

## **Position:** Pastor of Worship and Discipleship

**Summary:** The Pastor of Worship and Discipleship will help the people of Midland Reformed Church grow as Christ's disciples through the integration of Sunday worship and weekly discipleship practices. Our ultimate goal is to equip God's people to be sent out with the good news of God's grace, truth, and peace in Jesus Christ.

### **Responsibilities and Duties:**

#### *Worship (45%)*

- In conjunction with the Lead Pastor, plan and lead Sunday morning worship services that immerse worshipers in the story of the gospel. This includes selecting music and writing liturgy.
- Recruit, train, and lead musicians of MRC. This includes leading weekly rehearsals for Sunday worship.
- Emphasize the development and inclusion of children, youth, and young adults in worship services in collaboration with the Children and Youth Ministries Director.
- Manage and maintain all technical aspects related to worship services, including sound, projection, lighting, and streaming. This includes developing and leading volunteers to assist with these aspects.
- In conjunction with the Lead Pastor, coordinate and plan special worship services such as Good Friday, Christmas Eve, and other services as chosen by the Lead Pastor (e.g., funerals).
- Preach on an as-needed basis (approximately 6-8 times per year).

#### *Discipleship (45%)*

- Develop and maintain a discipleship pathway that leads the people of MRC into a maturing relationship with Jesus Christ. This includes:
  - helping the congregation come to a shared understanding of what it means to be a disciple of Christ;
  - assessing the congregation's current state of discipleship;
  - educating the congregation on the different stages of discipleship and what practices encourage growth through the stages;
  - assessing current ministry programs and their place in the different stages;
  - managing the development of new efforts to grow through the stages;
  - providing regular monitoring and evaluation of the effectiveness of our efforts to grow as disciples and adjust as needed.
- Equip the people of MRC to serve and witness to the surrounding community of God's grace, truth, and peace in Jesus Christ.
- Revitalize and provide ongoing support, training, and oversight for small group ministry.
- Identify and develop new leaders from the congregation.

*Administrative (10%)*

- Attend weekly Staff meetings, monthly Shepherding Elders meetings, and quarterly Consistory meetings.
- Prepare and manage annual budgets for worship and discipleship related expenses.

**Qualifications and Experience:**

- In a mature and growing relationship with Jesus Christ, exhibiting Christ-like character.
- Experience as a worship leader with either keys or guitar.
- Has an understanding of or willing to learn the different stages of discipleship.
- Experience leading and/or participating in small group ministry.
- Has or is currently pursuing a theological education.
- Preferred ordained/ordainable in the RCA, CRC, or other denomination in the Reformed tradition.
- Experience with or ability to learn technical aspects of worship used at MRC including: running a soundboard, Planning Center, Easy Worship, video streaming software, Facebook, Vimeo, Gmail, and Google Docs.
- Ability to work collaboratively with both staff and volunteers.

**Reports to:** Lead Pastor

**Time Commitment:** Full time salaried position

**Salary and Benefits:** Commensurate with experience and according to RCA Guidelines