

## Position Description

**Position Title:** Director/Assistant Pastor of Worship & Family Ministry

**FLSA Classification:** Full-time, Salary, Exempt

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**Reports To:** Senior Pastor

**Accountable To:** The Session

**Position Purpose:**

1. To come alongside the Senior Pastor and leadership of Metrocrest Presbyterian Church, employing his gifts to help them shepherd MPC toward their vision to become *a body of believers called in the power of the gospel to worship, grow, and serve together, as we seek to magnify Jesus and multiply disciples.*
2. To lead the congregation's worship music, direct its song-singing and cultivate its musical gifts.
3. To further enable and lead the Worship Team into even greater excellence and effectiveness.
4. To care for all Worship Team members, developing their sense of unity and synergy.
5. To provide leadership and direction for all children and youth, ensuring effectiveness in the spiritual formation of those under his care and the organizational efficiency of those ministries.
6. To shepherd, lead, oversee and manage the volunteers that minister to student families.

**Authority:** The Director/Assistant Pastor serves at the pleasure of the Senior Pastor and the Session.

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**Stylistically**, Metrocrest's worship could be described as "conversational, modern liturgy." We have an order of worship (Call to Worship, Affirmation of Faith, Confession & Assurance, Benediction), and try to emphasize in a variety of ways that our worship is a dialogue, through which we hear from God through His Word and Sacrament, and we respond to him in prayer, praise, and acclamation together. **Musically**, we prioritize songs that are theologically robust and musically creative. This most often includes retuned (Indelible Grace, Red Mountain) & modern hymns (Sovereign Grace, Getty), with the *occasional* CCM song (very selectively), as well as classic hymns presented in their classic forms.

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**Essential Duties and Responsibilities: (All mentioned are to be performed to the glory of God, with gentleness and love, and in accordance with the Holy Scriptures and as explained in the BCO.)**

### I. DIRECTOR OF MUSIC (7 hours)

- ❖ **PLANNING:** Serve and assist the Lead Pastor in the preparation of all worship services, both regular and special services such as weddings and funerals, Holy Week and Christmas Eve. This will include the regular selection and arrangement of songs and music.
- ❖ **CONDUCTING MUSIC DURING WORSHIP SERVICES:** Direct the music and lead all musicians, instrumentalists and vocalists as they lead the congregation in its worship.



- ❖ **VISION-CASTING:** Further develop, communicate and implement our long-term vision for the worship of God at MPC. This includes consideration of our theology of worship, philosophy of ministry and the appropriate worship style for our context. Instruct the congregation through music and other elements in worship as is appropriate.

## II. **WORSHIP TEAM LEADER (13 hours)**

- ❖ **SERVANT-LEADERSHIP:** Build and develop this crucial ministry into greater proficiency, effectiveness and excellence. Pray faithfully for the Worship Team and for the worship of God at MPC. Love and disciple the Worship Team into fuller maturity in Christ through genuine care. Direct the congregation in singing God's praises each week.
- ❖ **ENABLING and DEVELOPING:** Recruit, encourage, equip and train a team of gifted musicians and instrumentalists; search for quality music and theologically rich songs to implement in our offering to God in worship each week. Maximize the team's individual and corporate gifts through role-assigning.
- ❖ **PREPARING THE TEAM and REHEARSING THE MUSIC:** Conduct weekly Worship Preparation in rehearsing the music and songs to a high level of proficiency. Utilize a variety in musical arrangements and a diversity of people, gifts and talents in order to keep worship services fresh, inspiring and invigorating.
- ❖ **ADMINISTRATION and COMMUNICATION:** (a) Coordinate the Worship Team's set-up and audio electronics each Lord's Day (mics, instruments, materials, sound and mixer board, etc.). (b) Organize the Team through regular communication and care; (c) Develop and maintain a system for CCLI reporting purposes as well as report to CCLI; (d) Create and manage the budget for the Ministry of Worship in general and for the Worship Team in particular.

## III. **MINISTER to FAMILIES with CHILDREN (12 hours)**

- ❖ **SUPERVISION and OVERSIGHT of CHILDREN'S MINISTRIES:** Assist in shepherding, leading, organizing and managing the Children's Ministries Team and all its members into joyful effectiveness in all its various components, including Nursery, Sunday Morning Education, and special activities.
- ❖ **SUPERVISION and OVERSIGHT of YOUTH FAMILIES MINISTRY:** Assist in shepherding and overseeing the volunteer youth staff into joyful effectiveness.

## IV. **PASTORAL (13 hours)**

- ❖ **MENTORING:** Actively engage in life-on-life discipleship to develop mature and equipped disciple makers.
- ❖ **TEACHING and PREACHING:**
  - Teach regularly and preach on an as-needed basis.
  - Assist the Senior Pastor in equipping the officers of MPC for shepherding and diaconal duties in their parishes such as prayer, hospital visitation, pastoral counseling, home visitation, crisis response, and personal discipleship.

- ❖ **COUNSELING:** Counsel anyone under the scope of your spiritual care on an as-needed basis.
  - ❖ **LEADERSHIP:**
    - Make it a priority to continue to develop a close, intimate relationship with Jesus (daily time with God, retreats for prayer and planning) as well as with his family.
    - Attend and participate in all Session meetings. Report regularly to the Senior Pastor and the Session, considering himself accountable to his fellow elders. He will bring to the Session any unusual successes or failures, accomplishments or frustrations on a regular basis, in order to better facilitate a truly transparent relationship of mutual labor and trust.
    - Attend and participate in the North Texas Presbytery as appropriate.
  - ❖ **OTHER:** Any other pastoral duties that the Session deems expedient.
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## Qualifications

- Education/Certification:** Masters of Divinity or suitable alternative  
Formal training in music desired but not required
- Required Doctrine:** Must be ordained or ordainable in the Presbyterian Church in America through the North Texas Presbytery. Winsomely Reformed. Robust understanding of an application of grace in all things.
- Experience Required:** Experience with leading worship in a church setting.  
Discipleship of students and families desired.
- Skills/Abilities:**
- Entrepreneurial - able to quickly adapt in fast-paced environment of a growing suburban church
  - High level of initiative - able to anticipate problems and implement solutions with little guidance.
  - Able to lead others through modeling and influence  
Attention to detail & commitment to a high level of creative excellence (without perfectionism)
  - Team Player - Enjoys collaborating with others, eager for constructive/gracious feedback

## Next Steps:

Interested candidates should submit (all electronically) cover letter, resume, preaching demo (audio or video), worship leading demo (audio or video), and PCA Ministerial Data Form to David Ridenhour ([david@metrocrestchurch.org](mailto:david@metrocrestchurch.org)).