministry**

NextGen Worship Associate

**Broadmoor**

## POSITION DESCRIPTION

---



**Title:** NextGen Worship Associate

**Department:** Creative Arts

**Supervisor:** Worship Pastor

**FLSA Status:** Exempt / Full Time

### Our Mission:

We are a united family of faith joining Jesus on His mission for the Glory of God and the good of our communities.

### Purpose of Position:

This position exists to lead and develop Broadmoor's student worship ministry by creating engaging, Christ-centered worship environments that help students grow as fully devoted followers of Christ. Through musical leadership, mentorship, and discipleship, this role equips the next generation to serve the church with both spiritual maturity and musical excellence.

### Position Summary:

The NextGen Worship Associate serves within the Creative Arts Ministry and reports to the Worship Pastor, providing leadership for student worship at Broadmoor. This role plans and leads rehearsals, coordinates worship teams and schedules, supports worship services and student events, and collaborates with Middle School and High School staff to plan and lead worship experiences. The position also focuses on developing and discipling students by mentoring worship and production teams, creating leadership opportunities, and helping students grow both spiritually and musically. In addition, the role contributes to broader church worship initiatives, including camps, retreats, children's ministry support, and Sunday service planning.

### Key Responsibilities include but are not limited to the following:

#### Middle School and High School Ministry Leadership

- Direct all aspects of Middle School and High School worship ministries
- Manage student worship and production team scheduling
- Plan and lead effective worship team rehearsals
- Lead worship and/or support instrumentally in student worship, as needed
- Partner with Middle School and High School staff for worship planning and creative elements
- Select and maintain theologically sound and Christ-centered worship repertoire

#### Development and Training

- Build and mentor Middle School and High School Worship and Production teams
- Design and lead a worship arts development strategy for Middle School and High School students
- Create leadership opportunities for emerging student worship leaders
- Partner with Middle School and High School staff in the spiritual discipleship of students

#### Event Support and Programming

- Coordinate bands, rehearsals, and music-related resources for WOW Week
- Support or lead worship for student camps and retreats
- Collaborate and support Preschool and Kid's Ministry music and worship initiatives
- Contribute to Sunday service planning and worship leadership

## **Administrative and Care**

- Oversee Student Worship equipment maintenance and procurement
- Provide pastoral care to those in the Middle School and High School ministries
- Partner with Care Pastors in meeting pastoral care needs across Broadmoor

## **Skills & Qualifications:**

- Bachelor's degree from an accredited university or equivalent experience may be considered.
- 2-3 years of worship-leading experience as staff or a lay-leader
- Lead worship vocally, with instrumental proficiency preferred
- Lead rehearsals and teams effectively
- Demonstrate proficiency in musical software: Ableton, Playback, Planning Center, ProPresenter
- Ability to master Broadmoor's church management system (Touchpoint)
- Communicate professionally with strong relational skills
- Ability to equip, lead, and care for staff and lay leadership.

## **Special Considerations:**

- A personal sense of calling from God to vocational Christian ministry
- A mature Christian who demonstrates the Fruits of the Spirit, is growing in his/her faith, and is committed to spiritual disciplines such as Bible reading and prayer.
- Must serve in a manner consistent with Broadmoor's mission, values, and disciple-making strategy.
- This position requires flexibility in schedule, including nights and weekends
- Serve in the 'on call' rotation to provide ministry support
- Able to maintain confidentiality and provide ministry with discretion and grace.
- This position is classified as a Sunday employee as defined in Broadmoor's Personnel Manual
- Active membership at Broadmoor is required as a condition of employment

## **Physical Requirements:**

- Ability to lift up to 25 lbs.
- Prolonged periods of sitting or standing
- Ability to use a computer for extended periods
- Ability to strike & reset instruments and worship equipment in various worship venues
- Ability to actively engage with students
- Energy and mobility for games, activities, and supervision
- Ability to respond quickly in case of emergencies
- Ability to work in fast-paced or high-activity environments
- Ability to travel locally (hospital visits, outreach, etc.).



