



Dear Prospective Applicant,

Thank you for your consideration in applying for the full-time “Worship Pastor/Director*” position at Gateway Community Church in Abbotsford, B.C.

Established 70 years ago, Gateway is a living testament to the steadfast loving-kindness of our covenant keeping God. Gateway was founded in 1950 by Dutch immigrants who after many years of attending worship services across the border in Sumas, Washington, had the desire to establish their own church in the community of Abbotsford. At its beginning Gateway was known as First Christian Reformed Church of Abbotsford. The congregation consisted of 28 families and quickly grew to over 200 families within the first 10 years. In 2002 the name was changed to Gateway Community Church since our location at that time on McCallum Rd was considered the southern “Gateway” into Abbotsford, and now at our current location we’ve become the northern “Gateway”. Over the years Gateway daughtered three CRC churches in the community of Abbotsford.

At Gateway you will meet a community of people from all walks of life; all of us sinners who have been saved by the grace of God. We are a worshipping community of approximately 700 people with an average morning attendance of 550. We strive to worship corporately in a way that is God glorifying, Christ-centered, and community driven. Each day we aspire to be a deeply rooted community of faith, building redemptive relationships in an ever-growing community. Here you will discover that new members come through our doors along different routes. For some, membership is an outcome of their adult conversion to Christianity. Still others come to the church through transfer from another Church. And still others have grown up in this congregation their entire lives and are delighted to call this place ‘home.’ We are quick to give God all the praise for the variety of ways in which He directs our paths and draws us together.

Our **Vision** (i.e. our statement of a desired future) here at Gateway is *“To be a healthy, growing, and diverse family of God expressing the good news of God’s Kingdom that transforms lives in our church, in our city, and in our world.”*

Our **Mission** is to glorify God by *“Helping People to Love and Serve Jesus.”*

We envision our new Worship Pastor to join us in that vision by exhibiting a deep love for God and His people, an eagerness to share in the mission and vision of our congregation, and the hunger, qualities, and competencies detailed in our job description. After some time in prayer you think the Lord is leading you to apply, please do!

We look forward to the ways in which the Lord will continue to lead us in the next chapter of this congregation.

In Christ,
Justin Carruthers – Lead Pastor

* Title dependent on qualifications, education and experience



WORSHIP PASTOR/DIRECTOR

JOB DESCRIPTION

POSITION FOCUS: Serve by cultivating a *culture* of worship at Gateway. A gifted leader both musically and creatively, with proficient knowledge of worship technology, the ability to relentlessly identify, develop, and empower vocalists and musicians to cultivate a life-giving, passionate, skillful culture of music and worship.

FOCUS SUMMARY:

- Create a culture of *worship* – Develop a 3-5 year strategic plan, in partnership with the vision of the Lead Pastor, for authentic worship at Gateway, guiding us in how worship can be incorporated into daily life and weekly ministries.
- Create a culture of *excellence* – Since we are worshipping the Lord, he is worthy of our best! Be responsible for all aspects of Tech, Media, Sound, Creative Arts, etc.
- Create a Culture of *Kingdom-Mindedness* – It's never been just about the local church. Be a key player in Abbotsford for community worship and broader ecclesiastical partnerships.

QUALIFICATIONS: The Worship Pastor is someone:

- Who shares Gateway CRC's mission and vision and is motivated to help live out said core values.
- Who has a strong love for Jesus and His Church.
- Who loves the church and dreams regularly of all God meant it to be. (Acts 2:17).
- Highly skilled and is adaptable and able to work in a variety of ministry areas.
- An ability to work with and lead adult volunteers.
- Who exudes the three essential virtues of being hungry, healthy, and smart¹
- A self-starter who is able to build-on and expand Gateway ministries.
- Excited to partner with Lead Pastor and other staff in our mission helping people to love and serve Jesus.
- Able to teach the Gospel in a clear and engaging manner and is a skilled motivator.
- Able to articulate and teach the theological tenets of the Christian Reformed Church.

PRIMARY RESPONSIBILITIES: (IN ORDER OF ESTIMATED COMMITMENT OF TIME)

Weekend & Special Services Leadership and Coordination

1. **Plan and lead Sunday worship services** – Arrange and transpose music for worship teams/band and congregation, incorporating the arts into worship services.
2. **Work with the preaching team to develop sermon series'** – Develop themes with the use of media, creative arts, trailer videos, banners, stationary, and other elements to visually encapsulate the worship space. Assist with the planning and the execution of new services and experiences including different formats and forms of musical and creative expression
3. **Identify, develop, and build worship teams** – Schedule Worship Team Members and provide all material for worship practices, Sunday and special services. Conduct weekly and ongoing worship team practices for weekend and special services and for training. Recruit new people for praise teams to sing, play instruments, participate in drama, special reading, etc. Work with staff to ensure constant involvement, mentoring of youth and kids in worship
4. **Administration** – Work with Church Administrator to ensure all podcasts, video recordings, and sermon clips are properly linked to the church website and other streaming devices. Maintain all required documents and membership for CCLI. Make sure there is proper storage for all stage equipment - mic, stand, musical equipment
5. **Pursue new, creative worship opportunities.**

