



ABOUT THE ROLE:

Founded in 1949, Faith Reformed Church has been a steady presence in the heart of the Grand Traverse region for the last 75 years. We are currently looking for a man or woman to continue that tradition by joining our staff team as our Minister of Worship and _____ (there are options for the second role). We presently have one worship service on Sunday mornings. This is a full-time position with significant interaction with our lead pastor.

On the one hand, we are looking for something very simple: a music minister who will get the maximum number of people in the congregation singing *to* God and connecting *with* God in worship.

Beyond that simple-yet-daunting task, we're looking for someone with a passion for Reformed worship in the 21st Century — someone willing to work with our lead pastor in cultivating a creative liturgical life that inspires intergenerational engagement, forms disciples for faithfulness, and brings glory to God. (*For more details regarding our worship values, see below*)

Depending on the gifts and passions of the individual applicant, this person will also fulfill an assisting role in **another** area of ministry. With our current staffing, there's some flexibility in what that might be: Mission & Outreach, Community Life, Pastoral Care, Youth, or Administration.

ESSENTIAL PERSONAL QUALITIES:

- ... A lover of Jesus who is an apprentice in Kingdom living
- ... A person with a passion for his/her own inward transformation
- ... A person who has a longing to see others experience transformation
- ... A person who listens well and is open to influence
- ... A person willing and eager to receive and give honest feedback
- ... A person who works hard and rests well
- ... A person who combines personal humility with professional will
- ... A person who relishes the development of others
- ... A person who strives to create spaces that are open and vulnerable

THE IDEAL CANDIDATE WILL HAVE THE FOLLOWING CAPACITIES ...

- ... the ability to get our congregation singing—young & old, male & female
- ... musical talents, and a desire to improve vocal and/or instrumental capacity over time
- ... a sincere desire to develop and harness the musical gifts of others

- ... the ability to generate and/or acquire various elements necessary for worship
- ... compatibility with our lead pastor for the sake of collaborative worship leadership
- ... pastoral sensitivity so as to meet people where they are and guide them into deeper communion with God
- ... a vision for worship in line with the worship values we embrace. For each value, we mean two things:

Biblical – both reflective of biblical patterns and Word-saturated

Formational – both re-calibrating the hearts of *individuals* and nurturing the emergence of beloved *community*

Missional – both announcing good news and sending people to announce good news

Communal – both done together — rather than individualistically — and connected to the larger tradition — historical *and* global; creeds *and* calendar

Liturgical – both participatory — *the work of the people* — and structured — *following a narrative arc that re-stories us according to the Grand Story*

Sacramental – both baptism and communion occur in the gathered worship body, with the Lord's Supper being the central, culminating act of every Sunday service

In an ideal world, we want worship to be **dialectical**—i.e., holding opposing forces in tension: being both hospitable and strange, both relevant and counter-cultural, both comforting and disruptive, both ancient and modern, both transcendent and immanent, both inviting and sending, both personal and communal.

SPECIFIC RESPONSIBILITIES:

In addition to the responsibilities implied above in the description of the “ideal candidate,” the person in this position has responsibilities in the areas listed below.

- **Worship:**
 - Coordinate Creative Planning meetings relative to each sermon series and follow through on implementing ideas
 - Oversee details related to worship services, especially orders of service, rehearsals, assignment of volunteers, and any necessary technological or creative components
- **Music**
 - Recruit, shepherd, coordinate, and empower the member-volunteers who serve as musicians and vocalists
 - Participate within the team as a musician and/or vocalist
 - Select music for each worship service
 - Identify, encourage, and integrate worshipers’ musical gifts into worship, special services, and other pertinent ministries around FRC
- **Tech:**
 - Have working knowledge of all computer programs and A/V systems

- o Work with Media Tech Supervisor to address relevant issues
- **Decoration & the Arts:**
 - o Oversee decoration for each season and sermon series
 - o Help curate theological beauty around the entire church campus
 - o Arrange for and facilitate special events related to worship & the arts
- **Another area of responsibility:** As mentioned above, this depends on the applicants gifts and passions, combined with the congregation's needs.
- **Continuing Education and personal investment:**
 - o Continually work on his/her craft, refining vocal and/or instrumental abilities
 - o Attend one or two conferences a year with the goal of enhancing his/her worship leadership and/or FRC's worship experience
 - o In general, continually refine his/her understanding of worship
- **Staff:**
 - o Assume an active role with ministry staff – growing alongside other staff and contributing to ministry-related conversations
 - o Assume an active role with the full staff, contributing to staff life where possible, including attendance at the weekly staff meeting
 - o Participate in the planning and implementation of church programs and events that fulfill the mission and vision of the church

Although this outlines the principal responsibilities for the position, it does not, nor is it intended to, list every task that this person may be required to perform.

PROFESSIONAL QUALIFICATIONS:

- Experience in leading congregational worship
- Preferably, a degree in either music and/or ministry (can be ordained or on the path to ordination)
- A strong and growing relational capacity that aids ministry at all levels
- Exemplary written and verbal communication skills
- Demonstrated organizational skills, including the ability to prioritize, schedule, and perform complex tasks with minimal supervision

Supervision and Accountability: This person will work under the supervision and accountability of the Lead Pastor. Moreover, the person in this position will work in accordance with the policies, practices, and procedures specified in the Faith Reformed Church Employee Handbook.

This is a full-time, salaried position with benefits. Applications should include a cover letter, resume, and video example of worship leadership. Materials should be submitted at frctc.org/Worship-Application. We hope to close our preliminary application window Friday, April 15, 2024.