## OUR MISSION

We are a United Family of Faith  
Joining Jesus on His Mission  
for the Glory of God and the  
Good of our Communities

**Our Mission** answers the question:  
*"What we will do and what we will be?"*





## OUR VALUES

### **We Submit to God's Word**

The Bible is the good news of Jesus and the authority for all areas of life because of its power to transform and shape us from the inside out.

---

### **We Pursue Reconciliation**

Just as we have been reconciled to God through Jesus, we are called to be ambassadors of the grace, forgiveness, and reconciliation that was shown to us, bringing God's compassion and healing power into a broken world.

---

### **We Equip Disciplemakers**

We equip every generation to walk alongside others so they move from simply believing in Christ to being a mature disciple who makes disciples.

---

### **We Run to the Hurting**

Our community actively looks to serve those struggling on any level, whether in the seat next to us or on the streets around us, we are not passive in serving those in need.

---

### **We Cultivate Healthy Relationships**

When we live life alongside fellow believers we are able to know and be known, giving and receiving the encouragement necessary to live out our calling and witness in this world.

---

### **We Live Generously**

We strive to be a community that models God's love through tangible expressions of generosity that bless people and bring glory to God.



# 1953

## OUR HISTORY

The congregation of Broadmoor began meeting over 65 years ago following the rapid expansion of the City of Jackson after WWII. The church was a mission plant of the First Baptist Church of Jackson and was chartered as an independent congregation in January 1953. Membership quickly grew, eventually securing a tract of land on

Northside Drive, where it met until moving to its Madison location in January of 2000. Six lead pastors have served Broadmoor from its inception to the present day. Multiple ministries touching the lives of countless people have made a Kingdom impact locally, nationally, and globally over the church's six-plus decade existence.



### The Move to Madison

With a total membership of over 6,000 people and weekly worship attendance averaging over 1,600 attendees, Broadmoor Baptist Church is a multi-structure campus of roughly 215,000 square feet of space located on 35 acres on Highland Colony Parkway in Madison, Mississippi.

### A Church Focused on Mission

Always a mission-minded church, Broadmoor supports local, North American, and international ministries. Our church and lead pastor launched "The Go Campaign" in 2011. During "The Go Campaign" and the subsequent "GO 2.0" initiatives, our church leadership challenged every member to commit up to one month to serving on mission by 2020.



### Creation of the Church Council

In 2017 and 2018, the Deacon Executive Council and Executive Pastors (with feedback from the Deacon body) led our church through a comprehensive review of all polity, processes, and policies. This review resulted in the creation of a Church Council, which has led to positive changes for our congregation, the representation of lay members, and church governance. Our church congregation approved new bylaws on February 18, 2018, and formally adopted operational policies and the Personnel Policy Manual in January 2018.

**Josh Braddy**  
LEAD PASTOR

2020



### A New Era for Broadmoor

On June 21, 2020, Pastor Josh Braddy became Broadmoor's 6th Lead Pastor, ushering in a new era for Broadmoor. Since that day, God has blessed Broadmoor with successfully navigating COVID restrictions, resuming regular activities on the Madison campus, and paying off the church's outstanding debt. Considering the uncertain climate of the culture and economy during those times, we recognize God's faithfulness to Broadmoor in this season of ministry.

### A New Brand and Visual Identity

In April 2022, Broadmoor revealed a new branding strategy for the church that focused on clearly articulating our mission, identifying core values, defining strategy, and understanding how to measure success. We believe this process better aligns the people of Broadmoor with shared values and methods to reach the community more effectively. Under God's faithful direction, Broadmoor is prayerfully looking toward the future that awaits us as we strive to be more and more like Christ.





## OUR COMMUNITY

**The campus of Broadmoor Baptist Church is located in the city of Madison in Madison County.**

Madison is in central Mississippi and is a suburb of Jackson, the capital of Mississippi. Family Circle Magazine named Madison one of the top ten cities to live in the United States, and for the past three years, Madison has been named Mississippi's best city. Madison prides itself on both safety and quality of life for citizens.