¹ The Ideal Team Player – Patrick Lencioni



Oversight of A/V and Creative Teams

1. **Media and Technology oversight** – Proficient knowledge of sound board, media programs, lighting board and video board. Oversee and lead the media ministry and volunteer staff, responsible for all recordings. Provide A/V booth volunteers training and protocols, and ensure alignment with vision via ongoing supervision.
2. **Identify, develop, and build A/V Teams** – Conduct monthly meetings with all Media Booth staff for training and to explore new possibilities with equipment. Arrange schedules for sound, visual media, lighting and video. Recruit new staff for lighting, sound and video and visual media
3. **Administration & Oversight** – Make necessary recommendations to Lead Pastor for upgrades or additions to any equipment. Set and manage the Media Booth budget for equipment, materials and ministry development.

Oversight of Creative Arts Teams

1. **Creative Arts Oversight** – Ensure that the Creative Arts Team is a vital ministry of Gateway. Responsible for all creative and visual arts that are on stage and in church lobby for Sundays and special services
2. **Identify, develop, and build teams** – Recruit and oversee Creative Arts Team. Develop themes and integrate the various creative elements into a cohesive message that supports the sermon series and other vital areas of church life

Strategic Planning and Implementation

1. **Develop and implement a strategic plan for worship in conjunction with Lead Pastor** – Assist the staff, Worship Team, and members of the congregation in reaching the goals and vision set out in the strategic plan for worship
2. **Develop a culture where worship becomes part of the framework of who we are as a church community** – Review, modify and draft new policies, procedures and guidelines for Gateway Worship Team members

Educate & Inspire

1. **Educate and inspire the congregation in developing a culture of worship** – Teach and show the congregation the significance of Reformed worship.
2. **Lead Other Ministries in Worship** – Lead worship for various ministries throughout the week as needed - including but not limited to Kids Church, Coffee Break, Seniors Ministry, GEMS, Cadets etc.

CRITICAL SKILLS AND TALENTS:

1. Demonstrated success leading volunteers.
2. Organization and Administrative Capability.
3. Capable of developing and communicating a vision as well as implementing a plan with clear goals and objectives . . . able to build ministry models.
4. Willing to take direction from Lead Pastor. Able to place the vision and agenda of the Church ahead of one's own expectations and agenda when needed.
5. Willing to work weekends and evenings. Manages work/life balance effectively.
6. Is capable of communicating and managing change effectively. Able to make difficult decisions, allocate limited resources, and manage conflicting priorities.
7. Effectively manage staff and volunteers. Able to effectively set goals and assess results.
8. Willing to place all ministry goals and objectives in God's hands, spends time in daily prayer, expects ministries to prosper and grow by God's grace, sees talent and capability in great leaders as well as fishermen and tax collectors.
9. Is a self-starter, able to catch leadership vision and execute and implement strategies to that end.

ACCOUNTABILITY: To the Lead Pastor

SALARY: CONTINGENT UPON SKILLS AND EXPERIENCE.



STAFF "COVENANT OF ACCOUNTABILITY"

Recognizing that we must never demand the perfection that belongs solely to God, the following statements reiterate the 'striving' commitments of all Gateway Community CRC Staff (Paid and Volunteer)...

QUALIFICATIONS – "To the very best of my ability, I will..."

- ...be committed to Christ, His Word, and His people.
- ...attend Gateway faithfully
- ...be committed to integrity, character and spiritual Life
- ...exude spiritual and relational warmth – a growing relationship with Jesus and love for His people
- ...actively affirm and support the mission, vision, and values of Gateway."
- ...defend the integrity of all people.
- ...demonstrate a priority commitment to the Great Commission, actively serving the community first, then the congregation."
- ...commit to praying regularly for Gateway leadership, staff, and the mission of the church."
- ...demonstrate a priority commitment to God's Kingdom work through the ministry of Gateway CRC in my investment of time, talent, and treasure by:
Time: Giving of my time in service to God's Kingdom work.
Talent: Utilizing my God-given gifts and talents at Gateway CRC, and
Treasure: Tithing as a minimum standard."
- ...participate in a Life Group or another similar small group centered on God's Word and Prayer."

STAFF "11 COMMANDMENTS"

1. We will believe the best of one another at all times
2. We will never share an anonymous complaint or make comments starting with "They..." or "People..."
3. We will pray for one another
4. We will defend the integrity of one another at all times
5. We will avoid inappropriate relationships
6. We will always ask for support when we need it
7. We will never make important decisions when we are down or deflated
8. We will take our work seriously, for the glory of God, and we will not take ourselves too seriously, lest we try to usurp God's glory.
9. We will *never* gossip
10. * We will have fun!

NAME: _____ SIGNATURE: _____

DATE: _____