



POSITION PROFILE: PASTOR/DIRECTOR OF WORSHIP & CHURCH MINISTRY

The Pastor/Director of Worship and Church Ministry is to serve Grace Community Church in the implementation of the vision and strategy for congregational worship developed and approved by the Elders, ensuring that all aspects of the worship ministry are provided for and carried out in keeping with the Guiding Principles of the church.

Additionally, this position may serve the church via other ministry work to be determined during the hiring process, including but not limited to other ministry areas such as congregational care, adult education, connection/assimilation, audio/video and media, or women's ministry.

This position may be designated as a Pastor or a Director, depending on the applicant, to be determined during the hiring process.

The Pastor/Director of Worship and Church Ministry is to understand and work within the *Philosophy of Worship and Worship Ministry* as developed by the Elders of the church. This position serves under the direction and authority of the Pastor and Elders.

Personal Qualities Needed

- Evidence of conversion and spiritual growth, Christlike character, a healthy practice of spiritual disciplines, and genuine love for God and others.
- A healthy family life.
- A history of active church membership and involvement.
- Biblical and evangelical theology, with a clear understanding of, and ability to communicate, the Gospel of Jesus Christ.
- Evidence of servant leadership.
- A commitment to the vision for congregational worship of Grace.
- Personal organization and self-management.
- Moral and ethical integrity in life and work.

Skills Needed

- Musical skills to lead the congregation and the worship team and to develop other worship leaders.
- Verbal and written communication skills for individual and group training, vision casting, ministry implementation, and spiritual encouragement for others.
- Training skills for the development of worship leadership and ministry teams.
- Organizational and management skills to oversee worship ministry teams.
- Mobilization skills to involve trained and qualified leaders and volunteers in the worship ministry.
- Motivational skills to inspire others to serve with vision, energy, and excellence.
- Relational skills to engage and encourage people.
- Team skills to work with the church leadership, staff, and ministry team volunteers.
- Qualifications and experience in other church ministry work.

Responsibilities

- Implement the vision, philosophy, and strategy for congregational worship and the worship ministry as set by the Elders.
- Maintain theological integrity and the cultural distinctions of Grace in all ministry work.
- Include discipleship and a service mentality in the culture and practices of the worship ministry.
- Oversee congregational worship on Sundays and at other services and events by leading the musical portion of, enlisting worship teams, auditioning worship team members, working with the Pastor to select worship leaders and plan worship services, selecting songs, preparing worship leaders and teams for worship services, and other needed tasks. The Director should be at rehearsals to ensure proper preparation of the team.
- Ensure consistency in content and style of worship music while working with a variety of leaders and teams.
- Train and mobilize volunteers and leaders for ministry.

- Assist the other ministries of the church as worship and music leadership is needed.
- Oversee the financial, facility, and equipment needs of the worship ministry including the maintenance of musical instruments.
- Oversee and work with the Communications department to provide print and electronic communications for the worship ministry.
- Lead and assist with special projects as needed.
- Assist the church staff in areas of need.
- Serve under the direction and accountability of the Pastor, Director of Staff, and Elders.

Approach to Ministry at Grace Community Church

- Lead people as their servant, seeking their spiritual growth and fruitfulness.
- Labor from a genuine love for God, people, and the church.
- Pursue excellence in ministry and all work performed.
- Serve as a team player with the church leadership and staff.
- Lead and work in keeping with the vision and Guiding Principles of the church.
- Seek to help in areas of church life beyond the scope of the position.
- Be a healthy church member at Grace Community Church.
- Affirm the church's adopted doctrinal statements and missions and educational causes.

Application Process

- Submit a resume and letter to Brad Leake at bleake@gccnashville.org.