### Madison County Schools

There are many opportunities for quality education. The Madison County Public Schools have an A rating and is our state's 5th largest school district. Other options in the community include private, college preparatory, Christian schools, and a strong homeschool community. The area also has many preschools and Mothers Morning Out programs, including Broadmoor's Weekday Preschool for three and 4-year-olds.

### Shopping, Dining and Entertainment

Madison County offers a variety of shopping, dining, entertainment, and healthcare options for all ages. Located just off the interstate, Renaissance at Colony Park in Ridgeland is an outdoor shopping experience with some of the finest retail and dining in the metro area. When it comes to dining, there is no shortage of both local and national chain restaurants to accommodate any food craving. Farmers markets, family events, festivals, holiday celebrations, car shows, and movie theaters all offer entertainment and a connection to the community throughout the year.

Within 15 miles of the church's location, there are five major hospitals to serve central Mississippi, many of which have satellite clinics in Madison. Numerous facilities in the area offer varying exercise opportunities and fitness workouts. The Madison and Ridgeland communities have three beautiful and well-maintained parks providing for all sorts of recreational needs, including universal playground equipment and walking trails. Ridgeland also has 14 miles of multi-purpose trails for runners, walkers, and bicyclists. Madison County provides many athletic programs throughout the year, including soccer, basketball, volleyball, football, tennis, softball, and baseball.

# COMMUNITY STATISTICS

Broadmoor's community report reflects the population within a 15-minute drive of the main campus. This area has moderate growth, and in 2016, Madison County was the second fastest-growing county in Mississippi.

|                         |                     |                     |                      |                    |
|-------------------------|---------------------|---------------------|----------------------|--------------------|
| <b>Ethnic Breakdown</b> | <b>57%</b><br>White | <b>38%</b><br>Black | <b>2.4%</b><br>Asian | <b>1%</b><br>Other |
|-------------------------|---------------------|---------------------|----------------------|--------------------|

|                                        |                                                                           |
|----------------------------------------|---------------------------------------------------------------------------|
| <b>Average Age</b><br>Late <b>30's</b> | <b>Largest Age Groups</b><br>1. <b>35-54</b> 2. <b>5-17</b> 3. <b>55+</b> |
|----------------------------------------|---------------------------------------------------------------------------|

|                                    |                                    |                                                                  |
|------------------------------------|------------------------------------|------------------------------------------------------------------|
| <b>70%</b><br>Family<br>Households | <b>26%</b><br>Single<br>Households | <b>\$\$\$</b><br>Highest Average Household<br>Income in the Area |
|------------------------------------|------------------------------------|------------------------------------------------------------------|

|                                                                                                         |                                                                                          |
|---------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| <b>Largest Religious Affiliations</b><br><b>Protestant</b> Denominations<br><b>Catholic</b> Affiliation | <b>Religious Community Involvement</b><br><b>62%</b> Not Involved<br><b>38%</b> Involved |
|---------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|

|                                                                     |                                                                  |                                                                        |
|---------------------------------------------------------------------|------------------------------------------------------------------|------------------------------------------------------------------------|
| <b>Average Home Price<br/>in Madison County</b><br><b>\$211,300</b> | <b>Average Home Price<br/>in Mississippi</b><br><b>\$129,200</b> | <b>Average Home Price<br/>in the United States</b><br><b>\$219,700</b> |
|---------------------------------------------------------------------|------------------------------------------------------------------|------------------------------------------------------------------------|

Madison County cost of living is **3.2%** higher than the national average



## ABOUT OUR

# Family of Faith

### Ages

**10%** 0-12  
**13%** 13-18  
**27%** 19-34  
**34%** 35-60  
**16%** 60+

### Demographics

**10%** Single  
**45%** Married  
**6%** Divorced or Widowed  
**39%** with Children

### Average Weekly Attendance

**2,000 in Worship and 1,900 in Groups**

## KEY TEAM MEMBERS



### Johann Acuña Worship Pastor

Dr. Johann Acuña serves as Worship Pastor at Broadmoor, drawing on more than 30 years of ministry experience in local church leadership, worship ministry, music arranging and orchestration, leadership development, and theological education. Having served churches of various sizes, cultures, and musical expressions, Johann is passionate about cultivating a culture of Christ-centered worship and equipping musicians, lay leaders, and creatives to serve the local church with both excellence and humility. Johann also serves as Associate Professor of Music and Ministry at New Orleans Baptist Theological Seminary, where he enjoys teaching and investing in the next generation of church leaders. Johann and his wife, Aubrey, have three sons and are grateful to call Madison home.



### Josh Kinsley High School Pastor

Josh has served Broadmoor as the High School Pastor since 2019. He is married to Dana, and they have two children, Lyla and Faith. Josh has a Master of Divinity degree from New Orleans Baptist Theological Seminary and has been in vocational church ministry since 2005. He is passionate about students having a deep love of God's Word while being discipled by trusted adults. He also aims for teenagers to realize their circle as they develop leadership skills inside and outside of the church. Josh truly enjoys partnering with parents to disciple the next generation for the glory of God and the good of our communities.

# LEADERSHIP & STRUCTURE

## Church Council

The Church Council is Broadmoor's governing body. This administrative board comprises lay leaders, executive staff, and one rotating staff member. Lay leaders are elected every other year. This body monitors the church from a spiritual, administrative, and stewardship perspective.

## Lead Pastor, Executive Pastors, and Senior Staff

The Lead Pastor and Executive Pastors are supported by Council members in their respective areas of responsibility. The Senior Staff ministry team supports, assists, and leads in all aspects of ministry in the church.

## Deacons

The congregation elects the Deacon Body to serve, unify, and lead throughout the church. The Deacons promote peace, harmony, and cooperation among our members by extending pastoral care throughout the congregation and by serving as leaders throughout our ministries.

## OUR STRATEGY

### How does Broadmoor equip church members to live out this mission?"

This simple map helps connect all ministries back to our mission. We think of it as a "3+1" strategy.

**Broadmoor provides 3 weekly settings for members' first steps. These venues equip members with resources and relationships for the journey of disciple-making.**

**1 Worship** | Joining for a worship service positions us to elevate the glory of God rather than promote the value of ourselves.

**2 Groups** | Gathering for a group experience places us with a family of other members, learning to unite around Jesus' priorities rather than disagree over our preferences.

**3 Service** | Rallying with a team of others to accomplish a shared goal situates us to see others' "needs" rather than our "wants."

God works through these shared experiences within the Church Family. At the same time, when hearts are out of alignment, a person can attend worship services, groups, and even serve on great teams and still miss out on the faith-filled life we are all re-created to experience.

The Holy Spirit is the catalyst for real, observable, and lasting life change. He draws one to follow Jesus, changes them to become like Jesus, and empowers each one toward the mission.

The Holy Spirit works inside each person in the three settings, fueled by one daily pursuit of abiding with Jesus.



### +1 Abiding in Jesus

Spending time in spiritual practices "with" Jesus rather than performing "for" Jesus.



# MINISTRIES AT BROADMOOR

Our mission unites us, but we recognize that how each person lives it out may differ based on life stage, skills, and interests. Ministry staff members, leadership teams, and deacon ministry teams work together to create a culture of submission to the Word and Jesus' mission of making disciples. To do so, we set annual goals that require aligned and inter-ministry short-term objectives.

## NextGen

Preschool  
Kids  
Middle School  
High School

## Adults

College  
Singles  
Men  
Women  
Prayer

## Community Impact

Sports  
Prison  
Disaster Relief

## Connections

Frontline

## Creative Arts

Worship  
Communications  
Production

## Care & Support

Counseling  
Support Groups  
Benevolence

## Missions

Local  
North American  
International

